Fostering Diversity, Equity, and Inclusive Pedagogy: A Social Neuroscience Perspective

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Race
Gender
Age
Emotion

200 ms!!!!

Kubota & Ito, 2014; Kubota & Ito, 2007
Race

No Difference!!!
Implicit Association Test

Phelps et al., 2000
IT IS UNINTENTIONAL!!!!!
Black: Bad
White: Good

Terrific

Greenwald et al., 1998
732,881 U.S. Participants

Implicit Associations

Pro-Black

Anti-Black
White Individuals

Positive White

Negative White

Implicit Associations

Participants
Do we vary punishment based on race?
“The Ultimatum Game”

Proposer, You Get $10. You Must Offer Some Split to the Responder (You). Responder (You) can accept or reject. If she rejects, nobody gets any money!
$2 ???!!!!
You're Greedy!!!!
$7.62
$2.38
1 -- Accept 2 -- Reject

Kubota et al., 2013, Psych Science
Accepted More Offers From White Proposers

Kubota et al., 2013, Psych Science
Accepted **Lower** Offers From White Proposers

Kubota et al., 2013, *Psych Science*
Punish Black Individuals Unfair Behavior More Harshly

Punish Black individuals more harshly for *objectively identical* unfair offers

Even when it comes at a personal cost !!!

Kubota et al., 2013, *Psych Science*
How do we intervene?
Bad
Black
Good
White

Terrific

Greenwald et al., 1998
Implicit Associations

Interracial Contact

Kubota, et al., 2019, PLOS
Cloutier et al., (2014) JOCN
What about empathy?
“the act of perceiving, understanding, experiencing, and responding to the emotional state and ideas of another person”
Third-Person Perspective:

The purpose of this study is to assess your ability to construct life-event details from limited information. Please write a day in the life essay.

First-Person Perspective:

Imagine a day in the life of this individual as if you were them, looking at the world through their eyes and walking through the world in their shoes. Please write a short narrative essay where you take the perspective of the individual. In order to really get into the mind of this individual, please write your essays in the first person, using the I pronoun.
Third-Person Perspective

Race

200 ms!!!!
First-Person Perspective

Race

No Difference!!!!
Narrative 4 is a global organization headed up by some of the world’s most renowned and influential authors, artists and community leaders who have come together to promote empathy through the exchange of stories. In an effort to break down barriers and shatter stereotypes, N4 encourages people to walk in each other’s shoes and prove that not only does every story matter, every life matters.
PreTest

Posttest

Frausel, Velez, Mandviwala, & Kubota

Empathy

Before Story-Exchange

25.6

25.2

24.8

After Story-Exchange

26.4

26.8
• Get to know your students when you can
• Support diverse mentors
• Increase representation in your material
• Listen to understand, ask questions
• Build empathy by trying to take the perspective of these students
• Recognize your own bias and question your assumptions
• https://www.youtube.com/watch?v=NNhk3owF7RQ
• https://www.youtube.com/watch?v=nPj01uzRHY0
• https://www.ted.com/talks/phillip_atiba_goff_how_we_can_make_racism_a_solvable_problem_and_improve_policing
• https://www.youtube.com/watch?v=AFEaCFFsM2U
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• https://nobaproject.com/textbooks/introduction-to-psychology-the-full-noba-collection/modules/social-neuroscience