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)

<table>
<thead>
<tr>
<th>Individual / Interpersonal</th>
<th>Group / Society</th>
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<tbody>
<tr>
<td>Stereotype training</td>
<td>Diversity training</td>
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<tr>
<td>Empathy training</td>
<td>Cooperative learning</td>
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<tr>
<td>Reading / media</td>
<td>Peace education</td>
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<td>Intergroup contact (dyads)</td>
<td>Intergroup contact (groups)</td>
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<td>Accountability manipulations</td>
<td>Moral and values education</td>
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<tr>
<td>Information ~ experts or peers</td>
<td>Dialogue Groups</td>
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<tr>
<td>Affirmation / self-worth</td>
<td>Intercultural / sensitivity training</td>
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# Categorization of studies

<table>
<thead>
<tr>
<th>Methodology</th>
<th>Percentage</th>
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<tr>
<td>Observational field</td>
<td>60%</td>
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<tr>
<td>Experimental laboratory</td>
<td>29%</td>
</tr>
<tr>
<td>Field experimental</td>
<td>11%</td>
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[www.betsylevypaluck.com](http://www.betsylevypaluck.com)
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**
  - Face to face meetings of victims, perpetrators, and their families
  - How to repay debt to society and victim(s)
  - 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

Thou shalt not answer questionnaires or quizzes upon world affairs.
Thou shalt not sit with statisticians nor commit a social science.

Auden 1946
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