



Views On Racial Inequality And Privilege Depend On Motivation To Respond Without Prejudice



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INTRODUCTION

People vary in what motivates them to be nonprejudiced:

- Internal Motivation (IMS): When people are motivated to be nonprejudiced due to personal values¹.
- External Motivation (EMS): When people are motivated to be nonprejudiced due to egalitarian societal norms¹

Central Research Question

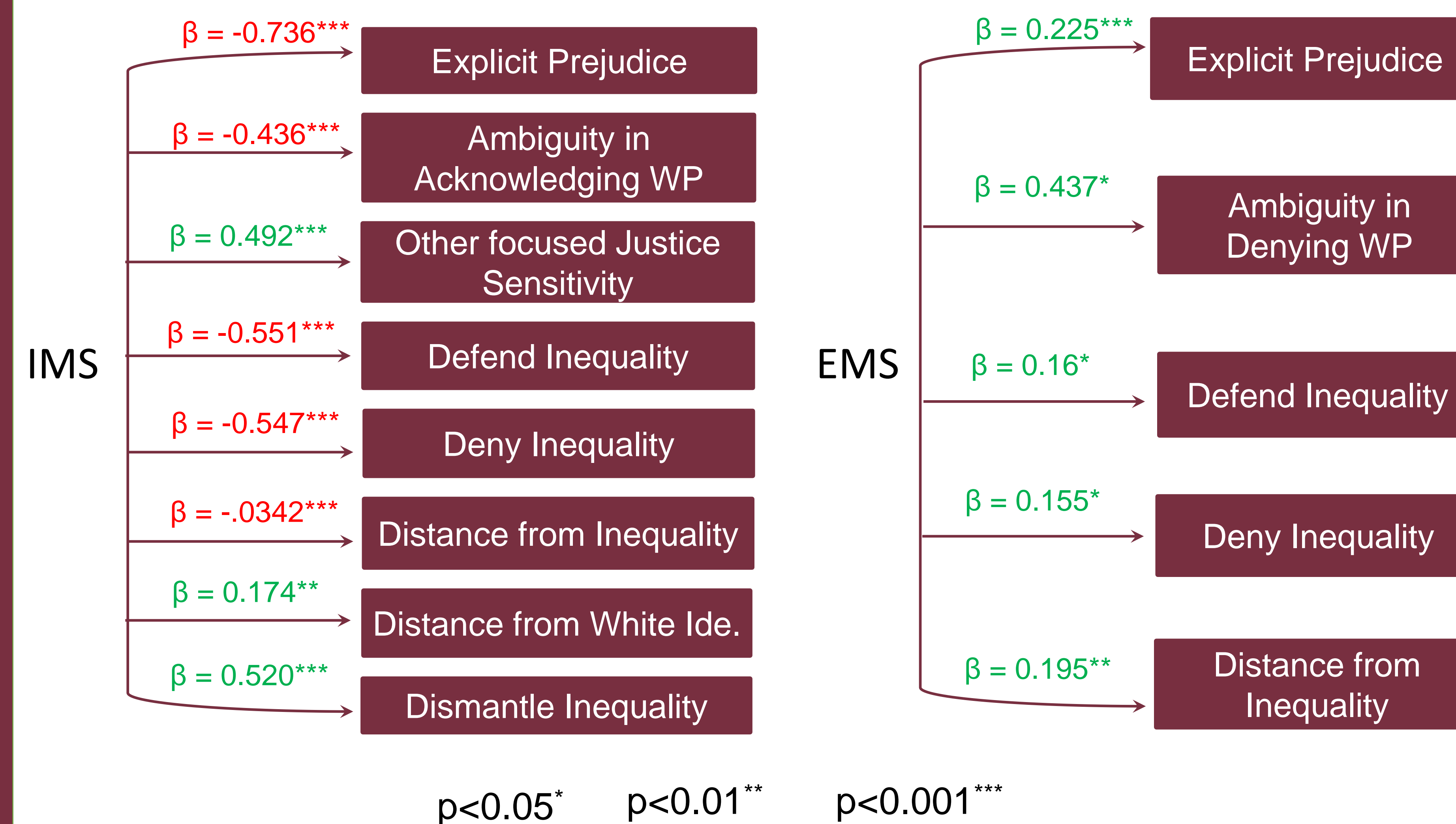
- Does IMS and EMS predict an individual's understanding and expression as it relates to justice and inequality?

METHOD

• 192 White FSU students; Online Study Questionnaires

- IMS ("Being nonprejudiced toward Black people is important to my self-concept"),
- EMS ("I act nonprejudiced toward Black people because of pressure from others"),
- Explicit Prejudice ("Black people are demanding too much too fast in their push for equal rights."),
- Others-Focused Justice Sensitivity ("I am upset when someone is undeservingly worse off than others."),
- Defending Inequality ("The gaps between Black and White Americans reflect natural differences between the groups.")

RESULTS



METHOD (CONTINUED)

Questionnaires

- Denying Inequality ("The amount of discrimination that Black Americans face is often exaggerated.")
- Distancing from Inequality ("Only some White Americans enjoy privileges of racial inequality.")
- Distancing from Identity ("It bothers me when other people highlight my racial identity.")
- Dismantling Inequality ("I would give up some of my privileges as a White American in order to reduce inequality.")

DISCUSSION

- EMS--> Ambiguity in denial of White Privilege; increased defending, denying, distancing from racial inequality
- IMS--> Low ambiguity in acknowledging White Privilege, distancing from White-identity, dismantle inequality, increased Others-Focused Sensitivity
- Suggest that people's understanding and perception of racial issues are dependent on levels of IMS & EMS

Limitations

- Correlational Study->Can't make causal claim
- Convenience college sample->more liberal, less diverse

Current and Future Studies:

- Manipulate researcher demographics
- Expand population of interest

AMBIGUITY TASK

Clear Agreement	Ambiguous Agreement
There are more White people in positions of power than Black people, not because they are more competent, but because they have more access and fewer barriers to succeeding.	In some circumstances, it is more likely for White people to succeed and be in positions of power than Black people.
For any offense, a White person is innocent until proven guilty, but a Black person is guilty until proven innocent, and that is White privilege.	Based on what is frequently shown in media, it seems that Black people are more often arrested and punished for crimes than White people.
White people, unlike Black people, can mind their business in a grocery store aisle or can walk down a sidewalk without worrying about others paying more attention to them just because of their appearance	People inherently have biases favoring their own race. This could lead to racial privilege, which is wrong and should not occur.
White people's lives have been easier and less challenging than the lives of Black people because this country is made of systems for White people to thrive and be on top	White people, on average, live in better neighborhoods than Black people, which provides them with more advantages
Clear Denial	Ambiguous Denial
White people are the ones at a disadvantage because schools deny them scholarships for being White and not "diverse" enough	Most colleges and jobs now have quotas to meet for certain races. I'm concerned they aren't doing this in an unbiased manner
Being White does not give someone any advantage when it comes to getting a job, voting, or places where they are allowed to go.	Many events or opportunities are considered white privilege when they should not be. I do not really see much of this today, especially where I live
White privilege is merely a term that is used by Black people as an excuse for criticizing the general success of White people.	Some Black people stereotype all White people and assume they have privilege. Just because a few White people have privilege doesn't mean everyone does.
Only a person's individual actions, NOT White privilege, determine if someone will be successful. A hard-working Black person making good choices is equally likely to succeed as a hard-working White person	Teaching people that White privilege is prevalent does more harm than good because it signals to some people that they do not have the same opportunities as White people, which is not true.