KEY IDEAS

Bias Mitigation Training for Reviewers

Strategies to Mitigate Bias in Peer Review
Bias Mitigation in Peer Review Training

This handout is a companion to the asynchronous Bias Mitigation in Peer Review Training for reviewers developed by the Health Research Alliance. This handout summarizes the strategies discussed in the training for easy reference.

Learn more about the Bias Mitigation in Peer Review Training for Reviewers

Preliminary Scoring

- Make explicit connections between information within the applications and assigned scores
- Don’t rely too heavily on any one piece of information
- Take frequent breaks to minimize decision fatigue
- Randomize the order in which you review applications
- Periodically self assess bias
  - Implicit Association Tests from Project Implicit
  - Self-evaluation questions like "Am I spending equal time and attention on each application?" or "Are my comments similarly constructive / critical for all applicants?"

Question Bias in Discussion

- Privately concerns with program staff / chairs
- Model bias- questioning behavior to establish group norms
- Speak up with questions or observations when bias may be present.
  Example phrases:

<table>
<thead>
<tr>
<th>Re: Info not in the application</th>
<th>Re: Info not related to review criteria</th>
<th>Re: Possibly biased comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is that new information? That wasn’t noted by other reviewers; can you point out where that information is included in the application?</td>
<td>Can you discuss how that factor relates to the review criteria?</td>
<td>Can you elaborate on what you mean when you said [XYZ]?</td>
</tr>
<tr>
<td>The review criteria do not include [ABC factor], so this should not be part of the discussion and should not impact the applicant's score.</td>
<td>When you said [XYZ], that could be interpreted as [describe bias]. Can you clarify what you meant?</td>
<td></td>
</tr>
</tbody>
</table>

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