

Supplemental Digital Appendix 1

Keywords Used in the Implicit Attitudes Test (IAT) Design^a

The stimuli words for **Male** and **Female** were:

Man, Boy, Father, Male / Women, Girl, Mother, Female

The stimuli words for **Leader** and **Follower** were:

Director, Manager, President, Leader / Helper, Assistant, Supporter, Follower

^a The study was designed in consultation with Project Implicit.

Supplemental Digital Appendix 2

List of Academic Articles Discussed in Recruitment to Expand Diversity and Excellence Presentation at Stanford University School of Medicine

- Amodio DM, Devine PG. Stereotyping and evaluation in implicit race bias: Evidence for independent constructs and unique effects on behavior. *J Pers Soc Psych.* 2006; 91:652-661
- Barman CR. Students' views about scientists and school science: Engaging K-8 teachers in a national study. *J. Science Teacher Educ.* 1999; 10:43-54.
- Bragger JD, Kutcher E, Morgan J, Firth P. The effects of the structured interview on reducing biases against pregnant job applicants. *Sex Roles.* 2002; 46:215-226.
- Correll S, Benard S, Paik I. Is there a motherhood penalty? *Amer J Soc.* 2007; 112:1297-1339.
- Eagly AH, Makhijani MG, Klonsky BG. Gender and the evaluation of leaders: A meta-analysis. *Psych Bull.* 1992; 111:3-22.
- Goldin C, Rouse C. Orchestrating impartiality: The impact of "blind" auditions on female musicians. *Amer Econ Rev.* 2000; 90:715-741.
- Gorman EH. Gender stereotypes, same-gender preferences, and organizational variation in the hiring of women: Evidence from law firms. *Amer Soc Rev.* 2005; 70:702-728.
- Greenwald AG, McGhee DE, Schwartz JLK. Measuring individual differences in implicit cognition: The Implicit Association Test. *J Pers Soc Psych.* 1998; 74:1464-1480.
- Macrae CN, Bodenhausen GV. Social cognition: Categorical person perception. *British J Psych.* 2001; 92:239-255.

- Moss-Racusin CA, Dovidio JF, Brescoll VL, Graham MJ, Handelsman J. Science faculty's subtle gender biases favor male students. PNAS. 2012; 109:16474-16479.
- Ostafin BD, Palfai TP. Compelled to consume: The Implicit Association Test and automatic alcohol motivation. Psych Addict Behav. 2006; 20:322-327.
- Rudman LA. Self-promotion as a risk factor for women: The costs and benefits of counterstereotypical impression management. J Pers Soc Psych. 1998; 74: 629-645.
- Rudman LA, Heppen JB. Implicit romantic fantasies and women's interest in personal power: A glass slipper effect? Pers Soc Psych Bull. 2003; 29:1357-1370
- Sheridan JT, Fine E, Pribbenow CM, Handelsman J, Carnes M. Searching for excellence and diversity: Increasing the hiring of women faculty at one academic medical center. Acad Med. 2010; 85:999-1007.
- Steinpreis RE, Anders KA, Ritzke D. The impact of gender on the review of the curricula vitae of job applicants and tenure candidates: A national empirical study. Sex Roles. 1999; 41:509-528.
- Trix F, Psenka C. Exploring the color of glass: letters of recommendation for female and male medical faculty. Discourse & Society. 2003; 14:191-220.
- Uhlmann EL, Cohen G. Constructed criteria: Redefining merit to justify discrimination. Psych Science. 2005; 16:474-480.
- Xie Y, Shauman K. Sex differences in research productivity: New evidence about an old puzzle. Amer Soc Rev. 2003; 63:847-870.

Supplemental Digital Appendix 3

List of Clinical Departments at Stanford University School of Medicine Participating in the Recruitment to Expand Diversity and Excellence Presentation on Unconscious Bias

Anesthesia	Pathology
Dermatology	Pediatrics
Medicine	Radiation oncology
Neurology	Radiology
Neurosurgery	Surgery
Obstetrics and gynecology	Urology
Otolaryngology	