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1 Normal Ave Montclair, NJ 07043

Wilsonjoh@montclair.edu Author Note This Research Is Supported By The Natural Sciences And Engineering Research Council Of Canada To NOR And NSF Award BCS-1423765 Awarded To KH. RACIAL BIAS IN FORMIDABILITY JUDGMENTS 2 Submitted January 6, 2017 Mar 5th, 2024

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That Young Children Have The Capacity To Notice Race From As Early As Three Months Of Age (Sangrigoli & De Schonen, 2004). By Age 2.5, Children Are Becoming Aware Of Their Gender And Ethnic Identity (Quintana & Vera, 1999). Between 3.5 And 5.5, Race And Ethnicity Have Been Shown To Be A Salient Part Of Children’s Sense Of Their Bodily Selves Feb 3th, 2024



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While Elected Leaders And Other Top Officials Are A Critical Part, Change Takes Place On The Ground. We Must Build Infrastructure That Creates Racial Equity Experts And Teams Throughout Local And Regional Government. 2. Partner With Other Institutions And Communities: The Work Of Government On Racial Equity Is Necessary But Not Sufficient. To Apr 5th, 2024

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