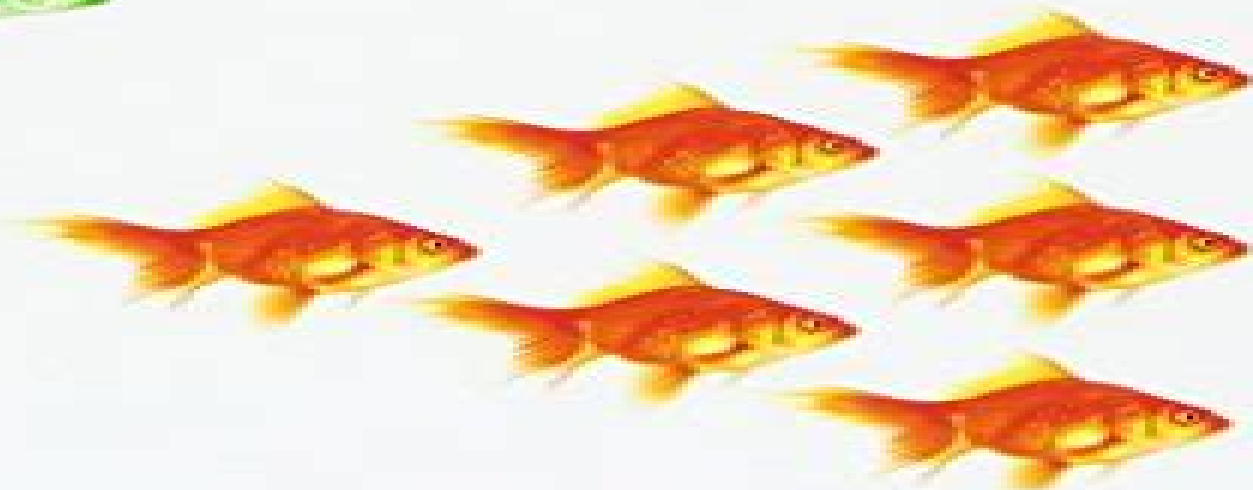


STEREOTYPE THREAT

THEORY, PROCESS, AND APPLICATION



EDITED BY
MICHAEL INZLICH AND TONI SCHMADER

OXFORD

Stereotype Threat Theory Process And Application

Paula J. Caproni



Stereotype Threat Theory Process And Application:

Stereotype Threat Michael Inzlicht, Toni Schmader, 2011-11-15 The 21st century has brought with it unparalleled levels of diversity in the classroom and the workforce. It is now common to see in elementary school, high school, and university classrooms, not to mention boardrooms and factory floors, a mixture of ethnicities, races, genders, and religious affiliations. But these changes in academic and economic opportunities have not directly translated into an elimination of group disparities in academic performance, career opportunities, and levels of advancement. Standard explanations for these disparities, which are vehemently debated in the scientific community and popular press, range from the view that women and minorities are genetically endowed with inferior abilities to the view that members of these demographic groups are products of environments that frustrate the development of the skills needed for success. Although these explanations differ along a continuum of nature vs. nurture, they share in common a presumption that a large chunk of our population lacks the potential to achieve academic and career success. In contrast, the research summarized in this book suggests that factors in one's immediate situation play a critical yet underappreciated role in temporarily suppressing the intellectual performance of women and minorities, creating an illusion of group differences in ability. Research conducted over the course of the last fifteen years suggests the mere existence of cultural stereotypes that assert the intellectual inferiority of these groups creates a threatening intellectual environment for stigmatized individuals, a climate where anything they say or do is interpreted through the lens of low expectations. This stereotype threat can ultimately interfere with intellectual functioning and academic engagement, setting the stage for later differences in educational attainment, career choice, and job advancement.

Stereotype Threat Michael Inzlicht, Toni Schmader, 2011 Why do various racial, ethnic, religious, and gender groups differ in academic and job performance? Standard explanations for these disparities typically invoke either biological or socialization perspectives. The research summarized in this book, however, suggests that subtle reminders of cultural stereotypes play a critical yet underappreciated role in interfering with intellectual performance and in creating an illusion of group differences in ability.

Stereotype Threat Michael Inzlicht, Toni Schmader, 2012 The 21st century has brought with it unparalleled levels of diversity in the classroom and the workforce. It is now common to see in elementary school, high school, and university classrooms, not to mention boardrooms and factory floors, a mixture of ethnicities, races, genders, and religious affiliations. But these changes in academic and economic opportunities have not directly translated into an elimination of group disparities in academic performance, career opportunities, and levels of advancement. Standard explanations for these disparities, which are vehemently debated in the scientific community and popular press, range from the view that women and minorities are genetically endowed with inferior abilities to the view that members of these demographic groups are products of environments that frustrate the development of the skills needed for success. Although these explanations differ along a continuum of nature vs. nurture, they share in common a presumption that

a large chunk of our population lacks the potential to achieve academic and career success In contrast to intractable factors like biology or upbringing the research summarized in this book suggests that factors in one's immediate situation play a critical yet underappreciated role in temporarily suppressing the intellectual performance of women and minorities creating an illusion of group differences in ability Research conducted over the course of the last fifteen years suggests the mere existence of cultural stereotypes that assert the intellectual inferiority of these groups creates a threatening intellectual environment for stigmatized individuals a climate where anything they say or do is interpreted through the lens of low expectations This stereotype threat can ultimately interfere with intellectual functioning and academic engagement setting the stage for later differences in educational attainment career choice and job advancement

Personal Autonomy and Social Oppression Marina A.L. Oshana, 2014-11-13 Personal Autonomy and Social Oppression addresses the impact of social conditions especially subordinating conditions on personal autonomy The essays in this volume are concerned with the philosophical concept of autonomy or self governance and with the impact on relational autonomy of the oppressive circumstances persons must navigate They address on the one hand questions of the theoretical structure of personal autonomy given various kinds of social oppression and on the other how contexts of social oppression make autonomy difficult or impossible

The Dynamics of Epistemic Injustice Amandine Catala, 2025-03-07 Epistemic injustice refers to the injustice that a person suffers specifically in their capacity as a knower i.e. as someone who produces conveys or uses knowledge Epistemic injustice occurs every day when members of non dominant groups are not included or taken seriously in conversations or social representations due to individual or societal biases Epistemic injustice is inherently connected to epistemic power and epistemic agency understanding and addressing epistemic injustice allows us to better understand and address epistemic power and agency and vice versa Yet despite vast and rich discussions of epistemic injustice which often invoke the notions of epistemic power and epistemic agency both notions remain undertheorized and hence largely elusive Amandine Catala offers a systematic account of epistemic power and agency by turning to the dynamics of epistemic injustice that is the many forms epistemic injustice can take the different sites and mechanisms through which it operates and the various transformations consequently required to cultivate greater epistemic justice Adopting standpoint theory as both a theoretical and a methodological framework Catala considers several pressing social questions such as deliberative impasses in divided societies colonial memory academic migration the underrepresentation of members of non dominant groups in certain fields the marginalization of minoritized minds such as intellectually disabled people and the underdiagnosing of autistic women By analyzing these social questions through the lens of the dynamics of epistemic injustice this book makes two main contributions it develops a systematic account of epistemic power and agency that highlights the interaction between individual and structural factors and it offers a pluralist account of epistemic injustice and agency that reveals their non propositional and non verbal dimensions

Understanding Barriers to Workplace Equality: A Focus on the

Target's Perspective Michelle K. Ryan, Christopher T. Begeny, Renata Bongiorno, Teri Kirby, Thekla Morgenroth, 2020-08-07

The Oxford Handbook of Social Cognition, Second Edition Donal E. Carlston, Kurt Hugenberg, Kerri L. Johnson, 2024 This revised edition overhauls the first edition with a majority of chapters reconceptualized focusing on offering a comprehensive review and a new multigenerational perspective The chapter also includes a multitude of new topics including gender identity intersectionality prejudice happiness and wellbeing questionnaire methodology and more *The Science of Success: What Researchers Know that You Should Know* Paula J. Caproni, 2016-12-08 Short description *Handbook of Prejudice, Stereotyping, and Discrimination* Todd D. Nelson, 2024-11-29 This new edition of this bestselling handbook offers a comprehensive and scholarly overview of the latest research on prejudice stereotyping and discrimination Now in its third edition the book provides a full update of its highly successful predecessor and features new material on topics such as antisemitism mental illness stigma sexual and gender identity prejudice anti fat prejudice politics and prejudice ableism evolutionary theory and prejudice and anti immigration prejudice The book is divided into four main parts that consider the origins of prejudice cognitive affective and motivational processes in prejudice targets of prejudice and reducing prejudice The volume is written by eminent researchers who explore topics by presenting an overview of current and cutting edge research and where appropriate developing new theory models or scales Handbook of Prejudice Stereotyping and Discrimination is an essential text for graduate students instructors and researchers in social and personality psychology It is also an invaluable reference for academics and professionals in sociology communication studies and the social sciences as well as government workers and policymakers *Implicit Bias and Philosophy, Volume 1* Michael Brownstein, Jennifer Saul, 2016-04-01 There is abundant evidence that most people often in spite of their conscious beliefs values and attitudes have implicit biases Implicit bias is a term of art referring to evaluations of social groups that are largely outside conscious awareness or control These evaluations are typically thought to involve associations between social groups and concepts or roles like violent lazy nurturing assertive scientist and so on Such associations result at least in part from common stereotypes found in contemporary liberal societies about members of these groups Implicit Bias and Philosophy brings the work of leading philosophers and psychologists together to explore core areas of psychological research on implicit or unconscious bias as well as the ramifications of implicit bias for core areas of philosophy Volume I Metaphysics and Epistemology is comprised of two sections The Nature of Implicit Attitudes Implicit Bias and Stereotype Threat and Skepticism Social Knowledge and Rationality The first section contains chapters examining the relationship between implicit attitudes and dual process models of the mind the role of affect in the formation and change of implicit associations the unity or disunity of implicit attitudes whether implicit biases are mental states at all and whether performances on stereotype relevant tasks are automatic and unconscious or intentional and strategic The second section contains chapters examining implicit bias and skepticism the effects of implicit bias on scientific research the accessibility of social stereotypes in

epistemic environments the effects of implicit bias on the self perception of members of stigmatized social groups as rational agents the role of gender stereotypes in philosophy and the role of heuristics in biased reasoning This volume can be read independently of or in conjunction with a second volume of essays Volume II Moral Responsibility Structural Injustice and Ethics which explores the themes of moral responsibility in implicit bias structural injustice in society and strategies for implicit attitude change

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