

PREJUDICE,
DISCRIMINATION
AND DIVERSITY

Outline

- The psychology of diversity
- The functions of differing
- Categorising and stereotyping
- Prejudice
- Microaggression

The psychology of diversity

- No man is an island (John Donne)



The psychology of diversity

- Social contexts cannot be understood independently of the people in them
- Individuals cannot be understood independently of the situations in which they act and interact.

What is diversity?

- Diversity is the presence of difference
- The most common usages of diversity refer to social difference, or differences among people.
- The common categorisations of diversity are gender, race, disability, religion, social class and age.

Let's think about these...

- When we talk about diversity, *how* do we talk about it?
- Do we regard diversity as a good thing or a bad thing, as something to be preserved and celebrated, or something to be overcome?
- Is diversity more of a political or a social word?

- <https://www.youtube.com/watch?v=jD8tjhVO1Tc&list=FLANMZlw7GG16ThYdNANKHbA&index=1>

Identity

- Who are you?
- How do you know your identity?

Identity

- As soon as one tries to get a hold of an identity, it disintegrates in one's hand. The impossibility of getting a hold of the essence of an "us" impels one to focus on the "not-us"
- We confirm who we are by comparison with others; by differentiating elements of sameness and elements of difference.

By Dr. Farhad Dalal, a psychotherapist and group analyst

Diversity as a demographic concern

- We differ in the social categories or groupings of which we represent, such as sex, ethnicity, cultural background, and religion.
- Social differences refer to groupings or categories of individuals
- People are socially different when they associate with, or are members of, different social categories.

Diversity as a demographic concern

- Social categories help us organise and remember other information about people¹.
- Social categories are useful for describing people. We describe others by their social characteristics².

Diversity as a demographic concern

- There are beliefs and assumptions that people typically associate with each category.
- Psychologists are interested in how social differences relate to individual behaviours

Diversity as a political concern

- Diversity in a political perspective refers to particular social groups who have experienced disadvantage and discrimination

Diversity as an ideological concern

- Ideologies e.g. melting pot, multiculturalism, and colour-blindness are statements of what some people feel *should* be in a socially diverse environment.

Diversity and concern for social justice

- Diversity is not something that is inherently good or bad, but many dimensions of social difference are associated with inequality and disadvantage.
- Diversity is also a concern of individuals who value and strive for social justice.

Diversity and concern for social justice

- Social justice exists when all the groups of people in a society are afforded the same rights and opportunities and when their life outcomes are not unfairly constrained by prejudice and discrimination.
- In socially just society, people will not be victimised because of their group membership.

Diversity and concern for social justice

- Psychologists have long approached the study of diversity with an underlying concern for identifying, explaining and correcting social injustice.
- Kenneth and Mamie Clark's (1940) doll experiment
- <https://www.youtube.com/watch?v=tkpUyB2xgTM>

A framework of a psychological study of diversity

- Diversity is socially constructed
 - The individual is a social perceiver
 - The individual is a social actor

A framework of a psychological study of diversity

- ◉ Diversity is a social influence
 - Influence on identity
 - Influence on behaviour

Categorising and Stereotyping

- ◉ Social categorisation involves thinking about people primarily as members of social groups rather than as individuals
 - Primary social categories: Age, sex and race
 - Beyond primary categories

Beyond primary categorisation

- ◉ Perceptual similarity
 - Distinctive features
 - Solo status
- ◉ Accessibility
 - Recently used
 - When one category is being accessed, other categories are inhibited
- ◉ Perceived threat
 - In-groups and Out-groups

What do social categories do?

- Social categories economise our social thinking
- Social categories guide social judgements

Stereotyping

- What are the characteristics people from these countries have?
 - Germany
 - Britain
 - French
 - American
 - Thai
 - Chinese

Stereotyping

- Stereotype is a set of beliefs about the members of a social group and usually consists of personality traits, behaviours, and motives.
- When we stereotype people we apply a set of beliefs that represent the summary qualities of a group to individuals from that social group.

Where do stereotypes come from?

- ◉ Personal exposure
- ◉ Distinctive individuals and behaviours
 - Illusory correlation
- ◉ Socialisation

Stereotypes persist because...

- ◉ Stereotypes seem to be accurate
- ◉ Stereotypes confirm themselves
- ◉ Stereotypes diversify through subtypes

Consequences of stereotyping

- ◉ We believe groups are more different than they are
- ◉ We believe individuals within groups are more similar than they are
 - Out-group homogeneity effect
- ◉ We explain their behaviour differently than ours

Prejudice

- Prejudice is **unjustified negative** judgement of an individual based on his or her **social group identity**
- Prejudice involves negative feelings toward people based on their group membership or identity, whereas stereotyping involves negative beliefs and thoughts about such people.

- Prejudicial thinking is inevitable given that we do not approach each new situation as a clean slate. We make sense of the here and now via the experience of the past. Occasionally that past may be such that it distorts our ability to view the present clearly. In the absence of overt experience we often draw upon our wider culture to make sense of new experiences.

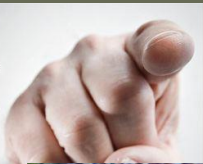
Duckett, S. (2010) Counselling older people. In Lago C. & Smith, B. (eds) *Anti-discriminatory practice in counselling & psychotherapy* (2nd ed). London: SAGE.

Why do we use prejudice?

- Prejudice is related to maintaining a positive social identity
- Prejudice is related to defending the Self
- Prejudice is related to feeling deprived

26 million people
in Europe are
looking for work.

And whose jobs
are they after?



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Microaggression

- The term originated from racial microaggressions by Chester Pierce in 1970s
- Now it can be used in gender-based, sexual orientation-based, disability-based, class-based issues (Sue & Capodilupo, 2008)

Microaggression

- Microaggressions are the brief and commonplace daily verbal, behavioural, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual-orientation, and religious slights and insults to the target person or group (Sue, Capodilupo, et al., 2007).

Microaggression

- Groups that are marginalized by our society exist on the margins (lower or outer limits) of social desirability and consciousness. We may view them in negative ways (undesirable) and/or be oblivious to their existence and their life experiences.
- When microaggressions make their appearance in interpersonal encounters or environmental symbols, they are reflections of marginality and/or a worldview of inclusion/exclusion, superiority/inferiority, desirability/undesirability, or normality/abnormality (Sue, 2003).

Microaggression

- <https://www.youtube.com/watch?v=BJL2P0JsAS4>
- [https://www.youtube.com/watch?v=i_4-Bq\\$IUd8&t=7s](https://www.youtube.com/watch?v=i_4-Bq$IUd8&t=7s)

Microaggression

- Microaggression could be disguised in forms of jokes, unintentional statements, ignorance, etc

What shall we do after learning about all these?
