WEBVTT

00:00:00.000 --> 00:00:02.770 I'm very pleased to introduce

00:00:02.770 --> 00:00:05.564 Professor Betsy Levy Paluck to give

00:00:05.564 --> 00:00:07.286 the annual lecture for the Division

00:00:07.286 --> 00:00:09.069 of Prevention and Community Research.

00:00:09.070 --> 00:00:11.576 Doctor Pollack is professor and acting chair

00:00:11.576 --> 00:00:13.949 of psychology at Princeton University,

00:00:13.950 --> 00:00:15.917 where she is also professor of public

00:00:15.917 --> 00:00:17.540 affairs and the faculty associate

00:00:17.540 --> 00:00:19.355 in the Department of Politics.

00:00:19.360 --> 00:00:21.992 She also serves as deputy director of the

00:00:21.992 --> 00:00:23.853 common Treatment Center for Behavioral

00:00:23.853 --> 00:00:25.763 Science and Policy at Princeton.

00:00:25.770 --> 00:00:27.705 After completing her undergraduate and

00:00:27.705 --> 00:00:29.970 doctoral degrees in psychology at Yale,

NOTE Confidence: 0.886249067777778

00:00:29.970 --> 00:00:32.196 she spent two years as an Academy

NOTE Confidence: 0.886249067777778

00:00:32.196 --> 00:00:33.150 scholar at Harvard.

NOTE Confidence: 0.886249067777778

00:00:33.150 --> 00:00:35.418 Before joining the faculty at Princeton,

NOTE Confidence: 0.886249067777778

00:00:35.420 --> 00:00:37.598 where she has remained ever since.

NOTE Confidence: 0.886249067777778

00:00:37.600 --> 00:00:40.225 Doctor Pollack is a leading researcher on

NOTE Confidence: 0.886249067777778

00:00:40.225 --> 00:00:42.490 prejudice and intergroup conflict reduction.

NOTE Confidence: 0.886249067777778

00:00:42.490 --> 00:00:44.185 Conducting her research using field

NOTE Confidence: 0.886249067777778

00:00:44.185 --> 00:00:46.330 experiments in the US and Africa,

NOTE Confidence: 0.886249067777778

00:00:46.330 --> 00:00:49.312 and focusing on mass media and

NOTE Confidence: 0.886249067777778

00:00:49.312 --> 00:00:50.306 interpersonal communication.

NOTE Confidence: 0.886249067777778

00:00:50.310 --> 00:00:52.242 Much of our research has examined

NOTE Confidence: 0.886249067777778

00:00:52.242 --> 00:00:53.972 social norms and group influence

NOTE Confidence: 0.886249067777778

00:00:53.972 --> 00:00:55.887 through peers and role models.

NOTE Confidence: 0.886249067777778

00:00:55.890 --> 00:00:56.834 Narrative communication,

NOTE Confidence: 0.886249067777778

00:00:56.834 --> 00:00:59.666 and group discussion as a vehicle

NOTE Confidence: 0.886249067777778

00:00:59.666 --> 00:01:01.804 for behavior change her research

NOTE Confidence: 0.886249067777778

00:01:01.804 --> 00:01:03.976 on social norms and social networks

NOTE Confidence: 0.886249067777778

00:01:03.976 --> 00:01:05.878 has identified strategies for

NOTE Confidence: 0.886249067777778

00:01:05.878 --> 00:01:06.998 reducing discrimination,

NOTE Confidence: 0.886249067777778

00:01:07.000 --> 00:01:09.100 as well as bullying and ethnic conflict.

NOTE Confidence: 0.886249067777778

00:01:09.100 --> 00:01:10.402 In various contexts,

NOTE Confidence: 0.886249067777778

00:01:10.402 --> 00:01:12.138 including American high schools

NOTE Confidence: 0.886249067777778

00:01:12.138 --> 00:01:14.020 and post conflict, Rwanda.

NOTE Confidence: 0.886249067777778

00:01:14.020 --> 00:01:16.340 Her translation of theories

NOTE Confidence: 0.886249067777778

00:01:16.340 --> 00:01:18.080 and social psychology,

NOTE Confidence: 0.886249067777778

00:01:18.080 --> 00:01:20.000 which are usually developed and

NOTE Confidence: 0.886249067777778

00:01:20.000 --> 00:01:21.536 tested in laboratory experiments

NOTE Confidence: 0.886249067777778

00:01:21.540 --> 00:01:23.228 into real-world interventions and

NOTE Confidence: 0.886249067777778

00:01:23.228 --> 00:01:25.338 randomized control of field experiments,

NOTE Confidence: 0.886249067777778

00:01:25.340 --> 00:01:27.440 has resulted in discoveries of

NOTE Confidence: 0.886249067777778

00:01:27.440 --> 00:01:29.540 new ways to positively influence

00:01:29.616 --> 00:01:31.620 individual and group behavior.

00:01:31.620 --> 00:01:33.810 Doctor Pollock is the author of

00:01:33.810 --> 00:01:35.270 numerous publications and the

00:01:35.334 --> 00:01:37.488 recipient of many honors and awards,

00:01:37.490 --> 00:01:39.464 including an early career award from

00:01:39.464 --> 00:01:41.718 the Society for the Study of Peace,

00:01:41.720 --> 00:01:42.211 Conflict,

00:01:42.211 --> 00:01:44.666 and Violence with the American

00:01:44.666 --> 00:01:47.095 Psychological Association and in two

00:01:47.095 --> 00:01:49.459 2017 selection as a MacArthur Fellow,

00:01:49.460 --> 00:01:51.710 which involves recognition as one

00:01:51.710 --> 00:01:53.960 of 24 talented individuals showing

00:01:54.032 --> 00:01:55.790 extraordinary originality and

00:01:55.790 --> 00:01:58.134 dedication in creative pursuits.

00:01:58.140 --> 00:01:59.532 As activists, artists,

NOTE Confidence: 0.886249067777778

00:01:59.532 --> 00:02:01.852 scholars or scientists and receiving

NOTE Confidence: 0.886249067777778

00:02:01.852 --> 00:02:03.530 an unrestricted fellowship.

NOTE Confidence: 0.886249067777778

00:02:03.530 --> 00:02:05.679 For five years from the Kathryn D

NOTE Confidence: 0.886249067777778

00:02:05.679 --> 00:02:07.848 from the John D and Catherine T.

NOTE Confidence: 0.886249067777778

00:02:07.850 --> 00:02:08.894 MacArthur foundation.

NOTE Confidence: 0.886249067777778

00:02:08.894 --> 00:02:11.817 In addition to MacArthur funding, Dr.

NOTE Confidence: 0.886249067777778

00:02:11.817 --> 00:02:13.659 Pollack has been funded by the

NOTE Confidence: 0.886249067777778

00:02:13.659 --> 00:02:14.580 National Science Foundation,

NOTE Confidence: 0.886249067777778

00:02:14.580 --> 00:02:17.136 the Canadian Institute for Advanced Research,

NOTE Confidence: 0.886249067777778

00:02:17.140 --> 00:02:18.646 and numerous foundations,

NOTE Confidence: 0.886249067777778

00:02:18.646 --> 00:02:20.830 including WT, Grant, Russell,

NOTE Confidence: 0.886249067777778

00:02:20.830 --> 00:02:23.190 Sage Spencer and Guggenheim.

NOTE Confidence: 0.886249067777778

00:02:23.190 --> 00:02:25.126 We are very pleased to have her talk

NOTE Confidence: 0.886249067777778

00:02:25.126 --> 00:02:27.428 with us today about prejudice reduction,

NOTE Confidence: 0.886249067777778

00:02:27.430 --> 00:02:28.840 progress and challenges.

NOTE Confidence: 0.886249067777778

00:02:28.840 --> 00:02:29.780 Doctor Powell.

NOTE Confidence: 0.946118104285714

00:02:32.360 --> 00:02:34.159 Thank you so much for that welcome.

NOTE Confidence: 0.946118104285714

00:02:34.160 --> 00:02:39.090 I'm really excited to be here. You know I am.

NOTE Confidence: 0.946118104285714

00:02:39.090 --> 00:02:42.400 When about two years ago when I completed

NOTE Confidence: 0.946118104285714

00:02:42.400 --> 00:02:44.229 this manuscript that I'm going to

NOTE Confidence: 0.946118104285714

00:02:44.229 --> 00:02:46.661 talk to you about today, I hit send.

NOTE Confidence: 0.946118104285714

00:02:46.661 --> 00:02:49.230 We went into lockdown a few days

NOTE Confidence: 0.946118104285714

00:02:49.323 --> 00:02:51.579 later and a few days later,

NOTE Confidence: 0.946118104285714

00:02:51.580 --> 00:02:54.650 after that I had a baby and I really had

NOTE Confidence: 0.946118104285714

00:02:54.733 --> 00:02:57.640 no idea that I would be able to share

NOTE Confidence: 0.946118104285714

00:02:57.640 --> 00:03:01.040 this paper with as many audiences as I have.

NOTE Confidence: 0.946118104285714

00:03:01.040 --> 00:03:03.146 I, I just couldn't expect that

NOTE Confidence: 0.946118104285714

00:03:03.146 --> 00:03:05.400 zoom would allow me to do this,

NOTE Confidence: 0.946118104285714

00:03:05.400 --> 00:03:06.880 and that's a silver lining

NOTE Confidence: 0.946118104285714

00:03:06.880 --> 00:03:08.670 for me like this right now.

NOTE Confidence: 0.946118104285714

00:03:08.670 --> 00:03:10.450 There's a silver lining.

NOTE Confidence: 0.946118104285714

00:03:10.450 --> 00:03:12.675 Despite all of the isolation

NOTE Confidence: 0.946118104285714

00:03:12.675 --> 00:03:14.349 that came afterward.

NOTE Confidence: 0.946118104285714

00:03:14.350 --> 00:03:16.282 Because this is a paper that

NOTE Confidence: 0.946118104285714

00:03:16.282 --> 00:03:18.060 I feel so strongly about,

NOTE Confidence: 0.946118104285714

00:03:18.060 --> 00:03:24.980 and to me it it it's a circling back of

NOTE Confidence: 0.946118104285714

00:03:24.980 --> 00:03:27.275 a broad look that I took at the prejudice

NOTE Confidence: 0.946118104285714

00:03:27.275 --> 00:03:29.086 reduction field very early in my career.

NOTE Confidence: 0.946118104285714

00:03:29.090 --> 00:03:30.805 And I'll tell you about about why

NOTE Confidence: 0.946118104285714

00:03:30.805 --> 00:03:33.021 that is so I'm I'm also just really

NOTE Confidence: 0.946118104285714

00:03:33.021 --> 00:03:34.826 excited to be here because this

NOTE Confidence: 0.946118104285714

00:03:34.826 --> 00:03:36.441 is the first psychiatry audience

NOTE Confidence: 0.946118104285714

00:03:36.441 --> 00:03:38.466 I've presented to on the topic.

NOTE Confidence: 0.946118104285714

00:03:38.466 --> 00:03:41.007 And that's just really meaningful for me.

NOTE Confidence: 0.946118104285714

00:03:41.010 --> 00:03:42.970 I love presenting to lots

NOTE Confidence: 0.946118104285714

00:03:42.970 --> 00:03:44.146 of different audiences,

NOTE Confidence: 0.946118104285714

00:03:44.150 --> 00:03:46.054 and this paper has been taken out

NOTE Confidence: 0.946118104285714

00:03:46.054 --> 00:03:47.974 over the course of the pandemic

NOTE Confidence: 0.946118104285714

00:03:47.974 --> 00:03:49.370 to many different audiences,

NOTE Confidence: 0.946118104285714

00:03:49.370 --> 00:03:50.800 and I've had really interesting

NOTE Confidence: 0.946118104285714

00:03:50.800 --> 00:03:51.658 feedback from them,

NOTE Confidence: 0.946118104285714

00:03:51.660 --> 00:03:52.900 and I really look forward

NOTE Confidence: 0.946118104285714

00:03:52.900 --> 00:03:54.140 to your feedback as well.

NOTE Confidence: 0.946118104285714

00:03:54.140 --> 00:03:56.918 So thanks again for having me.

NOTE Confidence: 0.946118104285714

00:03:56.920 --> 00:03:59.062 I want to start out by acknowledging

NOTE Confidence: 0.946118104285714

00:03:59.062 --> 00:04:00.839 my Co authors on the paper.

NOTE Confidence: 0.946118104285714

00:04:00.840 --> 00:04:01.552 Ronnie Parrot,

NOTE Confidence: 0.946118104285714

00:04:01.552 --> 00:04:04.779 who is on the left hand side and is a

NOTE Confidence: 0.946118104285714

00:04:04.780 --> 00:04:07.000 professor at Hebrew University Chelsea Clark,

NOTE Confidence: 0.946118104285714

00:04:07.000 --> 00:04:10.577 who is an absolute star graduate student.

NOTE Confidence: 0.946118104285714

00:04:10.580 --> 00:04:12.835 So watch that space for

NOTE Confidence: 0.946118104285714

00:04:12.835 --> 00:04:14.639 Chelsea and Donald Green,

00:04:14.640 --> 00:04:18.037 who was my mentor at Yale and he was in the

00:04:18.037 --> 00:04:20.857 political science department at the time.

00:04:20.860 --> 00:04:22.228 You know, of course,

00:04:22.228 --> 00:04:24.575 he's my forever mentor now and we

00:04:24.575 --> 00:04:26.640 recently as I as I just mentioned,

00:04:26.640 --> 00:04:27.645 so we we.

00:04:27.645 --> 00:04:29.422 Published this paper called the

00:04:29.422 --> 00:04:30.966 Prejudice Reduction Progress and

00:04:30.966 --> 00:04:33.331 Challenges in the annual review of

00:04:33.331 --> 00:04:35.905 psychology and in this paper we're

00:04:35.905 --> 00:04:39.050 asking what works to reduce prejudice,

00:04:39.050 --> 00:04:41.450 and this was a paper that I wrote.

00:04:41.450 --> 00:04:43.506 This was a a calling back to a

00:04:43.506 --> 00:04:45.397 previous paper that I wrote with Don

00:04:45.397 --> 00:04:47.230 my advisor as a graduate student,

00:04:47.230 --> 00:04:50.356 and it was inspired when Don was

NOTE Confidence: 0.946118104285714

00:04:50.356 --> 00:04:52.271 teaching a course on political

NOTE Confidence: 0.946118104285714

00:04:52.271 --> 00:04:53.880 intolerance and hate crime,

NOTE Confidence: 0.946118104285714

00:04:53.880 --> 00:04:56.480 and I was his TA from the psychology

NOTE Confidence: 0.946118104285714

00:04:56.480 --> 00:04:57.080 department and.

NOTE Confidence: 0.946118104285714

00:04:57.080 --> 00:04:58.880 He said to me, you know,

NOTE Confidence: 0.946118104285714

00:04:58.880 --> 00:05:01.400 we're going to spend a long time

NOTE Confidence: 0.946118104285714

00:05:01.400 --> 00:05:04.162 going over the the political and

NOTE Confidence: 0.946118104285714

00:05:04.162 --> 00:05:06.487 social and economic conditions that

NOTE Confidence: 0.946118104285714

00:05:06.564 --> 00:05:09.336 lead to intolerance to to hate crime.

NOTE Confidence: 0.946118104285714

00:05:09.340 --> 00:05:10.152 It's a.

NOTE Confidence: 0.946118104285714

00:05:10.152 --> 00:05:12.994 It's a fairly stern and depressing slog,

NOTE Confidence: 0.946118104285714

00:05:13.000 --> 00:05:15.586 and I like to end on, you know,

NOTE Confidence: 0.946118104285714

00:05:15.586 --> 00:05:16.878 some notes of promise.

NOTE Confidence: 0.946118104285714

00:05:16.880 --> 00:05:19.470 So what do we know about about

NOTE Confidence: 0.946118104285714

00:05:19.470 --> 00:05:22.120 reducing prejudice and and it's

NOTE Confidence: 0.946118104285714

00:05:22.120 --> 00:05:24.192 behavioral expressions from psychology?

NOTE Confidence: 0.946118104285714

00:05:24.192 --> 00:05:26.846 I said no problem, I've got you.

NOTE Confidence: 0.946118104285714

00:05:26.846 --> 00:05:28.156 You know our field was.

NOTE Confidence: 0.946118104285714

00:05:28.160 --> 00:05:30.456 You know in part founded around this,

NOTE Confidence: 0.946118104285714

00:05:30.460 --> 00:05:32.441 there is such a such a big

NOTE Confidence: 0.946118104285714

00:05:32.441 --> 00:05:33.290 field prejudice reduction.

NOTE Confidence: 0.966118285454545

00:05:33.290 --> 00:05:34.658 I'll come back with some really

NOTE Confidence: 0.966118285454545

00:05:34.658 --> 00:05:35.820 convincing papers and he said,

NOTE Confidence: 0.966118285454545

00:05:35.820 --> 00:05:37.390 you know, to be convincing.

NOTE Confidence: 0.966118285454545

00:05:37.390 --> 00:05:39.316 I would like them to have

NOTE Confidence: 0.966118285454545

00:05:39.316 --> 00:05:40.279 some causal identification.

NOTE Confidence: 0.966118285454545

00:05:40.280 --> 00:05:41.660 I would like them, you know,

NOTE Confidence: 0.966118285454545

00:05:41.660 --> 00:05:43.780 to have some behavioral measurement,

NOTE Confidence: 0.966118285454545

00:05:43.780 --> 00:05:44.971 not just attitudinal.

NOTE Confidence: 0.966118285454545

00:05:44.971 --> 00:05:47.572 I said got it, and I found that

NOTE Confidence: 0.966118285454545

00:05:47.572 --> 00:05:49.395 the search was a lot harder than

NOTE Confidence: 0.966118285454545

00:05:49.395 --> 00:05:51.339 I thought it would be that I had.

NOTE Confidence: 0.966118285454545

00:05:51.340 --> 00:05:52.604 Maybe some unfounded optimism

NOTE Confidence: 0.966118285454545

00:05:52.604 --> 00:05:55.278 in in what we had found so far

NOTE Confidence: 0.966118285454545

00:05:55.278 --> 00:05:56.710 in the psychology literature.

NOTE Confidence: 0.966118285454545

00:05:56.710 --> 00:05:58.600 And so I just kept searching and

NOTE Confidence: 0.966118285454545

00:05:58.600 --> 00:06:00.648 it ended up in this mega paper,

NOTE Confidence: 0.966118285454545

00:06:00.650 --> 00:06:02.700 in which we essentially hoovered

NOTE Confidence: 0.966118285454545

00:06:02.700 --> 00:06:04.610 up all that there was not just

NOTE Confidence: 0.966118285454545

00:06:04.610 --> 00:06:06.310 in the field of psychology,

NOTE Confidence: 0.966118285454545

00:06:06.310 --> 00:06:08.466 but in all of the social sciences.

NOTE Confidence: 0.966118285454545

00:06:08.470 --> 00:06:09.690 The the policy literature,

NOTE Confidence: 0.966118285454545

00:06:09.690 --> 00:06:10.605 the grey literature.

NOTE Confidence: 0.966118285454545

00:06:10.610 --> 00:06:11.670 So we were searching for,

NOTE Confidence: 0.966118285454545

00:06:11.670 --> 00:06:12.915 published and unpublished,

NOTE Confidence: 0.966118285454545

00:06:12.915 --> 00:06:15.405 and even across the biomedical sciences,

00:06:15.410 --> 00:06:16.706 to ask you know, what, what,

00:06:16.706 --> 00:06:18.186 what's being done in many,

00:06:18.190 --> 00:06:19.396 many different fields.

00:06:19.396 --> 00:06:21.406 It resulted in this paper,

00:06:21.410 --> 00:06:23.678 which was really a narrative review

00:06:23.678 --> 00:06:26.790 because there were so many studies out there.

00:06:26.790 --> 00:06:29.160 That were quite descriptive and

00:06:29.160 --> 00:06:30.840 descriptive of really interesting

00:06:30.840 --> 00:06:33.360 ideas on how to reduce prejudice,

00:06:33.360 --> 00:06:35.466 but the evidence and this is

00:06:35.466 --> 00:06:37.809 what we argue in this paper,

00:06:37.810 --> 00:06:39.196 was depressingly thin,

00:06:39.196 --> 00:06:41.044 particularly for this question

00:06:41.044 --> 00:06:43.810 that I've put here up at the top.

00:06:43.810 --> 00:06:45.460 What works to reduce prejudice?

00:06:45.460 --> 00:06:46.010 What?

NOTE Confidence: 0.966118285454545

00:06:46.010 --> 00:06:49.310 What can cause reductions in attitudes,

NOTE Confidence: 0.966118285454545

00:06:49.310 --> 00:06:50.546 emotions, norms,

NOTE Confidence: 0.966118285454545

00:06:50.546 --> 00:06:52.400 or particularly behaviors?

NOTE Confidence: 0.966118285454545

00:06:52.400 --> 00:06:55.137 And so the call that we put

NOTE Confidence: 0.966118285454545

00:06:55.137 --> 00:06:56.790 in this paper was.

NOTE Confidence: 0.966118285454545

00:06:56.790 --> 00:06:58.865 To see more experimentation that

NOTE Confidence: 0.966118285454545

00:06:58.865 --> 00:07:00.940 could tell us something about

NOTE Confidence: 0.966118285454545

00:07:01.014 --> 00:07:02.904 causal inference and to see it

NOTE Confidence: 0.966118285454545

00:07:02.904 --> 00:07:05.170 out in the field to see whether

NOTE Confidence: 0.966118285454545

00:07:05.170 --> 00:07:07.252 behavior could change in that rich

NOTE Confidence: 0.966118285454545

00:07:07.252 --> 00:07:09.070 thicket of reality out there.

NOTE Confidence: 0.966118285454545

00:07:09.070 --> 00:07:10.810 And and you know,

NOTE Confidence: 0.966118285454545

00:07:10.810 --> 00:07:12.115 particularly whether these

NOTE Confidence: 0.966118285454545

00:07:12.115 --> 00:07:14.339 programs could be successful in

NOTE Confidence: 0.966118285454545

00:07:14.339 --> 00:07:16.865 the places they were intended for,

00:07:16.870 --> 00:07:19.646 so we were less interested in the in

00:07:19.646 --> 00:07:22.828 the proof of concept as small lab studies.

00:07:22.830 --> 00:07:24.370 But that that was the call that we put out,

00:07:24.370 --> 00:07:26.962 and so now it's 12 years later and I

00:07:26.962 --> 00:07:30.130 have a lab of my own with students of my own,

00:07:30.130 --> 00:07:31.978 and it almost became a personality test

00:07:31.978 --> 00:07:34.287 for us as we started discussing this,

00:07:34.290 --> 00:07:36.330 Ronnie was the postdoc in my lab at the time.

00:07:36.330 --> 00:07:37.720 Chelsea was a new graduate

00:07:37.720 --> 00:07:38.832 student and we said,

00:07:38.840 --> 00:07:39.360 you know,

00:07:39.360 --> 00:07:41.716 do we think the field has changed since this

00:07:41.716 --> 00:07:44.050 this call to arms in the in the last paper?

00:07:44.050 --> 00:07:46.010 I shouldn't say call to arms it's senses.

00:07:46.010 --> 00:07:47.762 You know this Clarion call or

15

00:07:47.762 --> 00:07:48.930 this this this encouragement,

NOTE Confidence: 0.966118285454545

00:07:48.930 --> 00:07:49.262 right?

NOTE Confidence: 0.966118285454545

00:07:49.262 --> 00:07:51.254 So we decided to review the

NOTE Confidence: 0.966118285454545

00:07:51.254 --> 00:07:52.900 literature again going back that.

NOTE Confidence: 0.966118285454545

00:07:52.900 --> 00:07:54.544 The past number of years since

NOTE Confidence: 0.966118285454545

00:07:54.544 --> 00:07:55.640 we published that paper.

NOTE Confidence: 0.966118285454545

00:07:55.640 --> 00:07:55.934 OK,

NOTE Confidence: 0.966118285454545

00:07:55.934 --> 00:07:57.404 so that's my that's the

NOTE Confidence: 0.966118285454545

00:07:57.404 --> 00:07:58.580 history of this paper,

NOTE Confidence: 0.966118285454545

00:07:58.580 --> 00:08:00.560 and we decided to ask three

NOTE Confidence: 0.966118285454545

00:08:00.560 --> 00:08:01.880 questions in this paper.

NOTE Confidence: 0.966118285454545

00:08:01.880 --> 00:08:04.728 So what's happened in the last dozen years?

NOTE Confidence: 0.966118285454545

00:08:04.730 --> 00:08:06.335 What are the average effects

NOTE Confidence: 0.966118285454545

00:08:06.335 --> 00:08:07.298 of the interventions?

NOTE Confidence: 0.966118285454545

00:08:07.300 --> 00:08:10.144 So in my last paper in our last paper,

NOTE Confidence: 0.966118285454545

00:08:10.150 --> 00:08:12.325 we used studies that were

NOTE Confidence: 0.966118285454545

00:08:12.325 --> 00:08:14.065 purely qualitative all the

NOTE Confidence: 0.966118285454545

00:08:14.065 --> 00:08:16.370 way to purely quantitative,

NOTE Confidence: 0.966118285454545

00:08:16.370 --> 00:08:18.040 and we decided to really

NOTE Confidence: 0.966118285454545

00:08:18.040 --> 00:08:19.710 focus on studies this time

NOTE Confidence: 0.951177063913043

00:08:19.779 --> 00:08:22.621 that had quantitative measures so that we

NOTE Confidence: 0.951177063913043

00:08:22.621 --> 00:08:25.089 could have calculate an average effect.

NOTE Confidence: 0.951177063913043

00:08:25.090 --> 00:08:27.092 We also decided to focus on experiments

NOTE Confidence: 0.951177063913043

00:08:27.092 --> 00:08:29.330 so that we could really focus in on

NOTE Confidence: 0.951177063913043

00:08:29.330 --> 00:08:31.570 what do we know about causal effects.

NOTE Confidence: 0.951177063913043

00:08:31.570 --> 00:08:33.265 And then finally the third

NOTE Confidence: 0.951177063913043

00:08:33.265 --> 00:08:34.960 question that this paper poses.

NOTE Confidence: 0.951177063913043

00:08:34.960 --> 00:08:37.102 Can social science answer the public

NOTE Confidence: 0.951177063913043

00:08:37.102 --> 00:08:39.359 call to reduce prejudice in the world?

NOTE Confidence: 0.951177063913043

00:08:39.360 --> 00:08:42.195 And since I just gave you the timeline of

NOTE Confidence: 0.951177063913043

00:08:42.195 --> 00:08:45.087 of when I hit send on the final draft,

NOTE Confidence: 0.951177063913043

00:08:45.090 --> 00:08:47.764 you know that the the the public

NOTE Confidence: 0.951177063913043

00:08:47.764 --> 00:08:49.940 school got a lot louder.

NOTE Confidence: 0.951177063913043

00:08:49.940 --> 00:08:52.656 As as we were publishing this paper,

NOTE Confidence: 0.951177063913043

00:08:52.660 --> 00:08:55.676 and so the stakes seemed to be appropriately

NOTE Confidence: 0.951177063913043

00:08:55.676 --> 00:08:57.959 high for asking this question of

NOTE Confidence: 0.951177063913043

00:08:57.959 --> 00:09:00.529 how do we answer that call, right?

NOTE Confidence: 0.951177063913043

00:09:00.529 --> 00:09:03.252 I have the social sciences and the

NOTE Confidence: 0.951177063913043

00:09:03.252 --> 00:09:04.724 biomedical sciences responded in

NOTE Confidence: 0.951177063913043

00:09:04.724 --> 00:09:06.908 a way that we're here for them.

NOTE Confidence: 0.951177063913043

00:09:06.910 --> 00:09:09.022 With effective programming and

NOTE Confidence: 0.951177063913043

00:09:09.022 --> 00:09:10.606 effective social science,

NOTE Confidence: 0.951177063913043

00:09:10.610 --> 00:09:13.475 social change theories when when

NOTE Confidence: 0.951177063913043

00:09:13.475 --> 00:09:16.234 it's actually being asked for.

NOTE Confidence: 0.951177063913043

00:09:16.234 --> 00:09:18.108 OK, so I'm just going to give you the

NOTE Confidence: 0.951177063913043

00:09:18.108 --> 00:09:19.465 answers to all of these questions right

NOTE Confidence: 0.951177063913043

00:09:19.465 --> 00:09:21.247 now and then I'll spend the rest of my time.

00:09:21.250 --> 00:09:22.610 Defending them with data

00:09:22.610 --> 00:09:24.310 and see what you think.

00:09:24.310 --> 00:09:26.536 So the first answer there's been an

00:09:26.536 --> 00:09:28.649 uptick in prejudice reduction research.

00:09:28.650 --> 00:09:30.624 Some of this research is just

00:09:30.624 --> 00:09:31.940 going to become classic.

00:09:31.940 --> 00:09:33.305 It's going to be taught

00:09:33.305 --> 00:09:34.397 in the social sciences,

00:09:34.400 --> 00:09:37.604 not just in classes that focus

00:09:37.604 --> 00:09:40.920 specifically on on conflict or prejudice

00:09:40.920 --> 00:09:44.166 or or intolerance and hate crimes.

00:09:44.170 --> 00:09:45.534 But everywhere because these

00:09:45.534 --> 00:09:47.239 papers are just really these,

00:09:47.240 --> 00:09:49.130 these research projects are just phenomenal,

00:09:49.130 --> 00:09:50.462 and I'm going to tell you

00:09:50.462 --> 00:09:51.710 about some of them today.

NOTE Confidence: 0.951177063913043

00:09:51.710 --> 00:09:52.242 However,

NOTE Confidence: 0.951177063913043

00:09:52.242 --> 00:09:55.434 the modal research is very different

NOTE Confidence: 0.951177063913043

00:09:55.434 --> 00:09:57.880 from these future classics.

NOTE Confidence: 0.951177063913043

00:09:57.880 --> 00:09:58.824 See, that's partly mathematical.

NOTE Confidence: 0.951177063913043

00:09:58.824 --> 00:09:59.296 Of course,

NOTE Confidence: 0.951177063913043

00:09:59.300 --> 00:10:00.758 the mode has to be different

NOTE Confidence: 0.951177063913043

00:10:00.758 --> 00:10:01.487 from the outliers,

NOTE Confidence: 0.951177063913043

00:10:01.490 --> 00:10:04.024 but there's ways that I want to

NOTE Confidence: 0.951177063913043

00:10:04.024 --> 00:10:05.835 characterize modal research and even

NOTE Confidence: 0.951177063913043

00:10:05.835 --> 00:10:07.821 the majority of the research that

NOTE Confidence: 0.951177063913043

00:10:07.821 --> 00:10:10.427 really give me and us great pause in

NOTE Confidence: 0.951177063913043

00:10:10.427 --> 00:10:12.122 recommending some of these strategies,

NOTE Confidence: 0.951177063913043

00:10:12.122 --> 00:10:15.216 and in particular some of the most

NOTE Confidence: 0.951177063913043

00:10:15.216 --> 00:10:17.412 popular prejudice reduction ideas out

NOTE Confidence: 0.951177063913043

00:10:17.412 --> 00:10:19.896 there treasured by the lay public,

NOTE Confidence: 0.951177063913043

00:10:19.900 --> 00:10:21.124 but also scientists alike.

NOTE Confidence: 0.951177063913043

00:10:21.124 --> 00:10:22.654 We actually don't find that

NOTE Confidence: 0.951177063913043

00:10:22.654 --> 00:10:24.243 much support for them, right?

NOTE Confidence: 0.951177063913043

00:10:24.243 --> 00:10:26.301 So I'm going to be presenting

NOTE Confidence: 0.951177063913043

00:10:26.301 --> 00:10:27.954 on what I want to.

NOTE Confidence: 0.951177063913043

00:10:27.954 --> 00:10:29.910 Underline as an absence of evidence

NOTE Confidence: 0.951177063913043

00:10:29.981 --> 00:10:32.103 is not evidence of absence, right?

NOTE Confidence: 0.951177063913043

00:10:32.103 --> 00:10:34.461 So we're not finding as much

NOTE Confidence: 0.951177063913043

00:10:34.461 --> 00:10:36.429 backlash effects as just gaps.

NOTE Confidence: 0.951177063913043

00:10:36.430 --> 00:10:37.474 And then finally,

NOTE Confidence: 0.951177063913043

00:10:37.474 --> 00:10:40.340 and I think this is the sourest note,

NOTE Confidence: 0.951177063913043

00:10:40.340 --> 00:10:43.245 the most rigorous research in this review

NOTE Confidence: 0.951177063913043

00:10:43.245 --> 00:10:46.289 shows very small reductions in prejudice.

NOTE Confidence: 0.951177063913043

00:10:46.290 --> 00:10:48.010 OK?

NOTE Confidence: 0.951177063913043

00:10:48.010 --> 00:10:50.705 So from there and in the paper,

NOTE Confidence: 0.951177063913043

00:10:50.710 --> 00:10:53.153 we ask well what should the next

NOTE Confidence: 0.951177063913043

00:10:53.153 --> 00:10:54.650 generation of prejudice reduction

NOTE Confidence: 0.951177063913043

00:10:54.650 --> 00:10:56.948 research look like based on this?

NOTE Confidence: 0.951177063913043

00:10:56.950 --> 00:10:58.630 And then in the most editorial

NOTE Confidence: 0.951177063913043

00:10:58.630 --> 00:11:00.553 touch to this talk I want to

NOTE Confidence: 0.951177063913043

00:11:00.553 --> 00:11:02.275 speak at the end on whether we're

NOTE Confidence: 0.951177063913043

00:11:02.336 --> 00:11:04.166 using the right model of change,

NOTE Confidence: 0.951177063913043

00:11:04.170 --> 00:11:06.546 it's going to be a very evidence driven talk.

NOTE Confidence: 0.951177063913043

00:11:06.550 --> 00:11:08.485 This is just going to be my opinion and

NOTE Confidence: 0.951177063913043

00:11:08.485 --> 00:11:10.550 and our opinion as a as an author group,

NOTE Confidence: 0.951177063913043

00:11:10.550 --> 00:11:12.734 so I'll get to that at the end.

NOTE Confidence: 0.951177063913043

00:11:12.740 --> 00:11:14.720 And that's where I especially

NOTE Confidence: 0.951177063913043

00:11:14.720 --> 00:11:15.908 invite your feedback.

NOTE Confidence: 0.936429361

00:11:15.910 --> 00:11:17.380 OK, so now the evidence

NOTE Confidence: 0.936429361

00:11:17.380 --> 00:11:18.850 for what I just argued.

NOTE Confidence: 0.936429361

00:11:18.850 --> 00:11:20.686 First, there is an increase in

22

NOTE Confidence: 0.936429361

00:11:20.686 --> 00:11:22.281 most types of prejudice reduction

NOTE Confidence: 0.936429361

00:11:22.281 --> 00:11:24.147 research that black line at the

NOTE Confidence: 0.936429361

00:11:24.147 --> 00:11:26.109 top shows any kind of research.

NOTE Confidence: 0.936429361

00:11:26.110 --> 00:11:27.766 This is broken down by methodology,

NOTE Confidence: 0.936429361

00:11:27.770 --> 00:11:29.338 but I could do this for in a

NOTE Confidence: 0.936429361

00:11:29.338 --> 00:11:31.004 number of different ways and I'll

NOTE Confidence: 0.936429361

00:11:31.004 --> 00:11:32.524 start showing you that later.

NOTE Confidence: 0.936429361

00:11:32.530 --> 00:11:34.150 You see that it's mostly driven

NOTE Confidence: 0.936429361

00:11:34.150 --> 00:11:35.795 by studies that are taking place

NOTE Confidence: 0.936429361

00:11:35.795 --> 00:11:38.152 in the scientific lab or online

NOTE Confidence: 0.936429361

00:11:38.152 --> 00:11:40.467 and online studies really take

NOTE Confidence: 0.936429361

00:11:40.467 --> 00:11:43.060 off people running studies on.

NOTE Confidence: 0.936429361

00:11:43.060 --> 00:11:46.630 M Chirk and prolific doing online

NOTE Confidence: 0.936429361

00:11:46.630 --> 00:11:48.650 brief interventions that Orange

NOTE Confidence: 0.936429361

00:11:48.650 --> 00:11:50.725 Line measuring field experiments is

NOTE Confidence: 0.936429361

23

00:11:50.725 --> 00:11:53.138 toggling down at the bottom about,

NOTE Confidence: 0.936429361

00:11:53.140 --> 00:11:58.226 you know, 023 or 4 experiments per year.

NOTE Confidence: 0.836918440769231

00:12:00.550 --> 00:12:04.393 We used this is a a Prisma diagram just

NOTE Confidence: 0.836918440769231

00:12:04.393 --> 00:12:07.520 to show you that how did we come about?

NOTE Confidence: 0.836918440769231

00:12:07.520 --> 00:12:08.800 All of these studies?

NOTE Confidence: 0.836918440769231

00:12:08.800 --> 00:12:11.100 Well it's a very transparent process.

NOTE Confidence: 0.836918440769231

00:12:11.100 --> 00:12:13.020 We we followed biomedical meta analytic

NOTE Confidence: 0.836918440769231

00:12:13.020 --> 00:12:15.558 standards and you can see all of our studies.

NOTE Confidence: 0.836918440769231

00:12:15.560 --> 00:12:17.648 All of our code and you know Prisma

NOTE Confidence: 0.836918440769231

00:12:17.648 --> 00:12:19.648 diagrams that show you how we make

NOTE Confidence: 0.836918440769231

00:12:19.648 --> 00:12:21.430 decisions about inclusion in our study

NOTE Confidence: 0.836918440769231

00:12:21.430 --> 00:12:23.290 throughout the entire thing it's up

NOTE Confidence: 0.836918440769231

00:12:23.290 --> 00:12:25.845 on dataverse for any of you who are

NOTE Confidence: 0.836918440769231

00:12:25.845 --> 00:12:28.054 interested but just to take you briefly

NOTE Confidence: 0.836918440769231

00:12:28.054 --> 00:12:29.810 and narratively through that process.

NOTE Confidence: 0.836918440769231

00:12:29.810 --> 00:12:31.435 We searched through five separate

NOTE Confidence: 0.836918440769231

00:12:31.435 --> 00:12:33.728 databases to find all of the studies

NOTE Confidence: 0.836918440769231

00:12:33.728 --> 00:12:35.540 that are in this meta analysis.

NOTE Confidence: 0.836918440769231

00:12:35.540 --> 00:12:37.346 Four of them are open to all,

NOTE Confidence: 0.836918440769231

00:12:37.350 --> 00:12:39.515 one is a proprietary Princeton

NOTE Confidence: 0.836918440769231

00:12:39.515 --> 00:12:41.247 based text based search.

NOTE Confidence: 0.836918440769231

00:12:41.250 --> 00:12:43.554 Although we be include all of the keywords

NOTE Confidence: 0.836918440769231

00:12:43.554 --> 00:12:45.857 that we use in the text based search,

NOTE Confidence: 0.836918440769231

00:12:45.860 --> 00:12:49.088 these searches led to 16,000 results,

NOTE Confidence: 0.836918440769231

00:12:49.090 --> 00:12:52.000 non unique results that we spent

NOTE Confidence: 0.836918440769231

00:12:52.000 --> 00:12:54.685 one robust summer reviewing in full

NOTE Confidence: 0.836918440769231

00:12:54.685 --> 00:12:57.369 with a team of Masters students

NOTE Confidence: 0.836918440769231

00:12:57.369 --> 00:12:59.630 and then we we identified.

NOTE Confidence: 0.836918440769231

00:12:59.630 --> 00:13:02.230 About 1800 that were eligible,

NOTE Confidence: 0.836918440769231

00:13:02.230 --> 00:13:04.428 the Pi team read all of those

NOTE Confidence: 0.836918440769231

00:13:04.428 --> 00:13:06.468 and the criteria we had in mind.

NOTE Confidence: 0.836918440769231

00:13:06.470 --> 00:13:08.668 Very broad for the definition of prejudice.

NOTE Confidence: 0.836918440769231

00:13:08.670 --> 00:13:10.826 So we just described it as animus

NOTE Confidence: 0.836918440769231

00:13:10.826 --> 00:13:13.523 and it could be expressed in terms of

NOTE Confidence: 0.836918440769231

00:13:13.523 --> 00:13:15.770 an emotion and attitude of belief,

NOTE Confidence: 0.836918440769231

00:13:15.770 --> 00:13:19.475 a behavior we do not include sexism

NOTE Confidence: 0.836918440769231

00:13:19.475 --> 00:13:22.034 in this review in part just following

NOTE Confidence: 0.836918440769231

00:13:22.034 --> 00:13:23.950 the previous review standard.

NOTE Confidence: 0.836918440769231

00:13:23.950 --> 00:13:25.966 I can talk a little bit about that.

NOTE Confidence: 0.836918440769231

00:13:25.970 --> 00:13:28.074 You know why we made that decision in

NOTE Confidence: 0.836918440769231

00:13:28.074 --> 00:13:30.010 the first review? You know in part.

NOTE Confidence: 0.836918440769231

00:13:30.010 --> 00:13:31.953 I can say it's because these literatures

NOTE Confidence: 0.836918440769231

00:13:31.953 --> 00:13:34.163 are are surprisingly separate in

NOTE Confidence: 0.836918440769231

00:13:34.163 --> 00:13:35.489 their theoretical orientations,

NOTE Confidence: 0.836918440769231

00:13:35.490 --> 00:13:37.366 but but I can also answer more

NOTE Confidence: 0.836918440769231

00:13:37.366 --> 00:13:38.170 questions about that.

NOTE Confidence: 0.836918440769231

00:13:38.170 --> 00:13:41.628 We didn't review what is now being

NOTE Confidence: 0.836918440769231

00:13:41.628 --> 00:13:43.110 called affective polarization,

NOTE Confidence: 0.836918440769231

00:13:43.110 --> 00:13:45.350 and that is to say partisan bias.

NOTE Confidence: 0.836918440769231

00:13:45.350 --> 00:13:47.870 Bias and prejudice between Democrats and

NOTE Confidence: 0.836918440769231

00:13:47.870 --> 00:13:49.390 Republicans. But that's a literature.

NOTE Confidence: 0.836918440769231

00:13:49.390 --> 00:13:51.398 As you probably know, that's on the rise.

NOTE Confidence: 0.836918440769231

00:13:51.398 --> 00:13:53.390 So keep your eye on that literature.

NOTE Confidence: 0.836918440769231

00:13:53.390 --> 00:13:54.330 We also left out,

NOTE Confidence: 0.836918440769231

00:13:54.330 --> 00:13:56.296 you know some of the toy prejudices

NOTE Confidence: 0.836918440769231

00:13:56.296 --> 00:13:57.769 that that psychologists,

NOTE Confidence: 0.836918440769231

00:13:57.770 --> 00:13:59.108 social psychologists like to play with.

NOTE Confidence: 0.836918440769231

00:13:59.110 --> 00:14:00.446 So you're not going to see any studies.

NOTE Confidence: 0.836918440769231

00:14:00.450 --> 00:14:02.736 One year at testing prejudice from

NOTE Confidence: 0.836918440769231

00:14:02.736 --> 00:14:05.529 you know Ohio State students versus

NOTE Confidence: 0.836918440769231

00:14:05.529 --> 00:14:06.727 Michigan students.

NOTE Confidence: 0.836918440769231

00:14:06.730 --> 00:14:09.549 OK, and they all had to be experimental,

NOTE Confidence: 0.836918440769231

00:14:09.550 --> 00:14:11.534 so there had to be a random assignment

NOTE Confidence: 0.836918440769231

00:14:11.534 --> 00:14:13.138 to treatment and control or placebo

NOTE Confidence: 0.836918440769231

00:14:13.138 --> 00:14:14.716 so that we could understand the

NOTE Confidence: 0.836918440769231

00:14:14.768 --> 00:14:16.670 direction of effects and and causality.

NOTE Confidence: 0.836918440769231

00:14:16.670 --> 00:14:16.939 OK,

NOTE Confidence: 0.836918440769231

00:14:16.939 --> 00:14:19.091 so in our final sample we have 300

NOTE Confidence: 0.836918440769231

00:14:19.091 --> 00:14:21.144 and manuscripts and 418 experiments

NOTE Confidence: 0.836918440769231

00:14:21.144 --> 00:14:23.406 and we coded all of them.

NOTE Confidence: 0.836918440769231

00:14:23.410 --> 00:14:25.354 I want to tell you that if any

NOTE Confidence: 0.836918440769231

00:14:25.354 --> 00:14:26.829 of you use Instagram,

NOTE Confidence: 0.836918440769231

00:14:26.830 --> 00:14:30.596 this is like using the like gently.

NOTE Confidence: 0.836918440769231

00:14:30.600 --> 00:14:31.988 Filter the most flattering

NOTE Confidence: 0.836918440769231

00:14:31.988 --> 00:14:33.376 filter on the field,

NOTE Confidence: 0.836918440769231

00:14:33.380 --> 00:14:35.324 because when we took the quantitative

NOTE Confidence: 0.836918440769231

00:14:35.324 --> 00:14:36.620 data from these studies,

NOTE Confidence: 0.836918440769231

00:14:36.620 --> 00:14:39.444 we just let authors suggest to us what

NOTE Confidence: 0.836918440769231

00:14:39.444 --> 00:14:41.460 were their top most important outcomes

NOTE Confidence: 0.836918440769231

00:14:41.460 --> 00:14:43.840 so we would look at their abstract

NOTE Confidence: 0.836918440769231

00:14:43.902 --> 00:14:45.780 to see what they were featuring.

NOTE Confidence: 0.836918440769231

00:14:45.780 --> 00:14:49.048 As we know authors like to feature their

NOTE Confidence: 0.836918440769231

00:14:49.048 --> 00:14:51.736 most promising findings in the abstract,

NOTE Confidence: 0.836918440769231

00:14:51.740 --> 00:14:54.687 so we let the authors tell us.

NOTE Confidence: 0.958871281666667

00:14:54.690 --> 00:14:56.223 Does this mean that we might not

NOTE Confidence: 0.958871281666667

00:14:56.223 --> 00:14:57.679 be capturing some negative effects?

NOTE Confidence: 0.958871281666667

00:14:57.680 --> 00:15:00.728 It might so you know any.

NOTE Confidence: 0.958871281666667

00:15:00.730 --> 00:15:02.920 If anything, this meta analysis is

NOTE Confidence: 0.958871281666667

00:15:02.920 --> 00:15:05.165 giving you maybe a positive bias

NOTE Confidence: 0.958871281666667

00:15:05.165 --> 00:15:07.652 on on the fields, but that's how

NOTE Confidence: 0.958871281666667

00:15:07.652 --> 00:15:09.068 we chose quantitative findings.

NOTE Confidence: 0.958871281666667

00:15:09.070 --> 00:15:11.562 We chose 5 up to five outcomes

NOTE Confidence: 0.958871281666667

00:15:11.562 --> 00:15:13.624 from each study and average them.

NOTE Confidence: 0.958871281666667

00:15:13.624 --> 00:15:15.640 And then we also quoted them

NOTE Confidence: 0.958871281666667

00:15:15.710 --> 00:15:18.377 qualitatively so that we can tell you

NOTE Confidence: 0.958871281666667

00:15:18.377 --> 00:15:19.973 about the theoretical orientations

NOTE Confidence: 0.958871281666667

00:15:19.973 --> 00:15:22.640 of these papers and other types of

NOTE Confidence: 0.958871281666667

00:15:22.640 --> 00:15:25.045 features of their interventions and

NOTE Confidence: 0.958871281666667

00:15:25.045 --> 00:15:28.315 their study populations and so forth.

NOTE Confidence: 0.958871281666667

00:15:28.320 --> 00:15:30.301 OK, next points that I now next

NOTE Confidence: 0.958871281666667

00:15:30.301 --> 00:15:32.421 conclusion that I argued to you several

NOTE Confidence: 0.958871281666667

00:15:32.421 --> 00:15:34.810 of them are destined to become classics.

NOTE Confidence: 0.958871281666667

00:15:34.810 --> 00:15:35.552 Why, what?

NOTE Confidence: 0.958871281666667

00:15:35.552 --> 00:15:39.460 What do we like about studies so number one,

NOTE Confidence: 0.958871281666667

00:15:39.460 --> 00:15:41.700 their interventions are robust,

NOTE Confidence: 0.958871281666667

00:15:41.700 --> 00:15:43.950 their interventions that you could take

NOTE Confidence: 0.958871281666667

00:15:43.950 --> 00:15:46.579 to a community or an organization.

NOTE Confidence: 0.958871281666667

00:15:46.580 --> 00:15:49.524 A student group tomorrow if you wanted to.

NOTE Confidence: 0.958871281666667

00:15:49.530 --> 00:15:52.617 What that means is that they typically

NOTE Confidence: 0.958871281666667

00:15:52.620 --> 00:15:56.248 are aware of and have anticipated social,

NOTE Confidence: 0.958871281666667

00:15:56.248 --> 00:15:58.388 sometimes even political as well

NOTE Confidence: 0.958871281666667

00:15:58.388 --> 00:15:59.672 as psychological processes.

NOTE Confidence: 0.958871281666667

00:15:59.680 --> 00:16:02.557 In terms of trying to affect participants,

NOTE Confidence: 0.958871281666667

00:16:02.560 --> 00:16:05.760 and they're well described.

NOTE Confidence: 0.958871281666667

00:16:05.760 --> 00:16:08.178 They also use extremely robust methods,

NOTE Confidence: 0.958871281666667

00:16:08.180 --> 00:16:08.455 right?

NOTE Confidence: 0.958871281666667

00:16:08.455 --> 00:16:10.655 And so here's where I'm going to preview

NOTE Confidence: 0.958871281666667

00:16:10.655 --> 00:16:12.580 some complaints that we have later.

NOTE Confidence: 0.958871281666667

00:16:12.580 --> 00:16:13.242 These studies,

NOTE Confidence: 0.958871281666667

00:16:13.242 --> 00:16:14.897 by contrast to many others,

NOTE Confidence: 0.958871281666667

00:16:14.900 --> 00:16:17.080 have very large sample sizes.

NOTE Confidence: 0.958871281666667

00:16:17.080 --> 00:16:19.000 They typically measure behavior

NOTE Confidence: 0.958871281666667

00:16:19.000 --> 00:16:21.880 as well as attitudes or beliefs.

NOTE Confidence: 0.958871281666667

00:16:21.880 --> 00:16:23.777 There's a lot of attention to randomization.

NOTE Confidence: 0.958871281666667

00:16:23.780 --> 00:16:25.240 People are dropping out.

NOTE Confidence: 0.958871281666667

00:16:25.240 --> 00:16:27.116 They use appropriate econometric

NOTE Confidence: 0.958871281666667

00:16:27.116 --> 00:16:30.220 methods to address attrition.

NOTE Confidence: 0.958871281666667

00:16:30.220 --> 00:16:34.210 They've pre registered their their tests,

NOTE Confidence: 0.958871281666667

00:16:34.210 --> 00:16:37.450 and they use open data.

NOTE Confidence: 0.958871281666667

00:16:37.450 --> 00:16:39.250 So here's an interesting thing.

NOTE Confidence: 0.958871281666667

00:16:39.250 --> 00:16:40.900 We identify this group of studies

NOTE Confidence: 0.958871281666667

00:16:40.900 --> 00:16:43.103 so that we just think are absolutely

NOTE Confidence: 0.958871281666667

00:16:43.103 --> 00:16:45.191 terrific and they actually come from

NOTE Confidence: 0.958871281666667

00:16:45.191 --> 00:16:47.248 very different theoretical backgrounds

NOTE Confidence: 0.958871281666667

00:16:47.248 --> 00:16:49.506 and approaches, which is quite nice,

NOTE Confidence: 0.958871281666667

00:16:49.506 --> 00:16:51.240 despite the fact that they're all

NOTE Confidence: 0.958871281666667

00:16:51.296 --> 00:16:53.006 very different from one another.

NOTE Confidence: 0.958871281666667

00:16:53.010 --> 00:16:56.495 They all have promising positive

NOTE Confidence: 0.958871281666667

00:16:56.495 --> 00:16:58.586 but very small.

NOTE Confidence: 0.958871281666667

00:16:58.590 --> 00:16:59.326 Sexercises OK,

NOTE Confidence: 0.958871281666667

00:16:59.326 --> 00:17:01.902 so that's something to flag right away.

NOTE Confidence: 0.958871281666667

00:17:01.910 --> 00:17:02.120 Well,

NOTE Confidence: 0.958871281666667

00:17:02.120 --> 00:17:03.590 let me tell you about a few.

NOTE Confidence: 0.958871281666667

00:17:03.590 --> 00:17:05.542 One thing I want to tell you right

NOTE Confidence: 0.958871281666667

00:17:05.542 --> 00:17:07.530 away is that almost every single

NOTE Confidence: 0.958871281666667

00:17:07.530 --> 00:17:10.330 one was led by a doctoral student

NOTE Confidence: 0.958871281666667

00:17:10.330 --> 00:17:11.950 that is just so amazing.

NOTE Confidence: 0.958871281666667

00:17:11.950 --> 00:17:12.654 I mean,

NOTE Confidence: 0.958871281666667

00:17:12.654 --> 00:17:15.950 we faculty have no excuse on the one hand,

NOTE Confidence: 0.958871281666667

00:17:15.950 --> 00:17:16.890 the future is bright.

NOTE Confidence: 0.958871281666667

00:17:16.890 --> 00:17:18.358 On the other hand, wow,

NOTE Confidence: 0.958871281666667

00:17:18.358 --> 00:17:20.998 they're they're leading the way.

NOTE Confidence: 0.958871281666667

00:17:21.000 --> 00:17:22.631 Here are two studies that I want

NOTE Confidence: 0.958871281666667

00:17:22.631 --> 00:17:24.297 to tell you about that tests

NOTE Confidence: 0.958871281666667

00:17:24.297 --> 00:17:25.955 the effect of contacts, right?

NOTE Confidence: 0.958871281666667

00:17:25.955 --> 00:17:29.090 So the vaunted contact hypothesis, in which.

NOTE Confidence: 0.958871281666667

00:17:29.090 --> 00:17:30.910 And contact under certain

NOTE Confidence: 0.958871281666667

00:17:30.910 --> 00:17:32.275 conditions like cooperation,

NOTE Confidence: 0.958871281666667

00:17:32.280 --> 00:17:36.228 equal status, a common purpose and.

NOTE Confidence: 0.958871281666667

00:17:36.230 --> 00:17:38.030 You know, sort of authorities.

NOTE Confidence: 0.958871281666667

00:17:38.030 --> 00:17:41.350 Legitimization can reduce prejudice

NOTE Confidence: 0.958871281666667

00:17:41.350 --> 00:17:46.123 and and one treasured site for

NOTE Confidence: 0.958871281666667

00:17:46.123 --> 00:17:49.928 testing contact is team sports.

NOTE Confidence: 0.958871281666667

00:17:49.930 --> 00:17:51.890 There's a lot of programming around this.

NOTE Confidence: 0.958871281666667

00:17:51.890 --> 00:17:52.823 First of all,

NOTE Confidence: 0.958871281666667

00:17:52.823 --> 00:17:55.000 I've done a meta analysis of contact

NOTE Confidence: 0.958871281666667

00:17:55.066 --> 00:17:57.244 in the past and I want to tell you

NOTE Confidence: 0.958871281666667

00:17:57.244 --> 00:17:59.299 that we know a lot less about it.

NOTE Confidence: 0.958871281666667

00:17:59.300 --> 00:18:02.016 Its effects than we think we do,

NOTE Confidence: 0.958871281666667

00:18:02.020 --> 00:18:03.588 especially for policy outcomes,

NOTE Confidence: 0.958871281666667

00:18:03.588 --> 00:18:06.347 but these two studies stepped in to

NOTE Confidence: 0.958871281666667

00:18:06.347 --> 00:18:08.755 fill some of those gaps quite beautifully.

NOTE Confidence: 0.958871281666667

00:18:08.760 --> 00:18:09.728 Salma Moussa,

NOTE Confidence: 0.958871281666667

00:18:09.728 --> 00:18:11.180 in northern Iraq,

NOTE Confidence: 0.958871281666667

00:18:11.180 --> 00:18:13.755 organized a Soccer League between

NOTE Confidence: 0.958871281666667

00:18:13.755 --> 00:18:15.815 Christian and Muslim players.

NOTE Confidence: 0.767173744

00:18:15.820 --> 00:18:17.720 This isn't a Christian area,

NOTE Confidence: 0.767173744

00:18:17.720 --> 00:18:20.735 and so Muslims are the minority in that area,

NOTE Confidence: 0.767173744

00:18:20.740 --> 00:18:22.654 and they were randomized to be

NOTE Confidence: 0.767173744

00:18:22.654 --> 00:18:24.959 either on your team as a Christian

NOTE Confidence: 0.767173744

00:18:24.959 --> 00:18:27.183 player or on the opposite team so

NOTE Confidence: 0.767173744

00:18:27.183 --> 00:18:29.304 that she could test the idea of.

NOTE Confidence: 0.767173744

00:18:29.310 --> 00:18:30.458 Is it about contact?

NOTE Confidence: 0.767173744

00:18:30.458 --> 00:18:33.196 Do you need to be cooperating on the same

NOTE Confidence: 0.767173744

00:18:33.196 --> 00:18:35.110 team and then tested various outcomes,

NOTE Confidence: 0.767173744

00:18:35.110 --> 00:18:37.890 not only prejudice towards Muslims,

NOTE Confidence: 0.767173744

00:18:37.890 --> 00:18:40.842 but also ideas about policy and

NOTE Confidence: 0.767173744

00:18:40.842 --> 00:18:43.312 inclusiveness in policy and behaviors

NOTE Confidence: 0.767173744

00:18:43.312 --> 00:18:46.648 such as would you use a voucher given

NOTE Confidence: 0.767173744

00:18:46.648 --> 00:18:48.978 to you to eat at a Muslim restaurant

NOTE Confidence: 0.767173744

00:18:48.978 --> 00:18:50.412 in a Muslim neighborhood following

NOTE Confidence: 0.767173744

00:18:50.412 --> 00:18:52.374 your experience on the Soccer League?

NOTE Confidence: 0.883901695666667

00:18:54.540 --> 00:18:55.298 Completely independently,

NOTE Confidence: 0.883901695666667

00:18:55.298 --> 00:18:57.951 but at the same time and and

NOTE Confidence: 0.883901695666667

00:18:57.951 --> 00:18:59.569 equally brilliantly Matlow a

NOTE Confidence: 0.883901695666667

00:18:59.569 --> 00:19:01.524 doctoral student in economics went

NOTE Confidence: 0.883901695666667

00:19:01.524 --> 00:19:03.382 to India and organized cricket

NOTE Confidence: 0.883901695666667

00:19:03.382 --> 00:19:05.734 leagues for a low and high caste.

NOTE Confidence: 0.883901695666667

00:19:05.740 --> 00:19:08.506 Men doing the much the same

NOTE Confidence: 0.883901695666667

00:19:08.506 --> 00:19:10.070 kind of randomization.

NOTE Confidence: 0.883901695666667

00:19:10.070 --> 00:19:13.910 Also looking at things like would

NOTE Confidence: 0.883901695666667

00:19:13.910 --> 00:19:15.945 would men actually punish themselves

00:19:15.945 --> 00:19:18.440 and so it's very economic style.

00:19:18.440 --> 00:19:19.706 Measurement of behavior.

00:19:19.706 --> 00:19:21.816 Would men actually sort of

00:19:21.816 --> 00:19:23.848 inefficiently trade if they were given?

00:19:23.850 --> 00:19:26.960 Resources such as new sandals,

00:19:26.960 --> 00:19:27.836 mismatched sandals.

00:19:27.836 --> 00:19:31.340 Would they go to the lengths of trading

00:19:31.416 --> 00:19:34.287 with a low caste person to to get the

00:19:34.287 --> 00:19:36.596 right the right match for their sandal?

00:19:36.600 --> 00:19:38.260 Or would they discriminate and

00:19:38.260 --> 00:19:40.585 and get less good matches by by

00:19:40.585 --> 00:19:42.403 trading only with higher caste men.

00:19:42.410 --> 00:19:45.940 So really convincing interesting outcomes,

00:19:45.940 --> 00:19:48.770 behavioral outcomes and so forth.

00:19:48.770 --> 00:19:51.254 OK, another study that we just

00:19:51.254 --> 00:19:54.129 want to highlight as really robust.

NOTE Confidence: 0.883901695666667

00:19:54.130 --> 00:19:56.671 This study was done by a political

NOTE Confidence: 0.883901695666667

00:19:56.671 --> 00:19:58.674 science doctoral student who was

NOTE Confidence: 0.883901695666667

00:19:58.674 --> 00:20:00.784 interested in theories of confrontation.

NOTE Confidence: 0.883901695666667

00:20:00.790 --> 00:20:03.955 So does confronting a person

NOTE Confidence: 0.883901695666667

00:20:03.955 --> 00:20:07.120 who has done something racist?

NOTE Confidence: 0.883901695666667

00:20:07.120 --> 00:20:08.450 Does it work and does it work

NOTE Confidence: 0.883901695666667

00:20:08.450 --> 00:20:09.290 over the long term?

NOTE Confidence: 0.883901695666667

00:20:09.290 --> 00:20:12.568 And this was done on Twitter back when bots

NOTE Confidence: 0.883901695666667

00:20:12.568 --> 00:20:15.980 were not as widely recognized, a phenomenon.

NOTE Confidence: 0.883901695666667

00:20:15.980 --> 00:20:18.084 So it was, you know.

NOTE Confidence: 0.883901695666667

00:20:18.084 --> 00:20:20.886 Probably not something that can repeat.

NOTE Confidence: 0.883901695666667

00:20:20.890 --> 00:20:23.716 Can be repeated in the exact same form today,

NOTE Confidence: 0.883901695666667

00:20:23.720 --> 00:20:26.120 but it's an elegant 2 by two design

NOTE Confidence: 0.883901695666667

00:20:26.120 --> 00:20:28.644 in which first the student went

NOTE Confidence: 0.883901695666667

00:20:28.644 --> 00:20:30.981 online to find white men identified

NOTE Confidence: 0.883901695666667

00:20:30.981 --> 00:20:32.763 as white men by their avatars.

NOTE Confidence: 0.883901695666667

00:20:32.770 --> 00:20:35.682 Who would use the N word as a

NOTE Confidence: 0.883901695666667

00:20:35.682 --> 00:20:38.008 racial slur in the past week?

NOTE Confidence: 0.883901695666667

00:20:38.010 --> 00:20:40.720 Those those actual Twitter users

NOTE Confidence: 0.883901695666667

00:20:40.720 --> 00:20:43.284 were then randomly assigned to

NOTE Confidence: 0.883901695666667

00:20:43.284 --> 00:20:46.388 have a tweet tweeted at them by an

NOTE Confidence: 0.883901695666667

00:20:46.388 --> 00:20:48.233 avatar who was either identified

NOTE Confidence: 0.883901695666667

00:20:48.233 --> 00:20:50.593 by their picture as black or white

NOTE Confidence: 0.883901695666667

00:20:50.593 --> 00:20:52.363 and as high or low status.

NOTE Confidence: 0.883901695666667

00:20:52.370 --> 00:20:55.070 I put in quotes as identified

NOTE Confidence: 0.883901695666667

00:20:55.070 --> 00:20:56.670 by their number of followers.

NOTE Confidence: 0.883901695666667

00:20:56.670 --> 00:20:59.848 So either having a large following or

NOTE Confidence: 0.883901695666667

00:20:59.848 --> 00:21:01.939 small following and the tweet that

NOTE Confidence: 0.883901695666667

00:21:01.939 --> 00:21:04.006 that was sent to them from one of

NOTE Confidence: 0.883901695666667

00:21:04.006 --> 00:21:05.860 these users essentially said to them,

NOTE Confidence: 0.883901695666667

00:21:05.860 --> 00:21:07.029 you know you have to watch what

NOTE Confidence: 0.883901695666667

00:21:07.029 --> 00:21:09.641 you're saying. That's an incredibly.

NOTE Confidence: 0.883901695666667

00:21:09.641 --> 00:21:12.250 Hurtful word and that's you know.

NOTE Confidence: 0.883901695666667

00:21:12.250 --> 00:21:13.318 And so they they confronted them

NOTE Confidence: 0.883901695666667

00:21:13.318 --> 00:21:14.419 on the use of the word,

NOTE Confidence: 0.883901695666667

00:21:14.420 --> 00:21:16.844 and then monger actually just follows

NOTE Confidence: 0.883901695666667

00:21:16.844 --> 00:21:19.765 those users to see if they essentially

NOTE Confidence: 0.883901695666667

00:21:19.765 --> 00:21:22.231 recidivate if they use the word

NOTE Confidence: 0.883901695666667

00:21:22.231 --> 00:21:24.828 again and how long into the future

NOTE Confidence: 0.883901695666667

00:21:24.828 --> 00:21:27.738 does the effect of that confrontation last.

NOTE Confidence: 0.883901695666667

00:21:27.738 --> 00:21:30.048 She got long term measurement.

NOTE Confidence: 0.883901695666667

00:21:30.050 --> 00:21:31.436 Also open data.

NOTE Confidence: 0.883901695666667

00:21:31.436 --> 00:21:33.284 Everything was pre registered.

NOTE Confidence: 0.883901695666667

00:21:33.290 --> 00:21:37.970 This is quite heroic experiment.

NOTE Confidence: 0.883901695666667

00:21:37.970 --> 00:21:39.638 Diversity training and

NOTE Confidence: 0.883901695666667

00:21:39.638 --> 00:21:41.306 online diversity training.

NOTE Confidence: 0.883901695666667

00:21:41.310 --> 00:21:43.102 Short online diversity training

NOTE Confidence: 0.883901695666667

00:21:43.102 --> 00:21:45.342 used by a global corporation,

NOTE Confidence: 0.883901695666667

00:21:45.350 --> 00:21:48.129 and so done with the kind of

NOTE Confidence: 0.883901695666667

00:21:48.129 --> 00:21:50.500 sample that you really want.

NOTE Confidence: 0.883901695666667

00:21:50.500 --> 00:21:51.116 Enormous sample,

NOTE Confidence: 0.883901695666667

00:21:51.116 --> 00:21:53.580 one of the only samples in this meta

NOTE Confidence: 0.883901695666667

00:21:53.641 --> 00:21:56.036 analysis that could so convincingly

NOTE Confidence: 0.883901695666667

00:21:56.036 --> 00:21:57.473 analyze heterogeneous effects.

NOTE Confidence: 0.883901695666667

00:21:57.480 --> 00:21:58.132 That is,

NOTE Confidence: 0.883901695666667

00:21:58.132 --> 00:22:00.414 for whom did this online training work?

NOTE Confidence: 0.883901695666667

00:22:00.420 --> 00:22:00.908 If anyone,

NOTE Confidence: 0.883901695666667

00:22:00.908 --> 00:22:02.372 and I'm not telling you the

NOTE Confidence: 0.883901695666667

00:22:02.372 --> 00:22:03.957 results of all of these studies,

NOTE Confidence: 0.883901695666667

00:22:03.960 --> 00:22:05.160 'cause we'll get to that later.

NOTE Confidence: 0.883901695666667

00:22:05.160 --> 00:22:07.224 But one thing I just want to flag

NOTE Confidence: 0.883901695666667

00:22:07.224 --> 00:22:10.066 here is that some of what you suspect

NOTE Confidence: 0.883901695666667

00:22:10.066 --> 00:22:11.574 about diversity training maybe

NOTE Confidence: 0.909800302857143

00:22:11.580 --> 00:22:13.456 seem to come true in this study,

NOTE Confidence: 0.909800302857143

00:22:13.460 --> 00:22:16.268 which is that first of all part of

NOTE Confidence: 0.909800302857143

00:22:16.268 --> 00:22:18.923 the heroism of the study was that

NOTE Confidence: 0.909800302857143

00:22:18.923 --> 00:22:21.410 the authors actually had to create.

NOTE Confidence: 0.909800302857143

00:22:21.410 --> 00:22:25.750 Behavioral opportunities to see whether

NOTE Confidence: 0.909800302857143

00:22:25.750 --> 00:22:27.484 the employees of this company would

NOTE Confidence: 0.909800302857143

00:22:27.484 --> 00:22:29.276 take them up following the diversity

NOTE Confidence: 0.909800302857143

00:22:29.276 --> 00:22:31.034 training 'cause it turned out the

NOTE Confidence: 0.909800302857143

00:22:31.034 --> 00:22:32.974 company was not tracking the types of

NOTE Confidence: 0.909800302857143

00:22:32.974 --> 00:22:35.135 behaviors that we might be interested

NOTE Confidence: 0.909800302857143

00:22:35.135 --> 00:22:37.490 in and couldn't for legal reasons,

NOTE Confidence: 0.909800302857143

00:22:37.490 --> 00:22:39.290 share others like promotion and

NOTE Confidence: 0.909800302857143

00:22:39.290 --> 00:22:41.550 and and retention and so forth.

NOTE Confidence: 0.909800302857143

00:22:41.550 --> 00:22:43.769 So what they did was they measured

00:22:43.769 --> 00:22:45.290 following this online training.

00:22:45.290 --> 00:22:49.202 Did employees sign up for mentoring

00:22:49.202 --> 00:22:51.810 hour to mentor underrepresented?

00:22:51.810 --> 00:22:55.025 Members of the of underrepresented

00:22:55.025 --> 00:22:57.597 employees of the company,

00:22:57.600 --> 00:23:00.790 which for this company included

00:23:00.790 --> 00:23:04.235 women and and underrepresented

00:23:04.235 --> 00:23:07.040 in Minoritized employees.

00:23:07.040 --> 00:23:10.464 What they find is it's actually women and

00:23:10.464 --> 00:23:12.531 minoritized employees who are the ones

00:23:12.531 --> 00:23:15.130 who sign up for this this coffee hour.

00:23:15.130 --> 00:23:17.700 This mentoring hour to mentor

00:23:17.700 --> 00:23:19.756 others following this training.

00:23:19.760 --> 00:23:21.820 OK, so those are a few of what we called

00:23:21.881 --> 00:23:23.639 in the paper are landmark studies.

00:23:23.640 --> 00:23:25.299 There are more and I really encourage

NOTE Confidence: 0.909800302857143

00:23:25.299 --> 00:23:27.080 you to go and read about them,

NOTE Confidence: 0.909800302857143

00:23:27.080 --> 00:23:29.140 'cause they're just real feats,

NOTE Confidence: 0.909800302857143

00:23:29.140 --> 00:23:32.140 creative and and and brave.

NOTE Confidence: 0.909800302857143

00:23:32.140 --> 00:23:33.496 But the modal type of research

NOTE Confidence: 0.909800302857143

00:23:33.496 --> 00:23:34.174 is very different,

NOTE Confidence: 0.909800302857143

00:23:34.180 --> 00:23:35.140 and that's what I argued

NOTE Confidence: 0.909800302857143

00:23:35.140 --> 00:23:36.100 to you in the beginning.

NOTE Confidence: 0.909800302857143

00:23:36.100 --> 00:23:36.302 Why?

NOTE Confidence: 0.909800302857143

00:23:36.302 --> 00:23:36.504 Well,

NOTE Confidence: 0.909800302857143

00:23:36.504 --> 00:23:37.110 first of all,

NOTE Confidence: 0.909800302857143

00:23:37.110 --> 00:23:39.486 let me just describe all the

NOTE Confidence: 0.909800302857143

00:23:39.486 --> 00:23:41.488 different kinds of research that

NOTE Confidence: 0.909800302857143

00:23:41.488 --> 00:23:44.524 is in this meta analysis and these

NOTE Confidence: 0.909800302857143

00:23:44.524 --> 00:23:47.834 are categories that we created.

NOTE Confidence: 0.909800302857143

00:23:47.840 --> 00:23:50.910 There are types of interventions.

NOTE Confidence: 0.909800302857143

00:23:50.910 --> 00:23:52.950 In the meta analysis that you

NOTE Confidence: 0.909800302857143

00:23:52.950 --> 00:23:54.990 know fall under some of these,

NOTE Confidence: 0.909800302857143

00:23:54.990 --> 00:23:57.255 you know buckets these categories

NOTE Confidence: 0.909800302857143

00:23:57.255 --> 00:23:59.144 that we created and a couple of

NOTE Confidence: 0.909800302857143

00:23:59.144 --> 00:24:00.190 things I want to point out to you.

NOTE Confidence: 0.909800302857143

00:24:00.190 --> 00:24:01.690 First of all,

NOTE Confidence: 0.909800302857143

00:24:01.690 --> 00:24:05.028 that top bar that that represents a

NOTE Confidence: 0.909800302857143

00:24:05.028 --> 00:24:07.056 third of all activity in prejudice

NOTE Confidence: 0.909800302857143

00:24:07.056 --> 00:24:09.722 reduction over the past dozen years is

NOTE Confidence: 0.909800302857143

00:24:09.722 --> 00:24:11.702 called extended and imaginary contact.

NOTE Confidence: 0.909800302857143

00:24:11.710 --> 00:24:14.486 Now if you don't know what that is,

NOTE Confidence: 0.909800302857143

00:24:14.490 --> 00:24:16.344 it's it's an intellectual development in

NOTE Confidence: 0.909800302857143

00:24:16.344 --> 00:24:18.830 the in the study of intergroup contact,

NOTE Confidence: 0.909800302857143

00:24:18.830 --> 00:24:21.008 that's quite stunning.

NOTE Confidence: 0.909800302857143

00:24:21.010 --> 00:24:22.816 Basically the the the move that's

NOTE Confidence: 0.909800302857143

00:24:22.816 --> 00:24:25.003 been made in that literature over the

NOTE Confidence: 0.909800302857143

00:24:25.003 --> 00:24:27.549 past dozen years has been to say we

NOTE Confidence: 0.909800302857143

00:24:27.549 --> 00:24:29.565 have so much research on interpersonal

NOTE Confidence: 0.909800302857143

00:24:29.565 --> 00:24:31.632 contact and you can see down below.

NOTE Confidence: 0.909800302857143

00:24:31.632 --> 00:24:33.636 We think that face to face contact

NOTE Confidence: 0.909800302857143

00:24:33.636 --> 00:24:35.796 might not even be necessary anymore.

NOTE Confidence: 0.909800302857143

00:24:35.800 --> 00:24:38.866 So extended contact is knowing that

NOTE Confidence: 0.909800302857143

00:24:38.866 --> 00:24:42.384 one of your friends and your social

NOTE Confidence: 0.909800302857143

00:24:42.384 --> 00:24:45.485 network has a contact with an out

NOTE Confidence: 0.909800302857143

00:24:45.485 --> 00:24:48.075 group member and imaginary contact is

NOTE Confidence: 0.909800302857143

00:24:48.075 --> 00:24:51.283 exactly as it sounds it involves for example.

NOTE Confidence: 0.909800302857143

00:24:51.290 --> 00:24:53.290 White American being asked to

NOTE Confidence: 0.909800302857143

00:24:53.290 --> 00:24:55.290 imagine a conversation or contact

NOTE Confidence: 0.909800302857143

00:24:55.360 --> 00:24:57.140 with a black American right,

NOTE Confidence: 0.909800302857143

00:24:57.140 --> 00:25:00.605 so it's it's quite a notable thing that you

NOTE Confidence: 0.909800302857143

00:25:00.605 --> 00:25:04.119 know that's where the intervention is gone.

NOTE Confidence: 0.909800302857143

00:25:04.120 --> 00:25:05.716 You know, in the last dozen years,

NOTE Confidence: 0.909800302857143

00:25:05.720 --> 00:25:07.854 and it takes up 33% of all

NOTE Confidence: 0.909800302857143

00:25:07.854 --> 00:25:09.189 of our of our energies,

NOTE Confidence: 0.909800302857143

00:25:09.190 --> 00:25:10.228 or roughly 33%.

NOTE Confidence: 0.909800302857143

00:25:10.228 --> 00:25:13.837 Now the zoom bar is on my on my X axis,

NOTE Confidence: 0.909800302857143

00:25:13.840 --> 00:25:17.018 so I can't see the next category.

NOTE Confidence: 0.909800302857143

00:25:17.020 --> 00:25:18.980 Is cognitive and emotional training,

NOTE Confidence: 0.909800302857143

00:25:18.980 --> 00:25:21.992 and this includes many different types

NOTE Confidence: 0.909800302857143

00:25:21.992 --> 00:25:24.515 of psychological techniques for trying

NOTE Confidence: 0.909800302857143

00:25:24.515 --> 00:25:27.155 to encourage people to self regulate

NOTE Confidence: 0.855159428

00:25:27.160 --> 00:25:29.976 and rethink their biases.

NOTE Confidence: 0.855159428

00:25:29.976 --> 00:25:32.348 So cognitive training includes things

NOTE Confidence: 0.855159428

00:25:32.348 --> 00:25:34.433 like trying to suppress implicit.

NOTE Confidence: 0.855159428

00:25:34.440 --> 00:25:36.318 In automatic biases,

NOTE Confidence: 0.855159428

00:25:36.318 --> 00:25:41.059 emotional training addresses ways too.

NOTE Confidence: 0.855159428

00:25:41.060 --> 00:25:44.150 To regulate emotions like guilt

NOTE Confidence: 0.855159428

00:25:44.150 --> 00:25:47.836 or fear or shame in with respect

NOTE Confidence: 0.855159428

00:25:47.836 --> 00:25:49.846 to thinking about group members,

NOTE Confidence: 0.855159428

00:25:49.850 --> 00:25:51.960 social categorization is the next

NOTE Confidence: 0.855159428

00:25:51.960 --> 00:25:54.070 most frequent kind of intervention

NOTE Confidence: 0.855159428

00:25:54.137 --> 00:25:55.937 and it involves trying to

NOTE Confidence: 0.855159428

00:25:55.937 --> 00:25:57.737 rethink group boundaries and so,

NOTE Confidence: 0.855159428

00:25:57.740 --> 00:25:59.800 thinking about subordinate categories

NOTE Confidence: 0.855159428

00:25:59.800 --> 00:26:03.368 instead of dividing us up into fractional

NOTE Confidence: 0.855159428

00:26:03.368 --> 00:26:05.280 minority versus majority groups

NOTE Confidence: 0.855159428

00:26:05.280 --> 00:26:07.565 or dominant versus oppressed, etc.

NOTE Confidence: 0.855159428

00:26:07.565 --> 00:26:09.755 OK, so those are the most

NOTE Confidence: 0.855159428

00:26:09.755 --> 00:26:12.050 common types of interventions.

NOTE Confidence: 0.855159428

00:26:12.050 --> 00:26:13.886 And what I really want to point out here,

NOTE Confidence: 0.855159428

00:26:13.890 --> 00:26:15.780 and I'm mindful that I'm saying this to a

NOTE Confidence: 0.855159428

00:26:15.780 --> 00:26:17.686 group of people in a psychiatry department,

NOTE Confidence: 0.855159428

00:26:17.690 --> 00:26:20.480 is that the energy of the past dozen years

NOTE Confidence: 0.855159428

00:26:20.480 --> 00:26:23.330 has all been about prejudice reduction

NOTE Confidence: 0.855159428

00:26:23.330 --> 00:26:26.270 through mentalizing through our mental lives.

NOTE Confidence: 0.855159428

00:26:26.270 --> 00:26:27.650 OK, and I don't present

NOTE Confidence: 0.855159428

00:26:27.650 --> 00:26:29.550 that to you as good or bad.

NOTE Confidence: 0.855159428

00:26:29.550 --> 00:26:33.120 But those three top categories were

NOTE Confidence: 0.855159428

00:26:33.120 --> 00:26:36.374 all about an individual strategy

NOTE Confidence: 0.855159428

00:26:36.374 --> 00:26:40.610 for rethinking or imagining.

NOTE Confidence: 0.855159428

00:26:40.610 --> 00:26:42.572 You know conditions under which there

NOTE Confidence: 0.855159428

00:26:42.572 --> 00:26:44.749 should be less bias and prejudice.

NOTE Confidence: 0.855159428

00:26:44.750 --> 00:26:47.542 OK, going along with this,

NOTE Confidence: 0.855159428

00:26:47.542 --> 00:26:50.888 we had a category that we coded for each

NOTE Confidence: 0.855159428

00:26:50.888 --> 00:26:53.390 and every study that we called light touch,

NOTE Confidence: 0.855159428

00:26:53.390 --> 00:26:54.790 which is a bit of policy jargon,

NOTE Confidence: 0.855159428

00:26:54.790 --> 00:26:56.446 but we defined it really clearly.

NOTE Confidence: 0.855159428

00:26:56.450 --> 00:26:59.250 We said light touch means that it's brief,

NOTE Confidence: 0.855159428

00:26:59.250 --> 00:27:01.833 cheap and easy to implement this intervention

NOTE Confidence: 0.855159428

00:27:01.833 --> 00:27:03.960 brief meaning 15 minutes or less.

NOTE Confidence: 0.855159428

00:27:03.960 --> 00:27:06.340 So we had even a very clear

NOTE Confidence: 0.855159428

00:27:06.340 --> 00:27:08.770 definition of that that characterized

NOTE Confidence: 0.855159428

00:27:08.770 --> 00:27:10.754 76% of all interventions.

NOTE Confidence: 0.855159428

00:27:10.754 --> 00:27:15.179 That were studied or the past dozen years OK,

NOTE Confidence: 0.855159428

00:27:15.180 --> 00:27:16.948 and then the final way in which the

NOTE Confidence: 0.855159428

00:27:16.948 --> 00:27:18.878 modal type of research is very different.

NOTE Confidence: 0.855159428

00:27:18.880 --> 00:27:22.828 I already previewed in a sort of

NOTE Confidence: 0.855159428

00:27:22.828 --> 00:27:25.526 complaints earlier by by praising

NOTE Confidence: 0.855159428

00:27:25.526 --> 00:27:27.614 the the landmark studies.

NOTE Confidence: 0.855159428

00:27:27.620 --> 00:27:28.840 It's it's quite the mirror,

NOTE Confidence: 0.855159428

00:27:28.840 --> 00:27:32.233 opposite in the mode for the rest of these

NOTE Confidence: 0.855159428

00:27:32.233 --> 00:27:35.260 studies there are very small sample sizes.

NOTE Confidence: 0.855159428

00:27:35.260 --> 00:27:37.000 There's a great amount of attrition

NOTE Confidence: 0.855159428

00:27:37.000 --> 00:27:39.060 people dropping out of the intervention,

NOTE Confidence: 0.855159428

00:27:39.060 --> 00:27:41.580 but the analysts will simply.

NOTE Confidence: 0.855159428

00:27:41.580 --> 00:27:43.414 Compare who's in the control group in

NOTE Confidence: 0.855159428

00:27:43.414 --> 00:27:45.079 the treatment group afterward and say,

NOTE Confidence: 0.855159428

00:27:45.080 --> 00:27:46.720 well, they're they're roughly consistent,

NOTE Confidence: 0.855159428

00:27:46.720 --> 00:27:48.772 so we'll just proceed with our

NOTE Confidence: 0.855159428

00:27:48.772 --> 00:27:49.456 usual analysis.

NOTE Confidence: 0.855159428

00:27:49.460 --> 00:27:51.338 There's a lot of cluster randomization,

NOTE Confidence: 0.855159428

00:27:51.340 --> 00:27:54.014 but analysis at the individual level which

NOTE Confidence: 0.855159428

00:27:54.014 --> 00:27:56.518 which throws off the standard errors,

NOTE Confidence: 0.855159428

00:27:56.520 --> 00:27:59.376 and there's a great deal of lack of

NOTE Confidence: 0.855159428

00:27:59.376 --> 00:28:02.364 transparency, so not sharing data,

NOTE Confidence: 0.855159428

00:28:02.364 --> 00:28:03.676 not preregistration.

NOTE Confidence: 0.855159428

00:28:03.680 --> 00:28:05.976 OK so I'm just showing you this.

NOTE Confidence: 0.855159428

00:28:05.980 --> 00:28:07.498 It's it's quite small for you.

NOTE Confidence: 0.855159428

00:28:07.500 --> 00:28:09.738 I just want to characterize the

NOTE Confidence: 0.855159428

00:28:09.738 --> 00:28:11.980 rest of the sample when I'm.

NOTE Confidence: 0.855159428

00:28:11.980 --> 00:28:13.756 You know making these global descriptions?

NOTE Confidence: 0.855159428

00:28:13.760 --> 00:28:15.596 I want you to know that the types of

NOTE Confidence: 0.855159428

00:28:15.596 --> 00:28:17.117 outcomes that they're also measuring.

NOTE Confidence: 0.855159428

00:28:17.120 --> 00:28:19.305 The vast majority are still

NOTE Confidence: 0.855159428

00:28:19.305 --> 00:28:21.053 explicit attitudes or beliefs.

NOTE Confidence: 0.855159428

00:28:21.060 --> 00:28:23.795 There's still very little measurement

NOTE Confidence: 0.855159428

00:28:23.795 --> 00:28:25.966 of behavior, empathy, emotion,

NOTE Confidence: 0.855159428

00:28:25.966 --> 00:28:28.444 the types of prejudice, race,

NOTE Confidence: 0.855159428

00:28:28.444 --> 00:28:30.388 and ethnicity are still the most,

NOTE Confidence: 0.855159428

00:28:30.390 --> 00:28:32.511 and I say still because I did

NOTE Confidence: 0.855159428

00:28:32.511 --> 00:28:33.692 the previous meta analysis,

NOTE Confidence: 0.855159428

00:28:33.692 --> 00:28:35.980 so some of this is just really staying

NOTE Confidence: 0.855159428

00:28:36.042 --> 00:28:37.717 consistent with with past work,

NOTE Confidence: 0.855159428

00:28:37.720 --> 00:28:39.444 race and ethnicity appropriately

NOTE Confidence: 0.855159428

00:28:39.444 --> 00:28:42.030 are are still the most studied.

NOTE Confidence: 0.855159428

00:28:42.030 --> 00:28:47.050 Ability is is also studied a great deal.

NOTE Confidence: 0.855159428

00:28:47.050 --> 00:28:48.930 Prejudice against disabled people

NOTE Confidence: 0.855159428

00:28:48.930 --> 00:28:49.870 and then

NOTE Confidence: 0.852705132352941

00:28:49.948 --> 00:28:53.224 a Sergeant category is prejudice against

NOTE Confidence: 0.852705132352941

00:28:53.224 --> 00:28:55.522 immigrants, asylum seekers and refugees

NOTE Confidence: 0.852705132352941

00:28:55.522 --> 00:28:57.274 for quite understandable historical.

NOTE Confidence: 0.852705132352941

00:28:57.280 --> 00:28:59.464 You know trends in the past few years

NOTE Confidence: 0.852705132352941

00:28:59.470 --> 00:29:02.050 and then intervention studies these.

NOTE Confidence: 0.852705132352941

00:29:02.050 --> 00:29:03.940 These interventions that are being

NOTE Confidence: 0.852705132352941

00:29:03.940 --> 00:29:05.830 studied are still predominantly taking

NOTE Confidence: 0.852705132352941

00:29:05.885 --> 00:29:08.006 place on college campuses and now online.

NOTE Confidence: 0.852705132352941

00:29:08.010 --> 00:29:11.130 For example on Amazon in truck.

NOTE Confidence: 0.852705132352941

00:29:11.130 --> 00:29:13.420 OK, what's the average effect?

NOTE Confidence: 0.852705132352941

00:29:13.420 --> 00:29:14.750 So let's just get right into it.

NOTE Confidence: 0.852705132352941

53

00:29:14.750 --> 00:29:17.342 The average effect is d =

NOTE Confidence: 0.852705132352941

00:29:17.342 --> 00:29:19.550 .3 standard error of .02.

NOTE Confidence: 0.852705132352941

00:29:19.550 --> 00:29:21.979 For people who are not fluent indeed.

NOTE Confidence: 0.852705132352941

00:29:21.980 --> 00:29:23.844 And even though I I traffic in them,

NOTE Confidence: 0.852705132352941

00:29:23.850 --> 00:29:26.490 I like to try to make it make sense to me.

NOTE Confidence: 0.852705132352941

00:29:26.490 --> 00:29:29.040 This is the equivalent of taking

NOTE Confidence: 0.852705132352941

00:29:29.040 --> 00:29:31.849 someone who is rating and outgroup,

NOTE Confidence: 0.852705132352941

00:29:31.850 --> 00:29:33.074 say, black Americans.

NOTE Confidence: 0.852705132352941

00:29:33.074 --> 00:29:35.522 If it's a white American participant

NOTE Confidence: 0.852705132352941

00:29:35.522 --> 00:29:38.253 group rating that group on a feeling

NOTE Confidence: 0.852705132352941

00:29:38.253 --> 00:29:40.589 thermometer that ranges from zero to 100,

NOTE Confidence: 0.852705132352941

00:29:40.590 --> 00:29:41.346 with 0 being.

NOTE Confidence: 0.852705132352941

00:29:41.346 --> 00:29:42.858 Very cold 100 being I feel

NOTE Confidence: 0.852705132352941

00:29:42.858 --> 00:29:44.579 very warmly toward this group.

NOTE Confidence: 0.852705132352941

00:29:44.580 --> 00:29:46.225 Let's take someone with kind of what

NOTE Confidence: 0.852705132352941

00:29:46.225 --> 00:29:47.778 we might call a mild prejudice.

NOTE Confidence: 0.852705132352941

00:29:47.780 --> 00:29:50.118 So 10 points below the neutral point.

NOTE Confidence: 0.852705132352941

00:29:50.120 --> 00:29:50.724 This would.

NOTE Confidence: 0.852705132352941

00:29:50.724 --> 00:29:53.914 This would move them on average to a 48 OK.

NOTE Confidence: 0.852705132352941

00:29:53.914 --> 00:29:56.623 So it's worth taking a beat to

NOTE Confidence: 0.852705132352941

00:29:56.623 --> 00:29:59.080 consider whether we think that

NOTE Confidence: 0.852705132352941

00:29:59.080 --> 00:30:01.060 that's impressive or not.

NOTE Confidence: 0.852705132352941

00:30:01.060 --> 00:30:01.538 You know,

NOTE Confidence: 0.852705132352941

00:30:01.538 --> 00:30:03.211 in some ways you know I've placed

NOTE Confidence: 0.852705132352941

00:30:03.211 --> 00:30:04.757 it below the neutral point,

NOTE Confidence: 0.852705132352941

00:30:04.760 --> 00:30:06.020 and so now we're thinking.

NOTE Confidence: 0.852705132352941

00:30:06.020 --> 00:30:06.544 Well, there's.

NOTE Confidence: 0.852705132352941

00:30:06.544 --> 00:30:08.116 There's still basically just at neutral.

NOTE Confidence: 0.852705132352941

00:30:08.120 --> 00:30:09.242 Is that good?

NOTE Confidence: 0.852705132352941

00:30:09.242 --> 00:30:11.486 But recall that I've also told

NOTE Confidence: 0.852705132352941

00:30:11.486 --> 00:30:14.000 you that the predominant share

NOTE Confidence: 0.852705132352941

00:30:14.000 --> 00:30:17.650 of this this group of of studies

NOTE Confidence: 0.852705132352941

00:30:17.650 --> 00:30:19.500 only lasts for the intervention,

NOTE Confidence: 0.852705132352941

00:30:19.500 --> 00:30:22.276 only lasts for 15 minutes or or less,

NOTE Confidence: 0.852705132352941

00:30:22.280 --> 00:30:23.948 and so maybe that's quite impressive.

NOTE Confidence: 0.852705132352941

00:30:23.950 --> 00:30:25.938 Actually, for these brief.

NOTE Confidence: 0.852705132352941

00:30:25.938 --> 00:30:27.429 Light touch interventions.

NOTE Confidence: 0.852705132352941

00:30:27.430 --> 00:30:28.970 OK,

NOTE Confidence: 0.852705132352941

00:30:28.970 --> 00:30:31.643 but now I want to dig a little more

NOTE Confidence: 0.852705132352941

00:30:31.643 --> 00:30:34.360 deeply into this overall average effect,

NOTE Confidence: 0.852705132352941

00:30:34.360 --> 00:30:34.587 right?

NOTE Confidence: 0.852705132352941

00:30:34.587 --> 00:30:36.176 And I'm going to do that with

NOTE Confidence: 0.852705132352941

00:30:36.176 --> 00:30:37.489 my hands above the table.

NOTE Confidence: 0.852705132352941

00:30:37.490 --> 00:30:39.416 I'm not going to actually make

NOTE Confidence: 0.852705132352941

00:30:39.416 --> 00:30:41.190 any judgments of these papers,

NOTE Confidence: 0.852705132352941

00:30:41.190 --> 00:30:42.594 although I have many of them

NOTE Confidence: 0.852705132352941

00:30:42.594 --> 00:30:43.530 and happy to share.

NOTE Confidence: 0.852705132352941

00:30:43.530 --> 00:30:45.570 But I'm going to do this in a

NOTE Confidence: 0.852705132352941

00:30:45.570 --> 00:30:46.994 way that's quite mechanical.

NOTE Confidence: 0.852705132352941

00:30:46.994 --> 00:30:49.740 I'm just going to divide up all

NOTE Confidence: 0.852705132352941

00:30:49.740 --> 00:30:51.790 of these studies into Quintiles,

NOTE Confidence: 0.852705132352941

00:30:51.790 --> 00:30:53.764 and the quintiles will be determined by

NOTE Confidence: 0.852705132352941

00:30:53.764 --> 00:30:56.110 how many people are in your treatment group.

NOTE Confidence: 0.852705132352941

00:30:56.110 --> 00:30:56.394 OK,

NOTE Confidence: 0.852705132352941

00:30:56.394 --> 00:30:58.382 so this is just about a sample

NOTE Confidence: 0.852705132352941

00:30:58.382 --> 00:30:59.838 size analysis and what you see

NOTE Confidence: 0.852705132352941

00:30:59.838 --> 00:31:00.948 is that the bottom quintile,

NOTE Confidence: 0.852705132352941

00:31:00.950 --> 00:31:02.030 when I do this,

NOTE Confidence: 0.852705132352941

00:31:02.030 --> 00:31:04.874 this is the the column over here on

NOTE Confidence: 0.852705132352941

00:31:04.874 --> 00:31:08.328 the left hand side is 25 people or fewer.

NOTE Confidence: 0.852705132352941

00:31:08.330 --> 00:31:10.196 That's really small.

NOTE Confidence: 0.852705132352941

00:31:10.196 --> 00:31:15.282 The top quintile is 78 people or more.

NOTE Confidence: 0.852705132352941

00:31:15.282 --> 00:31:17.874 Also quite small for.

NOTE Confidence: 0.852705132352941

00:31:17.880 --> 00:31:20.095 For an intervention study right

NOTE Confidence: 0.852705132352941

00:31:20.095 --> 00:31:21.867 for randomized controlled trial.

NOTE Confidence: 0.852705132352941

00:31:21.870 --> 00:31:23.375 Now the other thing that we need

NOTE Confidence: 0.852705132352941

00:31:23.375 --> 00:31:25.018 to look at is the effect size,

NOTE Confidence: 0.852705132352941

00:31:25.020 --> 00:31:26.188 which is over here.

NOTE Confidence: 0.852705132352941

00:31:26.188 --> 00:31:28.520 I hope you can see my pointer

NOTE Confidence: 0.852705132352941

00:31:28.520 --> 00:31:31.020 in in the fourth column,

NOTE Confidence: 0.852705132352941

00:31:31.020 --> 00:31:33.510 the effect size if there's publication

NOTE Confidence: 0.852705132352941

00:31:33.510 --> 00:31:37.140 bias will track the the the sample size,

NOTE Confidence: 0.852705132352941

00:31:37.140 --> 00:31:38.688 and in fact we find that's

NOTE Confidence: 0.852705132352941

00:31:38.688 --> 00:31:39.720 exactly what it does,

NOTE Confidence: 0.852705132352941

00:31:39.720 --> 00:31:41.880 that it's these tiny tiny little

NOTE Confidence: 0.852705132352941

00:31:41.880 --> 00:31:43.991 studies that should not have any

NOTE Confidence: 0.852705132352941

00:31:43.991 --> 00:31:45.803 power to find an effect size

NOTE Confidence: 0.852705132352941

00:31:45.803 --> 00:31:47.887 that find a wopping effect size.

00:31:47.890 --> 00:31:49.674 Right, and of course,

00:31:49.674 --> 00:31:51.904 that's why they've been published

00:31:51.904 --> 00:31:54.700 because they found a significant effect.

00:31:54.700 --> 00:31:56.796 But that effect size that they find is

00:31:56.796 --> 00:31:58.820 double the average, and if you look at,

00:31:58.820 --> 00:32:00.584 you know the more high quality studies,

00:32:00.590 --> 00:32:02.558 just according to their sample size.

00:32:02.560 --> 00:32:03.982 I'm not making any other judgments

00:32:03.982 --> 00:32:05.529 that we could maybe argue about

00:32:05.529 --> 00:32:06.909 with respect to its measurement,

00:32:06.910 --> 00:32:09.276 or what it prioritizes or the intervention

00:32:09.276 --> 00:32:10.290 approach theoretical approach.

00:32:10.290 --> 00:32:12.150 Just looking at sample size,

00:32:12.150 --> 00:32:14.651 that average effect is a .18.

00:32:14.651 --> 00:32:17.537 OK, so that's a lot smaller.

00:32:17.540 --> 00:32:19.028 I'm just showing you how this.

NOTE Confidence: 0.895766853333333

00:32:19.030 --> 00:32:20.836 Actually moves in a linear direction.

NOTE Confidence: 0.895766853333333

00:32:20.840 --> 00:32:24.128 This is the average effect sizes

NOTE Confidence: 0.895766853333333

00:32:24.128 --> 00:32:27.750 and as the sample gets larger,

NOTE Confidence: 0.895766853333333

00:32:27.750 --> 00:32:30.336 so too does the effect size, right?

NOTE Confidence: 0.895766853333333

00:32:30.336 --> 00:32:31.932 So I'm just showing you the

NOTE Confidence: 0.895766853333333

00:32:31.932 --> 00:32:33.620 same thing in graphical form.

NOTE Confidence: 0.895766853333333

00:32:33.620 --> 00:32:34.964 So what is it?

NOTE Confidence: 0.895766853333333

00:32:34.964 --> 00:32:37.346 A .18 mean that average effects for

NOTE Confidence: 0.895766853333333

00:32:37.346 --> 00:32:39.486 the studies with the the greatest

NOTE Confidence: 0.895766853333333

00:32:39.486 --> 00:32:41.610 sample size that would move people

NOTE Confidence: 0.895766853333333

00:32:41.610 --> 00:32:43.900 who were raiding black Americans.

NOTE Confidence: 0.895766853333333

00:32:43.900 --> 00:32:45.704 The people, not people,

NOTE Confidence: 0.895766853333333

00:32:45.704 --> 00:32:47.959 white participants who were rating

NOTE Confidence: 0.895766853333333

00:32:47.959 --> 00:32:50.258 black Americans at a 40 they would

NOTE Confidence: 0.895766853333333

00:32:50.258 --> 00:32:52.500 be moved to a 44 on average.

NOTE Confidence: 0.895766853333333

00:32:52.500 --> 00:32:56.630 OK, so still positive movement.

NOTE Confidence: 0.895766853333333

00:32:56.630 --> 00:32:58.718 Half of the effects of above

NOTE Confidence: 0.895766853333333

00:32:58.718 --> 00:33:01.270 in some respects, right?

NOTE Confidence: 0.895766853333333

00:33:01.270 --> 00:33:03.226 Still worthwhile to pause to see

NOTE Confidence: 0.895766853333333

00:33:03.226 --> 00:33:04.870 whether we're pleased with that,

NOTE Confidence: 0.895766853333333

00:33:04.870 --> 00:33:06.190 and we could have an interesting

NOTE Confidence: 0.895766853333333

00:33:06.190 --> 00:33:10.020 argument about it, right? OK.

NOTE Confidence: 0.895766853333333

00:33:10.020 --> 00:33:11.238 So what's the average effect now?

NOTE Confidence: 0.895766853333333

00:33:11.240 --> 00:33:13.179 I'm just going to show you how

NOTE Confidence: 0.895766853333333

00:33:13.180 --> 00:33:15.605 the average effect moves down

NOTE Confidence: 0.895766853333333

00:33:15.605 --> 00:33:18.030 for every type of intervention.

NOTE Confidence: 0.895766853333333

00:33:18.030 --> 00:33:18.373 OK,

NOTE Confidence: 0.895766853333333

00:33:18.373 --> 00:33:20.774 and so you can find your favorite

NOTE Confidence: 0.895766853333333

00:33:20.774 --> 00:33:22.000 approach potentially on that.

NOTE Confidence: 0.895766853333333

00:33:22.000 --> 00:33:23.488 On that axis there.

NOTE Confidence: 0.895766853333333

00:33:23.488 --> 00:33:25.720 So all of these different intervention

NOTE Confidence: 0.895766853333333

00:33:25.792 --> 00:33:28.362 buckets from entertainment to peer

NOTE Confidence: 0.895766853333333

00:33:28.362 --> 00:33:30.418 influence to multicultural education,

NOTE Confidence: 0.895766853333333

00:33:30.420 --> 00:33:31.444 diversity trainings,

NOTE Confidence: 0.895766853333333

00:33:31.444 --> 00:33:32.980 interpersonal contact, right?

NOTE Confidence: 0.895766853333333

00:33:32.980 --> 00:33:34.810 So all of these effect sizes

NOTE Confidence: 0.895766853333333

00:33:34.810 --> 00:33:36.725 you should have seen them just

NOTE Confidence: 0.895766853333333

00:33:36.725 --> 00:33:38.597 jump down approaching 0 when we

NOTE Confidence: 0.895766853333333

00:33:38.597 --> 00:33:40.720 limit it to studies with larger.

NOTE Confidence: 0.895766853333333

00:33:40.720 --> 00:33:44.728 Sample size is OK, so I just I.

NOTE Confidence: 0.895766853333333

00:33:44.730 --> 00:33:46.518 I'll do that again,

NOTE Confidence: 0.895766853333333

00:33:46.518 --> 00:33:49.695 jump down right and one thing that I want

NOTE Confidence: 0.895766853333333

00:33:49.695 --> 00:33:52.007 you to pay close attention to is the ends.

NOTE Confidence: 0.895766853333333

00:33:52.010 --> 00:33:54.370 How many studies we have.

NOTE Confidence: 0.895766853333333

00:33:54.370 --> 00:33:58.395 The enlisted after the type of intervention

NOTE Confidence: 0.895766853333333

00:33:58.395 --> 00:34:01.319 here and I want you to drop your eyes down

NOTE Confidence: 0.895766853333333

00:34:01.319 --> 00:34:04.194 to the bottom of this figure and see that.

NOTE Confidence: 0.895766853333333

00:34:04.200 --> 00:34:06.876 In considering how many diversity trainings

NOTE Confidence: 0.895766853333333

00:34:06.876 --> 00:34:10.169 has been studied with experimental methods,

NOTE Confidence: 0.895766853333333

00:34:10.170 --> 00:34:12.486 once you restrict it to the

NOTE Confidence: 0.895766853333333

00:34:12.486 --> 00:34:14.760 sample size being 70 or more,

NOTE Confidence: 0.895766853333333

00:34:14.760 --> 00:34:15.888 there's only two.

NOTE Confidence: 0.895766853333333

00:34:15.888 --> 00:34:17.768 Two studies of diversity training

NOTE Confidence: 0.895766853333333

00:34:17.768 --> 00:34:20.278 in the last dozen years to try

NOTE Confidence: 0.895766853333333

00:34:20.278 --> 00:34:22.534 to understand the effects of dice

NOTE Confidence: 0.895766853333333

00:34:22.534 --> 00:34:24.709 diversity training that really have

NOTE Confidence: 0.895766853333333

00:34:24.709 --> 00:34:27.460 any shot at uncovering a well powered,

NOTE Confidence: 0.895766853333333

00:34:27.460 --> 00:34:28.676 you know, reliable effect.

NOTE Confidence: 0.895766853333333

00:34:28.676 --> 00:34:28.980 OK,

NOTE Confidence: 0.895766853333333

00:34:28.980 --> 00:34:30.672 and I've already told you about one of them,

NOTE Confidence: 0.895766853333333

00:34:30.680 --> 00:34:32.630 OK?

NOTE Confidence: 0.895766853333333

00:34:32.630 --> 00:34:35.966 So this brings us to my other arguments,

NOTE Confidence: 0.895766853333333

00:34:35.970 --> 00:34:37.636 which was that some of the most

NOTE Confidence: 0.895766853333333

00:34:37.636 --> 00:34:38.350 popular prejudice reduction

NOTE Confidence: 0.895766853333333

00:34:38.390 --> 00:34:39.560 ideas are not well supported.

NOTE Confidence: 0.895766853333333

00:34:39.560 --> 00:34:41.149 Well, diversity training is one of them.

NOTE Confidence: 0.895766853333333

00:34:41.150 --> 00:34:44.894 We are not at this stage in the

NOTE Confidence: 0.895766853333333

00:34:44.894 --> 00:34:46.682 scientific literature able to

NOTE Confidence: 0.895766853333333

00:34:46.682 --> 00:34:48.874 recommend the public that diversity

NOTE Confidence: 0.895766853333333

00:34:48.874 --> 00:34:50.984 trainings are an effective measure.

NOTE Confidence: 0.895766853333333

00:34:50.990 --> 00:34:52.958 Now this is not to say that I

NOTE Confidence: 0.895766853333333

00:34:52.958 --> 00:34:54.967 do not support having any kind

NOTE Confidence: 0.895766853333333

00:34:54.967 --> 00:34:57.139 of training in a workplace or

NOTE Confidence: 0.9543664384

00:34:57.210 --> 00:34:59.260 any other kind of institution,

NOTE Confidence: 0.9543664384

00:34:59.260 --> 00:35:03.291 but it is to say that it is.

NOTE Confidence: 0.9543664384

00:35:03.291 --> 00:35:07.136 And an enormous problem that we don't

NOTE Confidence: 0.9543664384

00:35:07.136 --> 00:35:08.696 know about their effects right?

NOTE Confidence: 0.9543664384

00:35:08.700 --> 00:35:09.840 And so. Of course,

NOTE Confidence: 0.9543664384

00:35:09.840 --> 00:35:11.265 this is averaging across any

NOTE Confidence: 0.9543664384

00:35:11.265 --> 00:35:12.820 kind of diversity training,

NOTE Confidence: 0.9543664384

00:35:12.820 --> 00:35:14.548 and I think that we can all think

NOTE Confidence: 0.9543664384

00:35:14.548 --> 00:35:15.953 of diversity trainings that we've

NOTE Confidence: 0.9543664384

00:35:15.953 --> 00:35:17.789 experienced or observed that we didn't

NOTE Confidence: 0.9543664384

00:35:17.789 --> 00:35:19.346 think would have a positive effect

NOTE Confidence: 0.9543664384

00:35:19.346 --> 00:35:20.760 and maybe some that we thought.

NOTE Confidence: 0.9543664384

00:35:20.760 --> 00:35:21.600 Well, this is this.

NOTE Confidence: 0.9543664384

00:35:21.600 --> 00:35:24.210 This is quite good, right?

NOTE Confidence: 0.9543664384

00:35:24.210 --> 00:35:26.118 But there's no distinguishing among them,

NOTE Confidence: 0.9543664384

00:35:26.120 --> 00:35:26.429 right?

NOTE Confidence: 0.9543664384

00:35:26.429 --> 00:35:28.283 There's two studies in the past

NOTE Confidence: 0.9543664384

00:35:28.283 --> 00:35:29.999 dozen years that have actually

NOTE Confidence: 0.9543664384

00:35:29.999 --> 00:35:31.809 looked at their causal effects.

NOTE Confidence: 0.9543664384

00:35:31.810 --> 00:35:34.066 And implicit bias has been something

NOTE Confidence: 0.9543664384

00:35:34.066 --> 00:35:36.325 that we've talked a great deal

NOTE Confidence: 0.9543664384

00:35:36.325 --> 00:35:38.389 about in the past dozen years.

NOTE Confidence: 0.9543664384

00:35:38.390 --> 00:35:38.938 However,

NOTE Confidence: 0.9543664384

00:35:38.938 --> 00:35:41.678 implicit bias trainings were included

NOTE Confidence: 0.9543664384

00:35:41.678 --> 00:35:44.630 in that diversity training category.

NOTE Confidence: 0.9543664384

00:35:44.630 --> 00:35:46.370 This is a surgeon category.

NOTE Confidence: 0.9543664384

00:35:46.370 --> 00:35:47.978 There are a couple of investigators

NOTE Confidence: 0.9543664384

00:35:47.978 --> 00:35:50.358 who I know of who have been producing

NOTE Confidence: 0.9543664384

00:35:50.358 --> 00:35:52.635 more work on trying to understand the

NOTE Confidence: 0.9543664384

00:35:52.635 --> 00:35:54.370 impacts of implicit bias training.

NOTE Confidence: 0.9543664384

00:35:54.370 --> 00:35:54.886 In particular,

NOTE Confidence: 0.9543664384

00:35:54.886 --> 00:35:56.434 the other thing that we looked

NOTE Confidence: 0.9543664384

00:35:56.434 --> 00:35:58.215 for in this category is we just

NOTE Confidence: 0.9543664384

00:35:58.215 --> 00:35:59.789 wanted to know there are some

NOTE Confidence: 0.9543664384

00:35:59.789 --> 00:36:01.017 really good meta analysis.

NOTE Confidence: 0.9543664384

00:36:01.020 --> 00:36:04.017 I could refer you to if you're interested on

NOTE Confidence: 0.9543664384

00:36:04.020 --> 00:36:06.388 the extent to which implicit bias can change,

NOTE Confidence: 0.9543664384

00:36:06.390 --> 00:36:07.324 period, right?

NOTE Confidence: 0.9543664384

00:36:07.324 --> 00:36:10.593 Even in you know basic lab studies.

NOTE Confidence: 0.9543664384

00:36:10.600 --> 00:36:12.526 We didn't include those here because

NOTE Confidence: 0.9543664384

00:36:12.526 --> 00:36:13.810 they weren't actual interventions.

NOTE Confidence: 0.9543664384

00:36:13.810 --> 00:36:15.385 What we were interested in here though,

NOTE Confidence: 0.9543664384

00:36:15.390 --> 00:36:16.276 is just.

NOTE Confidence: 0.9543664384

00:36:16.276 --> 00:36:18.048 What's the functional interdependence?

NOTE Confidence: 0.9543664384

00:36:18.050 --> 00:36:19.718 What's the relationship between

NOTE Confidence: 0.9543664384

00:36:19.718 --> 00:36:21.386 implicit bias and behavior?

NOTE Confidence: 0.9543664384

00:36:21.390 --> 00:36:25.488 So forget about implicit bias training,

NOTE Confidence: 0.9543664384

00:36:25.490 --> 00:36:27.374 what intervention out there,

NOTE Confidence: 0.9543664384

00:36:27.374 --> 00:36:29.729 anything it could be contact.

NOTE Confidence: 0.9543664384

00:36:29.730 --> 00:36:31.754 It could be emotional.

NOTE Confidence: 0.9543664384

00:36:31.754 --> 00:36:33.778 Regulation it could be

NOTE Confidence: 0.9543664384

00:36:33.780 --> 00:36:34.668 multicultural education.

NOTE Confidence: 0.9543664384

00:36:34.668 --> 00:36:37.776 Do any of them change implicit bias?

NOTE Confidence: 0.9543664384

00:36:37.780 --> 00:36:39.092 And if they do,

NOTE Confidence: 0.9543664384

00:36:39.092 --> 00:36:40.732 it does behavior also change,

NOTE Confidence: 0.9543664384

00:36:40.740 --> 00:36:40.997 right?

NOTE Confidence: 0.9543664384

00:36:40.997 --> 00:36:42.796 So we were really interested if there

NOTE Confidence: 0.9543664384

00:36:42.796 --> 00:36:44.570 were any studies that measured implicit

NOTE Confidence: 0.9543664384

00:36:44.570 --> 00:36:46.376 bias or behavior as an outcome.

NOTE Confidence: 0.9543664384

00:36:46.380 --> 00:36:48.590 We captured both of those.

NOTE Confidence: 0.9543664384

00:36:48.590 --> 00:36:49.526 Both of those outcomes,

NOTE Confidence: 0.9543664384

00:36:49.526 --> 00:36:50.930 whether or not they were reported

NOTE Confidence: 0.9543664384

00:36:50.974 --> 00:36:51.919 in the abstract or not.

NOTE Confidence: 0.9543664384

00:36:51.920 --> 00:36:53.600 'cause we were so curious about

NOTE Confidence: 0.9543664384

00:36:53.600 --> 00:36:55.144 this question and I'm very

NOTE Confidence: 0.9543664384

00:36:55.144 --> 00:36:57.112 sorry to tell you that again,

68

NOTE Confidence: 0.9543664384

00:36:57.120 --> 00:36:58.149 this seems to be a magic number.

NOTE Confidence: 0.9543664384

00:36:58.150 --> 00:37:00.565 There are two studies in the entire

NOTE Confidence: 0.9543664384

00:37:00.565 --> 00:37:02.829 corpus from the past dozen years.

NOTE Confidence: 0.9543664384

00:37:02.830 --> 00:37:04.800 That captured both implicit bias

NOTE Confidence: 0.9543664384

00:37:04.800 --> 00:37:07.217 and behavior as an outcome in

NOTE Confidence: 0.9543664384

00:37:07.217 --> 00:37:09.107 any kind of intervention study,

NOTE Confidence: 0.9543664384

00:37:09.110 --> 00:37:11.930 so we really can't tell you

NOTE Confidence: 0.9543664384

00:37:11.930 --> 00:37:14.265 what we know about interventions

NOTE Confidence: 0.9543664384

00:37:14.265 --> 00:37:15.666 changing implicit bias,

NOTE Confidence: 0.9543664384

00:37:15.670 --> 00:37:16.930 and they expect which that

NOTE Confidence: 0.9543664384

00:37:16.930 --> 00:37:17.938 is expressed in what.

NOTE Confidence: 0.9543664384

00:37:17.940 --> 00:37:19.064 I think we can.

NOTE Confidence: 0.9543664384

00:37:19.064 --> 00:37:21.170 I think we could agree on that.

NOTE Confidence: 0.9543664384

00:37:21.170 --> 00:37:24.114 We care most about which is behavior the

NOTE Confidence: 0.9543664384

00:37:24.114 --> 00:37:26.427 expression of of prejudice and bias,

NOTE Confidence: 0.9543664384

00:37:26.430 --> 00:37:27.066 right?

NOTE Confidence: 0.9543664384

00:37:27.066 --> 00:37:28.974 Discrimination, hate crime,

NOTE Confidence: 0.9543664384

00:37:28.974 --> 00:37:29.610 microaggressions,

NOTE Confidence: 0.9543664384

00:37:29.610 --> 00:37:31.474 all of the things that we care about.

NOTE Confidence: 0.9543664384

00:37:31.480 --> 00:37:33.152 OK, and then the final thing that I

NOTE Confidence: 0.9543664384

00:37:33.152 --> 00:37:35.040 was really attentive to as a psychologist,

NOTE Confidence: 0.9543664384

00:37:35.040 --> 00:37:36.336 because this is something in my

NOTE Confidence: 0.9543664384

00:37:36.336 --> 00:37:38.038 field that I hear quite a bit about.

NOTE Confidence: 0.9543664384

00:37:38.040 --> 00:37:40.014 Curious the extent to which this

NOTE Confidence: 0.9543664384

00:37:40.014 --> 00:37:42.300 is discussed in in in psychiatry.

NOTE Confidence: 0.9543664384

00:37:42.300 --> 00:37:43.671 Is that OK?

NOTE Confidence: 0.9543664384

00:37:43.671 --> 00:37:45.499 Here goes the argument.

NOTE Confidence: 0.9543664384

00:37:45.500 --> 00:37:45.837 OK,

NOTE Confidence: 0.9543664384

00:37:45.837 --> 00:37:47.859 this is a very small change.

NOTE Confidence: 0.9543664384

00:37:47.860 --> 00:37:49.245 This is small effect size

NOTE Confidence: 0.9543664384

00:37:49.245 --> 00:37:50.076 that neither observed.

00:37:50.080 --> 00:37:52.180 But this is something that can

00:37:52.180 --> 00:37:54.364 build overtime. So in essence this

00:37:54.364 --> 00:37:56.219 can become self reinforcing people.

00:37:56.220 --> 00:37:59.082 Small attitude changes small changes in

00:37:59.082 --> 00:38:01.710 their emotional regulation around outgroups.

00:38:01.710 --> 00:38:05.106 Gonna have this positive reinforcement cycle.

00:38:05.110 --> 00:38:08.002 So it's a it's a perfectly

00:38:08.002 --> 00:38:09.930 valid theory of change,

00:38:09.930 --> 00:38:11.650 and we could find no evidence for it.

00:38:11.650 --> 00:38:13.747 But here again I want to be clear there's

00:38:13.747 --> 00:38:15.778 an absence of evidence and the way you

00:38:15.778 --> 00:38:18.073 look for it is you look to see whether

00:38:18.073 --> 00:38:20.238 any of these studies are measuring,

00:38:20.238 --> 00:38:21.990 change overtime longitudinally,

00:38:21.990 --> 00:38:27.354 and we found very few studies that did so.

00:38:27.360 --> 00:38:28.746 To the extent that it's not even

NOTE Confidence: 0.9479065025

00:38:28.746 --> 00:38:29.789 worth mentioning what they found,

NOTE Confidence: 0.9479065025

00:38:29.790 --> 00:38:31.888 because you know it was, you know,

NOTE Confidence: 0.9479065025

00:38:31.888 --> 00:38:37.028 a few out of a body of of 400 plus OK.

NOTE Confidence: 0.9479065025

00:38:37.030 --> 00:38:38.370 Alright, so the best research

NOTE Confidence: 0.9479065025

00:38:38.370 --> 00:38:39.442 shows very small effects.

NOTE Confidence: 0.9479065025

00:38:39.450 --> 00:38:41.256 That's the final argument that I made

NOTE Confidence: 0.9479065025

00:38:41.256 --> 00:38:43.310 at the beginning, and I call this my.

NOTE Confidence: 0.9479065025

00:38:43.310 --> 00:38:45.165 You know once more with feeling figure

NOTE Confidence: 0.9479065025

00:38:45.165 --> 00:38:47.020 'cause I've already showed you these data,

NOTE Confidence: 0.9479065025

00:38:47.020 --> 00:38:48.850 these are essentially the data from

NOTE Confidence: 0.9479065025

00:38:48.850 --> 00:38:51.199 the table and then from the graph and,

NOTE Confidence: 0.9479065025

00:38:51.200 --> 00:38:53.468 and this is charting the D,

NOTE Confidence: 0.9479065025

00:38:53.470 --> 00:38:55.966 the effect size right on the Y axis.

NOTE Confidence: 0.9479065025

00:38:55.970 --> 00:38:56.343 How?

NOTE Confidence: 0.9479065025

00:38:56.343 --> 00:38:59.700 How big of an effect do we find against

NOTE Confidence: 0.9479065025

00:38:59.786 --> 00:39:02.666 the standard error on on the X and

NOTE Confidence: 0.9479065025

00:39:02.670 --> 00:39:04.020 what's important about this figure

NOTE Confidence: 0.9479065025

00:39:04.020 --> 00:39:05.850 that's different is that you know these

NOTE Confidence: 0.9479065025

00:39:05.850 --> 00:39:07.594 all of these dots are a different study.

NOTE Confidence: 0.9479065025

00:39:07.600 --> 00:39:07.802 Right,

NOTE Confidence: 0.9479065025

00:39:07.802 --> 00:39:09.014 and it's robust to the studies

NOTE Confidence: 0.9479065025

00:39:09.014 --> 00:39:10.359 that are those outliers up there.

NOTE Confidence: 0.9479065025

00:39:10.360 --> 00:39:11.980 But I just want to show you all the data.

NOTE Confidence: 0.9479065025

00:39:11.980 --> 00:39:13.256 I'm not trimming anything,

NOTE Confidence: 0.9479065025

00:39:13.256 --> 00:39:15.170 so these are all the studies

NOTE Confidence: 0.9479065025

00:39:15.230 --> 00:39:17.354 in the meta analysis and this

NOTE Confidence: 0.9479065025

00:39:17.354 --> 00:39:18.770 fitted regression line tilting,

NOTE Confidence: 0.9479065025

00:39:18.770 --> 00:39:20.910 tilting downward to the left.

NOTE Confidence: 0.9479065025

00:39:20.910 --> 00:39:24.630 This is what this line says.

NOTE Confidence: 0.9479065025

00:39:24.630 --> 00:39:26.268 I've just complained to you about

NOTE Confidence: 0.9479065025

00:39:26.268 --> 00:39:27.810 all of these methodological problems.

NOTE Confidence: 0.9479065025

00:39:27.810 --> 00:39:29.420 You know there's a lot of error

NOTE Confidence: 0.9479065025

00:39:29.420 --> 00:39:30.110 in these studies,

NOTE Confidence: 0.9479065025

00:39:30.110 --> 00:39:33.323 so you know and and there's a

NOTE Confidence: 0.9479065025

00:39:33.323 --> 00:39:36.039 lot of unrealistic effect sizes.

NOTE Confidence: 0.9479065025

00:39:36.040 --> 00:39:38.574 But the lines tilt shows you that

NOTE Confidence: 0.9479065025

00:39:38.574 --> 00:39:41.738 if we were just to spend the next

NOTE Confidence: 0.9479065025

00:39:41.738 --> 00:39:44.264 dozen years testing the same ideas,

NOTE Confidence: 0.9479065025

00:39:44.264 --> 00:39:45.557 the same interventions,

NOTE Confidence: 0.9479065025

00:39:45.560 --> 00:39:47.320 and just tightening our methods,

NOTE Confidence: 0.9479065025

00:39:47.320 --> 00:39:48.660 being much better about it.

NOTE Confidence: 0.9479065025

00:39:48.660 --> 00:39:51.780 Preregistering much larger sample sizes etc.

NOTE Confidence: 0.9479065025

00:39:51.780 --> 00:39:52.180 Etc.

NOTE Confidence: 0.9479065025

00:39:52.180 --> 00:39:54.580 What this line suggests is that

NOTE Confidence: 0.9479065025

00:39:54.580 --> 00:39:57.471 we would just keep finding smaller

NOTE Confidence: 0.9479065025

00:39:57.471 --> 00:39:59.619 and smaller effects right,

NOTE Confidence: 0.9479065025

00:39:59.620 --> 00:40:01.755 and the line in fact crosses 0.

NOTE Confidence: 0.9479065025

00:40:01.760 --> 00:40:03.758 So the line is suggesting again,

NOTE Confidence: 0.9479065025

00:40:03.760 --> 00:40:05.132 this is a prediction out of sample

NOTE Confidence: 0.9479065025

00:40:05.132 --> 00:40:06.809 is that if we just kept doing this?

NOTE Confidence: 0.9479065025

00:40:06.810 --> 00:40:10.578 If I could just keep simulating these same.

NOTE Confidence: 0.9479065025

00:40:10.580 --> 00:40:12.700 Interventions with larger and

NOTE Confidence: 0.9479065025

00:40:12.700 --> 00:40:14.820 larger and better methods.

NOTE Confidence: 0.9479065025

00:40:14.820 --> 00:40:16.656 We might actually find out that

NOTE Confidence: 0.9479065025

00:40:16.656 --> 00:40:18.819 we aren't having an effect, OK?

NOTE Confidence: 0.9479065025

00:40:18.819 --> 00:40:21.114 So that's the most depressing

NOTE Confidence: 0.9479065025

00:40:21.114 --> 00:40:23.989 argument of this of this paper.

NOTE Confidence: 0.9479065025

00:40:23.990 --> 00:40:25.750 But I think it's a good place to

NOTE Confidence: 0.9479065025

00:40:25.750 --> 00:40:27.646 pivot onto what the next generation

NOTE Confidence: 0.9479065025

00:40:27.646 --> 00:40:29.042 of prejudice reduction research

NOTE Confidence: 0.9479065025

00:40:29.042 --> 00:40:30.050 should look like.

NOTE Confidence: 0.9479065025

00:40:30.050 --> 00:40:32.591 And we we have a lot of

NOTE Confidence: 0.9479065025

00:40:32.591 --> 00:40:35.139 recommendations in in our paper and we,

NOTE Confidence: 0.9479065025

00:40:35.140 --> 00:40:37.645 we give those recommendations to

NOTE Confidence: 0.9479065025

00:40:37.645 --> 00:40:40.190 people who are interested in studying,

NOTE Confidence: 0.9479065025

00:40:40.190 --> 00:40:42.654 designing and studying prejudice

NOTE Confidence: 0.9479065025

00:40:42.654 --> 00:40:43.886 reduction interventions,

NOTE Confidence: 0.9479065025

00:40:43.890 --> 00:40:45.174 both for the laboratory,

NOTE Confidence: 0.9479065025

00:40:45.174 --> 00:40:47.100 which we think is extremely important.

NOTE Confidence: 0.926543646

00:40:47.100 --> 00:40:48.430 Even though I I myself,

NOTE Confidence: 0.926543646

00:40:48.430 --> 00:40:49.810 prioritize working in the field.

NOTE Confidence: 0.926543646

00:40:49.810 --> 00:40:52.344 But you know, especially for you know,

NOTE Confidence: 0.926543646

00:40:52.350 --> 00:40:53.980 research and development purposes we.

NOTE Confidence: 0.926543646

00:40:53.980 --> 00:40:56.260 We see the lab is extremely important and

NOTE Confidence: 0.926543646

00:40:56.260 --> 00:40:58.699 and for those interested in field work,

NOTE Confidence: 0.926543646

00:40:58.700 --> 00:40:59.988 I want to talk about something else.

NOTE Confidence: 0.926543646

00:40:59.990 --> 00:41:02.251 Though I'm not going to go through

NOTE Confidence: 0.926543646

00:41:02.251 --> 00:41:03.220 those recommendations today,

NOTE Confidence: 0.926543646

00:41:03.220 --> 00:41:06.556 I want to talk about the way we've

NOTE Confidence: 0.926543646

00:41:06.556 --> 00:41:09.093 been thinking about changing the way

NOTE Confidence: 0.926543646

00:41:09.093 --> 00:41:11.048 we think about the interventions

NOTE Confidence: 0.926543646

00:41:11.048 --> 00:41:12.749 themselves and using in fact,

NOTE Confidence: 0.926543646

00:41:12.750 --> 00:41:14.772 a different model of change and

NOTE Confidence: 0.926543646

00:41:14.772 --> 00:41:16.722 in thinking more about structural

NOTE Confidence: 0.926543646

00:41:16.722 --> 00:41:19.178 interventions and their effects. OK,

NOTE Confidence: 0.926543646

00:41:19.178 --> 00:41:21.950 so are we using the right model of change?

NOTE Confidence: 0.926543646

00:41:21.950 --> 00:41:23.510 Very mindful of my audience.

NOTE Confidence: 0.926543646

00:41:23.510 --> 00:41:25.414 I mean I'm always mindful of saying this

NOTE Confidence: 0.926543646

00:41:25.414 --> 00:41:27.577 even in front of my psychology audiences,

NOTE Confidence: 0.926543646

00:41:27.580 --> 00:41:29.852 but the current model of change is 1

NOTE Confidence: 0.926543646

00:41:29.852 --> 00:41:32.728 in which we really even though I know

NOTE Confidence: 0.926543646

00:41:32.728 --> 00:41:34.710 that these investigators don't believe

NOTE Confidence: 0.926543646

00:41:34.710 --> 00:41:36.830 that racism and religious prejudice

NOTE Confidence: 0.926543646

00:41:36.830 --> 00:41:38.910 and ethnic bias and all of these

NOTE Confidence: 0.926543646

00:41:38.910 --> 00:41:40.470 other prejudices that are studies,

NOTE Confidence: 0.926543646

00:41:40.470 --> 00:41:42.192 even though I know these these

NOTE Confidence: 0.926543646

00:41:42.192 --> 00:41:43.674 investigators don't really believe that

NOTE Confidence: 0.926543646

00:41:43.674 --> 00:41:45.109 it's just a psychological problem,

NOTE Confidence: 0.926543646

00:41:45.110 --> 00:41:46.586 they understand it's structural,

NOTE Confidence: 0.926543646

00:41:46.586 --> 00:41:48.062 it's really conceptualized as

NOTE Confidence: 0.926543646

00:41:48.062 --> 00:41:50.000 purely a psychological problem.

NOTE Confidence: 0.926543646

00:41:50.000 --> 00:41:51.698 In all of these interventions right?

NOTE Confidence: 0.926543646

00:41:51.700 --> 00:41:54.530 And So what we then do is we create these

NOTE Confidence: 0.926543646

00:41:54.605 --> 00:41:57.577 highly individualistic interventions right?

NOTE Confidence: 0.926543646

00:41:57.580 --> 00:41:59.595 These these mentalizing kinds of

NOTE Confidence: 0.926543646

00:41:59.595 --> 00:42:01.610 interventions in order to create

NOTE Confidence: 0.926543646

00:42:01.680 --> 00:42:03.500 individual psychological change as

NOTE Confidence: 0.926543646

00:42:03.500 --> 00:42:05.775 well as social societal change.

00:42:05.780 --> 00:42:08.810 So it's this bottom up cumulative.

00:42:08.810 --> 00:42:11.234 Theory of social change and I wanna I

00:42:11.234 --> 00:42:13.499 wanna talk about this alternative model

00:42:13.499 --> 00:42:15.887 which is to attack a psychological

00:42:15.952 --> 00:42:18.097 problem with a structural intervention

00:42:18.097 --> 00:42:20.242 in order to create individual

00:42:20.250 --> 00:42:20.880 psychological change.

00:42:20.880 --> 00:42:23.085 I don't want to throw out mental

00:42:23.085 --> 00:42:24.956 life as a target of intervention,

00:42:24.960 --> 00:42:27.564 but I want to think about what

00:42:27.564 --> 00:42:29.790 intervention might produce a larger effect,

00:42:29.790 --> 00:42:30.754 potentially right?

00:42:30.754 --> 00:42:34.610 Again, this is our editorial at the end.

00:42:34.610 --> 00:42:36.140 What do we mean by structural

00:42:36.140 --> 00:42:37.575 interventions and is this something

00:42:37.575 --> 00:42:39.019 that psychologists and psychiatrists

NOTE Confidence: 0.926543646

00:42:39.019 --> 00:42:42.210 can can participate in? I think so.

NOTE Confidence: 0.926543646

00:42:42.210 --> 00:42:45.450 Structure of course, means institutions,

NOTE Confidence: 0.926543646

00:42:45.450 --> 00:42:46.262 rules leaders.

NOTE Confidence: 0.926543646

00:42:46.262 --> 00:42:49.104 So the changing of laws and rules

NOTE Confidence: 0.926543646

00:42:49.104 --> 00:42:51.630 and organizational procedures,

NOTE Confidence: 0.926543646

00:42:51.630 --> 00:42:53.498 the decisions and communications

NOTE Confidence: 0.926543646

00:42:53.498 --> 00:42:54.899 from leaders absolutely.

NOTE Confidence: 0.926543646

00:42:54.900 --> 00:42:58.330 And and this is what is traditionally

NOTE Confidence: 0.926543646

00:42:58.330 --> 00:43:00.400 conceptualized as structural by all

NOTE Confidence: 0.926543646

00:43:00.400 --> 00:43:02.250 of my social science colleagues.

NOTE Confidence: 0.926543646

00:43:02.250 --> 00:43:04.418 But we also want us to think about.

NOTE Confidence: 0.926543646

00:43:04.420 --> 00:43:05.720 Social structures,

NOTE Confidence: 0.926543646

00:43:05.720 --> 00:43:09.982 so these are the levers that these

NOTE Confidence: 0.926543646

00:43:09.982 --> 00:43:13.055 are the levers of of change that

NOTE Confidence: 0.926543646

00:43:13.055 --> 00:43:14.845 involve collectives,

NOTE Confidence: 0.926543646

00:43:14.845 --> 00:43:18.352 but times when that kind of

NOTE Confidence: 0.926543646

00:43:18.352 --> 00:43:19.722 collective signal is not sparked

NOTE Confidence: 0.926543646

00:43:19.722 --> 00:43:21.490 by these traditional structures,

NOTE Confidence: 0.926543646

00:43:21.490 --> 00:43:24.090 but rather by more unofficial

NOTE Confidence: 0.926543646

00:43:24.090 --> 00:43:25.130 social grouping.

NOTE Confidence: 0.926543646

00:43:25.130 --> 00:43:26.646 So these mass collective

NOTE Confidence: 0.926543646

00:43:26.646 --> 00:43:28.920 experiences that we can have in

NOTE Confidence: 0.926543646

00:43:28.990 --> 00:43:31.090 media unofficial organizations,

NOTE Confidence: 0.926543646

00:43:31.090 --> 00:43:33.022 my graduate student and I were thinking

NOTE Confidence: 0.926543646

00:43:33.022 --> 00:43:35.187 about how to give an example of this,

NOTE Confidence: 0.926543646

00:43:35.190 --> 00:43:35.664 and we thought.

NOTE Confidence: 0.926543646

00:43:35.664 --> 00:43:35.980 You know,

NOTE Confidence: 0.926543646

00:43:35.980 --> 00:43:38.145 there's plenty of unofficial organizations

NOTE Confidence: 0.926543646

00:43:38.145 --> 00:43:40.660 that influence influences all the time.

NOTE Confidence: 0.926543646

00:43:40.660 --> 00:43:42.600 And she mentioned Black Twitter,

NOTE Confidence: 0.926543646

81

00:43:42.600 --> 00:43:44.752 which you know does not have a board

NOTE Confidence: 0.926543646

00:43:44.752 --> 00:43:46.846 of directors but has been extremely

NOTE Confidence: 0.926543646

00:43:46.846 --> 00:43:48.510 influential in guiding conversations

NOTE Confidence: 0.926543646

00:43:48.510 --> 00:43:52.240 around race and and culture and and politics,

NOTE Confidence: 0.926543646

00:43:52.240 --> 00:43:52.734 right?

NOTE Confidence: 0.926543646

00:43:52.734 --> 00:43:55.698 Mass media events in person gatherings,

NOTE Confidence: 0.926543646

00:43:55.700 --> 00:43:57.596 zoom gatherings,

NOTE Confidence: 0.926543646

00:43:57.596 --> 00:44:00.440 simultaneous collective experiences.

NOTE Confidence: 0.850846951428571

00:44:00.440 --> 00:44:02.072 This is hard, though,

NOTE Confidence: 0.850846951428571

00:44:02.072 --> 00:44:03.296 because behavioral theory,

NOTE Confidence: 0.850846951428571

00:44:03.300 --> 00:44:04.644 psychological theory only

NOTE Confidence: 0.850846951428571

00:44:04.644 --> 00:44:06.436 sometimes even mentions structure.

NOTE Confidence: 0.850846951428571

00:44:06.440 --> 00:44:09.591 In it and so let me start with

NOTE Confidence: 0.850846951428571

00:44:09.591 --> 00:44:11.937 some examples of theory that does

NOTE Confidence: 0.850846951428571

00:44:11.937 --> 00:44:14.078 relate to structure and and to

NOTE Confidence: 0.850846951428571

00:44:14.078 --> 00:44:16.157 give you examples of how I think.

NOTE Confidence: 0.850846951428571

00:44:16.160 --> 00:44:18.008 In the past dozen years and plus

NOTE Confidence: 0.850846951428571

00:44:18.008 --> 00:44:20.136 we've used a lot of psychological

NOTE Confidence: 0.850846951428571

00:44:20.136 --> 00:44:22.251 theory about prejudice to design

NOTE Confidence: 0.850846951428571

00:44:22.251 --> 00:44:24.339 interventions that are less structural,

NOTE Confidence: 0.850846951428571

00:44:24.340 --> 00:44:26.860 but we could design them to be more

NOTE Confidence: 0.850846951428571

00:44:26.860 --> 00:44:29.136 structural and and so here's my example.

NOTE Confidence: 0.850846951428571

00:44:29.140 --> 00:44:29.941 Social norms theory,

NOTE Confidence: 0.850846951428571

00:44:29.941 --> 00:44:31.543 which is a theory we work

NOTE Confidence: 0.850846951428571

00:44:31.543 --> 00:44:32.697 with a lot in my lab,

NOTE Confidence: 0.850846951428571

00:44:32.700 --> 00:44:34.974 does make predictions about leadership about

NOTE Confidence: 0.850846951428571

00:44:34.974 --> 00:44:37.519 how leaders can signal new social norms.

NOTE Confidence: 0.850846951428571

00:44:37.520 --> 00:44:39.628 About what is typical,

NOTE Confidence: 0.850846951428571

00:44:39.628 --> 00:44:41.209 what is desirable?

NOTE Confidence: 0.850846951428571

00:44:41.210 --> 00:44:43.250 Regarding prejudice and many other things,

NOTE Confidence: 0.850846951428571

00:44:43.250 --> 00:44:43.858 of course.

NOTE Confidence: 0.850846951428571

00:44:43.858 --> 00:44:46.398 And you know one thing that we've been

NOTE Confidence: 0.850846951428571

00:44:46.398 --> 00:44:49.254 trying to invest in is to investigate

NOTE Confidence: 0.850846951428571

00:44:49.260 --> 00:44:51.594 attitude and perceived norm change in

NOTE Confidence: 0.850846951428571

00:44:51.594 --> 00:44:53.840 response to Supreme Court decisions.

NOTE Confidence: 0.850846951428571

00:44:53.840 --> 00:44:57.284 To see the extent to which Supreme

NOTE Confidence: 0.850846951428571

00:44:57.284 --> 00:44:59.832 Court decisions about marginalized nized

NOTE Confidence: 0.850846951428571

00:44:59.832 --> 00:45:04.120 groups change the way we feel about them,

NOTE Confidence: 0.850846951428571

00:45:04.120 --> 00:45:05.856 think about them and the way we

NOTE Confidence: 0.850846951428571

00:45:05.856 --> 00:45:07.586 think that other people residing in

NOTE Confidence: 0.850846951428571

00:45:07.586 --> 00:45:09.446 the United States think about them.

NOTE Confidence: 0.850846951428571

00:45:09.450 --> 00:45:11.340 But, uh, less structural intervention.

NOTE Confidence: 0.850846951428571

00:45:11.340 --> 00:45:13.440 Based on this theory and one,

NOTE Confidence: 0.850846951428571

00:45:13.440 --> 00:45:15.500 this is an approach that you see a lot in.

NOTE Confidence: 0.850846951428571

00:45:15.500 --> 00:45:17.845 The meta analysis would be to send

NOTE Confidence: 0.850846951428571

00:45:17.845 --> 00:45:19.839 emails to people just individual

NOTE Confidence: 0.850846951428571

00:45:19.839 --> 00:45:22.139 prompts reminding them about the,

NOTE Confidence: 0.850846951428571

00:45:22.140 --> 00:45:24.096 say progressive orientation of their leader,

NOTE Confidence: 0.850846951428571

00:45:24.100 --> 00:45:24.434 right?

NOTE Confidence: 0.850846951428571

00:45:24.434 --> 00:45:26.438 And so it's a completely different

NOTE Confidence: 0.850846951428571

00:45:26.438 --> 00:45:28.105 experience to read an email

NOTE Confidence: 0.850846951428571

00:45:28.105 --> 00:45:29.615 that's addressed just to you,

NOTE Confidence: 0.850846951428571

00:45:29.620 --> 00:45:31.476 but I think that this example is just

NOTE Confidence: 0.850846951428571

00:45:31.476 --> 00:45:33.178 trying to highlight this approach.

NOTE Confidence: 0.850846951428571

00:45:33.180 --> 00:45:35.238 Both are testing the same idea,

NOTE Confidence: 0.850846951428571

00:45:35.240 --> 00:45:36.712 but would we expect one to have a

NOTE Confidence: 0.850846951428571

00:45:36.712 --> 00:45:38.017 much bigger effect than the other?

NOTE Confidence: 0.850846951428571

00:45:38.020 --> 00:45:40.700 We would, and so where should we putting?

NOTE Confidence: 0.850846951428571

00:45:40.700 --> 00:45:41.772 We be putting our?

NOTE Confidence: 0.850846951428571

00:45:41.772 --> 00:45:43.112 Energy is essentially in testing.

NOTE Confidence: 0.850846951428571

00:45:43.120 --> 00:45:45.048 Some of these theories.

NOTE Confidence: 0.850846951428571

00:45:45.050 --> 00:45:47.576 Let me take an individually oriented

NOTE Confidence: 0.850846951428571

00:45:47.576 --> 00:45:49.746 theory that doesn't really mention

NOTE Confidence: 0.850846951428571

00:45:49.746 --> 00:45:52.305 structure as we've defined it perspective.

NOTE Confidence: 0.850846951428571

00:45:52.305 --> 00:45:54.780 Taking theory is something that's

NOTE Confidence: 0.850846951428571

00:45:54.780 --> 00:45:57.256 that's very Sergeant right now

NOTE Confidence: 0.850846951428571

00:45:57.256 --> 00:45:59.361 in the literature on prejudice

NOTE Confidence: 0.850846951428571

00:45:59.361 --> 00:46:01.589 reduction and also attitude change

NOTE Confidence: 0.850846951428571

00:46:01.589 --> 00:46:03.248 and persuasion in particular.

NOTE Confidence: 0.850846951428571

00:46:03.248 --> 00:46:03.602 Scholars.

NOTE Confidence: 0.850846951428571

00:46:03.602 --> 00:46:06.898 In the past I would say 8 to 10

NOTE Confidence: 0.850846951428571

00:46:06.898 --> 00:46:09.112 years have been very interested in

NOTE Confidence: 0.850846951428571

00:46:09.112 --> 00:46:11.269 ideas about perspective giving,

NOTE Confidence: 0.850846951428571

00:46:11.270 --> 00:46:16.013 so not asking a person to try to imagine.

NOTE Confidence: 0.850846951428571

00:46:16.020 --> 00:46:18.330 Or to read about and then simulate

NOTE Confidence: 0.850846951428571

00:46:18.330 --> 00:46:20.199 the perspective of others right?

NOTE Confidence: 0.850846951428571

00:46:20.200 --> 00:46:22.738 But actually to sit in nonjudgmental,

NOTE Confidence: 0.850846951428571

00:46:22.740 --> 00:46:25.032 listening about and and while they

NOTE Confidence: 0.850846951428571

00:46:25.032 --> 00:46:27.413 listen to the perspective of others

NOTE Confidence: 0.850846951428571

00:46:27.413 --> 00:46:29.753 and in particular members of oppressed,

NOTE Confidence: 0.850846951428571

00:46:29.760 --> 00:46:30.168 marginalized,

NOTE Confidence: 0.850846951428571

00:46:30.168 --> 00:46:30.984 stigmatized group.

NOTE Confidence: 0.850846951428571

00:46:30.984 --> 00:46:33.024 So that's called perspective giving

NOTE Confidence: 0.850846951428571

00:46:33.024 --> 00:46:35.377 where you know the the onus is not

NOTE Confidence: 0.850846951428571

00:46:35.377 --> 00:46:37.155 on imagining it's it's it's on or

NOTE Confidence: 0.850846951428571

00:46:37.155 --> 00:46:38.631 the emphasis is not on imagining

NOTE Confidence: 0.850846951428571

00:46:38.631 --> 00:46:40.338 the perspectives, taking it,

NOTE Confidence: 0.850846951428571

00:46:40.338 --> 00:46:42.781 but rather listening, taking it in,

NOTE Confidence: 0.850846951428571

00:46:42.781 --> 00:46:45.340 giving and and then the person gives it.

NOTE Confidence: 0.850846951428571

00:46:45.340 --> 00:46:46.908 So here's an example of a very.

NOTE Confidence: 0.850846951428571

00:46:46.910 --> 00:46:48.910 What I would describe as a as a

NOTE Confidence: 0.850846951428571

00:46:48.910 --> 00:46:49.874 social structural intervention

NOTE Confidence: 0.850846951428571

00:46:49.874 --> 00:46:51.506 that tests this hypothesis.

NOTE Confidence: 0.850846951428571

87

00:46:51.510 --> 00:46:54.303 So a famous study that you probably

NOTE Confidence: 0.850846951428571

00:46:54.303 --> 00:46:56.725 have read about in the paper

NOTE Confidence: 0.850846951428571

00:46:56.725 --> 00:46:58.245 by Brockman and Kala.

NOTE Confidence: 0.850846951428571

00:46:58.250 --> 00:47:00.197 A used perspective,

NOTE Confidence: 0.850846951428571

00:47:00.197 --> 00:47:02.793 taking with canvassers who

NOTE Confidence: 0.850846951428571

00:47:02.793 --> 00:47:04.740 were organizing around

NOTE Confidence: 0.825978297076923

00:47:04.835 --> 00:47:08.364 issues of transgender rights in in

NOTE Confidence: 0.825978297076923

00:47:08.364 --> 00:47:11.472 Florida and testing whether going door

NOTE Confidence: 0.825978297076923

00:47:11.472 --> 00:47:14.580 to door and asking those who answered

NOTE Confidence: 0.825978297076923

00:47:14.580 --> 00:47:17.940 the door not to just listen to them

NOTE Confidence: 0.825978297076923

00:47:17.940 --> 00:47:21.328 about about the the issue in particular.

NOTE Confidence: 0.825978297076923

00:47:21.330 --> 00:47:24.522 In this first study was about why

NOTE Confidence: 0.825978297076923

00:47:24.522 --> 00:47:26.754 transgender individuals should use the the

NOTE Confidence: 0.825978297076923

00:47:26.754 --> 00:47:29.018 correct bathroom that that reflects their.

NOTE Confidence: 0.825978297076923

00:47:29.020 --> 00:47:31.856 Their gender instead they would knock

NOTE Confidence: 0.825978297076923

00:47:31.856 --> 00:47:34.137 on the door and ask the person who

00:47:34.137 --> 00:47:36.425 answered to tell them about a time when

00:47:36.485 --> 00:47:38.655 they felt that they had been excluded,

00:47:38.660 --> 00:47:40.928 marginalized for some aspect of their

00:47:40.928 --> 00:47:43.326 identity, and to listen to them and to

00:47:43.326 --> 00:47:45.669 that experience and then to relate that to

00:47:45.669 --> 00:47:48.169 the reason why they were canvassing today.

00:47:48.170 --> 00:47:49.000 To say that it was.

00:47:49.000 --> 00:47:51.107 It was similar to some of the

00:47:51.107 --> 00:47:52.750 issues that transgender people face.

00:47:52.750 --> 00:47:55.600 So what's structural about that?

00:47:55.600 --> 00:47:57.756 Because you know another way to test

00:47:57.756 --> 00:47:59.736 that idea is, you know, to text.

00:47:59.736 --> 00:48:01.056 People maybe a little nudge,

00:48:01.060 --> 00:48:02.640 stimulate perspective getting and sign

00:48:02.640 --> 00:48:04.740 up for text service and you know,

00:48:04.740 --> 00:48:06.140 get a get a message every day.

NOTE Confidence: 0.825978297076923

00:48:06.140 --> 00:48:06.632 You know.

NOTE Confidence: 0.825978297076923

00:48:06.632 --> 00:48:08.354 Try to try to think about transgender

NOTE Confidence: 0.825978297076923

00:48:08.354 --> 00:48:09.831 people and how it feels for them

NOTE Confidence: 0.825978297076923

00:48:09.831 --> 00:48:11.169 to blah blah blah right what?

NOTE Confidence: 0.825978297076923

00:48:11.170 --> 00:48:13.634 What structural about the first one to me?

NOTE Confidence: 0.825978297076923

00:48:13.640 --> 00:48:15.325 It's this collective that's brought

NOTE Confidence: 0.825978297076923

00:48:15.325 --> 00:48:16.336 into the experience.

NOTE Confidence: 0.825978297076923

00:48:16.340 --> 00:48:18.176 So sure, it's a dyadic intervention.

NOTE Confidence: 0.825978297076923

00:48:18.180 --> 00:48:19.920 Or maybe there's a triad there's.

NOTE Confidence: 0.825978297076923

00:48:19.920 --> 00:48:22.292 There's usually two people canvassing and

NOTE Confidence: 0.825978297076923

00:48:22.292 --> 00:48:24.336 listening to this person at the door,

NOTE Confidence: 0.825978297076923

00:48:24.340 --> 00:48:26.050 but I think that there's this

NOTE Confidence: 0.825978297076923

00:48:26.050 --> 00:48:27.475 imagined collective to it, right?

NOTE Confidence: 0.825978297076923

00:48:27.475 --> 00:48:29.755 Because when you open the door and canvases?

NOTE Confidence: 0.825978297076923

00:48:29.760 --> 00:48:31.288 Arrived to talk to you but you know

NOTE Confidence: 0.825978297076923

00:48:31.288 --> 00:48:33.136 is that those campuses are going to

NOTE Confidence: 0.825978297076923

00:48:33.136 --> 00:48:34.556 everybody else in your neighborhood,

NOTE Confidence: 0.825978297076923

00:48:34.560 --> 00:48:34.818 right?

NOTE Confidence: 0.825978297076923

00:48:34.818 --> 00:48:36.366 So your neighbors are having this

NOTE Confidence: 0.825978297076923

00:48:36.366 --> 00:48:37.640 experience at the same time,

NOTE Confidence: 0.825978297076923

00:48:37.640 --> 00:48:40.685 and you know also that these canvassers

NOTE Confidence: 0.825978297076923

00:48:40.685 --> 00:48:43.667 represent a larger collective and an

NOTE Confidence: 0.825978297076923

00:48:43.667 --> 00:48:46.337 organized group of political movements.

NOTE Confidence: 0.825978297076923

00:48:46.340 --> 00:48:47.492 And so you're,

NOTE Confidence: 0.825978297076923

00:48:47.492 --> 00:48:49.412 you're coming into contact with

NOTE Confidence: 0.825978297076923

00:48:49.412 --> 00:48:51.392 something quite larger that these

NOTE Confidence: 0.825978297076923

00:48:51.392 --> 00:48:52.936 people are are representing.

NOTE Confidence: 0.825978297076923

00:48:52.940 --> 00:48:56.207 And so I think that my prior would be

NOTE Confidence: 0.825978297076923

00:48:56.207 --> 00:48:59.339 that this this kind of intervention,

NOTE Confidence: 0.825978297076923

00:48:59.340 --> 00:48:59.624 right?

NOTE Confidence: 0.825978297076923

00:48:59.624 --> 00:49:00.760 Using the same theory,

NOTE Confidence: 0.825978297076923

00:49:00.760 --> 00:49:01.530 I don't think we should.

NOTE Confidence: 0.825978297076923

00:49:01.530 --> 00:49:04.872 Throw out our theories would be

NOTE Confidence: 0.825978297076923

00:49:04.872 --> 00:49:05.986 more effective,

NOTE Confidence: 0.825978297076923

00:49:05.990 --> 00:49:07.670 and indeed I mean this is just

NOTE Confidence: 0.825978297076923

00:49:07.670 --> 00:49:09.238 cherry picking an example for you,

NOTE Confidence: 0.825978297076923

00:49:09.240 --> 00:49:11.416 but this is a study that has gained

NOTE Confidence: 0.825978297076923

00:49:11.416 --> 00:49:13.989 so much traction in part because

NOTE Confidence: 0.825978297076923

00:49:13.989 --> 00:49:16.404 the intervention has quite long

NOTE Confidence: 0.825978297076923

00:49:16.404 --> 00:49:19.360 lasting effects and so these these

NOTE Confidence: 0.825978297076923

00:49:19.360 --> 00:49:21.745 investigators have now repeated this.

NOTE Confidence: 0.825978297076923

00:49:21.750 --> 00:49:23.680 The intervention with many different

NOTE Confidence: 0.825978297076923

00:49:23.680 --> 00:49:25.610 issues and targeting many different

NOTE Confidence: 0.825978297076923

00:49:25.666 --> 00:49:28.174 marginalized groups and they have a

NOTE Confidence: 0.825978297076923

00:49:28.174 --> 00:49:29.846 completely ingenious measurement strategy,

NOTE Confidence: 0.825978297076923

00:49:29.850 --> 00:49:33.042 which is to survey people online

00:49:33.042 --> 00:49:36.241 about these issues and ostensibly

00:49:36.241 --> 00:49:38.304 unrelated voter survey,

00:49:38.304 --> 00:49:41.586 and they find stable attitude change.

00:49:41.590 --> 00:49:44.470 Following these this canvas or visit

00:49:44.470 --> 00:49:47.970 that's even resistant to things like attack,

00:49:47.970 --> 00:49:49.994 ads and so forth when they they feature

00:49:49.994 --> 00:49:51.847 kind of the other side of these.

00:49:51.850 --> 00:49:55.540 Issues on these voter polls.

00:49:55.540 --> 00:49:56.070 OK.

00:49:58.250 --> 00:50:00.118 Right? Because of zoom,

00:50:00.118 --> 00:50:02.453 you think I'd be better.

00:50:02.460 --> 00:50:04.220 Because I do, my just can't see my last .0.

00:50:04.220 --> 00:50:05.882 Yes and there are many other

00:50:05.882 --> 00:50:06.713 structural intervention examples

00:50:06.713 --> 00:50:07.879 that I could get into it,

00:50:07.880 --> 00:50:09.840 but I I do want to leave time for questions,

NOTE Confidence: 0.813126824444445

00:50:09.840 --> 00:50:13.845 so I'm going to move to the end now.

NOTE Confidence: 0.813126824444445

00:50:13.850 --> 00:50:15.570 So what would this require?

NOTE Confidence: 0.813126824444445

00:50:15.570 --> 00:50:18.240 This kind of next generation, this this?

NOTE Confidence: 0.813126824444445

00:50:18.240 --> 00:50:19.815 These proposals about

NOTE Confidence: 0.813126824444445

00:50:19.815 --> 00:50:22.440 trying to use our theories,

NOTE Confidence: 0.813126824444445

00:50:22.440 --> 00:50:24.640 but to design more,

NOTE Confidence: 0.813126824444445

00:50:24.640 --> 00:50:27.390 more structural interventions with them.

NOTE Confidence: 0.813126824444445

00:50:27.390 --> 00:50:29.238 First of all, I think that it would

NOTE Confidence: 0.813126824444445

00:50:29.238 --> 00:50:31.034 demand of social scientists that we

NOTE Confidence: 0.813126824444445

00:50:31.034 --> 00:50:32.948 improve our skills at thinking about

NOTE Confidence: 0.813126824444445

00:50:33.002 --> 00:50:35.007 structural expressions of our theories.

NOTE Confidence: 0.813126824444445

00:50:35.010 --> 00:50:37.377 I think that we are we default often to

NOTE Confidence: 0.813126824444445

00:50:37.377 --> 00:50:39.448 thinking about these very individualized,

NOTE Confidence: 0.813126824444445

00:50:39.450 --> 00:50:40.989 personally delivered interventions.

NOTE Confidence: 0.813126824444445

00:50:40.989 --> 00:50:44.067 I think that we would have.

00:50:44.070 --> 00:50:46.416 To engage in much more collaborative

00:50:46.416 --> 00:50:47.589 work across disciplines.

00:50:47.590 --> 00:50:49.595 Because some of us specialize

00:50:49.595 --> 00:50:50.798 in these theories.

00:50:50.800 --> 00:50:53.476 Some of us specialize in understanding

00:50:53.476 --> 00:50:55.676 how to measure aspects of

00:50:55.676 --> 00:50:58.077 mental life and others of us are

00:50:58.077 --> 00:50:59.938 actually at the table when.

00:50:59.940 --> 00:51:01.848 Political campaigns are designed

00:51:01.848 --> 00:51:04.233 or new infrastructures in our

00:51:04.233 --> 00:51:07.024 communities are built and I think that

00:51:07.024 --> 00:51:08.888 collaborating together to think about

00:51:08.888 --> 00:51:10.819 you know these actual structures.

00:51:10.819 --> 00:51:13.034 These social structures and and

00:51:13.034 --> 00:51:15.928 how they can be used to test

00:51:15.928 --> 00:51:17.480 ideas about prejudice reduction

NOTE Confidence: 0.813126824444445

00:51:17.480 --> 00:51:19.437 would be much more fruitful.

NOTE Confidence: 0.813126824444445

00:51:19.440 --> 00:51:22.456 I also think that we need to more

NOTE Confidence: 0.813126824444445

00:51:22.456 --> 00:51:24.663 seriously invest in research on how

NOTE Confidence: 0.813126824444445

00:51:24.663 --> 00:51:26.807 more top down interventions can lead

NOTE Confidence: 0.813126824444445

00:51:26.807 --> 00:51:29.390 to backlash or to do to resistance.

NOTE Confidence: 0.882537371666666

00:51:31.740 --> 00:51:34.236 I think that it opens up this really

NOTE Confidence: 0.882537371666666

00:51:34.236 --> 00:51:36.083 interesting space for social scientists

NOTE Confidence: 0.882537371666666

00:51:36.083 --> 00:51:37.631 who aren't necessarily involved

NOTE Confidence: 0.882537371666666

00:51:37.631 --> 00:51:40.104 at the moment in equity reform to

NOTE Confidence: 0.882537371666666

00:51:40.104 --> 00:51:41.976 also be invested in equity reform,

NOTE Confidence: 0.882537371666666

00:51:41.980 --> 00:51:42.871 because equity reform,

NOTE Confidence: 0.882537371666666

00:51:42.871 --> 00:51:45.308 as I see it, so you know,

NOTE Confidence: 0.882537371666666

00:51:45.308 --> 00:51:47.804 outside of prejudice reduction in research,

NOTE Confidence: 0.882537371666666

00:51:47.810 --> 00:51:51.620 things like improving hiring practices,

NOTE Confidence: 0.882537371666666

00:51:51.620 --> 00:51:53.126 retention practices,

NOTE Confidence: 0.882537371666666

00:51:53.126 --> 00:51:57.800 improving the climate of universities,

NOTE Confidence: 0.882537371666666

00:51:57.800 --> 00:52:01.120 corporations, communities.

NOTE Confidence: 0.882537371666666

00:52:01.120 --> 00:52:04.696 You know the the the reforms that are

NOTE Confidence: 0.882537371666666

00:52:04.696 --> 00:52:07.384 being asked for are most often being asked

NOTE Confidence: 0.882537371666666

00:52:07.384 --> 00:52:09.619 for on the basis of justice and values,

NOTE Confidence: 0.882537371666666

00:52:09.620 --> 00:52:11.390 which is absolutely appropriate and

NOTE Confidence: 0.882537371666666

00:52:11.390 --> 00:52:13.500 should be the leading rationale for

NOTE Confidence: 0.882537371666666

00:52:13.500 --> 00:52:15.174 why these reforms should be made.

NOTE Confidence: 0.882537371666666

00:52:15.180 --> 00:52:17.350 But I think that this actually adds

NOTE Confidence: 0.882537371666666

00:52:17.350 --> 00:52:19.662 if we're going to seriously pursue

NOTE Confidence: 0.882537371666666

00:52:19.662 --> 00:52:21.422 more structural interventions and

NOTE Confidence: 0.882537371666666

00:52:21.422 --> 00:52:23.860 try to understand the psychological

NOTE Confidence: 0.882537371666666

00:52:23.860 --> 00:52:26.273 changes that we get from them that

NOTE Confidence: 0.882537371666666

00:52:26.273 --> 00:52:27.788 would actually add more social

NOTE Confidence: 0.882537371666666

00:52:27.788 --> 00:52:29.000 scientists to that push,

NOTE Confidence: 0.882537371666666

00:52:29.000 --> 00:52:30.284 because they'd be interested

NOTE Confidence: 0.882537371666666

00:52:30.284 --> 00:52:31.247 in studying these.

NOTE Confidence: 0.882537371666666

00:52:31.250 --> 00:52:33.430 These changes prospectively right,

NOTE Confidence: 0.882537371666666

00:52:33.430 --> 00:52:37.625 and so I I, I think that that's an

NOTE Confidence: 0.882537371666666

00:52:37.625 --> 00:52:40.300 interesting outcome of this kind of call.

NOTE Confidence: 0.882537371666666

00:52:40.300 --> 00:52:41.974 I, I think also just methodologically

NOTE Confidence: 0.882537371666666

00:52:41.974 --> 00:52:44.398 we're going to have to get a lot more

NOTE Confidence: 0.882537371666666

00:52:44.398 --> 00:52:46.077 familiar with or collaborate with other

NOTE Confidence: 0.882537371666666

00:52:46.077 --> 00:52:48.480 social scientists who can help us to

NOTE Confidence: 0.882537371666666

00:52:48.480 --> 00:52:50.660 design studies that aren't just little,

NOTE Confidence: 0.882537371666666

00:52:50.660 --> 00:52:51.574 you know,

NOTE Confidence: 0.882537371666666

00:52:51.574 --> 00:52:54.316 two by two you know experiments,

NOTE Confidence: 0.882537371666666

00:52:54.320 --> 00:52:55.944 but use, you know,

NOTE Confidence: 0.882537371666666

00:52:55.944 --> 00:52:57.568 more creative strategies for

NOTE Confidence: 0.882537371666666

00:52:57.568 --> 00:52:59.737 studying the the the real world.

NOTE Confidence: 0.882537371666666

00:52:59.740 --> 00:53:03.210 And it's it's thicket of various variables

NOTE Confidence: 0.882537371666666

00:53:03.210 --> 00:53:06.840 and and threats to causal inference.

NOTE Confidence: 0.882537371666666

00:53:06.840 --> 00:53:09.243 And so I'm going to end there and thank

NOTE Confidence: 0.882537371666666

00:53:09.243 --> 00:53:11.623 you so much for your attention and I'd

NOTE Confidence: 0.882537371666666

00:53:11.623 --> 00:53:13.999 love to hear questions and feedback.