

Robin Zheng, Yale-NUS College:

**Responding to Bias: Oughts, Ideals, and Appraisals**

ABSTRACT

How should we respond to implicitly biased behavior? While philosophical theories of moral criticism have typically focused on practices of blame, resentment, and punishment, I develop an account of alternative forms of critical moral response. In contrast to “summative responses” like blame that are justified by an assessment that an agent has fallen below some moral baseline, “formative responses” are justified by the fact that our moral agency is imperfect and limited. I provide both moral-theoretical and psychological arguments for distinguishing between these kinds of moral criticism, and I argue that formative responses can be appropriate and practically effective not only for implicitly biased action but a wide range of everyday cases of moral concern.