Getting Out of Your Own Way: Identity, Stereotype Threat, and Bias in the Workplace

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Awareness Test
IDENTITY

SOCIAL
- Race/Ethnicity
- Language
- Gender Identity
- Geographic Location
- Socioeconomic
- Religion
- Age
- Sexual Orientation
- Education
- Body Type
- Ability
- Family Structure

PERSONAL
- What makes you unique
- Talents
- Likes
- Peculiarities
- Ways of doing things
- Personality Type
- Introvert/Extrovert
- Skills
Identity in Our Daily Lives

**Microaggressions** - Daily verbal and nonverbal insults or slights, whether intentional or not, that target a person’s marginalized identity.

**Racial anxiety** - the stress experienced before or during interracial interactions.

**Stereotype threat** - occurs when a person is concerned that he or she will confirm a negative stereotype about their group.
What is Stereotype (Identity) Threat?
Stereotype Threat Assessment
A father and his son are in a car accident. The father dies at the scene and the son is rushed to the hospital. At the hospital, the surgeon looks at the boy and says, "I can't operate on this boy. He is my son."

How can this be?
TWO RESIDENTS WADE THROUGH CHEST-DEEP WATER AFTER FINDING BREAD AND SODA FROM A LOCAL GROCERY STORE AFTER HURRICANE KATRINA CAME THROUGH THE AREA IN NEW ORLEANS, LOUISIANA. (AFP/GETTY IMAGES/CHRIS RAYTHEN)

A YOUNG MAN WALKS THROUGH CHEST DEEP FLOOD WATER AFTER LOOTING A GROCERY STORE IN NEW ORLEANS ON TUESDAY, AUG 30, 2005. (AP PHOTO/DAVE MARTIN)

HURRICANE KATRINA, 2005
What is bias?
Think-Pair-Share
Positive Bias

Confirmation Bias

In-Group Bias

Out-Group Bias

Negative Bias
Bias, Prejudice, and Stereotypes and Our Behavior

Adapted from Culturally Responsive Teaching & the Brain, Z. Hammond, 2015
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<th>Fine Arts</th>
<th>Food</th>
<th>Clothing</th>
<th>Language</th>
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<td>Cultural Symbols</td>
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<td>Patterns of Handling Conflict</td>
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<td>Facial Expressions</td>
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<td>Conception of Past &amp; Future</td>
<td>Social interaction</td>
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<td>Ordering of Time</td>
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<td>Roles in Relation to Status by age, sex, class, occupation, kinship...</td>
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<td>... and much more</td>
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Resources

- Anti-Bias Education for Young Children and Ourselves
  Louise Derman-Sparks, Julie Olsen Edwards
- Leading Anti-Bias Early Childhood Programs
  Louise Derman-Sparks, Debbie LeeKeenan, John Nimmo
- The Quality School
  William Glasser
- Pedagogy of Confidence
  Yvette Jackson
- The Dreamkeepers: Successful Teachers of African-American Children
  Gloria Ladson-Billings
- Culturally Responsive Teaching and the Brain
  Zaretta Hammond
- Engaging Students With Poverty In Mind
  Eric Jensen
- Understanding By Design
  Grant Wiggins and Jay McTighe