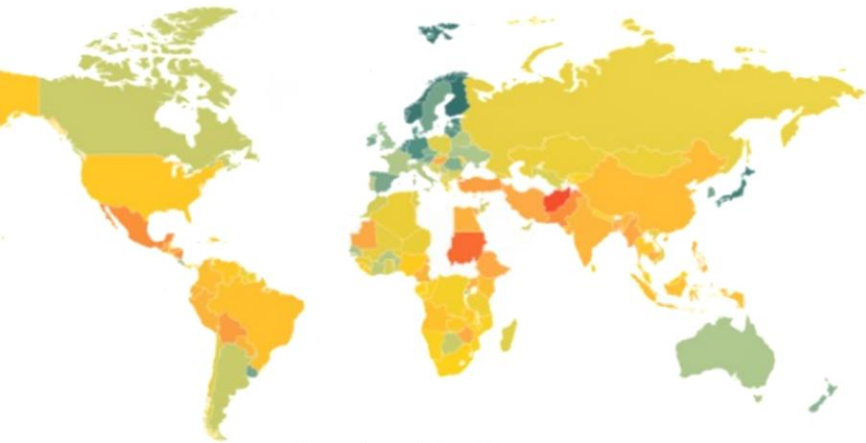# Discrimination

(Revisiting Tajfel's minimal group studies)

Discrimination refers to an act, policy, practice, or social structure that creates, maintains, or reinforces an advantage for some groups and their members over other groups and their members.

- Prejudice
- stereotypes

# Discrimination Around the World

**MOST DISCRIMINATORY**

1. AFGHANISTAN
2. SUDAN
3. NICARAGUA

**LEAST DISCRIMINATORY**

1. FINLAND
2. ESTONIA
3. SINGAPORE

Perceptions of Equal Treatment

More Discrimination | Less Discrimination

0.0    0.25    0.50    0.75    1.0

World Justice Project

The map here demonstrates that many countries around the world fall in the middle of WJP's scale when it comes to equal rights and non-discrimination.

# overview

1. **Introduction**
2. **Background**
3. **Experiment**
4. **Discussion**
5. **Video** ( overview )
6. **Conclusion**

# Introduction

➢ Understand what Tajfel's intention with this study.

➢ Trial experiments of Tajfel's research.

➢ The real experiment of Tajfel's Matrices.

➢ The results of Tajfel's Matrices.

➢ Results of the experiments.

# Background

*Henri Tajfel*

- ➢ Studied Chemistry from 1937-1939 (university of Toulouse)
- ➢ Born in Wloclawek, Poland (22.06.1919)
- ➢ A French captive brought to Germany in 1940
- ➢ Proposed the Theory of Social Identity
- ➢ Research at uni oxford (social Psychology)

Henri Tajfel

# Background

*Henri Tajfel*

- Award

The Henri Tajfel Award recognises lifetime achievement contribution by a full member of the EASP

- Critism

As a consequence of his inappropriate behaviour, the prestigious Tajfel Award has been renamed by the European Society for Social Psychology. (ESAP)

# Experiment (Trial)

## Instructions :

1. You will be randomly divided into 2 groups
2. Your group members are INGROUP MEMBERS
3. The opposite group members are OUTGROUP MEMBERS
4. You have 14 options to select one
5. Which goes on for 3 times with different aspects

# Experiment (Trial)

## ➤ Ingroup – Ingroup ( BOTH THE MEMBERS BELONG TO YOUR OWN GROUP. )

The numbers represents points to be assigned by you to other individuals. By choosing an option, you will be assigning the number of points in the top of the box to one person and the number in the bottom of the box to another person. BOTH THE MEMBERS BELONG TO YOUR OWN GROUP.

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Member-1 | -19 | -16 | -13 | -10 | -7 | -4 | -1 | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| Member-2 | 6 | 5 | 4 | 3 | 2 | 1 | 0 | -1 | -4 | -7 | -10 | -13 | -16 | -19 |

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Umfrage noch nicht gestartet

# Experiment (Trial)

## ➤ Outgroup – Outgroup

BOTH THE MEMBERS BELONG TO YOUR opposite GROUP.

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Member-1 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Member-2 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 |

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# Experiment (Trial)

## ➢ Ingroup – Outgroup

Member 1 belongs to INGROUP, Member 2 belongs to OUTGROUP

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Member-1 Ingroup | -14 | -12 | -10 | -8 | -6 | -4 | -2 | -1 | 3 | 7 | 11 | 15 | 19 | 23 |
| Member-2 Outgroup | 29 | 19 | 15 | 11 | 7 | 3 | -1 | -2 | -4 | -6 | -8 | -10 | -12 | -14 |

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# Experiment

(THE MINIMAL GROUP STUDIES)

Six factors out lined by Tajfel's and his colleagues.

1. No face-to-face interaction.

2. Complete anonymity.

3. No link between groups.

4. Respondents should not derive any value from their responses.

5. A strategy was designed between groups to obtain maximum benefit for all.

6. Responses should be made as important as possible.

# Experiment – 1

## (Under estimators and Over estimators)

- 64 boys were made into separate groups of 8.

- Estimation of no-of-dots on the screen.
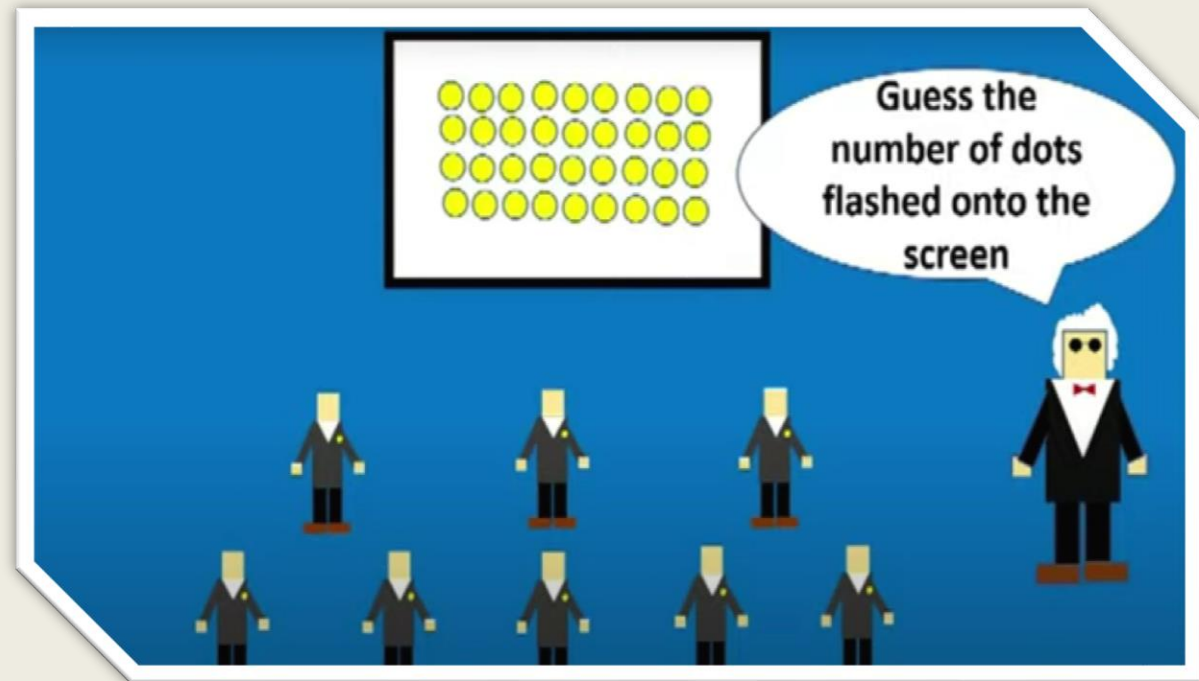
# Experiment - 1

**Assessing the effects of categorization on Intergroup behavior**

Dividing the boys into 2 equal groups (over estimators-under Estimators).

Assigning Rewards and penalties to others in real money (without knowing their Identity)

Indicating their choices by checking one box in each matrix.

There were three types of matrices (ingroup, outgroup and Intergroup).

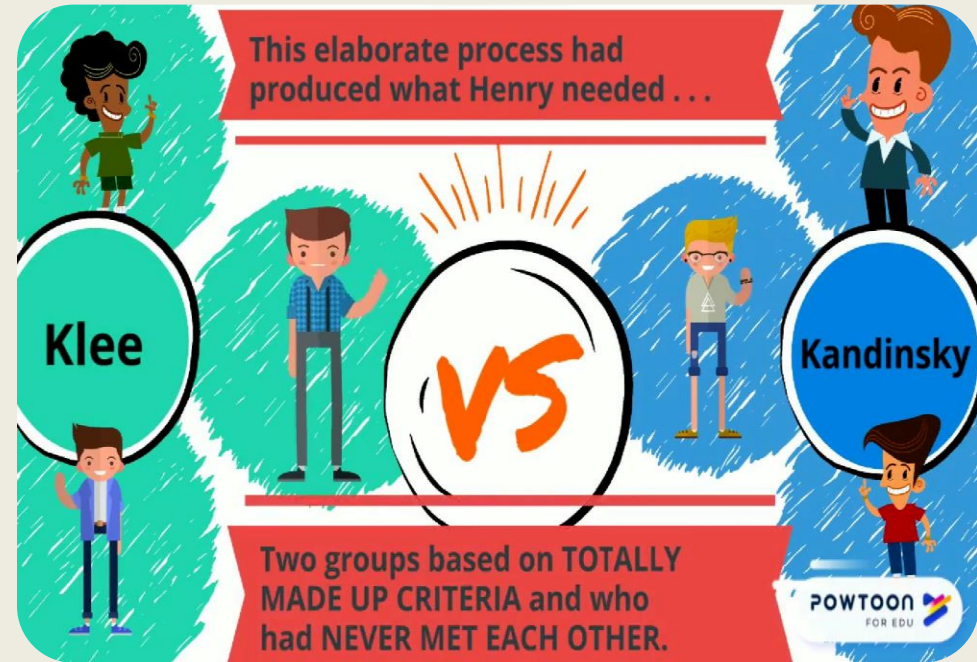| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Member-1 Ingroup | -14 | -12 | -10 | -8 | -6 | -4 | -2 | -1 | 3 | 7 | 11 | 15 | 19 | 23 |
| Member-2 Outgroup | 29 | 19 | 15 | 11 | 7 | 3 | -1 | -2 | -4 | -6 | -8 | -10 | -12 | -14 |

# Experiment – 1

**Results:**

- During intergroup choices, more points – ingroup members,less points-Out group members.
- Intergroup Discrimination is found clearly.
- In contrast, the in group and out group choices were closely distributed about the point of fairness.

# Experiment – 2

- 48 boys were used as subjects without prior acquaintance

- Choosing between Paul Klee and Wassily Kandansky's Paintings.

- Randomly divided into groups (Klee and Kandinsky).

- Assigning Rewards and penalties to others in real money (without knowing their Identity)

# Experiment – 2

- The matrices allowed the experimentor to investigate 3 Varialbles.

- Maximum-joint profit.

- Maximum-Ingroup Profit.

- Maximum-Difference.

MD

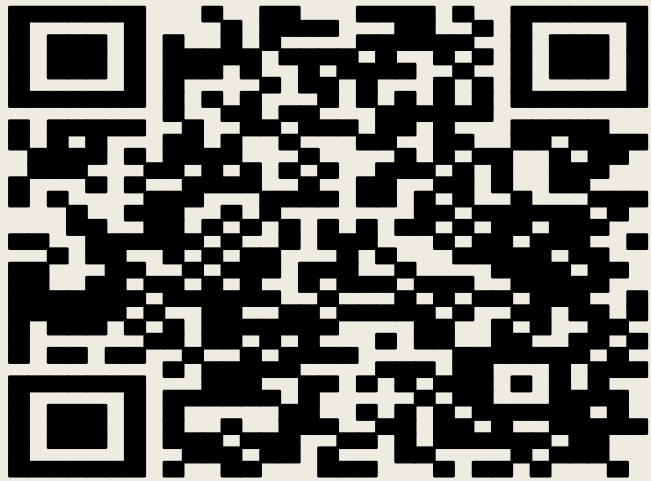| Ingroup | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
|---------|---|---|---|----|----|----|----|----|----|----|----|----|----|
| Outgroup | 1 | 3 | 5 | 7 | 9 | 11 | 13 | 15 | 17 | 19 | 21 | 23 | 25 |

MIP
MJP

# Experiment – 2

**Results**:

- maximum joint profit was neglected.

- MD+MIP > MJP

- MD > MJP + MIP
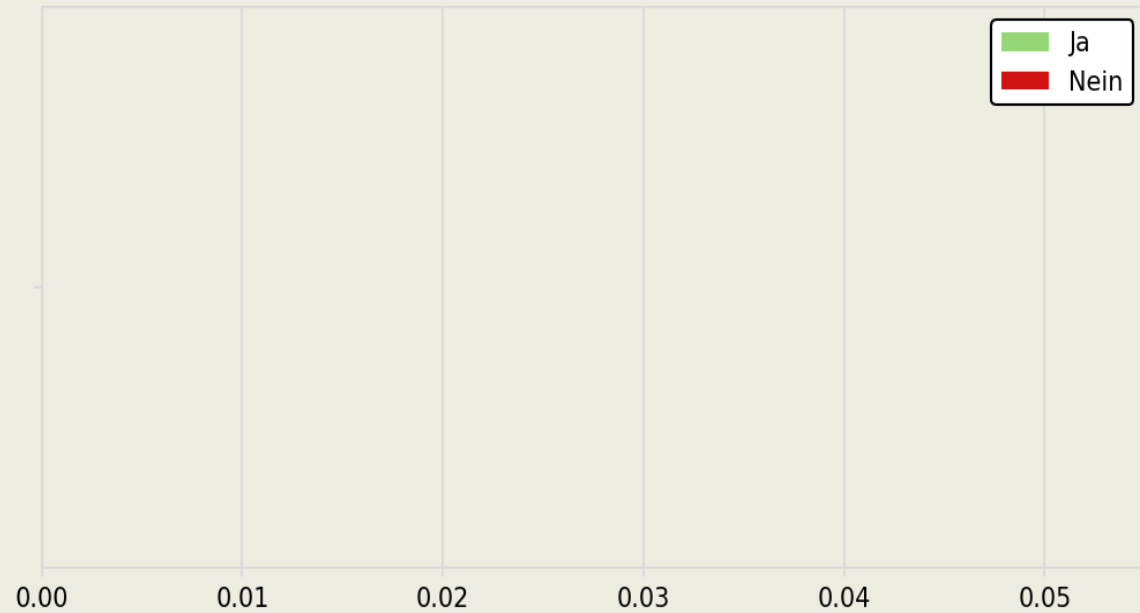
- Maximum difference strategy was noticed.

# Discussion

- Are the results of trial and Tajfel's experiments comparable ?
  Discussion – 5Min



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Umfrage noch nicht gestartet

Ja
Nein

0.00    0.01    0.02    0.03    0.04    0.05

# Conclusion

1. Tajfel demonstrated that it is the "US vs THEM'' mentality, which creates Discrimination.
2. Just the mere act of Categorization is enough to create Discrimination.
3. The more preference is given to In-group members than out-group.
4. choices were not made to maximise everyone's winnings but to maximise their group.
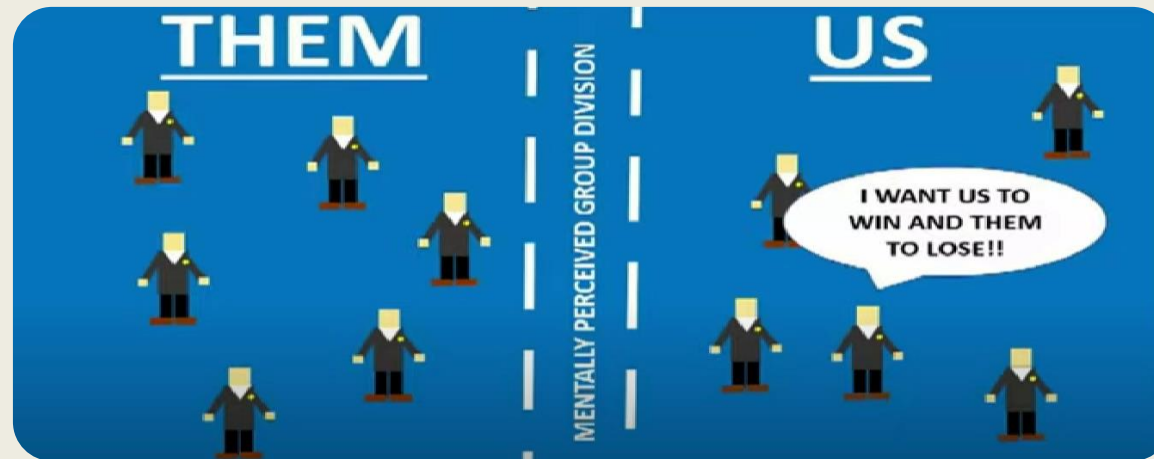
# References

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3. AS Psychology (karoo.net)

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5. (615) Tajfel's Social Identity Theory and Prejudice - YouTube