

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:

Re: Info not in the application

Is that new information? That wasn't noted by other reviewers; can you point out where that information is included in the application?

Re: Info not related to review criteria

Can you discuss how that factor relates to the review criteria?

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.

Re: Possibly biased comments

Can you elaborate on what you mean when you said [XYZ]?

When you said [XYZ], that could be interpreted as [describe bias]. Can you clarify what you meant?