

# ESSAYS

ESSAYS IN SOCIAL PSYCHOLOGY

## REDUCING INTERGROUP BIAS

The Common Ingroup  
Identity Model

SAMUEL L. GAERTNER  
and  
JOHN F. DOVIDIO

# Reducing Intergroup Bias

**Richard J. Crisp, Sarah R. Beck**



## **Reducing Intergroup Bias:**

**Reducing Intergroup Bias** Samuel L. Gaertner, John F. Dovidio, 2000 First Published in 2000 Routledge is an imprint of Taylor Francis an informa company

*Reducing Intergroup Bias* Marika J. Lamoreaux, 2008 Sherif 1958 hypothesized that competition between groups increases intergroup bias cooperation decreases bias and that cooperation's beneficial effects will be maximized when groups work together toward superordinate goals i.e. goals which cannot be achieved without both group's contributions The purpose of this dissertation is to test whether bias decreases when intergroup cooperation improves the probability of goal achievement i.e. is instrumental and increases bias when intergroup cooperation reduces the probability of goal achievement i.e. is dysfunctional Three studies investigated and supported this hypothesis The first study used real world data from groups with a pre-existing history of conflict The first study used Catholic and Protestant university students in Northern Ireland and assessed their perceptions of the instrumentality of intergroup relations and their feelings of warmth and forgiveness toward the religious outgroup The second study established causality as well as distinguished instrumentality from the mutual intergroup differentiation model in a laboratory context To establish causality the second study directly manipulated perceptions of instrumentality by explaining to participants that because of their respectively different thinking styles it would be instrumental or dysfunctional to work with another group In a control condition no information was offered about instrumentality To distinguish instrumentality from the mutual intergroup differentiation model which emphasizes the importance that groups maintain distinctive identities during interactions the second study also manipulated participants' abilities to differentiate the in from the out group Although bias was lowest under instrumental conditions bias actually increased when the groups were more clearly differentiated from each other during the cooperative interaction The third study established factors that influence instrumentality and distinguished instrumentality from reinforcement To assess factors that influence instrumentality the third study manipulated the relative skill of the ingroup high or low and how the two groups' contributions would be combined adding or averaging When the intergroup performance was calculated by adding all participants' scores working together was instrumental for each group However when the performance was calculated by averaging each person's contribution to derive the intergroup score cooperation was dysfunctional they would have preferred to work separately for the highly skilled group as they could achieve a higher score working alone The results revealed that intergroup bias was lower when cooperation was instrumental than when it was dysfunctional To distinguish instrumentality from a reinforcement perspective I assessed how much the instrumental conditions produced positive affect which was assumed to be a proxy for reinforcement and then assessed whether instrumentality had unique effects on bias controlling for reinforcement Although there was no main effect of instrumentality on positive affect instrumentality no longer related to intergroup bias when positive affect was statistically controlled However when controlling for positive affect there is a reliable negative relationship between perceived instrumentality and

bias Therefore whether the effects of instrumentality on intergroup bias are completely independent of reinforcement is equivocal at this time

**Reducing Intergroup Bias: The Moderating Role of Ingroup Identification** Richard J. Crisp, Sarah R. Beck, 2005 Abstract Recent work developing interventions designed to reduce intergroup bias has sometimes yielded disparate findings We tested whether the varying effectiveness of such interventions may have a motivational basis In two experiments we examined whether differential ingroup identification moderated the effectiveness of a differentiation reducing intervention strategy In Experiment 1 thinking of characteristics shared between the ingroup and outgroup reduced ingroup favoritism to a greater extent for lower identifiers than for higher identifiers In Experiment 2 we replicated this finding with different target groups and evaluative measures while controlling for information load We discuss the implications of this work for developing social psychological models of bias reduction

**How a Common Ingroup Identity Reduces Intergroup Bias** Delyanne Barros, 2005 *Handbook of Psychology: Personality and social psychology* Irving B. Weiner, Donald K. Freedheim, 2003 Includes established theories and cutting edge developments Presents the work of an international group of experts Presents the nature origin implications an future course of major unresolved issues in the area

Crosscutting Category Membership with Role Assignment Amy Marcus-Newhall, 1991 **Handbook of Prejudice, Stereotyping, and Discrimination** Todd D. Nelson, 2015-08-20 This Handbook is a comprehensive and scholarly overview of the latest research on prejudice stereotyping and discrimination The Second Edition provides a full update of its highly successful predecessor and features new material on key issues such as political activism economic polarization minority stress same sex marriage laws dehumanization and mental health stigma in addition to a timely update on how victims respond to discrimination and additional coverage of gender and race All chapters are written by eminent researchers who explore topics by presenting an overview of current research and where appropriate developing new theory models or scales The volume is clearly structured with a broad section on cognitive affective and neurological processes and there is inclusion of studies of prejudice based on race sex age sexual orientation and weight A concluding section explores the issues involved in reducing prejudice The Handbook is an essential resource for students instructors and researchers in social and personality psychology and an invaluable reference for academics and professionals in sociology communication studies gerontology nursing medicine as well as government and policymakers and social service agencies

**Reducing Prejudice and Discrimination** Stuart Oskamp, 2013-05-13 Finding ways to reduce prejudice and discrimination is the central issue in attacking racism in our society Yet this book is almost unique among scientific volumes in its focus on that goal This important book combines critical analysis of theories about how to reduce prejudice and discrimination with cutting edge empirical research conducted in real world settings as well as in controlled laboratory situations This book s outstanding contributors focus on a common set of questions about ways to reduce intergroup conflict prejudice and stereotyping They summarize their own research as well as others interpret the conclusions and suggest implications concerning the practical

methods that have been or could be used in programs aimed at reducing intergroup conflict The chapters present solidly based critical analyses and research findings in clear reader friendly prose This book evolved from the Sixteenth Annual Claremont Symposium on Applied Social Psychology Each Symposium in the series concentrates on a single area in which social psychological knowledge is being applied to the resolution of a current social problem Ideal for teachers social workers administrators managers and other social practitioners who are concerned about prejudice and discrimination this book will also serve as a valuable foundation of knowledge in courses that examine this topic

*Motivational Aspects of Prejudice and Racism* Cynthia Willis-Esqueda, 2007-12-18 Gain new insights into the causes and the solutions to prejudice and racism with this thought provoking book It provides substantial evidence that shows how prejudice and racism stem from basic motives such as belonging understanding and controlling Moreover the author demonstrates why new approaches to understanding prejudice and racism must study both cognitive and motivational aspects

**International Handbook of Organizational Teamwork and Cooperative Working** Michael A. West, Dean Tjosvold, Ken G. Smith, 2008-05-27 In today's fast changing hyper competitive environment teamwork and co operative working enhance the organisation's adaptive capability The team rather than the individual is increasingly seen as the building block of organisations and a key source of competitive advantage The International Handbook of Organisational Teamwork and Co operative Working provides a clear focus on the psychological and social processes that can stimulate successful cooperation and teamwork Michael West Dean Tjosvold and Ken Smith have brought together the world's leading authorities from a range of social science disciplines to provide a contemporary review of established and emerging perspectives Throughout the book processes that both facilitate and obstruct successful cooperation and teamwork are detailed alongside guidance on best practice and methodology The challenging and alternative perspectives presented will inform future research and practice The result is a systematic and comprehensive synthesis of knowledge from a range of disciplines that will prove invaluable to professionals researchers and students alike A systematic and coherent framework which organizes and structures the knowledge in this field An outstanding collection of authoritative high profile authors Challenging alternative perspectives that will stimulate and enlighten future research and practice Selective updated bibliographies of key literatures support every chapter a valuable resource for students trainers and practitioners

Handbook of Employment Discrimination Research Laura Beth Nielsen, Robert L. Nelson, 2006-01-01 There is much to understand about employment discrimination law as a social system What drives the growing trend toward litigation To what extent does discrimination persist and why does it vary by organizational and market context How do different groups perceive discrimination and what if anything do they do about it How do employers respond to discrimination law What is the effect of broader political and legal currents What is the relationship between anti discrimination law and social inequality This book presents answers from a distinguished group of scholars and social scientists offering a broad reconsideration of employment discrimination and its treatment in law

**Power and Identity** Denis Sindic,Manuela Barreto,Rui Costa-Lopes,2014-12-05 The concepts of power and identity are vital to many areas of social research In this edited collection a prominent set of contributors explore the double relationship between power and group identity focusing on two complementary lines of enquiry In what ways can the powerful dictate the identities of the powerless How can the powerless redefine their identity to challenge the powerful Each chapter is written by leading authorities in the field and investigates a particular aspect of the interplay of identity and power via a range of empirical contexts such as colonialism nationalism collective action and electoral politics The case studies include early modern Goa under Portuguese rule the tribes of modern day Jordan the use of sexual stereotyping and objectification by female activists seeking to transform social systems and a revisiting of the classic Stanford Prison Experiment The chapters include contributions from a variety of social disciplines and research methodologies and together provide a comprehensive overview of a subject at the cutting edge of social and political psychology Power and Identity will be of great interest to researchers graduates and upper level undergraduate students from across the social sciences *Psychology* Graham C. Davey,2018-12-17 Psychology continues to be one of the most popular fields of study at colleges and universities the world over and Psychology offers a comprehensive overview of the historical methodological and conceptual core of modern psychology This textbook enables students to gain foundational knowledge of psychological investigation exploring both the biological basis and mental processes underlying our thoughts and behaviours Officially endorsed by the British Psychological Society this book covers topics ranging from biological cognitive and developmental psychology to the psychology of social interactions psychopathology and mental health treatments Each chapter provides detailed examination of essential topics chapter summaries real world case studies descriptions of research methods and interactive learning activities to strengthen student comprehension and retention This textbook offers a wealth of supplementary material for instructors of introductory and advanced undergraduate courses in psychology An instructor s manual includes lecture outlines classroom discussion topics homework assignments and test bank questions while online access to additional digital content provides a complete resource to facilitate effective teaching and learning **Group Processes** John M. Levine,2013 The many groups we belong to influence our lives in crucial ways This volume provides a comprehensive overview of classic and contemporary issues in the field of group processes and will interest scholars in various disciplines including social and organizational psychology sociology communication economics and political science **Social Psychology of Inclusion and Exclusion** Dominic Abrams,Michael A. Hogg,José M. Marques,2004-06-02 A social psychological framework for understanding social inclusion and exclusion Dominic Abrams Michael A Hogg and Jose M Marques Social exclusion increases aggression and self defeating behavior while reducing intelligent thought and prosocial behavior Jean M Twenge and Roy F Baumeister Reacting to ostracism Kipling D Williams and Cassandra L Govan Stigma and social exclusion Brenda Major and Collette P Eccleston The role of exclusion in maintaining ingroup inclusion Cynthia L Pickett and Marilynn B

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**Culture and Group Processes** Masaki Yuki, Marilynn Brewer, 2014 Patterns of group behavior and underlying psychological processes are shaped within specific cultural contexts and cultures emerge in group based interactions Culture and Group Processes the inaugural volume of the Frontiers of Culture and Psychology series is the first edited book on this rapidly emerging topic

**Social Psychology** Graham M Vaughan, Michael A Hogg, 2013-10-16 The 7th edition of this best selling social psychology text by Graham Vaughan and Michael Hogg Social Psychology retains the structure and approach of the previous edition but has been revised to reflect the changes in the field with the material thoroughly updated throughout Social Psychology 7e continues to capture the scope and detail of contemporary social psychology as an international scientific enterprise and at the same time deals with the subject in a way that is relevant to university teaching and social psychology research in Australia and New Zealand

**The SAGE Handbook of Prejudice, Stereotyping and Discrimination** John F Dovidio, Miles Hewstone, Peter Glick, Victoria M Esses, 2010-07-12 The SAGE Handbook of Prejudice Stereotyping and Discrimination provides comprehensive coverage on the state of research critical analysis and promising avenues for further study on prejudice stereotyping and discrimination Each chapter presents in depth reviews of specific topics describing the current state of knowledge and identifying the most productive new directions for future research Representing both traditional and emerging perspectives this multi disciplinary and truly international volume will serve as a seminal resource for students and scholars

*The Oxford Handbook of Prosocial Behavior* David A. Schroeder, William G. Graziano, 2015 The Oxford Handbook of Prosocial Behavior provides a comprehensive review of the current literature on when and why people act to benefit others It provides a comprehensive overview of the field to give both the casual reader and the neophyte to the field some perspective about fundamental questions what why when and who relative to prosocial behavior Taking a multi level approach the chapters represent the broad spectrum of this multi faceted domain Topics range from micro level analyses involving evolutionary and comparative psychological factors to macro level applications such as reducing intergroup conflicts and ethnic genocide Between these extremes the contributors all internationally recognized in their field offer their perspectives on developmental processes that may predispose individuals to empathize with and respond to the needs of others individual differences that seem to interact with situational demands to promote helping and the underlying motivations of those helping others They explain volunteerism intragroup cooperation and intergroup cooperation to move the analysis from the individual to group level

phenomena They extend the consideration of this topic to include support of pro environmental actions means to encourage participation in medical clinical trials and the promotion of world peace The ways that gender interpersonal relationships race and religion might affect decisions to give aid and support to others are also addressed The final chapter offers a unique view of prosocial behavior that encourages researchers and readers to take an even broader consideration of the field to search for a prosocial consilience

**Groups at Work** Marlene E. Turner, 2014-04-04 This book has two purposes First it is fundamentally about groups at work both as they attempt to accomplish their goals and as they operate in organizational settings Second it draws together group researchers from social psychological and organizational studies Each chapter focuses on a central issue regarding groups as they work and examines that issue by drawing from both social psychological and organizational research Thus this book centers on the convergence and divergence of these two fields

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