



Innovative Methods for Choosing  
Among Competing Grants:

Addressing Bias During the Grant  
Review Process

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## A commitment to addressing bias ensures a robust and equitable scientific ecosystem

- **Equity and Fairness**: Bias can unfairly advantage or disadvantage certain applicants. By identifying and mitigating bias, we ensure that all proposals receive equal consideration based on their merit.
- **Quality of Research**: Unchecked bias may lead to the rejection of high-quality research proposals or the acceptance of subpar ones. Addressing bias ensures that the best science is funded, contributing to advancements in knowledge and technology.
- **Diversity and Representation**: Bias can disproportionately affect underrepresented groups (e.g., minorities, women, early-career researchers, etc.). By actively combating bias, we promote diversity and inclusion, fostering a richer scientific community.
- **Trust**: Funding agencies rely on public funds (i.e., taxes, donations). Transparent and unbiased review processes enhance trust by demonstrating accountability and responsible stewardship of resources.
- **Innovation and Creativity**: A diverse pool of ideas fuels innovation. Addressing bias encourages novel approaches, interdisciplinary collaboration, and breakthroughs that benefit society.
- **Ethical Responsibility**: As stewards of scientific progress, we have an ethical duty to minimize bias. Rigorous review processes uphold the integrity of the scientific enterprise.

# ESTABLISH THE SOCIAL CONTRACT

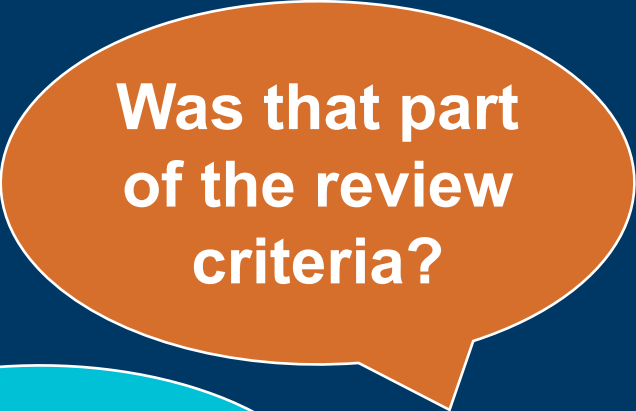
# Welcome and Ground Rules

- Thank you for participating in evaluating proposals and today's discussion.
- Open engagement encouraged: share insights, ask questions.



# During today's discussion...

- Only evaluate content presented in the application.
- Keep comments related to evaluation criteria:
  - ✓ Significance
  - ✓ Approach
  - ✓ Innovation
  - ✓ Investigators
  - ✓ Environment



Was that part  
of the review  
criteria?



Was that in the  
application?

# Be Mindful of Biases...



Giving preference to larger/prestigious Institutions



Making assumptions about an applicant's level of expertise or capacity based on age



Letting a single piece of information have an outsized influence on your perception of an application



Giving greater weight to evidence that aligns with your original opinion



Maintaining a prior view, even when presented with conflicting evidence

# Review Order / Scores

Applicant Name	Proposal Title	Average Score
Applicant 1	Title 1	1
Applicant 2	Title 2	1.5
Applicant 3	Title 3	2.0
Applicant 4	Title 4	4

# Randomize Review Flow

Applicant Name	Proposal Title	Average Score
Applicant 3	Title 3	?
Applicant 2	Title 2	?
Applicant 1	Title 1	?
Applicant 4	Title 4	?



# Take this home with you:

1. Create a inclusive review environment
2. Hold each other and yourself accountable
3. Speak Up
  - a) You may even be wrong
4. Reflect

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