Psychology of Race and Gender notes

##### [Psychology of Race and Gender notes](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Psychology%20of%20Race%20and%20Gender%20notes.html)

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* Table mates
  + Kas Brady
  + Lydia Martin

# Week 2

* Readings
  + [Plaut et al. (2018) - Colorblindness and Multiculturalism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Replacement%20prod.pdf)
  + [National SEED Project - 'White Privilege Unpacking the Invisible Knapsack' and 'Some Notes for Facilitators](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\National%20SEED%20Project%20-%20'White%20Privilege%20Unpacking%20the%20Invisible%20Knapsack'%20and%20'Some%20Notes%20for%20Facilitators.html)

## Multiculturalism and Colorblindness

* Multiculturalism => multiple cultures living together and supporting each other without assimilating or sacrificing their culture.
  + what if people don't want to be a part of a culture that they are recognized for?
  + cons
    - can lead to tokenism and stereotyping
* Color blindness => seeing everybody as equal, not labeling people according to the color of their skins
  + seen as separate from using color blindness to make racist remarks
  + != ignoring race's existence, applies more in individual situations
    - even if you can be colorblind you that will blind you to other peoples [racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\racism.html)

## Barriers: White Privilege

* Privilege is exemption from struggles or added obstacles based solely on your social identity
  + people can have advantaged and disadvantaged identities [intersectionality](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\intersectionality.html)
  + race, ability, socio-economic status, religious status, [gender](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\gender.html) are all forms of privilege

# Week 3

## Readings

* [Historical Foundations of Race](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Historical%20Foundations%20of%20Race.html)
* [Winton (2020) - Scientific Racism and North American Psychology 1.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Winton%20(2020)%20-%20Scientific%20Racism%20and%20North%20American%20Psychology%201.pdf)

## Race

* Race is a social classification based solely off of the color of your skin
* Races have been created for classifying and otherizing various groups of people over the years
* Difference between race, ethnicity, and nationality
  + race is physical experience
  + ethnic background
  + place where a person holds citizenship
* Race is socially constructed
  + there is nothing in our genes that determines what [black people](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\black%20people.html) or white people look like only arbitrary physical characteristics
  + if race is more than biology
    - racial differences arent due to biology
    - societal hierarchies around race are not based on "real" differences
    - the concepts of race and racial groups are malleable not fixed
  + intially used to reinforce racial inequality
    - science was only incorporated to justify inequality
  + early racial conceptions still persist today through steriotypes, raical categories, scientifiic research
* Race still exist despite being socially constructed
* There is nothing racist about categorizing people by race, it is when you treat people differently based off that group that it becomes racist.

### Scientific Racism

* The use of science to justify racist beliefs and racial stratification
* There has been a lack of objectivity in race based science
* Physiognomy: judging psychological factors based on external appearance, especially the face
  + now known as a pseudo-science
* r/K theory: species can be ordered on a continuum based on number and quality of offspring
  + lower species have more/worse offspring, "higher" species have fewer/better
* cephalic [205 INDEX](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\205%20INDEX.html): some races have smaller brains == lower IQ scores
* IQ scores increasing over time
  + black scores are increasing faster than other groups
* racial admixture
  + black kids with high iqs do not reliably have more european dna than those with lower IQs
* it all comes down to socio-economic status

# Week 4

## Readings

* [Gray et al. (2020) - COVID-19 and the Other Pandemic.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Gray%20et%20al.%20(2020)%20-%20COVID-19%20and%20the%20Other%20Pandemic.pdf)
* [7 Ways We Know Systemic Racism Is Real](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\7%20Ways%20We%20Know%20Systemic%20Racism%20Is%20Real.html)

## Institutional and Systemic Bias

* Why was there resistance to black lives matter?
  + White lives matter supporters didn't understand the point of BLM
  + People are made uncomfortable by the discussion/acknowledgement of the [racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\racism.html) in america
* [Racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Racism.html) vs systemic [racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\racism.html)
  + [racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\racism.html) is individual comes from disdain ahtred of a certain group
  + systemic [racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\racism.html) is when the systems of society have been built to reinforce individuals [racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\racism.html)
* Institutional bias - discrimination ingrained into society through culture, [govt](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\government.html), laws, norms
  + implicit or explicit (discrimination vs privelege)
* What is causing institutional bias?

## Racial disparities in covid

* [black people](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\black%20people.html) (and navajo people) more likely to catch and more likely to die from covid
* Causes: Some of these are correlations not causation of race
  + Hospitals underfunded
  + higher percentage essential workers
    - can't work from home
    - can't take time off to get healthcare
  + crowded and multigenerational housing
  + less likely to have health insurance
  + distrust of healthcare and [govt](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\government.html)
  + higher rate of pre-existing conditions
    - lower health outcomes
    - lower life expectancy
  + lack of education
* Systemic causes:
  + poverty
  + redlining
  + school funding
  + biased research/medicine
  + historical discrimination
  + history history of racist treatment
  + slavery (?what can we do about slavery today?how does this effects the conversation about solutions?)
  + feedback loop
* Hurricane Katrina = example of inequal treatment in healthcare

# Week 5

1. [Ritchey (2014) - Black Identity Development 1.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Ritchey%20(2014)%20-%20Black%20Identity%20Development%201.pdf)
2. [Cook & McCoy (2017) - Messages in Collusion 1.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Cook%20&%20McCoy%20(2017)%20-%20Messages%20in%20Collusion%201.pdf)

## Identity

* Identity models are about experience not age periods

### Black identity

* Black identity developmental model with goal of a positive racial identity with strong importance to [self](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\self.html)
  + Invented by a white man (Cross) who said it should only be for black identities
  + 4-5 stages
    1. pre-encounter
       - unware of race
       - identity is focused on othe internal aspects
       - disinterested in black issues or anti-black attitudes
         * white is taugh as the default
         * colorblind narratives are more dominant and so they won't understand the racial reasons behind inequalities
    2. encounter/personalize
       - event that evokes racial awareness
       - can be good or bad
       - can happen many times
         * reinforces or bring's it back to the forefront
       - individuals's sense of [self](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\self.html) is impacted and they re-evaluate
    3. Immersion-Emersion
       - immersion = full intense engagement in black culture
       - emersion - emergence from immersion with a nuanced understanding of racial identity/culture/relations
       - characterized by (justified) rage toward whiteness
    4. Internalization
       - transitions from action and emotion to internal change and view of [self](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\self.html)
  + criticisms
    - only applicable to african-[americans](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\America.html)
    - one-directional
      * people shift from stage to stage back and forth

### White identity

* Abandonment of [Racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Racism.html)
  1. Contact
     + Lack of awareness of race is importance in society
     + all people are evaluated by white criteria
  2. Disintegration
     + acknowledge race ==> feelings of guild, shame, [anxiety](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\anxiety.html)
  3. Reintegration
     + Reversion back to recially-biased beliefs
     + idealization
     + racial superiority
     + guilt => fear anger
     + active vs passive expression
* To be not be racist you have to be anti-racist
  + you still benefit from white privelege even if you are not racist
* Defining a non-racist white identity
  1. Pseudo-independent
     + personal ownership of [white privelege](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\white%20privelege.html)/[racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\racism.html)
     + microagressions unconscious bias still present
     + wants to help POC but can become paternalistic
  2. immersion/emersion
     + immersion = what does a non-racist white person look like
     + emersion - how do I want to embrace whiteness
  3. autonomy
     + internalization of positive white identity
     + race is not viewed negatively
     + cfronts [racism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\racism.html)
     + rejects privilege
     + comfort when interacting with POC

# Week 6

1. “[Intersectionality](https://www.nccj.org/intersectionality),” web article from *NCCJ*.
2. [Robbins & McGowan (2016) - Intersectional Perspectives on Gender 1.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Robbins%20&%20McGowan%20(2016)%20-%20Intersectional%20Perspectives%20on%20Gender%201.pdf)
3. [McCormick-Huhn et al. (2019) - What If Psychology Took Intersectionality Seriously 1.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\McCormick-Huhn%20et%20al.%20(2019)%20-%20What%20If%20Psychology%20Took%20Intersectionality%20Seriously%201.pdf)

# Week 7

1. Chapter 2: Theoretical Perspectives on [gender](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\gender.html), pp. 33-50. Access through your Else-Quest & Hyde (2018) textbook.

# Week 8

* [textbook\_Hyde&Elsequest\_pyschology of women and gender](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\textbook_Hyde&Elsequest_pyschology%20of%20women%20and%20gender.html)
  1. Chapter 2: Theoretical Perspectives on [gender](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\gender.html), pp. 33-50. Access through your Else-Quest & Hyde (2018) textbook.
  2. Chapter 7: Lifespan Development, pp. 151-179. Access through your Else-Quest & Hyde (2018) textbook.

## Gender schema theory

* **Schema** - a way to organize the world around us by filtering information through frameworks
  + Affects memory recall
  + things that do not fit into a schema are ignored or misremembered

# Week 9

1. Chapter 3: [gender](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\gender.html) Stereotypes and [gender](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\gender.html) Differences, pp. 61-81. Access through your Else-Quest & Hyde (2018) textbook.
2. Chapter 10: Biology and [gender](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\gender.html), pp. 223-240. Access through your Else-Quest & Hyde (2018) textbook.

* [Stereotypes are beliefs, prejudices are feelings, and discrimination is treatment towards a group a member of group](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Stereotypes%20are%20beliefs,%20prejudices%20are%20feelings,%20and%20discrimination%20is%20treatment%20towards%20a%20group%20a%20member%20of%20group.html)
* Difference between [stereotype threat](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\stereotype%20threat.html) and [self-fullfilling prophecy](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\self-fullfilling%20prophecy.html)
  + [stereotype threat](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\stereotype%20threat.html) is state-dependent (sterotype threat needs to be reinforced) and usually affects performance that the individual is good at
  + [self-fullfilling prophecy](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\self-fullfilling%20prophecy.html) is a chronic hindrance on performance caused by lack of confidence
  + Repeated experiences of [stereotype threat](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\stereotype%20threat.html) can result in a [self-fullfilling prophecy](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\self-fullfilling%20prophecy.html)

# Week 10

1. [articles\_transequality.org\_Frequently Asked Questions About Transgender People National Center for Transgender Equality](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\articles_transequality.org_Frequently%20Asked%20Questions%20About%20Transgender%20People%20National%20Center%20for%20Transgender%20Equality)
2. [Russell et al. (2018) - Chosen Name Use.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Russell%20et%20al.%20(2018)%20-%20Chosen%20Name%20Use.pdf)
3. [Sansfacon et al. (2020) - I Knew That I Wasn't Cis 1.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Sansfacon%20et%20al.%20(2020)%20-%20I%20Knew%20That%20I%20Wasn't%20Cis%201.pdf)

# Week 11

1. [Olson et al. (2016) - Mental Health of Transgender Children 1.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Olson%20et%20al.%20(2016)%20-%20Mental%20Health%20of%20Transgender%20Children%201.pdf)

## Notes

* Negative health outcomes for trans people
  + Being trans is not a mental disorder or cause for negative health outcomes
  + Reasons: [gender dysphoria](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\gender%20dysphoria.html), lack of social support, [Minority stress](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Minority%20stress.html)
    - If one or more of these factors are addressed, outcomes become comparable to cis people
* [Minority stress](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Minority%20stress.html) experiencing pejudice/discrimination leads to high stress levels, causing negative mental and physical health outcomes

# Week 12

1. [Dovidio et al. (2017) - Aversive Racism and Contemporary Bias 1.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Dovidio%20et%20al.%20(2017)%20-%20Aversive%20Racism%20and%20Contemporary%20Bias%201.pdf)
2. [Correll et al. (2014) - The Police Officer's Dilemma 1.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Correll%20et%20al.%20(2014)%20-%20The%20Police%20Officer's%20Dilemma%201.pdf)

* Racism in America

# Week 13

1. “[Sexism Isn’t Just Unfair; It Makes](https://theconversation.com/sexism-isnt-just-unfair-it-makes-%5B%5Bwomen%5D%5D-sick-study-suggests-95689) [Women](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Women.html) Sick, Study Suggests,” web article from *The Conversation.*
2. “[Sexism May Be Harmful to Men’s Mental Health](https://www.apa.org/news/press/releases/2016/11/sexism-harmful),” web article from *American Psychological Association*.
3. [Kuchynka et al. (2018) - Hostile and Benevolent Sexism.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Kuchynka%20et%20al.%20(2018)%20-%20Hostile%20and%20Benevolent%20Sexism.pdf)

## Notes

* [sexism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\sexism.html)
  + [modern sexism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\modern%20sexism.html) - a more subtle form of sexism not involving explicit admission of sexist beliefs, i.e denial of sexism, complainst about "special treatment," endorsement of double-standards
  + [How the patriarchy effects young men's understanding of masculinity](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\How%20the%20patriarchy%20effects%20young%20men's%20understanding%20of%20masculinity.html)
    - higher levels of sexist behavior
    - higher levels of negative mental health outcomes
    - lower likelihood of seeking help
    - Generally masculine people can be affected by this even if they are not toxically masculine
  + [Ambivalent sexism theory](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Ambivalent%20sexism%20theory.html): sexism takes the form of both over negativity and covert positivity
    - Hostile [sexism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\sexism.html): overtly negative sexist beliefs
      * Accompanied with innacurate beliefs of how the worlds works ie
        + women control everything
    - Benevolent [sexism](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\sexism.html): controlling women through positive but patronizing views about women. Women are superior only in ways that don't threaten male superiority.
      * Protective paternalism - women need to be protected by men
      * Complementary gender differentiation - complementing women for exercising stereotypes
      * Heterosexual Intimacy - women are viewed as sexual objects
      * Benevolent sexism is directly linked to Hostile sexism
        + Endorsement of gender stereotypes
        + Negative reactions to victims of rape
        + Beliefs that domestic violence is acceptable
  + [mysogyny](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\mysogyny.html): hatred of women

# Week 14

1. Chapter 4, Focus 4.1: Racial Microaggressions, pp. 90-91. Access through your Else-Quest & Hyde (2018) textbook.
2. Chapter 9: [gender](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\gender.html) and Work, pp. 210-216. Access through your Else-Quest & Hyde (2018) textbook.
3. Chapter 14: [gender](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\gender.html) and Victimization, pp. 311-336. Access through your Else-Quest & Hyde (2018) textbook.

## Notes

* [Microaggressions](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Microaggressions.html)
  + Microassaults - explicit or intentional bigoted statements/behaviors
  + Microinsults - statements/behaviors minimizing or sterotyping a marginalized group, i.e. second class citizenship, ascription of intelligence, pathologized discriminatory behavior
  + Microinvalidations - statements meant to ignore group's experiences or otherize a minority group, i.e. "Where are you actually from?", exoticization/immasculation, invalidation of specific ethnicity
* Psychological dilemmas
  1. Clash of identity realities
     + How can a statement be percieved so differently
  2. Invisibility of Unintentional Expression of bias
     + how can the target prove that a microaggression occurred
  3. Percieved as minimally harmful
     + how can I get social support if no one sees it as harmful
  4. Defensive responses from microagressors
     + call it out and get accused of being too sensitive or be forced to put up with the microaggresions
* Microaggressions are common stressors (contribute to [stereotype threat](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\stereotype%20threat.html)) and can be associated with [trauma responses](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\trauma%20responses.html)
* Microagresions can be benevolent but don't have to be

# Week 16

1. [Dovidio et al. (2017) - Reducing Intergroup Bias through Intergroup Contact.pdf](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Dovidio%20et%20al.%20(2017)%20-%20Reducing%20Intergroup%20Bias%20through%20Intergroup%20Contact.pdf)
2. “[The Top 10 Strategies for Reducing Prejudice](https://greatergood.berkeley.edu/article/item/top_10_strategies_for_reducing_prejudice),” web article from *Greater Good Magazine*, published by University of California, Berkeley.

* [Intergroup contact theory](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Intergroup%20contact%20theory.html) - Contact hypothesis: interacting with people from an outgroup, you hold [prejudice](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\prejudice.html) toward will reduce your prejudice toward the group as a whole
  + counter:: contact does not always have a positive effect
  + Conditions of contact: the more conditions are met, the more likely contact is positive
    - Equal status: interactors are not subordinate to each other [1]
    - intergroup cooperation and common goals: interactors are working together [2]
    - [support](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\support.html) from authority: authority figure promotes or supports intergroup contact
    - friendship: developing friendships is the most effective at fulfilling the contact hypothesis
  + Forms of contact
    - Direct contact
    - Virtual contact
    - Extended/vicarious contact
      * watching or knowing who engage with other groups
      * why? social norms and [Observational learning](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Observational%20learning.html)
    - Imagined contact
      * thinking about intergroup contact
    - parasocial contact
      * consuming media that meets the conditions of contact

1. [Our authority figures curate and reinforce what we are allowed to imitate](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Our%20authority%20figures%20curate%20and%20reinforce%20what%20we%20are%20allowed%20to%20imitate.html)
2. competition breeds conflict and conflict breeds [Stereotype](C:\Users\aweso\Documents\GitHub\Obsidian-Notes\TIM\10_Sources\Stereotype.html)