

<ck'hc Protect Others from Stereotype Threat

- Teach about stereotype threat and remind people that when they feel anxious or temporarily unhappy with lower-than-expected performance, it could be stereotype threat and is NOT related to their actual ability.
- Help others see low performance as situational, malleable or temporary. Counter impression that it is due to some fixed characteristics they have - again, take a growth perspective.
- Encourage self-affirmation - that is, encourage others to think about their characteristics, skills, values, or roles that they value or view as important. Ask them about their deep values; what matters to them.
- If possible (in office): Examine your immediate environment for stereotype-reinforcing or triggering images, documents, art work. Remove. Add counter-stereotypic imagery, artwork, documents etc.
- Emphasize tasks, challenges, new skills and abilities as learnable. Focus on growth, not fixed ability.
- State that no one group is better at (whatever the challenge is) than another (just telling girls that girls and boys do equally well on a test eliminated stereotype threat.)
- Develop a partnership - emphasize things you have in common - to create a sense of a "common in-group identity". Feeling part of your in-group lowers threat, increases safety.