

Poverty Reduction Workgroup

CONFRONTING IMPLICIT BIAS AND STEREOTYPE THREAT TO ACHIEVE EQUITY

Patricia Lally



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

Accountability

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

Slow Down and Eat Breakfast

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



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

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.





papá/dad



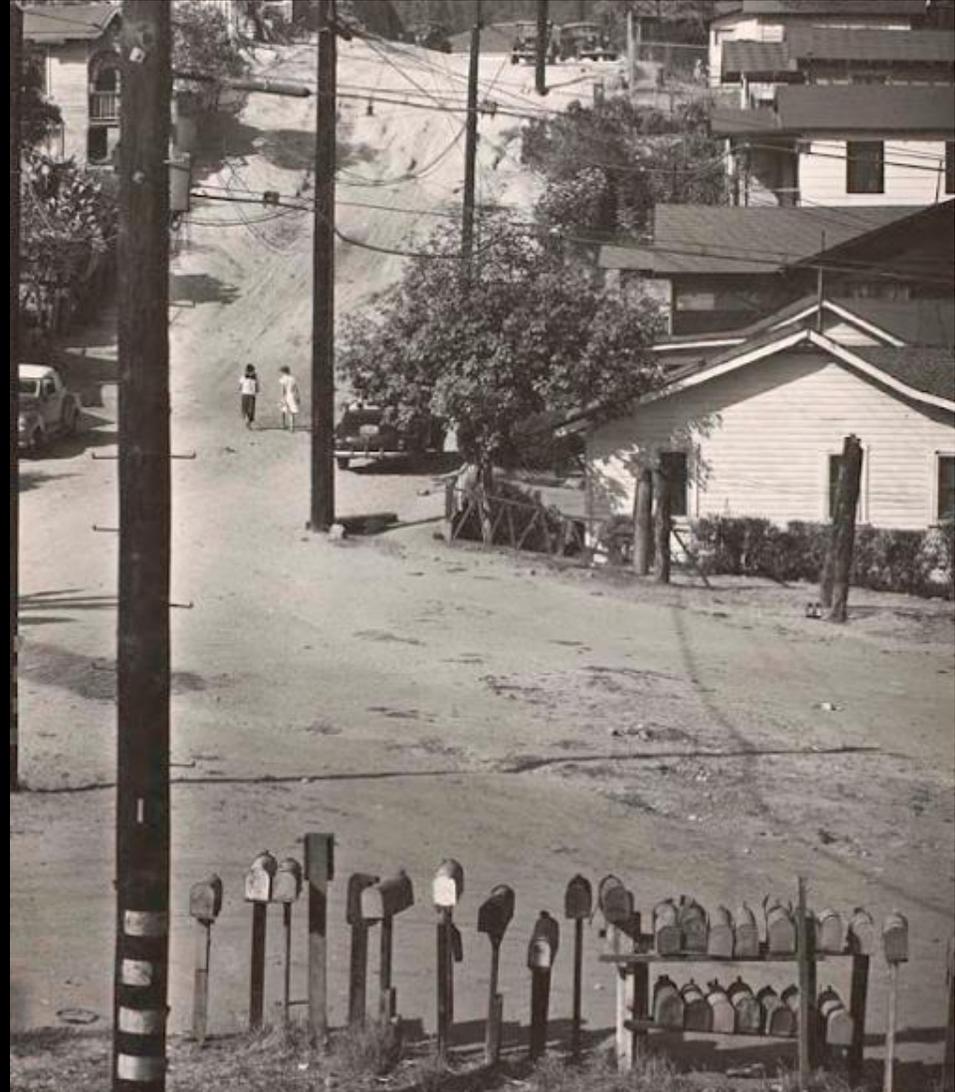
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POSTWAR LOS ANGELES

HOLLYWOOD

CHAVEZ RAVINE





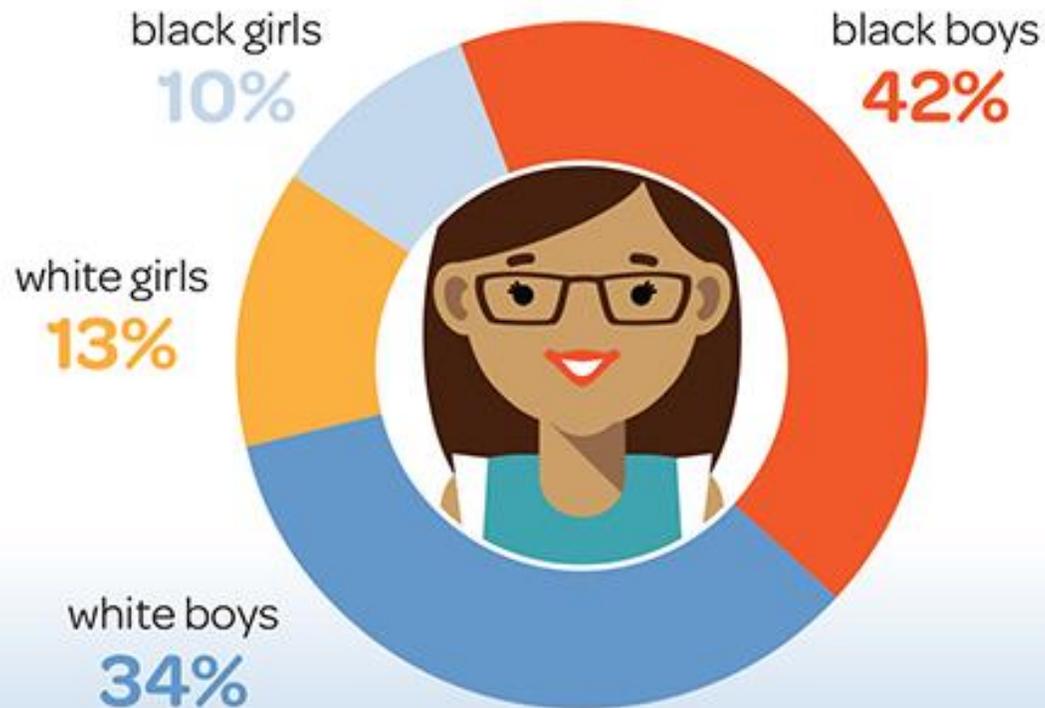
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Reflection and Table Discussion

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 Have Bias

Track the eyes: Which students are teachers watching?



Preschool teachers tend to more closely observe blacks than whites, especially black boys, when challenging behaviors are expected.

Making the Grade



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66%
**of black 3rd grade students
in Seattle are not reading at grade level**

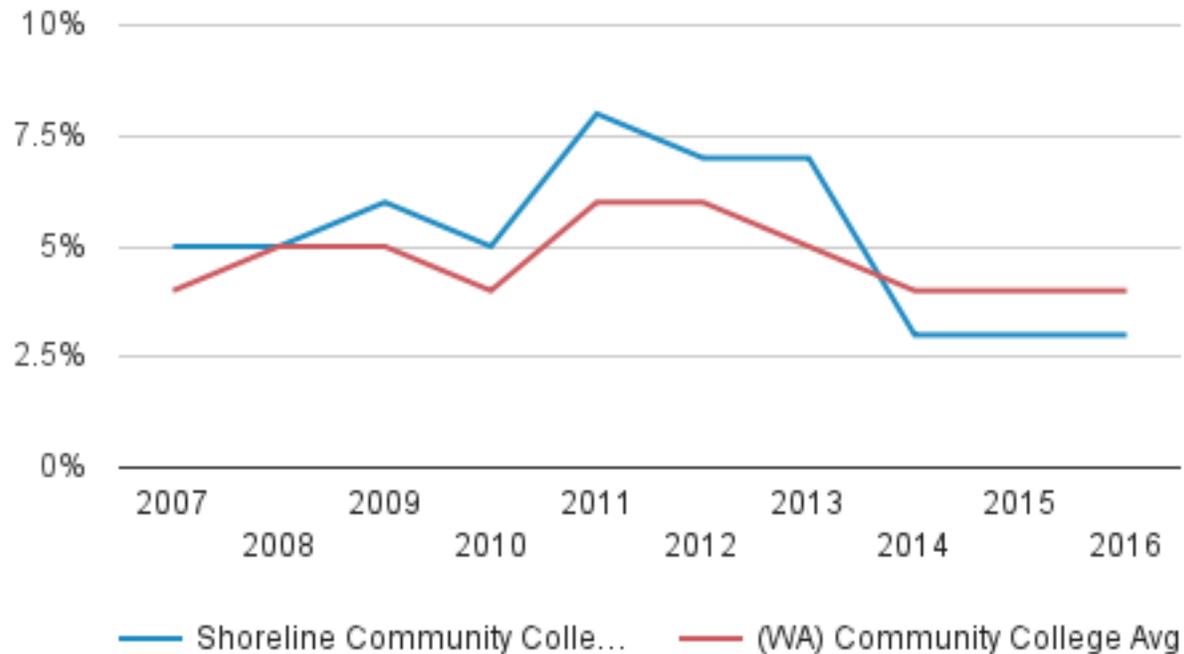
Three times as many black students in Seattle, and almost as many Hispanic students (57%), failed to meet the 3rd grade state reading standard, compared to their white counterparts (20%). Students who do not read proficiently in 3rd grade are **four times more likely not to graduate from high school on time** compared to students reading at grade level, according to a national study. Seattle schools are failing black and Hispanic students — literally.

Sources: Smarter Balanced exam (2015/16), OSPI; The Annie Casey Foundation (2012)

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