Part 4: Stereotype, Bias, and Stereotype Threat

Strategies for Mitigating Stereotype Threat

- Learn about stereotype threat
- Focus on an alternate, unthreatened identity
- Complete a self-affirmation activity prior to performance
- Reframe the outcome as not indicative of ability or talent
- Adopt a growth mindset instead of a fixed mindset

Strategies for Mitigating Bias

- Recognize and accept that everyone has biases
- Interrogate your research practices for instances of exclusion
- Examine the assumptions and "truths" you have about others
- Remove identifying information when grading assignments
- Learn more about people
- Use concrete outcomes for hiring, evaluation, and promotion

Closing Tips:

1. **Don't underestimate the impact of overgeneralized beliefs.**
   You are not immune to socialization.

2. **Spend as much time unlearning as learning.**
   The unexamined life is not worth living.

3. **Actively work to mitigate bias in engineering.**
You should regularly examine both policies and practices.

Additional Resources:

- **What should you do if you experience or witness instances of bias/discrimination at Virginia Tech?** Report incidents here:

  https://www.facilities.vt.edu/chief-of-staff/human-resources/ReportBias.html

- **Options and Resources for Dealing with Discrimination & Bias** from the Office for Equity and Accessibility

  https://oea.vt.edu/harassment-discrimination/support-resources.html

- **Gender-based discrimination can be reported to the Title IX Office**
  - **Learn more about Title IX, the reporting process, your rights, etc:** https://www.stopabuse.vt.edu/
  - **Know Your Rights Brochure:** https://oea.vt.edu/title-ix-vawa.html

- **Virginia Tech Workshops & Trainings** from the Office for Equity and Accessibility https://oea.vt.edu/workshops.html

- **Inclusive VT Insights** are micro-learning modules available to all Virginia Tech Hokies, anytime, anywhere. Each micro-video speaks to a diversity and inclusion topic. Many include a companion discussion guide for small group work. https://www.inclusive.vt.edu/education/inclusive-insights.html

- **Anti-Discrimination & Anti-Hate Resource List** from the Office for Equity and Accessibility https://oea.vt.edu/anti-discrimination-and-anti-hate-resources.html

- **Cited in class:** Master, A., & Meltzoff, A. N. (2016). Building bridges between psychological science and education: Cultural stereotypes, STEM, and equity. *Prospects*, *46*(2), 215-234.