Implicit Bias Checklist

Self-reflection:

- Am I focusing on skills and competencies, avoiding unnecessary reliance on "pedigree"?

- How might the appropriate job skills and competencies come "packaged"? Be open to a wide range of candidates who may actually have the skills and competencies described in the position description, but might present them differently or have a non-traditional education or work history.

- Am I being biased regarding education, type of experience, location of experience, organization affiliation, etc?

- How comfortable/familiar is the candidate's presentation style?

- Am I having a reaction to a candidate's dress, tattoos, or piercings? Are any of these directly related to the job requirements?

- What is my reaction to their race, complexion, culture, gender, weight, age, perceived religion, perceived veteran status, perceived sexual orientation, perceived social-economic class, etc?

- Am I having thoughts about "fit"? Do my thoughts reflect a possible implicit bias?

- Dr Benjamin Reese, Vice President, Institutional Equity, Duke University