



Implicit bias reflects systemic racism

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The standard implicit bias narrative

But...

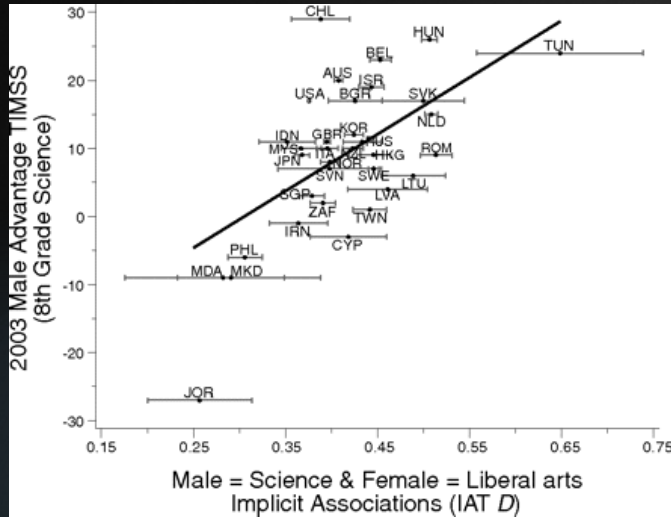
- ❑ Individual correlations with behavior are low

(Cameron et al., 2012; Kurdi et al., 2018; Greenwald et al., 2009; Oswald et al., 2013)

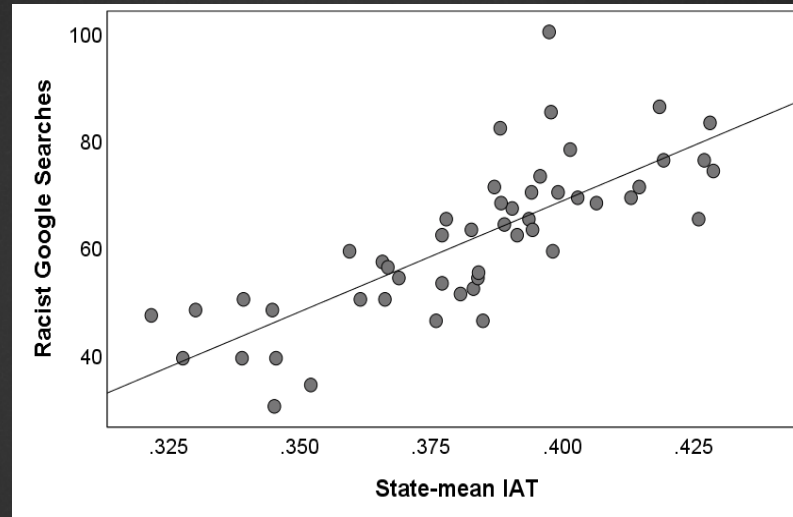
- ❑ Test-retest stability is low

(Gawronski, Morrison, Phills, & Galdi, 2017)

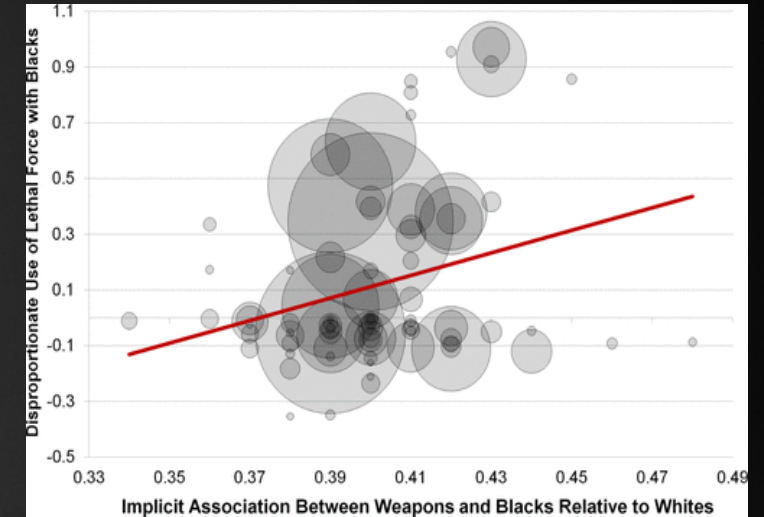
Places versus People



Gender bias and STEM performance across countries (Nosek et al., 2009)



Racist Google searches across states (Rae et al., 2015)



Police shootings by metro area (Hehman et al., 2017)

The Bias of Crowds

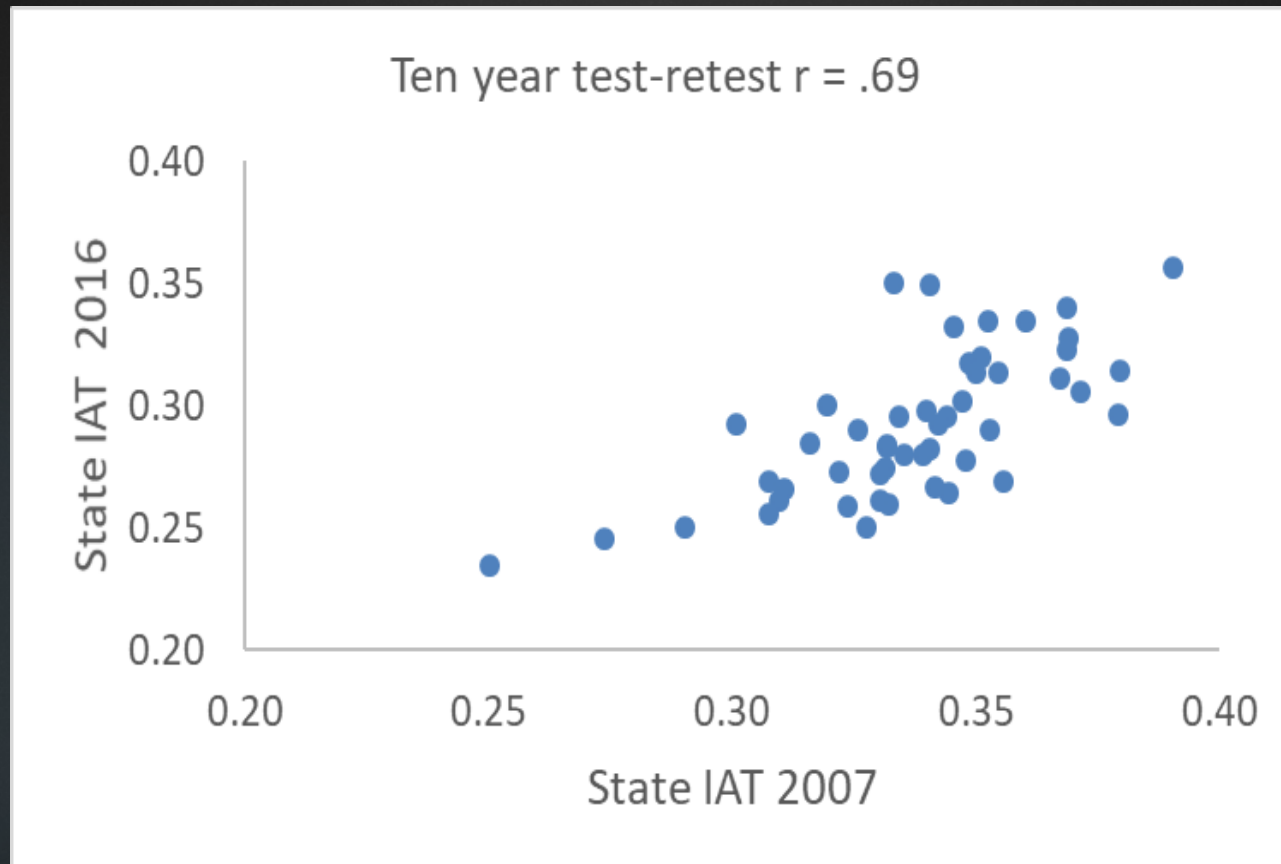
Concept accessibility can vary both chronically (person) and temporarily (context).

Partial and fleeting knowledge can create robust, stable **aggregates** that converge on the level of bias in the context.

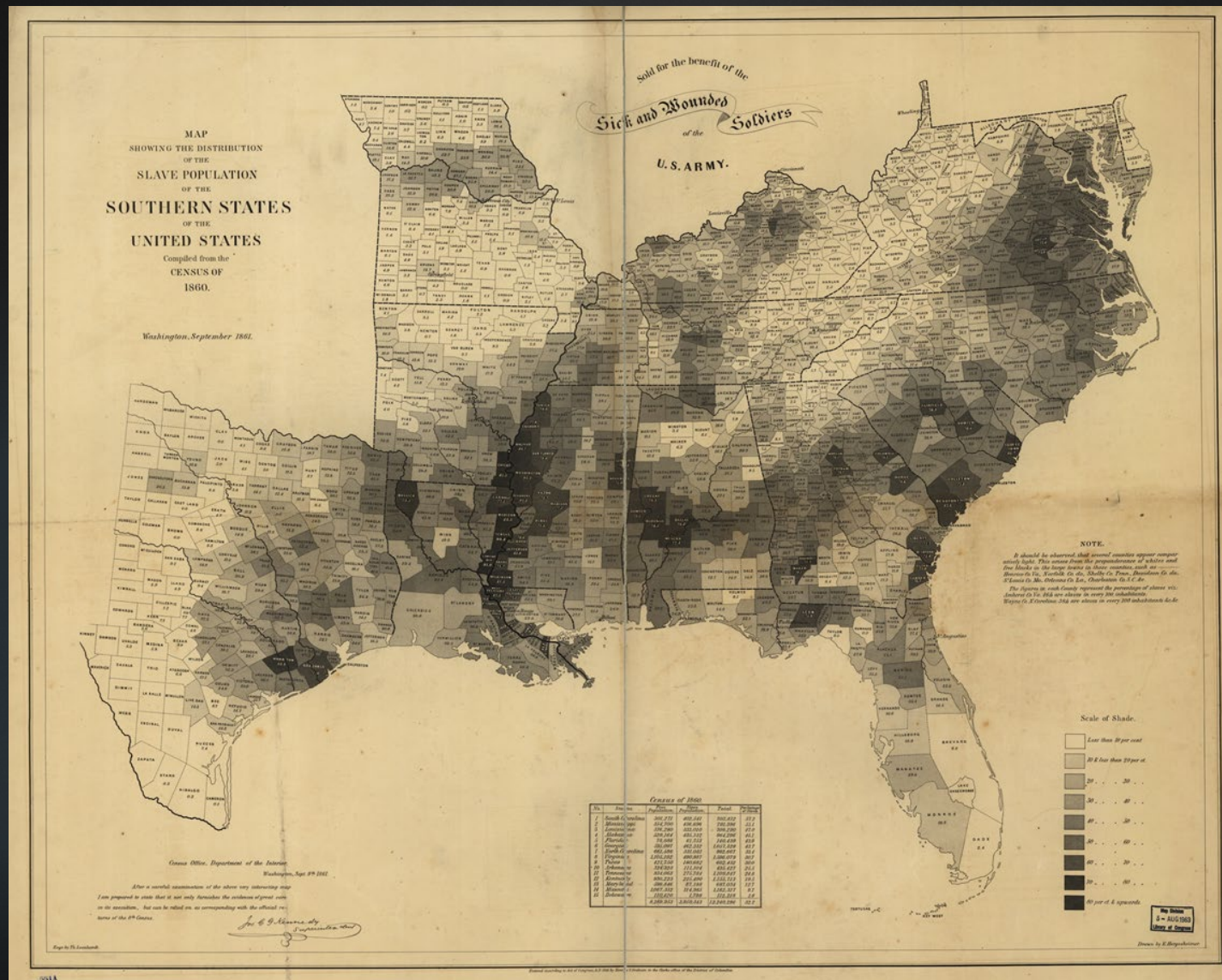
Implicit bias may be more informative about contexts (situations, structures) than individuals

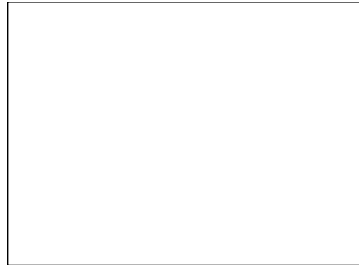
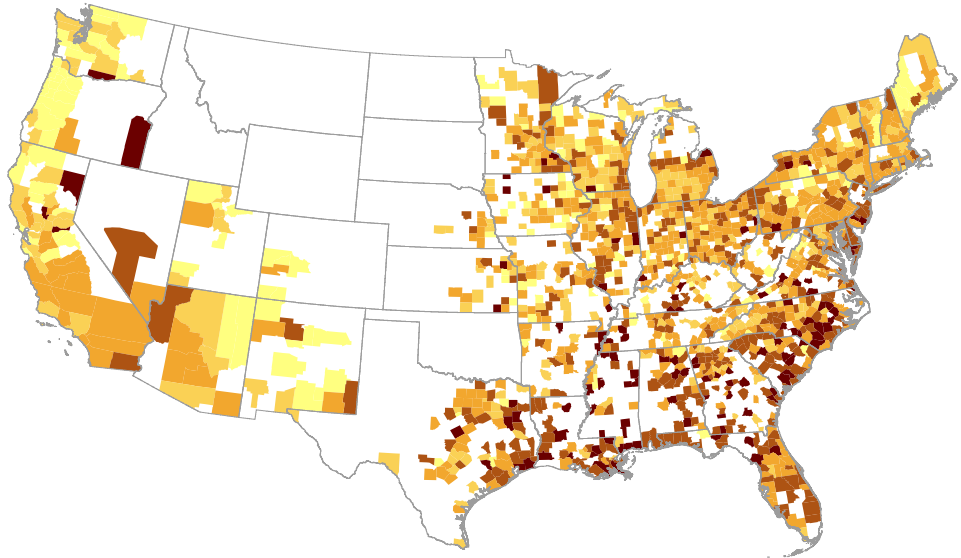
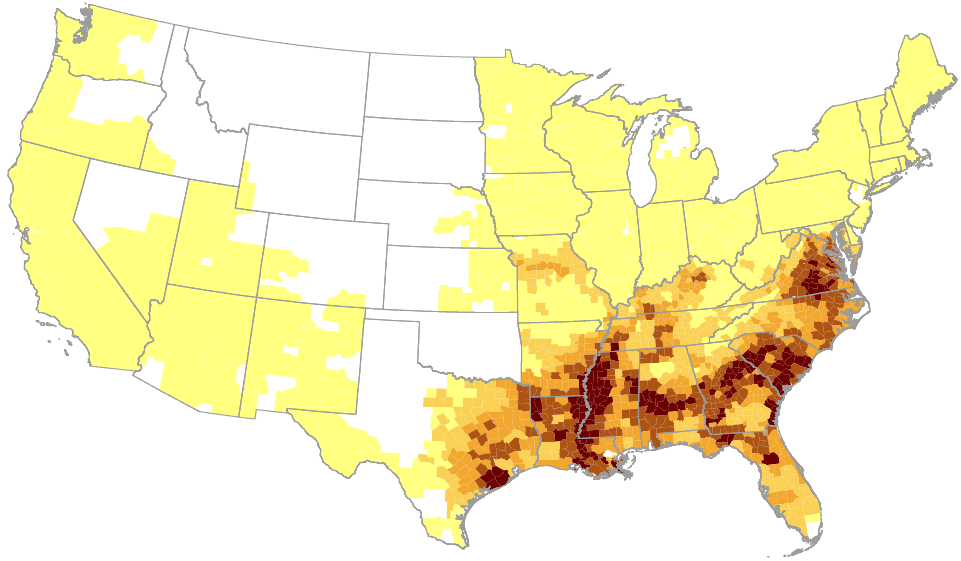


Stability is in contexts



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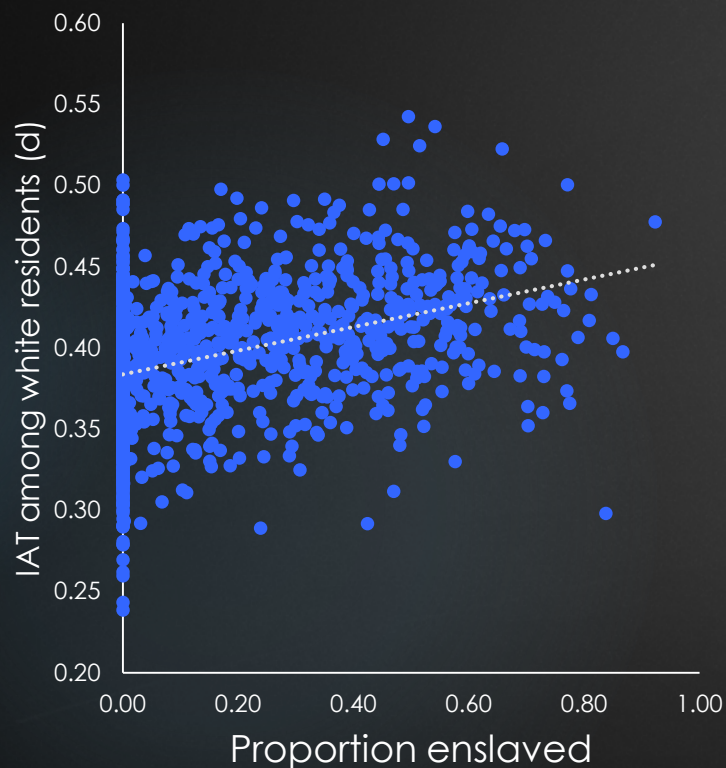




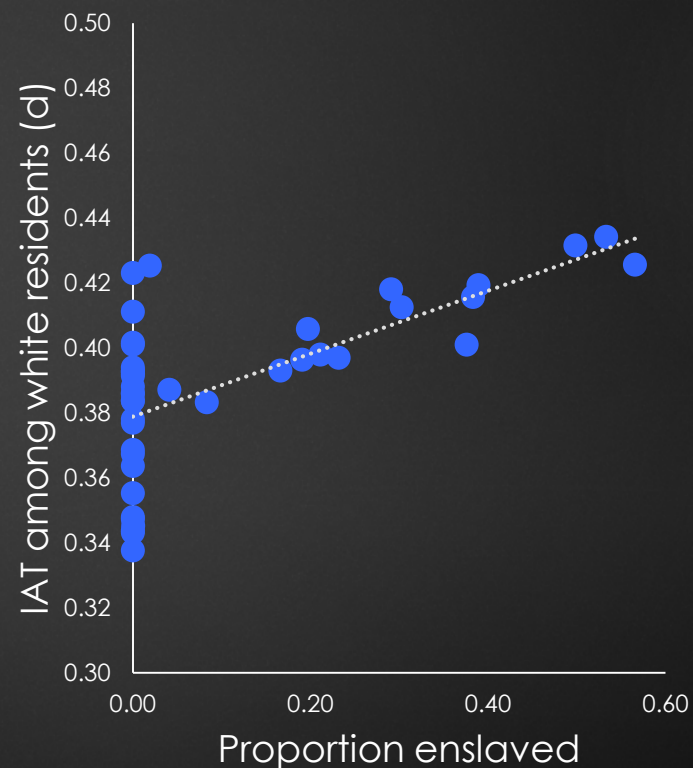
Payne, Vuletich, &
Brown-Iannuzzi, 2019 *PNAS*.

Association between enslaved population and implicit bias

County $r = .37, p < .001$

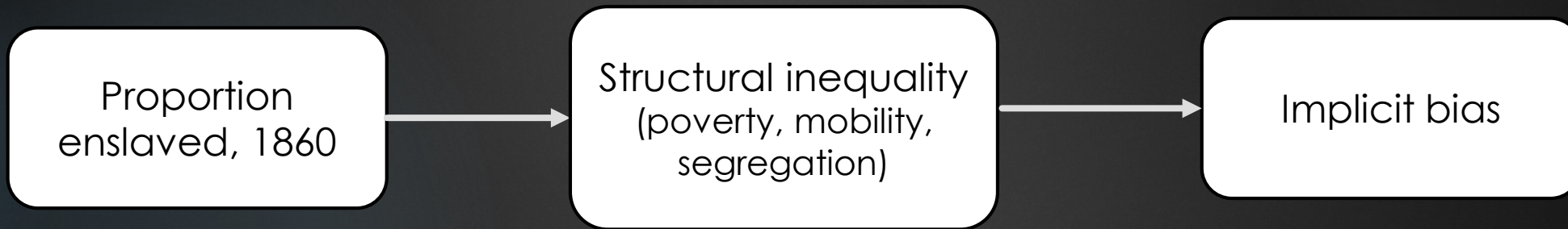


State $r = .64, p < .001$



Payne, Vuletich, & Brown-Iannuzzi, 2019 *PNAS*.

Link between slavery and IAT is partially explained by structural inequalities



Payne, Vuletich, &
Brown-Iannuzzi, 2019 *PNAS*.

To the extent that tests reflect social contexts,
need to re-think...

- ▶ Implicit bias as attitude versus systemic
- ▶ “Training” to change individuals’ biases
- ▶ Interventions should change situations not people.

Thanks to...

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