

## Broadening Participation Recommended Scholarly Resources and References

Compiled by Brent T. Ladd, Director of Education, Center for Science of Information, Purdue University

### Highlighted resources for implicit bias awareness, and becoming an active ally for inclusive diversity:

- A. Project Implicit. A global network of scientists producing effective ways of understanding attitudes, stereotypes and other hidden biases that influence perception, judgement, and action: <https://www.projectimplicit.net/index.html>
- B. Kendi, I. X. (2019). *How to Be an Antiracist*. NY: One World. Courageous work on the problem of racism in the Western mind. It is very accessible and lays bare the most troubling outcomes of our implicit biases, while providing key insights for behavior and policy change. <https://www.ibramxkendi.com/how-to-be-an-antiracist-1>

### Working List of Resources and References:

Burns, M. D., Monteith, M. J., & Parker, L. R. (2017). Training away bias: The differential effects of counterstereotype training and self-regulation on stereotype activation and application. *Journal of Experimental Social Psychology*, 73, 97–110.

Devine, P.G. et. al. (2012). Long-term reduction in implicit bias: A prejudice habit-breaking intervention. *Journal of Experimental Psychology*, 48, 1267-1278.

Dovidio, J.F. et. al. (1997). On the nature of prejudice: Automatic and Controlled Processes. *Journal of Experimental Social Psychology*, 33, 510-540.

Eberhardt, J. (2019). *Biased: Uncovering the Hidden Prejudice that Shapes What We See, Think, and Do*. NY, NY: Viking

Ferdman, B.M. and Deane, B.R. (2014). *Diversity at Work: The Practice of Inclusion*. Wiley, San Francisco.

Gawronski, B. (2019). Six lessons for a cogent science of implicit bias and its criticism. *Perspectives on Psychological Science*, 14 (4), 574-595.

Girod, S. et. al. (2016). Reducing implicit gender leadership bias in academic medicine with an educational intervention. *Academic Medicine*, 91 (8), 1143-1150.

Kahneman, D. (2011). *Thinking Fast and Slow*. NY: Farrar, Staus and Giroux

Kendi, I. X. (2019). *How to Be an Antiracist*. NY: One World

B. T. Ladd. (2019). "The Information Frontiers Program: Expanding Student Capacity for Crossing Domain and Institutional Borders," in *Association for Interdisciplinary Studies 41st Annual Conference*, Oct. 23-26, University van Amsterdam, The Netherlands.

B. T. Ladd (2018). Case Study of Interdisciplinary Student Research Teams: Factors, Outcomes, and Lessons Learned," *Science of Team Science National Conference*, May 21-24, Galveston, TX.

B. T. Ladd, and R. E. Brown. (2019). Broader Impacts of the Information Frontiers Integrated Education and Diversity Program, *National Alliance for Broader Impacts Summit*, April 30 - May 2, Tucson, AZ.

Lane, K.A., Goh, J.X., and Driver-Linn, E. (2012). Implicit science stereotypes mediate the relationship between gender and academic participation. *Sex Roles*, 66, 220-234.

Monteith, M. J., Parker, L. R., & Burns, M. D. (2016). The self-regulation of prejudice. In T. D. Nelson (Ed.), *Handbook of prejudice, stereotyping, and discrimination* (p. 409–432). Psychology Press.

Moss-Racusin, C.A. et. al. (2012). Science faculty's subtle gender biases favor male students. *PNAS*, 109 (41), p.16474-79.

Mulholland, J. Note to My White Self. Online blog of a middle-aged white man and father of a young black daughter reflecting on his latent racism and white privilege:  
<https://notetomywhiteself.wordpress.com/author/jjim123mul/>

Parker, L. R., Monteith, M. J., Moss-Racusin, C. A., & Van Camp, A. R. (2018). Promoting concern about gender bias with evidence-based confrontation. *Journal of Experimental Social Psychology*, 74, 8– 23.

Perry, S.P., Murphy, M.C., Dovidio, J.F. (2015). Modern prejudice: Subtle but unconscious? The role of bias in Whites' perceptions of personal and others' biases. *Journal of Experimental Social Psychology*, 61, 64-78.

Project Implicit. A global network of scientists producing effective ways of understanding attitudes, stereotypes and other hidden biases that influence perception, judgement, and action: <https://www.projectimplicit.net/index.html>

Smith, F. L., and Nosek, B.A. (2015). On the gender-science stereotypes held by scientists: explicit accord with gender-ratios, implicit accord with scientific identity. *Frontiers in Psychology*, 6, Article 415

Staats, C. et. al. (2017). State of the Science: Implicit Bias Review 2017 Edition. Kirwan Institute for the Study of Race and Ethnicity, The Ohio State University. <http://kirwaninstitute.osu.edu/wp-content/uploads/2017/11/2017-SOTS-final-draft-02.pdf>

Staats, C. (2016). Understanding implicit bias: What educators should know. *American Educator*, Winter 2015-2016, 29-43.

Stewart, A.J., and Valian, V. (2018). *An Inclusive Academy: Achieving Diversity and Excellence*. Boston, MA: MIT Press.