Poverty Reduction Workgroup

CONFRONTING IMPLICIT BIAS AND STEREOTYPE THREAT TO ACHIEVE EQUITY

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Explicit vs. Implicit Bias

Explicit bias
- Expressed directly
- Aware of bias
- Operates consciously
- Example -- “I like whites more than Latinos.”

Implicit bias
- Expressed indirectly
- Unaware of bias
- Operates sub-consciously
- Example -- sitting further away from a Latino than a white individual.

Source: CSI Center for Social Inclusion
Debiasing Strategies

- Accountability
- Hanging Out
- Creating Equity Structures
- Slow Down
A sense of accountability can decrease the influence of bias (Kang, et al., 2012; Reskin, 2005).

Audit and collect data on what is important. Review your process - How is implicit bias thwarting your commitment to racial equity?
Equity Building Processes

- Changing the status quo requires intentional and impactful strategies and processes.
- Racial Equity Toolkit
- The symphony hiring process
- Question valuing efficiency over equitable outcomes
Hang Out Together

- People hire people like them, so what will you do differently?

- Being around people of different races, makes a difference.

- Racial anxiety can be reduced by acknowledging one’s anxiety
Implicit Bias is our autopilot - spontaneous judgments can provoke reliance on stereotypes and our implicit bias.

Our bias creeps in when we are tired, hungry or stressed.
Stereotype Threat

#itooamharvard

Having an opinion does not make me an “Angry Black Woman”
Definitions

**Stereotype** – a generalization about a group in which identical characteristics are assigned to all members of the group, regardless of actual variation among the members.

**Implicit Bias** - varying degrees of stereotyping, prejudice, and/or discrimination below conscious awareness in a manner that benefits oneself or one’s group; involves a limited or distorted perception of others.
Stereotype threat is "the threat of being viewed through the lens of a negative stereotype or the fear of doing something that would inadvertently confirm that stereotype."

Stereotype threat affects members of any group about whom there exists some negative stereotype.
The Adultification of Black Girls
yo soy patricia carrasco lally de los angeles, california.
POSTWAR LOS ANGELES

HOLLYWOOD

CHAVEZ RAVINE
Reflection and Table Discussion

1. What is the stereotype that you “manage” in your life?

2. How has stereotype threat impacted your life experience?

3. What is one stereotype that you have unwittingly applied to an other person or group?
Preschool teachers tend to more closely observe blacks than whites, especially black boys, when challenging behaviors are expected.
66% of black 3rd grade students in Seattle are not reading at grade level

Three times as many black students in Seattle, and almost as many Hispanic students (37%), failed to meet the 3rd grade state reading standard, compared to their white counterparts (21%). Students who do not read proficiently in 3rd grade are four times more likely not to graduate from high school on time compared to students reading at grade level, according to a national study. Seattle schools are failing black and Hispanic students — literally.
Professors Have Bias Too
Black Students at Shoreline Community College

Black students comprise 3% of student population from a high of 6% in 2012.
Consequences of Stereotype Threat

- Initial concerns related to academic performance
- Stereotype threat spillover – threat negatively impacts outcomes beyond performance
- Reduced career aspirations
- Job Engagement
- Non-openness to critical feedback
- Domain Engagement
Antidotes to Stereotype Threat

- Find role models you can relate to
- Highlight identities not tied to underperformance
- Practice self-affirmation
- Practice growth mindset
- Reframe your performance anxiety
The power of courage and vulnerability