

The background of the slide features a repeating pattern of faint, overlapping faces, likely a portrait of a man, which serves as a subtle design element.

Prejudice and Discrimination

Lecture One

Overview and Introduction

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- A study of the psychological processes underpinning issues of prejudice and discrimination in societies
 - In the context of political and societal issues
 - Society at a global level
 - Drawing upon social, cognitive, developmental, individual differences, evolutionary theories of psychology

- Psychological processes allow us to explore on a global scale
- Society and political issues provide global and specific context
 - Race Relations Act
 - Civil Rights Movement
 - Apartheid
 - Genocide

- Course designed to integrate psychological theory with real-world applications
 - Lectures
 - Readings
 - Seminars

- Core text

- Kite, M. E., & Whitley, B. E. (2016). *Psychology of prejudice and discrimination*. Abingdon: Routledge.

- Primary articles also important for this module

- 2 assessments

- 2500 word essay (50%)
 - Exam (50%)

- Lectures will be highly theoretical and empirical
 - Discussion and relationship with real-world issues expected
- Seminars will focus on questions, discussion, and real-world examples
 - Designed to promote topic knowledge, not just for the exam

“There’s nothing as practical as a good theory”
(Kurt Lewin)

Warning

- Some people may find the content, language, and images in this module offensive and/or upsetting.
- Nothing is prohibited from discussion
 - But everything must be discussed in the context of evidence and theory
- And now we begin...

- This module is about people, events, and how we understand the world around us
- It is not designed to make you a 'fluffier' person
- It will hopefully make you a better person
- It will definitely make you more aware

What do we mean by prejudice and discrimination?

Real-life examples

- Case 1

“An immigrant who twice tried to kill himself after alleged racial abuse... claims he was bullied by a BNP supporter who wanted him to ‘go home’. He told a tribunal that Mr X said he was ‘lucky he’s working with us – his grandfather used to work as a servant’.

Mr. X also called a woman client a ‘black whore’ and branded a colleague a ‘black cunt’, he alleged.... In one incident, Mr. X wrote the word ‘go’ in company documents next to Mr. Y’s name because he wanted him to leave the country, the tribunal heard.

‘Mr. X clearly did not like foreigners. He wanted them to leave and go home’ Mr Y told the employment tribunal.”

Case 2

“Most had been driven by coach to the execution sites. Blindfolded, their hands tied together, they were mown down in lines by Serb death squads. The coach drivers – civilians – were ordered to administer a *coup de grâce* with a pistol... It was probably not a task they found distasteful. For Dr. Karadzic’s greatest success in Bosnia... was his genesis of Serb loathing.

I remember one wounded Bosnian soldier who did manage to escape from Srebrenica telling me that an elderly Serb man had discovered him lying in a hedgerow, exhausted, unarmed, and with gunshot wounds to his arm. The pensioner beat him with a crowbar, then went away to fetch a knife to finish him off. The soldier crawled away and saw the man return, crowbar in one hand and knife in the other, beating the hedgeline as if searching for a wounded animal.

... Before and since I have seen greater numbers of victims of execution. But the level of effort and involvement and hatred required to shepherd 12 men into a room, then smash their heads with a (sledge)hammer, left more of an impression than the horror of the mutilation itself and transcended the mere scale of murder.”

Case 3

“... plenty of jobs on newspapers could be done by somebody unable to hear well, depressed... or physically hampered. I checked with colleagues on *The Times*, *The Independent*, *The Daily Telegraph*, the papers most positive about the Purnell proposals: any disabled colleagues out there? Nope. None that anyone could recall. We all cheer the principle, but who is going to put it into practice?

When people demand that the disabled... should work, they generally mean that they should do rubbish jobs for rubbish money. Fill the call centres with cripples. Dogsbody jobs for the deaf; boring ones for the blind, they can't see anyway. But where are the decent job offers?”

Case 4

“White boys from deprived backgrounds need action-packed stories about danger or sport to inspire them in lessons, Ofsted, the education regulator, said yesterday. They do worse at school than any other group, which has increased concerns that white, working-class boys are becoming an educational underclass”

Introduction: Defining the basics

- Stereotypes
 - A picture in our heads
 - A guide to information to attend to and information to disregard in our environment
 - Lippmann (1922)
 - A natural occurrence, particularly along some lines (race, gender, age)
 - Allport (1954)
 - 'A set of beliefs about the personal attributes of a group of people'
 - Ashmore and Del Boca (1981, p. 16).

- Positive and negative stereotypes

- Generalisations of groups: can be good or bad

- ‘Blacks are less intelligent’

- ‘Blacks are more athletic’

- ‘Asians are emotionless’

- ‘Asians are good at maths’

- ‘Whites are untrustworthy’

- ‘Whites are industrious’

- ‘Students are lazy’

- ‘Students are intelligent’

Prejudice – ‘pre-judgement’

- Allport (1958) – an antipathy based upon a faulty and inflexible generalisation
 - Prejudice as a feeling. But ‘antipathy’ suggests uni-directional feeling.
 - Positive and negative. We can be prejudiced ‘for’ and ‘against’ things...
- Stangor et al. (1991)
 - best predictor of out-group prejudice (negative) is not negative feelings towards the group...
 - It is a lack of positive emotions towards the out-group
- Brewer and Brown (1998)
 - Prejudice is an attitude directed toward people because they are members of a specific social group

Discrimination

- The act of behaving negatively towards someone based upon their group membership (Nelson, 2006).
 - Not employing someone because of race
 - Paying lower wages because of gender
 - Ignoring/refusing service because of race/gender/age etc.
- Treating people differently, when there is no real reason to

- Interpersonal

- One person treating another unfairly
 - Level of exploration of 'pure' psychological research

- Organisational discrimination

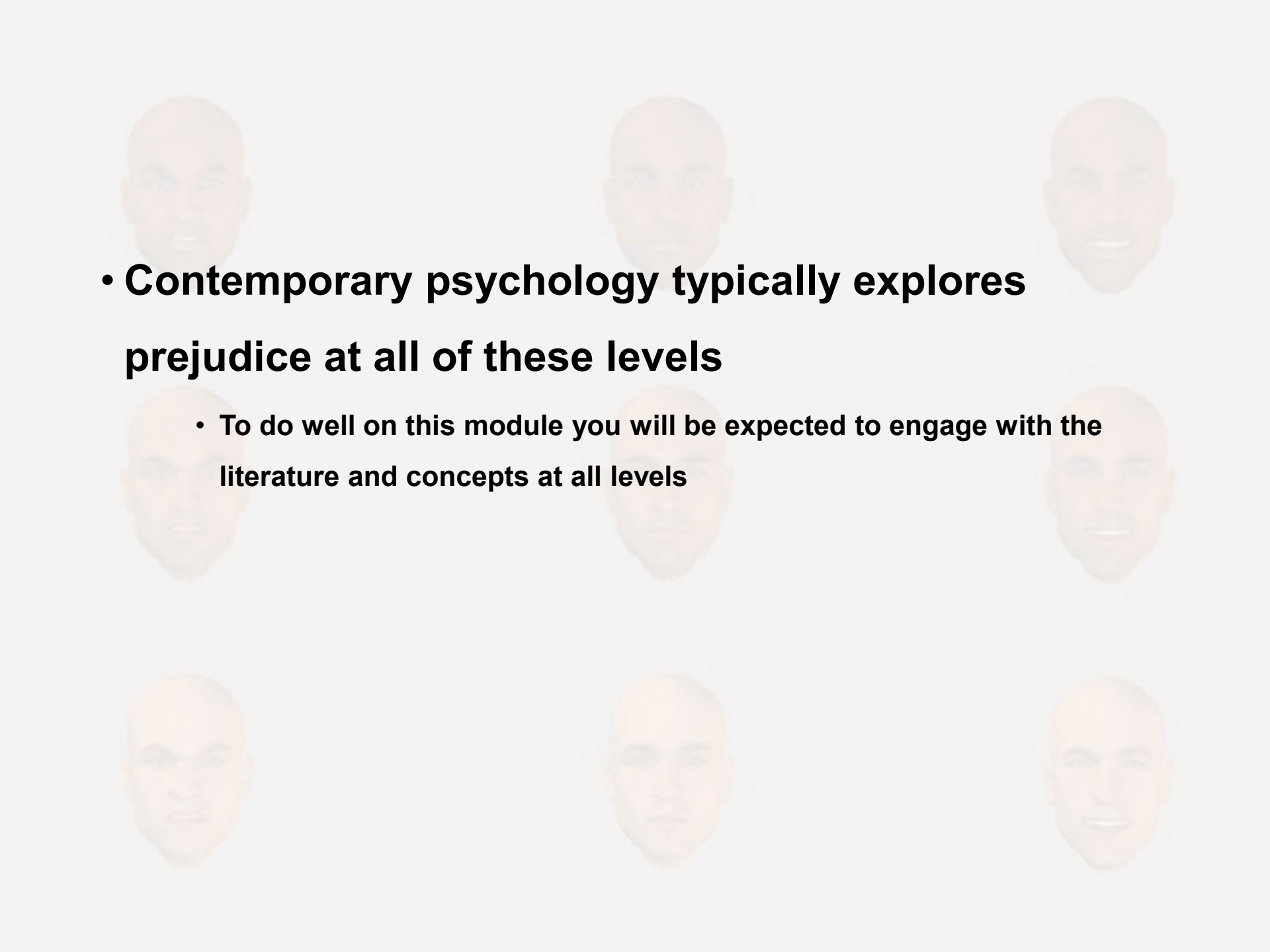
- Practices of an organisation which may be discriminatory
 - Hiring policies; Pay; Working hours

- Institutional discrimination

- Social institutions producing differential outcomes for different group members
 - School segregation; Stop and search; Racial profiling

- Cultural discrimination

- Defining cultural values based upon one group's norms
 - Judaeo-Christian values



- **Contemporary psychology typically explores prejudice at all of these levels**

- To do well on this module you will be expected to engage with the literature and concepts at all levels

Are the terms interchangeable?

- No
 - The classic example why:
- LaPiere (1934)
 - Wrote to 184 restaurants and 66 hotels and motels in the USA asking if they would mind him visiting their establishment with a Chinese couple...
 - 92% of restaurants and 91% of hotels/motels replied that they would not offer service to the Chinese couple...
 - Strange, as previously they had visited the establishments and only been refused service by one – the rest were very pleasant to them
- So.... Prejudice alone $\neq$ Discrimination
 - Must also have the behavioural act

Questions for our topic area

- What are the prejudices that exist within our society?
- What are the discriminatory issues that exist within our society?
- What are the explanations for the differences/discrepancies between the two?