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.