



When We Speak Up: Factors That Predict Willingness to Confront Expressions of Racial Prejudice

Julianna M. Testone, Korrine I. Minster, & Jennifer J. Ratcliff; Department of Psychology

Tyra Andrus & Aaliyah Stroman-Surita

Scholar's Day 2021

Introduction

There are two distinct prejudice types: blatant (explicit/obvious) and subtle (ambiguous). Previous research has demonstrated that confrontation of prejudice can be a successful prejudice reduction strategy but bystanders may only confront clear instances of bias. The current research examines the impact of prejudice type on both prejudice recognition and willingness to confront the expresser.

Method

Participants: Participants were pulled from two online samples, including a college student sample ($N=52$; Sample 1) and a community sample ($N=64$; Sample 2).

Instruments: Manipulation of prejudice
Perceived Prejudice

Willingness to Confront Expresser

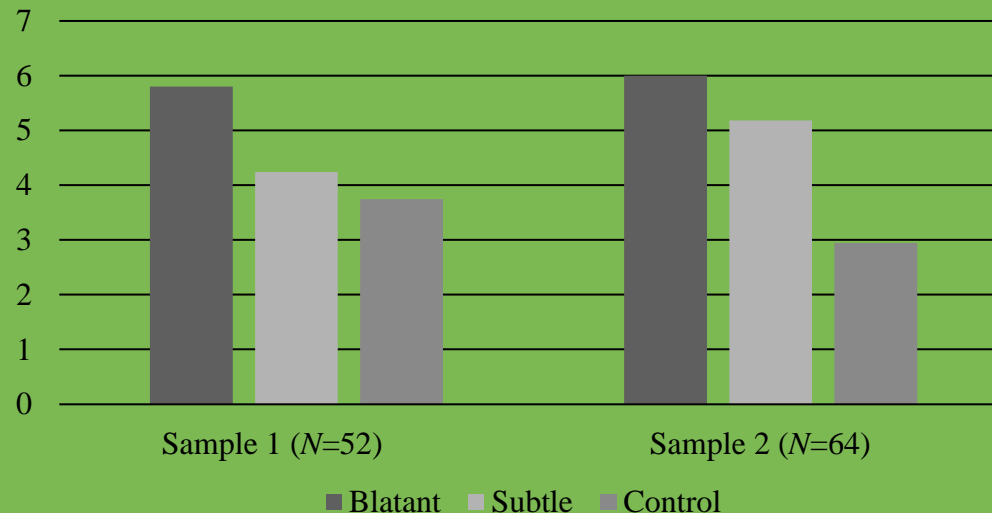
Political Affiliation and Trump Support

Procedure: Participants read a fictional scenario about a job hiring situation in which they were exposed to subtle or blatant racial prejudice or no prejudice (control). Then prejudice detection and willingness to confront the expresser were assessed.

Discussion

Findings show that discernible bias may go unchecked when expressed in a so-called subtle manner.

Participants exposed to **blatant** racism were **more willing** to confront the expresser than those exposed to subtle racism or the control condition



Results

Figure 1: Perceived manager rationale for application rejection for Sample 1 ($N=52$)

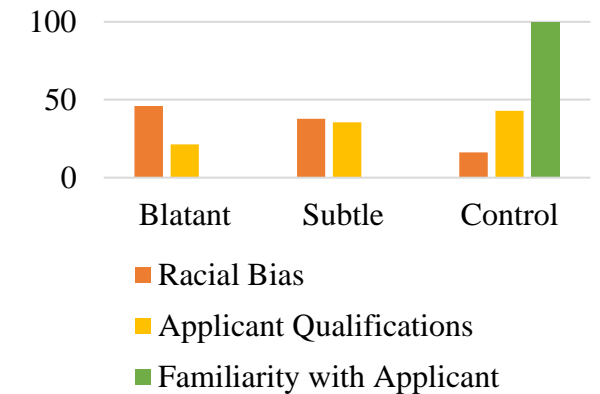


Figure 2: Perceived manager bias for Sample 2 ($N=64$)

