

謝辞

このプロジェクトは、数えきれないほどの人々の寛大さと知恵と愛、そしてスキルなしには存在できませんでした。時間と専門知識を惜しみなく提供してくれた研究者の皆様に感謝します。研究内容について何時間も話し合い、その後も電話やメールで幾度となく質問に対応していただきました。直接お会いした方々もいれば、論文や著作を通じて知った方もいますが、いずれもその熱意には心打たれます。アッシリアからロボット工学までさまざまな分野の専門家、数々の組織で働く皆様、そして社会で暮らすたくさんの方々と出会い、ときに鋭く、誠実で、弱さに開かれた会話ができたことから感謝しています。

調査に力を貸していただいた Mackenzie McDonald、Sandesh Ghimire、そして Alex Yablon と Abby Sanders の広範かつ献身的な働きに感謝します。Noah Kim および Ruby Bilger との会話は毎週新たなインスピレーションを与えてくれ、こもりがちな執筆の日々を楽しいものにしてくれました。Peregrine Stevens は猛禽類のような眼力で何度も重要な場面に介入してくれました。

本書の一部または全部を読み、鋭いコメントと批評を寄せてくれた多くの友人、同僚、専門家に最大限の感謝を捧げます。David Otero、Ajilli Hardy、Kao Kala Yang、Madeleine Baran、Nick Adams、Scott Schofield、Lindsay Nordell、V. V. Ganeshanthan、そして Jack Dovidio、David Amodio、Rhonda Magee、Patricia Devine、Will Cox、Patrick Forscher、Uché Blackrock、Becky Bigler、Robin Ely、David Redish、Kristen Schilt、Yoona Kang、Daniel Kahneman、Federico Ardila、Mekke Okereke、Travis Dixon、Filip Reynjens、Timothy Longman、Nilanjana Dasgupta にちなむレビューとこうした明確化に感謝いたします。Evelyn

Carter の洞察力、専門知識、科学に対する繊細な配慮は、すべての章の質を上げてくれました。シルバーストリート・ストラテジーズ社のヒロインたち、Kristen Bartoloni、Alex Plarkin、Allison Kelly は何千件ものファクトチェックという驚異的な仕事をしてくれました。誤りが残っていましたらすべて私の責任です。また Kim Todd と Mara Hirsendahl による継続的な支援と批評と対話は本書の質を大きく高めてくれました。深く感謝します。

エージェント・ベース・モデルのシミュレーションという愉快で果てしない道のりを共にしてくれた Kenny Joseph に感謝します。また Yuhao Du は私たちを悩ませていた問題を見事に解決してくれました。

Dave Grossman と Kate Tomford による初期のサポートに感謝します。Annalee Newitz、Rebecca Traister、そして Adam Grant にもありがたいアドバイスと情報提供をいただきました。Ellen Guertler と Ben Pofahl、Susan Paganí、そして Siri Myrholm と Mike Myrholm には集中して執筆できる場所を提供していただきました。Rob White も重要な導きをくれたありがとうございました。

会話と友情を与えてくれた、いつも素敵でいてくれた Ellen Guertler、Julia Lipman、Sofia Krans、Emily Lichtenheld、Jess Shryack、Susan Paganí にこれ以上ないほど感謝しています。初期から現在まで信じ続けしてくれた Anaud Jamanul Johnson にも感謝します。Elif Barman の助言と優しさは、欠くことのできない癒しと鼓舞を与えてくれました。励ましと示唆に富む対話を与えてくれた Dahn-El Giles にも感謝しています。ひとりの人間として直面した困難を助けに来てくれた人たち、Brenda Hartman、Julie Siple、Lucy Lyon、Rachel Hutton、Madhuri Kasar Shors、Luke Shors、Kyra Rankine、Jerome Rankine に感謝します。20年にわたって対話してくれた Rich Lachman、そして話し始めたばかりの Jet Lachman に感謝します。Brian Heller、Eric Plosky、Arian Schutte、Karin Fong、Rachel Widome、Gabe Cheifetz は真の揺るぎない友人

であってくれました。また辛い時期にも側にいてくれて、ユーモアと優れた編集力を発揮してくれた Madeline Baran に特別な感謝を捧げます。

本書のアイデアにつながるいくつかの記事を依頼してくれた Yuhini Vara、Paul Biscoglio、David Bornstein に感謝します。そのように有能で思慮深い編集者たちと仕事ができたくれしく思います。

エージェントの Adam Eaglin は出版という藪の中を見事に導いてくれました。彼の知恵と友情は私の宝物です。エリース・チェイニー・エージェンシーの皆様、とりわけ6年前のそつけないメールに返信をくれた Elyse に感謝します。Isabel Mendia、Claire Gillespie、Alex Jacob、ありがとうございます。メトロポリタン・ブックスの皆様にお礼申し上げます。編集者の Riva Hocherman は最初の段階からこの本を支持してくれました。その鋭敏な鉛筆はすべての章を形作っています。この本と筆者に対する比類ない献身に感謝します。Riva、あなたのおかげで全ページが良くなりました。Sara Bershtel、Brian Lax、Carolyn O'Keefe と Patricia Eisemann、Maggie Richards と Carlin O'Shaughnessy、そして Maia Saccar-Schaeffer、本当にありがとうございます。Grigory Tobols には鋭く本質的な洞察を多数与えていただき、Chris O'Connell には数えきれない修正のプロセスを導いていただきました。Chris Sergio のビジョンと Grace Han の美しいブックデザインに感謝します。Anne Meadows には的確で惜しみないアドバイスをいただきました。Rowan Cope をはじめとするグラランタのチームとの共同作業は、喜び以外の何ものでもありませんでした。

人間であることの意味について、私の理解を広げてくれた数知れない作家たちに感謝します。Arlenne Rich、James Baldwin、Audre Lorde、Punla Gobodo-Madikizela、Stanley Kunitz、George Lamming、その他数多の作家の皆様、あなた方の魂が私を導いてくれました。『The Inner Work of Racial Justice』と

- lence: Thirty Years On from Sweden's Abolition of Corporal Punishment," publication of Ministry of Health and Social Affairs, Sweden, and Save the Children, Sweden, trans. Greg McIvor (Stockholm, 2009).
32. Chester Pierce and Gail Allen, "Childism," *Psychiatric Annals* 5, no. 7 (1975): 15–24; and Ezra Griffith and Chester Pierce, *Race and Excellence: My Dialogue with Chester Pierce* (Iowa City: University of Iowa Press, 1998), 140–41.

おわりに

1. 以下文献への引用を使用した。Alison Bailey, "On White Shame and Vulnerability," *South African Journal of Philosophy* 30 (no. 4), 2011: 472–83.
2. Evelyn Carter, 筆者との私信, December 20, 2019.
3. Mara Lynn Keller, The Eleusian Mysteries of Demeter and Persephone," *Journal of Feminist Studies of Religion* 4, no. 1 (1988); and Steven Roberts et al., "God as a White man: A Psychological Barrier to Conceptualizing Black People and Women as Leadership Worthy," *Journal of Personality and Social Psychology* (January 30, 2020).
4. Susan Faludi, "Death of a Revolutionary," *New Yorker*, April 8, 2013.
5. James Baldwin, "A Letter to My Nephew," *Progressive*, December 1, 1961; John Haller, *Outcasts from Evolution: Scientific Attitudes of Racial Inferiority, 1859–1900* (Urbana: University of Illinois Press, 1971), 41–61; Charles Bacon, "The Race Problem," *Medicine* 10 (May, 1903): 338–43; and Audre Lorde, "A Litany for Survival," from *The Collected Poems of Audre Lorde* (New York: Norton, 1978).
6. Lisa Tessman, *Burdened Virtues: Virtue Ethics for Liberatory Struggles* (New York: Oxford University Press, 2005), 327; and Samantha Vice, "'How Do I Live in This Strange Place?,'" *Journal of Social Philosophy* 41, no. 3 (2010): 323–42.
7. Nancy Sherman, *Afterwar: Healing the Moral Wounds of Our Soldiers* (New York: Oxford University Press, 2015).
8. Audre Lorde, "Age, Race, Class, and Sex: Women Redefining Difference," paper delivered at the Cope-land Colloquium, Amherst College, April 1980, reprinted in Audre Lorde, *Sister Outsider* (Trumansburg, NY: Crossing Press, 1984).
9. Pumla Gobodo-Madikizela, *What Does It Mean to Be Human in the Aftermath of Historical Trauma?* (Uppsala, Sweden: Nordic Africa Institute, 2016); and Pumla Gobodo-Madikizela, "Forgiveness and the Maternal Body: An African Ethics of Interconnectedness," *Essays on Exploring a Global Dream*, Fetzer Institute, Spring 2011.

いう素晴らしい本を書いてくれた Rhonda Magee、そして執筆の友であった『Notes on a Foreign Country』の作者である Suzy Hansen に、深い感謝を捧げます。

愛する家族たち、恐れない姿勢を教えてくれた Diane Nordell、優しさを教えてくれた Charles Nordell、そして私の人生の宝石であり心の友である Lindsay Nordell に感謝を捧げます。最後に、夫の Andrew がいなければ本書が書かれることはなかったでしょう。彼はこの本のすべての論点に寛大に反応をしてくれました。彼の励まし、ユーモア、そして不屈の精神がすべてを可能にしたのです。彼の友情は私の支えであり、彼の愛は私の帰る場所です。

そして読者の皆様、貴重なお時間と関心をありがとうございました。何かあたらしいものを、共に作ってゆけますように。

- and Negative Terms,” *Journal of Experimental Social Psychology* 48, no. 3 (2012): 757–61.
4. Brauer and Er-rafy, “Increasing Perceived Variability Reduces Prejudice and Discrimination.”
 5. Charlotte Cole, 筆者とのインタビュー, July 12, 2019; Jordan Bliss et al., “Sesame Workshop: Going Global with Muppets,” Columbia Business School Student Research Paper, 2006, <https://www0.gsb.columbia.edu/mygsb/faculty/research/pubfiles/2355/Sesame%20Workshop.pdf>; and Shalom Fisch, *Children’s Learning from Educational Television: Sesame Street and Beyond* (Abingdon, U.K.: Routledge, 2014), 105–21.
 6. “Sesame Street: The World According to Sesame Street,” *The Orchard Entertainment*, PBS, October 24, 2006.
 7. “Sesame Street: The World According to Sesame Street.”
 8. Charlotte Cole, 筆者とのインタビュー, July 12, 2019.
 9. Charlotte Cole, 筆者とのインタビュー, July 12, 2019; and “Same Different Song,” *Rruga Sesam/Ulica Sezam*, Sesame Street International Social Impact, October 22, 2015, https://www.youtube.com/watch?v=_nv_NKgjV8.
 10. “Assessment of Educational Impact of *Rruga Sesam* and *Ulica Sezam* in Kosovo, Report of Findings: Prepared for Sesame Workshop,” Fluent, 2008, http://downloads.cdn.sesame.org/sw/SWorg/documents/FulIKosovoReport_Jan+2008.pdf; and “Ripple Effects: Using Sesame Street to Bridge Group Divides in the Middle East, Kosovo, Northern Ireland, and Elsewhere,” in *The Sesame Effect: The Global Impact of the Longest Street in the World*, ed. Charlotte Cole and June Lee (New York: Routledge, 2016), 162–69.
 11. Cole and Lee, *The Sesame Effect*, xxiii.
 12. Ervin Staub, “Reconciliation After Genocide, Mass Killing, or Intractable Conflict: Understanding the Roots of Violence, Psychological Recovery, and Steps Toward a General Theory,” *Political Psychology* 27, no. 6 (2006): 867–94; Mahmood Mamdani, *When Victims Become Killers: Colonialism, Nativism, and the Genocide in Rwanda* (Princeton, NJ: Princeton University Press, 2001), 98–102; Susan Pederson, *The Guardians: The League of Nations and the Crisis of Empire* (New York: Oxford University Press, 2015), 241; Timothy Longman, “Identity Cards, Self-Perception, and Genocide in Rwanda,” in *Documenting Individual Identity: The Development of State Practices in the Modern World*, ed. Jane Caplan and John Torpey (Princeton, NJ: Princeton University Press, 2001), 345–57; Felix Mukwiza Ndahinda, “Ethnicities in Rwanda: The Mythical Foundations of a Contemporary Reality,” *Love Radio Rwanda*, April 2014, <http://www.loveradio-rwanda.org/episode/2/onair/essay>; Timothy Longman, 筆者との私信, February 8, 2021; and Filip Reyntjens, 筆者との私信, February 26, 2021.
 13. RTLM radio transcripts, March 23, 1994, http://migs.concordia.ca/links/RwandanRadioTranscripts_RTLM.htm, accessed January 20, 2021.
 14. Darryl Li, “Echoes of Violence,” *Dissent* (Winter 2002); David Yanagizawa-Drott, “Propaganda and Conflict: Evidence from the Rwandan Genocide,” *Quarterly Journal of Economics* 129, no. 4 (2014): 1947–94; and *Prosecutor v. Ferdinand Nahimana, Jean-Bosco Barayagwiza, and Hassan Ngeze*, ICTR-99-52-T, 34936 (International Criminal Tribunal for Rwanda).
 15. “La Benevolencia in Rwanda,” La Benevolencia Humanitarian Tools Foundation, 2010–2013, <http://www.labenevolencia.org/rwanda/la-benevolencia-in-rwanda/>; Ndahinda, “Ethnicities in Rwanda.” For a retelling of *New Dawn*, see the Web documentary *Love Radio Rwanda*, <http://www.loveradio-rwanda.org/episode/2/onair/essay>.
 16. Elizabeth Levy Paluck, “Reducing Intergroup Prejudice and Conflict Using the Media: A Field Experiment in Rwanda,” *Journal of Personality and Social Psychology* 96, no. 3 (2009): 57–87; and Elizabeth Levy Paluck, 筆者とのインタビュー, July 7, 2016.
 17. Elizabeth Levy Paluck, 筆者とのインタビュー, July 7, 2016.
 18. Noah Goldstein, Robert Cialdini, and Vidas Griskevicius, “A Room with a Viewpoint: Using Social Norms to Motivate Environmental Conservation in Hotels,” *Journal of Consumer Research* 35, no. 3 (2008): 472–82.
 19. Jessica Nolan, Paul Schultz, and Robert Cialdini, “Normative Social Influence Is Underdetected,” *Personality and Social Psychology Bulletin* 34, no. 7 (2008): 913–23.
 20. Robert Cialdini et al., “Managing Social Norms for Persuasive Impact,” *Social Influence* 1, no. 1 (2006): 3–15; and Robert Cialdini, “Crafting Normative Messages to Protect the Environment,” *Current Directions in Psychological Science* 12, no. 4 (2003): 105–9.
 21. Elizabeth Levy Paluck, 筆者とのインタビュー, July 7, 2016.
 22. Gretchen B. Sechrist and Lisa R. Milford, “The Influence of Social Consensus Information on Intergroup Helping Behavior,” *Basic and Applied Social Psychology* 29, no. 4 (2007): 365–74, <https://doi.org/10.1080/01973530701665199>.
 23. Stacey Sinclair et al., “Social Tuning of Automatic Racial Attitudes: The Role of Affiliative Motivation,” *Journal of Personality and Social Psychology* 89, no. 4 (2005): 583–92.
 24. Charlotte Cole, 筆者とのインタビュー, July 12, 2019.
 25. ラヤリンらの取り組みの歴史と概要については以下の情報源による。Lotta[1] Rajalin およびエガリアとニコライガーデンの教員たちとのインタビュー, October 13, 2017; Lotta[2] Rajalin, 筆者とのインタビュー, July 10 and October 13, 2017; Sverige Delegationen för jämställdhet i förskolan, “Jämställdhet i förskolan: om betydelsen av jämställdhet och genus i förskolans pedagogiska arbete: slutberäkande” (Stockholm: Tryckt av Edita Sverige, 2006); and Tuba Acar Erdol, “Practicing Gender Pedagogy: The Case of Egalia,” *Egitimde Nitel Arastirmalar Dergisi—Journal of Qualitative Research in Education* 7, no. 4 (2019): 1365–85.
 26. Mary Leinbach and Beverly Fagot, “Categorical Habituation to Male and Female Faces: Gender Schematic Processing in Infancy,” *Infant Behavior and Development* 16, no. 3 (1993): 317–32; Peter LaFreniere, Fred Strayer, and Roger Gauthier, “The Emergence of Same-Sex Affiliative Preferences in Children’s Play Groups: A Developmental/Ethological Perspective,” *Child Development* 55 (1984): 1958–65.
 27. Kristin Shutts et al., “Early Preschool Environments and Gender: Effects of Gender Pedagogy in Sweden,” *Journal of Experimental Child Psychology* 162 (2017): 1–17.
 28. Lotta Rajalin, 筆者とのインタビュー, October 13, 2017.
 29. Ana Rodriguez Garcia, 筆者とのインタビュー, October 13, 2017.
 30. Garcia Rodriguez, 筆者とのインタビュー, October 13, 2017.
 31. Michael Wells and Disa Bergnehr, “Families and Family Policies in Sweden,” in *Handbook of Family Policies Across the Globe*, ed. Mihaela Robila (New York: Springer, 2014), 91–108; Celia Modig, “Never Vio-

19. Katherine Williams Phillips and Charles O'Reilly III, "Demography and Diversity in Organizations: A Review of 40 Years of Research," *Research in Organizational Behavior* 20 (January 1998): 77–140; and Wendy DuBow and J. J. Gonzalez, *NCWIT Scorecard: The Status of Women in Technology* (Boulder, CO: NCWIT, 2020).
20. Martha L. Maznevski, "Understanding Our Differences: Performance in Decision-Making Groups with Diverse Members," *Human Relations* 47, no. 5 (1994): 531–52, <https://doi.org/10.1177/001872679404700504>; Robin Ely and David Thomas, "Getting Serious About Diversity: Enough Already with the Business Case," *Harvard Business Review* 98, no. 6 (November 2020); and Robin Ely, Irene Padavic, and David Thomas, "Racial Diversity, Racial Asymmetries, and Team Learning Environment: Effects on Performance," *Organization Studies* 33, no. 3 (2012): 341–62.
21. Robin Ely, 筆者とのインタビュー, October 10, 2019.
22. Terrell Strayhorn, "When Race and Gender Collide: Social and Cultural Capital's Influence on the Academic Achievement of African American and Latino Males," *Review of Higher Education* 33, no. 3 (2010): 307–22; Anthony Patterson, "'It Was Really Tough': Exploring the Feelings of Isolation and Cultural Dissonance with Black American Males at a Predominantly White Institution," *Journal of College Student Retention: Research, Theory & Practice*, September 2018; Amanda Glazer, "National Mathematics Survey," MIT Women in Mathematics, <https://math.mit.edu/wim/2019/03/10/national-mathematics-survey/>; Daniel Grunspan et al., "Males Under-Estimate Academic Performance of Their Female Peers in Undergraduate Biology Classrooms," *PLoS One* 11, no. 2 (2016): e0148405; and Brittany Bloodhart et al., "Outperforming Yet Undervalued: Undergraduate Women in STEM," *PLoS One* 15, no. 6 (2020): e0234685.
23. Federico Ardila-Mantilla, 筆者とのインタビュー, April 15, 2019; Andrés Vindas-Meléndez, 筆者とのインタビュー, May 16, 2019; Federica Ardila-Mantilla, "Todos Cuentan: Cultivating Diversity in Combinatorics," *Notices of the American Mathematical Society* 63, no. 10 (2016): 1164–70; and Aram Dermenjian, 筆者とのインタビュー, May 16, 2019.
24. Federico Ardila-Mantilla, 筆者とのインタビュー, April 15, 2019; Federico Ardila-Mantilla, "encuentro colombiano de combinatoria: community agreement," math.sfsu.edu/federico/SFSUColombia/ecco-agreement.pdf; Federico Ardila-Mantilla and Carolina Bendetti, "Todxs Cuentan in ECCO: Community and Belonging in Mathematics," 2020, <https://arxiv.org/abs/2008.02877>; and "Todxs Cuentan: Building Community and Welcoming Humanity from the First Day of Class," math.sfsu.edu/federico/society.html, accessed April 2, 2021.
25. Aram Dermenjian, 筆者とのインタビュー, May 16, 2019.
26. Nolan Cabrera et al., "Missing the (Student Achievement) Forest for All the (Political) Trees: Empiricism and the Mexican American Studies Controversy in Tucson," *American Educational Research Journal*, 51, no. 6 (2014), 1084–1118. 以下も参照されたい。 Thomas Dee and Emily Penner, "The Causal Effects of Cultural Relevance: Evidence from an Ethnic Studies Curriculum," National Bureau of Economic Research, 2016, <https://doi.org/10.3386/w21865>.
27. Erica Klarreich, "A Mathematician Who Dances to the Joys and Sorrows of Discovery," *Quanta Magazine*, November 20, 2017, <https://www.quantamagazine.org/mathematician-federico-ardila-dances-to-the-joys-and-sorrows-of-discovery-20171120/>.
28. Tara Dennehy and Nilanjana Dasgupta, "Female Peer Mentors Early in College Increase Women's Positive Academic Experiences and Retention in Engineering," *Proceedings of the National Academy of Sciences* 114, no. 23 (2017): 5964–69; Nilanjana Dasgupta, "Ingroup Experts and Peers as Social Vaccines Who Inoculate the Self-Concept: The Stereotype Inoculation Model," *Psychological Inquiry* 22, no. 4 (2011): 231–46; Catherine Good, Aneceta Rattan, and Carol Dweck, "Why Do Women Opt Out? Sense of Belonging and Women's Representation in Mathematics," *Journal of Personality and Social Psychology* 102, no. 4 (2012): 700–717; Gregory Walton and Geoffrey Cohen, "A Question of Belonging: Race, Social Fit, and Achievement," *Journal of Personality and Social Psychology* 92, no. 1 (2007): 82–96; and Sophie Kuchynka, Danielle Findley-Van Nostrand, and Richard Pollenz, "Evaluating Psychosocial Mechanisms Underlying STEM Persistence in Undergraduates: Scalability and Longitudinal Analysis of Three Cohorts from a Six-Day Pre-College Engagement STEM Academy Program," *CBE—Life Sciences Education* 18, no. 3 (2019): ar41, <https://doi.org/10.1187/cbe.19-01-0028>. For a review, see Gloriana Trujillo and Kimberly Tanner, "Considering the Role of Affect in Learning: Monitoring Students' Self-Efficacy, Sense of Belonging, and Science Identity," *CBE Life Sciences Education* 13, no. 1 (2014): 6–15.
29. Jessica Good, Kimberley Bourne, and Grace Drake, "The Impact of Classroom Diversity Philosophies on the STEM Performance of Undergraduate Students of Color," *Journal of Experimental Social Psychology* 91 (2020): 104026.
30. Dom DeGuzman, 筆者とのインタビュー, April 10, 2019.
31. Leslie Miley, 筆者とのインタビュー, September 20, 2016.
32. Mekka Okereke, "Building Inclusive Engineering Teams," Calibrate 2018, May 9, 2018, https://www.youtube.com/watch?v=SYsI-6_csMY&feature=emb_logo; and Mekka Okereke, 筆者との私信, March 2021.
33. Yolanda Davis, 筆者とのインタビュー, April 4, 2019.

第10章 社会の傷を修復する

1. Glenn Adams et al., "Beyond Prejudice: Toward a Sociocultural Psychology of Racism and Oppression," in *Commemorating Brown: The Social Psychology of Racism and Discrimination*, ed. G. Adams et al. (Washington, DC: American Psychological Association, 2008), 236.
2. Heba Y. Amin, "'Arabian Street Artists' Bomb Homeland: Why We Hacked an Award-Winning Series," <http://www.hebaamin.com/arabian-street-artists-bomb-homeland-why-we-hacked-an-award-winning-series/>.
3. Markus Brauer and Abdelatif Er-rafiy, "Increasing Perceived Variability Reduces Prejudice and Discrimination," *Journal of Experimental Social Psychology* 47, no. 5 (2011): 871–81; Abdelatif Er-rafiy, Markus Brauer, and Serban Musca, "Effective Reduction of Prejudice and Discrimination: Methodological Considerations and Three Field Experiments," *Revue Internationale de Psychologie Sociale/International Review of Social Psychology* 23, no. 2 (2010): 57–95; Abdelatif Er-rafiy and Markus Brauer, "Modifying Perceived Variability: Four Laboratory and Field Experiments Show the Effectiveness of a Ready-to-Be-Used Prejudice Intervention," *Journal of Applied Social Psychology* 43, no. 4 (2013): 840–53; and Markus Brauer et al., "Describing a Group in Positive Terms Reduces Prejudice Less Effectively Than Describing It in Positive

- 4 (2009): 1497–540.
49. Beaman et al., “Female Leadership Raises Aspirations and Educational Attainment for Girls”; Lori Beaman et al., “Political Reservation and Substantive Representation: Evidence from Indian Village Councils,” *India Policy Forum* (2010–11): 151–91.
 50. Asegun Henry, 筆者とのインタビュー, September 24, 2020; Wei Lv and Asegun Henry, “Examining the Validity of the Phonon Gas Model in Amorphous Materials,” *Scientific Reports* 6 (2016): 37675.
 51. Diana Rhoten and Stephanie Pfirman, “Women in Interdisciplinary Science: Exploring Preferences and Consequences,” *Research Policy* 36, no. 1 (2007): 56–75.
 52. Nicholas R. Jones, Zeshan Qureshi, Robert Temple, Jessica Larwood, Trisha Greenhalgh, and Lydia Bourouiba, “Two Metres or 1? What Is the Evidence Base for Physical Distancing in the Context of COVID-19?,” *British Medical Journal* 370, no. 8259 (2020); and Lydia Bourouiba, “Turbulent Gas Clouds and Respiratory Pathogen Emissions: Potential Implications for Reducing Transmission of COVID-19,” *JAMA* 323, no. 18 (2020): 1837–38.
 53. Christopher Begey et al., “In Some Professions, Women Have Become Well Represented, Yet Gender Bias Persists—Perpetuated by Those Who Think It Is Not Happening,” *Science Advances* 6, no. 26 (2020): EABA7814.
 54. Doug Hart, 筆者とのインタビュー, February 28, 2018
 55. Doug Hart, 筆者とのインタビュー, February 28, 2018.
 56. Yang Shao-Horn, 筆者とのインタビュー, March 7, 2018.

第9章 インクルーシブな環境をつくる

1. Uché Blackstock, 筆者とのインタビュー, October 3 and 30, 2019.
2. Linda Pololi, Lisa Cooper, and Phyllis Carr, “Race, Disadvantage, and Faculty Experiences in Academic Medicine,” *Journal of General Internal Medicine* 25 (2010): 1363–69; Herschel Alexander and Jonathan Lang, “The Long-Term Retention and Attrition of U.S. Medical School Faculty,” *Association of American Medical Colleges* 8, no. 4, (2008); Phyllis Carr et al., “Inadequate Progress for Women in Academic Medicine: Findings from the National Faculty Study,” *Journal of Women’s Health* 24, no. 3 (2015): 190–99; Destiny Peery, Paulette Brown, and Eileen Letts, “Left Out and Left Behind: The Hurdles, Hassles, and Heartaches of Achieving Long-Term Legal Careers for Women of Color,” American Bar Association, Commission on Women in the Profession, 2020; “Journalism’s Bad Reflection,” *Columbia Journalism Review* (Fall 2018), https://www.cjr.org/special_report/10-newsrooms-racial-disparity.php; Richard Prince, “7 Journalists of Color Leaving Houston Chronicle,” *Root*, August 6, 2017, <https://journalisms.theroot.com/7-journalists-of-color-leaving-houston-chronicle-1797574585>; Nancy Cassutt, “Racial Bias in MPR’s Work? We Want to Know,” *MPR News*, January 22, 2019, <https://www.mprnews.org/story/2019/01/18/mpr-news-changing-racial-narratives>; Catherine Hill et al., *Why So Few? Women in Science, Technology, Engineering, and Mathematics* (Washington, DC: American Association of University Women, 2010); Susan S. Silbey, “Why Do So Many Women Who Study Engineering Leave the Field?,” *Harvard Business Review*, August 23, 2016; and Michàlle Mor Barak et al., “Organizational and Personal Dimensions in Diversity Climate: Ethnic and Gender Differences in Employee Perceptions,” *Journal of Applied Behavioral Science* 34, no. 1 (1998): 82–104. 以下も参照されたい。Samantha Kaplan et al., “Race/Ethnicity and Success in Academic Medicine: Findings from a Longitudinal Multi-institutional Study,” *Academic Medicine* 93, no. 4 (2018): 616–22.
3. Ajilli Hardy, 筆者とのインタビュー, April 21, 2019.
4. Lisa Nishii, “The Benefits of Climate for Inclusion for Gender-Diverse Groups,” *Academy of Management Journal* 56, no. 6 (2013): 1754–74.
5. Robin Ely, 筆者とのインタビュー, October 10, 2019.
6. Yang Shao-Horn, 筆者とのインタビュー, March 7, 2018; and Doualy Xaykaothao, 筆者とのインタビュー, August 30, 2019.
7. Doualy Xaykaothao, 筆者とのインタビュー, August 30, 2019; and Robin Ely, 筆者とのインタビュー, October 10, 2019.
8. Robert Dailey and Delaney Kirk, “Distributive and Procedural Justice as Antecedents of Job Dissatisfaction and Intent to Turnover,” *Human Relations* 45, no. 3 (1992): 305–17.
9. Taj history from Gianmarco Monsellato, 筆者とのインタビュー, March 30, 2018; Linda Buisson, 筆者とのインタビュー, March 27, 2018; Sophie Blégent-Delapille, 筆者とのインタビュー, April 20, 2018; and Deloitte, “Seven Lessons in Gender Diversity: How Values-Driven Leadership Leads to the Advancement of Women,” March 1, 2013, https://www2.deloitte.com/content/dam/Deloitte/global/Documents/dtl_Diversity_lessons_from%20Taj_March2013.pdf.
10. Gianmarco Monsellato, 筆者との私信, February 22, 2021; and Gianmarco Monsellato, 筆者とのインタビュー, March 30, 2018. 収益については *Juristes Associes* の 2004 年から 2016 年の年次報告書による。情報提供を受けた日: March 26, 2021.
11. Malik Douaoui, 筆者とのインタビュー, May 13, 2019.
12. Frank Dobbin, Daniel Schrage, and Alexandra Kalev, “Rage Against the Iron Cage: The Varied Effects of Bureaucratic Personnel Reforms on Diversity,” *American Sociological Review* 80, no. 5 (2015): 1014–44; Frank Dobbin and Alexandra Kalev, “Why Diversity Programs Fail,” *Harvard Business Review*, July 1, 2016, <https://hbr.org/2016/07/why-diversity-programs-fail>; Alexandra Kalev, Frank Dobbin, Erin Kelly, “Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies,” *American Sociological Review* 71, no. 4 (2006): 589–617; and Frank Dobbin, 筆者との私信, October 30, 2019.
13. Robin Ely and David Thomas, “Cultural Diversity at Work: The Effects of Diversity Perspectives on Work Group Processes and Outcomes,” *Administrative Science Quarterly* 46, no. 2 (2001): 229–73.
14. Martin Davidson, 筆者とのインタビュー, November 25, 2019.
15. Martin Davidson, 筆者とのインタビュー, November 25, 2019; and Evelyn Carter, 筆者とのインタビュー, February 21, 2019.
16. Sara Ahmed, *On Being Included: Racism and Diversity in Institutional Life* (Durham, NC: Duke University Press, 2012), 102.
17. Gianmarco Monsellato, 筆者とのインタビュー, March 30, 2018.
18. Sophie Blégent-Delapille, 筆者とのインタビュー, April 20, 2018.

- Bedard, and Jenna Stearns, “Equal but Inequitable: Who Benefits from Gender-Neutral Tenure Clock Stopping Policies?,” *American Economic Review* 108, no. 9 (2019): 2420–41.
21. Raleigh McElvery, “3 Questions: Nancy Hopkins on Improving Gender Inequality in Academia,” *MIT News*, September 30, 2020, <https://news.mit.edu/2020/3-questions-nancy-hopkins-improving-gender-equality-in-academia-0930>.
 22. Kath Xu, Dawn Wendell, and Andrea S. Walsh, “Getting to Gender Parity in a Top-Tier Mechanical Engineering Department: A Case Study,” ASEE Annual Conference & Exposition, Columbus, Ohio, June 2017, <https://peer.asee.org/28406>; and Hopkins et al., “Report of the Committees on the Status of Women Faculty.”
 23. MIT の歴史については以下の人々に筆者がおこなったインタビューによる。Doug Hart (February 28, 2018), Kath Xu (February 28, 2018), Dawn Wendell (January 23, 2018), Anette Hosoi (March 7, 2018), and Yang Shao-Horn (March 7, 2018).
 24. Kath Xu, 筆者とのインタビュー, February 28, 2018; and Douglas Hart, 筆者とのインタビュー, February 28, 2018.
 25. Thomas Sowell, “Affirmative Action Around the World,” *Hoover Digest*, Hoover Institution, Stanford University, October 30, 2004, <https://www.hoover.org/research/affirmative-action-around-world>; and Richard Sander and Stuart Taylor, Jr., “The Painful Truth About Affirmative Action,” *Atlantic*, October 2, 2012.
 26. Richard Lempert, David Chambers, and Terry Adams, “Michigan’s Minority Graduates in Practice: The River Runs Through Law School,” *Law and Social Inquiry* 25, no. 2 (2000): 395–505; James Sterba, “Completing Thomas Sowell’s Study of Affirmative Action and Then Drawing Different Conclusions,” *Stanford Law Review* 57, no. 2 (2004): 657–93; and William Bowen and Derek Bok, *The Shape of the River* (Princeton, NJ: Princeton University Press, 2000), 259. 以下も参照されたい。Stacy B. Dale and Alan B. Krueger, “Estimating the Effects of College Characteristics over the Career Using Administrative Earnings Data,” *Journal of Human Resources* 49, no. 2 (Spring 2014): 323–58; and Ronald Smothers, “To Raise the Performance of Minorities, a College Increased Its Standards,” *New York Times*, June 29, 1994, <https://www.nytimes.com/1994/06/29/us/to-raise-the-performance-of-minorities-a-college-increased-its-standards.html>.
 27. Bowen and Bok, *The Shape of the River*, 202, 263–65; Ashley Hibbett, “The Enigma of the Stigma: A Case Study on the Stigma Arguments Made in Opposition to Affirmative Action Programs in Higher Education,” *Harvard Blackletter Law Journal* 21 (Spring 2005): 75; and Anita Allen, “Was I Entitled or Should I Apologize? Affirmative Action Going Forward,” *Journal of Ethics* 15 (2011): 253–63.
 28. Davis Hsu, “MIT Remains in Favor of Affirmative Action,” *Tech*, October 27, 1995.
 29. Madeline Heilman, Caryn Block, and Peter Stathatos, “The Affirmative Action Stigma of Incompetence: Effects of Performance Information Ambiguity,” *Academy of Management Journal* 40, no. 3 (1997): 603–25; MIT Diversity Statement, retrieved October 14, 2020, <https://mitadmissions.org/policies/#diversity>; and Xu, Wendell, and Walsh, “Getting to Gender Parity in a Top-Tier Mechanical Engineering Department.”
 30. Deirdre Bowen, “Brilliant Disguise: An Empirical Analysis of a Social Experiment Banning Affirmative Action,” *Indiana Law Journal* 85, no. 4 (2010): 1197–254; Angela Onwuachi-Willig, Emily Houh, and Mary Campbell, “Cracking the Egg: Which Came First—Stigma or Affirmative Action?,” *California Law Review* 96 (2008): 1299–352; and Evelyn Carter, 筆者との私信, August 16, 2020.
 31. Peter Arcidiacono, Josh Kinsler, and Tyler Ransom, “Legacy and Athlete Preferences at Harvard,” National Bureau of Economic Research Working Paper 26316, September 2019, <https://www.nber.org/papers/w26316>.
 32. Kelly Rivoire, “Number of Female Faculty Increases,” *Tech* 124, no. 20 (2004), <http://tech.mit.edu/V124/N20/20womenfac.20n.html>; Xu, Wendell, and Walsh, “Getting to Gender Parity in a Top-Tier Mechanical Engineering Department”; and Doug Hart, 筆者とのインタビュー, February 28, 2018.
 33. Xu, Wendell, and Walsh, “Getting to Gender Parity in a Top-Tier Mechanical Engineering Department.”
 34. Doug Hart, 筆者とのインタビュー, February 28, 2018.
 35. Xu, Wendell, and Walsh, “Getting to Gender Parity in a Top-Tier Mechanical Engineering Department.”
 36. “Enrollment Statistics 2018–2019,” MIT Registrar’s Office, <https://registrar.mit.edu/stats-reports/enrollment-statistics-year/all>; Xu, Wendell, and Walsh, “Getting to Gender Parity in a Top-Tier Mechanical Engineering Department”; and Luwen Huang, Elizabeth Qian, and Karen Willcox, “Gender Diversity: The Past Two Decades at the Massachusetts Institute of Technology,” MIT Diversity Dashboard, October 2017, <https://kiwi.oden.utexas.edu/mit-gender-diversity.php>.
 37. Anette Hosoi, 筆者とのインタビュー, March 7, 2018; MIT の教職員, 筆者とのインタビュー, March 1, 2018.
 38. Tara Dennehy and Nilanjana Dasgupta, “Female Peer Mentors Early in College Increase Women’s Positive Academic Experiences and Retention in Engineering,” *Proceedings of the National Academy of Sciences* 114, no. 23 (2017): 5964–69; Nilanjana Dasgupta, “Ingroup Experts and Peers as Social Vaccines Who Inoculate the Self-Concept: The Stereotype Inoculation Model,” *Psychological Inquiry* 22, no. 4 (2011): 231–46.
 39. India Johnson et al., “Exploring Identity-Safety Cues and Allyship Among Black Women Students in STEM Environments,” *Psychology of Women Quarterly* 43, no. 2 (2019): 131–50.
 40. Asegun Henry, 筆者とのインタビュー, September 24, 2020.
 41. “Top 100 Women,” International Chess Federation, October 2020, https://ratings.fide.com/top_lists.phtml?list=women.
 42. Lori Beaman, Esther Duflo, Rohini Pande, and Petia Topalova, “Female Leadership Raises Aspirations and Educational Attainment in Girls: A Policy Experiment in India,” *Science* 335, no. 6068 (2012): 582–86.
 43. Anette Hosoi, 筆者とのインタビュー, March 7, 2018.
 44. MIT の学生, 筆者とのインタビュー, March 13, 2018.
 45. Betar Gallant, 筆者とのインタビュー, March 1, 2018.
 46. Alice Nasto, 筆者とのインタビュー, March 13, 2018.
 47. Djuna-Copley Woods, 筆者とのインタビュー, March 18, 2018.
 48. Raj Chetty, Nathaniel Hendren, and Lawrence Katz, “The Effects of Exposure to Better Neighborhoods on Children: New Evidence from the Moving to Opportunity Project,” *American Economic Review* 106, no. 4 (2016): 855–902; and Lori Beaman, Raghavendra Chattopadhyay, Esther Duflo, Rohini Pande, and Petia Topalova, “Powerful Women: Does Exposure Reduce Bias?,” *Quarterly Journal of Economics* 124, no.

- ACM Joint Meeting on European Software Engineering Conference (November 2020): 481–92.
43. Jessica Nordell, “How Slack Got Ahead in Diversity,” *Atlantic*, April 26, 2018.
 44. Oras Alabas et al., “Sex Differences in Treatments, Relative Survival, and Excess Mortality Following Acute Myocardial Infarction: National Cohort Study Using the SWEDEHEART Registry,” *Journal of the American Heart Association* 6, no. 12 (2017): e007123; and Sharonne Hayes, 筆者とのインタビュー, December 12, 2018.
 45. Roxanne Pelletier et al., “Sex-Related Differences in Access to Care among Patients with Premature Acute Coronary Syndrome,” *Canadian Medical Association Journal* 186, no. 7 (2014): 497–504. 以下も参照されたい。Gabrielle Chiamonte and Ronald Friend, “Medical Students’ and Residents’ Gender Bias in the Diagnosis, Treatment, and Interpretation of Coronary Heart Disease Symptoms,” *Health Psychology* 25, no. 3 (2006): 255–66.
 46. Sharonne Hayes, 筆者とのインタビュー, December 12, 2018.
 47. Media company employee, 筆者とのインタビュー, August 11, 2016.
- 第8章 多様性の存在証明
1. Lucy Battersby, “Twitter Criticised for Failing to Respond to Caroline Criado-Perez Rape Threats,” *Age*, July 29, 2013, <https://www.theage.com.au/technology/twitter-criticised-for-failing-to-respond-to-caroline-criadoperez-rape-threats-20130729-2qu8d.html>.
 2. Charlie Warzel, “‘A Honeypot for Assholes’: Inside Twitter’s 10-Year Failure to Stop Harassment,” *Buzzfeed*, August 11, 2016, <https://www.buzzfeednews.com/article/charliewarzel/a-honeypot-for-assholes-inside-twitters-10-year-failure-to-s#vtd6q73YB>; Cécile Guerin and Eisha Maharasingam-Shah, “Public Figures, Public Rage,” *Institute for Strategic Dialogue*, 2020, 3, <https://www.isdglobal.org/wp-content/uploads/2020/10/Public-Figures-Public-Rage-4.pdf>; “Toxic Twitter: a Toxic Place for Women,” *Amnesty International Report*, 2018, <https://www.amnesty.org/en/latest/research/2018/03/online-violence-against-women-chapter-1/#topanchor>; and Azmina Dhrobia, “We Tracked 25,688 Abusive Tweets Sent to Women MPs — Half Were Directed at Diane Abbott,” *New Statesman*, September 5, 2017.
 3. Janko Roettgers, “Twitter CEO Admits Company Didn’t Fully Grasp Abuse Problem,” *Variety*, March 1, 2018, <https://variety.com/2018/digital/news/twitter-ceo-abuse-1202714236/>; Warzel, “‘A Honeypot for Assholes.’”
 4. Leslie Miley, 筆者とのインタビュー, September 20, 2016.
 5. Jonah Berger and Katherine Milkman, “What Makes Online Content Viral?,” *Journal of Marketing Research* 49, no. 2 (2012): 192–205.
 6. Leslie Miley, 筆者とのインタビュー, September 20, 2016.
 7. Melvin Conway, “How Do Committees Invent?,” *Datamation*, April 1968, <http://www.melconway.com/research/committees.html>.
 8. Warzel, “‘A Honeypot for Assholes.’”
 9. Ev Williams, “Never Underestimate Your First Idea,” Reid Hoffman によるインタビュー, *Masters of Scale*, February 21, 2018, https://mastersofscale.com/wp-content/uploads/2018/02/ep-20_-masters-of-scale-with-ev-williams-formatted-transcript.pdf.
 10. Leslie Miley, 筆者とのインタビュー, September 20, 2016.
 11. Warzel, “‘A Honeypot for Assholes’”; Williams, “Never Underestimate Your First Idea”; Cécile Guerin and Eisha Maharasingam-Shah, *Public Figures, Public Rage: Candidate Abuse on Social Media*, ISD Global, October 5, 2020, <https://www.isdglobal.org/isd-publications/public-figures-public-rage-candidate-abuse-on-social-media/>; and Leslie Miley, 筆者とのインタビュー, September 20, 2016.
 12. Sirin Kale, “‘I Felt Like a Trapped Animal’: 6 Women Describe What It’s Like to Be Stalked,” *Vice*, July 18, 2018, <https://www.vice.com/en/article/8xewn5/women-describe-stalking-harassment-cases>.
 13. Craig Silverman, Ryan Mac, and Pranav Dixit, “‘I Have Blood on My Hands’: A Whistleblower Says Facebook Ignored Global Political Manipulation,” *Buzzfeed*, September 14, 2020, <https://www.buzzfeednews.com/article/craigsilverman/facebook-ignore-political-manipulation-whistleblower-memo>.
 14. “Labor Force Statistics from the Current Population Survey,” Bureau of Labor Statistics (2019), last modified January 22, 2020, <https://www.bls.gov/cps/cpsaat11.htm>; Sinduja Rangarajan, “Silicon Valley Diversity Data: Who Released Theirs, Who Didn’t,” *Reveal News*, June 25, 2018, <https://apps.revealnews.org/silicon-valley-diversity-list/>; and “Fortune 500 List: Which CEOs from Top US Companies Have MBAs?,” U2B Executive Business Education, May 25, 2020, <https://u2b.com/2020/05/25/fortune-500-do-ceos-from-top-us-companies-all-have-mbas/>. CEO と身長に関する数値は公表されている人口統計情報に基づく。
 15. Maya Beasley, “There Is a Supply of Diverse Workers in Tech, so Why Is Silicon Valley So Lacking in Diversity?,” *Center for American Progress*, March 29, 2017, <https://www.americanprogress.org/issues/race/reports/2017/03/29/429424/supply-diverse-workers-tech-silicon-valley-lacking-diversity/>; Quoc Trung Bui and Claire Cain Miller, “Why Tech Degrees Are Not Putting More Blacks and Hispanics into Tech Jobs,” *New York Times*, February 25, 2016; Kapur Center, “Understanding the Leaky Tech Pipeline: The Lack of Racial and Gender Diversity in the Tech Workforce,” accessed January 21, 2021, <https://leakytechpipeline.com/pipeline/tech-workforce/>; Sinduja Rangarajan, “Here’s the Clearest Picture of Silicon Valley’s Diversity Yet: It’s Bad. But Some Companies Are Doing Less Bad,” *Reveal News*, June 25, 2018, <https://www.revealnews.org/article/heres-the-clearest-picture-of-silicon-valleys-diversity-yet/>; Jennifer Glass et al., “What’s So Special about STEM? A Comparison of Women’s Retention in STEM and Professional Occupations,” *Social Forces* 92, no. 2 (2013): 723–56; and Members Directory, National Academy of Engineering, accessed October 7, 2020, <https://www.nae.edu/MemberDirectory.aspx>.
 16. Anette Hosoi, 筆者とのインタビュー, March 7, 2018.
 17. Djuna Copley-Woods, 筆者とのインタビュー, March 18, 2018.
 18. MIT の卒業生, 筆者とのインタビュー, October 4, 2019.
 19. Members of the First and Second Committees on Women Faculty in the School of Science, “A Study on the Status of Women Faculty at MIT, 1996–1999,” *MIT Faculty Newsletter*, March 1999; and Nancy Hopkins, Lotte Bailyn, Lorna Gibson, and Evelyn Hammonds, “Report of the Committees on the Status of Women Faculty,” Massachusetts Institute of Technology, March 2002, https://facultygovernance.mit.edu/sites/default/files/reports/2002-03_Status_of_Women_Faculty-All_Reports.pdf.
 20. Hopkins et al., “Report of the Committees on the Status of Women Faculty”; and Heather Antecol, Kelly

- tions in Cancer Diagnostic Intervals in 15 Cancers: Analysis of Data from the UK Clinical Practice Research Datalink,” *PLoS One* 10, no. 5 (2015): e0127717.
18. Patricia Jasen, “From the ‘Silent Killer’ to the ‘Whispering Disease’: Ovarian Cancer and the Uses of Metaphor,” *Medical History* 53, no. 4 (2009): 489–512.
 19. Maya Dusenbery, 筆者とのインタビュー, October 18, 2018; and Maya Dusenbery, Jenara Nerenberg によるインタビュー, “How to Address Gender Inequality in Health Care,” *Greater Good*, March 9, 2018.
 20. Rodney Hayward, “Counting Deaths from Medical Errors,” *JAMA* 288, no. 19 (2002): 2404–5; Jerome Kassirer and Richard Kopelman, “Cognitive Errors in Diagnosis: Instantiation, Classification, and Consequences,” *American Journal of Medicine* 86, no. 4 (1989): 433–41; Mark Graber, Nancy Franklin, and Ruthanna Gordon, “Diagnostic Error in Internal Medicine,” *Archives of Internal Medicine* 165, no. 13 (2005): 1493–99; Mathieu Nendaz and Arnaud Perrier, “Diagnostic Errors and Flaws in Clinical Reasoning: Mechanisms and Prevention in Practice,” *Swiss Medical Weekly* (October 2012): 142; Brad Greenwood, Seth Carnahan, and Laura Huang, “Patient–Physician Gender Concordance and Increased Mortality Among Female Heart Attack Patients,” *PNAS* 115, no. 34 (2018): 8569–74; and Ivuoma N. Onyeador et al., “The Value of Interracial Contact for Reducing Anti-Black Bias Among Non-Black Physicians: A Cognitive Habits and Growth Evaluation (CHANGE) Study Report,” *Psychological Science* 31, no. 1 (2020): 18–30.
 21. Michele Beckman et al., “Venous Thromboembolism: A Public Health Concern,” *American Journal of Preventive Medicine* 38, no. 4 (2010): S495–501; S. Z. Goldhaber, “Preventing Pulmonary Embolism and Deep Vein Thrombosis: A ‘Call to Action’ for Vascular Medicine Specialists,” *Journal of Thrombosis and Haemostasis* 5, no. 8 (2007): 1607–9; and Michael Streiff et al., “Lessons from the Johns Hopkins Multi-Disciplinary Venous Thromboembolism (VTE) Prevention Collaborative,” *British Medical Journal* 344 (2012): e3935.
 22. Peter Pronovost et al., “An Intervention to Decrease Catheter-Related Blood-stream Infections in the ICU,” *New England Journal of Medicine* 355 (2006): 2725–32; and Alex Haynes et al., “A Surgical Safety Checklist to Reduce Morbidity and Mortality in a Global Population,” *New England Journal of Medicine* 360 (2009): 491–99.
 23. Michael Streiff et al., “The Johns Hopkins Venous Thromboembolism Collaborative: Multidisciplinary Team Approach to Achieve Perfect Prophylaxis,” *Journal of Hospital Medicine* 11, no. S2 (2016): S8–S13; Brandyn Lau et al., “Individualized Performance Feedback to Surgical Residents Improves Appropriate Venous Thromboembolism (VTE) Prophylaxis Prescription and Reduces Potentially Preventable VTE: A Prospective Cohort Study,” *Annals of Surgery* 264, no. 6 (2016): 1181–87; Elliott Haut et al., “Improved Prophylaxis and Decreased Rates of Preventable Harm with the Use of a Mandatory Computerized Clinical Decision Support Tool for Prophylaxis for Venous Thromboembolism in Trauma,” *Archives of Surgery* 147 no. 10 (2012): 901–7; and Amer Zeidan et al., “Impact of a Venous Thromboembolism Prophylaxis ‘Smart Order Set’: Improved Compliance, Fewer Events,” *American Journal of Hematology* 88, no. 7 (2013): 545–49.
 24. Brandyn Lau, 筆者とのインタビュー, November 20, 2017.
 25. Brandyn Lau et al., “Eliminating Healthcare Disparities via Mandatory Clinical Decision Support: The Venous Thromboembolism (VTE) Example,” *Medical Care* 53, no. 1 (2015): 18–24.
 26. Richard Thaler, Cass Sunstein, and John Balz, “Choice Architecture” (April 2, 2010), available at SSRN: <https://ssrn.com/abstract=1583509> or <http://dx.doi.org/10.2139/ssrn.1583509>.
 27. J. P. Redden et al., “Serving First in Isolation Increases Vegetable Intake Among Elementary Schoolchildren,” *PLoS One* 10, no. 4 (2015): e0121283; and Traci Mann, “The Science of Weight Loss,” *Inquiring Minds*, April 25, 2015.
 28. Joy Buolamwini and Timnit Gebru, “Gender Shades: Intersectional Accuracy Disparities in Commercial Gender Classification,” Proceedings of the 1st Conference on Fairness, Accountability and Transparency, *PMMLR* 81 (2018): 77–91.
 29. Purva Rawal et al., “Using Decision Support to Address Racial Disparities in Mental Health Service Utilization,” *Residential Treatment for Children and Youth* 25, no. 1 (2008): 73–84; Supervia et al., “Cardiac Rehabilitation for Women,” 565–77; メイヨー・クリニックの取り組みについては以下の情報源による。Sharonne Hayes, 筆者とのインタビュー, December 12, 2018; and Douglas Starr, “Meet the Psychologist Exploring Unconscious Bias and Its Tragic Consequences for Society,” *Science*, March 26, 2020.
 30. Claudia Goldin and Cecilia Rouse, “Orchestrating Impartiality: The Impact of ‘Blind’ Auditions on Female Musicians,” *American Economic Review* 90, no. 4 (2000): 715–41.
 31. Brittany Shammis, “Broward’s Gifted Programs Getting More Diverse,” *Sun Sentinel*, October 17, 2015.
 32. Cynthia Park, 筆者とのインタビュー, September 6 and 8, 2017.
 33. Laura Giuliano, 筆者とのインタビュー, September 2, 2016.
 34. Jack Naglieri and Donna Ford, “Addressing Underrepresentation of Gifted Minority Children Using the Naglieri Nonverbal Ability Test (NNAT),” *Gifted Child Quarterly* 47, no. 2 (2003): 155–60.
 35. Cynthia Park, 筆者とのインタビュー, September 6 and 8, 2017; and Donna Turner, 筆者とのインタビュー, November 7, 2017.
 36. David Card and Laura Giuliano, “Universal Screening Increases the Representation of Low-Income and Minority Students in Gifted Education,” *PNAS* 113, no. 48 (2016): 13678–83.
 37. David Card and Laura Giuliano, “Can Tracking Raise the Test Scores of High-Ability Minority Students?,” *American Economic Review* 106, no. 10 (2016): 2783–816.
 38. David Card and Laura Giuliano, “Universal Screening Increases the Representation of Low-Income and Minority Students in Gifted Education.”
 39. Stefanie Johnson and Jessica Kirk, “Dual-Anonymization Yields Promising Results for Reducing Gender Bias: A Naturalistic Field Experiment of Applications for Hubble Space Telescope Time,” *Astronomical Society of the Pacific* 132, no. 1009 (published online, 2020).
 40. Lauren Rivera, “Hiring as Cultural Matching: The Case of Elite Professional Service Firms,” *American Sociological Review* 77, no. 6 (2012): 999–1022; and Lauren Rivera, *Pedigree: How Elite Students Get Elite Jobs* (Princeton, NJ: Princeton University Press, 2015), 92–99.
 41. Eric Uhlmann and Geoffrey Cohen, “Constructed Criteria: Redefining Merit to Justify Discrimination,” *Psychological Science* 16, no. 6 (2005): 474–80.
 42. Mahnaz Behroozi et al., “Does Stress Impact Technical Interview Performance?,” Proceedings of the 28th

- der Survey”; and Shabab Ahmed Mirza and Caitlin Rooney, “Discrimination Prevents LGBTQ People from Accessing Health Care,” Center for American Progress, January 18, 2018, <https://www.americanprogress.org/issues/lgbt/news/2018/01/18/445130/discrimination-prevents-lgbtq-people-accessing-health-care/>.
9. Diane Hoffmann and Anita Tarzian, “The Girl Who Cried Pain: A Bias Against Women in the Treatment of Pain,” *Journal of Law, Medicine & Ethics* 29 (2001): 13–27, https://papers.ssrn.com/sol3/papers.cfm?abstract_id=383803; Esther Chen et al., “Gender Disparity in Analgesic Treatment of Emergency Department Patients with Acute Abdominal Pain,” *Academic Emergency Medicine* 15, no. 5 (2008): 414–18; Hani Jneid et al., “Sex Differences in Medical Care and Early Death After Acute Myocardial Infarction,” *Circulation* 118, no. 25 (2008): 2803–10; Tracey Collella et al., “Sex Bias in Referral of Women to Outpatient Cardiac Rehabilitation? A Meta-analysis,” *European Journal of Preventive Cardiology* 22, no. 4 (2015): 423–41; Marta Supervía et al., “Cardiac Rehabilitation for Women: A Systematic Review of Barriers and Solutions,” *Mayo Clinic Proceedings* 92, no. 4 (2017): 565–77; Cornelia Borkhoff et al., “The Effect of Patients’ Sex on Physicians’ Recommendations for Total Knee Arthroplasty,” *Canadian Medical Association Journal* 178, no. 6 (2008): 681–87; and Robert Fowler et al., “Sex-and Age-Based Differences in the Delivery and Outcomes of Critical Care,” *Canadian Medical Association Journal* 177, no. 12 (2007): 1513–19. 以下も参照されたい。Andreas Valentin, “Gender-Related Differences in Intensive Care: A Multiple-Center Cohort Study of Therapeutic Interventions and Outcome in Critically Ill Patients,” *Critical Care Medicine* 31, no. 7 (2003): 1901–7.
 10. Lynn Freedman et al., “A 360 Degree Approach to Understanding Disrespect and Abuse of Women During Childbirth: Creating Space for Women and Providers to Define the Challenges,” American Public Health Association’s 2019 Annual Meeting, November 2–6, 2019; Rob Haskell, “Serena Williams on Motherhood, Marriage, and Making Her Comeback,” *Vogue*, January 10, 2018, <https://www.vogue.com/article/serena-williams-vogue-cover-interview-february-2018>; Susan Mann et al., “What We Can Do About Maternal Mortality — And How to Do It Quickly,” *Obstetrical and Gynecological Survey* 75, no. 4 (2020): 217–18; Nina Martin and Renee Montagne, “Black Mothers Keep Dying After Giving Birth. Shalon Irving’s Story Explains Why,” *All Things Considered*, NPR, December 7, 2017, <https://www.npr.org/2017/12/07/568948782/black-mothers-keep-dying-after-giving-birth-shalon-irvings-story-explains-why?z=1601468947480>; Building U.S. Capacity to Review and Prevent Maternal Deaths (program), in “Report from Nine Maternal Mortality Review Committees,” CDC Foundation 2018; Kharah Ross et al., “Socioeconomic Status, Preeclampsia Risk and Gestational Length in Black and White Women,” *Journal of Racial and Ethnic Health Disparities* 6, no. 6 (2019): 1182–91; David Williams, Naomi Priest, and Norman Anderson, “Understanding Associations Between Race, Socioeconomic Status and Health: Patterns and Prospects,” *Health Psychology* 35, no. 4 (2016): 407–11; William Lee Howard, “The Negro as a Distinct Ethnic Factor in Civilization,” *Medicine (Detroit)* IX (1903): 420–33; and Donald Chatman, “Endometriosis in the Black Woman,” *American Journal of Obstetrics and Gynecology* 125, no. 7 (1976): 987–89.
 11. Paul Chodoff, “Hysteria and Women,” *American Journal of Psychiatry* 139, no. 5 (1982): 545–51; Maya Dusenbery, *Doing Harm: The Truth About How Bad Medicine and Lazy Science Leave Women Dismissed, Misdiagnosed, and Sick* (New York: HarperOne, 2018), 63–70; and Brian Earp et al., “Gender Bias in Pediatric Pain Assessment,” *Journal of Pediatric Psychology* 44, no. 4 (2019): 403–14.
 12. この概要は以下の情報源による。著者によるインタビュー, Steven Epstein, January 19, 2021 and Maya Dusenbery, October 18, 2018; Steven Epstein, *Inclusion: The Politics of Difference in Medical Research* (Chicago: University of Chicago Press, 2009), 60–61; Trisha Flynn, “Female Trouble,” *Chicago Tribune*, October 29, 1986, <https://www.chicagotribune.com/news/ct-xpm-1986-10-29-8603210488-story.html>; and Heather Whitley and Wesley Lindsey, “Sex-Based Differences in Drug Activity,” *American Family Physician* 80, no. 11 (2009): 1254–58.
 13. Jessica Cerdeña, Marie Plaisime, and Jennifer Tsai, “From Race-Based to Race-Conscious Medicine: How Anti-Racist Uprisings Call us to Act,” *Lancet* 396, no. 10257 (2020): 1125–28; Maanvi Singh, “Younger Women Hesitate to Say They Are Having a Heart Attack,” NPR, February 25, 2015, <http://www.npr.org/sections/health-shots/2015/02/24/388787045/younger-women-hesitate-to-say-theyre-having-a-heart-attack>; and Amy V. Ferry et al., “Presenting Symptoms in Men and Women Diagnosed with Myocardial Infarction Using Sex-Specific Criteria,” *Journal of the American Heart Association* 8, no. 17 (2019): e012307.
 14. Margaret Ann Miller, “Gender-Based Differences in the Toxicity of Pharmaceuticals — the Food and Drug Administration’s Perspective,” *International Journal of Toxicology* 20, no. 3 (2001): 149–52; Ameeta Parekh et al., “Review Adverse Effects in Women: Implications for Drug Development and Regulatory Policies,” *Expert Review of Clinical Pharmacology* 4, no. 4 (2011): 453–66; Heather Whitley and Wesley Lindsey, “Sex-Based Differences in Drug Activity,” *American Family Physician* 80, no. 11 (2009): 1254–58; Epstein, *Inclusion*, 233; and Lesley Stahl, “Sex Matters: Drugs Can Affect Sexes Differently,” *60 Minutes*, CBS, February 9, 2014, <http://www.cbsnews.com/news/sex-matters-drugs-can-affect-sexes-differently/>.
 15. Carlos Penaloza et al., “Sex of the Cell Dictates Its Response: Differential Gene Expression and Sensitivity to Cell Death Inducing Stress in Male and Female Cells,” *Journal of the Federation of American Societies for Experimental Biology* 23, no. 6 (2009): 1869–79; Anatoly Rubtsov et al., “Genetic and Hormonal Factors in Female-Biased Autoimmunity,” *Autoimmunity Review* 9, no. 7 (2010): 494–98; and Fariha Angum et al., “The Prevalence of Autoimmune Disorders in Women: A Narrative Review,” *Cureus* 12, no. 5 (2020): e8094. 以下も参照されたい。Anne Fausto-Sterling, “The Five Sexes, Revisited,” *Sciences* 40, no. 4 (July 2000): 18–23.
 16. Dusenbery, *Doing Harm*, 12; and Gunilla Risberg, Eva Johansson, and Katarina Hamberg, “A Theoretical Model for Analysing Gender Bias in Medicine,” *International Journal for Equity in Health* 8, no. 28 (2009).
 17. Stephen Vavricka et al., “Celiac Disease Diagnosis Still Significantly Delayed — Doctor’s but Not Patients’ Delay Responsive for the Increased Total Delay in Women,” *Digest of Liver Disorders* 48, no. 10 (2016): 1148–54; Fazlul Karim, “Gender Differences in Delays in Diagnosis and Treatment of Tuberculosis,” *Health Policy and Planning* 22, no. 5 (2007): 329–34; Vega Jovani et al., “Understanding How the Diagnostic Delay of Spondyloarthritis Differs Between Women and Men: A Systematic Review and Meta-analysis,” *Journal of Rheumatology* 44, no. 2 (2017): 174–83; Maya Dusenbery, “Everybody Was Telling Me There Was Nothing Wrong,” BBC, May 29, 2018, <http://www.bbc.com/future/story/20180523-how-gender-bias-affects-your-healthcare>; Joanne Demmler et al., “Diagnosed Prevalence of Ehlers-Danlos Syndrome and Hypermobility Spectrum Disorder in Wales, UK: A National Electronic Cohort Study and Case-Control Comparison,” *BMJ Open* 9, no. 11 (2019); and Nafecs Din et al., “Age and Gender Varia-

第7章 不完全な人間のためのデザイン

1. クリスのエピソードは以下の人々による。Adam Hefflbower, 筆者とのインタビュー, September 15, 2017; Katie Mulloy, 筆者とのインタビュー, September 12, 2017; and Jada Pirijs, 筆者とのインタビュー, December 29, 2017.
2. Amanda Clarke et al., “Thirty Years of Disparities Intervention Research: What Are We Doing to Close Racial and Ethnic Gaps in Health Care?,” *Medical Care* 51, no. 11 (2013): 1020–26; Kristin M. Lefebvre and Lawrence A. Lavery, “Disparities in Amputations in Minorities,” *Clinical Orthopedics and Related Research* 469, no. 7 (2011): 1941–50; John Van Evrie, *White Supremacy and Negro Subordination* (New York: Van Evrie, Horton, and Co., 1868), 311–13; and John Haller, *Outcasts from Evolution: Scientific Attitudes of Racial Inferiority, 1859–1900* (Urbana: University of Illinois Press, 1971), 40–68.
3. Frederick Hoffman, *Race Traits and Tendencies of the American Negro* (New York: Macmillan for the American Economic Association, 1896), 140–44.
4. Norrisa Haynes, Lisa Cooper, and Michelle Albert, “At the Heart of the Matter: Unmasking and Addressing the Toll of COVID-19 on Diverse Populations,” *Circulation* 142, no. 2 (2020): 105–7; Christina Dragou et al., “Transgender Medicare Beneficiaries and Chronic Conditions: Exploring Fee-for-Service Claims Data,” *LGBT Health* 4, no. 6 (2017): 404–11; and Sandy James et al., “The Report of the 2015 U.S. Transgender Survey,” National Center for Transgender Equality, 2016, <https://transequality.org/sites/default/files/docs/usts/USTS-Full-Report-Dec17.pdf>.
5. Vickie Shavers, Alexis Bakos, and Vanessa Sheppard, “Race, Ethnicity, and Pain Among the U.S. Adult Population,” *Journal of Healthcare for the Poor and Underserved* 21, no. 1 (2010): 177–220; Kristian Foden-Vensil, “Emergency Medical Responders Confront Racial Bias,” *Kaiser Health News*, January 11, 2019, <https://khn.org/news/emergency-medical-responders-confront-racial-bias/>; Adil Shah et al., “Analgesic Access for Acute Abdominal Pain in the Emergency Department Among Racial/Ethnic Minority Patients,” *Medical Care* 53, no. 12 (2015): 1000–1009; Monika Goyal et al., “Racial Disparities in Pain Management of Children with Appendicitis in Emergency Departments,” *JAMA Pediatrics* 169, no. 11 (2015): 996–1002; Sophie Trawalter, Kelly Hoffman, and Adam Waytz, “Racial Bias in Perceptions of Others’ Pain,” *PLoS One* 7, no. 11 (2012): e48546, and correction, *PLoS One* 11, no. 3 (2016): e0152334; Samuel A. Cartwright, *Report on the Diseases and Physical Peculiarities of the Negro Race, New Orleans Medical and Surgical Journal* 7 (1851): 691–715; P. Tidyman, “A Sketch of the Most Remarkable Disease of the Negroes of the Southern States,” *Philadelphia Journal of the Medical and Physical Sciences* 3, no. 6 (1826): 306–38; Harriet Washington, *Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present* (New York: Doubleday, 2008); Haller, *Outcasts from Evolution*, 53–68; Kelly Hoffman et al., “Racial Bias in Pain Assessment and Treatment Recommendations, and False Beliefs About Biological Differences Between Blacks and Whites,” *PNAS* 113, no. 16 (2016): 4296–301; Lundy Braun and Barry Saunders, “Avoiding Racial Essentialism in Medical Science Curricula,” *AMA Journal of Ethics* 19, no. 6 (2017): 518–27; and Tod Hamilton and Robert Hummer, “Immigration and the Health of U.S. Black Adults: Does Country of Origin Matter?,” *Social Science and Medicine* 73, no. 10 (2011): 1551–60. 以下も参照されたい。David Hyman et al., “Lower Hypertension Prevalence in First-Generation African Immigrants Compared to U.S.-Born African Americans,” *Ethnicity & Disease* 10, no. 3 (2000): 343–49.
6. D. Robert Harris, Roxanne Andrews, and Anne Elixhauser, “Racial and Gender Differences in Use of Procedures for Black and White Hospitalized Adults,” *Ethnicity and Disease* 7, no. 2 (1997): 91–102; John Canto et al., “Relation of Race and Sex to the Use of Reperfusion Therapy in Medicare Beneficiaries with Acute Myocardial Infarction,” *New England Journal of Medicine* 342, no. 15 (2000): 1094–1100; Sameer Arora et al., “Fifteen-Year Trends in Management and Outcomes of Non-ST-Segment-Elevation Myocardial Infarction Among Black and White Patients,” *Journal of the American Heart Association* 7, no. 19 (2018): e010203; Khadijah Brethert et al., “African Americans Are Less Likely to Receive Care by a Cardiologist During an Intensive Care Unit Admission for Heart Failure,” *Journal of the American College of Cardiology: Heart Failure* 6, no. 5 (2018): 413–20; Rachel Johnson et al., “Patient Race/Ethnicity and Quality of Patient–Physician Communication During Medical Visits,” *American Journal of Public Health* 94, no. 12 (2004): 2084–90; Megan Shen et al., “The Effects of Race and Racial Concordance on Patient–Physician Communication: A Systematic Review of the Literature,” *Journal of Racial and Ethnic Health Disparities* 5, no. 1 (2018): 117–40; Kristin M. Lefebvre and Lawrence A. Lavery, “Disparities in Amputations in Minorities,” *Clinical Orthopedics and Related Research* 469, no. 7 (2011): 1941–50; J. A. Mustapha, “Explaining Racial Disparities in Amputation Rates for the Treatment of Peripheral Artery Disease (PAD) Using Decomposition Methods,” *Journal of Racial and Ethnic Health Disparities* 4, no. 5 (2017): 784–95; and Tyler Durazzo, Stanley Frencher, and Richard Gusberg, “Influence of Race on the Management of Lower Extremity Ischemia: Revascularization vs. Amputation,” *JAMA Surgery* 148, no. 7 (2013): 617–23.
7. Jodi Katon, “Contributors to Racial Disparities in Minimally Invasive Hysterectomy in the U.S. Department of Veterans Affairs,” *Medical Care* 57, no. 12 (2019): 930–36; Lisa Callegari et al., “Associations Between Race/Ethnicity, Uterine Fibroids, and Minimally Invasive Hysterectomy in the VA Healthcare System,” *Women’s Health Issues* 29, no. 1 (2019): 48–55; Ahsan Arozullah et al., “Racial Variation in the Use of Laparoscopic Cholecystectomy in the Department of Veterans Affairs Medical System,” *Journal of the American College of Surgeons* 188, no. 6 (2000): 604–22; Kristina Schnitzer et al., “Disparities in Care: The Role of Race on the Utilization of Physical Restraints in the Emergency Setting,” *Academic Emergency Medicine* 27 (2020): 943–50; Clairmont Griffith et al., “The Effects of Opioid Addiction in the Black Community,” *International Journal of Collaborative Research on Internal Medicine & Public Health* 10, no. 2 (2018): 843–50; and Steven Ross Johnson, “The Racial Divide in the Opioid Epidemic,” *Modern Healthcare*, February 27, 2016, <https://www.modernhealthcare.com/article/20160227/MAGAZINE/302279871/the-racial-divide-in-the-opioid-epidemic>. 医療とヘルスケアにおける人種的・民族的格差については以下文献に詳しい。H. Jack Geiger, “Racial and Ethnic Disparities in Diagnosis and Treatment: A Review of the Evidence and a Consideration of the Causes,” in *Unequal Treatment: Confronting Racial and Ethnic Disparities in Healthcare*, ed. B. Smedley, A. Stith, and A. Nelson (Washington, DC: National Academies Press, 2003).
8. Francesco Rubino et al., “Joint International Consensus Statement for Ending Stigma of Obesity,” *Nature Medicine* 26 (2020): 485–97; Kimberly Gudzone, “Physicians Build Less Rapport with Obese Patients,” *Obesity: A Research Journal* 21, no. 10 (2013): 2146–52; James et al., “The Report of the 2015 U.S. Transgen-

56. Matthew Lowe, “Types of Contact: A Field Experiment on Collaborative and Adversarial Caste Integration,” *Behavioral and Experimental Economics eJournal* (CESifo Working Paper No. 8089, 2020); and Salma Mousa, “Building Social Cohesion Between Christians and Muslims Through Soccer in Post-ISIS Iraq,” *Science* 369, no. 6505 (2020): 866–70. 興味深いことに、異なるカースト出身の人と対戦したプレイヤーもまた、その後のチームメイトに異なるカースト出身の人を選ぶ傾向が高まった。
57. Connie Rice, 筆者とのインタビュー, October 10, 2018.
58. Amos Tversky and Daniel Kahneman, “Judgment Under Uncertainty: Heuristics and Biases,” *Science* 185, no. 4157 (1974): 1124–31; and Amos Tversky and Daniel Kahneman, “Belief in the Law of Small Numbers,” *Psychological Bulletin* 76, no. 2 (1971): 105–10.
59. Gary Klein, *Sources of Power: How People Make Decisions* (Cambridge, MA: MIT Press, 1998), 14–15, 42–43. [デーリー・クライン著、佐藤佑一監訳『決断の法則：人はどのようにして意思決定するのか？』筑摩書房、2022年]
60. Daniel Kahneman and Gary Klein, “Conditions for Intuitive Expertise: A Failure to Disagree,” *American Psychologist* 64, no. 6 (2009): 515–26.
61. この段落および続く2段落の内容は以下の情報源による。David Redish, 筆者とのインタビュー, July 26, 2017, and March 22, 2021; and David Redish, 筆者との私信, March 5 and March 8, 2021.
62. Joshua Correll et al., “Stereotypic Vision: How Stereotypes Disambiguate Visual Stimuli,” *Journal of Personality and Social Psychology* 108, no. 2 (2015): 219–33.
63. Sandy Sangrigoli et al., “Reversibility of the Other-Race Effect in Facial Recognition During Childhood,” *Psychological Science* 16, no. 6 (2005): 440–44.
64. Jim Dwyer, Peter Neufeld, and Barry Scheck, *Actual Innocence: When Justice Goes Wrong and How to Make It Right* (New York: New American Library, 2003) [ジム・ドワイヤー、ピーター・ニューフェルド、バリー・シェック著、西村邦雄訳、指宿信監訳『無実を探せ！イノセンス・プロジェクト：DNA鑑定で冤罪を晴らした人々』現代人文社、2009年]; “DNA Exonerations in the United States,” *Innocence Project*, accessed December 30, 2020, <https://innocenceproject.org/dna-exonerations-in-the-united-states>; Taki Flevaris and Ellie Chapman, “Cross-Racial Misidentification: A Call to Action in Washington State and Beyond,” *Seattle University Law Review* 38, no. 3 (2015): 861; and Samuel Gross, “What We Think, What We Know, and What We Think We Know About False Convictions,” *Ohio State Journal of Criminal Law* 14, no. 2 (2017): 753–86.
65. Beth Crandall and Karen Getchell-Reiter, “Critical Decision Method: A Technique for Eliciting Concrete Assessment Indicators from the Intuition of NICU Nurses,” *Advances in Nursing Science* 16, no. 1 (1993): 42–51.
66. Ellen Langer, Richard Bashner, and Benzion Chanowitz, “Decreasing Prejudice by Increasing Discrimination,” *Journal of Personality and Social Psychology* 49, no. 1 (1985): 113–20.
67. Amam Saleh et al., “Deaths of People with Mental Illness During Interactions with Law Enforcement,” *International Journal of Law and Psychiatry* 58 (2018): 110–16; Kelly Smith, “Minnesota Could Mandate Officer Training for Mental-Illness Calls,” *Minneapolis Star Tribune*, April 2, 2017, <http://www.startribune.com/minnesota-could-mandate-officer-training-for-mental-illness-calls/417872373/>; and “Re-Engineering Training on Police Use of Force,” Police Executive Research Forum (2015).
68. Michael Compton et al., “Brief Reports: Crisis Intervention Team Training: Changes in Knowledge, Attitudes, and Stigma Related to Schizophrenia,” *Psychiatric Services* 57, no. 8 (2006): 1199–202, <https://ps.psychiatryonline.org/doi/full/10.1176/ps.2006.57.8.1199>.
69. Michael Compton et al., “The Police-Based Crisis Intervention Team (CIT) Model: II. Effects on Level of Force and Resolution, Referral, and Arrest,” *Psychiatric Services* 65, no. 4 (2014): 523–29; Jennifer Skeem and Lynne Bibeau, “How Does Violence Potential Relate to Crisis Intervention Team Responses to Emergencies?,” *Psychiatric Services* 59, no. 2 (2008): 201–4; Amy Watson and Anjali Fulambarker, “The Crisis Intervention Team Model of Police Response to Mental Health Crises: A Primer for Mental Health Practitioners,” *Best Practices in Mental Health* 8, no. 2 (2012): 71; Eric Russell, 筆者とのインタビュー, April 18, 2018; and “CAHOOTS’: How Social Workers and Police Share Responsibilities in Eugene, Oregon,” NPR, June 10, 2020, <https://www.npr.org/2020/06/10/874339977/cahoots-how-social-workers-and-police-share-responsibilities-in-eugene-oregon>.
70. Diane Lefler, “Both Sides of the Street,” *Sun*, April 2008, <https://www.thesunmagazine.org/issues/388/both-sides-of-the-street>.
71. Jorja Leap, 筆者とのインタビュー, October 26, 2018; and David Kennedy, “Pulling Levers: Chronic Offenders, High-Crime Settings, and a Theory of Prevention,” *Valparaiso University Law Review* 31, no. 2 (1997): 449.
72. Connie Rice, “Reforming the LAPD,” Charles Monroe-Kane とのインタビュー, *To the Best of Our Knowledge*, Wisconsin Public Radio, December 21, 2014, <https://www.ttbook.org/interview/reforming-lapd>.
73. Phil Tingirides, 筆者とのインタビュー, November 21, 2018; and “The Los Angeles Community Safety Partnership: 2019 Assessment,” Urban Institute.
74. Lupita Valdovinos, 筆者とのインタビュー, August 19, 2020.
75. Leap et al., “Evaluation of the LAPD Community Safety Partnership”; and “The Los Angeles Community Safety Partnership: 2019 Assessment,” Urban Institute.
76. “Will Changes to LAPD’s Community Safety Partnership Build Trust with Residents?,” *Press Play with Madeline Brand*, KCRW Los Angeles Public Radio, July 28, 2020, <https://www.kcrw.com/news/shows/press-play-with-madeleine-brand/la-community-safety-police-covid-19-education/lapd-csp-emaatingirides-social-work>; Lupita Valdovinos, 筆者とのインタビュー, August 19, 2020; and Leap et al., “Evaluation of the LAPD Community Safety Partnership.”
77. Leap et al., “Evaluation of the LAPD Community Safety Partnership.”
78. Jeff Joyce, 筆者とのインタビュー, February 5, 2019.
79. Connie Rice, 筆者とのインタビュー, October 19, 2018.
80. Jeff Joyce, 筆者とのインタビュー, February 8, 2021; ニッカーソンガーデンズの住民, 筆者とのインタビュー, February 8, 2021.

30. Andre Christian, 筆者とのインタビュー, January 7, 2019; and Susan Lee, 筆者とのインタビュー, October 29, 2018.
31. Susan Lee, 筆者とのインタビュー, November 12, 2018; and Connie Rice, 筆者とのインタビュー, October 10, 2018.
32. K. B. Turner, David Giacompassi, and Margaret Vandiver, “Ignoring the Past: Coverage of Slavery and Slave Patrols in Criminal Justice Texts,” *Journal of Criminal Justice Education* 17, no. 1 (2006): 181–95; H. M. Henry, “The Police Control of the Slave in South Carolina,” (PhD diss., Vanderbilt University, 1913); Sally Hadden, *Slave Patrols: Law and Violence in Virginia and the Carolinas* (Cambridge, MA: Harvard University Press, 2001), 24, 114, 123; Philip Reichel, “Southern Slave Patrols as a Transitional Police Type,” *American Journal of Police* 7, no. 2 (1988): 51–77; and “Melina Abdullah: It’s a Mistake to Equate What Happens to Property with What Happens to Black Lives,” *To the Point*, KCRW Los Angeles Public Radio, June 4, 2020, <https://www.kcrw.com/news/shows/to-the-point/police-racism-white-supremacy-trump-protests>; Rice のインタビュー.
33. Melvyn Hayward, 筆者とのインタビュー, January 4, 2019.
34. Connie Rice, 筆者とのインタビュー, October 10, 2018.
35. Susan Lee, 筆者とのインタビュー, October 29, 2018.
36. Susan Lee, 筆者とのインタビュー, November 12, 2018.
37. Woodhouse, “50 Years After the Riots, Watts Projects and LAPD Learn to Co-Exist.”
38. Emada Tingirides, 筆者とのインタビュー, November 29, 2018; Phil Tingirides, 筆者とのインタビュー, November 24, 2018; and Sam Kuhn and Stephen Lurie, *Reconciliation Between Police and Communities: Case Studies and Lessons Learned* (New York: John Jay College, 2018).
39. Jorja Leap, *Project Fatherhood: A Story of Courage and Healing in One of America’s Toughest Communities* (Boston: Beacon Press, 2015), 116–24. [ジョルジャ・リープ著、宮崎真紀訳『プロジェクト・ファザーフード：アメリカで最も凶悪な街で「父」になること』晶文社、2021年]
40. Andre Christian, 筆者とのインタビュー, January 7, 2019; and Phil Tingirides, 筆者とのインタビュー, November 21, 2018.
41. Rice, *Power Concedes Nothing*, 334; Aaron Hagstrom, “The LAPD Community Safety Partnership: An Experiment in Policing” (master’s thesis, USC, 2014), <http://digitallibrary.usc.edu/cdm/ref/collection/p15799coll3/id/414752>.
42. Phil Tingirides, 筆者とのインタビュー, November 21, 2018; Lupita Valdovinos, 筆者とのインタビュー, August 19, 2020; and Jeff Joyce, 筆者とのインタビュー, February 5, 2019.
43. Sandy Banks, “Young Players on the Watts Bears Are Part of a Larger Team Effort,” *Los Angeles Times*, September 16, 2013, <https://www.latimes.com/local/la-xpm-2013-sep-16-la-me-0917-banks-lapd-football-20130917-story.html>; Hagstrom, “The LAPD Community Safety Partnership”; and Emada Tingirides, 筆者とのインタビュー, November 29, 2018.
44. Nina Revoyr, “How Watts and the LAPD Make Peace.”
45. Andre Christian, 筆者とのインタビュー, January 7, 2019; Connie Rice, 筆者とのインタビュー, October 10, 2018; Phil Tingirides, 筆者とのインタビュー, February 1, 2019; and Emada Tingirides, 筆者とのインタビュー, November 29, 2018.
46. “The Los Angeles Community Safety Partnership: 2019 Assessment,” Urban Institute, March 2020; and Phil Tingirides, 筆者とのインタビュー, February 1, 2019.
47. “The Los Angeles Community Safety Partnership: 2019 Assessment,” Urban Institute, March 2020; Sam Kuhn and Stephen Lurie, *Reconciliation Between Police and Communities: Case Studies and Lessons Learned* (New York: John Jay College, 2018); “The Homicide Report,” *Los Angeles Times*, <http://homicide.latimes.com>, accessed February 21, 2021; Phil Tingirides, 筆者とのインタビュー, February 1, 2019; Susan Lee, 筆者とのインタビュー, November 12, 2018; Tracy Meares and Tom Tyler, “Policing: A Model for the Twenty-First Century,” in *Policing the Black Man: Arrest, Prosecution, and Imprisonment*, ed. Angela Davis (New York: Knopf, 2018), 162–74; and Tracey Meares, “Policing and Procedural Justice: Shaping Citizens’ Identities to Increase Democratic Participation,” *Northwestern University Law Review* 111, no. 6 (2017): 1525–36; *Homicide Report 2017*, LAPD Police Commission, <http://assets.lapdonline.org/assets/pdf/2017-homi-report-final.pdf>.
48. Tracey Meares, “Norms, Legitimacy, and Law Enforcement,” *Oregon Law Review* 79 (2000): 391–416; Andrew Papachristos, Tracy Meares, and Jeffrey Fagan, “Why Do Criminals Obey the Law? The Influence of Legitimacy and Social Networks on Active Gun Offenders,” *Journal of Criminal Law and Criminology* 102, no. 2 (2012): 397–440; and Danielle Wallace et al., “Desistance and Legitimacy: The Impact of Offender Notification Meetings on Recidivism Among High Risk Offenders,” *Justice Quarterly* 33, no. 7 (2016): 1237–64.
49. Leap et al., “Evaluation of the LAPD Community Safety Partnership,” 42, 48–54, 65, 74–75, 93; and Cindy Chang, “LAPD Community Policing Program Has Prevented Crime, and Made Residents Feel Safer, Study Finds,” *Los Angeles Times*, May 13, 2020.
50. Elliot Aronson, 筆者とのインタビュー, June 24, 2016; and Matthew Snapp, 筆者とのインタビュー, December 20, 2016.
51. Elliot Aronson et al., *The Jigsaw Classroom* (Ann Arbor, MI: Sage Publications, 1978), 36–67 [エリオット・アロンソン他著、松山安雄訳『ジグソー学級：生徒と教師の心を開く協同学習法の教え方と学び方』原書房、1986年]; and Elliot Aronson, Ben Dean によるインタビュー, *MentorCoach*, September 24, 2010, <https://www.mentorcoach.com/wp-content/uploads/2017/05/TRANSCRIP-ELLIOT-ARONSON.pdf>.
52. Diane Bridgeman and Elliot Aronson, “Jigsaw Groups and the Desegregated Classroom: In Pursuit of Common Goals,” *Personality and Social Psychology Bulletin* 5, no. 4 (1979): 438–46; Elliot Aronson, 筆者とのインタビュー, June 24, 2016.
53. Greenwald, “Under What Conditions Does Intergroup Contact Improve Intergroup Harmony?”; Iain Walker and Mary Crogan, “Academic Performance, Prejudice, and the Jigsaw Classroom: New Pieces to the Puzzle,” *Journal of Community Applied Social Psychology* 8, no. 6 (1998): 381–93; and Mary Jenness, *Twelve Negro Americans* (New York: Friendship Press, 1936), 166–69.
54. Elliot Aronson, 筆者とのインタビュー, June 24, 2016.
55. Lewis Hyde, *The Gift: Creativity and the Artist in the Modern World*, 2nd ed. (New York: Random House, 2007), 57, 72, 74–75. [ルイス・ハイド著、井上美沙子、林ひろみ訳『ギフト：エロスの交易』法政大学出版局、2002年]

第6章 ロス市警のシグソーパズル

1. Connie Rice, *Power Concedes Nothing: One Woman's Quest for Social Justice in America, from the Courtroom to the Kill Zones* (New York: Scribner, 2012), 248.
2. Connie Rice, 筆者とのインタビュー, October 10, 2018.
3. Rice, *Power Concedes Nothing*, 7–12, 27–29, 107–10, 116, 183–91, 242–43.
4. Connie Rice, 筆者とのインタビュー, October 10, 2018.
5. Donna Murch, “Crack in Los Angeles: Crisis, Militarization, and Black Response to the Late Twentieth-Century War on Drugs,” *Journal of American History* 102, no. 1 (2015): 162–73; Patricia Klein, “LAPD Draws Fire for Ramming Home in Raid,” *Los Angeles Times*, February 8, 1985, <https://www.latimes.com/archives/la-xpm-1985-02-08-mn-4676-story.html>; Langford v. Superior Court, 43 Cal. (1987); and John Mitchell, “The Raid That Still Haunts L.A.,” *Los Angeles Times*, March 14, 2001, <https://www.latimes.com/archives/la-xpm-2001-mar-14-mn-37553-story.html>.
6. Connie Rice, 筆者とのインタビュー, October 19, 2018.
7. Jill Leovy, *Ghettoside: A True Story of Murder in America* (New York: Spiegel and Grau, 2015), 9.
8. Anjali Sastry and Karen Grigsby Bates, “When LA Erupted in Anger: A Look Back at the Rodney King Riots,” NPR, April 26, 2017, <https://www.npr.org/2017/04/26/524744989/when-la-erupted-in-anger-a-look-back-at-the-rodney>; Lou Cannon, “When Thin Blue Line Retreated, L.A. Riot Went Out of Control,” *Washington Post*, May 10, 1992, <https://www.washingtonpost.com/archive/politics/1992/05/10/when-thin-blue-line-retreated-la-riot-went-out-of-control/2cf3e5c-c03b-4d82-bce1-0ea43be30cd3>; Patt Morrison, “Daryl Gates: The Star of His Own Police Show,” *Los Angeles Times*, April 18, 2010; Rice, *Power Concedes Nothing*, 113; and Jim Newton, “Change in Black and White in L.A.,” *Los Angeles Times*, March 6, 2011, <http://articles.latimes.com/2011/mar/06/opinion/la-oe-newton-rodney-king-20110306>.
9. Joe Domanick, *Blue: The LAPD and the Battle to Redeem American Policing* (New York: Simon and Schuster, 2015), 153–205.
10. “Coast Police Chief Accused of Racism,” *New York Times*, May 13, 1982.
11. Connie Rice, 筆者とのインタビュー, October 19, 2018.
12. Connie Rice, 筆者とのインタビュー, October 10, 2018.
13. Connie Rice, 筆者とのインタビュー, October 10, 2018.
14. Connie Rice, 筆者とのインタビュー, October 10, 2018.
15. Gordon Allport, *The Nature of Prejudice: 25th Anniversary Edition* (Reading, MA: Addison-Wesley, 1979), xv, 261–82 (G.W. オルポート著、原谷達夫、野村昭共訳『偏見の心理』培風館、1968年); Thomas Pettigrew and Linda Tropp, “Allport’s Intergroup Contact Hypothesis: Its History and Influence,” in *On the Nature of Prejudice: Fifty Years After Allport*, Jack Dovidio, Peter Glick, and Laurie Rudman, eds. (Malden, MA: Blackwell, 2005), 262–77; and Anthony Greenwald, “Under What Conditions Does Intergroup Contact Improve Intergroup Harmony?,” in *The Scientist and the Humanist: A Festschrift in Honor of Elliot Aronson*, ed. Marti Hope Gonzales, Carol Tavris, and Joshua Aronson (New York: Psychology Press, 2010), 267–81.
16. Colonel Raymond Ansel, “From Segregation to Desegregation: Blacks in the U.S. Army 1703–1954,” U.S. Army War College, December 4, 1989, <https://apps.dtic.mil/dtic/tr/fulltext/u2/a219730.pdf>; Ulysses Lee, *The Employment of Negro Troops* (Washington, DC: Office of the Chief of Military History, United States Army, 1966); David Colley, *Blood for Dignity* (New York: St. Martin’s Press, 2003), 189–94; Imelda Patoglugun-An and Jeffrey Clair, “An Experimental Study of Attitudes Toward Homosexuals,” *Deviant Behavior* 7, no. 2 (1986): 121–35; and B. J. DiTullio, “The Effect of Employing Trainable Mentally Retarded (TMR) Students as Workers Within the Philadelphia Public School System: Attitudes of Supervisors and Non-handicapped Co-workers Towards the Retarded as a Result of Contact” (PhD diss., Temple University, 1982).
17. John Dixon, Kevin Durrheim, and Colin Tredoux, “Intergroup Contact and Attitudes Toward the Principle and Practice of Racial Equality,” *Psychological Science* 18, no. 10 (2007): 867–72; John Dixon et al., “A Paradox of Integration? Interracial Contact, Prejudice Reduction, and Perceptions of Racial Discrimination,” *Journal of Social Issues* 66, no. 2 (2010): 402–16; and Jennifer Richeson and Samuel Sommers, “Toward a Social Psychology of Race and Race Relations for the Twenty-First Century,” *Annual Review of Psychology* 67 (2016): 439–63.
18. J. Nicole Shelton et al., “Expecting to Be the Target of Prejudice: Implications for Interethnic Interactions,” *Personality and Social Psychology Bulletin* 31, no. 9 (2005): 1189–202; and Elizabeth Paluck, Seth Green, and Donald Green, “The Contact Hypothesis Re-evaluated,” *Behavioural Public Policy* 3 (no. 2): 129–58.
19. Rice, *Power Concedes Nothing*, 217–24.
20. Rice, *Power Concedes Nothing*, 283.
21. Jorja Leap et al., “Evaluation of the LAPD Community Safety Partnership” (UCLA, 2020), http://www.lapdpolicecom.lacity.org/051220/CSP%20Evaluation%20Report_2020_FINAL.pdf; and Rice, *Power Concedes Nothing*, 277.
22. Rice, *Power Concedes Nothing*, 306.
23. Leighton Woodhouse, “50 Years After the Riots, Watts Projects and LAPD Learn to Co-Exist,” Gawker.com, August 11, 2015, <https://gawker.com/50-years-after-the-riots-watts-projects-and-lapd-learn-1723326136>; Nina Revoyr, “How Watts and the LAPD Make Peace,” *Los Angeles Times*, June 6, 2015, <http://www.latimes.com/opinion/op-ed/la-oe-revoyr-lessons-from-watts-gang-task-force-20150607-story.html>; and Phil Tingirides, 筆者とのインタビュー, November 21, 2018.
24. Constance Rice and Susan Lee, “Relationship-Based Policing: Achieving Safety in Watts,” A Report for the President’s Task Force on 21st Century Policing, Urban Peace Institute (2007), <https://static.squarespace.com/static/55b673c0e4b0cf84699bdfb/c/5a1890acc212d9bd3b8f52d/1511559341778/President%27s+Task+Force+CSP+Policy+Brief+FINAL+02-27-15updated.pdf>; and Susan Lee, 筆者とのインタビュー, November 12, 2018.
25. Susan Lee, 筆者とのインタビュー, November 12, 2018.
26. Connie Rice, 筆者とのインタビュー, October 10, 2018.
27. Emada Tingirides, 筆者とのインタビュー, November 29, 2018.
28. Susan Lee, 筆者とのインタビュー, November 12, 2018; and Connie Rice, 筆者とのインタビュー, October 10, 2018.
29. Susan Lee, 筆者とのインタビュー, October 29, 2018.

- mo Yanez interview, Bureau of Criminal Apprehension, July 7, 2016.
39. Connie Rice, 筆者とのインタビュー, October 10, 2018; Richard Goerling, 筆者とのインタビュー, December 22, 2016.
 40. Cheri Maples, “Mindfulness and the Police | Dharma Talk by Cheri Maples,” *Vulture Peak Gathering*, June 15, 2016, <https://www.youtube.com/watch?v=NZ4jrd9I1h0>; Barbara Casey, “Fierce-Faced Bodhisattva: A Policewoman’s Story,” *The Mindfulness Bell*, 32 (2002–2003), 15–21; and Joan Duncan Oliver, “She’s Got the Beat,” *Tricycle: The Buddhist Review*, Winter 2009, <https://tricycle.org/magazine/shes-got-beat/>.
 41. Maples, “Mindfulness and the Police.”
 42. Daniel Goleman and Richard Davidson, *Altered Traits: Science Reveals How Meditation Changes Your Mind, Brain, and Body* (New York: Avery, 2017), 98–99, 121, 144–45, 163, 189–90, 207 [ダニエル・ゴールマン、リチャード・J・デビッドソン著、藤田美菜子訳『心と体をゆたかにするマインドエクササイズの証明』パンローリング、2018年]; and Yoona Kang, June Gruber, and Jeremy Gray, “Mindfulness: Deautomatization of Cognitive and Emotional Life,” in *The Wiley Blackwell Handbook of Mindfulness*, ed. Amanda Le, Christelle Ngnoumen, and Ellen Langer (Chichester, West Sussex, U.K.: Wiley Blackwell, 2014), 168–85.
 43. Rhonda Magee, “The Way of ColorInsight: Understanding Race and Law Effectively Through Mindfulness-Based ColorInsight Practice,” *Georgetown Law Journal of Modern Critical Race Perspectives* (University of San Francisco Law Research Paper no. 2015–19, 2016), 1–52; Adam Lucke and Bryan Gibson, “Mindfulness Meditation Reduces Implicit Age and Race Bias: The Role of Reduced Automaticity of Responding,” *Social Psychological and Personality Science* 6, no. 3 (2015): 284–91; and Sarah Schimchowitsch and Odile Rohmer, “Can We Reduce Our Implicit Prejudice Toward Persons with Disability? The Challenge of Meditation,” *International Journal of Disability, Development and Education* 63, no. 6 (2016): 641–50, <https://www.tandfonline.com/doi/abs/10.1080/1034912X.2016.1156656>.
 44. Yoona Kang, Jeremy Gray, and John Dovidio, “The Nondiscriminating Heart: Lovingkindness Meditation Training Decreases Implicit Intergroup Bias,” *Journal of Experimental Psychology* 143, no. 3 (2014): 1306–13; and Anālayo, *Satipatthāna: The Direct Path to Realization* (Cambridge: Windhorse, 2003), 195–96.
 45. Helen Weng et al., “Compassion Training Alters Altruism and Neural Responses to Suffering,” *Psychological Science* 24, no. 7 (2013): 1171–80.
 46. Kang et al., “The Nondiscriminating Heart”; and Yoona Kang and Emily Falk, “Neural Mechanisms of Attitude Change Toward Stigmatized Individuals: Temporoparietal Junction Activity Predicts Bias Reduction,” *Mindfulness* 11 (2020): 1378–89. 以下も参照されたい。Yoona Kang, “Examining Interpersonal Self-Transcendence as a Potential Mechanism Linking Meditation and Social Outcomes,” *Current Opinion in Psychology* 28 (2018): 115–19.
 47. *Zen Master Dogen: An Introduction with Selected Writings*, trans. Yuho Yokai with Daizen Victoria (New York: Weatherhill, 1976), 39; Fynn-Mathis Trautwein, José Naranjo, and Stefan Schmidt, “Decentering the Self? Reduced Bias in Self-vs. Other-Related Processing in Long-Term Practitioners of Loving-Kindness Meditation,” *Frontiers in Psychology* 7 (2016): 1785; and Yoona Kang, 筆者とのインタビュー, September 6 and 13, 2016.
 48. Brian Beckman, 筆者とのインタビュー, April 13, 2018.
 49. Michael Christopher et al., “A Pilot Study Evaluating the Effectiveness of a Mindfulness-Based Intervention on Cortisol Awakening Response and Health Outcomes Among Law Enforcement Officers,” *Journal of Police and Criminal Psychology* 31 (2016): 15–28; and Michael Christopher et al., “Mindfulness-Based Resilience Training to Reduce Health Risk, Stress Reactivity, and Aggression among Law Enforcement Officers: A Feasibility and Preliminary Efficacy Trial,” *Psychiatry Research* 264 (2018): 104–15.
 50. 情報公開請求, Bend Police Department, September 2, 2020.
 51. オレゴン州ベンドの Mindful Badge Resilience Training に参加していた警察官たちへのインタビュー, April 13–15, 2018.
 52. Scott Vincent, 筆者とのインタビュー, April 14, 2018.
 53. Eric Russell, 筆者とのインタビュー, April 18, 2018.
 54. Phillip Atiba Goff and Hilary Rau, “Predicting Bad Policing: Theorizing Burdensome and Racially Disparate Policing through the Lenses of Social Psychology and Routine Activities,” *Annals of the American Academy of Political and Social Science* 687, no. 1 (2020): 67–88.
 55. Brian Beckman, 筆者とのインタビュー, April 13, 2018.
 56. Maples, “Mindfulness and the Police.”
 57. Charles Mills, *The Racial Contract* (Ithaca, NY: Cornell University Press, 1997), 18. [チャールズ・W・ミルズ著、杉村昌昭、松田正貴訳『人種契約』法政大学出版局、2022年]
 58. Yoona Kang, 筆者とのインタビュー, January 12, 2018; and nico hase, 筆者とのインタビュー, December 15, 2016.
 59. Rhonda Magee, “Taking and Making Refuge in Racial [Whiteness] Awareness and Racial Justice Work,” in *Buddhism and Whiteness: Critical Reflections*, ed. George Yancy and Emily McRae (Lanham, MD: Rowman & Littlefield, 2019), 269; David Treleaven による Rhonda Magee のインタビュー, Trauma-Sensitive Mindfulness Podcast.
 60. Robin DiAngelo, *White Fragility* (New York: Beacon Press, 2018), 103 [ロビン・ディアンジェロ著、貴堂嘉之監訳、上田勢子訳『ホワイト・フラジリティ：私たちはなぜレイシズムに向き合えないのか？』明石書店、2021年]; and Pittman McGehee, Christopher Germer, Kristin Neff, “Core Values in Mindful Self-Compassion,” in L. M. Monteiro et al., eds., *Practitioner’s Guide to Ethics and Mindfulness-Based Interventions* (Cham, Switzerland: Springer International Publishing, 2017), 279–93.
 61. Rhonda Magee, *The Inner Work of Racial Justice* (New York: Tarcher Perigee, 2019), 103–6, 152; Dan Harris による Rhonda Magee のインタビュー, 10% Happier podcast, June 4, 2020; Thich Nhat Hanh, *Anger: Wisdom for Cooling the Flames* (New York: Riverhead Books, 2002), 119 [ティク・ナット・ハン著、岡田直子訳『怒り：心の炎を静める知恵』河出書房新社、2021年]; and Thich Nhat Hanh and Rachel Neumann, *Calming the Fearful Mind* (Berkeley, CA: Parallax Press, 2005), 12.
 62. Yoona Kang et al., “Effects of Self-Transcendence on Neural Responses to Persuasive Messages and Health Behavior Change,” *Proceedings of the National Academy of Sciences* 115, no. 40 (2018): 9974–79.
 63. Armen Marsoobian, “Acknowledging Intergenerational Moral Responsibility in the Aftermath of Genocide,” *Genocide Studies and Prevention: An International Journal* 4, no. 2 (2009): 211–20.

- ber 14, 2020, <https://nlcomf.org/facts-figures/causes-of-law-enforcement-deaths>; “Contacts Between Police and the Public, 2015,” Bureau of Justice Statistics, October 11, 2018, <https://www.bjs.gov/index.cfm?ty=pbdetail&iid=6406>.
24. Mumford, Feshir, and Collins, *74 Seconds*, “Episode 16: The Dashcam Video,” *MPR News*, June 16, 2017, <https://www.mprnews.org/story/2017/06/21/use-of-force-experts-analyze-castile-yanez-shooting-video>.
 25. Phillip Atiba Goff, “Dr. Phillip Atiba Goff Addresses Racism and Police Violence,” Solve — MIT, October 1, 2020, <https://www.youtube.com/watch?v=GPEpz9h9nAk>; Briana Bierschbach, “Minnesota Lawmakers Pass Sweeping Package of Police Accountability Measures,” *Minneapolis Star Tribune*, July 21, 2020, <https://www.startribune.com/state-lawmakers-strike-deal-on-police-reform-proposals/571833891/>.
 26. David Amodio, “The Neuroscience of Prejudice and Stereotyping,” *Nature Reviews Neuroscience* 15, no. 10 (2014): 670–82; Amodio, “Intergroup Anxiety Effects on the Control of Racial Stereotypes: A Psychoneuroendocrine Analysis,” *Journal of Experimental Social Psychology* 45 (2009): 60–67; and David Amodio, 筆者との私信, November 5, 2018.
 27. Zak Stone, “To Protect, Serve, and Meditate,” *MEL Magazine*, January 21, 2016.
 28. Richard Goerling, 筆者とのインタビュー, December 22, 2016; Mindful.org, “Richard Goerling: Mindful Policing,” March 16, 2017, https://www.youtube.com/watch?v=JXqjrWcBdJ4&feature=emb_logo; and Bill Radke and Allie Ferguson, “Can Yoga and Meditation Save America’s Police Officers?,” March 27, 2016, <https://kuow.org/stories/can-yoga-and-meditation-save-america-s-police-officers>.
 29. Maureen O’Hagan, “To Pause and Protect,” *Mindful*, April 26, 2016; Richard Goerling, 筆者とのインタビュー, December 22, 2016.
 30. Jon Kabat-Zinn, *Coming to Our Senses: Healing Ourselves and the World Through Mindfulness* (New York: Hachette Books, 2005); Mindful.org, “Jon Kabat-Zinn: Me Me Me,” January 11, 2017, <https://www.mindful.org/jon-kabat-zinn-defining-mindfulness/>; David Treleaven による Rhonda Magee のインタビュー, Trauma-Sensitive Mindfulness Podcast, accessed August 30, 2020.
 31. Richard Goerling, 筆者とのインタビュー, December 22, 2016.
 32. Shantha Rajaratnam et al., “Sleep Disorders, Health, and Safety in Police Officers,” *JAMA* 306, no. 23 (2011): 2567–78; Zhen Wang et al., “A Prospective Study of Predictors of Depression Symptoms in Police,” *Psychiatry Research* 175, no. 3 (2010): 211–16; Parveen Joseph et al., “Police Work and Subclinical Atherosclerosis,” *Journal of Occupational and Environmental Medicine* 51, no. 6 (2009): 700–707; Tara Hartley et al., “Health Disparities in Police Officers: Comparisons to the U.S. General Population,” *International Journal of Emergency Mental Health* 13, no. 4 (2013): 211–20; Katelyn Jetelina et al., “Prevalence of Mental Illness and Mental Health Care Use Among Police Officers,” *JAMA Network Open* 3, no. 10 (2020): e2019658; “Census of Fatal Occupational Injuries, 2018,” Bureau of Labor Statistics, <https://www.bls.gov/news.release/cfoi.toc.htm>; Joel Shannon, “At Least 228 Police Officers Died by Suicide in 2019, Blue H.E.L.P. Says,” *USA Today*, January 2, 2020; and Richard Goerling, 筆者とのインタビュー, February 1, 2018.
 33. Avdi Avdija, “Police Use of Force: An Analysis of Factors That Affect Police Officer’s Decision to Use Force on Suspects,” *International Research Journal of Social Sciences* 2, no. 9 (2013): 1–6; Greg Ridgeway, “Officer Risk Factors Associated with Police Shootings: A Matched Case-Control Study,” *Statistics and Public Policy* 3, no. 1 (2016): 1–6; and Samuel Carton et al., “Identifying Police Officers at Risk of Adverse Events,” *Proceedings of the 22nd ACM SIGKDD International Conference on Knowledge Discovery and Data Mining* (August 2016): 67–76.
 34. Cristina Queiros et al., “Burnout as Predictor of Aggressivity Among Police Officers,” *European Journal of Policing Studies* 1, no. 2 (2013): 110–35; Robyn Gershon, Susan Lin, and Xianbin Li, “Work Stress in Aging Police Officers,” *Journal of Occupational and Environmental Medicine* 44, no. 2 (2002): 160–67; Arne Nieuwenhuys, Rouwen Cañal-Bruland, and Raül Oudejans, “Effects of Threat on Police Officers’ Shooting Behavior: Anxiety, Action Specificity, and Affective Influences on Perception,” *Applied Cognitive Psychology* 26, no. 4 (2012): 608–15; Shantha Rajaratnam et al., “Sleep Disorders, Health, and Safety in Police Officers,” *JAMA* 306, no. 23 (2011): 2567–78; Katelyn Jetelina et al., “Cumulative, High-Stress Calls Impacting Adverse Events among Law Enforcement and the Public,” *BMC Public Health* 20, no. 1137 (2020); Carton et al., “Identifying Police Officers at Risk of Adverse Events”; and Nicolien Kop and Martin Euwema, “Occupational Stress and the Use of Force by Dutch Police Officers,” *Criminal Justice and Behavior* 28, no. 5 (2001): 631–52.
 35. Bruce S. McEwen and John H. Morrison, “The Brain on Stress: Vulnerability and Plasticity of the Prefrontal Cortex over the Life Course,” *Neuron* 79, no. 1 (2013): 16–29; Bruce McEwen and P. J. Gianaros, “Stress-and Allostatic-Induced Brain Plasticity,” *Annual Review of Medicine* 62 (2011): 431–45; Linda Mah, Claudia Szabuniewicz, and Alexandra Fiocco, “Can Anxiety Damage the Brain?,” *Current Opinion in Psychiatry* 29, no. 1 (2016): 56–63; Sofi da Cunha-Bang, Patrick Fisher, Liv Hjort, et al., “Violent Offenders Respond to Provocations with High Amygdala and Striatal Reactivity,” *Social Cognitive and Affective Neuroscience* 12, no. 5 (2017): 802–10, doi:10.1093/scan/nsx006; Kerry Ressler, “Amygdala Activity, Fear, and Anxiety: Modulation by Stress,” *Biological Psychiatry* 67, no. 12 (2010): 1117–19; and Larry Siever, “Neurobiology of Aggression and Violence,” *American Journal of Psychiatry* 165, no. 4 (2008): 429–42.
 36. Brian Keith Payne, “Conceptualizing Control in Social Cognition: How Executive Functioning Modulates the Expression of Automatic Stereotyping,” *Journal of Personality and Social Psychology* 89, no. 4 (2005): 488–503; Olesya Govorun and Brian Keith Payne, “Ego-Depletion and Prejudice: Separating Automatic and Controlled Components,” *Social Cognition* 24, no. 2 (2006): 111–13; C. Neil Macrae, Alan Milne, and Galen Bodenhausen, “Stereotyping as Energy-Saving Device: A Peek Inside the Cognitive Toolbox,” *Journal of Personality and Social Psychology* 66, no. 1 (1994): 37–47; Daniel H. J. Wigboldus et al., “Capacity and Comprehension: Spontaneous Stereotyping Under Cognitive Load,” *Social Cognition* 22, no. 3 (2004): 292–309; and Mah, Szabuniewicz, and Fiocco, “Can Anxiety Damage the Brain?,” 56–63.
 37. Meghan Hunt, *Working to Close the Gap: How Work Stress and Fatigue Affect Racial Disparities in Traffic Stops by Oakland Police*, Master’s Policy Report, Mills College (2017); and Debbie Ma et al., “When Fatigue Turns Deadly: The Association Between Fatigue and Racial Bias in the Decision to Shoot,” *Basic and Applied Social Psychology* 35, no. 6 (2013): 515–24. 以下も参照されたい。Balbir Singh et al., “When Practice Fails to Reduce Racial Bias in the Decision to Shoot: The Case of Cognitive Load,” *Social Cognition* 38, no. 6 (2020): 555–70.
 38. Mumford, Feshir, and Collins, *74 Seconds*, “Episode 2: The Officer,” *MPR News*, May 23, 2017; and Jeroni-

- ramseycounty.us/your-government/leadership/county-attorneys-office/news-updates/case-updates/state-v-jeronimo-yanez/yanez-case-trial-documents.
5. Brianna Provenzano, “This Emotional Letter Written by Philando Castile’s Former Student Shows How Loved He Was,” July 9, 2016, <https://www.mic.com/articles/148291/this-emotional-letter-written-by-philando-castile-s-former-student-shows-how-loved-he-was>.
 6. Chao Xiong, “Jury Takes Case Against Jeronimo Yanez in Shooting of Philando Castile,” *Minneapolis Star-Tribune*, June 13, 2017; and Steve Karnowski, “Attorney: Officer ‘Did What He Had to Do’ in Driver Shooting,” *Associated Press*, June 12, 2017.
 7. “Yanez Case Trial Documents.”
 8. “Use-of-Force Experts Analyze Castile Shooting Video,” *MPR News*, June 21, 2017, <https://www.mprnews.org/story/2017/06/21/use-of-force-experts-analyze-castile-yanez-shooting-video>; Simon Baldwin et al., “Stress-Activity Mapping: Physiological Responses During General Duty Police Encounters,” *Frontiers in Psychology* 10 (2019): 2216; and Mumford, Feshir, and Collins, *74 Seconds*, “Episode 10: Jeronimo Yanez Takes the Stand.”
 9. Mitch Smith, “Minnesota Officer Acquitted in Killing of Philando Castile,” *New York Times*, June 16, 2017, <https://www.nytimes.com/2017/06/16/us/police-shooting-trial-philando-castile.html>.
 10. Connie Rice, Charles Monroe-Kane によるインタビュー, “Fearing the Other,” *To the Best of Our Knowledge*, Wisconsin Public Radio, February 5, 2015; Connie Rice et al., *Rampart Reconsidered: The Search for Real Reform Seven Years Later*, Los Angeles Police Department, 2006, <http://lapd-assets.lapdonline.org/assets/pdf/Rampart%20Reconsidered-Full%20Report.pdf>; そして Connie Rice から著者に提供されたインタビュー書き起こし。
 11. Connie Rice, Charles Monroe-Kane によるインタビュー, “Fearing the Other.”
 12. Jennifer Eberhardt et al., “Seeing Black: Race, Crime, and Visual Processing,” *Journal of Personality and Social Psychology* 87, no. 6 (2004): 876–93.
 13. John Paul Wilson, Kurt Hugenberg, and Nicholas Rule, “Racial Bias in Judgments of Physical Size and Formidability: From Size to Threat,” *Journal of Personality and Social Psychology* 113, no. 1 (2017): 59–80; and Phillip Atiba Goff et al., “The Essence of Innocence,” *Journal of Personality and Social Psychology* 106, no. 4 (2014): 526–45.
 14. Wilson, Hugenberg, and Rule, “Racial Bias in Judgments of Physical Size and Formidability.”
 15. Jaclyn Ronquillo et al., “The Effects of Skin Tone on Race-Related Amygdala Activity: An fMRI Investigation,” *Social Cognitive and Affective Neuroscience* 2, no. 1 (2007): 39–44; Cara Talaska, Susan Fiske, and Shelly Chaiken, “Legitimizing Racial Discrimination: Emotions, Not Beliefs, Best Predict Discrimination in a Meta-analysis,” *Social Justice Research* 21, no. 3 (2008): 263–396; Robert Abelson et al., “Affective and Semantic Components in Political Person Perception,” *Journal of Personality and Social Psychology* 42, no. 4 (1982): 619–30; and Emile Bruneau, Mina Cikara, and Rebecca Saxe, “Parochial Empathy Predicts Reduced Altruism and the Endorsement of Passive Harm,” *Social Psychological and Personality Science* 8, no. 8 (2017): 934–42.
 16. Osagie Obasogie and Zachary Newman, “The Endogenous Fourth Amendment: An Empirical Assessment of How Police Understandings of Excessive Force Become Constitutional Law,” *Cornell Law Review* 104 (2018): 1281.
 17. Dean Knox, Will Lowe, Jonathan Mummolo, “Administrative Records Mask Racially Biased Policing,” *American Political Science Review*, 114, no. 3 (2020), 619–37; and Eyder Peralta and Cheryl Corley, “The Driving Life and Death of Philando Castile,” *NPR News*, July 15, 2016.
 18. Stephen Holmes et al., “Individual and Situational Determinants of Police Force: An Examination of Threat Presentation,” *American Journal of Criminal Justice* 23, no. 1 (1998): 83–106; Justin Nix et al., “A Bird’s Eye View of Civilians Killed by Police in 2015,” *Criminology & Public Policy* 16, no. 1 (2017): 309–40; Roland Fryer Jr., “An Empirical Analysis of Racial Differences in Police Use of Force,” *Journal of Political Economy* 127, no. 3 (published online, 2019); Frank Edwards, Hedwig Lee, and Michael Esposito, “Risk of Being Killed by Police Use of Force in the United States by Age, Race–Ethnicity, and Sex,” *Proceedings of the National Academy of Sciences* 116, no. 34 (2019): 16793–98; Vesla Weaver, Gwen Prowse, and Spencer Piston, “Too Much Knowledge, Too Little Power: An Assessment of Political Knowledge in Highly Policed Communities,” *Journal of Politics* 81, no. 3 (2019): 1153–66; and Paul Butler, *Chokehold: Policing Black Men* (New York: New Press, 2017), 42. 以下も参照されたい。 Cody Ross, “A Multi-Level Bayesian Analysis of Racial Bias in Police Shootings at the County-Level in the United States, 2011–2014,” *PLoS ONE* 10, no. 11 (2015).
 19. Frank Edwards, Michael Esposito, Hedwig Lee, “Risk of Police-Involved Death by Race/Ethnicity and Place, United States, 2012–2018,” *American Journal of Public Health* 108, no. 9 (2018): 1241–48; and Elle Lett et al., “Racial Inequity in Fatal US Police Shootings, 2015–2020,” *Journal of Epidemiology and Community Health*, Epub ahead of print (2020): 1–4.
 20. Sally Hadden, *Slave Patrols: Law and Violence in Virginia and the Carolinas* (Cambridge, MA: Harvard University Press, 2001), 6, 23; *The Statutes at Large of South Carolina*, vol. 7, ed. David J. McCord (Columbia, SC: A. S. Johnston, 1840), https://www.carolana.com/SC/Legislators/Documents/The_Statutes_at_Large_of_South_Carolina_Volume_VII_David_J_McCord_1840.pdf; and Jennifer Eberhardt et al., “Looking Deathworthy: Perceived Stereotypicality of Black Defendants Predicts Capital-Sentencing Outcomes,” *Psychological Science* 17, no. 5 (2006): 383–86.
 21. Cynthia Najdowski, Bette Bottoms, and Phillip Atiba Goff, “Stereotype Threat and Racial Differences in Citizens’ Experiences of Police Encounters,” *Law and Human Behavior* 39, no. 5 (2015): 463–77; and Kimberly Kahn et al., “Misinterpreting Danger? Stereotype Threat, Pre-attack Indicators, and Police-Citizen Interactions,” *Journal of Police Criminal Psychology* 33 (2018): 45–54.
 22. Steve Featherstone, “Professor Carnage,” *New Republic*, April 17, 2017, <https://newrepublic.com/article/141675/professor-carnage-dave-grossman-police-warrior-philosophy>; Dave Grossman and Jim Glendon, *The Bulletproof Warrior* (Elmhurst, IL: Calibre Press, 2003); Brian Schatz, “‘Are You Prepared to Kill Somebody?’ A Day with One of America’s Most Popular Police Trainers,” *Mother Jones*, March/April 2017, <https://www.motherjones.com/politics/2017/02/dave-grossman-training-police-militarization/>; Jennifer Bjorhus, “Officer Who Shot Castile Attended ‘Bulletproof Warrior’ Training,” *Minneapolis Star Tribune*, July 14, 2016; and Response to FOIA request number 2-21018910058, National Personnel Records Center, October 5, 2017.
 23. “Cause of Law Enforcement Deaths, 2010–2019,” National Law Officers’ Memorial Fund, updated Octo-

7. Elizabeth Paluck, “Interventions Aimed at the Reduction of Prejudice and Conflict,” in *Oxford Handbook of Intergroup Conflict*, ed. Linda Tropp (Oxford: Oxford University Press, 2012), 179–92.
8. Michael Moritz, “I Got to Silicon Valley with No Grand Plan,” Emily Chang によるインタビュー, *Studio 1.0*, Bloomberg Television, December 2, 2015.
9. Eric Uhlmann and Geoffrey Cohen, “‘I Think It, Therefore It’s True’: Effects of Self-Perceived Objectivity on Hiring Discrimination,” *Organizational Behavior and Human Decision Processes* 104, no. 2 (2007): 207–23; and Christopher Begeny et al., “In Some Professions, Women Have Become Well Represented, yet Gender Bias Persists — Perpetuated by Those Who Think It Is Not Happening,” *Science Advances* 6, no. 26 (2020): 7814.
10. Victoria Plaut, Kecia Thomas, and Matt Goren, “Is Multiculturalism or Color Blindness Better for Minorities?,” *Psychological Science* 20, no. 4 (2009): 444–45. 以下も参照されたい。Jacqueline Yi, Nathan R. Todd, and Yara Mekawi, “Racial Color-blindness and Confidence in and Likelihood of Action to Address Prejudice,” *American Journal of Community Psychology* 65, no. 3–4 (2020): 407–22.
11. David Amodio, “Coordinated Roles of Motivation and Perception in the Regulation of Intergroup Responses: Frontal Cortical Asymmetry Effects on the P2 Event-Related Potential and Behavior,” *Journal of Cognitive Neuroscience* 22, no. 11 (2010): 2609–17. 以下も参照されたい。Ashley Martin and Katherine Phillips, “What ‘Blindness’ to Gender Differences Helps Women See and Do: Implications for Confidence, Agency, and Action in Male-Dominated Environments,” *Organizational Behavior and Human Decision Processes* 142 (2017): 28–44.
12. John Darley and Paget Gross, “A Hypothesis-Confirming Bias in Labeling Effects,” *Journal of Personality and Social Psychology* 44, no. 1 (1983): 20–33.
13. Will Cox, 筆者とのインタビュー, February 23, 2017.
14. Sun Joo-Grace Ahn, Amanda Minh Tran Le, and Jeremy Bailenson, “The Effect of Embodied Experiences on Self-Other Merging, Attitude, and Helping Behavior,” *Media Psychology* 16, no. 1 (2013): 7–38.
15. Jason Okonofua, David Paunesku, and Gregory Walton, “Brief intervention cuts suspension rates in half,” *Proceedings of the National Academy of Sciences* 113, no. 19 (2016): 5221–26; Jason Okonofua et al., “A Scalable Empathic Supervision Intervention to Mitigate Recidivism from Probation and Parole,” *Proceedings of the National Academy of Sciences* 118, no. 14 (2021): e2018036118.
16. Patricia Devine et al., “A Gender Bias Habit-Breaking Intervention Led to Increased Hiring of Female Faculty in STEM Departments,” *Journal of Experimental Social Psychology* 73 (2017): 211–15; and Molly Carnes et al., “The Effect of an Intervention to Break the Gender Bias Habit of Faculty at One Institution: A Cluster Randomized, Controlled Trial,” *Academic Medicine* 90, no. 2 (2015): 221–30.
17. Patricia Devine et al., “Long-Term Reduction in Implicit Race Bias: A Prejudice Habit-Breaking Intervention,” *Journal of Experimental Social Psychology* 48, no. 6 (2012): 1267–78; and Patricia Devine, “Breaking the Prejudice Habit” (workshop, University of Wisconsin, Madison, February 23, 2017).
18. Bezrukova et al., “A Meta-analytical Integration of over 40 Years of Research on Diversity Training Evaluation.”
19. Patricia Devine, 筆者とのインタビュー, February 23, 2017.
20. Paul Regier and David Redish, “Contingency Management and Deliberative Decision-Making Processes,” *Frontiers in Psychiatry* 6, no. 76 (2015): 1–13.
21. A. David Redish, *The Mind Within the Brain* (Oxford: Oxford University Press, 2013), 38; and Paul Regier, “Decision Making Gone Awry: Dorsal Striatum, Decision-Making, and Addiction” (PhD diss., University of Minnesota, 2015), 1–132.
22. David Redish, 筆者とのインタビュー, July 26, 2017.
23. Milton Rokeach, *The Nature of Human Values* (New York: Free Press, 1973), 215–34.
24. Patrick Forscher, 筆者とのインタビュー, February 24, 2017.
25. Milton Rokeach, “Long-Range Experimental Modification of Values, Attitudes, and Behavior,” *American Psychologist* 26, no. 5 (1971): 453–59; and Okonofua et al., “A Scalable Empathic Supervision Intervention to Mitigate Recidivism from Probation and Parole.”
26. Will Cox, 筆者とのインタビュー, February 23, 2017.
27. Evelyn Carter, 筆者とのインタビュー, July 23, 2020.
28. Patrick Forscher, “The Individually-Targeted Habit-Breaking Intervention and Group-Level Change,” Thesis Commons, August 4, 2017; and Elizabeth Levy Paluck, “Peer Pressure Against Prejudice: A High School Field Experiment Examining Social Network Change,” *Journal of Experimental Social Psychology* 47, no. 2 (2011): 350–58.
29. Edward Chang et al., “The Mixed Effects of Online Diversity Training,” *PNAS* 116, no. 16 (2019): 7778–83.
30. Jessica Nelson, Glenn Adams, and Phia Salter, “The Marley Hypothesis: Denial of Racism Reflects Ignorance of History,” *Psychological Science* 24, no. 2 (2013): 213–18; Courtney Bonam et al., “Ignoring History, Denying Racism: Mounting Evidence for the Marley Hypothesis and Epistemologies of Ignorance,” *Social Psychological and Personality Science* 10, no. 2 (2018): 257–65.

第5章 生死を分ける瞬間

1. Tracy Mumford, “An Inventory of Philando Castile’s Car: Life, Interrupted,” *MPR News*, June 21, 2017, <https://www.mprnews.org/story/2017/06/21/an-inventory-of-philando-castile-car-life-interrupted>; and Libor Jany and Anthony Lonetree, “Quiet, Unassuming Philando Castile Was ‘Like Mr. Rogers with Dreadlocks,’” *Minneapolis Star Tribune*, July 8, 2016, <https://www.startribune.com/quiet-unassuming-philando-castile-was-like-mr-rogers-with-dreadlocks/385892971/>.
2. Andy Mannix, “Police Audio: Officer Stopped Philando Castile on Robbery Suspicion,” *Minneapolis Star Tribune*, July 12, 2016; Tracy Mumford, Riham Feshir, and Jon Collins, *74 Seconds: The Trial of Officer Jeronimo Yanez*, “Episode 10: Jeronimo Yanez Takes the Stand,” *MPR News*, June 16, 2017, https://live.mprnews.org/Event/The_trial_of_officer_Jeronimo_Yanez/969433148.
3. Minnesota Statutes, 2019. 624.714. “Carrying of Weapons Without Permit; Penalties,” <https://www.revisor.mn.gov/statutes/?id=624.714>; and BETnetworks, “Philando Castile’s Girlfriend, Diamond Reynolds, Recounts the Tragic Day,” youtube.com, April 7, 2019, <https://www.youtube.com/watch?v=ynWj07m-ZYc>.
4. “Yanez Case Trial Documents,” Ramsey County Attorney’s Office, Ramsey County, MN, <https://www>

- tion of Women in the STEM Pipeline,” *Journal of Research in Gender Studies* 6 (2016): 1–75; Trac Vasallo et al., “Elephant in the Valley,” distributed by Women in Tech (2017), <https://www.elephantinthevalley.com>; and Ellen Pao, *Reset: My Fight for Inclusion and Lasting Change* (New York: Random House, 2017), 110–14.
20. American Bar Association Commission on Women in the Profession, prepared by Janet E. Gans Epner, *Visible Invisibility: Women of Color in Law Firms* (Chicago: American Bar Association, 2006); Joan Williams and Rachel Dempsey, *What Works for Women at Work* (New York: New York University Press, 2014), 106; Maureen Dowd, “The Women of Hollywood Speak Out,” *New York Times Magazine*, November 20, 2015; and Stacey L. Smith et al., *Inclusion in the Director’s Chair: Gender, Age & Race of Directors Across 1,200 Top Films from 2007 to 2018*, USC Annenberg Inclusion Initiative, January 2019.
 21. Paul Sackett, Cathy DuBois, and Ann WigginsNoe, “Tokenism in Performance Evaluation: The Effects of Work Group Representation on Male-Female and White-Black Differences in Performance Ratings,” *Journal of Applied Psychology* 76, no. 2 (1991): 263–67; Monique Lortie-Lussier and Natalie Rinfret, “The Proportion of Women Managers: Where Is the Critical Mass?,” *Journal of Applied Social Psychology* 32, no. 9 (2002): 1974–91; and Asya Pazy and Israella Oron, “Sex Proportion and Performance Evaluation Among High-Ranking Military Officers,” *Journal of Organizational Behavior* 22, no. 6 (2001): 689–702.
 22. Williams et al., “You Can’t Change What You Can’t See”; and Liane Jackson, “Minority Women Are Disappearing from Big Law — and Here’s Why,” *ABA Journal*, March 1, 2016, https://www.abajournal.com/magazine/article/minority_women_are_disappearing_from_biglaw_and_heres_why.
 23. Toni Schmader, “Stereotype Threat Deconstructed,” *Current Directions in Psychological Science* 19, no. 1 (2010): 14–18; Kristen Jones et al., “Not So Subtle: A Meta-analytic Investigation of the Correlates of Subtle and Overt Discrimination,” *Journal of Management* 42, no. 6 (2013): 1588–613; Jessica Salvatore and J. Nicole Shelton, “Cognitive Costs of Exposure to Racial Prejudice,” *Psychological Science* 18, no. 9 (2007): 810–15; Sarah Singletary, “The Differential Impact of Formal and Interpersonal Discrimination on Job Performance” (PhD diss., Rice University, Houston, TX, 2009); Benoit Dardenne, Muriel Dumont, and Thierry Bollier, “Insidious Dangers of Benevolent Sexism: Consequences for Women’s Performance,” *Journal of Personal Psychology* 93, no. 5 (2007): 764–79; and Sarah Singletary and Mikki Hebl, “Compensatory Strategies for Reducing Interpersonal Discrimination: The Effectiveness of Acknowledgments, Increased Positivity, and Individuating Information,” *Journal of Applied Psychology* 94, no. 3 (2009): 797–805. 以下も参照されたい。Theresa Vesico et al., “Power and the Creation of Patronizing Environments: The Stereotype-Based Behaviors of the Powerful and Their Effects on Female Performance in Masculine Domains,” *Journal of Personality and Social Psychology* 88, no. 4 (2005): 658–72.
 24. Robert Rosenthal and Lenore Jacobson, “Pygmalion in the Classroom,” *Urban Review* 3, no. 1 (1968): 16–20; and Mitchell Leslie, “The Vexing Legacy of Lewis Terman,” *Stanford Magazine*, July/August 2000, <http://stanfordmag.org/contents/the-vexing-legacy-of-lewis-terman>.
 25. Daan Van Knippenberg and Michaëla Schippers, “Work Group Diversity,” *Annual Review of Psychology* 58 (2007): 515–41; Elizabeth Mannix and Margaret Neale, “What Differences Make a Difference? The Promise and Reality of Diverse Teams in Organizations,” *Psychological Science in the Public Interest* 6, no. 2 (2005): 31–55; Marie-Élène Roberge and Rolf van Dick, “Recognizing the Benefits of Diversity: When and How Does Diversity Increase Group Performance?,” *Human Resource Management Review* 20, no. 4 (2010): 295–308; Alina Lungeanu and Noshir Contractor, “The Effects of Diversity and Network Ties on Innovations: The Emergence of a New Scientific Field,” *American Behavioral Scientist* 59, no. 5 (2015): 548–64; Evan Apfelbaum, Katherine Phillips, and Jennifer Richeson, “Rethinking the Baseline in Diversity Research: Should We Be Explaining the Effects of Homogeneity?,” *Perspectives on Psychological Science* 9, no. 3 (2014): 235–44; and Samuel Sommers, “On Racial Diversity and Group Decision Making: Identifying Multiple Effects of Racial Composition on Jury Deliberations,” *Journal of Personal and Social Psychology* 90, no. 4 (2006): 597–612.
 26. Brendon Larson, *Metaphors for Environmental Sustainability: Redefining Our Relationship with Nature* (New Haven, CT: Yale University Press, 2014), 83.
 27. Arline Geronimus, “The Weathering Hypothesis and the Health of African-American Women and Infants: Evidence and Speculations,” *Ethnicity & Disease* 2, no. 3 (1992): 207–21; Phillip Bickler, John Feiner, and John Severinghaus, “Effects of Skin Pigmentation on Pulse Oximeter Accuracy at Low Saturation,” *Anesthesiology* 102, no. 4 (2005): 715–19; and Edwin Nicblas-Bedolla et al., “Changing How Race Is Portrayed in Medical Education: Recommendations from Medical Students,” *Academic Medicine* 95, no. 12 (2020): 1802–6.

第4章 習慣を断ち切る

1. John Ridley Stroop, “Studies of Interference in Serial Verbal Reactions,” *Journal of Experimental Psychology* 18, no. 6 (1935): 643–62. ワークシヨップの詳細は筆者が現場で取材をおこなった, February 23, 2017.
2. David Miller, “Tech Companies Spend Big Money on Bias Training—but It Hasn’t Improved Diversity Numbers,” *Conversation*, July 10, 2015, <http://theconversation.com/tech-companies-spend-big-money-on-bias-training-but-it-hasnt-improved-diversity-numbers-44411>.
3. Katerina Bezrukova et al., “A Meta-analytical Integration of over 40 Years of Research on Diversity Training Evaluation,” *Psychological Bulletin* 142, no. 11 (2016): 1227–74.
4. Frank Dobbin and Alexandra Kalev, “Why Diversity Programs Fail,” *Harvard Business Review*, July 1, 2016, <https://hbr.org/2016/07/why-diversity-programs-fail>. 以下も参照されたい。Alexandra Kalev, Frank Dobbin, and Erin Kelly, “Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies,” *American Sociological Review* 71, no. 4 (2006): 589–617.
5. Frank Dobbin, Daniel Schrage, and Alexandra Kalev, “Rage Against the Iron Cage: The Varied Effects of Bureaucratic Personnel Reforms on Diversity,” *American Sociological Review* 80, no. 5 (2015): 1014–44; Tessa Dover, Brenda Major, and Cheryl Kaiser, “Members of High-Status Groups Are Threatened by Pro-Diversity Organizational Messages,” *Journal of Experimental Social Psychology* 62 (2016): 58–67; and Tiffany Brannon et al., “From Backlash to Inclusion for All: Instituting Diversity Efforts to Maximize Benefits Across Group Lines,” *Social Issues and Policy Review* 12, no. 1 (2018): 57–90.
6. Kalev, Dobbin, and Kelly, “Best Practices or Best Guesses?,” 589–617; and Alfiée Breland-Noble, Twitter thread, August 11, 2020, 1:23 p.m., <https://twitter.com/dralfi/status/129325166875952337>.

- New Yorker*, March 14, 2015, <https://www.newyorker.com/business/currency/the-ellen-pao-trial-what-do-we-mean-by-discrimination>; 陪審員の陳述, retrieved on November 13, 2017, <https://www.youtube.com/watch?v=uenVcbi4tLc>.
4. Wal-Mart v. Dukes et al., 564 U.S. 338 (2011); Reed Abelson, “6 Women Sue Wal-Mart, Charging Job and Promotion Bias,” *New York Times*, June 20, 2001, <https://www.nytimes.com/2001/06/20/business/6-women-sue-wal-mart-charging-job-and-promotion-bias.html>; Washington Post Editors, “Rundown: Wal-Mart Sex Discrimination Suit Goes to Supreme Court,” *Washington Post*, June 20, 2011, https://www.washingtonpost.com/blogs/political-economy/post/rundown-wal-mart-sex-discrimination-suit-goes-to-supreme-court/2011/03/25/AFrOw0nB_blog.html; Lisa Featherstone, *Selling Women Short: The Landmark Battle for Workers’ Rights at Wal-Mart* (New York: Basic Books, 2005), 2–3; and Joan C. Williams et al., “You Can’t Change What You Can’t See: Interrupting Racial and Gender Bias in the Legal Profession” Commission on Women in the Profession, American Bar Association, 2018, <https://www.mcca.com/wp-content/uploads/2018/09/You-Cant-Change-What-You-Cant-See-Executive-Summary.pdf>.
 5. Wal-Mart v. Dukes et al., 564 U.S. 338 (2011); and David Yeager et al., “Loss of Institutional Trust Among Racial and Ethnic Minority Adolescents: A Consequence of Procedural Injustice and a Cause of Life-Span Outcomes,” *Child Development* 88, no. 3 (2017): 1033.
 6. Jason Okonofua and Jennifer Eberhardt, “Two Strikes: Race and the Disciplining of Young Students,” *Psychological Science* 26, no. 5 (2015): 617–24; and Jason A. Okonofua, Gregory M. Walton, and Jennifer L. Eberhardt, “A Vicious Cycle: A Social-Psychological Account of Extreme Racial Disparities in School Discipline,” *Perspectives on Psychological Science* 11, no. 3 (2016): 381–98. 以下も参照されたい。Dylan Glover, Amanda Pallais, and William Pariente, “Discrimination as a Self-Fulfilling Prophecy: Evidence from French Grocery Stores,” *Quarterly Journal of Economics* 132, no. 3 (2017): 1219–60.
 7. Kathryn Monahan et al., “From the School Yard to the Squad Car: School Discipline, Truancy, and Arrest,” *Journal of Youth and Adolescence* 43, no. 7 (2014): 1110–22.
 8. Emily Singer, “Ants Build Complex Structures with a Few Simple Rules,” *Quanta Magazine*, April 9, 2014, <https://www.quantamagazine.org/ants-build-complex-structures-with-a-few-simple-rules-20140409/>; David Green, *Of Ants and Men: The Unexpected Side Effects of Complexity in Society* (Berlin: Springer-Verlag, 2014); and Danie Strömbom and Audrey Dussutour, “Self-Organized Traffic via Priority Rules in Leaf-Cutting Ants,” *PLoS Computational Biology* 14, no. 10 (2018): e1006523.
 9. Richard Martell, David Lane, and Cynthia Emrich, “Male-Female Differences: A Computer Simulation,” *American Psychological Association* 51, no. 2 (1996): 157; and Joan Williams and Rachel Dempsey, *What Works for Women at Work* (New York: New York University Press, 2014).
 10. Thomas Schelling, “Some Fun, Thirty-Five Years Ago,” *Handbook of Computational Economics* 2 (2006): 1640–44.
 11. Thomas Schelling, “Dynamic Models of Segregation,” *Journal of Mathematical Sociology* 1, no. 1 (1971): 143–86. 以下も参照されたい。Junfu Zhang, “Tipping and Residential Segregation: A Unified Schelling Model,” *Journal of Regional Science* 51, no. 1 (2011): 167–93.
 12. Kimberlé Crenshaw, “A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics,” in *Feminist Legal Theory: Foundations*, ed. D. K. Weisbert (Philadelphia: Temple University Press, 1993), 383–95.
 13. Williams et al., “You Can’t Change What You Can’t See”; Robert Livingston, Ashleigh Shelby Rosette, and Ella Washington, “Can an Agentic Black Woman Get Ahead? The Impact of Race and Interpersonal Dominance on Perceptions of Female Leaders,” *Psychological Science* 23, no. 354 (2012): 354–58; Erin Cooley et al., “Bias at the Intersection of Identity: Conflicting Social Stereotypes of Gender and Race Augment the Perceived Femininity and Interpersonal Warmth of Smiling Black Women,” *Journal of Experimental Social Psychology* 74 (2018): 43–49; and Jennifer Berdahl and Celia Moore, “Workplace Harassment: Double Jeopardy for Minority Women,” *Journal of Applied Psychology* 9 (2006): 426–36.
 14. Robert Livingston and Ashleigh Shelby Rosette, “Stigmatization, Subordination, or Marginalization? The Complexity of Social Disadvantage across Gender and Race,” in *Inclusive Leadership: Transforming Diverse Lives, Workplaces, and Societies*, ed. Bernardo Ferdman, Jeanine Prime, and Ronald Riggio (New York: Routledge, 2021).
 15. Erika Hall et al., “MOSAIC: A Model of Stereotyping Through Associated and Intersectional Categories,” *Academy of Management Review* 44, no. 3 (2019): 643–72; Phillip Atiba Goff et al., “‘Ain’t I a Woman?’: Towards an Intersectional Approach to Person Perception and Sub-Category-Based Harms,” *Sex Roles* 59 (2008): 392–403; and Jennifer Berdahl and Ji-A Min, “Prescriptive Stereotypes and Workplace Consequences for East Asians in North America,” *Cultural Diversity and Ethnic Minority Psychology* 18: 141–52.
 16. Emilio Castilla, “Accounting for the Gap: A Firm Study Manipulating Organizational Accountability and Transparency in Pay Decisions,” *Organization Science* 26, no. 2 (2015): 311–33; Corinne Moss-Racusin et al., “Science Faculty’s Subtle Gender Biases Favor Male Students,” *Proceedings of the National Academy of Sciences* 109, no. 41 (2012): 16474–79; and Heather Sarsons, “Interpreting Signals in the Labor Market: Evidence from Medical Referrals” (working paper, Harvard University, Cambridge, MA, 2017). 以下も参照されたい。Emilio Castilla, “Gender, Race, and Meritocracy in Organizational Careers,” *American Journal of Sociology* 113, no. 6 (2008): 1479–526.
 17. Mark Egan, Gregor Matvos, and Amit Seru, “When Harry Fired Sally: The Double Standard in Punishing Misconduct” (Harvard Business School Finance Working Paper No. 19-047, March 13, 2017, updated October 17, 2018), <https://papers.ssrn.com/abstract=2931940>; Ashleigh Shelby Rosette, Robert Livingston, “Failure Is Not an Option for Black Women: Effects of Organizational Performance on Leaders with Single Versus Dual-Subordinate Identities,” *Journal of Experimental Social Psychology* 48 (no. 5) 2012: 1162–67.
 18. Madeline Heilman and Michelle Haynes, “No Credit Where Credit Is Due: Attributional Rationalization of Women’s Success in Male-Female Teams,” *Journal of Applied Psychology* 90, no. 5 (2005): 905–16; Heather Sarsons, “Recognition for Group Work: Gender Differences in Academia,” *American Economic Review* 107, no. 5 (2017): 141–45; and Björk, “The Invisible Woman: A Conversation with Björk,” Jessica Hopper によるインタビュー, pitchfork.com, January 21, 2015, <https://pitchfork.com/features/interview/9582-the-invisible-woman-a-conversation-with-bjork/>.
 19. Monica Biernat, M. J. Tocci, and Joan Williams, “The Language of Performance Evaluations: Gender-Based Shifts in Content and Consistency of Judgment,” *Social Psychological and Personal Science* 3, no. 2 (2012): 186–92; Joan Williams, Katherine Phillips, and Erika Hall, “Tools for Change: Boosting the Re-

44. Aaron Chalfin and Monica Deza, “Immigration Enforcement, Crime, and Demography,” *Criminology and Public Policy* 19, no. 2 (2020): 515–62.
45. Travis Dixon, “Good Guys Are Still Always in White? Positive Change and Continued Misrepresentation of Race and Crime on Local Television News,” *Communication Research* 44, no. 6 (2017): 775–92; Travis Dixon and Daniel Linz, “Overrepresentation and Underrepresentation of African Americans and Latinos as Lawbreakers on Television News,” *Journal of Communication* 50, no. 2 (2000): 131–54; Robert Entman and Andrew Rojecki, *The Black Image in the White Mind: Media and Race in America* (Chicago: University of Chicago Press, 2000), 78–93; Franklin D. Gilliam and Shanto Iyengar, “Prime Suspects: The Influence of Local Television News on the Viewing Public,” *American Journal of Political Science* 44, no. 3 (2000): 560; and Travis Dixon, “Crime News and Racialized Beliefs: Understanding the Relationship Between Local News Viewing and Perceptions of African Americans and Crime,” *Journal of Communication* 58, no. 1 (2008): 106–25.
46. Martha Lauzen, “It’s a Man’s (Celluloid) World: Portrayals of Female Characters in the Top Grossing Films of 2019,” Center for the Study of Women in Television and Film, San Diego State University, 2019; D. B. Jones, “Quantitative Analysis of Motion Picture Content,” *Public Opinion Quarterly* 6, no. 3 (1942): 411–28; and Hanah Anderson and Matt Daniels, “Film Dialogue from 2,000 Screenplays, Broken Down by Gender and Age,” *Pudding*, April 2016, <https://pudding.cool/2017/03/film-dialogue/>.
47. Jessica Nordell, “Stop Giving Digital Assistants Female Voices,” *New Republic*, June 23, 2016; and Adrienne LaFrance, “Why Do So Many Digital Assistants Have Female Names?,” *Atlantic*, March 30, 2016, <https://www.theatlantic.com/technology/archive/2016/03/why-do-so-many-digital-assistants-have-feminine-names/475884/>.
48. Yanna J. Weisberg, Colin G. DeYoung, and Jacob B. Hirsh, “Gender Differences in Personality Across the Ten Aspects of the Big Five,” *Frontiers in Psychology* 2 (2011): 178.
49. P. T. Costa and R. R. McCrae, “Normal Personality Assessment in Clinical Practice: The NEO Personality Inventory,” *Psychological Assessment* 4, no. 1 (1992): 5–13; Madeline Heilman and Julie Chen, “Same Behavior, Different Consequences: Reactions to Men’s and Women’s Altruistic Citizenship Behavior,” *Journal of Applied Psychology* 90, no. 3 (2005): 431–41; and Kieran Snyder, “The Abrasiveness Trap,” *Fortune*, August 26, 2014.
50. Catherine Eckel and Philip Grossman, “Men, Women and Risk Aversion: Experimental Evidence,” in *Handbook of Experimental Economics Results* (Amsterdam: Elsevier, 2008), 1061–73; Selwyn Becker and Alice Eagly, “The Heroism of Women and Men,” *American Psychologist* 59, no. 3 (2004): 163–78; and Geir Mjøen et al., “Long-Term Risks for Kidney Donors,” *Kidney International* 86, no. 1 (2014): 162–67, <https://doi.org/10.1038/ki.2013.460>.
51. Timothy Judge, Beth Livingston, and Charlice Hurst, “Do Nice Guys — and Gals — Really Finish Last? The Joint Effects of Sex and Agreeableness on Income,” *Journal of Personality and Social Psychology* 102, no. 2 (2012): 390–407.
52. “Violence Against Women,” World Health Organization Fact Sheet, November 29, 2017; and Linda Gorman, “How Childbearing Affects Women’s Wages,” *National Bureau of Economic Research* 4 (2011).
53. Amy Chua and Jed Rubenfeld, *The Triple Package: How Three Unlikely Traits Explain the Rise and Fall of Cultural Groups in America* (New York: Penguin Press, 2014).
54. Min Zhou and Jennifer Lee, “Hyper-Selectivity and the Remaking of Culture: Understanding the Asian American Achievement Paradox,” *Asian American Journal of Psychology* 8, no. 1 (2017): 7–15; and Alejandro Portes, Rosa Aparicio, and William Haller, *Spanish Legacies: The Coming of Age of the Second Generation* (Berkeley: University of California Press, 2016), 99–101.
55. Andrei Cimpian and Erika Salomon, “The Inherence Heuristic: An Intuitive Means of Making Sense of the World, and a Potential Precursor to Psychological Essentialism,” *Behavioral and Brain Sciences* 37, no. 5 (2014): 461–80.
56. George Fredrickson, *The Arrogance of Race* (Middletown, CT: Wesleyan University Press, 1988), 211.
57. Cameron Nickels, *Civil War Humor* (Jackson: University Press of Mississippi, 2018), 138–39; “Quashee’s Dream of Emancipation,” *Frank Leslie’s Illustrated Newspaper*, March 1863.
58. この情報は John Mason が提供してくれた。John Mason, 筆者とのインタビュー, February 2, 2018.
59. Navid Levering Lewis, 筆者とのインタビュー, January 30, 2018; Fredrickson, *The Arrogance of Race*, 215; “Big Film Shown,” *Topeka State Journal*, June 16, 1917; “Birth of a Nation Greatest of Films,” *Hattiesburg News*, May 12, 1916; and “Birth of a Nation Is a Product of Great Merit,” *Ogden Standard*, March 27, 1916.
60. Meline Toumani, *There Was and There Was Not: A Journey Through Hate and Possibility in Turkey, Armenia, and Beyond* (London: Picador, 2015), 133–34.
61. Inas Deeb et al., “The Development of Social Essentialism: The Case of Israeli Children’s Inferences About Jews and Arabs,” *Child Development* 81, no. 3 (2010): 757–77.

第3章 微少なバイアスの重大な帰結

- Nellie Bowles and Liz Gannes, “All-Male Ski Trip and No Women at Al Gore Dinner: Kleiner’s Chien Takes the Stand in Pao Lawsuit,” *Vox.com*, February 25, 2015, <https://www.vox.com/2015/2/25/11559418/all-male-ski-trip-and-no-women-at-al-gore-dinner-kleiners-chien-takes>; Pao vs. Kleiner Perkins Caufield & Byers LLC, A136090 (Cal. Ct. App. June 26, 2013).
- Mark Sullivan, “Ellen Pao Wanted Kleiner Perkins to Invest in Twitter in 2008. Kleiner Perkins Passed,” *Venturebeat.com*, March 24, 2015, <https://venturebeat.com/2015/03/24/ellen-pao-wanted-kleiner-perkins-to-invest-in-twitter-in-2008-kleiner-perkins-passed/>; Nellie Bowles and Liz Gannes, “Performance Review Rewrites and Pao’s ‘Genetic Makeup’: Pao vs. Kleiner Perkins Trial Day 4,” *Vox.com*, February 27, 2015, <https://www.vox.com/2015/2/27/11559518/a-performance-review-that-changed-dramatically-and-paos-400000>; and Nellie Bowles and Liz Gannes, “Kleiner’s Matt Murphy on Why Pao Failed as a VC,” *Vox.com*, March 19, 2015, <https://www.vox.com/2015/3/19/11560516/kleiners-matt-murphy-on-why-pao-failed-as-a-vc>.
- Liz Gannes and Nellie Bowles, “FAQ: What Happens Now in the Ellen Pao/ Kleiner Perkins Trial?,” *Vox.com*, March 26, 2015, <https://www.vox.com/2015/3/26/11560718/faq-what-happens-now-in-the-ellen-pao-kleiner-perkins-trial>; Vauhini Vara, “The Ellen Pao Trial: What Do We Mean by ‘Discrimination?’,”

- chaeology, *Epigraphy and Iconography*, ed. Mary-Louise Nosch, Henriette Koefoed, and Eva Andersson Strand (Oxford: Oxbow, 2013), 93–112.
30. Robert W. Venables, “The Clearings and the Woods: The Haudenosaunee (Iroquois) Landscape: Gendered and Balanced,” in *Archaeology and Preservation of Gendered Landscapes*, ed. Sherene Baugher and Suzanne M. Spencer-Wood (New York: Springer, 2010), 21–55; and Doug George-Kanentiio, *Iroquois Culture and Commentary* (Ann Arbor, MI: Clear Light Publishers, 2000), 55. 以下も参照されたい。Judith Brown, “Economic Organization and the Position of Women among the Iroquois,” *Ethnohistory* 17 (1971): 153.
 31. Sir William Johnson, *Papers of Sir William Johnson*, vol. 3 (New York: University of the State of New York, 1921), 707–8.
 32. Johnson, *Papers of Sir William Johnson*, vol. 3, 711.
 33. June Namias, *White Captives: Gender and Ethnicity on the American Frontier* (Chapel Hill: University of North Carolina Press, 1993), 88, 284.
 34. Stuart Tyson Smith, “Nubian and Egyptian Ethnicity,” in *A Companion to Ethnicity in the Ancient Mediterranean* (Hoboken, NJ: John Wiley & Sons, 2014), 194–212; Renée Friedman, “Nubians at Hierakonpolis: Week 1: Maiherpra,” *Archaeology Magazine*, April 2009, <https://interactive.archaeology.org/hierakonpolis/field/maiherpra.html>; and “Special Exhibit: The Tomb of Maihipre” and “View the Treasures of Maihipre from KV 46,” November 10, 2007, <https://web.archive.org/web/20071110225500/http://www.geocities.com/royalmummies/Maihipre/Maihipre.htm>.
 35. Hippocrates, *Hippocrates*, vol. 1, trans. W. H. S. Jones (Cambridge, MA: Harvard University Press, 1923), 46 [日本語では以下を参照。國方栄二編訳『ヒポクラテス医学論集』岩波書店、2022年]; Marcus Vitruvius, quoted in *The Architecture of M. Vitruvius Pollio in Ten Books*, trans. J. Gwilt (London: Priestly and Weale, 1826), 168 [日本語では以下を参照。森田慶一訳註『ウィトルーウィウス建築書』東海大学出版会、1979年]; and Flavius Vegetius Renatus, “The Military Institutions of the Romans (De Re Militari),” trans. John Clark, accessed February 26, 2018, <http://www.digitalattic.org/home/war/vegetius/>.
 36. Marcus Vitruvius, quoted in *The Architecture of M. Vitruvius Pollio in Ten Books*, 16 [森田慶一訳註『ウィトルーウィウス建築書』]; and John Percy Vyvian Dacre Balfour, *Romans and Aliens* (Chapel Hill: University of North Carolina Press, 1980), 214; and Florus, *Epitome of Roman History*, trans. Edward Forster (Cambridge, MA: Harvard University Press, 1929), http://penelope.uchicago.edu/Thayer/E/Roman/Texts/Florus/Epitome/1F*.html.
 37. Benjamin Isaac, *The Invention of Racism in Classical Antiquity* (Princeton, NJ: Princeton University Press, 2006), 83–85; Marcus Vitruvius, *The Ten Books on Architecture*, 6.1, trans. Joseph Gwilt, <https://alexandria.com/vitr/6.1/gw>; and Pliny, quoted in Rebecca Futo Kennedy, *Race and Ethnicity in the Classical World: An Anthology of Primary Sources in Translation* (Indianapolis: Hackett, 2013), 48. 肌の色には他の意味づけもあった。薄い色の肌は女性的だと考えられた場合もある。古代ギリシャのエリート層では、女性は色白が良いとされ——屋内にいられる立場であることを示す——、男性は肌の色が濃いほうが活動的で良いとされた。しかし階層が低い場合はむしろ逆で、屋内で鍛冶工をする男性は色白、外の市場で物を売る女性は色黒であることが好まれた。どちらの色を好むかで社会的な階層が示されたのである。Apulcius, quoted in Kennedy, *Race and Ethnicity in the Classical World*, 49.
 38. Margaret Talbot, “The Myth of Whiteness in Classical Sculpture,” *New Yorker*, October 22, 2018, <https://www.newyorker.com/magazine/2018/10/29/the-myth-of-whiteness-in-classical-sculpture>; Mark B. Abbe, “Polychromy of Roman Marble Sculpture,” The Met’s Heilbrunn Timeline of Art History, April 2007, https://www.metmuseum.org/toah/hd/prms/hd_prms.htm; and Florus, *Epitome of Roman History*.
 39. Toni Morrison, *The Origin of Others* (Cambridge, MA: Harvard University Press, 2017), 18–21 [トニ・モリスン著、荒このみ訳『「他者」の起源：ノーベル賞作家のハーバード連続講演録』集英社、2019年]; and Nell Irvin Painter, “Toni Morrison’s Radical Vision of Otherness,” *New Republic*, October 11, 2017, <https://newrepublic.com/article/144972/toni-morrison-radical-vision-otherness-history-racism-exclusion-whiteness>.
 40. Tannis MacBeth Williams, *The Impact of Television: A Natural Experiment Involving Three Communities* (Orlando, FL: Academic Press, 1986), 2, 275–92, 399; and Laurie Rudman, “Sources of Implicit Attitudes,” *Current Directions in Psychological Science* 13, no. 2 (2004): 79–82.
 41. Nicola Döring, Anne Reif, and Sandra Poeschl, “How Gender Stereotypical Are Selfies? A Content Analysis and Comparison with Magazine Adverts,” *Computers in Human Behavior* 55, B (2016): 955–62; and Laurie Rudman, Julie Phelan, and Jessica Heppen, “Developmental Sources of Implicit Attitudes,” *Journal of Personality and Social Psychology Bulletin* 33, no. 12 (2007): 1700–1713.
 42. Mark Schaller, “Sample Size, Aggregation, and Statistical Reasoning in Social Interference,” *Journal of Experimental Social Psychology* 28, no. 1 (1992): 65–85; Pedro Bordalo, Katherine Baldiga Coffman, Nicola Gennaioli, and Andrei Shleifer, “Stereotypes,” *Quarterly Journal of Economics* 131, no. 4 (2016): 1753–94; and Douglas J. Ahler and Gaurav Sood, “The Parties in Our Heads: Misperceptions About Party Composition and Their Consequences,” *Journal of Politics* 80, no. 3 (2018): 964–81.
 43. Alex Nowrasteh, “Criminal Immigrants in Texas,” *Immigrant Research and Policy Brief*, no. 4 (August 27, 2019), <https://www.cato.org/publications/immigration-research-policy-brief/criminal-immigrants-texas-2017-illegal-immigrant>; Aaron Chalfin, “Do Mexican Immigrants ‘Cause’ Crime?,” University of Pennsylvania School of Arts and Sciences (accessed March 26, 2021), <https://crim.sas.upenn.edu/fact-check/do-mexican-immigrants-cause-crime>. 以下も参照されたい。Christopher Ingraham, “Two Charts Demolish the Notion That Immigrants Here Illegally Commit More Crime,” *Washington Post*, June 19, 2018, <https://www.washingtonpost.com/news/wonk/wp/2018/06/19/two-charts-demolish-the-notion-that-immigrants-here-illegally-commit-more-crime/>; Kristin Butcher and Anne Morrison Piehl, “Crime, Corrections, and California: What Does Immigration Have to Do with It?,” *Public Policy Institute of California Population Trends and Profiles* 9, no. 3 (2008): 1–24; Aaron Chalfin, “The Long-Run Effect of Mexican Immigrants on Crime in U.S. Cities: Evidence from Variation in Mexican Fertility Rates,” *American Economic Review* 105, no. 5 (2015): 220–25; John MacDonald and Jessica Saunders, “Are Immigrant Youth Less Violent? Specifying the Reasons and Mechanisms,” *Annals of the American Academy of Political and Social Science* 641, no. 1 (2012): 125–47; and Erin Kearns et al., “Why Do Some Terrorist Attacks Receive More Media Attention than Others?,” *Justice Quarterly* 36, no. 6 (2018): 985–1022, <https://www.erinmkearns.com/uploads/2/4/5/5/24559611/kearnsbetulesmieux.2018.jq.mediacoverageterrorism.pdf>.

- dalaywala et al., “The Nature and Consequences of Essentialist Beliefs About Race in Early Childhood,” *Child Development* 90, no. 4 (2019): 437–53; and Danielle Perszyk et al., “Bias at the Intersection of Race and Gender: Evidence from Preschool-Aged Children,” *Developmental Science* 22, no. 3 (2019):c12788.
10. Rebecca Bigler, 筆者とのインタビュー, December 13, 2017.
 11. Sandra Lipsitz Bem, “Gender Schema Theory and Its Implications for Child Development: Raising Gender-Aschematic Children in a Gender-Schematic Society,” *Signs: Journal of Women in Culture and Society* 8, no. 4 (1983): 598–616; Rebecca Bigler, “The Role of Classification Skill in Moderating Environmental Influences on Children’s Gender Stereotyping: A Study of the Functional Use of Gender in the Classroom,” *Child Development* 66, no. 4 (1995): 1072–87; and Rebecca Bigler and Lynn Liben, “Developmental Intergroup Theory: Explaining and Reducing Children’s Social Stereotyping and Prejudice,” *Current Directions in Psychological Science* 16, no. 3 (2007): 162–66.
 12. Rebecca Bigler et al., “Social Categorization and the Formation of Intergroup Attitudes in Children,” *Child Development* 68, no. 3 (1997): 530–43; and Rebecca Bigler, 筆者とのインタビュー, December 13, 2017.
 13. James Baldwin, “Letter from a Region in My Mind,” *New Yorker*, November 17, 1962, <https://www.newyorker.com/magazine/1962/11/17/letter-from-a-region-in-my-mind>.
 14. Rebecca Bigler et al., “When Groups Are Not Created Equal: Effects of Group Status on the Formation of Intergroup Attitudes in Children,” *Child Development* 72, no. 4 (2001): 1151–62.
 15. ビグラールが大学の研究倫理委員会と何度も衝突することになったのは驚くにあたらない。倫理委員会は子どもを実験に巻き込むことに懐疑的だったが、ビグラールの側は、自分の実験は子どもたちの日々の経験と何ら変わらない、子どもたちは日頃から休みなくカテゴリーの押し付けにさらされているのだ、と言って委員会を説得した。
 16. Graham Vaughan, Henry Tajfel, and Jennifer Williams, “Bias in Reward Allocation in an Intergroup and Interpersonal Context,” *Social Psychology Quarterly* 44, no. 1 (1981): 37–42.
 17. Kirsty Smyth et al., “Development of Essentialist Thinking About Religion Categories in Northern Ireland (and the United States),” *Developmental Psychology* 53, no. 3 (2017): 475–96.
 18. Brock Bastian and Nick Haslam, “Psychological Essentialism and Stereotype Endorsement,” *Journal of Experimental Social Psychology* 42, no. 2 (2006): 1799–813; Kristin Pauker, Nalini Ambady, and Evan Apfelbaum, “Race Salience and Essentialist Thinking in Racial Stereotype Development,” *Child Development* 81, no. 6 (2010): 1799–813; and Tara Mandalaywala, David Amodio, and Marjorie Rhodes, “Essentialism Promotes Racial Prejudice by Increasing Endorsement of Social Hierarchies,” *Social Psychological and Personality Science* 9, no. 4 (2018): 461–69.
 19. Amy Loughman and Nick Haslam, “Neuroscientific Explanations and the Stigma of Mental Disorder: A Meta-analytic Study,” *Cognitive Research: Principles and Implications* 3, no. 1 (2018): 43.
 20. Travis Dixon and Charlotte Williams, “The Changing Misrepresentation of Race and Crime on Network and Cable News,” *Journal of Communication* 65, no. 1 (2015): 24–39; “Murder: Race, Ethnicity, and Sex of Victim by Race, Ethnicity, and Sex of Offender, 2018 [single victim/single offender],” 2018 Crime in the United States Report, Criminal Justice Information Services Division, the Federal Bureau of Investigation (2018), <https://ucr.fbi.gov/crime-in-the-u.s/2018/crime-in-the-u.s.-2018/tables/expanded-homicide-data-table-6.xls>; and George Yancy, *Look, a White! Philosophical Essays on Whiteness* (Philadelphia: Temple University Press, 2012), 33.
 21. Amy Krosch and David Amodio, “Economic Scarcity Alters the Perception of Race,” *Proceedings of the National Academy of Sciences* 111 (2014): 9079–84; Kerry Kawakami, David Amodio, and Kurt Hugenberg, “Intergroup Perception and Cognition: An Integrative Framework for Understanding Causes and Consequences of Social Categorization,” *Advances in Experimental Social Psychology* 55 (2017): 1–59; Jon Maner et al., “Functional Projection: How Fundamental Social Motives Can Bias Interpersonal Perception,” *Journal of Personality and Social Psychology* 88, no. 1 (2005): 63–78; and Jennifer Eberhardt et al., “Seeing Black: Race, Crime, and Visual Processing,” *Journal of Personality and Social Psychology* 87, no. 6 (2004): 876–93. 以下も参照されたい。Jennifer Eberhardt and Phillip Atiba Goff, “Seeing Race,” in *Social Psychology of Prejudice: Historical and Contemporary Issues*, ed. Christian Crandall and Mark Schaller, 219–32 (Lawrence, KS: Lewinian Press, 2004).
 22. Sabine Lang, “Various Kinds of Two-Spirit People: Gender Variance and Homosexuality in Native American Communities,” in *Two-Spirit People: Native American Gender Identity, Sexuality, and Spirituality*, ed. Sue-Ellen Jacobs, Wesley Thomas, and Sabine Lang (Urbana: University of Illinois Press, 1997), 100–115; and Sharyn Graham Davies, *Challenging Gender Norms: Five Genders Among Bugis in Indonesia* (Belmont, CA: Cengage Learning, 2006), 1–30.
 23. Stuart Tyson Smith, “Nubian and Egyptian Ethnicity,” in *A Companion to Ethnicity in the Ancient Mediterranean* (Hoboken, NJ: John Wiley & Sons, 2014), 194–212.
 24. David Brion Davis, “Looking at Slavery from Broader Perspectives,” *American Historical Review* 105, no. 2 (2000): 452, 461; David Brion Davis, “A Big Business,” *New York Review of Books*, June 11, 1998, <https://www.nybooks.com/articles/1998/06/11/a-big-business/>; Ibram X. Kendi, *Stamped from the Beginning: The Definitive History of Racist Ideas in America* (New York: Bold Type Books, 2017), 24; Gomes de Zurara, *The Chronicle of the Discovery and Conquest of Guinea*, vol. 1, trans. Charles Beazley and Edgar Prestage (reprint, New York: Burt Franklin, 1963), 82; and David Brion Davis, “The Culmination of Racial Polarities and Prejudice,” *Journal of the Early Republic* 19, no. 4 (1999): 757–75.
 25. François Bernier, quoted in David Baum, *The Rise and Fall of the Caucasian Race: A Political History of Racial Identity* (New York: New York University Press, 2006), 52; Daniel Segal, “‘The European’: Allegories of Racial Purity,” *Anthropology Today* 7, no. 5 (1991): 7–9; and Winthrop Jordan, *White over Black: American Attitudes Toward the Negro, 1550–1812*, 2nd ed. (Chapel Hill: University of North Carolina Press, 2012), 95. 以下も参照されたい。Records of the Colony of Rhode Island and Providence Plantations, in *New England*, vol. 1, 1636–1663, ed. John Russell Bartlett (Providence, RI: A. C. Greene and Brothers, 1856), 243.
 26. Baum, *The Rise and Fall of the Caucasian Race*, 76, 84–85, 88.
 27. Matthew Frye Jacobson, *Whiteness of a Different Color: European Immigrants and the Alchemy of Race* (Cambridge, MA: Harvard University Press, 1999), 6–8; Baum, *The Rise and Fall of the Caucasian Race*, 48, 144.
 28. Rebecca Bigler, 筆者とのインタビュー, December 13, 2017.
 29. Allison Thomason, “Her Share of the Profits: Women, Agency, and Textile Production at Kültepe/Kanesh in the Early Second Millennium BC,” in *Textile Production and Consumption in the Ancient Near East. Ar-*

- and Stability from 2007–2016,” *Psychological Science* 30, no. 2 (2019): 174–92; Bentley Gibson, Philippe Rochat, Erin Tone, and Andrew Baron, “Sources of Implicit and Explicit Intergroup Race Bias Among African-American Children and Young Adults,” *PLoS One* 12, no. 9 (2017); and Anna-Kaisa Newheiser and Kristina Olson, “White and Black American Children’s Implicit Intergroup Bias,” *Journal of Experimental Social Psychology* 48, no. 1 (2012): 264–70. 以下も参照されたい。Karen Gonsalkorale, Jeffrey Sherman, and Karl Christoph Klauer, “Measures of Implicit Attitudes May Conceal Differences in Implicit Associations: The Case of Antiaging Bias,” *Social Psychological and Personality Science* 5, no. 3 (2014): 271–78.
40. Phillip Atiba Goff et al., “Not Yet Human: Implicit Knowledge, Historical Dehumanization, and Contemporary Consequences,” *Journal of Personality and Social Psychology* 94, no. 2 (2008): 292–306; Jennifer Eberhardt, *Biased: Uncovering the Hidden Prejudice that Shapes What We See, Think, and Do* (New York: Viking, 2019), 145–49. [ジェニファー・エバーハート著、山岡希美訳『無意識のバイアス：人はなぜ人種差別をするのか』明石書店、2020年]
41. Brian Nosek, Anthony Greenwald, and Mahzarin Banaji, “The Implicit Association Test at Age 7: A Methodological and Conceptual Review,” in J. A. Bargh, ed., *Automatic Processes in Social Thinking and Behavior* (New York: Psychology Press, 2007), 265–92; Anthony Greenwald, T. Andrew Poehlman, Eric Luis Uhlmann, and Mahzarin Banaji, “Understanding and Using the Implicit Association Test: III. Meta-analysis of Predictive Validity,” *Journal of Personality and Social Psychology* 97, no. 1 (2009): 17–41; and Frederick Oswald, Gregory Mitchell, Hart Blanton, James Jaccard, and Philip Terlock, “Predicting Ethnic and Racial Discrimination: A Meta-analysis of IAT Criterion Studies,” *Journal of Personality and Social Psychology* 105 (2013): 171–92.
42. Karen Gonsalkorale, Jeffrey Sherman, and Karl Christoph Klauer, “Aging and Prejudice: Diminished Regulation of Automatic Race Bias Among Older Adults,” *Journal of Experimental Psychology* 45, no. 2 (2009): 410–14.
43. Bertram Gawronski, 筆者とのインタビュー, April 18, 2017; and Anne Roefs et al., “The Environment Influences Whether High-Fat Foods Are Associated with Palatable or with Unhealthy,” *Behavior Research and Therapy* 44, no. 5 (2006): 715–36.
44. Gordon Moskowitz and Peizhong Li, “Egalitarian Goals Trigger Stereotype Inhibition: A Proactive Form of Stereotype Control,” *Journal of Experimental Social Psychology* 47, no. 1 (2011): 103–16; Kai Sassenberg and Gordon Moskowitz, “Don’t Stereotype, Think Different! Overcoming Automatic Stereotype Activation by Mindset Priming,” *Journal of Experimental Social Psychology* 41, no. 5 (2005): 506–14; Kai Sassenberg et al., “Priming Creativity as a Strategy to Increase Creative Performance by Facilitating the Activation and Use of Remote Associations,” *Journal of Experimental Social Psychology* 68 (2017): 128–38; Margo Monteith, 筆者とのインタビュー, September 6, 2017; Brian Keith Payne, Heidi Vuletic, and Kristjen Lundberg, “The Bias of Crowds: How Implicit Bias Bridges Personal and Systemic Prejudice,” *Psychological Inquiry* 28, no. 4 (2017): 233–48; and Tessa Charlesworth and Mahzarin Banaji, “Patterns of Implicit and Explicit Attitudes: I. Long-term Change and Stability from 2007–2016,” *Psychological Science* 30, no. 2 (2019): 174–92.
45. Russ Fazio, “Multiple Processes by Which Attitudes Guide Behavior: The MODE Model as an Integrative Framework,” *Advances in Experimental Social Psychology* 23 (1990): 75–109; Russ Fazio and Tamara Towles-Schwen, “The MODE Model of Attitude-Behavior Processes,” in Shelly Chaiken and Yaacov Trope, eds., *Dual-Process Theories in Social Psychology* (New York: Guilford Press, 1999), 97–116; and Ad van Knippenberg, Ap Dijksterhuis, and Diane Vermeulen, “Judgment and Memory of a Criminal Act: The Effects of Stereotypes and Cognitive Load,” *European Journal of Social Psychology* 29 (1999): 191–201.
46. Jeffrey Sherman, Bertram Gawronski, and Yaacov Trope, eds., *Dual-Process Theories of the Social Mind* (New York: Guilford Press, 2014), 12–16. また次の情報も参考にした。Jeffrey Sherman, 筆者とのインタビュー, January 24, 2018.
47. Shelton, “A Reconceptualization of How We Study Issues of Racial Prejudice.”
48. Margo Monteith, “Self-Regulation of Prejudiced Responses: Implications for Progress in Prejudice-Reduction Efforts,” *Journal of Personality and Social Psychology* 65, no. 3 (1993): 469–85.

第2章 脳の違いをどう見るか

1. Annalee Newitz, “Facebook’s Ad Platform Now Guesses at Your Race Based on Your Behavior,” *Ars Technica*, March 18, 2016, <http://arstechnica.com/information-technology/2016/03/facebooks-ad-platform-now-guesses-at-your-race-based-on-your-behavior/>.
2. Newitz, “Facebook’s Ad Platform.”
3. Newitz, “Facebook’s Ad Platform.”
4. Dave McNary, “‘Straight Outta Compton’ Tops \$200 Million in Worldwide Box Office,” *Variety*, November 2, 2015, <https://variety.com/2015/film/news/straight-outta-compton-200-million-box-office-1201631627/>.
5. John Dovidio, 筆者との私信, March 31, 2021; Will Cox, 筆者との私信, March 12, 2021.
6. Wendy Berry Mendes et al., “Threatened by the Unexpected: Physiological Responses During Social Interactions with Expectancy-Violating Partners,” *Journal of Personality and Social Psychology* 92, no. 4 (2007): 698–716.
7. Xizhou Xie, Patricia Devine, and Will Cox, “Learning in the Absence of Evidence: Untested Assumptions Perpetuate Stereotyping,” the Society for Personality and Social Psychology Conference でのポスター発表, New Orleans, 2020; and Travis Dixon, “Teaching You to Love Fear: Television News and Racial Stereotypes in a Punishing Democracy,” in S. J. Hartnett, ed., *Challenging the Prison Industrial Complex: Activism, Arts, and Educational Alternatives* (Chicago: University of Illinois Press, 2011), 106–23.
8. Rebecca Bigler, 筆者とのインタビュー, December 13, 2017.
9. Lin Bian, Sarah-Jane Leslie, and Andrei Cimpian, “Gender Stereotypes About Intellectual Ability Emerge Early and Influence Children’s Interests,” *Science* 355, no. 6323 (2017): 389–91; Lacey J. Hilliard and Lynn Liben, “Differing Levels of Gender Salience in Preschool Classrooms: Effects on Children’s Gender Attitudes and Intergroup Bias,” *Child Development* 81, no. 6 (2010): 1787–98; Miao Qian et al., “Implicit Racial Biases in Preschool Children and Adults from Asia and Africa,” *Child Development* 87, no. 1 (2016): 285–96; Andrew Baron and Mahzarin Banaji, “The Development of Implicit Attitudes. Evidence of Race Evaluations from Ages 6 and 10 and Adulthood,” *Psychological Science* 17, no. 1 (2006): 53–58; Tara Man-

- on-of-a-train-wreck-how-priming-research-went-of-the-rails/comment-page-1/#comments.
22. Patricia Devine, "Stereotypes and Prejudice: Their Automatic and Controlled Components," *Journal of Personality and Social Psychology* 56, no. 1 (1989): 5-18; and John McConahay, Betty Hardee, and Valerie Batts, "Has Racism Declined? It Depends upon Who's Asking and What Is Asked," *Journal of Conflict Resolution* 25, no. 4 (1981): 563-79.
 23. Devine, "Stereotypes and Prejudice," 5-18.
 24. Patricia Devine, 筆者とのインタビュー, August 23, 2017.
 25. Richard Shiffrin and Walter Schneider, "Controlled and Automatic Human Information Processing: II. Perceptual Learning, Automatic Attending and a General Theory," *Psychological Review* 84, no. 2 (1977): 127-90; and James Neely, "Semantic Priming and Retrieval from Lexical Memory: Roles of Inhibitionless Spreading Activation and Limited-Capacity Attention," *Journal of Experimental Psychology* 106, no. 3 (1977): 226-54.
 26. Patricia Devine, 筆者とのインタビュー, February 23, 2017.
 27. Defendant's Motion for New Trial, State of Minnesota v. Hayward [sic], 4th Dist. Ct. (no. 26421), 1928; Lena Olive Smith, quoted in Ann Juergens, "Lena Olive Smith: A Minnesota Civil Rights Pioneer," *William Mitchell Law Review* 28, no. 1 (2001): 447-48; Samuel Gaertner and John McLaughlin, "Racial Stereotypes: Associations and Ascriptions of Positive and Negative Characteristics," *Social Psychology Quarterly* 46, no. 1 (1983): 23-30; John Dovidio, Nancy Evans, and Richard Tyler, "Racial Stereotypes: The Contents of Their Cognitive Representations," *Journal of Experimental Social Psychology General* 22, no. 1 (1986): 22-37; Russ Fazio et al., "On the Automatic Activation of Attitudes," *Journal of Personality and Social Psychology* 50, no. 2 (1986): 229-38; and Samuel Gaertner and John Dovidio, "The Aversive Form of Racism," in *Prejudice, Discrimination, and Racism*, ed. Gaertner and Dovidio (Orlando, FL: Academic Press, 1986): 61-89.
 28. Patricia Devine, 筆者とのインタビュー, April 11, 2016; and Mahzarin R. Banaji, "The Dark Dark Side of the Mind," Harvard University, last modified July 3, 2014, http://www.people.fas.harvard.edu/~banaji/research/publications/articles/2011_Banaji_OTH.pdf.
 29. Janet Shibley Hyde, "The Gender Similarities Hypothesis," *American Psychologist* 60, no. 6 (2005): 581-92; Erika Hall et al., "MOSAIC: A Model of Stereotyping Through Associated and Intersectional Categories," *Academy of Management Review* 44, no. 3 (2019): 643-72.
 30. Tunette Powell, "My Son Has Been Suspended Five Times. He's 3," *Washington Post*, July 24, 2014, https://www.washingtonpost.com/posteverything/wp/2014/07/24/my-son-has-been-suspended-five-times-hes-3/?utm_term=.02bf886ce260e; Melissa Harris-Perry, "The Racial Disparity in School Suspensions," Tunette Powell のインタビュー, MSNBC, August 3, 2014, video, 5:07; and Ira Glass, "Is This Working?" *This American Life*, WBEZ Chicago, October 17, 2014, transcript.
 31. Tony Fabelo et al., "Breaking Schools' Rules: A Statewide Study of How School Discipline Relates to Students' Success and Juvenile Justice Involvement," Council of State Governments Justice Center and the Public Policy Research Center (2011); Russell Skiba et al., "The Color of Discipline: Sources of Racial and Gender Disproportionality in School Punishment," *Urban Review* 34, no. 4 (2002): 317-42; Anne Gregory, Russell Skiba, and Pedro Noguera, "The Achievement Gap and the Discipline Gap: Two Sides of the Same Coin," *Educational Researcher* 39, no. 1 (2010): 59-68; Phillip Atiba Goff et al., "The Essence of Innocence: Consequences of Dehumanizing Black Children," *Interpersonal Relations and Group Processes* 106, no. 4 (2014): 526-45; and Jason Okonofua and Jennifer Eberhardt, "Two Strikes: Race and the Disciplining of Young Students," *Psychological Science* 26, no. 5 (2015): 617-24.
 32. Philip Guo, "Silent Technical Privilege," *Slate*, January 15, 2014, <https://slate.com/technology/2014/01/programmer-privilege-as-an-asian-male-computer-science-major-everyone-gave-me-the-benefit-of-the-doubt.html>; Philip Guo, "People Assumed I Was a Tech Whiz Because I'm Asian," Celeste Headlee によるインタビュー, *Tell Me More*, NPR, January 23, 2014, transcript.
 33. 以下を参照されたい。Samuel Museus and Peter Kiang, "Deconstructing the Model Minority Myth and How It Contributes to the Invisible Minority Reality in Higher Education Research," *New Directions for Institutional Research* 142 (2009): 5-15; Anemona Hartocollis, "Harvard Rated Asian-American Applicants Lower on Personality Traits, Suit Says," *New York Times*, June 15, 2018, <https://www.nytimes.com/2018/06/15/us/harvard-asian-enrollment-applicants.html>.
 34. Ben Barres, 筆者とのインタビュー, June 23, 2016.
 35. Michael Moritz, "I Got to Silicon Valley with No Grand Plan," Emily Chang によるインタビュー, *Studio 1.0*, Bloomberg TV, December 2, 2015; Shawn Tully and Ani Hadjian, "How to Make \$400,000 in Just One Minute," CNN Money, May 27, 1996, https://money.cnn.com/magazines/fortune/fortune_archive/1996/05/27/212866/index.htm; and Chris Blackhurst, "Michael Moritz: The Billionaire Venture Capitalist That Has Studied Alex Ferguson to Steve Jobs on Leadership," *Evening Standard*, December 18, 2015, <https://www.standard.co.uk/business/michael-moritz-the-billionaire-venture-capitalist-that-has-studied-alex-ferguson-to-steve-jobs-on-a3140476.html>.
 36. Sukhinder Singh Cassidy, "Fields of Study and STEM Degrees on 2015 Midas List," Medium.com, December 6, 2015, <https://medium.com/@sukhindersinghcassidy/fields-of-study-of-the-2015-midas-list-da884e5886e0>.
 37. James Sidanius, 筆者とのインタビュー, February 2, 2021; James Sidanius and Felicia Pratto, *Social Dominance: An Intergroup Theory of Social Hierarchy and Oppression* (New York: Cambridge University Press, 1999); and Patricia Devine, 筆者とのインタビュー, May 28, 2019.
 38. Anthony Greenwald and Mahzarin Banaji, "Implicit Social Cognition: Attitudes, Self-Esteem, and Stereotypes," *Psychological Review* 102, no. 1 (1995): 4-27; Anthony Greenwald, Debbie McGhee, and Jordan Schwartz, "Measuring Individual Differences in Implicit Cognition: The Implicit Association Test," *Journal of Personality and Social Psychology* 74, no. 6 (1998): 1464-80; and Mahzarin Banaji and Tony Greenwald, "The Implicit Association Test," *Edge*, February 12, 2008, <https://www.edge.org/conversation/the-implicit-association-test>.
 39. Brian Nosek et al., "Pervasiveness and Correlates of Implicit Attitudes and Stereotypes," *European Review of Social Psychology* 18, no. 1 (2007): 36-88; Brian Nosek, Mahzarin Banaji, and Anthony Greenwald, "Harvesting Implicit Group Attitudes and Beliefs from a Demonstration Web Site," *Group Dynamics: Theory, Research, and Practice* 6, no. 1 (2002): 101-15; and Marlene Schwartz et al., "The Influence of One's Own Body Weight on Implicit and Explicit Anti-fat Bias," *Obesity* 14, no. 3 (2006): 440-47; Tessa Charlesworth and Mahzarin Banaji, "Patterns of Implicit and Explicit Attitudes: 1. Long-Term Change

- 年]。この会議で議論された文書では、ドイツ民族と「有色人種」との「混合」を阻止すべきという主張がなされている。以下、引用。「このように人種の名誉を守ることは、他の民族がすでに実践している。よく知られる例として、北アメリカの南部諸州では、公的ならびに私的な交流のいずれにおいても白人と有色人をすこぶる厳しく隔離している」
9. Fried, "Race, Politics and American State Capacity," 1-5; Amy Fried, "'Negro Morale,' the Japanese-American Internment, and U.S. Government Opinion Studies During World War II" (Annual Meeting Paper, American Political Science Association, 2011): <https://ssrn.com/abstract=1903210>; Schuman et al., *Racial Attitudes in America*, 65, 66-76; "Negroes in a Democracy at War," May 27, 1942, RG 208, entry 20, box 11, National Archives, College Park, MD; Kenneth Clark, "Morale of the Negro on the Home Front: World Wars I and II," *Journal of Negro Education* 12, no. 3 (1943): 428; Mildred Schwartz, "Trends in White Attitudes Toward Negroes, Report No. 119," *National Opinion Research Center* (1967): 1-2; and Lawrence Bobo et al., "The Real Record on Racial Attitudes," *Social Trends in American Life: Findings from the General Social Survey Since 1972* (Princeton, NJ: Princeton University Press, 2012), 38-83.
 10. Bobo et al., "The Real Record on Racial Attitudes," 38-74; and Schuman et al., *Racial Attitudes in America*, 66.
 11. George Galster, "Racial Steering in Urban Housing Markets: A Review of the Audit Evidence," *Review of Black Political Economy* 18, no. 3 (1990): 105-29; Richard Lowy, "Yuppie Racism: Race Relations in the 1980s," *Journal of Black Studies* 21, no. 4 (1991): 445-64; John Yinger, "Measuring Racial Discrimination with Fair Housing Audits: Caught in the Act," *American Economic Review* 76, no. 5 (1986): 881-93; Marianne Page, "Racial and Ethnic Discrimination in Urban Housing Markets: Evidence from a Recent Audit Study," *Journal of Urban Economics* 38, no. 2 (1995): 183-206; Devah Pager and Hana Shepherd, "The Sociology of Discrimination: Racial Discrimination in Employment, Housing, Credit, and Consumer Markets," *Annual Review of Sociology* 34 (2008): 181-209; Margery Austin Turner, Michael Fix, and Raymond Struyk, *Opportunities Denied, Opportunities Diminished: Racial Discrimination in Hiring* (Washington, DC: The Urban Institute Press, 1991), 63; George Galster, "Race Discrimination in Housing Markets During the 1980s," *Journal of Planning Education and Research* 9, no. 3 (1990): 165-75; Lisa Belkin, "Show Me a Hero," [excerpt], *New York Times*, March 14, 1999, book review, <https://archive.nytimes.com/www.nytimes.com/books/first/b/belkin-hero.html>; Reuters, "Shoney's Bias Suit Settled," *New York Times*, January 28, 1993, <http://www.nytimes.com/1993/01/28/business/shoney-s-bias-suit-settled.html>; and Ashley Southall, "Bias Payments Come Too Late for Some Farmers," *New York Times*, May 25, 2010, <https://www.nytimes.com/2010/05/26/us/26farmers.html>.
 12. Faye Crosby et al., "Recent Unobtrusive Studies of Black and White Discrimination and Prejudice," 546-63; Edward Donnerstein and Marcia Donnerstein, "The Effect of Attitudinal Similarity on Interracial Aggression," *Journal of Personality* 43, no. 3 (1975): 485-502; Marcia Donnerstein and Edward Donnerstein, "Variables in Interracial Aggression: Exposure to Aggressive Interracial Interactions," *Journal of Social Psychology* 100, no. 1 (1976): 111; and Edward Donnerstein et al., "Variables in Interracial Aggression: Anonymity, Expected Retaliation, and a Riot," *Journal of Personality and Social Psychology* 22, no. 2 (1972): 236-45. 以下も参照されたい。Gary I. Schulman, "Race, Sex, and Violence: A Laboratory Test of the Sexual Threat of the Black Male Hypothesis," *American Journal of Sociology* 79, no. 5 (1974): 1260-77.
 13. J. Nicole Shelton, "A Reconceptualization of How We Study Issues of Racial Prejudice," *Personality and Social Psychology Review* 4, no. 4 (2000): 374-90.
 14. Patricia Devine, 筆者とのインタビュー, August 23, 2017; Diane Melius, 筆者とのインタビュー, August 31, 2017; and Terry Devine, 筆者とのインタビュー, September 5, 2017.
 15. Patricia Devine, "Getting Hooked on Research in Social Psychology: Examples from Eyewitness Identification and Prejudice," in *The Social Psychologists: Research Adventures*, ed. Gary G. Brannigan and Matthew R. Merrens, 161-84 (New York: McGraw-Hill, 1995); Patricia Devine, 筆者とのインタビュー, August 23, 2017; and Roy Malpass, 筆者とのインタビュー, September 1, 2017.
 16. Roy Malpass and Patricia Devine, "Eyewitness Identification: Lineup Instructions and the Absence of the Offender," *Journal of Applied Psychology* 66, no. 4 (1981): 482-89.
 17. James Jones, *Prejudice and Racism* (New York: McGraw-Hill, 1972); and James Jones, 筆者とのインタビュー, May 17, 2021.
 18. Patricia Devine, "A Modern Perspective on the Classic American Dilemma," *Psychological Inquiry* 14, no. 3-4 (2003): 244-50; Devine, "Getting Hooked on Research in Social Psychology"; John Bargh and Paula Pietromonaco, "Automatic Information Processing and Social Perception: The Influence of Trait Information Presented Outside of Conscious Awareness on Impression Formation," *Journal of Personality and Social Psychology* 43, no. 3 (1982): 437; Thomas Srull and Robert Wyer, "The Role of Category Accessibility in the Interpretation of Information About Persons: Some Determinants and Implications," *Journal of Personality and Social Psychology* 37, no. 10 (1979): 1660-72; John Bargh, "Automatic and Conscious Processing of Social Information," in *The Handbook of Social Cognition*, ed. Robert Wyer Jr. and Thomas Srull, 1-43 (Hillsdale, NJ: Lawrence Erlbaum, 1984); and E. Tory Higgins, William Rholes, and Carl Jones, "Category Accessibility and Impression Formation," *Journal of Experimental Social Psychology* 13, no. 2 (1977): 141-54.
 19. David Meyer and Roger Schvaneveldt, "Facilitation in Recognizing Pairs of Words: Evidence of a Dependence Between Retrieval Operations," *Journal of Experimental Psychology* 90, no. 2 (1971): 227-34.
 20. Patricia Devine, 筆者とのインタビュー, August 23, 2017.
 21. このプライミングに対する懸念は先見的であった。近年、科学における「再現性の危機」が問題となり、プライミング実験の再現性にも疑問の声が上がった。たとえば高齢者を想起させる言葉（「フロリダ」や「ビンゴ」）でプライミングされた人の歩行速度が遅くなるといった実験結果にはあまり再現性がないとされる。しかし心理学者のダニエル・カーネマンが言うように、プライミング行動が完全に証明されていないとはいえ、「意味的プライミング、意識に上らない刺激の有意な処理、観念運動活性化といったすべての構成要素については十分な証拠がある」。以下を参照されたい。Stéphane Doyen et al., "Behavioral Priming: It's All in the Mind, But Whose Mind?," *PloS One* (January 18, 2012), <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0029081>; B. Keith Payne, Jazmin Brown-Iannuzzi, and Chris Loersch, "Replicable Effects of Primes on Human Behavior," *Journal of Experimental Psychology: General* 145, no. 10 (2016): 1269-79; and Daniel Kahneman, February 14, 2017, 8:37 p.m., 以下のブログへのコメント, Ulrich Schimmack, Moritz Heene, and Kamini Kesavan, "Reconstruction of Train Wreck: How Priming Research Went Off the Rails," February 2, 2017, <https://replicationindex.com/2017/02/02/reconstructi>

- Ahead? The Impact of Race and Interpersonal Dominance on Perceptions of Female Leaders,” *Psychological Science* 23, no. 354 (2012): 354–58; Ashleigh Shelby Rosette et al., “Race Matters for Women Leaders: Intersectional Effects on Agentic Deficiencies and Penalties,” *Leadership Quarterly* 26 (2016): 429–45; and Kristen Schilt, *Just One of the Guys?: Transgender Men and the Persistence of Gender Inequality* (Chicago: University of Chicago Press, 2010), 85.
17. Stephanie Fryberg and Arianne Eason, “Making the Invisible Visible: Acts of Commission and Omission,” *Current Directions in Psychological Science* 26, no. 6 (2017): 554–59; and Adrienne Rich, “Disloyal to Civilization,” in *On Lies, Secrets, and Silence: Selected Prose 1966–1978* (New York: W. W. Norton, 1979), 308. [アドリエンス・リッチ著、大島かおり訳『嘘、秘密、沈黙。：アドリエンス・リッチ女性論 1966–1978』晶文社、1989年]
 18. Evelyn Carter, 筆者とのインタビュー, April 16, 2016.
 19. Rebecca Hetey and Jennifer Eberhardt “Racial Disparities in Incarceration Increase Acceptance of Punitive Policies,” *Psychological Science* 25 (no. 10), 2014: 1949–54; and Connie Rice, 筆者とのインタビュー, October 10, 2018.
 20. Ben Barres, 筆者とのインタビュー, June 26, 2016.
 21. Ben Barres, 筆者とのインタビュー, August 15, 2014; Schilt, *Just One of the Guys*, 70–75; and Kristen Schilt, 筆者とのインタビュー, August 16, 2014.
 22. Joan Roughgarden, 筆者とのインタビュー, August 20, 2014; and Paula Stone Williams, “I’ve Lived as a Man and a Woman. Here’s What I Learned,” *TEDx Talks*, December 19, 2017, <https://www.youtube.com/watch?v=lrYx7HaUlMY>.
 23. Elisabeth Kübler-Ross, *On Death and Dying: What the Dying Have to Teach Doctors, Nurses, Clergy and Their Own Families* (New York: Scribner, 2014), 273 [エリザベス・キューブラー・ロス著、鈴木晶訳『死ぬ瞬間：死とその過程について』中央公論新社、2020年]; and Claudia Rankine, “The Condition of Black Life Is One of Mourning,” *New York Times Magazine*, June 22, 2015.
 24. Mark Brinson et al., *Riparian Ecosystems: Their Ecology and Status* (Kearneysville, WV: Eastern Energy and Land Use Team National Water Resources Analysis Group, U.S. Fish and Wildlife Service, 1981), 73.
- 第1章 バイアスの追跡者
1. Patricia Devine, 筆者とのインタビュー, February 23 and August 23, 2017.
 2. Faye Crosby et al., “Recent Unobtrusive Studies of Black and White Discrimination and Prejudice: A Literature Review,” *Psychological Bulletin* 87, no. 3 (1980): 546–63. スウェーデンの経済学者グンナー・ミューダールはこうしたアメリカ人の民主的な理念と現実との食い違いを「アメリカのジレンマ」と呼んだ。以下、引用する。「アメリカ人は国及びキリスト教の高貴な教えに基づいて考え、語り、行動する。その一方で……コミュニティの威信や同調を気にするし、特定の人物や特定の種類の人々に対する集団的偏見に動かされている。そして種々雑多な欲求や衝動や習慣が彼の見解を支配している」。Gunnar Myrdal, *An American Dilemma*, vol. 1, *The Negro Problem and Modern Democracy* (New York: Harper & Row, 1944), xliii.
 3. John Duckitt, “Psychology and Prejudice: A Historical Analysis and Integrative Framework,” *American Psychologist* 47, no. 10 (1992): 1182–85; John Haller, *Outcasts from Evolution: Scientific Attitudes of Racial Inferiority, 1859–1900* (Urbana: University of Illinois Press, 1971), 6–11, 77; Ann Fabian, *The Skull Collectors: Race, Science, and America’s Unburied Dead* (Chicago: University of Chicago Press, 2010), 15; Robert Richards, “The Beautiful Skulls of Schiller and the Georgian Girl: Quantitative and Aesthetic Scaling of the Races, 1770–1850,” in *Johann Friedrich Blumenbach: Race and Natural History, 1750–1850*, ed. Nicolaas Rupke and Gerhard Lauer (London: Routledge, 2018), 151; and R. Meade Bache, “Reaction Time with Reference to Race,” *Psychological Review* 2, no. 5 (1895): 475–86.
 4. Frederick Douglass, *The Claims of the Negro, Ethnologically Considered* (Rochester, New York: Lee, Mann & Co., 1854), 34; Franz Samelson, “From ‘Race Psychology’ to ‘Studies in Prejudice’: Some Observations on the Thematic Reversal in Social Psychology,” *Journal of the History of the Behavioral Sciences* 14 (1978): 268–69; Vernon Williams Jr., *Rethinking Race: Franz Boas and His Contemporaries* (Lexington: University of Kentucky Press, 1996), 44–45; Thomas Garth, “A Review of Racial Psychology,” *Psychological Bulletin* 22, no. 6 (1925): 359; and Emory Bogardus, “Measuring Social Distances,” *Journal of Applied Sociology* 9 (1925): 299–308.
 5. Samelson, “From ‘Race Psychology’ to ‘Studies in Prejudice,’” 265, 267, 273; Martha McLear, “Sectional Differences as Shown by Academic Ratings and Army Tests,” *School and Society* 15 (1922): 676–78; Horace Bond, “Intelligence Tests and Propaganda,” *Crisis* 28 (1924): 64; Howard Long, “Race and Mental Tests,” *Opportunity* 1, no. 3 (1923): 22–28; Carl Brigham, *A Study of American Intelligence* (Princeton, NJ: Princeton University Press, 1923), 183; Carl Brigham, “Intelligence Tests of Immigrant Groups,” *Psychological Review* 37, no. 2 (1930): 158–65; William McDougal, *Is America Safe for Democracy?* (New York: Charles Scribner’s Sons, 1921), 185–88; David Milner, *Children and Race: Ten Years On* (London: Ward Lock Educational, 1983), 27; John Duckitt, “Psychology and Prejudice: A Historical Analysis and Integrative Framework,” *American Psychologist* 47, no. 10 (1992): 1182–93; David Owen, “Inventing the SAT,” Alicia Patterson Foundation, 1985, <https://aliciapatterson.org/stories/inventing-sat>; and Thomas Garth, “A Review of Race Psychology (1924–1929),” *Psychological Bulletin* 27 (1930): 329–56.
 6. Samelson, “From ‘Race Psychology’ to ‘Studies in Prejudice,’” 270.
 7. Howard Schuman, Charlotte Steeh, Lawrence Bobo, and Maria Krysan, *Racial Attitudes in America: Trends and Interpretations* (Cambridge, MA: Harvard University Press, 1970), 66; August Meier and Elliott Rudwick, *Black Detroit and the Rise of the UAW* (Oxford: Oxford University Press, 1979), 181–82; Amy Fried, “Race, Politics and American State Capacity: U.S. Government Monitoring of Racial Tensions During World War II” (未刊行の原稿, 2017), 13–15; and Herbert Shapiro, *White Violence and Black Response: From Reconstruction to Montgomery* (Amherst: University of Massachusetts Press, 1988), 312–13. デトロイト住宅委員会は都市に蔓延するレイシズムを調査し、次のように述べている。「デトロイトのいかなる地区においても、人種構成を変更しようとすれば住民の激しい抵抗を招くだろう。ひとたびそうなれば、地域全体の軍需品生産の努力が危険にさらされることになりかねない」
 8. 以下書籍に引用された内容より。James Whitman, *Hitler’s American Model* (Princeton, NJ: Princeton University Press, 2017), 10, 118, 147, Kindle [ジェイムズ・Q・ウィットマン著、西川美樹訳『ヒトラーのモデルはアメリカだった：法システムによる「純血の追求」』みずす書房、2018

はじめに

- Ben Barres, *Autobiography of a Transgender Scientist* (Cambridge, MA: MIT Press, 2018), 48, 56; Charlie Rose による Ben Barres のインタビュー, “Gender Identity,” *Charlie Rose*, PBS, June 18, 2015, <https://charlierose.com/videos/21056>. 以下も参照されたい。Ben Barres, “A Sense of Discomfort with Myself, Part 1/21,” *Web of Stories: Life Stories of Remarkable People*, April 11, 2017, https://www.youtube.com/watch?v=_wMLbuHhZwk&list=PLVV0r6CmEsFz74WZPchYPmr9l5oSBLAAR&index=2&ct=0s; and Ben Barres, “Feeling Like a Boy, Part 2/21,” *Web of Stories: Life Stories of Remarkable People*, April 11, 2017, <https://www.youtube.com/watch?v=icNq2uqsvVw&list=PLVV0r6CmEsFz74WZPchYPmr9l5oSBLAAR&index=2>; Keay Davidson, “Transsexual Tackles Sexism in Sciences,” *SF Gate*, July 13, 2006, <https://www.sfgate.com/science/article/STANFORD-Transsexual-tackles-sexism-in-sciences-2531694.php>.
- Ben Barres, “I Like Myself Now, Part 7/21,” *Web of Stories: Life Stories of Remarkable People*, April 11, 2017.
- Ben Barres, “Does Gender Matter?,” *Nature* 442 (2006): 133–36.
- Barres, *Autobiography of a Transgender Scientist*, 17.
- Larry Summers, “Remarks at NBER Conference on Diversifying the Science and Engineering Workforce,” Harvard University, Cambridge, MA, January 14, 2005; and Barres, “Does Gender Matter?”
- Ben Barres, 筆者とのインタビュー, August 15, 2014; and Shankar Vedantam, *The Hidden Brain: How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save Our Lives* (New York: Spiegel & Grau, 2010), 103. [ジャンカール・ヴェダントム著、渡会圭子訳『隠れた脳：好み、道徳、市場、集団を操る無意識の科学』インターシフト、2011年]
- Ben Barres, 筆者とのインタビュー, August 15, 2014.
- Kristen Schilt, 筆者との私信, June 18, 2020.
- Katherine Milkman, Modupe Akinola, and Dolly Chugh, “What Happens Before? A Field Experiment Exploring How Pay and Representation Differentially Shape Bias on the Pathway into Organizations,” *Journal of Applied Psychology* 100, no. 6 (2015): 1678–712; Katherine Milkman, Modupe Akinola, and Dolly Chugh, “Temporal Distance and Discrimination: An Audit Study in Academia,” *Psychological Science* 23, no. 7 (2012): 710–17; Hua Sun and Lei Gao, “Lending Practices to Same-Sex Borrowers,” *Proceedings of the National Academy of Sciences of the United States of America* 116, no. 19 (2019): 9293–302; Lisa Friedman et al., “An Estimate of Housing Discrimination Against Same-Sex Couples,” U.S. Department of Housing and Urban Development Office of Policy and Development Research (2013); Devah Pager, Bruce Western, and Bart Bonikowski, “Discrimination in a Low-Wage Labor Market: A Field Experiment,” *American Sociological Review* 74, no. 5 (2009): 777–99. 以下も参照されたい。Marianne Bertrand and Sendhil Mullainathan, “Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination,” *American Economic Review* 94, no. 4 (2004): 991–1013.
- Salimah Meghani, Eeeseung Byun, Rollin Gallagher, “Time to Take Stock: A Meta-analysis and Systematic Review of Analgesic Treatment Disparities for Pain in the United States,” *Pain Medicine* 13, no. 2 (2012): 150–74. 以下も参照されたい。Nathalia Jimenez et al., “Perioperative Analgesic Treatment in Latino and Non-Latino Pediatric Patients,” *Journal of Healthcare for the Poor and Underserved* 21, no. 1 (2010): 229–36; Erica Kenney et al., “The Academic Penalty for Gaining Weight: A Longitudinal, Change-in-Change Analysis of BMI and Perceived Academic Ability in Middle School Students,” *International Journal of Obesity* 39, no. 9 (2015): 1408–13; Lauren Rivera and Andrés Tilcsik, “How Subtle Class Cues Can Backfire on Your Resume,” *Harvard Business Review* (December 21, 2016; updated April 4, 2017), <https://hbr.org/2016/12/research-how-subtle-class-cues-can-backfire-on-your-resume>; Jason Okonofua and Jennifer Eberhardt, “Two Strikes: Race and the Disciplining of Young Students,” *Psychological Science* 26, no. 5 (2015): 617–24; Steven Foy and Rashawn Ray, “Skin in the Game: Colorism and the Subtle Operation of Stereotypes in Men’s College Basketball,” *American Journal of Sociology* 125, no. 3 (2019): 730–85; Tracey Colella et al., “Sex Bias in Referral of Women to Outpatient Cardiac Rehabilitation? A Meta-analysis,” *European Journal of Preventive Cardiology* 22, no. 4 (2015): 423–41; Katarina Hamberg, Gunilla Risberg, and Eva Johansson, “Male and Female Physicians Show Different Patterns of Gender Bias: A Paper-Case Study of Management of Irritable Bowel Syndrome,” *Scandinavian Journal of Public Health* 32, no. 2 (2004): 144–52; Corinne Moss-Racusin et al., “Science Faculty’s Subtle Gender Bias Favors Male Students,” *Proceedings of the National Academy of Sciences of the United States of America* 109, no. 41 (2012): 16474–79; and Christine Wennerås and Agnes Wold, “Nepotism and Sexism in Peer-Review,” *Nature* 387 (1997): 341–43. Wennerås と Wold が今から 20 年前にこの論文 [査読における身内びいきとセクシズム] を投稿したとき、当初はリジェクト (却下) された。査読コメントには「北欧の読者には」興味深いかもしれないが、と記されていた。近年の研究で、研究の評価における男女格差の傾向は続々と指摘されている。
- Joseph Wertz et al., “A Typology of Civilians Shot and Killed by US Police: A Latent Class Analysis of Firearm Legal Intervention Homicide in the 2014–2015 National Violent Death Reporting System,” *Journal of Urban Health* 97 (2020): 317–28; and Ali Winston, “Medical Examiner Testifies Eric Garner Died of Asthma Caused by Officer’s Chokehold,” *New York Times*, May 15, 2019, <https://www.nytimes.com/2019/05/15/nyregion/eric-garner-death-daniel-pantaleo-chokehold.html>.
- George Lamming, “The Negro Writer and His World,” *Presence Africaine: The First International Conference of Negro Writers and Artists* (Paris: Sorbonne, 1956), 332.
- Kenneth Clark and Mamie Clark, “Racial Identification and Preference in Negro Children,” in *Readings in Social Psychology*, ed. Theodore Newcomb and Eugene Hartley (New York: Henry Holt and Co., 1947): 169–78; Kenneth Clark のインタビュー, Blackside, Inc. 制作のドキュメンタリーシリーズ *Eyes on the Prize: America’s Civil Rights Years (1954–1965)* より, Washington University Libraries, Film and Media Archive, Henry Hampton Collection (November 4, 1985); Lawrence Nyman, “Documenting History: An Interview with Kenneth Bancroft Clark,” *History of Psychology* 13, no. 1, (2010): 74–88.
- Dawn Lundy Martin, “When a Person Goes Missing,” *n+1*, no.30: Motherland (Winter 2018), <https://npl.usonemag.com/issue-30/politics/when-a-person-goes-missing/>.
- Jac Yun Kim, Grainne Fitzsimons, and Aaron Kay, “Conflating a Solution with a Cause: The Potential Harmful Effects of Women’s Empowerment Messages,” *Academy of Management Proceedings* 2018, no. 1 (2018): 125–37.
- Robert Livingston, Ashleigh Shelby Rosette, and Ella Washington, “Can an Agentic Black Woman Get