

Prejudice & Discrimination

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Definitions

- **Stereotype:** Belief about the personal attributes of a group of people. Many times overgeneralized and inaccurate & resistant to new information.
- **Prejudice:** A negative prejudgment of a group and its individual members.
- **Discrimination:** Unjustifiable negative behavior toward a group or its members.

Stereotypes

- Can be true to some degree
- May not be negative
- More violence in Southern countries of Northern Hemisphere
- Teacher's stereotypes of student achievement per gender, ethnic, & class match reality. (Madon & others 1998)

Stereotypes

- Good - Diversity & norms
- Problem - Overgeneralized & Wrong
 - Welfare - African Americans

Stereotypes

- Europeans think:
 - Germans are relatively hardworking
 - French are pleasure-loving
 - British are cool & unexcitable
 - Italians are amorous
 - Dutch are reliable
 - Southern more emotional, less efficient & more expressive.

Examples

- Video: Blue & Brown Eyes Experiment
- Prom in Taylor County
- "The Sneetches"
- James Byrd Jr.
- Matthew Shepard

Who are these Men?



Immaculée Ilibagiza

- Born in Rwanda
- Studied Electronic and Mechanical Engineering at the National University of Rwanda.
- 1994 Rwanda Genocide
- She and 7 other women huddled silently together in a cramped bathroom of a local pastor's house for 91 days! 65lbs
- 4 yrs later immigrated to US & now member of the United Nations Development Program.

Rwanda Genocide

- Between April and June 1994, an estimated 800,000 Rwandans were killed in the space of 100 days. Some say 1M total
- Rwanda size of Maryland with 10M people
- Most of the dead were Tutsis - and most of those who perpetrated the violence were Hutus.

Rwanda Genocide

- The genocide was sparked by the death of the Rwandan president Juvenal Habyarimana, a Hutu, when his plane was shot down above Kigali airport on 6 April 1994.
- A recent French official report blamed current Rwandan President, Paul Kagame. Rwanda disagrees.
- 1916 Belgians said Tutsis were more superior

Rwanda Genocide

- 1959 Series of riots where more than 20,000 Tutsis were killed, and many more fled to the neighboring countries of Burundi, Tanzania and Uganda.
- 1962 Belgium gave Rwanda its independence & Hutus took their place & Tutsis were scapegoats

Rwanda Genocide

- Tutsi refugees in Uganda - supported by some moderate Hutus - were forming the Rwandan Patriotic Front (RPF). Their aim was to overthrow Habyarimana and secure their right to return to their homeland.
- Habyarimana exploited this & made Tutsis all RPFs.
- August 1993 a Peace Accord was signed but little effect.

Rwanda Genocide

- Two million Hutus fled to Zaire (now the Democratic Republic of Congo) when RPF took over.

Social Sources

- Institutional Support:
 - Gov. Little Rock 1957 segregated schools...Prom in Taylor County!
 - Books: She is just like a girl...she give up
 - Barbie: Math is hard
 - Past student of mine: Counselor to a female, you don't want to be a math teacher but an english teacher!
 - "Flesh" color in Crayons was pinkish/white
 - Stories, photos women "bodies" (photos in text)

Racism & Sexism

- Nursing for longest time was females...is that sexist if no males choose the profession.
- Now if they are & then are prevented then a problem.

Racism & Sexism

- People label!
 - What is Tiger Woods? "Cablinasian"
 - 25% African
 - 25% Thai
 - 25% Chinese
 - 1/8 Native American
 - 1/8 Dutch
 - What is Charlize Theron
 - Mother German
 - Father French
 - From South Africa

Examples Still Today?

- 1942
 - Separate seating quite acceptable
 - 1/3 white supported integration
 - 1/50 for the south
 - Black girls preferred white dolls (Clarks)
- 1950s-70s
 - Black girls preferred black dolls
- 1980
 - 90% support
 - Similar in traits: intelligence, laziness & dependability

Examples Still Today?

- 1999
 - 9/10 Blacks & Whites would vote for Black President
 - 8/10 history taught common history
 - Also fair treatment for all
 - 2/3 both believe morals & ethics are on the decline
- 2002
 - 7,314 perpetrators of hate crimes

Examples Still Today?

- 75% would shop at a store owned by a Homosexual
- 39% would see a homosexual doctor
- US Interracial couples MORE THAN doubled from 1980-2000
- 13.5% Black car occupants
 - 15% speeders
 - 35% stopped.

Examples Still Today?

- India not likely higher caste marry lower
 - Dr. J.P. & Vanleela Dave from GSU
 - She grew up with Chefs, Drivers, Gardeners etc.
 - He was a tutor for brother lived in one room hut with MANY family members
 - Her father would not let her see him for 5 yrs
 - About 4 ½ yrs later snuck out & married him giving up everything. Left her jewelry etc.

Gender Prejudice

- Gender stereotypes stronger than racial. (Jackman & Senter, 1981)
- Porter, Geis & Jennings (1983) Pix 340 Women at the head of table, still rated men's contribution to the group better than all 3 women put together!
- Women who behave in leadership role are viewed less favorably. Assertiveness is perceived as Aggressive (Eagly & Karau, 2000)

Gender Stereotypes

- Attitudes:
 - 1937 1/3 Americans Vote Qualified Woman for President
 - 2003 87%
 - 1967 56% first-yr American College Students "Married Women concern should only be home & family" Mona Lisa Smile!
 - 2002 22% only agreed

Gender Stereotypes

- Attitudes:
 - Eagly et al (1991) & Haddock & Zanna (1994) "Women are Wonderful"
 - Glick, Fiske et al (1996, 2002, 2001) Ambivalent: Benevolent Sexism (superior moral) & Hostile Sexism ("tight leash on husband)
 - Myers et al (1989) repeat of Goldberg's 1968 study on rating of article finds no gender difference now.

Gender Stereotypes

- Attitudes:
 - 104 studies with 20,000 people showing no difference.
 - "2nd Income" cartoon
 - Non-West/Democratic
 - 2/3 girls unschooled
 - Saudi Arabia women can't drive
 - Prefer boys (Amnio!)
 - You?

Social Sources

- Status
- Parents
- Social Institutions
- Richeson & Ambady (2003)
Supervisors prejudice black partner
- Fiske et al (1999) Asians, Jews, Germans, nontraditional women, assertive African Americans & Gay men are respected but not well liked!

Social Sources

- Traditionally subordinate African Americans & Hispanics, traditional women, feminine gay men and those with disabilities tend to be seen as less competent but liked for emotional, spiritual, artistic or athletic qualities.
- WWII "Japs" "Jews" Subhuman!
- Status Orientation support it

Social Sources

- Socialization:
 - Adorno et al (1950) prejudice not specific but usually in general to anyone who is different
 - Ethnocentric have:
 - Intolerance for weakness
 - Punitive Attitudes
 - Submissive respect for their ingroup's authorities
 - Were harshly punished as kids, repressed & project on others.

Social Sources

- Socialization:
 - Insecurity of these children predisposes to be excessively concerned with power & status & inflexible right-wrong way of thinking which makes ambiguity difficult to tolerate.
 - Tend to be submissive to people with power & aggressive or punitive toward those beneath them. Bullies!

Social Sources

- Socialization:
 - Equal Opportunity Bigots & CoExist:
 - African Americans
 - Gays, Lesbians, Bisexual & Transgender (GLBT - APA)
 - Women
 - Old People
 - Fat People
 - AIDS Victims
 - Homeless

Social Sources

- Socialization:
 - High in Social Dominance Orientation & Authoritarian likely to be leaders of Hate Groups!

Social Sources

- Religion:
 - Used as justification "God Ordained"
 - Christianity:
 - Church members more racial prejudice
 - Even more so when Traditional or Fundamental/ Correlational
 - Faithful church goes less than occasional
 - Approach to Life less than merely activity to do
 - Protestant Ministers & Roman Catholics Priest more supportive of civil rights than laypeople

Social Sources

- Conformity:
 - Inertia
 - To be liked & accepted (Have you?)
 - 1954 Clergy in Little Rock Integration
 - Indiana steel workers & Virginia coal miners
 - George Bernard Shaw - "Never seen it anywhere else" (Women)
 - Children who have moms who work have less stereotypes (Hoffman, 1977)

Stereotypes

- British are reserved.
- Americans are outgoing .
- Professors are absent minded.
- 1980s "Ms" was more assertive & ambitious. Now married women are thought this way.

Social Sources

- Institutional Support:
 - "Oldies" on Nick At Night
 - I Love Lucy
 - Speed Racer
 - All in the Family
 - Jeffersons
 - Music
 - Rap Music (Johnson et al, 2000)
 - Movies
 - What do you think?

Stereotype Threat

- Self-Confirming apprehension that one will be evaluated based on a negative stereotype.
 - Play Baseball etc people move out or in the field!
 - Mention whether there are gender differences? (Spencer, et al 1999)
 - "Air head" women commercials - did worse on tests & no interest in major (Davies et al 2002)

Stereotype Threat

- Can become Self-fulfilling Prophecy
 - "Sports Intelligence" vs. "Natural Athletic Ability" (Stone et al 1999)
 - Again Barbie "Math is Hard"!
 - If you tell minorities they are at risk for failure their self-esteem lowers & do not identify with school/education then.
 - If known you were accepted due to gender or race one does poorer. (Brown et al 2000)
 - Can this be others?!

Stereotype Threat

- Distracting so causes more cognitive energy to dismiss & thus memory suffers (Croizet et al, 2004; Schmader et al, 2003; Steele et al, 2002)
- Worrying also effects competence (Keller et al, 2003; Seibt et al, 2004)
- Physiological arousal impairs performance (O'Brien et al, 2003); Ben-Zeev et al, 2004)

Stereotype Threat

- Positive Stereotypes help reduce Threat & thus Self-Fulfilling Prophecy! (Shih et al 1999)

Realistic Conflict Theory

- Prejudice arises from competition between groups for scarce resources.
 - Competing for jobs with males
 - Competing for openings in college
 - Competing for potential spouses
 - Competing for food
 - Competing for spots in a class
 - Competing for grades (curve)

Stereotype Threat

- Self-Confirming apprehension that one will be evaluated based on a negative Stereotype.
 - Math Test - Gender
 - Brown/Blue Eyes - Flash Cards
 - Commercial - Air Head Women
 - "Sports Intelligence" vs "Natural Athletic Ability"
 - African Americans 8th-10th grade weaker
 - Acceptance based on Gender/Culture worse
 - Grading helped to do better
 - SATs vs Grades of Minorities.

Stereotype Threat

- Distracting
- Decreases Working Memory
- Impairs Motivation
- Worrying impairs Performance
- Physiological Arousal impairs Performance

- Positive Stereotypes HELP!

Self-Esteem

- Social Identity - "We-ness"
 - We define ourselves by groups
 - Categorize
 - Gangs, Frats, Religion, Sports Team, Gay/Lesbian, Gender, Minority, Age, Career, Jocks, Preppie, geeks (Breakfast Club) even Cat vs. Dog!
 - Identify
 - Associate ourselves with "Ingroups"
 - Compare
 - Favorable Bias toward Ingroup
- Cartoon & Ben Johnson 353 & 362

Self-Esteem

- Social Identity - "We-ness"
 - Humiliated or even small error will make people be more prejudice & hostile. We do many things out of Insecurity!
 - Generally, Boss yells at you, you yell at spouse, spouse at kids, kids pushes dog, dog bites the cat, cat gets the mouse!
 - Opposite? Wife yells at husband, then husband takes it out on employees! Even if a man just doubts his own strength & independence say women are weak, & dependent.

Self-Esteem

- Social Identity - "We-ness"
 - Grube et al (1982)
 - Men with Low Self-Acceptance dislike strong, nontraditional women.
 - So think about Iraq!
 - Vanman et al (1990)
 - Pix of Black ok but facial muscles & emotions signals of brain different
 - Movie: [Crash \(Song\)](#)
 - Movie: [Something New](#)

Illusory Correlations

- Perception that a relationship exists when it does not
 - "Welfare"
 - Homosexuals & Child Abuse
 - Ex-Mental Patients

Fundamental Attribution Error/ Group-Serving Bias

- Ingroup:
 - Positive: Dispositional (Good Hearted)
 - Negative: Situational (Didn't Try)
- Outgroup:
 - Positive: Situation (Gain Favor/Special)
 - Negative: Dispositional (Selfish/Stupid)

Just World Phenomenon

- People get what they deserve and deserve what they get
 - Movie: The Accused
 - HIV
 - Domestic Violence
 - Homeless

Subtyping/grouping

- Those who do not fit a stereotype are special & have different properties, either exception or part of group
 - Senior Olympics Pix 369
 - Professional Middle Class Blacks
 -

Influence Event or Behavior

- Untrue Statement of politicians vs scientists
- Altercation: lumberjacks vs. marriage counselors
- Physical Condition: model vs. triathlete
- Not always extended to individual Pix 375 Elton & Ellen
- Woman or man cutting in line theater

Price Waterhouse vs. Ann Hopkins

- Nation's Top Accounting Firms 1989
- Denied Promotion To Partner
- #1 in business she brought in
- "Needed a course at charm school"
- "Walk/talk/dress more femininely"
- Retired from PW 2002
- Have to prove would have made decision if no SH

Missy Cummings

- Powerpoint

Examples Still Today?

- Amadou Diallo
 - Shot 41 times by police officers when he was just getting his wallet
 - Associate gun more with blacks

Examples Still Today?

- Subtle Forms now called "Modern Racism" "Cultural Racism":
 - "Blacks are getting too demanding in their push for equal rights"
 - Denials of discrimination either race, sex, age
 - Car Sales Ticket Prices
 - Resume Callbacks
 - Overpraising accomplishments
 - Undercriticizing mistakes

Sources

- "Rwanda: How The Genocide Happened"
BBC April 1, 2004
<http://news.bbc.co.uk/1/hi/world/africa/1288230.stm>
