

Hidden Biases – Is this a concern for youth work professionals?

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ACT for Youth

PYD Network Webinar – March 28, 2019

Objectives

- Introducing the implicit association test
- What are hidden biases?
- How do hidden biases work?
- What can we do about them?
- Questions & Resources

PYD Network: History & Background



NYS AYD Partnership 1998 - 2012



PYD 101 Curriculum 2015

PYD Online Courses 2016-17

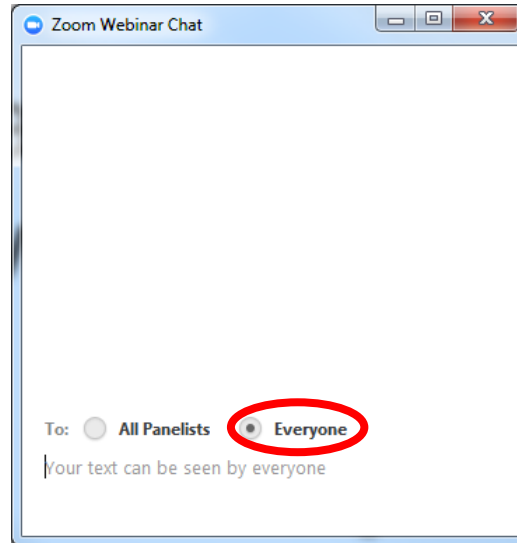
New: Building Organizational Capacity for
PYD 2018-21

Website: http://www.actforyouth.net/youth_development/professionals

Housekeeping



Experiencing delays?
Try closing out the other programs running on your computer



Questions?
Use chat function.
Post to Everyone.

Inspired by

MON FEB 11

3:30 PM

Statler Auditorium

Reception to follow

BLINDSPOT:

HIDDEN BIASES OF
GOOD PEOPLE

MAHZARIN R. BANAJI

Richard Clarke Cabot Professor
of Social Ethics, Harvard University



OFFICE OF FACULTY DEVELOPMENT AND DIVERSITY

Robert L. Harris ADVANCEments in Science Lecture

INSTITUTE FOR THE SOCIAL SCIENCES

Distinguished Lecture in the Social Sciences

DEPARTMENT OF PSYCHOLOGY

Colloquium



Have you heard
about the
implicit
association
test?





Project Implicit®

The 2013 general audience book that fully explains the IAT



PROJECT IMPLICIT SOCIAL ATTITUDES

Log in or register to find out your implicit associations about race, gender, sexual orientation, and other topics!

LOGIN

REGISTER

Or, continue as a guest by selecting from our available language/nation demonstration sites:



United States (English)



GO!

PROJECT IMPLICIT MENTAL HEALTH

Find out your implicit associations about self-esteem, anxiety, alcohol, and other topics! **GO!**

PROJECT IMPLICIT FEATURED TASK

Measure your implicit evaluations of different foods! **GO!**

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<https://implicit.harvard.edu/implicit/>

Measuring Attitudes (Likes and Dislikes)



Unpleasant

Picture or
word



Pleasant



Pleasant



Picture or
word



Unpleasant

Implicit Association Test

Next, you will use the 'E' and 'I' computer keys to categorize items into groups as fast as you can. These are the four groups and the items that belong to each:

Category	Items
Good	Cheerful, Pleasure, Cherish, Enjoy, Terrific, Fantastic, Attractive, Joyful
Bad	Ugly, Hate, Sadness, Failure, Horrible, Dirty, Disaster, Hatred
Black people	
White people	

There are seven parts. The instructions change for each part. Pay attention!

Continue

Press "E" for

Black people

Press "I" for

White people

Part 1 of 7

Put a left finger on the **E** key for items that belong to the category **Black people**.

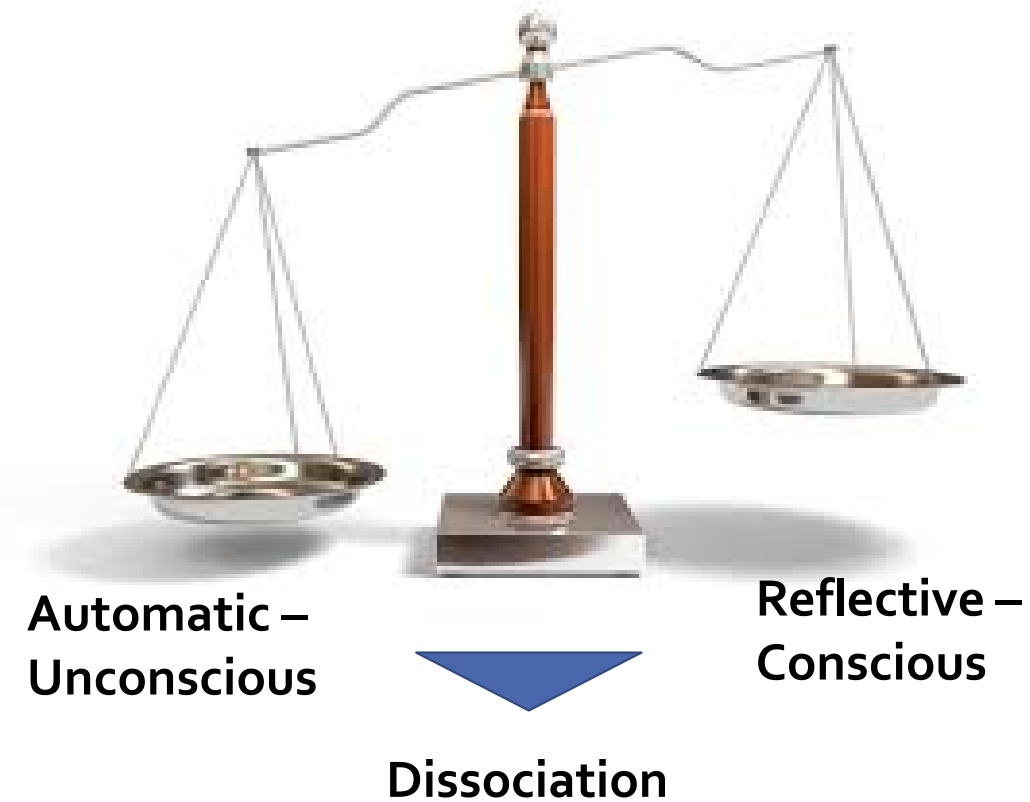
Put a right finger on the **I** key for items that belong to the category **White people**.

Items will appear one at a time.

If you make a mistake, a red **X** will appear. Press the other key to continue.
Go as fast as you can while being accurate.

Press the **space bar** when you are ready to start.

Reflective versus automatic



*Eric Kandel, neuroscientist, Nobel Prize winner, estimated
80-90 % of the mind works unconsciously*

Project Implicit: Large data set

14 million completed by 2013
20,000 new users every week

Dissociation between reflective egalitarianism and automatic preferences in attitudes involving race, sexual orientation, age, skin color, body weight, height, disability, gender-career ...



Arab-Muslim IAT

Arab-Muslim ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.

Disability IAT

Disability ('Disabled - Abled' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.

Gender-Science IAT

Gender - Science. This IAT often reveals a relative link between liberal arts and females and between science and males.

Weapons IAT

Weapons ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.

Gender-Career IAT

Gender - Career. This IAT often reveals a relative link between family and females and between career and males.

Sexuality IAT

Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Asian IAT

Asian American ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

Skin-tone IAT

Skin-tone ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

Age IAT

Age ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Presidents IAT

Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.

Religion IAT

Religion ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.

Native IAT

Native American ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

Race IAT

Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

Weight IAT

Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

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<https://implicit.harvard.edu/implicit/selectatest.html>

Puzzle

A father and his son are in a car accident. The father dies at the scene and the son, badly injured, is rushed to the hospital. In the operating room, the surgeon looks at the boy and says, "I can't operate on this boy. He is my son."

How can this be?

Stereotypes

“Surgeons are male”

“Old people are forgetful”

“Asians are good in math”

“Women are nurturing”

A Stereotype is an exaggerated belief, image or distorted truth about a person or group – a generalization that allows for little or no individual differences or social variation.

Stereotypes are based on images in mass media, or reputations passed on by parents, peers and other members of society.

“Homo Categoricus”

Our mind thinks with the aid of categories

Stereotypes are a consequence or by-product of category making

Group stereotypes are usually not favorable

Stereotypes affect our behavior/ decisions

What are the
consequences?

Does automatic
white preference
mean prejudice?

Implicit bias not the same than explicit prejudice
Does not tap into hostility

75% of participants show white preference
Predicts discriminatory behavior
Leads to disparities

Self-Defeating Stereotypes

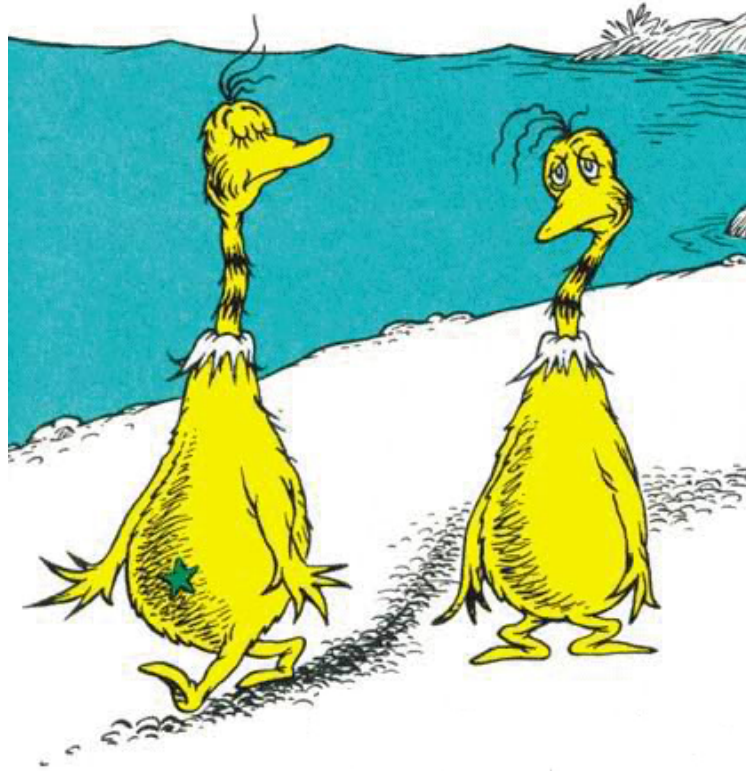
Stereotype threat (Claude Steele)

- Women and math
- Black Americans and the poor underperforming on achievement tests

Self-defeating consequences

- Gender and career
- Gender and achievement

Early Development/ Identity Formation



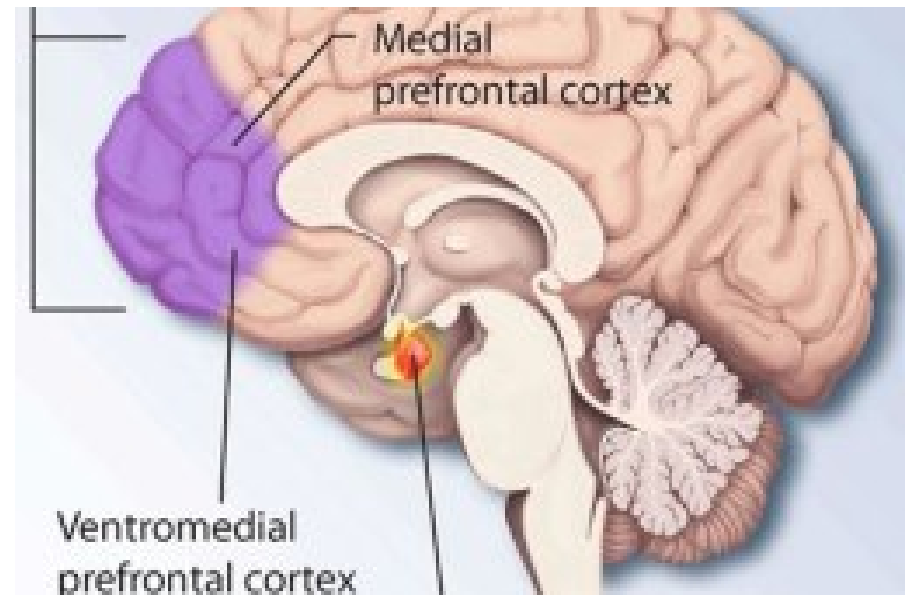
Attachment to familiar sounds and faces

Distinguishing between "like us" and "not like us"

Ventral mPFC

- Firing when thinking about self
- Other areas fire when thinking about others

- Activated when thinking about someone we can identify with



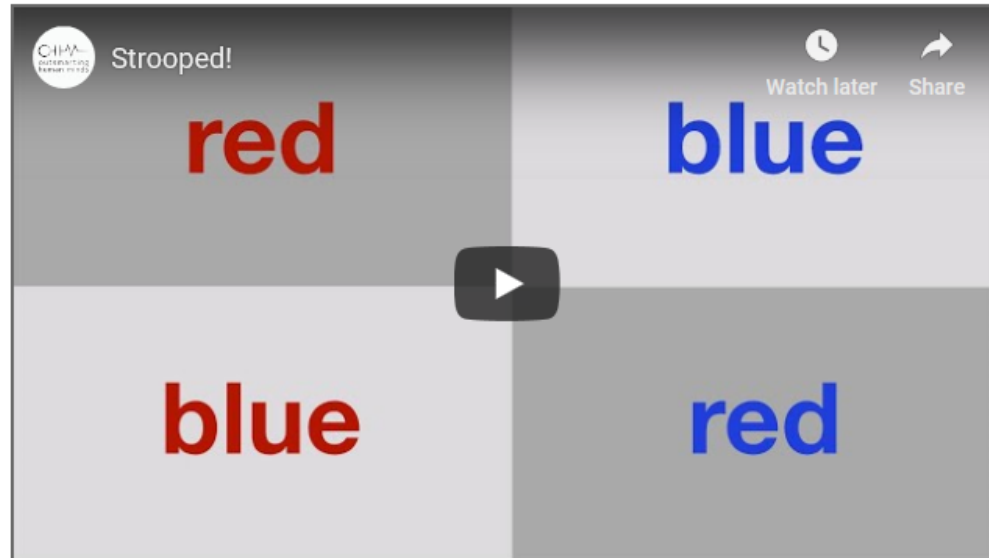


WATCH

LISTEN

READ

TEST



Most of us believe we can control what pieces of information influence our decisions. But when it comes down it, can

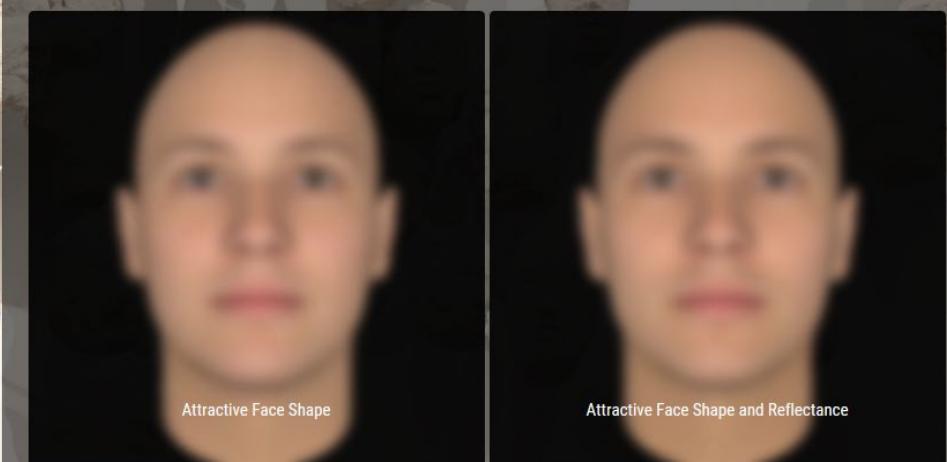
First Impressions

SOCIAL PERCEPTION LAB

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The following videos display changes of facial features on a variety of social trait dimensions according to the computer models developed by Oosterhof & Todorov 2008 and Todorov & Oosterhof 2011. These models capture perceptions or visual stereotypes; they should not be used as mapping onto real personality characteristics. The specific social traits demonstrated below are attractiveness, competence, dominance, extroversion, frightening, likeability, mean, threat, and trustworthiness.

The videos begin at the average or neutral face for the trait, progress to a face that is very high on the trait, then backtrack to very low on the trait, and then return to the neutral face. Each movie shows the running standard deviation from the average face in the bottom right corner. For each trait, the first movie varies on face shape only while the second movie varies on face shape and reflectance. Click on a face below to start a video.



Attractive Face Shape

Attractive Face Shape and Reflectance

<http://tlab.princeton.edu/demonstrations/>

Hidden Biases are Robust but also Malleable

Trends

- Sexuality IAT: 37% decrease (automatic preference for straight)
- Race IAT: 13% decrease (automatic preference for white)
- Slight decrease: gender and science IAT (automatic preference for men in science)
- Increase: body weight IAT (automatic preference for thin people)

Outsmarting Our Mind on Automatic Pilot

- Become aware – do the test
- Question yourself/your decisions
- Increase exposure to “stereotyped” population
- Develop guidelines/practices
- Counter-stereotypic role models

Other Suggestions?

What can we do as youth work professionals?

- Be mindful how you engage with young people
- Question assumptions and first impressions
- Create a sense of belonging in program groups
- Build in empathy activities
- Assess your program environment/create inclusive environments
- Other...?

Beware of micro-aggressions



<https://www.edweek.org/ew/section/multimedia/illustration-microaggressions-in-the-classroom.html>



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Social and Emotional Learning Toolkit

SEL Toolkit

SEL Strategies and Tools

Self-Awareness

Self-Management

Social Awareness

Relationship Skills

Responsible Decision Making

Social and Emotional Learning (SEL) Toolkit

printer-friendly



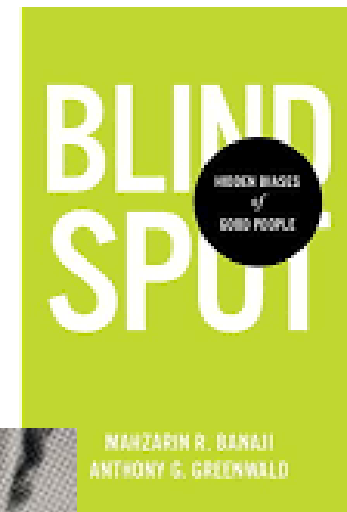
http://www.actforyouth.net/youth_development/professionals/sel/

Questions?
Comments?

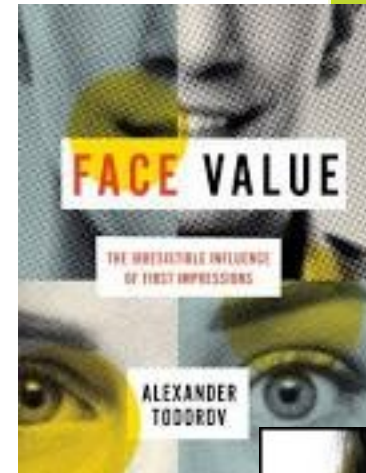


References & Readings

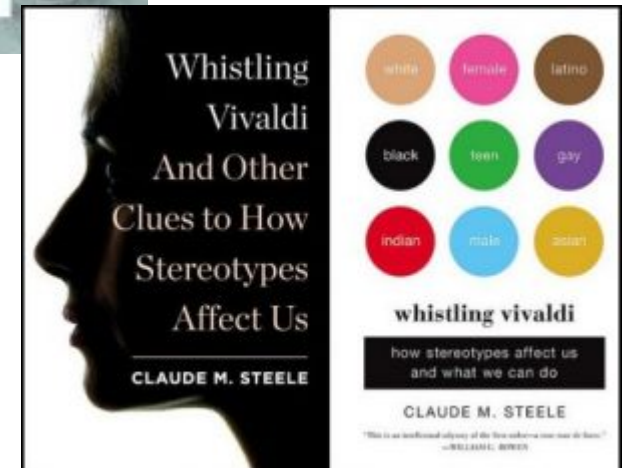
Banaji, M.R. & Greenwald, A.G. 2013. *Blind Spot*. Hidden Biases of Good People. New York: Delacorte Press



Todorov, A. 2017. *Face Value*. The Irresistible Influence of First Impressions. Princeton University Press



Steele, C.M. 2010. *Whistling Vivaldi*. How stereotypes affect us and what we can do. NY: Norton



OHM outsmarting human minds

WATCH

LISTEN

READ

TEST

How does the mind work – and what are its **blindspots?**

[Learn more](#)

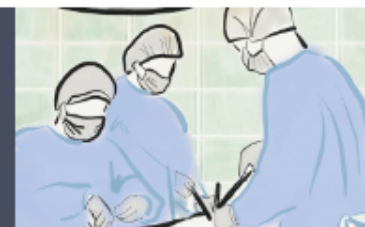


The Universe Inside Your Mind

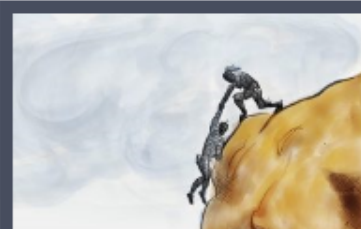
An introduction by Mahzarin Banaji. 400 years ago, we began to explore the universe with simple tools, and it challenged our beliefs about our place in the universe. Are investigations of the universe inside our minds any different?



About Face: How First Impressions Fool Us



Can You Solve The Surgeon Riddle?



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<https://outsmartinghumanminds.org/>



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