

Anti-Bias Programming

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- Bias reduction: **causal** pathway from some intervention to a reduced level of bias [prejudice, discrimination, conflict]

The state of the art

- What do we know about reducing prejudice and conflict in the world? Paluck & Green 2009
- Review: over 1,000 reports (published & unpub)

Individual / Interpersonal	Group / Society
Stereotype training	Diversity training
Empathy training	Cooperative learning
Reading / media	Peace education
Intergroup contact (dyads)	Intergroup contact (groups)
Accountability manipulations	Moral and values education
Information ~ experts or peers	Dialogue Groups
Affirmation / self-worth	Intercultural / sensitivity training

Categorization of studies

Methodology	
Observational field	60%
Experimental laboratory	29%
Field experimental	11%

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Findings

- Laboratory (29%)
 - Quick fixes
 - Subtle manipulations
 - Prejudices
 - Cognition & emotion modalities explicit
 - Stripped down environment
 - Populations
 - Theories: root prejudice in individual disposition, little cross-fertilization with field

Findings

- 106 Field experiments
- 71 non-cooperative learning
- 84% with students or school personnel
- 80% from North America
- 53% bias against African-Americans (3 immigrant, 3 religious, 1 gay)
- 56% one day or less
- 11 studies measured observed behavior
- Power: 50% samples < 100; no cluster adjustment

Conclusions

- A wealth of theory and ideas
 - theories less often integrative of different psychological constructs, levels of analysis
- More field experiments would address problem of **causality** and of theoretical and contextual **validity**
- Need more partnerships between academics and practitioners

Theoretical contributions of Social and Peace Psychology

- Social: Individual and interpersonal or group perspectives
 - A problem of biased individuals? (SDO, implicit prejudice)
- Peace: Political, Cultural, Structural Perspectives
 - A problem of biased worlds (structure & psyche “make each other up”)

Social and peace psychology – informed approaches

- Control over self vs. control over environment
- Construct different narratives: challenge those threatening oppressed groups and privilege dominant groups
- Promote perspectives of biased *structure*

Methodological contributions of Social and Peace Psychology

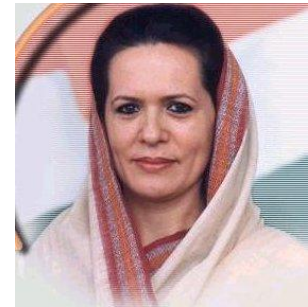
How do we construct counterfactuals? How do we measure change and difference?

- Social : Experiment
- Peace: Mixed methods

The case for more experimentation

- Field experiments
 - Connected to real world programs and the people and settings who participate
 - Prevent isolation, exclusion of structural (political, cultural, economic) factors
 - Lead to more multi-level theorizing
- Natural experiments

Bias against women



- Can political affirmative action decrease prejudice against women leaders? *Beaman et al 2010*
- India: Randomized reservations for women in the *Gram Panchayat*

- West Bengal

- Comparison strategy

- Only reserved 1998
 - Reserved 1998 & 2003
 - Only reserved 2003
 - Never reserved

- 165 GP districts

- Explicit attitudes toward women
 - Implicit attitudes: IAT good-bad, leader-domestic
 - Responses to speeches
 - Evaluations of actual female council members
 - Accomplishments of female & male council members



Findings

- No explicit attitude change, or implicit on automatic good-bad associations
- Change in domestic-leader auto. associations, and in evaluation of fictional women's speeches
- Ratings of women's competence equal to men's—only after 2 years of reservation
 - *Despite* fact that women appear to be more competent at delivering public goods

The case for measurement

- Qualitative, with experiments

“Experimental ethnography”

- Restorative justice Thou shalt not answer questionnaires or quizzes upon world affairs. Sherman & Strang
 - Face to face meetings of victims, perpetrators, and their families Thou shalt not sit with statisticians nor commit a social science.
 - How to repay debt to society and victim(s) Auden 1946
 - Reduce post-traumatic stress, recidivism?
- Approach offender first, then victim. If both agree, random assignment.
 - “Grounded theory”—generate hypotheses as you go along collecting “stories” from the RJ conference
- Findings so far:
 - Recidivism: Effective with more, rather than less, serious crimes
 - Trauma: Effective with face-to-face, rather than other types of conferences

– Sherman & Strang

The case for measurement

- Qualitative, with experiments
- Behavioral observation
- Social network mapping

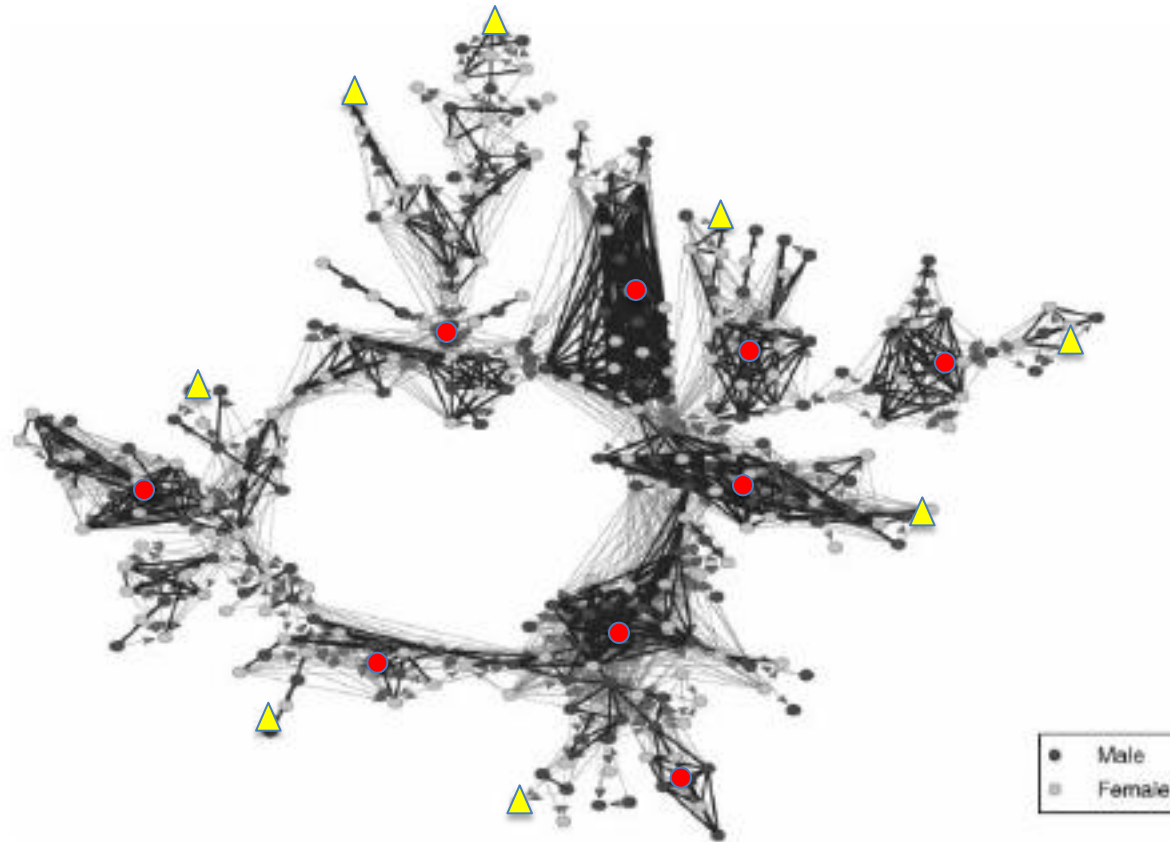


FIG. 3.—Temporally ordered ties in the Jefferson High partnership network

Future questions for interventions

- How intrapersonal, interpersonal factors fit together with larger forces of social networks, and larger structures
- “Cultures of”
 - Violence
 - Poverty
 - Sexual denigration
 - Rule of law
 - Peace