

Review of the 3 strategies for looking for test bias

Bias: The same scores do not mean the same thing for people from all groups (race, class, sex, etc.). All three strategies therefore look for ways that the test may be working differently for different groups. All three require actually giving the test to samples of people (you cannot "eyeball" the items to judge whether a test is biased.) Any new test must pass a lot of *internal* tests before it is published.

1. **External:** Do IQ scores have the same relation to performances/outcomes *external* to the test (grades, income, jobs, etc.)? **Answer:** Tests do not *under*predict the later performance of blacks and Hispanics, that is, they do not disfavor them. Actually, tests somewhat *over*predict their later performance.

2. **Internal:** Do the *internal* characteristics of the test behave in the same way for all groups (items ranked in the same order of difficulty, etc.) **Answer:** This strategy yields no evidence of bias.

3. **Situational:** Is there anything in the testing *situation* that might artificially depress the scores of people in certain groups (race or attitude of the tester; language or motivation of the test takers; etc.)? **Answer:** Not being a native speaker of the language may depress scores and yield underestimates of intelligence.

