**Miramar Academic Senate**

**Resources for Screening Committee Members**

**October 2021**

* **ASCCC Canvas Training Course: Model Hiring Principles and Procedures**

[https://ccconlineed.instructure.com/courses/5733](https://ccconlineed.instructure.com/courses/5733%22%20%5Ct%20%22_blank)

* **ASCCC Implicit Bias Presentation and Resources**

<https://asccc.org/sites/default/files/ImplilcitBiasfinal.pptx>

* Center for Urban Education. Equity Mindedness. Retrieved on 2/15/19 from <https://cue.usc.edu/about/equity/equity-mindedness/>
* Cheryl Staats, Kelly Capatosto, Robin A. Wright, and Danya Contractor. *State of the Science: Implicit Bias*. Review 2015. Kirwan Institute for the Study of Race and Ethnicity.

<http>[://kirwaninstitute.osu.edu/wp-content/uploads/2015/05/2015-kirwan-implicit-bias.pdf](http://kirwaninstitute.osu.edu/wp-content/uploads/2015/05/2015-kirwan-implicit-bias.pdf)

* The Campaign for College Opportunity. (2017) Left Out: How Exclusion in California’s Colleges and Universities Hurts Our Values, Our Students, and Our Economy retrieved on February 15, 2019 from <https://collegecampaign.org/portfolio/left-out-report/>
* Implicit Bias 101 Retrieved on 2/15/19 from <https://www.youtube.com/watch?v=lWb4i-ZPE0Q>
* **Websites**
* Project Implicit at Harvard:

<https://implicit.harvard.edu/implicit/>

* Implicit Bias: Learn the Science, Make Better Decisions: <https://outsmartinghumanminds.org/>
* UCLA’s Equity, Diversity and Inclusion resources page: <https://equity.ucla.edu/know/implicit-bias/>
* **Books**
* Blind Spot. Mahzarin R. Banaji, and Anthony G. Greenwald
* The Innocent Classroom Alexis Pate
* Unconscious Bias in Schools Tracey A Benson and Sarah E. Fierman
* Microaggressions in Everyday Life Wing Sue
* **Short Readings**
* “Understanding Implicit Bias: What Educators Should Know” <https://files.eric.ed.gov/fulltext/EJ1086492.pdf>
* “Two Powerful Ways Managers Can Curb Implicit Biases”

<https://hbr.org/2018/10/two-powerful-ways-managers-can-curb-implicit-biases>

* “Turning a Light on Our Implicit Biases”

<https://news.harvard.edu/gazette/story/2020/12/taking-a-hard-look-at-our-implicit-biases/>

* **Research**
* “Developing the Research Basis for Controlling Bias in Hiring”

<https://repositorio.ul.pt/bitstream/10451/8619/1/ICS_APNunes_Developing_ARI.pdf>

* “Workplace Backlash Toward Agenic Women: An Intersectional Approach”

<https://libres.uncg.edu/ir/wcu/f/Schnerre2018.pdf>

* **Video Series**
* NY Times Video Series: Who Me, Biased?

<https://www.nytimes.com/video/who-me-biased>

* **TedTalks**
* “It’s about time we challenge our unconscious biases.”

<https://www.youtube.com/watch?v=thkmVv54e6M>

* “Are you biased? I am”

<https://www.youtube.com/watch?v=Bq_xYSOZrgU>

* “How To Outsmart Your Own Unconscious Bias”

<https://www.youtube.com/watch?v=GP-cqFLS8Q4>

* “We all have implicit biases. So what can we do about it.”

<https://www.youtube.com/watch?v=kKHSJHkPeLY>

* **Other Educational Content**
* “Hiring Bias: Diversity and Inclusion Dramas”

<https://www.youtube.com/watch?v=MRASZPQDPv0>

* “Implicit Bias Hiring Video” Cuesta College

<https://www.youtube.com/watch?v=Q48J3r_l22M>