The Mythology of Racial Progress

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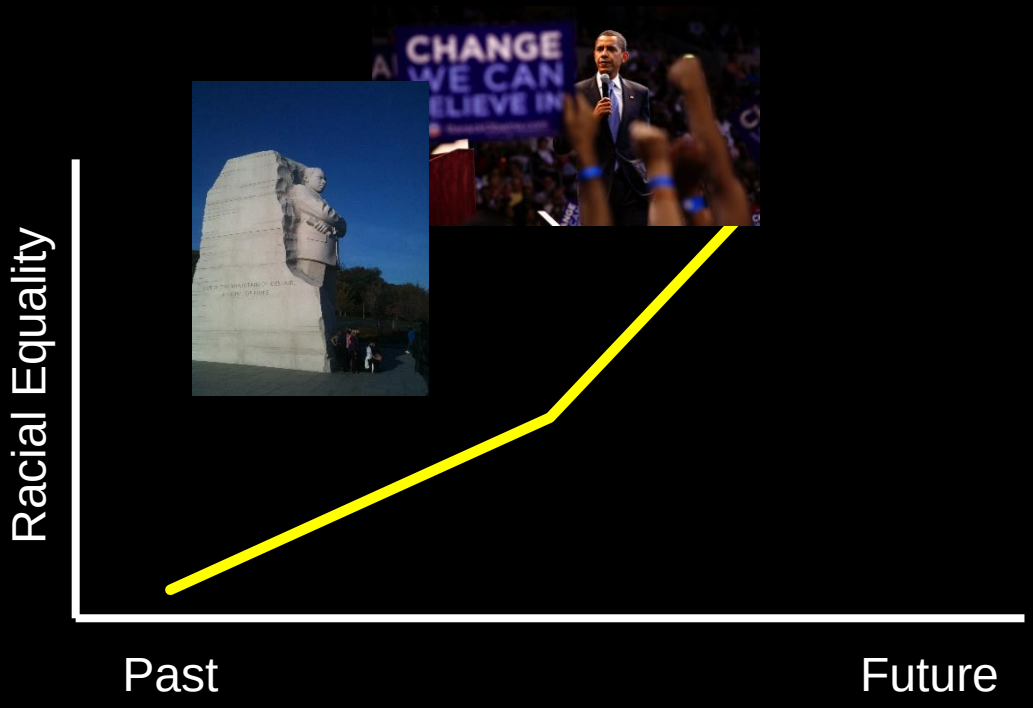
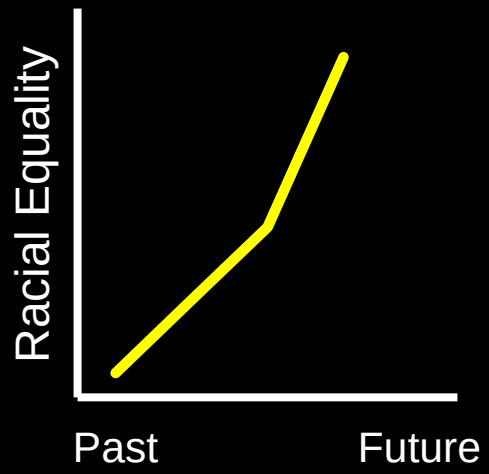
Mythology of Racial Progress

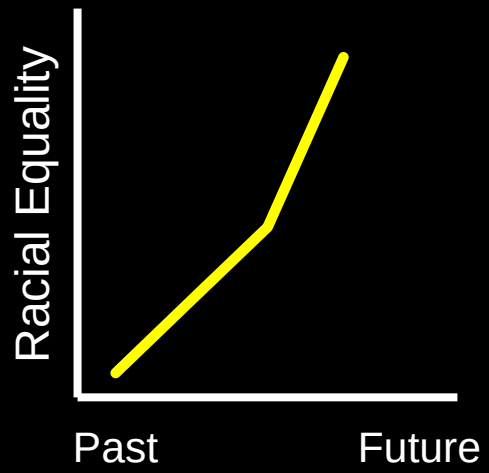


Mythology of Racial Progress



Perceptions of racial equality

Mythology of Racial Progress

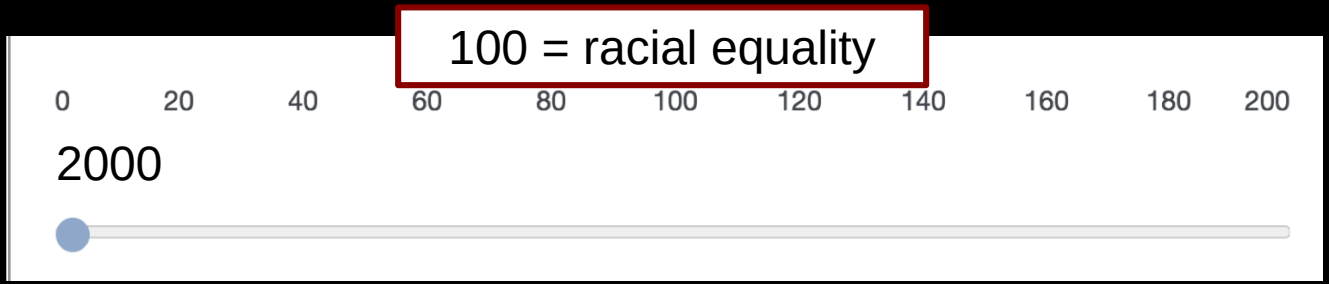


Perceptions of racial equality

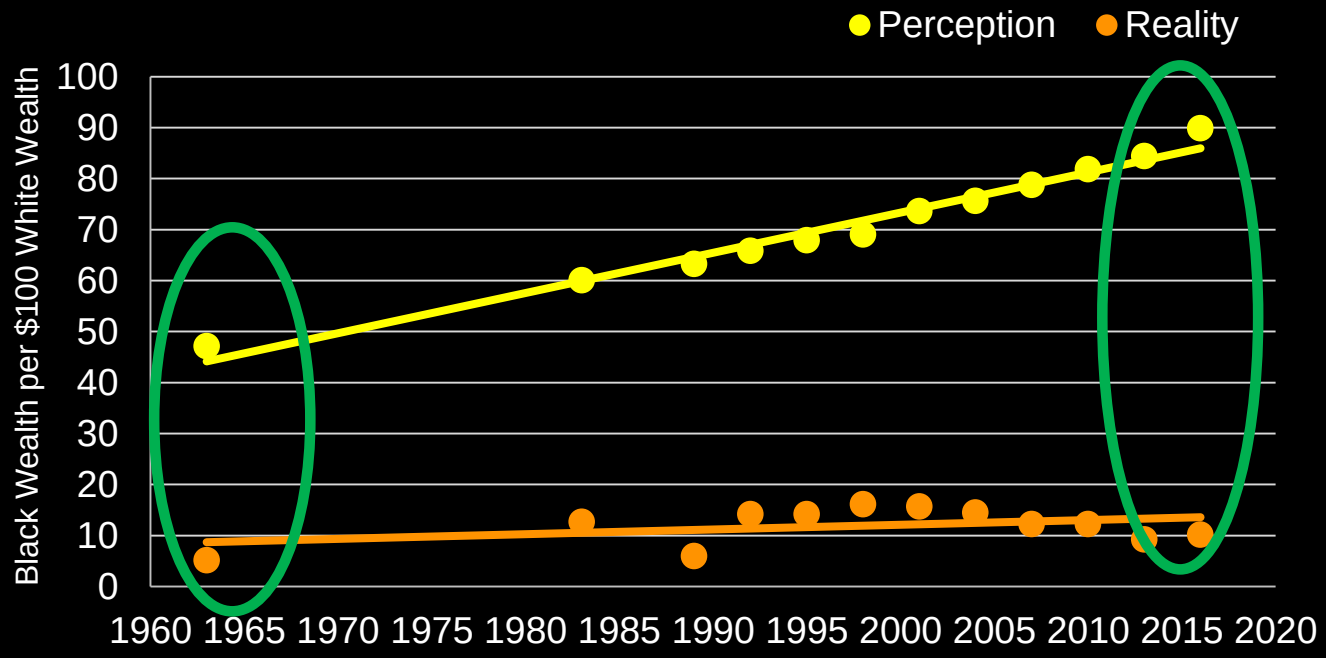
Perceptions of Racial Economic Equality

Perceptions of Racial Wealth Equality
1963-2016

For every $100 of wealth accumulated by the average White family, how much wealth has the average Black family accumulated?



Perceptions of Racial Wealth Equality
1963-2016



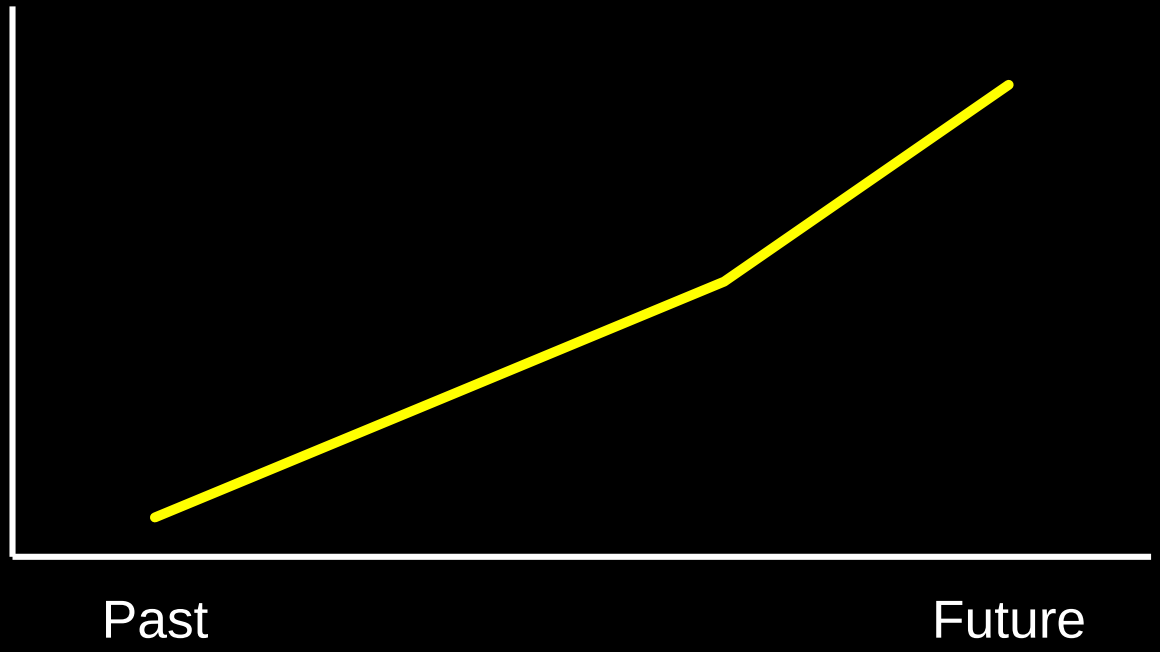
Kraus et al. (2019), *Perspectives on Psychological Science*

N = 1008

Americans *falsely* believe we have achieved considerable racial wealth equality.

Mythology of racial progress

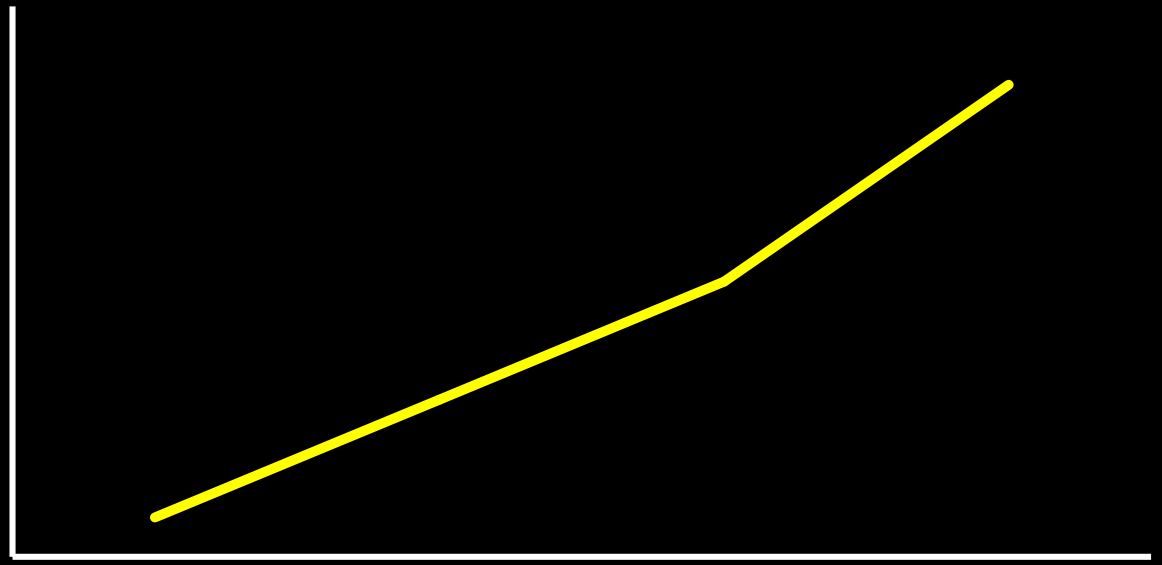
Mythology of Racial Progress



Sustaining Myths

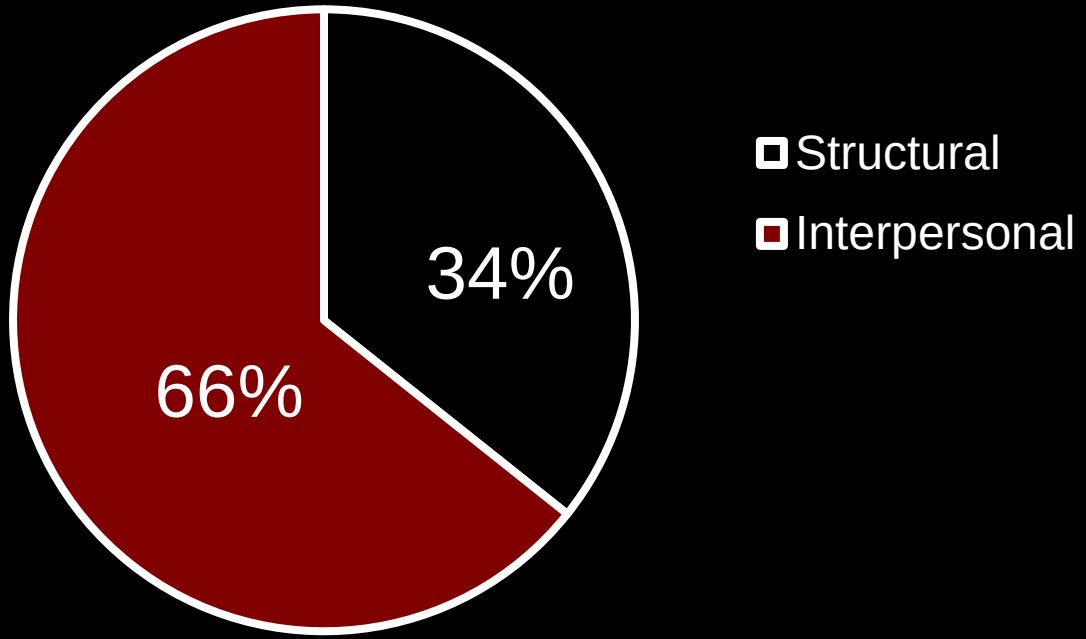
Beliefs about the Nature of Prejudice

Mythology of Racial Progress



Myth: “Structural racism is no longer a problem”

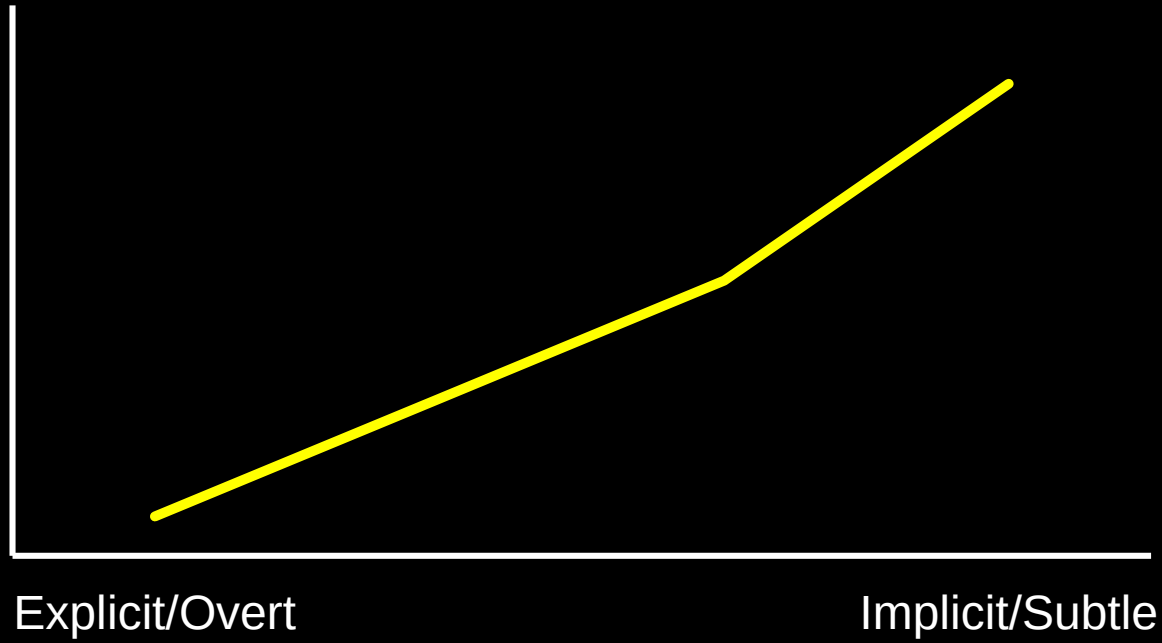
Which is the bigger problem in US today?



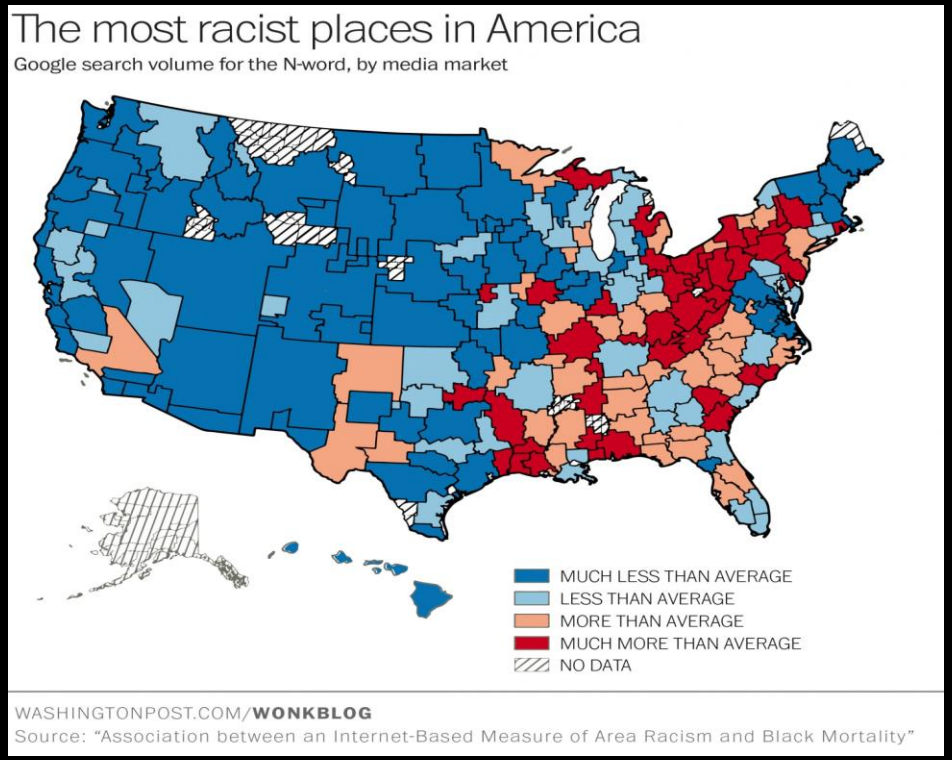
Rucker, Duker, & Richeson (2019)

CNN/KFF Fall 2015; N = 1809

Mythology of Racial Progress



Myth: “Overt racism is a thing of the past”

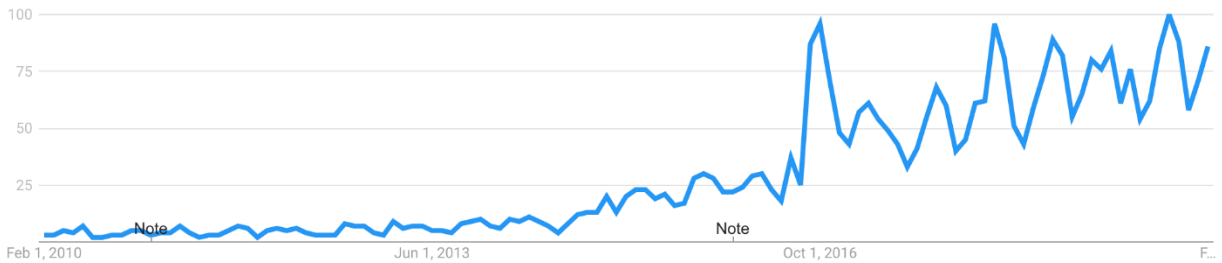


implicit bias
Search term

+ Compare

United States | 1/24/10 - 2/24/20 | All categories | Web Search

Interest over time



What the Starbucks incident tells us about implicit bias

By Madison Park, CNN
Updated 6:23 AM ET, Tue April 17, 2018

What are the consequences of attributing discrimination to implicit vs. explicit bias?

Journal of Experimental Social Psychology 84 (2019) 103812

Contents lists available at ScienceDirect

Journal of Experimental Social Psychology

journal homepage: www.elsevier.com/locate/jesp

Consequences of attributing discrimination to implicit vs. explicit bias☆

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Bias attribution
Accountability
Science communication

ABSTRACT

Implicit bias has garnered considerable public attention, with a number of behaviors (e.g., police shootings) attributed to it. Here, we present the results of 4 studies and an internal meta-analysis that examine how people reason about discrimination based on whether it was attributed to the implicit or explicit attitudes of the perpetrators. Participants' perceptions of perpetrator accountability, support for punishment, level of concern about the bias, and support for various efforts to reduce it (e.g., education) were assessed. Taken together, the results suggest that perpetrators of discrimination are held less accountable and often seen as less worthy of punishment when their behavior is attributed to implicit rather than to explicit bias. Moreover, at least under some circumstances, people express less concern about, and are less likely to support efforts to combat, implicit compared with explicit bias. Implications for efforts to communicate the science of implicit bias without undermining accountability for the discrimination it engenders are discussed.

SEARCH

The New York Times

N.Y. / REGION

Racial Bias in Policing

By AL BAKERSFIELD OCT. 20, 2017

Seth Wenig/Associated Press

A recent study conducted at John Jay College of Criminal Justice, "Racial Bias in Police Officers' Treatment of Citizens," found evidence of racial bias in how police officers treat members of the public. Racial bias refers to attitudes or stereotypes that affect our understanding, decisions, and actions toward specific racial groups.

"We wanted to examine whether bias might be affecting how police officers interact with citizens based on race," said Dr. Sam Neilson, the lead researcher on the study. Racial bias was measured through questionnaires where officers reported their stereotypes, attitudes, and perceptions of members of various racial groups. Racial bias was calculated as the extent to which officers held more negative stereotypes, attitudes, and perceptions toward racial minorities than they held toward white individuals.

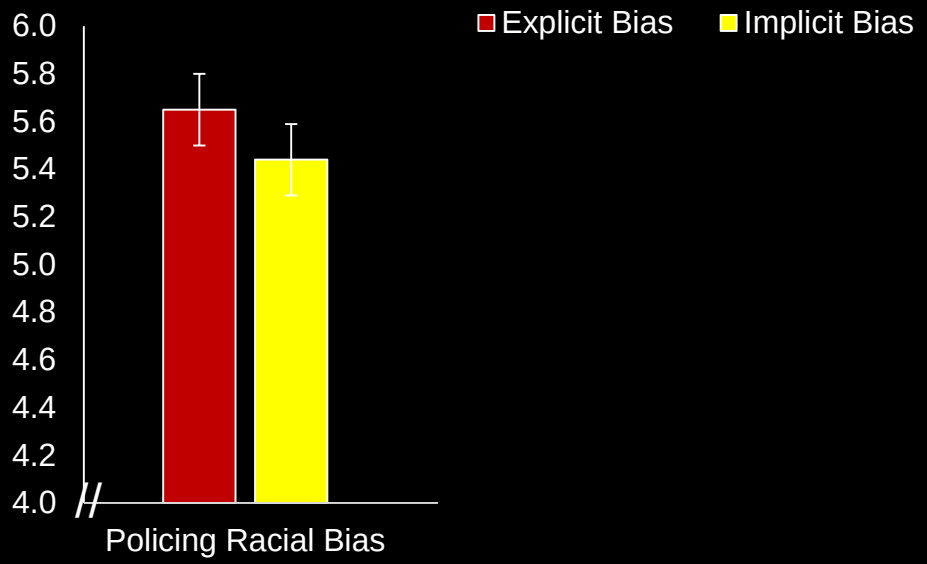
Explicit Bias

Implicit Bias

Accountability

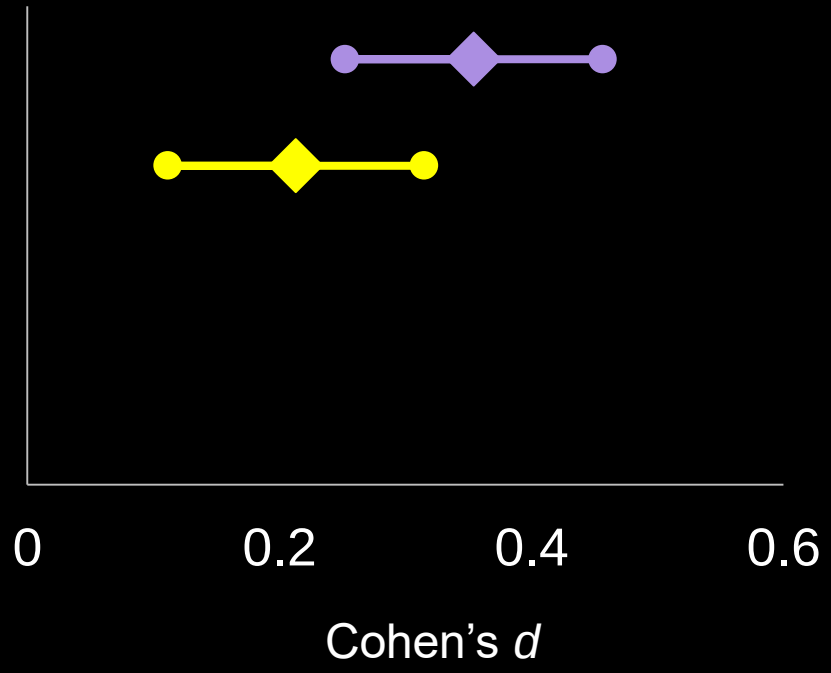
Police officers should be held accountable for how they treat racial minority citizens (1-7)

Accountability



Daumeyer et al. (2019), *JESP*

Implicit vs. Explicit Bias Attributions



Daumeyer et al. (2019), *JESP*

APR 26, 2017 @ 07:32 AM 569

Free Webcast: Learn Why Oil, Gold & Stocks Can Go Much Higher

Unconscious Bias Is An Insanely Feeble Excuse For Prejudice

but effective?

Bruce Kasanoff, CONTRIBUTOR

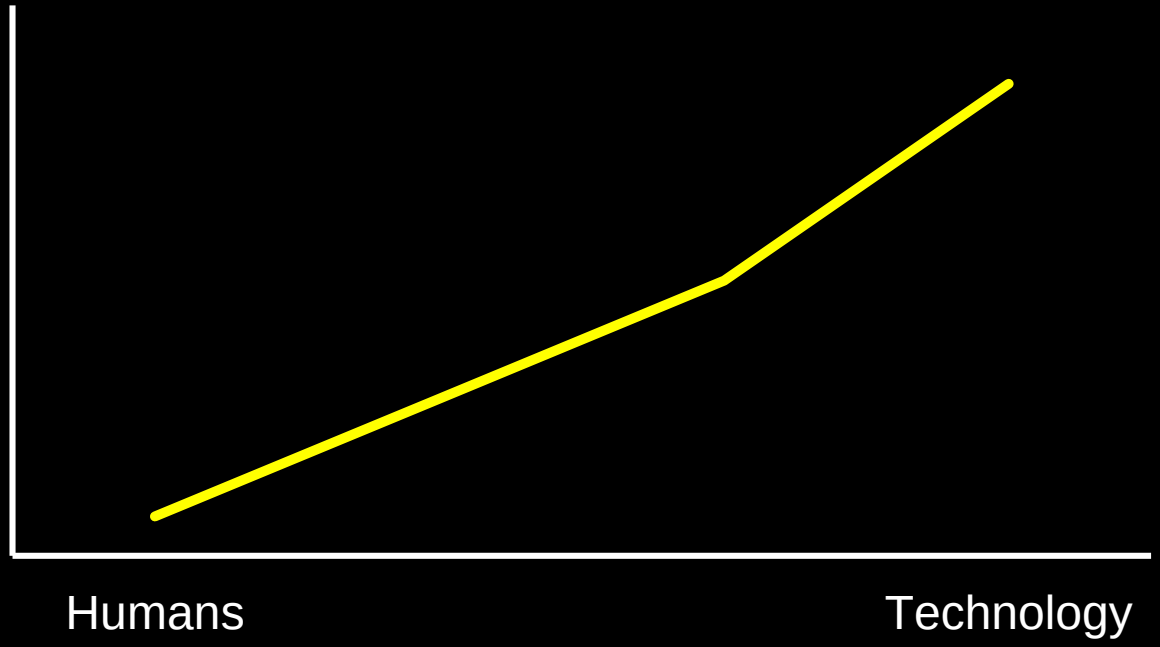
I cover ways to bring out the talent in other people. FULL BIO

Opinions expressed by Forbes Contributors are their own.

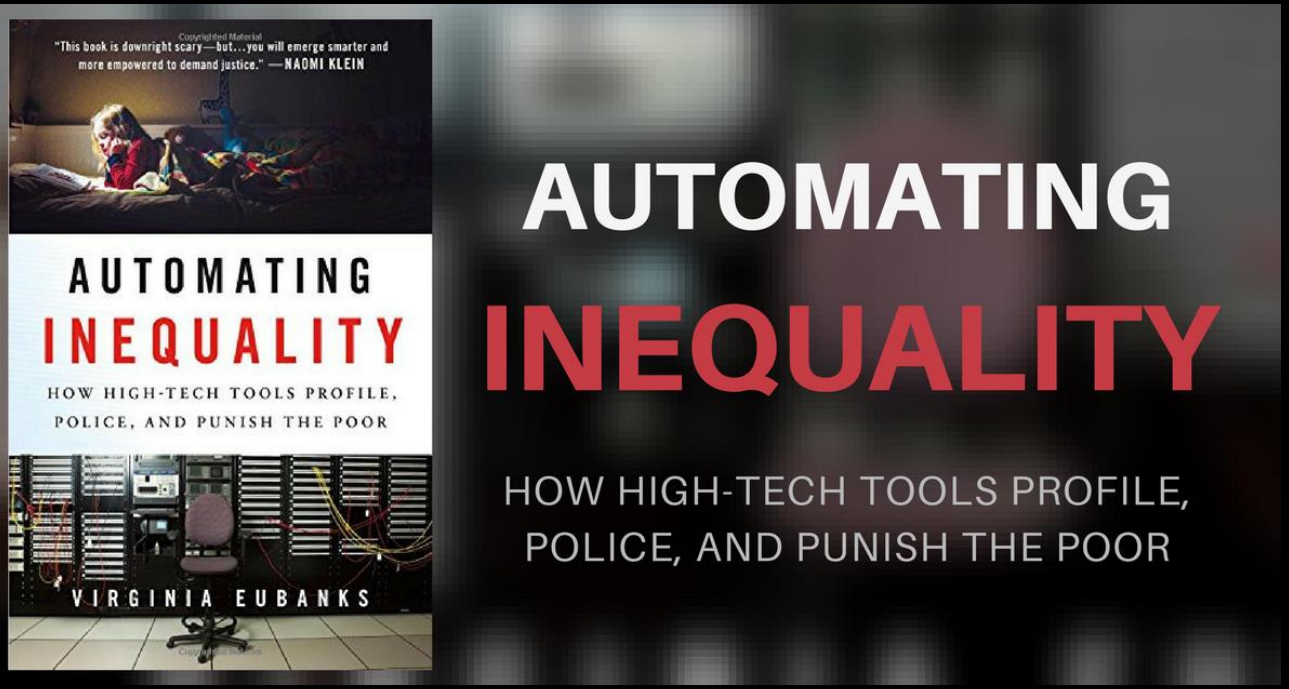
Boris Brückhäuser/Flickr

Are women and minorities deliberately being shunted aside?

Mythology of Racial Progress



Myth: “AI (technology) will save us”



The New York Times

TheUpshot

Who's to Blame When Algorithms Discriminate?

A proposed rule from HUD would make it harder to hold people accountable for subtler forms of discrimination.

Automating Discrimination

BUSINESS & ECONOMICS, RESEARCH

Mortgage algorithms perpetuate racial bias in lending, study finds

By Public Affairs, UC Berkeley | NOVEMBER 13, 2018

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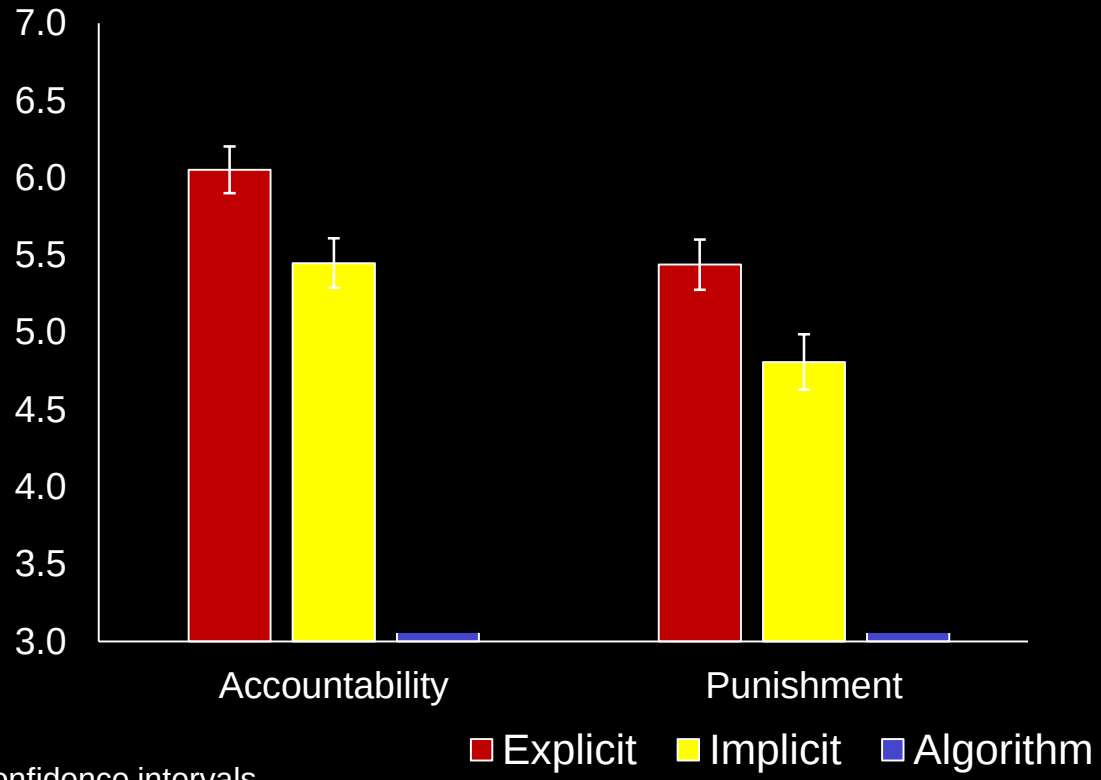
Explicit Bias

Implicit Bias

Algorithmic Bias

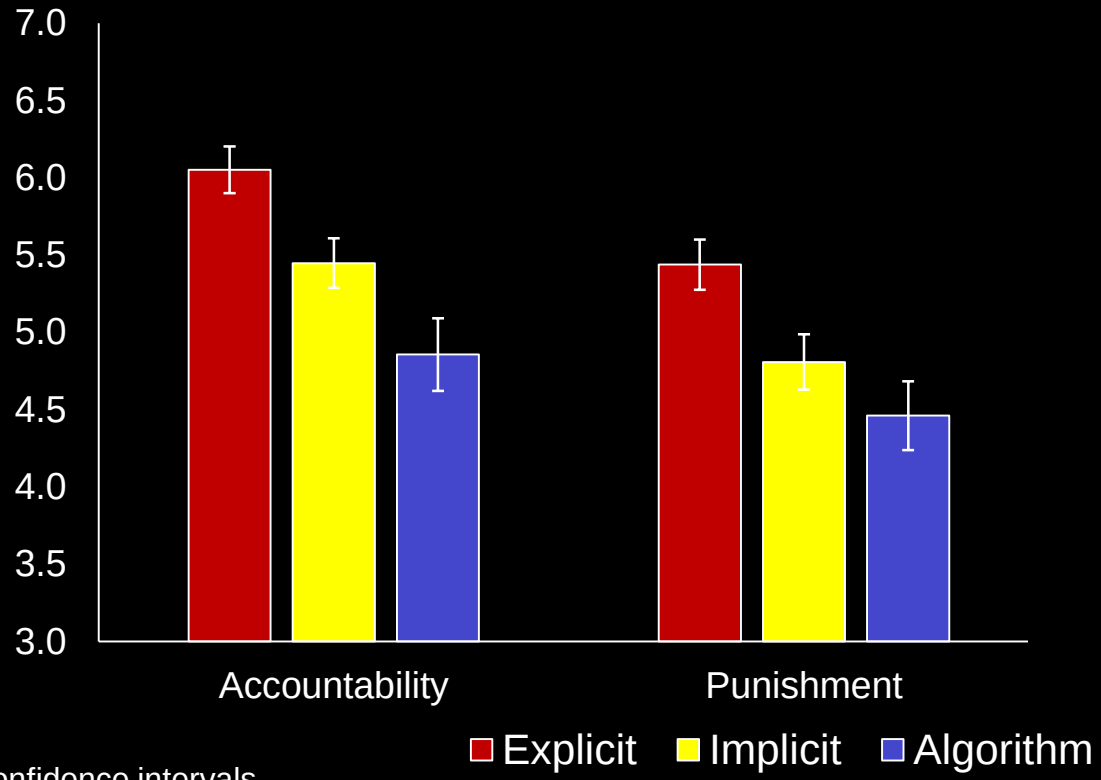
Automating Discrimination



Error bars 95% confidence intervals

N=552

Automating Discrimination



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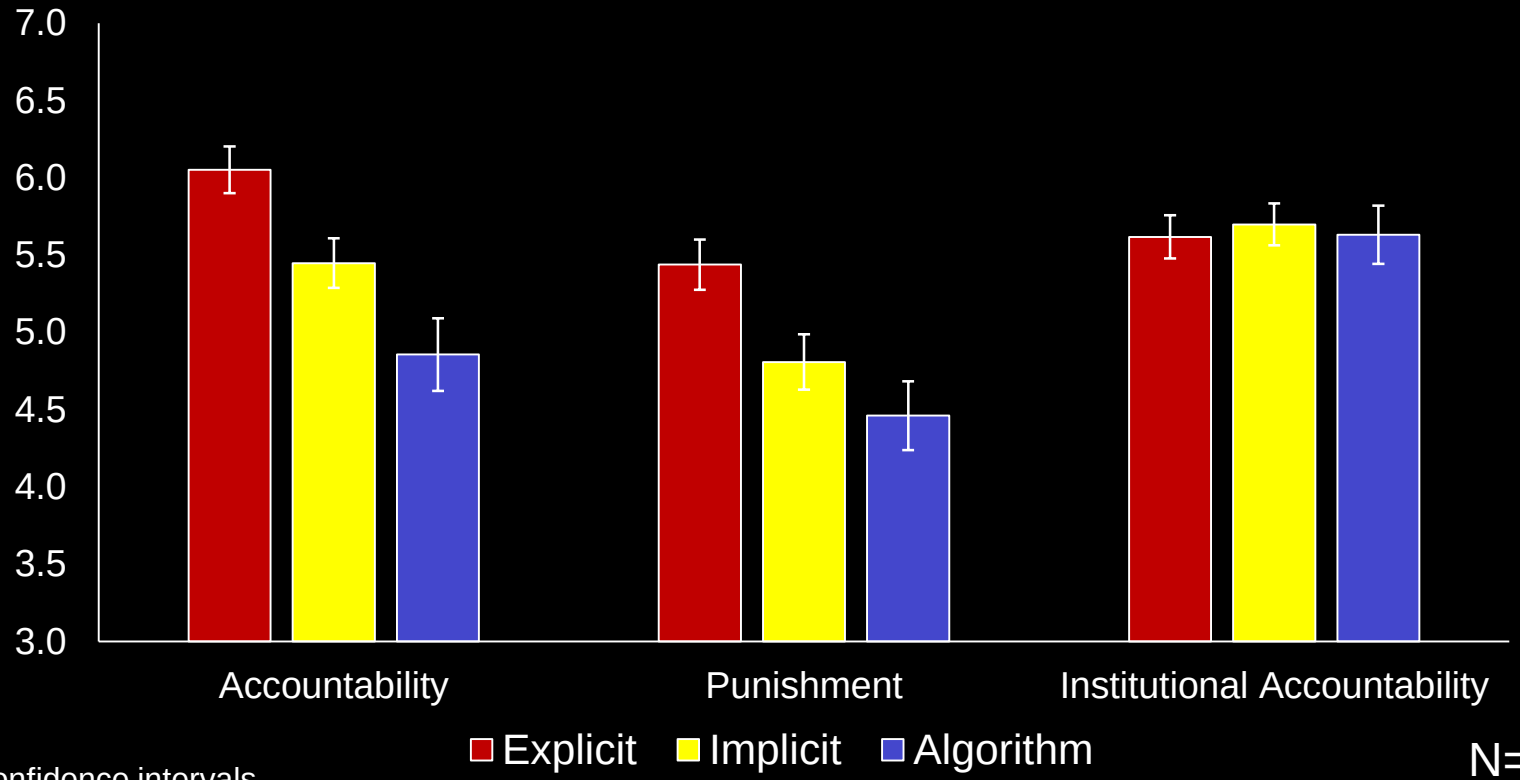
Automating Discrimination



Error bars 95% confidence intervals

N=552

Bias in the Age of AI

Is Artificial Intelligence Racist?

Racial and Gender Bias in AI

Maurizio Santamicone Follow
Apr 2, 2019 · 6 min read ★

Outspoken US Congresswoman Alexandria Ocasio-Cortez recently said that AI can be biased during a Martin Luther King Jr. day event in New York City.

NEWS · 24 OCTOBER 2019 · UPDATE 26 OCTOBER 2019

Millions of black people affected by racial bias in health-care algorithms

Study reveals rampant racism in decision-making software used by US hospitals – and highlights ways to correct it.

Heidi Ledford

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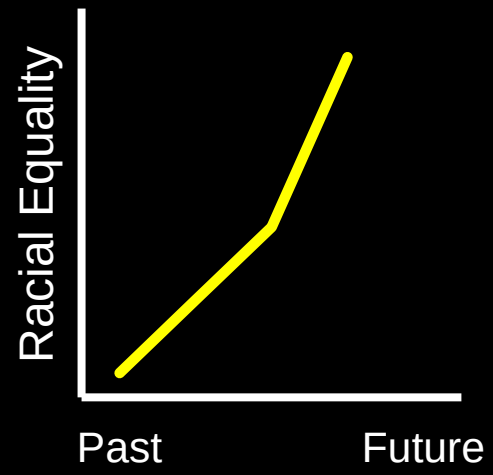

Perceptions of racial equality

What we believe necessary to achieve equality

Reality not Mythology

We cannot reduce racial inequality if we don't acknowledge it, properly identify its causes, and hold people accountable for contributing to it.

Thank You

Michael Kraus

Julian Rucker

Natalie Daumeyer

Ivy Onyeador

Xanni Brown

Ajua Duker

Thank You

https://spcl.yale.edu/

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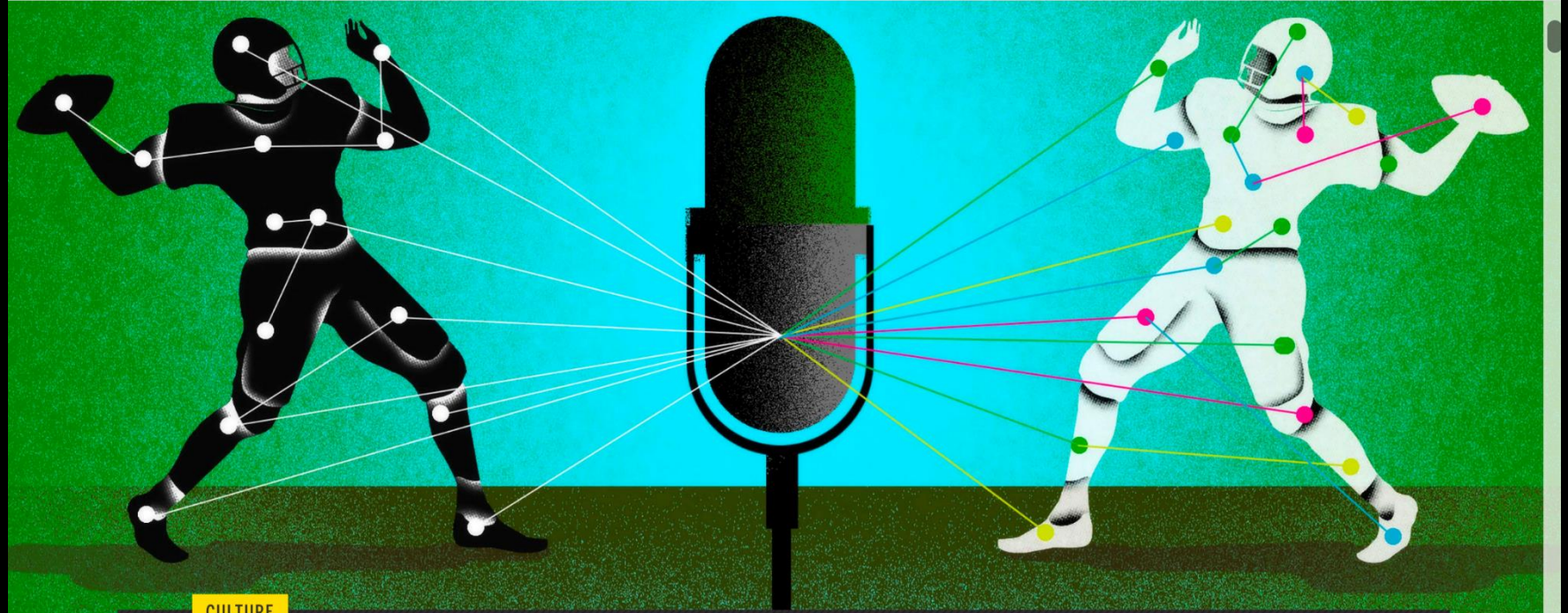
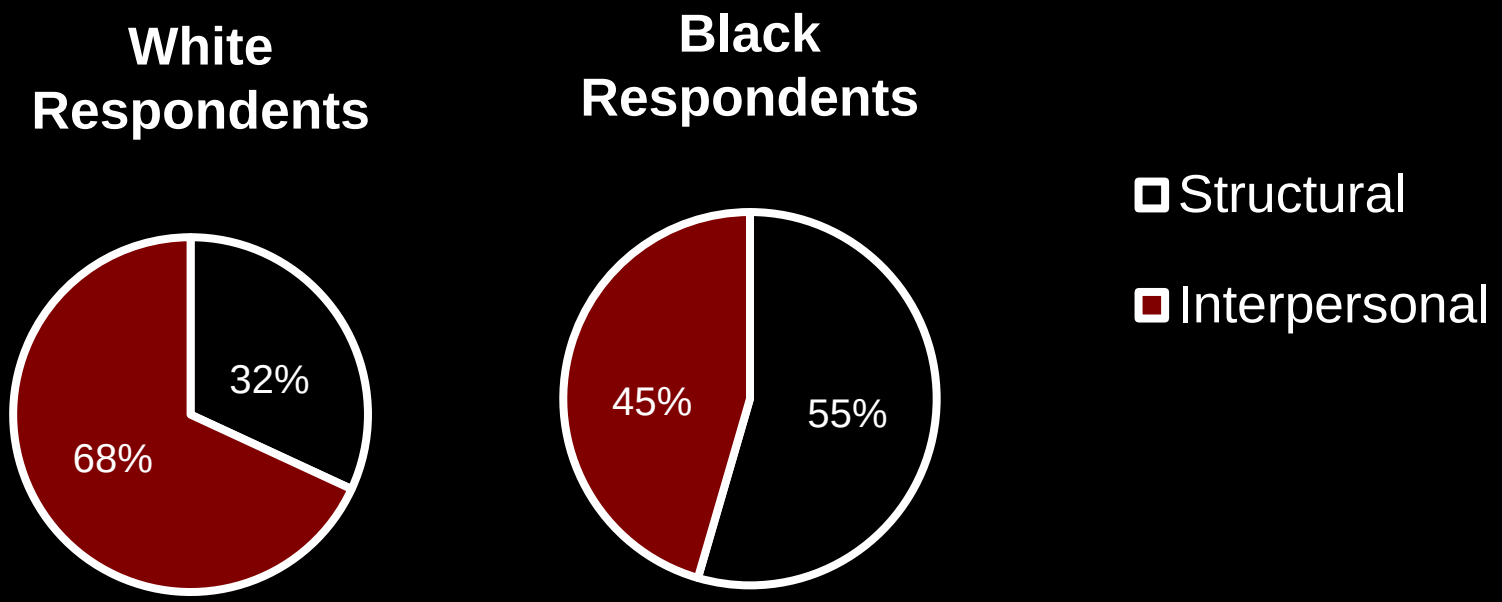
National Science Foundation • Yale University



CULTURE

CAN ARTIFICIAL INTELLIGENCE HELP US UNDERSTAND RACIAL BIAS IN SPORTS?

Which is the bigger problem in US today?



Rucker, Duker, & Richeson (2019)

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