

'Bias Test' Full Test List August 2020

Characteristic (group)	Test Variations and test ID (in brackets)	Notes
Age (older-Younger)	(262)	Under 25-Over 45
Bodyweight (Overweight-Slim)	(703)	
Beards	(678)	
Disability	(265)	Disabled-Non-Disabled. Disabled symbols vs conceptualised images represented unrestricted movement
Ethnicity	Multiple Ethnicity White-Black/Asian/SE Asian (598)	White faces with a combination of Black, Asian and SE Asian faces, general race stereotypes around trustworthiness, honesty, aggression etc.
	White-Black (261)	
	Asian-White (262)	
	White-South East Asian (263)	
	White-Black Men (711)	
	White-Black Men Formidability (709)	Formidability; constructs relating to being powerful, aggressive, dangerous, armed etc.
	Black-White Leadership (TBA)	Generic leadership roles vs junior/supporting roles.

Ethnicity	White-Black Police PSD (705)	Police Professional Standards constructs about being open , honest, co-operative, predatory, competent etc.
	Asian-White Police PSD (706)	Police Professional Standards constructs about being open , honest, co-operative, predatory, competent etc.
	Young White-Black Women (745)	general race stereotypes around trustworthiness, honesty, aggression etc.
Faith-Belief	Muslim-Non Muslim (744)	Combination of common non muslim family names from around Europe with most common UK Muslim names.
	Hindu- Non Hindu (740)	Combination of common non Hindu family names from around Europe with most common Sikh names
	Sikh-Non Sikh (739)	Combination of common non Sikh family names from around Europe with most common Sikh names
	Christian-Non Christian (743)	Combination of common non Christian family names (combination of Muslim, Sikh and Hindu names) with Christian names taken from manifest of Mayflower.
	Christian-Muslim (TBA)	
	Muslim-Hindu (TBA)	
	Muslim-Sikh TBA)	
	Jewish-Muslim (TBA)	
	Christian-Jewish (715)	
	Jewish-Arabic (721)	
	Muslim women headscarves/dress (TBA)	Asian women with and without traditional Muslim dress.

Gender	Gender Value (competence) (267)	Common gender stereotypes around competence, reliability etc.
	Gender Benevolence (386)	Common gender stereotypes
	Gender Hostility (TBA)	Common words suggesting hostility
	Gender Leadership (655)	Generic leadership roles vs junior/supporting roles.
	Gender Predator (712)	Association Gender with constructs around predator behaviour
	Gender-Researcher VITAE (674)	VITAE Good researcher criteria
	Gender-Pay Gap (719)	Gender groups and higher-lower salary grades
	Gender HEI Leadership (698)	Leadership roles in HEI (e.g. Professor vs Receptionist)
	Gender-Police Leadership (692)	Leadership roles in Policing (e.g. Supt vs PCSO)
	Gender-Career (376)	Woman-Home, Man-Work association
	Gender-STEMM Adult (694) Older Child (700) Younger Child (701)	Gender with STEMM vs Non STEMM subjects, Primary and Adults, Secondary age children options.
	Gender-Police PSD (704)	Police Professional Standards constructs about being open, honest, co-operative, predatory, competent etc.
	Women with and Without Children (385)	
Nationality	UK-Spanish (723) UK-French (675)	Common family names, can be developed for any distinguishable nationality

	Scottish-English (TBA)	Common family names
	EU13 (STEMM EU accession countries) (716)	EU accession countries Vs previous EU members (UK not included).
	(Almost any Nationality test is possible)	
Sexual Orientation*	Gay-Straight Men (264)	Same sex and different sex couples
	Heterosexual-Lesbian Women (266)	
Tattoos-Non Tattoo	(679)	Body parts with and without tattoos

- Please note that whilst it may appear some expected tests are absent from the list, (e.g. Trans-Non Trans, Social background, GRT) this is simply because we have been, as yet, unable to reliably represent some groups in a respectful manner. Test development is driven by customer demand, and some tests are absent simply because we have never been asked to develop them. We are always open to suggestions of new test and of respectful ways to represent groups in testing.

Bespoke Tests Pricing

Bespoke tests can be developed to reflect your organisational issues, questions or performance frameworks without charge with a commitment to buy just 500 tests. You can , for example incorporate your organisational competencies and job roles/titles into tests around Age, Gender, Ethnicity etc.