

REFERENCE LIST ABOUT IMPLICIT AND UNCONSCIOUS BIAS

A Working Document by

Ana María Munar
Florence Villesèche
Cecilie Dam Weidemann

Department of International Economics and Management

The Diversity and Inclusion Council
Copenhagen Business School
Copenhagen, September, 2016

This reference list should be cited as:
Munar, A. M, Villesèche, F., & Wiedemann, C. D. (2016), Reference List about Implicit and Unconscious Bias. Copenhagen Business School, Frederiksberg, Denmark.

ISBN: 978-87-998210-2-0



This work is licensed under a Creative Commons License. To view a copy of this license, visit <https://creativecommons.org/licenses/by-nc-nd/4.0/>

Introduction

The compilation of this reference list is one of the initiatives of the action plan developed by the Council for Diversity and Inclusion at Copenhagen Business School (CBS). This reference list is the first in a series of efforts initiated by this Council to develop an academic resource pool and knowledge base on diversity- and inclusion-related topics.

An implicit and/or unconscious bias is a bias that we are unaware of and is therefore expressed unwillingly and unknowingly. As recent studies on implicit bias indicate “we now know that the operation of prejudice and stereotyping in social judgment and behavior does not require personal animus, hostility, or even awareness. In fact, prejudice is often ‘unconscious’ or ‘implicit’ – that is, unwitting, unintentional, and uncontrollable even among the most well-intentioned people. [...] Prejudice also lives and thrives in the banal workings of normal, everyday human thought and activity” (Hardin and Banaji, 2013, pp. 13-14). Research also indicates that it is possible to implement procedures and strategic actions that help reduce implicit biases (Devine, Forscher, Austin, & Cox, 2012).

Although extensive, this list does not include all existing academic work on the topic of implicit and unconscious bias. Our objective here has been to focus on publications that could be of relevance for higher education and research environments. This list takes its point of departure in the comprehensive literature review “Unconscious Bias in Higher Education” (Equality Challenge Unit, 2013) and expands and updates it with other references – including literature published up to July 2016. The list aims to be used as a working document for employees or students at Copenhagen Business School. Therefore, besides the references, it includes direct links to publications accessible through the CBS library website and/or specifications of where and how to access each publication. In addition, as part of this effort and in line with the task list of the Council for Diversity and Inclusion, the report “Gender and Leadership Practices at Copenhagen Business School” (Munar & Villesèche, 2016) features a section that provides an analysis of the views of the heads of department/the leadership group at CBS regarding the topic of implicit bias. This report can be accessed via the CBS open archives (openarchive.cbs.dk/).

To reduce unconscious biases and their related discriminatory effects is a responsibility of all of us working at academic institutions. It is our hope that this literature list will contribute to raising awareness and providing inspiration to action.

Reference List about Implicit and Unconscious Bias

- Aberson, CLS (2004) 'Implicit bias and contact: the role of interethnic friendships'. *Journal of Social Psychology* 144(3): 335–347.
<http://www.tandfonline.com/esc-web/lib.cbs.dk/doi/pdf/10.3200/SOCP.144.3.335-347>
- Aboud, FE (1988) *Children and prejudice*. Basil Blackwell, New York.
→ Not available in Google Scholar or CBS Library. Book, can be bought here:
<http://www.amazon.com/exec/obidos/ASIN/0631149414/sociapsychn0f-20>
- Abrams, D (2010) *Processes of prejudice: theory, evidence and intervention*. Equality and Human Rights Commission, London.
https://kar.kent.ac.uk/29732/1/56_processes_of_prejudice.pdf
- Abrams, D & Houston, D (2006) *Equality, diversity and prejudice in Britain: results from the 2005 national survey*. Equalities Review. Cabinet Office, London.
https://kar.kent.ac.uk/4106/1/Abrams_KentEquality_Oct_2006.pdf
- Adriaanse, MA, Van Oosten, JMF, De Ridder, DTD, De Wit, JBF & Evers, C (2011) 'Planning what not to eat: ironic effects of implementation intentions negating unhealthy habits.' *Personality and Social Psychology Bulletin* 37(1): 69–81.
http://www.researchgate.net/profile/John_Wit/publication/49701984_Planning_what_not_to_eat_ironic_effects_of_implementation_intentions_negating_unhealthy_habits/links/02e7e52ab86668e1b8000000.pdf
- Agerström, J, Carlsson, R & Rooth, D (2007) *Ethnicity and obesity: evidence of implicit work performance stereotypes in Sweden: working paper 2007:20*. Institute for Labour Market Policy, Uppsala.
<http://www.econstor.eu/bitstream/10419/78650/1/545395623.pdf>
- Agerström, J & Rooth, D (2011) 'The role of automatic obesity stereotypes in real hiring discrimination'. *Journal of Applied Psychology* 96(4): 790–805.
<http://psytopaca.asso-web.com/uploaded/agerstrom-and-rooth-jap-2011-the-role-of-automatic-obesity-stereotypes-in-real-hiring-discrimination.pdf>
- Agerström, J & Rooth, D-O (2009) 'Implicit prejudice and ethnic minorities: Arab-Muslims in Sweden'. *International Journal of Manpower* 30: 43–55.
<http://www.econstor.eu/bitstream/10419/35622/1/587708050.pdf>
- Ajzen, I & Fishbein, M (1977) 'Attitude-behavior relations: a theoretical analysis and review of empirical research'. *Psychological Bulletin* 84(5): 888–918.
http://www.thecre.com/tpsac/wp-content/uploads/2011/02/Appendix2_AttitudevsAction_ByAjzenFishbein1977.pdf

Allen, TJ, Sherman, JW & Klauer, KC (2010) 'Social context and the self-regulation of implicit bias'. *Group Processes and Intergroup Relations* 13(2): 137–149.
http://www.researchgate.net/profile/Jeffrey_Sherman2/publication/231621978_Social_context_and_the_self-regulation_of_implicit_bias/links/5405f7f60cf2c48563b1fba0.pdf

Allport GW (1954) *The nature of prejudice*. Perseus, New York.

→ Excerpt from the book:

http://faculty.washington.edu/caporaso/courses/203/readings/allport_Nature_of_prejudice.pdf

Amodio, DM, Harmon-Jones, E, Devine, PG, Curtin, JJ, Hartley, SL & Covert, AE (2004) 'Neural signals for the detection of unintentional race bias'. *Psychological Science* 15(2): 88–93.

http://www.overcominghateportal.org/uploads/5/4/1/5/5415260/neural_signals-detect_unintentional_race_bias.pdf

Apfelbaum, EP, Norton, MI & Sommers, SR (2012) 'Racial color blindness: emergence, practice, and implications'. *Current Directions in Psychological Science* 21(3): 205–209.

<http://web.mit.edu/epa1/www/New%20articles/Racial%20color%20blindness-%20Emergence,%20Practice,%20and%20Implications.pdf>

Asendorpf, JB, Banse, R & Mücke, D (2002) 'Double dissociation between implicit and explicit personality self-concept: the case of shy behavior.' *Journal of Personality and Social Psychology* 83: 380–393.

<https://www.psychologie.uni-bonn.de/institute/institut-fuer-psychologie/abteilungen/sozial-und-rechtspsychologie/mitarbeiter/prof.-dr.-rainer-banse-1/1asendorpfbansemucke2002-doublediss.pdf>

Banaji, MR (2005) 'Mind bugs: The psychology of ordinary prejudice'. Paper presented at the Midwestern Psychological Association meeting, Chicago, May.

→ Not available in Google Scholar or CBS Library.

Banse, R, Seise, J & Zerbes, N (2001) 'Implicit attitudes towards homosexuality: reliability, validity, and controllability of the IAT'. *Zeitschrift für Experimentelle Psychologie* 48: 145–160.

http://www.researchgate.net/profile/Rainer_Banse/publication/11946421_Implicit_attitudes_towards_homosexuality_reliability_validity_and_controllability_of_the_IAT/links/00b495249277a5dd5b000000.pdf

Barden, J, Maddux, WW, Petty, RE & Brewer, MB (2004) 'Contextual moderation of racial bias: the impact of social roles on controlled and automatically activated attitudes'. *Journal of Personality and Social Psychology* 87(1): 5–22.

<http://web.a.ebscohost.com.esc-web.lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=ca40d400-f613-4149-b18e-5e15ada0181a%40sessionmgr4005&vid=1&hid=4107>

Bargh, JA, Chen, M & Burrows, L (1996) 'Automaticity of social behavior: direct effects of trait construct and stereotype activation on action'. *Journal of Personality and Social Psychology* 71(2): 230-244.

<http://www.cuclasses.com/stat1001/homeworks/studies/socialbehavior.pdf>

Bassi, M., Blumberg, R. L., & Mateo Díaz, M. (2016). *Under the " Cloak of Invisibility": Gender Bias in Teaching Practices and Learning Outcomes*. Inter-American Development Bank.

<http://disde.minedu.gob.pe/bitstream/handle/123456789/4505/Under%20the%20Cloak%20of%20Invisibility%20Gender%20Bias%20in%20Teaching%20Practices%20and%20Learning%20Outcomes.pdf?sequence=1&isAllowed=y>

Billig, M (1985) 'Prejudice, categorization and particularization: from a perceptual to a rhetorical approach'. *European Journal of Social Psychology* 15(1): 79–103.

<http://web.a.ebscohost.com.esc-web.lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=a936db0a-d995-4507-9891-89d70695b7d6%40sessionmgr4003&vid=1&hid=4107>

Blair, IV (2002) 'The malleability of automatic stereotypes and prejudice.' *Personality and Social Psychology Review* 6(3): 242–261.

http://homepages.abdn.ac.uk/c.n.macrae/pages/dept/HomePage/Level_3_Social_Psych_files/Blair.pdf

Blair, IV, Ma, JE & Lenton, AP (2001) 'Imagining stereotypes away: The moderation of implicit stereotypes through mental imagery'. *Journal of Personality and Social Psychology* 81: 828–841.

<http://homepage.psy.utexas.edu/HomePage/class/psy394U/Bower/10%20Automatic%20Process/I.Blair-mod.%20stereotypes.pdf>

Blanton, H & Jaccard, J (2008) 'Unconscious racism: a concept in pursuit of a measure'. *Annual Review of Sociology* 34: 277–297.

http://www.researchgate.net/profile/Hart_Blanton/publication/228173880_Unconscious_Racism_A_Concept_in_Pursuit_of_a_Measure/links/544546060cf2d62c304d7b5c.pdf

Blanton, H & Jaccard, J (2006) 'Arbitrary metrics in psychology'. *American Psychologist* 61: 27–41.

<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.314.2818&rep=rep1&type=pdf>

Blanton H, Jaccard J, Gonzales PM, & Christie C (2006) 'Decoding the implicit association test: implications for criterion prediction'. *Journal of Experimental Social Psychology* 42(2): 192–212.

http://www.researchgate.net/profile/Hart_Blanton/publication/222820133_Decoding_the_implicit_association_test_Implications_for_criterion_prediction/links/544546060cf22b3c14dde219.pdf

Blanton, H, Jaccard, J, Klick, J, Mellers, B, Mitchell, G & Tetlock, P (2009) 'Strong claims and weak evidence: reassessing the predictive validity of the IAT'. *Journal of Applied Psychology* 94: 567–582.

http://scholarship.law.upenn.edu/cgi/viewcontent.cgi?article=2533&context=faculty_scholarship&sei-redir=1&referer=https%3A%2F%2Fscholar.google.dk%2Fscholar%3Fq%3DBlanton%252C%2BH%252C%2BJaccard%252C%2BJ%252C%2BKlick%252C%2BJ%252C%2BMellers%252C%2BB%252C%2BMitchell%252C%2BG%2B%2526%2BTetlock%252C%2BP%2B%25282009%2529%2B%25E2%2580%2598Strong%2Bclaims%2Band%2Bweak%2Bevidence%253A%2Breassessing%2Bthe%2Bpredictive%2Bvalidity%2Bof%2Bthe%2BIAT%25E2%2580%2599.%2BJournal%2Bof%2BApplied%2BPsychology%2B94%253A%2B567%25E2%2580%2593582.%26btnG%3D%26hl%3Dda%26as_sdt%3D0%252C5#search=%22Blanton%2C%20H%2C%20Jaccard%2C%20J%2C%20Klick%2C%20J%2C%20Mellers%2C%20B%2C%20Mitchell%2C%20G%20%26%20Tetlock%2C%20P%20%282009%29%20'Strong%20claim%20weak%20evidence%3A%20reassessing%20predictive%20validity%20IAT'.%20Journal%20Applied%20Psychology%2094%3A%20567-582.%22

Blanton, H & Mitchell, G (2011) 'Reassessing the predictive validity of the IAT II: reanalysis of Heider & Skowronski (2007)'. *North American Journal of Psychology* 13(1): 99-106.
[http://www.researchgate.net/profile/Hart_Blanton/publication/267097642_Reassessing_the_predictive_validity_of_the_IAT_II_reanalysis_of_Heider_Skowronski_\(2007\)/links/544560800cf2d62c304d7ea3.pdf](http://www.researchgate.net/profile/Hart_Blanton/publication/267097642_Reassessing_the_predictive_validity_of_the_IAT_II_reanalysis_of_Heider_Skowronski_(2007)/links/544560800cf2d62c304d7ea3.pdf)

Bosson, JK, Swann, WB Jr & Pennebaker, JW (2000) 'Stalking the perfect measure of implicit self esteem: the blind men and the elephant revisited?' *Journal of Personality and Social Psychology* 79: 631-643.
http://www.homepage.psy.utexas.edu/HomePage/Faculty/Swann/docu/Stalking_Measure.PDF

Brandstatter, V, Lengfelder, A & Gollwitzer, PM (2001) 'Implementation intentions and efficient action initiation'. *Journal of Personality and Social Psychology* 81(5): 946-960.
https://kops.uni-konstanz.de/bitstream/handle/123456789/10539/Implementation_Intentions_and_Efficient_Action_Initiation.pdf?sequence=1&isAllowed=y

Brescoll, V. L., Uhlmann, E. L., & Newman, G. E. (2013). The effects of system-justifying motives on endorsement of essentialist explanations for gender differences. *Journal of Personality and Social Psychology*, 105(6), 891.
<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.707.6131&rep=rep1&type=pdf>

Brewer, M (1988) 'A dual-process model of impression formation'. In Srull, T & Wyer, R (eds.), *Advances in social cognition* (pp1-36). Erlbaum Associates, Hillsdale NJ.
[https://books.google.dk/books?hl=da&lr=&id=Kg3sAgAAQBAJ&oi=fnd&pg=PA1&dq=Brewer,+M+\(1988\)+'A+dual-process+model+of+impression+formation'+In+Srull,+T+%26+Wyer,+R+\(eds.\),+Advances+in+social+cognition+\(pp1-36\).+Erlbaum+Associates,+Hillsdale+NJ.&ots=0S10kcO4cp&sig=w5nfON3PkU5hkpfoyxxo7jo-QOI&redir_esc=y#v=onepage&q&f=false](https://books.google.dk/books?hl=da&lr=&id=Kg3sAgAAQBAJ&oi=fnd&pg=PA1&dq=Brewer,+M+(1988)+'A+dual-process+model+of+impression+formation'+In+Srull,+T+%26+Wyer,+R+(eds.),+Advances+in+social+cognition+(pp1-36).+Erlbaum+Associates,+Hillsdale+NJ.&ots=0S10kcO4cp&sig=w5nfON3PkU5hkpfoyxxo7jo-QOI&redir_esc=y#v=onepage&q&f=false) (p. 1-20)

Brief, AP Jr, Dietz, J, Cohen, RR, Pugh, SD & Vaslow, JB (2000) 'Just doing business: modern racism and obedience to authority as explanations for employment discrimination'.

Organizational Behavior and Human Decision Processes 81: 72–97.

<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.201.4044&rep=rep1&type=pdf>

Briner, RB, Denyer, D & Rousseau, DM (2009) 'Evidence-based management: concept cleanup time?' *Academy of Management Perspectives* 23(4): 19–32.

https://www.aub.edu.lb/units/ehmu/Documents/evidence_based_management_concept_cleanup_time.pdf

Carlsson, M, & Rooth, D-O (2008) *Is it your foreign name or foreign qualifications? A experimental study of ethnic discrimination in hiring*. Institute for the Study of Labor, Bonn.

<http://www.econstor.eu/bitstream/10419/35823/1/584702035.pdf>

Carlsson, M, & Rooth, D-O (2007) 'Evidence of ethnic discrimination in the Swedish labor market using experimental data'. *Labor Economics* 14: 716–729.

<http://www.econstor.eu/bitstream/10419/33714/1/529854104.pdf>

Carnes, M & Devine, P (2012) 'Promoting institutional change through bias literacy'. *Journal of Diversity in Higher Education* 5(2): 63–77.

<http://web.b.ebscohost.com/esc-web/lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=14ad1ffc-b9a2-4a58-8f07-5b45be8bbd80%40sessionmgr113&vid=1&hid=102>

Castillo, LG & Brossart, DF (2007) 'The influence of multicultural training on perceived multicultural counseling competencies and implicit racial prejudice'. *Journal of Multicultural Counseling and Development* 35(4): 243–254.

→ Not available in Google Scholar or CBS Library. PDF, can be bought here:

<http://onlinelibrary.wiley.com/doi/10.1002/j.2161-1912.2007.tb00064.x/abstract>

Chabris, C & Simons, D (2010) *The invisible gorilla*. Crown Publishers, New York.

→ Not available in Google Scholar or CBS Library. Book can be bought here:

http://www.theinvisiblegorilla.com/buy_book.html

Coe, R (2002) 'It's the effect size, stupid. what effect size is and why it is important.' Paper presented at the British Educational Research Association annual conference, Exeter, 12–14 September, 2002.

<http://www.leeds.ac.uk/educol/documents/00002182.htm>

Cohen, J (1977) *Statistical power analysis for the behavioral sciences* (rev. ed.). Erlbaum Associates, Hillsdale, NJ.

→ Excerpt from the book:

[http://www.lrdc.pitt.edu/schneider/p2465/Readings/Cohen,%201988%20\(Statistical%20Power,%20273-406\).pdf](http://www.lrdc.pitt.edu/schneider/p2465/Readings/Cohen,%201988%20(Statistical%20Power,%20273-406).pdf)

Cohen, J (1988) *Statistical power analysis for the behavioral sciences* (2nd ed.). Erlbaum Associates, Hillsdale, NJ.

→ Excerpt from the book:

[http://www.lrdc.pitt.edu/schneider/p2465/Readings/Cohen,%201988%20\(Statistical%20Power,%20273-406\).pdf](http://www.lrdc.pitt.edu/schneider/p2465/Readings/Cohen,%201988%20(Statistical%20Power,%20273-406).pdf)

Committee on Maximizing the Potential of Women in Academic Science and Engineering, National Academy of Sciences, National Academy of Engineering & Institute of Medicine (2006) 'Section 1: summaries of convocation sessions.' *Biological, social, and organizational components of success for women in academic science and engineering: workshop report*. The National Academies Press, Washington, DC.

http://www.ncbi.nlm.nih.gov/books/NBK23777/pdf/Bookshelf_NBK23777.pdf

Cochran, A., Hauschild, T., Elder, W., B., Neumayer, L., A., Brasel, K., J., Crandall, M., L (2013) Perceived gender-based barriers to careers in academic surgery http://ac.els-cdn.com/S0002961013000597/1-s2.0-S0002961013000597-main.pdf?_tid=bdeff66e-9e58-11e5-91fc-00000aab0f02&acdnat=1449654148_99f11f22fbe4a22c934d73777ffe4f0d

Correll, J, Park, B & Allegra Smith, J (2008) 'Colorblind and multicultural prejudice reduction strategies in high-conflict situations'. *Group Processes and Intergroup Relations* 11(4): 471–491.

<https://hal.archives-ouvertes.fr/hal-00571700/document>

Correll, J, Park, B, Judd, CM & Wittenbrink, B (2002) 'The police officer's dilemma: using ethnicity to disambiguate potentially threatening individuals'. *Journal of Personality and Social Psychology* 83(6): 1314–1329.

→ Not available in Google Scholar or CBS Library. PDF, can be bought here:

<http://psycnet.apa.org/index.cfm?fa=buy.optionToBuy&id=2002-08203-006>

Crisp, RJ & Beck, SR (2005) 'Reducing intergroup bias: the moderating role of in-group identification'. *Group Processes and Intergroup Relations* 8: 173–186.

<https://hal.archives-ouvertes.fr/hal-00571601/document>

Crisp, RJ & Meleady, R (2012) 'Adapting to a multicultural future'. *Science* 336(6083): 853–855.

→ Not available in Google Scholar or CBS Library. PDF, can be bought here:

<https://www.sciencemag.org/content/336/6083/853.short?related-urls=yes&legid=sci:336/6083/853>

Crisp, RJ & Nicel, JK (2004) 'Disconfirming intergroup evaluations: asymmetric effects for in-groups and out-groups'. *Journal of Social Psychology* 144(3): 247–271.

<http://www.tandfonline.com/esc-web.lib.cbs.dk/doi/pdf/10.3200/SOCP.144.3.247-271>

Crouch, M., A (2012) Implicit Bias and Gender (and Other Sorts of) Diversity in Philosophy and the Academy in the Context of the Corporatized University

<http://onlinelibrary.wiley.com/esc-web.lib.cbs.dk/doi/10.1111/j.1467-9833.2012.01562.x/epdf>

Cuddy, AJC, Fiske, ST, Kwan, VSY, Glick, P, Demoulin, S, Leyens, J-P, Bond, MH, Croizet, J-C, Ellemers, N, Sleebos, E, Htun, TT, Yamamoto, M, Kim, H-J, Maio, G, Perry, J, Petkova, K,

Todorov, V, Rodríguez-Bailón, R, Morales, E, Moya, M, Palacios, M, Smith, V, Perez, R, Vala, J, & Ziegler, R (2009) 'Stereotype content model across cultures: towards universal similarities and some differences'. *British Journal of Social Psychology* 48: 1–33.
<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3912751/pdf/nihms548093.pdf>

Cunningham, WA, Johnson, MK, Gatenby, JC, Gore, JC & Banaji, MR (2003) 'Neural components of social evaluation'. *Journal of Personality and Social Psychology* 85(4): 639–649.
http://www.fas.harvard.edu/~mrbworks/articles/2003_Cunningham_JPSP.pdf

Dasgupta, N & Asgari, S (2004) 'Seeing is believing: exposure to counterstereotypic women leaders and its effect on the malleability of automatic gender stereotyping.' *Journal of Experimental Social Psychology* 40(5): 642–658.
<http://www.sciencedirect.com/science/article/pii/S0022103104000253?np=y>

Dasgupta N & Greenwald AG (2001) 'On the malleability of automatic attitudes: combating automatic prejudice with images of admired and disliked individuals'. *Journal of Personality and Social Psychology* 81(5): 800–814.
<https://www.apa.org/pubs/journals/releases/psp-815800.pdf>

Dasgupta, N, Greenwald, AG & Banaji, MR (2003) 'The first ontological challenge to the IAT: attitude or mere familiarity?' *Psychological Inquiry* 14: 238–243.
<http://www.people.fas.harvard.edu/~mrbworks/articles/manuscripts/PsychInquiry.pdf>

De Houwer, J, Thomas, S & Baeyens, F (2001) 'Associative learning of likes and dislikes: a review of 25 years of research on human evaluative conditioning'. *Psychological Bulletin* 127: 853–869.
<https://lirias.kuleuven.be/bitstream/123456789/126548/1/122.pdf>

Denyer, D, Tranfield, D & Van Aken, JE (2008) 'Developing design propositions through research synthesis'. *Organization Studies* 29(3): 393–413.
http://www.researchgate.net/profile/Joan_Van_Aken/publication/247734813_Developing_design_propositions_through_research_synthesis/links/53d667720cf228d363ea54f1.pdf

Desert, M & Leyens, J-P (2006) 'Social comparison across cultures: gender stereotypes in high and low power distance cultures'. In Guimond, S (ed.) *Social comparison and social psychology: understanding cognition, intergroup relations and culture* (pp303–317). Cambridge University Press, Cambridge.

→ Not available in Google Scholar or CBS Library. Some pages from the book can be found here:

[https://books.google.dk/books?hl=da&lr=&id=vzKbdhFTGjgC&oi=fnd&pg=PA303&dq=Desert,+M+%26+Leyens,+J-P+\(2006\)+'Social+comparison+across+cultures:+gender+stereotypes+in+high+and+low+power+distance+cultures'+&ots=wH2O07EYfw&sig=9wL8sjM_C1KS3z7i8jv_bLpKOnE&redir_esc=y#v=onepage&q&f=false](https://books.google.dk/books?hl=da&lr=&id=vzKbdhFTGjgC&oi=fnd&pg=PA303&dq=Desert,+M+%26+Leyens,+J-P+(2006)+'Social+comparison+across+cultures:+gender+stereotypes+in+high+and+low+power+distance+cultures'+&ots=wH2O07EYfw&sig=9wL8sjM_C1KS3z7i8jv_bLpKOnE&redir_esc=y#v=onepage&q&f=false)

→ Entire book can be bought here:

<http://www.cambridge.org/dk/academic/subjects/psychology/social-psychology/social-comparison-and-social-psychology-understanding-cognition-intergroup-relations-and-culture?format=HB&isbn=9780521845939>

Devine, PG (2001) 'Implicit prejudice and stereotyping: how automatic are they? introduction to the special section'. *Journal of Personality and Social Psychology* 81: 757–759.

<http://web.a.ebscohost.com.esc-web.lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=bc100cfb-b021-453a-91ed-438309efbd6b%40sessionmgr4003&vid=1&hid=4107>

Devine, PG (1989) 'Stereotypes and prejudice: their automatic and controlled components'. *Journal of Personality and Social Psychology* 56(1): 5–18.

https://www.uni-muenster.de/imperia/md/content/psiyfp/aechterhoff/sommersemester2012/sozialekognition/devine_automcontrprejudice_jpsp1989.pdf

Devine, PG & Baker, SM (1991) 'Measurement of racial stereotype subtyping'. *Personality and Social Psychology Bulletin* 17: 44–50.

→ Not available in Google Scholar or CBS Library. PDF can be bought here:

<http://psp.sagepub.com/content/17/1/44.full.pdf+html>

Devine, PG, Forscher, PS, Austin, AJ & Cox, WTL (2012) 'Long-term reduction in implicit race bias: a prejudice habit-breaking intervention'. *Journal of Experimental Social Psychology* 48(6): 1267–1278.

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3603687/pdf/nihms396358.pdf>

Devine, PG, Plant, EA, Amodio, DM, Harmon- Jones, E & Vance, SL (2002) 'The regulation of explicit and implicit race bias : the role of motivations to respond without prejudice'. *Journal of Personality and Social Psychology*, 82(5): 835– 848.

http://www.researchgate.net/profile/Eddie_Harmon-Jones/publication/11366530_The_regulation_of_explicit_and_implicit_race_bias_the_role_of_motivations_to_respond_without_prejudice/links/0fcfd51179ff8b8a28000000.pdf

Donders, FC (1968) 'On the speed of mental processes'. In Koster, WG (ed.), *Attention and performance II. Acta Psychologica* 30: 412-431. (Original work published in 1868.)

→ Not available in Google Scholar or CBS Library.

Dougherty, TW, Turban, DB & Callender, JC (1994) 'Confirming first impressions in the employment interview: a field study of interviewer behavior'. *Journal of Applied Psychology* 79(5): 659–665.

https://accountancy.missouri.edu/sites/default/files/publication/dougherty_turban_callender_1994_jap.pdf

Dovidio JF (2002) 'Implicit and explicit prejudice and interracial interactions'. *Journal of Personality and Social Psychology* 81(1): 62–68.

<http://static1.squarespace.com/static/525d656ce4b0be2ae63502ed/t/527a8d70e4b08095ec9bade2/1383763312390/Dovidio+Kawakami+Gaertner+2002.pdf>

Dovidio, JF, Kawakami, K, Johnson, C, Johnson, B & Howard, A (1997) 'On the nature of prejudice: automatic and controlled processes'. *Journal of Experimental Social Psychology* 33(5): 510–540.

<https://static1.squarespace.com/static/525d656ce4b0be2ae63502ed/t/527a8daee4b0febee4e9c01/1383763374534/Dovidio+Kawakami+Johnson+Johnson+Howard+1997.pdf>

Dunton, BC & Fazio, RH (1997) An individual difference measure of motivation to control prejudice reactions. *Personality and Social Psychology Bulletin* 23: 316–326.

http://www.researchgate.net/profile/Russell_Fazio/publication/247746586_An_Individual_Difference_Measure_of_Motivation_to_Control_Prejudiced_Reactions/links/00b4951e3f61b820a6000000.pdf

Eagleman, DM (2001) 'Visual illusions and neurobiology'. *Nature Reviews Neuroscience* 2: 920–926.

<http://eaglemanlab.net/papers/Eagleman.NatureRevNeuro.Illusions.pdf>

Eagly, AH & Carli, LL (2007) 'Women and the labyrinth of leadership'. *Harvard Business Review* 85(9): 62–71, 146.

http://www.researchgate.net/profile/Linda_Carli/publication/5957753_Women_and_the_labyrinth_of_leadership/links/0046351eeab13a8f9b000000.pdf

Eagly, AH & Karau, SJ (2002) 'Role congruity theory of prejudice toward female leaders'. *Psychological Review* 109(3): 573–598.

http://web.pdx.edu/~mev/pdf/Eagley_Karau.pdf

Eagly, A & Mladinic, A (1994) 'Are people prejudiced against women? Some answers from research on attitudes, gender stereotypes, and judgments of competence'. In Stroebe, W & Hewstone, M (eds.) *European Review of Social Psychology* 5: 1–35. Wiley, New York.

<http://www.tandfonline.com/esc-web.lib.cbs.dk/doi/pdf/10.1080/14792779543000002>

Eagly, AH & Mladinic, A (1989) 'Gender stereotypes and attitudes towards women and men'. *Personality and Social Psychology Bulletin* 15: 543–548.

→ Not available in Google Scholar or CBS Library. PDF can be bought here:

<http://psp.sagepub.com/content/15/4/543.full.pdf+html>

Eckes, T (2002) 'Paternalistic and envious gender stereotypes: testing predictions from the stereotype content model'. *Sex Roles* 47(3–4): 99–114.

http://download.springer.com/static/pdf/435/art%253A10.1023%252FA%253A1021020920715.pdf?originUrl=http%3A%2F%2Flink.springer.com%2Farticle%2F10.1023%2FA%3A1021020920715&token2=exp=1449254511~acl=%2Fstatic%2Fpdf%2F435%2Fart%25253A10.1023%25252FA%25253A1021020920715.pdf%3ForiginUrl%3Dhttp%253A%252F%252Flink.springer.com%252Farticle%252F10.1023%252FA%253A1021020920715*~hmac=64f3c19be3c92f1178115bfefcc7ac0172dfa6b2d8a8def2a1119b0938ea03

Equality Challenge Unit. (2011a) *Athena SWAN: measuring success*. Equality Challenge Unit, London. www.athenaswan.org.uk/content/impact-report

<http://www.ecu.ac.uk/wp-content/uploads/2015/04/Athena-SWAN-Impact-Report-2011-1.pdf>

Equality Challenge Unit. (2011b) *The experience of black and minority ethnic staff in higher education in England*. Equality Challenge Unit, London.

www.ecu.ac.uk/publications/experience-of-bme-staff-in-he-final-report

<http://www.ecu.ac.uk/wp-content/uploads/external/experience-of-bme-staff-in-he-final-report.pdf>

Equality Challenge Unit. (2013). *Unconscious Bias in Higher Education*. Retrieved from

<http://www.ecu.ac.uk/wp-content/uploads/2014/07/unconscious-bias-and-higher-education.pdf>

Egloff, B & Schmukle, SC (2002) 'Predictive validity of an implicit association test for assessing anxiety'. *Journal of Personality and Social Psychology* 83(6): 1441–1455.

[http://faculty.washington.edu/agg/IATmaterials/PDFs/Egloff.anxiety-faking\(2002\).pdf](http://faculty.washington.edu/agg/IATmaterials/PDFs/Egloff.anxiety-faking(2002).pdf)

Ellemers, N (2014) Women at Work: How Organizational Features Impact Career

Development <http://bbs.sagepub.com.esc-web.lib.cbs.dk/content/1/1/46.full.pdf+html>

Ely, RJ & Thomas, DA (2001) 'Cultural diversity at work: the effects of diversity perspectives on work group processes and outcomes'. *Administrative Science Quarterly* 46(2): 229.

<http://web.mit.edu/cortiz/www/Diversity/Ely%20and%20Thomas,%202001.pdf>

Government Equalities Office (2010) *Equality Act 2010: what do I need to know? A quick start guide to using positive action in recruitment and promotion*.

www.gov.uk/government/uploads/system/uploads/attachment_data/file/85014/positive-action-recruitment.pdf

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85014/positive-action-recruitment.pdf

Farrell, L., Cochrane, A., McHugh, L (2015) Exploring attitudes towards gender and science:

The advantages of an IRAP approach versus the IAT [http://ac.els-cdn.com.esc-](http://ac.els-cdn.com.esc-web.lib.cbs.dk/S2212144715000204/1-s2.0-S2212144715000204-main.pdf?tid=c2a87628-9e61-11e5-99b9-00000aacb35e&acdnat=1449658022_00324f4e0c18128aee67ffbc61a5fe27)

[web.lib.cbs.dk/S2212144715000204/1-s2.0-S2212144715000204-main.pdf?tid=c2a87628-9e61-11e5-99b9-00000aacb35e&acdnat=1449658022_00324f4e0c18128aee67ffbc61a5fe27](http://ac.els-cdn.com.esc-web.lib.cbs.dk/S2212144715000204/1-s2.0-S2212144715000204-main.pdf?tid=c2a87628-9e61-11e5-99b9-00000aacb35e&acdnat=1449658022_00324f4e0c18128aee67ffbc61a5fe27)

Fazio, RH & Olson MA (2003) 'Implicit measures in social cognition research: their meaning and use'. *Annual Review of Psychology* 54: 297–327.

<http://www2.psych.ubc.ca/~schaller/528Readings/FazioOlson2003.pdf>

Fiedler, K & Bluemke, M (2003) Faking the IAT: aided and unaided response control on the implicit association test. *Basic and Applied Social Psychology* 27(4): 307–316.

http://www.researchgate.net/profile/Matthias_Bluemke/publication/233303174_Faking_the_IAT_Aided_and_Unaided_Response_Control_on_the_Implicit_Association_Tests/links/02e7e526faa369984e000000.pdf

Fishbein, M & Ajzen, I (2010) *Predicting and changing behavior: the reasoned action approach*. Psychology Press (Taylor & Francis), New York.

[https://books.google.dk/books?hl=da&lr=&id=2rKXqb2ktPAC&oi=fnd&pg=PR2&dq=Fishbein,+M+%26+Ajzen,+I+\(2010\)+Predicting+and+changing+behavior:+the+reasoned+action+approach.+Psychology+Press+\(Taylor+%26+Francis\),+New+York.&ots=z9gwRGnqtr&sig=3AeArdFDV7iVPqtkGGohEe0fvpM&redir_esc=y#v=onepage&q&f=false](https://books.google.dk/books?hl=da&lr=&id=2rKXqb2ktPAC&oi=fnd&pg=PR2&dq=Fishbein,+M+%26+Ajzen,+I+(2010)+Predicting+and+changing+behavior:+the+reasoned+action+approach.+Psychology+Press+(Taylor+%26+Francis),+New+York.&ots=z9gwRGnqtr&sig=3AeArdFDV7iVPqtkGGohEe0fvpM&redir_esc=y#v=onepage&q&f=false)

Fiske, ST (2012) 'Managing ambivalent prejudices: smart-but-cold and warm-but-dumb stereotypes'. *The ANNALS of the American Academy of Political and Social Science* 639(1): 33–48.

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3792573/pdf/nihms-514885.pdf>

Fiske, ST (2005) 'Social cognition and the normality of prejudgment'. In Dovidio, JF, Glick, P & Rudman, LA (eds) *On the nature of prejudice: fifty years after Allport* (pp36–53). Blackwell Publishing, Malden, MA.

[https://books.google.dk/books?hl=da&lr=&id=AaMsbSpcdAAC&oi=fnd&pg=PA36&dq=Fiske,+ST+\(2005\)+'Social+cognition+and+the+normality+of+prejudgment'+In+Dovidio,+JF,+Glick,+P+%26+Rudman,+LA+\(eds\)+On+the+nature+of+prejudice:+fifty+years+after+Allport+\(pp36-53\).+Blackwell+Publishing,+Malden,+MA.&ots=GCOL8Fvprc&sig=4J_3_TcF71DKB-yj0J93X9NXq9c&redir_esc=y#v=onepage&q&f=false](https://books.google.dk/books?hl=da&lr=&id=AaMsbSpcdAAC&oi=fnd&pg=PA36&dq=Fiske,+ST+(2005)+'Social+cognition+and+the+normality+of+prejudgment'+In+Dovidio,+JF,+Glick,+P+%26+Rudman,+LA+(eds)+On+the+nature+of+prejudice:+fifty+years+after+Allport+(pp36-53).+Blackwell+Publishing,+Malden,+MA.&ots=GCOL8Fvprc&sig=4J_3_TcF71DKB-yj0J93X9NXq9c&redir_esc=y#v=onepage&q&f=false)

Fiske, ST (1993) 'Controlling other people: the impact of power on stereotyping'. *The American Psychologist* 48(6): 621–628.

http://www.researchgate.net/profile/Susan_Fiske/publication/14870029_Controlling_other_people._The_impact_of_power_on_stereotyping/links/0c960529d08c9bcc4d000000.pdf

Fiske, ST, Cuddy, AJC, Glick, P & Xu, J (2002) 'A model of (often mixed) stereotype content: competence and warmth respectively follow from perceived status and competition'. *Journal of Personality and Social Psychology* 82(6): 878–902.

<http://www3.nd.edu/~wcarbona/Fiske-et-al-2002.pdf>

Fiske, ST & Neuberg, SL (1990) 'A continuum of impression formation, from category-based to individuating processes: influences of information and motivation on attention and interpretation'. In Zanna, MP (ed.) *Advances in Experimental Social Psychology* 23: 1–74. Academic Press, San Diego, CA.

→ Not available in Google Scholar or CBS Library.

Fiske, ST & Taylor, SE (1991) *Social cognition* (2nd ed.). McGraw-Hill Series In Social Psychology. McGraw-Hill Book Company, New York, NY.

→ Not available in Google Scholar or CBS Library. Book can be bought here:

<http://www.amazon.com/Social-Cognition-McGraw-Hill-Series-Psychology/dp/0071009108>

Frijda, NH (1987) 'Emotion, cognitive structure, and action tendency'. *Cognition and Emotion* 1(2): 115–143.

→ Not available in Google Scholar or CBS Library.

Galinsky, AD & Moskowitz, GB (2000) 'Perspective-taking: decreasing stereotype expression, stereotype accessibility, and in- group favoritism'. *Journal of Personality and Social Psychology* 78: 708–724.

http://www.researchgate.net/profile/Gordon_Moskowitz/publication/12523764_Perspectiv_e-taking_decreasing_stereotype_expression_stereotype_accessibility_and_in-group_favoritism/links/0f31752ef8884edb3c000000.pdf

Gawronski, B, Deutsch, R, Mbirkou, S, Seibt, B & Strack, F (2008) 'When 'just say no' is not enough: affirmation versus negation training and the reduction of automatic stereotype activation'. *Journal of Experimental Social Psychology* 44(2): 370–377.

http://home.arcor.de/beate_seibt/Gawronski_etal-inpress.When_just_say_no_is_not_enough.JESP.pdf

Ghoshal, R., A., Lippard, C., Ribas, V., Muir K (2012) Beyond Bigotry: Teaching about Unconscious Prejudice <http://tso.sagepub.com.esc-web.lib.cbs.dk/content/41/2/130.full.pdf+html>

Gill, R., D (2014) Implicit Bias in Judicial Performance Evaluations: We Must Do Better Than This

http://digitalscholarship.unlv.edu/cgi/viewcontent.cgi?article=1003&context=political_scienc_e_articles&sei-redir=1&referer=https%3A%2F%2Fscholar.google.dk%2Fscholar%3Fhl%3Dda%26q%3DImplicit%2BBias%2Bin%2BJudicial%2BPerformance%2BEvaluations%253A%2BWe%2BMust%2BDo%2BBetter%2BThan%2BThis%2BGill%252C%2BRebecca%2BD.%26btnG%3D#search=%22Implicit%20Bias%20Judicial%20Performance%20Evaluations%3A%20Must%20Do%20Better%20Than%20Gill%2C%20Rebecca%20D.%22

Girvan, E., J, Deason, G., Borgida, E (2015) The Generalizability of Gender Bias: Testing the Effects of Contextual, Explicit, and Implicit Sexism on Labor Arbitration Decisions.

<http://web.a.ebscohost.com.esc-web.lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=e6199d1c-4c7c-46aa-a70c-412b9a538bd6%40sessionmgr4004&vid=1&hid=4206>

Glick, P & Fiske, ST (1996) 'The ambivalent sexism inventory: differentiating and hostile benevolent sexism'. *Journal of Personality and Social Psychology* 70: 491–512.

[http://474miranairresearchpaper.wmwikis.net/file/view/Glick_Fiske\[1\].pdf/215805276/Glick_Fiske\[1\].pdf](http://474miranairresearchpaper.wmwikis.net/file/view/Glick_Fiske[1].pdf/215805276/Glick_Fiske[1].pdf)

Goltz, S., M., Sotirin, P (2014) From Academics to Change Agents in a Gender Equity Initiative <http://www.tandfonline.com.esc-web.lib.cbs.dk/doi/pdf/10.1080/15416518.2014.947531>

Green, AR, Carney, DR, Pallin, DJ, Ngo, LH, Raymond, KL, Iezzoni, LI & Banaji, MR (2007) 'The presence of implicit bias in physicians and its prediction of thrombolysis decisions for black and white patients'. *Journal of General Internal Medicine* 22: 1231–1238.

<http://download.springer.com/static/pdf/790/art%253A10.1007%252Fs11606-007-0258-5.pdf?originUrl=http%3A%2F%2Flink.springer.com%2Farticle%2F10.1007%2Fs11606-007-0258-5&token2=exp=1449256144~acl=%2Fstatic%2Fpdf%2F790%2Fart%25253A10.1007%252>

[52Fs11606-007-0258-5.pdf%3ForiginUrl%3Dhttp%253A%252F%252Flink.springer.com%252Farticle%252F10.1007%252Fs11606-007-0258-5*~hmac=82e00447c8a025b918d734cf17d8bb7cfd84d5e6bba97f7838366e775c3d96fc](http://www.springer.com/10.1007/s11606-007-0258-5)

Greenwald, AG & Banaji, MR (1995) 'Implicit social cognition: attitudes, self-esteem, and stereotypes'. *Psychological Review* 102(1): 4–27.
<http://faculty.smu.edu/chrisl/courses/psyc5351/articles/implicitsocalcog.pdf>

Greenwald, AG, McGhee, DE & Schwartz, JLK (1998) 'Measuring individual differences in implicit cognition: the implicit association test'. *Journal of Personality and Social Psychology* 74: 1464–1480.
http://faculty.fortlewis.edu/burke_b/Senior/BLINK%20replication/IAT.pdf

Greenwald, A & Nosek, B (2001) 'Health of the Implicit Association Test at age 3'. *Zeitschrift für Experimentelle Psychologie* 48: 85–93.
http://faculty.washington.edu/agg/pdf/Gwald_Nosek_ZEITSCHR_2001.OCR.pdf

Greenwald, AG, Nosek, BA & Banaji, MR (2003) 'Understanding and using the implicit association test: I. An improved scoring algorithm'. *Journal of Personality and Social Psychology* 85: 197–216.
http://www.fas.harvard.edu/~mrbworks/articles/2003_JPSP_A.pdf

Greenwald, AG, Nosek, BA & Sriram, N (2006) 'Consequential validity of the implicit association test: comment on the article by Blanton and Jaccard'. *American Psychologist* 61: 56–61.
<http://neuron4.psych.ubc.ca/~schaller/528Readings/GreenwaldNosekSriram2006.pdf>

Greenwald, A, Poehlman, T, Uhlmann, E & Banaji, M (2009) 'Understanding and using the implicit association test: III. Meta-analysis of predictive validity'. *Journal of Personality and Social Psychology* 97: 17–41.
<http://faculty.washington.edu/agg/pdf/GPU%26B.meta-analysis.JPSP.2009.pdf>

Greenwald, AG, Rudman, LA, Nosek, BA & Zayas, V (2006) 'Why so little faith? A reply to Blanton and Jaccard's (2006) skeptical view of testing pure multiplicative theories'. *Psychological Review* 113: 170–180.
<http://projectimplicit.net/nosek/papers/GRNZ2006.pdf>

Guimond, S, Chatard, A, Martinot, D, Crisp, RJ & Redersdorff, S (2006) 'Social comparison, self-stereotyping, and gender differences in self-construals'. *Journal of Personality and Social Psychology* 90(2): 221–242.
<http://lapsco.univ-bpclermont.fr/IMG/articles/equipe2/art.2.4.pdf>

Hall, NR, Crisp, RJ & Suen, M (2009) Reducing implicit prejudice by blurring intergroup boundaries. *Basic and Applied Social Psychology* 31(3): 244–254.
<http://www.tandfonline.com/esc-web.lib.cbs.dk/doi/pdf/10.1080/01973530903058474>

Han, HA, Czellar, S, Olson, MA & Fazio RH (2010) 'Malleability of attitudes or malleability of the IAT?' *Journal of Experimental Social Psychology* 46(2): 286–298.

<http://www.sciencedirect.com.esc-web.lib.cbs.dk/science/article/pii/S0022103109003047?np=y>

Hardin, C. D., & Banaji, M. R. (2013). The Nature of Implicit Prejudice: Implications for Personal and Public Policy. In E. Shafir (Ed.), *The Behavioral Foundations of Public Policy* (pp. 13–31). Princeton: Princeton University Press. (A preprint draft of this chapter can be accessed http://www.fas.harvard.edu/~mrbworks/articles/InPress_Shafir.pdf)

Harvey, M, McIntyre, N, Thompson Heames, J & Moeller, M (2009) 'Mentoring global female managers in the global marketplace: traditional, reverse, and reciprocal mentoring'. *The International Journal of Human Resource Management* 20(6): 1344–1361.

<http://www.tandfonline.com.esc-web.lib.cbs.dk/doi/pdf/10.1080/09585190902909863>

Heider, J & Skowronski, J (2007) 'Improving the predictive validity of the implicit association test'. *North American Journal of Psychology* 9: 53–76.

<http://www.niu.edu/jskowronski/publications/HeiderSkowronski2007.pdf>

Henry-Darwish, N & Sanford, C (2012) *Awareness of implicit bias: what motivates behavior change?* Liberal and Scholarly Repository. Online resource.

<https://dspace.lasrworks.org/handle/10349/1163>

→ Not available in Google Scholar or CBS Library.

Hillard, A., L., Ryan, C., S., Gervais, S., J (2013) Reactions to the implicit association test as an educational tool: A mixed methods study

http://download.springer.com/static/pdf/371/art%253A10.1007%252Fs11218-013-9219-5.pdf?originUrl=http%3A%2F%2Flink.springer.com%2Farticle%2F10.1007%2Fs11218-013-9219-5&token2=exp=1449821034~acl=%2Fstatic%2Fpdf%2F371%2Fart%25253A10.1007%25252Fs11218-013-9219-5.pdf%3ForiginUrl%3Dhttp%253A%252F%252Flink.springer.com%252Farticle%252F10.1007%252Fs11218-013-9219-5*~hmac=44fd5f48cfa2df5f347e397d758e3c11249da197865aff2031854ca4c08d8f5

Hofhuis, J., van der Zee, K., I., Otten, S (2015) Dealing with differences: the impact of perceived diversity outcomes on selection and assessment of minority candidates

<http://www.tandfonline.com.esc-web.lib.cbs.dk/doi/pdf/10.1080/09585192.2015.1072100>

Hoyt, C. L., Burnette, J. L (2013) Gender Bias in Leader Evaluations. Merging Implicit Theories and Role Congruity Perspectives. <http://psp.sagepub.com.esc-web.lib.cbs.dk/content/39/10/1306.full.pdf+html>

Ito, TA, Chiao, KW, Devine, PG, Lorig, TS & Cacioppo, JT (2006) The influence of facial feedback on race bias. *Psychological Science* 17(3): 256–261.

<http://psychology.uchicago.edu/people/faculty/cacioppo/jtcreprints/icdlc06.pdf>

Jackson, S. M. (2016). The Influence Of Implicit And Explicit Gender Bias On Grading, And The Effectiveness Of Rubrics For Reducing Bias (Doctoral dissertation, Wright State University). https://etd.ohiolink.edu/!etd.send_file?accession=wright1464731201&disposition=inline.

Jackson, S., M., Hillard, A., L., Schneider, T., R., (2014) Using implicit bias training to improve attitudes towards women in STEM https://www.researchgate.net/profile/Tamera_Schneider/publication/269354231_Using_implicit_bias_training_to_improve_attitudes_toward_women_in_STEM/links/54e63e100cf2cd2e028e5362.pdf

Kahneman, D (2011) *Thinking, fast and slow*. Penguin Books Ltd, London. [http://primo.kb.dk/primo_library/libweb/action/display.do?frbrVersion=3&tabs=detailsTab&ct=display&fn=search&doc=TN_springer_jour10.1007%2fs00362-013-0533-y&indx=1&recIds=TN_springer_jour10.1007%2fs00362-013-0533-y&recIdxs=0&elementId=0&renderMode=poppedOut&displayMode=full&frbrVersion=3&dscnt=0&scp.scps=scope%3A%28CBS%29%2Cprimo_central_multiple_fe&frbg=&tab=default_tab&dstmp=1449306967596&srt=rank&mode=Basic&&dum=true&vl\(997619790UI1\)=all_items&vl\(1UIStartWith0\)=contains&vl\(432460814UI0\)=any&vl\(freeText0\)=Kahneman%2C%20D%20%282011%29%20Thinking%2C%20fast%20and%20slow.%20Penguin%20Books%20Ltd%2C%20London.&vid=CBS](http://primo.kb.dk/primo_library/libweb/action/display.do?frbrVersion=3&tabs=detailsTab&ct=display&fn=search&doc=TN_springer_jour10.1007%2fs00362-013-0533-y&indx=1&recIds=TN_springer_jour10.1007%2fs00362-013-0533-y&recIdxs=0&elementId=0&renderMode=poppedOut&displayMode=full&frbrVersion=3&dscnt=0&scp.scps=scope%3A%28CBS%29%2Cprimo_central_multiple_fe&frbg=&tab=default_tab&dstmp=1449306967596&srt=rank&mode=Basic&&dum=true&vl(997619790UI1)=all_items&vl(1UIStartWith0)=contains&vl(432460814UI0)=any&vl(freeText0)=Kahneman%2C%20D%20%282011%29%20Thinking%2C%20fast%20and%20slow.%20Penguin%20Books%20Ltd%2C%20London.&vid=CBS) → Press “View full text in Springer” → Press “Download PDF”.

Kalev, A, Dobbin, F & Kelly, E (2006) ‘Best practices or best guesses? assessing the efficacy of corporate affirmative action and diversity policies’. *American Sociological Review* 71(4): 589–617. [https://campus.fsu.edu/bbcswebdav/institution/academic/social_sciences/sociology/Reading%20Lists/Stratification%20\(Gender,%20Race,%20and%20Class\)%20Copies%20of%20Articles%20from%202009/Kalev-ASR-2006.pdf](https://campus.fsu.edu/bbcswebdav/institution/academic/social_sciences/sociology/Reading%20Lists/Stratification%20(Gender,%20Race,%20and%20Class)%20Copies%20of%20Articles%20from%202009/Kalev-ASR-2006.pdf)

Karpinski, A & Hilton, JL (2001) Attitudes and the implicit association test. *Journal of Personality and Social Psychology* 81(5): 774–788. http://www.researchgate.net/profile/James_Hilton/publication/11645669_Attitudes_and_the_Implicit_Association_Test/links/541c2aca0cf2218008c4f3ea.pdf

Kawakami, K, Dovidio, JF & van Kamp, S (2005) ‘Kicking the habit: effects of nonstereotypic association training and correction processes on hiring decisions.’ *Journal of Experimental Social Psychology* 41(1): 68–75. http://www.researchgate.net/profile/Kerry_Kawakami/publication/222822471_Kicking_the_habit_Effects_of_nonstereotypic_association_training_and_correction_processes_on_hiring_decisions/links/00b4953447c92532d7000000.pdf

Kawakami, K, Phills, CE, Steele, JR & Dovidio, JF (2007) ‘(Close) distance makes the heart grow fonder: improving implicit racial attitudes and interracial interactions through approach behaviors’. *Journal of Personality and Social Psychology* 92(6): 957–971. <http://web.b.ebscohost.com.esc-web.lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=9b4aa47a-ae32-4b4f-ade5-01e9337eefcf%40sessionmgr112&vid=1&hid=102>

Kiaye, R., E., Singh, A., M (2013) The glass ceiling: a perspective of women working in Durban", *Gender in Management: An International Journal* <http://www.emeraldinsight.com.esc-web.lib.cbs.dk/doi/pdfplus/10.1108/17542411311301556>

Kim, D (2003) 'Voluntary controllability of the implicit association test (IAT)'. *Social Psychology Quarterly* 66(1): 83–96.
<http://faculty.washington.edu/agg/IATmaterials/PDFs/Kim.SPQ.2003.OCR.pdf>

Lane KA, Banaji MR, Nosek BA, Greenwald AG (2007) 'Understanding and using the implicit association test'. In Wittenbrink, B and Schwarz, N (eds) *Implicit measures of attitude* (pp59–102). The Guilford Press, New York.
http://www.fas.harvard.edu/~mrbworks/articles/2007_Lane_BWittenbrink.pdf

Lassonde, K. A., O'Brien, E, J (2013) Occupational stereotypes: activation of male bias in a gender-neutral world. <http://onlinelibrary.wiley.com.esc-web.lib.cbs.dk/doi/10.1111/j.1559-1816.2013.01008.x/epdf>

Lebrecht, S, Pierce, LJ, Tarr, MJ & Tanaka, JW (2009) 'Perceptual other-race training reduces implicit racial bias'. *PLoS ONE* 4(1): e4215.
<http://www.plosone.org/article/fetchObject.action?uri=info:doi/10.1371/journal.pone.0004215&representation=PDF>

Legault, L, Gutsell, JN & Inzlicht, M (2011) 'Ironic effects of antiprejudice messages: how motivational interventions can reduce (but also increase) prejudice'. *Psychological Science* 22(12): 1472–1477.
http://www.selfdeterminationtheory.org/SDT/documents/2011_LegaultEtAl_PsychScience.pdf

Malos, S (2015) Overt Stereotype Biases and Discrimination in the Workplace: Why Haven't We Fixed This by Now?
http://download.springer.com/static/pdf/498/art%253A10.1007%252Fs10672-015-9264-7.pdf?originUrl=http%3A%2F%2Flink.springer.com%2Farticle%2F10.1007%2Fs10672-015-9264-7&token2=exp=1449659288~acl=%2Fstatic%2Fpdf%2F498%2Fart%25253A10.1007%252Fs10672-015-9264-7.pdf%3ForiginUrl%3Dhttp%253A%252F%252Flink.springer.com%252Farticle%252F10.1007%252Fs10672-015-9264-7*~hmac=d961455301f563425713f60a943450b33069a01461ab6f26f3e5d57ee03fe54e

MacNell, L., Driscoll, A., & Hunt, A. N (2014) What's in a name: Exposing gender bias in student ratings of teaching. *Innovative Higher Education*. Retrieved from <http://link.springer.com/article/10.1007/s10755-014-9313-4>

McConahay, JB (1986) 'Modern racism, ambivalence, and the modern racism scale'. In Dovidio, JF & Gaertner, SL (eds) *Prejudice, discrimination and racism* (pp91–126). Academic Press, New York.
→ Not available in Google Scholar or CBS Library.

McConnell, AR & Leibold, J (2009) 'Weak criticisms and selective evidence: reply to Blanton *et al* (2009)'. *Journal of Applied Psychology* 94(3): 583–589.
<https://www.law.upenn.edu/fac/jklick/94JAPcomments.pdf>

McConnell AR & Liebold, JM (2001) 'Relations among the implicit association test, discriminatory behavior, and explicit measures of racial attitudes'. *Journal of Experimental Social Psychology* 37: 435–442.
<http://allenmccconnell.net/pdfs/iat-JESP-2001.pdf>

McConnell, AR, Leibold, JM & Sherman, SJ (1997) 'Within-target illusory correlations and the formation of context-dependent attitudes'. *Journal of Personality and Social Psychology* 73: 675–686.
<http://allenmccconnell.net/pdfs/withinic-JPSP-1997.pdf>

Merrick, H (2012) Challenging Implicit Gender Bias In Science: Positive Representations Of Female Scientists In Fiction
https://scholar.google.dk/scholar?q=CHALLENGING+IMPLICIT+GENDER+BIAS+IN+SCIENCE:+POSITIVE+REPRESENTATIONS+OF+FEMALE+SCIENTISTS+IN+FICTION+Helen+Merrick&hl=da&as_sdt=0&as_vis=1&oi=scholart&sa=X&ved=0ahUKEwi7wcP3us7JAhUFIQ8KHUIID44QgQMIHzAA → Press the top link

Meissner, CA & Brigham, JC (2001) 'Thirty years of investigating the own-race bias in memory for faces'. *Psychology, Public Policy, and Law* 7: 3–35.
http://digitalcommons.utep.edu/cgi/viewcontent.cgi?article=1004&context=christian_meissner&sei-redir=1&referer=https%3A%2F%2Fscholar.google.dk%2Fscholar%3Fq%3DMeissner%252C%2BCA%2B%2526%2BBrigham%252C%2BJC%2B%25282001%2529%2B%25E2%2580%2598Thirty%2Byears%2Bof%2Binvestigating%2Bthe%2Bown-race%2Bbias%2Bin%2Bmemory%2Bfor%2Bfaces%25E2%2580%2599.%2BPsychology%252C%2BPublic%2BPolicy%252C%2Band%2BLaw%2B7%253A%2B3%25E2%2580%259335.%26btnG%3D%26hl%3Dda%26as_sdt%3D0%252C5#search=%22Meissner%2C%20CA%20%26%20Brigham%2C%20JC%20%282001%29%20Thirty%20years%20investigating%20own-race%20bias%20memory%20faces'%20Psychology%2C%20Public%20Policy%2C%20Law%207%3A%203-35.%22

Mendoza, SA, Gollwitzer, PM & Amodio, DM (2010) 'Reducing the expression of implicit stereotypes: reflexive control through implementation intentions'. *Personality and Social Psychology Bulletin* 36(4): 512–523.
http://www.psych.nyu.edu/gollwitzer/10_Mendoza_Gollwitzer_Reducing_Expression_Stereotypes.pdf

Messick, S (1995) 'Validity of psychological assessment: validation of inferences from persons' responses and performances as scientific inquiry into score meaning'. *American Psychologist* 50: 741–749.
<http://files.eric.ed.gov/fulltext/ED380496.pdf>

Mitchell, G & Tetlock, PE (2006) 'Antidiscrimination law and the perils of mindreading'. *Ohio State Law Journal* 67: 1023–1121.

http://www.researchgate.net/profile/Gregory_Mitchell3/publication/228196839_Antidiscrimination_Law_and_the_Perils_of_Mindreading/links/00b495274fed9cd17b000000.pdf

Mitchell, JA, Nosek, BA & Banaji, MR (2003) 'Contextual variations in implicit evaluation'. *Journal of Experimental Psychology: General* 132(3): 455–469.

<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.372.2220&rep=rep1&type=pdf>

Monteith, MJ (1993) 'Self-regulation of prejudiced responses: implications for progress in prejudice-reduction efforts'. *Journal of Personality and Social Psychology* 65: 469–485.

<http://web.b.ebscohost.com.esc-web.lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=4ba4a16b-40bd-438d-a050-8bf8f2d0d535%40sessionmgr111&vid=1&hid=102>

Monteith, MJ, Ashburn-Nardo, L, Voils, CI & Czopp, AM (2002) 'Putting the brakes on prejudice: on the development and operation of cues for control'. *Journal of Personality and Social Psychology* 83(5): 1029–1050.

<http://web.b.ebscohost.com.esc-web.lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=0785ccac-03d7-44f8-a404-eb227df8ea16%40sessionmgr110&vid=1&hid=102>

Monteith, MJ & Mark, AY (2005) 'Changing one's prejudiced ways: awareness, affect, and self-regulation'. *European Review of Social Psychology* 16: 113–154.

<http://www.tandfonline.com.esc-web.lib.cbs.dk/doi/pdf/10.1080/10463280500229882>

Morris, KA & Ashburn-Nardo, L (2009) 'The implicit association test as a class assignment: student affective and attitudinal reactions'. *Teaching of Psychology* 37(1): 63–68.

<http://top.sagepub.com.esc-web.lib.cbs.dk/content/37/1/63.full.pdf+html>

Moss-Racusin, CA, Dovidio, JF, Brescoll, VL, Graham, M & Handelsman, J (2012) 'Science faculty's subtle gender biases favor male students'. *Proceedings of the National Academy of Sciences for the United States of America* 109(41): 16474–16479.

<http://www.pnas.org/content/109/41/16474.full.pdf>

Moss-Racusin, C., A., Molenda, A., K., Cramer, C. R (2015) Can Evidence Impact Attitudes? Public Reactions to Evidence of Gender Bias in STEM Fields <http://pwq.sagepub.com.esc-web.lib.cbs.dk/content/39/2/194.full.pdf+html>

Nesdale, D & Durkin, K (1998) 'Stereotypes and attitudes: implicit and explicit processes'. In Speelman, C & Kirsner, K (eds) *Implicit and explicit mental processes* (pp219–232). Erlbaum Associates, Mahwah, NJ.

→ Not available in Google Scholar or CBS Library.

Nock MK & Banaji, MR (2007) 'Prediction of suicide ideation and attempts among adolescents using a brief performance- based test'. *Journal of Consulting and Clinical Psychology* 75(5): 707–715.

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2043087/pdf/nihms-29245.pdf>

Norton, MI, Sommers, SR, Apfelbaum, EP, Pura, N & Ariely, D (2006) 'Color blindness and interracial interaction: playing the political correctness game'. *Psychological Science* 17(11): 949–953.

http://web.mit.edu/epa1/www/CB_PsychSci_2006.pdf

Nosek, B, Bar-Anan, Y, Sriram, N & Greenwald, AG (2013) *Understanding and using the brief implicit association test: I. Recommended scoring procedures*. Unpublished research.

<http://projectimplicit.net/nosek/papers>

<http://www.plosone.org/article/fetchObject.action?uri=info:doi/10.1371/journal.pone.0110938&representation=PDF> → Published in 2014.

Nosek, BA, Greenwald, AG & Banaji, MR (2007) 'The implicit association test at age 7: a methodological and conceptual review'. In Bargh, JA (ed.) *Social psychology and the implicit: the automaticity of higher mental processes* (pp265–292). Psychology Press, New York.

<http://projectimplicit.net/nosek/papers/NGB2006.pdf>

Nosek, BA, Greenwald, AG & Banaji, MR (2005) Understanding and using the implicit association test: II. Method variables and construct validity. *Personality and Social Psychology Bulletin* 31: 166–180.

<https://faculty.washington.edu/agg/pdf/NGB2005.PSPB.pdf>

Nosek, BA & Sriram, N (2007) 'Faulty assumptions: a comment on Blanton, Jaccard, Gonzales and Christie (2006)'. *Journal of Experimental Social Psychology* 43: 393–398.

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2344155/pdf/nihms22062.pdf>

Oggins, J., (2014) Underrepresentation of Women Writers in Best American Anthologies: The Role of Writing Genre and Editor Gender

http://download.springer.com/static/pdf/562/art%253A10.1007%252Fs11199-014-0382-8.pdf?originUrl=http%3A%2F%2Flink.springer.com%2Farticle%2F10.1007%252Fs11199-014-0382-8&token2=exp=1449653586~acl=%2Fstatic%2Fpdf%2F562%2Fart%25253A10.1007%25252Fs11199-014-0382-8.pdf%3ForiginUrl%3Dhttp%253A%252F%252Flink.springer.com%252Farticle%252F10.1007%252Fs11199-014-0382-8*~hmac=418c07c5a26dd0bba47dedb463343795e81af0cae94910c05134a767950315b2

Olson MA & Fazio RH (2008) 'Discordant evaluations of blacks affect nonverbal behavior'. *Personality and Social Psychology Bulletin* 33: 1214–1224.

http://www.researchgate.net/profile/Russell_Fazio/publication/6291903_Discordant_evaluations_of_Blacks_affect_nonverbal_behavior/links/0912f509bba1708ddd000000.pdf

Olson, MA & Fazio, RH (2006) 'Reducing automatically activated racial prejudice through implicit evaluative conditioning'. *Personality and Social Psychology Bulletin* 32(4): 421–433.

http://www.researchgate.net/profile/Russell_Fazio/publication/7263757_Reducing_automatically_activated_racial_prejudice_through_implicit_evaluative_conditioning/links/0912f509bba139d8d5000000.pdf

- Olson, MA & Fazio, RH (2002) 'Implicit acquisition and manifestation of classically conditioned attitudes'. *Social Cognition* 20: 89–104.
http://www.researchgate.net/profile/Russell_Fazio/publication/242077768_Implicit_Acquisition_And_Manifestation_Of_Classically_Conditioned_Attitudes/links/0046352bda27cde34e000000.pdf
- Olson, MA & Fazio, RH (2001) 'Implicit attitude formation through classical conditioning'. *Psychological Science* 12: 413–417.
<http://www.psy.ohio-state.edu/fazio/documents/OlsonFazioPsychSci2001.pdf>
- Paluck, EL & Green, DP (2009) 'Prejudice reduction: what works? A review and assessment of research and practice'. *Annual Review of Psychology* 60: 339–367.
<http://www.csc.edu/about/faculty/pd/files/Paluck%20-%20Prejudice%20Reduction.pdf>
- Park, J, Felix, K & Lee, G (2007) 'Implicit attitudes toward Arab-Muslims and the moderating effects of social information'. *Basic and Applied Social Psychology* 29(1): 35–45.
<http://www.tandfonline.com.esc-web.lib.cbs.dk/doi/pdf/10.1080/01973530701330942>
- Paul, R & Ellen, J (1993) 'Beyond formal experimental design: towards an expanded view'. *Personnel Psychology* 46(3): 613–627.
[http://www.owl.net.rice.edu/~antonvillado/courses/12a_psy630001/Sackett%20&%20Mullen%20\(1993\)%20PP.pdf](http://www.owl.net.rice.edu/~antonvillado/courses/12a_psy630001/Sackett%20&%20Mullen%20(1993)%20PP.pdf)
- Payne, BK, Lambert, AJ & Jacoby, LL (2002) 'Best laid plans: effects of goals on accessibility bias and cognitive control in race-based misperceptions of weapons'. *Journal of Experimental Social Psychology* 38(4): 384–396.
<http://www.sciencedirect.com.esc-web.lib.cbs.dk/science/article/pii/S0022103102000069?np=y>
- Pérez, E (2010) 'Explicit evidence on the import of implicit attitudes: the IAT and immigration policy judgments'. *Political Behavior* 32: 517–545.
https://my.vanderbilt.edu/efrenperez/files/2012/11/Perez_Explicit-Evidence-on-Implicit-Attitudes2.pdf
- Pettigrew, TF (1998) 'Intergroup contact theory'. *Annual Review of Psychology* 49: 65–85.
http://www.researchgate.net/profile/Thomas_Pettigrew/publication/5282610_Intergroup_contact_theory/links/0912f51046c6dac2f1000000.pdf
- Pettigrew, TF (1979) 'The ultimate attribution error: extending Allport's cognitive analysis of prejudice.' *Personality and Social Psychology Bulletin* 5(4): 461–476.
 → Not available in Google Scholar or CBS Library. PDF can be bought here:
<http://psp.sagepub.com/content/5/4/461.full.pdf+html>

Pettigrew, TF & Tropp, LR (2006) 'A meta-analytic test of intergroup contact theory'. *Journal of Personality and Social Psychology* 90: 751–783.

<http://blogs.law.columbia.edu/genderandsexualitylawblog/files/2012/04/A-Meta-Analytic-Test-of-Intergroup-Contact-Theory.pdf>

Phelps, E, O'Connor, K, Cunningham, W Funayama, EJ, Gatenby, C, Gore, J, and Banaji, M (2000) 'Performance on indirect measures of race evaluation predicts amygdala activation'. *Journal of Cognitive Neuroscience* 12(5): 729–738.

https://dash.harvard.edu/bitstream/handle/1/3512208/Banaji_PerformanceIndirect.pdf?se.

..

Plant, EA & Devine, PG (1998) 'Internal and external motivation to respond without prejudice'. *Journal of Personality and Social Psychology* 75: 811–832.

https://westmont.edu/_academics/departments/psychology/documents/PlantandDevine.pdf

Plant, EA, Devine, PG, Cox, WTL, Columb, C, Miller, SL, Goplen, J & Peruche, BM (2009) 'The Obama effect: decreasing implicit prejudice and stereotyping'. *Journal of Experimental Social Psychology* 45(4): 961–964.

<http://www.sciencedirect.com.esc-web.lib.cbs.dk/science/article/pii/S0022103109001024?np=y>

Plant, EA, Devine, PG & Peruche, MB (2010) 'Routes to positive interracial interactions: approaching egalitarianism or avoiding prejudice'. *Personality and Social Psychology Bulletin* 36(9): 1135–1147.

<http://psp.sagepub.com.esc-web.lib.cbs.dk/content/36/9/1135.full.pdf+html>

Pleggenkuhle-Miles, E., Khoury, T., A., Deeds, D., L., Markoczy, L (2013) Exploring cognitive bias: expert ratings of business schools <http://www.emeraldinsight.com.esc-web.lib.cbs.dk/doi/pdfplus/10.1108/MD-12-2012-0877>

Poehlman, TA, Uhlmann, E, Greenwald, AG & Banaji, MR (2005) 'Understanding and using the implicit association test: III. Metaanalysis of predictive validity'. *Journal of Personality and Social Psychology* 97(1): 17–41.

<http://faculty.washington.edu/agg/pdf/GPU%26B.meta-analysis.JPSP.2009.pdf>

Ramasubramanian, S (2007) 'Media-based strategies to reduce racial stereotypes activated by news stories'. *Journalism and Mass Communication Quarterly* 84(2): 249–264.

http://people.tamu.edu/~srivi/newindex/Research_files/Ramasubramanian_2007_JQ%20paper.pdf

Reskin, B (2000) 'The proximate causes of employment discrimination'. *Contemporary Sociology* 29(2): 319–328.

<http://facultyhiring.uoregon.edu/files/2011/05/The-proximate-causes-of-employment-discrimination-28y5tsa.pdf>

Riach, PA & Rich, J (2002) 'Field experiments of discrimination in the market place'. *Economic Journal* 112, F480–F518.

→ Not available in Google Scholar or CBS Library. PDF can be bought here:
<http://onlinelibrary.wiley.com/doi/10.1111/1468-0297.00080/abstract>

Richeson, J (2004) 'The impact of multiculturalism versus color-blindness on racial bias'. *Journal of Experimental Social Psychology* 40(3): 417–423.

http://groups.psych.northwestern.edu/spcl/documents/colorblind_final_000.pdf

Richeson, JA & Shelton, JN (2005) 'Thin slices of racial bias'. *Journal of Nonverbal Behavior* 29: 75–86.

<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.322.3051&rep=rep1&type=pdf>

Riordan, C (1990) *Girls and boys in school: together or separate?* Teachers College Press, New York.

→ Not available in Google Scholar or CBS Library.

Riordan, C (1994) 'The value of attending a women's college'. *Journal of Higher Education* 65: 486–510.

<http://www.jstor.org.esc-web.lib.cbs.dk/stable/pdf/2943857.pdf?acceptTC=true>

Roberts, S. G., & Verhoef, T. (2016). Double-blind reviewing at EvoLang 11 reveals gender bias. *Journal of Language Evolution*, 1(2), 163-167

<http://jole.oxfordjournals.org/content/jole/1/2/163.full.pdf>

Rooth, D (2010) 'Automatic associations and discrimination in hiring: real-world evidence'. *Labour Economics* 17: 523–534.

http://www.iza.org/conference_files/ETHN2011/rooth_d911.pdf

Rooth, D (2009) 'Obesity, attractiveness, and differential treatment in hiring: a field experiment'. *Journal of Human Resources* 44: 710–735.

<http://www.users.abo.fi/jlagerst/Uppsats15/Overvikt.pdf>

Rooth, D (2008) *Automatically activated stereotypes and differential treatment against the obese in hiring*. Institute for the Study of Labor, Bonn.

<http://www.econstor.eu/bitstream/10419/35344/1/584691807.pdf>

Rooth, D (2007) *Implicit discrimination in hiring: real world evidence*. Institute for the Study of Labor, Bonn.

<http://discovery.ucl.ac.uk/14279/1/14279.pdf>

Rosenberg, MJ & Hovland, CI (1960) 'Cognitive, affective, and behavioral components of attitudes'. In Hovland, CI & Rosenberg, MJ (eds) *Attitude organization and change*. Yale University Press, New Haven.

→ Not available in Google Scholar or CBS Library.

Rudman, L. A., & McLean, M. C. (2016). The role of appearance stigma in implicit racial ingroup bias. *Group Processes & Intergroup Relations*, 19(3), 374-393. Rudman, LA (2008) 'The validity of the implicit association test is a scientific certainty.' *Industrial and Organizational Psychology* 1(4): 426-429. <http://gpi.sagepub.com/content/19/3/374>
http://www.researchgate.net/profile/Laurie_Rudman/publication/229850115_The_Validity_of_the_Implicit_Association_Test_Is_a_Scientific_Certainty/links/0deec5324bb954dfa300000.pdf

Rudman, LA, Ashmore, RD & Gary, ML (2001) "'Unlearning" automatic biases: the malleability of implicit prejudice and stereotypes'. *Journal of Personality and Social Psychology* 81(5): 856-868.
http://www.researchgate.net/profile/Laurie_Rudman/publication/11645675_Unlearning_automatic_biases_the_malleability_of_implicit_prejudice_and_stereotypes/links/0c9605324b86ab878a000000.pdf

Rudman, LA & Glick, P (2001) 'Prescriptive gender stereotypes and backlash toward agentic women'. *Journal of Social Issues* 57: 743-762.
<https://wesfiles.wesleyan.edu/courses/PSYC-309-clwilkins/week4/Rudman.Glick.2001.pdf>

Schroeder, J., Dugdale, H., L., Radersma, R., Hinsch, M., Buehler, D., M., Saul, J., Porter, L., Liker, A., Cauwer, I., Johnson, P., J., Santure, A., W., Griffin, A., S., Bolund, E., Ross, L., Webb, T., J., Feulner, P., G., D., Winney, I., Szulkin, M., Komdeur, J., Versteegh, M., A., Hemelrijk, C., K., Svensson, E., I., Edwards, H., Karlsson, M., West, S., A., Barrett, E., L., B., Richardson, D., S., Brink, V., Wimpenny, J., H., Ellwood, S., A., Rees, M., Matson, K., D., Charmantier, A., Dos Remedios, N., Schneider, N., A., Teplitsky, C., Laurance, W., F., Butlin, R., K., Horrocks, N., P., C (2013) Fewer invited talks by women in evolutionary biology symposia
<http://onlinelibrary.wiley.com/doi/10.1111/jeb.12198/epdf>

Schuh, S., C., Bark, A., S., H., Van Quaquebeke, N., Hossiep, R., Frieg, P., Van Dick, R (2013) Gender Differences in Leadership Role Occupancy: The Mediating Role of Power Motivation
https://www.researchgate.net/profile/Rolf_Dick/publication/257542215_Gender_Differences_in_Leadership_Role_Occupancy_The_Mediating_Role_of_Power_Motivation/links/00b7d53c2cda6026c3000000.pdf

Schwarz, N (2000) 'Emotion, cognition, and decision making'. *Cognition and Emotion* 14(4): 433-440.
http://www.researchgate.net/profile/Norbert_Schwarz2/publication/229016466_Emotion_cognition_and_decision_making/links/54a626a60cf256bf8bb4dcae.pdf

Sebrechts, JS (1993) 'Cultivating scientists at women's colleges'. *Initiatives* 55(2): 45-51.
→ Not available in Google Scholar or CBS Library.

Segrest, S (2010) 'Rater error bias training in the employment interview and racioethnicity biased perceptions'. *Journal of Academic Business Ethics* 3: 99-113.
<http://wrww.aabri.com/manuscripts/10639.pdf>

Shelton, N, Richeson, JA, Salvatore, J & Trawalter, S (2005) 'Ironic effects of racial bias during interracial interactions'. *Psychological Science* 16: 397–402.

http://groups.psych.northwestern.edu/spcl/documents/ironic_000.pdf

Sherif, M (1966) *In common predicament: social psychology of intergroup conflict and cooperation*. Houghton Mifflin, Boston.

→ Not available in Google Scholar or CBS Library.

Shook, NJ & Fazio, RH (2008) 'Interracial roommate relationships: an experimental field test of the contact hypothesis'. *Psychological Science* 19(7): 717–723.

<http://www.people.vcu.edu/~jldavis/readings/Shook%26Fazio2008.pdf>

Solnick, SJ (1995) 'Changes in women's majors from entrance to graduation at women's and coeducational colleges'. *Industrial and Labor Relations Review* 48: 505–514.

→ Not available in Google Scholar or CBS Library. PDF can be bought here:

<http://ilr.sagepub.com/content/48/3/505.full.pdf+html>

Sriram, N & Greenwald, AG (2009) 'The brief implicit association test'. *Experimental Psychology* 56: 283–294.

<http://faculty.washington.edu/agg/pdf/Sriram%26Greenwald.BIAT.2009.pdf>

Srull, TK & Wyer, RS (1979) 'The role of category accessibility in the interpretation of information about persons: some determinants and implications'. *Journal of Personality and Social Psychology* 37: 1660–1672.

<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.335.4255&rep=rep1&type=pdf>

Steffens, M (2004) 'Is the implicit association test immune to faking?' *Experimental Psychology* 51(3): 165–179.

<http://web.a.ebscohost.com.esc-web.lib.cbs.dk/ehost/pdfviewer/pdfviewer?sid=45a85f60-a4a5-4c08-981b-588a3ebba3c9%40sessionmgr4002&vid=1&hid=4107>

Steinpreis, RE, Anders, K, Ritzke, D (1999) 'The impact of gender on the review of the curricula vitae of job applicants and tenure candidates: a national empirical study'. *Sex Roles* 41(7/8): 509–528.

http://www.cos.gatech.edu/facultyres/Diversity_Studies/Steinpreis_Impact%20of%20gender%20on%20review.pdf

Stewart, BD & Payne, BK (2008) 'Bringing automatic stereotyping under control: implementation intentions as efficient means of thought control'. *Personality and Social Psychology Bulletin* 34(10): 1332–1345.

https://etd.ohiolink.edu/!etd.send_file?accession=osu1189544075&disposition=inline

Stewart, TL, Latu, IM, Kawakami, K & Myers, AC (2010) 'Consider the situation: reducing automatic stereotyping through situational attribution training'. *Journal of Experimental Social Psychology* 46(1): 221–225.

http://lep.unige.ch/system/files/biblio/Stewart_et_al_JESP.pdf

Tajfel, H (1970) 'Experiments in intergroup discrimination'. *Scientific American* 223(5): 96–102.

<https://asfranthompson.files.wordpress.com/2011/11/tajfel-1970-experiments-in-intergroup-discrimination.pdf>

Tajfel, H & Forgas, JP (1981) 'Social categorization: cognitions, values and groups'. In Forgas, JP (ed.) *Social cognition* (pp113–140). Academic Press, New York.

→ Not available in Google Scholar or CBS Library.

Tajfel, H & Turner, JC (1979) 'An integrative theory of intergroup conflict'. In Austin, W & Worchel, S (eds) *The social psychology of intergroup relations* (pp33–48). Brooks/Cole, Pacific Grove, CA.

→ Not available in Google Scholar or CBS Library.

Thoman, D. B., & Sansone, C. (2016). Gender bias triggers diverging science interests between women and men: The role of activity interest appraisals. *Motivation and Emotion*, 1-14.

<http://link.springer.com/article/10.1007/s11031-016-9550-1>

Tidball, ME (1985) 'Baccalaureate origins of entrants into American medical schools'. *Journal of Higher Education* 56: 385–402.

→ Not available in Google Scholar or CBS Library. Can be bought here:

<http://www.jstor.org.esc-web.lib.cbs.dk/stable/pdf/1981302.pdf?acceptTC=true>

Tidball, ME & Kistiakowsky, V (1976) 'Baccalaureate origins of American scientists and scholars'. *Science* 193: 646–652.

→ Not available in Google Scholar or CBS Library. Can be bought here:

<http://www.sciencemag.org/content/193/4254/646.full.pdf>

Trawalter, S, Richeson, JA & Shelton, JN (2009) 'Predicting behavior during interracial interactions: a stress and coping approach'. *Personality and Social Psychology Review* 13(4): 243–268.

<http://groups.psych.northwestern.edu/spcl/documents/PSPR09.pdf>

Turner, RN & Crisp, RJ (2010) 'Imagining intergroup contact reduces implicit prejudice'. *British Journal of Social Psychology* 49(1): 129–142.

<http://onlinelibrary.wiley.com.esc-web.lib.cbs.dk/doi/10.1348/014466609X419901/epdf>

Uhlmann, EL & Cohen, GL (2005) 'Constructed criteria redefining merit to justify discrimination'. *American Psychological Society* 16(6): 474–480.

<http://www.socialjudgments.com/docs/Uhlmann%20and%20Cohen%202005.pdf>

Vorauer, JD (2012) 'Completing the implicit association test reduces positive intergroup interaction behavior'. *Psychological Science* 23(10): 1168–1175.

<http://pss.sagepub.com.esc-web.lib.cbs.dk/content/23/10/1168.full.pdf+html>

Vorauer, JD & Turpie, CA (2004) 'Disruptive effects of vigilance on dominant group members' treatment of out-group members: choking versus shining under pressure'. *Journal of Personality and Social Psychology* 87(3): 384–399.

→ Not available in Google Scholar or CBS Library. Can be bought here:

<http://psycnet.apa.org/index.cfm?fa=buy.optionToBuy&id=2004-18348-008>

Weismann, C., G., Colson, E., R., Sharpiro, E., D (2015) Letter to the Editor in response to "Publication performance of women compared to men in German cardiology" by Boehm et al. (2014) <http://www.sciencedirect.com/esc-web.lib.cbs.dk/science/article/pii/S0167527314024991?np=y>

Wegener, DT & Petty, RE (1997) 'The flexible correction model: the role of native theories of bias in bias correction'. In Zanna, MP (ed.) *Advances in experimental social psychology* 29 (pp141–208). Academic Press, New York.
<http://www.psy.ohio-state.edu/petty/documents/1997ADVANCESFCMWegenerPetty.pdf>

Wilson, TD & Brekke, N (1994) 'Mental contamination and mental correction: unwanted influences on judgments and evaluations'. *Psychological Bulletin* 116: 117–142.
<http://people.virginia.edu/~tdw/wilson%26brekke.1994.pdf>

Wolsko, C, Park, B, Judd, CM & Wittenbrink, B (2000) 'Framing interethnic ideology: effects of multicultural and color-blind perspectives on judgments of groups and individuals'. *Journal of Personality and Social Psychology* 78(4): 635–654.
http://www.researchgate.net/profile/Charles_Judd/publication/12523760_Framing_interethnic_ideology_effects_of_multicultural_and_color-blind_perspectives_on_judgments_of_groups_and_individuals/links/0f3175391d0f357197000000.pdf

Wood, M, Hales, J, Purdon, S, Sejersen, T & Hayllar, O (2009) *A test for racial discrimination in recruitment practice in British cities: research report no 607*. Department for Work and Pensions, London.
<http://www.natcen.ac.uk/media/20541/test-for-racial-discrimination.pdf>

Ziegert, JC & Hanges, PJ (2009) 'Strong rebuttal for weak criticisms'. *Journal of Applied Psychology* 94(3): 590–597.
<http://www.hangeslab.umd.edu/Ziegert%20and%20Hanges%202009.pdf>

Ziegert, J & Hanges, P (2005) 'Employment discrimination: the role of implicit attitudes, motivation, and a climate for racial bias'. *Journal of Applied Psychology* 90: 553–562.
http://www.researchgate.net/profile/Paul_Hanges/publication/7831806_Employment_discrimination_the_role_of_implicit_attitudes_motivation_and_a_climate_for_racial_bias/links/0c96052f0e8126492c000000.pdf

Zogmaister, C, Arcuri, L, Castelli, L & Smith, ER (2008) 'The impact of loyalty and equality on implicit in-group favoritism'. *Group Processes and Intergroup Relations* 11(4): 493–512.
<https://hal.archives-ouvertes.fr/hal-00571701/document>

A REFERENCE LIST ABOUT IMPLICIT AND UNCONSCIOUS BIAS

Copenhagen, September 2016