**Resources: Avoiding Unconscious Bias in the Hiring Process**

**Framework for the Presentation**

* [“We Are All for Diversity, but…”: How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change](https://drive.google.com/open?id=0B6L03BW7vhlAR0VfdVF2T2pIMTR6QXJPdXI3SEdTa0JvLVF3)Sensoy and DiAngelo

**Implicit Bias**

* [Guide on Implicit Bias](https://www.centerforsocialinclusion.org/csis-guide-on-implicit-bias/) Center for Social Inclusion
* [Quick Facts](https://drive.google.com/open?id=1PdE0QCLq41LI9C3h47KDWyb0dc3-HxjE) Kirwan Institute, Ohio State University
* [Implicit Bias](https://equity.ucla.edu/know/implicit-bias/)  UCLA Office of Equity, Diversity and Inclusion

**Self-Assessments for Implicit Bias**

* [Project Implicit](https://implicit.harvard.edu/)
* [Bias Cleanse](http://www.lookdifferent.org/what-can-i-do/bias-cleanse) from MTV’s Look Different

**Disrupting Bias in the Hiring Process**

* [Communication Best Practices](https://ucla.app.box.com/v/communication-best-practices) UCLA Equity, Diversity and Inclusion
* [Searching for Excellence: Evidence-Based Strategies for Equitable and Inclusive Faculty Hiring](https://ucla.app.box.com/v/searching-for-excellence) UCLA
* [Minimizing Bias](http://wiseli.engr.wisc.edu/docs/SearchBook_Wisc.pdf) (pages 52 - 66), University of Wisconsin
* [Interrupting Bias in the Faculty Search Process](https://www.engr.washington.edu/lead/biasfilm/materials/Film%20Website%20--Common%20Shortcuts.pdf) University of Washington
* [Recruiting Resources for Search Committees](http://wiseli.engr.wisc.edu/recruitingresources.php) Women in Science and Engineering Leadership Institute, University of Madison, Wisconsin

**Reflection as Action**

* [The Five Things No One Will Tell You about Why Colleges Don’t Hire More Faculty of Color](https://hechingerreport.org/five-things-no-one-will-tell-colleges-dont-hire-faculty-color/)

**Additional Resources**

* [Mutually Beneficial Interactions: Campus Custodian-College Student Relationships](https://drive.google.com/open?id=10o5tM1HThyE2bfO5oZFxhds38a5JiOsE)