



Minimizing Bias in Grant Evaluation

HELLO!

What's your name?
What brings you joy?



Stroop Test



SILENT BEATS



SCHEMA

- a cognitive framework or concept that helps organize and interpret information.
- Schemas can be useful because they allow us to take shortcuts in interpreting the vast amount of information that is available in our environment.

IMPLICIT BIAS

- Attitudes and stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
- Relatively unconscious and automatic features of prejudiced judgment and social behavior.

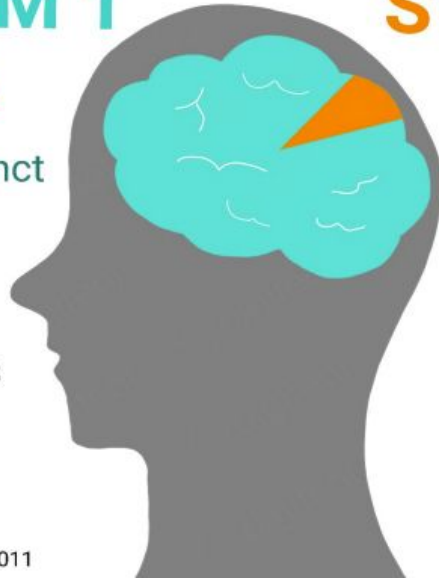
Dual Process Theory in Psychology:

95% of your brain processes are unconscious!

SYSTEM 1
95%

Intuition & Instinct

Fast
Automatic
Associative
Unconscious
Error prone



SYSTEM 2
5%

Rational thinking

Slow
Effortful
Logical
Conscious
Reliable

Source : Daniel Kahneman, 2011

TYPES OF BIAS IN GRANT REVIEWING

- When you know the institution and have a prejudgment on the work that they do
- Can include feelings that an organization really needs this, or really doesn't need this, solely based on your knowledge with the CBO

- When you know individuals in the CBO and judge responses based on your previous experience with the people in the CBO
- Applications are **4x** more likely to receive a higher score when the reviewer has a positive relationship with someone in the CBO
- <https://www.nature.com/articles/d41586-019-01198-3>

- When you have no knowledge of the CBO, or know that it is a brand new CBO and this might be the first time they are applying for grants

- Women-led CBOs are **16%** less likely to be funded
- Much of this has to do with the gendered language that is used (gender decoder)
- <https://blogs.worldbank.org/impacetevaluations/gender-bias-and-getting-grants>

- White-led CBOs are **2x** more likely to be funded
- <https://elifesciences.org/articles/65697>

- Evaluating grants based on language, style, and syntax, rather than the answering of the prompts can disproportionately affect CBOs who don't have their own grant writers, or learned English as a second language

STICK TO THE PROMPT

Evaluate the responses based solely on what the application is asking

Just because YOU want to see it in an application, doesn't mean that's what was asked

REFLECT

Reflect on your own potential biases based on the intersections of your own identity

ASK "WHY?"

Would you be able to defend your answer if someone asked why you scored an application the way you did?



LET'S PRACTICE