



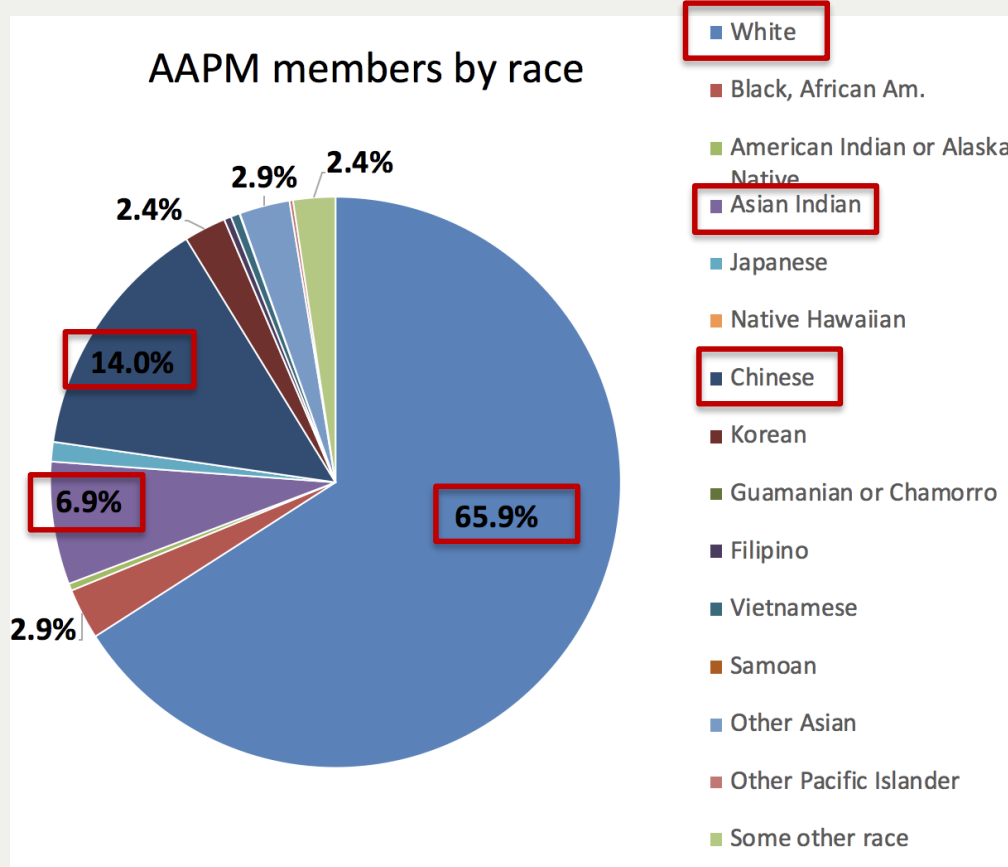
Memorial Sloan Kettering
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What is Unconscious Bias and How can we use Diversity, Inclusion and Equity to Combat It?

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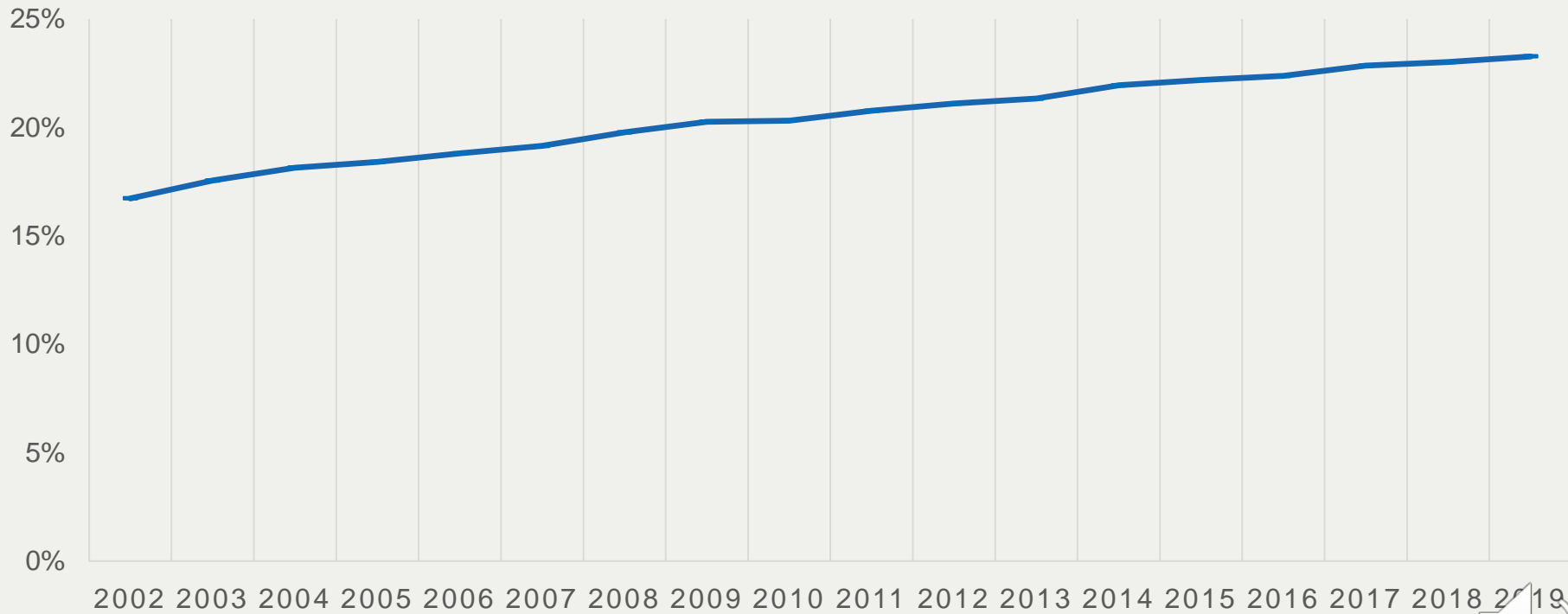


AAPM - Race balance

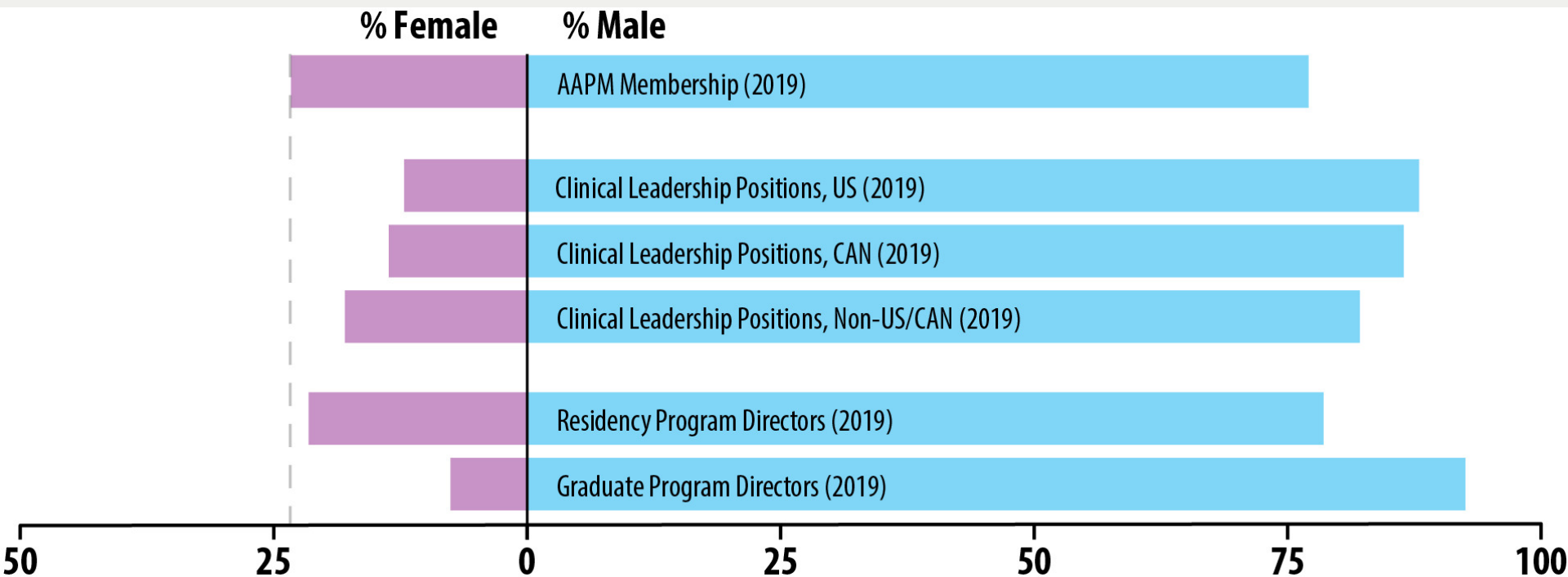


AAPM - Gender balance

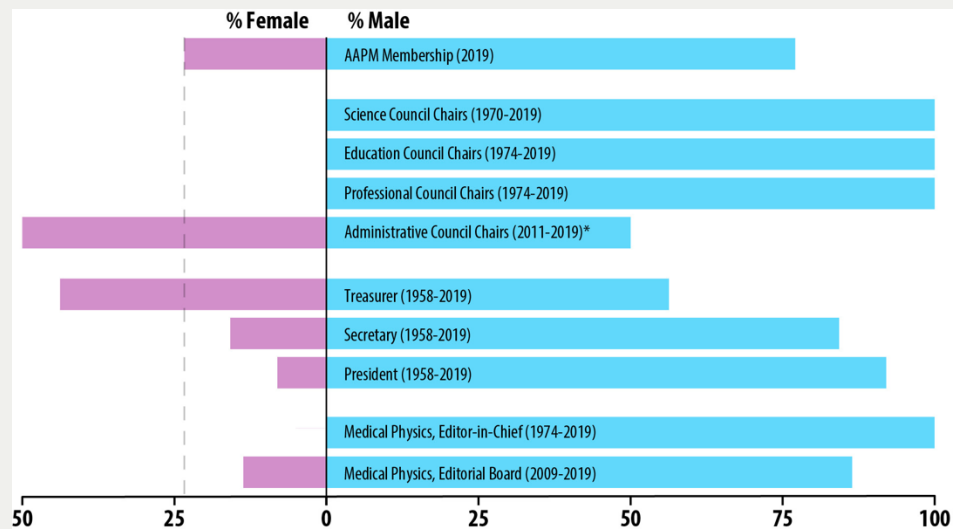
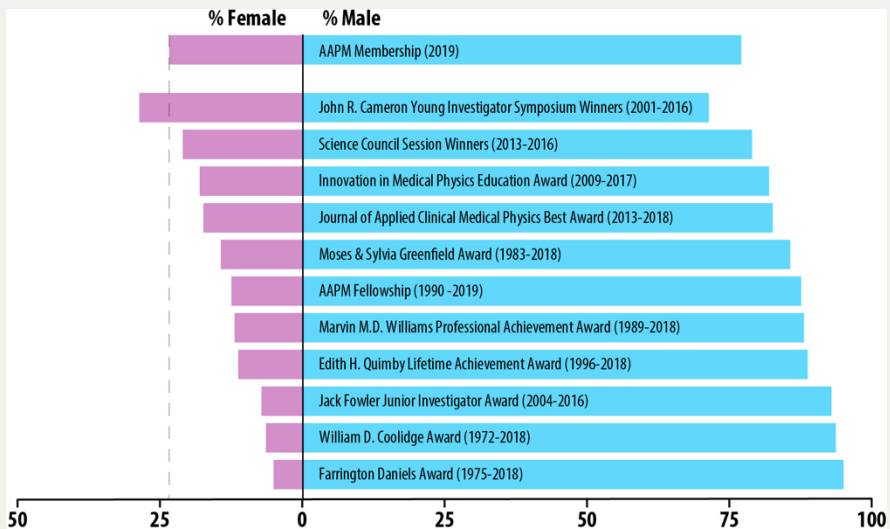
— % Female Physicists



Medical Physics Leadership



AAPM Awards and Leadership



Covington et al. Med Phys 2020



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What is unconscious bias?

- Bias: prejudice against or in favor of something or someone
 - Conscious bias (explicit bias) - attitudes and beliefs we have about a person or group on a conscious level – easy to identify
 - Unconscious bias (implicit bias) - attitudes and beliefs we have about a person or group on a subconscious level – harder to recognize



Diversity, Inclusion, and Belonging

DIVERSITY

is
being
invited
to the
Party

INCLUSION

is
being
asked
to
Dance

BELONGING

is
dancing
like
no one's
Watching



Unconscious bias facts

- We all have unconscious biases
- Unconscious sexist bias is alive and well in science
- Unconscious biases develop at an early age: emerge during middle childhood and develop across childhood (Dore, 2014).
 - Ex: Implicit associations between math and gender have been shown to be in place by age 7 or 8 -> Girls begin to lose confidence in their math ability and differ increasingly from boys in this regard as they move into high school.
- Unconscious biases affect our behavior (Dasgupta, 2004).
- Unconscious biases and its impact can be reduced (Dasgupta, 2013; Dasgupta & Greenwald, 2013).



Examples of Unconscious Bias

By Whom and When Is Women's Expertise Recognized? The Interactive Effects of Gender and Education in Science and Engineering Teams

Harvard
Business
Review

DIVERSITY

If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired

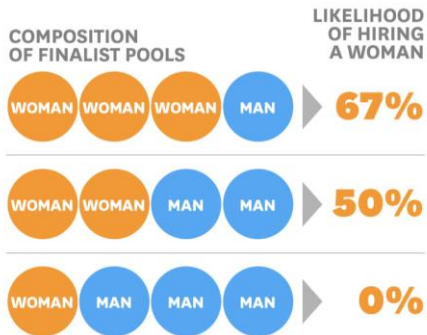
by Stefanie K. Johnson, David R. Hekman, and Elsa T. Chan

APRIL 26, 2016

Marianne Bertrand
Sendhil Mullainathan

Working Paper 9873
<http://www.nber.org/papers/w9873>

NATIONAL BUREAU OF ECONOMIC RESEARCH
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SOURCE STEFANIE K. JOHNSON ET AL

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Obesity penalty: weight discrimination for women kicks in at BMIs of 27 plus; for men it is 35 plus. Overweight men earn 2.3% less than colleagues; overweight women it is 6.2%



PMCID: PMC2219763

PMID: [17594129](#)

[16-007-0258-5](#)

Height Advantage: 58% of all Fortune 500 CEOs are over 6ft tall yet only 14.5% of American men are over 6ft.



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Unconscious bias mitigation

- Learn what unconscious biases are
- Assess which biases are most likely to affect you (Harvard implicit project tests)
<https://implicit.harvard.edu/implicit/>
- Figure out where biases are most likely to affect your organization
- Encourage team members to speak up about biases
- Use a diverse interview panel
- Consider a diverse pool of applicants
- Evaluate every CV in the same way
- Hold employees accountable



Thank you!



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