Bias in decision making
Resources & Annotated reading list for judges

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On decision making
*These four books are all accessible guides to the psychology of decision making:*

- **The Invisible Gorilla: And Other Ways Our Intuitions Deceive Us** by Christopher Chabris and Daniel Simons (2010)
- **Thinking, Fast and Slow** by Daniel Kahneman (2011)

On bias
*These are resources which might help understand how bias, sometimes subtle, can affect our decision*

- **Reviewing Applicants: Research on Bias and Assumptions, Women in Science & Engineering Leadership Institute, University of Wisconsin-Madison**
  [http://wiseli.engr.wisc.edu/docs/BiasBrochure_3rdEd.pdf](http://wiseli.engr.wisc.edu/docs/BiasBrochure_3rdEd.pdf)
- **Project Implicit** (Harvard) [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/)
Resources for legal professionals

*These are specifically for people working in courts or with the law*

Parliamentary Office of Science and Technology (POST) note on ‘Unintentional Bias in Court’ (October 2015)

National Center for State Courts, ‘Helping Courts Address Implicit Bias’ [www.ncsc.org/IBReport](http://www.ncsc.org/IBReport)

De-biasing

*These scholarly papers discuss the evidence on improving decisions*

- *classic review of type of bias*

- *review of explicit prejudice, and what works to reduce it*

- *recent review on evidence about effective diversity interventions*

- evidence of how decisions can be improved

Dixon, J., Levine, M., Reicher, S., & Durrheim, K. (2012). Beyond prejudice: Are negative evaluations the problem and is getting us to like one another more the solution?. Behavioral and Brain Sciences, 35(06), 411-425.
- argues against focussing on individuals

- describes how legal procedure can interact with our psychological tendencies

- Argues that legal system poorly accounts for some cognitive biases

- Argues that evidence of human “irrationality” is mostly exaggeration

- Review from a medical decision making context
Our work

Our project, funded by the Leverhulme Trust, has focussed on the analysing what implicit bias means for our ideas of responsibility for our (biased actions)


Scholarly work on bias in courts

These are references in case you want to read the scholarly literature on bias in law


http://www.ncsc.org/~media/Files/PDF/Topics/Gender%20and%20Racial%20Fairness/IB_Strategies_033012.ashx


