Mitigating Implicit Bias in Peer Review

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Mitigating Implicit Bias in Peer Review

ASCO Leadership Development Program, Class 2018-2019

Project
Identify and mitigate bias in peer review across ASCO and Conquer Cancer
Define Bias

Differential evaluation of one group and its members relative to another.

Implicit Bias

Embedded stereotypes that heavily influence our decision-making without our conscious knowledge

Mitigating Implicit Bias in Peer Review

Implicit bias exists and can affect peer review. Limited data on interventions/strategies to mitigate.
Actions to Mitigate Implicit Bias

Action 1: Create awareness and culture of inclusivity

Action 2: Create systems to reduce implicit bias

Action 3: Collect Data for Ongoing Analysis
Action 1: Create awareness and culture of inclusivity

Grants Peer Review

✓ Implicit bias statement
✓ Understanding unconscious bias video (The Royal Society)
✓ Unconscious bias training module (Canadian Institutes of Health Research)
https://www.youtube.com/watch?v=dVp9Z5k0dEE
Action 2: Create systems to reduce implicit bias

Grants Peer Review

✓ Increase diversity in scientific review by key stakeholders

☐ Review language and materials for inclusivity
  ▪ RFPs, reviewer guidelines, instructions on grading website
Action 3: Collect Data for Ongoing Analysis

Grants Peer Review

✓ Applicant and grantee data
✓ Peer review data

☑ System to analyze data (how do we know if strategies are effective?)
Thank You