



BEST PRACTICES UNBIASED EVALUATION

EQUALITY COMMISSION



CSIC

CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS

icmm

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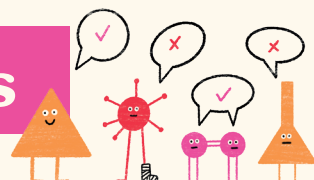
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BEST PRACTICES FOR UNBIASED EVALUATION

- ? **Have you accessed**
 - verified studies demonstrating the existence of biases in scientific evaluation?
- ? **Would you know**
 - how to detect whether your procedure to perform evaluations is free from biases?
- ? **Do you know**
 - the gender criteria that will be applied to evaluate your proposals and results, and do you understand their purpose?



Evaluation boards



- ✗ **Claim the need to provide adequate time and means for the board members to perform their evaluation rigorously.**
- ✗ **Train yourself in the mechanisms to avoid biases and to guarantee fair judgement**, and claim that this training is provided to the evaluation panelists.
- ✗ **Request transparency in the evaluation processes, with objectives and criteria previously defined.** Ask for disaggregated statistics at the end of the process.
- ✗ **Demand as diverse evaluation boards as needed for the subject and conditions of the call:** relative to gender, expertise, career path, working place, nationality. Diversity is an excellent tool against biases.
- ✗ **If you are a board member, do not permit discriminatory nor sexist comments.**

Project evaluation

- ✗ **Think about the importance of each evaluable criteria and the score rank before revising the proposals.** Prepare tables with criteria and scores trying to avoid subjective impressions.
- ✗ **To analyze the gender perspective, get training about how it influences the proposal you are going to evaluate.** It may be relevant to the methodology, the impact, the potential incorporation of data relative to different sexes, the proposal dissemination and the configuration of the research team.

CV evaluation

- ✗ **Self-analyze your biases.** Pay special attention to those favoring people you perceive as closer to yourself.
- ✗ **Compare explicitly every and each one of the merits of the applicants** to avoid subjective impressions arising from the way these merits are presented.
- ✗ **On the evaluation of merits related to group activities, identify and evaluate the individual contribution of the candidate.**

