

ESSAYS

ESSAYS IN SOCIAL PSYCHOLOGY

REDUCING INTERGROUP BIAS

The Common Ingroup
Identity Model

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and
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Reducing Intergroup Bias

Todd D. Nelson



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

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

How a Common Ingroup Identity Reduces Intergroup Bias Delyanne Barros, 2005 **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

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 *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

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