

The Science of Bias: How Cognition and Motivation Impact Judgment Part 2

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NEARCP Webinar
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Disclosures

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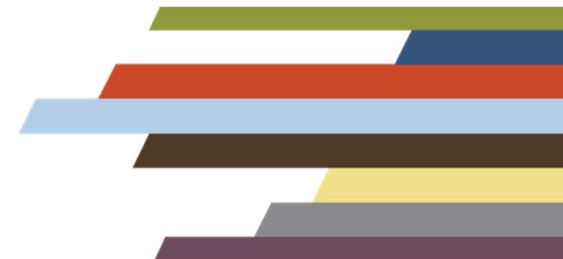


New England (HHS Region 1)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

SAMHSA
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New England Association of Recovery Court Professionals

- The New England Association of Recovery Court Professionals is a nonprofit consortium of drug treatment court professionals from six states (CT, RI, MA, NH, VT, ME)
- We exist to: Address critical current and emerging issues confronting drug treatment courts through high-quality training and TA
- Promote regional coordination to address challenges common in New England drug treatment courts and develop responsive pro-active policies and practices
- Provide a central forum and repository of resources relevant to the development, operation, and administration of drug treatment courts
- www.NEARCP.org



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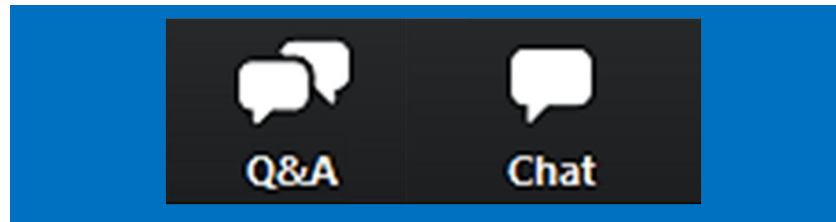
Meet our Presenter

Keith Maddox earned his A.B. in Psychology from the University of Michigan, and his M.A. and Ph.D. in Social Psychology from the University of California, Santa Barbara. He is an Associate Professor in the Psychology Department at Tufts University and the Director of the Tufts University Social Cognition (TUSC) Lab. His research and teaching are focused on exploring social cognitive aspects of stereotyping, prejudice, and discrimination. The long-range goal of this work is to further the understanding of the representation of stereotypic knowledge and its implications for the behavior and treatment of members of stereotyped groups. He has served as the Special Advisor to the Provost for Diversity and Inclusion at Tufts, and seeks to bring social science evidence to bear on the development and evaluation of programs designed to address the challenges and opportunities associated with diversity, equity, climate, and inclusion in organizations.



Keith B. Maddox, Ph.D.

Zoom Webinar Controls



Questions & Answers - Q&A
Chat Room



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Evaluations and Certificates

Evaluations:

You will receive an evaluation link from the New England Addiction Technology Transfer Center (ATTC). Completion of this evaluation helps provide continued support for training such as this.

Certificates of Completion with CEUs:

National Association of Alcohol and Drug Abuse Counselors (NAADAC) CEUs available through the New England Addiction Technology Transfer Center, NAADAC Approved Provider #62652.

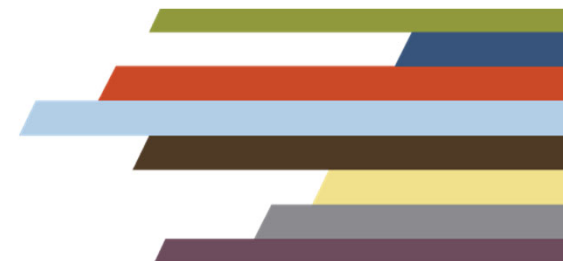
Only attendees who registered for this webinar will receive both evaluation email and CEU certificate.



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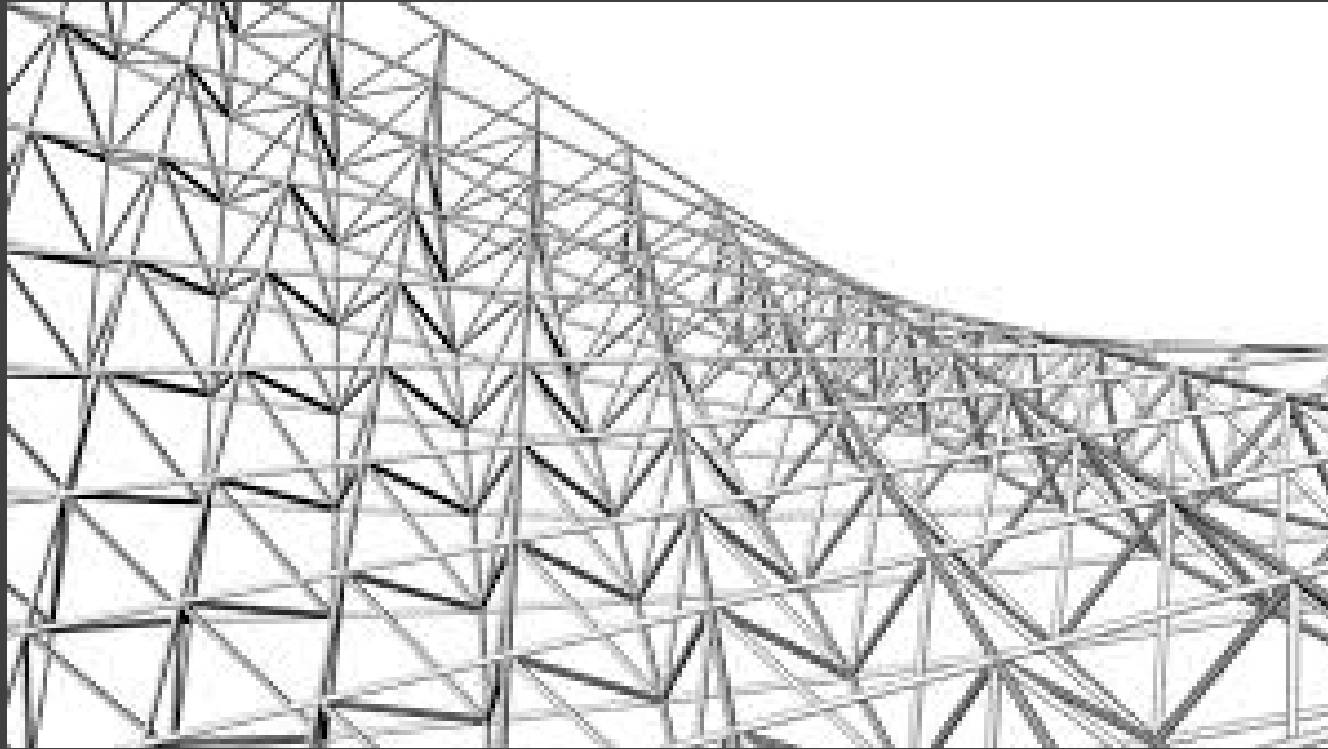
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Overview

- The Social Psychology of Bias
 - Definitions and Framework
- What Can We Do about It?
 - Considering Solutions
- Practical Considerations
 - When Theory Meets Practice



Framework

THE SOCIAL PSYCHOLOGY OF BIAS

Definitions

- Social Psychology
 - The scientific study of how individuals think, feel, and behave in a social context.
 - Real or imagined presence of other people
- Social Cognition
 - The study of how people make sense of themselves and others
 - Focus on process in addition to content
 - Informed from research in cognitive psychology

Tenets of Social Psychology

- The Social Construction of Reality
 - The way a person construes a person situation dictates our thoughts, feelings, and behavior
- The Dual Determinants of Behavior
 - Personality x Situation/Context = Behavior
- The Power of the Situation
 - Situations often have a large, underappreciated influence on our thoughts, feelings, and behavior
 - Personality is often overemphasized

Personality and Context Matter

- Everyone has the potential to show bias
 - Racially biased does not equal Racist
 - Don't just search for the "bad apples". Consider the influence of the barrel
- Addressing bias is, in part, about changing our environments, practices, and procedures.
 - Media, school, workplace, etc.
- We can use what we know about mental processes to "hack" the system to facilitate more equitable outcomes.

Examples of Bias Domains

- Employment
 - Resumes and Job Interviews
- Education
 - Standardized Test Performance
- Health Care
 - Access & Treatment Quality
- Housing
 - Residential Access & Gentrification
- Law Enforcement
 - Profiling and Use of Force
- Criminal Justice
 - Sentencing

Implicit Bias and the Law

- School discipline: teachers less likely to give 3rd chance to Black vs. White students (Okonofua & Eberhardt, 2015)
- Police simulations: respondents quicker to “shoot” unarmed Black vs. White targets (Mekawi & Bresin, 2015)
- Racial disparities persist in charging decisions, plea deals, and other trial outcomes that disadvantage Blacks (Sommers & Marotta, 2014)
- Americans express greater support for trying violent juveniles as adults when example provided is a case with Black offender (Rattan et al., 2012)



What Can We Do About It?

CONSIDERING SOLUTIONS

Strategies

- Interpersonal
 - Consciousness Raising
 - Consider and address sources of bias can creep into your work and personal activities/interactions.
- Organizational/Structural
 - Diversity, Climate, and Inclusion Initiatives
 - Work to create a diverse, welcoming environment reflecting active engagement and participation

Bias Mitigation Strategies

Interpersonal Context

Identify and modify situations where stereotypes are most likely to impact judgment

- When behavior is ambiguous
- When behavior is stereotype-consistent
- When judgments are subjective
- When one is busy or distracted
- When one feels threatened or insecure

Bias Mitigation Strategies

Decision Making (Selection/Evaluation)

- Set specific, objective evaluation criteria and apply them evenly across candidates.
- Include past/potential contributions to EDI as an evaluation criterion.
- Incorporate EDI expectations into the job description.
- Spread evaluation process across multiple, racially diverse individuals.
- Require individuals/committees to understand various sources of bias in their decision-making.
- Get comfortable talking about discrimination and how it may have impacted “objective” evaluation criteria.

What Can We Do About It?

Bias Mitigation Strategies

Organizational Climate Change

- Diversify the composition of the organization.
- Acknowledge, document, and remedy past and ongoing injustice.
- Make opportunities and spaces inclusive (welcoming) to traditionally underrepresented members.
- Actively advertise and encourage engagement (participation) in programs.
- Define and interrogate relevant achievement domains and goals.
- Design and conduct assessment efforts for each goal.
- Communicate your progress (or lack thereof).
- Incorporate these efforts into your routine and set expectations among your members



Practical Considerations

When Theory Meets Practice

Let's Discuss Strategies

- Interpersonal
 - Consider and describe where bias may creep into your work and interactions with student/staff.
- Organizational/Structural
 - Describe new/ongoing initiatives to create a diverse, welcoming environment (school, classroom, lunchroom) reflecting active engagement and participation
- Challenges
 - Describe the challenges for implementation

Thank You!