

Examples that Bias Interviews

- Regarding *female* candidates:
 1. Beliefs about child-rearing or family responsibilities
 2. Assume less time for research or professional activities
- Regarding *male* candidates:
 1. Assume that child-rearing or family responsibilities are less demanding
 2. Assume more time for research or professional activities
- Regarding *African-American* candidates:
 1. Assume will only be interested in research or professional activities exclusively related to African-Americans
 2. Assume that research about African-Americans is not as valid or pure as research about European-Americans
 3. Assume the candidate is an expert on, or can speak or represent, the experience and issues of all African-Americans
- Regarding *Asian-American* female candidates:
 1. Assume she might not be assertive enough to be a manager
- Regarding *persons with a disability*:
 1. Assume someone who uses a wheel chair or is blind would not be an effective teacher or researcher
 2. Assume someone who has an invisible disability is not disabled (e.g., heart condition, psychological condition)