

Glossary of “Race and Racisms”

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List of Glossary in this book (The bold words are the key concepts. The phrases after them are the definitions.)

absolute values

Values that are right for everyone.

acculturation

Similar to socialization (see below) but focuses on acquiring knowledge and accepting a different culture.

acculturative stress

The tension caused by the potential conflict between learning one’s own culture while adapting to a new one.

affirmative action

Programs and policies used to address institutional bias. These are offered as proactive remedies to reduce institutional disparities. Groups lagging in key social indicators are given an opportunity to be considered for admission or a job if their qualifications merit such consideration. Such actions are designed to minimize discrimination but some people perceive them as a reverse form of bias.

American

Often used to mean U.S. citizens, but actually refers to all persons living in North, Central, and South America.

Americans with Disabilities Act (1990)

A civil rights law that protects persons with disabilities from discrimination in hiring and wages, and requires that reasonable accommodations be made available in the workplace.

amygdala

Within the forebrain, the amygdala is particularly important to how we react to others. The amygdala is sensitive to novel people and objects, and it acts rapidly to signal a threat. When a threat occurs, the amygdala initiates a series of processes that prepare a person for “fight or flight.”

Arab Spring

In early spring 2011, citizens in several Arab nations rose up against years of illegitimate and coercive power exercised by dictators through the use of torture, imprisonment, and murder.

attributional ambiguity

The uncertainty about whether negative treatment is the result of bias in other persons or shortcomings in oneself. It has a strong effect on the responses of members of minority groups.

attribution bias

People explain the causes of behavior (attributions) with internal reasons (the person's personality or disposition) and/or external reasons (some situational influence). People systematically make attributions in ways that make themselves, their group, and members of their group appear in a positive light.

attribution processes

Because people do not have the capacity to process all the information around them, they tend to use abstract basic principles to explain isolated facts. By thinking in terms of what causes a behavior, people do not have to remember separate facts or incidents to feel that they understand a person.

attribution theory

Explains how we come to understand the causes of people's behavior, others' as well as our own. Early research on attribution theory demonstrated that the types of attributions people make are greatly influenced by three dimensions: consensus, consistency, and distinctiveness.

authoritarian personality

The configuration of traits (e.g., respect for authority, intolerance of ambiguity) that produces a personality prone to prejudice, involving a projection of unacceptable impulses (such as anger) onto powerless out-group members.

aversive racism

How people resolve conflicting non-prejudiced explicit attitudes and implicit prejudice; applies to everyday forms of discrimination cross-culturally (at least in Canada, England, and the Netherlands, as well as the United States).

backlash

A negative compensatory response to members of socially devalued groups who display a positive attribute. For example, women who demonstrate high competence tend to be

perceived as less warm, which can then be used as a justification for a negative reaction to them.

beneficial diversity

Not only acceptance of differences among people, but a belief that those differences add value to the contexts in which they occur—that organizations, society, and our country are better off when they are diverse.

benevolent sexism

Favorable attitudes toward women are conditioned by their acceptance of men's chivalrous, protective paternalism while staying within prescribed gender roles, and this can have subtle and adverse effects.

biological hierarchy

Biologically defined groups are judged to be superior (men) or inferior (Blacks) and their social status is believed to be genetically determined (superiority and inferiority begins at birth).

Black identity

Associated with changes in how one views oneself, with the goal of acquiring a balanced perspective on positive feelings about being Black, recognizing the potential bias directed against you because you are Black, employing those positive feelings about yourself and your group, and developing effective ways to cope with negative treatment. All demonstrated in a large body of social psychological research.

blatant prejudice

A traditional and overt form of bias that involves the direct expression of negative attitudes leading to discrimination.

both/and paradigm

People are both different in some aspects and the same in others. This approach emphasizes inclusiveness more than divisiveness which is characterized by an either/or paradigm.

Brown v. Board of Education of Topeka (1954)

State laws that established separate public schools for Black and White students denied Black children equal educational opportunities. The unanimous ruling stated that "separate educational facilities are inherently unequal," thus declaring that de jure, or legal, racial segregation violated the Fourteenth Amendment. This ruling overturned the "separate but equal" doctrine enunciated in the 1896 Plessy v. Ferguson decision.

category divide hypothesis

When there is conflict between two people from groups that are believed to be different in essential ways, resolving such conflicts is made much more difficult.

cerebral cortex

The outermost layer of the brain, made up of two similar-looking halves called hemispheres. The cerebral cortex is associated with three major functions: (a) analyzing and integrating information from various senses; (b) higher-order thinking and abstract problem solving; and (c) performing voluntary actions. When you look at a brain, you mainly see the cerebral cortex because it covers the forebrain, midbrain, and hindbrain.

challenge response

When we mobilize our energy and become more involved or immersed in a task; a form of positive engagement—when we try to rise to the occasion.

Chinese Exclusion Act

Passed by Congress in 1882, the Act excluded Chinese laborers from entering the United States. The restriction was limited to 10 years but in 1892 the Geary Act extended and strengthened the Chinese Exclusion Act for another 10 years. Ten years later it was extended indefinitely, but finally repealed in 1943.

chronic egalitarian goals

Habitual ways of thinking that, when activated, inhibit even implicit biases that are normally automatically activated.

Civil Rights Act (1964)

Ended legal discrimination on the basis of race, color, gender, religion, national origin.

cognitive consistency

A basic motivation to have one's thoughts and beliefs fit together in a coherent way. When there is a contradiction between beliefs or when new information challenges old knowledge, people experience discomfort and strive to integrate and make sense of the discrepancy.

cognitive dissonance theory

Proposes that holding inconsistent thoughts or beliefs arouses psychological tension and discomfort, which people strive to reduce, often by changing their attitudes to be more consistent with their actions.

cognitive diversity

Reflects differences in patterns of thinking, analysis, perception, and point of view, including perspectives, heuristics, interpretations, and predictions.

cognitive miser

The tendency of people to use mental shortcuts (e.g., generalizations) that reduce the effort needed to process complex information in an efficient but not necessarily fully accurate way. People are motivated to use mental shortcuts when their cognitive capacities are limited or taxed.

collective identity

Acknowledging that you belong to a socially defined group and that being a member of that group is important to how you define, describe, and feel about yourself.

collectivism

A theory whose proponents focus more on mutual obligations, relationships, and expectations between themselves and groups to which they belong and who tend to subordinate their interests to those of the group.

colorblind

An ideology emphasizing that group differences should be ignored and people should be treated as individuals.

colorblind perspective

Proposes that although people do vary in skin color, it is irrelevant and should not be a basis for making important decisions such as hiring for a job or admitting to a school. A colorblind philosophy is not limited to race, but applies to the use of any group characteristic in decision-making.

Comfort v. Lynn School Committee

Beginning in 1988, the Lynn public school system used a voluntary plan to improve racial diversity in its schools and eliminate minority isolation. Under the Lynn Plan, all students had the unconditional right to attend their neighborhood school. However, students could transfer out of their district school and into another if their transfer would have the effect of decreasing racial isolation or increasing racial balance. Conversely, students could not transfer if doing so would detract from either of these goals. As a result of the plan, the student bodies of Lynn

schools had become more racially diverse. Parents whose children were denied transfers on race-conscious grounds challenged the transfer provisions of the Lynn Plan, claiming that those provisions violate rights secured to them under the Equal Protection Clause of the Fourteenth Amendment to the U.S. Constitution. In 2003, the U.S. District Court upheld the school district's transfer plan. However, a three-judge panel of the U.S. Court of Appeals reversed this ruling in 2004. The Lynn School Committee petitioned for a rehearing, and in June 2005 a full panel of judges for the U.S. Court of Appeals upheld the Lynn plan.

common in-group identity model

The idea that it is possible to change the ways we think about others by changing the way we think about their group membership. Emphasizing a common group membership can change the way we typically think of others from an "us" versus "them" to a more inclusive superordinate "we" connection.

compelling interest

As enunciated by Justice O'Connor, the legal basis for determining when and how taking race into account may be used to further diversity objectives in higher education. In general terms, it establishes that diversity has an important role to play in higher education.

confirmatory bias

The tendency to seek out information that is consistent with what we expect, dismissing information that is inconsistent. Even if you are hesitant to allow initial attributions to color your feelings and beliefs about another person, the expectations derived from these attributions guide how you weigh subsequent information. The results are ultimately the same, however, biased assessments of the other person that confirm the initial impression.

Confucian dynamism

Variable orientations toward the present (M-time: business time, work time, official) or the future (P-time: playtime, dream time, or social time).

contact hypothesis (theory)

Formalized by Gordon Allport in 1954, this theory originally specified four conditions necessary for intergroup interaction to reduce bias:

- equal status within the contact situation;
- intergroup cooperation;
- shared goals;

- support of authorities, laws, or customs.

More recently, two additional key conditions have been added:

- exchange of information that allows us to make personal connections during these interactions;
- having at least one friend who is a member of the other group.

cooperative learning

Students work in groups to complete tasks collectively in order to reach academic goals. Less competitive in nature than individual learning, students learning cooperatively capitalize on one another's resources and skills. It has been shown to be one of the most successful and empirically supported methods for improving intergroup relations.

coping

Refers to a person's conscious and intentional efforts to regulate behavior (emotion, thought, physiology) or the environment in response to stressful events or circumstances.

correlations

A numerical index, ranging from -1.0 to +1.0, showing the strength and direction of relationship between two variables. A stronger relationship is indicated by a value that deviates more from 0; the sign indicates with the relationship between the two variables is in the same direction (+) or the opposite direction (-).

counter-stereotypic imaging

One of five bias-reducing techniques that involves imagining in detail counter-stereotypic other people who do not fit the typical stereotypes of their group.

Cross Racial Identity Scale (CRIS)

A scale that measures the structure and development of racial identity in African Americans.

cultural bias

The belief that one's cultural heritage is superior to that of other groups is normalized as part of a society's institutions and practices. In some cultures there is a defined social order that promotes the superiority of one skin color, ethnicity, religion, gender, or sexual orientation over others.

cultural diversity

Refers to the variety and extent of cultural differences that exist in a given setting, institution or society, and the nature of the interactions that occur between and among them.

cultural inertia

The desire to avoid cultural change if it alters the status quo and forces you to change; or, conversely, to ride the wave of change if it carries you to a better position in society.

cultural transmission (enculturation)

The process of learning one's own culture, called cultural transmission or enculturation, involves acquiring the knowledge, skills, attitudes, and values that enable a person to become a functioning member of a society.

cultural universalities

Principles, activities, and other elements that all cultures share.

culture

The avenue through which we grow and learn. It is a primary influence on how we think, what we value, what we feel, and how we behave. Culture is a set of tools, real and symbolic, that allows us to share rituals, practices, and customs. This is true whether you conform to prevailing cultural mores, ignore them, or rebel against them.

culture war

A clash between two competing ideas about what is moral, right and good for a society.

decategorization

Refers to when people identify themselves and others primarily as distinct individuals rather than group members.

demographic diversity

Occurs when differences among people are based on social categories or social roles without regard to their psychological salience for the person. These differences usually consist of the same categories as identity diversity (see below).

dependent variable

The element that was hypothesized by a researcher to change or vary depending on the independent variable that was manipulated.

descriptive statistics

Summary characteristics and general shape of the data the researcher has collected, such as the mean (average) and standard deviation.

desegregation

Requiring schools to represent appropriate racial and ethnic diversity.

discrimination

Occurs when individuals are treated differently, and usually more negatively, because of their membership in negatively valued groups. Discrimination may result from the actions of individuals or the differential application of laws, social policies, or institutional practices.

disparate impact

Hiring outcomes that fail to meet the 80% selection ratio criterion. See also four-fifths rule.

displacement

The process by which an emotion (particularly anger) that is inhibited is redirected in the form of behavior toward another target that was not responsible for arousing that emotion.

disruptive apprehension

The anxiety that accompanies the awareness you are in a stereotype-threatening situation.

distributive justice

Concerns whether outcomes in the end are perceived as fair.

diversity

Refers to those characteristics that make us different from one another, including race, ethnicity, gender, demographic differences, country of origin, our culture, sexual orientation, age, values, political affiliation, socioeconomic status, and able-bodiedness. Psychological tendencies, abilities, or preferences also mark diversity.

diversity interactions

One of Miley's three interrelated ways to view diversity: exchanges between and among people who are different.

diversity-related initiatives

One of Miley's three interrelated ways to view diversity: cultural awareness workshops, ethnic studies courses, etc.

diversity science

Examines the ways in which people create, interpret, and maintain group differences and the psychological and societal consequences of these distinctions.

diversity training

The many types of professional development programs that help managers and employees in organizations to avoid bias against persons based on gender, ethnicity, skin color, religion, sexual orientation, and disability. These programs can be voluntary or mandated by the federal Equal Employment Opportunity Commission.

diversity within diversity

Each diversity group contains significant variability, for example, Latino/Latina persons differ in (a) heritage (Mexican, Puerto Rican, Cuban, etc.); (b) generations in the United States; (c) physical appearance; (d) identification with their heritage; and (e) cultural practices.

Dogmatism Scale

Measures extremist orientations and rigidity of belief in either a politically conservative or liberal direction.

Don't ask, don't tell

The official U.S. policy on gay men and women serving in the military. The policy prohibited military personnel from discriminating against or harassing closeted gay or bisexual service members or applicants, but it barred openly gay, lesbian, or bisexual persons from military service. On July 22, 2011, President Barack Obama, Secretary of Defense Leon Panetta, and Chairman of the Joint Chiefs of Staff Admiral Mike Mullen certified that repeal of DADT would not harm military readiness, and on September 20, 2011 the policy officially ended.

dynamic systems theory

States that human behavior is jointly linked to factors occurring within the person (endogenous) and to those occurring in the person's environment (exogenous).

electroencephalography (EEG)

Assesses electrical activity in the brain using electrodes pasted temporarily onto the head. Because typically many electrodes are needed, participants often wear special caps with electrodes built in. When neurons in the brain are active, they emit small electrical impulses (microvolts) that EEG detects and analyzes. EEG is especially good at detecting rapid changes in brain activity.

Emancipation Proclamation

Made by Abraham Lincoln on September 22, 1862, the proclamation stated that “all persons held as slaves within any State or designated part of a State ... shall be then, thenceforward, and forever free.”

empathy

Understanding the perspective of the other person so that we respond emotionally to their situation.

enculturation

Refers to the process where parents may want their children to function effectively in their own culture but also teach or expose them to a new culture to prepare them for functioning in a different cultural context. See also acculturation.

enemyship

The belief that another person holds personal hatred and malice toward you and desires your downfall or attempts to sabotage your progress.

entity theorists

People who believe that race is an essential, fixed category of human difference.

epigenetic

Refers to the concept that genes are responsible for personal traits, but that cultural, social, and environmental contexts shape how these traits evolve and how we behave.

equity

Refers to whether groups are treated in a way that does not unfairly impose economic, social, or other barriers that would prevent them from reaching their full potential.

ethnic identity

Refers to the ideas people have of themselves as members of an ethnic group.

ethnicity

Refers to a social group that is defined on the basis of cultural criteria.

ethnophaulisms

Words that constitute slurs against ethnic groups, and exclusion from U.S. society, for example “mick” (Irish), “dago” (Italian).

evolutionary psychology

Focuses on how evolutionary adaptations can influence current behavior, and shows how our past influences our everyday interactions, often in universal ways.

Executive Order 9066

Issued by President Franklin Roosevelt in 1942, this authorized the forcible relocation and internment of approximately 110,000 Japanese nationals and Japanese Americans. Of those interned, 62% were U.S. citizens. The exclusionary order was upheld by the U.S. Supreme Court in 1944. In 1988 Congress passed and President Ronald Reagan signed legislation that apologized for the internment, stating that government actions were based on “race prejudice, war hysteria, and a failure of political leadership.” A total of \$1.6 billion in reparations were later disbursed by the U.S. government to surviving internees and their heirs.

Executive Order 9981

Signed by President Harry S. Truman on July 26, 1948, this order mandated “equality of treatment and opportunity for all persons in the armed services without regard to race, color, religion, or national origin.”

Executive Order 11246

Signed by President Johnson on September 24, 1965, this order required that all federal contractors take affirmative action to ensure that job applicants are judged and employees are treated fairly without regard to their race, color, religion, sex, or national origin. Affirmative action policy established a standard of equal treatment for groups that had been historically disadvantaged and discriminated against, as well as sanctions for violations of non-discrimination practices.

expert influence

Source of power based on people’s beliefs that another person has some know-how and understanding that is not yet available to them, which gives the other person social power in the situation.

explicit bias

Preference for or against a social group that a person is aware of and consciously controls. It can be expressed as an attitude, an evaluation, or a behavior.

extended contact hypothesis

Presents the idea that an in-group member’s mere knowledge of another in-group member’s close positive relationship with a person in an out-group can reduce intergroup bias. For example, White students who know another White person who has a Black, Asian, or Latino

friend has more positive attitudes toward that racial or ethnic group than do Whites who do not know such a person.

extrinsic religiosity

Using one's religion to connect to a community, gain social status, or increase personal security.

fairness

A cultural and moral concept indicating that access to opportunities and resources are available to anyone without regard to social group status.

fast-learning system

Memory system that is more conscious, effortful, and intentional. This is the system you use when you encounter new challenges that you want to master. This system allows you to learn quickly from limited exposure, drawing from a range of cognitive resources.

four-fifths rule

A guideline to provide employers with a uniform set of principles for hiring without discrimination based on age, disability, color, sex, religion, national origin, or race. The EEOC Uniform Guidelines state that a selection rate for any group less than four-fifths, or 80%, of the rate for the group with the highest rate will generally be regarded as evidence of disparate impact by the agency charged with protecting employment civil rights.

frustration–aggression hypothesis

Proposes that frustration causes aggression and all aggression can be traced back to some form of frustration.

F-scale

Derived from research on the authoritarian personality, this scale measures anti-Semitism and ethnocentrism without mentioning specifically the groups to which antagonisms were expressed; it is broadly predictive of prejudice.

full participation

An affirmative value that directs institutions to enable people of all identities, backgrounds, or institutional positions to thrive, engage meaningfully in institutional life, and contribute to the well-being of others.

functional magnetic resonance imaging (fMRI)

Measures blood flow within the brain to indicate brain activity. Researchers use fMRI to learn what areas of the brain are active when people are exposed to different stimuli, such as a photograph of a person with light or dark skin, or when they engage in or think about certain activities.

fundamental attribution error

The attributional bias that involves overestimating the role of another's stable character as the cause of his or her behavior.

fundamental preferences

The outcomes we value or prefer.

fusiform face area (FFA)

A distinct brain area located not too far from the amygdala. Whereas the amygdala is part of the brain's general early-warning system, the fusiform face area is specialized to process information about others' faces.

Gentlemen's Agreement 1907

The United States struck an agreement with Japan that promised not to restrict Japanese immigration as long as Japan voluntarily restricted emigration to the United States to upper-middle-class Japanese.

Grutter v. Bollinger (2003)

University of Michigan Law School rejected Barbara Grutter, a White Michigan resident. The Center for Individual Rights filed suit on her behalf, alleging that the university had discriminated against her on the basis of race. She said she was rejected because the Law School used race as a factor, and that the university had no compelling interest to justify the consideration of race in the admissions process. The Supreme Court upheld Michigan Law School.

Haymarket Affair

On May 4, 1886, a rally of laborers in support of an 8-hour work day was held in Haymarket Square in Chicago. Led by anarchists who were mostly German and eastern European immigrants, a bomb was thrown at the police and a riot ensued. Known as the Haymarket Affair, it fueled nativist anti-immigration sentiment.

Health disparities

Racial and ethnic minority-group members typically suffer poorer health and have much higher mortality rates than majority-group members for similar conditions in the United States and across 125 other countries.

Hernandez v. Texas (1954)

This landmark Supreme Court case decided that Mexican Americans, as ethnic minorities, had a right to equal protection under the Fourteenth Amendment. There was no legal requirement that a person was entitled to be tried by a jury of peers, only that no racial, ethnic, or gender groups could be excluded from serving on juries. It held that Mexican Americans had been systematically excluded from serving on juries in Texas.

hostile sexism

Openly negative attitudes and endorsement of negative stereotypes of women.

human capital

The collective skills, knowledge, or other intangible assets of individuals that convey value for the individuals, their institutions, or their communities.

human diversity

Refers to the study of the human species, one of the most widely distributed and varied animal species.

hypothesis

An expectation, or prediction, derived directly from a theory. It is an inference based on a set of earlier observations about what will happen under certain conditions.

identity affirmation

A way to modify negative stereotype threat effects by embracing group stereotypes and seeking out evaluative diagnostic tasks.

identity diversity

Represents differences among people based on sex, gender orientation, religion, race, ethnicity, age, sexual orientation, immigrant status, and so on that are reflected in their affinity for, and identification with, those social categories.

identity safety

Systematically identify the identity contingencies that undermine well-being and actively alter their adverse effects, resulting in feelings of social belonging in settings where negative identity contingencies exist.

Illegal Immigration Reform and Immigrant Responsibility Act (1996)

Beefed up border patrols, and enhanced enforcement and penalties, inspection, apprehension, and detention. It further forbid employment and sanctioned U.S. businesses for violations. In spite of the law, however, illegal immigration persisted.

illusory correlation

The tendency to associate qualities that we see as rare with groups that are small in number; conversely, we link the qualities we view as common with groups that are large.

imagined contact

The act of mentally simulating an interaction with a member of another group. Simulating a positive intergroup interaction can help reduce prejudice toward members of the group.

immigration

The act of settling in a new country with the desire to remain there permanently.

Immigration Act of 1917

Restricted immigration from Asia by creating an Asiatic Barred Zone.

Immigration Act of 1924

The Act established a formula for immigration that (a) capped total immigration to the United States at 150,000 per year; (b) assigned quotas to specific nations; (c) restricted immigrant visas from quota nations; (d) made it easier to immigrate from non-quota nations by requiring simple proof of residence in the country of origin for at least 2 years prior to emigration to the United States; and (e) limited immigration from Asiatic nations to professionals, clergy, and students.

Immigration and Nationality Act 1965

Abolished the national-origin quotas that had been in place since the 1924 Immigration Act. An annual limitation of 300,000 visas was established for immigrants, including 170,000 from eastern hemisphere countries, with a limit of 20,000 per country. By equalizing immigration policies, the Act resulted in new immigration from non-European nations, which changed the ethnic make-up of the United States.

Implicit Association Test (IAT)

In the IAT, people have to make decisions about different groups (such as Anglos and Latinos or Whites and Blacks) in conjunction with positive and negative words. Faster response times reflect stronger implicit associations of different groups with positive or negative words. This test is the most commonly used technique for assessing implicit biases.

implicit bias

Preference for or against a social group that a person may be unaware of and thus cannot consciously control. They may be expressed in one's attitudes, evaluations, or behaviors.

increasing opportunities for contact

One of five bias-reducing techniques that involves seeking opportunities to encounter and engage in positive interactions with counter-stereotypic group members.

independent variable

The element that changes or varies in the way that a researcher has decided to manipulate it.

indirect contact

Involves learning about others' intergroup contact, observing others engaging in intergroup interaction, or imagining oneself interacting with a member of another group.

individual bias

Expressed as a negative attitude about an entire group, resulting in behavior that directly discriminates against a person belonging to that group. Personal expressions and actions of superiority and/or inferiority often represent centuries-old attitudes that have been perpetuated through parenting practices and both institutional and cultural bias.

individualism

A theory whose proponents focus more on rights above duties, a concern for oneself and immediate family, and emphasizes personal autonomy and self-fulfillment, and basing one's identity on personal accomplishments.

individual-mediated bias

Occurs when a person who is prejudiced against particular groups has key decision-making authority in an institution.

individuation

One of five bias-reducing techniques that involves obtaining specific information about group members to prevent drawing stereotypic inferences about them.

inferential statistics

Used to test the researcher's hypothesis, such as the t test, χ^2 (chi-square), and F statistics.

institution

An established entity in which the business, education, healthcare, or social goals of a society are sustained. Banks, schools, corporations, the health industry, higher education, and the like are institutions.

institutional bias

Institutional practices that favor some groups over others. The causes of institutional bias are not always obvious, and may occur without intention and thus is expressed as implicit bias.

institutional racism

Institutional practices that reflect and produce racial inequalities in American society, whether intentional or unintentional, overt or covert.

institutional sexism

Institutional practices that reflect and produce gender inequalities in American society, whether intentional or unintentional, overt or covert, often accompanied by positive attitudes toward women. See benevolent sexism.

instrumental preferences

The means by which we pursue preferred outcomes.

integrative complexity

The degree of integration and differentiation of multiple perspectives and dimensions in a person's thinking pattern.

intergroup anxiety

Discomfort associated with anticipating or actually interacting with a member of another group.

Intergroup Dialogues Course

This course, recognizing that diversity is more than skin deep, is based on five principles for bringing diversity and democracy into alignment: (a) presence of diverse others, (b)

discontinuity from pre-college experiences, (c) equality among peers, (d) discussion under rules of civil discourse and normalization, and (e) negotiation of conflict. Participants came from diverse backgrounds, and the curriculum consisted of readings, lectures and papers, and intergroup dialogues.

intergroup (versus interpersonal) interaction

When you interact with other members of your own group, it is interpersonal. But when you interact with members of another group, these interpersonal interactions become intergroup encounters.

internalized homophobia

When negative stereotypes about gays and lesbians become the basis for self-hatred resulting in less self-disclosure to heterosexual friends and acquaintances, less feeling of connection to the gay and lesbian community, and more depressive symptoms and demoralization.

intersectionality

A psychological concept referring to the complex interactions that exist for each person, among the various social roles they occupy in a society. All persons jointly occupy different social roles such as woman, teacher, parent, lesbian, White, and so on.

intrinsic religiosity

A deep commitment to the principles of religion for the meaning it provides in one's life.

jigsaw classroom

The jigsaw classroom gets its name from a jigsaw puzzle, a puzzle for which all the pieces are needed to complete a picture. The strategy is to replace competition in classrooms with cooperation. Instead of students separating themselves from others to work independently or seeking to distinguish themselves from others with superior performance, the jigsaw classroom mandates interdependence and cooperation. Students are placed into learning groups, with each person having responsibility for a proportion of the information needed to complete a task.

Jim Crow Laws

State and local laws in the United States enacted between 1876 and 1965 that mandated legal racial segregation in all public facilities in former Confederate southern States.

just-world hypothesis

People need to see the world as a just place in which they get what they deserve and deserve what they get. Believing that the world is just makes it seem more predictable and controllable.

lens model

Gordon Allport's framework outlining the causes of prejudice, ranging from those very broad and distant to those more narrow and immediate. Moving from the broadest to the most specific, the sources of prejudice are categorized as historical, sociocultural, situational, personality based, phenomenological, and based on the qualities of the target of prejudice.

meritocracy

A core belief about how benefits should be earned and bestowed. In theory, merit is objectively determined on an individual basis, such that the better one's performance, the better should be one's rewards.

meta-perceptions

Your beliefs about what other people think about you.

minimal groups

Reducing what it means to be in a group as much as possible. This technique was used to test how a psychological sense of social identity affects the way people think and act even when there is no consequential relationship between different groups or among members of the same group.

monochronic time (M-time)

Characterized by doing one thing at a time in a sequential pattern: following schedules, completing one task before starting another, persisting in goal-directed activities, and disregarding distractions.

Montgomery bus boycott

Plans to boycott the Montgomery bus service were put into operation on December 5, 1955, demanding that Black riders be treated with courtesy, Black drivers be hired, and seating in the middle of the bus be handled on a first-come basis. The Montgomery bus boycott expanded to sit-ins, marches, and other forms of passive non-violent resistance.

moral license

Frees us from controlling our biases because we have engaged in a prior activity that convinces us that we are not prejudiced and thus no longer have to work at being unbiased.

multiculturalism

Social ideology based on the belief that harmony and social justice among different groups can best be achieved if we appreciate our diversity and recognize and accept both positive and negative qualities of different cultural groups.

multicultural perspective

Reflects the belief that preserving different cultures or cultural identities within institutions and societies is desirable and beneficial.

Multidimensional Inventory of Black Identity (MIBI)

A scale developed to assess dimensions of Black identity.

Multidimensional Model of Racial Identity (MMRI)

A theory that most people have a hierarchy of social identities. The place of racial identity in this hierarchy depends on its centrality and salience, the regard you and others have for your group, and the racial ideologies with which you judge yourself and others in your group.

Multigroup Ethnic Identity Measure (MEIM)

The most widely used measure of generalized ethnic identity.

multiracial identity

A recognized identity classification resulting from the immigration explosion and the desire to claim one's heritage in full measure, as well as greater openness to intimate unions across racial and ethnic lines.

mutual intergroup differentiation

Involves maintaining distinct group identities, which limit threats to valued social identity, but within the context of cooperative interdependence between groups.

narrowly tailored

In the Supreme Court's majority view, remedies to racial segregation cannot be based on race unless they are in response to individual instances of unlawful discrimination.

nativism

A feeling that the large-scale influx of "foreigners" was a threat to the emerging life and culture of the United States.

need for cognitive closure (NFCC)

A strong preference and need for having firm answers to questions and understanding of situations compared to confusion and uncertainty.

needs-based model of reconciliation

Needs that become important to us when our social identities are activated. In intergroup interactions, members of majority groups or groups that have harmed other groups historically seek to be accepted; members of minority or victimized groups seek to be empowered.

neuroses

Psychological problems that impair a person's activities but do not prevent him or her from functioning in society.

Nigresence

The process of becoming Black. Nigresence evolves from an encounter in which a deracialized identity becomes racialized through some sort of negative encounter based on one's race. The deracialized identity is shaken up, challenged, and gives way to a racialized identity—the old identity is demolished and a new frame of reference is adopted.

non-verbal behavior

Our physical actions other than what we say, such as eye contact and gestures.

norms

Informal rules, standards, and expectations within a group powerfully determine how we interact with others, including members of other groups.

objectification

Occurs when a person is treated as a mere body that exists for the sexual use and pleasure of others. Feeling objectified adversely affects people's intellectual and social behaviors.

objective SES

The actual household or individual income reported for an individual or family.

"one drop" rule

Meant that a person with any African blood was socially identified as Black.

optimal distinctiveness theory

Argues that people have simultaneous and competing drives for both distinctiveness and inclusiveness. When inclusiveness exceeds an individual's optimal level—too much "we-ness"—

they seek to increase their distinctiveness—more “me-ness.” This balancing act implies that when contexts are too homogeneous, too inclusive, diversity should become a more important goal.

out-group homogeneity

The tendency of people to see members of the out-group as very similar to each other, in contrast to perceiving in-group members as more heterogeneous.

own-race bias

The phenomenon that people are better able to distinguish and remember faces of people from their own race than from other races.

perceived discrimination

Involves a person’s perception that he or she has been unfairly treated in a given situation. When people perceive they have been discriminated against, whether based on their race/ethnicity or lower socioeconomic status, their physical and psychological health may suffer.

perceptual narrowing

The hypothesis that human perceptual systems are shaped by experience to be optimally sensitive to stimuli most commonly encountered in their cultural environment.

personal identity

Represents what we believe makes us unique compared to all other people. Your experiences, characteristics, talents, and values are distinctive; there is no one else just like you.

personality

Refers to the characteristic way that a particular individual interacts with the social and physical world.

personalization

Exchanging information about each other in a way that conveys each person’s unique qualities. When intergroup interactions are personalized, people typically recognize that their stereotypes of the other group are incorrect, which undermines their bias against the group as whole.

perspective taking

One of five bias-reducing techniques that involves adopting the perspective of a person who is a member of a stereotyped group.

phenotypicity

Refers to features of the face that are perceived to be most typical for a member of that racial or ethnic group.

Plessy v. Ferguson (1896)

On June 7, 1892, Homer Plessy boarded a car of the East Louisiana Railroad that was designated for use by White patrons only. Although Mr Plessy was only one-eighth Black, under Louisiana state law he was classified as an African American and required to sit in the “colored” car. When he refused, he was arrested and jailed. Plessy argued that his constitutional rights under the Thirteenth and Fourteenth Amendments had been violated. He lost. When Plessy appealed to the Supreme Court, his appeal was rejected, establishing the “separate but equal” doctrine for racial inequality.

pluralistic ignorance

A phenomenon that occurs in intergroup racial situations where people mistakenly believe that their interest in interacting with a member of another racial group is not reciprocated, leading both parties to avoid initiating intergroup contact.

polychronic time (P-time)

Characterized by doing many things at once, casual disregard for punctuality, and focus on social transactions and affective states.

post-racial

Era in America when it was believed that race was no longer a barrier to progress, opportunity or accomplishment and that race no longer mattered and racism was a thing of the past. A substantial body of research demonstrates this to be an inaccurate understanding of the influence of race.

power distance

Reflects the relative degree of power between a dominant and subordinate person in a social system (an office, a classroom, a sports team, an airplane cockpit). A boss and an employee are not equals—the boss naturally has more power.

power distance index (PDI)

Indicated by the degree to which a subordinate (a) is afraid to disagree with a superior, (b) perceives that the superior makes decisions in an autocratic or paternalistic way, and (c) prefers that the superior makes decisions in an authoritative or paternalistic way.

power dynamics

A term that represents how power is acquired and maintained and the complex relationships among diversity status, power, and privilege.

predicament

An unpleasant, troublesome, or trying situation from which it is difficult to extricate oneself.

preference diversity

Reflects differences in taste and values, including fundamental preferences (the outcomes we value or prefer) and instrumental preferences (the means by which we pursue preferred outcomes).

prejudice

Negatively biased attitudes toward, and general unfavorable evaluations of, a group that are then ascribed to individual members of the group. Stereotypes and prejudice often lead to preferential treatment for some groups and discrimination against others.

prevention focus

Involves avoiding situations in which interacting with others is motivated by feelings of duty, obligation, or responsibility.

privilege

The rights and opportunities that are associated with status in a social hierarchy. The more rights and opportunities a person possesses, the more privileged they are. Privilege is often an indicator of social and economic inequality among social groups.

procedural justice

Emphasizes the importance of seeing that decisions about rewards are made fairly whether the outcome is favorable or not.

promotion focus

Involves seeking or approaching situations in which one is motivated to interact with others because of desires to support them or to achieve some desired goals.

protective disidentification

The tendency to define or redefine the self-concept so that performance outcomes are not a basis of self-evaluation or personal identity in a given domain. For instance, rejecting academic performance as a basis for self-evaluation.

Protestant work ethic

Values hard work as the basis of individual accomplishment.

psychodynamic theory

A theory developed by Sigmund Freud that explains prejudice, stereotyping, and discrimination as intra-individual processes, as ways to satisfy individual needs grounded in basic life (Eros) and death (Thanatos) instincts.

psychology of diversity

Examines the basic psychological processes that are triggered when we encounter people who are different from us in significant and salient ways, or experience being treated differently by others because of our social status. It further explores the dynamics of mental representation and social interaction across institutions and differential bases of power, privilege, and status. Finally, it identifies the effects of diverse contexts on the thoughts, actions, and feelings of people in them.

psychopathology

A condition that reflects abnormal psychological functioning.

race

A form of social grouping in which observable physical characteristics that distinguish a group of people are linked to a range of other non-visible, but also assumed to be genetically determined, characteristics such as intelligence. The concept of race, and associated beliefs about a hierarchy of races, supported the exploitation of some groups, determined immigration quotas, and justified the subordination of slaves.

racial identity

The degree to which a person identifies with, values, and represents his or her racial group in his or her personal view of self.

racial integration

The idea that people of all races should come together across all aspects of society on an equal basis. Racial integration is a core principle of fairness and basic civil and human rights.

racialized

When racial beliefs are actively used to categorize and judge people.

racial paralysis

Describes a situation where a person is unable to act when confronted with a situation in which either of two different responses—approach or avoidance—may be interpreted as racial bias.

racial socialization

Refers to verbal and behavioral practices of families that inform a child about how race affects personal and group identity, intergroup and interpersonal relations, and position in the social hierarchy.

racism

The coordinated interaction of individual-level biases such as stereotypes, prejudice, and discrimination with societal- and cultural-level biases. This process creates disadvantaged and advantaged groups based on presumably distinct biological traits.

random assignment

The placement of participants into conditions of an experiment in a way that, on average, would make the groups comparable at the beginning of the study. Thus, any observed difference in performance by the groups cannot be explained by any prior differences among people who were in the two groups.

realistic group conflict theory

Seeing other groups as competitors for material resources (e.g., money) arouses bias, leads people to discriminate, and often produces open conflict.

realistic threat

The concern that another group will harm our health, take our group's resources (e.g., jobs) or territory.

recategorization

Designed to alter group boundaries but by redefining rather than by eliminating group categorization. Recategorization typically involves changing the way people see others from members of different groups to members of the same inclusive group.

referent influence

Source of power based on a person's interest in identifying with another person. The person's admiration of the other person and desire to be like the other person gives the other person social power.

Regents of the University of California v. Bakke

Allan Bakke, a White man, applied to the University of California at Davis Medical School in both 1973 and 1974 and was denied admission. In both years, Black and Latino/Latina applicants whose grade-point averages and standardized test scores were lower than Bakke's were admitted under a special admissions program that set aside 16 of the 100 available admissions slots for minority applicants. Bakke filed a racial discrimination lawsuit and it was upheld by the California Supreme Court. The university appealed to the U.S. Supreme Court.

rejection sensitivity

Refers to the extent to which a person is anxious about being rejected based on his or her group membership. Because people high in rejection sensitivity generally expect to be rejected because of their group membership, they tend to perceive rejection in the ambiguous behaviors of others.

relational demography

The idea that both demographic differences and similarities between coworkers and supervisors affect task performance and behavior in organizational settings, but in somewhat different ways.

relative deprivation

Reflects the discontent people feel when they compare their positions to others and realize that they have less of what they believe they are entitled to than those around them.

relative values

Values that are right for only yourself.

research design

A plan for how data will be collected. Research designs use different standards of control that are somewhat similar to quality control standards for any industry.

reverse discrimination

The belief that affirmative action programs are biased against majority groups, because they create an unfair advantage for underrepresented groups. Those with this view argue that the policy unfairly excludes qualified applicants, typically Whites, while accepting less qualified applicants, typically Blacks and Hispanics.

right-wing authoritarianism

A contemporary measure that refines the theory behind authoritarianism and improves the psychometric properties of the scale. Right-wing authoritarianism involves an inclination to submit to people of greater authority or status, hostility toward deviants and members of other groups, and a strong commitment to the traditional norms and values of one's group.

rugged individualism

A pioneering spirit of personal adventure, self-improvement, and accomplishment that is considered the driving force behind the settling and expansion of the United States.

scapegoating

The phenomenon in which people who are frustrated by one source but are unable to retaliate directly (e.g., because the person or source is unavailable or too powerful) displace aggression in a more socially acceptable way onto a more convenient and socially available person or group.

schadenfreude

The pleasure that we experience when an out-group suffers.

scientific method

A particular problem-solving approach that is common to all sciences that follows a particular logic and a series of prescribed stages beginning with a formal or informal observation about specific events or a pattern of outcomes that is sufficiently important. In psychology, it is the method by which we determine the causes of behavior.

secondary transfer effects

Involve the generalization of the benefits of contact to other types of out-groups. The positive feelings generated by contact with members of one out-group extend to other out-groups that are seen as similar, even though members of these groups were not involved in the intergroup encounter.

self-categorization theory

A theory that distinguishes personal identity from social identity. Different situations make a particular social identity salient, and we respond in ways that represent what a typical group member should think, feel, and do.

self-fulfilling prophecy

This process, by which expectations become reality, happens when the effects of the need for consistency reach much farther than affecting just our own behavior, also shaping others' reactions, leading them to behave in ways consistent with what we expected in the first place.

shooter bias

Numerous studies in psychology present participants with simulated situations in which they have to make a split-second decision about whether to shoot a man who may or may not have a weapon in his hand. Both Black and White college students as well as police officers are more likely to mistakenly shoot an unarmed Black man than an unarmed White man, and they do so faster. They are also less likely to shoot an armed White man than an armed Black man.

slow-learning system

Memory system that records information slowly and is sensitive to repeated patterns, events, and activities. It produces long-term stable knowledge that we can access automatically and unconsciously through sensory cues.

social bias

Personal attitudes, laws, institutional policies, and informal practices that perpetuate race, ethnic, and gender biases. They can sometimes happen without specific people intentionally driving these processes.

social categorization

Occurs when individuals view and arrange themselves and others into social categories based on many different labels like, most commonly, race, religion, socioeconomic status, political affiliation and attitudes, sexual orientation, gender, and the like.

social class

An indicator of social standing comprising two features: (a) material resources or assets and (b) social status in the social hierarchy. Social status is how a person is perceived compared to the social prestige and resources of others.

social cognition

The way we think about others and come to understand our social world.

social construction

When differences between groups do exist, but they are mainly rooted in social and cultural adaptations to different environments and circumstances, for example, the concept of race.

social dominance

A group's status in the social hierarchy is determined by the group's access to and exercise of power.

social dominance orientation (SDO)

Individual differences in the degree to which people endorse and value hierarchical relations between groups and the associated unequal privileges and resources.

social dominance theory

A theory of intergroup relations that focuses on the maintenance and stability of group-based social hierarchies through institutional discrimination, individual discrimination, and widely shared cultural ideologies (i.e., legitimizing myths) that provide the moral and intellectual justification for these intergroup behaviors.

social group power

Acquired, expressed, and maintained by the proportion of high-status social roles occupied by members of that group. These power differences constantly affect the interactions among social groups and between and among people.

social identity

An identity that you share with others—special others, those in a group that you belong to and care about. These are largely independent ways of thinking.

social identity theory

A highly influential theory that introduced the distinction between collective (social) and personal identity. It originally proposed that people derive self-esteem from their membership in socially valued groups and thus try to distinguish their group from other groups in favorable ways. This theory explains when and why individuals identify with and behave as members of specific social groups.

social indicators

Measures of social outcomes for members of a society such as employment rates and healthcare statistics. Social indicator measures are used to determine whether, and the extent to which, bias has occurred.

social influence

A concept that assumes that people influence the social behavior of other persons through a variety of person-to-person and group interactions.

socialization

What parents do with their children to prepare them to function effectively as adults in our society. Socializing children is not only done by parents but also by other family members (like grandparents, uncles/aunts and older siblings) as well as by other adults (like coaches, teachers, religious leaders) and often peers as well.

social power

The ability to control assets and the access that others have to those assets.

social role

Represents a set of expectations for the position an individual occupies in a group or society. It substantially determines how a person will behave and interact with others. A social role also conveys access to social status, social dominance, and to privilege.

social role hierarchies

Stratification systems that reflect status and privileges given to persons who occupy particular social roles in a society. These hierarchies convey more privileges and status to some based on their actual or perceived contributions to the well-being of society or according to the status given to particular social roles.

social role theory

Proposes that people infer the qualities of groups based on the different roles that members of a group occupy—women are nurturing because they are mothers.

social status

The prestige associated with your position in society. It is a combination of education, job status, and income.

socioeconomic status (SES)

Determined by a subject's financial resources, access to educational opportunities, and participation in social institutions.

soto

When affective bonds with others are weak.

standard-of-practice bias

When regular, sanctioned institutional practices produce outcomes and opportunities that favor some groups more than others. These practices represent the standard operations that define

institutional policies and programs that govern hiring, production, promotion, and employee relations.

status quo

The current state of affairs in a society, institution, or organization and existing customs, practices, and social role hierarchies (see definition above). The existing rules, customs, and cultural practices recognized by persons in a society or organization. Often persons resist changing the status quo even if the existing rules, customs, or cultural practices do not give them an advantage.

stereotype boost

When the stereotype about one's group is positive, performance gets better when one's group affiliation is made salient.

stereotype content model

Describes how the content of group stereotypes is determined by how a group is perceived on two dimensions, warmth and competence.

stereotype disconfirmation

Experiences with a member of a group who displays qualities that are inconsistent with beliefs about what that group is like. A first-hand experience with a person who disconfirms a group stereotype can weaken a person's stereotypes of the group.

stereotype replacement

One of five bias-reducing techniques that involves replacing stereotypical responses with non-stereotypical responses.

stereotypes

Beliefs about qualities associated with particular groups and their members. Stereotypes are also based on the social roles that a person usually occupies—leader, officer, cleaner. Group stereotypes distinguish a group from others. They represent social perceptions about consistent qualities presumed to be shared by all members of a group.

stereotype threat

Proposes that situations containing cues making a negative stereotype about your social group salient and your awareness of the possibility that your performance will confirm it creates anxiety and undermines your performance.

stigma

A “stain” or a symbol indicating that a person is worthy of rejection or special, usually negative, treatment.

stress

When the resources needed to manage a particular situation are perceived to be more than you possess, you feel anxiety and negative arousal.

structural discrimination

Related to institutional bias but focuses more on the conditions that create inequities. Sociologists refer to structural or unintentional bias as practices that result in outcomes that are substantially worse for some groups than for others. This structural bias is passed on from generation to generation, in informal policies and practices, and the negative outcomes accumulate.

structural diversity

One of Miley's three interrelated ways to view diversity: numerical and proportional representation.

subjective culture

Refers to the influence of cultural standards and practices on what is considered right and wrong, good and bad, acceptable and unacceptable; and which human categories are important, how they are perceived and valued, and the course of interactions within culturally diverse contexts.

subjective SES

A concept related to objective SES that refers to the perception that an individual has of their social status in a society. This perception may be related to objective SES.

subtle prejudice

A modern form of bias that may be unrecognized or unacknowledged that leads people to discriminate in indirect and rationalizable ways.

superordinate goals

Outcomes that are mutually desired by different groups that can be accomplished only if the groups work together.

suppression

Directed at one's inner thoughts and which involves conscious attempts to inhibit the activation of negative attitudes, feelings, or beliefs when we sense that we are beginning to experience them.

symbolic racism

The expression of prejudice in the form of opposition to policies that support minority groups is closely tied to political behavior (e.g., opposition to bilingual education).

symbolic threat

Involves perceptions that another group challenges our core values and way of life.

system justification theory (SJT)

Suggests there is a strong psychological motivation that causes people to defend and maintain power hierarchies and social order. SJT describes how those in charge perpetuate myths about the legitimacy of the social order and the importance of maintaining it as well as how those who are disadvantaged by those myths continue to cling to them.

system-justifying ideologies

Cultural belief that rationalizes inequalities between groups that contributes to the status quo and makes the advantaged status of some groups over others appear fair and reduces the likelihood that these advantages will be questioned as illegitimate.

tempoagnostic

Where time holds personal and cultural meaning but has no inherent value—a person cannot save time, invest time, or even waste time.

temponomic

Where time is an unseen arbiter of values, accomplishments, order, and sometimes character. Time directly affects behavior—efficiency, punctuality, discipline, productivity, and achievement are often measured against a template of time.

terror management theory

Anything that makes us aware of our mortality, increases existential threat, and leads us to reaffirm things we believe in so we can continue to “live on” after our material deaths.

The Equal Rights Amendment (ERA)

Declared that “Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.” The law was passed by Congress in 1972 and over a

roughly 10-year period was ratified by 35 of the necessary 38 states required to become law. Finally in 1982, the effort to obtain ratification from three more states was abandoned.

The Five Civilized Tribes

Cherokee, Muscogee (Creek), Seminole, Chickasaw, and Choctaw nations were all forced to relocate from the southeastern United States to Indian Territory, in what is now eastern Oklahoma, because of the Indian Removal Act.

theory

An abstract explanation about a natural social phenomenon. It must be coherent and internally consistent. It must also be testable.

theory of social influence

This theory identifies three types of power that people use to exercise control (see social influence) over others: (a) legitimate authority that comes from the leader's position; (b) coercive power, based on threats or actual punishment; and (c) reward power, which is the positive opposite of coercive power. The theory also includes (d) expert influence and (e) referent influence. The ability to attain and exercise power depends on these basic dimensions of power.

The Trail of Tears

The forced march west of the Five Civilized Tribes which led to great suffering from exposure, disease, and starvation and large-scale deaths en route to their destinations.

threat response

Seeking to escape a situation or to protect ourselves against harm.

Title IX of the Education Amendments of 1972

Stipulated that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance. Title IX is most notably invoked to support participation of women in athletics. But it also prohibited any educational institution receiving Federal financial assistance from denying admission to any course of study on the ground of blindness or severely impaired vision.

TRIOS

Acronym for Time, Rhythm, Improvisation, Orality, and Spirituality. A theory which represents the cultural capital that Africans brought with them to the New World. TRIOS is associated with characteristics that are useful for coping and adapting to threatening and uncertain contexts. TRIOS characteristics include flexible and creative responses to unexpected threats and challenges, using verbal and non-verbal communication to share information and knowledge, establishing group boundaries and creating group cohesion, adopting ways to be in synch with situations and contexts one is in, acute focus on the demands and opportunities of the immediate context, and drawing upon a spiritual belief in a power beyond oneself to make sense of one's predicament and alternative positive possibilities.

uchi

When affective bonds with others are strong.

ultimate attribution error

The tendency to attribute negative behaviors of out-groups to dispositional qualities (bad behavior is because he is a bad person) and positive behaviors to external forces (the teacher felt sorry for him so gave him a good grade).

universal context of racism (UCR)

This approach proposes that racism is a chronically accessible explanation for negative outcomes and motivates targets to be vigilant and wary. Belonging to a racial group that is socially salient and historically stigmatized renders the possibility of race-based bias highly accessible. The accessibility of race bias has the potential to influence interpretations of an individual's experiences and expectations, the goals they set and the likelihood they attain them.

values

Desirable trans-situational goals, varying in importance, that serve as guiding principles in people's lives.

voice

The opportunity to participate in and have influence on decisions that affect you.

Voting Rights Act of 1965

Outlawed literacy tests and provided for the appointment of Federal examiners with the power to register qualified citizens to vote. It also applied a nationwide prohibition of the denial or abridgment of the right to vote because of race or color.

White identity

How Whites view themselves, including the degree of invisibility of whiteness, the acceptance of White privilege, and belief in a colorblind ideology.

white-skin privilege

Special opportunities or rights given to a person merely because they have “white” or “light” skin. These privileges are often unearned and unrecognized by persons who gain opportunities based on them. These privileges advantage some groups more than others simply based on phenotypic differences.

worldview

A person’s concept of what the world is and should be like, and the role one has or should have in it.