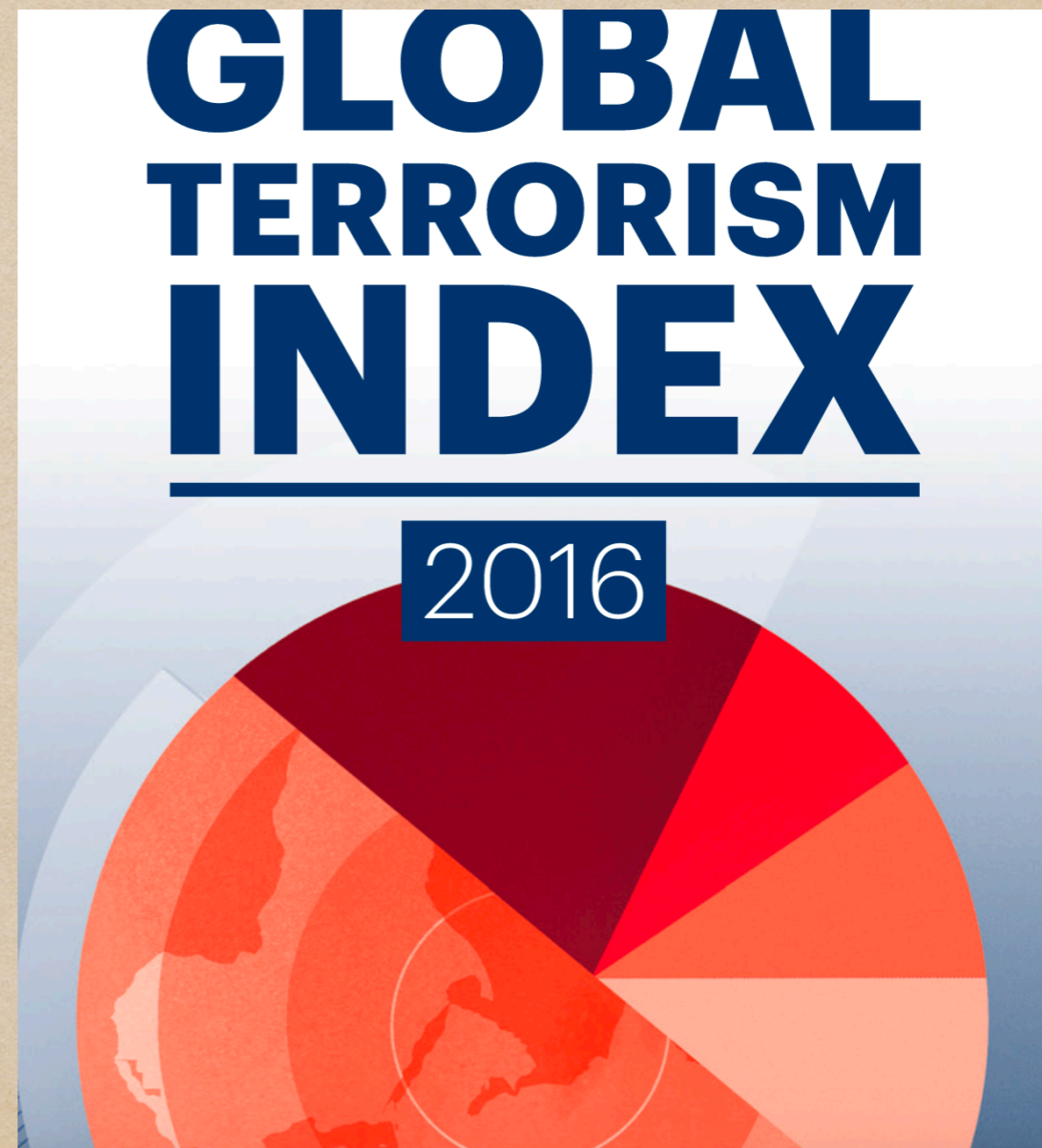


# Prejudice, stigma, bigotry and hates crimes: what to do?

- ◆ JoAnne Dahl, PhD Professor
- ◆ Department of Psychology
- ◆ Uppsala University
- ◆ Sweden



- ◆ In 2014 nr of deaths from terrorism increased 80% from previous year
- ◆ Spreading to many more countries
- ◆ Extremist, nationalists, fundamentalist



Countries with high  
levels of terrorism  
also have highest  
levels of refugees  
displaced people



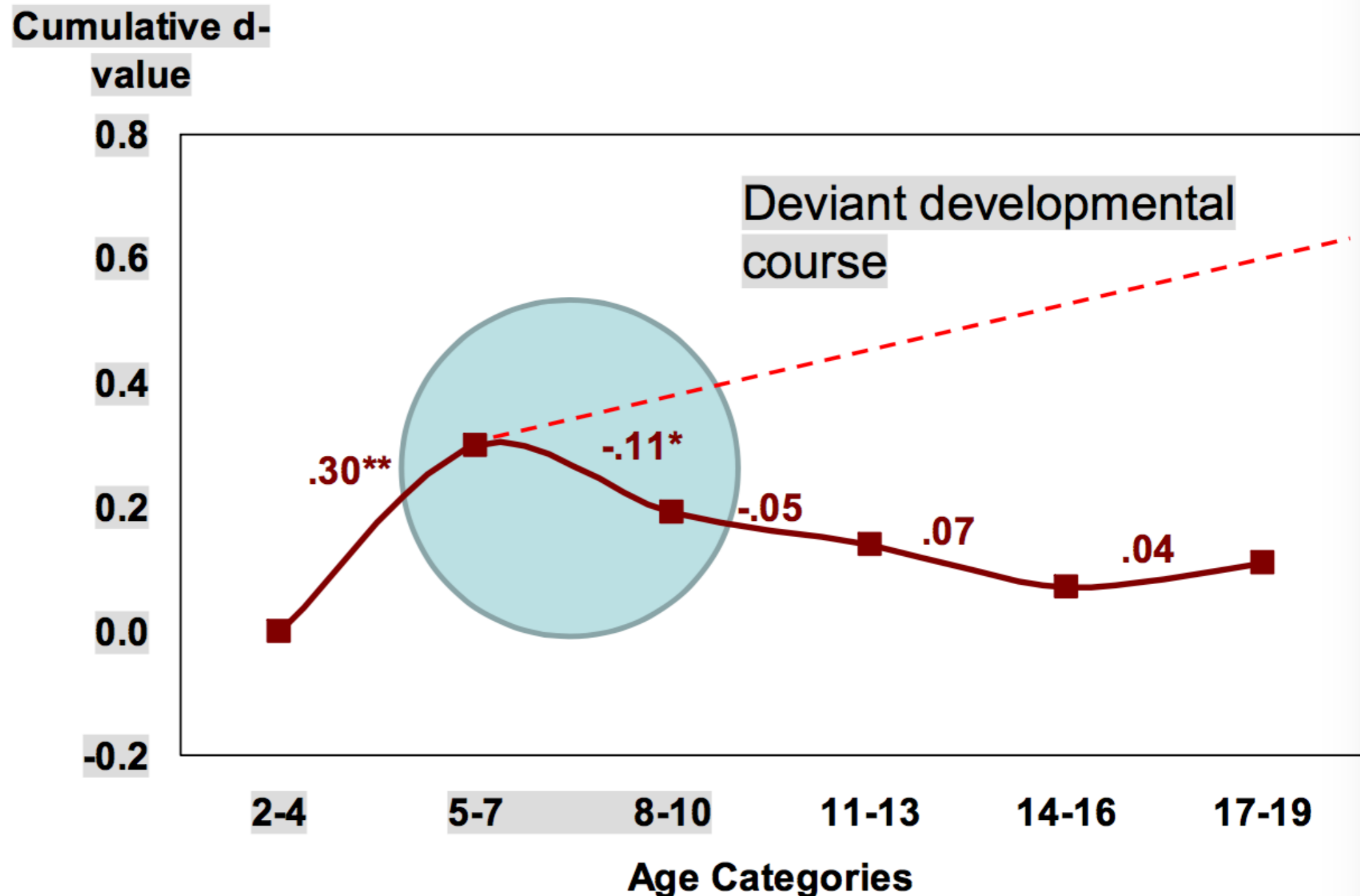
# Typical Biases

---

- ❖ Ingroup preference
- ❖ Outgroup homogeneity bias
- ❖ Low sympathy for outgroup members
- ❖ Attributing negative characteristics
- ❖ Social exclusion



# Proposed deviant developmental course leading to serious prejudice attitudes, emotions, or behavior in adulthood







News / [Research](#)

 Listen

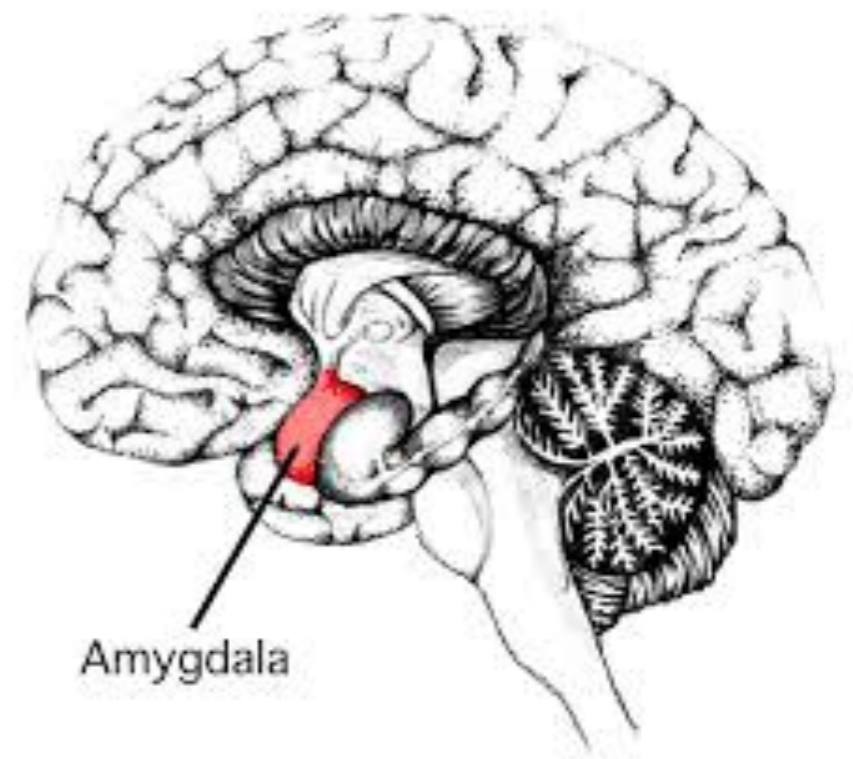
# Brain activity can explain the causes of prejudice

 Published 2015-07-22 13:24. Updated 2015-12-01 13:25  [Denna sida på svenska](#)

An international team of scientists, led from Karolinska Institutet, has investigated the neural basis of racial biases. The results, published in the scientific journal *NeuroImage*, show



”After an aversive experience, differences in brain activity are seen, depending on whether the experience is associated with a member of the person’s own ethnic group or another”.



# Conditions for serious prejudice development

- High perceived threat
- Low perspective taking skills
- Prejudice social environment





Copyrighted Material

"A masterpiece . . . a landmark work brimming with originality and insight that also happens to be wickedly fun to read."

—**DANIEL GILBERT**, professor of psychology, Harvard University;  
author of the international bestseller *Stumbling on Happiness*



# MORAL TRIBES



Emotion, Reason, and  
the Gap Between Us and Them



**JOSHUA GREENE** 

---

# OUR BRAINS ARE WIRED FOR TRIBALISM (NOT HARDWIRED)

---

- Intuitively divide the world into US and THEM and favour US over Them.
  - Learned with language as markers to group membership, arbitrary learning
  - Criteria for categorisation is **arbitrary** not physical characteristic
  - Brains can be Rewired through experience and active learning
-

OUR BLESSED HOMELAND

THEIR BARBAROUS WASTES

OUR GLORIOUS  
LEADER

THEIR WICKED  
DESPOT

OUR GREAT  
RELIGION

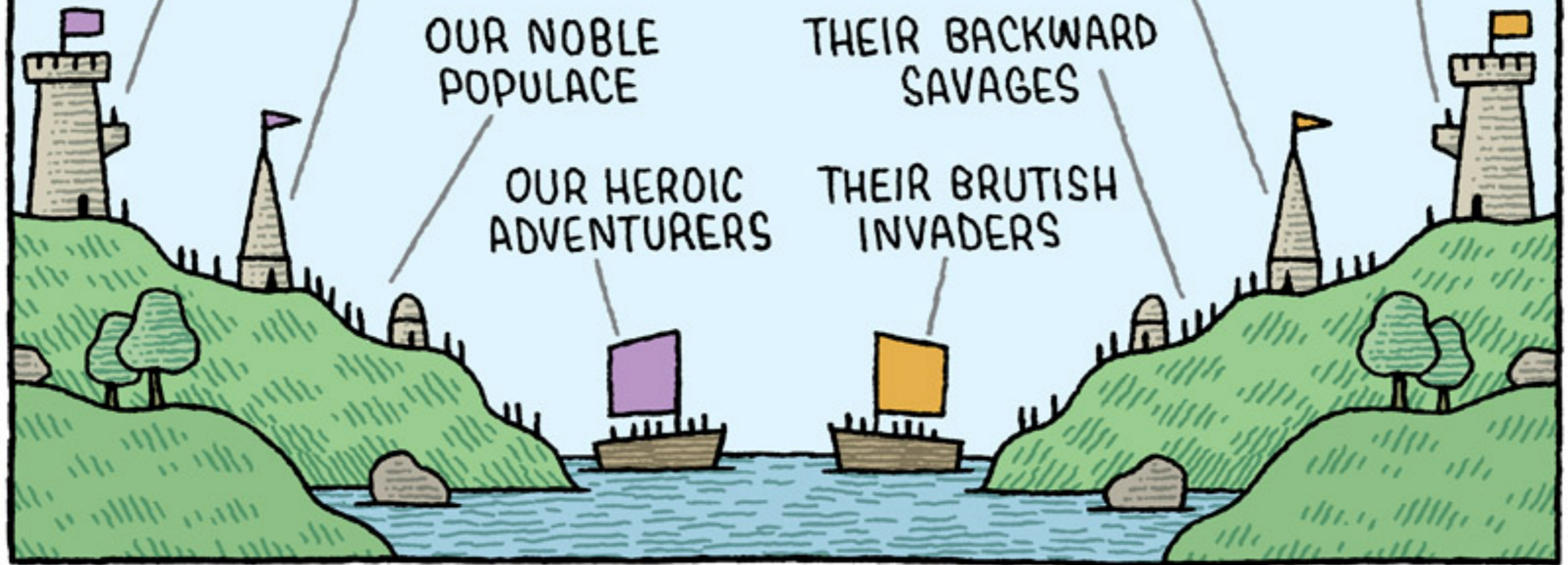
THEIR PRIMITIVE  
SUPERSTITION

OUR NOBLE  
POPULACE

THEIR BACKWARD  
SAVAGES

OUR HEROIC  
ADVENTURERS

THEIR BRUTISH  
INVADERS



TOM GAULD

# RELATIONAL FRAMING : A VERB

- Framing events relationally; To "give stimulus meaning"
  - Adam is shorter than Kalle, Pelle is taller than Erik
- **A generalized operant**
- **Non-arbitrary relations:** based on physical features (hard, soft, temperature, bigger...)
- **Arbitrary relations:** based on.... Sociocultural agreements like status, power, worth, .....





# PREJUDICE/RACISM/STIGMA

Build a wall,  
Make America great again

---



# Stereotype threat





How does effect me?

---

# and Disparities Report and 5th Anniversary Update on the National Quality Strategy





# **QUALITY AND DISPARITIES REPORT and 5<sup>th</sup> ANNIVERSARY UPDATE ON THE NATIONAL QUALITY STRATEGY**

**U.S. DEPARTMENT OF  
HEALTH AND HUMAN SERVICES**

Agency for Healthcare Research and Quality

5600 Fishers Lane

Rockville, MD 20857

---

---

# HEALTH PROVIDERS DISCRIMINATE

---

- Significant evidence that health care providers hold stereotypes based on race, class, sex and more and these influence interpretations of behaviours, symptoms and clinical decisions and treatment. Health care workers are mostly unaware of these stereotypes or stigma they carry. Evidence that health care providers interact less effectively with groups unlike themselves and from minority groups as compared with 'like me' categories.
-



VISION

development

ideas  
teamwork

project

**STRATEGY**

invent

action

team

motivation

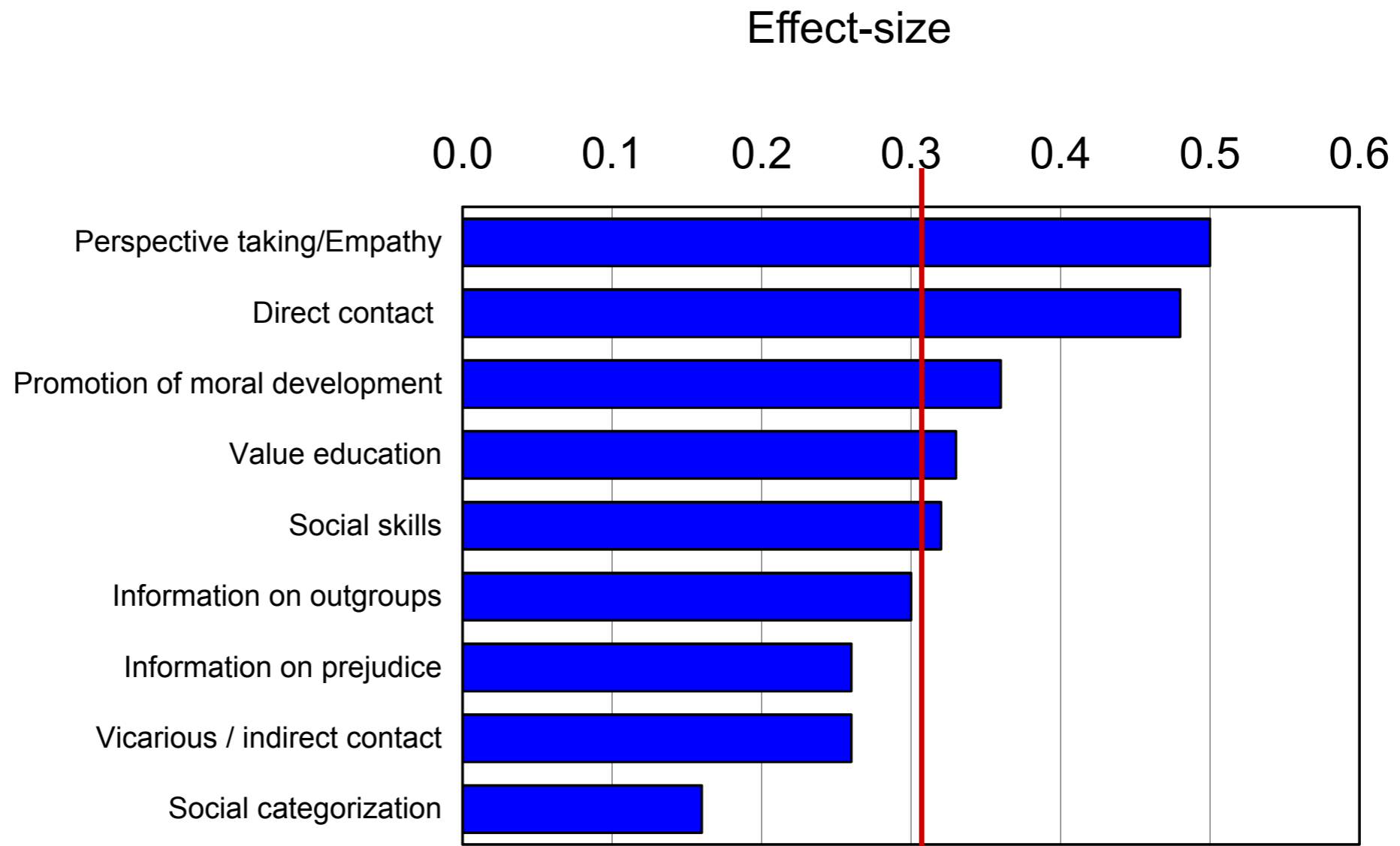
leadership

innovation

planning

# Meta-analysis of educational and psychological prejudice prevention programs

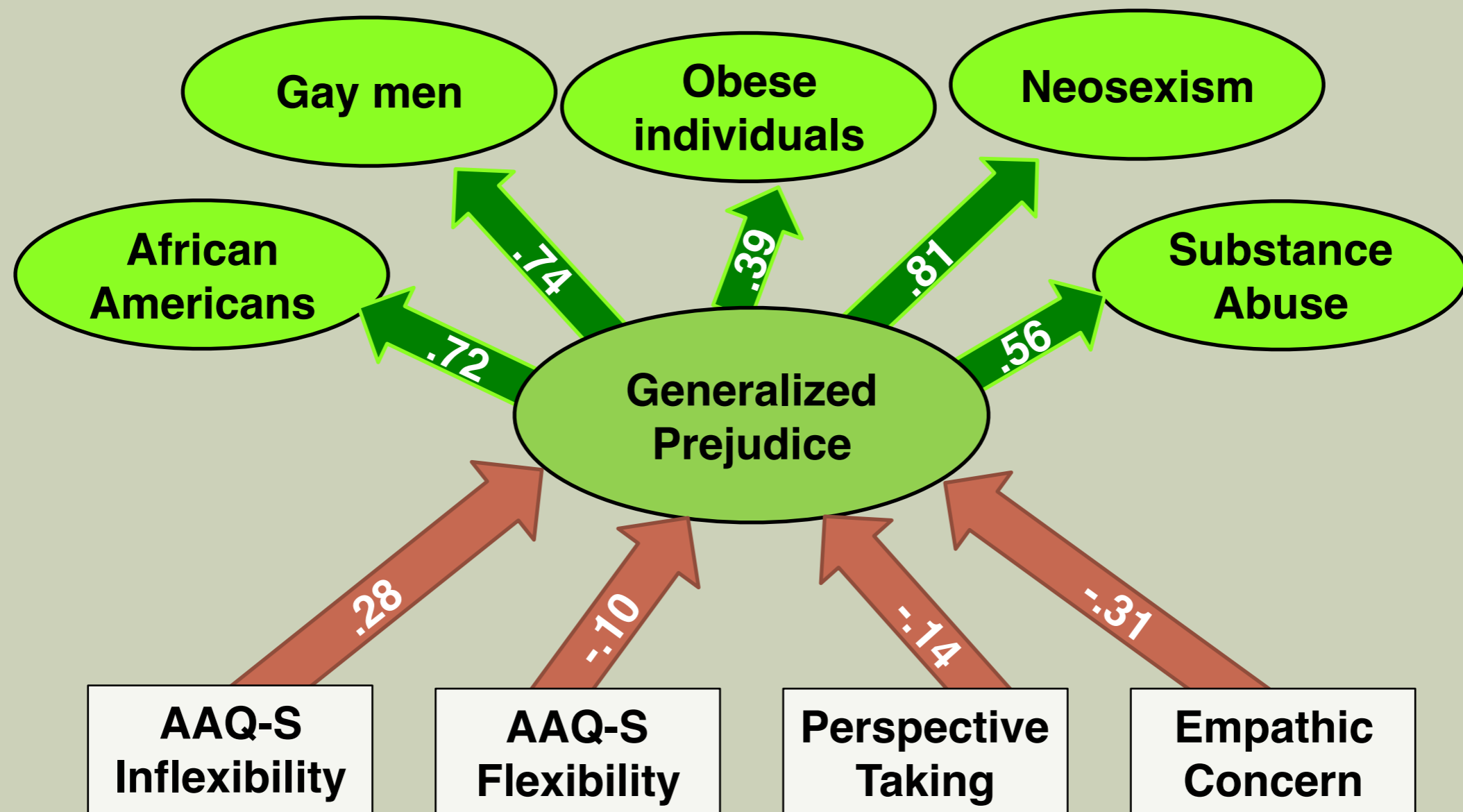
Results on different intervention components



Source: Beelmann & Heinemann (2014)

# INFLEXIBILITY AND GENERALIZED PREJUDICE STUDY

- Online survey with 604 college students
- Tested SEM model of predictors of generalized prejudice



# Flexible connectedness model

Roger Vilaradaga 2012 Psychological Record

**Step 1: Perspective taking**



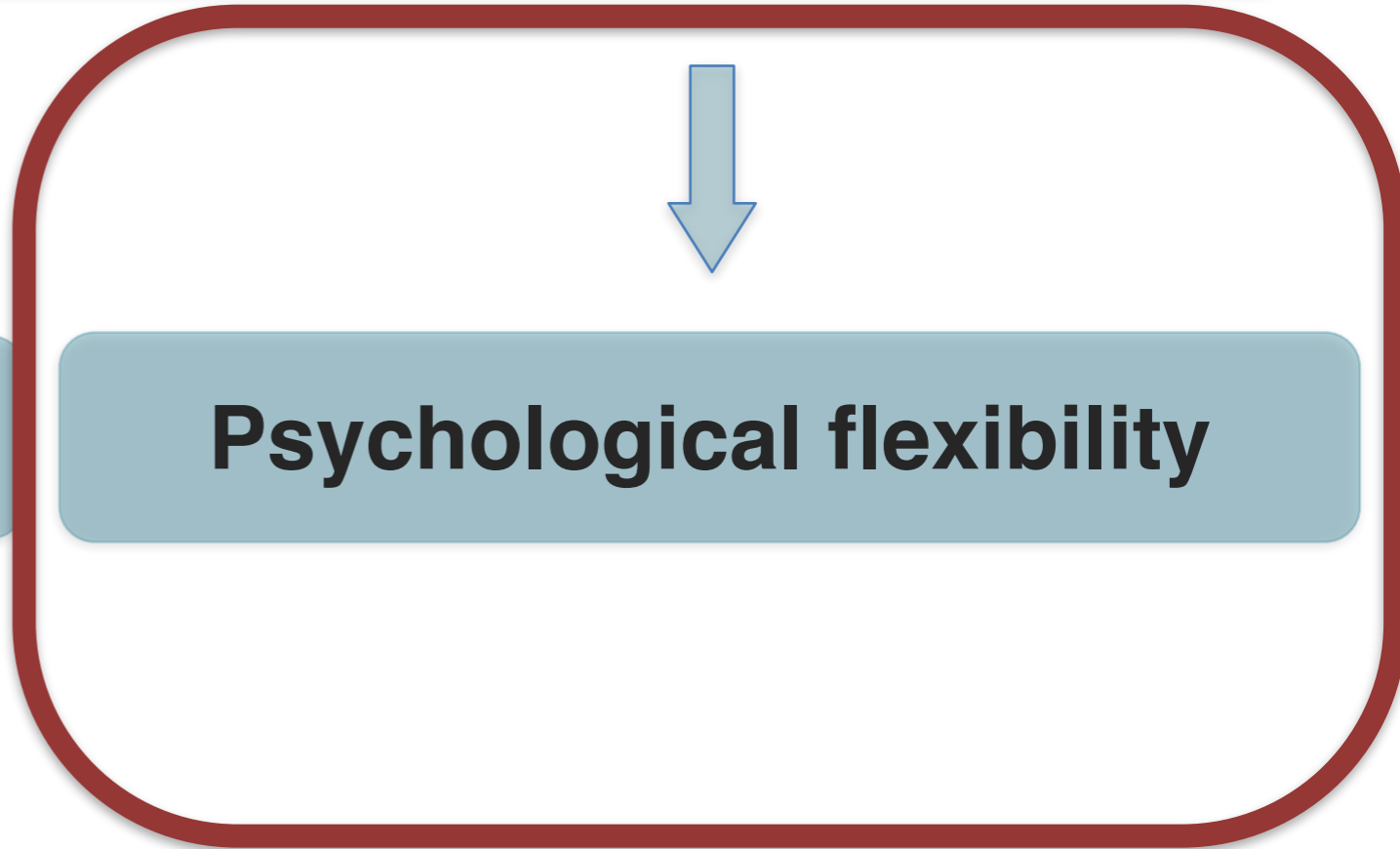
**Step 2: Being able to feel what the other person feels**  
(empathy)



**Avoidance of emotional  
response**



**Psychological flexibility**



# PT and Relational Frame Theory (RFT)

- Deictic frames
  - ▶ I - YOU (*interpersonal*)
  - ▶ HERE - THERE (*spatial*)
  - ▶ NOW - THEN (*temporal*)

# Empathy

- Empathy involves the **transformation of emotional functions** via deictic relational frames.
- In nontechnical terms, we adopt the perspective of others and this allows us to ‘feel their suffering’. This may prompt us to help them;
  - ▶ *however, if the suffering is too much, we may avoid deictic framing.*
- ‘I feel sad. If you were me, how would you feel?’



# Can PT+E be trained?

**YES!**

Less stress and symptoms, greater work satisfaction

- **Meta analysis** (Bratt-Rawden 2014, Wampold et al 2007, Balwin 2007)
- **Focus on empathy process** (Hayes et al 2007)
- **Health care workers** (Brinkborg et al 2011, Gustavsson, 2011)

---

# BEHAVIORAL KERNELS

---



- look for likeness
  - perspective taking
  - look for meaning/value
  - mindful of contingencies
  - See thoughts as thoughts
  - Prosocial behavior
-

---

# ECOLOGICAL MOMENTARY ASSESSMENT

---



- autonomy
- function over content
- 'catching' behaviour in the moment

---

# OUR PROJECTS: REINFORCE MANUAL MODE & BEHAVIOUR KERNELS

---

- Stressed students: *help someone every day*
  - Stressed workers: *finding meaning in work tasks*
  - Obesity: *getting back on a valued track*
  - Psychology students: *perspective taking*
  - *Refugees in Sweden*
-

# Human Connectedness model

- ◆ perspective taking
  - ◆ visual rotation
  - ◆ Cognitive rotation
    - ◆ finding likeness (shared perspective)
    - ◆ cognitively (identifying prejudice)
  - ◆ Emotionally rotation (likness)
- ◆ Prosocial action

# Exercises

- ◆ identify your own prejudice (FAE)
- ◆ break down to (BA) triggers, responses (thoughts, physical responses, behavior and the consequences)
- ◆ Rotation (visual, cognitive, emotional)
- ◆ Prosocial action

# Stressed students: help someone each day

- ◆ Report less stress, less anxiety and higher quality of life



# Empathy/perspective taking

Clinical psychology program, Uppsala

- ◆ training program over 2 semesters, in groups of 6





# Example



# Exercises

- ◆ Approach all 7 groups of discrimination
  - ◆ sex, age, disabilities, religion

# Assessment

- ◆ Empathy
- ◆ stress
- ◆ anxiety
- ◆ Life quality



UPPSALA  
UNIVERSITET

# Connect & Cooperate

