

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

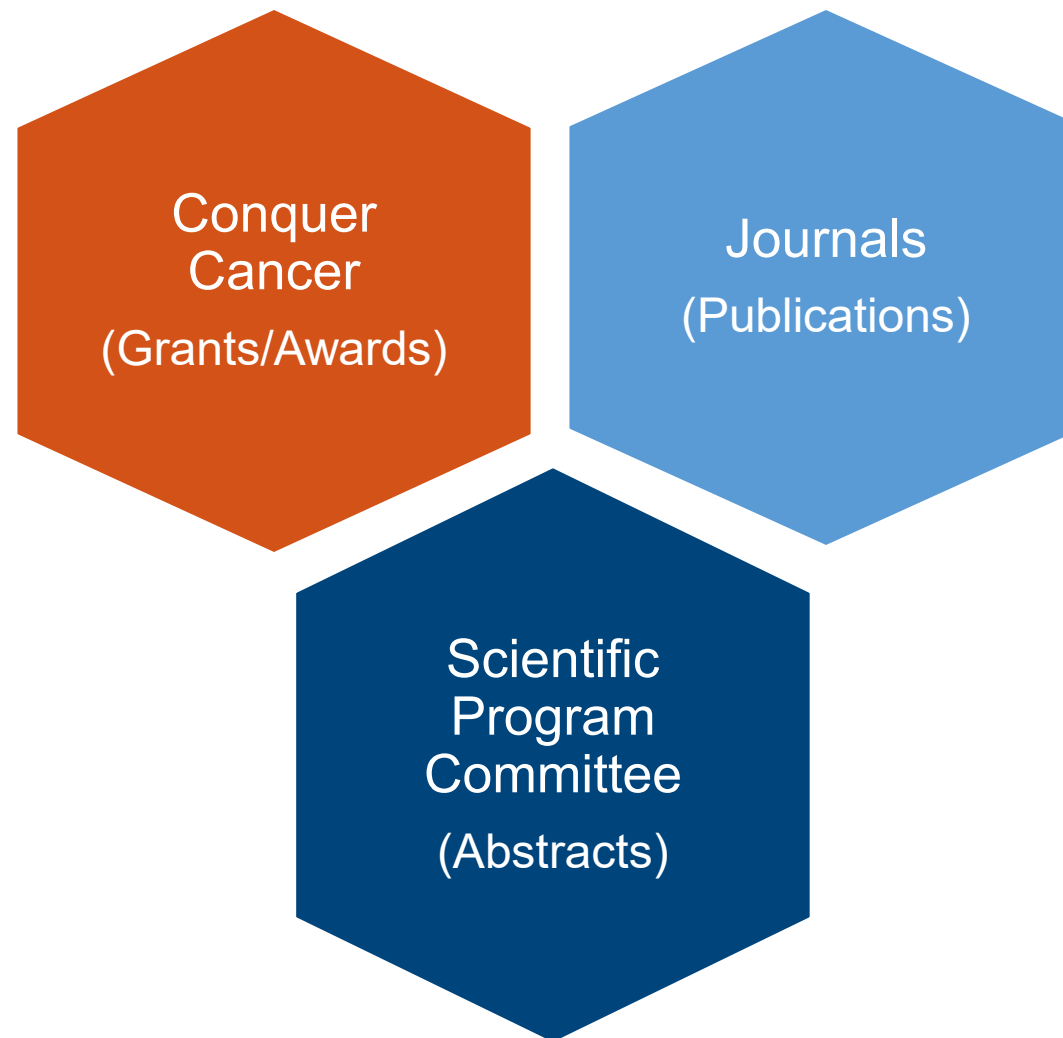
Define Bias

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

Define Peer Review



Blackburn, J.L., & Hakei, M.D. (2006). An examination of sources of peer-review bias. *Psychological Science*, 17(5), 378–382.

Fitzgerald, C., & Hurst, S. (2017). Implicit bias in healthcare professionals: a systematic review. *BMC Medical Ethics*, 18(19).

Godsil R. et al *The Science of Equality, Volume 1: Addressing Implicit Bias, Racial Anxiety, and Stereotype Threat in Education and Health Care.* Perception Institute Nov 2014

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

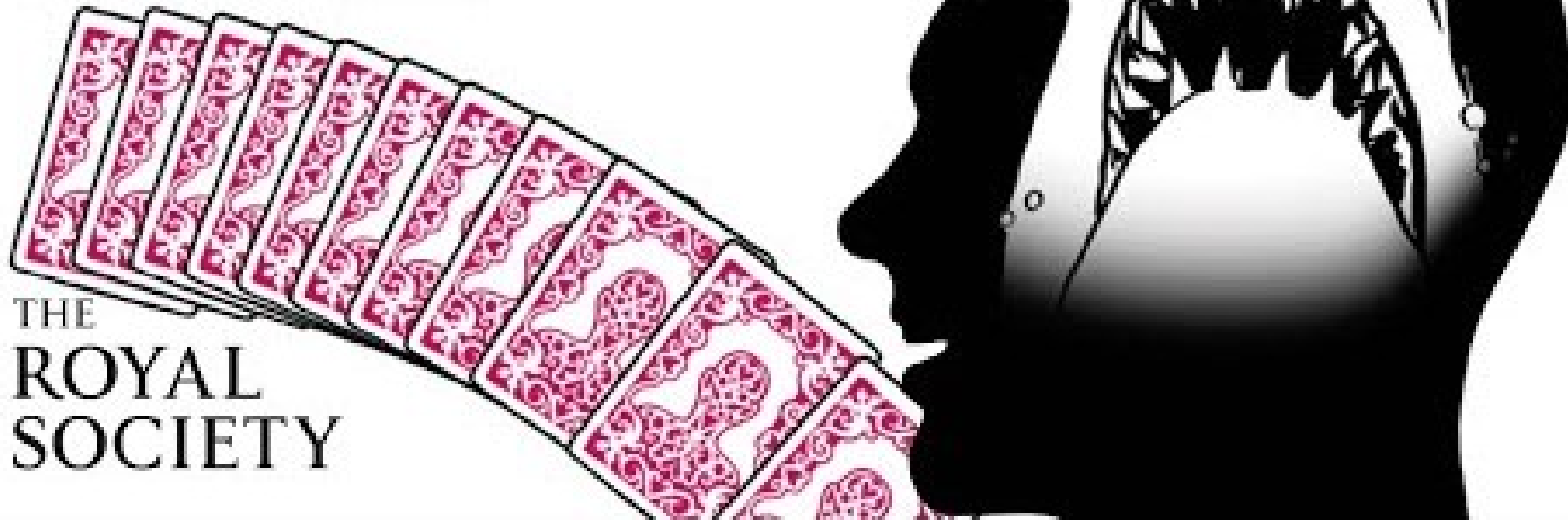
Action 3: Collect Data for Ongoing Analysis

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)

UNCONSCIOUS BIAS



<https://www.youtube.com/watch?v=dVp9Z5k0dEE>

CONQUER CANCER®
THE ASCO FOUNDATION

 Search

Unconscious bias training module

Print version

The video player displays a slide with an orange header and footer. The main content area features a graphic of a human head profile filled with various icons representing science, technology, and research. To the right of the graphic, the text "Bias in Peer Review" is displayed in a large, dark font. The footer contains logos for CRSHG NSERC, SSHRC, and CRSH, along with the text "Canadian Institutes of Health Research / Instituts de recherche en santé du Canada" and "Canada Research Chairs / Chaires de recherche du Canada". The Canada logo is also present in the bottom right corner of the slide.

View Text Version

<https://www.chairs-chaire.gc.ca/program-programme/equity-equite/bias/module-eng.aspx?pedisable=true>

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