

Searching for Inclusive Progress: Whites React to Increasing Diversity

Jason P. Brovich & Sarah E. Gaither
Duke University



Introduction

- America's political climate is increasingly polarized, especially along racial lines.
- White adults express more conservative political opinions when exposed to information about increasing demographic diversity^{1, 2}
- Scarcity threat involves the manipulation of a scarce resource (e.g. societal power).
- But how do young, White Americans react to scarcity threat in different contexts?

We predict that young, White Americans will not express the same conservative shift as other White Americans in past research.

Method (Study 1)

Job Search Scarcity – Undergrad

White Undergrads. $N = 170$ (68% female; $M_{age} = 19.56$, $SD = 1.35$)

Job Search Scarcity Manipulation:

- Participants read a news article about the key to success in the job search
Manipulation: Diversity is key
Control: Networking is key

DV, Evaluative Bias: Comfort with the outgroup

DV, Perceived Discrimination: Levels of current and future discrimination for several racial groups

DV, Political Stances (Craig & Richeson, 2014):

- Affirmative Action, Foreign Immigration, English as the Official Language, Torture, Minimum Wage, Time required for citizenship

Thank you to Duke's Undergraduate Research Support Office, Duke Psychology & Neuroscience, and the Charles Lafitte Foundation for sponsoring the authors' research efforts and data collection throughout the year.

- Craig, M. A., & Richeson, J. A. (2014). On the precipice of a "majority-minority" America: Perceived status threat from the racial demographic shift affects white Americans' political ideology. *Psychological Science*, 25(6), 1189-1197.
- Craig, M. A., & Richeson, J. A. (2017). Information about the US racial demographic shift triggers concerns about anti-white discrimination among the prospective white "minority". *PLoS One*, 12(9), 1-20.
- Luhtranen, R., & Crocker, J. (1992). A collective self-esteem scale: Self-evaluation of one's social identity. *Personality and Social Psychology Bulletin*, 18(3), 302-318.

Method (Studies 2 & 3)

Study 2

Demographic Scarcity – Undergrad

White Undergrads. $N = 75$ (75% female; $M_{age} = 20.31$, $SD = 1.35$)

Demographic Scarcity Manipulation

- Participants read a news article about U.S. demographic shifts
Manipulation: 'Majority-minority'
Control: Geographic mobility
- Direct rep. of Craig & Richeson, 2014

DVs same as Study 1

- Additional measure of private collective self-esteem³

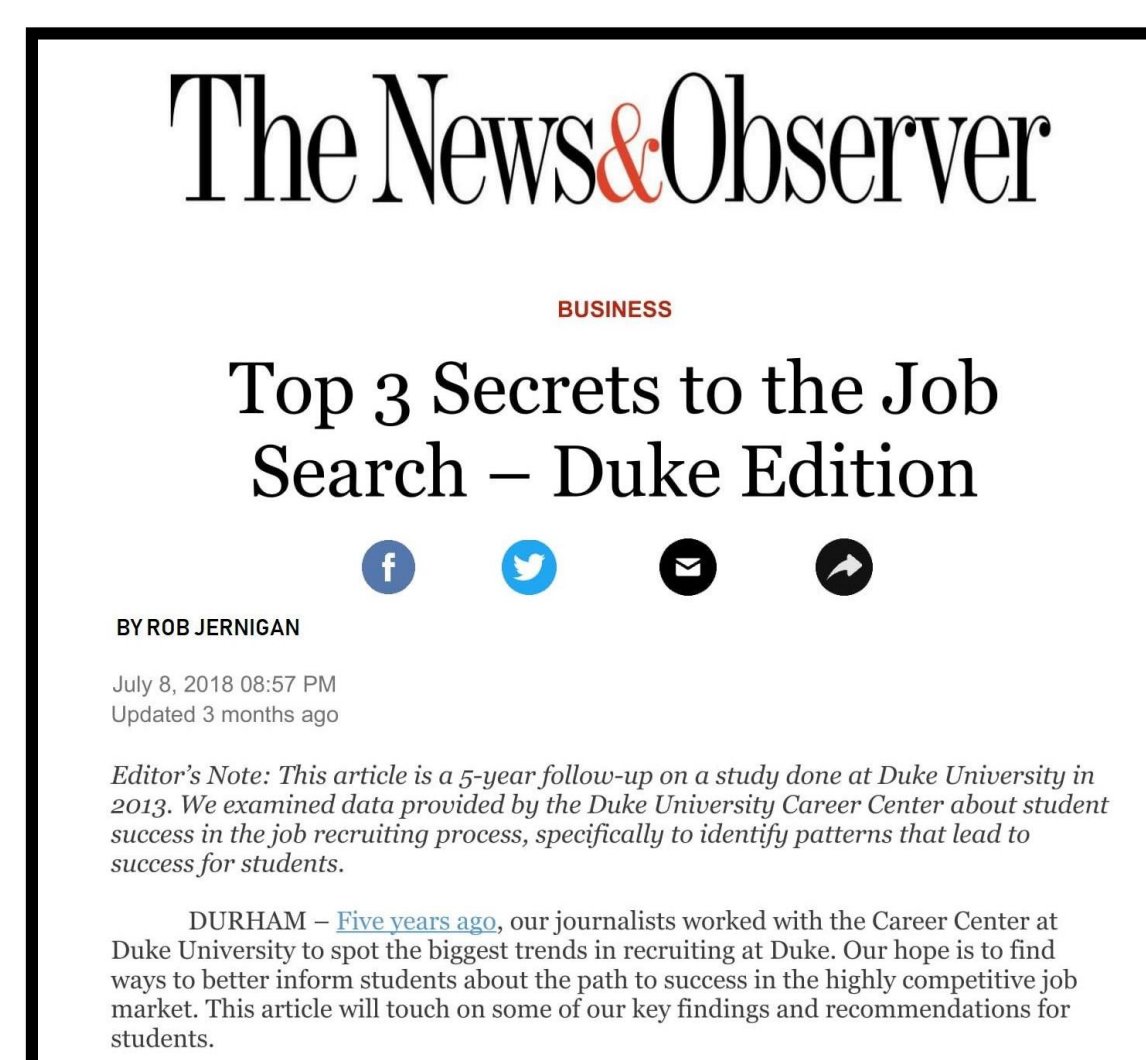
Study 3

Job Search Scarcity – MTurk

White MTurkers. $N = 197$ (55% female, 41% male, 4% non-binary; $M_{age} = 21.39$, $SD = 2.09$)

Job Search Scarcity Manipulation from Study 1

DVs same as Study 1



All participants were presented with a seemingly-real news article to read. This example (left) shows a Study 1 headline about the job search.

Participant Testimony

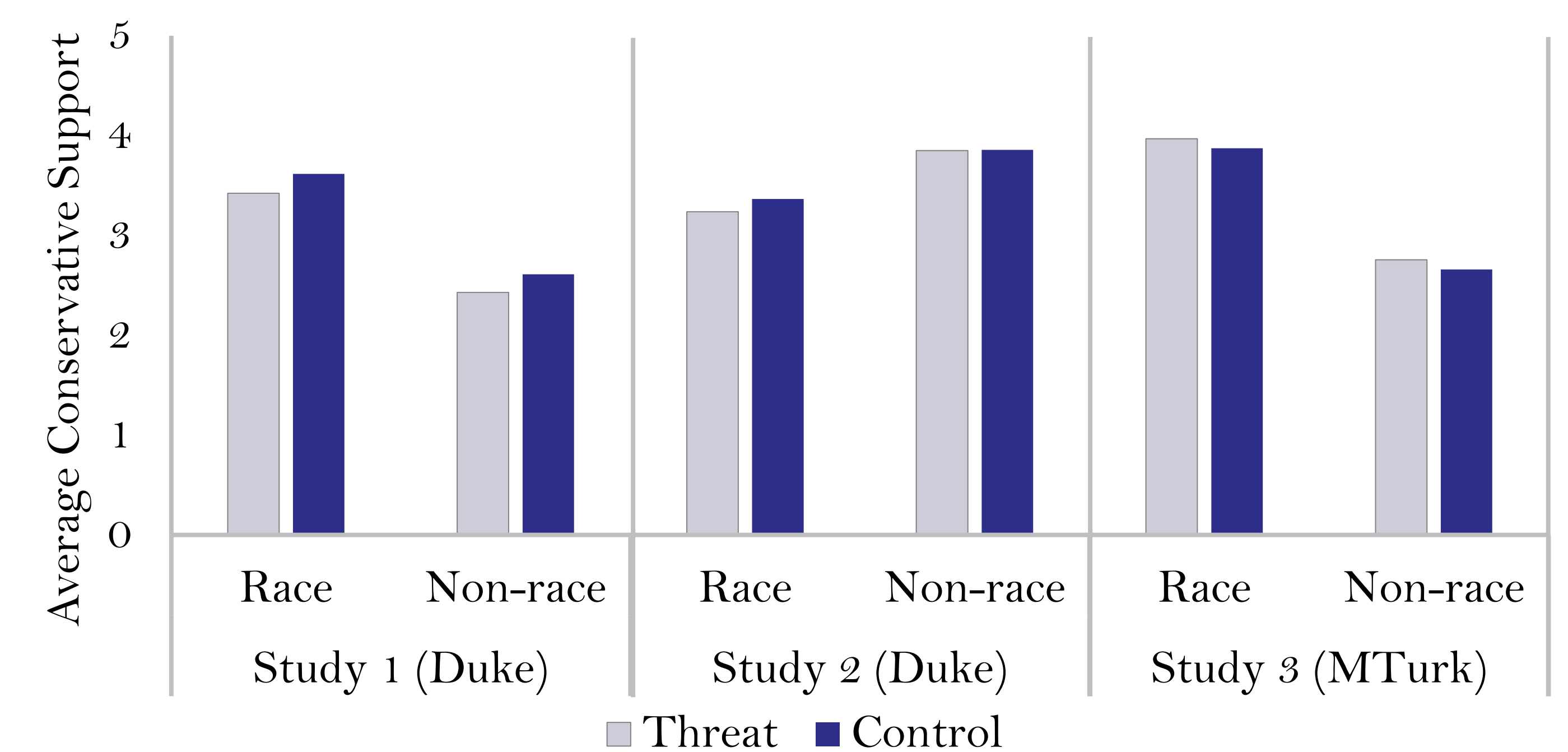
Study 2 participants provided their thoughts on the threat article, and one captured the hypothesis well.

"I generally think of younger generations as already being more open and diverse, so this shouldn't be a big deal for them, but some older generations who might not be as open could be strongly impacted by this demographic change."
– Anonymous Participant

Results & Sample Comparison

Scarcity threats did not impact political opinions on race-based or non-race-based policies, suggesting past work is context dependent.

Policy Endorsement Across Studies

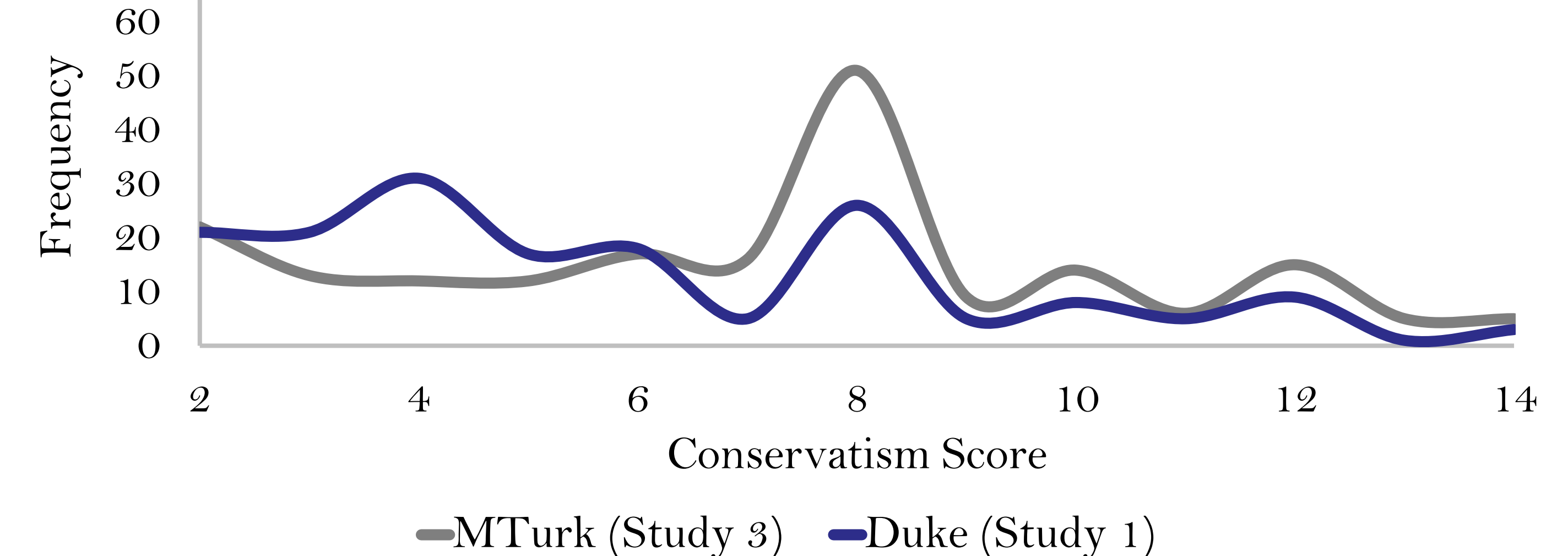


Following Study 1, Studies 2 and 3 were designed to further investigate the null results, but no significant differences were ever found.

MTurkers identify as more conservative than Duke students, with fewer liberals and more moderates, but still no replication of past work.

Conservatism Scores

MTurk vs. Duke



Duke students differ drastically from MTurk participants in SES.

Household Income

MTurk vs. Duke

