

The background of the slide is a blurred photograph of a large crowd of people at a protest. In the lower portion of the image, a prominent black sign with white text reads "BLACK LIVES MATTER" with a heart symbol. Other smaller signs and flags are visible in the background, creating a sense of a large-scale public demonstration.

# Understanding Prejudice:

## A Case for Examining Individuals in Context

Megan Earle

Brock University

[top](#) Washington Post

## Video captures events before the handcuffing of a black man in Minneapolis who died after being pinned to the gr...

Video shared with The Post by Rashad West, a Minneapolis restaurant owner, showed the moments leading up to the arrest of George Floyd who later died on ...

May 26, 2020



WCCO | CBS Minnesota

## 'I Can't Breathe!': Video Of Fatal Arrest Shows Minneapolis Officer Kneeling On George Floyd's Neck F...

'I Can't Breathe!': Video Of Fatal Arrest Shows Minneapolis Officer Kneeling On George Floyd's Neck For Several Minutes. One Of The Officers Identified As Derek ...

May 26, 2020



## Systemic racism in Canada reflected in health, income and other indicators

Giuseppe Valiante  
The Canadian Press Staff  
[Contact](#)

Published Friday, June 12, 2020 12:09PM EDT

Last Updated Saturday, June 13, 2020 9:16AM EDT

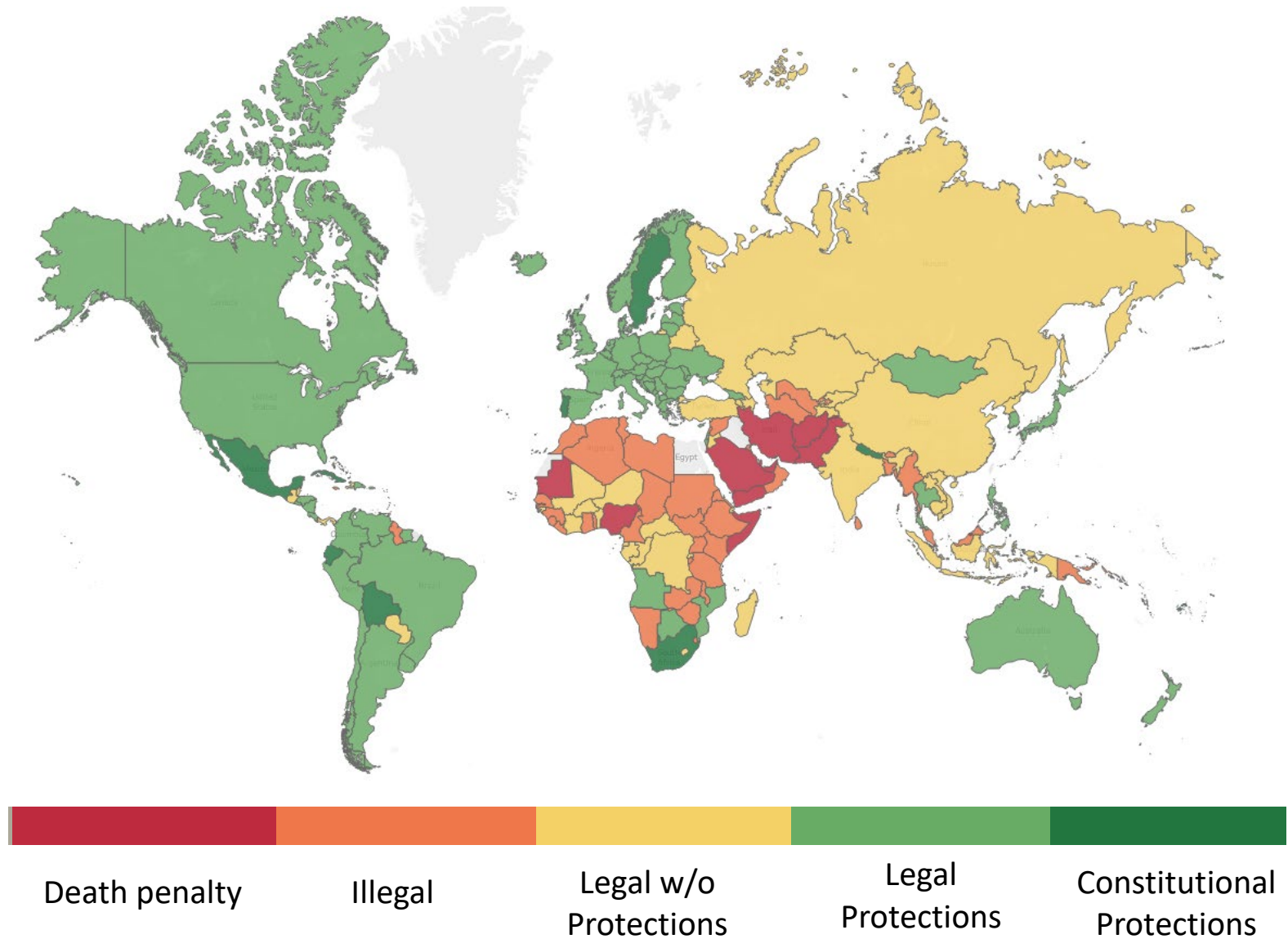


A woman attends a demonstration calling for justice for George Floyd in Montreal, Sunday, May 31, 2020. (THE CANADIAN PRESS/Graham Hughes)

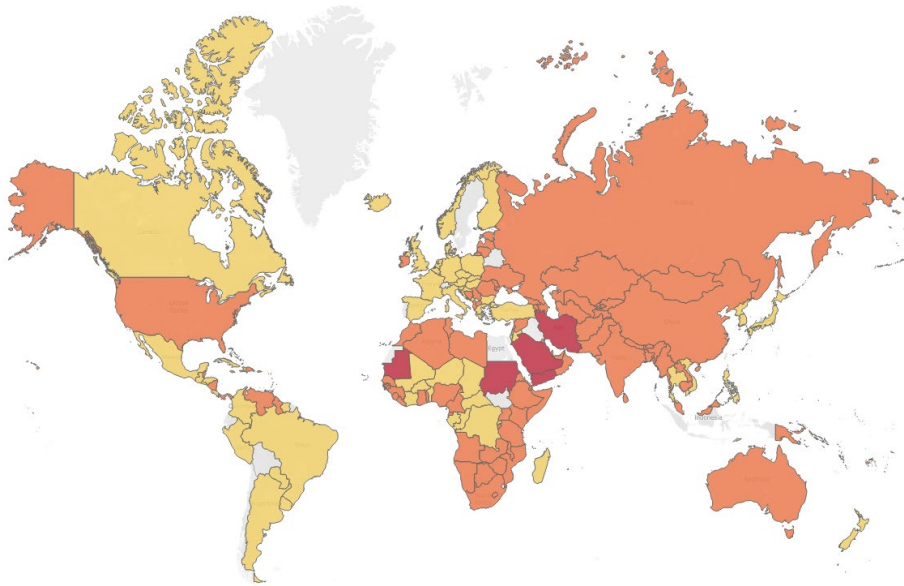
SHARE

MONTREAL — For Louise Delisle, an African Nova Scotian who grew up in the rural town of Shelburne, the racism her community has experienced over the years is reflected in the health of its members.

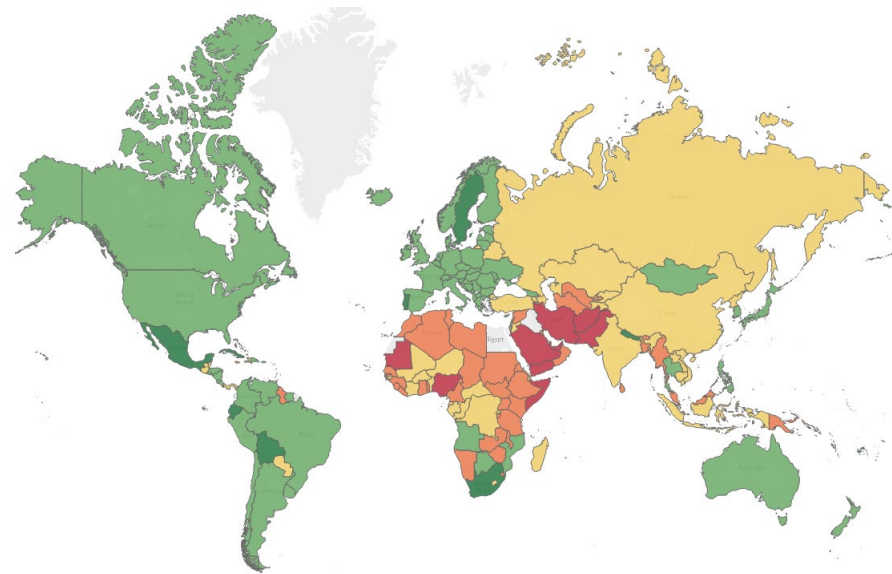
# Gay Rights in 2020



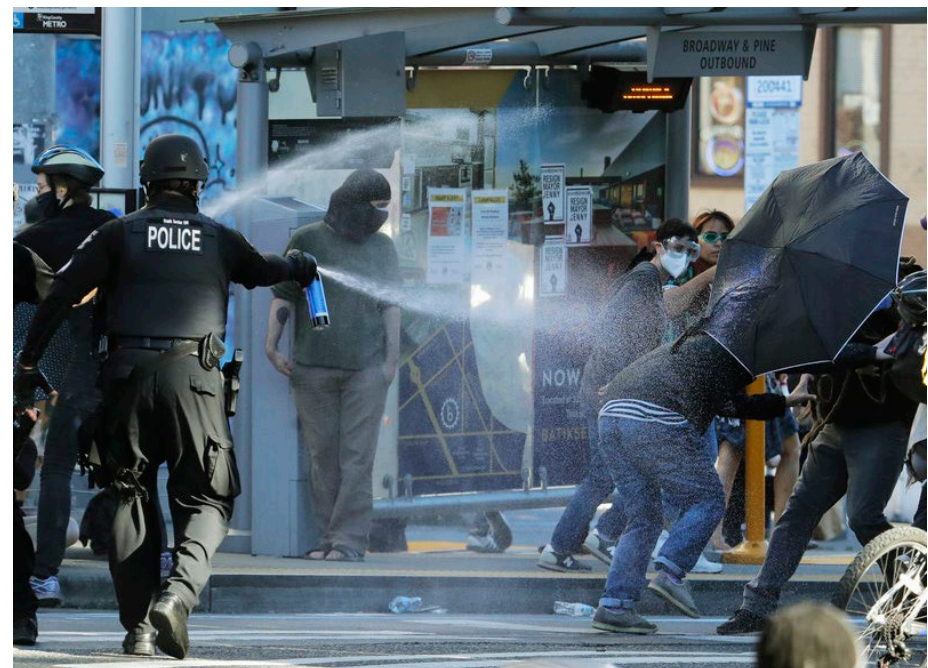
## Gay Rights in 1990



## Gay Rights in 2020







# Research Overview

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“Diversity” approach to prejudice (Dovidio et al., 2019)

- Prejudice best understood when taking individual, local, and systemic factors into account

1) How relations between individual differences and prejudice differ *between* cultures

E.g., LGBT country laws

2) How perceptions of systemic forces affect intergroup relations *within* a culture

E.g., perceptions of racial discrimination

E.g., sources of cultural information (news media)

3) Current/Future Directions

E.g., anti-women hate

E.g., online subcultures

# Cross-Regional Work (LGBT rights)

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## Contact Theory

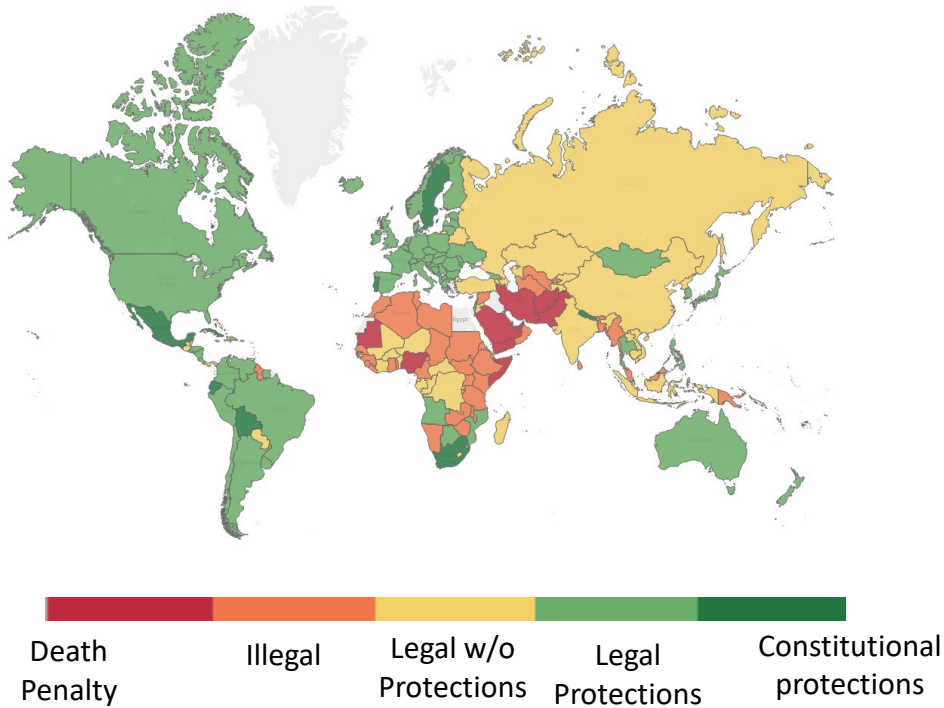
- more contact with different group (i.e., outgroup) member → less prejudice toward that group

Greater LGBT contact should predict more support for LGBT groups....



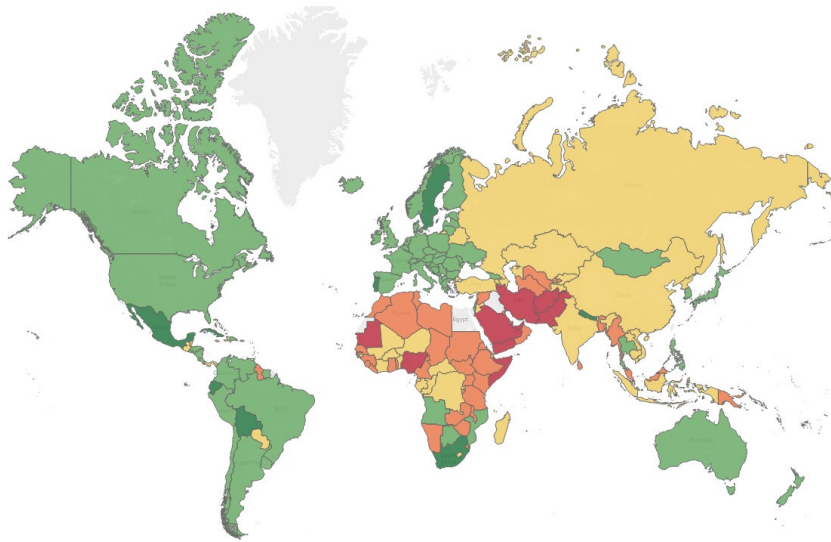
# But in what context?

## Gay Rights



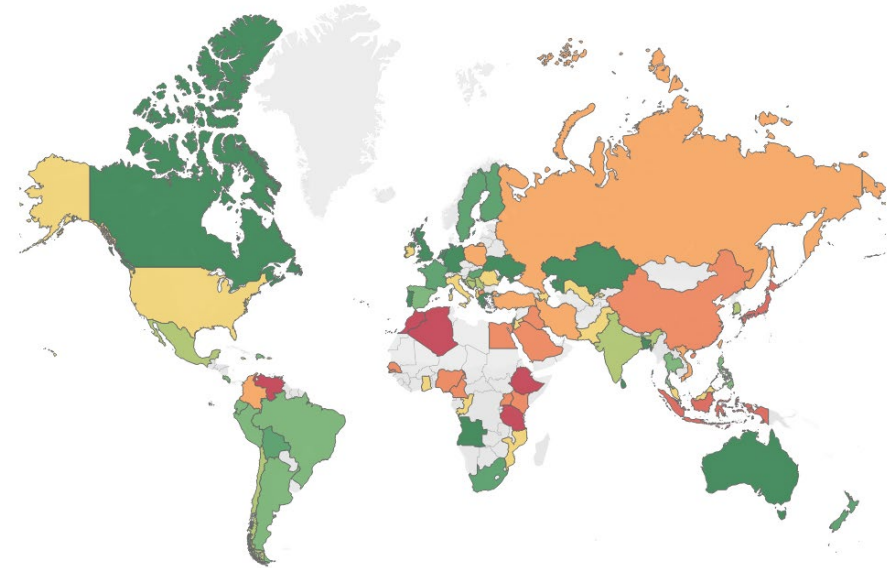
# But in what context?

## Gay Rights



Death Penalty      Illegal      Legal w/o Protections      Legal Protections      Constitutional protections

## Transgender Rights



No legal gender change; no legal protections      Legal gender change; most legal protections

# Models and Method

~70,000 participants from 77 countries

Multilevel Modelling: People (Level-1) nested in countries (Level-2)

Person-level (Level-1) variables:

- Gay/lesbian contact
- Transgender contact
- Support for gay/lesbian rights
- Support for transgender rights

# Models and Method

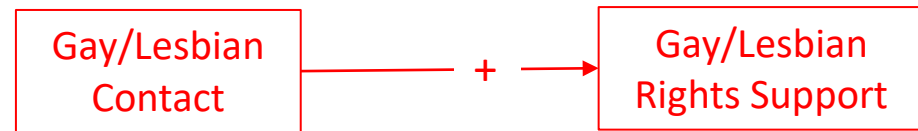
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**Model A: Gay/Lesbian**



# Models and Method

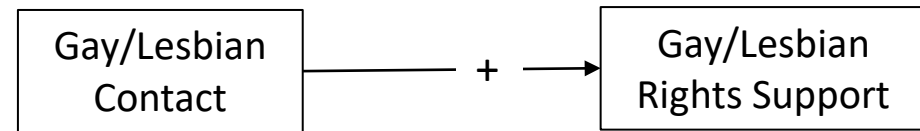
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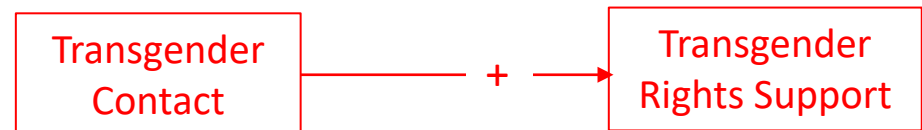
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**Model A: Gay/Lesbian**



**Model B: Transgender**





# Models and Method

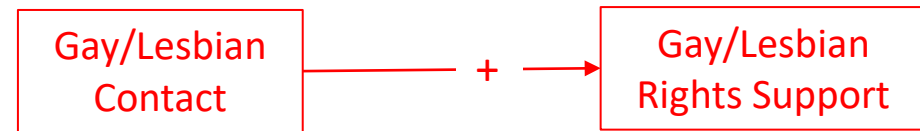
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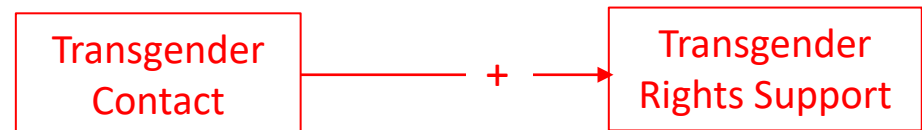
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**Model A: Gay/Lesbian**



**Model B: Transgender**



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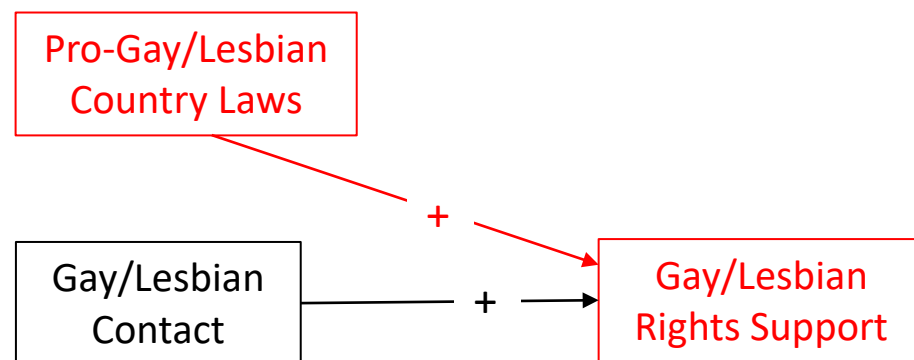
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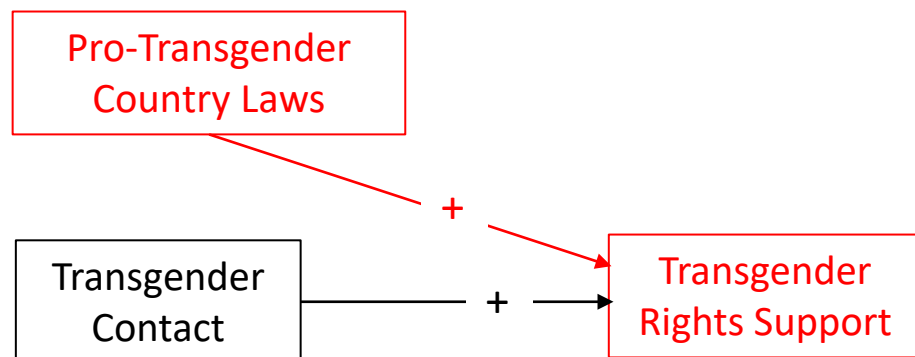
Country-level (Level-2) variables:

- Degree of pro-gay/lesbian laws
- Degree of pro-transgender laws

**Model A: Gay/Lesbian**



**Model B: Transgender**



# Models and Method

~70,000 participants from 77 countries

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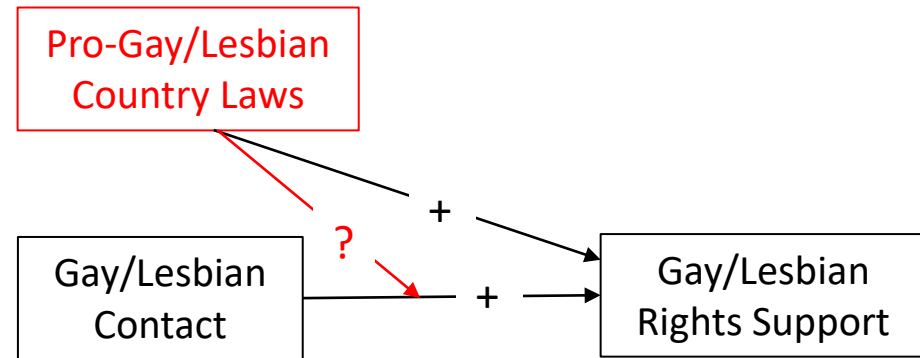
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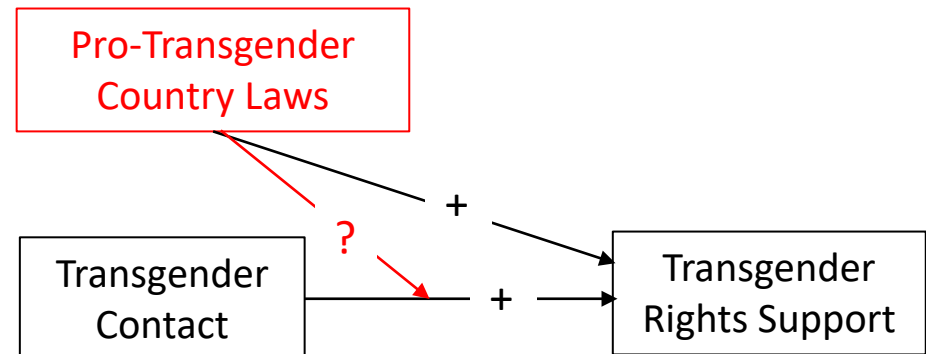
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**Model A: Gay/Lesbian**

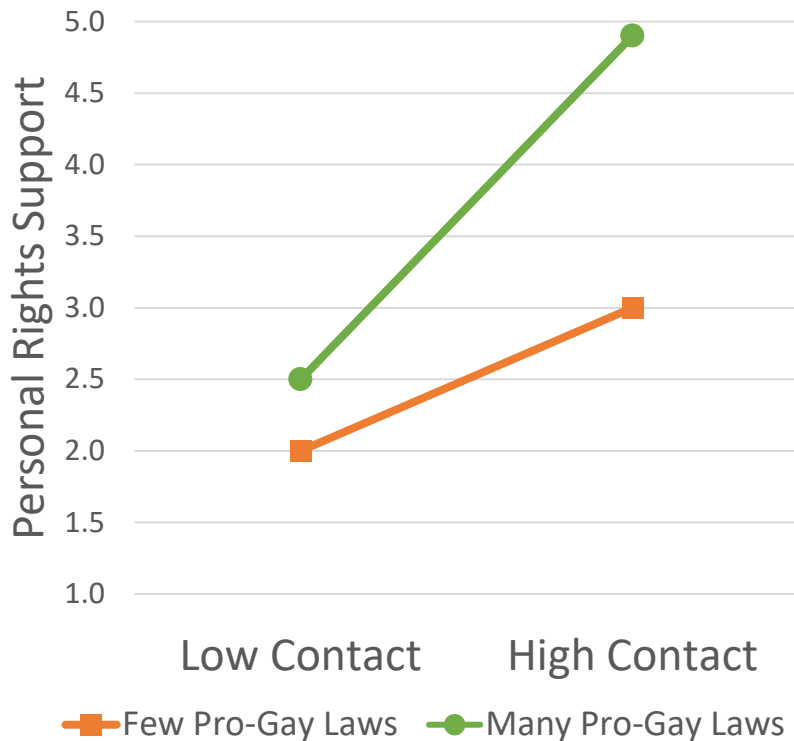


**Model B: Transgender**



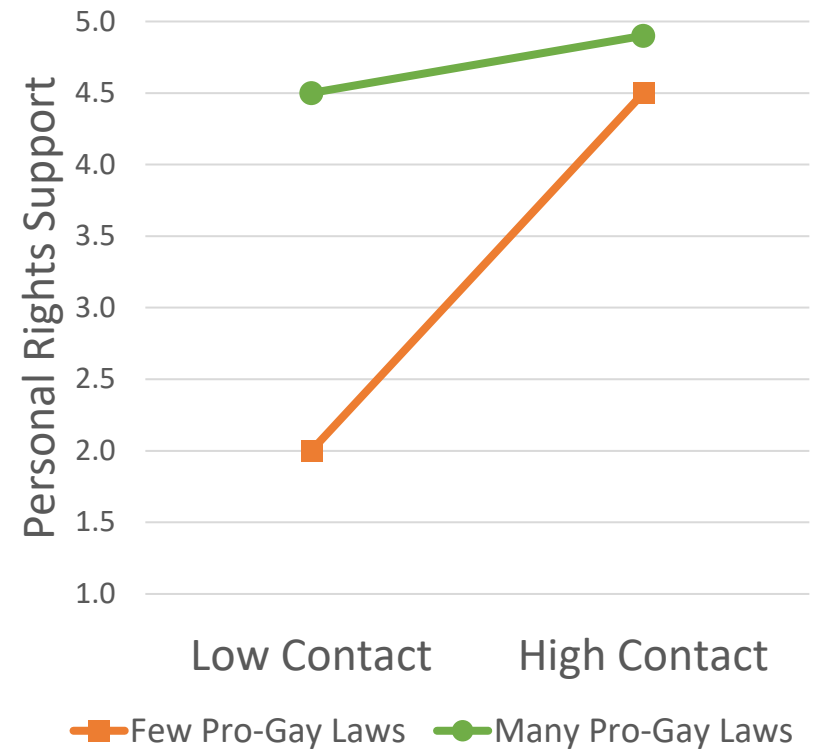
# Hypothetical Contact X Country Interactions

Contact Strengthened by Supportive Climates



Consistent with Allport (1954); Green et al., 2020

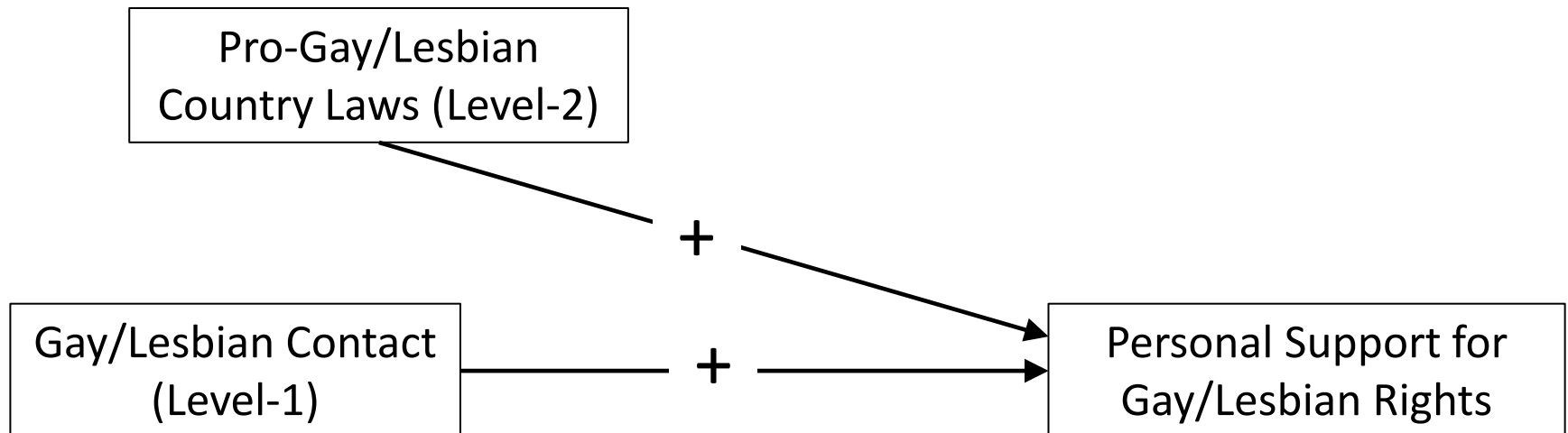
Contact Buffers Against Hostile Climates



Consistent with Hodson et al., 2009; Visintin et al., 2020

# Results: Model A (Gay/Lesbian)

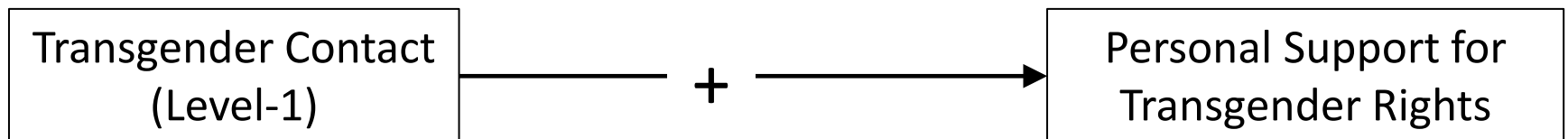
- Greater contact (Level-1) → greater rights support
- More government support (Level-2) → greater rights support
- No interaction





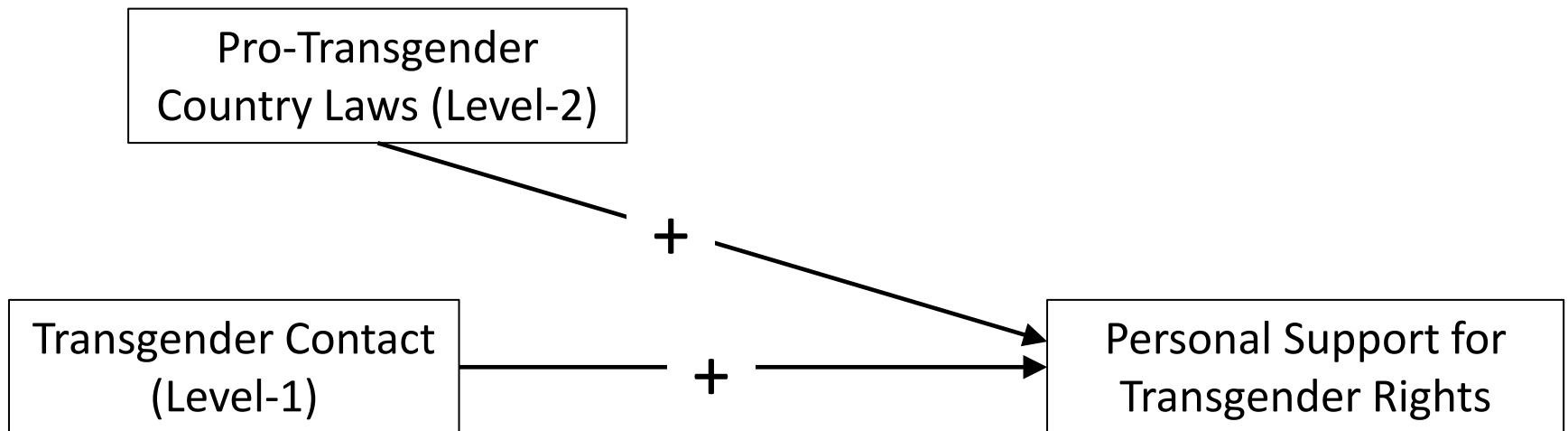
# Results: Model B (Transgender)

- Greater contact (Level-1) → greater rights support



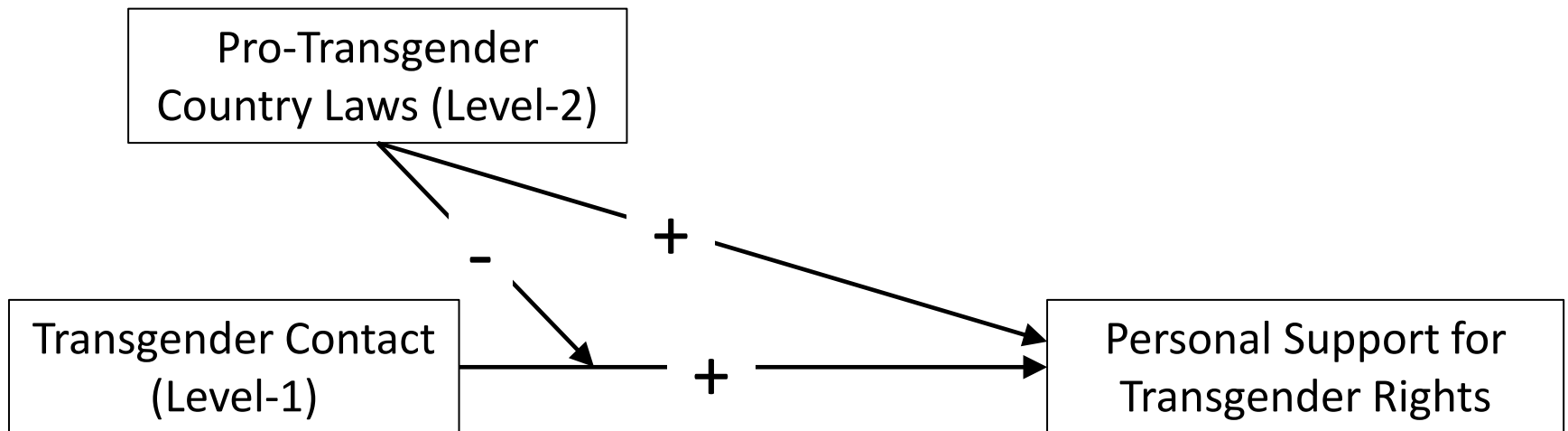
# Results: Model B (Transgender)

- Greater contact (Level-1) → greater rights support
- More government support (Level-2) → greater rights support



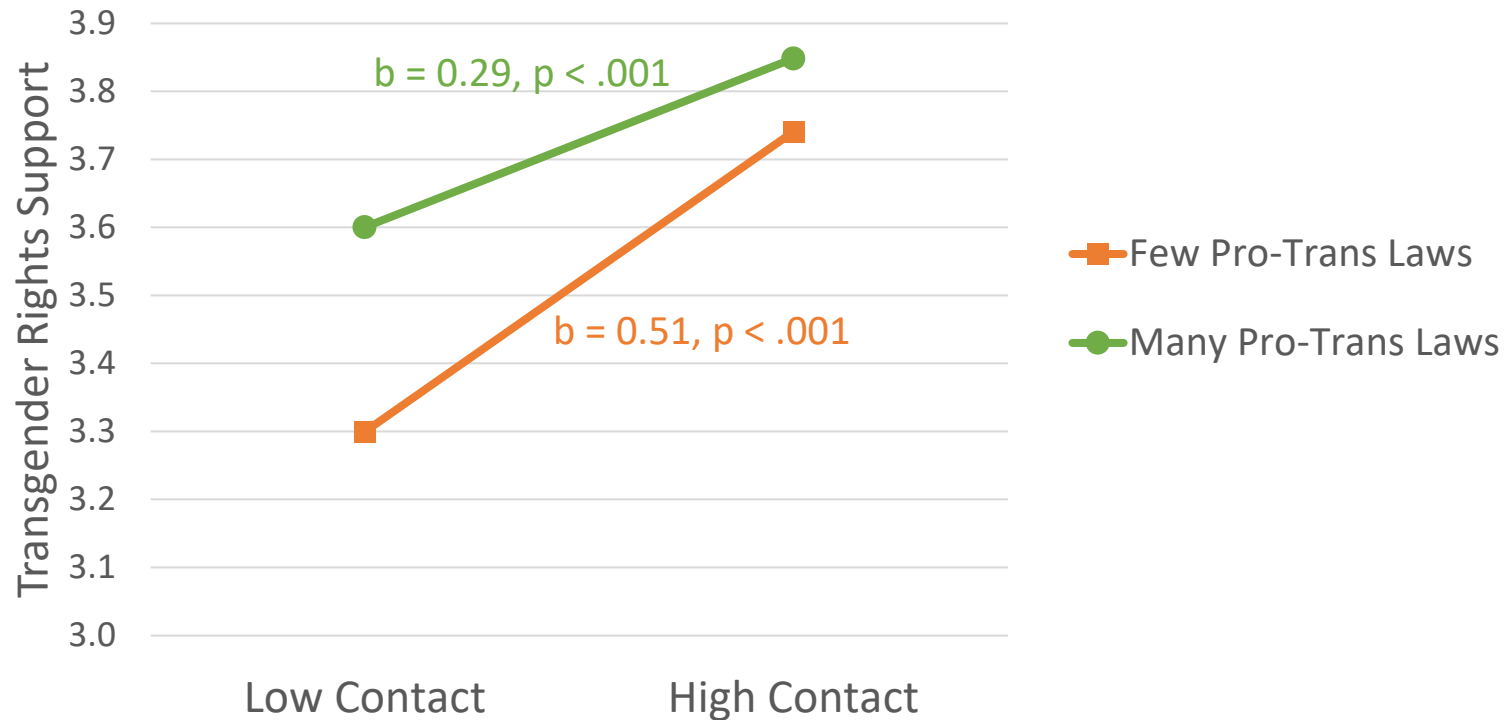
# Results: Model B (Transgender)

- Greater contact (Level-1) → greater rights support
- More government support (Level-2) → greater rights support
- Transgender contact X country laws interaction



# Results: Model B (Transgender)

## Contact Buffers Against Hostile Climates



Note. Scale range 1-5.

# Interim Discussion

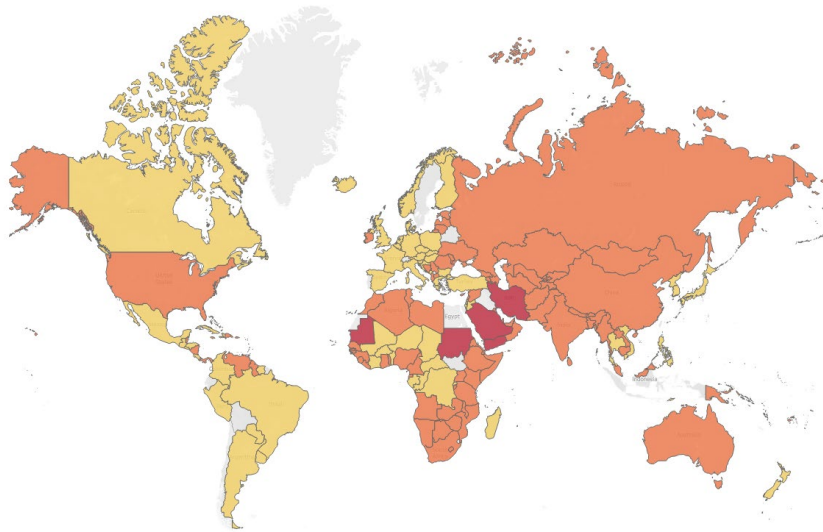
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- A testament to examining individual factors in systemic context
- But this is just a snapshot...

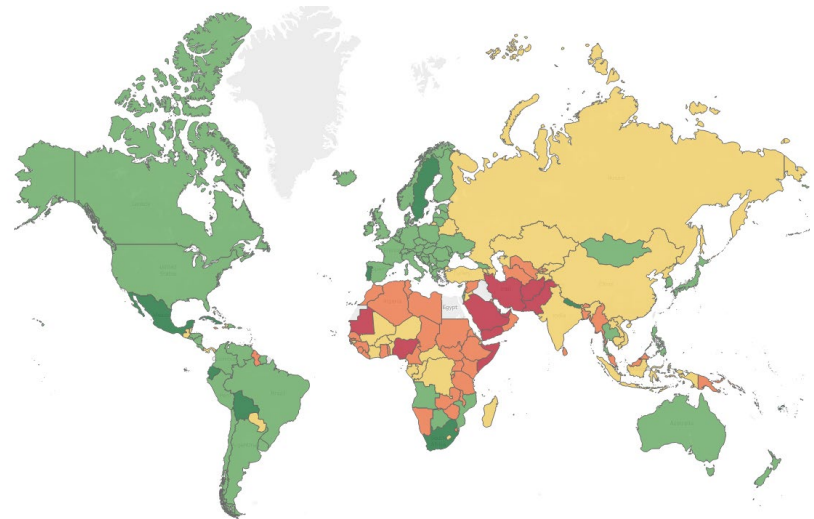


# Social Systems are Dynamic

1990



2020

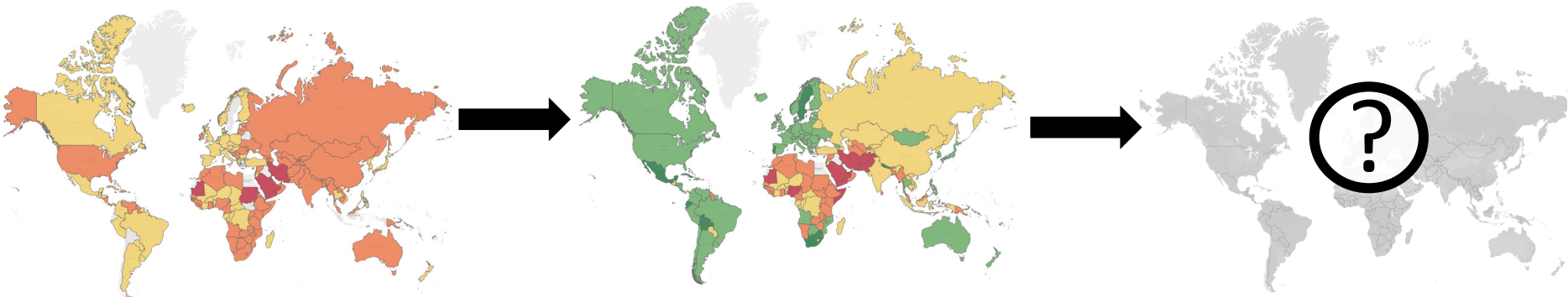


# Social Systems are Dynamic

1990

2020

2050



Perceptions of, and reactions to, **social systems *within* a culture** can have big implications for attitudes toward marginalized groups

# Research Overview

---

- 1) How relations between individual differences and prejudice differ *between* cultures  
E.g., LGBT country laws
- 2) How perceptions of systemic forces affect intergroup relations *within* a culture  
E.g., perceptions of racial discrimination  
E.g., sources of cultural information (news media)
- 3) Current/Future Directions  
E.g., anti-women hate  
E.g., online subcultures

# Perceptions of, and Reactions to, Social Forces

---

- 1) How do people perceive social forces?
  - And how does this compare to actual social forces?
- 2) Where do people get information about social forces?
  - And what are the implications for attitudes and hate?

# Perceptions of, and Reactions to, Social Forces

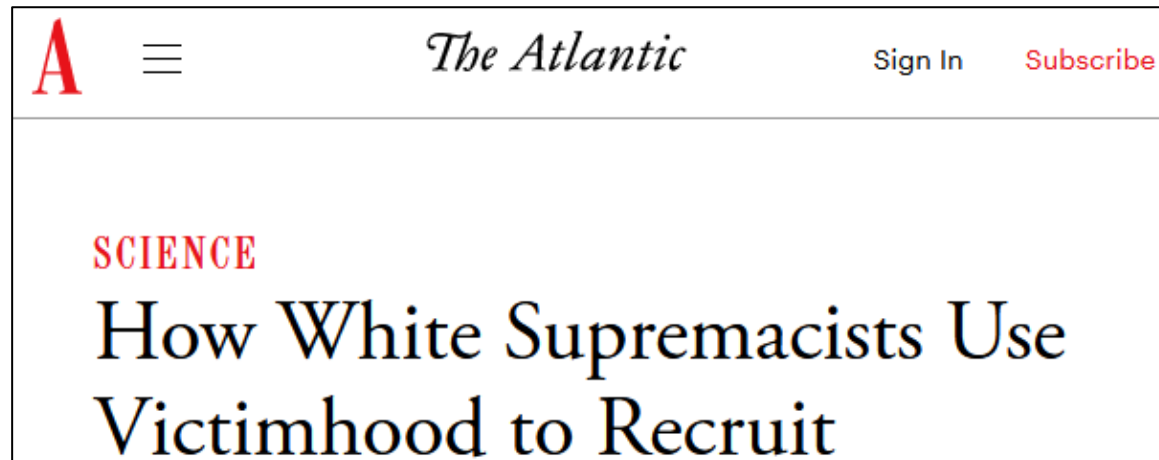
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- 1) **How do people perceive social forces?**
  - **And how does this compare to actual social forces?**
- 2) **Where do people get information about social forces?**
  - **And what are the implications for attitudes and hate?**

# Perceptions of Racial Discrimination in the U.S.

---

- **Zero-sum racial discrimination:** beliefs that as anti-Black racism declines, anti-White racism inclines
  - (e.g., Norton & Sommers, 2011; Wilkins et al., 2015; Wilkins et al., 2017)
- **Reverse racism:** beliefs that White people now face more discrimination than racial minorities
  - (e.g., Gazer, 1976; Major et al., 2018; Mutz, 2018)



# Perceptions of Racial Discrimination in the U.S.

---

## Project aims:

- 1) Do people perceive that anti-White discrimination exceeds anti-Black discrimination? (Study 1)
- 2) Do perceived racial discrimination experiences operate in a zero-sum manner? (Study 2-4)

# Do people perceive that anti-White discrimination exceeds anti-Black discrimination?

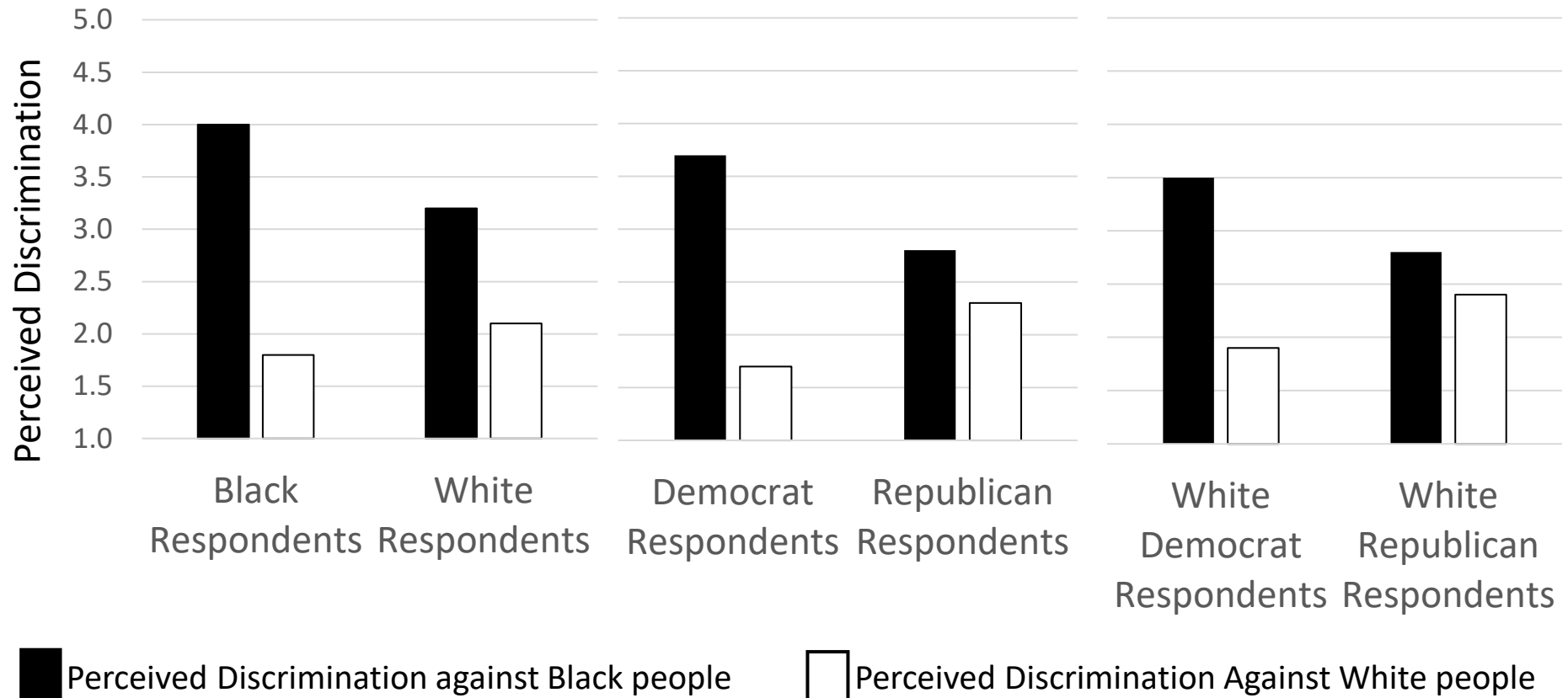
## Method (Study 1)

- Participants ( $N = 5,922$ )
  - How much discrimination is there **against White people** in America today?
  - How much discrimination is there **against Black people** in America today?
- Compared
  - White participants vs. Black participants
  - Democrat participants vs. Republican participants
  - White Democrat participants vs. White Republican participants



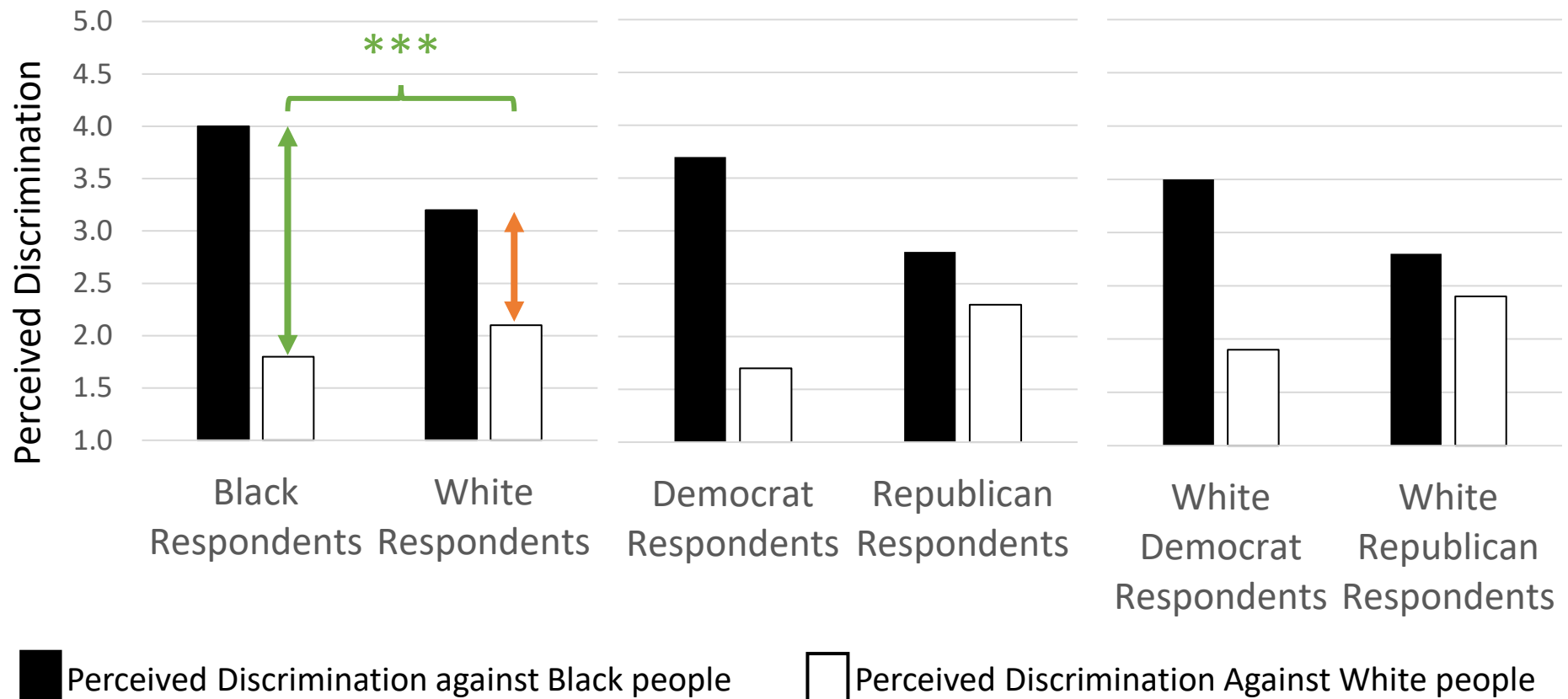
# Group Discrimination Perceptions

- All groups perceived that Black people face more discrimination than White people



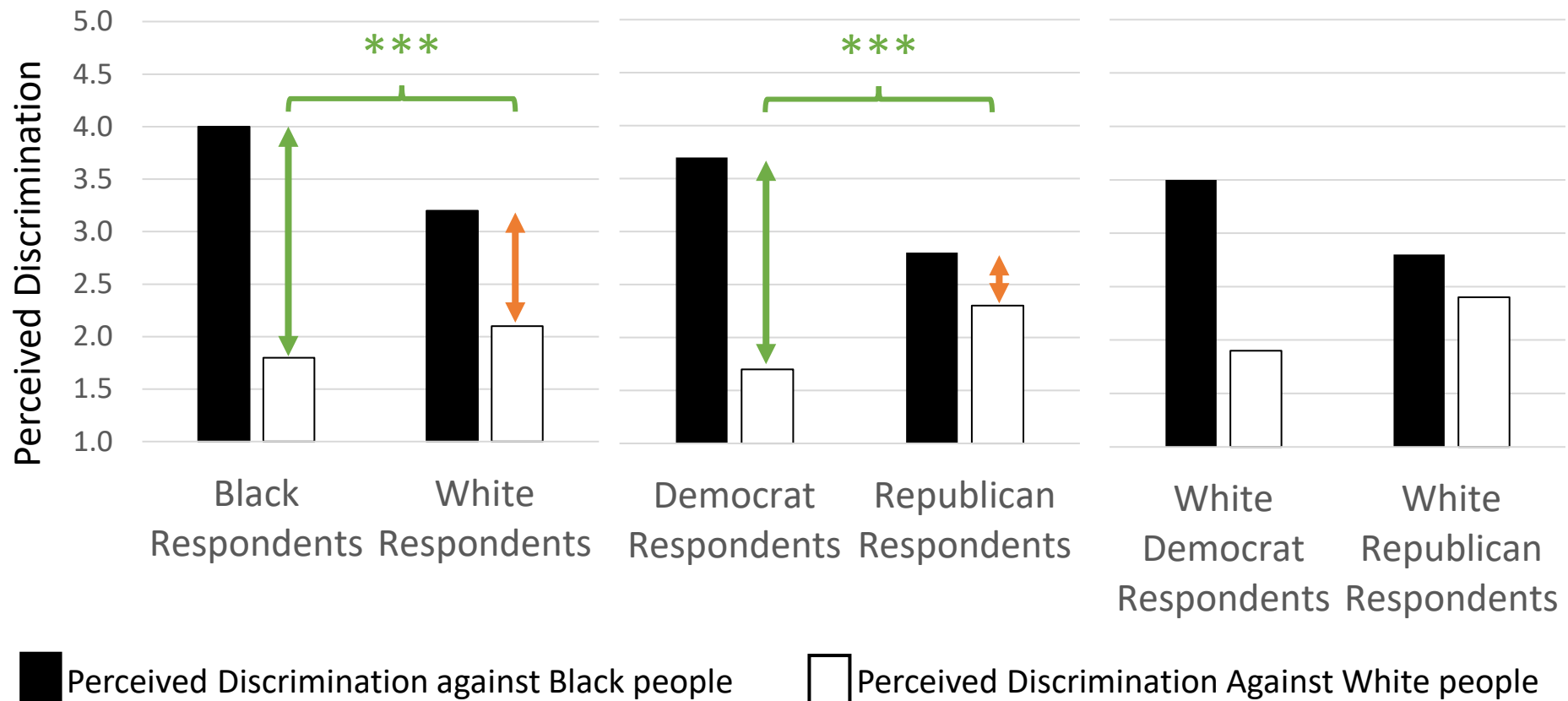
# Group Discrimination Perceptions

- All groups perceived that Black people face more discrimination than White people
- White people, Republicans, and White Republicans (vs., Black people, Democrats, and White Democrats) perceived that discrimination was relatively more equal



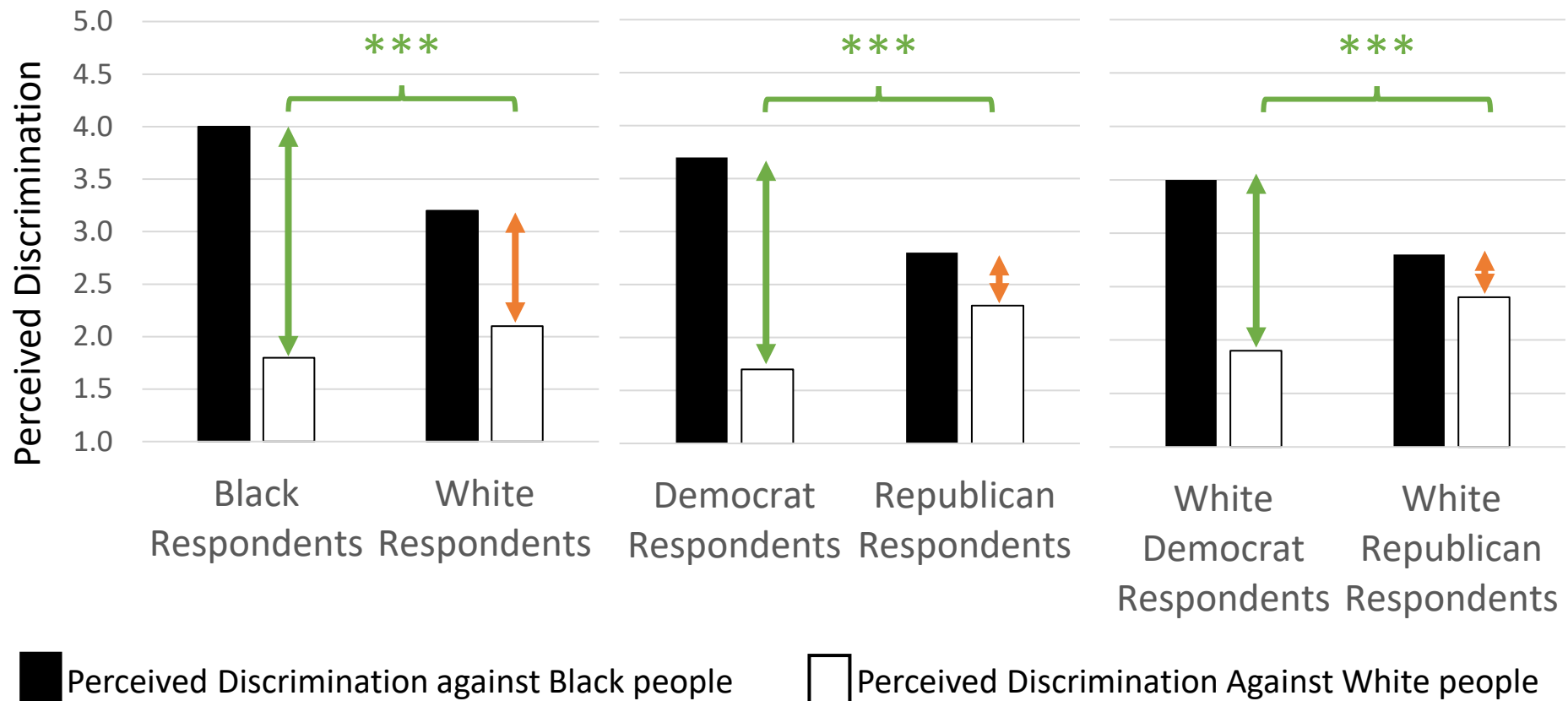
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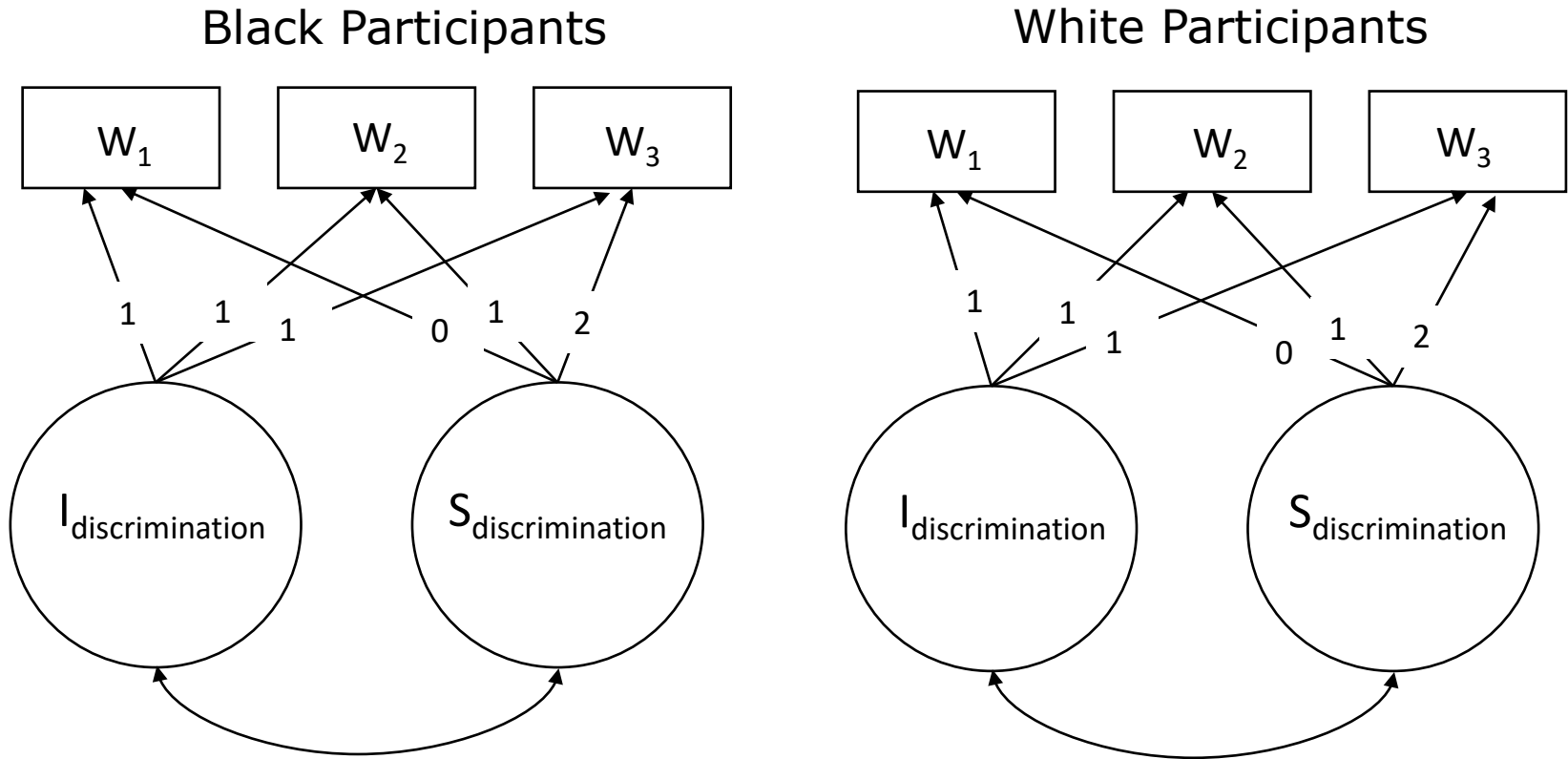


# What do reported discrimination experiences actually look like?

## Method (Study 2)

- White and Black U.S. participants ( $N = 5,914$ )
  - Wave 1: 1995- 1996
  - Wave 2: 2004-2006
  - Wave 3: 2013-2014
- Asked about:
  - Personal “daily discrimination” experiences (e.g., being with less courtesy, respect)

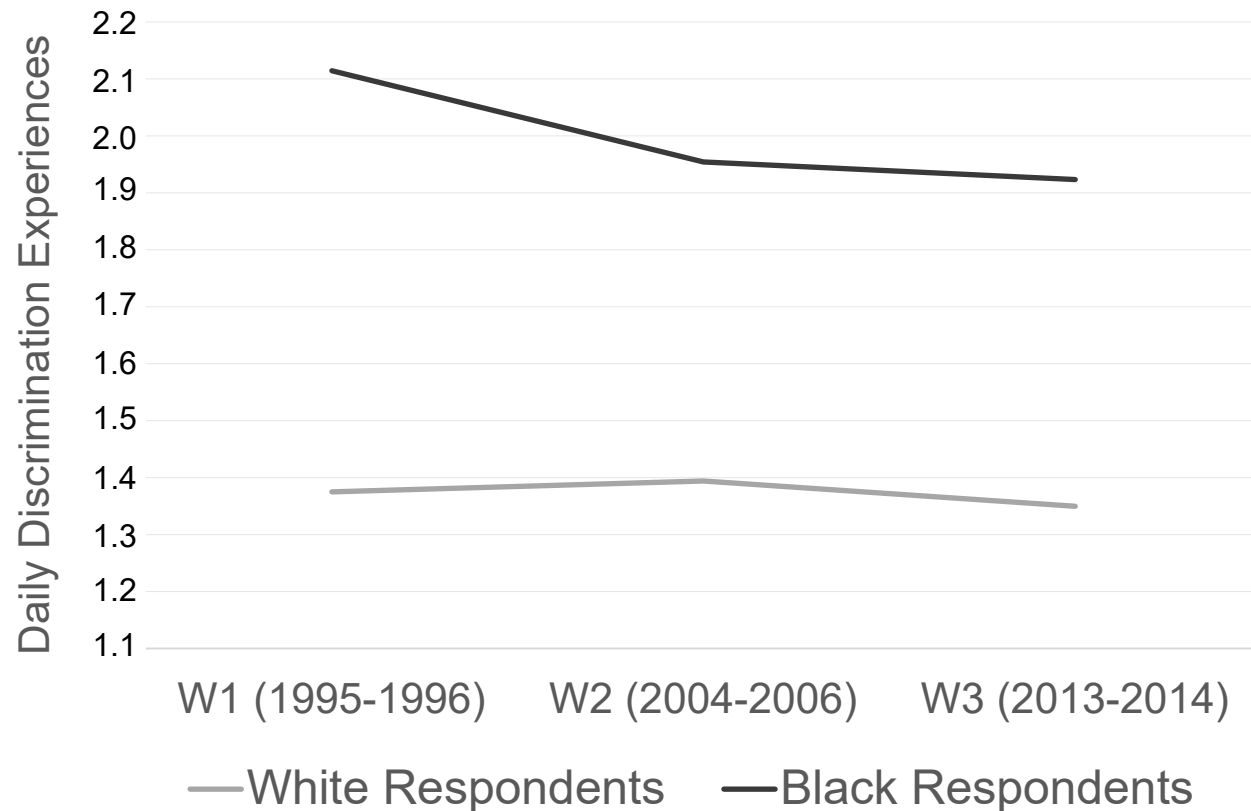
# Reported Discrimination Experiences



Groups compared by constraining paths to equality and comparing model fit.

*Note.* I = intercept (starting point); S = slope (change over time)

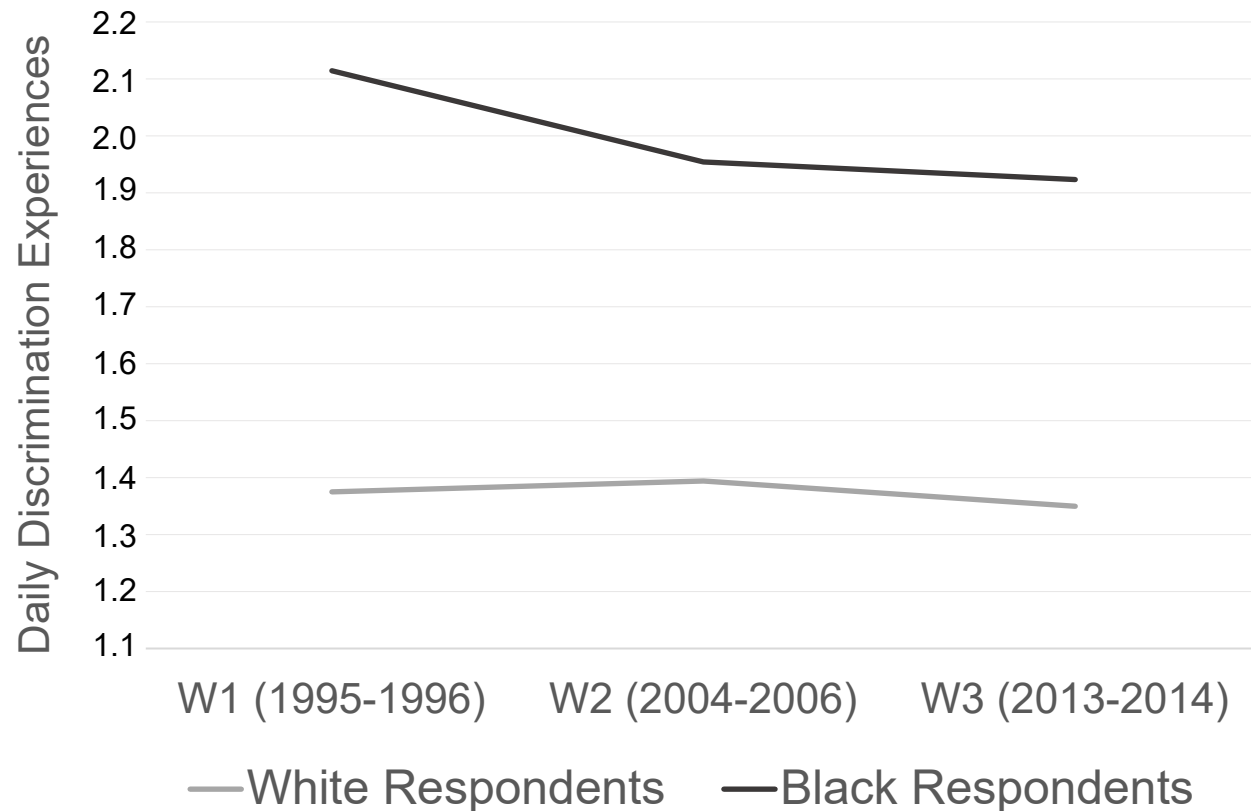
# Reported Discrimination Experiences



*Note.* Scale range 1- 4. Black intercept = 2.11  $p < 0.001$ , Black slope =  $-0.11$ ,  $p < 0.001$ ; White intercept = 1.38,  $p < 0.001$ , White slope =  $-0.01$ ,  $p = 0.018$

# Reported Discrimination Experiences

**BOTH** anti-Black and anti-White discrimination declining over time



*Note.* Scale range 1- 4. Black intercept = 2.11  $p < 0.001$ , Black slope =  $-0.11$ ,  $p < 0.001$ ;  
White intercept = 1.38,  $p < 0.001$ , White slope =  $-0.01$ ,  $p = 0.018$

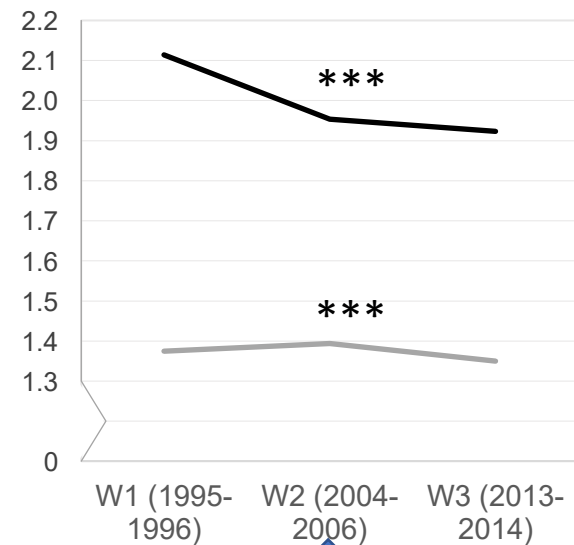


# Reported Discrimination Experiences

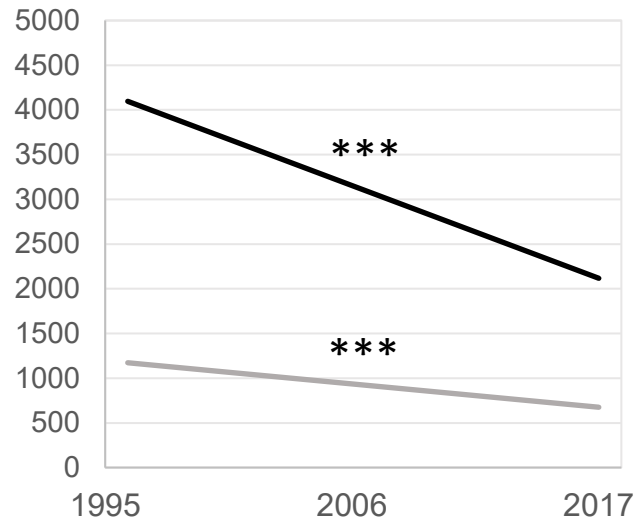
— Anti-Black Discrimination

— Anti-White Discrimination

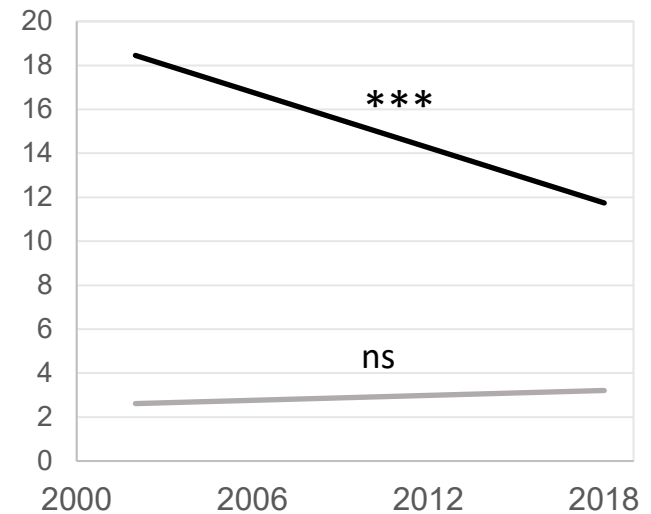
## Daily Discrimination



## Hate Crimes (FBI)



## Workplace Discrimination



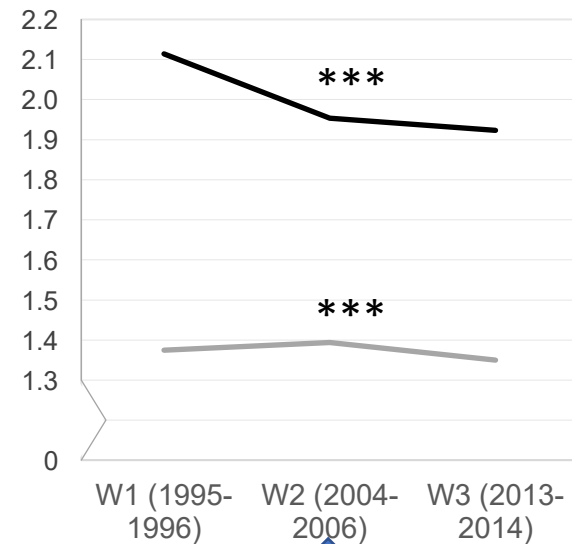
Both declining

# Reported Discrimination Experiences

— Anti-Black Discrimination

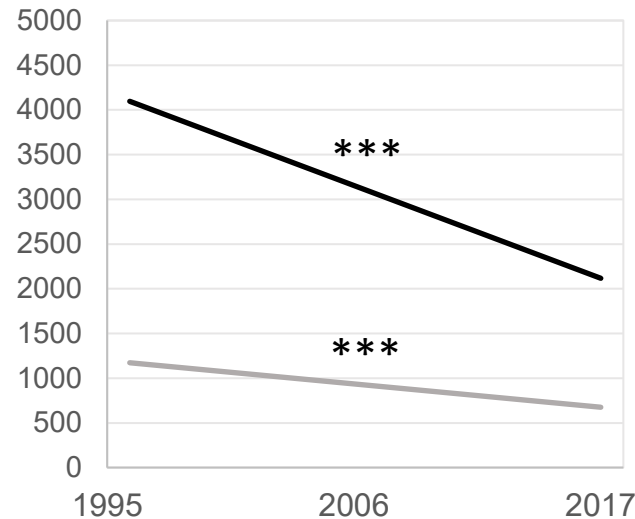
— Anti-White Discrimination

## Daily Discrimination



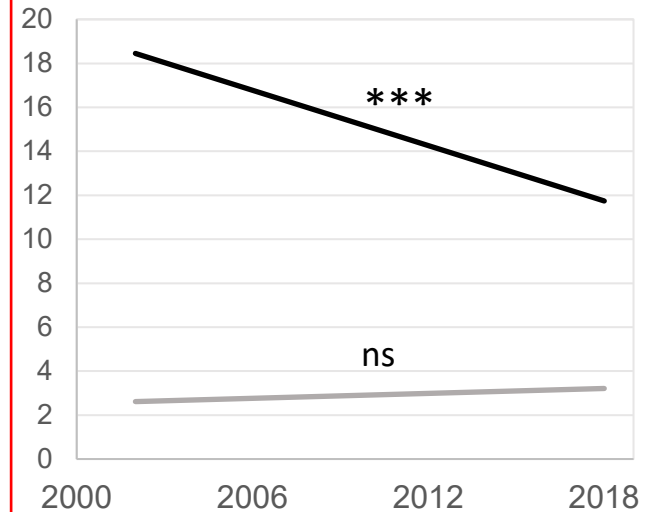
Both declining

## Hate Crimes (FBI)



Both declining

## Workplace Discrimination

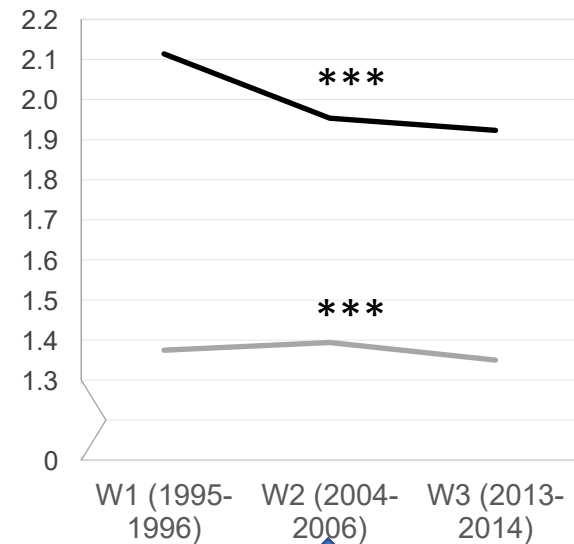


# Reported Discrimination Experiences

— Anti-Black Discrimination

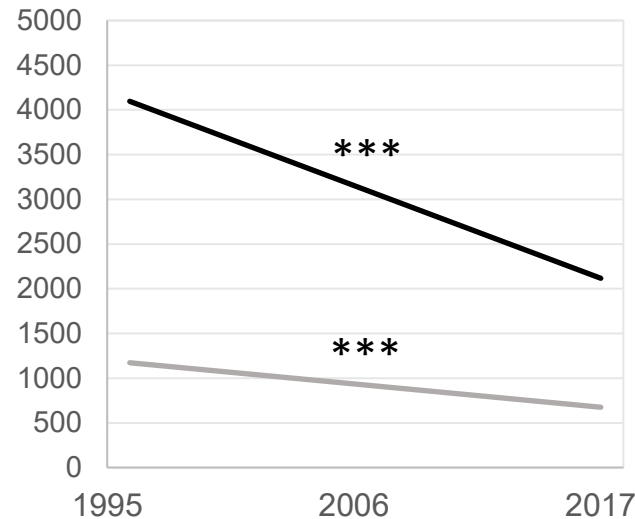
— Anti-White Discrimination

## Daily Discrimination



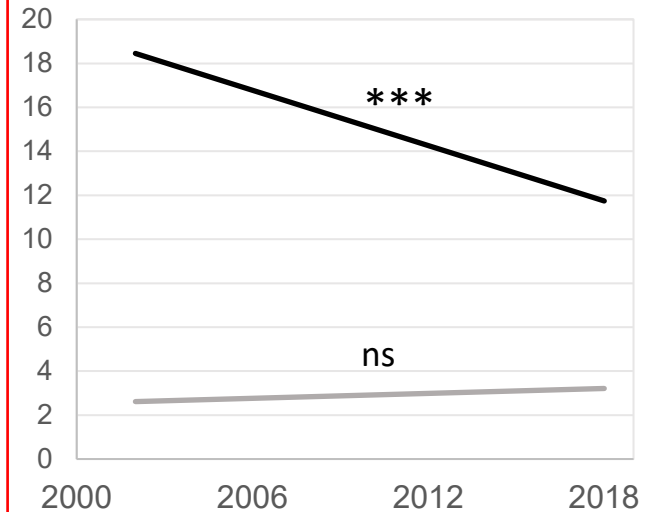
Both declining

## Hate Crimes (FBI)



Both declining

## Workplace Discrimination



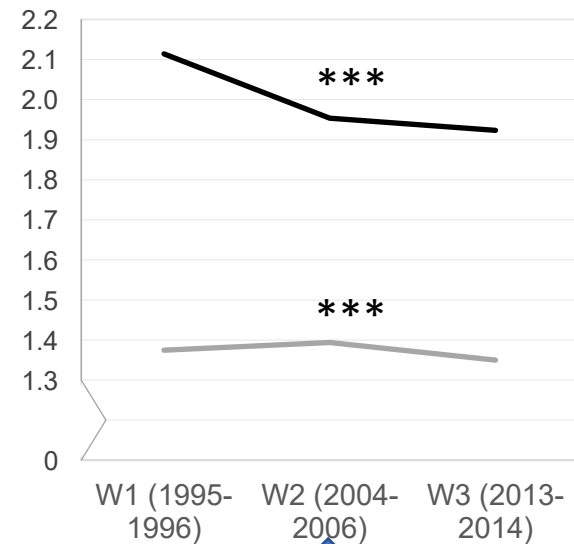
Anti-Black Declining  
Anti-White No Change

# Reported Discrimination Experiences

— Anti-Black Discrimination

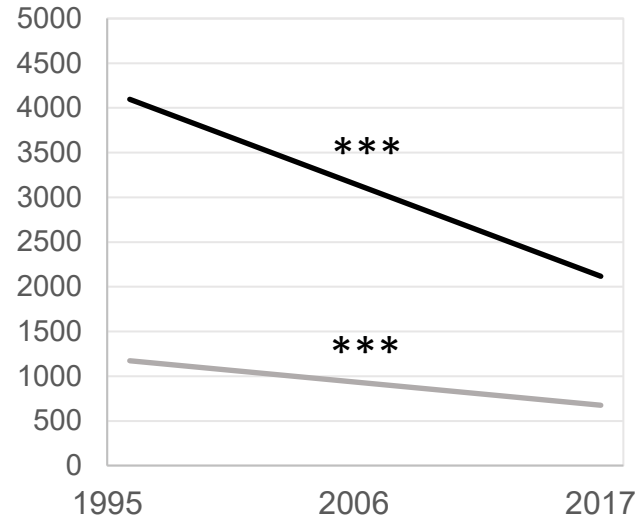
— Anti-White Discrimination

## Daily Discrimination



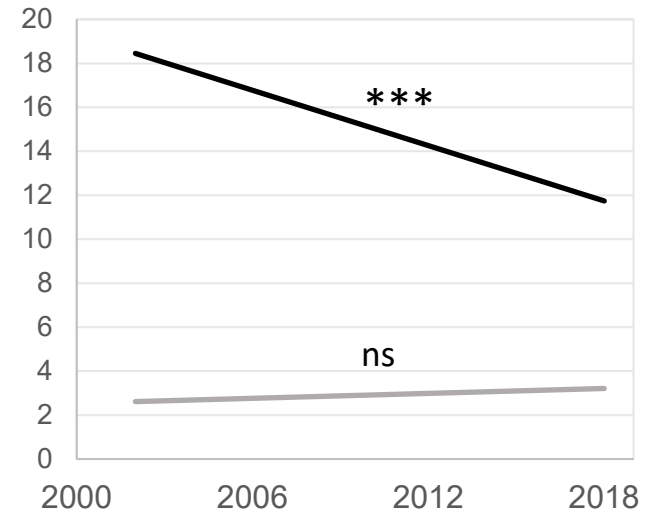
Both declining

## Hate Crimes (FBI)



Both declining

## Workplace Discrimination



Anti-Black Declining  
Anti-White No Change

# Comparing Group Discrimination Perceptions to Reported Discrimination Experiences

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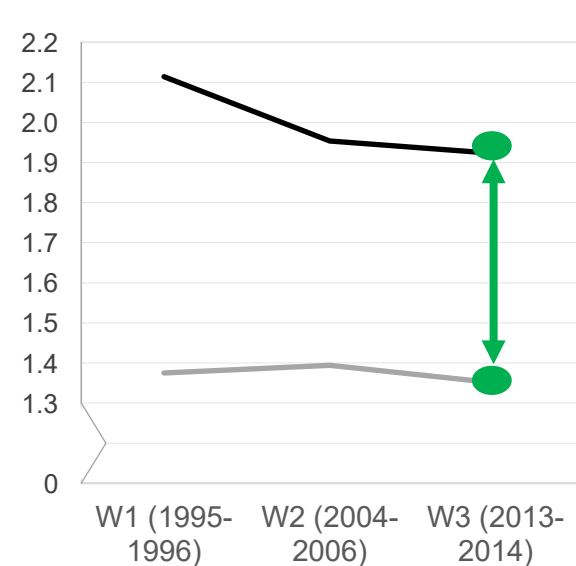
Group discrimination perceptions were measured 2012/2016. Therefore:

# Comparing Group Discrimination Perceptions to Reported Discrimination Experiences

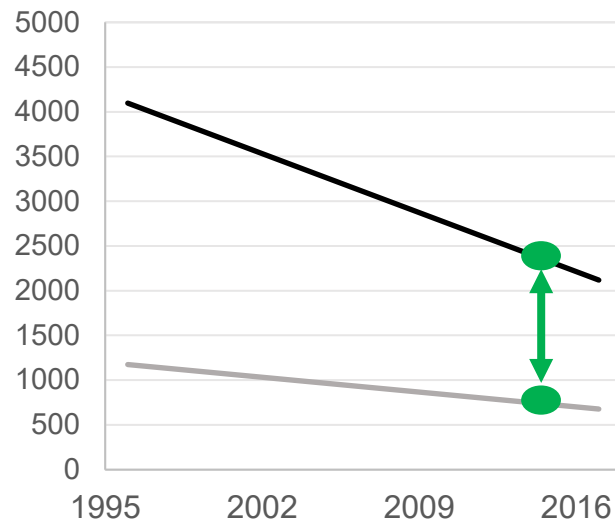
Group discrimination perceptions were measured 2012/2016. Therefore:

- 1) Choose comparable years in discrimination experience data

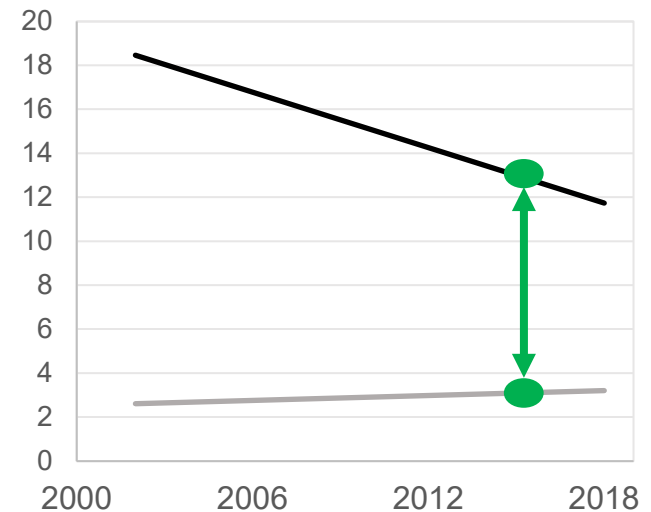
Daily Discrimination



Hate Crimes



Workplace Discrimination

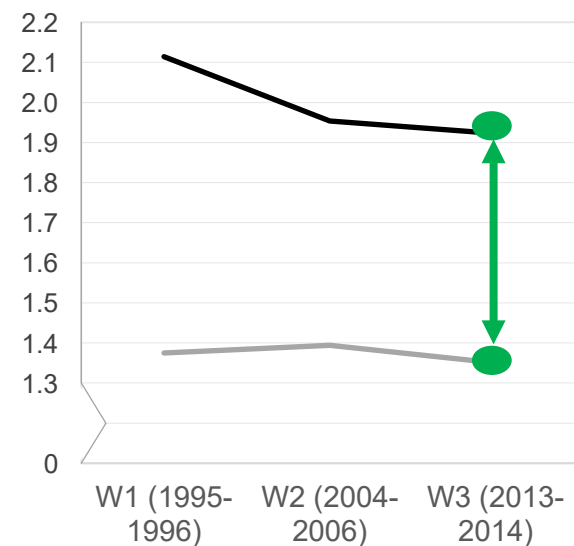


# Comparing Group Discrimination Perceptions to Reported Discrimination Experiences

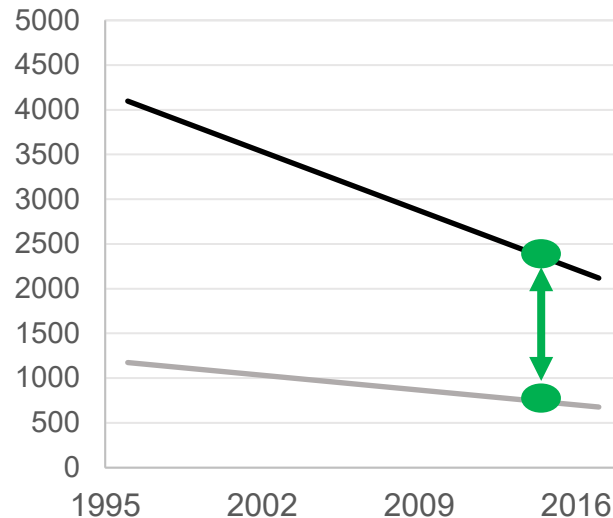
Group discrimination perceptions were measured 2012/2016. Therefore:

- 1) Choose comparable years in discrimination experience data
- 2) Compute a meta-analytic average

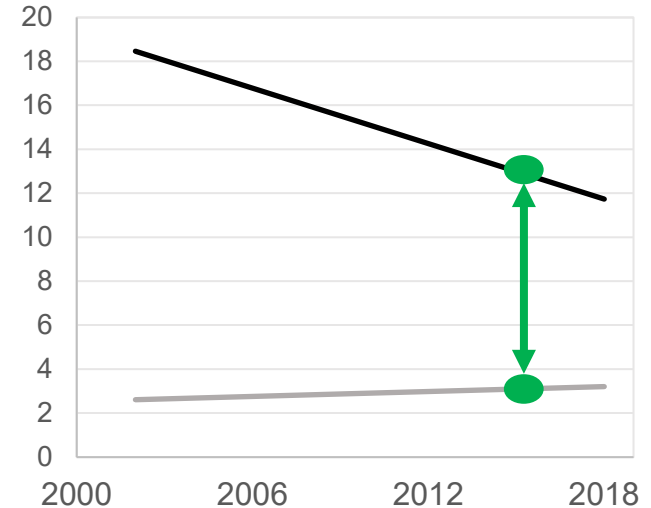
Daily Discrimination



Hate Crimes



Workplace Discrimination



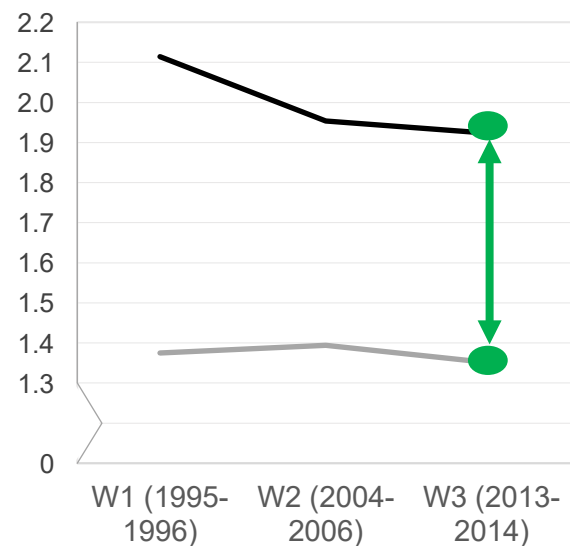


# Comparing Group Discrimination Perceptions to Reported Discrimination Experiences

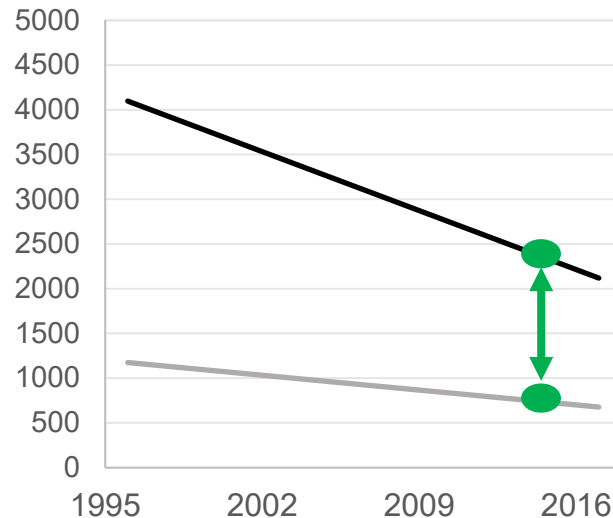
Group discrimination perceptions were measured 2012/2016. Therefore:

- 1) Choose comparable years in discrimination experience data
- 2) Compute a meta-analytic average
- 3) Compare this average to discrimination perceptions

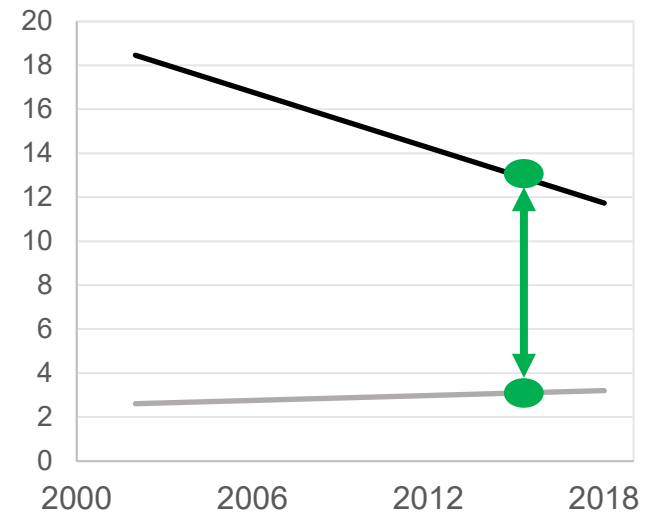
Daily Discrimination



Hate Crimes



Workplace Discrimination



# Comparing Group Discrimination Perceptions to Reported Discrimination Experiences

	Anti-Black Discrimination	Anti-White Discrimination	Gap Between Anti- White and Anti-Black Discrimination
Black Respondents			
White Respondents			
Democrat Respondents			
Republican Respondents			
White Dem. Respondents			
White Rep. Respondents			

# Comparing Group Discrimination Perceptions to Reported Discrimination Experiences

	Anti-Black Discrimination	Anti-White Discrimination	Gap Between Anti- White and Anti-Black Discrimination
Black Respondents	Accurate	Underestimate	Overestimate
White Respondents			
Democrat Respondents			
Republican Respondents			
White Dem. Respondents			
White Rep. Respondents			

# Comparing Group Discrimination Perceptions to Reported Discrimination Experiences

	Anti-Black Discrimination	Anti-White Discrimination	Gap Between Anti-White and Anti-Black Discrimination
Black Respondents	Accurate	Underestimate	Overestimate
White Respondents	Underestimate	Underestimate	Overestimate
Democrat Respondents			
Republican Respondents			
White Dem. Respondents			
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# Comparing Group Discrimination Perceptions to Reported Discrimination Experiences

	Anti-Black Discrimination	Anti-White Discrimination	Gap Between Anti-White and Anti-Black Discrimination
Black Respondents	Accurate	Underestimate	Overestimate
White Respondents	Underestimate	Underestimate	Overestimate
Democrat Respondents	Accurate	Underestimate	Overestimate
Republican Respondents			
White Dem. Respondents	Accurate	Underestimate	Overestimate
White Rep. Respondents			

# Comparing Group Discrimination Perceptions to Reported Discrimination Experiences

	Anti-Black Discrimination	Anti-White Discrimination	Gap Between Anti-White and Anti-Black Discrimination
Black Respondents	Accurate	Underestimate	Overestimate
White Respondents	Underestimate	Underestimate	Overestimate
Democrat Respondents	Accurate	Underestimate	Overestimate
Republican Respondents	Underestimate	Underestimate	Underestimate
White Dem. Respondents	Accurate	Underestimate	Overestimate
White Rep. Respondents	Underestimate	Underestimate	Underestimate

# Interim Discussion

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- People don't perceive that anti-White discrimination exceeds anti-Black discrimination
- Reported anti-White discrimination experiences have not increased over time (no evidence of zero-sum discrimination)
- Perceptions of group discrimination don't line up with reported discrimination experiences

# Interim Discussion

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People (some more than others) may not have a good understanding of cultural forces

So where are they getting their information?

- e.g., different sources may result in different misperceptions



# News Media

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- More partisan than before
- Does partisan news lead to partisan attitudes?
  - Some say yes (diffusion theory, social-cognitive models)
    - E.g., more right-leaning news → climate change denial, anti-immigrant attitudes
  - BUT:
    - Methodological issues
    - Selective exposure (pre-existing views draw people to different outlets)

# New Media Study 1 (Cross-Sectional)

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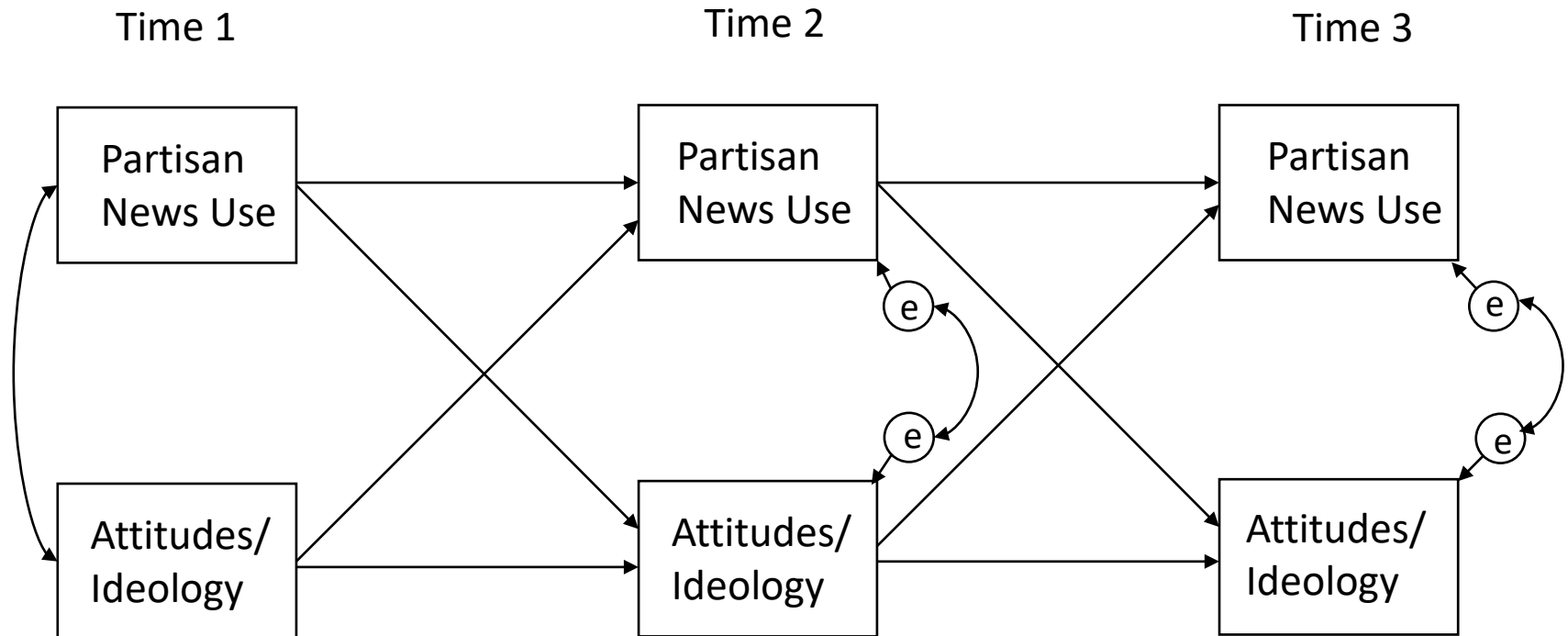
## Method

- N = 4249 US citizens
- Right-leaning news use, left-leaning news use
- Attitudes/ideology (anti-immigrant, anti-refugee, military support, anti-feminist, anti-Muslim, permissive gun access, conservatism)

## Results

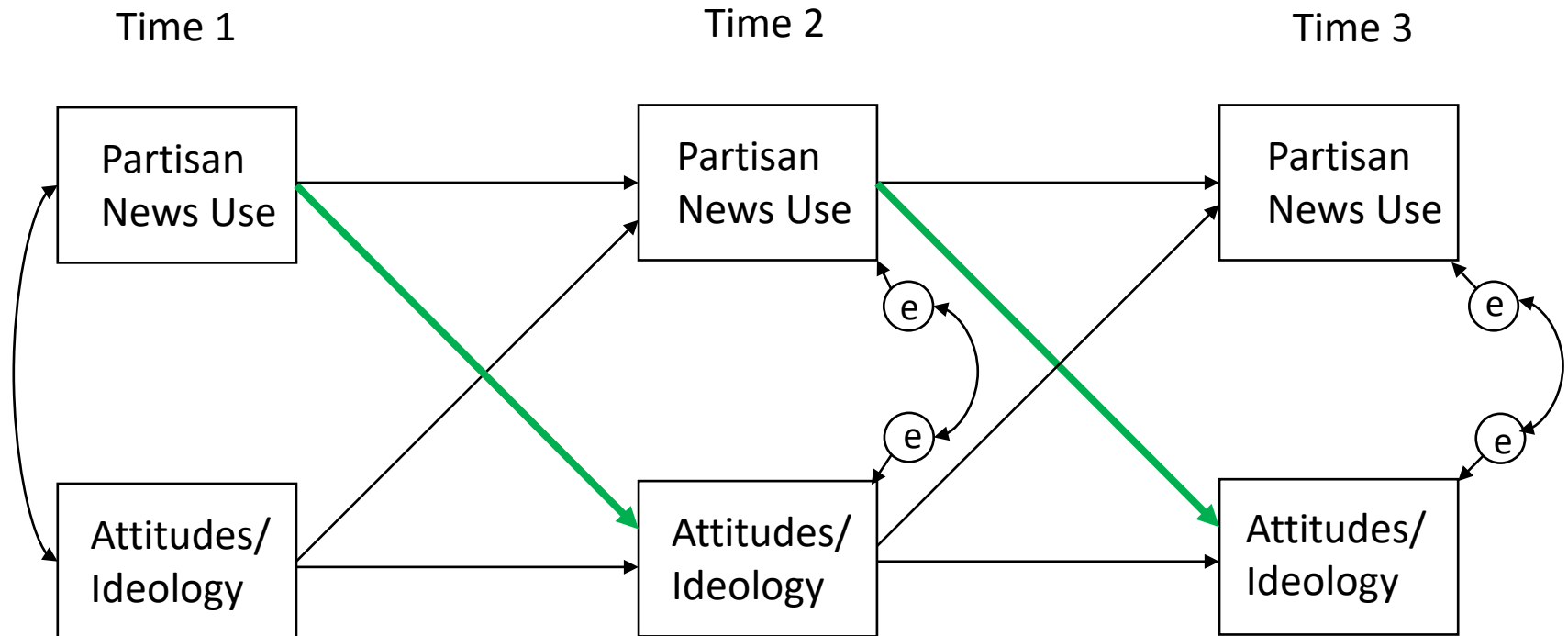
- Right-leaning news predicted more right-leaning stances ( $\beta$ s = .20 - .39,  $p$ s < .001)
- Left-leaning news predicted more left-leaning stances ( $\beta$ s = -.14 - -.36,  $p$ s < .001)

# New Media Study 2 (Longitudinal):



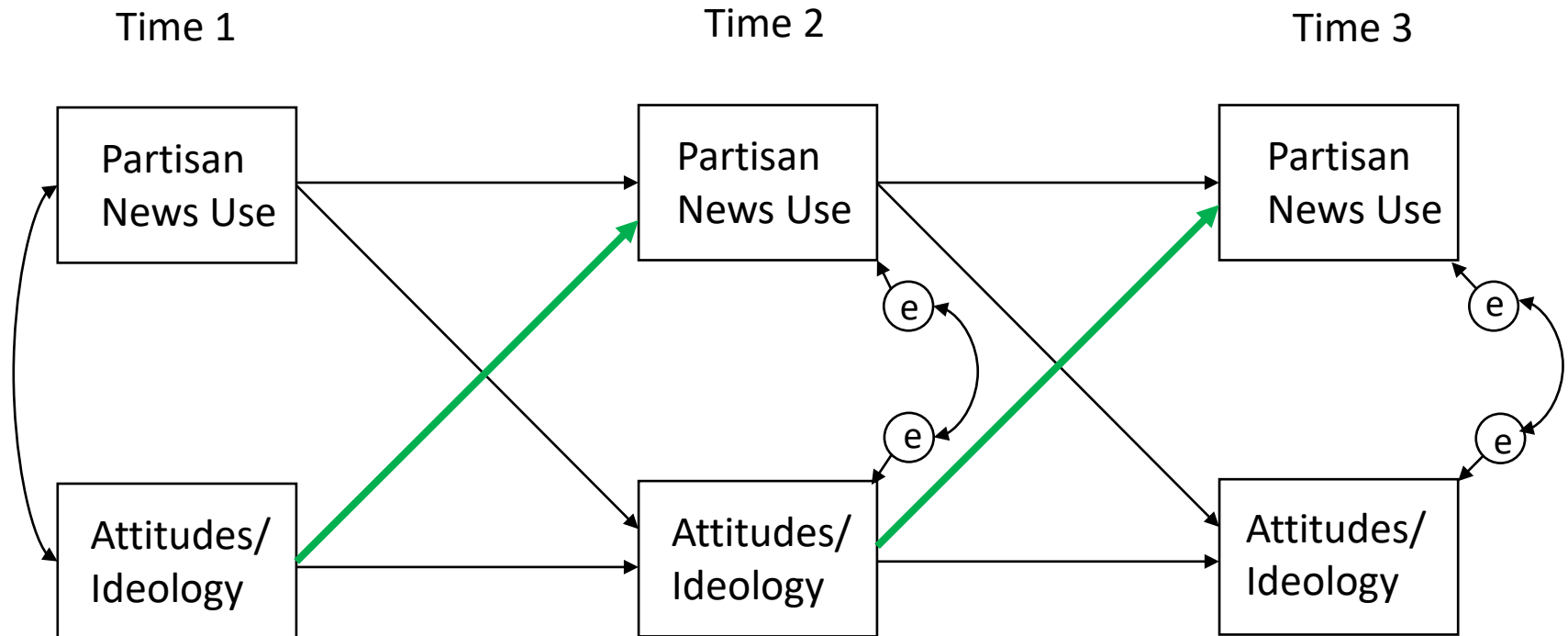
*Note.* 3 months between each wave.

# New Media Study 2 (Longitudinal): Does partisan news use predict later attitudes?



*Note.* 3 months between each wave.

# New Media Study 2 (Longitudinal): Do attitudes predict latter partisan news use?



*Note.* 3 months between each wave.

# New Media Study 2 (Longitudinal)

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## Method

- N = 500 American MTurkers
- 3 time points each spaced 3 months apart
- Right-leaning news use, left-leaning news use
- Attitudes/ideology (anti-immigrant, anti-feminist, anti-Muslim, permissive gun access, terrorism imminence beliefs, conservatism)

# New Media Study 2 (Longitudinal)

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## Results (news use → attitudes)

- Right-leaning news predicted *more*:
  - Anti-immigrant attitudes ( $\beta = .09^{***}$ )
  - Pro-gun attitudes ( $\beta = .07^{***}$ )
  - Anti-women attitudes ( $\beta = .08^{***}$ )
  - Anti-Muslim attitudes ( $\beta = .13^{***}$ )
  - Conservatism ( $\beta = .09^{***}$ )
- Left-leaning news predicted *less*:
  - Anti-immigrant attitudes ( $\beta = -.05^*$ )
  - Pro-gun attitudes ( $\beta = -.05^{**}$ )
  - Anti-women attitudes ( $\beta = -.06^{**}$ )
  - Anti-Muslim attitudes ( $\beta = -.13^{***}$ )
  - Conservatism ( $\beta = -.07^{***}$ )

# New Media Study 2 (Longitudinal)

---

## Results (news use → attitudes)

- Right-leaning news predicted more: Anti-immigrant attitudes, Pro-gun attitudes, Anti-women attitudes, Conservatism
- Left-leaning news predicted less: Anti-immigrant attitudes, Pro-gun attitudes, Anti-women attitudes, Conservatism

## • Results (attitudes → news use)

- More pro-gun → less left-leaning news use ( $\beta = -.06^*$ )
- More anti-Muslim → more right-leaning news use ( $\beta = .12^{**}$ )



# New Media Study 2 (Longitudinal)

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## Results (news use → attitudes)

- Right-leaning news predicted more: Anti-immigrant attitudes, Pro-gun attitudes, Anti-women attitudes, Conservatism
- Left-leaning news predicted less: Anti-immigrant attitudes, Pro-gun attitudes, Anti-women attitudes, Conservatism

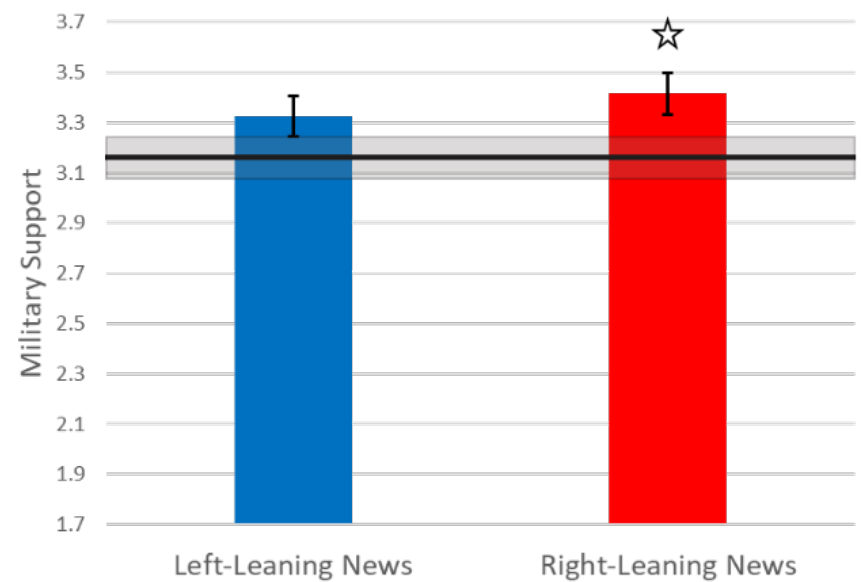
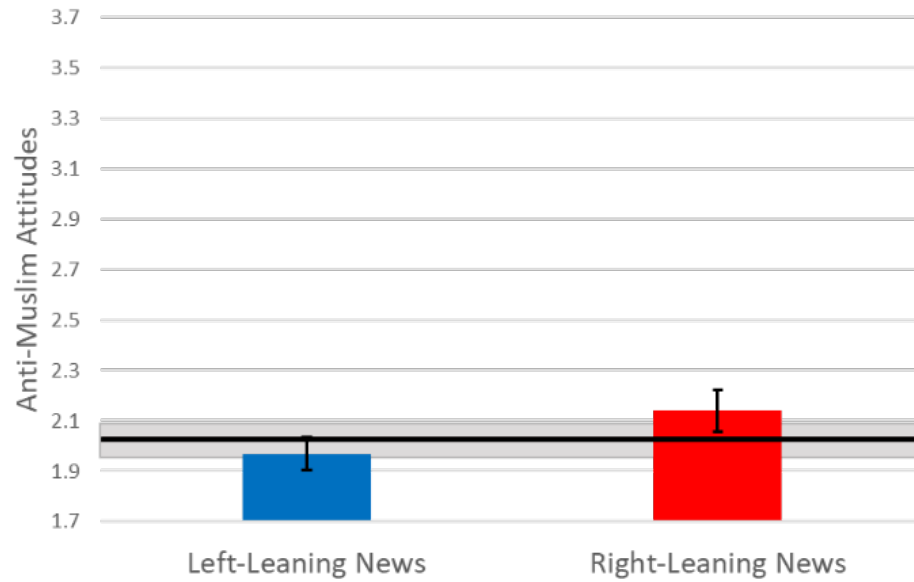
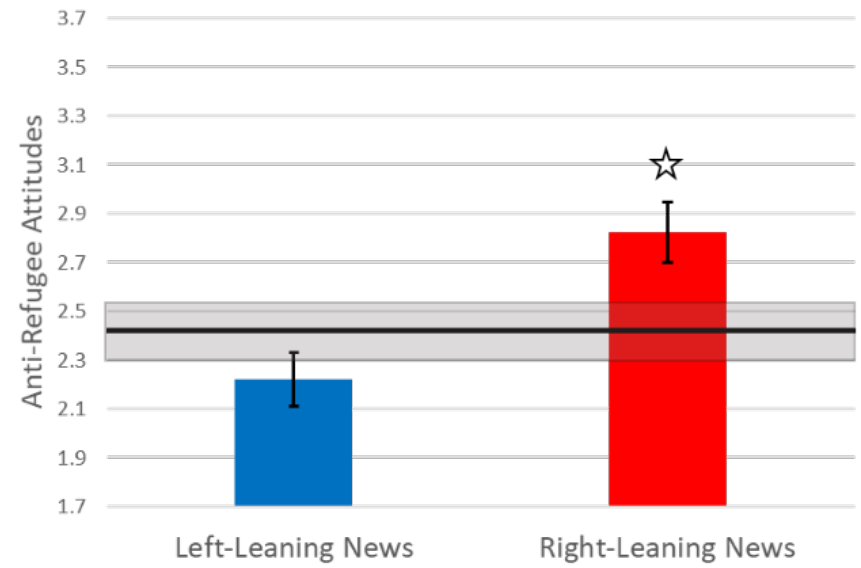
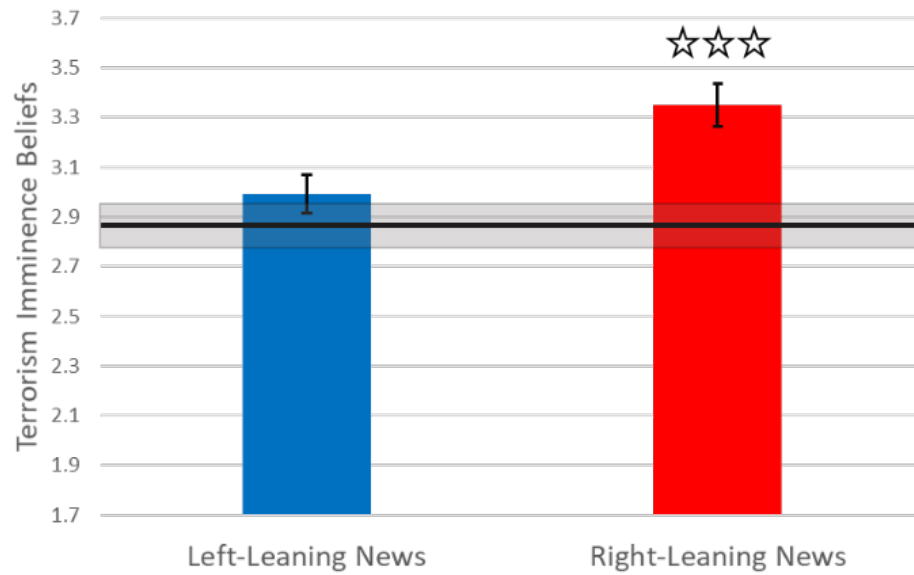
## • Results (attitudes → news use)

- More pro-gun → less left-leaning news use
- More anti-Muslim → more right-leaning news use

# New Media Study 3 (Experimental)

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- Method
  - $N = 330$  Canadian undergraduates
  - Manipulation: 3 news clips from left-leaning sources, right-leaning sources, or sport commentary (control)
    - Both news conditions covered same stories on terrorism, refugees
  - Attitudes: anti-Muslim, anti-refugee, terrorism imminence, military support



■ Left-Leaning News Condition

■ Right-Leaning News Condition

# Interim Discussion

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- Partisan news exposure influences attitudes/values
  - Implications for intergroup conflict, hate, polarization, cultural (mis)perceptions
- But news media isn't the only source of social information
  - Experiences and conversations with others (e.g., online communities)

# Research Overview

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- 1) How relations between individual differences and prejudice differ *between* cultures  
E.g., LGBT country laws
- 2) How perceptions of systemic forces affect intergroup relations *within* a culture  
E.g., perceptions of racial discrimination  
E.g., sources of cultural information (news media)
- 3) Current/Future Directions  
E.g., anti-women hate  
E.g., online subcultures

# Anti-Women Hate

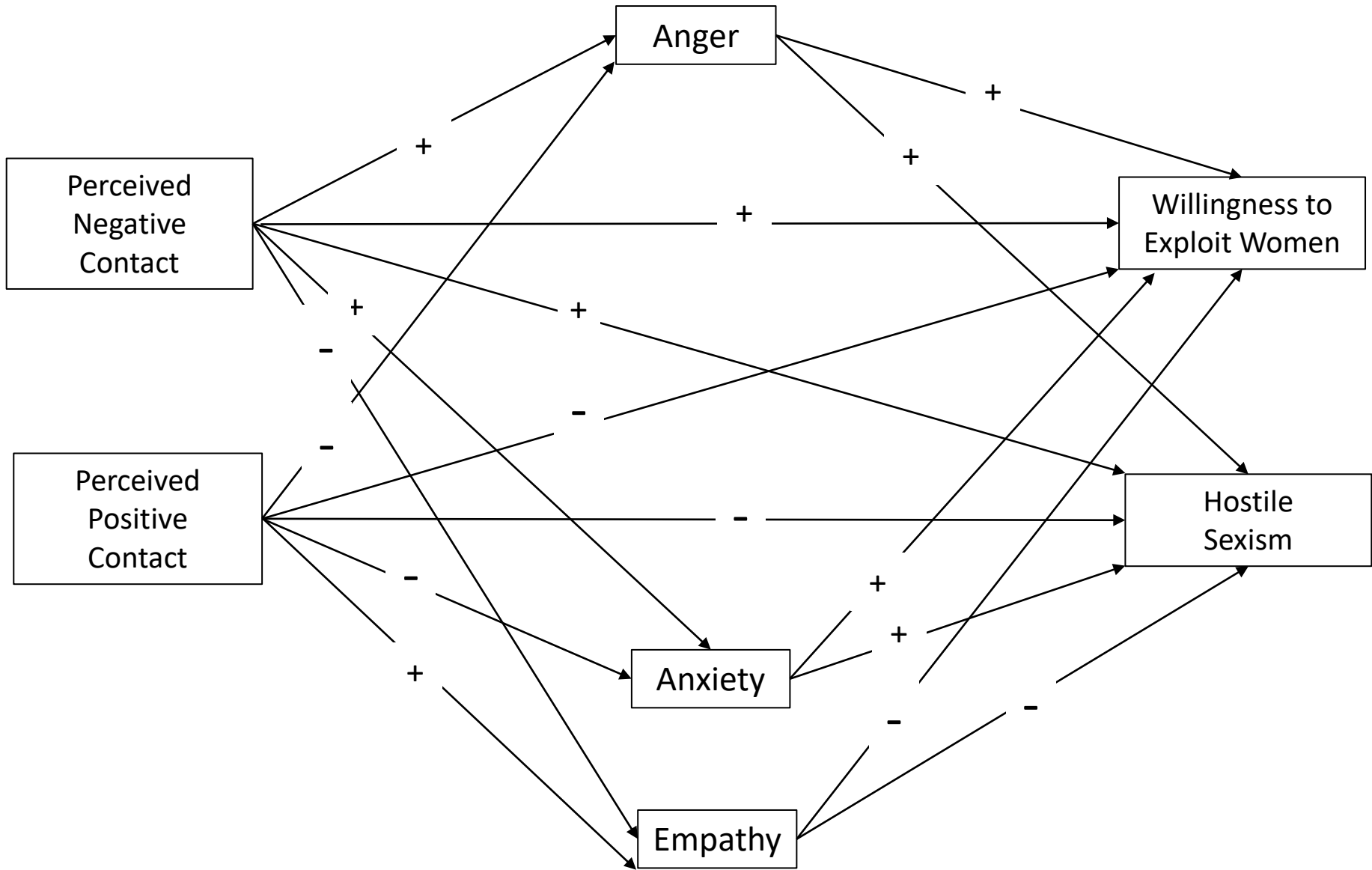
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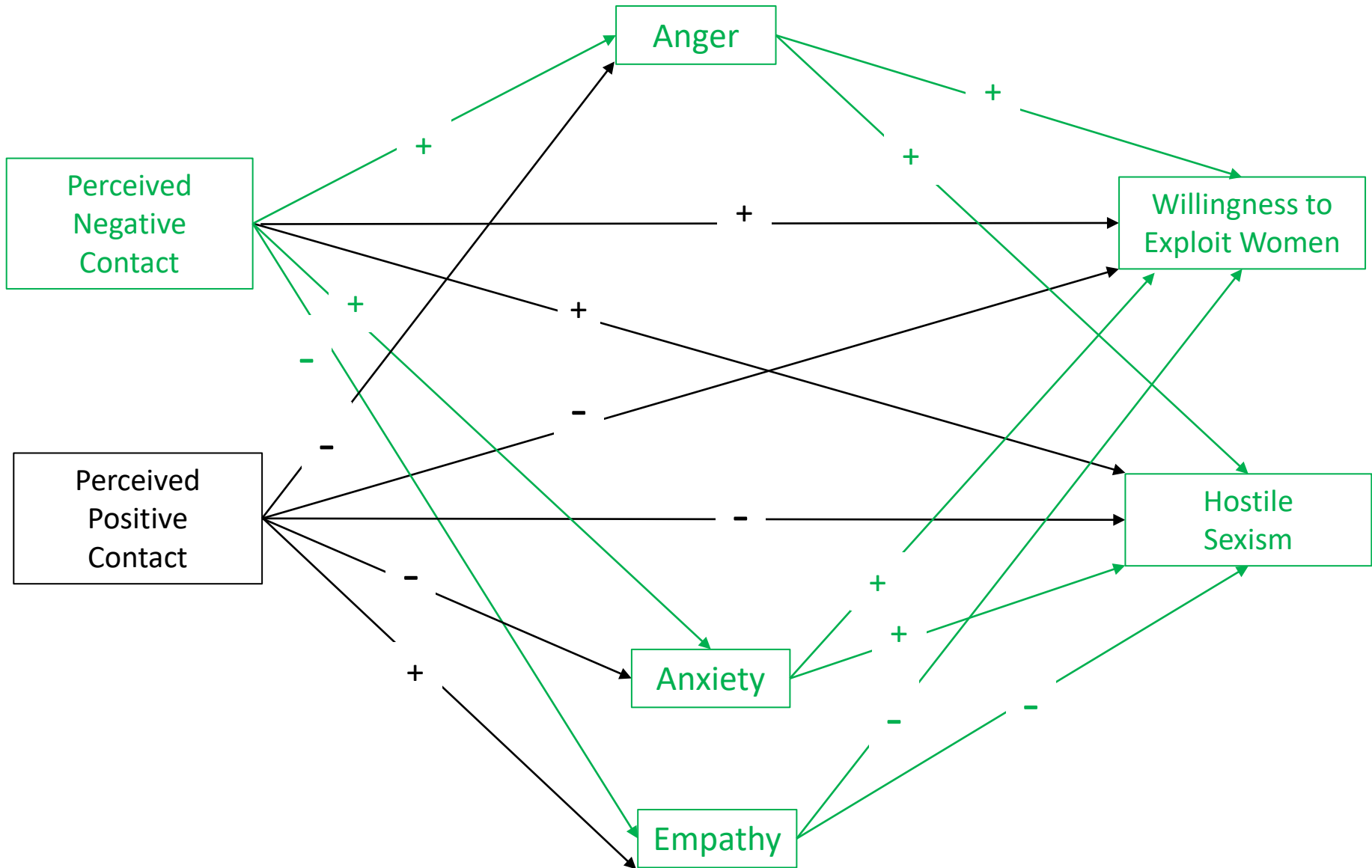
## Contact Theory

- more contact with different group (i.e., outgroup) member → less prejudice toward that group

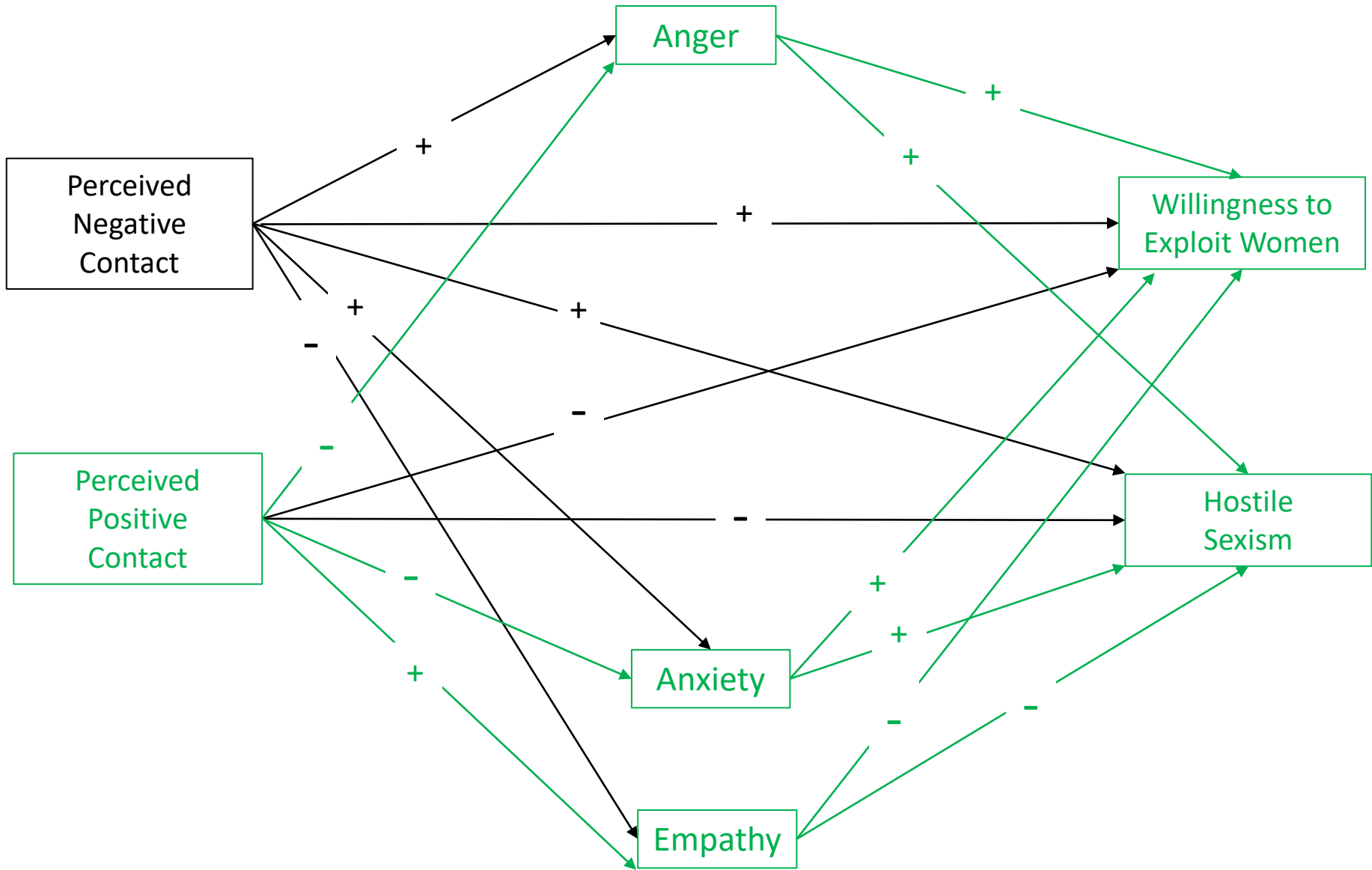
## Contact Quality

- Positive contact → positive attitudes
  - Via greater empathy, lower anxiety, lower anger
- Negative contact → negative attitudes
  - Via lower empathy, greater anxiety, greater anger









# Anti-Women Hate Study 1 (Cross-Sectional)

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## Method

- N = 229 Male MTurkers
- Negative contact, positive contact, empathy, anxiety, anger, hostile sexism, willingness to exploit women

## Results

- Negative experiences → anger → hostility/exploit
  - Hostile IE: .28\*\*\*, Exploit IE: .33\*\*\*
- More positive experiences *did not* predict less hostility/exploit
  - And no significant indirect effects (IEs: ~ 0)

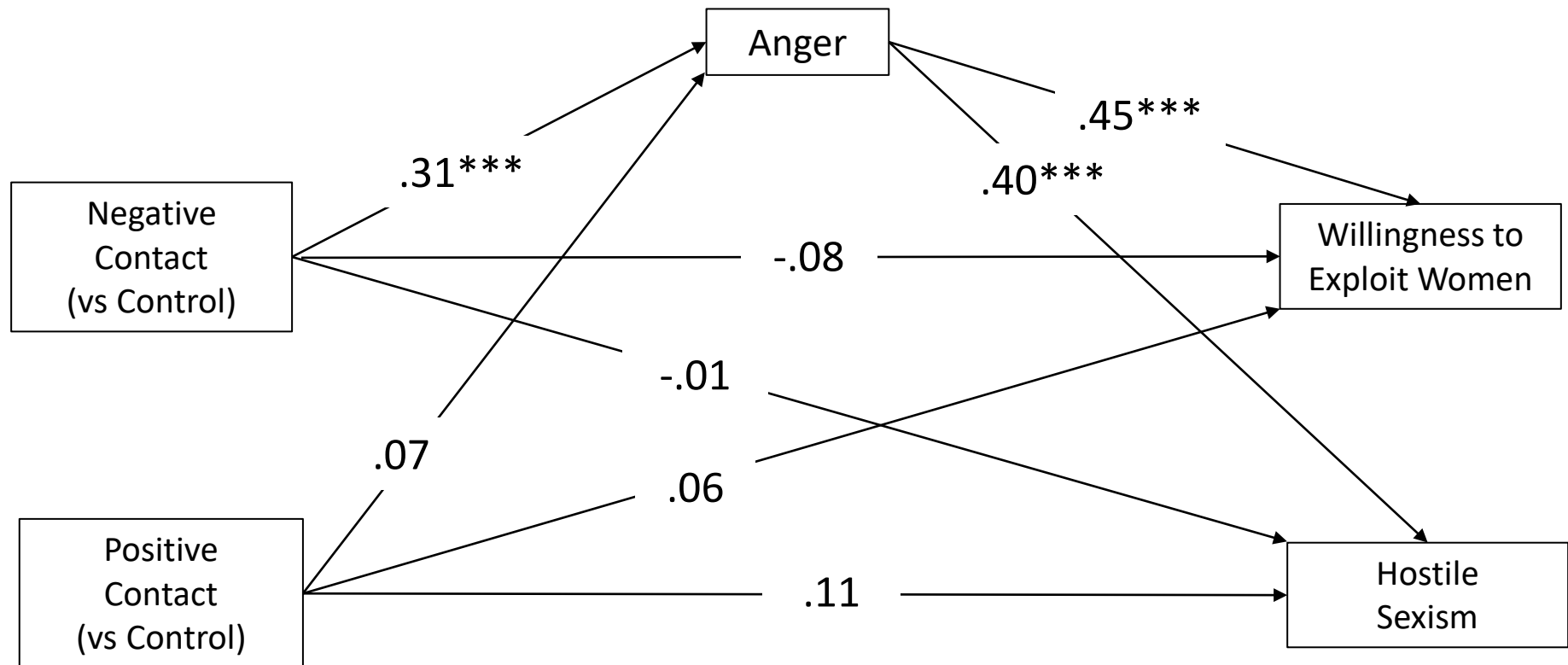
# Anti-Women Hate Study 1 (Experimental)

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## Method

- N = 226 male undergraduates
- Experimental Manipulation: negative experience, positive experience, control
- Anger, hostile sexism, willingness to exploit women

# Anti-Women Hate Study 1 (Experimental)



# Anti-Women Hate: Future Directions

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- What leads to perceived negative experiences with women? Why anger?
- Internet subcultures: incels, mgtows (men going their own way), MRAs (men's rights activists)
  - Previous work: manual coding, identification of themes
    - E.g., anger, hate, stories of negative experiences
    - E.g., high moral standard for women (particularly regarding purity), expressions that women fail to meet standard
    - E.g., animalistic dehumanization, disgust

# Conclusions

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Broad social systems have an impact on individual prejudice

- Even if people don't have a good understanding of them

Misperceptions and intergroup conflict fueled by different sources of information

- Partisan news media
- Internet subcultures