



Multiculturalism and diversity: the social psychological point of view

**Monika Kovács, PhD University
Eötvös Loránd Budapest , Hungary**



Please bring all your notes, the written exercises and summaries to class!

9th of July, 11.00-12.30

1. The Multicultural Person

- 1) Read Bernice Lott's chapters from „Multiculturalism and Diversity. A Social Psychological Perspective” (Wiley-Blackwell, 2010. 1-16. 107-121.) Then do the „Multiple and shifting identities” exercise.
- 2) Read Peggy McIntosh article „White Privilege: Unpacking the Invisible Knapsack” and do the exercise „Exploring privilege”.

9th of July, 14.00-15.30

II. Meeting difference

Please go to the Peace Corps web-site and find the „Cultures matters workbook” Chapter Six „Adjusting to a new culture”:

<http://www.peacecorps.gov/wws/educators/enrichment/culturematters/Ch6/tocCh6.html>

1) Please read: „Adjusting to a new culture”

<http://www.peacecorps.gov/wws/educators/enrichment/culturematters/Ch6/intro.html>

2) Please read and do the exercise (and make notes on your results and bring it to the class!): „The Cycle of Adjustment”

<http://www.peacecorps.gov/wws/educators/enrichment/culturematters/Ch6/adjustment.html>

3) Please read and do the exercise (and make notes on your results and bring it to the class!): „The Four Levels of Cultural Awareness”

<http://www.peacecorps.gov/wws/educators/enrichment/culturematters/Ch6/fourlevels.html>

4) Please read and do the first part of the exercise (and make notes on your results and bring it to the class!): „Attitudes Toward Cultural Difference: From Ethnocentrism to Ethnorelativism”

<http://www.peacecorps.gov/wws/educators/enrichment/culturematters/Ch6/attitudes.html>

5) Please find somebody who came to your country from a foreign country and has been living there since more than three months and talk to her/him about her/his experiences. What kind of cultural differences did she/he face, how did she/he reacted? Has he/she had a cultural shock? Write two pages based on your talk.

13th of July, 14.00-15.30

III. Stereotypes, prejudice and group conflicts

1) Please go to the web-site of the Project Implicit <http://www.projectimplicit.net/> and the web-site of you own country if possible (you can choose your country on the right top of the site), if not go back to the main site and do the tests in English: <https://implicit.harvard.edu/implicit/demo/>

Choose the tests:

First: Skin-tone IAT

After finishing the tests please make a note on the feedback you have received and answer the following questions

- a. Do you feel the result is an accurate reflection of your 'hidden biases'? Why? Why not?
- b. What is meant by an 'implicit bias'?
- c. How do you think the test 'works'? Does this strike you as an accurate way of measuring prejudice / biases?
- d. If the test is accurate, what implications do you think this might have?
- e. If the test is not accurate, how would you explain the summary results?

Second: Gender-Career IAT

After finishing the tests please make a note on the feedback you have received and answer the same questions as above.

2) „24-hour change I.”: how would it affect your life, if you could change your sex? Please imagine that you are the member of the other gender for 24 hours, and write down what would you do for 24 hours.

3) „24-hour change II.”: how would it affect your life, if your ethnic group membership could be changed? Please imagine that you are a member of a minority group in your own country for 24 hours, and write down what would you do for 24 hours.

14th of July, 14.00-15.30

IV. How can we reduce intergroup bias?

1) Please read the article of Patricia G. Devine „Breaking the Prejudice Habit: Allport's „Inner Conflict” Revisited” (in: J.F. Dovidio, P. Glick, L.A. Rudman (eds.): On the Nature of Prejudice. Fifty Years after Allport. Blackwell, 2005. pp. 327-343.) And write your reflections: find examples when you couldn't control your automatic stereotypes and that bothered you; and find examples when you did have a good personal meeting with somebody from another group. Were there any difficulties? Why do you think was the encounter pleasant?

2) Please do the „Responding to stereotypes” exercise.