Stereotype Threat at Stellenbosch University (SU)

Video Introduction, Evidence and Interventions

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Stereotype Threat at SU

- Video introduction

- Evidence from management information systems and profiling questionnaires

- Interventions to address stereotype threat

Video Introduction to Stereotype Threat

- Introduction by Claude Steele

- Women can't do maths and blacks and HE!

- White men can't jump!
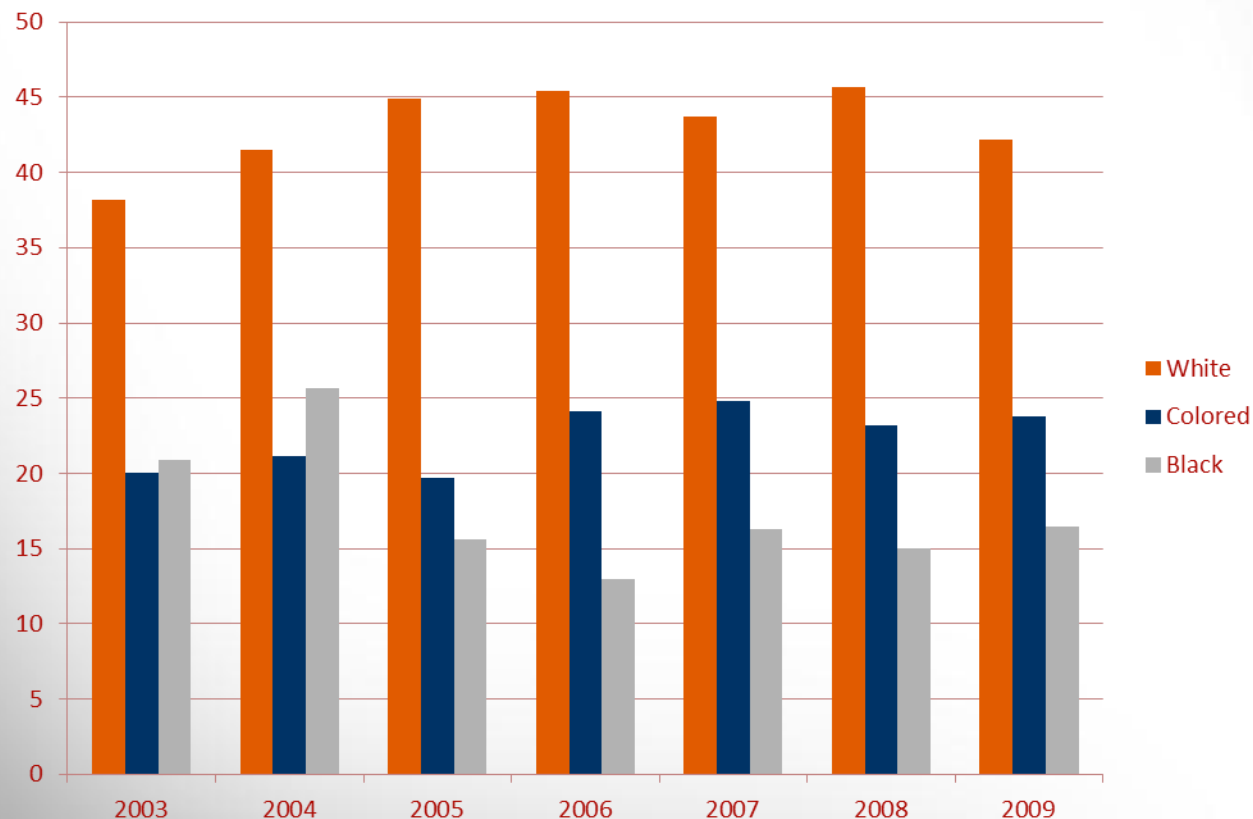
- Whistling Vivaldi

Evidence of Stereotype Threat at SU

- Minimum period completion rates per race, first-year cohort and grade 12 symbol in three year and four year programmes

- Weighted first-year averages per race, first-year cohort and grade 12 symbol in three year and four year programmes

- Weighted first-year averages per gender, first-year cohort and grade 12 symbol in Enineering

- Percentage of white, colored and black final-year students feeling at home at Stellenbosch University (results of Omega Graduating Questionnaire)
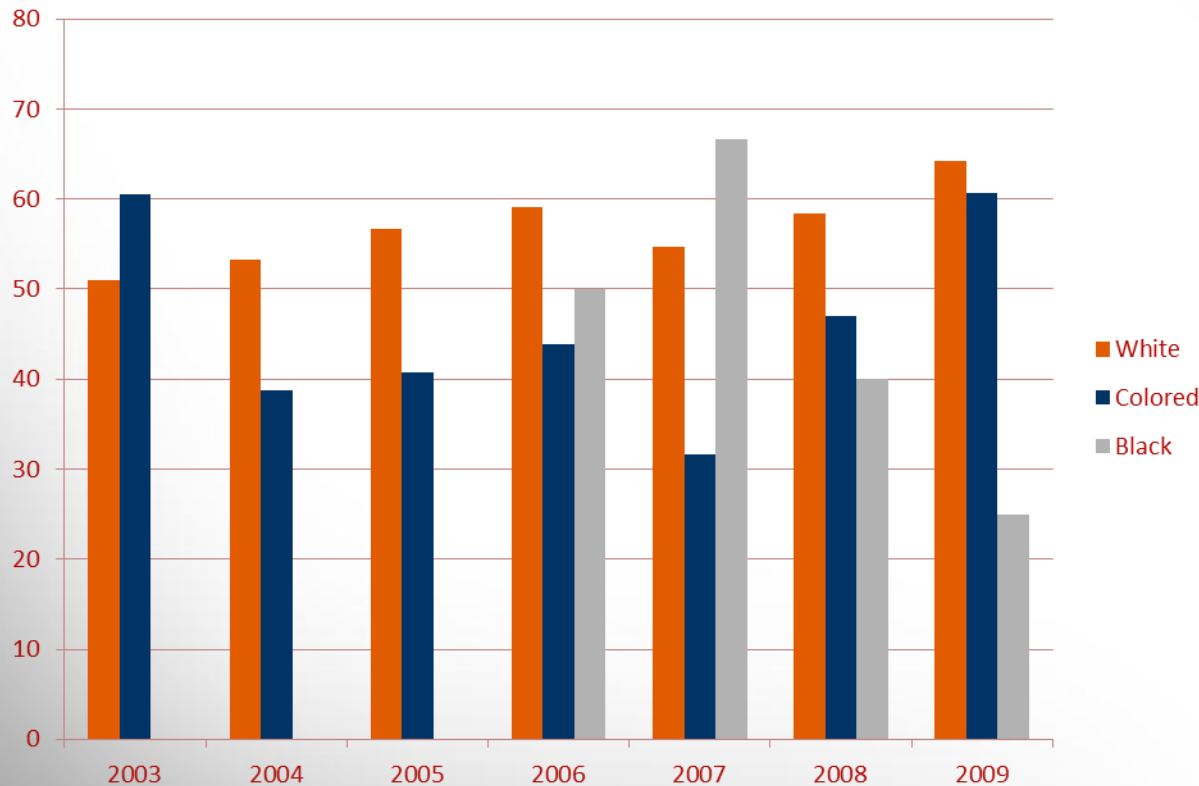
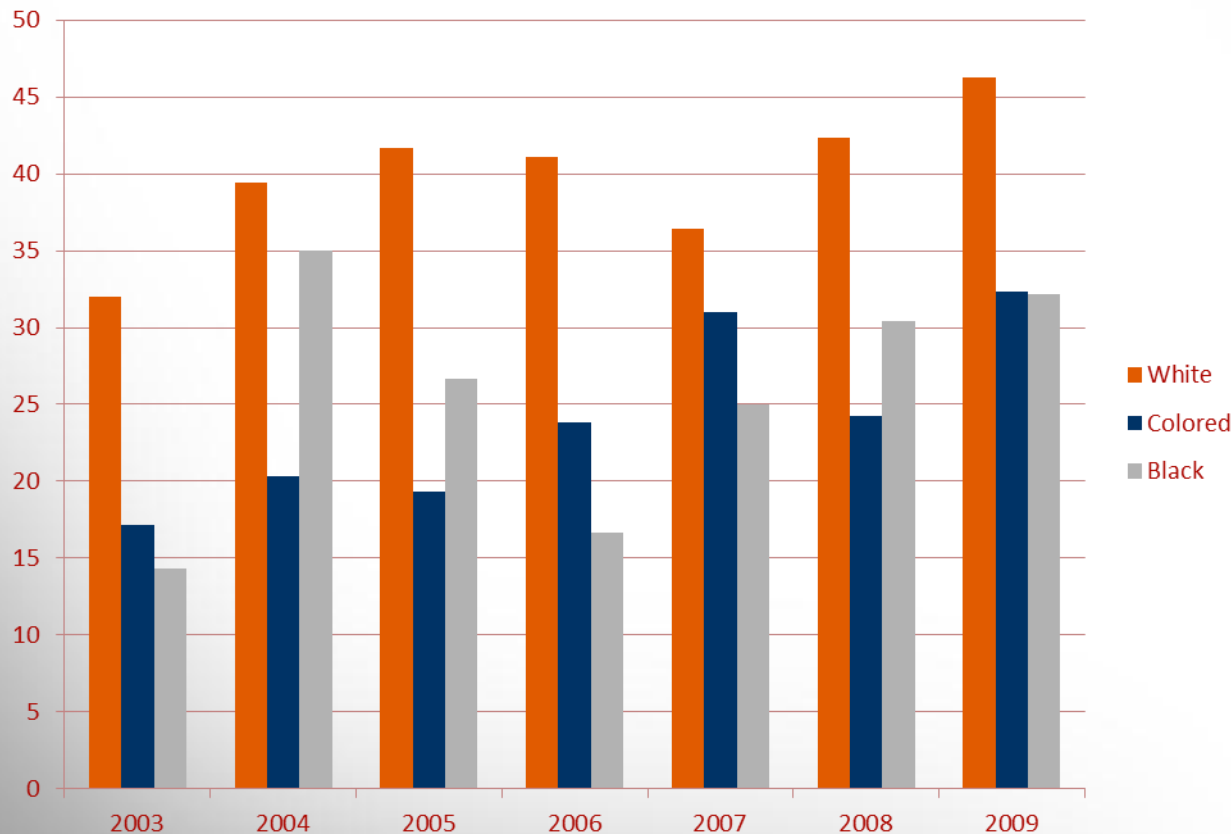# Minimum Period Completion Rates per Race for 2003-2009 Cohorts in 3 Year Programmes

No surprise: Quality of white better than rest, But…

Minimum Period Completion Rates per Race for 2003-2009 Cohorts with A- Gr12 Symbols in 3 Year Programmes
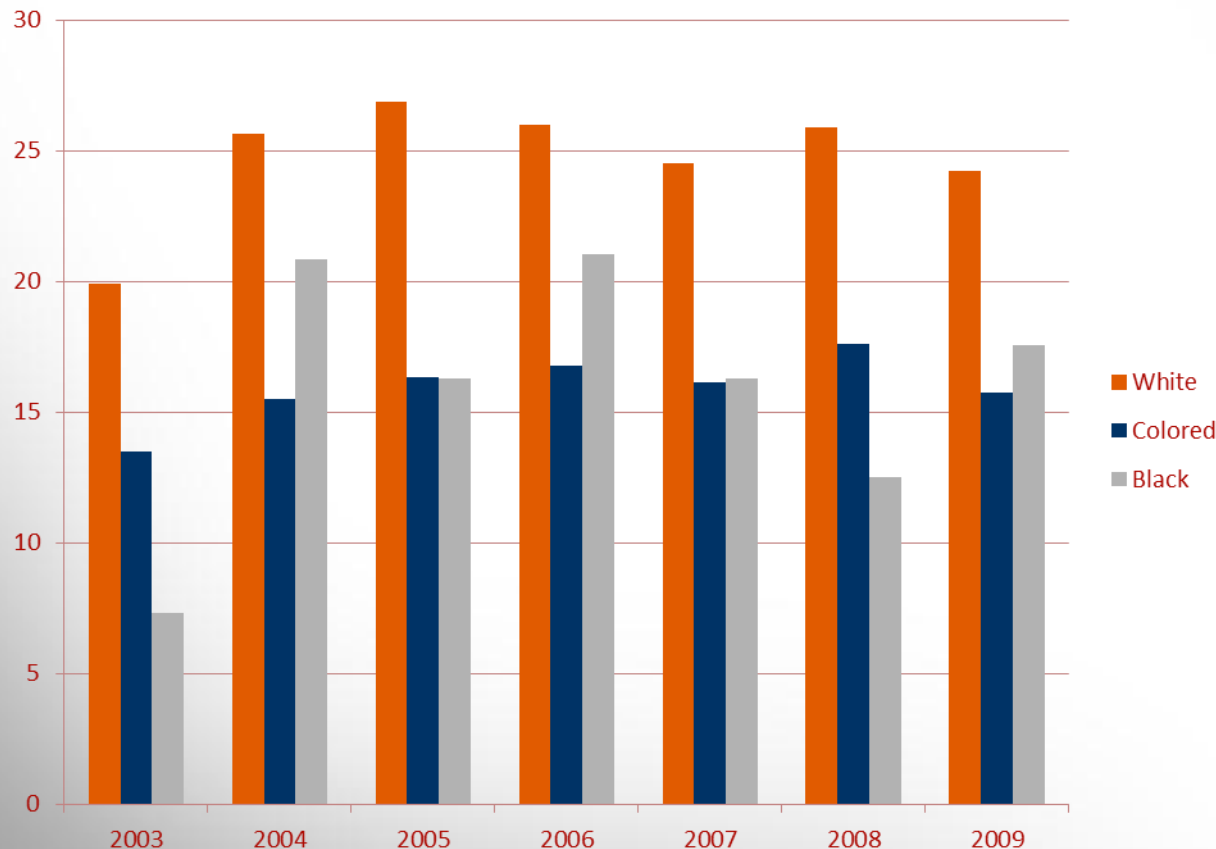

White still better than rest for same grade 12 symbol (Gr 12 between 80 and 90)

Minimum Period Completion Rates per Race for 2003-2009 Cohorts with B Gr12 Symbols in 3 Year Programmes
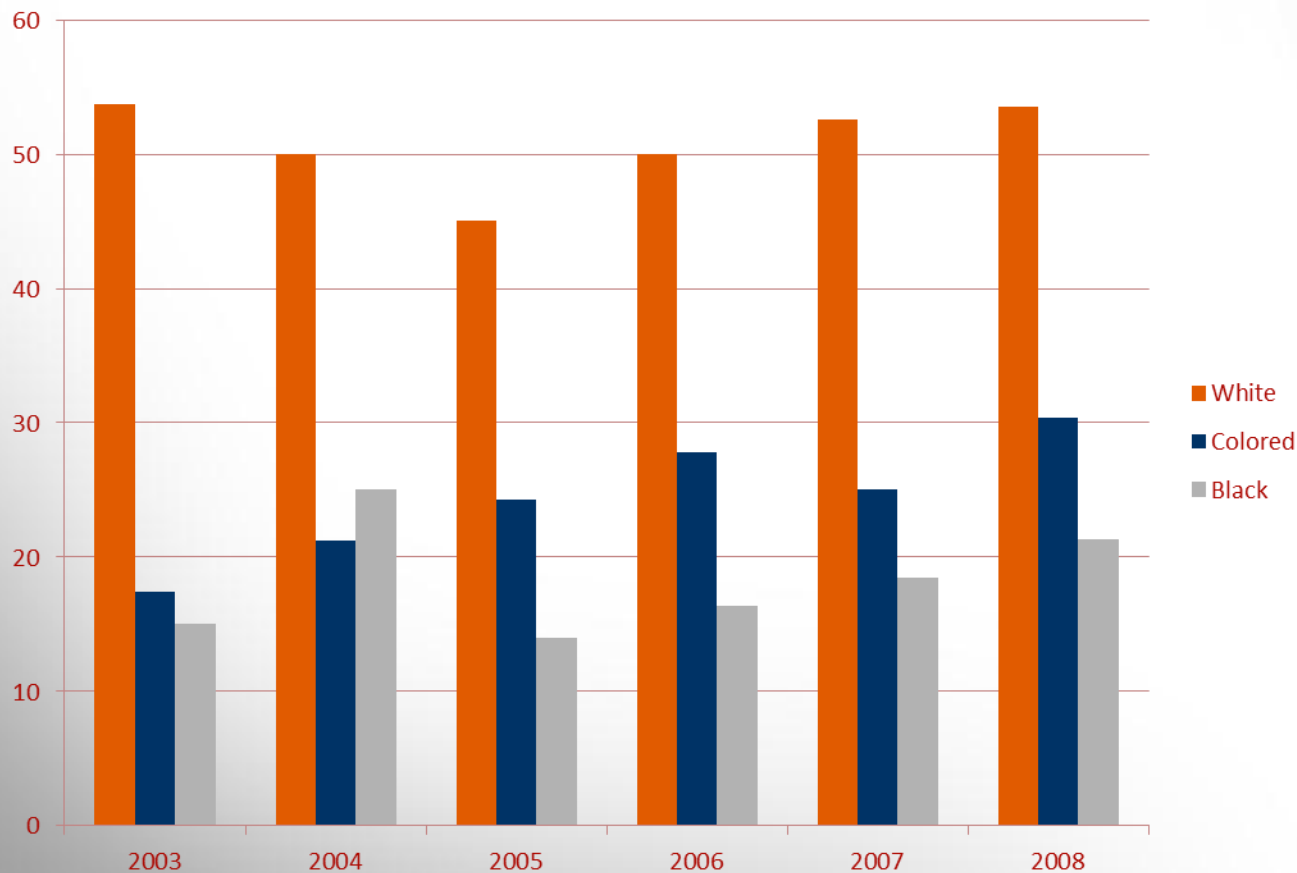

White much better than rest for same grade 12 symbol (Gr 12 between 70 and 80)

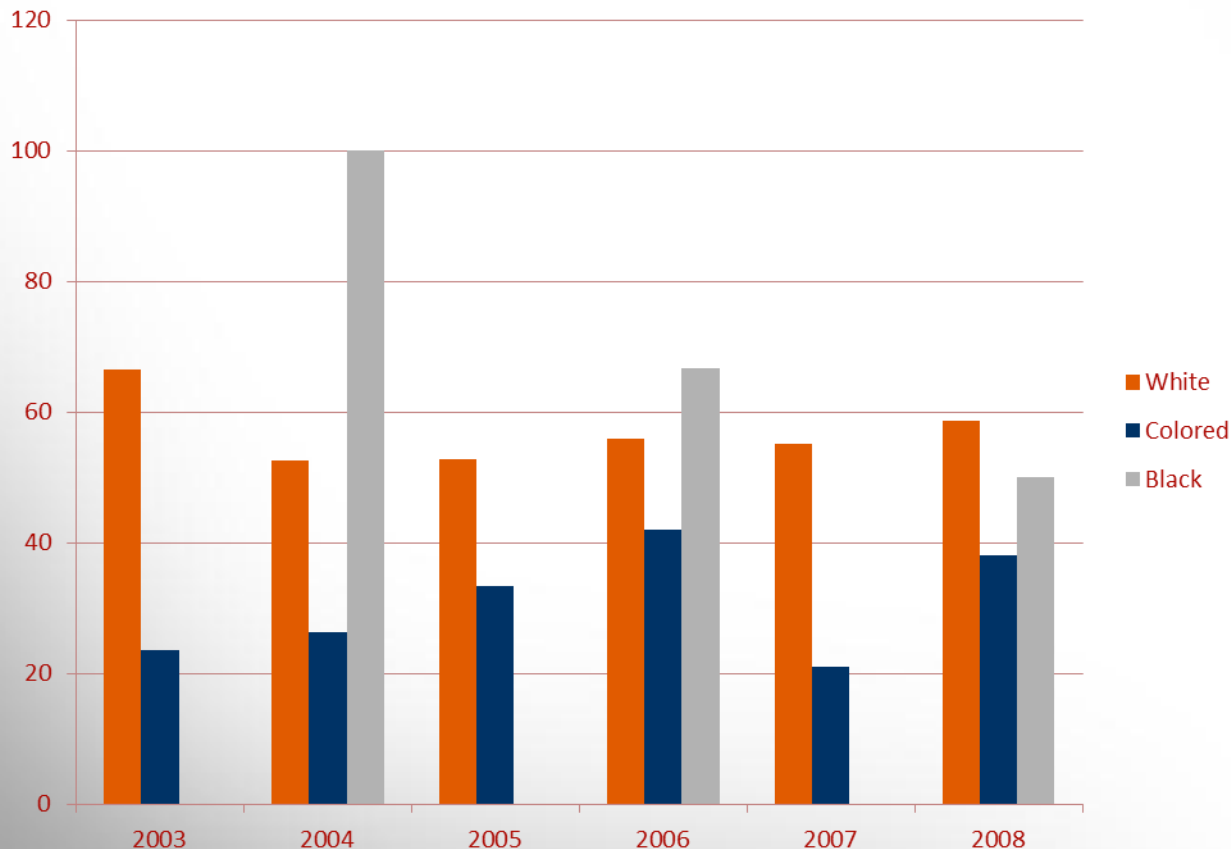# Minimum Period Completion Rates per Race for 2003-2009 Cohorts with C Gr12 Symbols in 3 Year Programmes

For Gr 12 between 60 and 70 the same phenomenon – stereotype threat a possible cause?

Minimum Period Completion Rates per Race for 2003-2008 Cohorts in 4 Year Programmes
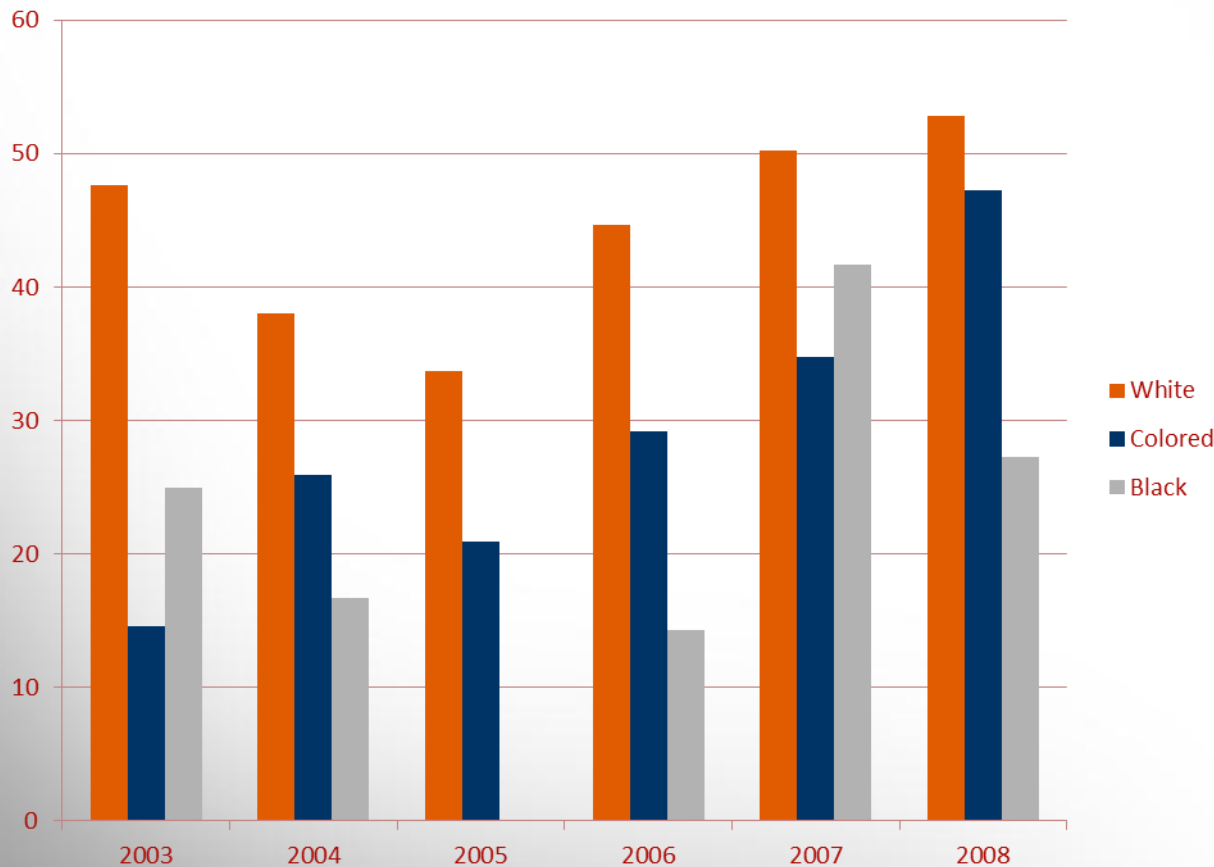

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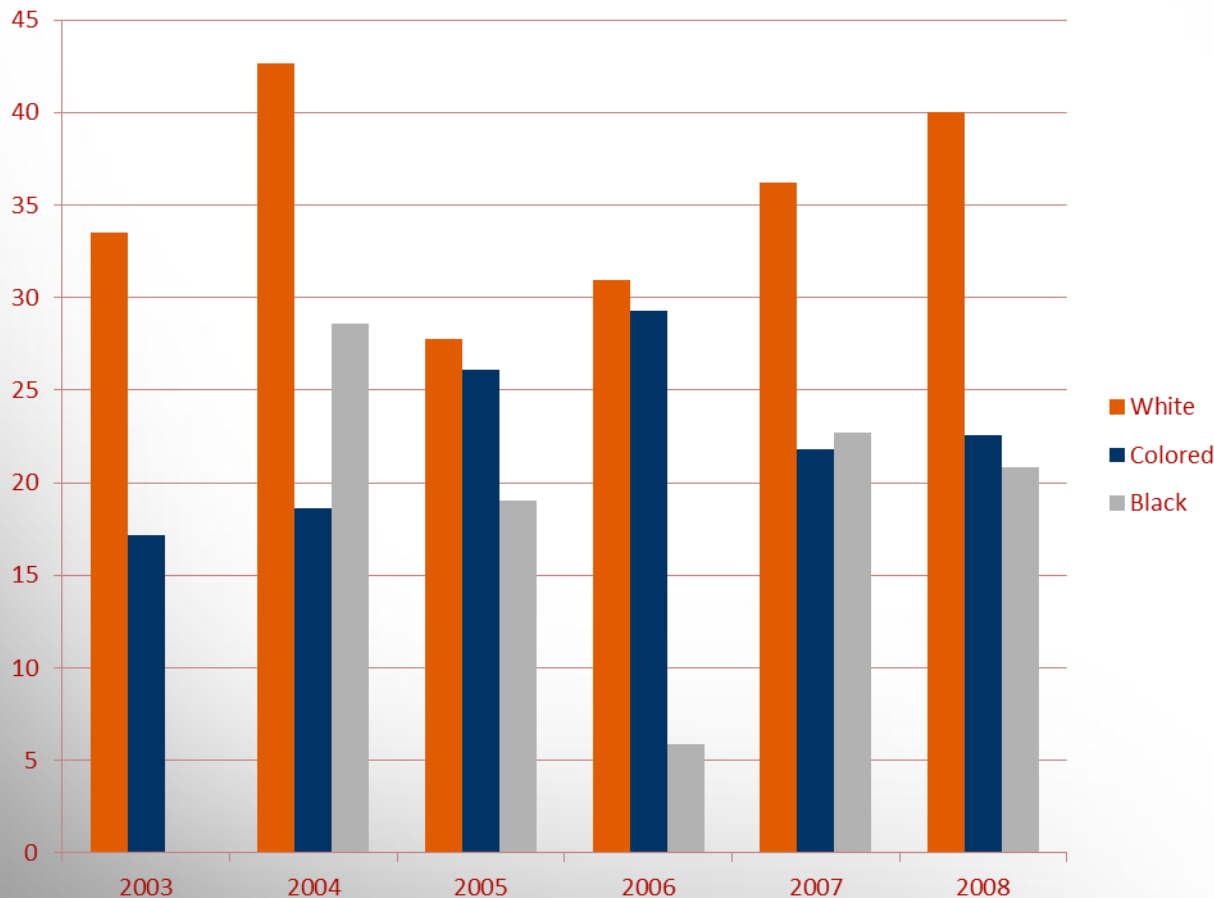# Minimum Period Completion Rates per Race for 2003-2008 Cohorts with A- Gr12 Symbols in 4 Year Programmes

White still better than rest for same grade 12 symbol (Gr 12 between 80 and 90)

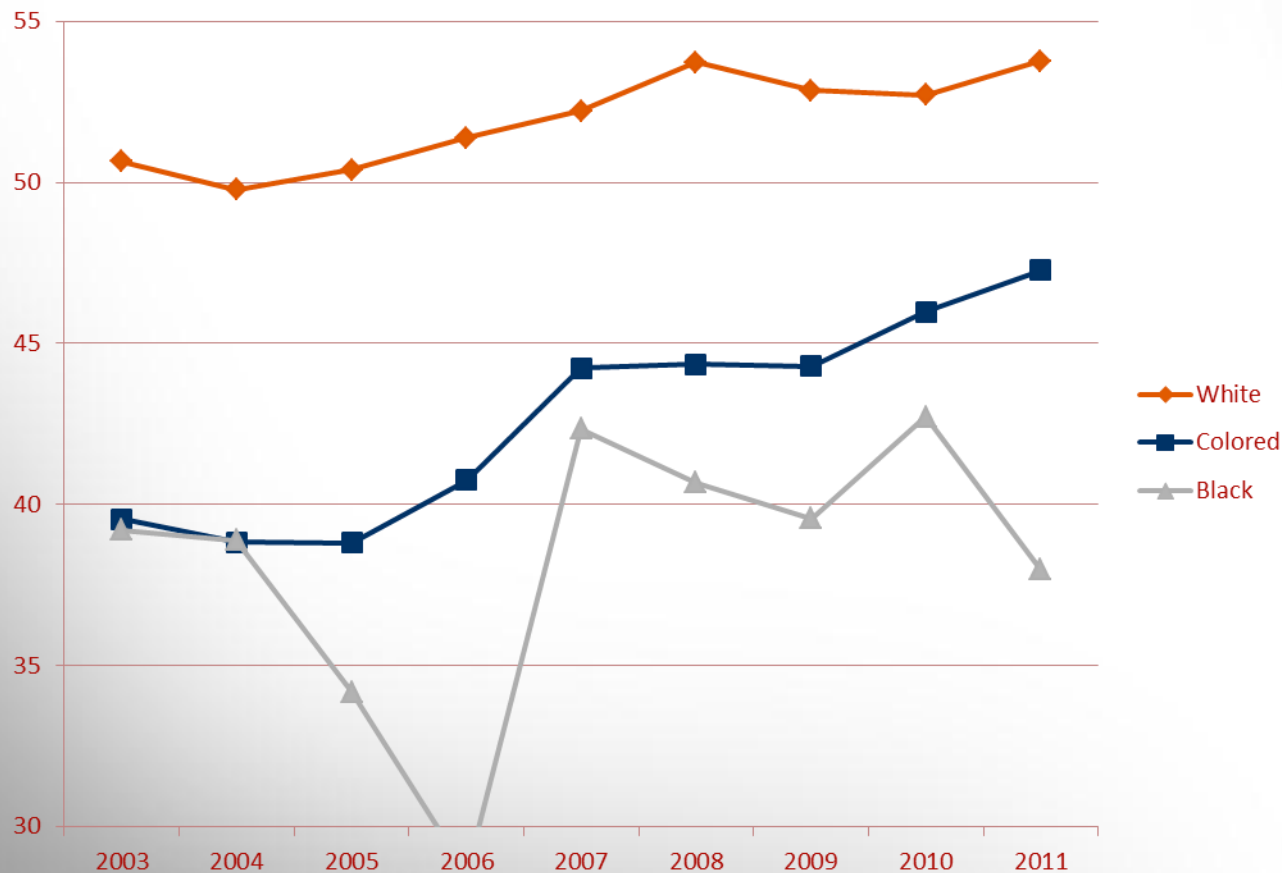# Minimum Period Completion Rates per Race for 2003-2008 Cohorts with B Gr12 Symbols in 4 Year Programmes

White much better than rest for same grade 12 symbol (Gr 12 between 70 and 80)

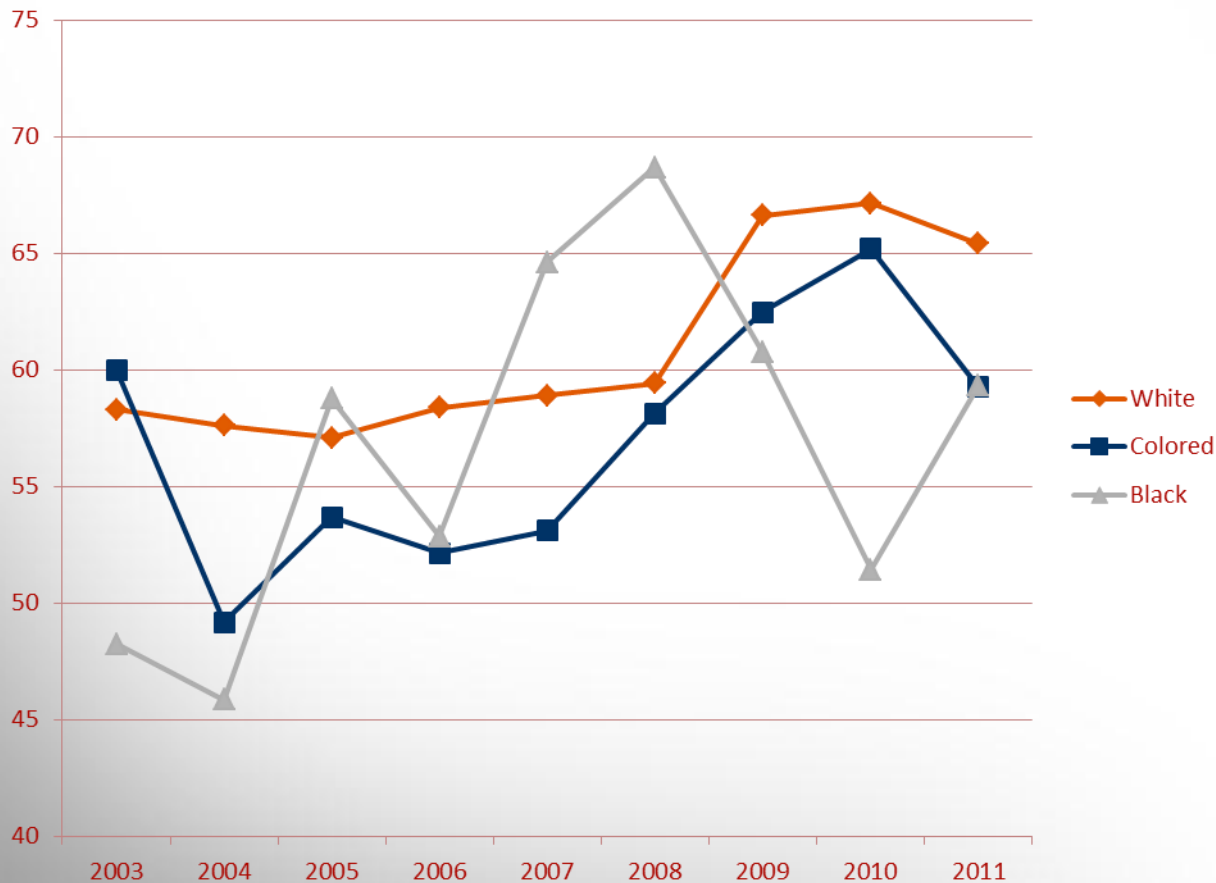# Minimum Period Completion Rates per Race for 2003-2008 Cohorts with C Gr12 Symbols in 4 Year Programmes

For Gr 12 between 60 and 70 the same phenomenon – stereotype threat a possible cause?

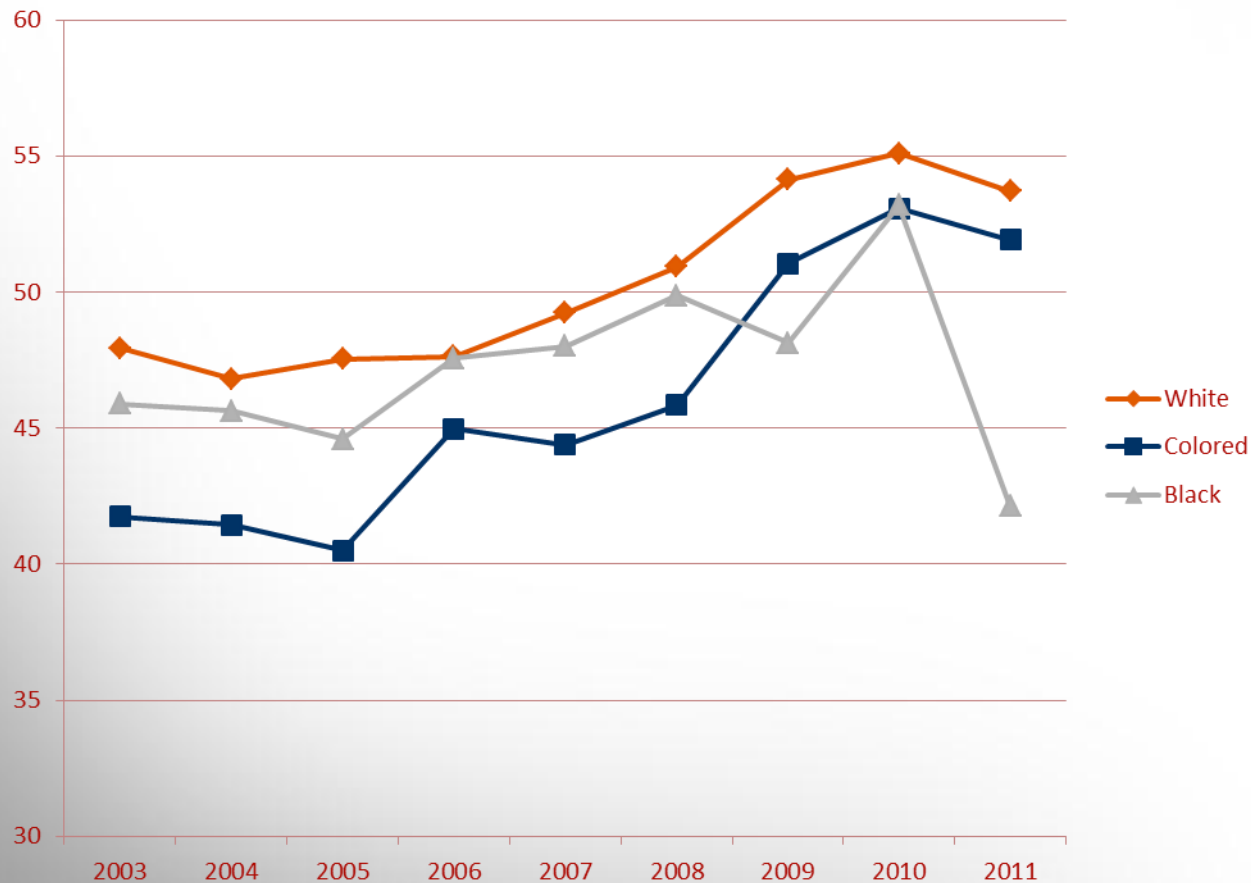# Weighted First-year Averages per Race for 2003-2011 Cohorts in 3 Year Programmes

No surprise: Quality of white better than rest, But…

Weighted First-year Averages per Race for 2003-2011 Cohorts with A- Gr12 Symbols in 3 Year Programmes
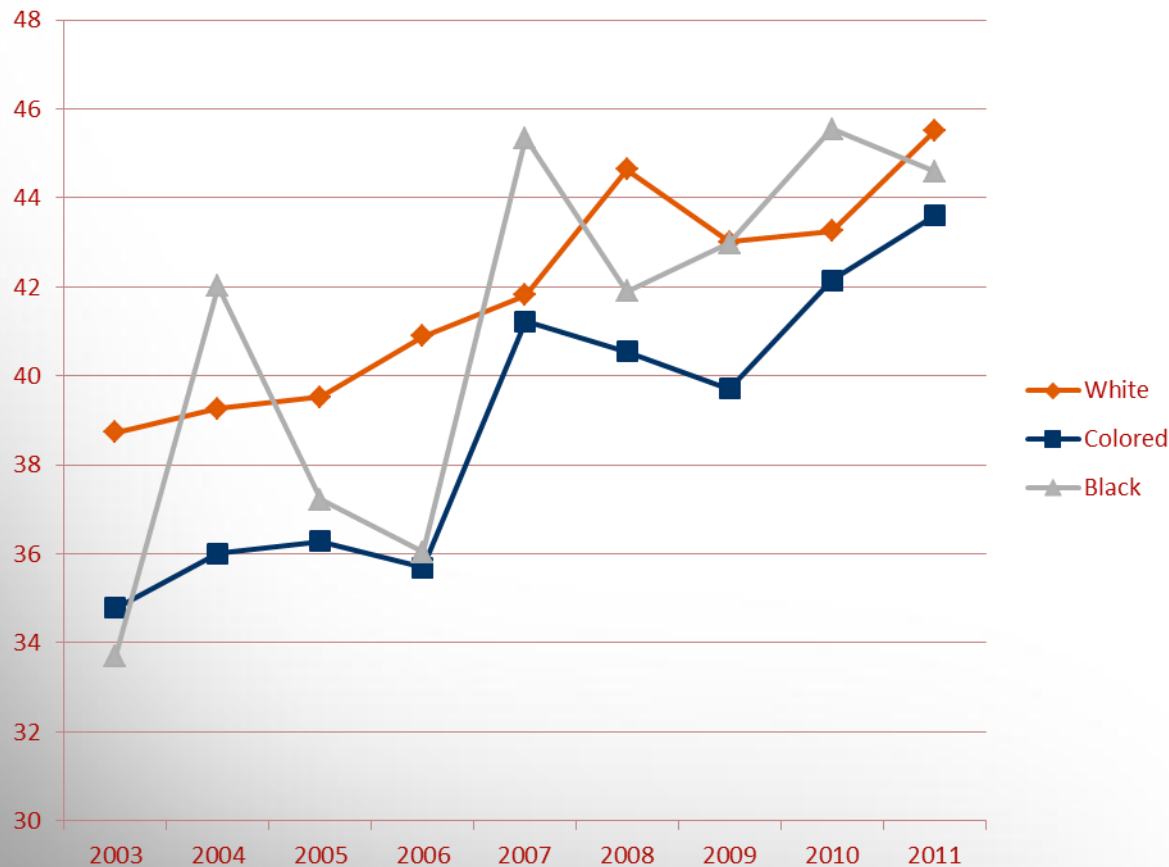
White in most cases better than rest for grade 12 between 80 and 90 – very few blacks

Weighted First-year Averages per Race for 2003-2011 Cohorts with B Gr12 Symbols in 3 Year Programmes
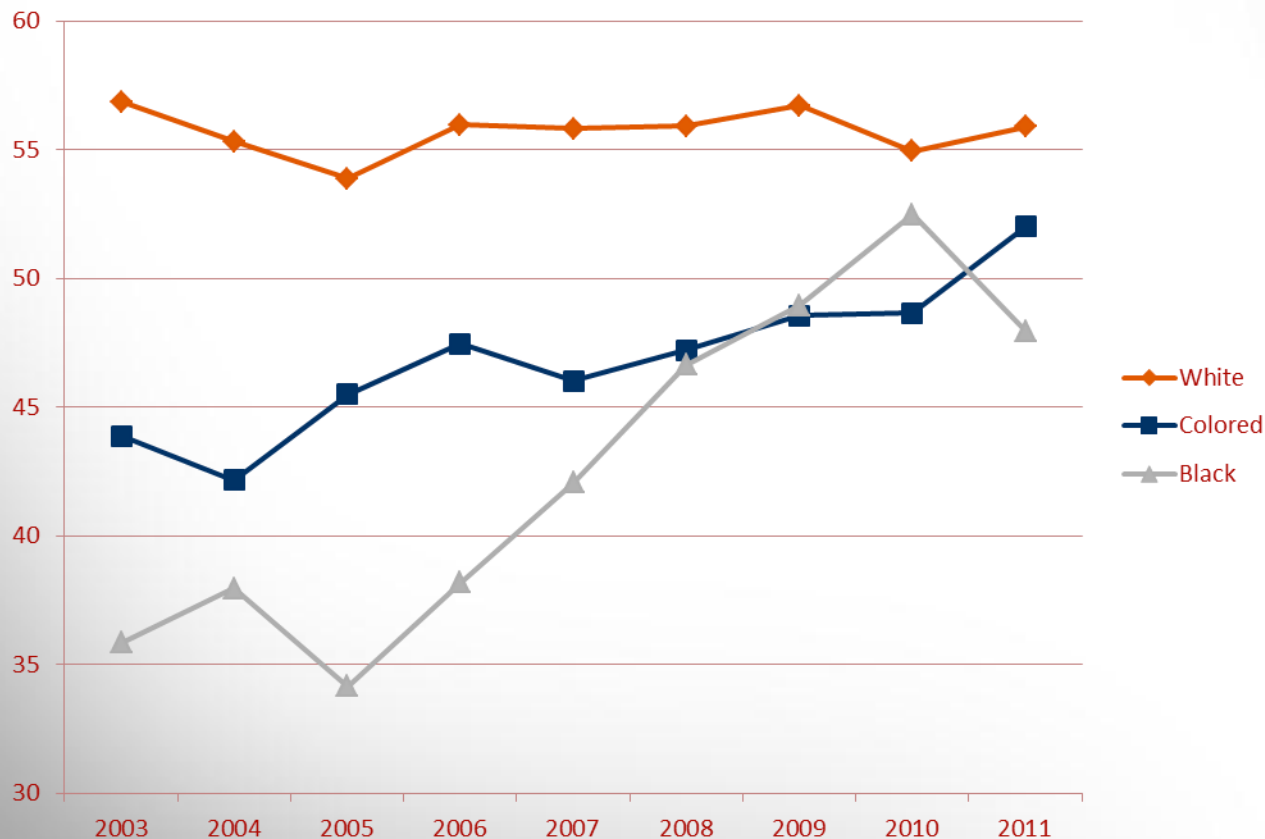

White better than rest for grade 12 between 70 and 80 – majority students have A-, B and C symbols

Weighted First-year Averages per Race for 2003-2011 Cohorts with C Gr12 Symbols in 3 Year Programmes
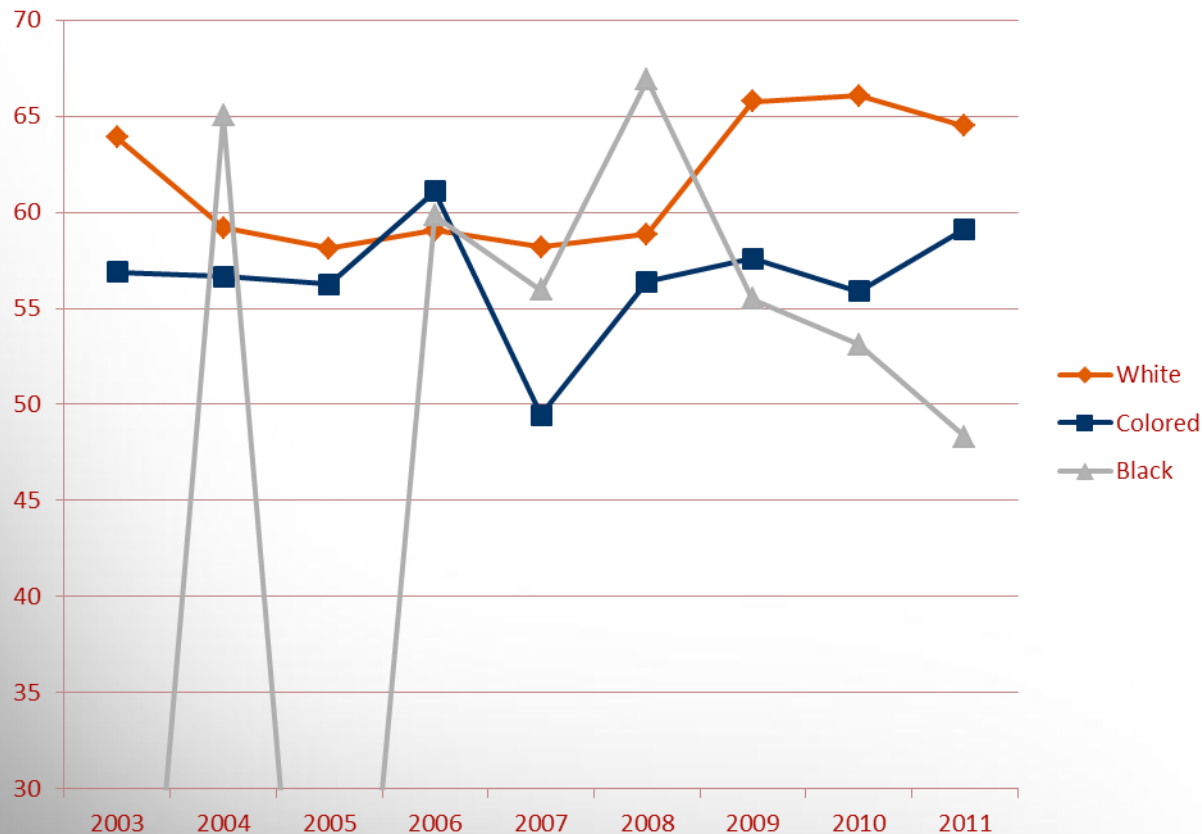

For Gr 12 between 60 and 70 almost the same phenomenon, except for black outliers – stereotype threat a possible cause?

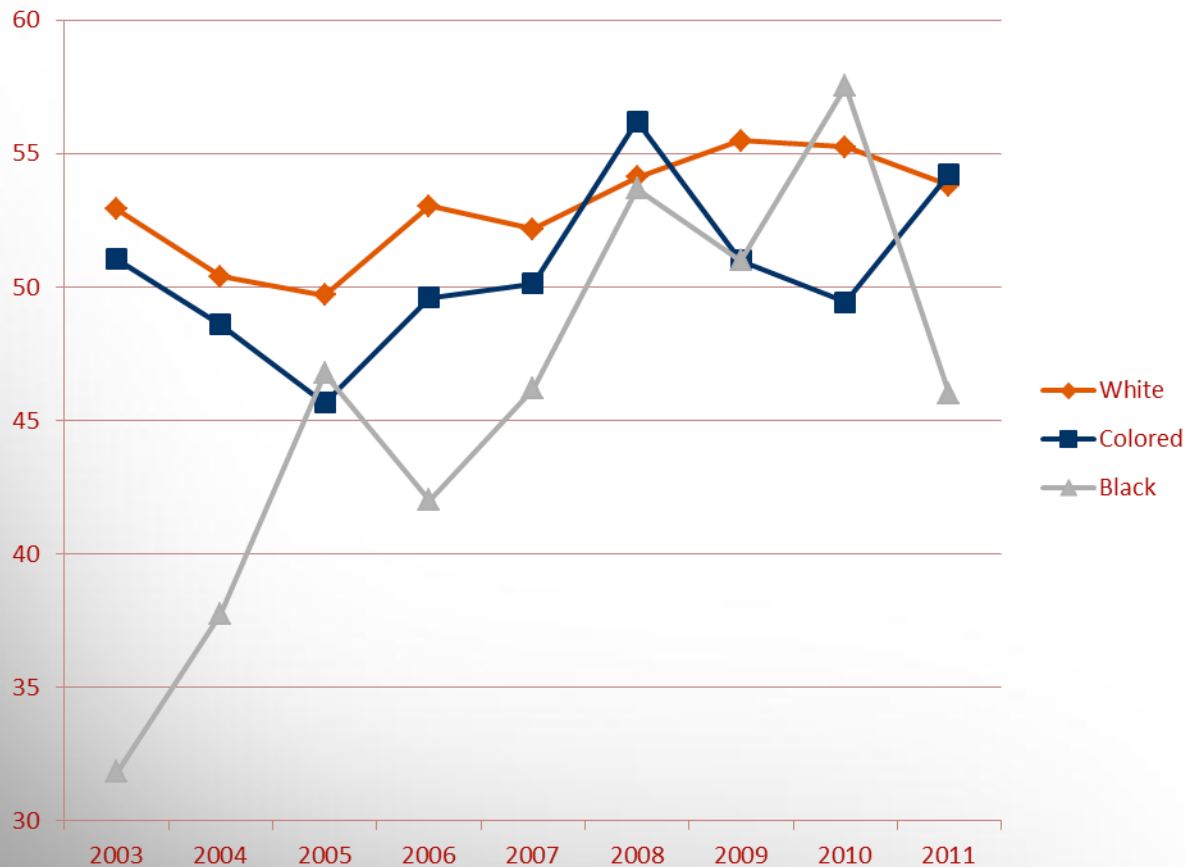# Weighted First-year Averages per Race for 2003-2011 Cohorts in 4 Year Programmes

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Weighted First-year Averages per Race for 2003-2011 Cohorts with B Gr12 Symbols in 4 Year Programmes
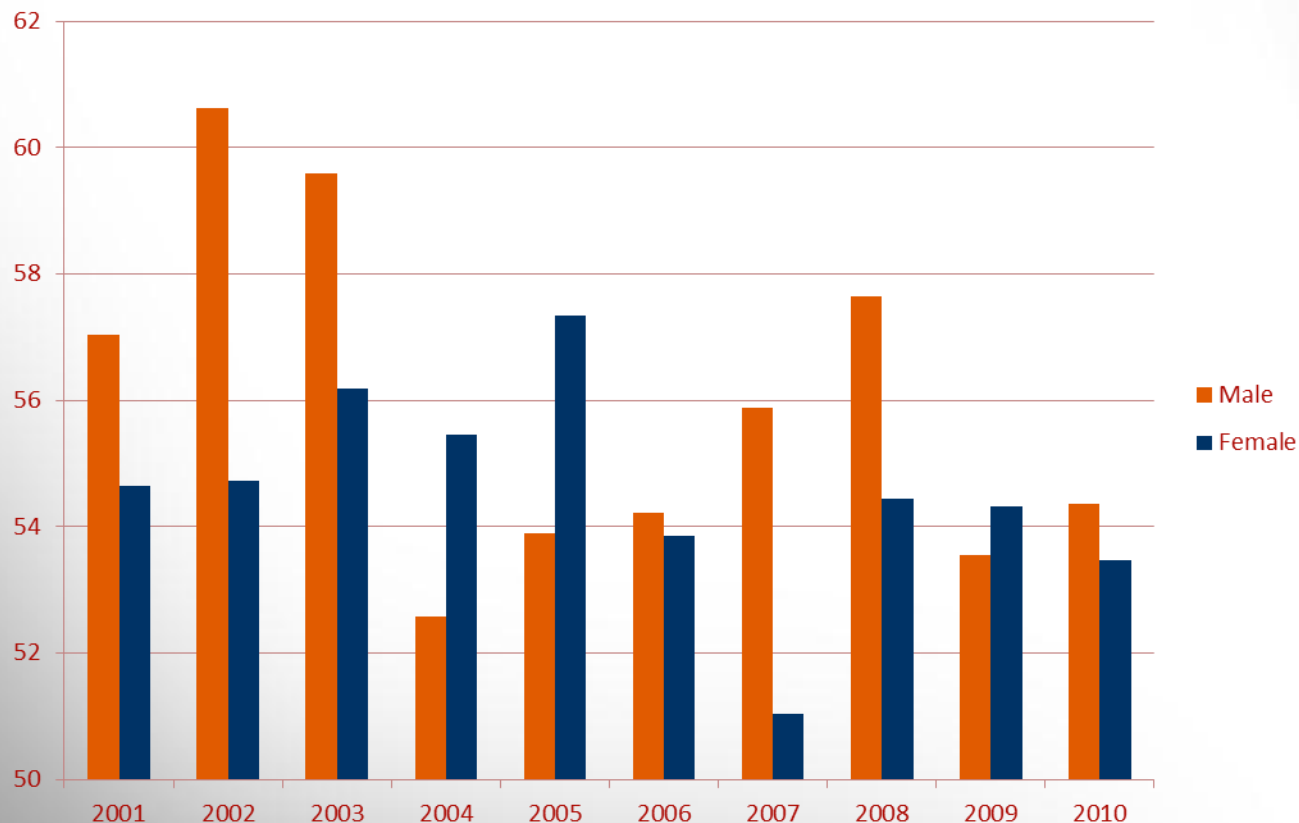

White in most cases better than rest for grade 12 between 70 and 80 – except for few outliers

Weighted First-year Averages per Race for 2003-2011 Cohorts with C Gr12 Symbols in 4 Year Programmes
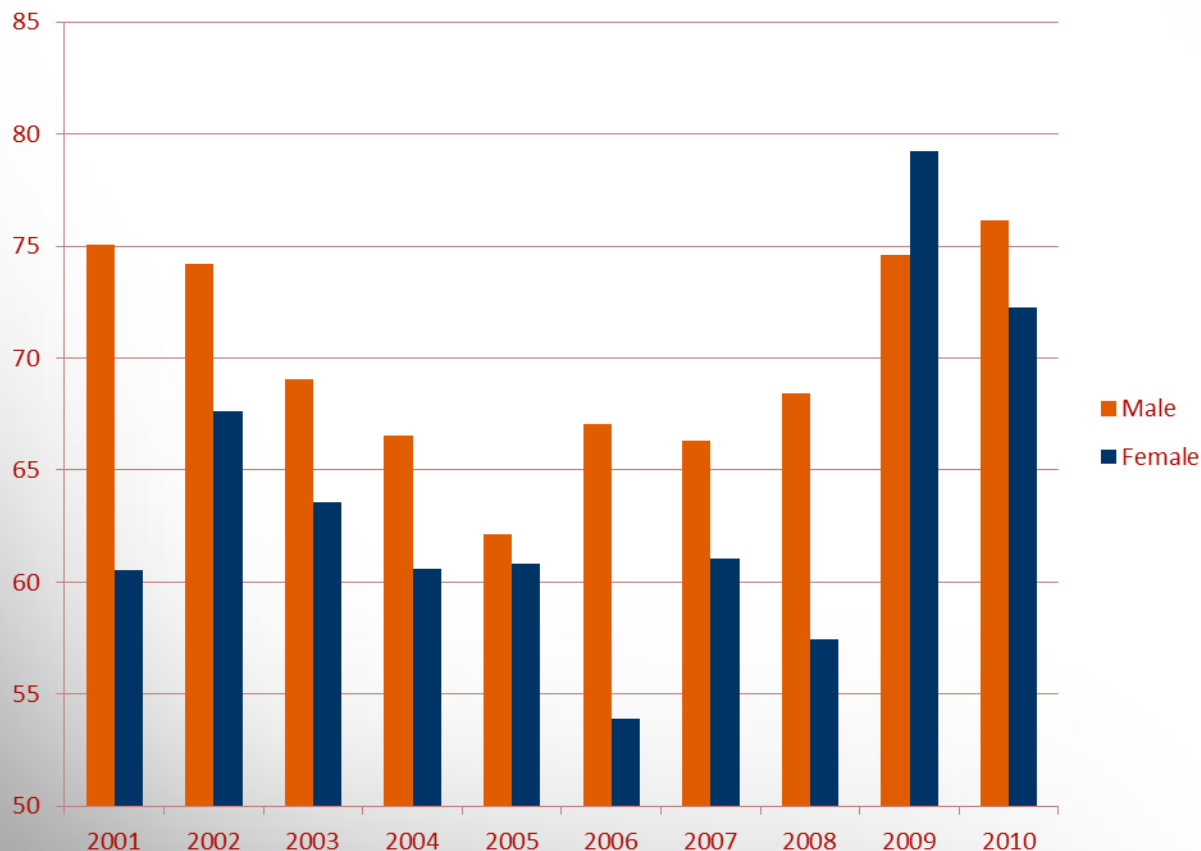

For Gr 12 between 60 and 70: Mixed results – remember four year programmes have higher entry requirements

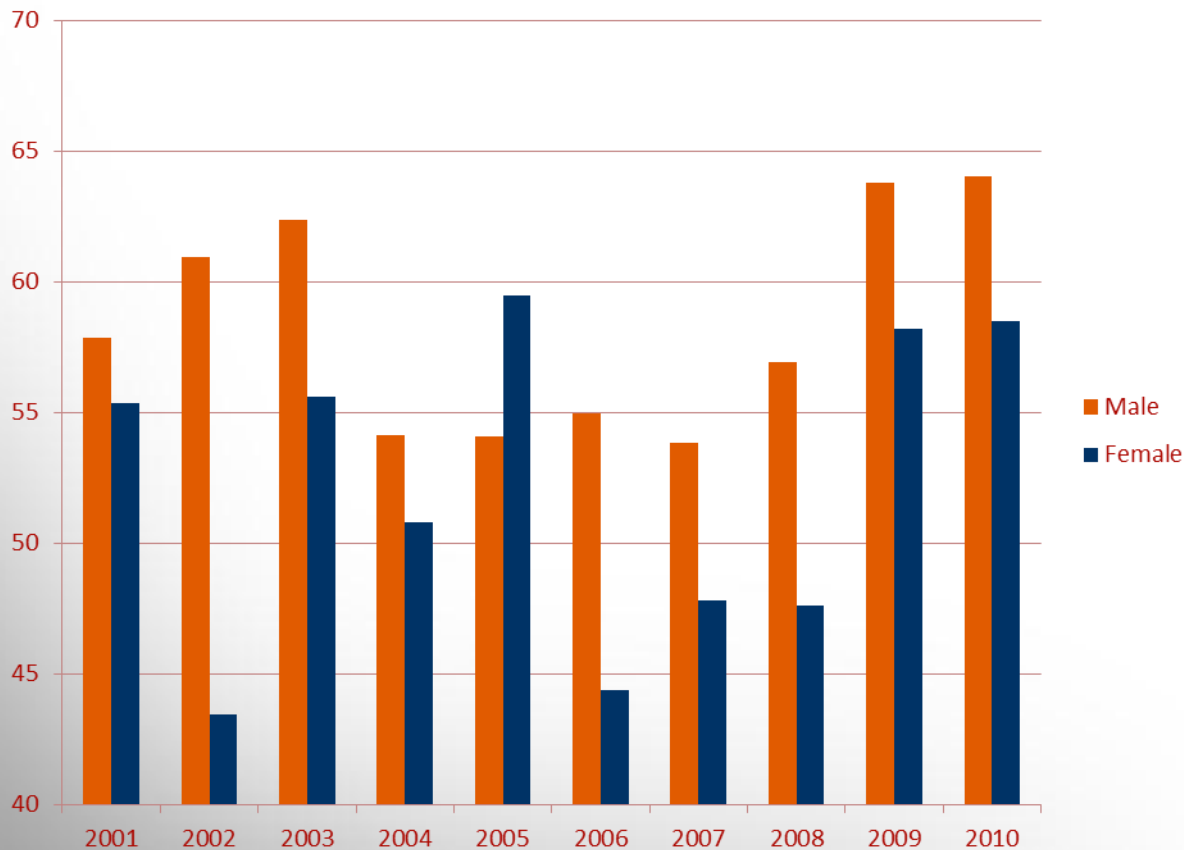# Weighted First-year Averages per Gender for 2001-2010 Cohorts in Engineering Programmes

Male in 7/10 cases better that female

Weighted First-year Averages per Gender for 2003-2011 Cohorts with A+ Gr12 Symbols in Engineering Programmes
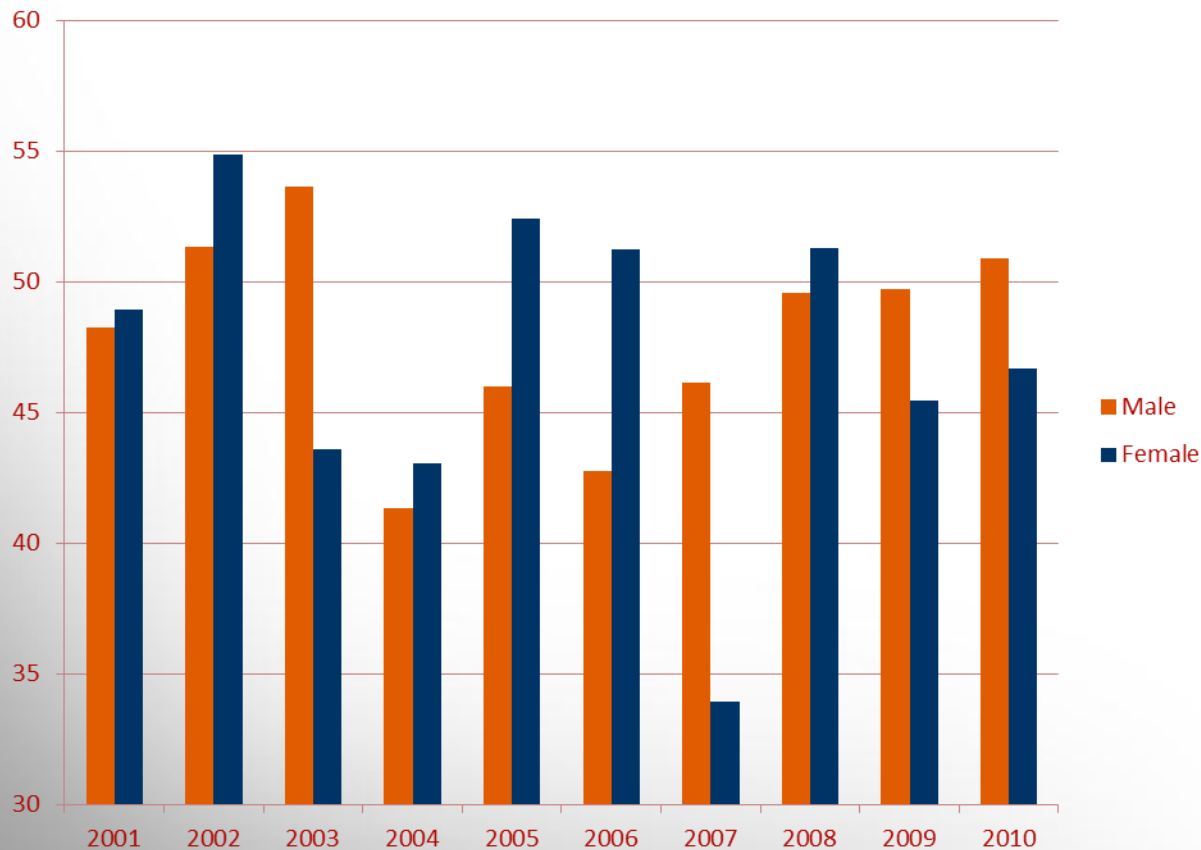

Men in 9/10 cases better than women for grade 12 between 90 and 100 (strong candidates!)

Weighted First-year Averages per Gender for 2003-2011 Cohorts with A- Gr12 Symbols in Engineering Programmes
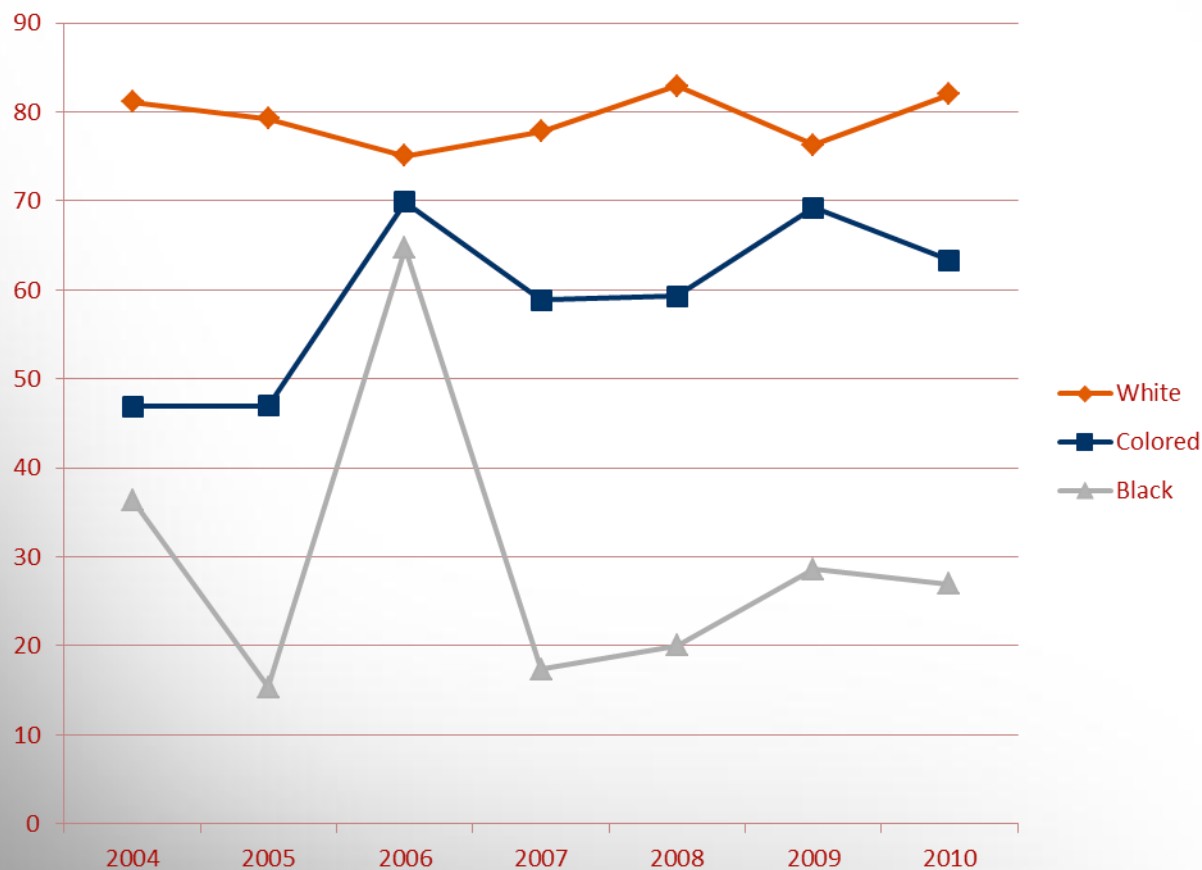

Men in 9/10 cases better than women for grade 12 between 80 and 90 (strong candidates!) – stereotype threat?

Weighted First-year Averages per Gender for 2003-2011 Cohorts with B Gr12 Symbols in Engineering Programmes

Women in 6/10 cases better than men for grade 12 between 70 and 80. Stereotype threat limited to very strong students?

Overall Feeling of Belonging to the University Community (Feeling at Home): Percentage of White, Colored and Black Final-year Students Feeling Satisfied or Very Satisfied

Number of final-year students
White: 3025
Colored: 531
Black: 124

Interventions to Address Stereotype Threat

- Web-based story-editing interventions to support students at risk and to address possible stereotype threat

- Cultivating growth mindsets at SciMathUS – results of prediction models (role modeling & thinking skills)

- Role modeling via videos – SciMathUS example and Timothy Wilson video

- Positive suggestions and environmental cues

- Consult www.reducingstereotypethreat.org for more ideas