

## Discussion Questions

1. In a presentation, Professor Will Cox shows two news photos published in the wake of Hurricane Katrina. One shows a young black man walking through swirling water holding a carton of soda. The other shows a white couple in similar water, holding a bag of bread. The caption for the photos read, respectively: "A young man walks through chest-deep water after looting a grocery store" and "Two residents wade through chest-deep water after finding bread and soda." Do you think the writers of these captions thought of themselves as racist?

Answer:

While those who wrote may not have been aware of their own hatred, their word choice shows implicit prejudice. The linguistic distinction between "looting" and "finding" raises assumptions of race about intent. This illustrates how impacts affect reporting even when the authors had no malicious intent.

2. Do you think the manager of the Starbucks in Philadelphia thought of herself as racist?

Answer:

he manager's behaviours imply racial prejudice, even though she may not have considered herself to be racist. She held the two Black males to a different standard than she might have for white customers by presuming they were dangerous or unwanted because they had not made any purchases.

3. Do you think that what happened to Nelson and Robinson would have happened had they been white?

Answer:

White people in the same circumstance probably wouldn't have received the same treatment. Although police are rarely contacted, many people wait for meetings in Starbucks without making any purchases. Whether deliberate or not, racial bias affected the manager's behaviour.

4. What stereotypes were invoked in this case and by whom?

Answer:

Two Black guys sitting in the Starbucks without making any purchases appeared to be viewed by the manager as suspicious or loitering. By treating them as trespassers without first questioning them, the police furthered preconceptions. The preconception that Black men are more inclined to commit crimes, even while they are only waiting for a business appointment, is highlighted by this example.

5. How did stereotyping influence and/or frame the situation for the manager? For the police? For bystanders?

Answer:

Because of her implicit discrimination, the manager believed the men were an issue rather than frequent patrons. The police's prompt demand that they depart without conducting an investigation served to further solidify the stereotype. Andrew Yaffe and other stunned bystanders brought attention to the racial injustice.

6. What is your opinion about Starbucks' response to the arrest of Nelson and Robinson?

Answer:

Starbucks accepted accountability for the incident by expressing regret and admitting its racial bias. Although closing all stores for racial-bias training was a big step, other people thought it was more of a publicity stunt than a long-term fix. Although there was a great reaction, ongoing work beyond a single training session is necessary to achieve long-lasting impact.

7. Will Starbucks' training session on implicit bias have a beneficial impact?

Answer:

Real change requires continuous efforts, but the training session could assist increase awareness. Training on implicit bias by itself won't end prejudice; it needs to be combined with accountability, legal improvements, and organizational culture transformations.

8. Studies show that Latinos receive less pain medication than similarly-situated white patients, that elderly women receive fewer life-saving interventions than elderly men, and that obese children are more likely to be assumed by teachers to be less intelligent than slim children. Are these examples of implicit bias?

Answer:

In fact, these are instances of unconscious bigotry. They demonstrate how unintentional preconceptions affect healthcare and educational decision-making. Despite their best efforts, doctors' unconscious prejudices influence the way they treat patients. Similarly, teachers' expectations and interactions may be impacted if they mistakenly believe that overweight pupils are less capable.

9. Can you think of examples of implicit bias?

Answer:

Implicit bias is subconscious and influences choices in a variety of contexts. Examples include Black patients getting less painkillers, women in leadership roles being called "bossy," and job applicants with ethnic names getting less callbacks. These prejudices contribute to systemic inequality by influencing daily faces, healthcare, education, and employment.

10. Do you think that implicit bias is a serious problem? If so, is it more serious than explicit bias?

Answer:

Because the bias functions subconsciously and affects judgment in ways that people might not be aware of, it is a severe issue. Implicit prejudice is more subtle because people may sincerely think they are fair while yet making biased decisions, whereas explicit bias is visible prejudice. Both are detrimental, but implicit prejudice is a major problem in society since it is more difficult to identify and address.