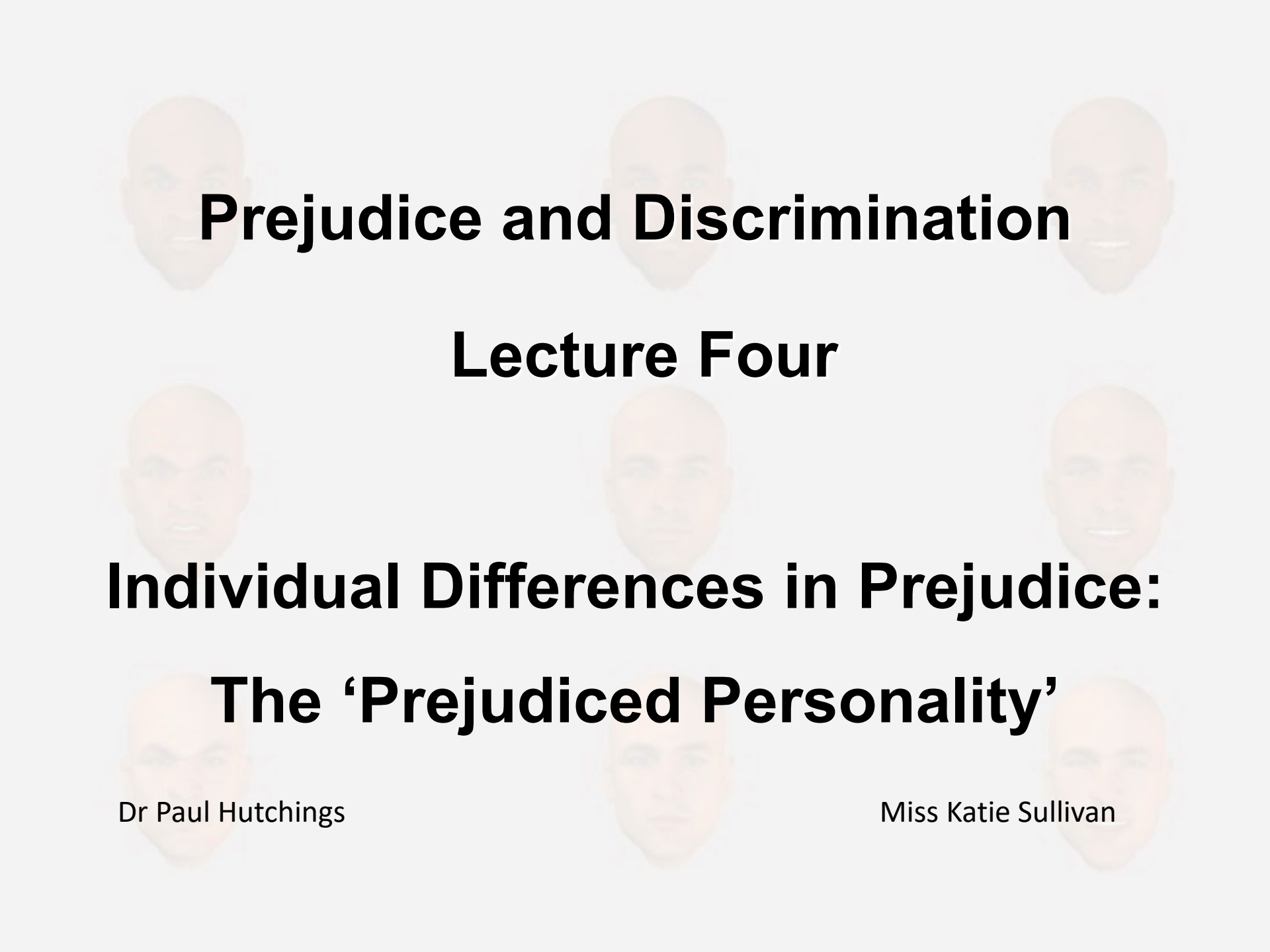


The background of the slide features a repeating pattern of faint, overlapping faces of a man with a beard and mustache, looking directly at the camera. The faces are semi-transparent and arranged in a grid-like fashion across the entire slide.

Prejudice and Discrimination

Lecture Four

Individual Differences in Prejudice: The 'Prejudiced Personality'

Dr Paul Hutchings

Miss Katie Sullivan

- Altemeyer (1998)
 - People as 'equal opportunity bigots' (p.52)
- Hutchings & Haddock (2010)
 - Racist or grumpy?
- Is there such a thing as a prejudiced personality?
 - Personality traits
 - Views of out-groups formed/coloured as a result of these traits

- From previous lectures

- Usefulness of stereotypes – used by all people
- Stereotypes as possibly automatic processes
- Cultural knowledge similar across groups
- Yet people have different levels of prejudice
 - Different types e.g., Two-dimensional model, aversive racism studies, etc.

- How do we explain this apparent dichotomy?

- Individual differences in personality type and prejudice
 - Personality approaches “... Equate power with needs for general agency (causing changes in the environment), for personal control, for social dominance, and for social influence” (Fiske & Berdahl, 2007, p.683)
- Personality traits/ideologies (Duckitt, 2001; McFarland, 2001)
 - Perspectives
 - Stable views of the world/groups
 - Views of position in society

- Adorno et al. (1950)

- Authoritarianism and the 'F' scale (Facism)
- Personality structures that make the individual likely to hold prejudicial attitudes
 - Strict discipline as a child
 - Submissive to authority
 - Rigid (dogmatic) thinking
- Prejudiced towards many outgroups

- **Conventionalism**
 - Rigid adherence to conventional values
- **Authoritarian submission**
 - Submissive and uncritical attitude towards idealised moral authority
- **Authoritarian aggression**
 - Tendency to look for, condemn, reject, and punish, people who behave in a way contrary to conventional values (see Item 1)
- **Stereotypy**
 - Disposition to think in rigid categories (above and beyond the norm?)
- **Projectivity**
 - Projection of unconscious emotional impulses
 - Scaremongering, seeing the worst, etc.

- Psychodynamic theory – the self trying to protect the ego by derogating the out-group
- Criticisms
 - The F-scale is inversely correlated with ‘world-mindedness’ (attitudes towards people from other countries; Smith & Rosen, 1958)
 - Martin and Westie (1959) – intolerant personality (high scores on measures of conservatism, dogmatism, etc.)
 - So no need for a psychodynamic theory – can all be explained purely through empirical personality theories
 - Occam’s razor
 - But more recent versions of the F-scale may address these issues (e.g., Christie, 1991)

- Right-wing authoritarianism (RWA)
 - Altemeyer (1981)
- 'Attitudinal clusters'
 - Personality as attitudes, not psychodynamic theory
 - Authoritarian submission
 - To a perceived legitimate authority
 - Authoritarian aggression
 - Especially if sanctioned by legitimate authority
 - Conventionalism
 - Adherence to social norms sanctioned by legitimate authority

- RWA attitudes

- Politically conservative
 - Agree with restriction of civil freedoms
 - Punitive towards those who transgress rules (e.g., criminals)
 - Orthodox religious views
 - 'Fearful and self-righteous' (Altemeyer, 1988)
 - High prejudice towards out-groups
 - Ethnic groups
 - Homosexuals
-
- Will mostly fall into the 'modern racist' category of the dual-model looked at previously (Hutchings & Haddock, 2008, Hutchings & Sullivan, 2019; Son Hing et al., 2006, 2008; Sullivan & Hutchings, in press)

- Mentally inflexible (leading to increased stereotyping; Peterson et al., 2002)
- High in NCI (Van Hie et al., 2004)
- Dislike new experiences (Heaven & Bucci, 2001)
- Conform to group norms (Duckitt, 2001)
- Likely to use in-group/out-group categories (above the norm; Altemeyer, 1998)
- Beliefs may conform to prevailing authority messages (Petersen & Dietz, 2000; Whitley, 1999)

- Social-Dominance Orientation (SDO; Pratto et al., 1994)
 - Belief in a real-world order of the hierarchical nature of groups in society
 - Promote ideology and policies that maintain the inequity between groups
- Theory is largely descriptive
 - Does not try to explain why, reports who and how
 - But does appear to show who and how quite well (e.g., Guimond et al., 2003; Pratto et al., 2007; Sidanius & Pratto, 1999)
 - Power plays a huge role, whether natural or manipulated (Guimond et al., 2003)

- Sidanius et al. (1994, 1996)

- Study of U.S. criminal justice system
- Police officers score highest on SDO; Public Defenders score lowest; Jurors then students in between in that order

- Pratto et al. (1997)

- Men score higher on SDO than women
- Cuts across culture and demography
- Men traditionally hold more powerful positions, so to be expected

- Pratto et al (1994)

- High SDOs show anti-Black and sexist attitudes
- Also show high opposition to programmes designed to address inequality
- See work of Sibley and Duckitt for SDO research

- Differences between RWA & SDO

- RWA – submission to in-group authority
- SDO – advocating dominance/superiority of in-group

Social Ideology

- Religion – peace, tolerance, and love?
 - Positive correlation between religion, intolerance, and use of stereotypes about others (Adorno et al., 1950; Rowatt et al., 2004)
- Different types of religious belief
 - Not in the way God is viewed, but the way it is thought about
- Allport and Ross (1967)
 - Extrinsic/Intrinsic religious orientation
 - Extrinsic: use religion for own purposes; infrequent church attendance
 - Intrinsic: internalised values of religion; may base their belief system on these values; more regular church attendance
 - Criticised by Batson et al. (1978, 1993) because of the explicit nature of the research.
 - But see Batson et al. (1986) and link to Dovidio & Gaertner work on ARs

- Committed religious orientation

- Wide range of beliefs
- More open-minded
- Recognise the world as complex
- Greater tolerance of diversity

- Consensual religious orientation

- More literal interpretation of religious scripts
- More dogmatic
- Less open to different ideas and opinions
 - Fundamentalism fits this orientation type very well

- Higher correlation with prejudiced attitudes (Allen & Spilka, 1967)

- 'Religion is not associated with increased love and acceptance but with increased intolerance, prejudice, and bigotry' Batson et al. (1993, p. 302)

- Political ideology
- Conservatism as racism?
 - Tetlock (1994); Sears (1994) in reply
- Symbolic prejudice
 - Haddock, Zanna, & Esses (1993)
- Social policy
 - Sidanius et al. (2000)
 - Principled conservatism
 - Blatz & Ross (2009), Reyna et al. (2005), Sidanius et al. (1996)
- Threat avoidance
 - Sullivan & Hutchings (in press)

Summary

- Initial psychodynamic theories of prejudiced personality largely discredited
 - Data can be explained in much simpler terms than psychodynamic explanations
- There do seem to be personality differences, but explanations as to why are vague (lie at the heart of many studies of development of attitudes and learning)
 - RWA
 - SDO
- Religion and political ideology and their links to personality can have an influence on prejudice, but is also complicated and how people use them for their own ends. Do appear to be correlated with attitudes towards out-groups but not cause-and effect