

# *The National Academies of* SCIENCES • ENGINEERING • MEDICINE

## The Science of Implicit Bias: Implications for Law and Policy: A Workshop

### Committee Member Biographies

#### Co-Chairs:

**Camara Phyllis Jones, MD, MPH, PhD** is a family physician, epidemiologist, and Past President of the American Public Health Association whose work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of the nation. She recently completed tenure as the 2019-2020 Evelyn Green Davis Fellow at the Radcliffe Institute for Advanced Study at Harvard University, and is currently an Adjunct Professor at the Rollins School of Public Health at Emory University and a Senior Fellow and Adjunct Associate Professor at the Morehouse School of Medicine. Recognizing that racism exists, that racism is a system, that racism saps the strength of the whole society, and that we can act to dismantle racism, she aims to engage all Americans in a National Campaign Against Racism.

Dr. Jones was an Assistant Professor at the Harvard School of Public Health (1994 to 2000) before being recruited to the Centers for Disease Control and Prevention (2000 to 2014), where she served as a Medical Officer and Research Director on Social Determinants of Health and Equity. She is currently a member of the National Academies of Sciences, Engineering, and Medicine's *Roundtable on Black Men and Black Women in Science, Engineering, and Medicine*; the National Board of Public Health Examiners; the Board of Directors of the DeKalb County [Georgia] Board of Health; and a faculty member of the Accreditation Council for Graduate Medical Education's *Quality Improvement: Health Care Disparities* Collaborative.

Dr. Jones earned her BA in Molecular Biology from Wellesley College, her MD from the Stanford University School of Medicine, and both her Master of Public Health and her PhD in Epidemiology from the Johns Hopkins School of Hygiene and Public Health (now the Johns Hopkins Bloomberg School of Public Health). She also completed residency training in General Preventive Medicine at Johns Hopkins and in Family Practice at the Residency Program in Social Medicine at Montefiore Medical Center.

**Goodwin Liu, JD**, is an Associate Justice of the California Supreme Court. Nominated by Governor Jerry Brown, Justice Liu was sworn into office in 2011 and retained by the electorate in 2014. Before joining the state's highest court, Justice Liu was Professor of Law and Associate Dean at the UC Berkeley School of Law. His primary areas of expertise are constitutional law, education law and policy, and diversity in the legal profession.

The son of Taiwanese immigrants, Justice Liu grew up in Sacramento, where he attended public schools. He went to Stanford University and earned a bachelor's degree in biology in 1991. He attended Oxford University on a Rhodes Scholarship and earned a masters degree in philosophy and physiology. Upon returning to the United States, he went to Washington D.C. to help launch the AmeriCorps national service program and worked for two years as a senior program officer at the Corporation for National Service.

Justice Liu graduated from Yale Law School in 1998, becoming the first in his family to earn a law degree. He clerked for Judge David Tatel on the U.S. Court of Appeals for the D.C. Circuit and then worked as Special Assistant to the Deputy Secretary of the U.S. Department of Education. He went on to clerk at the U.S. Supreme Court for Justice Ruth Bader Ginsburg during the October 2000 Term. From 2001 to 2003, he worked in the litigation practice of O'Melveny & Myers in Washington, D.C.

Justice Liu continues to teach constitutional law as a visiting professor at Harvard Law School. He is an elected member of the American Philosophical Society, American Academy of Arts and Sciences, and the American Law

Institute. He serves on the Council of the American Law Institute, on the Board of Directors of the James Irvine Foundation, and on the Yale University Council. He has previously served on the California Commission on Access to Justice, the National Academy of Sciences Committee on Science, Technology, and Law, the Board of Trustees of Stanford University, and the governing boards of the American Constitution Society, the National Women's Law Center, and the Public Welfare Foundation.

## **Members:**

**Thomas D. Albright** is Professor and Conrad T. Prebys Chair at the Salk Institute for Biological Studies, where he joined the faculty in 1986. He is also Director of the Salk Institute Center for the Neurobiology of Vision and Adjunct Professor of Psychology and Neurosciences at the University of California, San Diego. Albright is an authority on the neural basis of visual perception, memory and visually guided behavior. His laboratory seeks to understand how visual perception is affected by attention, behavioral goals, and memories of previous experiences. An important goal of this work is the development of therapies for blindness and perceptual impairments resulting from disease, trauma or developmental disorders of the brain. A second aim of Dr. Albright's work is to use our growing knowledge of brain, perception and memory to inform design in architecture and the arts, to leverage societal decisions and public policy, and to advise on matters of law and justice.

Albright received a Ph.D. in psychology and neuroscience from Princeton University. He is a member of the U.S. National Academy of Sciences, a fellow of the American Academy of Arts and Sciences, a fellow of the American Association for the Advancement of Science, and an associate of the Neuroscience Research Program. He is past-president of the Academy of Neuroscience for Architecture, a former member of the National Academy of Sciences Committee on Science, Technology, and Law, and a former member of the U.S. National Commission on Forensic Science. Albright is currently a member of the Human Factors Resource Committee of the NIST Organization of Scientific Area Committees for Forensic Science. Albright served as co-chair of the National Academy of Sciences Committee on Scientific Approaches to Eyewitness Identification, which produced the 2014 report *Identifying the Culprit: Assessing Eyewitness Identification*.

**William A. Darity Jr., PhD**, is the Samuel DuBois Cook Professor of Public Policy, African and African American Studies, Economics and Business and the director of the Samuel DuBois Cook Center on Social Equity at Duke University. His research focuses on inequality by race, class and ethnicity, stratification economics, schooling and the racial achievement gap, North-South theories of trade and development, skin shade and labor market outcomes, the economics of reparations, the Atlantic slave trade and the Industrial Revolution, the history of economics, and the social psychological effects of exposure to unemployment.

Darity previously served as chair of the Duke's Department of African and African American Studies and was the founding director of the Research Network on Racial and Ethnic Inequality. He was also Director of the Institute of African American Research, Director of the Moore Undergraduate Research Apprenticeship Program, Director of the Undergraduate Honors Program in economics, and Director of Graduate Studies at UNC Chapel Hill.

Darity was Editor in Chief for the *International Encyclopedia of the Social Sciences* (Macmillan Reference, 2008) and Associate Editor of the 2006 Edition of the *Encyclopedia of Race and Racism* (2013). He has published 13 books and published more than 300 articles, including his most recent book, authored with A. Kirsten Mullen, "From Here to Equality: Reparations for Black Americans in the 21st Century" (2020).

Darity received his bachelor's degree from Brown University and PhD in economics from MIT.

**Diane Dunn** is a core trainer and organizer with the People's Institute for Survival and Beyond (PISAB), a national and international collective of anti-racist, multicultural community organizers and educators focused on building an effective movement for social transformation. Mrs. Dunn, married to the co-founder Dr. Jim Dunn, has worked and

built the infrastructure at the institute since its inception in 1980, and her role focuses on the organizing, training and working with people and doing curriculum development.

Dunn taught clinical microbiology and immunology at Wright University School of Medicine, and has been active in peace movements, the white women's movement and community organizing since the late 1960s. She previously served as Director of Help Us Make A Nation, Inc. (HUMAN), one of the founding organizations of PISAB, and is one of the founders of European Dissent, a New Orleans, LA based group seeking ways to break out of "gatekeeper roles" in the U.S. Dunn is also one of the founding members and former board president of the Greater New Orleans Fair Housing Action Center.

**Ivan Fong, JD**, is Senior Vice President, General Counsel & Secretary of the 3M Company. In that role, he oversees all legal, legal policy, compliance, and global security matters for the company. He has been named one of "America's 50 Outstanding General Counsel" by the *National Law Journal*, and under Ivan's leadership, 3M's law department has been recognized by *Corporate Counsel* as one of the Best Legal Departments of the Year.

Prior to joining 3M in October 2012, Ivan served as General Counsel of the U.S. Department of Homeland Security. Before that, he was Chief Legal Officer and Secretary of Cardinal Health, Inc., where he was selected to be one of the "Twenty Most Influential General Counsel" by the *National Law Journal*. He was also previously Senior Vice President and General Counsel of GE Vendor Financial Services; GE's first Chief Privacy Leader and Senior Counsel, Information Technology; and Deputy Associate Attorney General at the U.S. Department of Justice.

Ivan has also been a partner with the law firm of Covington & Burling in Washington, D.C.; an adjunct professor at the Georgetown University Law Center; and a law clerk to Justice Sandra Day O'Connor of the U.S. Supreme Court. He serves on the boards of directors of Cboe Global Markets, Inc., Equal Justice Works, Minnesota Public Radio and the Stanford Alumni Association, and he is a member of the Council of the American Law Institute. He has received, among other honors, the Spirit of Excellence Award from the American Bar Association; the Justice-in-Action Award from the Asian American Legal Defense and Education Fund, Inc.; the Trailblazer Award from the National Asian Pacific American Bar Association; and the Meritorious Service Award from the U.S. Coast Guard.

Ivan holds a B.C.L. with first class honours from Oxford University, where he was a Fulbright Scholar. He received his J.D. (with distinction) from Stanford Law School, where he was president of the *Stanford Law Review*, and an S.B. in chemical engineering and an S.M. in chemical engineering practice from MIT, where he was editorial chairman of the student newspaper. He is a registered patent attorney.

**Rayid Ghani, MS**, is a Distinguished Career Professor in the Machine Learning Department and the Heinz College of Information Systems and Public Policy at Carnegie Mellon University.

He specializes in developing and use of large-scale AI/Machine Learning/Data Science in solving large public policy and social challenges in a fair and equitable manner. Among other areas, Rayid works with governments and non-profits in policy areas such as health, criminal justice, education, public safety, economic development, and urban infrastructure. Rayid is also passionate about teaching practical and responsible data science and started the Data Science for Social Good Fellowship that trains computer scientists, statisticians, and social scientists from around the world to work on social impact problems using data science in a responsible and ethical way.

Before joining Carnegie Mellon University, Rayid was the Founding Director of the Center for Data Science & Public Policy, Research Associate Professor in Computer Science, and a Senior Fellow at the Harris School of Public Policy at the University of Chicago. Previously, Rayid was the Chief Scientist of the Obama 2012 Election Campaign where he focused on data, analytics, and technology to target and influence voters, donors, and volunteers.

**Deena Hayes-Greene**, is the co-founder and managing director of the Racial Equity Institute, LLC, a minority-owned business that focuses on providing racial equity training and consultation to communities, organizations and

institutions across the U.S. Hayes-Greene has over 15 years of experience as a racial equity consultant, trainer, and community/institutional organizer that focuses her work on the impacts of race and racism on systems, institutions, organizations and individuals.

While she is a nationally requested speaker and commentator on issues related to structural racism and its impact, Ms. Hayes-Greene is also heavily involved in her Greensboro, NC community, where she has been consistently elected to the Guilford County Board of Education since 2002 and chair since 2018. She is also chair of the Board of Directors for the International Civil Rights Center and Museum, and a judge for the Roddenbury Foundation, a member of the North Carolina State Disproportionate Minority Contact-Racial and Ethnic Disparities Subcommittee, and Guilford Anti-Racism Alliance.

**Tanya K. Hernández**, J.D. is an Archibald R. Murray Professor of Law and Associate Director & Head of Global Comparative Law Programs and Initiatives at the Fordham University School of Law: Center on Race, Law & Justice in New York, NY. In this role, Hernández' teaching portfolio includes Anti-Discrimination Law, Comparative Employment Discrimination, Critical Race Theory, The Science of Implicit Bias and the Law: New Pathways to Social Justice, and Trusts and Wills.

Hernández is internationally recognized as a comparative race law expert, and as a Fulbright Scholar. She's completed Faculty Law and Public Policy fellowships at Princeton, Rutgers University's Institute for Research on Women, the Fred T. Korematsu Center for Law and Equality, and as a Scholar in Residence at the Schomburg Center for Research in Black Culture. Professor Hernández also holds fellowships at the American Bar Foundation, American Law Institute, and the Academia Puertorriqueña de Jurisprudencia y Legislación, and was also selected by the Hispanic Business Magazine as one of its annual 100 Most Influential Hispanics.

Hernández has published in many university law reviews including Cornell, Harvard and Berkley, and in the New York Times. Hernández's books include *Racial Subordination in Latin America: The Role of the State, Customary Law and the New Civil Rights Response*, and *Multiracials and Civil Rights: Mixed-Race Stories of Discrimination*. Beacon Press is publishing her forthcoming book *On Latino Anti-Black Bias: "Racial Innocence" and The Struggle for Equality*. She received her BA from Brown University and her J.D. from Yale Law School.

**Sheryl Heron**, M.D., M.P.H., is Professor & Vice-Chair of Faculty Equity, Engagement & Empowerment, Department of Emergency Medicine; Associate Dean - Community Engagement, Equity & Inclusion; and Associate Director for Education & Training – Injury Prevention Research Center at Emory (IPRCE) at Emory University School of Medicine. She is a Past Chair of the Emergency Medicine Section of the National Medical Association.

In 2012, she was named the inaugural President of the Academy for Diversity & Inclusion in Emergency Medicine (ADIEM) of the Society for Academic Emergency Medicine and is currently on ACEP's Diversity, Inclusion, and Health Equity task force. She is an editor of the first textbook in Emergency Medicine on Diversity and Inclusion in Quality Patient Care (2016) and the recently published 2nd edition, *Diversity and Inclusion in Quality Patient Care – Your Story/Our Story* (2019). Dr. Heron has lectured extensively on Wellness & Well-Being in medicine, Diversity, Equity & Inclusion in Medicine as well as the medical response to Intimate Partner Violence.

**Stacey Sinclair**, Ph.D., is Professor of Psychology and Public Affairs, as well as Head of Mathey College at Princeton University. Her research focuses on pro-white implicit bias and its implications on the lives of black people, her research examines how interpersonal interactions translate culturally held prejudices into individual thoughts and actions.

In 1992, Sinclair received Bachelor of Arts degrees from Stanford University, in psychology and economics. She received her master's degree in social psychology from the University of California, Los Angeles (UCLA) in 1993. In 1999, she received her doctoral degree in social psychology from UCLA.

Sinclair joined the psychology department at the University of Virginia in 1999 as an assistant professor. She became an associate professor at the University of Virginia in 2006. In 2008, she became an associate professor in the Psychology and African American Studies departments at Princeton University. In 2016, she became a full professor at Princeton University and joined the Princeton School of Public and International Affairs.

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