

Blatant

Response to a perceived intergroup threat

Social identity theory (Tajfel, 1981)

Self categorization theory (Turner, 1985)

- Vi har forskellige 'roller' som vi udfylder i forskellige sammenhænge

Optimal distinctiveness theory (Tajfel, 1991)

In-group good ; Out-group bad  
- Vi prøver aktivt at skade en out-group, selv på bekostning af in-group. (Tajfel's Matrix)

- ★ Se Slide om intergroup ideologies
- Social dominance theory
  - Right wing authoritarianism
  - Essentialism
    - Biology determines everything

Automatic/Subtle stereotyping.  
Vi kategoriserer hele tiden de folk vi møder.

Eks. Category confusion = at komme til at bytte rundt på 2 personer fra en outgroup. (var det Achmed eller Mohammad?)

Aversive Racism

Man tror ikke selv man er racist, men alligevel...

Man has proven at mindsets  
stereotypes and at proven at finding  
in "Common ingroup"

Cognitive load (Fiske + Taylor)

- Very hard to remove stereotypes
- Stereotypes are cognitively less demanding so we tend to stick with them

Getting rid of stereotypes:

- Motivation + time
- Practice
- Perspective-taking
- Guilt
- Self-focus
- Out-group-relevant parts activation
  - Shared traits between in- and outgroup

Suppressing stereotypes can make them worse (rebounding)

Ambiguous stereotyping

- Same facial expression seen as sad for women and angry for men
- Ultimate attribution error: the same behavior seen as good in in-group and bad in out-group.

Modern racism scale

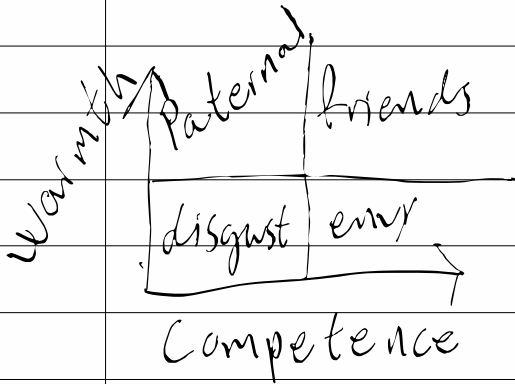
- Measures implicit racial bias.
- fx: "Discrimination against blacks are no longer a problem" do you 1; 'strongly disagree' or 5; 'strongly agree'?

## Ambivalent stereotyping

When we meet new people we ask ourselves 2 questions:

- is this a friend or a foe?
- is this person able or unable

Stereotype content model  
(Cuddy 2007)



## Effects of bias

- Attributional ambiguity

## Stereotype threat

- Stereotypes become self-fulfilling prophecies
- If you are told that you are supposed to do worse than someone else you probably will
- Sabotages performance
- decrease motivations

## Hvad hjælper?

- Anonymity
- Not requesting demographic info
- Blurring group boundaries
- Emphasizing diversity

Wille et al. paper (2018)

Stereotype threat theory  
- stereotypes can effect  
behavior

Didn't find a difference in  
performance, but did find a  
difference in feelings of fitting in.  
This could, in the long run, have an  
impact on performance.