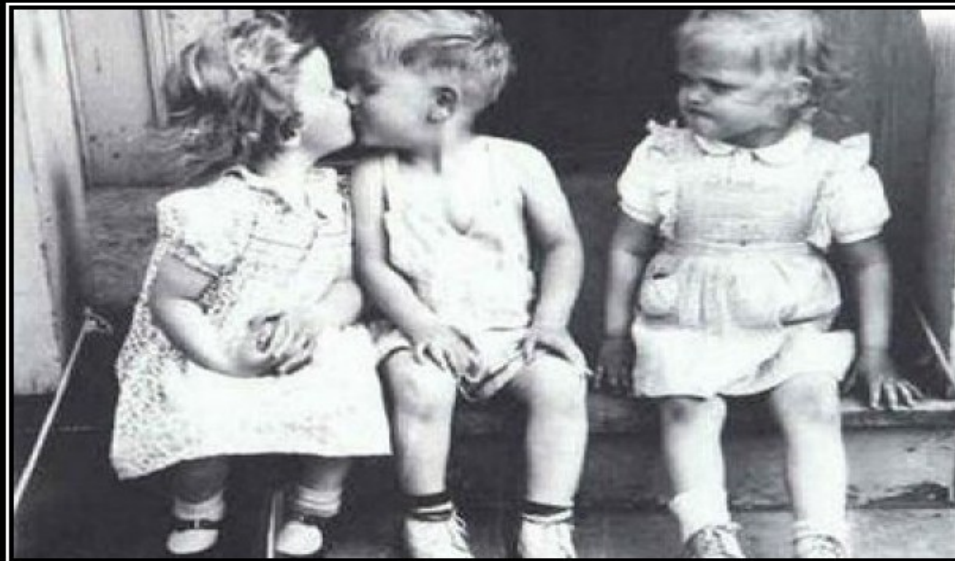


# Exclusion and Discrimination: Well-being, (Religious) Identity and Intergroup Hostility

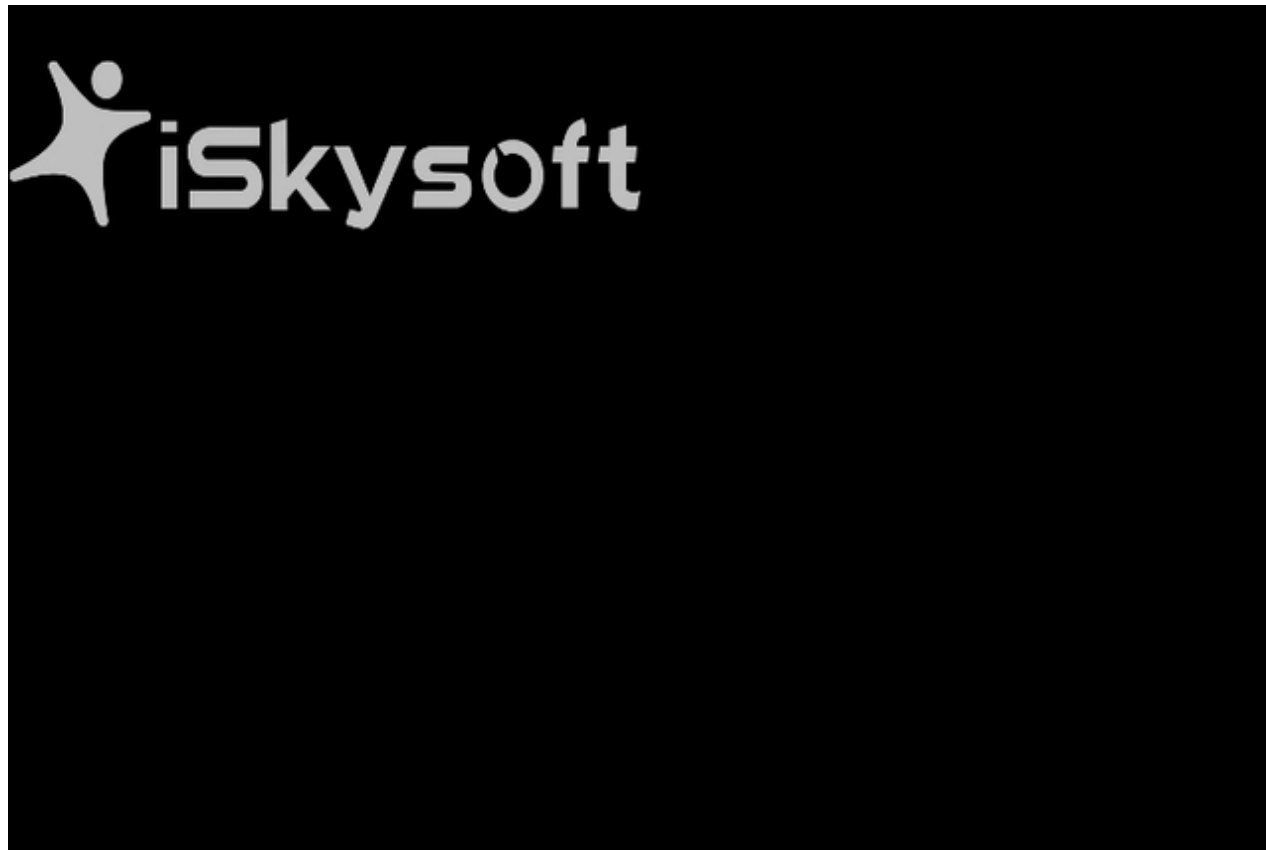


**REJECTION**

It starts from an early age. Get used to it!

DIY.DESPAIR.COM

Juliette Schaafsma



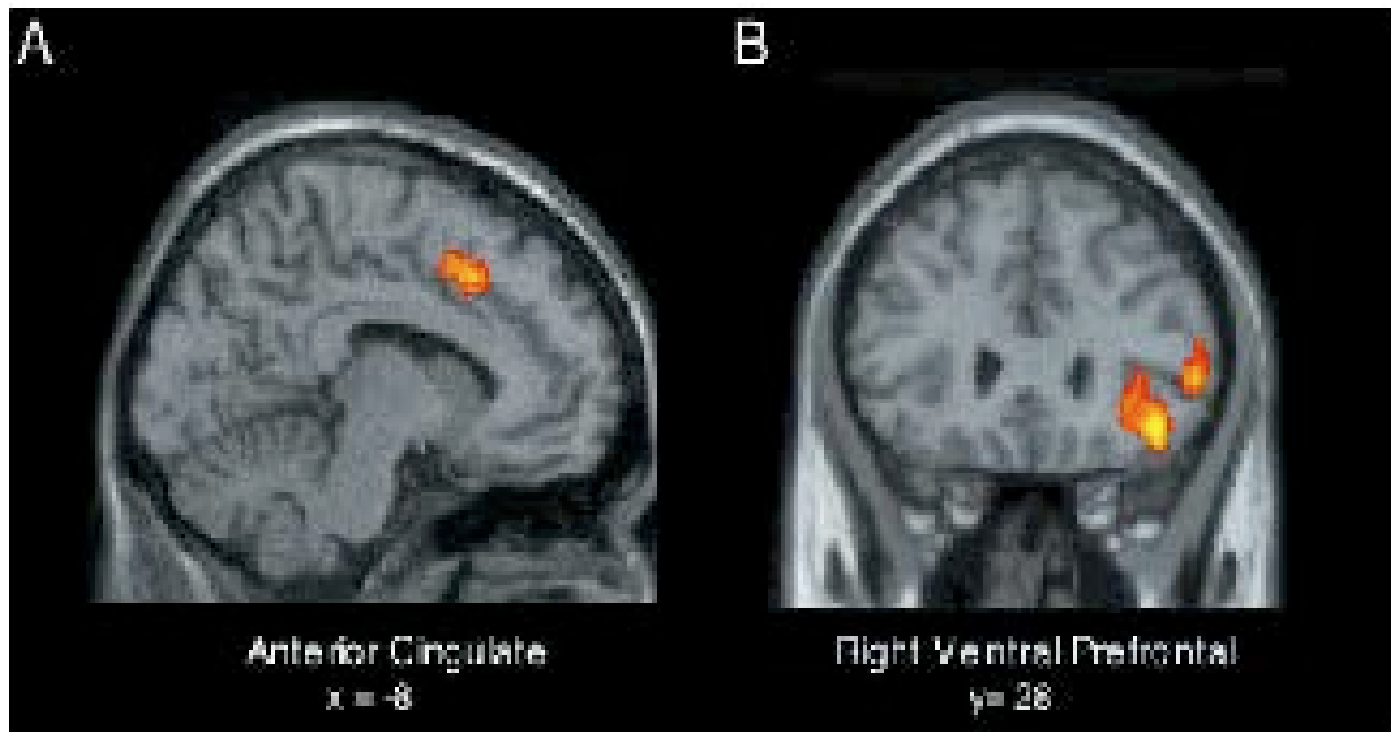
## Being excluded or ignored

- Synonyms: ostracism, shunning, silent treatment, cold shoulder
- Related concepts: rejection, disrespect, discrimination, marginalization, stigmatization





Exclusion or rejection signals danger and is therefore reflexively detected as pain



## Exclusion destabilizes the individual

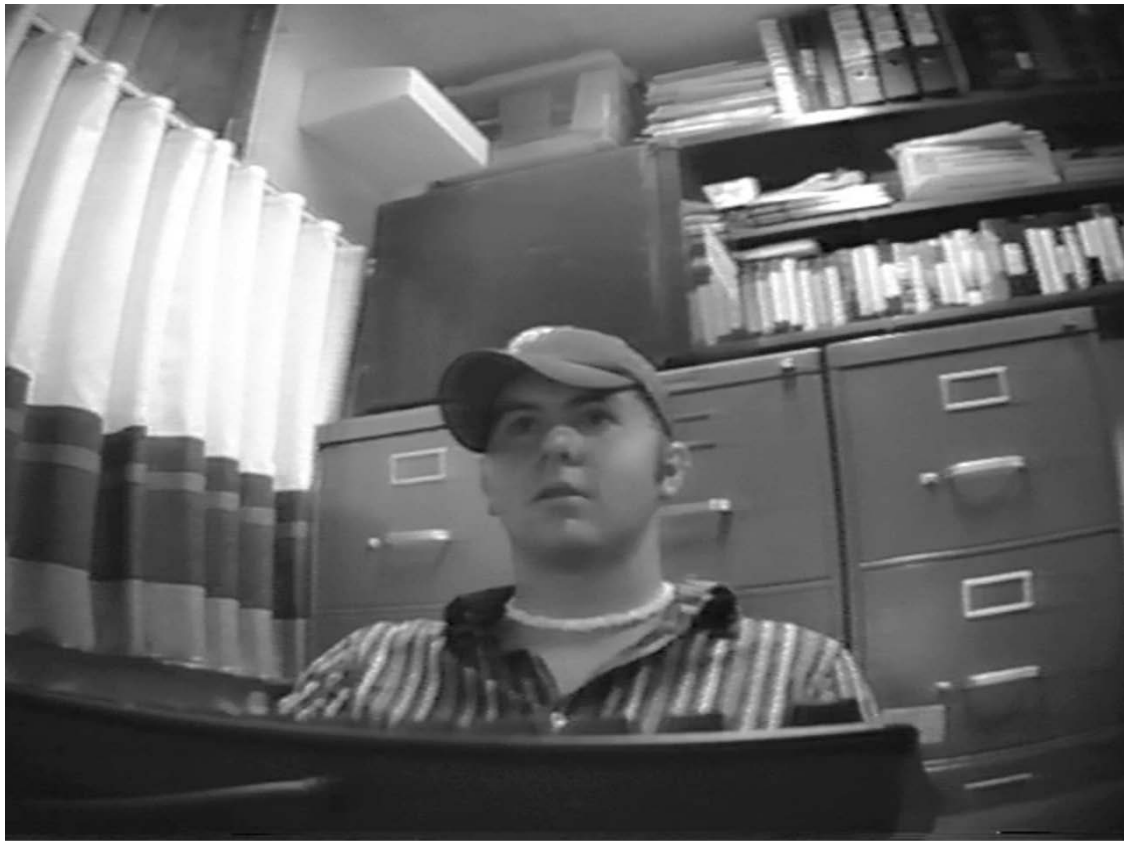
It threatens fundamental needs:

- Belonging
- Self-esteem
- Control
- Meaningful existence

It may arouse negative emotions:

- Sadness
- Anger

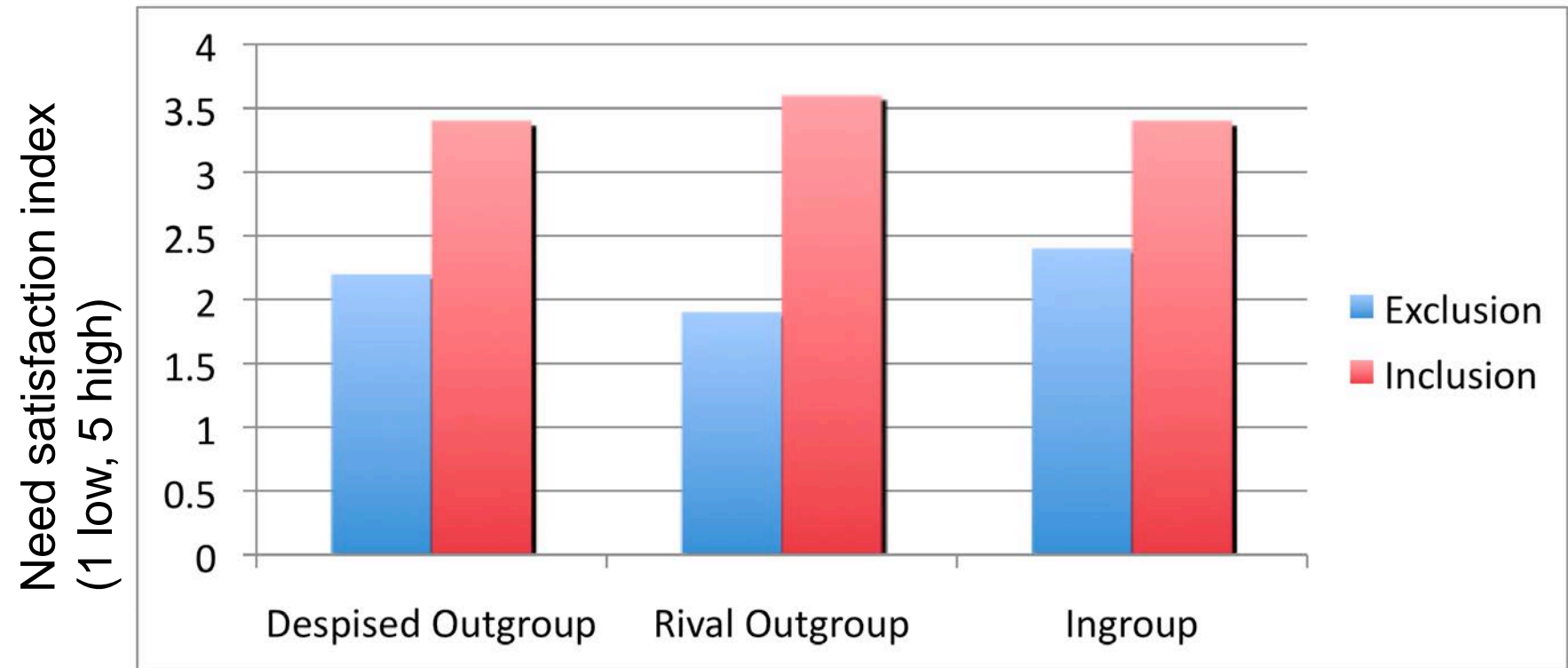
## Exclusion destabilizes the individual



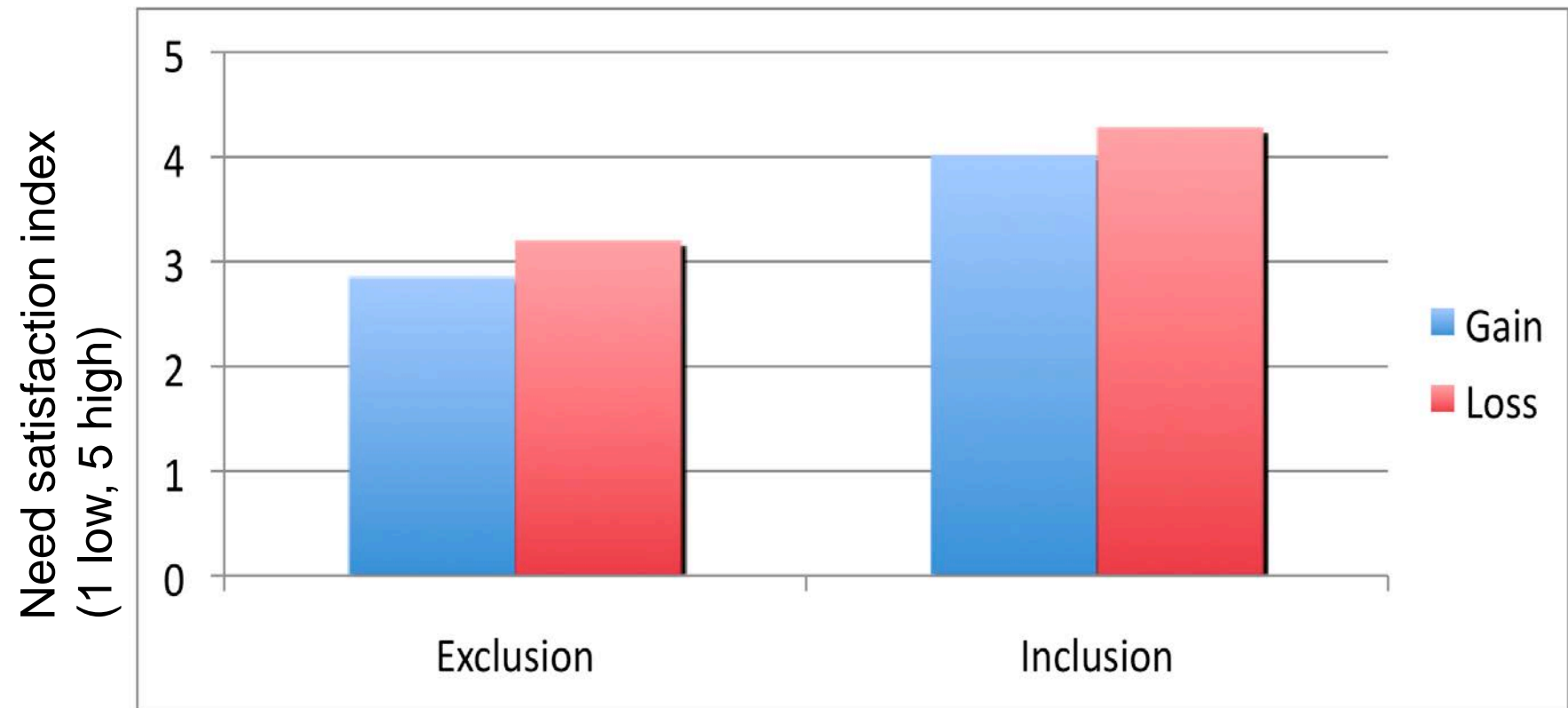
<http://www3.psych.purdue.edu/~willia55/Announce/CyberballFinger.mov>



# Exclusion, even by a despised outgroup, is distressing



# When inclusion costs and exclusion pays, it still hurts





## Excluded or rejected individuals may try to fortify thwarted needs

- On the one hand, exclusion or rejection may lead to social susceptibility
- But it may also result in self-defeating, antisocial or aggressive behaviors

# Exclusion may result in intergroup polarization and religious fundamentalism

(Schaafsma & Williams, 2012, JESP)



## Central assumptions

- Exclusion will result in more hostility and in more support for fundamentalist religious beliefs
- But reactions may vary as a function of the status of those who exclude (ingroup vs. outgroup)
- Exclusion by outgroup members may represent a different type of threat to a person's social identity than exclusion by ingroup members

## Central assumptions

- Exclusion by ethnic *outgroup* members will result in more hostility than exclusion by ethnic ingroup members > *categorization threat*
- Exclusion by ethnic *ingroup* members will result in more support for fundamentalist ideas than exclusion by ethnic outgroup members > *acceptance threat*

## Overview Study

- 720 participants: 384 Dutch origin (secular and Christian); 336 Turkish and Moroccan origin (Muslim) high school students (15 - 18 years old).
- Participants were included or excluded during a virtual ball-toss game (Cyberball)
- Participants played with either ethnic ingroup or ethnic outgroup co-players (computer-generated)

# Cyberball


**Speler  
1**

Rashida



**Speler  
2**

Karim

  
**Speler  
3**

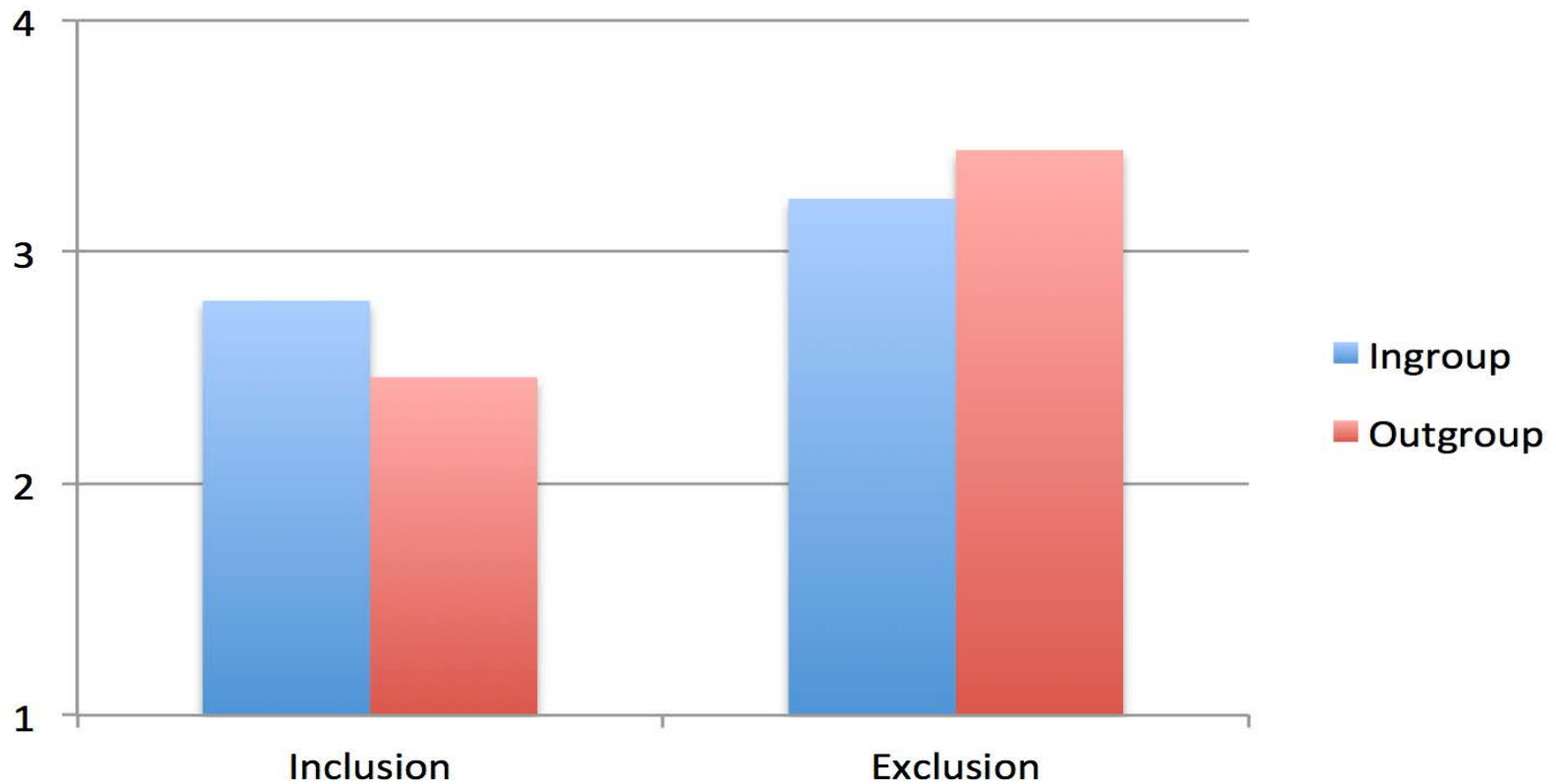
Jij



Hi, I am Rashida, I love shopping with my friends Salima and Fatma. And I loooooooooooooove couscous!!

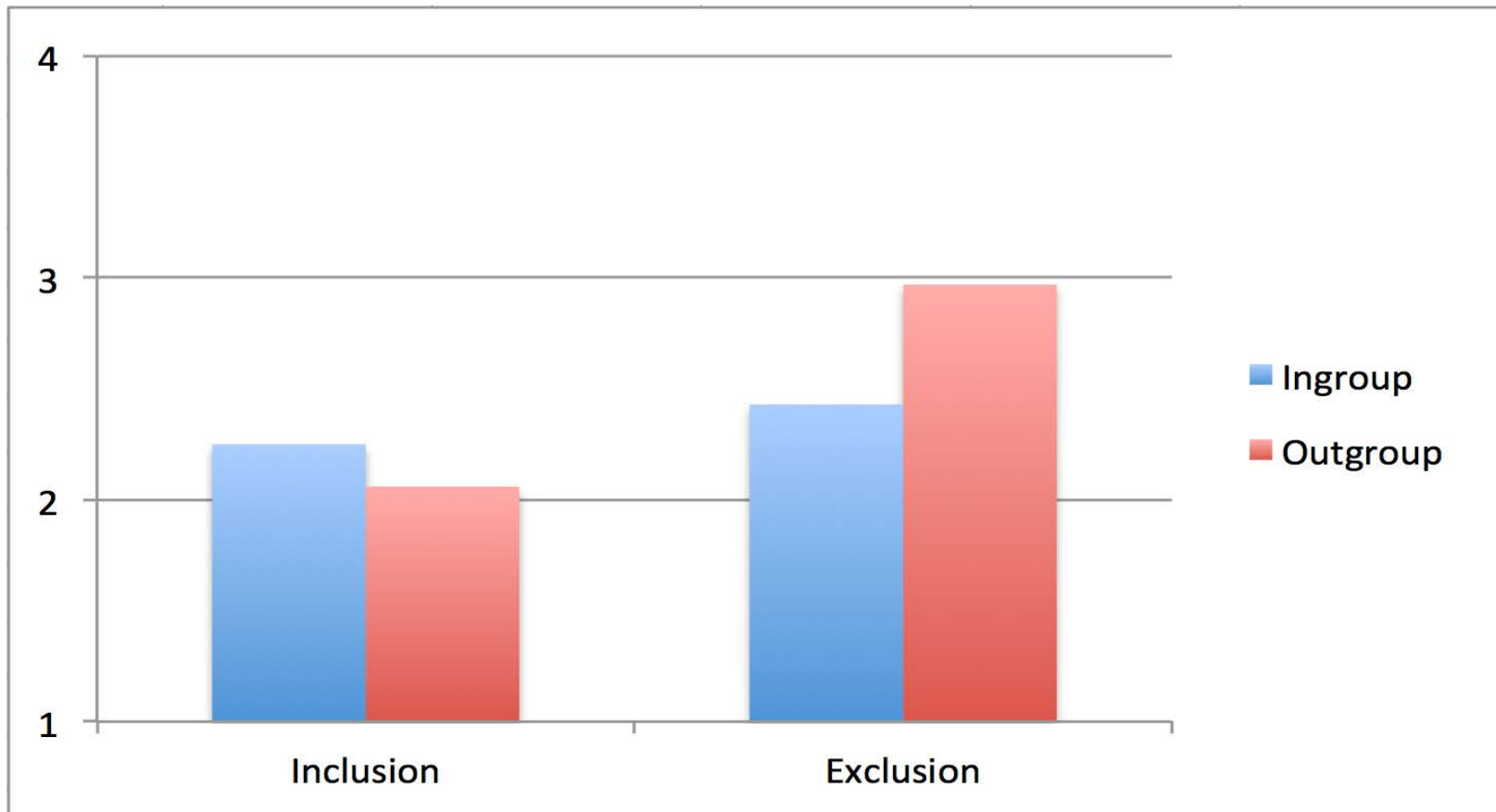
Hey, I am Karim and my hobby is soccer. I am a fan of Mouloudia Club Oujda!!! The best club of Morocco!  
FORZA MCO...!!!! 😊

## Hostility toward Co-Players



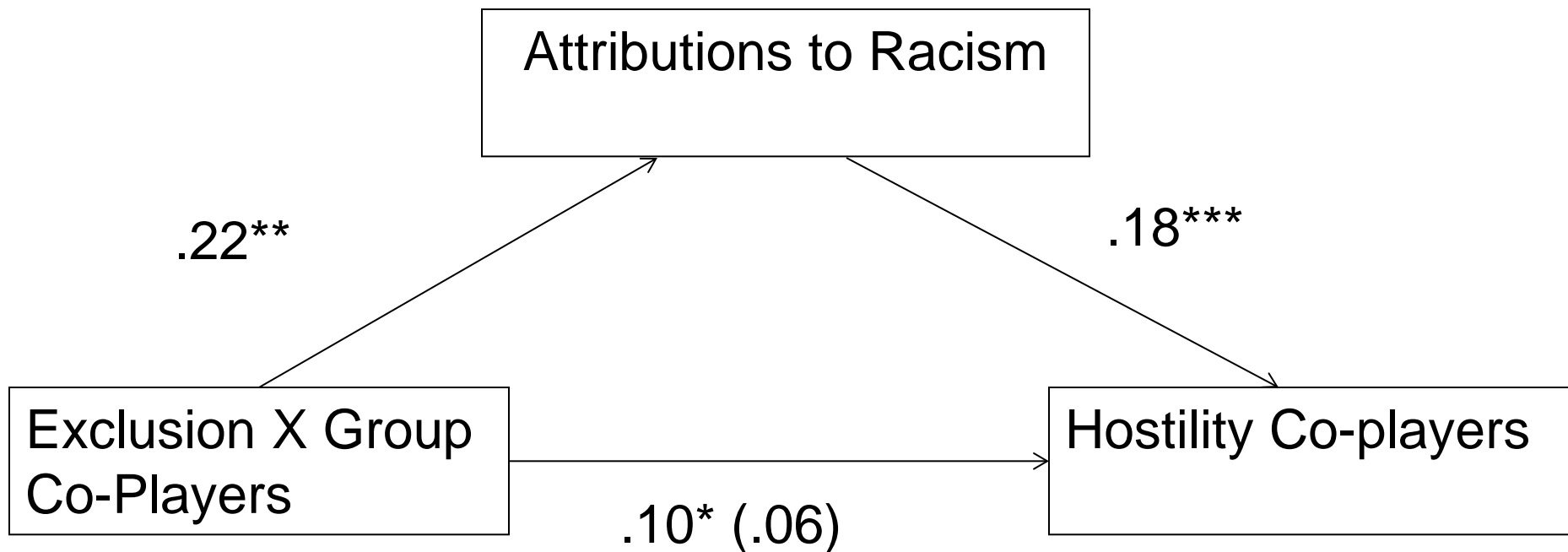
$F(1, 700) = 7.25, p = .007$

## Hostility toward Co-players' Group

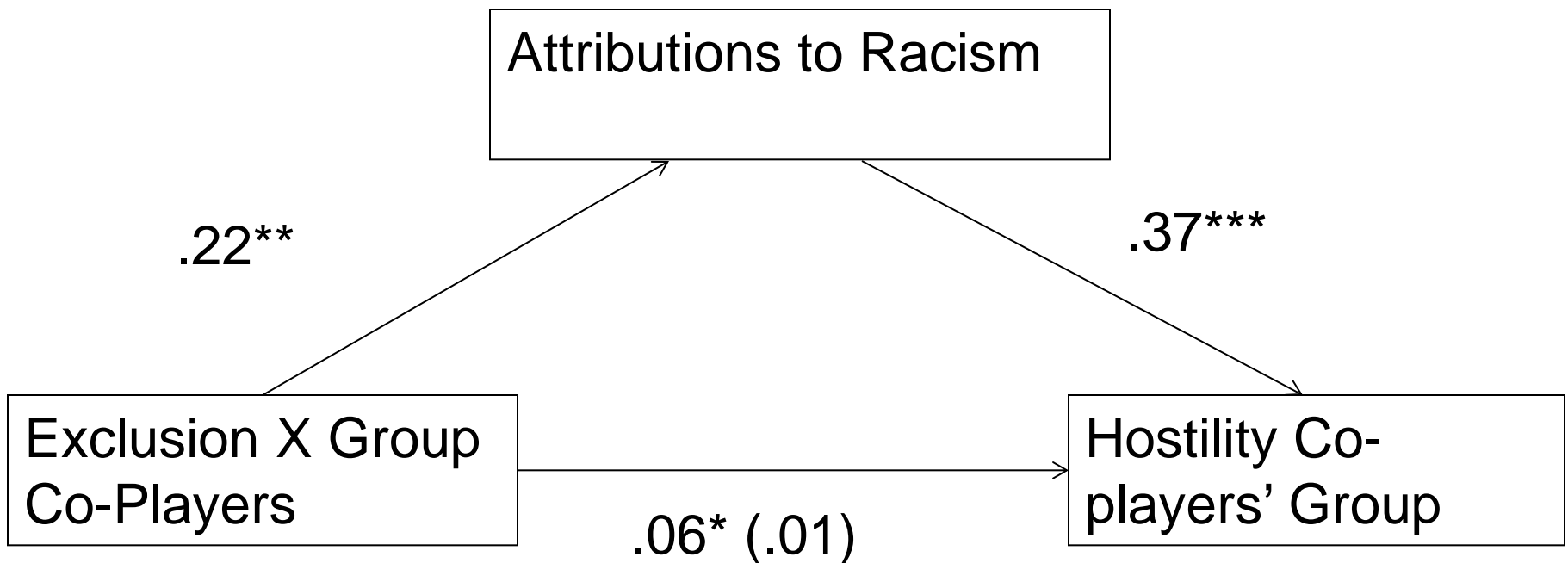


$F(1, 698) = 5.19, p = .023$

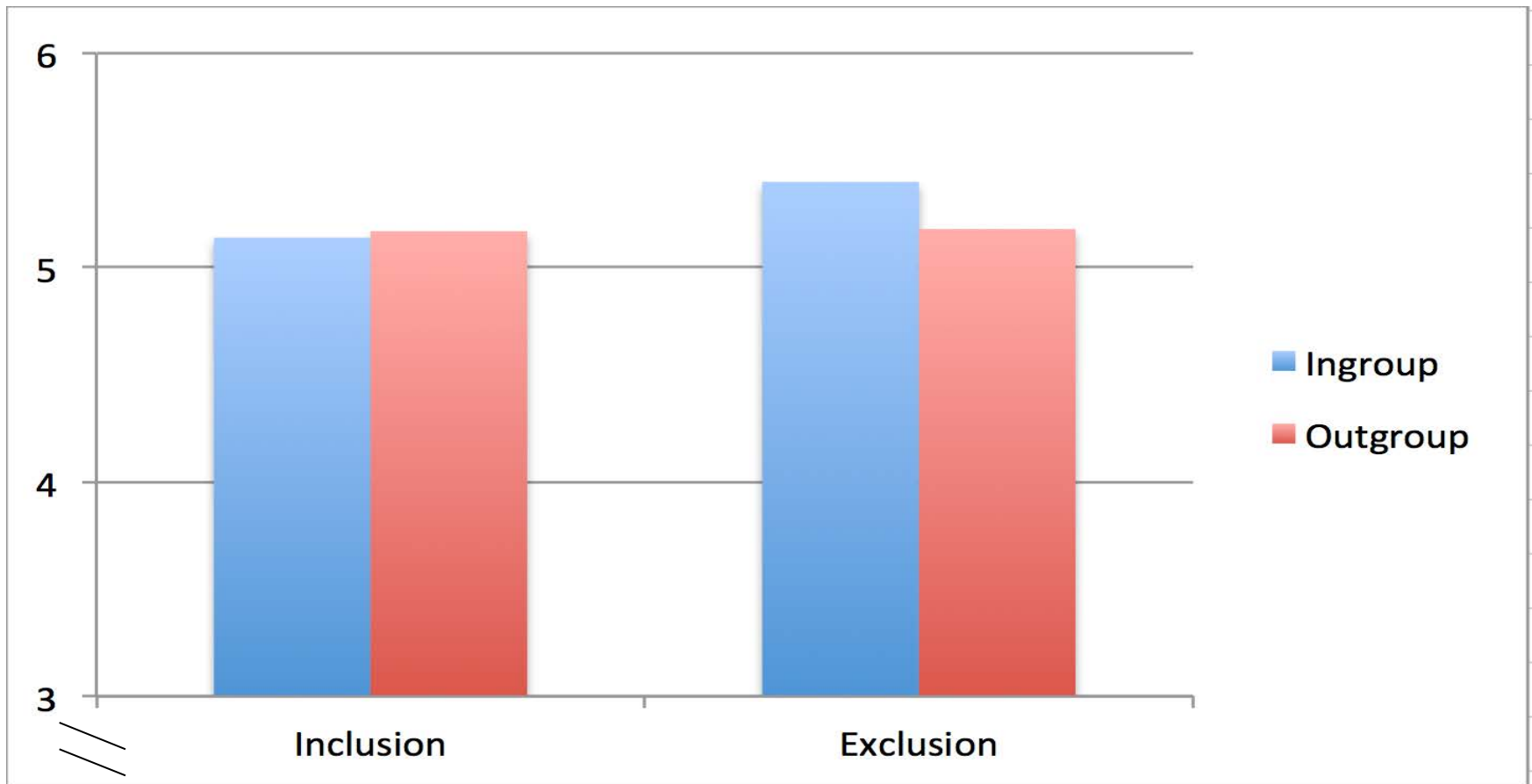
# Mediational Analysis: Hostility Co-Players



# Mediational Analysis: Hostility Co-Players' Group



# Religious Fundamentalism



$F(1, 499) = 5.30, p = .022$

## But what about discrimination?

- Comparable results have been found (e.g., Branscombe, Schmitt, & Harvey, 1999)
- Discrimination is painful and can result in lower well-being
- It may also result in more hostility toward the outgroup and in a stronger identification with the ingroup

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# Why does discrimination result in lower well-being?

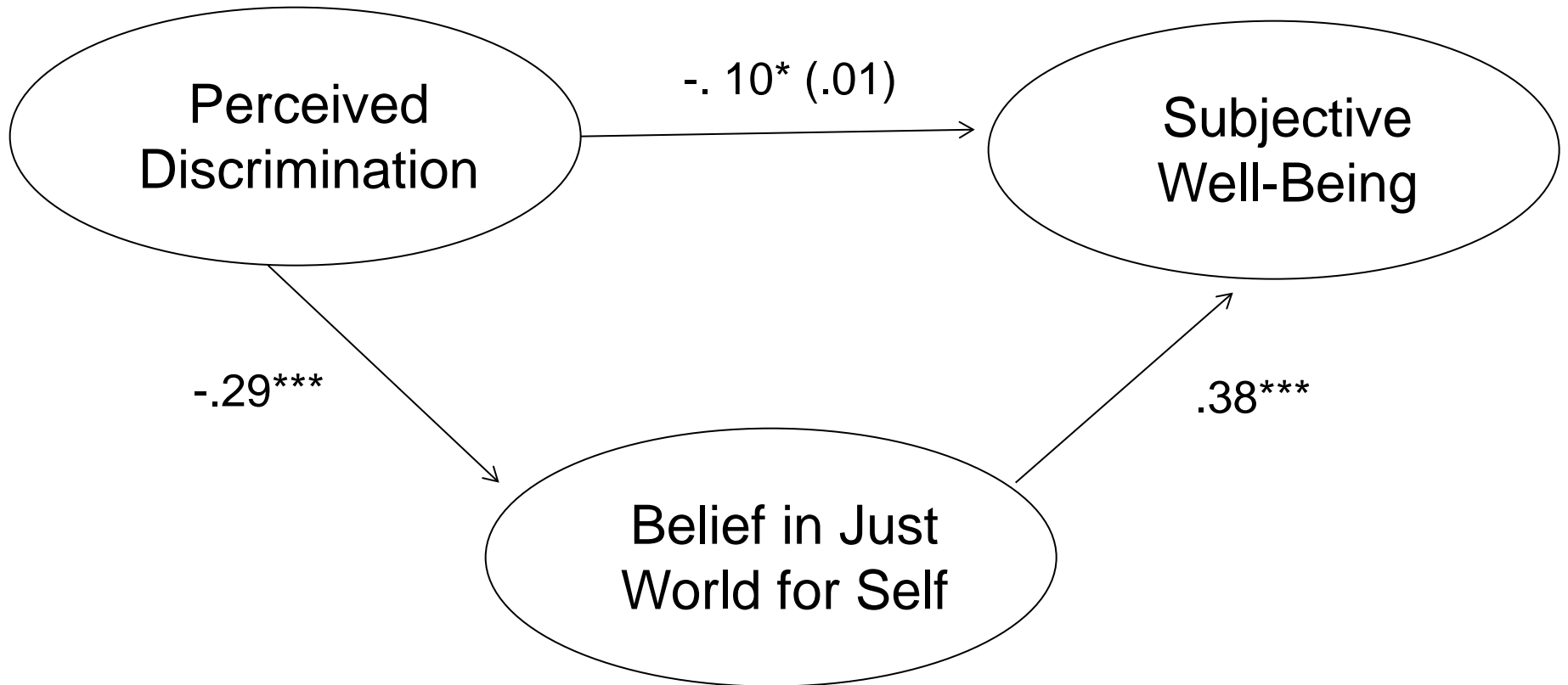
(Schaafsma, 2013, IJIR)





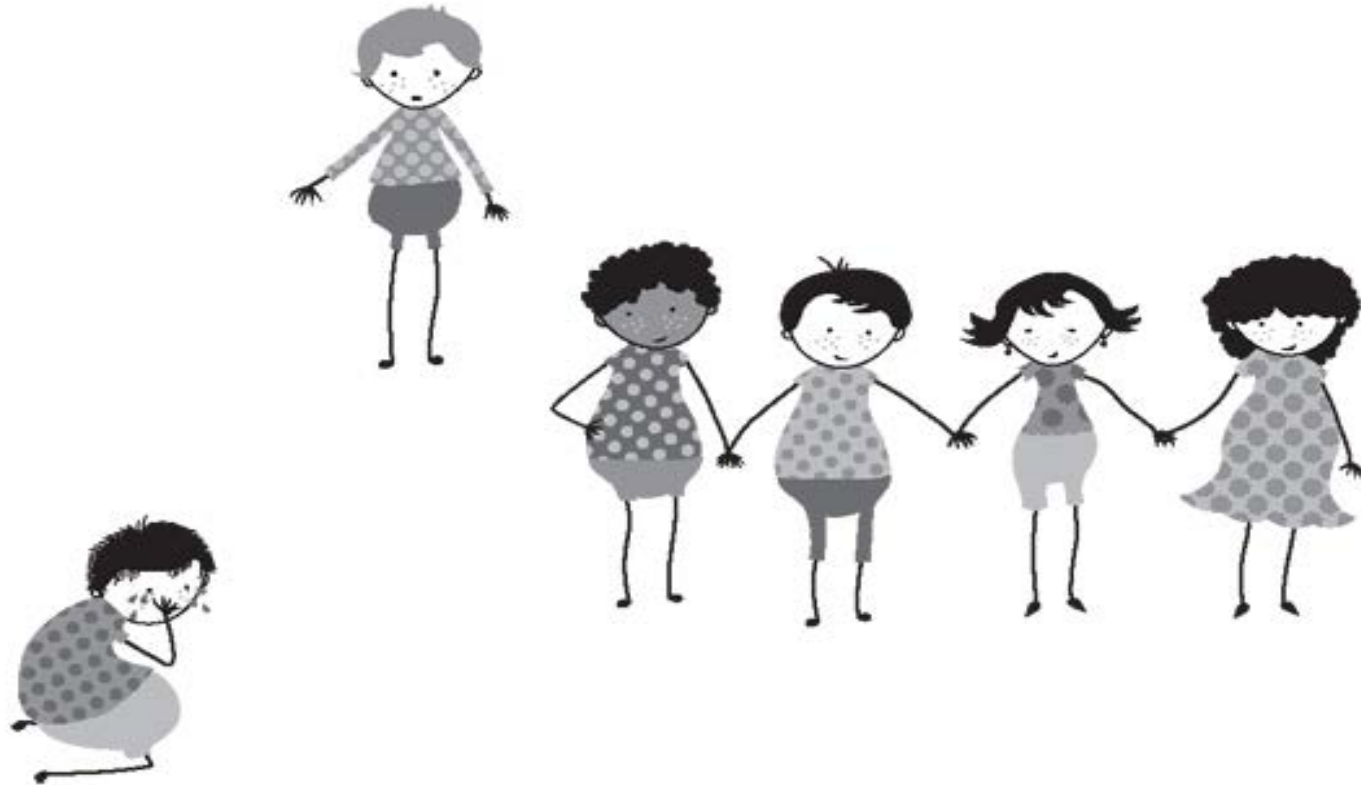
## Overview Study

- 243 participants of Moroccan (139) and Turkish origin (104) (110 women,  $M_{age} = 34.7$ ,  $SD_{age} = 15.1$ )
- They filled out a questionnaire (paper-and-pencil).
- They completed measures to assess their experiences with discrimination ( $.86$ ), belief in a just world ( $\alpha = .88$ ) and their well-being ( $\alpha = .79$ ).



# Can people's ethnic identity protect them from the negative effects of discrimination?

(Schaafsma, 2011, EJSP)



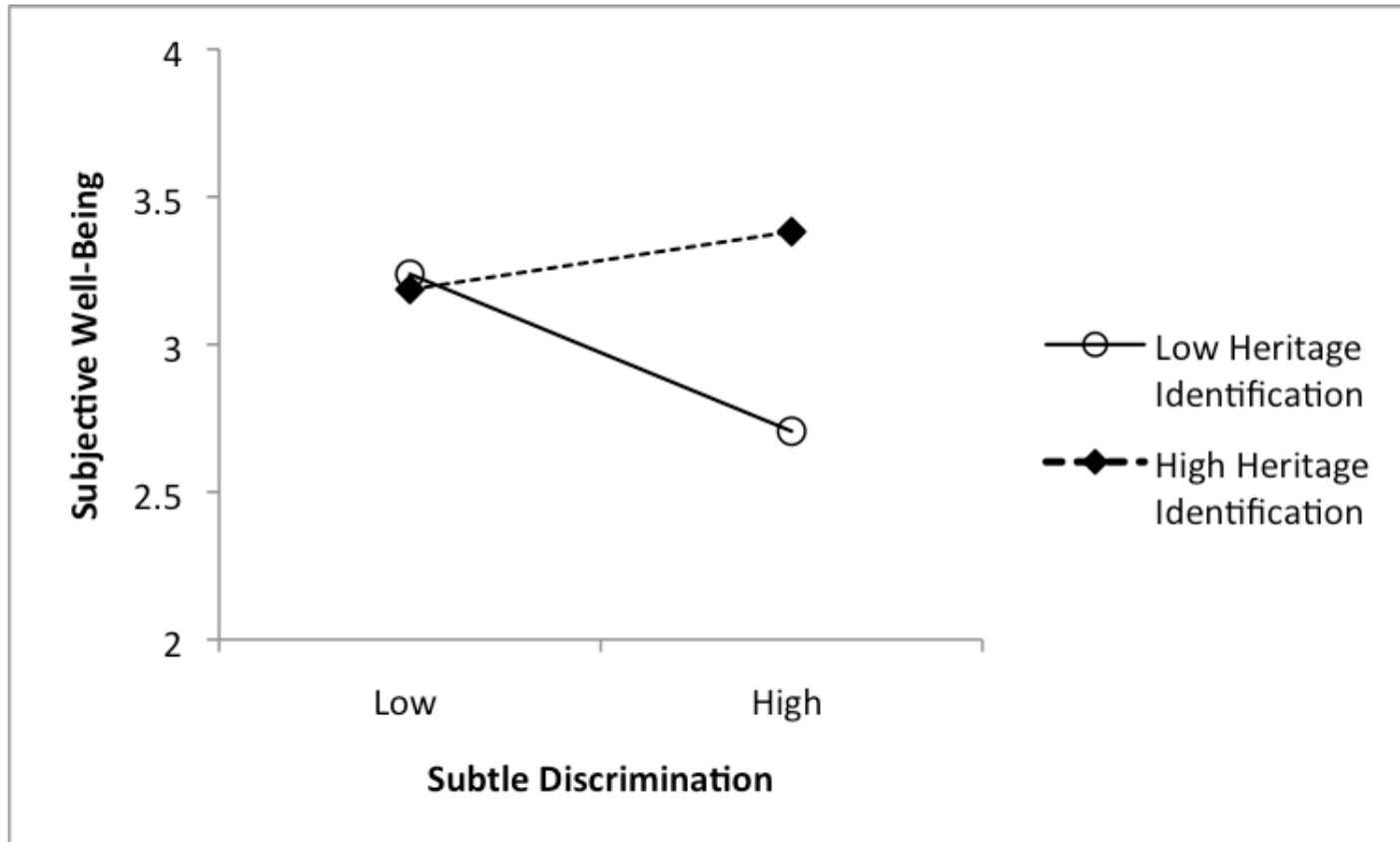
## Central assumptions

- A strong identification with heritage group may make ethnic minority members more sensitive to (subtle) discriminatory cues, but it may also protect them from its negative effects.
- A strong identification with majority group may lead minority members to be less aware of or downplay discrimination, but it is also likely to exacerbate its effects when it is noticed.

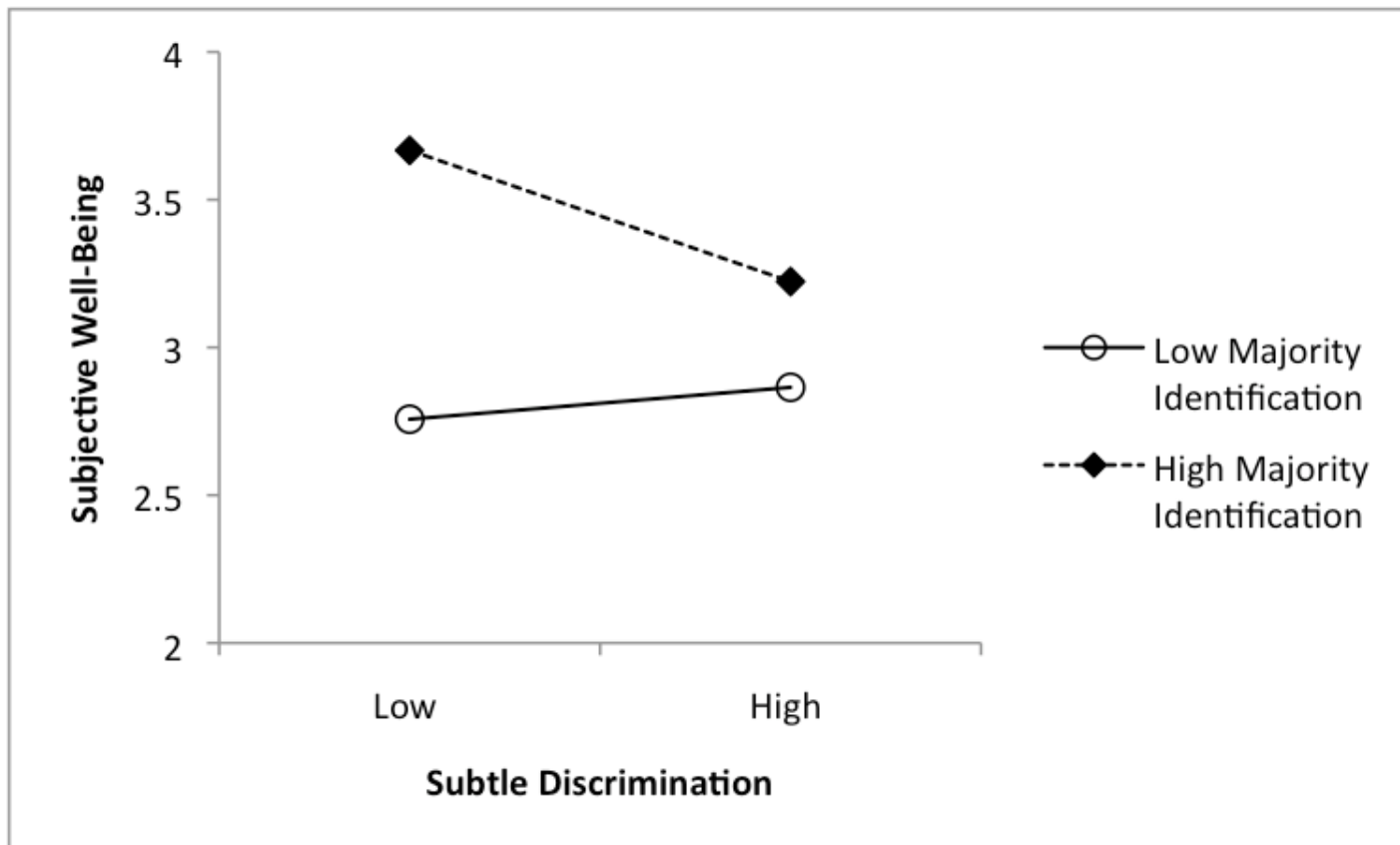
## Overview Study

- 320 participants of Turkish (167) and Moroccan (153) origin (52.5% female,  $M_{age} = 30.0$ ,  $SD_{age} = 13.5$ )
- Participants filled out a questionnaire (paper-and-pencil).
- They completed measures to assess their identification with the heritage group and majority group ( $\alpha = .88$  and  $.87$ ), experiences with subtle and blatant discrimination ( $\alpha = .94$  and  $.82$ ), and well-being ( $\alpha = .88$ ).

# Heritage group identification can be buffer against negative effects of discrimination



# Identification with majority group exacerbates negative effects of discrimination



## To conclude

- Exclusion or discrimination is painful and poses threat to identity
- There are different paths to cope with this threat
- Some of these paths may result in more radical and hostile behaviors
- Much more research is needed on the effects of exclusion and discrimination in early life, and on its long-term consequences



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