

Engaging with Diversity

creating welcoming communities and combating racism and discrimination through intergroup contact

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Australian Government

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Today's Presentation

an overview

Intergroup contact hypothesis:

Interactions between individual members of distinct groups can improve intergroup relations
(Allport, 1954 -- Pettigrew & Tropp, 2006)

- ⚡ intergroup friendship and optimal contact
- ⚡ tackling different types of prejudice
- ⚡ generalized effects of intergroup contact
- ⚡ negative contact: impact, prevalence, and buffering
- ⚡ encouraging intergroup contact

Intergroup Contact

... from fiction... through science... back to reality...



Encourage your little monsters to read a newspaper every day!

Intergroup Contact

... from fiction... through science... back to reality...



Intergroup Contact

... from fiction... through science... back to reality...



Reflections

... a placemat for things we know well....

- ⚡ Intergroup contact = interactions between members of distinct groups
- ⚡ **Intergroup anxiety and perceived threats from 'the other' are a major barrier to contact**
- ⚡ **Intergroup contact does work – reduces prejudice, increases trust, increases positive and decreases negative behavioral intentions**
- ⚡ **Intergroup contact dispels intergroup anxiety**

Personal Intergroup Contact

direct and indirect intergroup friendships reduce prejudice and anxiety

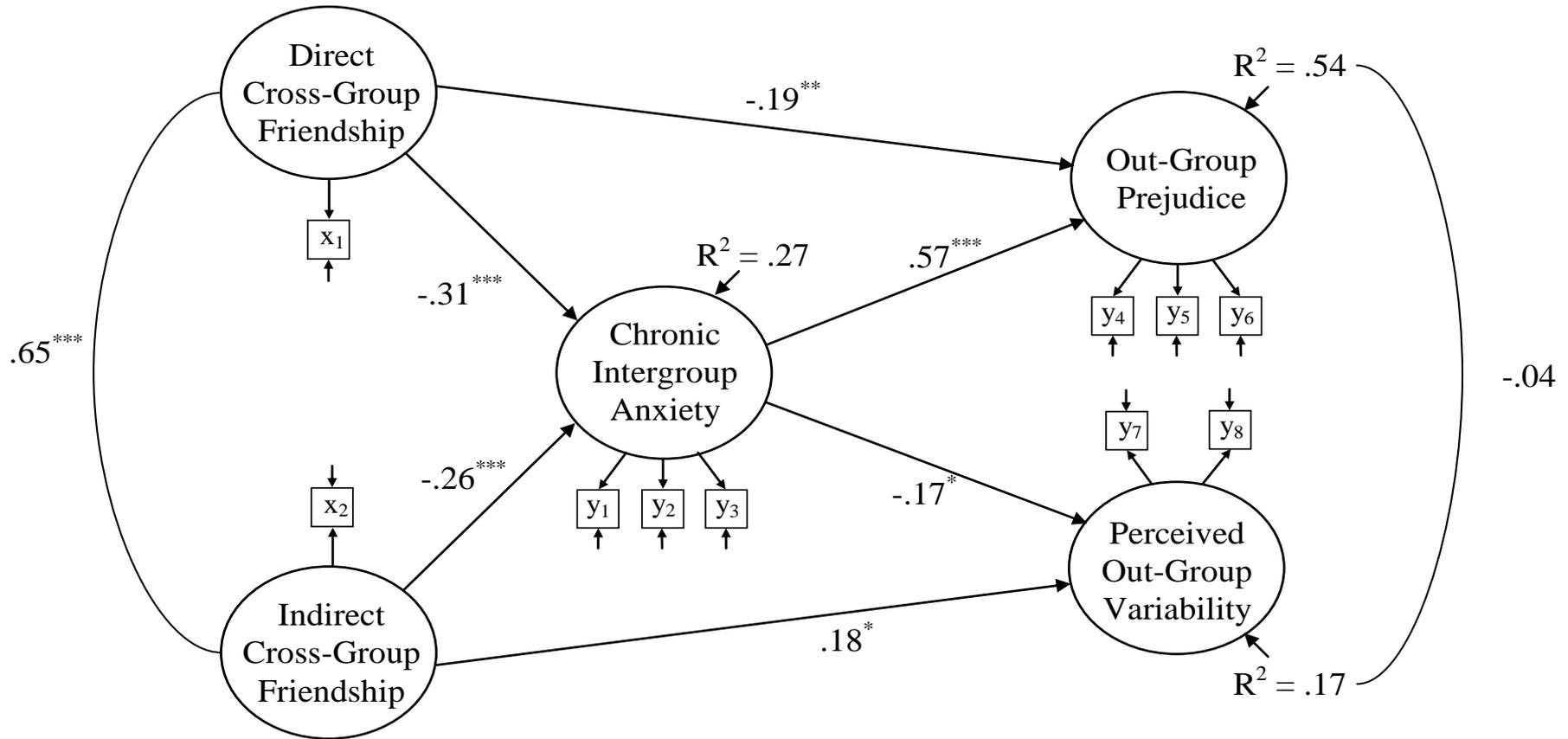


Figure 1. Estimated model of direct and indirect cross-group friendship for university students sample in Study 1. Values are standardized beta weights. $\chi^2(27, N = 341) = 49.48, p > .005$; CFI = .99; RMSEA = .049; SRMR = .023. $p < .05$. $** p < .01$. $*** p < .001$.

Paolini, S., Hewstone, M., Cairns, E., & Voci, A. (2004). Effects of direct and indirect cross-group friendships on judgments of Catholics and Protestants in Northern Ireland: The mediating role of an anxiety-reduction mechanism. *Personality and Social Psychology Bulletin, 30*, 770-786.

Reflections

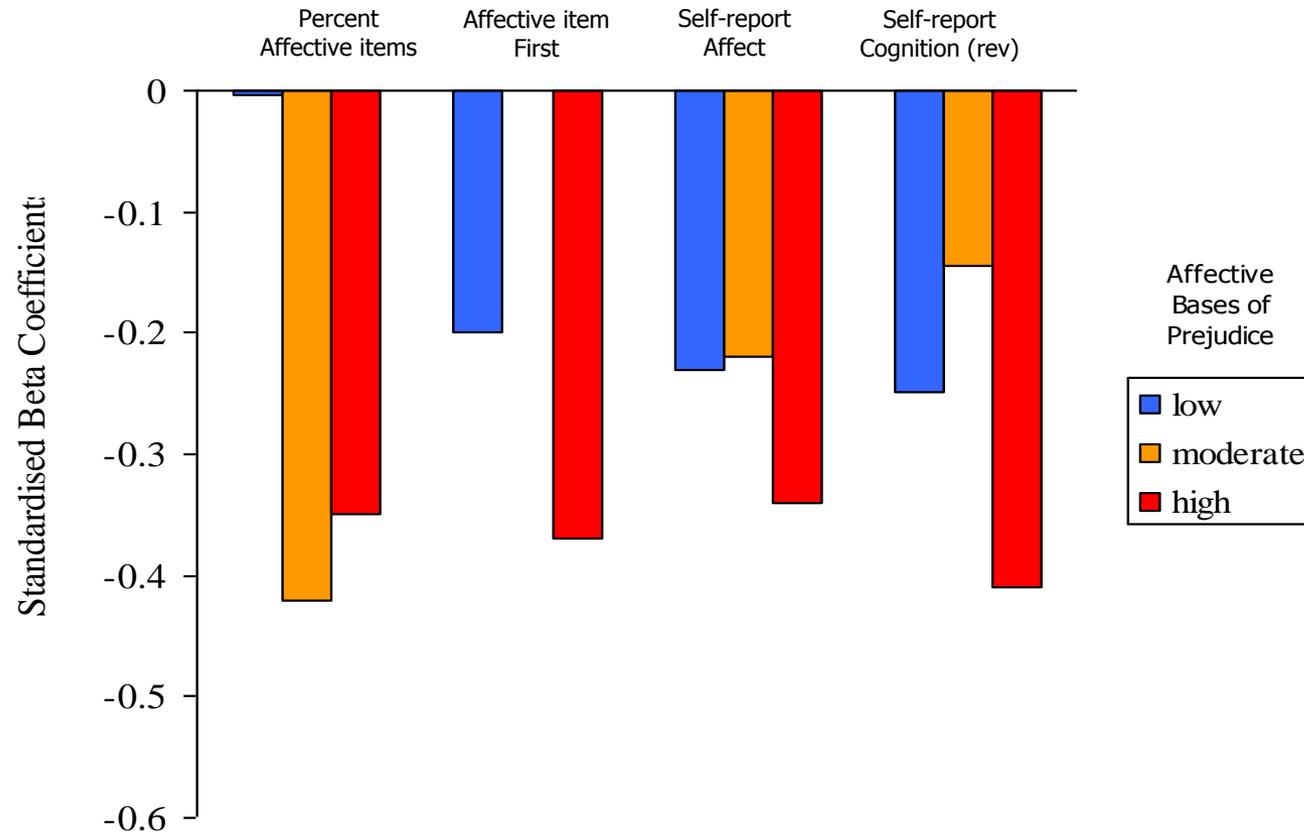
... a placemat for things we know well....

- ⚡ Intergroup contact works by dispelling intergroup anxiety **(as well as increasing empathy and outgroup knowledge)**
- ⚡ **The benefits are larger under 'optimal' contact conditions -- cooperation, shared goals, opportunities to develop friendship, equal status and authorities' support.**
- ⚡ Direct and indirect personal contact that is particularly effective because 'optimal'.

Boosting Direct Intergroup Friendship Effects

tackling prejudice that is emotionally charged

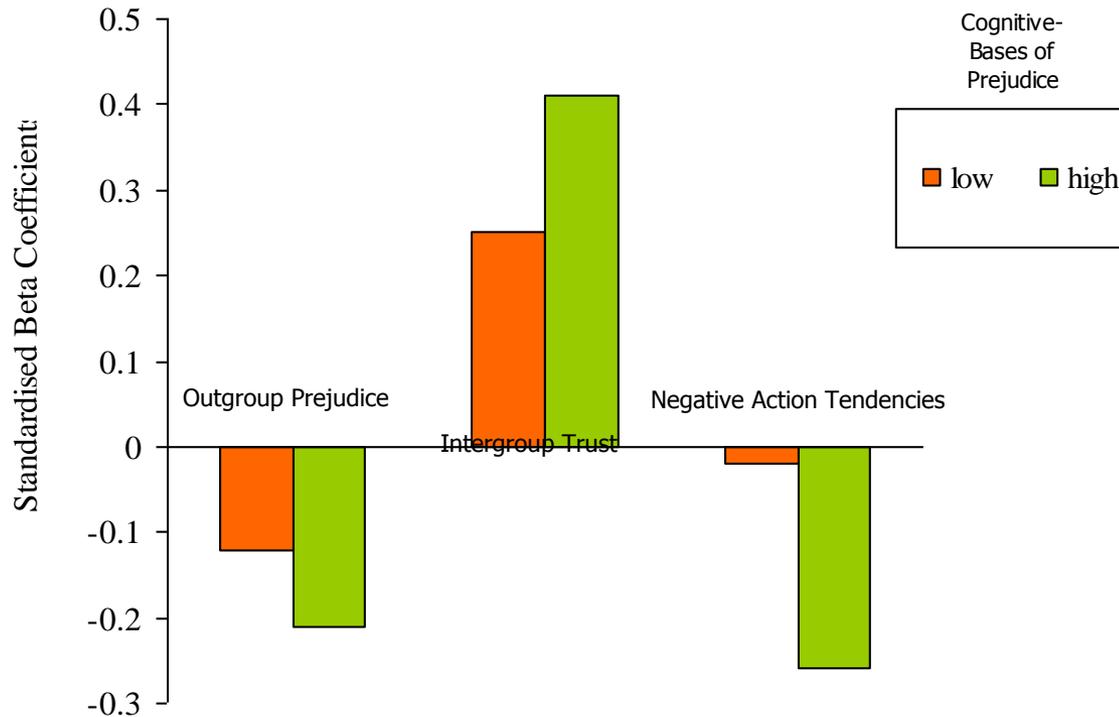
Standardized Betas for the Direct Friendship-Outgroup Prejudice Link
as a Function of Affective Bases of Prejudice
(Study 2; student and community sample and the genders, $N = 141$)



Boosting Indirect Friendship Effects

tackling prejudice that is NOT emotionally charged

Standardized Betas for the Indirect Friendship-Group Judgments Link
as a Function of Cognitive Bases of Prejudice
(Study 3; community sample in Northern Ireland, $N = 798$)



Reflections

... a placemat for things we now know....

- ⚡ First-hand contact benefits most emotionally charged people and circumstances
- ⚡ Second-hand contact benefits most less emotionally charged people and circumstances
- ⚡ **Intergroup contact affects responses (or generalizes) to entire outgroups, including uninvolved outgroups.**

Secondary Transfer Effects

the effects of contact transfer to uninvolved but subjectively similar groups

Target group: Illegal immigrants

	Coder ratings of similarity to illegal immigrants ^a	Bootstrapped Mediation Coefficients		Standard deviation
		Positive-negative contrast	Positive-neutral contrast	
Mexican Americans	2.33	-.463 *	-.134 *	1.88
Legal Immigrants	2.67	-.234 *	-.134 *	1.79
Asian Americans	4.67	-.238 *	-.057	1.94
Homeless People	4.67	-.564 *	-.190 *	1.76
Terrorists	4.67	-.037	-.034	1.03
Political Refugees	6.67	-.327 *	-.122 *	1.81
Black People	7.33	-.254 *	-.024	1.67
Men	8.67	.036	-.060 *	1.45
Women	11.00	-.030	-.058	1.58
Humanities Majors	12.00	-.130	-.107 *	1.61
White People	12.00	.084	.006	1.60
Engineering Majors	12.33	-.008	-.038	1.63
Democrats	12.67	-.195 *	-.099	1.72
Americans	13.00	.047	.001	1.47
People who text and drive	13.67	-.044	-.080	1.81
University of ____ Students	13.67	-.025	-.029	1.65
Social Science Majors	14.33	-.169	-.103 *	1.56
Republicans	16.33	-.076	-.089 *	2.01
Professors	18.33	-.183 *	-.059	1.68
Graduate Students	19.00	-.128	-.046	1.60

Reflections

... a placemat for things we now know....

- ⚡ Intergroup contact affects responses (or generalizes) to entire outgroups.
- ⚡ Intergroup contact affects responses to uninvolved outgroups, especially outgroup experienced as 'similar' to the involved outgroup.
- ⚡ **Generalizations are larger when the us-them distinction is attended to (aka. Under high category salience).**

Negative Contact's Impact

evidence of greater generalization potential

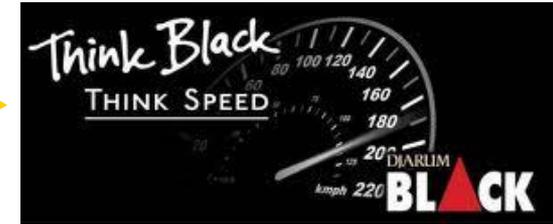
manipulated negative contact



manipulated positive contact



category salience



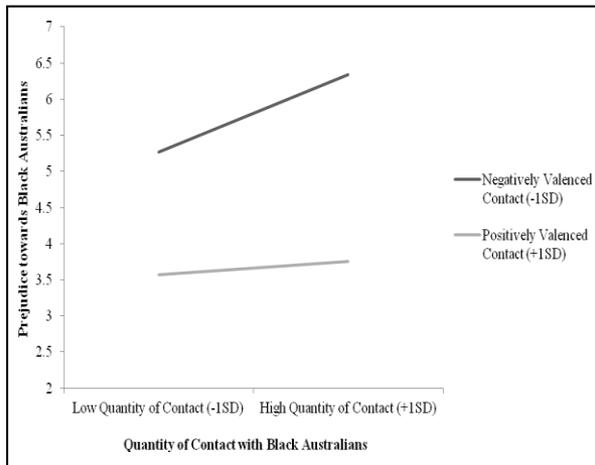
MEROKOK DAPAT MENYEBABKAN KANKER, SERANGAN JANTUNG,
IMPOTENSI DAN GANGGUAN KEHAMILAN DAN JANIN

1x2

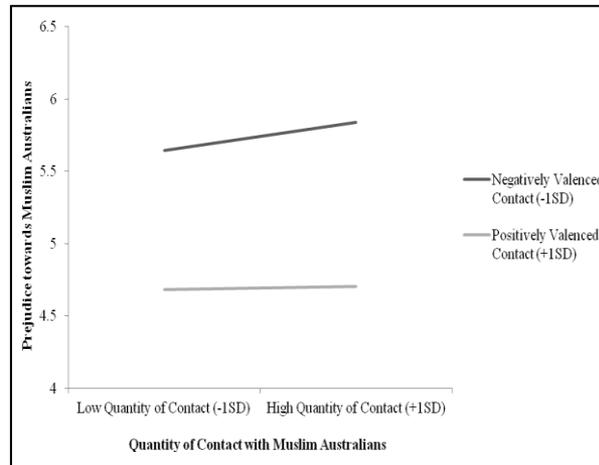
Negative Contact's Impact

evidence of greater adverse impact on attitudes

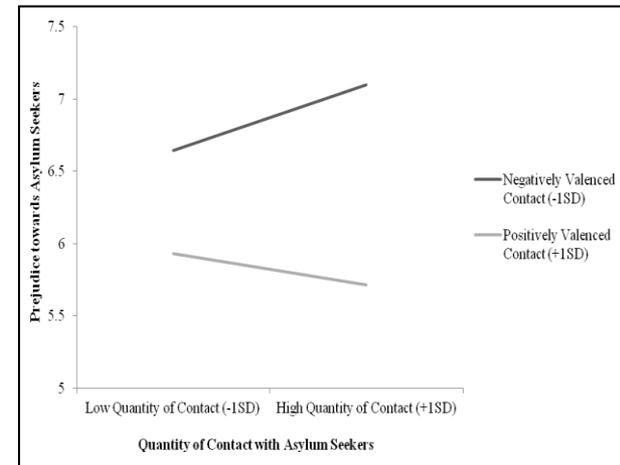
Contact with Aboriginal Australians



Contact with Muslim Australians

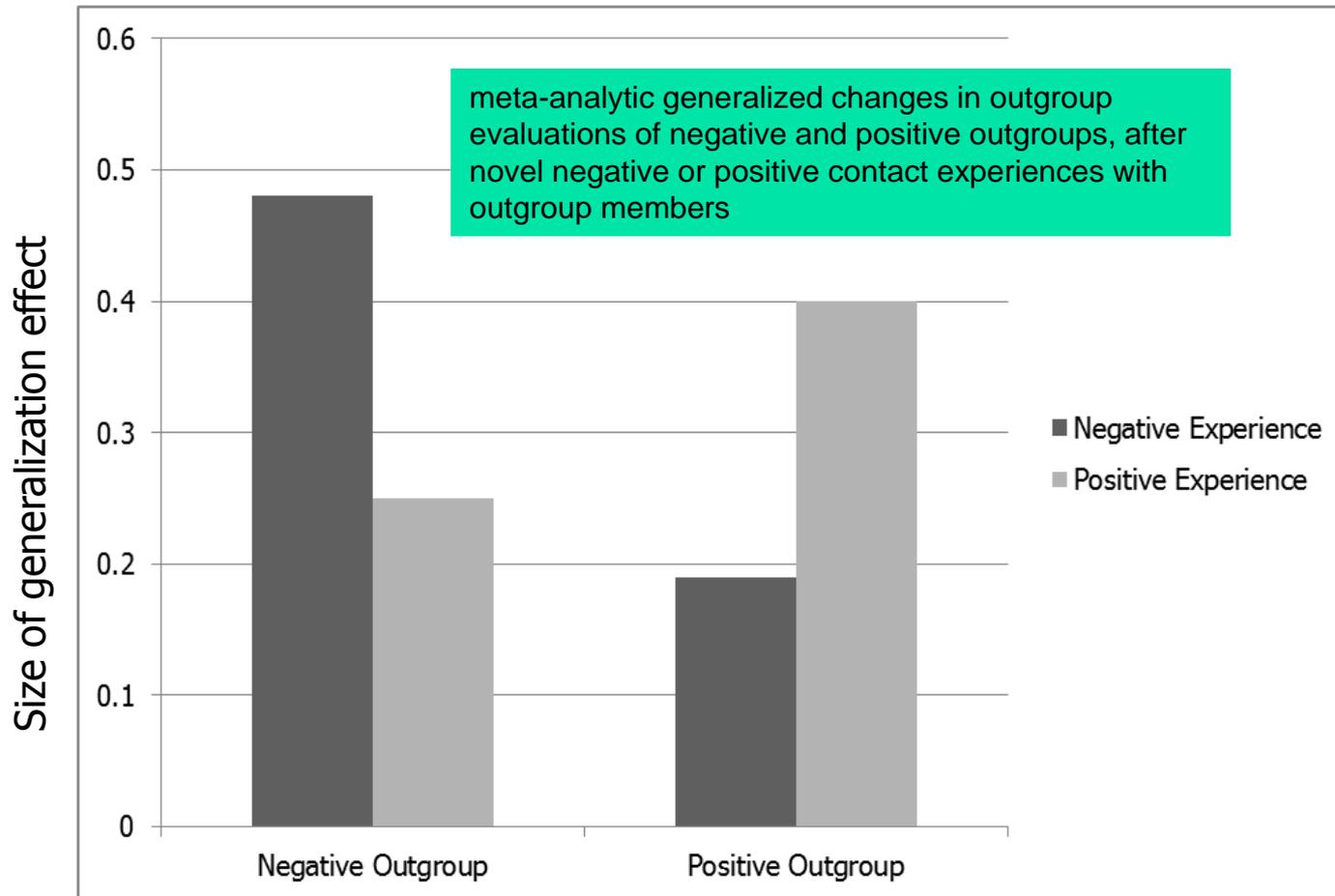


Contact with Asylum Seekers



Negative Contact's Impact

meta-analytical and experimental evidence of greater influence



Paolini, S., & McIntyre, K. (2016). Several reasons why bad is stronger than good in intergroup relations: Taking tests of negative valence asymmetry forward from correlational field research to a meta-analysis of experimental laboratory-based evidence.

Manuscript under review

Reflections

... a placemat for things we start to know....

- ⚡ Not all intergroup contact is positive and beneficial
- ⚡ Negative contact has greater generalization potential than positive contact.
- ⚡ Negative contact with members of stigmatized groups can shape broad intergroup relations more than positive contact.

... but it is not as bad as it sounds! ...

Negative Contact in Context

positive and negative contact's unequal prevalences



-- “good may prevail over bad by superior force of numbers” (Baumeister et al., 2001, p. 323)

Negative Contact in Context

positive and negative contact's unequal prevalences

Representative sample of German respondents (Pettigrew, 2008; $N = 1,085$):

- 85% having interesting conversations
- 63% being helped by a foreigner
- 35% being pestered by a foreigner

Table
Self-reported quantity of positive and negative White-Black contact (White Americans, $N = 441$)

	<i>M</i>	<i>SD</i>
Quantity of positive contact	4.97	1.36
Quantity of negative contact	3.01	1.40

Notes. Contact quantity measured on a 7-point scale (1 = never, 7 = extremely frequently)

Table
Frequencies of positive and negative appraisals of contact as a function of person and situation framing (five European countries, $N = 1,276$)

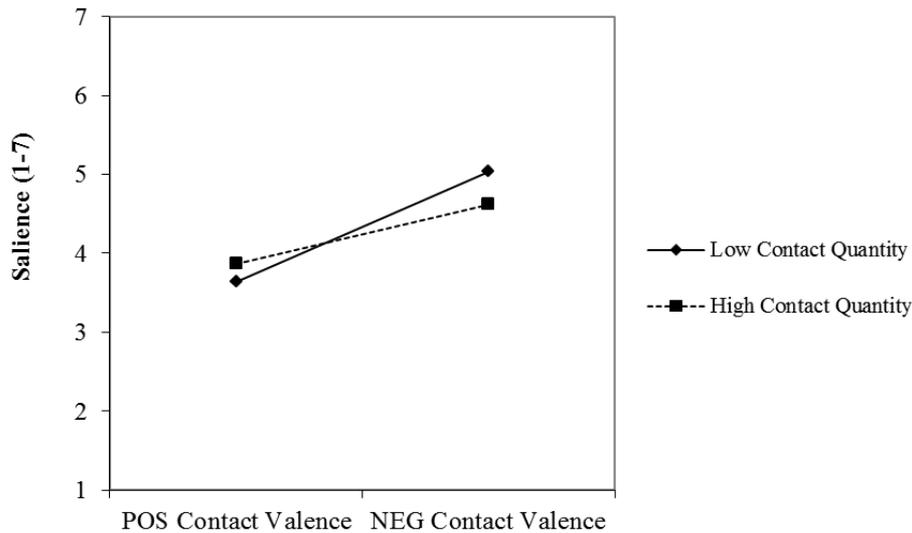
	<i>n</i>	%
Contact descriptions with valence appraisals:		
1. Person valence – positive	527	78%
– negative	146	22%
2. Situation valence – positive	408	71%
– negative	168	29%
All contact descriptions:		
1. Person positivity – present	681	53%
– absent	595	47%
2. Person negativity – present	300	23%
– absent	976	77%
3. Situation positivity – present	503	39%
– absent	773	61%
4. Situation negativity – present	263	21%
– absent	1013	79%

Notes. Participants' nationality did not qualify the results. Results unchanged when controlling for identification and indirect markers of social desirable responding.

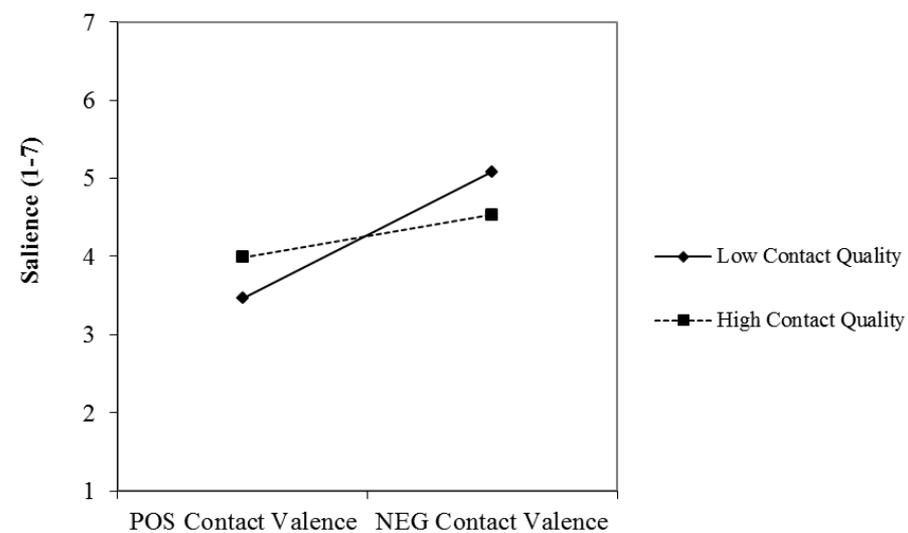
Buffering Effects

positive or extensive contact buffers against negative contact

Moderator: Past Contact Quantity



Moderator: Past Contact Quality



Reflections

... a placemat to summarise ...

- ✓ **Positive intergroup contact improves intergroup relations and increases social integration, especially when optimal/close.**
- ✓ **Negative intergroup contact can be more influential but is infrequent and is buffered by more/positive past contact.**

So intergroup contact and group desegregation should be encouraged to reap off its direct benefits and capitalise on its buffering properties.

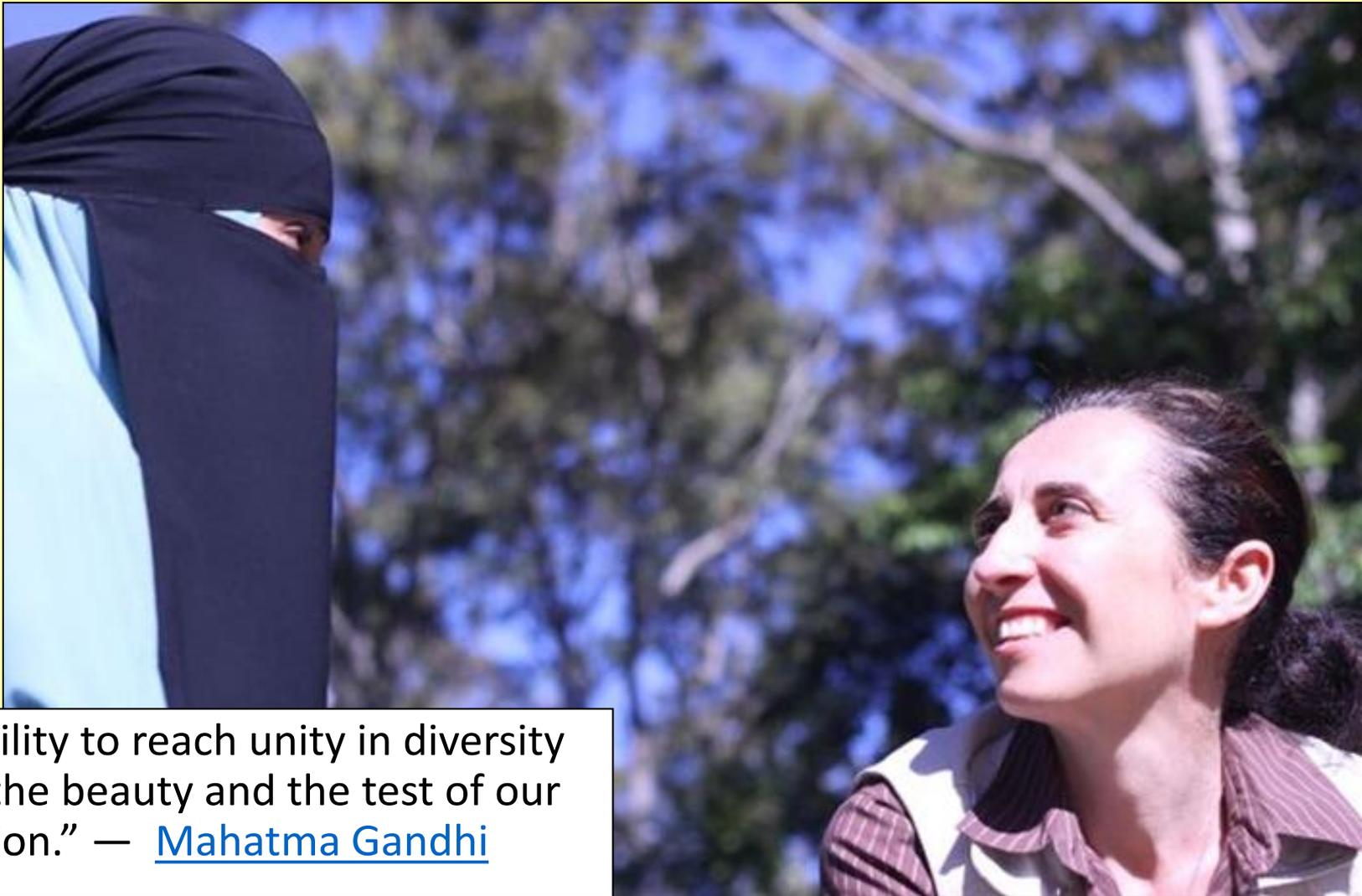
Factors predicting engagement with diversity: A multilevel test of responses to a hijab stall invite



Fatima Azam & Stefania Paolini (UofNewcastle)
Jake Harwood (UofArizona), & Miles Hewstone (UofOxford)



Thank you! – (any questions later?)



“Our ability to reach unity in diversity will be the beauty and the test of our civilisation.” — [Mahatma Gandhi](#)