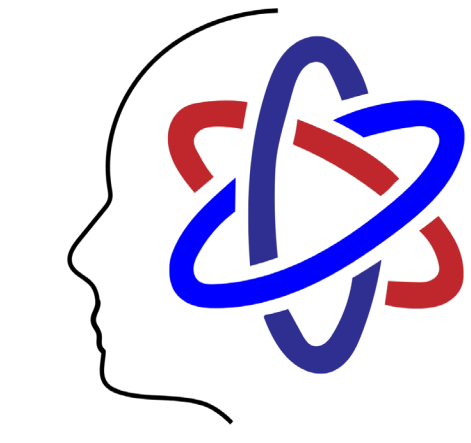




Discomfort and Diversity

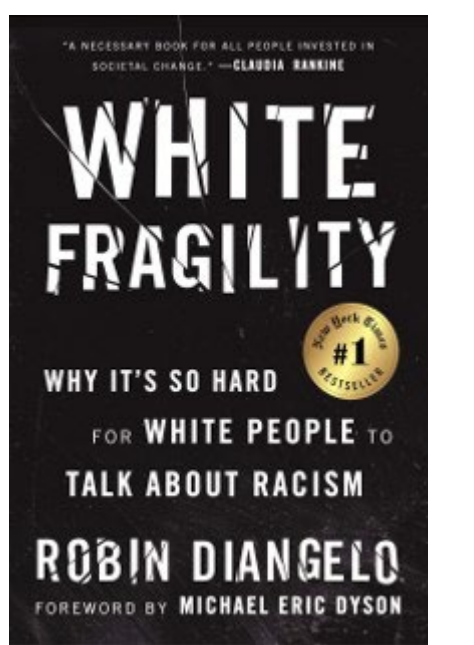
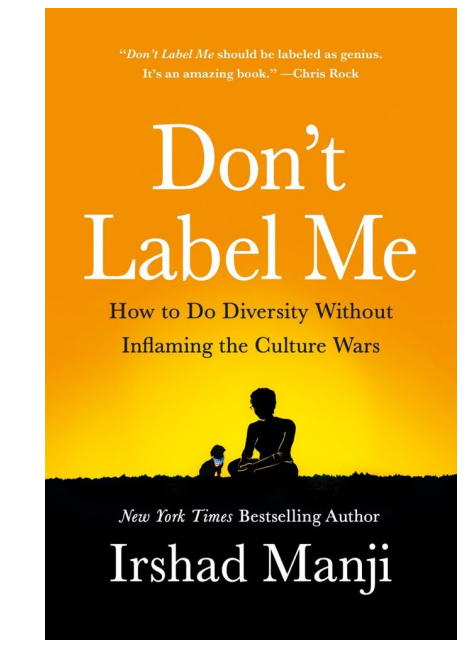
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How Blame, Shame, and Moral Identity Relate to DEI Efforts among Members of Privileged vs. Marginalized Groups

Discrimination and inequality are pervasive real-world problems. Many organizations are attempting to address these problems using diversity trainings. Some emphasize high shame (White Fragility), others mitigate these (Diversity without Division).

We were interested in what makes diversity trainings more vs. less effective; in particular, with how these shape diversity attitudes among white people, given their historical and institutional power in U.S. society. How does discomfort relate to diversity attitudes? Does it promote or detract from DEI? Is there an optimal level of discomfort?

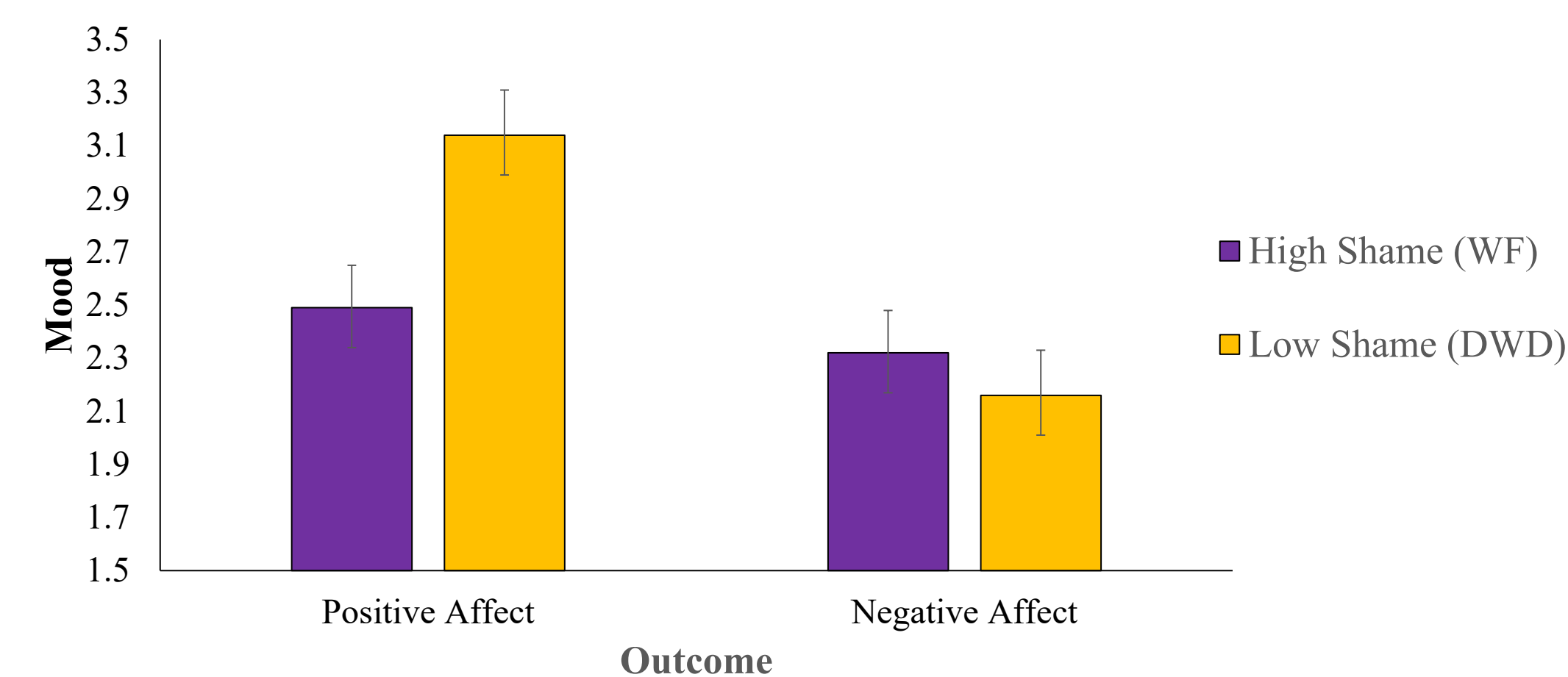


Research Overview

- In three studies, we recruited white participants, and explored these questions.
- Two correlational studies examined the relationship between discomfort and attitudes about diversity.
- One experimental study tested the effects of different real-world DEI programs on discomfort and attitudes about diversity.
- White Fragility focuses on demographics and high blame/discomfort.
- Diversity without Division focuses on viewpoints and low blame/discomfort.
- It could be that discomfort only promotes diversity attitudes among those not impacted by blame.
- Therefore, in Study 3, we compared men vs. women.

Study 1

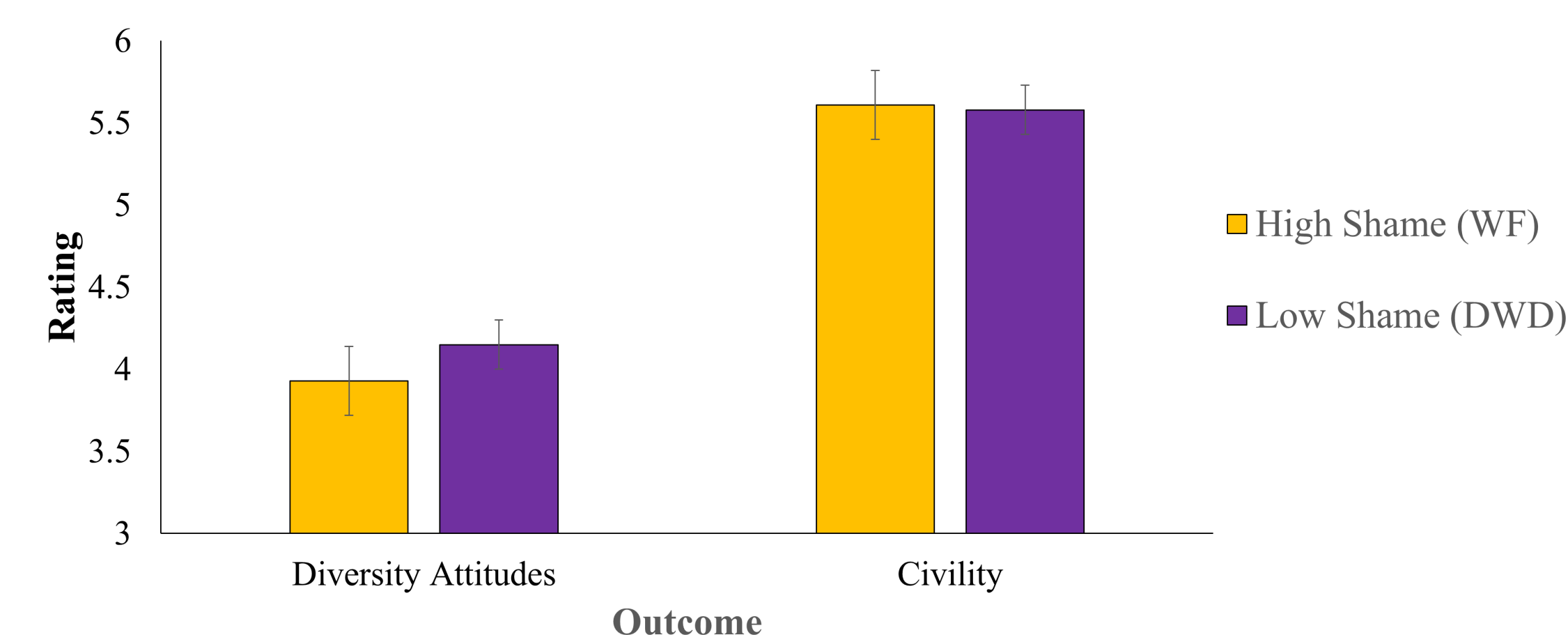
How does shame affect discomfort?



$t(609) = 5.31, p < .001$

$t(609) = -1.41, p = .08$

How does shame affect DEI?



$t(608) = 1.39, p = .08$

$t(603) = .225, p = .41$

Study 2

	DEI	Civility
Positive Affect	.20*	.08
General Negative Affect	.38*	.16*

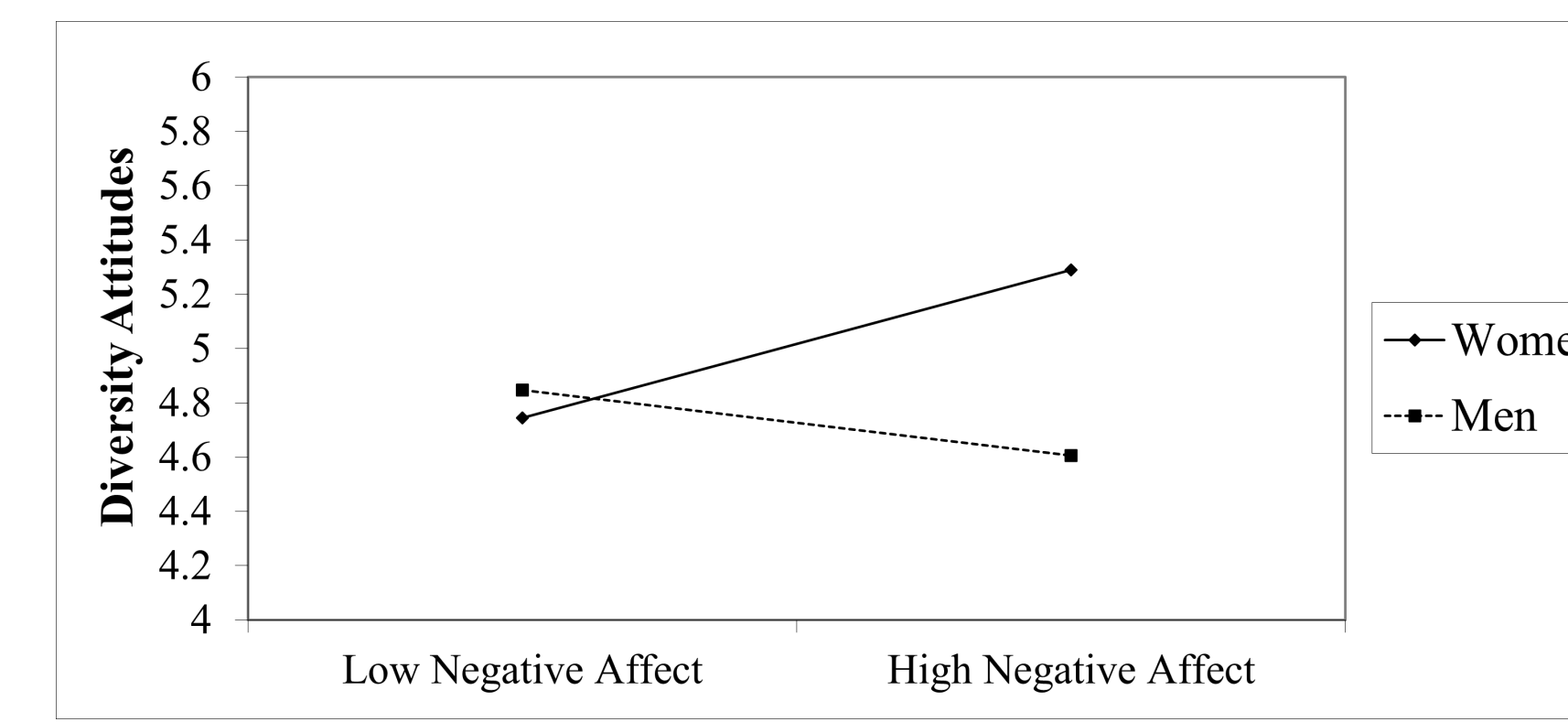
$N = 610, * p < .001$

interaction $\beta = .19, p = .011$

Emotionality promotes diversity attitudes, regardless of positive vs. negative valence.

Study 3

Does discomfort relate to DEI the same way for everyone?



interaction $\beta = -.17, p = .020$

- For those not implicated by blame (women), discomfort promotes diversity attitudes.
- For those implicated by blame (men), discomfort detracts from diversity attitudes.
- Perhaps because they feel blamed and engage in avoidance, thus producing lower motivation.

What promotes DEI among men?



interaction $\beta = .19, p = .011$

- Diversity attitudes in men are affected by their moral identity.
- Feeling like a hero promotes DEI among men.
- Future studies might examine how mood relates to diversity attitudes and civility, with different contexts and different people.

Moral Identity: Hero vs. Villain



How much do you identify with each person above?

	Not at all (1)	Slightly (2)	Moderately (3)	Extremely (4)
Person on left	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Person on right	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Contact

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