

## Implicit Bias as One Obstacle to Gender Equity

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**Abstract :** Today, there is increased attention to the role of social perceptions in the selection, hiring, and management of employees and the evaluation and promotion of students. In some contexts, where women or members of certain social groups have been historically underrepresented there is evidence that these perceptions reflect the implicit biases people harbor. Research in the social and psychological sciences reveals that implicit biases against women unfairly disadvantage them in academic and work settings. This presentation will provide an overview of the current state of knowledge on an implicit bias as well as the problems associated with it. How employers, educators and other evaluators can inoculate themselves from the pernicious effects of these biases will be considered.

**Keywords :** gender equity, implicit bias, social psychology, unconscious bias

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