

## **Guidelines and Suggestions for Avoiding Cultural Bias in Multiple-Choice Test Questions**

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**Session Title:** Developing Defensible Written Test Questions: Art, Science, and Some Guidelines

**Presentation Title:** Review of Written, Multiple-Choice Test Items, with Some Emphasis on Cultural Bias

- 1. Readability of Test Questions**
- 2. Reading Lists**
- 3. Unnecessarily Academic Test Content**
- 4. Everyday, Practical Reference Material**
- 5. Test Content Which Unnecessarily Evokes Emotional Responses**
- 6. Balanced or Neutral Representation as to Age, Gender, Culture, and Ethnic Group**
- 7. Contamination With Irrelevant Test Content**
- 8. Test Content Which is Equally Familiar to All Groups**
- 9. Context**
- 10. Tricky Questions**
- 11. Time Limits**
- 12. Equal Practice in Test Taking**
- 13. Equal Access to Test Coaching**

### **References**

Hartigan, John A. and Wigdor, Alexandra K. (1989) *Fairness in Employment Testing*. Washington, D.C.: National Academy Press.

Roberts, D.M. (1993) An empirical study of the nature of trick test questions. *Journal of Educational Measurement*, 30, 331-334.

**Detailed handout available at: [Personnelselection.com/siop2002.htm](http://Personnelselection.com/siop2002.htm)**