You can take action against implicit bias on three levels:

- Institutional
- Interpersonal
- Individual

Implicit bias is the unconscious, automatic tendency to associate certain roles or traits with one social group more than another.

What Can We Do in Our Social Interactions?

Take the perspective of a person in a stereotyped group

- Listen and believe stories of subtle bias you might hear from other women.
- Imagine what it might be like to go through their experience.

Seek out opportunities to engage with people from different social groups

- Initiate a constructive dialogue with someone from a different background than you.
- Build respect for each other by sharing your mutual experiences, concerns, and values.

Encourage women to pursue career-related opportunities.

Speak out against harassment and subtle forms of gender bias.

- Volunteer to mentor women in your field.
- Ensure women are represented in important decisions.

Become an active ally

Be socially inclusive

- Avoid planning social activities you know would exclude certain team members.

Bias Busting Strategies for Interpersonal Interactions

Find out what strategies and actions you can take to counteract implicit bias.

The actions suggested here are just a few examples of steps you can take. Learn more about implicit bias, what you can do to combat it, and our research in our white paper series and on our website: http://successinstem.ca/
Findings & References:

1. Perspective taking increasing psychological closeness, which decreases bias.

2. Increased contact can reduce implicit bias by changing our cognitive representations (how we imagine a group of people) of social groups, directly improving evaluations of the group, and fostering mutual respect between conversational partners.

3. Both men and women can advocate on behalf of underrepresented groups to facilitate change and break discriminatory norms.

4. Because men and women can be interested in different social activities, women are often excluded from opportunities that arise from informal networking.


About Engendering Success in STEM (ESS)

Engendering Success in STEM (ESS) is a research partnership focused on evidence-based solutions. The shared goal of our research is to foster women's inclusion and success in STEM (Science, Technology, Engineering, and Math). We bring together social scientists, STEM experts, and stakeholders in STEM industry and education to use an evidence-based approach to break down the biases girls and women face on their pathway to success.

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