

Why does implicit bias matter?

What can we do about it?

# Why implicit bias matters

- IAT predicts budget cuts to Black, Asian, and Jewish student groups
- IAT predicts doctors' treatment recommendations for Black and White patients presenting with heart attacks
- IAT predicts hiring discrimination based on ethnicity and obesity

## Discrimination and the Implicit Association Test

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## Implicit Bias among Physicians and its Prediction of Thrombolysis Decisions for Black and White Patients

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## Implicit prejudice and ethnic minorities: Arab-Muslims in Sweden

Jens Agerström, Dan-Olof Rooth

International Journal of Manpower

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## Understanding and Using the Implicit Association Test: III. Meta-Analysis of Predictive Validity

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## The Role of Automatic Obesity Stereotypes in Real Hiring Discrimination

Jens Agerström and Dan-Olof Rooth  
Linnaeus University

# What can we do about implicit bias?

- Can we change our implicit bias?
  - Yes, but very difficult
  - Not much evidence for long-term change
  - May not impact behavior
- Instead, create a culture of inclusion and equity at SIUE
  - **Reflect** on our own implicit biases
  - **Engage** with diverse classmates
  - **Confront** bias in others
  - **Build** multicultural competence

*Research Article*

## **Interracial Roommate Relationships**

**An Experimental Field Test of the Contact Hypothesis**

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