

MUNI  
ARTS

## **PSBB082 Intercultural psychology**

**BARRIERS IN INTERCULTURAL EXCHANGES:  
STEREOTYPES, PREJUDICE, DISCRIMINATION AND  
WAYS TO CHALLENGE THEM**

# Activity

– In groups, please discuss

1. Have I ever been discriminated? On what grounds?
2. Have I ever witnessed discrimination? In which form?
3. Have I ever discriminated anyone, even unintentionally?

# attitudes

## TRIARCHIC THEORY OF ATTITUDES (Eagly & Chaiken, 1998)

### – cognitive

#### STEREOTYPES

= how we think of members of certain groups,  
how they are, look, behave



### – affective

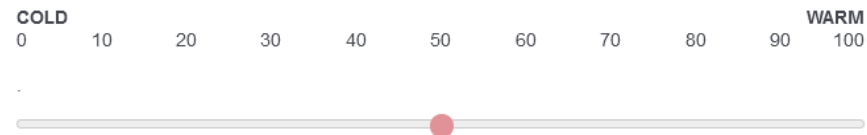
#### PREJUDICE

= how we feel about certain groups

### – behavioral

#### DISCRIMINATION

On a scale from 0 (= cold) to 100 (= warm) please indicate your feelings toward refugees in Australia.



# Discrimination

- Unfair treatment of members of certain social groups solely on the basis of their membership in the group
- Discrimination is the result of prejudice – antipathy towards a particular social group
- Both prejudice and discrimination are made possible by social categorization – a situationally conditioned process by which people in our environment are divided into ingroup and outgroups

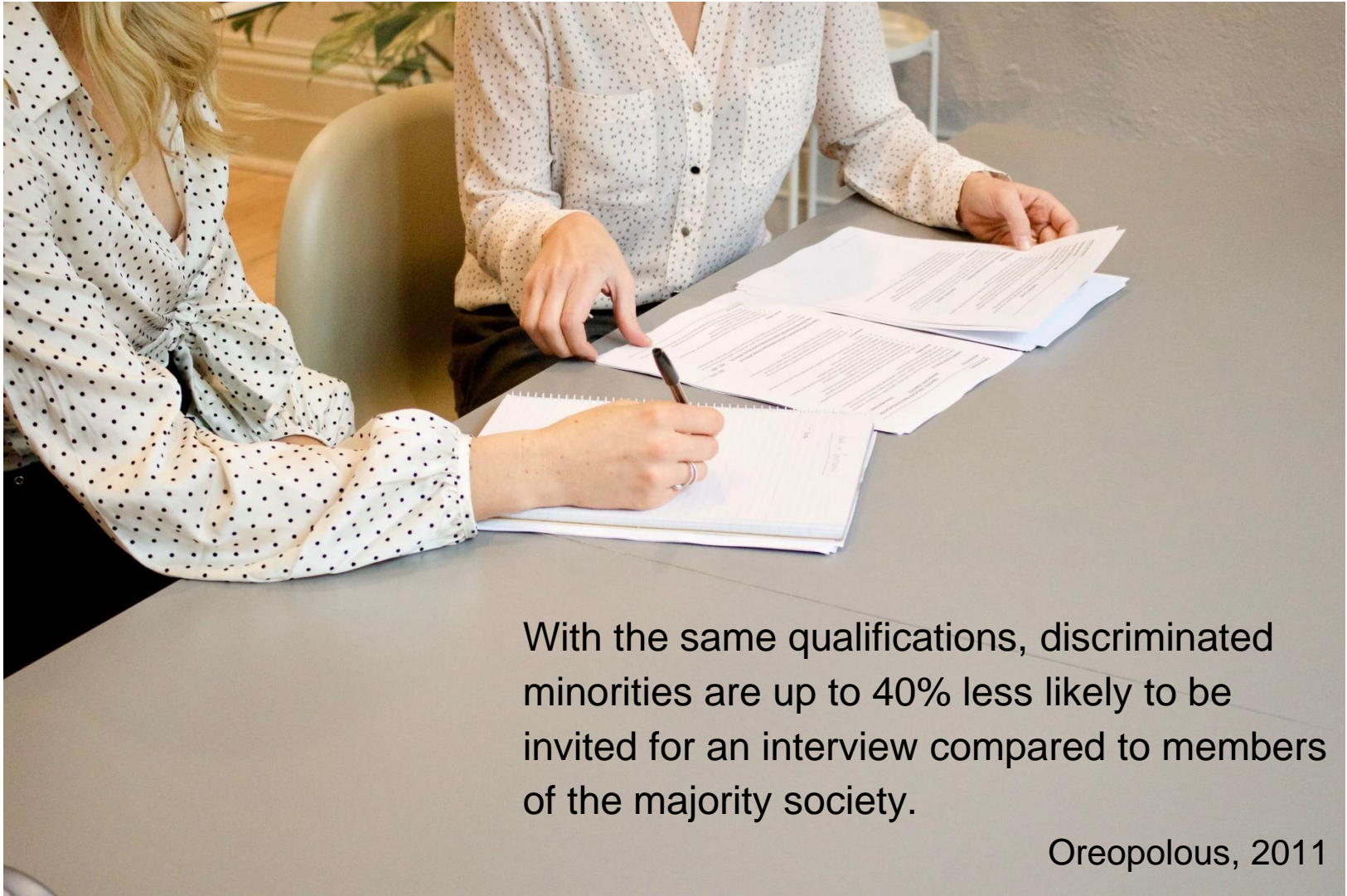


Group/category membership can be based on nationality, ethnicity, gender, skin colour, religion, sexual orientation, age...

# Manifestations of discrimination

- Employment





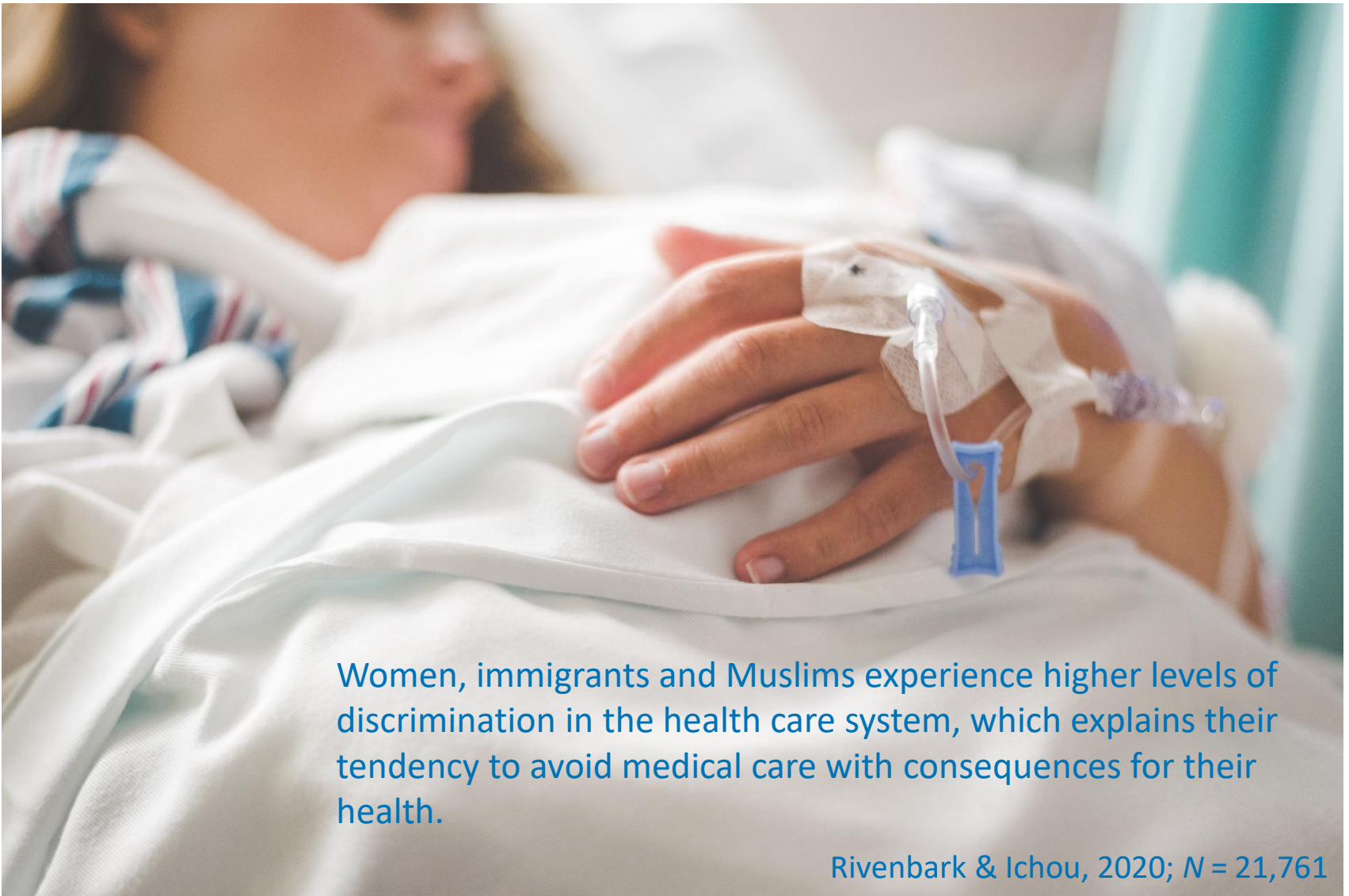
With the same qualifications, discriminated minorities are up to 40% less likely to be invited for an interview compared to members of the majority society.

Oreopolous, 2011

# Manifestations of discrimination

- Employment
- Education
- Housing
- Health care





Women, immigrants and Muslims experience higher levels of discrimination in the health care system, which explains their tendency to avoid medical care with consequences for their health.

Rivenbark & Ichou, 2020; N = 21,761

# Manifestations of discrimination

- Employment
- Education
- Housing
- Health care
- Everyday life

# Legal types of discrimination

## – Direct discrimination

Openly states preference for a certain group, disadvantages others.

The only lawful discrimination, but only if ‘objectively justifiable.’

Intentional or unintentional

- Discrimination by association
- Discrimination by perception

## – Indirect discrimination

Offers advantage for a certain group, mostly unintentional

## – Harassment

## – Victimisation

# Legal types of discrimination

- Direct discrimination
- Indirect discrimination

## – Harassment

Offensive or intimidating behavior with the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Social exclusion. Perspective of victim, not harassers!

## – Victimization

Treating those who made a complaint about discrimination less favorably than others.

# Subtle discrimination, microaggressions

Brief and commonplace verbal, behavioral, and environmental indignities, intentional or unintentional, communicating hostile or derogatory slights and insults to the target person or group

## – Microassault

Name-calling, avoidant behavior, or purposeful discriminatory actions

## – Microinsult

“How did you get your job?”

Communications that convey a hidden insulting message

## – Microinvalidation

“I don’t see color.”

Communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a marginalized group

**Table 1**  
**Examples of Racial Microaggressions**

<b>Theme</b>	<b>Microaggression</b>	<b>Message</b>
1- Alien in own land When Asian Americans and Latino Americans are assumed to be foreign born	“Where are you from?” “Where were you born?” “You speak good English” A person asking an Asian American to teach them words in their native language.	You are not American.  You are a foreigner.
2- Ascription of intelligence Assigning intelligence to a person of color on the basis of their race	“You are a credit to your race” “You are so articulate” Asking an Asian person to help with a math or science problem.	People of color are generally not as intelligent as Whites. It is unusual for someone of your race to be intelligent. All Asians are intelligent and good in math/sciences.
3- Color blindness Statements that indicate that a White person does not want to acknowledge race	“When I look at you, I don’t see color.” “America is a melting pot.” “There is only one race, the human race.”	Denying a person of color’s racial/ethnic experiences. Assimilate/acclacurate to the dominant culture. Denying the individual as a racial/cultural being.
4- Criminality/assumption of criminal status	A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes A store owner following a customer of color around the store A White person waits to ride the next elevator when a person of color is on it	You are a criminal.  You are going to steal/ You are poor/ You do not belong. You are dangerous.
5- Denial of individual racism A statement made when Whites deny their racial biases	“I’m not racist. I have several black friends.” “As a woman, I know what you go through as a racial minority.”	I am immune to racism because I have friends of color. Your racial oppression is no different than my gender oppression. I can’t be a racist. I’m like you.

Theme	Microaggression	Message
<p>6- Myth of meritocracy Statements which assert that race does not play a role in life successes.</p>	<p>"I believe the most qualified person should get the job." "Everyone can succeed in this society, if they work hard enough."</p>	<p>People of color are given extra unfair benefits because of their race. People of color are lazy and/or incompetent and need to work harder.</p>
<p>7- Pathologizing cultural values/ communication styles The notion that the values and communication styles of the dominant/White culture are ideal</p>	<p>Asking a Black person: "Why do you have to be so loud/animated? Just calm down." To an Asian or Latino person: "Why are you so quiet? We want to know what you think. Be more verbal." "Speak up more." Dismissing an individual who brings up race/culture in work/school setting</p>	<p>Assimilate to dominant culture.  Leave your cultural baggage outside</p>
<p>8- Second-class citizen Occurs when a White person is given preferential treatment as a consumer over a person of color</p>	<p>Person of color mistaken for a service worker  Having a taxi cab pass a person of color and pick up a White passenger  Being ignored at a store counter as attention is given to the White customer behind you "You people..."</p>	<p>People of color are servants to Whites. They couldn't possibly occupy high-status positions. You are likely to cause trouble and/or travel to a dangerous neighborhood. Whites are more valued customers than people of color.  You don't belong. You are a lesser being.</p>
<p>9- Environmental microaggressions Macro-level microaggressions, which are more apparent on systemic &amp; environmental levels</p>	<p>A college or university with buildings that are all named after White heterosexual upper class males. Television shows &amp; movies that feature predominantly White people, without representation of people of color Overcrowding of public schools in communities of color Overabundance of liquor stores in communities of color</p>	<p>You don't belong/You won't succeed here. There is only so far you can go. You are an outsider/You don't exist.  People of color don't/shouldn't value education. People of color are deviant.</p>



# The impact of prejudice and discrimination

- Stress
- Impaired mental and physical health
- Inability to develop and realize one's potential
- Resignation, psychosocial maladaptation
- Affects relatives of the discriminated
- Affects those who hold prejudice

## INDIVIDUAL

Halim et al., 2013; Tran, 2014

Lee et al., 2015

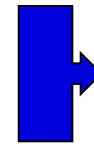
- Increased costs for curing health and social problems
- Costs associated with the treatment of mental illness (depression, anxiety disorder, PTSD) due to discrimination: 3% of annual GDP
- USD 7 billion; in the Czech Republic 180 000 000 000 CZK

## SOCIETAL

Elias & Paradies, 2016

# Strategies to combat prejudice

- INTERGROUP INTERACTION APPROACHES
- INDIVIDUAL APPROACHES



INTEGRATED  
APPROACHES

- INTERGROUP INTERACTION APPROACHES
- Interdependence approaches (common goals, cooperation; Deutsch, 1949)
  - Cooperative learning (jigsaw classroom; Aronson, 1978)
- Intergroup contact approaches (optimal conditions for contact, Allport, 1954)
  - Direct intergroup contact
  - Indirect intergroup contact: experience of others, mass media, imagination
- Social identity approaches (Tajfel & Turner, 1979)
  - Decategorization: group-based identity less salient, individuation
  - Recategorization: Common ingroup identity (Gaertner & Dovidio, 2000)
    - Dual identity
- Disclosure approaches (sharing personal information; Ensari & Miller, 2002).

# Strategies to combat prejudice

## – INDIVIDUAL APPROACHES

### – Affective approaches

- Empathy
- Perspective taking

### – Cognitive approaches

- Thought awareness and suppression: rebound effects
- (Implicit) attitude reconditioning
- Situational attribution training: situational explanation for outgroup behavior
- Thought process reconditioning: accurate assessments of outgroups
- Experts and norms
- Accountability and value consistency: substantiate irrational beliefs, cognitive dissonance creates conflicts
- Self-affirmation: bolster own self-worth
- Self-regulation (Monteith et al., 1993)

## – INTEGRATED APPROACHES

# Completion requirements

1. Active participation in the course - min. 80%, i.e., **1 class missed**
2. Participation in group work and ongoing discussions.

## 3. **Essay**

- dealing with an issue from the realm of intercultural psychology, suggesting possible solutions
- based on up-to-date scientific literature
- 3 pages *including* references for dyads, 3 pages excluding references for trios
- 12 font, 1.5 spacing
- deadline: 15. January 2024

<https://docs.google.com/document/d/1fsF87qqbAOAV0aJQ5npX8jvo2nX3HRNzF39ERdGZSIE/edit#heading=h.2zinu7c17l8n>

# More than 1 missed class

- Exception for the first meeting
- Read chapter 13 “Reducing Prejudice and Discrimination”  
Kite, M. E., Whitley Jr, B. E., & Wagner, L. S. (2022). *Psychology of prejudice and discrimination*. Taylor & Francis.
  - Workplace interventions pp. 555-561  
Affirmative action, valuing diversity, managing diversity
  - Racial colorblindness and its alternatives 561-566  
Colorblind, assimilationist, multicultural, polycultural perspectives
  - What can you do to reduce prejudice? 567-571

**1 page essay** how to tackle a concrete example of discrimination with the theoretical approaches described in the chapter till **8.1.2024**