

## ADDITIONAL RESOURCES FOR FOUNDATIONS INTERESTED IN ADDRESSING IMPLICIT BIAS

### PERCEPTION INSTITUTE

[www.perception.org](http://www.perception.org)

In November 2014, the Perception Institute released *The Science of Equality, Volume 1: Addressing Implicit Bias, Racial Anxiety, and Stereotype Threat in Education and Health Care*. This landmark report synthesizes hundreds of studies, providing a comprehensive picture of the role of implicit bias in discrimination.

### KIRWAN INSTITUTE

<http://kirwaninstitute.osu.edu/>

The Kirwan Institute has released a new *State of the Science: Implicit Bias Review* (<http://kirwaninstitute.osu.edu/implicit-bias-review/>) every year for the past two years. The original 2013 report applies the implications of implicit bias to education, health and criminal justice. The 2014 report builds on this by delving into employment and housing.

### RESEARCH BY JERRY KANG

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Jerry Kang is vice chancellor for equity, diversity and inclusion at UCLA. He has written extensively about the role of implicit bias in civil rights and race. See:

On discrimination in evaluation:

*Seeing through Colorblindness: Implicit Bias and the Law* (<http://jerrykang.net/research/2010-seeing-through-colorblindness/>)

On affirmative action and race consciousness:

*Fair Measures: A Behavioral Realist Revision of Affirmative Action* (<http://jerrykang.net/research/2006-fair-measures/>)

On media policy:

*Trojan Horses of Race* (<http://jerrykang.net/research/2005-trojan-horses-of-race/>)

*Bits of Bias* (<http://jerrykang.net/research/2012-bits-of-bias/>)

On personal responsibility and culture:

*New Cultural Defense* (<http://jerrykang.net/research/2011-new-cultural-defense/>)

On the science of automatic processing:

"TEDx – Immaculate Perception?" (<http://jerrykang.net/2013/12/11/tedx-immaculate-perception/>)

- Bias, Racial Anxiety, and Stereotype Threat in Education and Healthcare*, Perception Institute, November 2014, [http://diversity.berkeley.edu/sites/default/files/ScienceofEquality\\_web.pdf](http://diversity.berkeley.edu/sites/default/files/ScienceofEquality_web.pdf).
- John A. Powell, *How Implicit Bias and Structural Racialization Can Move Us Toward Social and Personal Healing*, University of Arkansas Clinton School of Public Service & Center on Community Philanthropy, 2013, <http://clintonschool.uasys.edu/wp-content/uploads/2013/12/Clinton-School-Compendium-2013.pdf>; also see Walter Matthews, *Human life from many angles*, Goodwill Publishing Company, 1922.
- Id.*
- Lutz Bornmann, et al., "A multilevel meta-analysis of studies reporting correlations between the *h* index and 37 different *h* index variants," *Journal of Informetrics*, February 2011.
- Christine Wenneras and Agnes Wold, "Nepotism and Sexism in Peer Review," *Nature* 387, May 1997, <http://www.nature.com/nature/journal/v387/n6631/abs/387341a0.html>.
- Molly Carnes, et al., *Exploring the Science of Scientific Review*, University of Wisconsin-Madison, Wisconsin, forthcoming.
- Sara Reardon, "NIH to probe racial disparity in grant awards," *Nature* 512, August 2014, <http://www.nature.com/news/nih-to-probe-racial-disparity-in-grant-awards-1.15740>.
- Id.*
- Avis Atkins and Orson Aguilar, *A Promise to Diverse Communities: Summary of the Foundation Coalitions Efforts*, Greenlining Institute, June 2012, <http://greenlining.org/wp-content/uploads/2013/02/PDCreport.pdf>.
- Foundation Funding for Native American Issues and Peoples*, The Foundation Center, 2011, <http://www.nativephilanthropy.org/wp-content/uploads/2013/03/2011-Foundation-Funding-for-Native-American-Issues-and-Peoples.pdf>
- Charles Clotfelter, *Who Benefits From the Nonprofit Sector?*, Chicago: University of Chicago Press, 1992, p. 22.
- Nancy Burd, *On the Money: The Key Financial Challenges Facing Nonprofits Today – and How Grantmakers Can Help*, 2009, [http://www.socialimpactexchange.org/sites/www.socialimpactexchange.org/files/publications/On\\_the\\_Money\\_v2.pdf](http://www.socialimpactexchange.org/sites/www.socialimpactexchange.org/files/publications/On_the_Money_v2.pdf).
- This list was formulated by Jerry Kang and a group of researchers, detailed in *The Science of Equality*, in the context of judicial decision-making, but can be applied to the similar process of grant-making. See Godsil.
- Id.*