

Diversity, Equity, & Inclusion Working Group Survey

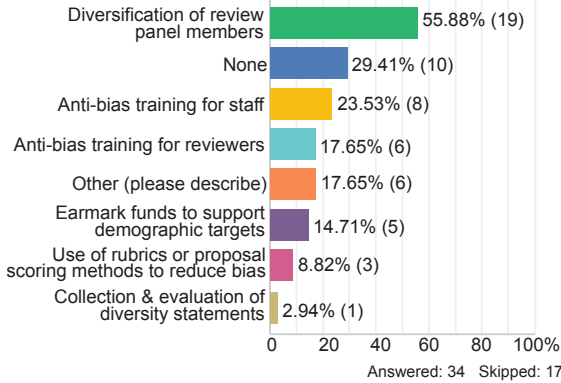
Results: Strategies to Reduce Bias in Peer Review



Goal: In May of 2021 the HRA DEI working group surveyed members about DEI policies and practices at their organizations, in order to provide learning opportunities, develop resources, and identify tools to amplify member efforts to advance DEI in grant programs and processes. The information below summarizes results regarding strategies to reduce bias in peer review, from a total of 50 respondents from 46 independent HRA member organizations.

Strategies to increase diversity in grant awardees are focused on *increasing diversity of review panel members*.

What strategies, if any, has your organization used to increase diversity in the awardee pool?

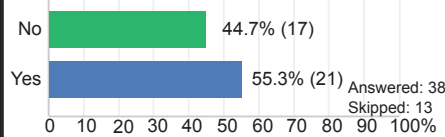


Other responses:

- Reviewers alerted to the possible presence of resilience statement in biographical sketch and instructed to contextualize achievements using that information if available.
- Considered during programmatic review and award matching.
- Added anti-bias training and incorporating rubrics review process

Many organizations have attempted to reduce bias in peer review, and strategies mainly include the reading of an *anti-bias statement* or use of *videos* for training.

Has your organization implemented strategies to reduce bias in peer review?



Example strategies (# respondents):

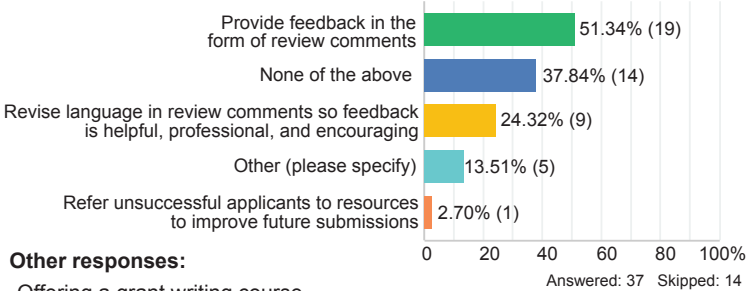
- Bias statement/video at meeting start (11)
- Offers/requires/will require some form of unconscious bias training (5)
- Offer videos on implicit/unconscious bias (5)
- Ensuring review panel is diverse (3)
- Blinding (e.g. remove demographic information), at least at LOI stage (3)
- Reviewer agreements that must be signed (2)

Highlighted Resources:

1. Assess personal biases (~10 min): <https://implicit.harvard.edu/implicit/> (e.g. the Gender-Science, Race, or Asian IATs)
2. Overview of the key concepts and current research on unconscious bias (~3 min): The Royal Society: <https://www.youtube.com/watch?v=PYaK1WphTuk>
3. Videos on Blind Spots by PwC (~3min): <https://www.pwc.com/us/en/about-us/blind-spots.html>
4. Unconscious bias training module (~15 min; information also available in print version): <https://www.chairs-chaire.gc.ca/program-programme/equity-equite/bias/module-eng.aspx?pedisable=false>
5. Moss-Racusin CA, Dovidio JF, Brescoll VL, Graham MJ, Handelsman J. Science faculty's subtle gender biases favor male students. Proc Natl Acad Sci U S A. 2012 Oct 9;109(41):16474-9. doi: 10.1073/pnas.1211286109. Epub 2012 Sep 17. PMID: 22988126; PMCID: PMC3478626.
6. Nosek BA, et al. National differences in gender-science stereotypes predict national sex differences in science and math achievement. Proc Natl Acad Sci U S A. 2009 Jun 30;106(26):10593-7. doi: 10.1073/pnas.0809921106. Epub 2009 Jun 22. PMID: 19549876; PMCID: PMC2705538.

Strategies to encourage resubmission include: providing feedback, revising unhelpful review comments, and offering grant writing courses.

In thinking about strategies to encourage resubmission or continued participation in grant competitions by researchers from underrepresented groups, my organization: (select all that apply)



Other responses:

- Offering a grant writing course
- Occasionally make minor revisions to the comments to remove unhelpful comments or soften negative comments to make them more constructive.
- Provide feedback to all applicants, not specifically to encourage URM
- We provide summary statements for some programs

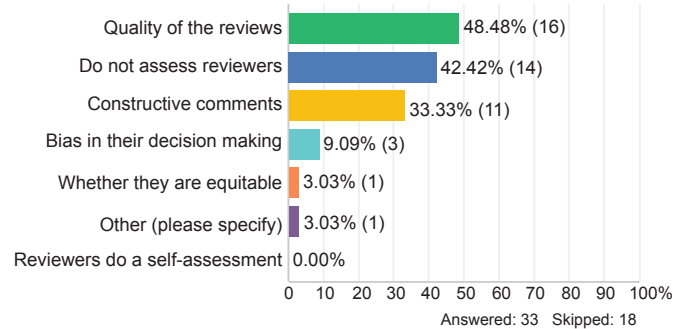
The vast majority of organizations (%) *do not share* demographic information with reviewers.

If identified demographic information is shared with reviewers, how is it evaluated? Please share the guidance language provided to reviewers.

- One response noted that in cases where a candidate self-identified as a URM, the reviewers were notified that they can take that into account while scoring.
- One respondent indicated that their organization had elevated URM candidates into discussion.

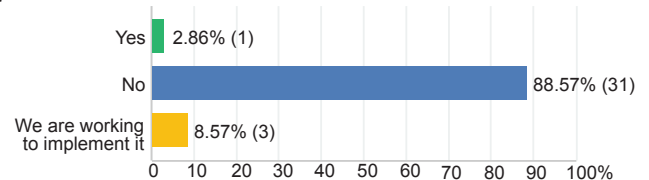
Many organizations do not assess reviewers, but those that do assess the *quality of reviews* and whether comments are *constructive*.

Do you assess reviewers, and if so, what are the dimensions that you evaluate? (check all that apply)



The vast majority of organizations (89%) do not do blinded peer review, but some are working to implement it.

Does your organization conduct blinded peer review? If so, please describe how this is done.



Responses:

- Blinded review done at the LOI stage.
- The applicant enters demographic information but reviewers only see proposal. Reviewers use a rubric and series of review questions to evaluate the proposal and either advance or not advance to full application stage.
- Grants peer-review is not blinded; journal manuscript peer review is blinded