



SUGGESTED SOCIETY ACTIONS TO IMPLEMENT THE AWARDS PROJECT

- ✓ *Inform society leadership and awards committees about implicit bias.* Ensure that all members of selection committees have access to the AWARDS webcasts. If relatively few members view the webcasts, consider scheduling a presentation from the AWARDS team at your next national meeting.
- ✓ *If you do not already have one, form an Honors and Awards Oversight committee to maintain standards and consider changes in procedures.*
- ✓ *Review award criteria for biased language.* There is a large literature on the effect of “gendered words”. For a list of examples, see AWARDS video 3, or Gaucher, D; Friesen, J; Kay, AC. J Personality Social Psychol, Mar 7, 2011; Appendix A
- ✓ *Review the society’s portfolio of awards to ensure that newer disciplines are appropriately included.* Younger scholars and members of underrepresented groups are disproportionately found in newer fields.
- ✓ *Keep the society membership up-to-date about initiatives.* Reports about improvements to the awards processes will not only keep members informed, but also increase the visibility of this society activity.
- ✓ *Consider moving from open-ended letters of nomination to asking explicit questions.* The goal is to focus committee discussion on what the nominee has accomplished rather than who the nominee is.
- ✓ *Establish a process for identifying potential nominees who are women or underrepresented minorities.* Consider forming a task force of former award winners to work with your women’s or minority committees in preparing nomination letters for individuals who may have strong credentials but less name recognition.



