

Economics of Global Challenges (webcast series)

Revealing Stereotypes

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Host: **Ulf Zoelitz** (University of Zurich)

Live presentation and Q&A, 1 June 2022

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Economics.
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Motivation

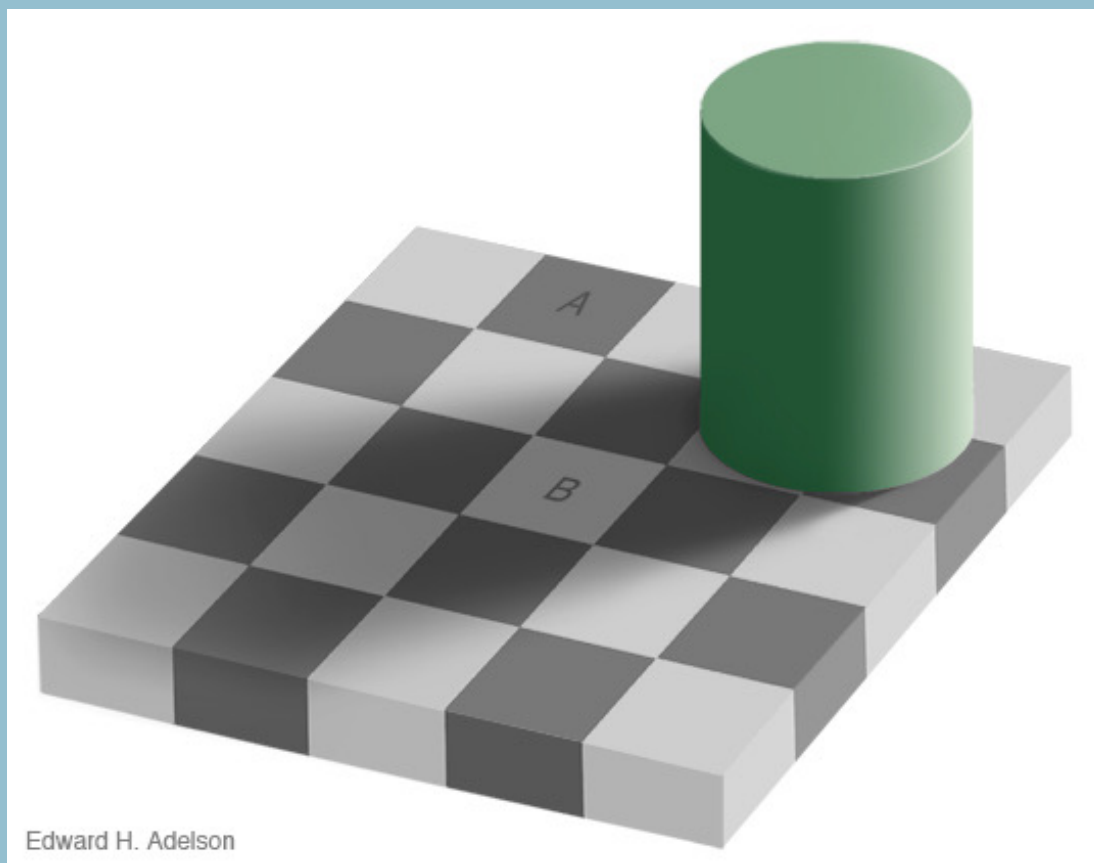
A broader view of discrimination beyond taste-based and statistical

- Workplaces and institutions around the world are promoting diversity and inclusion.
- Debiasing organizations and processes is key (Bohnet, 2016), but not always possible especially in informal interactions when individuals hold stereotypical views without awareness or intention.
- **Can we change individuals' biased behavior toward others?**

What is “Implicit Stereotypes”?

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Which square is darker?



Implicit stereotypes

Intuition and Measurement

- Implicit Stereotypes are **mental shortcuts** the human mind evolved to make sense of the flood of information we take in every moment of every day (Kahneman 2011, Bordalo et al., 2016) --> over-generalized representation of differences between groups
- In my work, I have focused on the role of stereotypes in the schooling context:
 - Gender- Math
 - **Immigrants**
- I measure stereotypes of teachers using the **Implicit Association Test**.

Implicit Association Test

“Thinking Fast” to capture implicit stereotypes

Task A

Bad	Good
Italian	Immigrant

Task B

Good	Bad
Italian	Immigrant

- The difference in speed in Task B vs. Task A can be used as a proxy for the automatic associations that each of us hold in our mind, including teachers.

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Can you predict your own IAT score in the test?

Task A

Bad	Good
Italian	Immigrant

Task B

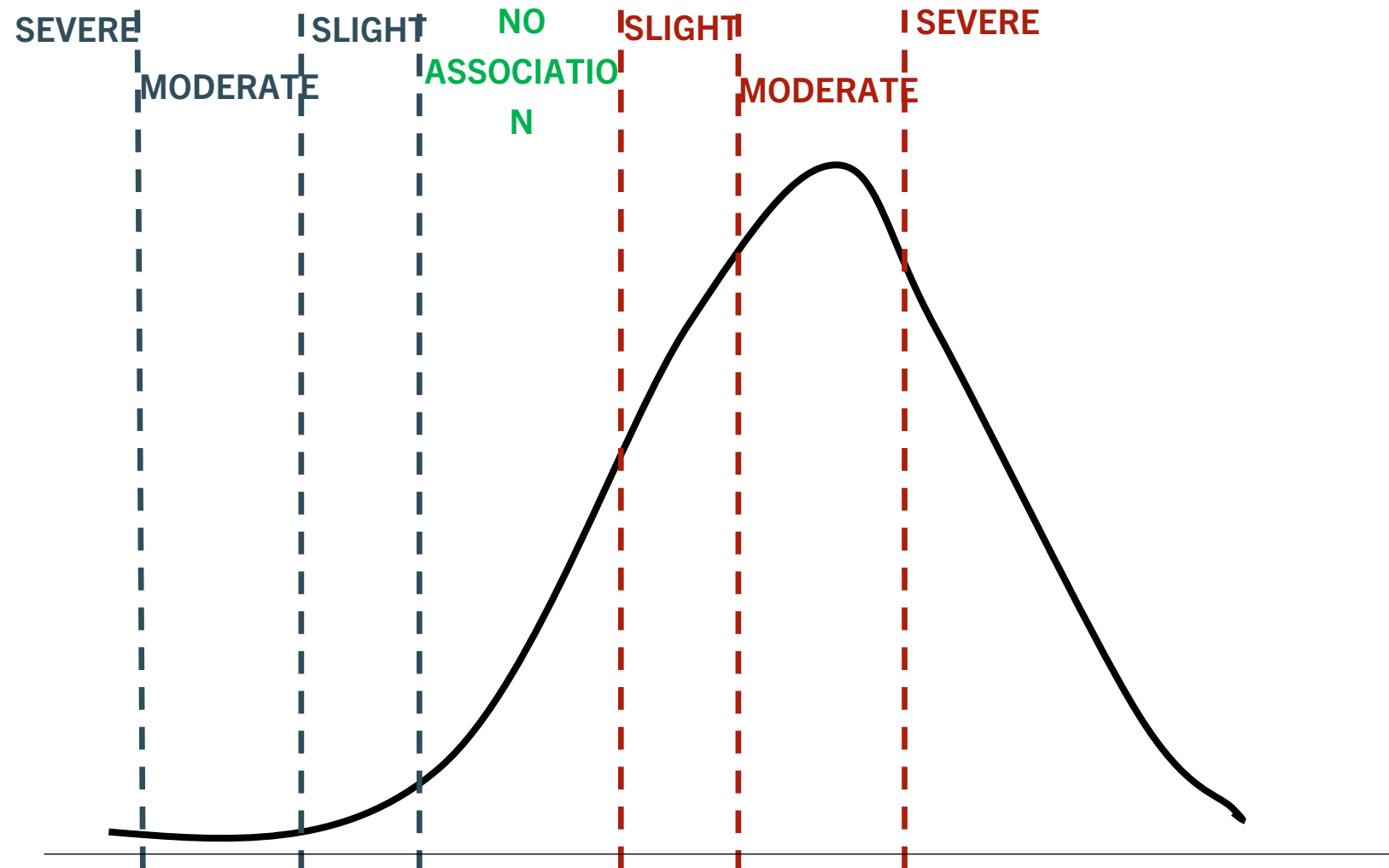
Good	Bad
Italian	Immigrant

Implicit Association Test

Immigrant/Native Implicit Association of Teachers in Italy

ASSOCIATION IMMIGRANT-GOOD NATIVE-BAD

ASSOCIATION IMMIGRANT-BAD NATIVE-GOOD



What are the consequences of
implicit stereotypes?

Negative Consequences of Implicit stereotypes

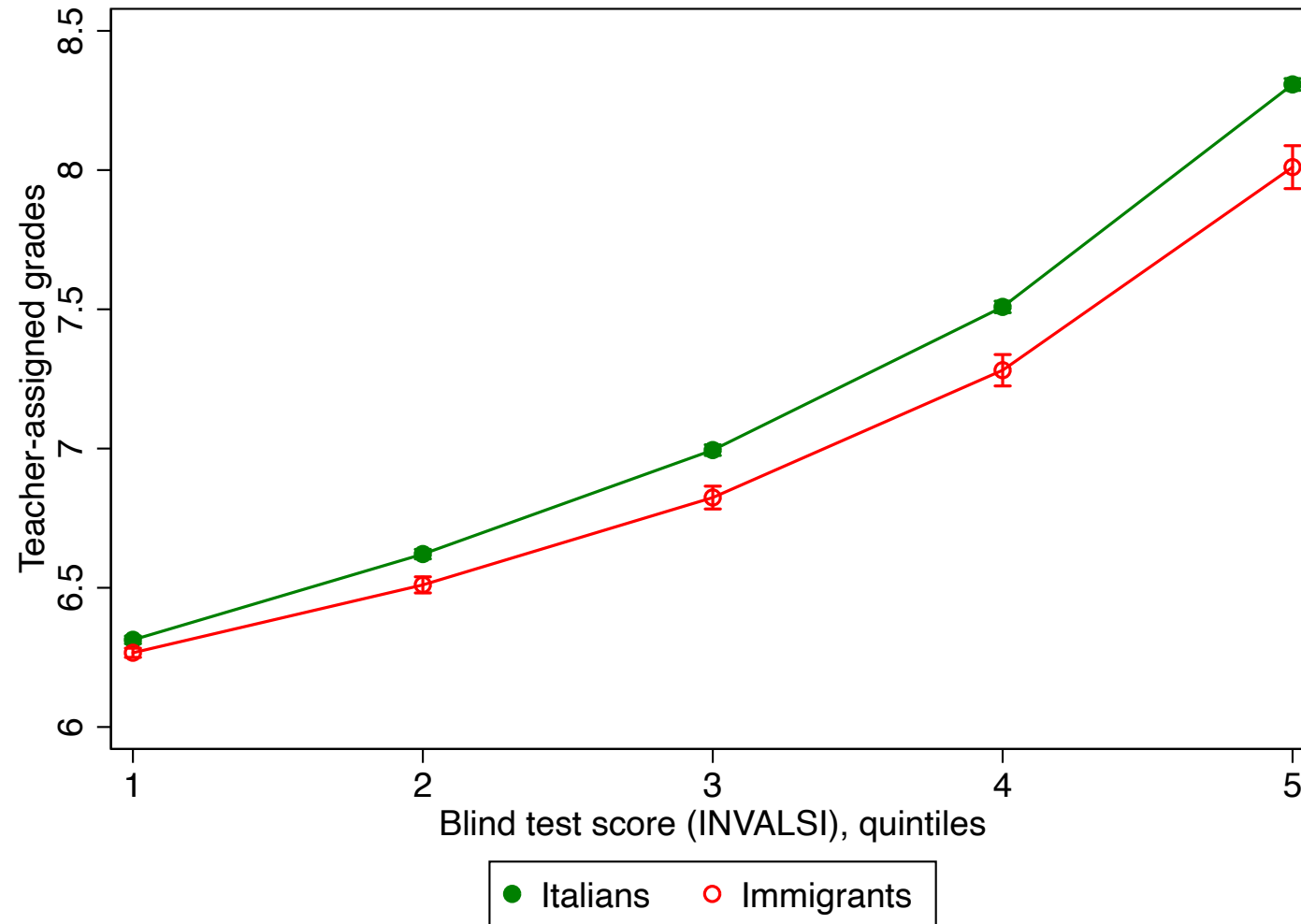
Implicit stereotypes are not necessarily bad, but:

Problems arise when implicit stereotypes induce

- 1. Discrimination:** “members of a minority group are treated differentially (less favorably) than members of a majority group with otherwise identical characteristics in similar circumstances”
(Bertrand and Duflo, 2016)
- 2. Self-fulfilling prophecy:** negative stereotypes internalized by individuals (Glover et al., 2017, Carlana, 2018)

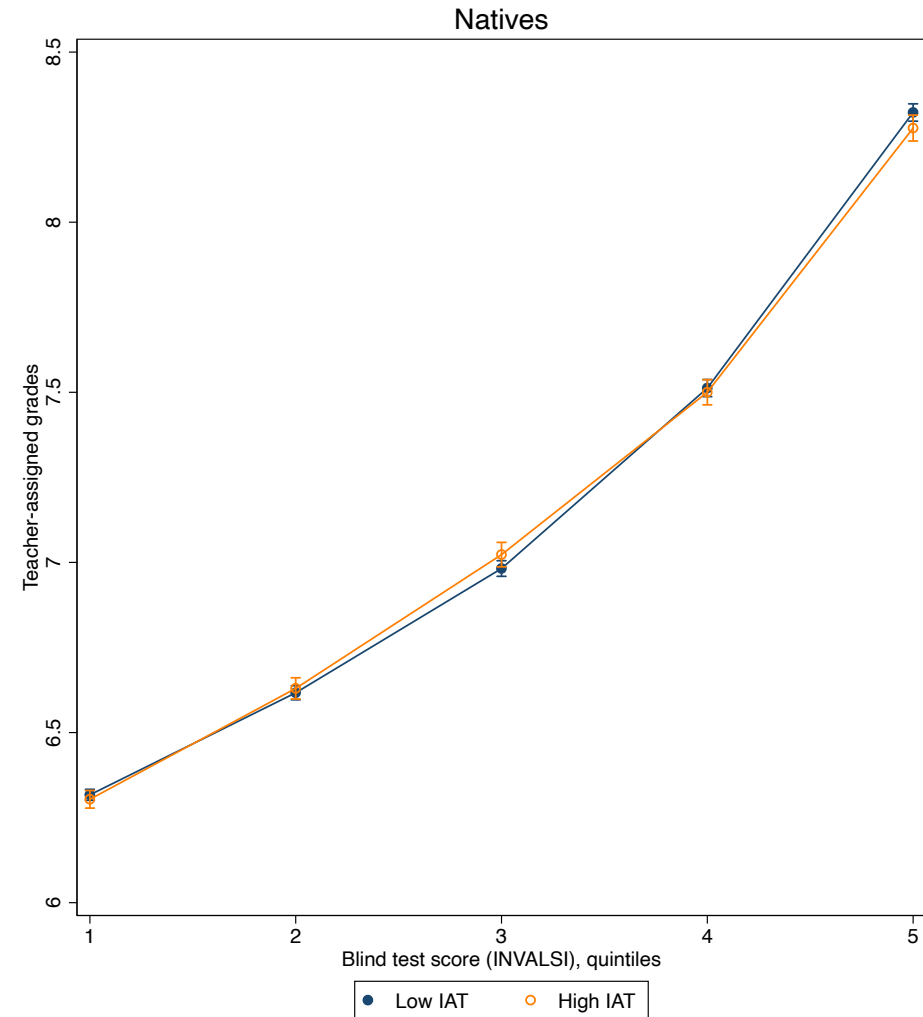
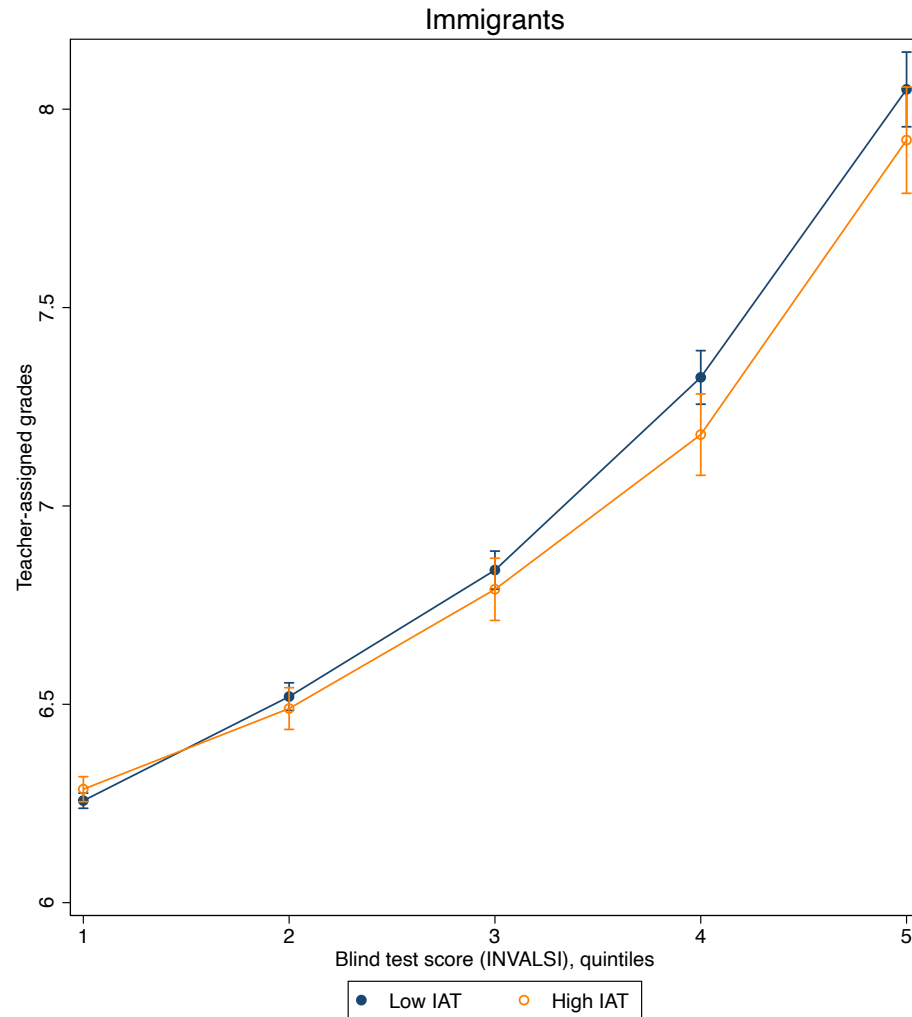
Bias in Grading

Immigrant children get lower grades compared to equally achieving natives



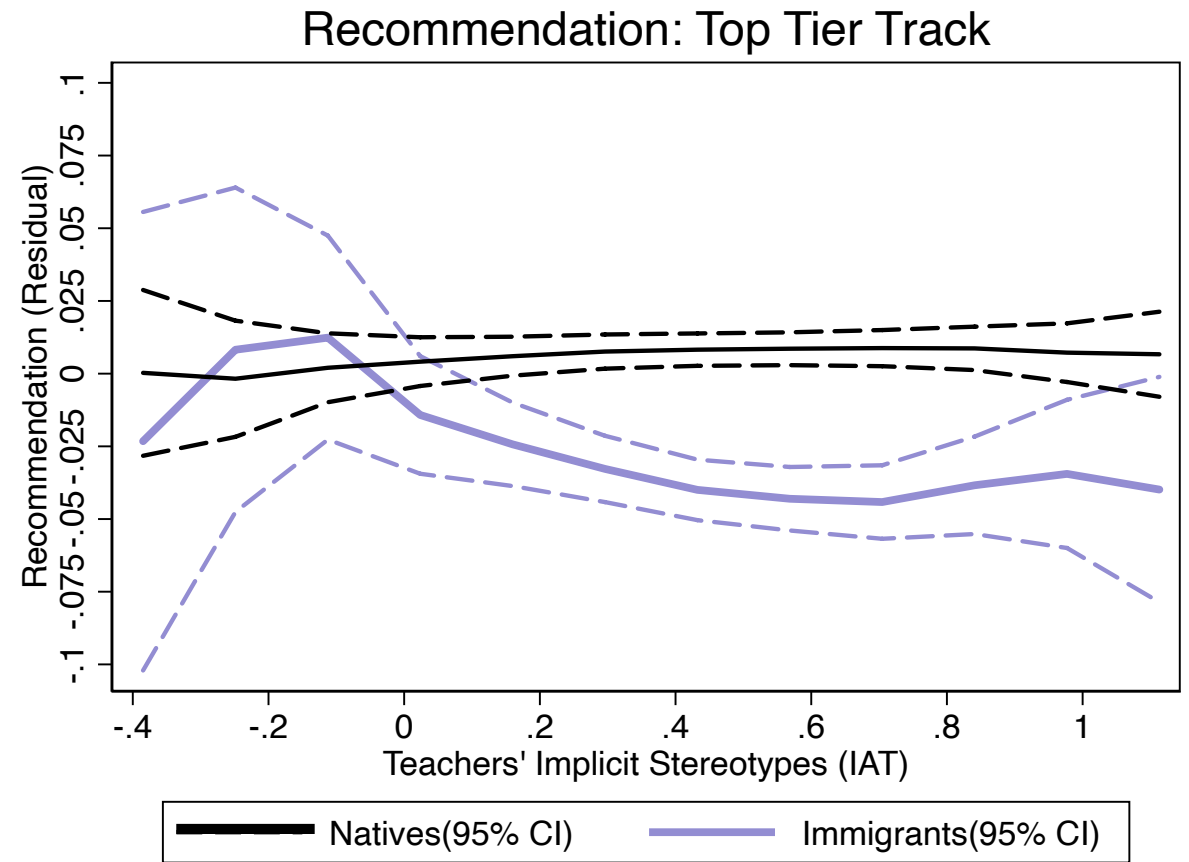
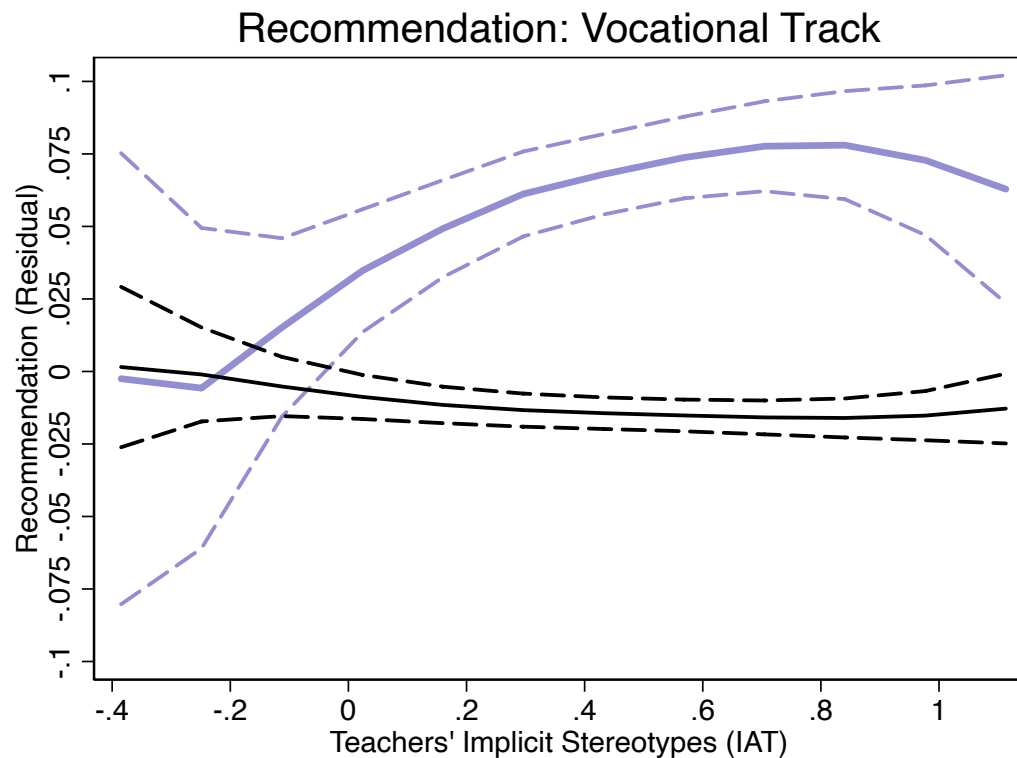
Bias in Grading

High-achieving Immigrant children get lower grades if assigned to teachers with more stereotypes



And in Teachers' Track Recommendation

Immigrants are less likely to be recommended to top high-schools if assigned to teachers with stereotypes



Can revealing stereotypes
change behavior?

Implicit Bias Training

Widespread interventions in corporations, institutions and academia



Starbucks Canada
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Follow

We believe everyone should be treated with respect & want to ensure everyone in a Starbucks store feels safe & welcome. On 6/11 we will close all Canadian company-operated stores & offices for the afternoon to hold implicit bias & conscious inclusion sessions with our partners.



Dear partners,

Our founding values are based on humanity and inclusion. We believe that everyone deserves to be treated with respect. That's core to being a Starbucks partner and it's why we're proud to be partners.

We must never be complacent in our desire to be inclusive and to live our Mission and Values in every community we serve. It's also important that our partners are supported and have the clarity they need to create a culture of warmth and belonging every time.

On **Monday June 11, 2018** we will close all our company-operated stores and offices across Canada for a portion of the afternoon, for partners to participate in a training session designed to address implicit bias, promote conscious inclusion, and ensure everyone inside a Starbucks store feels safe and welcome.

This will be an important investment in each of us, as we come together to re-commit to our Mission and Values. Please stay tuned for more details.

Respectfully,

Michael

1:24 PM - 4 May 2018

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Faculty Development & Diversity



Best Practices for Conducting Faculty Searches

Harvard's faculty recruitment strategies are founded on the principle of **inclusive excellence**—maximizing excellence and diversity simultaneously. Embracing inclusive excellence is essential for keeping Harvard productive, creative, competitive, and successful in training the next generation of leaders in every field.

Each faculty search is a chance to attract the broadest talent pool. And to shape the future faculty. We can remain strong where we already are strong, and strike out in new intellectual directions as well.

We offer here the high points for practical strategies for productive and equitable searches:

- Planning a search
- Recruiting a broad and deep group of candidates
- Evaluating candidates fairly
- Managing informative campus visits

Implicit Bias

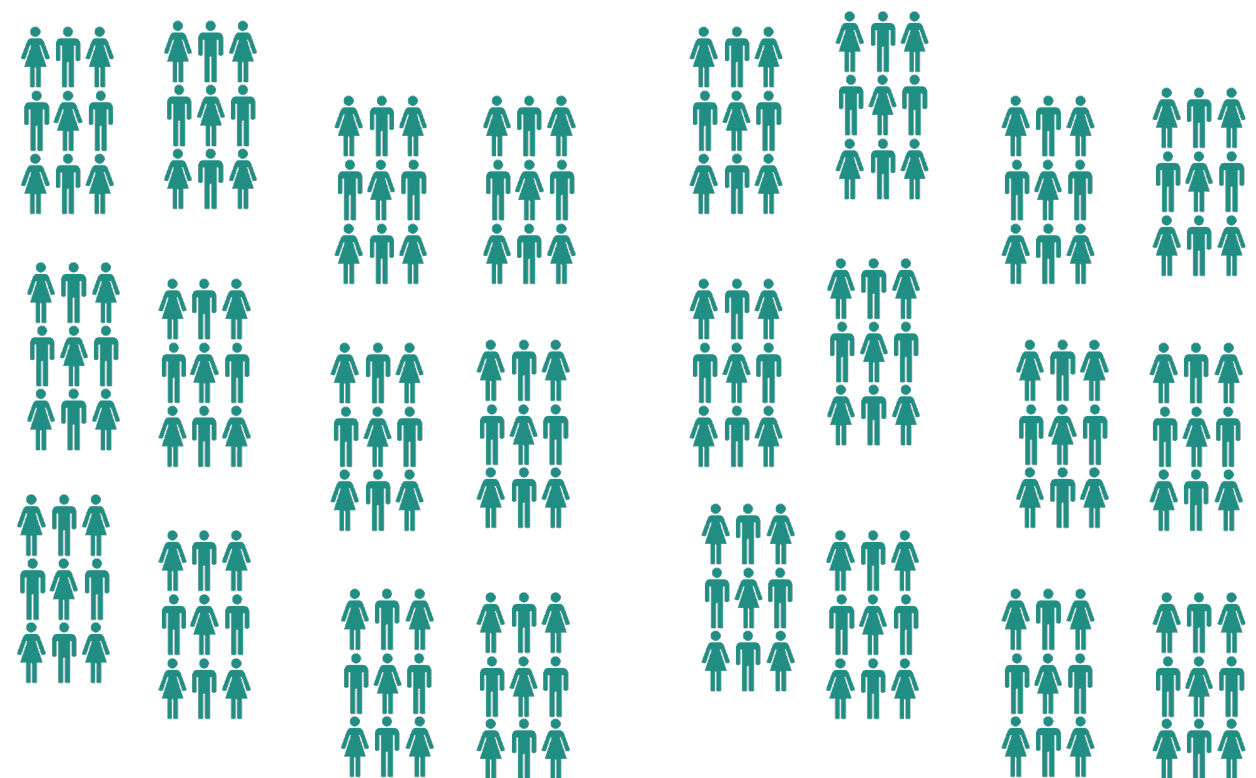
An enormous body of literature confirms that we all have biases—some explicit, many implicit. Acknowledging and understanding your biases and those of your colleagues can minimize the influence they have on the search. We strongly encourage every search committee member to take at least one Implicit Association Test (IAT): www.implicit.harvard.edu.

Experiment on Revealing Stereotypes

- We offered teachers the possibility of receiving an email with the feedback on their own implicit stereotypes against immigrants:
 - 1. Generic Debiasing Message:** brief introduction on IAT and bias in the society
 - 2. Feedback on IAT:** “severe” “moderate” “slight” “no” stereotypes
- We run two experiments:
 - Field experiment: pure control group
 - Online experiment: only the generic debiasing message for teachers in the control group

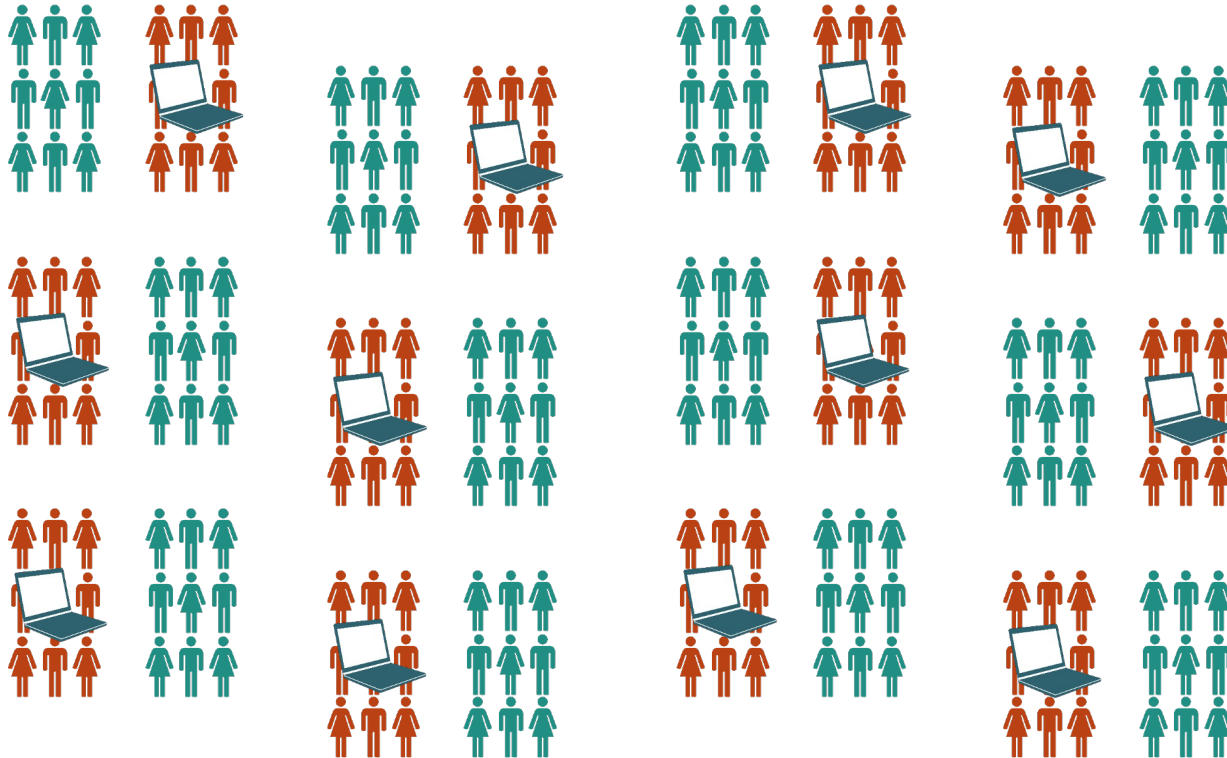
Experimental Design

Teachers are randomly assigned at school level to receive the treatment



Experimental Design

Teachers are randomly assigned at school level to receive the treatment



Outcome: teacher assigned grades

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Do teachers change the grades
when they are informed on
their stereotypes?

Experiment 1: The effect of Revealing Stereotypes



Treatment: Generic
Debiasing Message +
Feedback on IAT

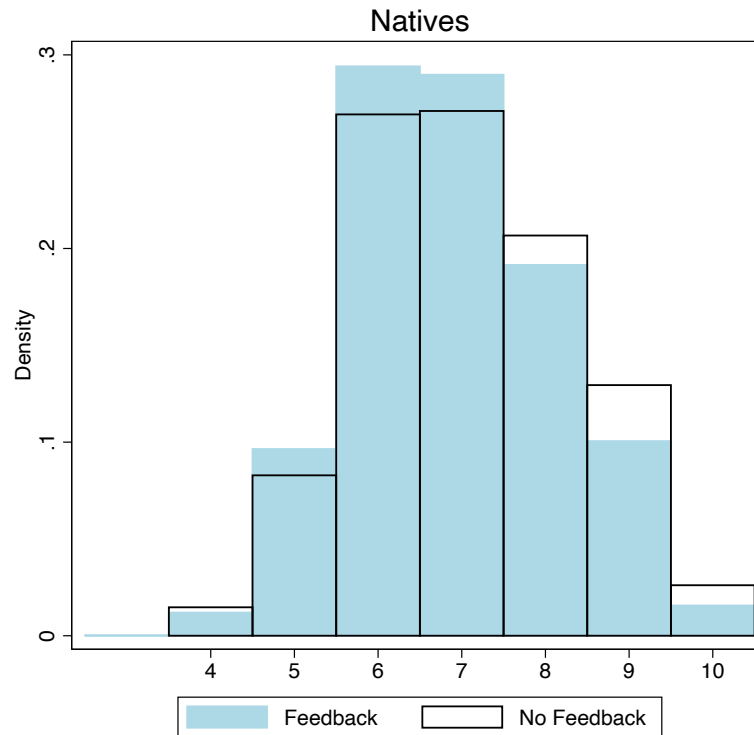
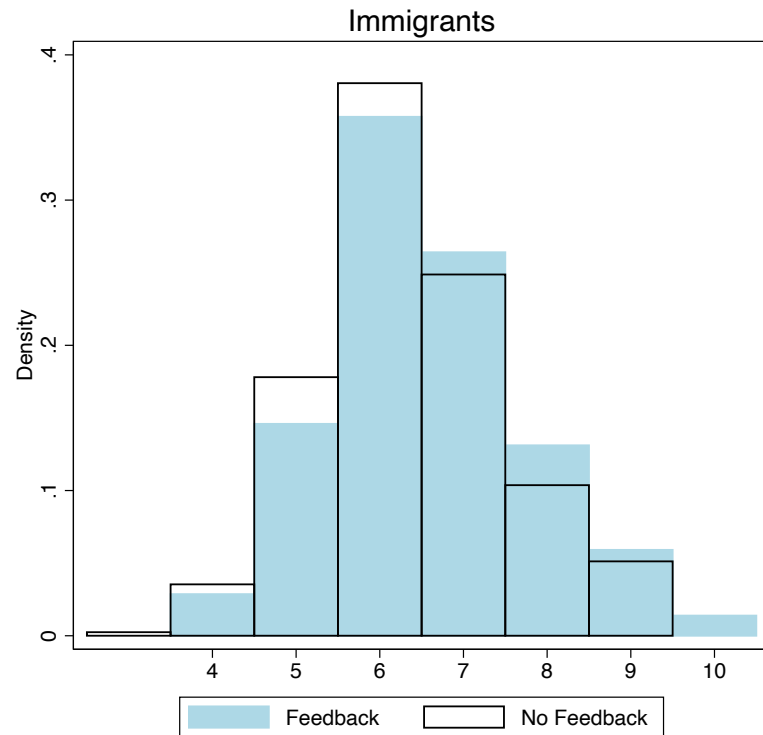


Control: No information

Outcome: teachers' assigned grades to own
students at the first semester (January)

Experiment 1: The effect of Revealing Stereotypes

Teachers who received information on their own stereotypes reduce the gap in grading



Revealing own stereotypes to teachers affects grading behavior

- It reduces 40% of the raw gap between natives and immigrants
- The effect is driven by teachers who are not explicitly biased

Experiment 2: The effect of Revealing Stereotypes

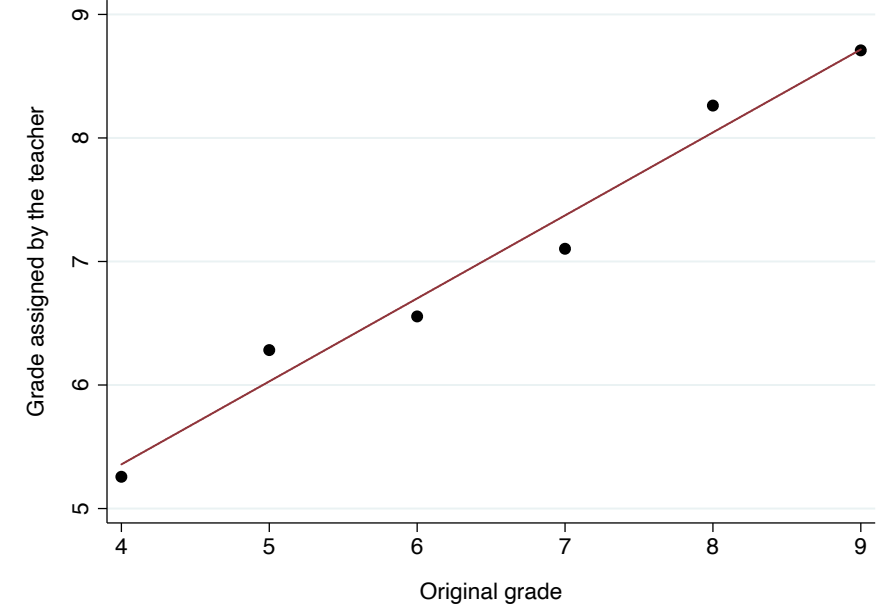


Treatment: Generic
Debiasing Message +
Feedback on IAT



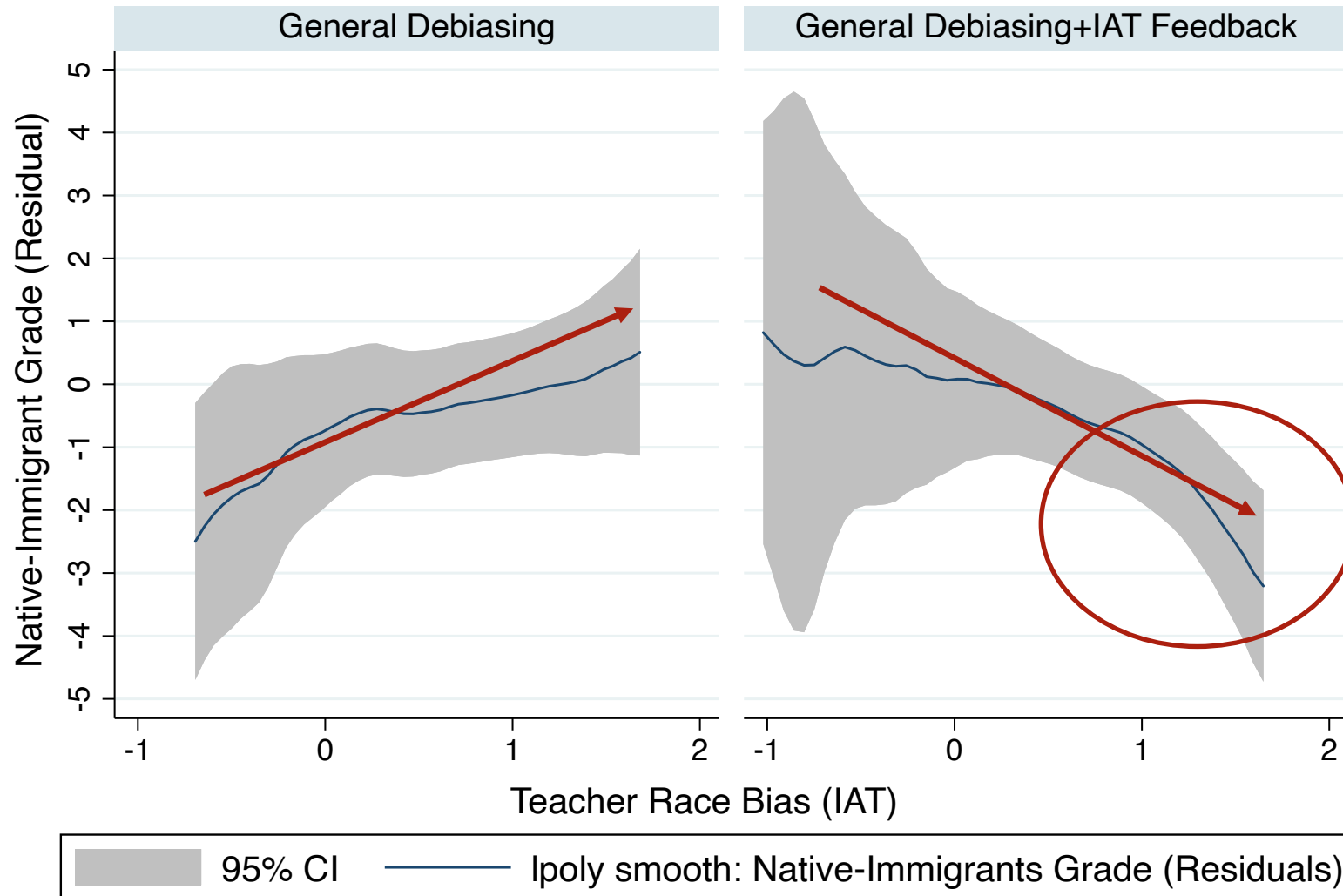
Control: Generic Debiasing
Message

Outcome: grades assigned by teachers to exams with randomly assigned names of natives and immigrants



Experiment 2: The effect of Revealing Stereotypes

Teachers with high IAT change their grades only when they receive information on their own IAT score



Graphs by IAT Feedback

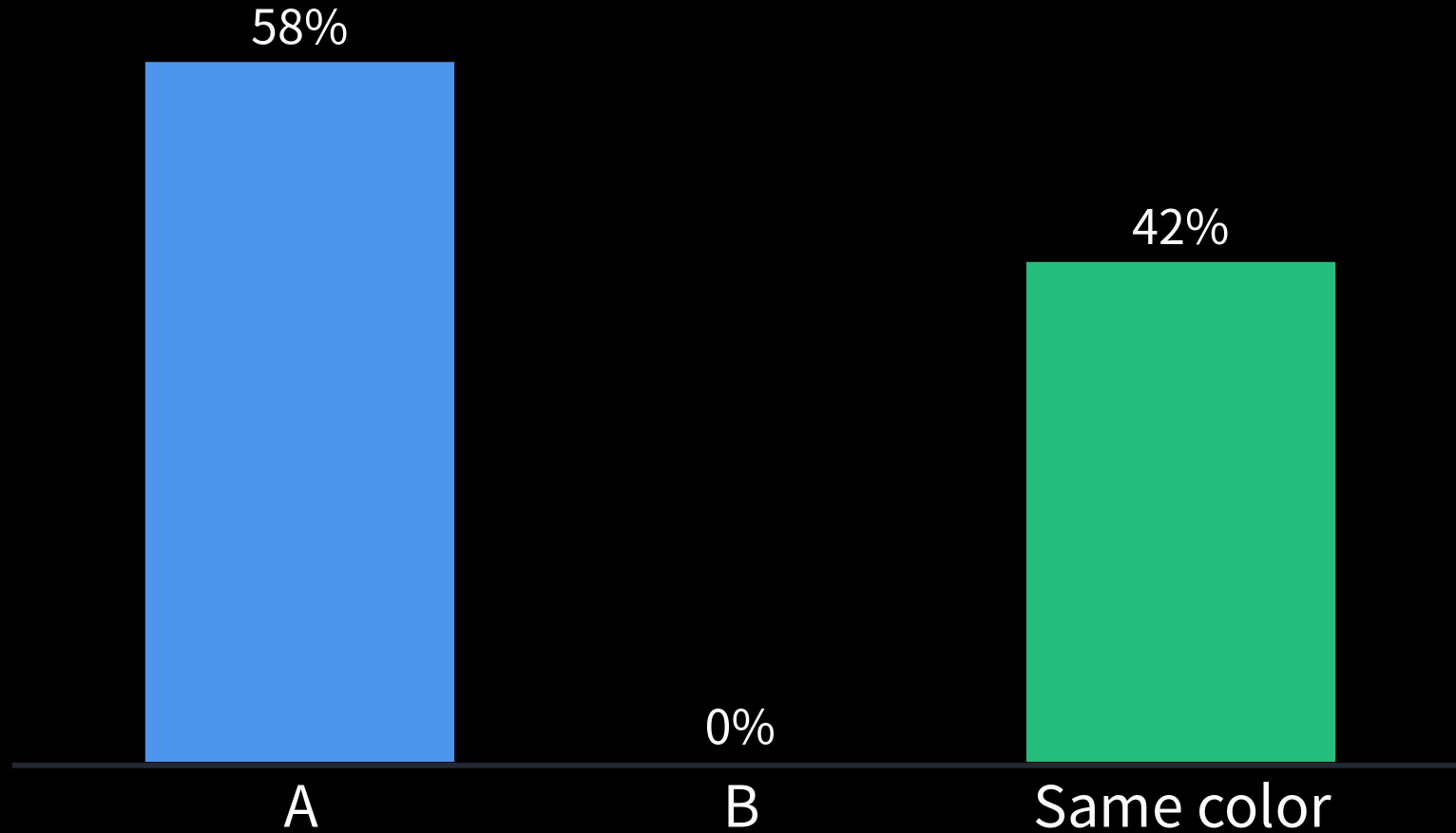
Similar average impact, but

- **Generic debiasing message:** effect driven by low IAT teachers
- **Generic debiasing message + Feedback on own IAT:** effect driven by high IAT teachers

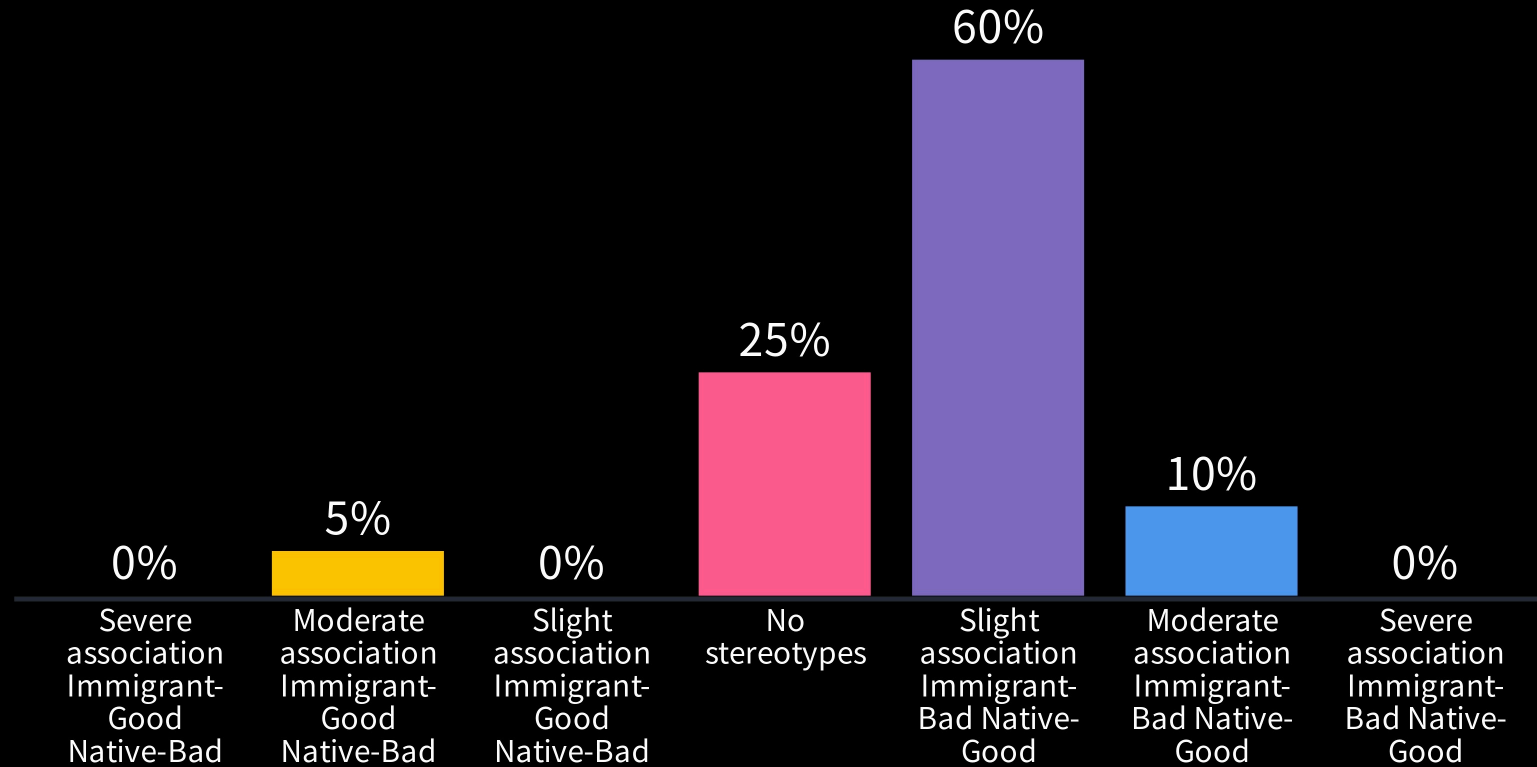
Policy Implications and Conclusions

- The results suggest that most teachers are not aware of or had not fully internalized their own stereotypes → **implicit discrimination** has deep implications for the accumulation of human capital of immigrant children.
- Interventions aimed at increasing awareness of own implicit stereotypes can help **counteract discrimination** when individuals do not hold extreme explicit negative views toward stigmatized groups.

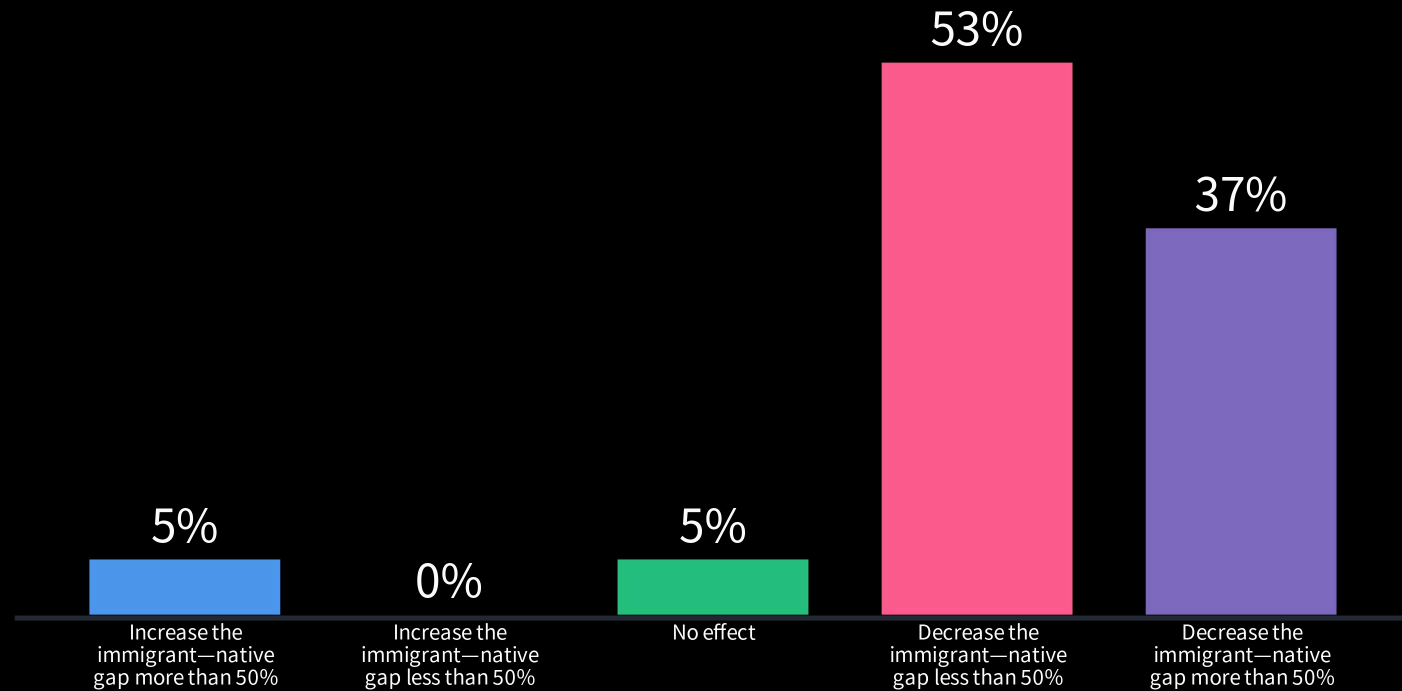
Q1: Which square is darker?



Q2: Can you predict your own IAT score in the test?

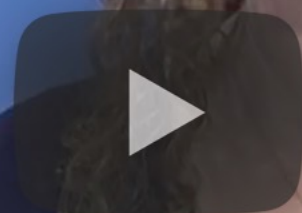


Q3: Do teachers change the grades when they are informed on their stereotypes?





Revealing stereotypes



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