

Race Matters: Stereotypes, Prejudice, & Discrimination

Summer 2006



Outline

- Differences between stereotypes, prejudice, discrimination, and racism
- To what extent do stereotypes influence our decisions?
- How is racism defined?
- How pervasive is racism?
- What can I do about racism?
- NOTE: we likely will not finish this lecture today – you will only be tested on what we have covered!



What processes underlie stereotypes?



Categorization

- **CATEGORIES** are general ideas about groups of objects, events or ideas
 - Eg: Race
- **SUB-CATEGORIES** represent further classification of a concept
 - Eg: Caucasian, Asian, African American



Categorization

- **CONCEPT**: an idea or image of an object, event, etc.
- **CONCEPTUAL NETWORKS (CN)**: a network or web of related concepts
 - Categories and subcategories intertwine
 - Fast connection/ease of downloading concept that is closely connected to another concept



Categorization

- Which question takes longer to answer?:
 - Do astronauts travel in spaceships?
 - Do astronauts sometimes get traffic tickets?



Categorization

- **Theory of Spreading Activation**

- Recall is easier when words are closely related in CN
- Implications with cultural differences

Categorization

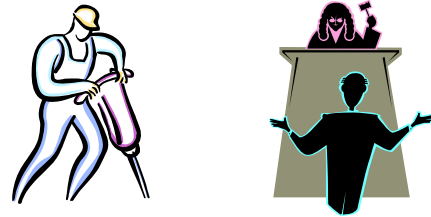
- **Stereotyping:** tendency to categorize events, objects, people in inflexible, patterned ways

- high school cheerleader
- talented athlete
- math wiz
- Basketball player

- “The little pictures we carry around inside our heads” (Walter Lippman, 1922).

Stereotype Defined

- “the law of least effort” (Gordon Allport, 1954).
- “a generalization about a group... identical characteristics are assigned to virtually all members, **regardless of actual variation among the members**” (Aronson, '99).
- “generalized images (+/-) about groups of people, particularly underlying psychological characteristics or personality traits” (Matsumoto, 2000).



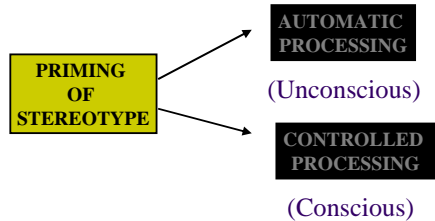
Notes about stereotypes

- Our stereotypes are fairly common!!!!
- Theory of spreading activation
- Influences our decision making process!!!

Processes & Maintenance of Stereotypes

- Selective Attention
- Appraisals
- Concept formation and categorization
- Attributions
- Emotions
- Memory
- Socialization (media)

Stereotypes Influence our decision making process



Patricia Devine

Influences our decision making process (cont)

- Automatic vs. Controlled
 - Shorter the time between the two – more reliance on the automatic processing.
- **Implicit Association Test (IAT)** measures automatic (unconscious) associations of "good" and "bad" with Black and White people.
 - Findings suggest 2/3 Whites show strong bias towards Whites.
 - 1/2 Black show strong bias towards Whites.

An Illustration of Devine's Model

Meta-analysis of 48 studies found:

- No **explicit** racist attitudes or behaviors against Blacks.
- But, **implicit** discrimination against Blacks (less likely to help Blacks than Whites)
- Rationalized not helping with reasons having nothing to do with race:
 1. Helping was lengthier, riskier, more difficult, and more effortful
 2. Potential helpers were further away
 3. **Discrimination against Blacks was shown when there were higher levels of emergency.**

(Saucier, Miller, & Doucet, 2005)

Stereotypes vs. Prejudice vs. Discrimination?

Prejudice Defined

- "Ethnic prejudice...antipathy based upon a faulty and inflexible generalization...felt or expressed...directed toward a group as a whole, an individual member of that group" (Allport, 1954).
- "A **hostile or negative attitude** toward a distinguishable group of people, based solely on their membership in that group" (Aronson, 1998).

Prejudice Defined (cont.)

- "The tendency to prejudge others on the basis of their group membership" (Matsumoto, 2000).
- "Prejudice is a **positive or negative attitude**, judgment, feeling about a person that is generalized from attitudes or beliefs held about the group to which the person belongs" (Jones, '97).

Stereotypes vs. Prejudice

- Stereotypes: generalization of a particular group (cognition only!)
- Prejudice: generalization of a particular group (cognition) AND an emotional attachment or affect (anger, contempt, disdain, or even compassion)

Discrimination Defined

- “The unfair treatment (I.e., behavior or action) of others based on their group membership” (Matsumoto, 2000).
- “Negative *behavior* toward a person based on negative attitudes one holds toward the group to which that person belongs, *or*,
- “...positive *behavior* toward a person based on positive attributes one holds toward the group to which that person belongs” (Jones, J., 1997).

Summary of Terms

- **Stereotypes** (cognition)
- **Prejudice** (attitude = cognition + emotion)
- **Discrimination** (behavior)

- What about Racism?????

Is racism still a problem today?

How prevalent is the experience of racism among racial and ethnic minorities?

Definitions of Racism

- Belief that some races are by nature superior to others; includes discrimination (Merriam Webster Dictionary, 1999)
- Prejudice that members of one race are intrinsically superior to members of other races OR discriminatory or abusive behavior towards members of another race (WordNet © 1.6, © 1997 Princeton University)

When most people generally think of racism:

1. It resides in individual acts of discrimination against others,
2. Most associated with overt, dramatic hate crimes perpetrated against persons of color,
3. It does not exist in good, decent, and moral individuals,
4. **Consequently, we, personally, are not racists nor do we engage in such acts.**

(Sue, 2005)

What White Americans believe

- In a recent national survey (2001), 1 out of 2 White Americans believed that Asian Americans face little to no racial discriminations.
- BUT, 1 out of 4 White Americans hold racially prejudicial attitudes toward Asian Americans:
 - 23% - uncomfortable voting for an Asian American to be president of U.S.
 - 24% - disapprove of inter-marriage with an Asian American
 - 32% - feel Chinese Americans more loyal to China than the U.S.

What people of color experience...

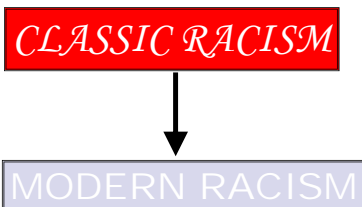
- Kessler et al Study (2000)
 - 1 out of 2 African Americans and Hispanics experience some form of racism in their life-time.
 - 1 out of 4 African Americans and Hispanics experience day-to-day racism.

What people of color believe (cont)...

- For Asian Americans (Yoo, 2004):
- ~30% frequently to always feel treated differently b/c they are Asian.
- ~30% frequently to always feel faced with barriers in society b/c Asian.
- ~30% sometimes to almost always are called names such as chink, gook, etc. b/c they are Asian (15% frequently to always).
- ~30% at some point in their life was physically assaulted b/c they are Asian!

Why this discrepancy between Whites and People of Color?

Evolution of Racism



Racism Redefined

- **Individual racism:** individual act of meanness discriminating others OR favoring one's own racial group based solely on race.
- Two Types:
 - 1) **Blatant or Classic** (conscious)
 - E.g. Vincent Chin murder, Rodney King and LA riots
 - 2) **Modern** (unconscious, subtle)
 - E.g. Benevolent sexism, 'Plain English' Bill

Racism Redefined (cont.)

- Other Forms of **Modern Racism**:
- **Institutional racism**: byproduct of certain institutional practices; restrictions on choices, rights, of groups of individuals. Need not be intended.
- **Cultural racism**: when one racial group enjoys the power to define cultural values and subsequently marginalize those that do not

Modern Racism

- Subtle, indirect, unintentional
- Operates outside of conscious awareness
- Includes internalized privileges (which indirectly un-privilege others) – (McIntosh)
- "I can, if I wish, arrange to be in the company of people of my race most of the time."
- Decisions based on stereotype processing
- "Failure to help rather than a deliberate, conscious desire to hurt"

Modern Racism (cont.)

Institutional Racism

- In this society, there is a systematic level of advantage to those who are White – for no other reason than simply being White!
- Every social indicator from salary to life expectancy reveals the advantages of being White (& male)!!!

Modern Racism in Law

- Study of felony sentencing disparities between Blacks and Whites in state of NY b/w '90-'92:
 - 1/3 of minorities sentenced to prison would have received a shorter or non-incarcerative sentence if they had been treated like similarly situated White defendants.
 - If probation-eligible Blacks had been treated like their White counterparts, more than 8000 fewer Black defendants would have received prison in that two year period, resulting in a five percent decline in the percentage of Blacks sentenced to jail.
 - **Bottom line: Blacks are sentenced to prison more frequently than Whites for the same conduct.** (New York State Division of Criminal Justice Services)

Modern Racism in Law (cont)

- From 1986 to 1991,
 - arrests of **white** juveniles for drug offenses decreased 34 percent,
 - while arrests of **minority** juveniles increased 78 percent.
- All this despite data suggesting that drug use rates among White, Black, and Hispanic youths are about the same!
- Similar disparities appear in relation to non-drug-related crimes.

Modern Racism in Law (cont)

FACT: *Only 11% of the nation's drug users are black, however African-Americans constitute almost 37% of those arrested for drug violations, over 42% of those in federal prisons for drug violations, and almost 60% of those in state prisons for drug felonies.*

SOURCE: SAMHSA. (1997). *National Household Survey on Drug Abuse: Population Estimates 1996*, p. 19, Table 2D; Bureau of Justice Statistics, (1997). *Sourcebook of Criminal Justice Statistics 1996*. Tables 4.10, and 6.36; BJS. (1997). *Prisoners in 1996*. Table 13.

Modern Racism in Jobs

- 80% of tenured positions in higher education are occupied by White males
- 80% of the House of Representatives are White males
- 80%-90% of the U.S. senate are White males
- 92% of Forbes 400 executive CEO level positions are White males
- 90% of public school superintendents are White males
- 99.9% of athletic team owners are White males
- 100% of U.S. presidents are White males

Contrast to only 33% of the U.S. population are White males.

- Resume study

(Pittsburgh Post Gazette, 2003)

Modern Racism in Health Care

- Compared with White babies, Black babies are two and a half times more likely to die before their first birthday.
- Black people are 34% more likely than Whites to die from cancer.
- Black people are twice as likely as Whites to die from heart disease.
- Black people are 50% less likely to receive heart bypass surgery.
- Black people have to wait twice as long for transplants.
- Black people are twice as likely as Whites to have a leg amputated if they have circulatory problems.
- Black people are 25% less likely than Whites to receive pain medication.

Modern Racism (cont.)

Cultural Racism

- Popular culture, which demoralizes the characters of racial groups.
- Representation of racial minorities in media, magazines, distribution of toys, etc.

Keep in mind....

- Difference between stereotypes, prejudice, discrimination, and racism.
- Racism acts at both unconscious and conscious levels.
- Racism goes beyond the individual act of being mean!
- "We are not against white people. We are against white racism" (Victor, Color of Fear).
- Racism and it's relationship to Sexism, Classism, Homophobia or Heterosexism, Anti-Semitism, and Ageism.

Discrimination, Adjustment, and Coping among Racial Minorities

Summer 2006

Outline

- How much racism do racial minorities experience?
- How does racism impact the health of racial minorities?
- How do racial minorities cope with their experience of racism?
 - External Attribution Theory (Crocker)
 - Social Identity Theory (Tajfel)
 - Self-Categorization Theory (Turner)

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How much racism do racial minorities experience?

- Kessler et al. Study (2000)
 - 1 out of 2 African Americans and Hispanics (life-time)
 - 1 out of 4 African Americans and Hispanics (day-to-day)
- For Asian Americans (Yoo, 2004):
 - ~30% frequently to always feel treated differently
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Impact on Minority Health

- Depression, anxiety, hostility, and somatic complaints (Kessler, Mickelson, & Williams, 1999; Landrine & Klonoff, 1996),
- Poorer quality of life (Bowen-Reid, & Harrell, 2002),
- Increased blood pressure and adverse cardiovascular response (Armstead et al., 1989).

How are racial minorities coping with their experience of racism?

- External Attribution Theory (Crocker)
- Social Identity Theory (Tajfel)
- Self-Categorization Theory (Turner)

Attribution Theory

- Theory about how people explain things that happen to them
- Internal vs. External Attributions
- 2 Examples

External Attribution Theory (Crocker)

- Attributions to prejudice assumes that the locus of such attributions is purely external
- Discounting Hypothesis
- Thus, "because prejudice against one's group is an external attribution, making this attribution should protect the self-esteem of stigmatized people"

External Attribution Theory (Crocker)



An example:

African American college students received a negative interpersonal feedback from an evaluator for a self-description they had written

IV: Knowing the race of the evaluator

DV: Measure of self esteem

Results: self-esteem was dependent on whether they were able to attribute their negative feedback to prejudice or not (Crocker, Voelkl, Testa, & Major, 1991).

External Attribution Theory (Crocker) (cont)



- **Conflicting Findings**
- **When given opportunity to attribute stress to racism, most racial minorities tend to underestimate!** (Operario & Fisk, 2001; Karen Ruggiero & Donald Taylor, 1995, 1997).

External Attribution Theory (cont)



Karen Ruggiero & Donald Taylor (1995)

- When discrimination was certain, participants attributed their failure to discrimination.
- When discrimination was ambiguous, however, participants minimized discrimination and attributed their failure to themselves.
- Results indicated that disadvantaged group members were reluctant to blame their performance on discrimination because they were placing control for their outcomes in the hands of others rather than their own.

2) Social Identity Theory (Tajfel)



- **Categorization**
 - Ingroup vs. Outgroup
- **Identification**
 - Social Identity
 - Personal Identity
- **Social comparison**
 - maximize the positivity of their own group.
 - minimize the differences within the groups, so that our own group is seen favorably.

2) Social Identity Theory (Tajfel)



- What happens when minorities experience discrimination?
 - racial minorities will increase identification with their in-group to maintain their self-esteem when faced with racism, oftentimes, seeking to reinforce unique aspects of their in-group (Tajfel & Turner, 1979).

3) Self-Categorization Theory (Turner)



- Theory postulates that at different times we perceive ourselves as unique individuals and at other times as members of groups and that these two are equally valid expressions of self.
- Social Identity vs. Personal Identity
- Cornerstone – flexible change in self-expression

3) Self-Categorization Theory (Turner)



- What happens when minorities experience discrimination?
 - When Social Identity does not benefit you (discrimination), one focuses on his/her Personal Identity.

Summary



- Racism is common and has adverse effects on minority groups.
- Racial minorities cope with racism in a number of ways:
 - External Attribution Theory (Crocker)
 - Social Identity Theory (Tajfel)
 - Self-Categorization Theory (Turner)
- Racism is complicated.