

*UAL Creative Mindsets:
Reducing Stereotype Threat*



CREATIVE MINDSETS
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UAL LATC 19

UAL Creative Mindsets

A OFS funded project focused on reducing barriers to success in higher education

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GROWTH MINDSET



IMPLICIT BIAS



STEREOTYPE THREAT



STAFF RESOURCES



STUDENT RESOURCES



INTERVIEWS



ONLINE SHOWCASE





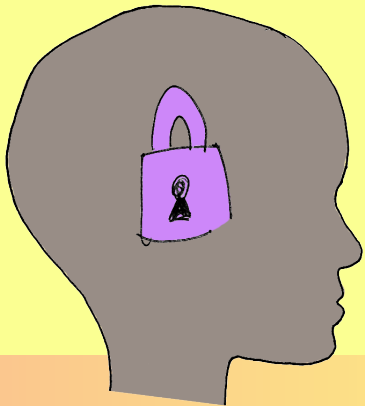
Slide content (partially legible):

- The first part of the presentation...
- The second part of the presentation...
- The third part of the presentation...

Diagram showing a 3D structure, possibly a molecule or a mechanical part.

GROWTH MINDSET

FIXED MINDSET
(Entity Theory)



Implicit theories of intelligence

GROWTH MINDSET
(Incremental Theory)



Dweck, C. S. (2000). *Self-theories: Their role in motivation, personality, and development*. Psychology Press.
Dweck, C. (2017). *Mindset: changing the way you think to fulfil your potential*. Hachette UK.

Trends for you · Change

#ValentinesDay

@UN, @Tate and 2 more are Tweeting about this

Newcastle

12.8K Tweets

Boris Johnson

Foreign Secretary speaks out on Brexit and Europe

#WhyILoveArt

#LoveYourNHS

People are sharing beautiful stories of what the NHS means to them

#CHUBBY

#BN

#S



Reply Retweet Like Message



Meryem @noiretpale · 41m

#uaimindsets do you have plans to explore more current political issues in your ceramics ??

Reply Retweet Like Message



::Isabella:: @IsabellaScotty · 51m

#uaimindsets the theme for the RA is arts made now, do you feel that there is a link between this and mindsets?

Reply Retweet Like Message



Dr Jessica Gagnon @Jess_Gagnon · 51m

At @UAL with the Portsmouth @1firstyearart team to





STEREOTYPE THREAT

“Stereotype threat is a social-psychological predicament that can arise from widely-known negative stereotypes about one’s group... .”

Steele and Aronson (1995)

Steele, C. M., & Aronson, J. (1995). Stereotype threat and the intellectual test performance of African Americans. *Journal of personality and social psychology*, 69(5), 797.



ualcreative_mindsets • Follow

ualcreative_mindsets Loved Anoushka's micro-teach on stereotyping when under pressure. #thinkingteaching #ualcreative_mindsets @lcfondon_ @unioftheartslondon #implicitbias #stereotypethreat #growthmindset



Liked by spoons_ignoring and 3 others

JULY 25, 2018

Add a comment...

Intention

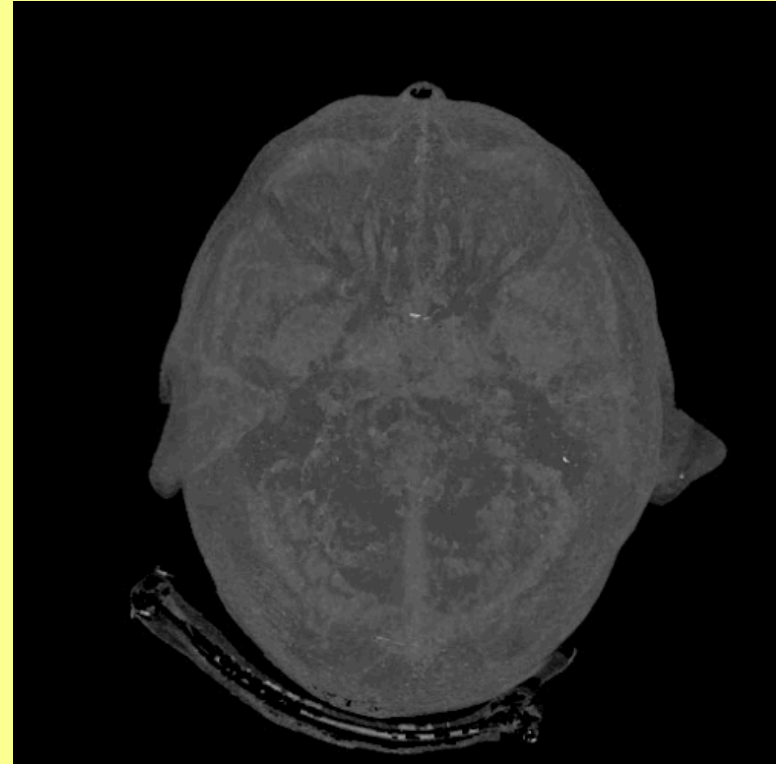
- to acknowledge unconscious bias and motivation to change

Attention -

- to when stereotypical responses or assumptions are activated

Time

- to practice new strategies designed to “break” the automatic associations



Devine, P. G., Forscher, P. S., Austin, A. J., & Cox, W. L. (2012). [*Long-term reduction in implicit race bias: A prejudice habit-breaking intervention.*](#) *Journal of Experimental Social Psychology*, 48(6), 1267-1278.

A vibrant, colorful fabric market stall. The stall is filled with various patterned textiles, including bright yellow and orange fabrics, blue and black patterned fabrics, and a large piece of fabric with a colorful, abstract pattern featuring a large eye. The background shows more fabric hanging on racks and a person in a dark hat and red garment. A large yellow circle is overlaid on the center of the image, containing the text 'Stereotype Replacement' and a list of four items: 'Recognise', 'Label', 'Identify', and 'Replace'.

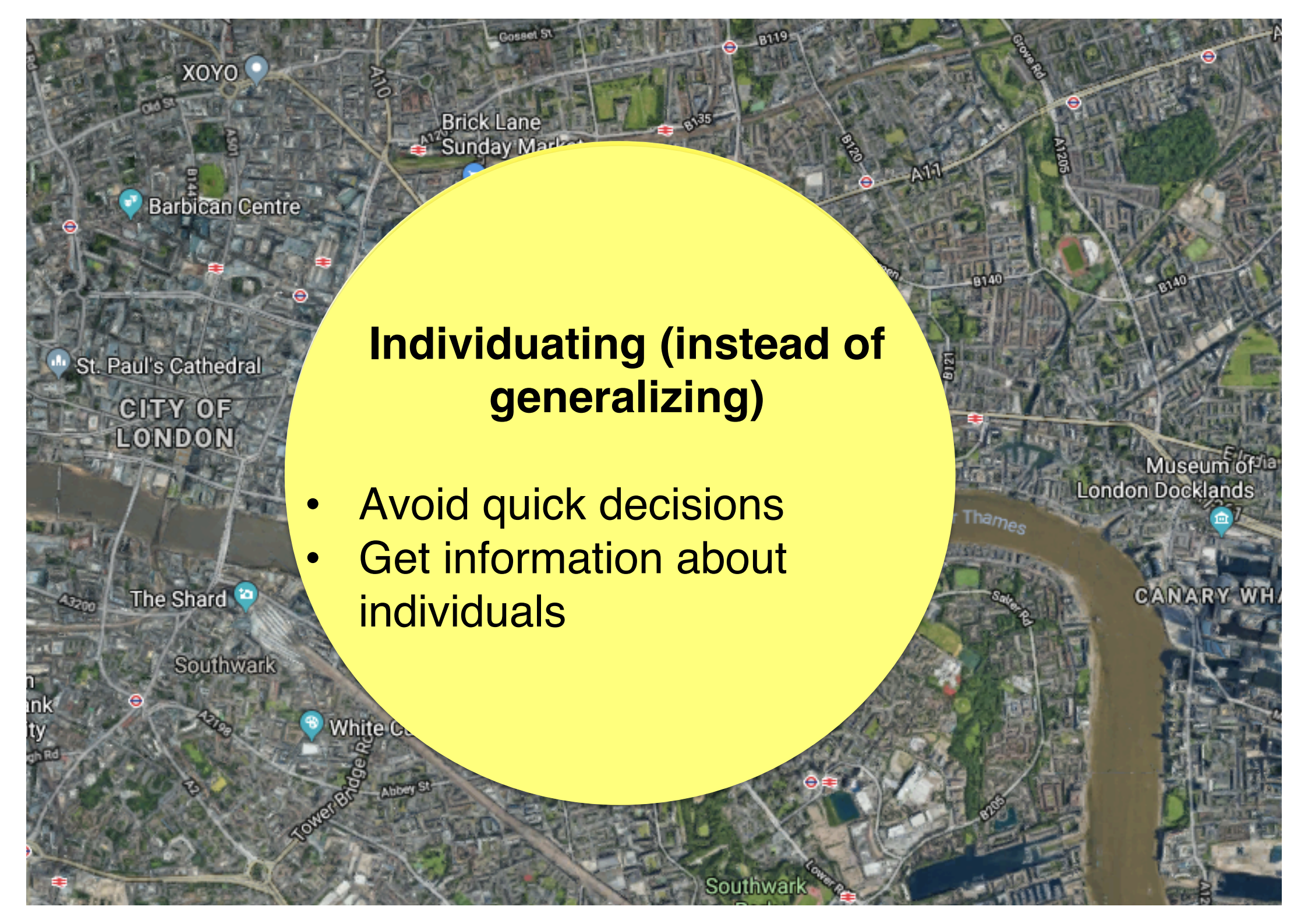
Stereotype Replacement

- Recognise
- Label
- Identify
- Replace



Counter-stereotype Imaging

- Regulate your response and imagine a counter-stereotypic image in detail

An aerial satellite map of London, England, showing various districts including the City of London, Southwark, and Canary Wharf. A large yellow circle is overlaid on the map, containing text. The text reads: "Individuating (instead of generalizing)" followed by a bulleted list: "• Avoid quick decisions" and "• Get information about individuals".

Individuating (instead of generalizing)

- Avoid quick decisions
- Get information about individuals

A photograph of a staircase with a yellow circular overlay. The staircase has dark green steps with white decorative railings. A wooden handrail is visible on the right side. The yellow circle is centered over the stairs and contains the text 'Perspective Taking' and a bulleted list.

Perspective Taking

- Build empathy
- Adopt the perspective of an individual



Increased Opportunities for Contact

- Seek out opportunities to engage with underrepresented individuals and groups

'Becoming aware of my mindset towards others so that I don't negatively impact my own and others experience'

'...perspective changing'

'Learning that talent is not innate that there is always growth for improvement'





Thank you!

ual:

Quick. Intuitive. Biased?

Unconscious bias affects us all. Find out how you can tackle it.

Breaking Bias is a short e-learning module introducing the concept of unconscious bias, and the impact of bias on our decision making.

All staff are required to undertake this training during 2017. It takes 20 minutes and will help us in our work to promote equality, diversity and inclusion at UAL.

You can access this training using your university log-in details.

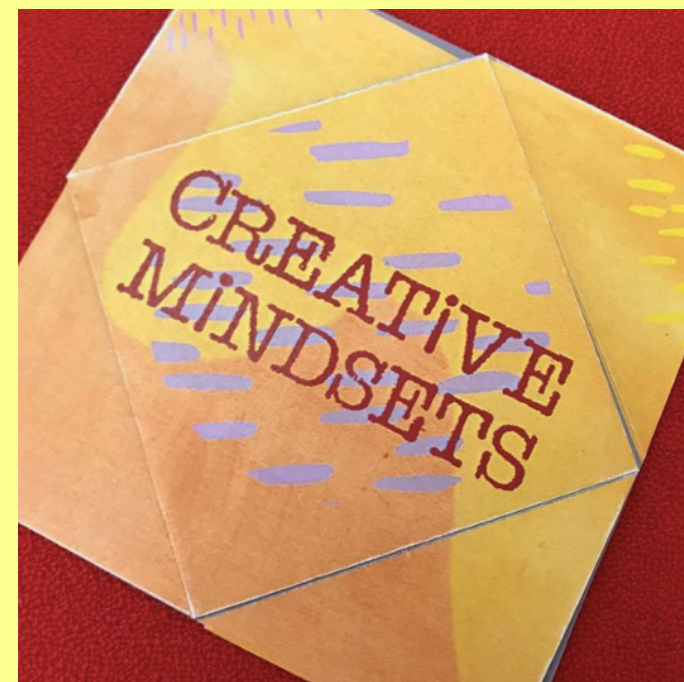
learningspace.arts.ac.uk

An abstract graphic on a red background. It features a grid of small, colored dots (teal, yellow, orange, purple) connected by thin white lines, resembling a circuit board or a network diagram. The dots are arranged in a pattern that suggests movement and connectivity.

Project Implicit*

LOGIN TAKE A TEST ABOUT US EDUCATION BLOG HELP CONTACT US DONATE

- Skin-tone IAT** *Skin-tone ('Light Skin - Dark Skin' IAT).* This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
- Gender - Science IAT** *Gender - Science.* This IAT often reveals a relative link between liberal arts and females and between science and males.
- Arab-Muslim IAT** *Arab-Muslim ('Arab Muslim - Other People' IAT).* This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.
- Asian IAT** *Asian American ('Asian - European American' IAT).* This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.
- Presidents IAT** *Presidents ('Presidential Popularity' IAT).* This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.
- Weapons IAT** *Weapons ('Weapons - Harmless Objects' IAT).* This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.
- Race IAT** *Race ('Black - White' IAT).* This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.
- Age IAT** *Age ('Young - Old' IAT).* This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.
- Religion IAT** *Religion ('Religions' IAT).* This IAT requires some familiarity with religious terms from various world religions.
- Disability IAT** *Disability ('Disabled - Able' IAT).* This IAT requires the ability to recognize symbols representing abled and disabled individuals.
- Native IAT** *Native American ('Native - White American' IAT).* This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.
- Gender - Career IAT** *Gender - Career.* This IAT often reveals a relative link between family and females and between career and males.
- Sexuality IAT** *Sexuality ('Gay - Straight' IAT).* This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.



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