

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>
- **ASCCC Implicit Bias Presentation and Resources**
<https://asccc.org/sites/default/files/ImplilicitBiasfinal.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>
 - 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=IWb4i-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_AR1.pdf
 - “Workplace Backlash Toward Agenic Women: An Intersectional Approach”
<https://libres.uncg.edu/ir/wcu/f/Schernerre2018.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