

Chapter 2 – Prejudice

Multiple Choice Questions

1. The tendency to assume that one's culture and way of life are superior to all others is termed _____.

- a. cultural relativism
- b. ethnocentrism
- c. prejudice
- d. assimilation

Answer: b

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Remember the Facts

Difficulty: Easy

2. Another term for an ethnic slur is _____.

- a. ethnocentrism
- b. prejudice
- c. ethnophaulism
- d. discrimination

Answer: c

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Remember the Facts

Difficulty: Easy

3. According to Merton's typology, which of the following types of person may be far removed from any real contact with subordinate groups?

- a. all-weather liberal
- b. reluctant liberal
- c. timid bigot
- d. all-weather bigot

Answer: a

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Remember the Facts

Difficulty: Easy

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4. Which of the following statements is true of people with authoritarian personality?

- a. They are unlikely to be prejudiced.
- b. They disregard conventional values.

- c. They are concerned with power and toughness.
- d. They are aggressive toward people who conform to norms.

Answer: c

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Understand the Concepts

Difficulty: Moderate

5. Eddie, a Mexican, is a college student at Oklahoma City. He is good in studies and finishes all his college assignments on time. His White American classmates are amused at his sincerity. They think that Eddie is an exception to all Mexicans as he is not lazy like other Mexicans. The assumption of Eddie's classmates about Mexicans represents _____.

- a. racial profiling
- b. ethnocentrism
- c. stereotyping
- d. social distance

Answer: c

Learning Objective: 2.4: Define and explain stereotyping.

Topic: Stereotypes

Skill Level: Apply What You Know

Difficulty: Difficult

6. The Bogardus scale was conceptualized to measure _____ empirically.

- a. social distance
- b. racial bias
- c. gender inequality
- d. economic disparity

Answer: a

Learning Objective: 2.7: Explain the ways prejudice can be reduced.

Topic: Reducing Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

7. Which of the following statements is true of diversity training programs in organizations?

- a. They aim to reduce ill treatment based on race, gender, and ethnicity.
- b. They are more prevalent in corporations with lower representation of minorities.
- c. They follow a standard structure in all organizations.
- d. They exclude all aspects of citizenship status, marital status, and parental status.

Answer: a

Learning Objective: 2.7: Explain the ways prejudice can be reduced.

Topic: Reducing Prejudice

Skill Level: Understand the Concepts
Difficulty: Moderate

8. _____ is defined as a negative attitude toward an entire category of people.
- a. Prejudice
 - b. Ethnocentrism
 - c. Pluralism
 - d. Panethnicity

Answer: a

Learning Objective: 2.1 Differentiate between prejudice and discrimination.
Topic: Prejudice and Discrimination
Skill Level: Remember the Facts
Difficulty: Easy

9. Which of the following components does prejudice involve?
- a. attitudes
 - b. actions
 - c. ethics
 - d. behaviors

Answer: a

Learning Objective: 2.1 Differentiate between prejudice and discrimination.
Topic: Prejudice and Discrimination
Skill Level: Remember the Facts
Difficulty: Easy

10. The coach of a local basketball team remarked that Ming was quite tall for an Asian. This is an instance of _____.
- a. panethnicity
 - b. pluralism
 - c. ethnocentrism
 - d. ethnophaulism

Answer: d

Learning Objective: 2.1: Differentiate between prejudice and discrimination.
Topic: Prejudice and Discrimination
Skill Level: Apply What You Know
Difficulty: Difficult

11. A prejudiced belief leads to _____.
- a. categorical rejection

- b. embodied ethnocentrism
- c. communal harmony
- d. cultural assimilation

Answer: a

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Understand the Concepts

Difficulty: Moderate

12. Which of the following statements is true of prejudice?

- a. Prejudice involves attitudes, thoughts, beliefs, and actions.
- b. Prejudice involves disliking a person because his or her behavior is objectionable.
- c. Prejudice necessarily coincides with discriminatory behavior.
- d. Prejudice occurs even if one has had little or no contact with a racial or ethnic group.

Answer: d

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Understand the Concepts

Difficulty: Moderate

13. _____ is the denial of opportunities and equal rights to individuals and groups because of prejudice or for other arbitrary reasons.

- a. Ethnophaulism
- b. Assimilation
- c. Discrimination
- d. Ethnocentrism

Answer: c

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Remember the Facts

Difficulty: Easy

14. Unlike prejudice, discrimination _____.

- a. is a negative attitude toward an entire category of people
- b. is a belief or attitude toward an entire category of people
- c. does not ever lead to categorical rejection of people
- d. involves behavior that excludes members of a group from certain rights

Answer: d

Learning Objective: 2.1: Differentiate between prejudice and discrimination.
Topic: Prejudice and Discrimination
Skill Level: Understand the Concepts
Difficulty: Moderate

15. The president of a bank refuses to hire the most qualified candidate for a key management position because the candidate is Jewish. This is an example of _____.

- a. discrimination
- b. pluralism
- c. ethnocentrism
- d. panethnicity

Answer: a

Learning Objective: 2.1: Differentiate between prejudice and discrimination.
Topic: Prejudice and Discrimination
Skill Level: Apply What You Know
Difficulty: Difficult

16. According to Merton's typology, all-weather liberals _____.

- a. do not believe in equal treatment for racial and ethnic groups
- b. acts with hesitation on the prejudiced beliefs he or she holds.
- c. believe in equality among people and practice it
- d. act without hesitation on their prejudiced beliefs

Answer: c

Learning Objective: 2.1: Differentiate between prejudice and discrimination.
Topic: Prejudice and Discrimination
Skill Level: Understand the Concepts
Difficulty: Moderate

17. Reluctant liberals are those who _____.

- a. discriminate in an overt fashion
- b. discriminate if there is social pressure to do so
- c. harbor prejudice but do not express it
- d. act without hesitation on their prejudiced beliefs

Answer: b

Learning Objective: 2.1: Differentiate between prejudice and discrimination.
Topic: Prejudice and Discrimination
Skill Level: Understand the Concepts
Difficulty: Moderate

18. Which of the following measures can prove to be effective in influencing reluctant liberals toward less discriminatory behavior?

- a. equal-opportunity legislation
- b. diversity workshop
- c. public relations campaign
- d. cross-cultural training

Answer: a

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Understand the Concepts

Difficulty: Moderate

19. The owner of a car dealership refuses to hire a female applicant not because he feels women are incompetent, but because he fears that customers will be less likely to buy a car from a woman. According to Merton's typology, the owner is being a(n) _____.

- a. authoritarian
- b. timid bigot
- c. all-weather bigot
- d. reluctant liberal

Answer: d

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Apply What You Know

Difficulty: Difficult

20. According to Merton's typology, a person who harbors prejudice but will not discriminate if discrimination costs money or reduces profits is called a(n) _____.

- a. all-weather liberal
- b. timid bigot
- c. all-weather bigot
- d. reluctant liberal

Answer: b

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Remember the Facts

Difficulty: Easy

21. Which of the following is an advantage of being White as identified by McIntosh?

- a. watching television and seeing people of one's own race being underrepresented
- b. being considered financially reliable when using checks, credit cards, or cash

- c. having to speak for all the people of one's race
- d. speaking effectively in a large group and being called a credit to one's race

Answer: b

Learning Objective: 2.2: Explain White privilege.

Topic: White Privilege

Skill Level: Understand the Concepts

Difficulty: Moderate

22. When asked to comment on their "Whiteness," White people most likely see themselves

_____.

- a. stigmatized as racist
- b. racially tolerant
- c. ethnically diverse
- d. pioneers of reverse discrimination

Answer: a

Learning Objective: 2.2: Explain White privilege.

Topic: White Privilege

Skill Level: Understand the Concepts

Difficulty: Moderate

23. Scapegoating theory says that prejudiced people believe they are _____.

- a. society's victims
- b. racially tolerant
- c. prejudiced nondiscriminators
- d. devoid of ethnicity

Answer: a

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Understand the Concepts

Difficulty: Moderate

24. The _____ suggests that, rather than accepting guilt for some failure, a person transfers the responsibility for failure to a vulnerable group.

- a. exploitation theory
- b. scapegoating theory
- c. normative approach
- d. authoritarian personality theory

Answer: b

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

25. When Darren, a White American, failed to secure a job at a leading private bank in Salt Lake City, he blamed the immigrants for his plight. The immigrants, in this instance, become the

- _____.
- a. discriminators
 - b. pluralists
 - c. scapegoats
 - d. stereotypes

Answer: c

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Prejudice and Discrimination

Skill Level: Apply What You Know

Difficulty: Difficult

26. Anti-Jewish prejudice and discrimination is known as _____.

- a. anti-Nazism
- b. anti-Bogardus
- c. anti-Semitism
- d. anti-Apartheid

Answer: c

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

27. A person with an authoritarian upbringing is most likely to _____.

- a. treat others as he or she had been raised
- b. be committed to equality among people
- c. disregard conventional values
- d. be tolerant to subordinate groups

Answer: a

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Understand the Concepts

Difficulty: Moderate

28. The _____ of prejudice is part of the Marxist tradition in sociological thought.
- a. scapegoating theory
 - b. authoritarian personality theory
 - c. exploitation theory
 - d. normative theory

Answer: c

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

29. Which of the following approaches explains how racism can stigmatize a group as inferior so that the victimization of that group can be justified?
- a. contact hypothesis
 - b. self-fulfilling prophecy
 - c. normative approach
 - d. exploitation theory

Answer: d

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

30. Humberto, a Mexican, is hired as a worker at a construction firm in Chicago at a lower wage than his White American counterparts. This scenario is best explained by the _____ of prejudice.
- a. exploitation theory
 - b. normative theory
 - c. contact theory
 - d. scapegoating theory

Answer: a

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Apply What You Know

Difficulty: Difficult

31. The _____ takes the view that prejudice is influenced by situations that encourage or

discourage the tolerance of minorities.

- a. scapegoating theory
- b. exploitation theory
- c. normative approach
- d. contact hypothesis

Answer: c

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

32. Jared, a White American, is a high school student at Dream Valley High. He is close friends with Chris, an African American. Jared often invites Chris to his house for celebration of family functions. Jared's parents are accepting of Chris. Which of the following theories of prejudice can explain the racial tolerance of Jared and his parents?

- a. authoritarian personality theory
- b. scapegoating theory
- c. normative approach
- d. exploitation approach

Answer: c

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Apply What You Know

Difficulty: Difficult

33. According to exploitation theory of prejudice, _____.

- a. peer and social influences encourage tolerance or intolerance
- b. people blame others for their own failures
- c. childrearing leads one to develop intolerance as an adult
- d. people use others unfairly for economic advantage

Answer: d

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Understand the Concepts

Difficulty: Moderate

34. According to the authoritarian personality theory of prejudice, _____.

- a. people blame others for their own failures
- b. people use others unfairly for economic advantage
- c. childrearing leads one to develop intolerance as an adult
- d. peer and social influences encourage tolerance or intolerance

Answer: c

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Understand the Concepts

Difficulty: Moderate

35. Bing is of Chinese descent. When he first attended his high school in Sacramento, his classmates asked him if he knew Kung fu, the Chinese martial arts. They were surprised when Bing told them that he had no knowledge of Kung fu. Bing's classmates' notion of him represents _____.

- a. stereotyping
- b. prejudice
- c. exploitation
- d. ethnocentrism

Answer: a

Learning Objective: 2.4: Define and explain stereotyping.

Topic: Stereotypes

Skill Level: Apply What You Know

Difficulty: Difficult

36. Stereotypes not only influence how people feel about themselves but also affect how people _____.

- a. interact with others
- b. commit to equal treatment of all
- c. become unprejudiced
- d. develop racial tolerance

Answer: a

Learning Objective: 2.4: Define and explain stereotyping.

Topic: Stereotypes

Skill Level: Understand the Concepts

Difficulty: Moderate

37. _____ is the fear of and prejudice toward gays and lesbians.

- a. Homophobia
- b. Anti-Semitism
- c. Sexism
- d. Ethnocentrism

Answer: a

Learning Objective: 2.4: Define and explain stereotyping.

Topic: Stereotypes

Skill Level: Remember the Facts

Difficulty: Easy

38. According to the Department of Justice, any police-initiated action based on race, ethnicity, or national origin rather than behavior is called _____.

- a. panethnicity
- b. scapegoating
- c. racial profiling
- d. ethnic cleansing

Answer: c

Learning Objective: 2.4: Define and explain stereotyping.

Topic: Stereotypes

Skill Level: Remember the Facts

Difficulty: Easy

39. Which of the following is an example of racial profiling?

- a. Kendrick, an African American, is recruited as a pilot for a commercial airliner.
- b. Zayn, an Arab American, is stopped at a turnpike on suspicion of possessing armed weapons.
- c. Andrew, a White American, is issued a speeding ticket for going ten miles over the limit.
- d. Henry, a Mexican American, is appointed as the brand ambassador of a motorbike company.

Answer: b

Learning Objective: 2.4: Define and explain stereotyping.

Topic: Stereotypes

Skill Level: Apply What You Know

Difficulty: Difficult

40. Generally, racial profiling occurs when _____.

- a. law enforcement officers assume that people fitting certain descriptions are likely to be engaged in something illegal
- b. members of the dominant group use race-neutral principles to defend the racially unequal status quo
- c. government officials grant rights and immunities as a particular benefit or favor to Whites for being of the White race
- d. ethnic and racial minorities speak to or about members of the dominant group in a condescending way

Answer: a

Learning Objective: 2.4: Define and explain stereotyping.

Topic: Stereotypes

Skill Level: Understand the Concepts

Difficulty: Moderate

41. The use of race-neutral principles to defend the racially unequal status quo is called _____.

- a. color-gradient racism
- b. color-blind racism
- c. non-visible racism
- d. sand-blind racism

Answer: b

Learning Objective: 2.5: Understand color-blind racism.

Topic: Color-Blind Racism

Skill Level: Remember the Facts

Difficulty: Easy

42. An important aspect of color-blind racism is _____.

- a. the use of racially positive principles to reinforce the racially equal status quo
- b. the recognition that race is rarely invoked in public debates on social issues
- c. the overt expression of notions of racial inferiority
- d. the emphasis on recognizing patterns of groups being disadvantaged

Answer: b

Learning Objective: 2.5: Understand color-blind racism.

Topic: Color-Blind Racism

Skill Level: Understand the Concepts

Difficulty: Moderate

43. Which of the following is a conclusion of a survey on White attitudes toward African Americans?

- a. Less progress was made in the 1950s and 1960s than that was made in the late twentieth and beginning of the twenty-first centuries.
- b. The pursuit of a color-blind agenda has created lower levels of support for politics that could reduce racial inequality if implemented.
- c. There has been a growing reluctance by Whites for integration, interracial dating, and having members of minority groups attain political office.
- d. Even during periods of dramatic social upheaval, White attitudes toward African Americans remain unchanged within all generations.

Answer: b

Learning Objective: 2.5: Understand color-blind racism.

Topic: Color-Blind Racism

Skill Level: Understand the Concepts

Difficulty: Moderate

44. Opinion pollsters have been interested in White attitudes on racial issues longer than they have measured the views of subordinate groups. This neglect of minority attitudes reflects _____.

- a. the bias of the White researchers
- b. the unwillingness of minorities to participate
- c. the ethnocentrism of minorities
- d. the view that minority groups are more important to study

Answer: a

Learning Objective: 2.6: Discuss how members of subordinate groups respond to prejudice.

Topic: The Mood of the Oppressed

Skill Level: Understand the Concepts

Difficulty: Moderate

45. A study by psychologists Kenneth and Mamie Clark was cited in the arguments before the U.S. Supreme Court in the landmark 1954 case *Brown v. Board of Education*. The finding of Clarks' study suggested that _____.

- a. Black children preferred Black dolls
- b. Black children had developed a negative self-image
- c. White social scientists tend to be biased
- d. White-faced dolls were more readily available to children

Answer: b

Learning Objective: 2.6: Discuss how members of subordinate groups respond to prejudice.

Topic: The Mood of the Oppressed

Skill Level: Understand the Concepts

Difficulty: Moderate

46. Intergroup hostility refers to the _____.

- a. discrimination against subordinate groups by dominant groups
- b. hostile attitudes of straight people toward gays and lesbians
- c. prejudice among specific subordinate groups
- d. racial profiling of immigrants in the U.S

Answer: c

Learning Objective: 2.6: Discuss how members of subordinate groups respond to prejudice.

Topic: The Mood of the Oppressed

Skill Level: Understand the Concepts

Difficulty: Moderate

47. Which of the following is a cause of prejudice?

- a. the commitment to equality
- b. the fear of being threatened
- c. the desire to eradicate exploitation
- d. the need to avoid failure

Answer: b

Learning Objective: 2.7: Explain the ways prejudice can be reduced

Topic: Reducing Prejudice

Skill Level: Understand the Concepts

Difficulty: Moderate

48. Studies document that increased formal education, regardless of content, is associated with _____.

- a. scapegoating
- b. prejudice
- c. racial tolerance
- d. affirmative action

Answer: c

Learning Objective: 2.7: Explain the ways prejudice can be reduced..

Topic: Reducing Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

49. Which of the following statements is true of the portrayal of racial and ethnic minorities in television?

- a. Racial and ethnic minorities are far underrepresented in key decision-making positions such as directors, producers, and casting agents.
- b. Racial and ethnic minorities have a considerably huge screen time, and play popular recurring characters on television shows.
- c. The absence of racial and ethnic minorities in television is not well documented.
- d. Racial and ethnic minorities are cast in flattering and pivotal roles in prime time television shows.

Answer: a

Learning Objective: 2.7: Explain the ways prejudice can be reduced..

Topic: Reducing Prejudice

Skill Level: Understand the Concepts

Difficulty: Moderate

50. Asking people their willingness to interact with or be employed with people of different racial and ethnic backgrounds measures their level of _____.

- a. discrimination
- b. stereotyping
- c. social distance
- d. scapegoating

Answer: c

Learning Objective: 2.7: Explain the ways prejudice can be reduced..

Topic: Reducing Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

51. Which of the following states that intergroup interaction between people of equal status in harmonious circumstances causes them to become less prejudiced and to abandon previously held stereotypes?

- a. the contact hypothesis
- b. the self-fulfilling prophecy
- c. the anomie theory of deviance
- d. the exploitation theory of race relations

Answer: a

Learning Objective: 2.7: Explain the ways prejudice can be reduced.

Topic: Reducing Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

52. A Hispanic college student from the southwest U.S. arrives in college to find that her roommate is a Jewish woman from New York. As they get to know one another they are able to overcome their initial prejudices and grow to appreciate each other's strengths and talents. This scenario is an example of the _____.

- a. contact hypothesis
- b. self-fulfilling prophecy
- c. formal education hypothesis
- d. scapegoating theory

Answer: a

Learning Objective: 2.7: Explain the ways prejudice can be reduced.

Topic: Reducing Prejudice

Skill Level: Apply What You Know

Difficulty: Difficult

53. A Black worker is shown how to perform her factory job by a White male supervisor. According to the contact hypothesis, this situation would be unlikely to reduce prejudice because _____.

- a. it is set in a blue-collar work environment
- b. the worker is not a White woman
- c. the two individuals do not have equal status
- d. sexism and racism are prevalent

Answer: c

Learning Objective: 2.7: Explain the ways prejudice can be reduced..

Topic: Reducing Prejudice

Skill Level: Apply What You Know

Difficulty: Difficult

54. The key factor in reducing racial hostility, in addition to equal-status contact, is _____.

- a. the presence of a common goal
- b. the emphasis on cultural difference
- c. marginalization of minority groups
- d. restricted intergroup contact

Answer: a

Learning Objective: 2.7 Explain the ways prejudice can be reduced.

Topic: Reducing Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

55. In his book, *The Filter Bubble*, online political activist Eli Pariser contends that when a search engine filters searches, it encloses people in a kind of “invisible bubble” or “walled garden” that _____.

- a. limits what they see to what they are already familiar with
- b. exposes them to new, exciting information that knows no boundaries
- c. enables them to discover ideas that are outside their comfort zone
- d. ensures that they are connected to other people all the time

Answer: a

Learning Objective: 2.7: Explain the ways prejudice can be reduced..

Topic: Reducing Prejudice

Skill Level: Understand the Concepts

Difficulty: Moderate

Essay Questions

56. Distinguish between prejudice and discrimination; and explain the relationship between them using Merton's typology.

Answer: Prejudice and discrimination are related concepts but are not the same. Prejudice is a negative attitude toward an entire category of people. The important components in this definition are *attitude* and *entire category*. Prejudice involves attitudes, thoughts, and beliefs—not actions.

On the other hand, discrimination is the denial of opportunities and equal rights to individuals and groups because of prejudice or for other arbitrary reasons. Unlike prejudice, discrimination involves *behavior* that excludes members of a group from certain rights, opportunities, or privileges.

Prejudice does not necessarily coincide with discriminatory behavior. In exploring the relationship between negative attitudes and negative behavior, sociologist Robert Merton identified four major categories. The label added to each of Merton's categories may more readily identify the type of person described:

1. The unprejudiced nondiscriminator—or all-weather liberal
2. The unprejudiced discriminator—or reluctant liberal
3. The prejudiced nondiscriminator—or timid bigot
4. The prejudiced discriminator—or all-weather bigot

As the term is used in types 1 and 2, liberals are committed to equality among people. The all-weather liberal believes in equality and practices it. Merton was quick to observe that all-weather liberals may be far removed from any real contact with subordinate groups such as African Americans or women. Furthermore, such people may be content with their own behavior and do little to change it. The reluctant liberal is not completely committed to equality between groups. Social pressure may cause such a person to discriminate. Fear of losing employees may lead a manager to avoid promoting women to supervisory capacities. Equal-opportunity legislation may be the best way to influence a reluctant liberal.

Types 3 and 4 do not believe in equal treatment for racial and ethnic groups, but they vary in their willingness to act. The timid bigot, type 3, will not discriminate if discrimination costs money or reduces profits or if peers or the government apply pressure against doing so. The all-weather bigot acts without hesitation on the prejudiced beliefs he or she holds.

Learning Objective: 2.1: Differentiate between prejudice and discrimination.

Topic: Prejudice and Discrimination

Skill Level: Analyze It

Difficulty: Difficult

57. Explain the exploitation theory of prejudice.

Answer: Racial prejudice is often used to justify keeping a group in a subordinate economic position. Conflict theorists, in particular, stress the role of racial and ethnic hostility as a way for

the dominant group to keep its position of status and power intact. Indeed, this approach maintains that even the less-affluent White working class uses prejudice to minimize competition from upwardly mobile minorities.

This exploitation theory is clearly part of the Marxist tradition in sociological thought. Karl Marx emphasized exploitation of the lower class as an integral part of capitalism. Similarly, the exploitation or conflict approach explains how racism can stigmatize a group as inferior to justify the exploitation of that group. As developed by Oliver Cox (1942), exploitation theory saw prejudice against Blacks as an extension of the inequality faced by the entire lower class.

The exploitation theory of prejudice is persuasive. Japanese Americans were the object of little prejudice until they began to enter occupations that brought them into competition with Whites. The movement to keep Chinese out of the country became strongest during the late nineteenth century, when Chinese immigrants and Whites fought over dwindling numbers of jobs. Both the enslavement of African Americans and the removal westward of Native Americans were to a significant degree economically motivated.

Learning Objective: 2.3: Summarize the theories of prejudice.

Topic: Theories of Prejudice

Skill Level: Analyze It

Difficulty: Difficult

58. Describe the concept of stereotypes. Explain with examples why are some traits assigned more often than others.

Answer: Stereotypes are unreliable generalizations about all members of a group and do not take individual differences into account. Numerous scientific studies have been made of these exaggerated images. This research has shown the willingness of people to assign positive and negative traits to entire groups of people, which are then applied to particular individuals. Stereotyping causes people to view Blacks as superstitious, Whites as uncaring, and Jews as shrewd. Over the last 80 years of such research, social scientists have found that people have become less willing to express such views openly, but prejudice persists.

Stereotypes are exaggerated generalizations. Yet, they are widely held, and some traits are assigned more often than others. Evidence for traits may arise out of real conditions. For example, more Puerto Ricans live in poverty than Whites, so the prejudiced mind associates Puerto Ricans with laziness. According to the New Testament, some Jews were responsible for the crucifixion of Jesus, so, to the prejudiced mind, all Jews are Christ killers. Some activists in the women's movement are lesbians, so all feminists are seen as lesbians. From a kernel of fact, faulty generalization creates a stereotype.

Learning Objective: 2.4: Define and explain stereotyping.

Topic: Stereotypes

Skill Level: Analyze It
Difficulty: Difficult

Additional Essay Questions

58. Discuss racial profiling with appropriate examples.

Answer: According to the Department of Justice, racial profiling is any police-initiated action based on race, ethnicity, or national origin rather than the person's behavior. Generally, profiling occurs when law enforcement officers, including customs officials, airport security, and police, assume that people fitting certain descriptions are likely to be engaged in something illegal. In 2012, national attention was drawn to the incident of a man on a neighborhood watch patrol shooting dead 17-year-old Trayvon Martin, a black youth visiting his father's fiancée in a gated Florida community. While the legal system slowly investigated, many felt the boy would still be alive had he been White and the shooter immediately arrested if Black.

Racial profiling persists despite overwhelming evidence that it not a predictive approach toward identifying potential troublemakers. Whites are more likely to be found with drugs in the areas in which minority group members are disproportionately targeted. A federal study made public in 2005 found little difference nationwide in the likelihood of being stopped by law enforcement officers, but African Americans were twice as likely to have their vehicles searched, and Latinos were five times more likely. A similar pattern emerged in the likelihood of force being used against drivers: It was three times more likely for Latinos and Blacks than White drivers.

Efforts to stop racial profiling came to an abrupt end after the September 11, 2001 terrorist attacks on the United States. Suspicions about Muslims and Arabs in the United States became widespread. Foreign students from Arab countries were summoned for special questioning. Legal immigrants identified as Arab or Muslim were scrutinized for any illegal activity and were prosecuted for routine immigration violations that were ignored for people of other ethnic backgrounds and religious faiths.

Learning Objective: 2.4: Define and explain stereotyping.

Topic: Stereotypes

Skill Level: Analyze It

Difficulty: Difficult

59. What is the evidence of intergroup hostility other than that of Whites toward minorities?

Answer: Prejudice is as diverse as the nation's population. It exists not only between dominant and subordinate people but also among specific subordinate groups. Unfortunately, until recently little research existed on this subject except for a few social distance scales administered to racial and ethnic minorities.

Often, low-income people compete daily with other low-income people and do not readily see

the larger societal forces that contribute. Most troubling is when intergroup hostility becomes violent. Ethnic and racial tensions among African Americans, Latinos, and immigrants may become manifest in hate crimes. Violence can surface in neighborhoods where people compete for scarce resources such as jobs and housing. Gangs become organized along racial lines, much like private clubs “downtown.” In recent years, Los Angeles has been particularly concerned about rival Black and Hispanic gangs. Conflict theorists see this violence as resulting from larger structural forces, but for the average person in such areas, life itself becomes more of a challenge.

Learning Objective: 2.6: Discuss how members of subordinate groups respond to prejudice.

Topic: The Mood of the Oppressed

Skill Level: Analyze It

Difficulty: Difficult

60. List ten ways to fight prejudice.

Answer: The ten ways to fight prejudice are listed below.

1. *Act*. Do something. In the face of hatred, apathy will be taken as acceptance, even by the victims of prejudice themselves.
2. *Unite*. Call a friend or coworker. Organize a group of like-thinking friends from school or your place of worship or club. Create a coalition that is diverse and includes the young, the old, law enforcement representatives, and the media.
3. *Support the victims*. Victims of hate crimes are especially vulnerable. Let them know you care by words, in person, or by e-mail. If you or your friend is a victim, report it.
4. *Do your homework*. If you suspect a hate crime has been committed, do your research to document it.
5. *Create an alternative*. Never attend a rally where hate is a part of the agenda. Find another outlet for your frustration, whatever the cause.
6. *Speak up*. You, too, have First Amendment rights. Denounce the hatred, the cruel jokes. If you see a news organization misrepresenting a group, speak up.
7. *Lobby leaders*. Persuade policymakers, business heads, community leaders, and executives of media outlets to take a stand against hate.
8. *Look long term*. Participate or organize events such as annual parades or cultural fairs to celebrate diversity and harmony. Supplement it with a Web site that can be a 24/7 resource.
9. *Teach acceptance*. Prejudice is learned, and parents and teachers can influence the content of curriculum. In a first-grade class in Seattle, children paint self-portraits, mixing colors to match their skin tone.
10. *Dig deeper*. Look into the issues that divide us—social inequality, immigration, and sexual orientation. Work against prejudice. Dig deep inside yourself for prejudices and stereotypes you may embrace. Find out what is happening and act.

Learning Objective: 2.7: Explain the ways prejudice can be reduced.

Topic: Reducing Prejudice

Skill Level: Remember the Facts

Difficulty: Easy

61. What is the relationship between education and prejudice?

Answer: Research on education and prejudice considers special programs aimed at promoting mutual respect as well as what effect more formal schooling generally has on expressions of bigotry.

Most research studies show that well-constructed programs have a positive effect on reducing prejudice, at least temporarily. The reduction is rarely as much as one might want, however. The difficulty is that a single program is insufficient to change lifelong habits, especially if little is done to reinforce the program's message once it ends. Persuasion to respect other groups does not operate in a clear field because, in their ordinary environments, people are still subjected to situations that promote prejudicial feelings. Children and adults are encouraged to laugh at Polish jokes and cheer for a team named the *Redskins*. Black adolescents may be discouraged by peers from befriending a White youth. All this undermines the effectiveness of prejudice-reduction programs.

Studies document that increased formal education, regardless of content, is associated with racial tolerance. Research data show that highly educated people are more likely to indicate respect and liking for groups different from themselves. Why should more education have this effect? It might promote a broader outlook and make a person less likely to endorse myths that sustain racial prejudice. Formal education teaches the importance of qualifying statements such as "even though they have lower test scores, you need to remember the neighborhoods from which they come." Education introduces one to the almost indefinite diversity of social groups and the need to question rigid categorizations, if not reject them altogether. Colleges increasingly include a graduation requirement that students complete a course that explores diversity or multiculturalism. Another explanation is that education does not reduce intolerance but instead makes people more careful about revealing it. Formal education may simply instruct people in the appropriate responses. Despite the lack of a clear-cut explanation, either theory suggests that the continued trend toward a better-educated population will contribute to a reduction in overt prejudice.

However, college education may not reduce prejudice uniformly. For example, some White students might believe that minority students did not earn their admission into college. Students may feel threatened to see large groups of people of different racial and cultural backgrounds congregating and forming their own groups. Racist confrontations do occur outside the classroom and, even if they involve only a few individuals, the events will be followed by hundreds more. Therefore, some aspects of the college experience may only foster "we" and "they" attitudes.

Learning Objective: 2.7: Explain the ways prejudice can be reduced.

Topic: Reducing Prejudice

Skill Level: Analyze It

Difficulty: Difficult

62. Explain contact hypothesis with examples.

Answer: An impressive number of research studies have confirmed the contact hypothesis, which states that intergroup contact between people of equal status in harmonious circumstances causes them to become less prejudiced and to abandon previously held stereotypes. The importance of equal status in interaction cannot be stressed enough. If a Puerto Rican is abused by his employer, little interracial harmony is promoted. Similarly, the situation in which contact occurs must be pleasant, making a positive evaluation likely for both individuals. Contact between two nurses, one Black and the other White, who are competing for one vacancy as a supervisor may lead to greater racial hostility. On the other hand, being employed together in a harmonious workplace or living in the same neighborhood would work against harboring stereotypes or prejudices.

The key factor in reducing hostility, in addition to equal-status contact, is the presence of a common goal. If people are in competition, contact may heighten tension. However, bringing people together to share a common task has been shown to reduce ill feelings when these people belong to different racial, ethnic, or religious groups. A study released in 2004 traced the transformations that occurred over the generations in the composition of the Social Service Employees Union in New York City. Always a mixed membership, the union was founded by Jews and Italian Americans, only to experience an influx of Black Americans. More recently in other parts of the United States, it comprises Latin Americans, Africans, West Indians, and South Asians. At each transformation, the common goals of representing the workers effectively overcame the very real cultural differences among the rank and file of Mexican and El Salvadoran immigrants in Houston. The researchers found that when the new arrivals had contact with African Americans, intergroup relations generally improved, and the absence of contact tended to foster ambivalent, even negative attitudes.

Learning Objective: 2.7: Explain the ways prejudice can be reduced.

Topic: Reducing Prejudice

Skill Level: Analyze It

Difficulty: Difficult

63. Discuss the social distance scale.

Answer: Robert Park and Ernest Burgess (1921:440) first defined social distance as the tendency to approach or withdraw from a racial group. Emory Bogardus conceptualized a scale that could measure social distance empirically. His social distance scale is so widely used that it is often called the Bogardus scale.

The scale asks people how willing they would be to interact with various racial and ethnic groups in specified social situations. The situations describe different degrees of social contact or social

distance. The items used, with their corresponding distance scores, follow. People are asked whether they would be willing to work alongside someone or be a neighbor to someone of a different group, and, showing the least amount of social distance, be related through marriage. Over the 70-year period in which the tests were administered, certain patterns emerged. In the top third of the hierarchy are White Americans and northern Europeans. Held at greater social distance are eastern and southern Europeans, and generally near the bottom are racial minorities.

Generally, the researchers also found that among the respondents who had friends of different racial and ethnic origins, they were more likely to show greater social distance— that is, they were less likely to have been in each other's homes, shared in fewer activities, and were less likely to talk about their problems with each other. This is unlikely to promote mutual understanding.

Learning Objective: 2.7: Explain the ways prejudice can be reduced.

Topic: Reducing Prejudice

Skill Level: Analyze It

Difficulty: Difficult