Bias, Ethics, & Decision-Making
Additional Materials

Key Sources

Frameworks for Understanding Bias & Effective Antibias Interventions	Devine, P. G., Forscher, P. S., Austin, A. J., & Cox, W. T. (2012). Long-term reduction in implicit race bias: A prejudice habit-breaking intervention. Journal of experimental social psychology, 48(6), 1267-1278. Schmader, T., Dennehy, T. C., & Baron, A. S. (2022). Why antibias interventions (need not) fail. Perspectives on Psychological Science, 17(5), 1381-1403.
Understanding Stereotypes	Cuddy, A. J., Glick, P., & Beninger, A. (2011). Warmth and Competence As Universal Dimensions of Social Perception: The Stereotype Content Model and the BIAS Map. Research in organizational behavior, 31, 73-98. Zhang, B., Hu, Y., Zhao, F., Wen, F., Dang, J., & Zawisza, M. (2023). The psychological process of stereotyping: Content, forming, internalizing, mechanisms, effects, and interventions. Frontiers in Psychology, 13, 1117901.
Benefits to Diversity	Philips, K. W. (2014) How Diversity Makes Us Smarter (Article). Scientific American. Columbia Business School (2019). Why Diverse Teams Are Smarter (Video). YouTube. Equal Justice Initiative (2024). Chapter 5: Harm Caused by Racially Biased Jury Selection. Race and the Jury.

Additional Resources

Building Awareness of Biases	• **Implicit Association Tests** from Harvard University • **Stereotype Flip Tests** • **Circle of Trust Activity**