

Majority and Minority Perspectives on Common Identity

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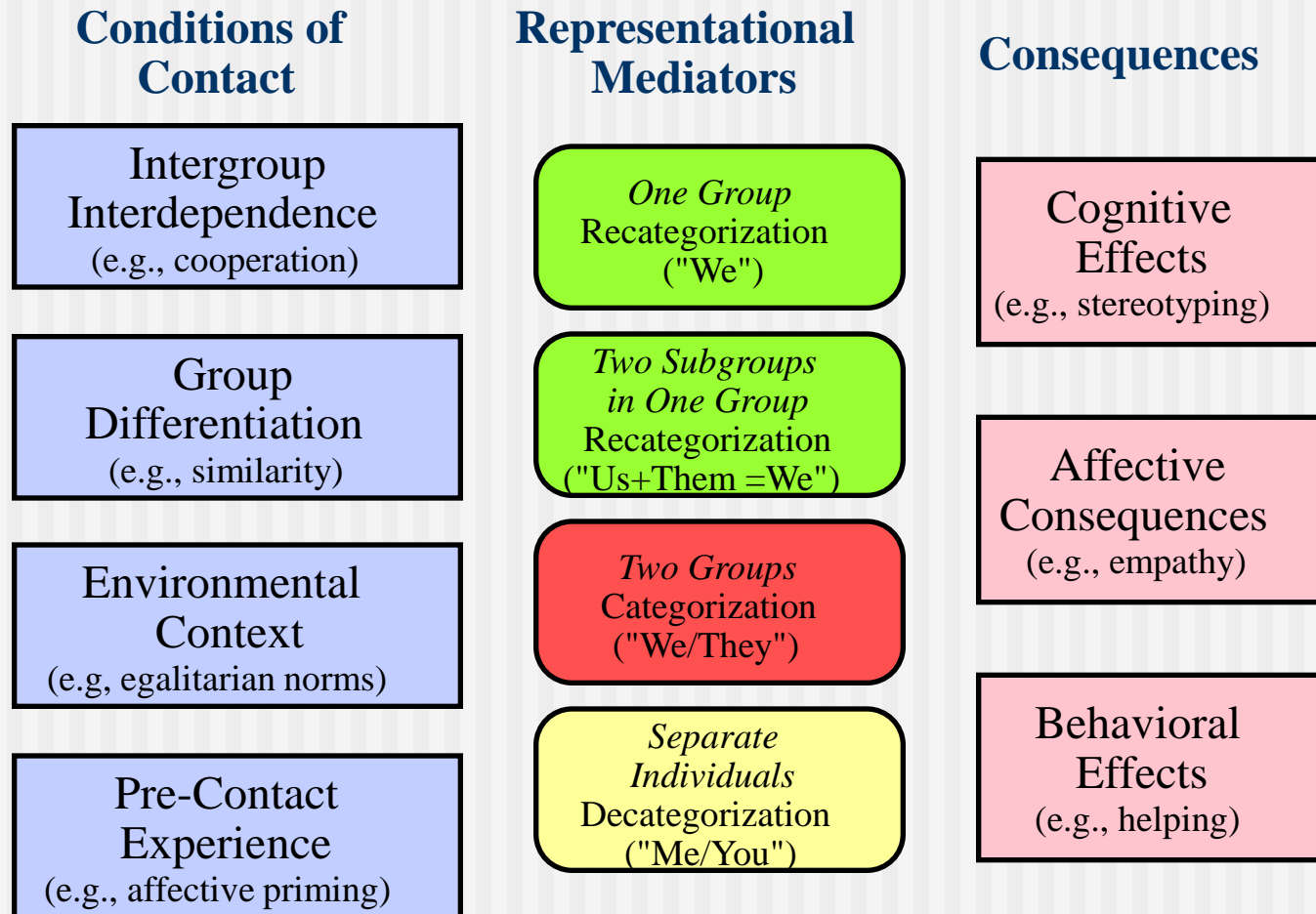
Tamar Saguy, IDC, Israel
Sam Gaertner, University of Delaware

Contact Hypothesis/Theory

- Williams (1947)/Allport (1954)
- Conditions of Contact
 - Equal Status, Common Goals, Supportive Norms, Cooperation
- Pettigrew & Tropp (2006)
 - 515 reports, 713 samples, $n > 25,000$
- Beyond the “Black Box”

Common Ingroup Identity Model

(Gaertner & Dovidio, 2000)



Objectives

- Strategic Recategorization
 - Majority and Minority Group Perspectives
- From Attitudes to Action
 - Majority Group Perspective
- Implications

Models of Intergroup Relations

		Superordinate Group Identity	
		Low	High
Sub-Group Identity	Low	Decategorization Individuals Meritocracy Colorblind	Recategorization One Group Assimilation
	High	Categorization Separate Groups Separatism	Recategorization Same Team Multiculturalism

Representation Preferences

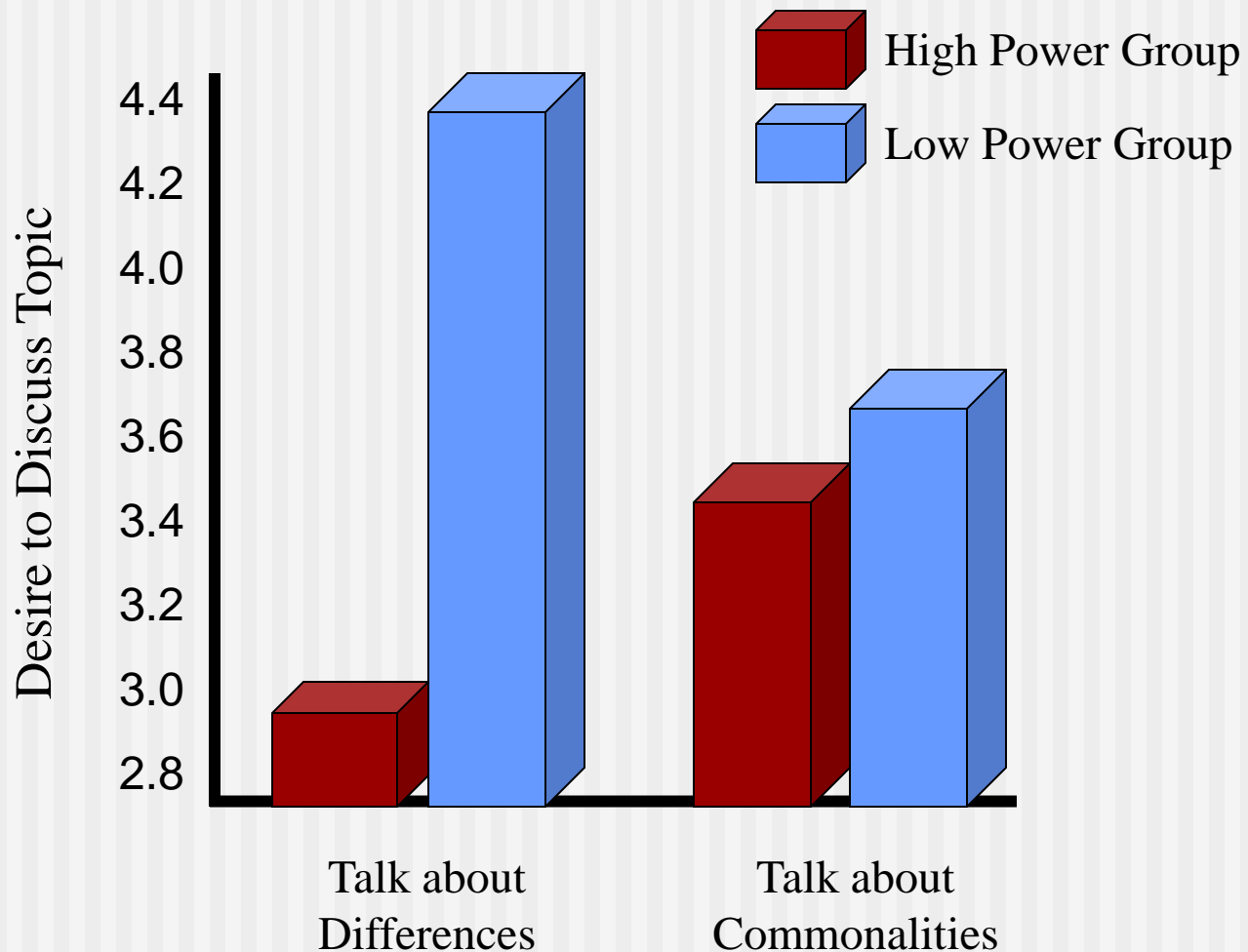
	Whites	Blacks
Assimilation (colorblind) (High Sup./Low Sub.)	5.3	3.3
Multiculturalism (High Sup./High Sub.)	4.7	6.1
Individualism (colorblind) (Low Sup./Low Sub.)	5.6	4.0
Separatism (Low Sup./High Sub.)	1.7	2.4

Preference for Assimilation and Multiculturalism

On Campus:

	Assimilation	Multiculturalism
White Students:		
Predominantly White College	5.20	4.42
Historically Black College	5.89	5.38
Black Students:		
Predominantly White College	4.33	5.81
Historically Black College	5.58	5.31

Preferences for Contact (Saguy, Dovidio, & Pratto, 2008)



The Psychology of Collective Action

(Wright & Lubensky, 2009)

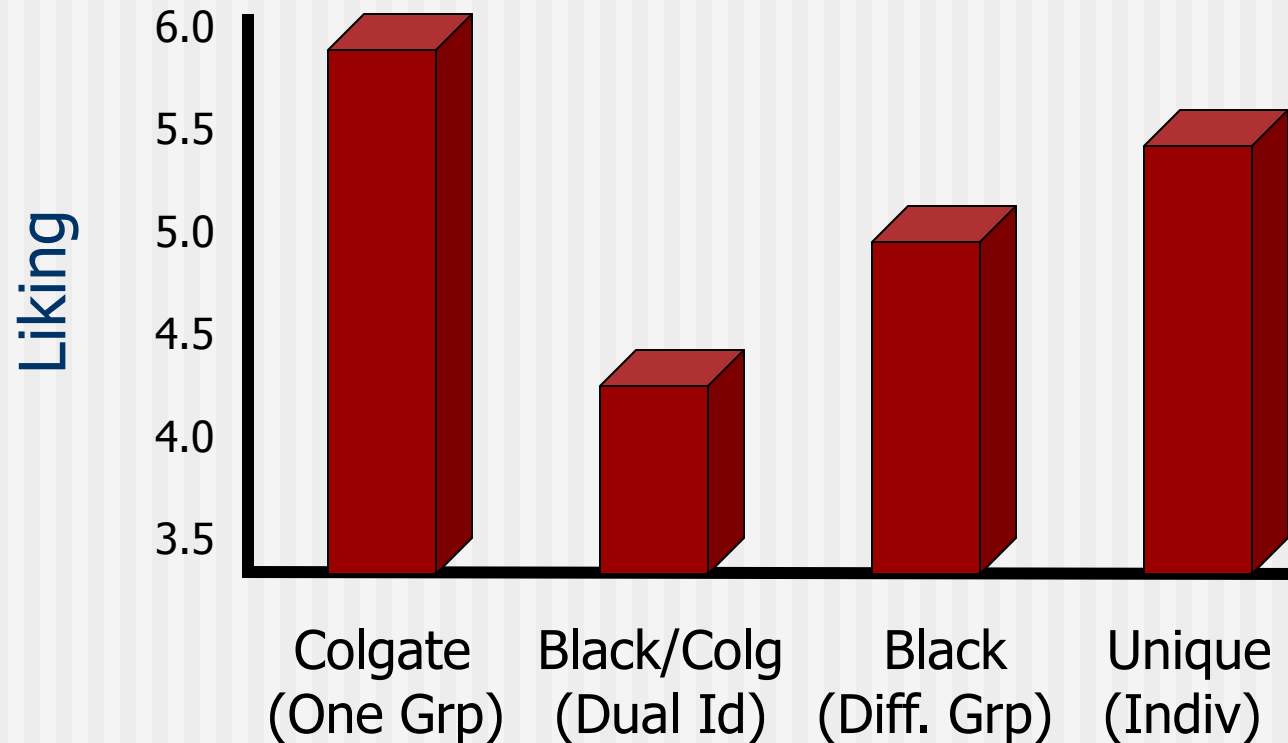
- **High** subgroup identification
- **High** salience of subgroup membership
- Perceive group boundaries to be **Impermeable**
- **High** salience of group-based inequality
- Generally **Negative** characterizations of the outgroup

Implications for Majority Group Behavior:

- Will promote commonality (assimilation) over multiculturalism
- Achieving assimilation will not translate into action in the interest of the minority

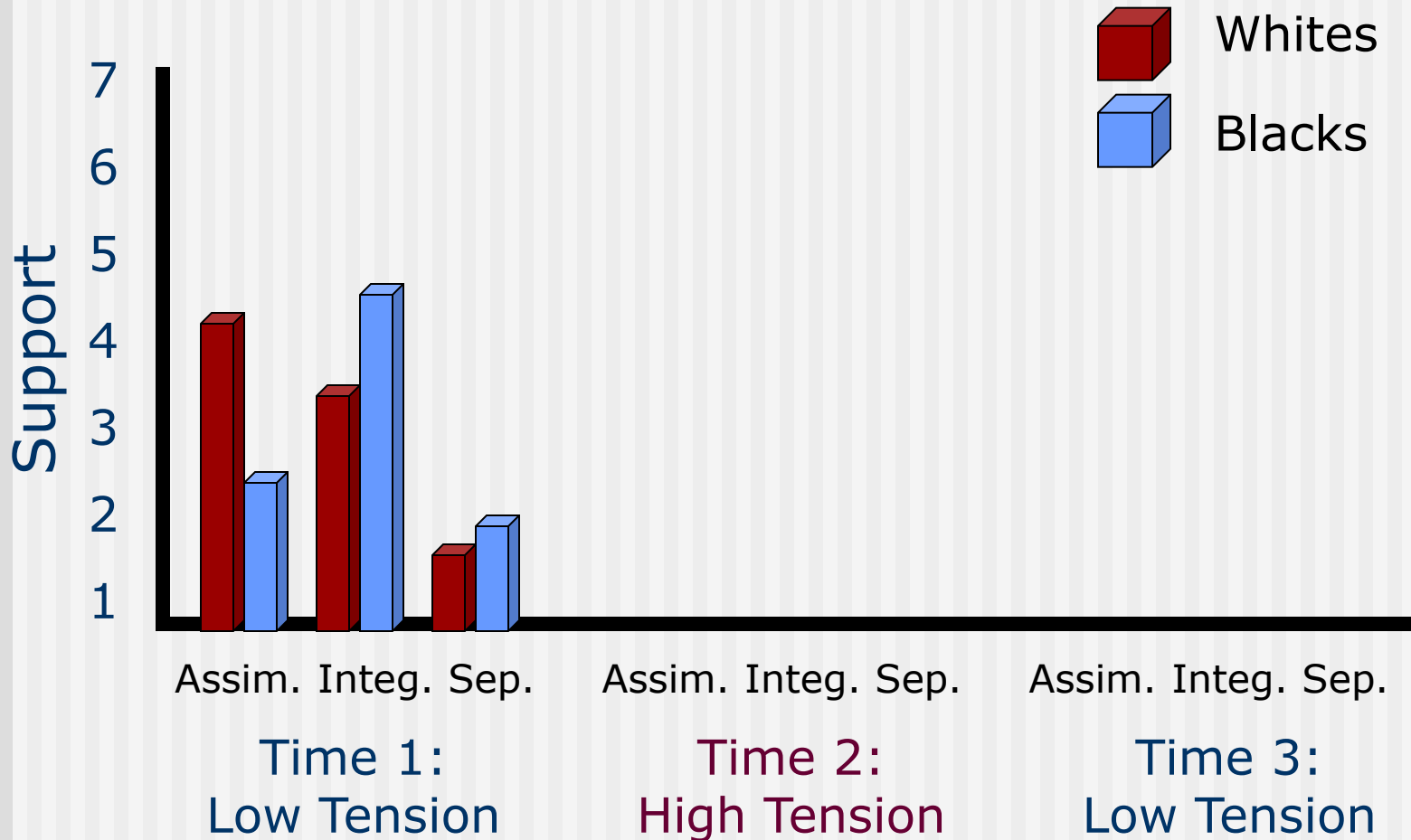
Whites' Responses to Commonality/ Difference (Dovidio et al., 2009)

To Specific Group Member

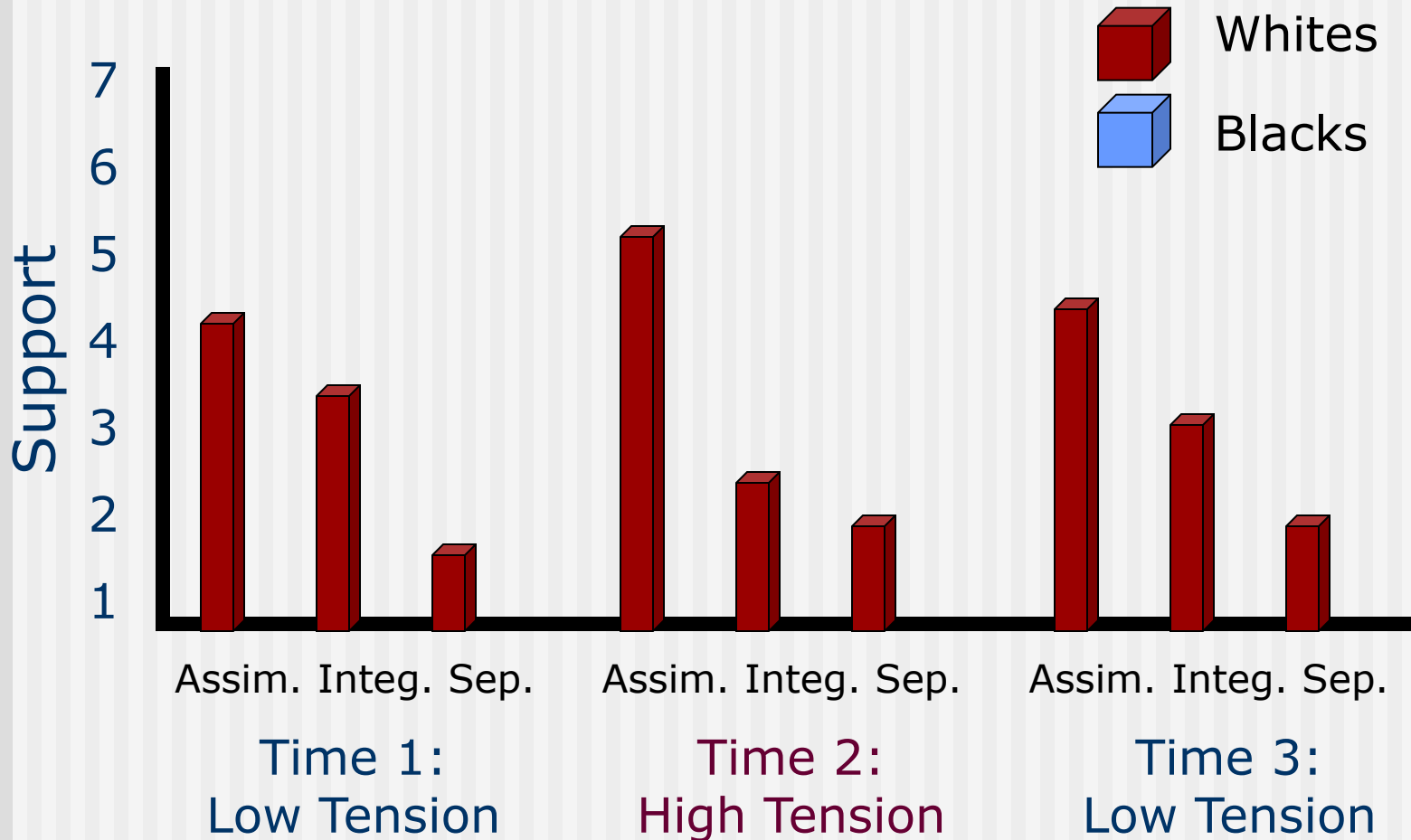


(see also Kaiser & Pratt-Hyatt, 2009)

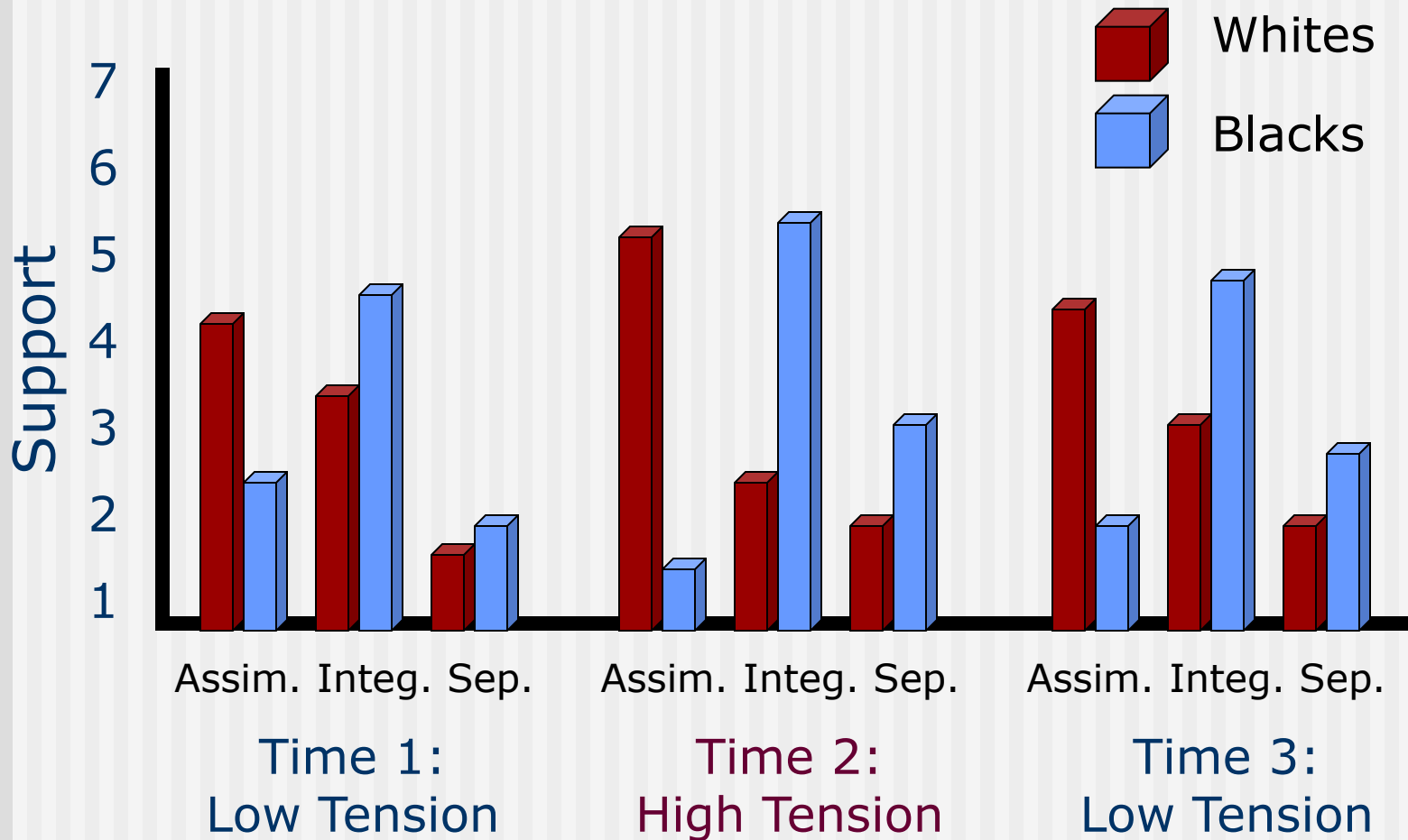
Policy Preferences



Policy Preferences



Policy Preferences



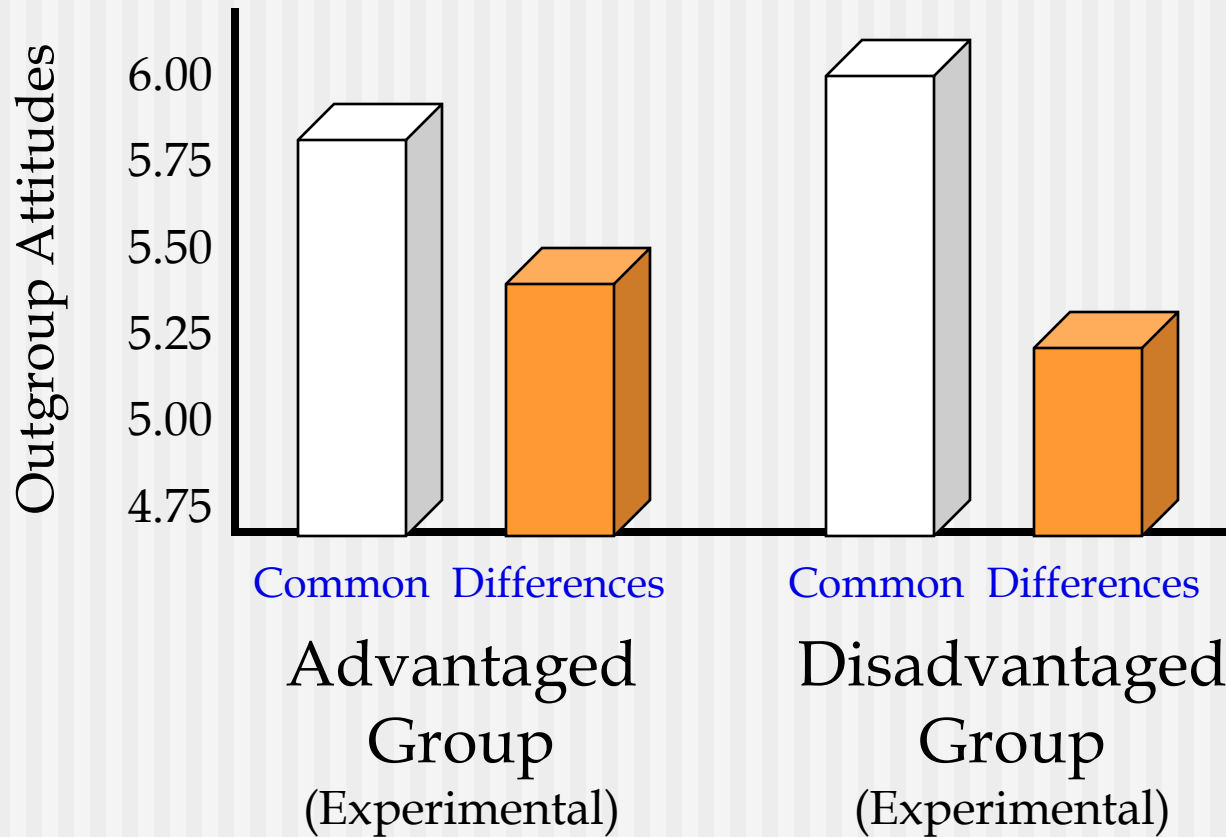
Attitudes vs. Action (Saguy, Tausch, Dovidio, & Pratto, 2009)

- Focusing on commonality (versus difference) can
 - create more positive attitudes
 - but not translate into social action

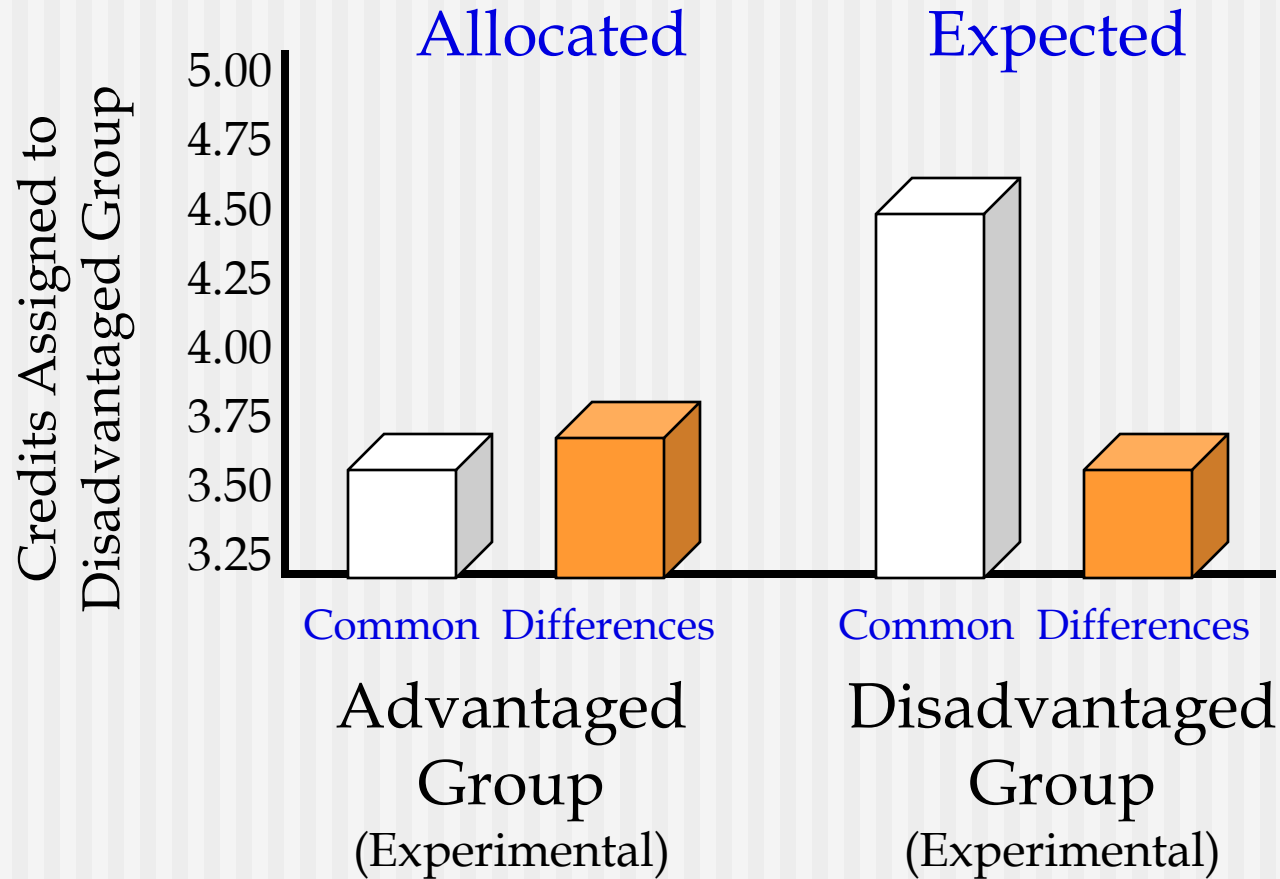
Advantage and Disadvantage: Experimental Groups

- Two 3-Person Experimental Groups
- Responsibility for Distribution of Credits (out of 10) Given to One (Advantaged) Group
- Interact with Commonality Focus or Difference Focus
- Intergroup Attitudes, Expectations, Behavior

Talking about Commonalities or Power Differences



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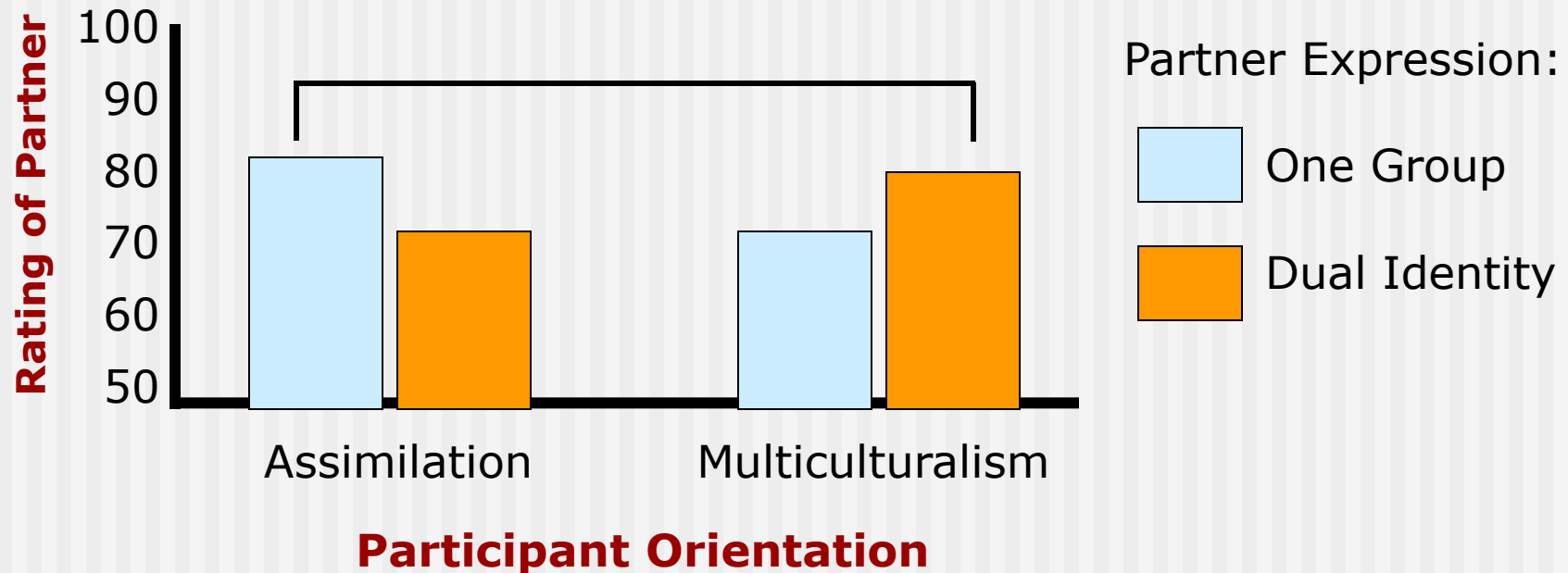


Assimilation/Multiculturalism and Majority Group Motivation

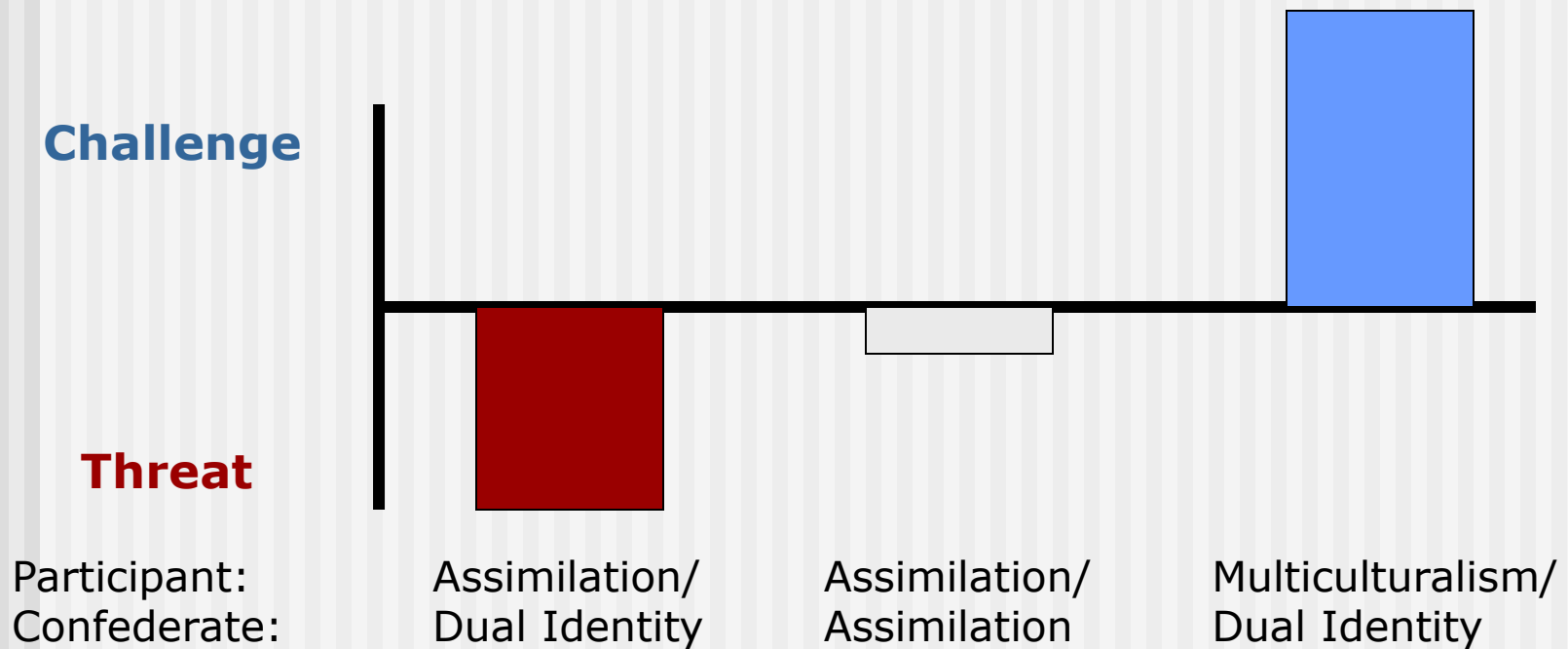
- Assimilation
 - Maintenance of the Status Quo
 - Complacency
- Multiculturalism
 - Change and Adjustment
 - (Positive) Challenge
- Psychological/Physiological
 - Challenge, Threat, Indifference

Scheepers, Saguy, Dovidio, & Gaertner (in prep)

- Dutch participants primed with assimilation (one group) or multiculturalism (dual identity)
- Moroccan confederate endorsing one group (assimilation) or dual identity (multiculturalism)



Scheepers, Saguy, Dovidio, & Gaertner (in prep)



Summary/Conclusions

- Benefits of Commonality
- Importance of Perspective and Function
- Commonality as Strategy
- Attitudes \neq Action
- Implications for Peace
- Implications for Intergroup Research
 - Two Solitudes (Wright & Lubensky 2009)

Thank You!