



Action Potential #2 Unconscious Bias

Unconscious bias is a preference for or prejudice against a thing, person, or group, often based on stereotypes shaped by our background, culture, and personal experiences. Such biases operate outside our conscious awareness and may be incompatible with our consciously held beliefs. Unconscious bias can negatively impact the work experience and career advancement of women¹ and other underrepresented groups as well as the diversity of organizations.² Below are some tools to help individuals recognize and address unconscious bias.

Selected resources:

[Recruitment Bias in Research Institutes](#) Short film for selection committees by the CERCA Institute

[Unintended Cognitive and Systems Biases](#) Handout by DORA (Declaration on Research Assessment)

[WAGES Workshop](#) Experiential learning activity exploring sources and cumulative effects of bias in academic STEM, followed by guided group discussion. Created at Penn State University, offered by NeuroCure.

[Making Better Decisions](#) Training at Charité led by EAF Berlin focusing on making unconscious decision-making processes visible and guiding participants to recognize and reflect on existing thought patterns.

Recommended reading:

1. Moss-Racusin, C.A., Dovidio, J.F., Brescoll, V.L., Graham, M.J., Handelsman, J. Science faculty's subtle gender biases favor male students. *PNAS* 109(41): 16474-16479 (2012)
2. Llorens, A., et al. Gender bias in academia: A lifetime problem that needs solutions. *Neuron* 109(13): 2047-2074 (2021)

Contact: kimberly.mason@charite.de