

FACILITATING RACIAL HARMONY ON COLLEGE CAMPUSES: A RANDOMIZED TRIAL

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Background and Development

- Began collaboration with Black community members in Milwaukee in response to incidents of bias
- Goal was to harness the power of ACT and FAP training interventions to produce a powerful anti-racism workshop that would decrease bias in White participants and improve connectedness among all participants
- Several pilot and developmental workshops, focused on Black and White community members in Milwaukee

Background and Development (con't)

- First workshop at University of Washington in 2014, with undergraduates. Qualitative results very positive, but participants of color complained of some microaggressions
- Collaboration with Monnica Williams to integrate didactics on microaggressions and other themes
- Collaboration with Dan Rosen to develop full CBS model of racism to guide our work

The Workshop: Hypothesized mechanism

Contact theory:

Intergroup
contact
reduces
prejudice













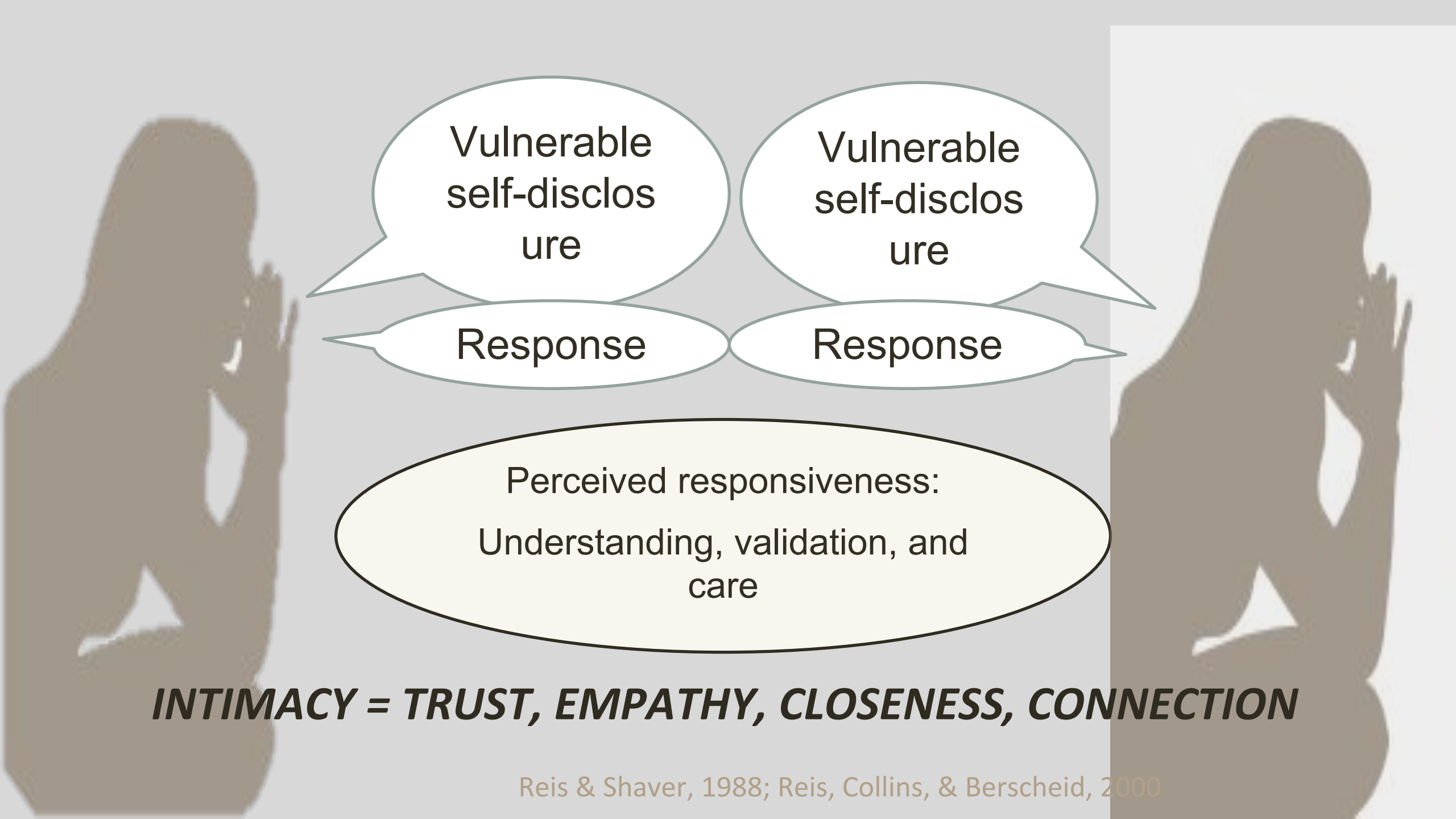
The problem:

The exchange of vulnerabilities is not reciprocal.

It is typically uni-directional:

The Black person is vulnerable.

The White person is in a position of power.

The diagram illustrates the process of intimacy. It features two silhouettes of people on the left and right sides, facing each other. In the center, there are two speech bubbles at the top, each containing the text "Vulnerable self-disclosure". Below each speech bubble is a smaller, pointed speech bubble containing the word "Response". At the bottom center, a large, light-colored oval contains the text "Perceived responsiveness: Understanding, validation, and care".

Vulnerable
self-disclosure

Vulnerable
self-disclosure

Response

Response

Perceived responsiveness:
Understanding, validation, and
care

INTIMACY = TRUST, EMPATHY, CLOSENESS, CONNECTION

Hypothesized mechanism

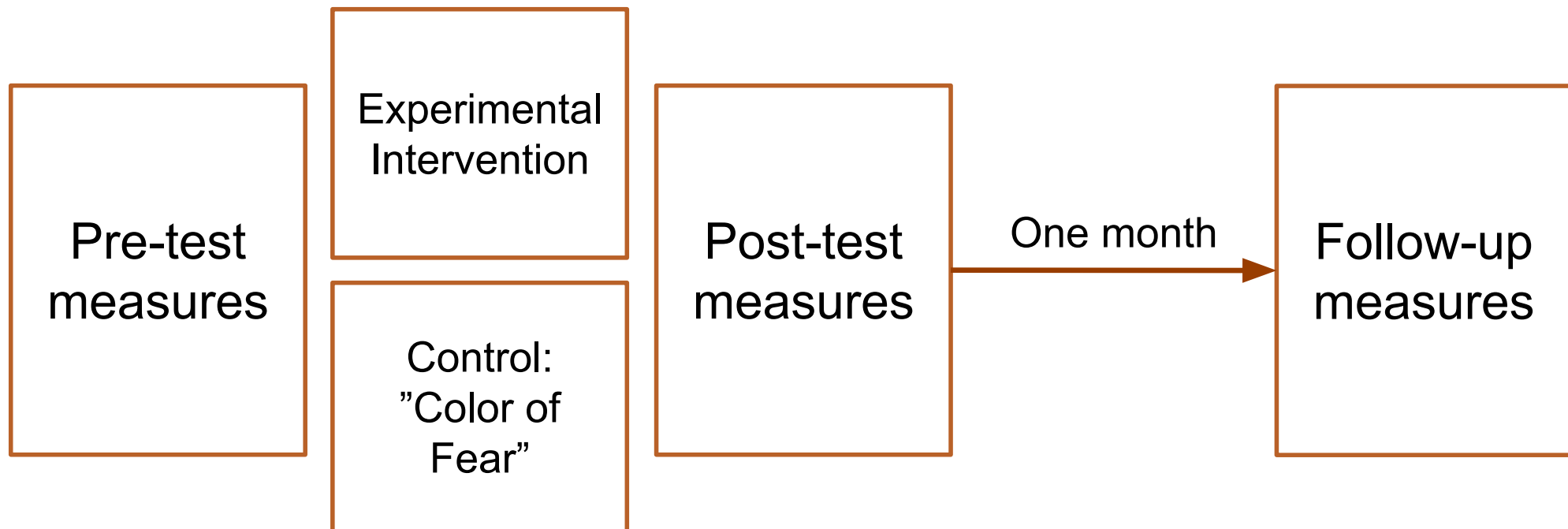
- If workshop exercises can generate effective intimate exchanges, White people will be less likely to negatively stereotype Black people and better able to take the perspective of Black people (reducing colorblindness).
- Both Black and White participants should feel closer and more connected to each other afterwards.

The Workshop

- Introduction
- Psychoeducation on race, racism, colorblindness, microaggressions, privilege
- Eye contact exercise while holding the other's stigmatized identity
- Sharing stories of loss and betrayal in small groups, with group members responding to each other's stories
- Sharing stories of shame and identity in small groups, with group members responding to each other's stories
- Appreciations

Method

- 24 White undergraduates and 20 Black undergraduates



Measures

Changes in positive and negative affect due to workshop

Feelings toward specific out-group workshop participants

- Feeling thermometer
- Allophilia (results not reported, same as feeling thermometer)

Feelings toward out-group members in general

- Feeling thermometer
- Allophilia (results not reported, same as feeling thermometer)

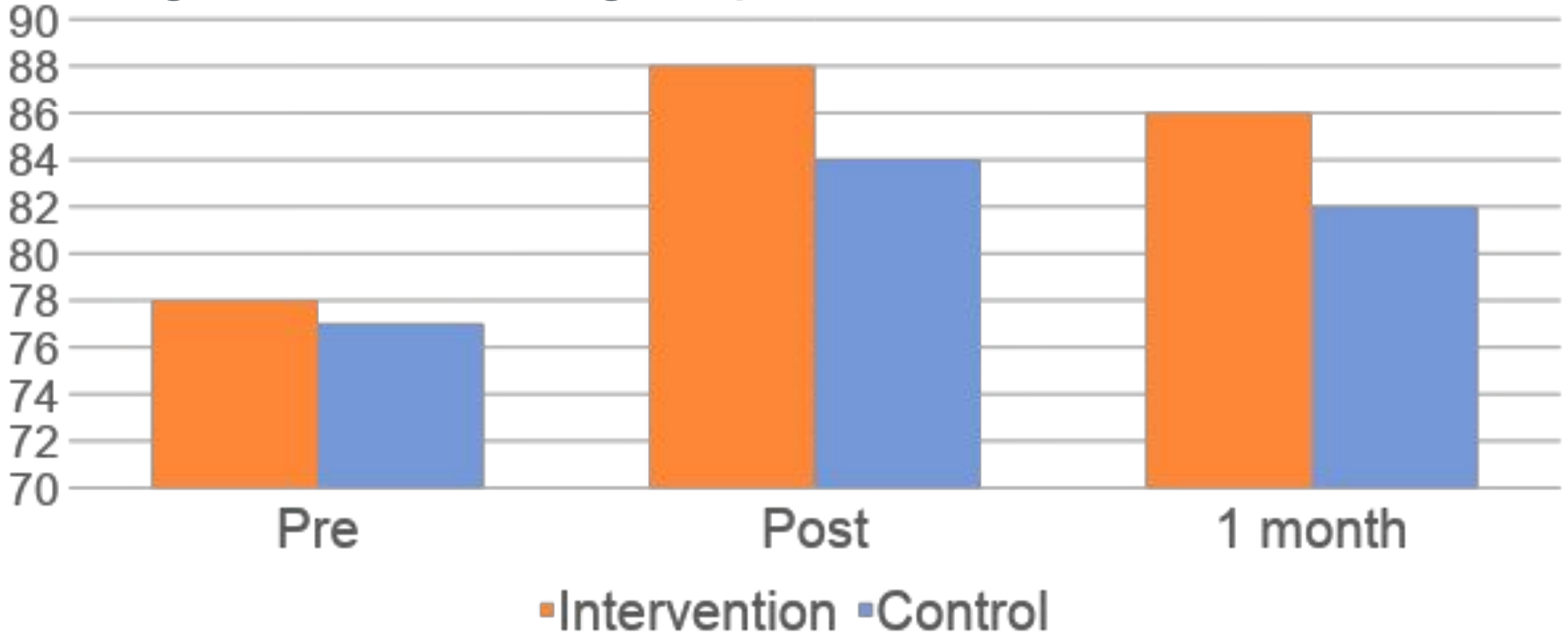
Whites: Measures of racist attitudes, colorblindness, and microaggressions

Blacks: Ethnic Identity

Changes in positive and negative affect

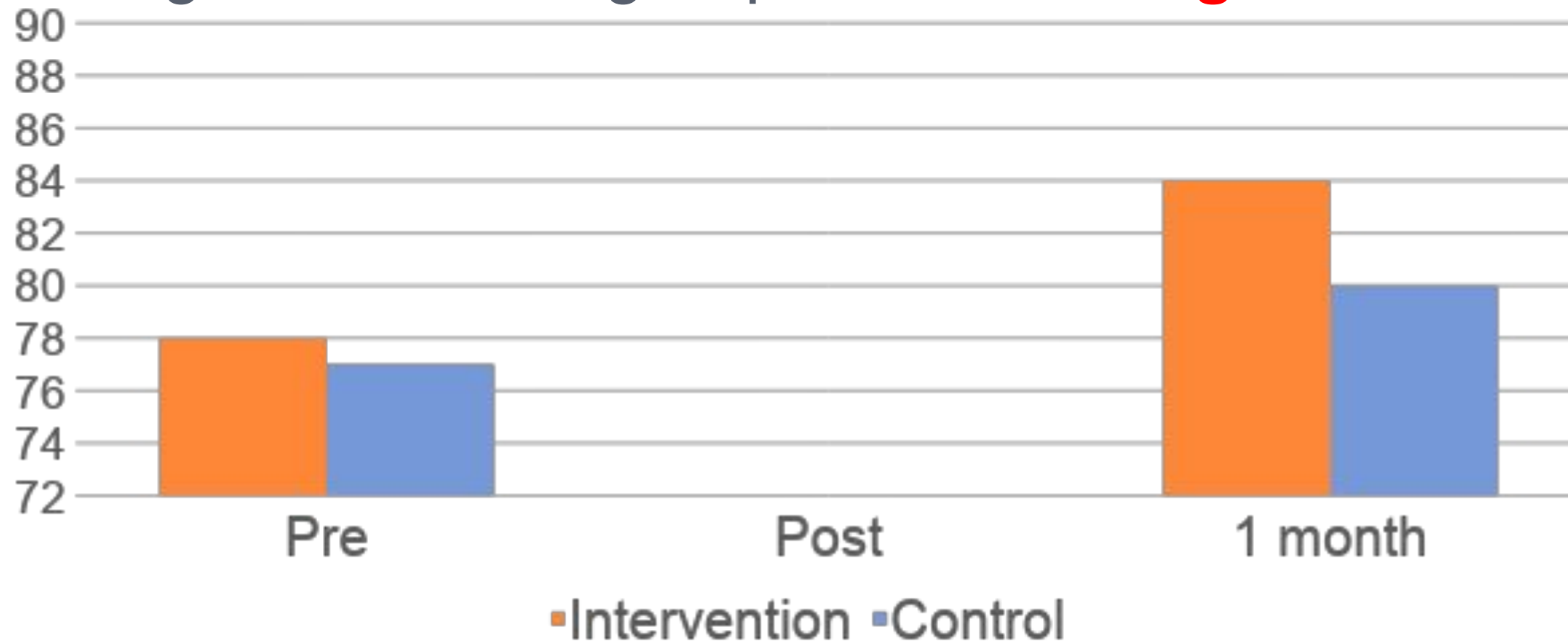
- **POSITIVE AFFECT:** Intervention participants report increase in positive affect, largely due to increase in White participants ($p = .029$)
- **NEGATIVE AFFECT:** Intervention participants report slight decrease in negative affect, while control participants report slight increase in negative affect ($p = .063$)

Feelings toward out-group members *in the workshop*



Significant increase for both groups, with more change for Intervention compared to Control participants

Feelings toward out-group members *in general*



Significant increase for Intervention but not Control participants

Other findings

- No significant changes on measures of racist attitudes or colorblindness, but...

Other findings

Microaggressive likelihood:

Intervention: Significant reduction in likelihood of saying microaggressive statements, maintained at one-month follow-up

Control: No change in microaggressive likelihood

Other findings

- Black participants in both groups reported significant increase in Black ethnic identity

Conclusions

- The intervention workshop was well-liked and produced no increases in negative affect.
- Intervention but not control participants reported warmer feelings for each other (across two measures).
- These feelings decrease somewhat but are still maintained at 1 month.

Conclusions (con't)

- Intervention participants' feelings for generalized out-group members also improved at 1 month.
- Fewer effects are found on measures of racism, but the Intervention did decrease likelihood of engaging in microaggressions.
- Black participants' ethnic identities improve in both conditions.

Conclusions

- Strengths of the study are that we had a strong control condition and a 1-month follow-up
- Weaknesses are:
 - Reliance on self-report measures
 - Small sample
 - Differences in expertise of workshop leaders
 - Benefits of workshop may not be equitable for Black and White participants

Thank You

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