

BPNMC18-2018-000052

Abstract for an Invited Paper  
for the BPNMC18 Meeting of  
the American Physical Society

### **Addressing Stereotype Threat and Imposter Syndrome**

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Professor Claude Steele describes identity contingencies as the circumstances one must deal with to accomplish what one wants or needs. ‘Stereotype threat’ (Steele, 1997; 2010) and ‘imposter syndrome’ are two predominant identity contingencies experienced by historically marginalized students and professionals. While both impact people across race, ethnicity, gender and socio-economic class, the stigmatization and self-doubt experienced by members of ethnic and racial groups that have been minoritized and marginalized is exacerbated by their underrepresentation in physics. Stereotype threat undermines performance, creates emotional and psychological distress and may even impact long term memory (Steele, 2010). There are, however, research-based strategies for addressing both stereotype threat and imposter syndrome. This session will discuss how to identify the characteristics and impact of stereotype threat and imposter syndrome and provide strategies for mitigating the negative impact of these identity contingencies.