"We can't solve problems by using the same kind of thinking we used when we created them."

– Albert Einstien

As socially aware creatures, we know admitting to having biases can be considered unproductive or even unkind. That said, when asked if we have a bias, we may say we do not, especially if our preference conflicts with acceptable social norms.

Most of the participants in our Implicit Bias study were White American women who work within the Animal Welfare industry. The majority stated that they prefer Poor People over Rich People and Black People over White People. Nevertheless, the opposite is proven out in unconscious testing. In other words, when participants did not have time to think about what answer was the most acceptable, they answered unfiltered.

Bias is not an absolute predictor of behavior, but it's clear the Animal Welfare field's biases are related to its demographics found on the following pages.
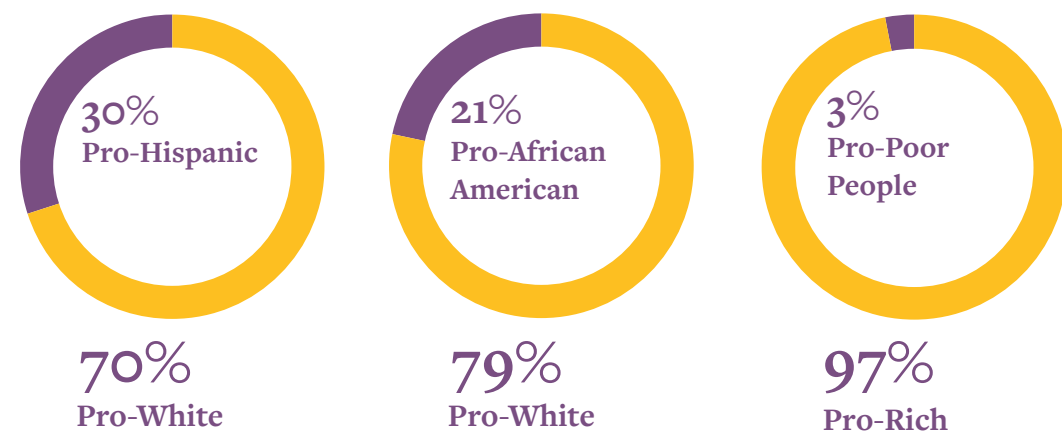
CARE / HARVARD PROJECT IMPLICIT RESULTS

COMPANIONS AND ANIMALS FOR REFORM AND EQUITY

"Minorities in general and Afro-Americans in particular are still virtually invisible in all aspects of organized animal protection."
~ Society and Animals 13(2):153-162

IMPLICIT ASSOCIATION TEST RESULTS

Implicit Biases...
1. Are associations, attitudes, or stereotypes that operate relatively automatically.
2. Arise from shared cultural knowledge, personal experience, and explicit biases.
3. Can be observed by looking at how people behave or measured with tools such as the Implicit Association Test (IAT).
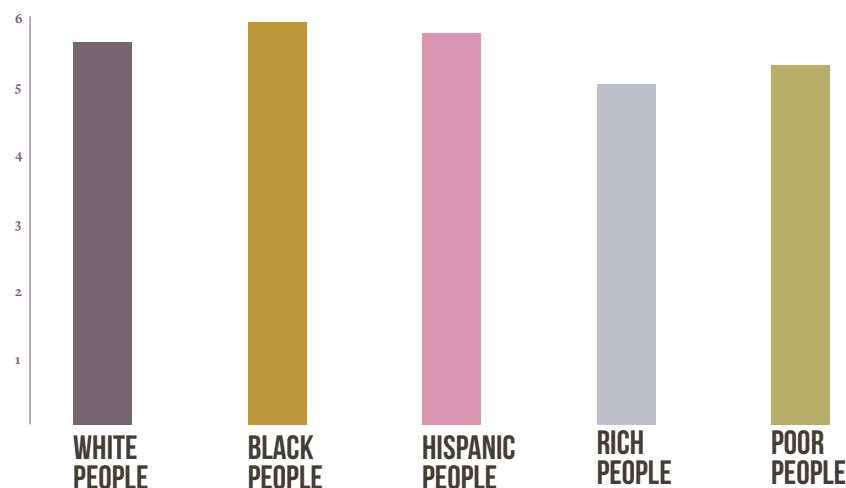
30% Pro-Hispanic
70% Pro-White

21% Pro-African American
79% Pro-White

3% Pro-Poor People
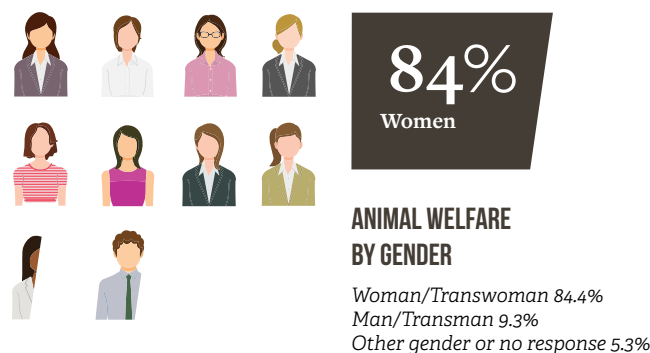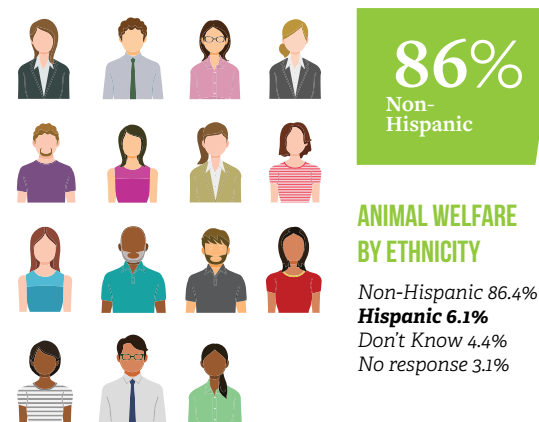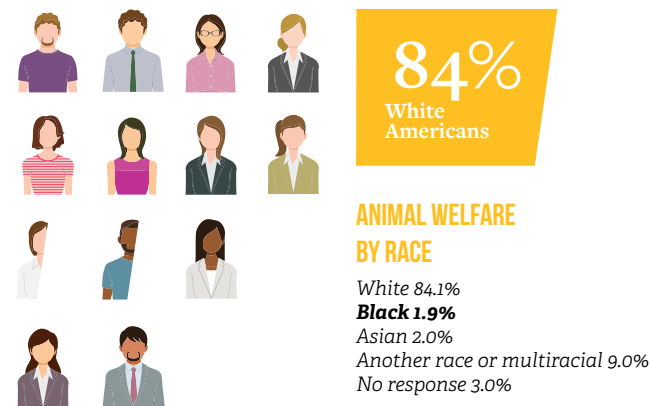**97%** Pro-Rich

EXPLICIT TEST RESULTS

DESCRIPTIVE STATISTICS: ATTITUDES TOWARD SOCIAL GROUPS (1 = VERY NEGATIVE, 7 = VERY POSITIVE)

Explicit Biases...
1. Are associations, attitudes, or stereotypes that we know about and claim as our own.
2. Arise from shared cultural knowledge, personal experience, and explicit biases.
3. Can be measured with self-report.

WHITE PEOPLE | BLACK PEOPLE | HISPANIC PEOPLE | RICH PEOPLE | POOR PEOPLE

ANIMAL WELFARE DEMOGRAPHICS

84% White Americans

ANIMAL WELFARE BY RACE

White 84.1%
Black 1.9%
Asian 2.0%
Another race or multiracial 9.0%
No response 3.0%

86% Non-Hispanic

ANIMAL WELFARE BY ETHNICITY

Non-Hispanic 86.4%
Hispanic 6.1%
Don't Know 4.4%
No response 3.1%

84% Women

ANIMAL WELFARE BY GENDER

Woman/Transwoman 84.4%
Man/Transman 9.3%
Other gender or no response 5.3%

In the aggregate, participants showed an implicit preference for White people over Black people, Non-Hispanic people over Hispanic people, and rich people over poor people.

These results stood in contrast to Self-reported preferences for Black people over White people, Hispanic people over Non-Hispanic people, and poor people over rich people.

INCLUSION = LIFESAVING

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STUDY RESULTS

Participant Demographics
1725 people completed the study between September 29 and November 16, 2020.

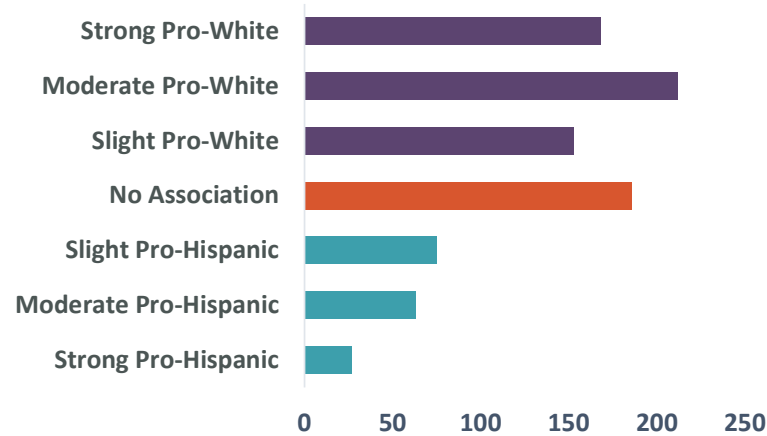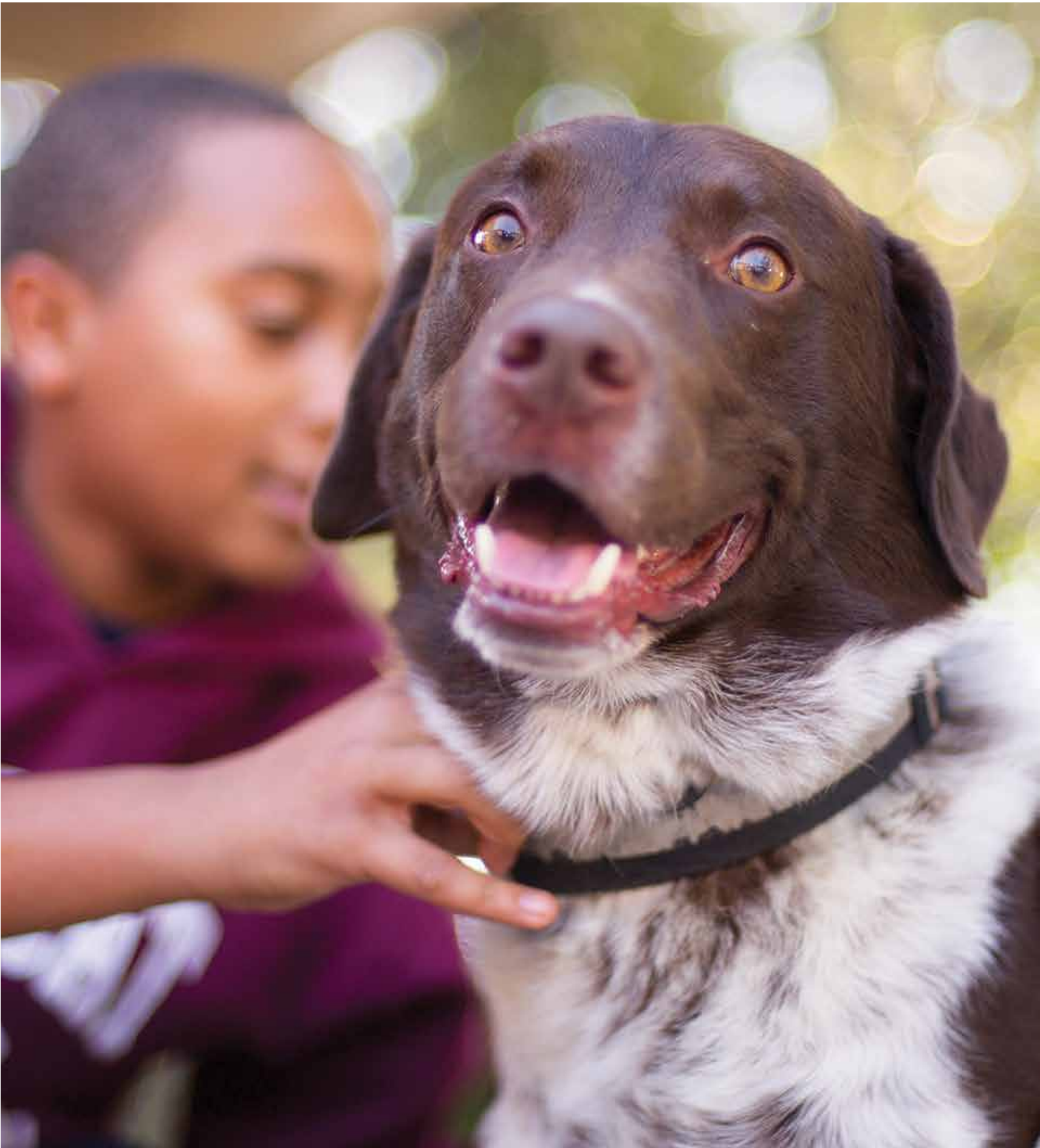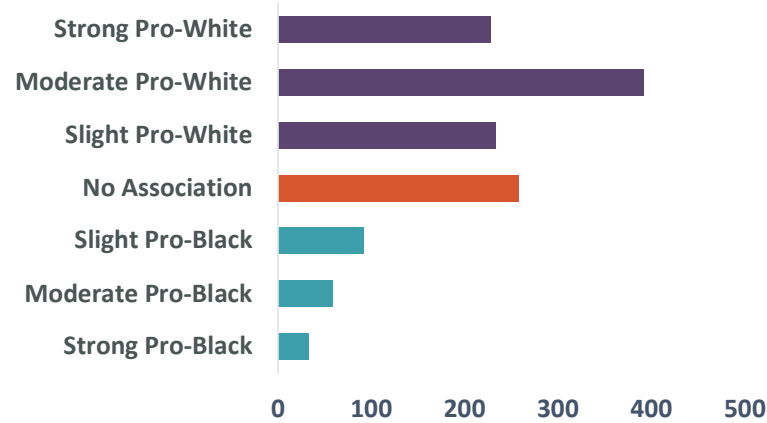|		
Age in years		
Mean (SD)	43.2 years (12.8)	
Race		
White	84.1%	
Black	1.9%	
Asian	2.0%	
Another race or multiracial	9.0%	
No response	3.0%	
Ethnicity		
Non-Hispanic	86.4%	
Hispanic	6.1%	
Don't Know	4.4%	
No response	3.1%	
Gender		
Woman/Transwoman	84.4%	
Man/Transman	9.3%	
Other gender or no response	5.3%	
Position		
Board	6.0%	(92% White; 86% female)
Management	39.7%	(90% White; 87% female)
Outreach	3.2%	(83% White; 96% female)
Staff	20.1%	(83% White; 94% female)
Veterinarian	11.0%	(86% White; 91% female)
Volunteer	15.9%	(86% White; 94% female)
No response	4.1%	(63% White; 84% female)

Implicit Association Tests

Descriptive Statistics for Hispanic/Non-Hispanic, Black/White, and Low SES/High-SES IATs

IAT	Mean (SD)	N Valid Scores	% Too-High Errors	Split-Half Reliability (r)	Cohen's d (effect size)
Hispanic/ Non-Hispanic	0.25 (0.45)	886	0.8%	.52 (acceptable)	0.56 (medium)
Black/ White	0.28 (0.41)	1296	0.5%	.60 (acceptable)	0.68 (large)
High-SES/ Low-SES	0.59 (0.38)	1258	3.8%	.55 (acceptable)	1.55 (very large)

Number of Scores in Each IAT Feedback Category for the Hispanic/Non-Hispanic Attitudes IAT

Strong Pro-White
Moderate Pro-White
Slight Pro-White
No Association
Slight Pro-Hispanic
Moderate Pro-Hispanic
Strong Pro-Hispanic

0   50   100   150   200   250

Number of Scores in Each IAT Feedback Category for the Black/White Attitudes IAT

Strong Pro-White
Moderate Pro-White
Slight Pro-White
No Association
Slight Pro-Black
Moderate Pro-Black
Strong Pro-Black

0   100   200   300   400   500

Number of Scores in Each IAT Feedback Category for the Low-SES/High-SES Attitudes IAT
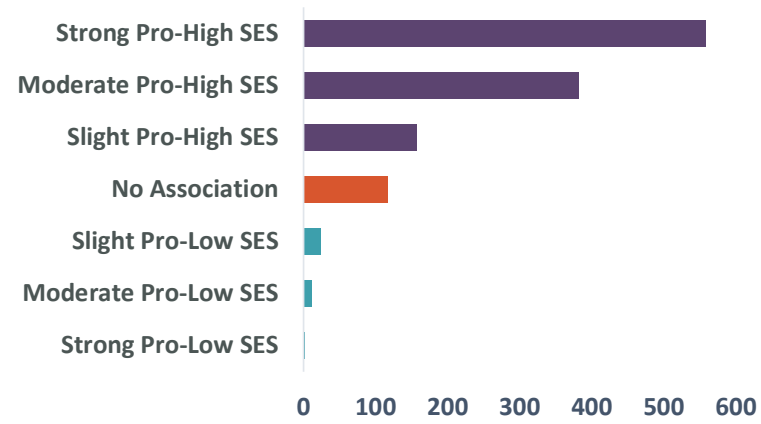
Percentage of Scores in Each Feedback Category for Hispanic/Non-Hispanic, Black/White, and Low SES/High-SES IATs
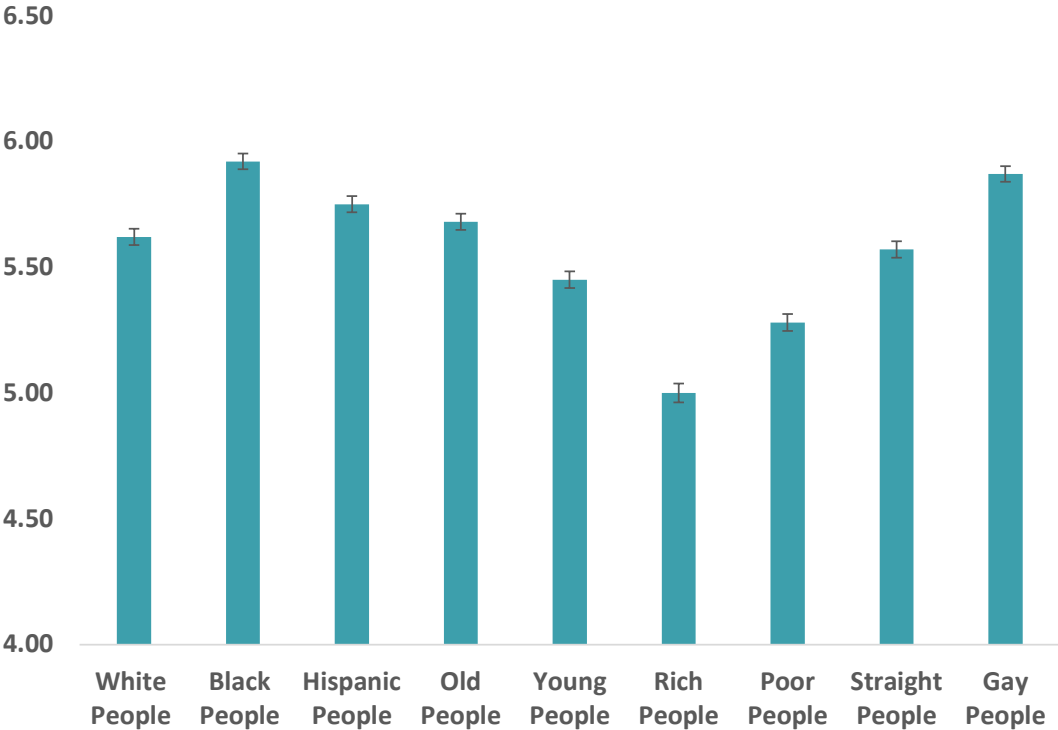
IAT	Strong preference for Low-Status Group	Moderate preference for Low-Status Group	Slight preference for Low-Status Group	No preference	Slight preference for High-Status Group	Moderate preference for High-Status Group	Strong preference for High-Status Group
Hispanic-White	3.1%	7.1%	8.5%	21.0%	17.3%	24.0%	19.0%
Black-White	2.6%	4.5%	7.1%	20.0%	18.0%	30.2%	17.6%
SES-Attitudes	0.2%	0.9%	1.9%	9.3%	12.5%	30.5%	44.6%

Self-Report Measures

Descriptive Statistics: Attitudes toward Social Groups (1 = Very Negative, 7 = Very Positive)

Group	Mean (SD)	N Responses
White People	5.62 (1.34)	1710
Black People	5.92 (1.29)	1709
Hispanic People	5.75 (1.33)	1709
Old People	5.68 (1.33)	1710
Young People	5.45 (1.37)	1712
Rich People	5.00 (1.55)	1711
Poor People	5.28 (1.39)	1707
Straight People	5.57 (1.35)	1709
Gay People	5.87 (1.28)	1709
Minority Groups (combined)	5.69 (1.19)	1703

6.50

6.00

5.50

5.00

4.50

4.00

White People | Black People | Hispanic People | Old People | Young People | Rich People | Poor People | Straight People | Gay People

Correlations (r) between Implicit and Explicit Attitudes
In each cell, the top row indicates the strength of the correlation (r) where higher scores = stronger correlation; the second row indicates the p-value (values less than .05 are considered statistically significant), and the third row indicates the number of responses

	Hispanic-White IAT	Black-White IAT	SES IAT	Majority Groups	Minority Groups
Hispanic-White IAT	-	.402	.167	.056	-.052
		<.0001	.001	.097	.126
		461	424	876	876
Black-White IAT	-	-	.250	-.022	-.106
			<.0001	.442	<.0001
			833	1283	1279
SES IAT	-	-	-	.036	-.035
				.201	.219
				1246	1243
Majority Groups	-	-	-	-	.853
					<.0001
					1702

"We don't see things as they are.
We see things as we are."

– Anais Nin