

Table of Contents



Preface	xiii
Acknowledgments	xvi
Chapter 1 Introduction to the Psychology of Diversity	I
Diversity Is Social Difference	2
Gender	3
Race	3
Disability	4
Weight	5
Religion	5
Social Class	6
Age	7
Sexual Orientation	7
Making Sense of Diversity	8
Diversity as a Demographic Concern	8
Diversity as a Political Concern	9
Diversity as an Ideological Concern	10
Diversity and Concern for Social Justice	12
The Psychology of Diversity: A Conceptual Framework	15
Diversity Is Socially Constructed	15
Diversity Is a Social Influence	17
Summary	18
Diversity Issue 1.1: Does White + Black = Black?	18
Chapter 2 Categorization and Stereotyping:	
Cognitive Processes That Shape Perceived Diversity	21
Social Categorization	21
Primary Categories	22
Beyond Primary Categorization	23
What Do Social Categories Do?	26

Stereotyping	28
Where Do Stereotypes Come From?	30
Stereotypes Persist, but Why?	33
Consequences of Social Categorization and	
Stereotyping for Perceiving Diversity	36
We Believe Groups Are More Different Than They Are	36
We Believe Individuals <i>Within</i> Groups	
Are More Similar Than They Are	37
We Explain Their Behavior Differently Than Ours	38
Summary	39
Diversity Issue 2.1: Hypodescent	39
Diversity Issue 2.2: Positive Stereotypes:	
Asian Americans as the Model Minority	40

Chapter 3 Stereotypes Expressed: Social Processes That Shape Diversity 43

The Self-Fulfilling Prophecy	44
How Are Teachers' Expectations	
Related to Students' Achievement?	45
Accurate Assessment or Self-Fulfilling Prophecy?	
Research Evidence	47
Stereotypes and Expectations: Are Minority Students	
More Vulnerable to the Self-Fulfilling Prophecy?	48
Moderators of the Self-Fulfilling Prophecy	49
Do the Effects of the Self-Fulfilling	
Prophecy Accumulate Over Time?	51
Summary Thoughts on the Self-Fulfilling Prophecy	52
Stereotypes Expressed in Language and Communication	53
Talking About Out-Group Members: Stereotypic Biases	54
The Social Transmission of Stereotypes	56
Stereotypes Expressed on Television	57
Summary	59
Diversity Issue 3.1: Hate Speech	60
Diversity Issue 3.2: Using the N-word	61
Diversity Issue 3.3: The <i>Sesame Street</i> Effect	62
Diversity Issue 3.4: Accents	62

Chapter 4 Prejudice: Evaluating Social Difference 65

Prejudice: Basic Concepts	65
What Is Prejudice?	65
What Are the Components of Prejudice?	66
What Are the Conditions in Which Automatic Prejudice	
Is Expressed?	67
Is There a Prejudiced Personality Type?	69

Self-Esteem & Prejudice: Using Prejudice to Define and Defend Ourselves	70
Prejudice Is Related to Maintaining a Positive Social Identity	70
Prejudice Is Related to Defending the Self	71
Prejudice Is Related to Feeling Deprived	74
Anxiety and Prejudice: Using Prejudice to Reassure Ourselves	75
Managing Anxiety Through Social Identification	75
Managing Anxiety Through Social Evaluation	76
Public Image and Prejudice: Avoiding the Appearance of Prejudice	78
Summary	84
Diversity Issue 4.1: Hate Crime	84
Diversity Issue 4.2: The Birther Movement	84

Chapter 5 Understanding Race, Racial Stereotypes, and Racism

87

Race and Ethnicity	88
Racial Stereotypes	89
Stereotypes of Blacks	89
Stereotypes of Hispanics	94
Stereotypes of Asians	95
Stereotypes of Jews	97
Stereotype Content: Implications for Prejudice	99
Racism	100
Racism in the Criminal Justice System	100
Racism in the Health Care System	104
Summary	106
Diversity Issue 5.1: Affirmative Action: Confronting Institutional Racism <i>and</i> Perpetuating Stereotypes of Incompetence?	106
Diversity Issue 5.2: The Obama Effect	108
Diversity Issue 5.3: White Privilege and White Guilt	109

Chapter 6 Understanding Gender Stereotypes and Sexism

113

Gender Stereotypes	114
Gender Bias	117
Ambivalent Attitudes Toward Women	119
Stereotypic Gender Differences: Actual or Perceived?	121
Intellectual Differences	121
Psychological Differences	122
Explaining Gender Differences	124
Gender Stereotypes Shape Perceived and Actual Diversity	124
Girls and Boys Are Socialized Differently	125
Self-Construals	129
Social Selection of Gender Differences	131

Summary	132
Diversity Issue 6.1: The Gender Pay Gap	132
Diversity Issue 6.2: The Glass Ceiling and the Maternal Wall	134
Diversity Issue 6.3: Title IX and College Athletics	136
Chapter 7 Understanding Obesity Stereotypes and Weightism	139
Obesity Stereotypes	140
The Role of Weight Controllability in the Obese Stereotype	141
Obesity Stereotypes Depend on the Ethnicity of the Perceiver and the Target	143
Weightism: Weight-Based Prejudice and Discrimination	144
Weightism at School	144
Weightism at Work	145
Weightism in the Health Care System	147
Weightism on Television	148
The Psychological and Social Consequences of Obesity	149
Attributing Negative Outcomes to Prejudice	150
Devaluing Negative Outcome Dimensions	151
Strategic Self-Presentation	151
Summary	152
Diversity Issue 7.1: Lookism	152
Diversity Issue 7.2: Size Acceptance	154
Chapter 8 Understanding Moral Prejudice: Classism and Homosexism	157
Stereotyping and Discrimination of Poor People	158
The Content of the Stereotype of Poor People	158
Discriminating Against Poor People	161
Stereotyping and Discrimination of Gay Men and Lesbians	163
The Content of Gay Stereotypes	164
Religiousness and Homosexism	167
Discrimination Against Gays	169
Summary	171
Diversity Issue 8.1: Conversion Therapy	171
Diversity Issue 8.2: The Occupy Movement	172
Chapter 9 Understanding Age Stereotypes and Ageism	175
Old Age Categorization and Stereotyping	176
Old Age Prejudice	180
Are Old Age Stereotypes Self-Fulfilling Prophecies?	181

Discrimination of Older Workers	182
Summary	184
Diversity Issue 9.1: Elderspeak	184
Diversity Issue 9.2: Retirement	185
 Chapter 10 Social Stigma: The Experience of Prejudice	 189
Understanding Stigma: Basic Components	190
Stigma Involves a Mismatch of Identities	190
Stigma Involves an Attribute–Stereotype Connection	191
Stigma Is Situationally Determined	191
Stigma Involves Being the Object of Ambivalent Attitudes	192
Stigma Can Be Acquired by Association	193
Implications of Stigma for Identity: Mindfulness and Stereotype Threat	195
Mindfulness	195
Stereotype Threat	197
Summary	202
Diversity Issue 10.1: Mental Illness Stigma	202
 Chapter 11 Coping With Social Stigma	 205
Social Consequences of Stigma	205
Perceived Controllability Affects Stigma	207
Visibility Affects Stigma	208
Peril Affects Stigma	211
Psychological Consequences of Stigma	211
Self-Concept	211
Self-Esteem	213
Positive Consequences of Stigma?	214
Coping With Prejudice: Stigma Management	215
Strategies for Gaining Social Acceptance	216
Strategies for Protecting Psychological Well-Being	221
Summary	224
Diversity Issue 11.1: Covering	225
Diversity Issue 11.2: Online Support: Virtual Communities for Stigmatized People	226
 Chapter 12 Responding to Social Inequality: Behavioral and Cognitive Interventions for Reducing Prejudice	 229
Behavioral Interventions	230
Personal Contact With Members of Negatively Stereotyped Groups	230
Self-Regulation of One's Own Prejudice Behavior	235

Integrating the Contact and Self-Regulation	237
Approaches to Prejudice Reduction	238
Cognitive Interventions	238
Stereotype Inhibition and Substitution	240
Cross-Categorization	241
Empathy	243
Summary	243
Diversity Issue 12.1: Stereotype Rebound	243
References	247
Index	279
About the Author	303