

# ESSAYS

ESSAYS IN SOCIAL PSYCHOLOGY

## REDUCING INTERGROUP BIAS

The Common Ingroup  
Identity Model

SAMUEL L. GAERTNER  
and  
JOHN F. DOVIDIO

# Reducing Intergroup Bias

**Katalien Bollen, Martin  
Euwema, Lourdes Munduate**



## **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 and future course of major unresolved issues in the area

**Crosscutting Category Membership with Role Assignment** Amy Marcus-Newhall, 1991

The Message Within Herbert Bless, Joseph P. Forgas, 2013-12-19 This provocative book provides the first comprehensive and informative overview of the role of various subjective experiences in social cognition and behavior and argues that the study of such experiences may be one of the key unifying themes of social psychology Based on recent theoretical and empirical developments in the discipline this select group of leading international researchers surveys extensive evidence and shows that subjective experiences play a key role in most aspects of social cognition and social behavior The book contains five main sections discussing the role of subjective experiences in social information processing Part 1 their influence on memory Part 2 and their role in intergroup contexts Part 3 The role of affective experiences in social thinking and behavior is analyzed Part 4 and the influence of subjective experiences on the development and change of attitudes and stereotypes is also addressed Part 5

*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      *Advanced Social Psychology* Eli J. Finkel, Roy F. Baumeister, 2019-03-15 Social psychology uses clever even ingenious research methods to explore the most essential questions of the human psyche Why do we help some people and harm others Why do we pay so much more attention to high powered people than they pay to us If humans evolved from great apes why are human selves so much more elaborate How does our attachment to our parents when we are infants influence the success or failure of our romantic relationships when we are adults Can behaving morally license us to behave immorally shortly afterward How do social relationships make us more versus less prone toward physical illness This volume an update to the original 2010 edition provides a graduate level introduction to social psychology The target audience consists of first year graduate students MA or PhD in social psychology and related disciplines marketing organizational behavior etc although it is also appropriate for upper level undergraduate courses The authors are world renowned leaders on their topic and they have written state of the art overviews of the discipline s major research domains The chapters are not only scientifically rigorous but also accessible and engaging They convey the joy excitement and promise of scientific investigations into human sociality      *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      *Advancing Workplace Mediation Through Integration of Theory and Practice* Katalien Bollen, Martin Euwema, Lourdes Munduate, 2016-11-11 This book compares the unique features of workplace mediation to other contexts of mediation as well as the specific competences each situation requires of the mediator It covers many important issues related to workplace mediation and discusses interventions by managers such as

conflict coaching and informal mediation It proposes a new model to assess the effectiveness of mediation and discusses the impact of legal systems HRM policies as well as power structures and cultural differences The book takes into account perspectives from multiple disciplines such as management business psychology law and sociology It also discusses mediation aspects from a variety of cultural and regional contexts The book advances knowledge about the application process and effects of workplace mediation and includes practical tips for scholars practitioners mediators and managers to enhance their mediation practice or to foster constructive conflict management in organizations

*Multiple Social Categorization* Richard J. Crisp, Miles Hewstone, 2007-01-24 Ethnic cleansing institutional racism and social exclusion are just some of the terms used to describe one of the most pressing social issues facing today's societies prejudice and intergroup discrimination Invariably these pervasive social problems can be traced back to differences in religion ethnicity or countless other bases of group membership the social categories to which people belong Social categorization how we classify ourselves and others exerts a profound influence on our thoughts beliefs feelings and behaviors In this volume Richard Crisp and Miles Hewstone bring together a selection of leading figures in the social sciences to focus on a rapidly emerging but critically important new question how when and why do people classify others along multiple dimensions of social categorization The volume also explores what this means for social behavior and what implications multiple and complex perceptions of category membership might have for reducing prejudice discrimination and social exclusion Topics covered include the cognitive motivational and affective implications of multiple categorization the crossed categorization and common ingroup methods of reducing prejudice and intergroup discrimination the nature of social categorization among multicultural multiethnic and multilingual individuals *Multiple Social Categorization Process Models and Applications* addresses issues that are central to social psychology and will be of particular interest to those studying or researching in the fields of Group Processes and Intergroup Relations

*The Oxford Handbook of Political Psychology* Leonie Huddy, David O. Sears, Jack S. Levy, Jennifer Jerit, 2023 This updated third edition gathers together an international group of distinguished scholars to provide an up to date account of key topics and areas of research in political psychology Focusing first on political psychology at the individual level attitudes values decision making ideology personality and then moving to the collective group identity mass mobilization political violence this fully interdisciplinary volume covers models of the mass public and political elites and addresses both domestic issues and foreign policy Now with new chapters on authoritarianism nationalism status hierarchies and minority political identities along with updated material this is an essential reference for scholars and students interested in the intersection of the two fields

**Handbook of Theories of Social Psychology** Paul A M Van Lange, Arie W Kruglanski, E Tory Higgins, 2011-09-09 This innovative two volume handbook provides a comprehensive exploration of the major developments of social psychological theories that have taken place over the past half century culminating in a state of the art overview of the primary theories and models that have been developed in this vast and

fascinating field Authored by leading international experts each chapter represents a personal and historical narrative of the theory's development including the inspirations critical junctures and problem solving efforts that have effected the choices made in each theory's evolution as well as the impact each has had on the canon of social psychology Unique to this handbook these narratives provide a rich background for understanding how theories are created more generally how they are nurtured and shaped over time and how through examination we can better understand their unique contribution to society as a whole The Handbook also illustrates how the various theories contribute to understanding and solving critical social issues and problems The Handbook of Theories of Social Psychology is an essential resource for researchers and students of social psychology and related disciplines **Social Psychology** Eliot R. Smith, Diane M. Mackie, Heather M.

Claypool, 2014-12-03 Using an engaging narrative this textbook demonstrates how social processes are inherently interconnected by uniquely applying underlying and unifying principles throughout the text With its comprehensive coverage of classic and contemporary research illustrated with real world examples from many disciplines including medicine law and education Social Psychology 4th Edition connects theory and application providing undergraduate students with a deeper and more holistic understanding of the factors that influence social behaviors New to the 4th Edition Each chapter now features 1 2 culture boxes focusing on cross cultural research on social psychological phenomena Each chapter now features 1 2 hot topic boxes where we highlight cutting edge and emerging findings Many references updated throughout with over 700 new references A more comprehensive and user friendly set of online supplementary resources will accompany the new edition New co author Heather Claypool of Miami University of Ohio T&T Clark Handbook to Social Identity in the New Testament J. Brian Tucker, Coleman A. Baker, 2014-01-02 Combining the insights of many leading New Testament scholars writing on the use of social identity theory this new reference work provides a comprehensive handbook to the construction of social identity in the New Testament Part one examines key methodological issues and the ways in which scholars have viewed and studied social identity including different theoretical approaches and core areas or topics which may be used in the study of social identity such as food social memory and ancient media culture Part two presents worked examples and in depth textual studies covering core passages from each of the New Testament books as they relate to the construction of social identity Adopting a case study approach in line with sociological methods the volume builds a picture of how identity was structured in the earliest Christ movement Contributors include Philip Esler Warren Carter Paul Middleton Rafael

Rodriguez and Robert Brawley *Solidarity and Prosocial Behavior* Detlev Fetchenhauer, 2006-03-10 The topic of prosocial behavior e.g. fairness solidarity and altruism has recently shifted back into the center of attention in a variety of disciplines ranging from economics across sociology and psychology towards biology It is now a well accepted fact in all human sciences that human behavior is not always governed by egotism and selfish motives Unfortunately this does not explain why humans also act blatantly selfish and are blind to the suffering of others This book is a response to the quandary It brings together

leading researchers in sociology and psychology to explain human egotism and altruism using not only their area of study but also bringing in research from economics and biology Since this work brings together the research of many different disciplines a complete account of solidarity and prosocial behavior is presented

**Trust and Conflict** Ivana Marková, Alex Gillespie, 2011-08-17 Trust distrust and conflict between social groups have existed throughout the history of humankind although their forms have changed Using three main concepts culture representation and dialogue this book explores and rethinks some of these changes in relation to concrete historical and contemporary events Part I offers a symbolic and historical analysis of trust and distrust while Parts II and III examine trust distrust and conflict in specific events including the Cyprus conflict Estonian collective memories coping with HIV AIDS in China Swedish asylum seekers the Cuban missile crisis and Stalinist confessions With an impressive array of international contributors the chapters draw on a number of key concepts such as self and other ingroup and outgroup contact between groups categorization brinkmanship knowledge beliefs and myth Trust and Conflict offers a fresh perspective on the problems that arise from treating trust distrust and conflict as simplified indicators Instead it proposes that human and social sciences can view these phenomena within the complex matrix of interacting perspectives and meta perspectives that characterise the social world As such it will be of interest to undergraduates postgraduates and lecturers of human and social sciences especially social psychology sociology political science and communication studies

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

**Group Processes** Rupert Brown, Samuel Pehrson, 2019-08-27 The new edition of the classic text on group dynamics theory and research extensively revised expanded and updated Offering a critical appraisal of theory and research on groups Group Processes Dynamics with and Between Groups is one of the most respected texts in the field This comprehensive volume covers all the essential dynamics of group processes and intergroup relations ranging from group formation norms social influence and leadership to group aggression prejudice solidarity

intergroup contact and collective action Contemporary examples and plentiful charts graphs and illustrations complement discussions of the latest themes and current controversies in group psychology Now in its third edition this book has been thoroughly revised with a significant amount of new and updated content New topics include the contribution of groups to health and wellbeing group based emotions hierarchy and oppression intergroup helping and solidarity acculturation and reconciliation Sections on social influence crowd behavior leadership prejudice collective action and intergroup contact have been comprehensively revised and updated to reflect two decades of development in these fields Three inter linked themes social identity social context and social action illustrate the influence of groups on self and self worth the meaning and consequences of membership in groups and how groups can be vehicles for members to achieve change in their environments A key text in the field for over thirty years Group Processes Offers broad balanced coverage of group processes including in depth examination of intergroup relations Incorporates theoretical themes inspired by the social identity perspective Includes topical examples drawn from the world of politics popular culture and sports Provides up to date content on major new developments in the field Integrates modern theory current research and classic sources Group Processes Dynamics with and Between Groups 3rd Edition is ideal for core reading in undergraduate and postgraduate courses in social psychology particularly in modules dedicated to group processes and intergroup relations

**Stereotyping and Prejudice** Charles Stangor, Christian S. Crandall, 2013-07-24 This volume presents a contemporary and comprehensive overview of the great diversity of theoretical interests new ideas and practical applications that characterize social psychological approaches to stereotyping and prejudice All the contributions are written by renowned scholars in the field with some chapters focusing on fundamental principles including research questions about the brain structures that help us categorize and judge others the role of evolution in prejudice and how prejudice relates to language communication and social norms Several chapters review a new dimension that has frequently been understudied the role of the social context in creating stereotypes and prejudice Another set of chapters focuses on applications particularly how stereotypes and prejudice really matter in everyday life These chapters include studies of their impact on academic performance their role in small group processes and their influence on everyday social interactions The volume provides an essential resource for students instructors and researchers in social and personality psychology and is also an invaluable reference for academics and professionals in related fields who have an interest in the origins and effects of stereotyping and prejudice

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