

THE PSYCHOLOGY OF PREJUDICE AND DISCRIMINATION



Prejudice, Discrimination, and Stereotyping

Understanding Prejudice

Prejudice involves negative attitudes based on group membership, both implicit and explicit, influenced by emotions and cognition.

Forms of Discrimination

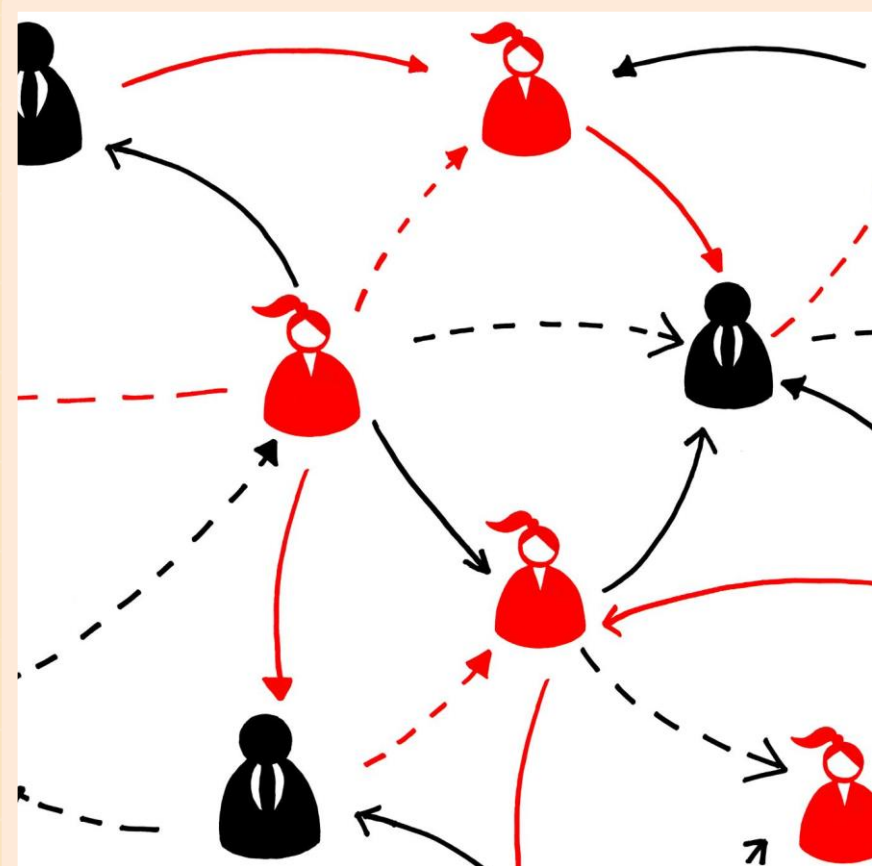
Discrimination occurs at interpersonal, organisational, institutional, and cultural levels, involving unfair treatment and systemic bias.

Nature of Stereotyping

Stereotyping assigns oversimplified or inaccurate traits to individuals based on group membership, affecting perception.



Processing Social Information



Schemas in Social Cognition

Schemas are mental frameworks that organize and interpret social information efficiently.

Confirmation Bias

Confirmation bias causes favouring information that supports existing beliefs, affecting social judgments.

Ingroup/Outgroup Bias

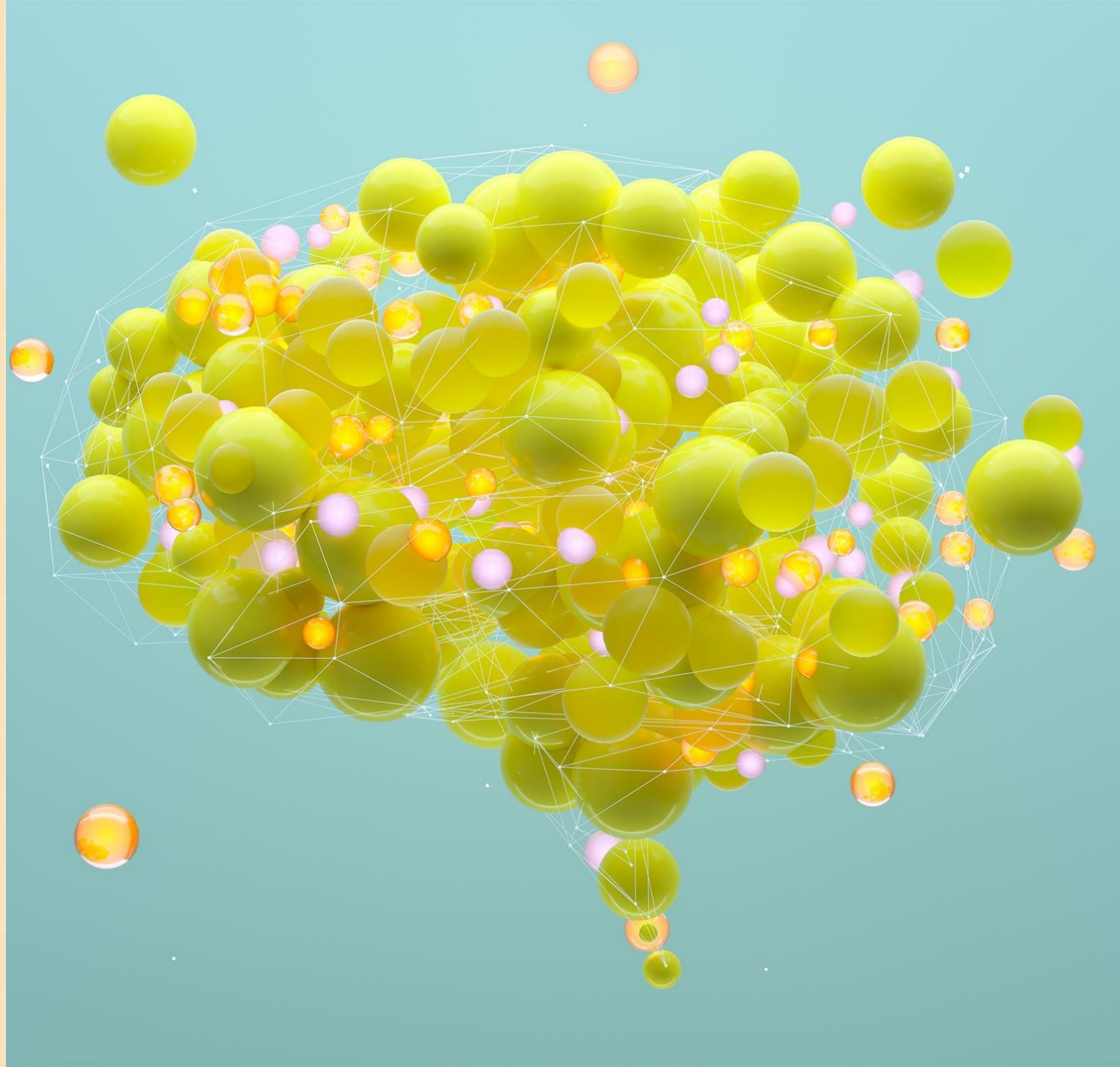
Ingroup/outgroup bias leads to preferential treatment of one's own group and discrimination against others.

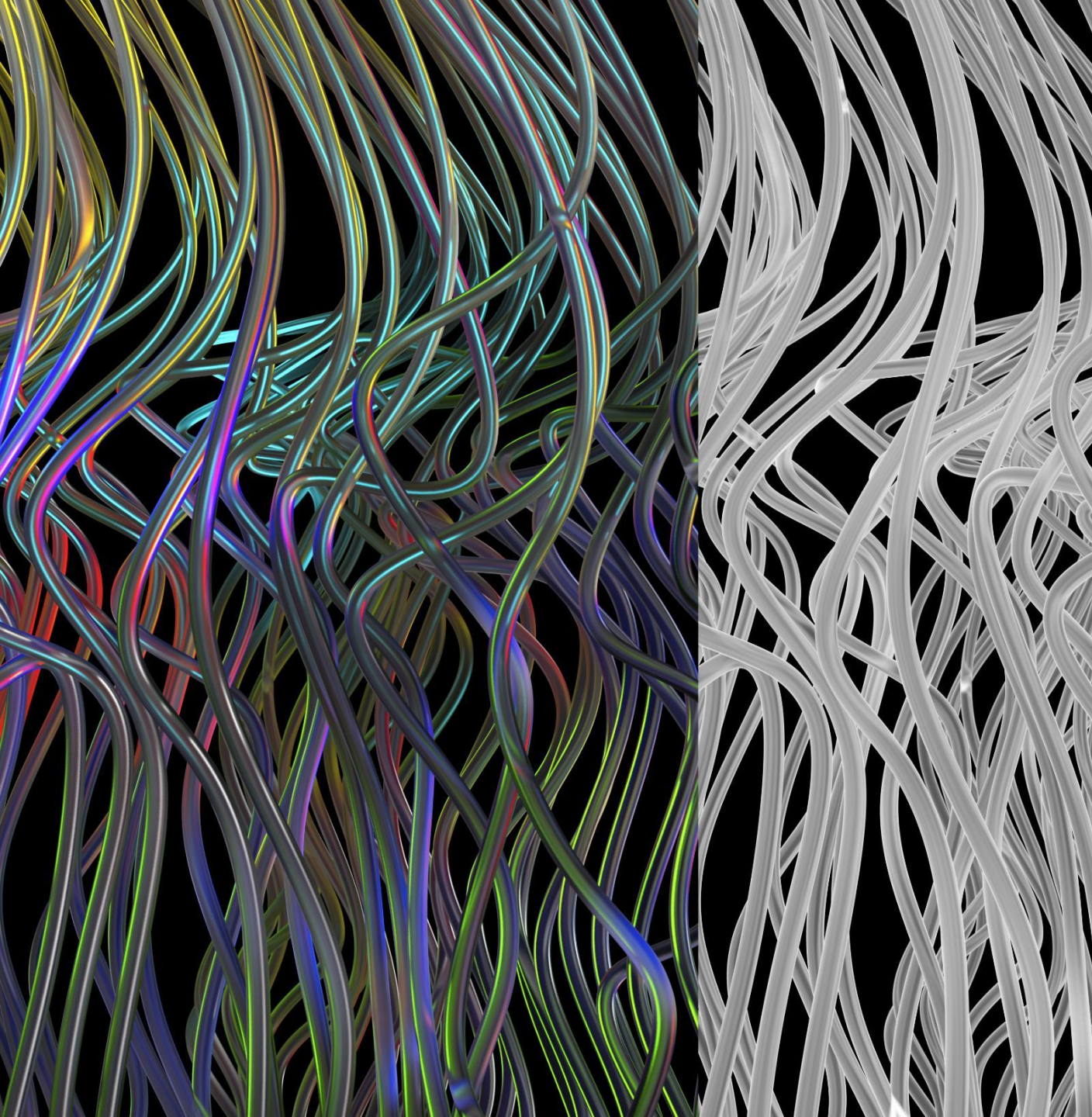
Impact on Society

These biases influence behaviours like media representation and hiring, fueling prejudice and discrimination.

STEREOTYPES: CONTENT AND STRUCTURE

Exploring the nature and
framework of common beliefs





Early Theories: Lippmann vs. Dewey

Dewey's View on Perception

Dewey emphasised the difficulty of interpreting unfamiliar groups, leading to perception of only broad differences.

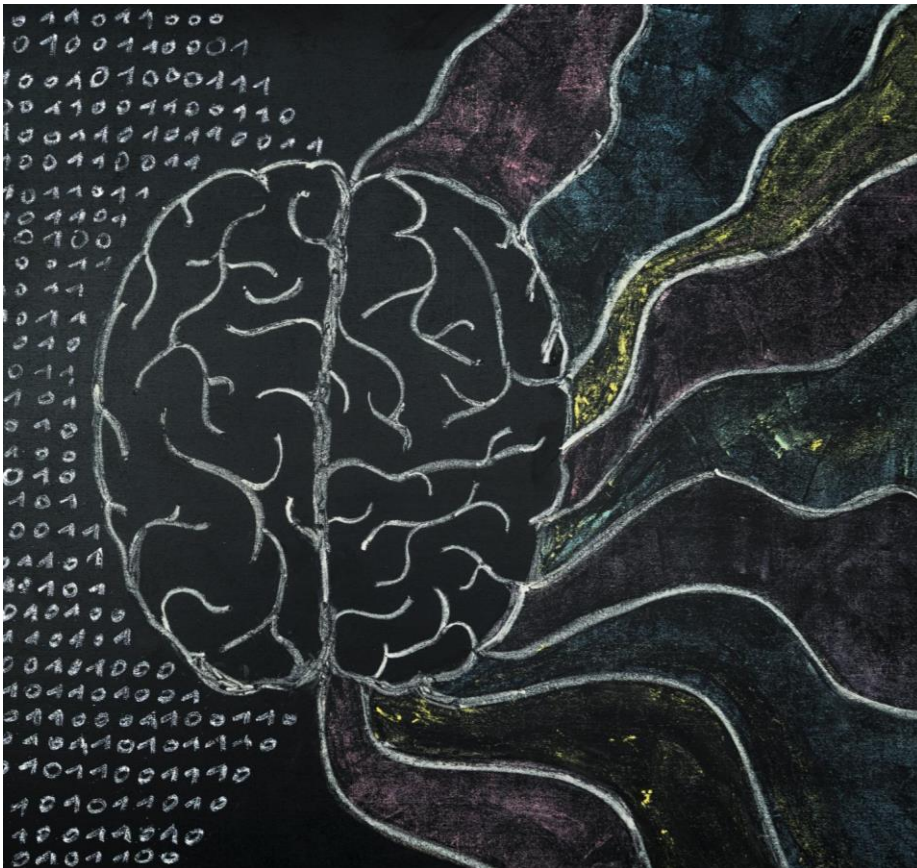
Lippmann's Cultural Influence

Lippmann argued that cultural definitions shape perception, meaning people define before they see reality.

Impact on Stereotypes

These theories highlight how societal norms and cultural conditioning foster reliance on predefined stereotypes.

Defining Stereotypes



Cognitive Schemas

Stereotypes function as cognitive schemas that help individuals process social information quickly and efficiently.

Mental Shortcuts

They serve as mental shortcuts simplifying complex social environments and guiding interpretations.

Automatic Activation

Stereotypes are often automatically activated, influencing perceptions without conscious awareness.

Influencing Social Perceptions

They shape social perceptions by embedding generalised beliefs about groups in cognition.

The Princeton Trilogy



Overview of the Princeton Trilogy

The Princeton Trilogy includes studies from 1933 to 1995 that analysed the persistence and evolution of stereotypes over time.

Consistency in Stereotyping

While specific stereotypes change, the inherent tendency to stereotype remains consistent across generations.

Societal Influence on Stereotypes

Cultural attitudes and norms shape the content of stereotypes, reflecting societal changes over time.

Impact on Social Psychology

The Princeton Trilogy is essential for understanding stereotype research's historical development and its implications today.

Reasons for Stereotyping



Cognitive Efficiency

Stereotypes help reduce mental effort by simplifying information processing, enhancing cognitive efficiency.

Social Identity and Group Dynamics

Stereotypes assist individuals in defining their in-group and out-group affiliations within social settings.

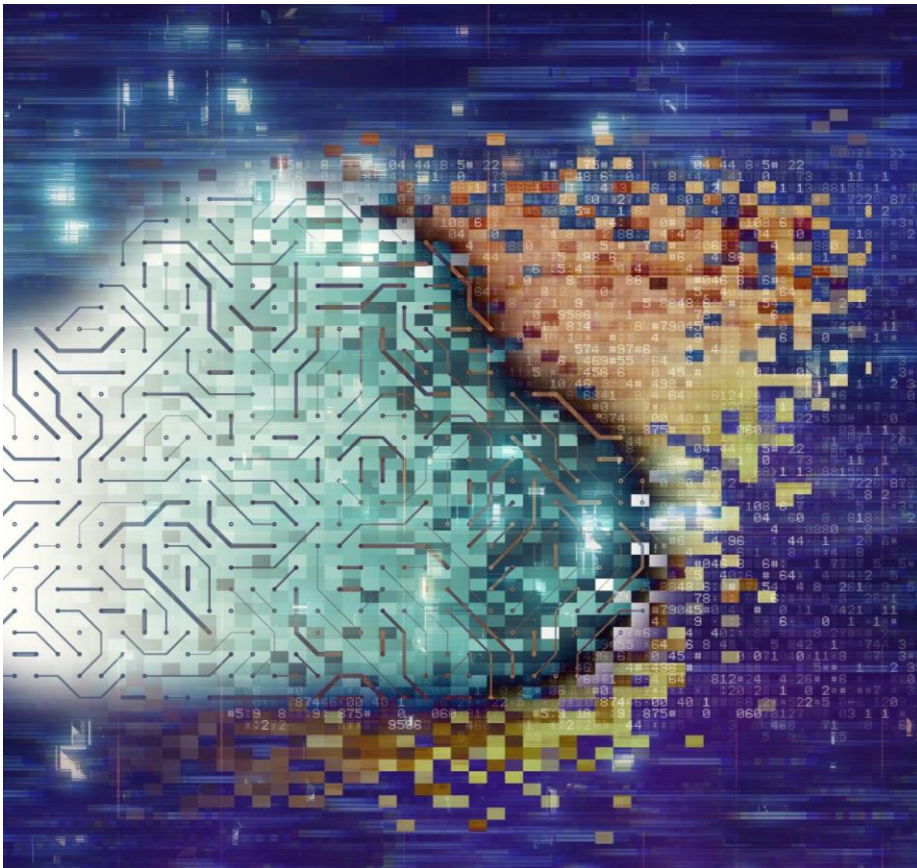
Cultural Transmission

Stereotypes are passed down through generations via social learning and cultural transmission processes.

Motivational and Emotional Factors

Stereotyping is influenced by motivations to justify social hierarchies and emotions such as fear and anxiety.

Stereotype Activation and Socialisation



Automatic Stereotype Activation

Stereotypes are triggered automatically upon encountering members of stereotyped groups, even unconsciously.

Evidence from Experiment

Devine's Experiment 2 shows automatic stereotype activation occurs despite conscious rejection.

Role of Socialisation

Stereotypes are learned through cultural norms, media, and social interactions during socialisation.

Dual Process of Persistence

Automatic activation and learned reinforcement together explain why stereotypes persist over time.



Group Categorisation and Identity

Automatic Group Categorisation

Group categorisation is a fast, automatic process influenced by salient visible cues and context.

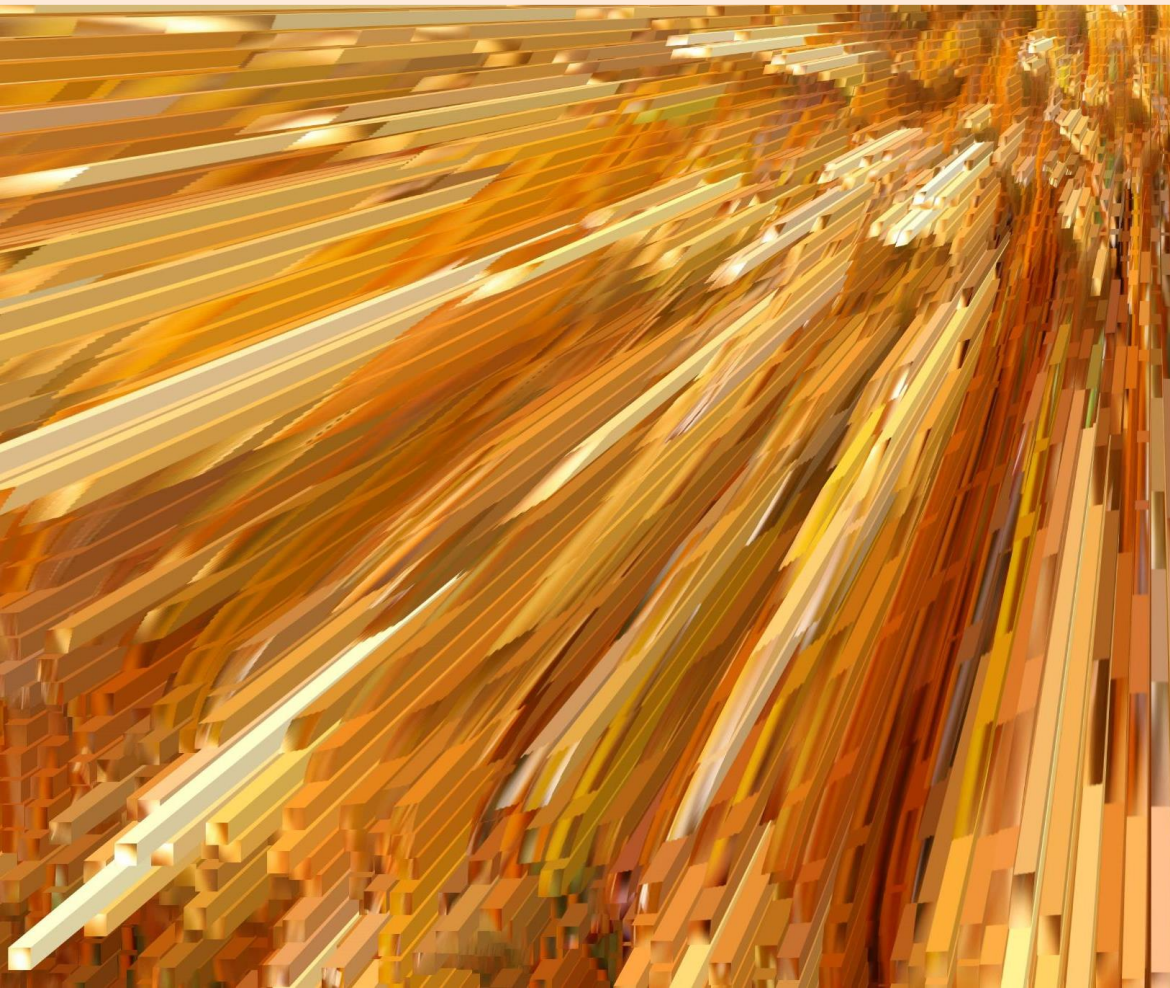
Minimal Group Paradigm

Even arbitrary group distinctions trigger in-group favouritism and out-group derogation.

Social Identity Theory

Individuals gain self-esteem from group membership, influencing biased evaluations of others.

Multiple Identities and Stereotype



Complex Social Identities

Individuals hold multiple social identities that shape perceptions and interactions in diverse contexts.

Categorisation-Competition Hypothesis

This hypothesis explains how categorising social groups can create competition and affect identity dynamics.

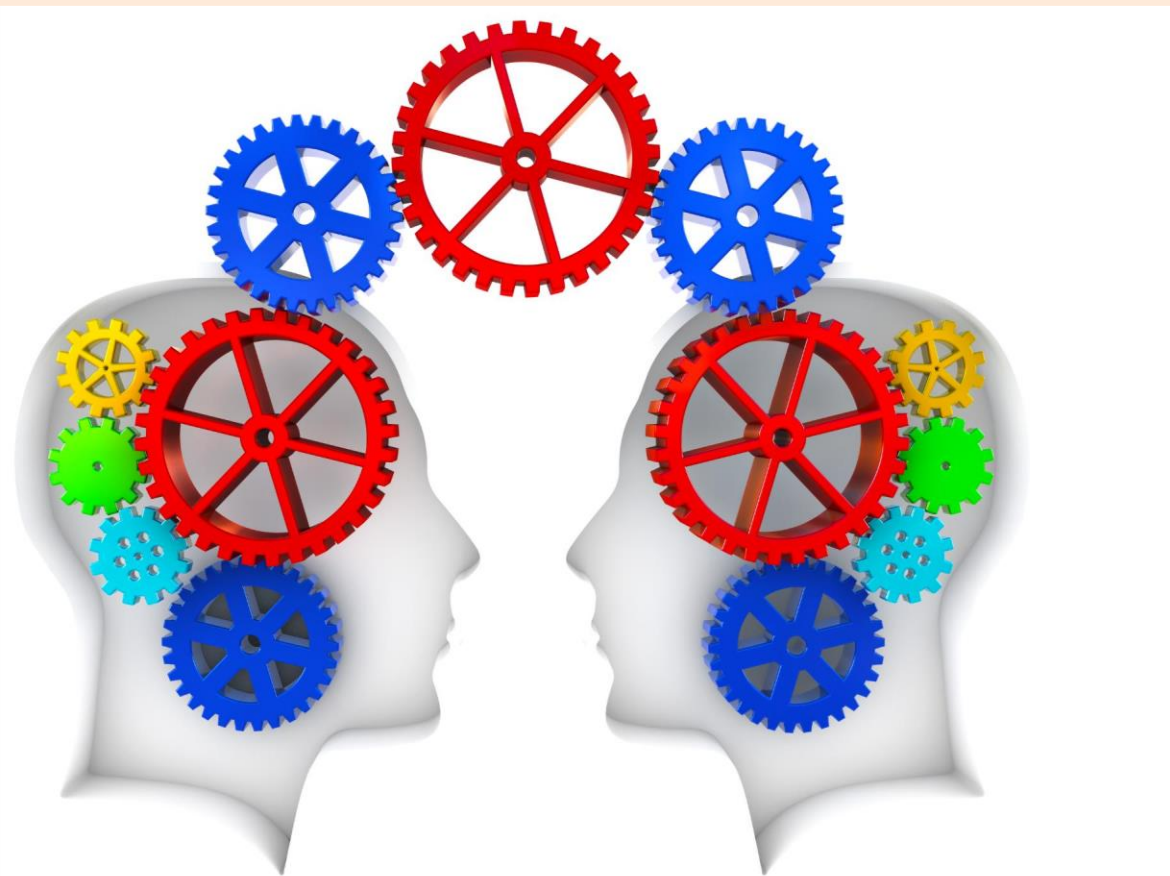
Self-Esteem Hypothesis

Identity complexity can protect individuals from negative stereotypes by boosting self-esteem.

Stereotype Content Model

Stereotypes are categorized by warmth and competence, explaining varied social judgments.

Stereotype Threat and Interventions



Understanding Stereotype Threat

Stereotype threat causes anxiety and reduces performance when individuals fear confirming negative group stereotypes.

Mechanisms Behind Threat

Mechanisms include increased anxiety, reduced working memory, hypervigilance, and disengagement affecting task performance.

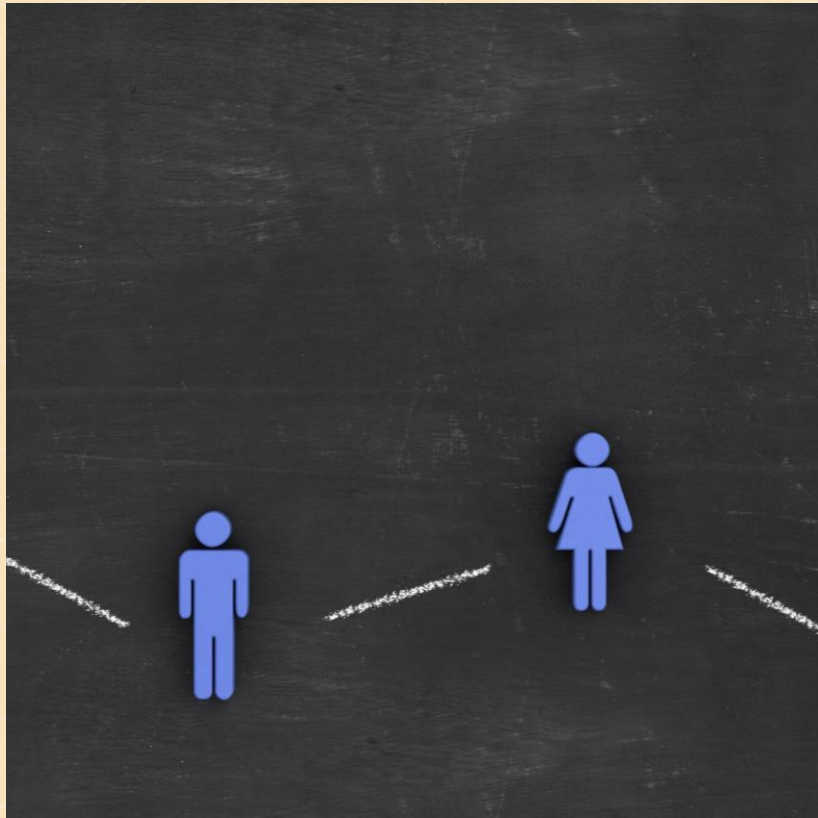
Recent Developments

Studies have examined intersectional stereotype threats and environmental factors triggering these threats in diverse settings.

Effective Interventions

Values affirmation, role models, growth mindset, and belonging interventions can reduce stereotype threat and promote equity.

Overview of Prejudice Types



Definition of Prejudice

Prejudice is a preconceived opinion without reason or actual experience, affecting different individuals and groups.

Explicit Prejudice

Explicit prejudice includes conscious attitudes and beliefs, shaped by societal norms and culture.

Implicit Prejudice

Implicit prejudice operates unconsciously and influences decisions and behaviors without awareness.

Importance of Understanding Prejudice

Recognising types of prejudice helps address bias in social, educational, and occupational environments.

Characteristics of Explicit Prejudice



Conscious Awareness

Explicit prejudice involves consciously held attitudes toward groups based on race or culture.



Influence of Social Norms

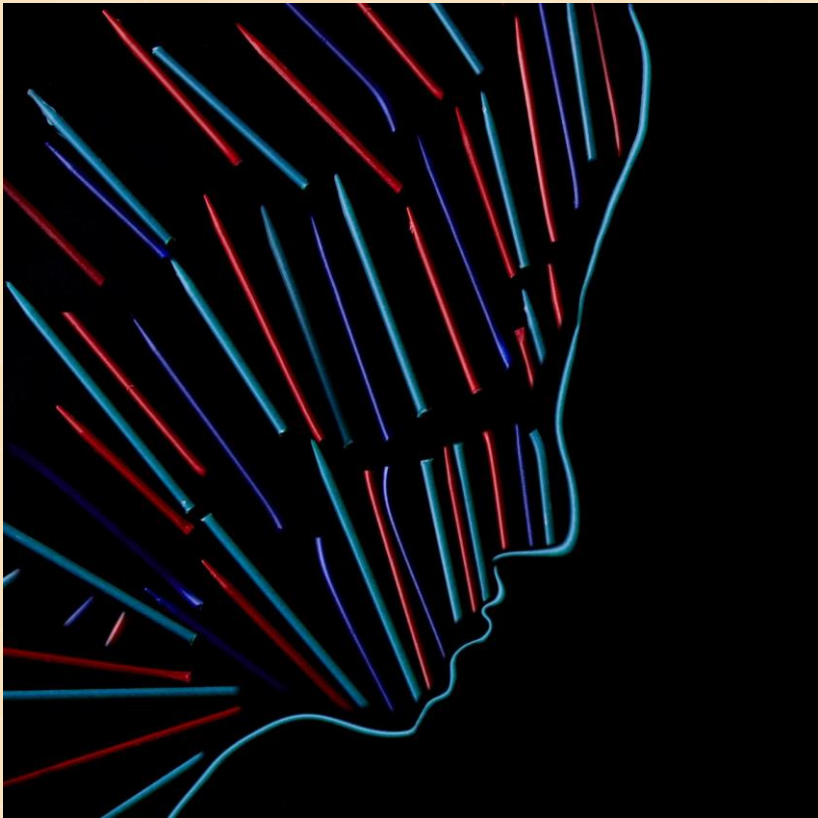
Societal norms shape explicit prejudices that may shift with social desirability.



Theoretical Frameworks

Several theories explain the formation and persistence of explicit prejudice in society.

Understanding Implicit Bias



Nature of Implicit Bias

Implicit biases occur automatically and unconsciously, affecting judgments and behaviors without awareness.

Psychological Theories

Multiple theories explain implicit bias, including social cognition, dual process, and social learning models.

Socialisation and Culture

Implicit biases are learned through socialisation and cultural exposure from early life experiences.

Challenges in Detection

Because implicit bias operates below conscious awareness, it is difficult to recognize and address effectively.

Contexts and Manifestations of Implicit Bias



Implicit Bias in Education

Teacher expectations, grading, and discipline can be influenced by subtle implicit biases in educational settings.



Implicit Bias in Employment

Hiring decisions and performance reviews can be affected by unconscious biases related to names and age.



Behavioural Manifestations

Implicit bias appears subtly through behaviours and responses to environmental cues in different contexts.

Tools and Techniques



Implicit Prejudice Measurement Methods

Various tasks like AMP, GNAT, and priming measure implicit prejudice through psychological responses.

Neuroscientific Techniques

Techniques such as fMRI and EEG study brain activity related to implicit bias and prejudice.

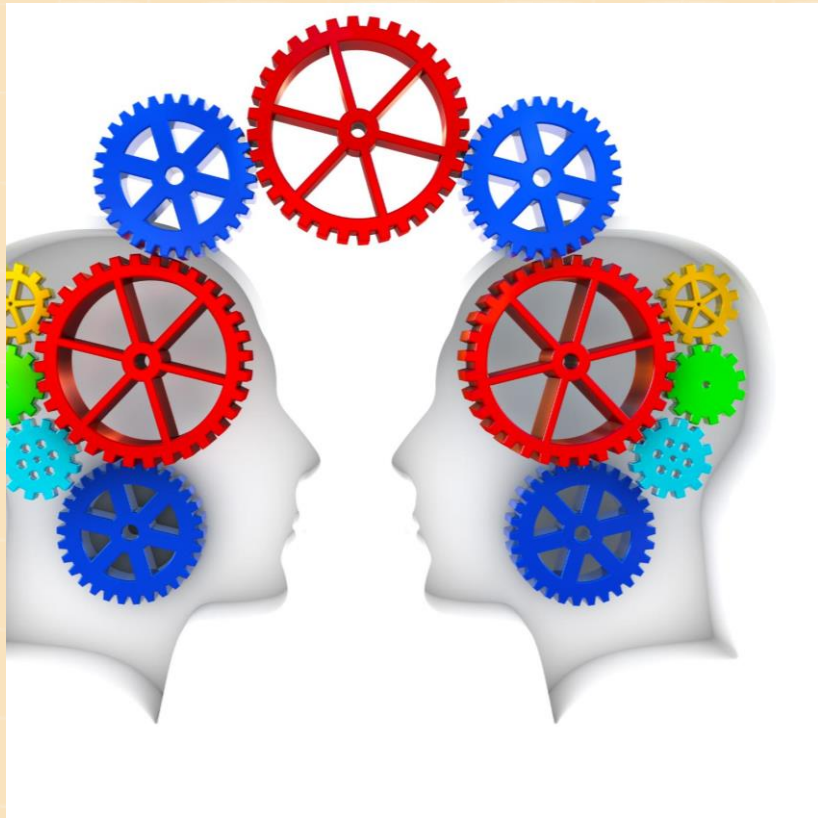
Implicit Association Test (IAT)

The IAT assesses strength of associations between concepts and evaluations revealing unconscious biases.

Indirect Bias Measurement

Lost Letter and Lost Email methods measure bias indirectly by observing behavioural responses to stimuli.

Debates and Interpretations



Nature of Implicit Attitudes

Debate exists whether implicit attitudes are legitimate beliefs or cultural knowledge, influencing social cognition.

Theoretical Perspectives

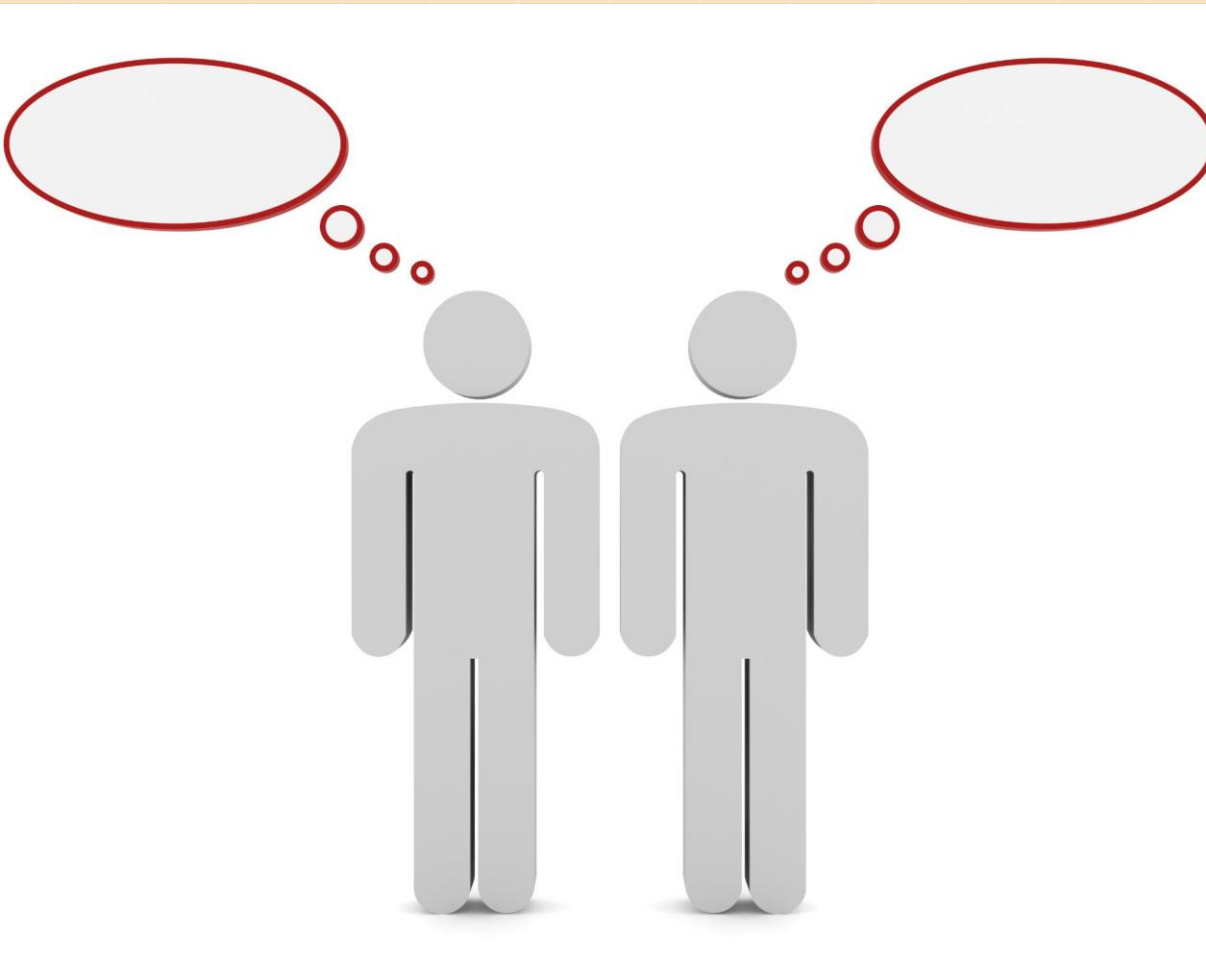
Theories like Implicit Social Cognition explore how implicit attitudes form and impact behaviour.

Automaticity and Entity Realism

Concepts of automaticity and entity realism add complexity to understanding implicit biases and their effects.

Implications for Social Behaviour

Understanding implicit attitudes is crucial for interpreting implicit measures and their social consequences.



Explicit vs Implicit Prejudice

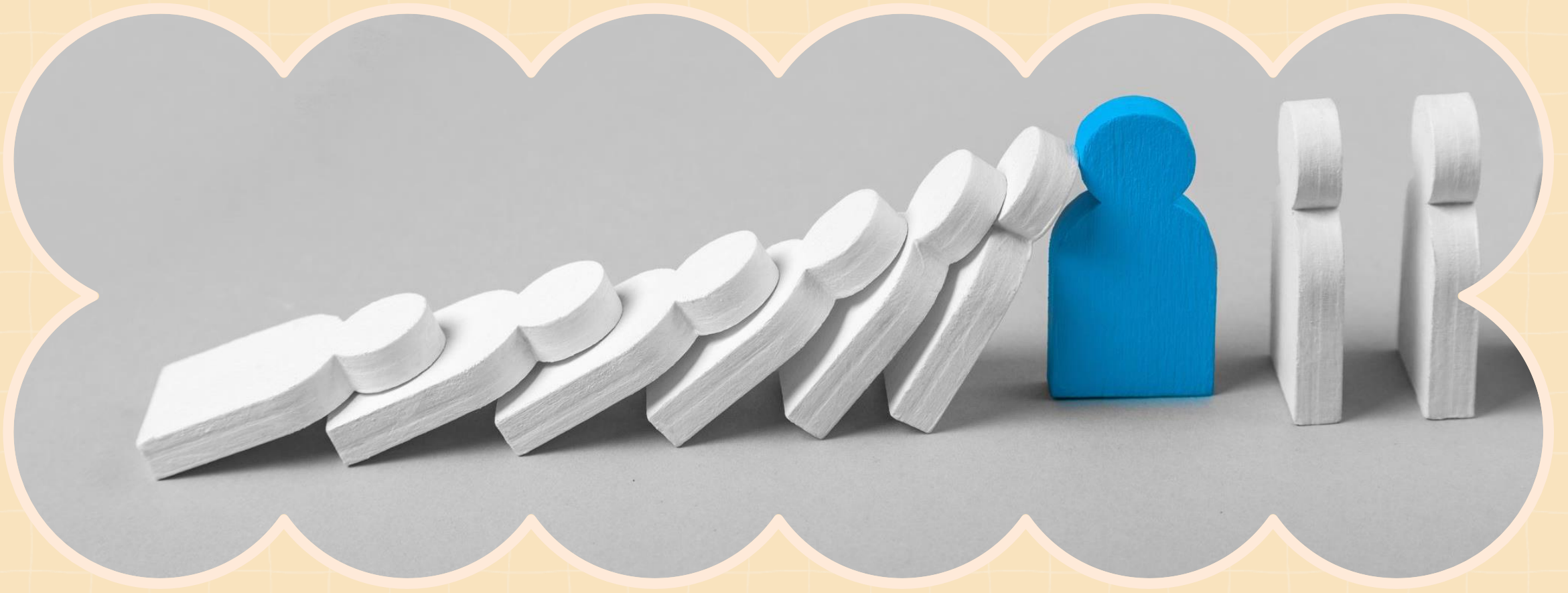
Explicit prejudice is conscious and measurable, while implicit prejudice is unconscious and difficult to detect.

Impact on Society

Both forms of prejudice affect education, employment, and social interactions significantly.

Need for Measurement

Understanding and measuring biases is crucial for effective interventions and promoting equity.



Types and Examples of Discrimination



Interpersonal and Organisational Discrimination

Interpersonal Discrimination

Unfair treatment based on group membership driven by prejudice, bias, and social dynamics in personal interactions.

Social Learning and Cognitive Bias

Social learning theories and cognitive biases influence discriminatory behaviors and reinforce prejudices.

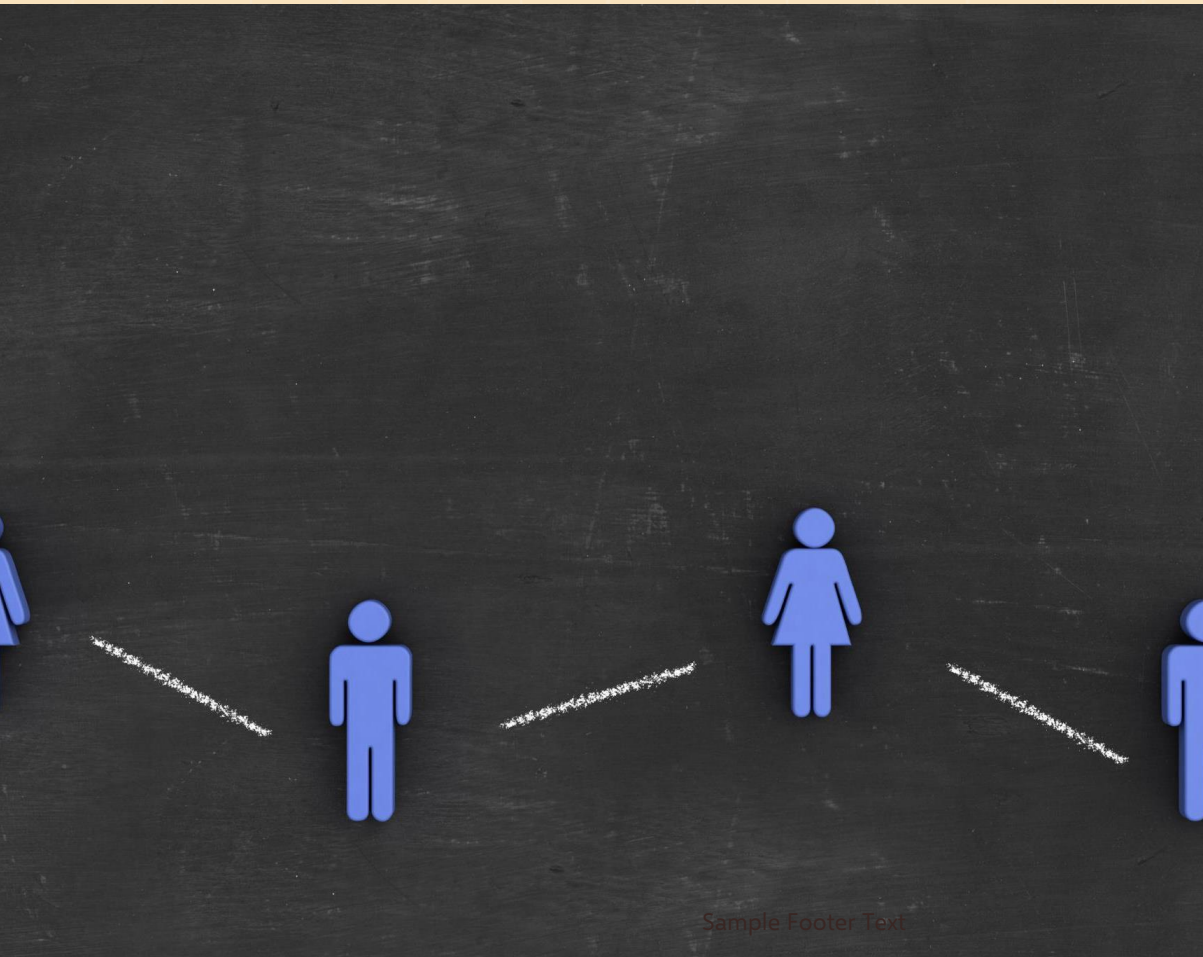
Organisational Discrimination

Discriminatory practices embedded in organisational policies and culture hinder diversity and inclusion.

Addressing Discrimination

Recognising and tackling biases at individual and organisational levels fosters inclusive environments.

Institutional and Cultural Discrimination



Institutional Discrimination

Systemic practices in institutions produce unequal outcomes often invisible to unaffected groups and upheld by biased policies.

Examples of Institutional Bias

Stop and search procedures, postcode-based school funding disparities, and healthcare biases demonstrate institutional discrimination.

Cultural Discrimination

Dominance of one group's norms and values shapes identity, belonging, and access, linked to ethnocentrism and cultural hegemony.

Examples of Cultural Bias

Eurocentric curricula, prioritisation of certain religious holidays, and beauty standards illustrate cultural discrimination.