

## Unconscious Bias, Fair Assessment, and Inclusive Research Cultures

### Abstract:

Assessment of achievement, ability, and performance affects hiring, compensation, granting success, and promotion across sectors, including science. This presentation takes a non-judgmental approach to outline how systematic biases in the assessment of competence and achievements of women, racialized persons, and others from marginalized groups can challenge fair assessment. Using an evidence-informed approach, typical manifestations of bias in processes common to STEM research will be reviewed, with discussion of how cumulative effects across the career arc can be substantive. The session ends by providing some evidence-based, practical approaches for mitigating bias and implementing processes that could create more inclusive research cultures.

### **Background work:**

**Pre-Session Survey.** Please complete the brief anonymous survey linked here:

<https://www.surveymonkey.com/r/C2Mi>

(2 questions, estimated completion time: 2 minutes). Contributions will be used to inform Professor Andrade's talk, and will be shared in the aggregate with the organizers .



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### **Bio**

**Professor Maydianne Andrade** is a University Professor, the University of Toronto's highest academic rank, held by 2% of faculty. Her award-winning research on links between reproduction, behaviour, and diversity within and across species uses widow spiders as models. A former Canada Research Chair in Integrative Behavioural Ecology, she is a fellow of the Royal Canadian Geographical Society, and of the Animal Behaviour Society. Professor Andrade's experience evaluating research impact and equitable practice includes acting as Chair of the National Killam Selection Committee, and of the Scientific Advisory Committee of the Council of Canadian Academies. Within the University, she has served as Vice Dean Faculty Affairs and Equity and as Acting Vice Principal Academic & Dean at the University of Toronto Scarborough. Since 2013, she has engaged in knowledge translation to provide practical advice for increasing inclusive practices across scholarly fields and sectors. She founded the Toronto Initiative for Diversity and Excellence in 2016, and Co-chairs this multi-disciplinary group of faculty who provide talks and workshops for the university community. Thousands of colleagues at the University have attended TIDE talks or workshops, and completed unconscious bias education modules based on TIDE content. Professor Andrade is also a co-founder and was inaugural President of the Canadian Black Scientists Network (CBSN), a national multidisciplinary coalition supporting Black people in STEM.