

**Additional Reading:
What do psychologists know about implicit bias?**

“Reading the ... highly similar, predominantly overlapping critiques of research on implicit prejudice that [a small group of individuals have] co-authored, one is likely to come away with a sense that the discipline of social psychology itself is in disarray and that its constituents are deeply divided over the question of whether implicit bias really exists. *This impression would be false*. The fact of the matter is that the field of social psychology has not seriously doubted the existence of implicit stereotyping and prejudice since at least the early 1990s, if not earlier.”

—Jost, J. T., Rudman, L. A., Blair, I. V., Carney, D. R., Dasgupta, N., Glaser, J., & Hardin, C. D. (2009). The existence of implicit bias is beyond reasonable doubt: A refutation of ideological and methodological objections and executive summary of ten studies that no manager should ignore. *Research in Organizational Behavior*, 29, 39-69.

- I. Many of our thoughts, feelings, and behaviors happen outside of our conscious awareness and control. Although research using the Implicit Association Test (IAT) is more recent, the IAT is only one measure of implicit information processing. Psychologists have been studying thoughts, feelings, and behaviors outside of conscious awareness with a wide variety of methods for over a century.**

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II. The effects of implicit bias on behavior are not limited to the laboratory. Studies that examine “real-world” outcomes find results that are consistent with the lab results.

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III. Judges (like other professionals and substantive experts) are not immune to the influence of cognitive biases on behavior.

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IV. The path from implicit bias to discriminatory behavior is not inevitable. The motivation and opportunity to control potential bias can determine whether biases will manifest in action.

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