Social Harmony *versus* Social Change?

Majority and Minority Perspectives on Common Identity

University of Western Ontario
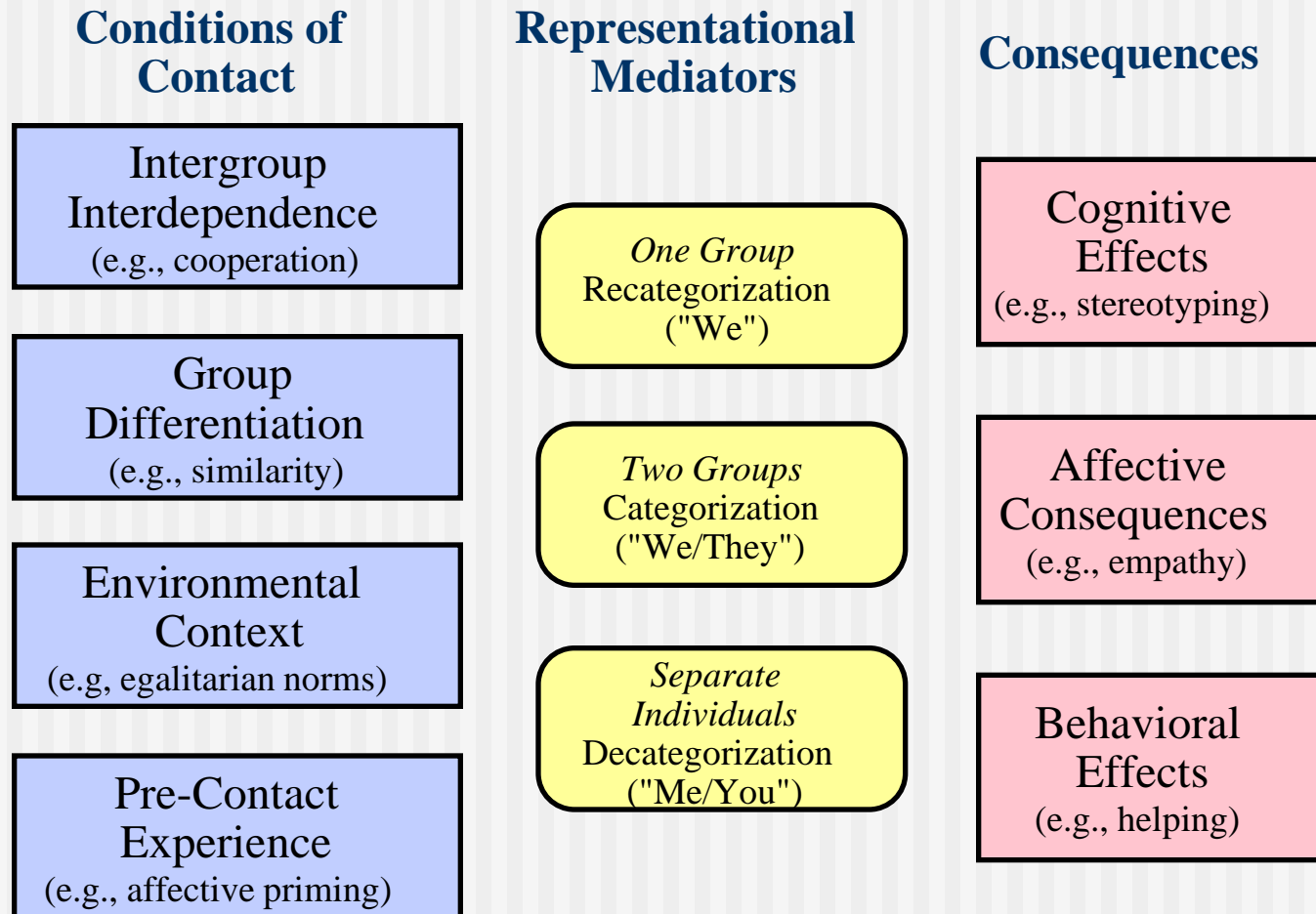April 8, 2010
John F. Dovidio
Yale University
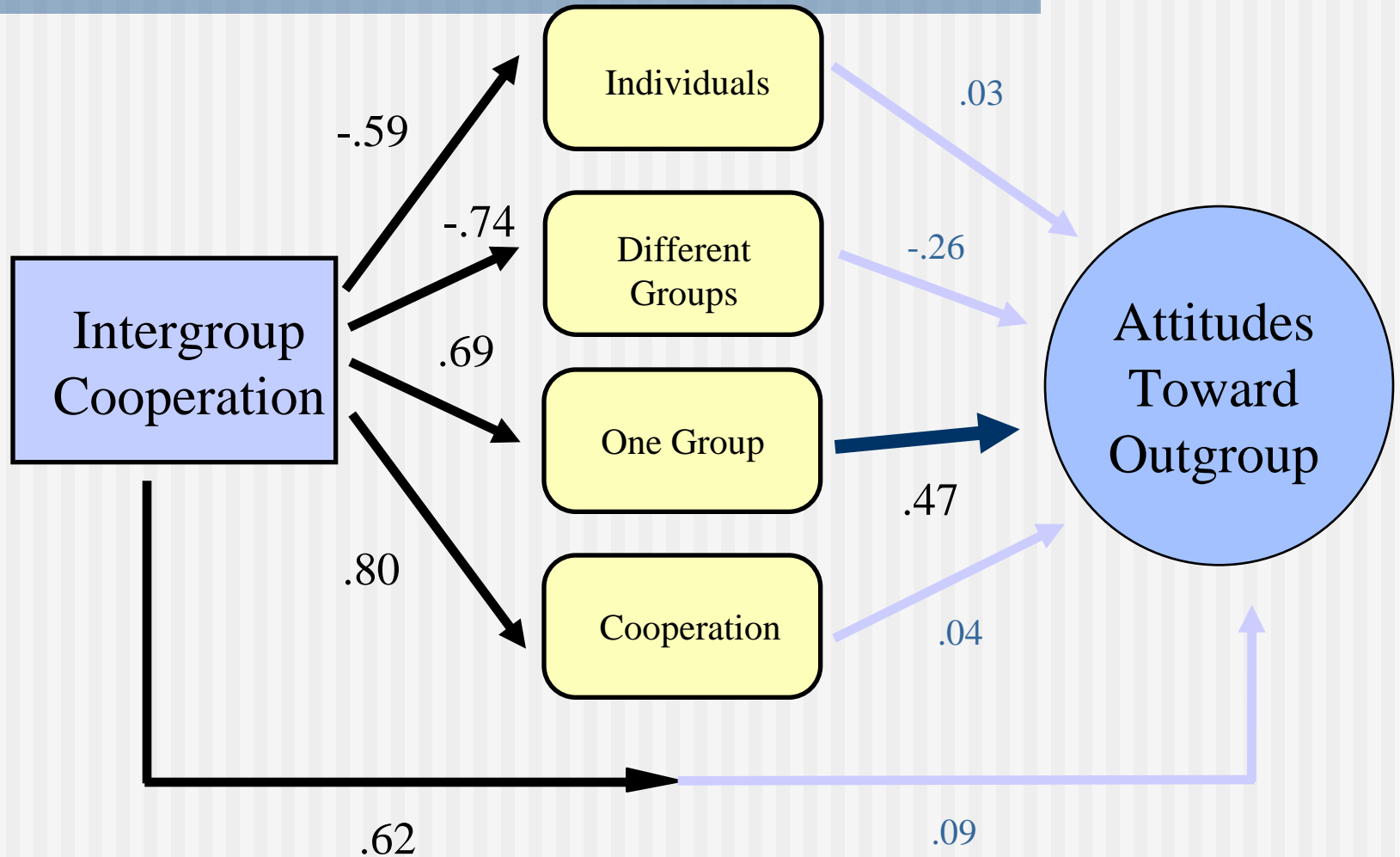John.dovidio@yale.edu

Contact Hypothesis/Theory

- Williams (1947)/Allport (1954)
- Conditions of Contact
  - Equal Status, Common Goals, Supportive Norms, Cooperation
- Pettigrew & Tropp (2006)
  - 515 reports, 713 samples, n > 25,000
- Beyond the "Black Box"

Common Ingroup Identity Model

(Gaertner, Dovidio, Anastasio, Bachman, & Rust, 1993)

Conditions of Contact	Representational Mediators	Consequences
Intergroup Interdependence (e.g., cooperation)	*One Group* Recategorization ("We")	**Cognitive Effects** (e.g., stereotyping)
Group Differentiation (e.g., similarity)	*Two Groups* Categorization ("We/They")	**Affective Consequences** (e.g., empathy)
Environmental Context (e.g, egalitarian norms)	*Separate Individuals* Decategorization ("Me/You")	**Behavioral Effects** (e.g., helping)
Pre-Contact Experience (e.g., affective priming)		

Cooperation

Gaertner et al. (1990)
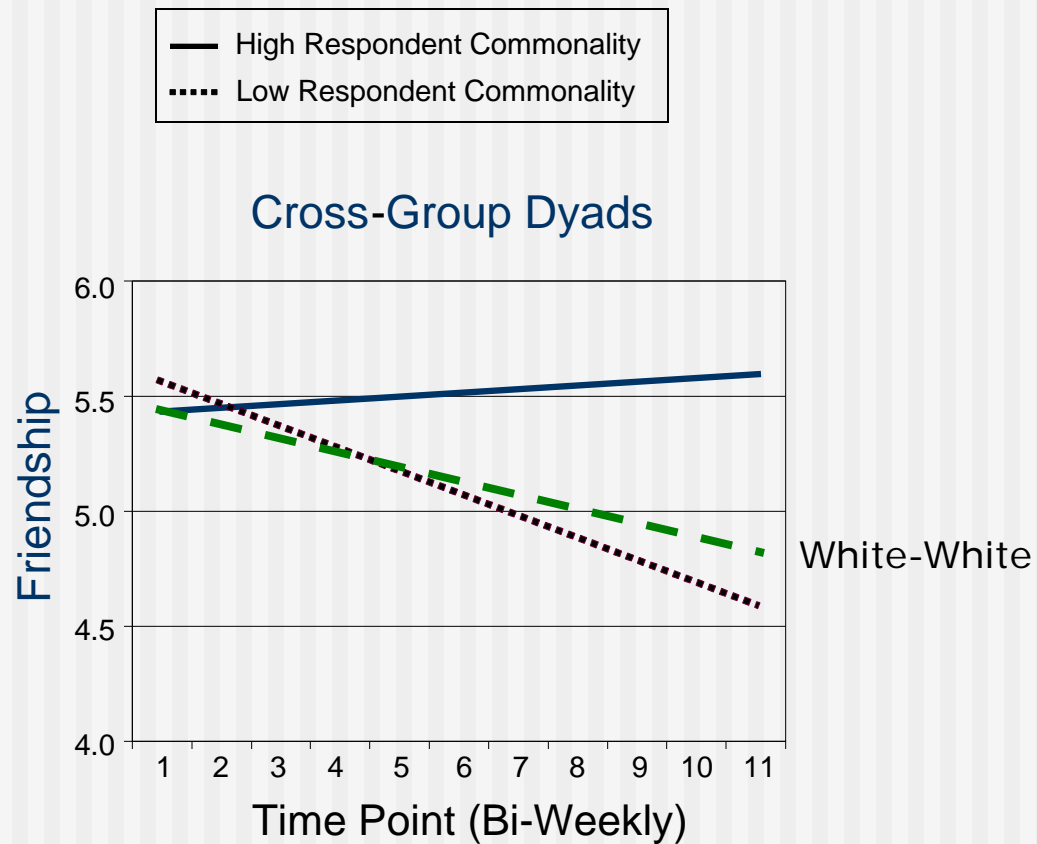
Challenges

- Can a common ingroup identity be sustained? (Hewstone, 1996)

- Does a common ingroup identity limit generalizability to the outgroup as a whole? (Gaertner & Dovidio, 2000)
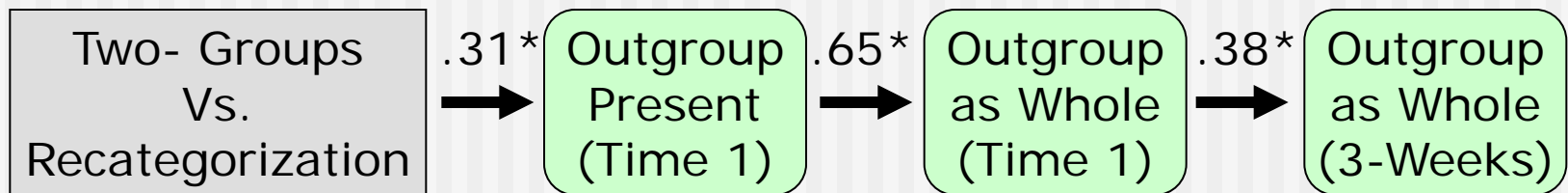
Moderation (West, Pearson, Dovidio, et al., 2009)

High Respondent Commonality
Low Respondent Commonality

Cross-Group Dyads

Friendship

6.0
5.5
5.0
4.5
4.0

1 2 3 4 5 6 7 8 9 10 11

White-White

Time Point (Bi-Weekly)

Generalization to the Group as a Whole (Guerra et al., in press)

- Portuguese 4th Grade Elementary School Students (White & Black)
- Recategorization vs. Two-Group Manipulation (Gaertner et al., 1989)
- Evaluative Bias: (a) outgroup members present, (b) outgroup as a whole at the same time, and (c) outgroup as a whole 3-weeks later

Evaluation

Two- Groups Vs. Recategorization	.31* →	Outgroup Present (Time 1)	.65* →	Outgroup as Whole (Time 1)	.38* →	Outgroup as Whole (3-Weeks)

Challenge du jour

- What are the functions and consequences of creating a common ingroup identity?
  - How well does it serve the motivations of majority and minority group members
  - What are the consequences, beyond attitudes, of a common identity

Comparing the Psychology of Prejudice Reduction & Collective Action (Wright & Lubensky, 2009)

Prejudice Reduction	**Collective Action**
➤ *Low* subgroup identification	➤ *High* subgroup identification
➤ *Low* salience of subgroup membership	➤ *High* salience of subgroup membership
➤ Perceive group boundaries to be *Permeable*	➤ Perceive group boundaries to be *Impermeable*
➤ *Low* salience of group-based inequality	➤ *High* salience of group-based inequality
➤ Generally *Positive* characterizations of the outgroup	➤ Generally *Negative* characterizations of the outgroup

Overview

- Commonality as Preference

- Commonality as Strategy

- Commonality, Harmony, & Action
  - Advantaged Group
  - Disadvantaged Group

- Conclusions & Implications

Common Ingroup Identity Model
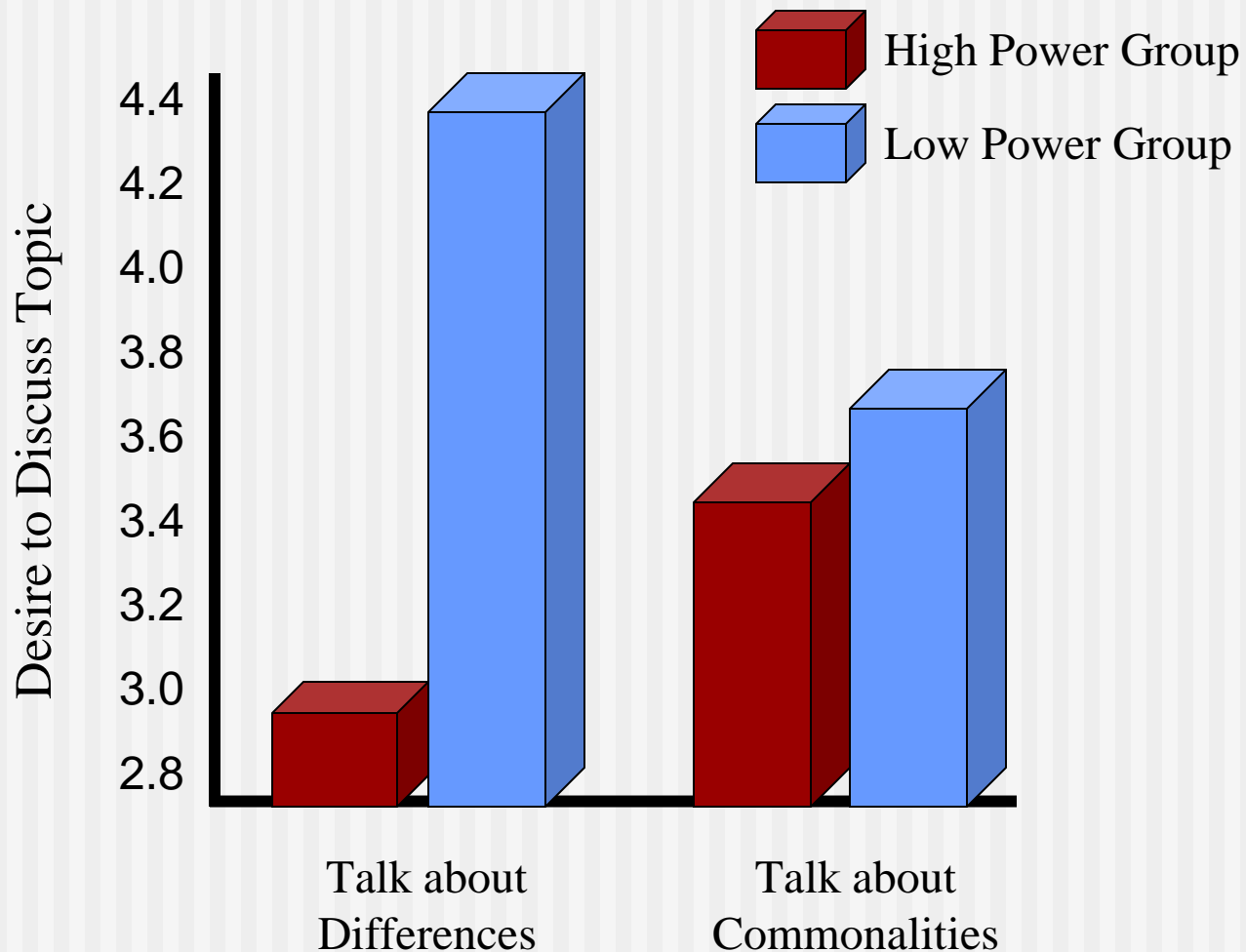## *(Gaertner & Dovidio, 2000)*

Conditions of Contact	Representational Mediators	Consequences
Intergroup Interdependence (e.g., cooperation)	*One Group* Recategorization ("We")	**Cognitive Effects** (e.g., stereotyping)
Group Differentiation (e.g., similarity)	*Two Subgroups in One Group* Recategorization ("Us+Them =We")	
Environmental Context (e.g, egalitarian norms)	*Two Groups* Categorization ("We/They")	**Affective Consequences** (e.g., empathy)
Pre-Contact Experience (e.g., affective priming)	*Separate Individuals* Decategorization ("Me/You")	**Behavioral Effects** (e.g., helping)

Models of Intergroup Relations

Superordinate Group Identity

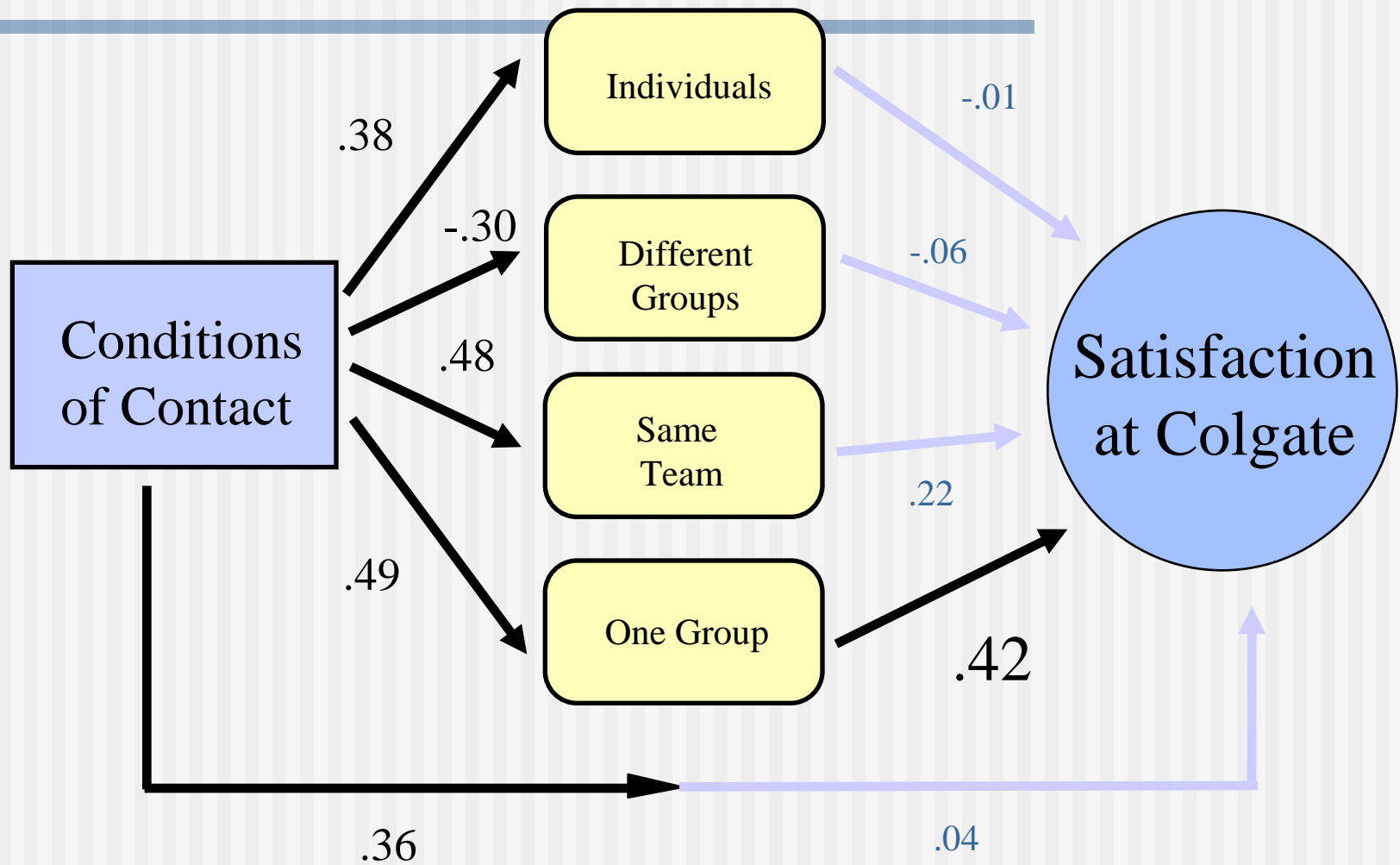|		Low	High
Sub-Group Identity	**Low**	Decategorization Individuals Meritocracy Colorblind	Recategorization One Group Assimilation Colorblind
	High	Categorization Separate Groups Separatism	Recategorization Same Team Multiculturalism

Representation Preferences

	Whites	Blacks
Assimilation (colorblind) (High Sup./Low Sub.)	5.3	3.3
Multiculturalism (High Sup./High Sub.)	4.7	6.1
Individualism (colorblind) (Low Sup./Low Sub.)	5.6	4.0
Separatism (Low Sup./High Sub.)	1.7	2.4

Dovidio & Kafati (2003)

Preferences for Contact (Saguy, Dovidio, & Pratto, 2008)

Beyond Preference: Whites

Dovidio, Gaertner, & Kafati (2000)

Beyond Preference: Minorities

Dovidio, Gaertner, & Kafati (2000)
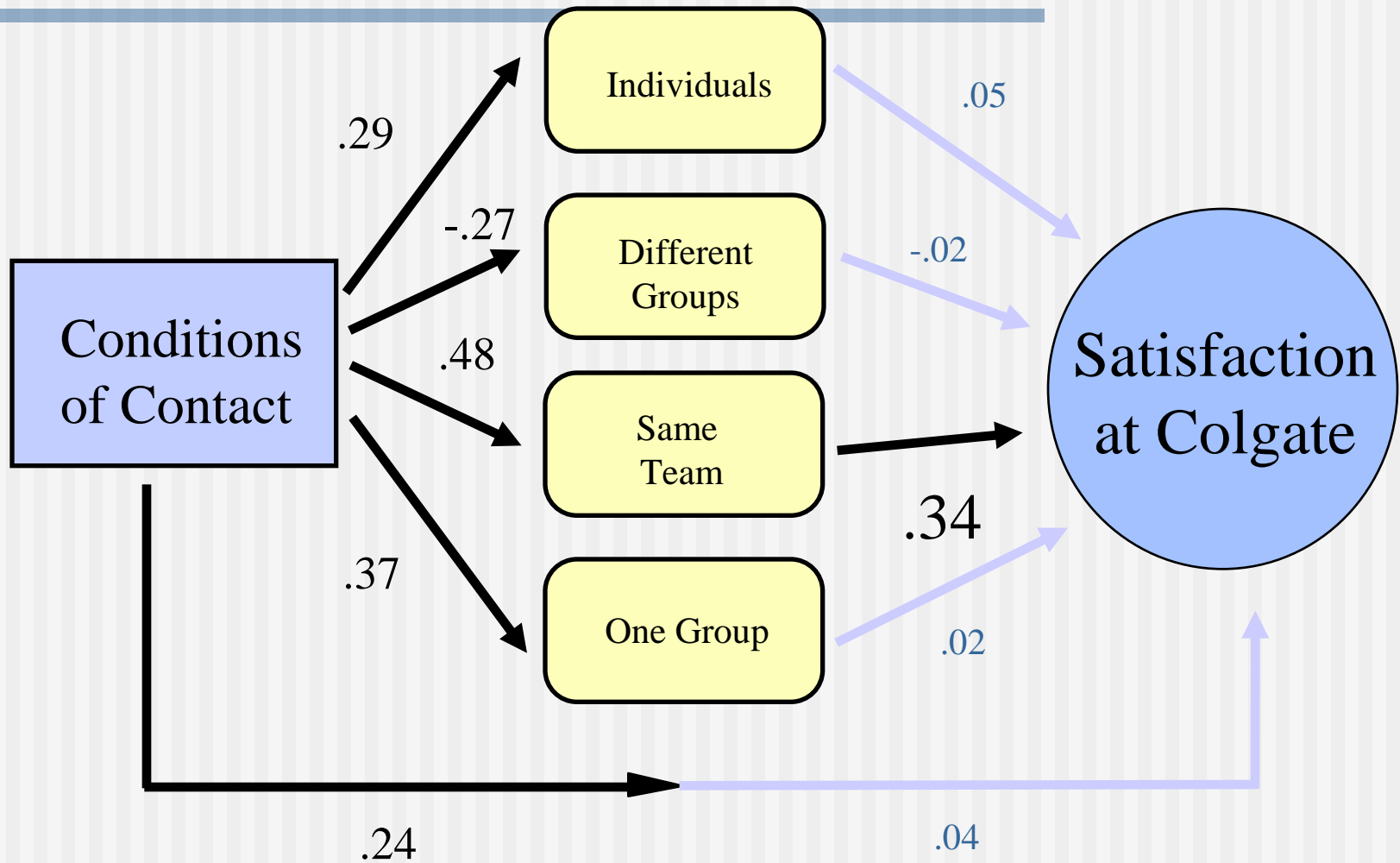
Commonality and Strategy
(Saguy, 2008)

	Whites	Latino/as
Focusing on Commonality	4.24 ←→	4.22
Focusing on Differences/ Disparities	3.58 ←→	5.25

Whites' Responses to Commonality/ Difference (Dovidio et al., 2009)

To Specific Group Member
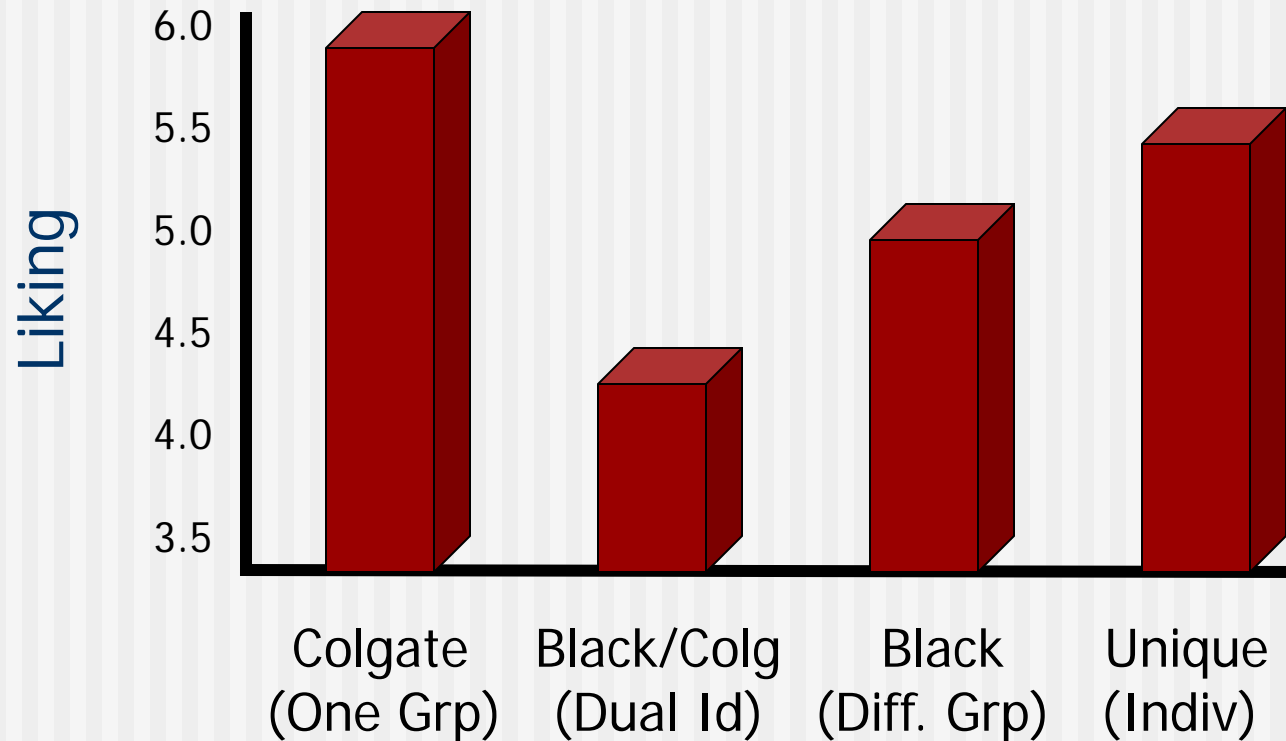
(see also Kaiser & Pratt-Hyatt, 2009)
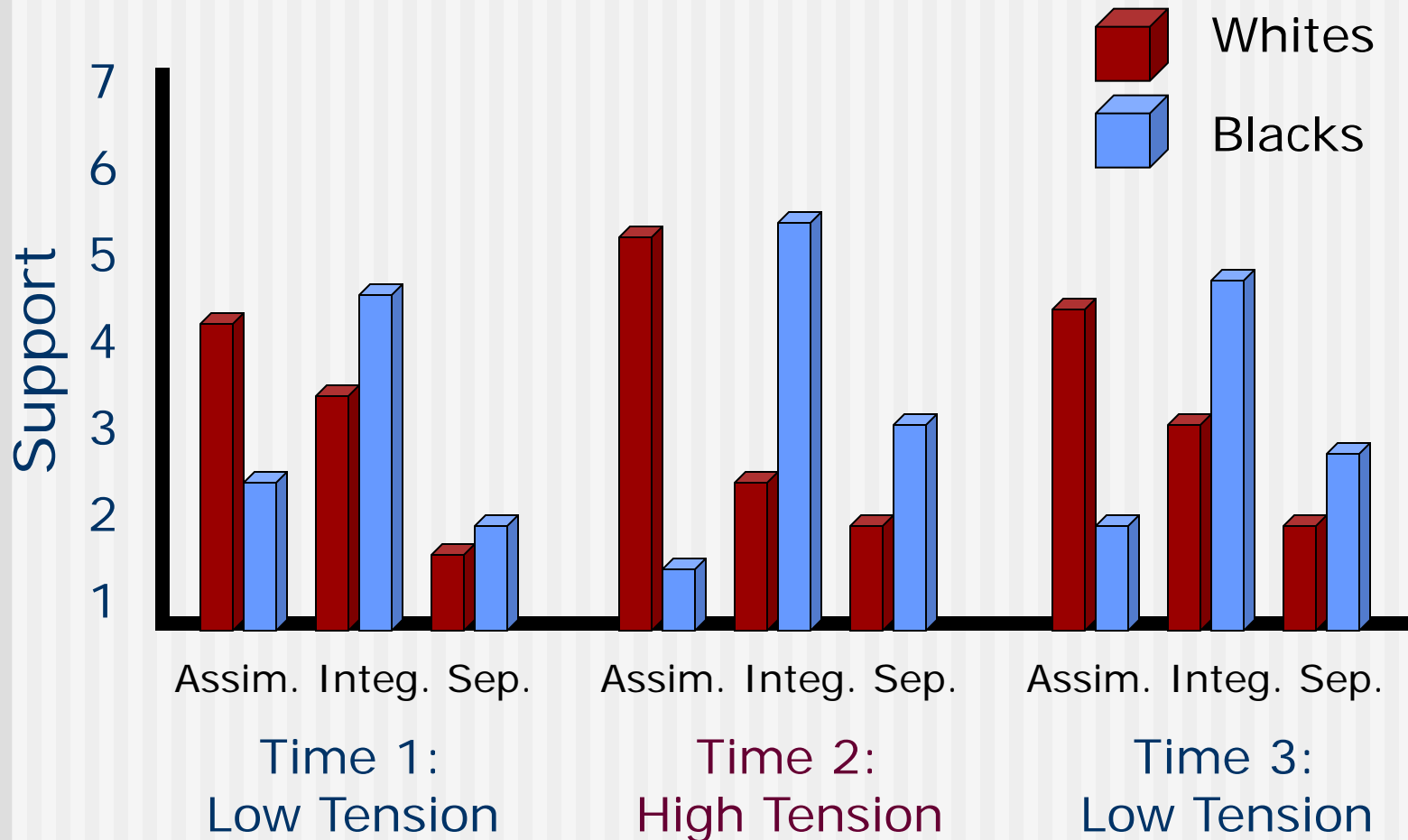
Attitudes vs. Action (Saguy, Tausch, Dovidio, & Pratto, 2009)

- Focusing on commonality (versus difference) can
 - create more positive attitudes
  - but not translate into social action

Advantage and Disadvantage: Experimental Groups

- Two 3-Person Experimental Groups
- Responsibility for Distribution of Credits (out of 10) Given to One (Advantaged) Group
- Interact with Commonality Focus or Difference Focus
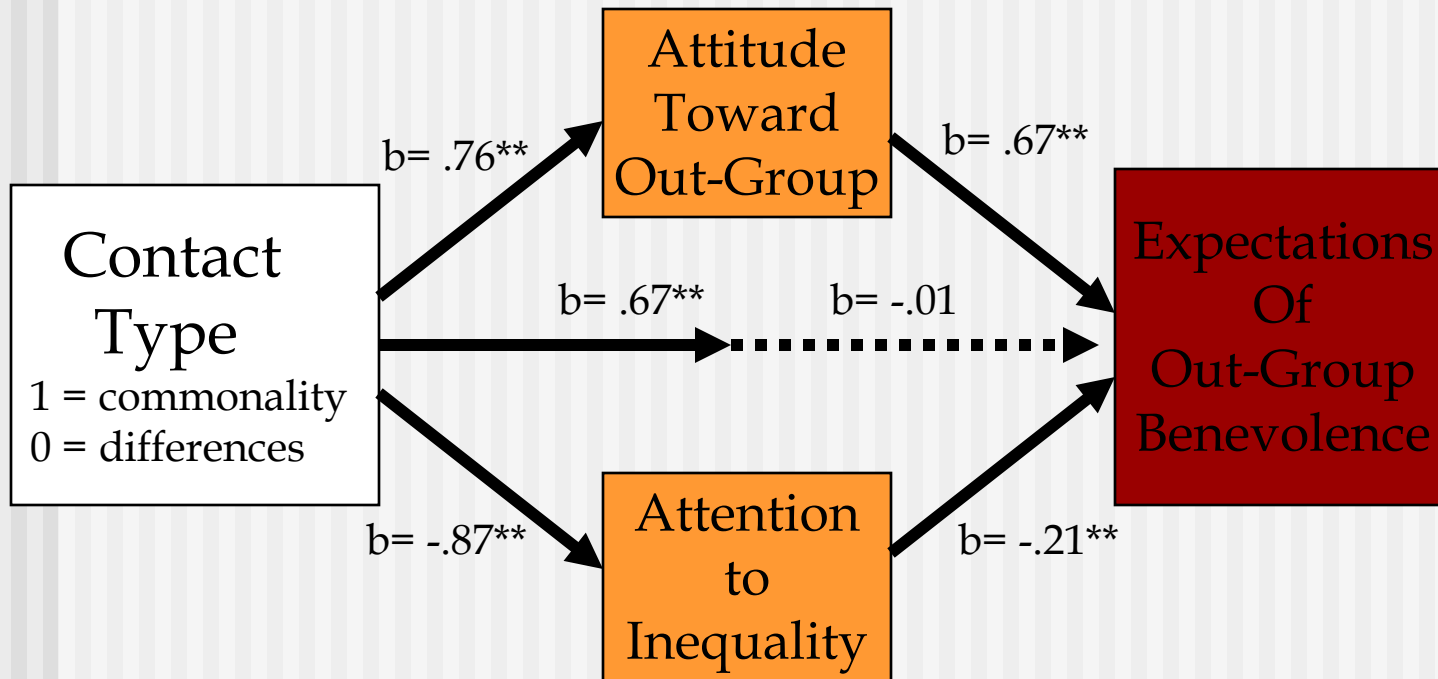- Intergroup Attitudes, Expectations, Behavior

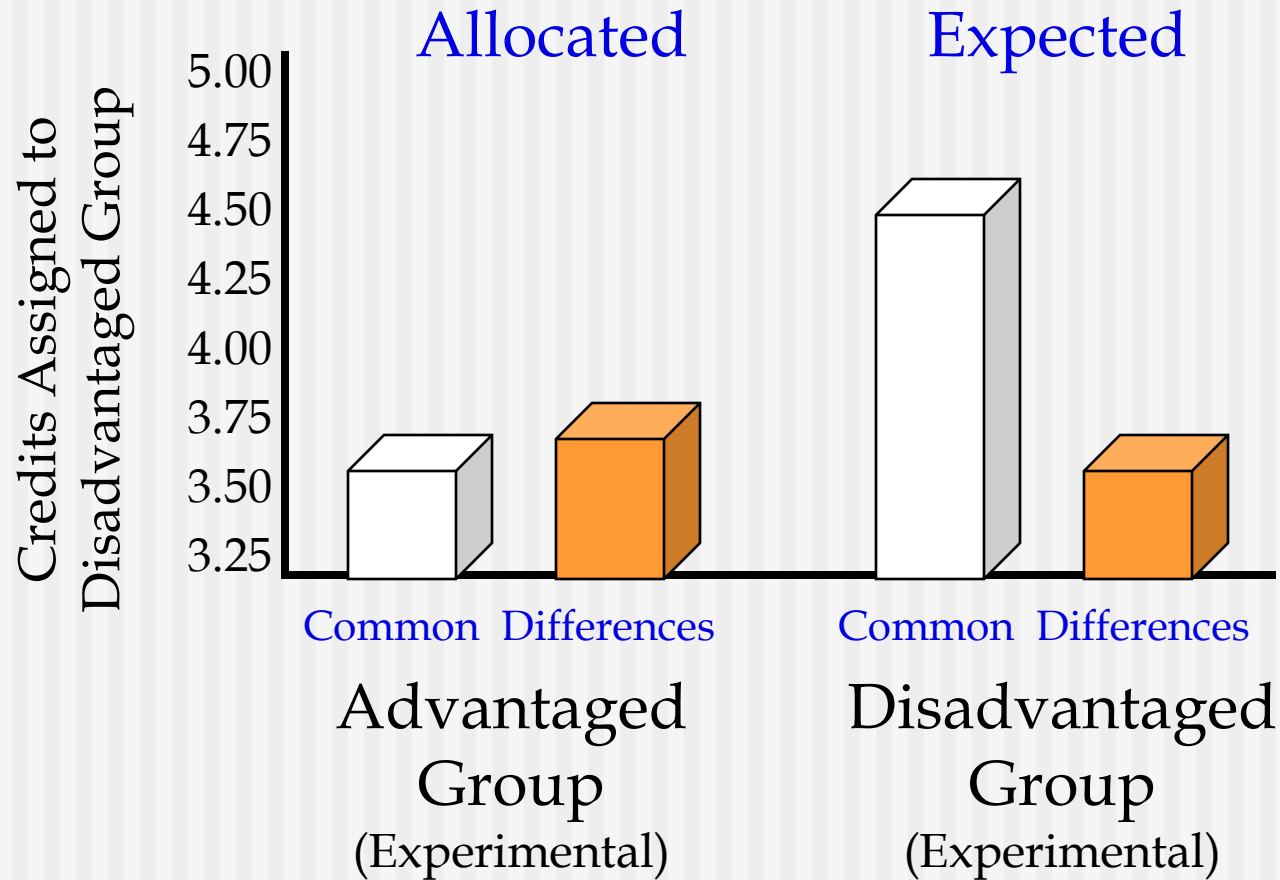# Talking about Commonalities or Power Differences
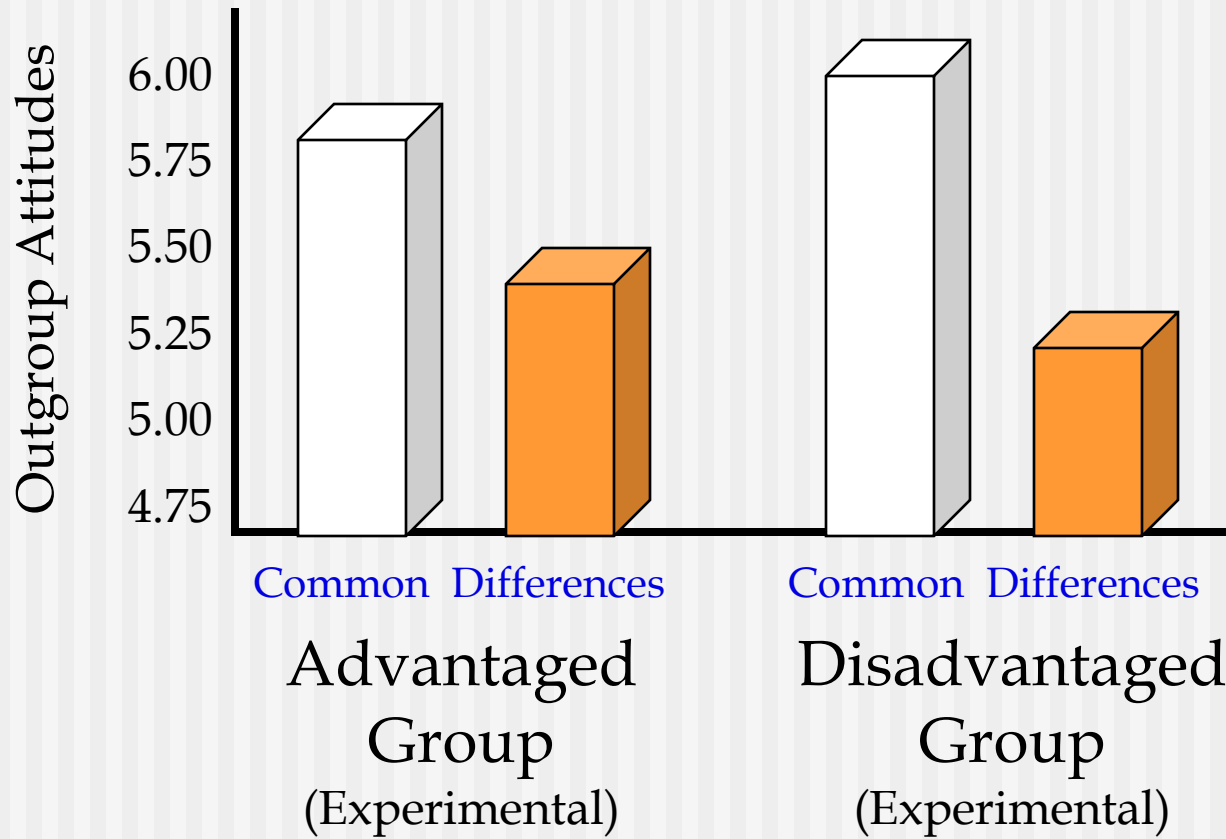
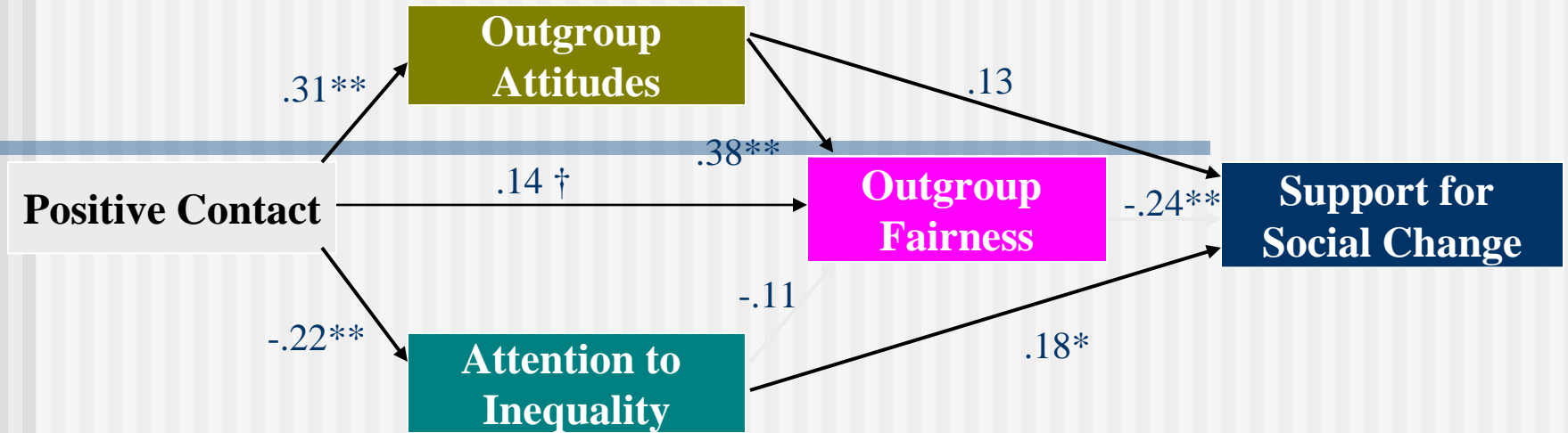# Disadvantaged Group's Expectations of Out-Group Benevolence
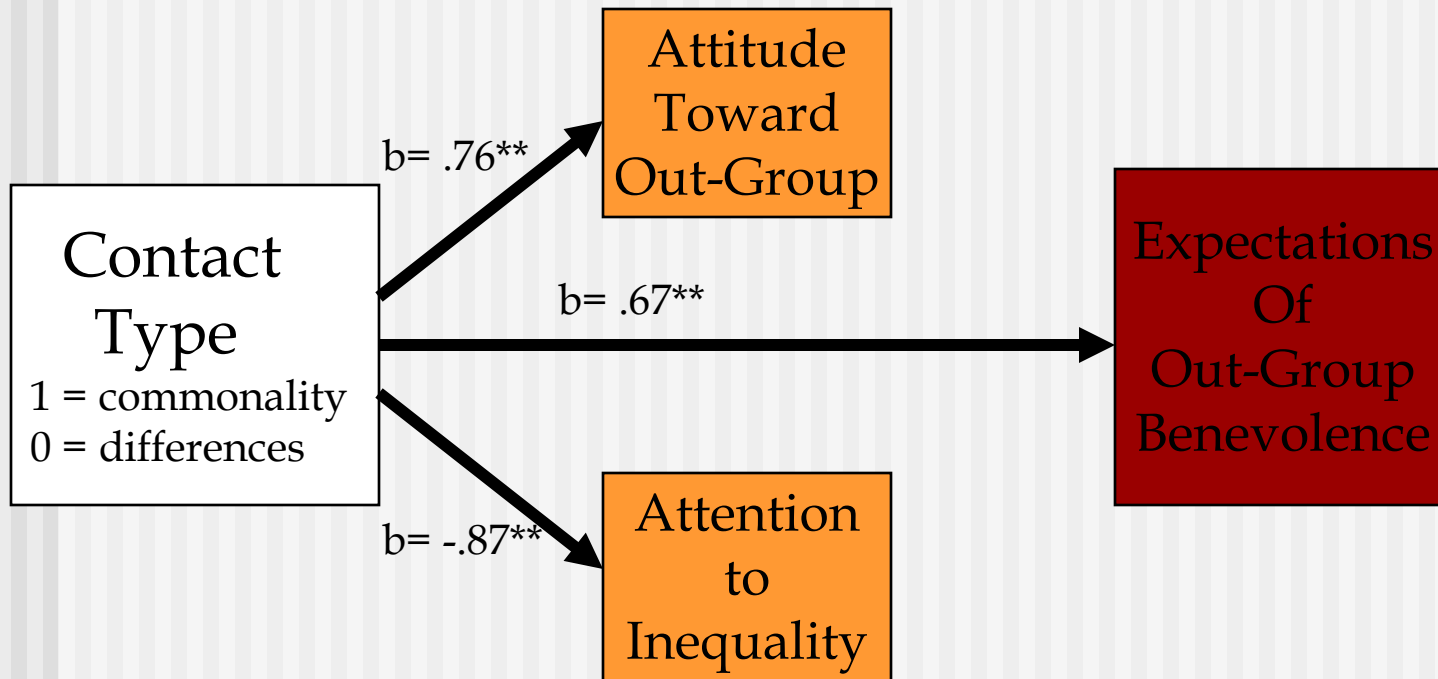
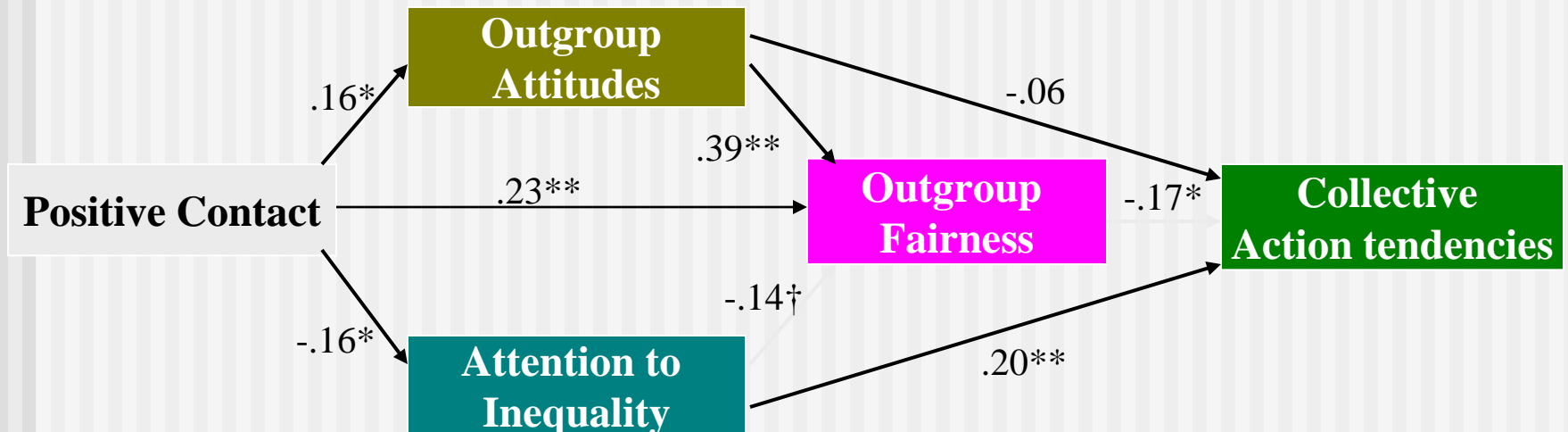# Disadvantaged Group's Expectations of Out-Group Benevolence

Talking about Commonalities or Power Differences

Model for Arabs in Israel

Outgroup Attitudes

.31** → Outgroup Attitudes

.13

.38**

Positive Contact

.14 † → Outgroup Fairness

-.24** → Support for Social Change

-.22** → Attention to Inequality

-.11

.18*

Model for Muslims in India

Outgroup Attitudes

.16* → Outgroup Attitudes

-.06

.39**

Positive Contact

.23** → Outgroup Fairness

-.17* → Collective Action tendencies

-.16* → Attention to Inequality

-.14†

.20**

# Assimilation/Multiculturalism and Majority Group Motivation

- Assimilation
  - Maintenance of the Status Quo
  - Complacency
- Multiculturalism
  - Change and Adjustment
  - (Positive) Challenge
- Psychological/Physiological
  - Challenge, Threat, Indifference

Scheepers, Saguy, Dovidio, & Gaertner (in prep)

• Dutch participants primed with assimilation (one group) or multiculturalism (dual identity)

• Moroccan confederate endorsing one group (assimilation) or dual identity (multiculturalism)

Challenge

Threat

| Participant:
Confederate: | Assimilation/
Dual Identity | Assimilation/
Assimilation | Multiculturalism/
Dual Identity |
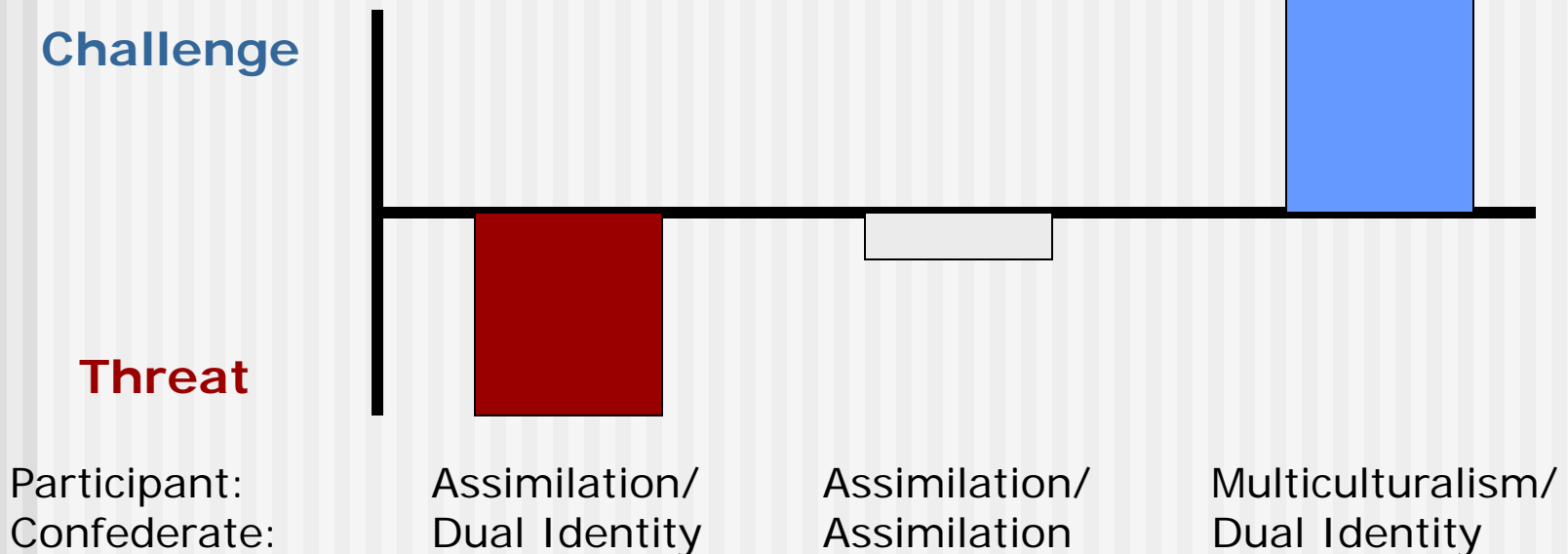
Cultural Context: Intergroup Relations in Portugal (Guerra et al., in press)
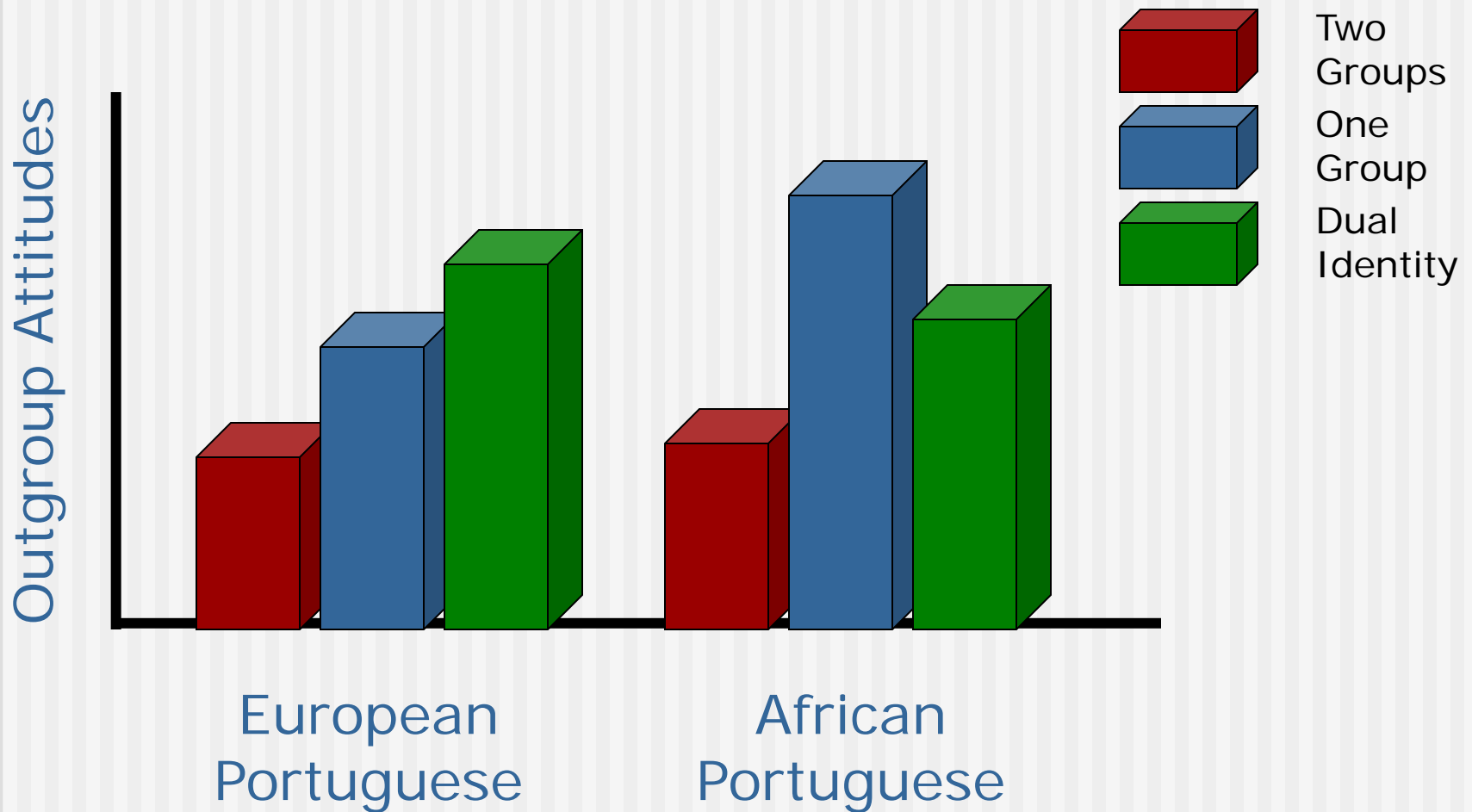
Summary

- Benefits of Commonality
- Importance of Perspective and Function
- Commonality as Strategy
- Social Attitudes/Social Action
  - Two Solitudes (Wright & Lubensky 2009)
- Commonality and Intragroup Processes
  - Majority/minority motivation
  - Own and Perceived Group Motivations
- Appreciating the Complexity of "We"

Thank You!