

Preparation resources for unconscious bias: Admissions MMI Interviewers

- 1) *Rooting out implicit bias in admissions* (short opinion article on AAMC website)
<https://www.aamc.org/news-insights/insights/rooting-out-implicit-bias-admissions>
- 2) 2 ½ minute video of Howard Ross telling his story about unconscious bias;
<https://www.youtube.com/watch?v=KVp9xCmDqPs>
- 3) Very short opinion article from a Medical student on an Admissions Committee -
<https://www.aamc.org/news-insights/insights/what-its-be-student-admissions-committee>
- 4) Complete a free Implicit Association Test from Harvard
(<https://implicit.harvard.edu/implicit/langchoice/canada.html>).



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Weight IAT	<i>Weight ('Fat - Thin' IAT).</i> This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
Skin-tone IAT	<i>Skin-tone ('Light Skin - Dark Skin' IAT).</i> This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
Religion IAT	<i>Religion ('Religions' IAT).</i> This IAT requires some familiarity with religious terms from various world religions.
Sexuality IAT	<i>Sexuality ('Gay - Straight' IAT).</i> This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.
Weapons IAT	<i>Weapons ('Weapons - Harmless Objects' IAT).</i> This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.
Gender-Science IAT	<i>Gender - Science.</i> This IAT often reveals a relative link between liberal arts and females and between science and males.
Countries IAT	<i>Countries ('Canada - United States IAT').</i> This IAT requires the ability to recognise photos of national leaders and other national icons. The results revealed by this test provide a new method of appraising nationalism.
Transgender IAT	<i>Transgender ('Transgender People – Cisgender People' IAT).</i> This IAT requires the ability to distinguish photos of transgender celebrity faces from photos of cisgender celebrity faces.
Gender-Career IAT	<i>Gender - Career.</i> This IAT often reveals a relative link between family and females and between career and males.
Age IAT	<i>Age ('Young - Old' IAT).</i> This IAT requires the ability to distinguish old from young faces. This test often indicates that participants have automatic preference for young over old.
Race IAT	<i>Race ('Black - White' IAT).</i> This IAT requires the ability to distinguish faces of European and African origin. It indicates that most participants have an automatic preference for white over black.
Disability IAT	<i>Disability ('Disabled - Abled' IAT).</i> This IAT requires the ability to recognize symbols representing abled and disabled individuals.
Arab-Muslim IAT	<i>Arab-Muslim ('Arab Muslim - Other People' IAT).</i> This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.

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- 5) 11-minute video; *Countering Bias in the Interview*;
<https://www.youtube.com/watch?v=GRDHXJ5cO1U>