

Diversity

INVITED ADDRESS

IA049

**Diversity within and Between Groups -- The Psychology of Children's and Adults Membership of Social Groups**

**Dominic Abrams** *University of Kent, UK, United Kingdom*

How and when do children and adults decide who to include in their social relationships and who to exclude from them? This paper explains subjective group dynamics theory which extends the social identity perspective to address how groups come and individuals sometimes fall into extreme, intolerant and corrupt, as well as creative and conciliatory positions. The paper describes a program of research that examines how children and adults develop an understanding of group dynamics that generate such inclusion and exclusion. Studies explore the different cognitive and social skills children use to apply their understanding of group dynamics when they judge and respond to peers. Series of experimental studies also shows how relationships between ingroups and outgroups influence the treatment of particular individuals within those groups. The paper explains an overarching social-developmental approach to group dynamics and argues that social and developmental psychology can mutually benefit by focusing on integrative questions.

IA050

**Observations of the Roles of Social Groups Shapes the Content of their Stereotypes**

**Alice H Eagly** *Northwestern University, USA, United States of America*

Stereotypes of social groups match the attributes of the roles in which members of the groups are overrepresented relative to their numbers in the population. This embedding of stereotypes in the social structure explains both their tenacity and their flexibility: They change if group members are routinely observed in roles that require attributes that differ from their preexisting stereotype.

CONTRIBUTED SYMPOSIUM

CS044

**Engagement of National Psychology Associations to Address the Needs of Culturally Diverse Populations through Policy, Advocacy, and Related Initiatives**

**Organizer: Merry Bullock** *American Psychological Association, United States of America*

**Discussant: Merry Bullock** *American Psychological Association, United States of America*

**Session Abstract:**

This symposium will provide an opportunity to learn from leaders of four national psychology associations about their experiences in embracing and promoting diversity to benefit disenfranchised, culturally diverse populations. The needs of refugees, displaced persons, and immigrants, as well as those of indigenous peoples and populations that were enslaved or colonized, have posed significant challenges for countries around the world. National psychology associations have taken responsive actions through various policy, advocacy and related programmatic initiatives. These include efforts to ensure humane treatment and health care in immigration detention facilities, facilitate acculturation, reduce prejudice, eliminate health disparities, provide multilingual, multicultural school-based services, advance civil rights, and promote affirmative action in higher education and employment.

**The psychological society of south africa: contributing to social justice for and well-being of all**

**Juan A Nel** *University of South Africa, South Africa*

South Africa has a progressive constitutional and legal framework for the protection of the rights of minorities. Addressing the harmful effects of prejudice and stigmatisation prevalent in post-Apartheid South Africa and the realisation of equal rights in everyday life have however been challenging. Psychological services are often based on assumptions of sameness, rather than ensuring equal access, while accounting for the needs of different people and groups. Unhelpful and disempowering interactions between professionals and minority clients are often a consequence. In this context South African Psychology has begun a process of transformation from its historical complicity in oppressive systems, such as Apartheid and the perpetuation of heteronormativity, to current efforts to contribute to social justice for and well-being of all. The presentation, in particular, focuses on the Psychological Society of South Africa affirmative practice guidelines for sexually and gender diverse clients, and efforts to strengthen an Afrocentric Psychology.

**The Role of Psychologists in a host program and integration of refugees**

**Samuel S Antunes** *Ordem dos Psicólogos Portugueses, Portugal*

With the arrival of thousands of refugees to Europe, European countries face a new challenge, which relates to hosting and integration of refugees and their families as well as

individuals in each country. Portugal is facing the same challenge. In this sense, the Portuguese Association of Psychologists (Ordem dos Psicólogos Portugueses) collaborates with the Portuguese authorities involved in hosting and integration of refugees, providing the expertise of psychologists trained in crisis intervention and catastrophes. The objective of our communication is to share this experience, the training of psychologists in the areas of crisis intervention and disasters and at the same time, their participation in the support program and integration of refugees.

**The challenges and opportunities for the development of indigenous psychology in Aotearoa/New Zealand: A bicultural partnership**

**Kerry L Gibson** *NZ Psychological Society, New Zealand*

The NZPsS honours the bicultural relationship between indigenous Maori and European settlers (Pakeha) set up through the 1840 Treaty of Waitangi. Although psychology remains dominated by Western models, the Society aims to promote the interests of Maori by prioritising cultural safety in psychologists' work and in our code of ethics; by assuring representation in our leadership and abiding by cultural protocol for Society activities (tikanga). Biculturalism contributes to local psychology by foregrounding cultural diversity and by facilitating the inclusion of valuable aspects of indigenous psychology, such as relationality, respect and a holistic concept of the person into mainstream practice. Nonetheless there are significant challenges: We have too few Maori psychologists to meet the needs of Maori across the range of services in which psychologists work we need to consider how to centralize indigenous knowledge in our training and practice environments and facilitate a more comfortable home for Maori in psychology.

**Improving Mental and Behavioral Health Across Populations: A Strategic Objective and Commitment of the American Psychological Association**

**Ellen G Garrison** *American Psychological Association, United States of America*

APA is dedicated to address the critical, unmet mental and behavioral health needs of culturally diverse populations in the United States, through services, training, and advocacy efforts. For example, five years ago, the association embarked on a strategic initiative to reduce behavioral aspects of health disparities in underserved ethnic and minority populations with a focus on stress, substance use, and obesity. To improve quality of care, APA has issued guidelines for psychological practice with ethnic and culturally diverse groups. The association has advocated for increased mental health

services, including for the Indian Health Service to reduce substance use and suicide. APA has also acted to help ensure the humane treatment of at-risk immigrants and their access to mental health care. Moreover, APA has devoted significant resources for decades to prepare the next generation of culturally competent service providers and researchers through the Minority Fellowship Program and other graduate training initiatives.

### **Attitudes toward diversity officers, psychologists and students in Colombia and experiences of promotion and visibility of the differential approach**

**Claudia M Sanin, Julie P Trujillo, Alejandro Baquero** COLEGIO COLOMBIANO DE PSICÓLOGOS, Colombia

Colombia's Constitutional Court has recognized four populations highly vulnerable which deserve special treatment and affirmative actions for the protection and to guarantee their civil and political rights just like their economic, social, cultural and collective rights. These populations include people with disabilities; lesbian, gay, bisexual, transgender and intersex; indigenous and Afro-Colombian and victims of armed conflict. It was designed and developed a Massive Open Online Course (MOOC) where information and attitudes about these population groups were evaluated before and after the course. The results are discussed in terms of socio-cognitive and socio-demographic factors associated with the acceptance of diversity and the implications for professional training, and officers and psychologists qualification, in a possible post agreement scenario with FARC's guerrilla to promote peace, forgiveness and reconciliation. Additionally, some proposals for diversity's social promotion emerged from MOOC students. Three of them are in review.

### **CS045**

#### **Multiculturalism for Harmony**

**Organizers: Ayse Ciftci, Ayse Ciftci** Purdue University, United States of America  
**Session Abstract:**

As our world gets more globalized and diverse with an increasing need to live in harmony, psychologists have a critical role in providing services to all and serving as social justice advocates. In this symposium, presenters will discuss multicultural issues in counseling in five different countries: Japan, India, South Korea, Turkey, and the US. More specifically, presenters will share the contextual factors impacting the definition of multiculturalism in each country and how multicultural training is integrated into training through coursework, program-related activities, practicums, internships, and research projects. Presenters will provide examples of integrating social justice into the multicultural training and counseling and discuss the ways in which multiculturalism

is advocated for the betterment of the society and the world.

### **Japan in the midst of transition: from a perceived homogeneous country to a multicultural society**

**Hanako Suzuki** University of Tsukuba, Japan

Although Japan is still often considered a homogeneous country, the population in Japan is becoming more diverse than ever before. The largest minority groups are those with international backgrounds, sexual minorities, and ethnic minorities. Because of a long history of perceiving its own populations as homogeneous and multiculturalism being relatively a new concept, it is still difficult for majority to accept the social changes. In this presentation, the speaker will present the transition of diverse populations in its society, emergence of multiculturalism, and how traditional Japanese cultural values affect minorities. Moreover, the speaker will discuss the roles of psychologists with multicultural perspectives to advocate social justice in the society and provide examples of multicultural services practiced at a Japanese university.

### **Multicultural Counseling Education and Training in Korea**

**Ji-Yeon Lee** Hankuk University of Foreign Studies, Republic of Korea

Despite growing attention to the need for Multicultural Training (MT) in international contexts, there is a not much known about counseling training outside the U.S. This gap is likely to cause barriers for MT in other countries, such as South Korea. South Korea is racially and ethnically homogenous countries, and domestic diversity issues were not addressed much. Due to cultural and demographic shifts, there is growing interest in MT in Korea. However, MT materials tend to be developed by U.S. (or Western) based theories, books, and publications, where ethnic differences are emphasized. Because Korean cultural diversity is different from the U.S., there are needs to address the unique socio-political contexts of S. Korea in using these MT materials. Therefore, this presentation is going to address the current status of MT in Korea, as well as suggestions for future MT, including specific pedagogies applicable in the classroom.

### **Multiculturalism for harmony: The United States**

**Arpana G Inman, Pegah Eftekhazadeh** Lehigh University, United States of America

Data from the U.S. Census Bureau (2014) suggests that individuals of racial and ethnic minority status represent an increasingly large percentage of the U.S. population. These changing demographics heighten the need for mental health professionals to provide culturally sensitive and responsive services to these

populations. Relatedly, in 2002, the American Psychological Association (APA) published its first set of standards to inform psychology graduate programs on incorporating multiculturalism into education, training, research, and practice to better serve these populations. Yet, research suggests that a large number of these communities are underserved, leading to disparities in accessing mental health services. This presentation will discuss how multiculturalism and social justice principles are incorporated into Lehigh University's Counseling Psychology program within the United States. Focus will be placed on curriculum, research, practice, and other clinical activities that showcase how our graduate trainees are being better prepared to work with multicultural populations.

### **Finding Harmony-in-Between: Turkey**

**Ayse Ciftci** Purdue University, United States of America

Turkey is a country in between continents and cultures. It is a highly complex, heterogeneous culture with a diversity of ethnicities, cultures, and religions differentiated along social class, rural-urban, and developmental dimensions. It is difficult to identify Turkish culture because it is neither European nor Asian; neither Western nor Eastern. There have been major historical-cultural influences on Turkish society including nomadic-Turkish, Anatolian, Islamic-Middle Eastern, and the Mediterranean. There is an ongoing conflict between the values brought by Atatürk (e.g., modernism, rationalism, science, secularism, social and legal equality, and justice) and values inherited from the Ottoman Empire (e.g., seniority, obedience to authority, dominance of traditions, and customs over civil rules). In this presentation, I will discuss the concept of multiculturalism in Turkey, current status for diversity training and the systematic challenges for multiculturalism in Turkey.

### **CS046**

#### **Marriages and Families in Diverse Contexts: Marital satisfaction and its influential factors across cultures**

**Organizer: Michiko Iwasaki** Loyola University Maryland, United States of America

**Discussant: Carol Falender** Pepperdine University, University of California, United States of America

#### **Session Abstract:**

In the era of economic demands and multicultural movement, marriages take many forms in the world. The purpose of this symposium is to examine the nature of marriages and families in various cultural settings. The symposium consists of four presentations tapping into today's marriages and families in five different

nations (Russia, Canada, the U.S., and Thailand) with various populations (young-old couples, couples in cross-cultural marriages, and foreign-native Asians and their partners from Western cultures). Both qualitative and quantitative inquiries will be pursued to address marital satisfaction, work-family balance, and harmonious integration between individualistic and collectivistic cultural values. The symposium's structure contains a general introduction, four research presentations, discussant's comments, and Q&A. The session highlights the changes in marriages and families in various cultural contexts in order to help mental health professionals to increase their cultural competence in working with couples and families in the changing world.

### **Marital satisfaction of employed and non-employed women in Russia at different marriage stages**

**Elena J Chebotareva (1,2,3)** 1. Peoples' Friendship University of Russia, Russia; 2. Moscow City Psychological and Pedagogical University, Russia; 3. National Research University - Higher School of Economics, Russia

The comparative empirical study of marital satisfaction of employed and not employed Russian young and middle aged women will be presented. The participants of the study were 70 young women, married for 1–3 years, without children and 57 middle-aged women, married for 10–26 years with 1–3 children. Half of the women were full-time working, half had never worked a full day. The techniques: Questionnaire on marriage satisfaction (V. Stolin, T.Romanova, G.Butenko), U-test and Spearman's rank correlation. It was found that marital satisfaction among the young working women was significantly higher than that of not working. At middle-aged women the difference in marital satisfaction between employed and not employed women was not statistically significant, but with some tendency for higher satisfaction at non-employed women. Different correlations of personal and job characteristics with marital satisfaction were revealed.

### **Marriages and Families in Diverse Contexts: Marital satisfaction and its influential factors across cultures**

**Jinhee Kang (1), Hang-Shim Lee (2)** University of Maryland Counseling Center, United States of America; 2. Oklahoma State University, United States of America  
While the majority of Korean Americans are foreign born, few studies are available for the understanding of their unique life experiences through their own voice (Yoon et. al., 2010). The unique challenges and issues of the first generation Korean immigrant women are not studied much in the literature of counseling psychology. Immigrant women's gender role

experiences are different from their counterparts in their home country or from those in their host country. They often face the dual gender role expectations when they immigrated. Pressure to be responsible for domestic chores and family's emotional and physical wellbeing from their home culture while experiencing pressure to work for financial stability as an immigrant. This dual demand changes the dynamics of their marital relationship and their mental and physical health. This presentation aims to expand the understanding Korean immigrant women's experience regarding their unique gender role experiences via literature review and a case study.

### **Cross-cultural Relationship Adaptation: Influences of Asian Styles of Intimacy and Love in Asian-Western Marriages**

**Reginald H Pawle** Assumption University, Thailand

Research has documented different aspects of love and intimacy across cultures. A common explanation of these differences is the influence of collectivism and individualism. Within English-written research there is more about Western styles of love and intimacy than Asian styles. In light of this research, the question arises that if the partners in a marriage are from Asian and Western cultures, how and how not are their styles of love and intimacy influenced during the course of their marriage by Asian styles of love and intimacy? The approach of this qualitative research project was emic, using a Thematic Analysis of interviews of Asians and Westerners who are married and living in Asia. The results indicated the influence of Asian styles of love and intimacy on the love/intimacy adaptation process in Asian-Western marriages: what changed, what stayed the same, and a greater understanding of Asian styles of love and intimacy.

### **Marital satisfaction among Japanese women in cross-national marriages**

**Michiko Iwasaki** Loyola University Maryland, United States of America

Interracial marriages have become much more visible in the world. In the U.S., interracial couple households increased by 28% over the past decade (Lofquist, Lugalia, O'Connell, & Feliz, 2012,) and in Canada, the rate grew 33% between 2001 and 2006 (Statistics Canada, 2010). Japanese have the highest proportion of interracial marriages in both countries (Le, 2007; National Household Survey, 2006). Despite the increasing number of interracial marriages, particularly among Japanese and Japanese Americans, there is a dearth of research-based literature. The present study, therefore, was conducted in order to examine the marital satisfaction among Japanese women in such relationships. Using the existing data from 731 Japanese females who lives

in the U.S. or Canada and have cross-national marriage experiences, the author will present their degrees of marital satisfaction and the factors predicting high levels of marital satisfaction in such relationships. Implication to couple and marriage counseling will be discussed.

### **CS047**

#### **Diversity in (dis)Harmony: Insights from System Psychodynamics**

**Organizer: Michelle S May** University of South Africa, South Africa

**Discussants: Ellen L Short (1), Aden-Paul Flotman (2)** Long Island University, United States of America; 2. University of South Africa, South Africa

#### **Session Abstract:**

In organisations and society, diversity phenomena are more prevalent due to democratisation and human rights movements. Managing and embracing diversity involves the improvement of relationships in different contexts - these relationships become more complex when impacted by diversity dimensions, such as race, gender, sexuality, culture and generation. Mere application of rational, cognitive approaches often fails because of an inadequate understanding of diversity and its unconscious behavioural dynamics. In the quest to attain a deeper understanding of diversity dynamics, the systems psychodynamic perspective offers the possibility of attaining deeper learning and understanding of diversity and contextual dynamics. The systems psychodynamic perspective refers to open systems concepts and psychodynamic perspectives and incorporates contributions from psychoanalysis, object relations, group relations and systems theory to form its conceptual frame. A discussion of application of the systems psychodynamic perspective in research and consultation and transforming behaviour in the workplace and society, will follow the presentations.

#### **Diversity dynamics operating below the surface in the co - construction of student leadership.**

**Neo Tshireletso Pule** University of South Africa, South Africa

The landscape of student leadership changed radically and shifted in priorities as shaped by the post-apartheid era. Using a social constructionist qualitative research strategy, data was collected through a social dream drawing technique consisting of six diverse student leaders. Through discourse analysis the use and structure of student leaders' language were explored; while taking note of unconscious dynamics to understand (and not explain) the construction of the student leadership role. The emergent themes/issues highlighted that students' contextualised student leadership as a conversation about diversity and transformation. Students seem to seek an interpersonal experience that would preserve the integrity of



past iconic leaders and the symbols they promoted. At times students' anxiety spilled out as violence - sometimes indicating the inadequacy they experience to handle the democratic dispensation, while placing an alarming leadership burden on their shoulders. These themes/issues will be explained through the juncture between social constructionism and system psychodynamics.

### **Islands in the Stream: Women, Diversity, and Group Relations**

**Ellen L Short** Long Island University, United States of America

Islands in the Stream: Women, Diversity, and Group Relations Abstract: Groups are microcosms of society and group relations conferences often bring societal level dynamics into sharp focus. One area of focus for group relations conferences involves the exploration of identities among members and the acknowledgment of the complexities of their racial and cultural embeddedness. Racial-cultural dynamics in groups are consciously and unconsciously held, often feel unspeakable, and therefore must be explored by members to build trust and ensure the group's survival. Consultants/facilitators must also be cognizant of their cultural competencies, biases and their own racial-cultural identities. Racial-cultural dynamics among women in groups will be the focus of this presentation. Disconnection and connection among women of diverse races in group relations conferences will be discussed, as will the efficacy of group work to surface and explore aspects of women's intersectionality in relation to aspects of power, privilege, racism, sexism and oppression.

### **Systems Psychodynamically informed consultants dancing with both critique and possibility**

**Michelle S May (1), Aden-Paul Flotman (2)** University of South Africa, South Africa; 2. UNISA, South Africa

Group Relations conferences, using the systems psychodynamic perspective, with a diversity focus allow participants an in-depth learning process about diversity dynamics. In our experience as diversity consultants, these in-depth learning processes are not without its challenges. In this presentation, we will explore, through ethnographic accounts, how the role of the consultant working from the system psychodynamic perspective can contribute to an ambivalent learning experience for participants. Data collection entailed each author writing an essay on our experiences as diversity consultants. The most appropriate vignettes were then selected for thematic analysis. Themes included inadequate containment by the conference staff and holding organisation, the consultants' diversity dynamics, such as valences, transference, countertransference and basic assumption behaviour, consultants' personal diversity issues, internal and external

status of the consultant, re-traumatisation of participants and valuing versus denigration of working with diversity. Recommendations are proposed by suggesting adequate system psychodynamic practices in these conferences.

### **CS048**

#### **Seeking harmony in diverse places unknown: The plight of immigrants and refugees in the 21st century**

**Organizer: Neal S Rubin** Illinois School of Professional Psychology, United States of America

#### **Session Abstract:**

According to the United Nations, there was an all time high of 232 million international immigrants in 2013. Seven percent or 15.7 million were refugees. The circumstances that underlie the transitions of people to new places vary widely from seeking brighter economic futures to fleeing the death and destruction of war. Psychologists are interested in understanding how to best facilitate experiences of harmony among these populations in transition to places often unknown to them. A psychologist consulting at the United Nations will begin by outlining the circumstances that promote international immigration including war and climate change. Subsequent presentations will explore the challenges of migrant women in Korea, the health problems of Latino immigrants to the USA, and last, research on providing mental health interventions with Syrian refugees in Lebanon. The presenters who originate from four countries (Japan, Korea, Lebanon and the United States) will discuss possible cross-cultural implications.

#### **running women's problem solving groups with syrian refugees in Lebanon.**

**Brigitte Khoury** American University of Beirut, Lebanon

Lebanon is facing since April 2011 a major challenge with the influx of Syrian refugees into its territories. The number of registered refugees in the UNHCR office has reached 1,500,000. Refugees are in a great need for basic social health and mental health support. Thus, given the current situation and the high need for sustainable interventions, the aim of the current project was to improve the readiness of health and social workers to respond to the psychological needs of displaced women Syrian Refugees who were affected by the civil war in Syria. Hence, they were trained in the delivery of a group psychological intervention aimed at enhancing problem solving skills among female Syrian refugees. These groups were also offered to Lebanese women from the host community, hence mixing the women, with the aim of bringing them closer to each other and from there bring the two communities closer together.

#### **A qualitative study on Korean marriage migrants adjusting to a new life after divorce**

**Eunha Kim** Ajou University, Republic of Korea

The number of international marriage of Korean husbands and immigrant women from Southeast Asian countries has rapidly increased over recent decades, and such marriage accounts for 13.6% of total marriages (Lee, 2013). Recent research has shown that wives (or 'marriage migrants') of international married families are confronted with language barrier, economic hardship, isolation from the family of origin, and prejudice and discrimination (Park, 2011). The distress that these conditions create increase the risk of family conflict, including domestic violence, which often leads to divorce. According to Kim (2014), a divorce rate of international marriage is 3.5 times higher than that of the national average in 2011. In this presentation, I will discuss the results of a qualitative study exploring the experiences of 'marriage migrants' who divorced and continued to live in Korea. A total of 14 women participated in the study, and Consensual Qualitative Research was used to analyze data.

#### **Health Promotion for Latino Immigrant Families in Chicago**

**Sayaka Machizawa** The Chicago School of Professional Psychology, United States of America

There are significant racial and ethnic disparities in childhood obesity in the United States. Research has found that childhood obesity is significantly more prevalent among Latino children and youth compared to their non-Hispanic White counterparts (Ogden and Carroll' 2010). To address the issue of childhood obesity in the Latino community in Chicago including new immigrants from Mexico and Puerto Rico' the author collaborated with four different community-based organizations that serve this population. The research team created a culturally sensitive survey that was completed by Latino immigrant parents with children 2 ~ 17 years old. The study found that while the majority of parents reported that they were trying to modify their child's eating habits to be healthier, several specific barriers to healthy eating and lifestyle were identified. This presenter will share the findings and recommendations for culturally sensitive health promotion programs for Latino immigrant families.

### **CS049**

#### **Contextual Factors, Acculturation Process, and Mental Health of Immigrants in Japan and the US**

**Organizer: Chiachih Dc Wang** University of North Texas, United States of America

**Discussant:** *Michiko Iwasaki Loyola University Maryland, United States of America*

**Session Abstract:**

Immigrants and foreign residents are under-represented populations who often face extra layers of stress and difficulties associated with adjusting to new cultural environments. The purpose of this symposium is to examine the impacts of selected psychosocial and cultural factors on the acculturation process and mental health of four immigrant/foreign resident groups, representing children, adolescents, and adults, recruited in Japan and the U.S. The symposium's structure contains a general introduction, four research presentations, discussant's comments, and Q&A. All included research projects are empirical studies, utilizing either quantitative or qualitative methods with mostly cross-sectional but also one longitudinal data. The main topics examined in these studies include acculturation impacts, cultural identity development, social network benefits, language barriers, and perceived community friendliness. The results highlight the importance of contextual factors and distinctive acculturation process experienced by different immigrant populations. Future research directions and recommendations to address immigrants' mental health needs will be offered.

**Mental Health, Acculturation, and Self-Reported Health Status of Sub-Saharan African Immigrants in the U.S.**

*Arlette J Ngoubene-Atioky Chatham University, United States of America*

Sub-Saharan African Immigrant populations (SSAI) in the U.S. have doubled since the 2000 census (U.S. Census, 2010). Past research noted the influence of spirituality, culturally-focused coping resources, and experienced stress and identity issues on the wellbeing of SSAI (Kamya, 1997). A paucity of recent studies have explored SSAI's post-migration mental health-related issues. This presentation will shed light on the cultural characteristics and mental health factors of salience to SSAI. It will also examine the influence of cultural and psychological factors on their self-reported health status. An exhaustive literature review of SSAI's cultural characteristics will be presented, followed by findings on the acculturation, self-reported health status, symptoms of depression, anxiety and substance use, as well as pre-existing mental health disorder of the 756 SSAI participants in Princeton University New Immigrant Survey, a 2003–2009 longitudinal study of incoming U.S. immigrants. Descriptive and correlation analyses will be utilized. Implications on research and practice will be reviewed.

**Contextual Factors, Acculturation Process, and Mental Health of Immigrants in Japan and the US**

**Noriko Takeyama Machida-shi, Tokyo, Japan**

A large number of foreigners reside in Japan with their families and children for work or other purposes. Due to the language barrier and cultural differences, these children are likely experiencing various degrees of cross-cultural adjustment issues but little research has focused on this population. In this study, Synthetic-House-Tree-Person drawings and interviews were used to investigate the adjustment and psychological issues of five foreign children who resided in Japan with their families and attending a Japanese language class. Qualitative analysis findings from their drawings suggested that they were experiencing psychological stress related to Japanese learning environment, language use, school studies, and family issues. The findings highlight the adversity experienced by these children associated with psychological instability stemming from their difficulties in adjusting to Japanese school and society. Suggestions/interventions for how to better assist this unique population will be discussed from the perspectives of their familial/cultural backgrounds and developmental needs.

**Acculturation, Cultural Identity, and Adjustment of Adolescents from Immigrant Families in the U.S.**  
*Chiachih Dc Wang University of North Texas, United States of America*

Adolescents from immigrant families have to constantly deal with two cultural worlds and the conflicts between their home and mainstream cultural expectations often lead to adjustment difficulties (Wang, 2014). However, empirical research focusing on adolescents from immigrant families is relatively rare. This study examined the relationships among acculturation, cultural identity, perceived relationship quality with parents, social support, and adjustment outcomes of adolescents from Latino or Asian immigrant families in the US. Guided by acculturation and attachment theory, a conceptual model was developed depicting the relationships of the selected variables. Results of SEM analyses indicated adequate model fit on all selected indexes with a sample of 170 adolescents, highlighting the mediational roles of cultural identity and social support for the effects of parent–child relationship quality on adolescents' adjustment outcome. Findings, limitations, and implications for enhancing the wellbeing of this population will be discussed from perspectives of acculturation process and attachment theory.

**THEMATIC SESSION**

**TS056 Psychological Responses to Diversity: Social and Developmental Processes That Inhibit or Facilitate**

**a More Diverse Society (Thematic Session sponsored by British Psychological Society & Wiley)**

**Organizers:** *Dominic Abrams (1), Diane M Houston (1), Rhiannon N Turner (2) University of Kent, UK, United Kingdom; 2. Queen's University Belfast, United Kingdom*

**Session Abstract:**

This symposium draws together researchers focusing on the way that diversity is understood and accepted or rejected across the population and across the lifespan. The first paper shows that lay understanding of equality across groups does not fit a rational pattern. The second paper considers how multi-group diversity can promote greater psychological tolerance toward particular groups. The third paper examines how diversity can be promoted within schools to equip children to open their perspectives to include a wider range of groups. The fourth paper examines how collaborative learning tasks may affect not just attitudes but actual intergroup friendships across ethnic divides. The final paper considers how stereotypic assumptions thwart age diversity, particularly in terms of employer's hiring practices towards those who they expect to be younger or older. Taken together the symposium draws on developmental, social, organisational and gerontological psychology to provide an overarching perspective on psychological responses to diversity.

**Differentiation in Children's Relationships in Ethnically Diverse Contexts**

*Patrick J Leman (1), Yvonne Skipper (2), Dawn Watling (3), Adam Rutland (4)*  
*1. King's College, London, United Kingdom; 2. Keele University, United Kingdom; 3. Royal Holloway, University of London, United Kingdom; 4. Goldsmiths College, London, United Kingdom*

How do children's ethnic attitudes and relationships change in a diverse, social context? Four-hundred-and-ninety-nine children (Mage = 9 years) completed tests of implicit (IAT) and explicit (PRAM II) ethnic attitudes, peer friendship nominations. We examined how these changed over 4–6 weeks before and after an initial week of collaborative learning tasks between children. Children showed an unexpected ethnic outgroup bias in explicit, but predicted ingroup bias in implicit, attitudes. Attitudes did not change over time. However, friendship nominations changed along ethnic lines. In schools where white (European) children were in a significant minority, these children showed a marked move towards preferring friends from the ethnic ingroup over time. There were no significant changes in schools where there was no clear ethnic majority group. These findings suggest that ethnic differentiation may be influenced by (school) context in complex ways.

### Capitalizing on diversity in schools via confidence in contact

**Rhiannon N Turner (1), Lindsey Cameron (2)** *Queen's University Belfast, United Kingdom*; **2. University of Kent, United Kingdom**

Intergroup contact theory (Allport, 1954) proposes that positive interactions between members of different groups improve intergroup relations. It should be especially effective among school children where opportunities exist to engage with outgroup peers and develop cross-group friendships. However, children do not always engage in such friendships, choosing to spend time with same-group peers even in diverse settings. To capitalise on the potential impact of contact in schools, a new model is needed that places 'confidence in contact' at its heart. We present an empirically-driven theoretical model of intergroup contact in the classroom that outlines the conditions that help to prepare young people for successful, sustained intergroup relationships by giving them the confidence that they can engage in contact successfully. We will outline factors that promote or impede classroom contact and make specific recommendations for practitioners and policy makers interested in harnessing diversity to promote harmonious intergroup relations.

### Implicit Prejudice Against an Age Diverse Workplace: Challenges for an Ageing Population

**Lisbeth Drury, Hannah J Swift, Dominic Abrams** *University of Kent, United Kingdom*

Across the world people are expected to work until an increasingly old age. But how might older applicants for jobs be regarded by prospective employers? We tested the effects of profiles of job candidates that had strengths associated either with younger or older people. We drew on social role theory, age stereotypes and research on hiring biases, to design 3 studies using age-diverse North American participants. These studies revealed that a) positive older age stereotype characteristics are viewed less favorably as criteria for job hire, b) even when the job role is low status a younger stereotype profile tends to be preferred, and c) an older stereotype profile is only considered hireable when the role is explicitly cast as subordinate to that of a candidate with a younger age profile. We discuss implications of findings for age-positive selection procedures and consider ways to reduce the impact of implicit age biases.

### When Diversity Creates Tolerance: A New Intervention to Reduce Generalized Prejudice

**Milica Vasiljevic (1), Crisp J Richard (2), Prati Francesca (3), Rubini Monica (3)** *1. University of Cambridge, United Kingdom*;

*2. Aston Business School, United Kingdom*; *3. University of Bologna, Italy*

Prejudices towards different groups are inter-related, but research has yet to find a way to promote tolerance towards multiple outgroups. We devise, develop and implement a new cognitive intervention for achieving generalized tolerance based on principles of social categorization. Engaging with diverse social categories (e.g., female mechanic, deaf musician) led to a reduction of prejudice towards multiple outgroups (elderly, disabled, asylum seekers, HIV patients, gay men), fostered generalized tolerance and egalitarian beliefs, and enhanced the humanization of multiple stigmatized outgroups. These effects were mediated by a reduction in heuristic thinking, and persisted outside the laboratory in a context marked by a history of violent ethnic conflict, increasing trust and reconciliatory tendencies towards multiple ethnic groups in the Former Yugoslav Republic of Macedonia. These findings underscore the surprising malleability of stereotypes and attitudes. We discuss the implications for social policies centering on diversity and immigration.

### Equality Hypocrisy, Inconsistency and Prejudice: The Unequal Application of the Universal Human Right to Equality

**Dominic Abrams (1), Diane M Houston (1), Julie Van De Vyver (2)** *University of Kent, UK, United Kingdom*; *2. University of Lincoln, United Kingdom*

Using a representative national sample of adults in the United Kingdom (N=2895), we tested whether people apply their value of "equality for all" similarly across multiple types of status minority (women, disabled people, people aged over 70, Black, Muslim and gay people). We examined judgments of the importance of satisfying the particular wishes of, whether there should be greater or reduced equality of employment opportunities for, and feelings of social distance for each group. A clear gap emerged between equality values and responses to these items. Equality was prioritized more for 'paternalized' groups (women, disabled, over 70) than others (Black people, Muslims, and homosexual people). Although those who valued equality less, or expressed less motivation to control prejudice, showed more inconsistency in applying equality, even those who valued equality highly showed significant divergence in their responses to paternalized versus non-paternalized groups, and hence a degree of hypocrisy.

### TS057

### Embracing Diversity: Perspectives on US Approaches to Health Disparities

**Organizer: Susan H McDaniel** *American Psychological Association, United States of America*

**Discussants: Lyn Littlefield (1), Xuejun Bai (2)** *Australian Psychological Society, Armenia*; *2. Tianjin Normal University, China*

#### Session Abstract:

This symposium will explore programs, activities and policy initiatives of the American Psychological Association to address diversity issues in health care. Perspectives from education/training (on the competencies needed to develop a robust health profession), science (on research highlighting causes and sequelae of health disparities), practice (on models to increase access), public interest (on multiple interventions to reduce health care disparities) and advocacy (for funding and policy change) will be presented. Discussants from two national associations from different countries join to provide a broader perspective on how psychology addresses disparities from multiple international perspective.

### Research on Health Disparities in the United States

**Howard S Kurtzman** *American Psychological Association, United States of America*

Research on health disparities in the United States has grown in sophistication and breadth over the last 20 years. This presentation will review major scientific approaches to understanding the nature and causes of health disparities among populations in the US and to designing interventions to address them. The roles of federal and local government health agencies and of professional and grass-roots organizations in promoting and shaping health disparities research will be discussed. The focus will be on the contributions of psychologists and how psychologists interact with their counterparts in other disciplines such as medicine and epidemiology. Examples will be given of research on disparities related to race and ethnicity and to sexual orientation and gender identity. Questions will be raised concerning the relevance of US-based disparities research for understanding disparities in other countries and what US researchers can learn from research approaches and findings in other countries.

### Enhancing Access to Mental and Behavioral Health Care for Diverse Populations

**Ellen G Garrison** *American Psychological Association, United States of America*

APA is committed to increasing access to culturally competent, evidence-based mental and behavioral health care for underserved populations through our programs and policies. We have successfully advocated for extending health coverage to tens of millions of uninsured Americans through health care reform.



To promote quality care, we have promulgated guidelines for psychological practice with ethnic and culturally diverse groups, as well as those focused on diversity of sexual orientation and gender. To increase access to care, we have contributed over decades to the training of culturally competent psychologists through our Graduate Psychology Education Program, Minority Fellowship Program, and Indians into Psychology Program. We are also strong supporters of the inclusion of psychologists in patient-centered medical homes, school-based mental health services, and community health centers to increase access to integrated, coordinated care for underserved populations both in the public and private sector.

### Interventions to Eliminate Health Disparities and Achieve Health Equity

**Clinton W Anderson** *American Psychological Association, United States of America*

Health disparities is one of the association's first strategic initiatives. A number of interventions were initiated to address different areas of disparities in most cases corresponding to the populations addressed in the Public Interest Directorate. One initiative addressed the high rates of obesity in African American women. Collaborating with the Association of Black Psychologists, APA held a conference to present the latest research and to develop an agenda for action. The Action Agenda presented information for practitioners, researchers, policy makers, individuals, and others. The Health Disparities initiatives also work to provide findings to the broader public in ways they can best use them. Most recently, this focus was addressed in a conference to train APA leaders in the field to translate and disseminate psychological knowledge with a focus on health disparities.

### Health Professions Education: Developing a Workforce for All

**Jaime L Diaz Granados** *American Psychological Association, United States of America*

The current healthcare landscape in the United States is changing. The implementation of healthcare reform in the US poses unique challenges and opportunities to the practice of psychology and, in turn, to the education and training of the psychology workforce. Principal among these are a shift to patient-centered care, including a focus on population health, working in interdisciplinary teams, utilizing informatics, and applying quality improvement methods. In addition, the expansion of insurance coverage contained within US healthcare reform could help ameliorate health disparities, and in particular for under-served and under-represented populations. This presentation will provide an overview of the implications for the psychology workforce, identify

foundational competencies for education and training, and recommend relevant new foci in education and training aimed to maximize the effectiveness of psychologists' role in providing care within interprofessional settings and improving access to services.

### TS058

#### Psychology of Identity Intersectionality: Research, Practice, and Pedagogy

**Organizer: David Rivera** *Queens College, City University of New York, United States of America*

#### Session Abstract:

A recent paradigm shift has occurred in terms of how the field of psychology addresses the issue of identity. Traditionally, the field has focused on investigating individual facets of identity, such as race, gender, or sexual orientation, as separate entities. However, a more contemporary means of conceptualizing identity involves a focus on how the various aspects of identity intersect and operate in tandem to inform how an individual makes meaning of his/her lived experience. This thematic session will bring together four researchers and practitioners who will discuss how to incorporate tenets of identity intersectionality in the teaching, practice, and study of psychology. The proposed thematic session has three main learning objectives: (a) develop knowledge about identity intersectionality and its relevance to the practice and research of psychology; (b) offer tangible and concrete mechanisms for integrating intersectionality frameworks into one's practice and research, (c) increase dialogue about intersectionality in the profession.

#### Critical Pedagogical Shifts: Applications of Intersectionality Frameworks to Psychological Research and Practice

**Cirleen Deblaere** *Georgia State University, United States of America*

Additive and intersectional frameworks have been discussed in psychology; each provides critical insights into our understanding of the experiences of individuals with multiple marginalized identities. Intersectionality theory also elucidates the constructs of privilege and oppression related to identity for all individuals. As researchers, intersectionality requires fundamental reorientation of traditional paradigms of research design that impact every aspect of the research process from the development of the research question to the dissemination of results. Similarly, as therapists, intersectionality requires a radical shift in our conceptualization of clients that considers sociocultural and political awareness in the therapy process, explores a client's understanding of their multiple identities, examines the ways in which those multiple identities have impacted their experience and sense of self, and

includes a willingness to address issues of privilege and oppression in the counseling process when appropriate. I will discuss concrete ways to apply intersectionality in these two domains.

#### Intersectional Stereotypes and Person Perception: Avoiding Bias in Clinical Settings

**Yi Jung Lee** *National Taichung University of Education, Taiwan*

Research has shown that mental health professionals tend to use stereotypes to form clinical impressions. Different social groups trigger different perceptions and feelings, which motivate specific behaviors. Most stereotype research has focused on a single social group, such as race or gender. However, all individuals belong to more than one social group and the intersection of multiple categories of membership affects people's perceptions and feelings differently. In order to provide effective counseling services, mental health professionals need to develop self-awareness of their own reference-group membership and the stereotypes they retain about culturally diverse clients. They also need to understand the mechanism of stereotyping. This section will address the potential pernicious effects of intersectional stereotyping on counseling process and clinical impression. Ways of training mental health professionals to avoid bias in clinical settings will be discussed.

#### Intersecting Social Identities and Collective Action

**Wing Y Chan** *Georgia State University, United States of America*

The degree to which individuals identify with their in-group has been found to predict participation in collective action. The study of collective action and in-group identity has mostly focused on one identity at a time (e.g., Van Zomeren et al., 2008). Such narrow focus ignores the fact that most people identify with multiple social groups depending on the context and the salience of identities varies. More importantly, studying one identity at a time does not contribute to our understanding of how people from different social groups come together for common cause. The proposed presentation will first review research investigating the effects of social identity on collective action among racial/ethnic minority youth. Then it will present examples to illustrate the importance of intersecting social identities on predicting collective action. Finally, it will discuss policy implications of research on intersecting social identities and collective action.

#### Teaching at the Intersections of Multiple Oppressed Identities: Theoretical Conceptualizations and Practical Strategies

**David Rivera** *Queens College, City University of New York, United States of America*

This presentation will focus on concepts and techniques for teaching about the intersectional identities of people with multiple oppressed identities, with a concentration on the experiences of LGBTQ people of Color. Teaching about these particular intersections of identity is often met with challenge from students, peer faculty, and the administration. Additionally, LGBTQ people of Color may experience a certain amount of struggle and challenge when aspects of these identities do not compliment one another due to the opposing values and judgments from their communities, institutions, and society. As such, this presentation will illuminate some of the individual, institutional, and societal conflicts that make teaching and understanding these intersections challenging for teachers and students alike. Drawing from the results of a qualitative study, this presentation will incorporate “best practices” from instructors who report success in teaching their students about the intersections of gender identity, sexual orientation, race, and ethnicity.

#### TS059

### **Commitment to Ethnic/Racial Diversity Competency in Education, Training, and Workplace in the United States: Undergraduate, Graduate (National Council of Schools and Programs of Professional Psychology), and Organization (American Psychological Association)**

**Organizers:** *Hideko Sera, Hideko Sera National Council of Schools and Programs of Professional Psychology, United States of America*

**Discussant:** *James S Jackson Umiversity of Michigan, United States of America*

#### **Session Abstract:**

Since the 1954 historic Supreme Court *Brown vs. Board of Education* ruling, U.S. educational institutions and organizations have struggled to meet societal aspiration to increase appreciation for ethnic/racial diversity. Various strategies to enhance commitment to ethnic/racial diversity competency have been observed in the U.S. educational system, clinical and counseling psychology training programs, and organizational missions and actions. Examples of such efforts will be discussed using undergraduate (Macalester College), graduate (National Council of Schools and Programs of Professional Psychology), and organizational (American Psychological Association) models. Creating linkages with unique strengths and obstacles that ethnic/racial minority individuals face at each of the three interfaces will also be discussed. Additionally, ways to foster engaged dialogues about prejudice, discrimination, and racism facing ethnic/racial minorities will be presented. Prominent racially diverse Japanese

and American psychologists in leadership positions of these organizations will provide such overviews.

### **Commitment to Ethnic/Racial Diversity Competency in Education, Training, and Workplace in the United States: Undergraduate, Graduate (National Council of Schools and Programs of Professional Psychology), and Organization (American Psychological Association)**

**Hideko Sera** *National Council of Schools and Programs of Professional Psychology, United States of America*

Since the 1954 historic Supreme Court *Brown vs. Board of Education* ruling, U.S. educational institutions and organizations have struggled to meet societal aspiration to increase appreciation for ethnic/racial diversity. Various strategies to enhance commitment to ethnic/racial diversity competency have been observed in the U.S. educational system, clinical and counseling psychology training programs, and organizational missions/actions. Examples of such efforts will be discussed using undergraduate (Macalester College), graduate (National Council of Schools and Programs of Professional Psychology), and organizational (American Psychological Association) models. Creating linkages with unique strengths and obstacles that ethnic/racial minority individuals face at each of the three interfaces will also be discussed. Introduction will cover prominent racially diverse Japanese and American psychologists in leadership positions of these organizations who will provide such overviews.

### **Undergraduate Education Commitment to Ethnic/Racial Diversity Competency: College-wide, General Education, and Psychology Major Student Learning Goals at Macalester College**

**Kendrick T Brown** *Macalester College, United States of America*

United States undergraduate education often articulates a commitment to developing students' competence in interacting with others from diverse backgrounds, particularly individuals from different racial/ethnic groups. This presentation describes how Macalester College (a small, predominantly White, liberal arts college in Saint Paul, Minnesota) ensures that students have an opportunity to develop their racial/ethnic diversity competency. In particular, attention will be given to curricular and co-curricular efforts to enable Macalester graduates to: 1) achieve a college-wide student learning goal to demonstrate intercultural knowledge and competence; 2) fulfill a United States Identities and Differences general education requirement; and 3) complete an Underrepresented Populations,

Paradigms, and Perspectives requirement with their psychology major. Discussion will focus on how college-wide, general education, and undergraduate major commitments to foster racial/ethnic diversity can provide a foundation for individuals' orientation to graduate training in psychology and work within professional organizations addressing diversity issues.

### **Commitment to Ethnic/Racial Diversity Competency in Education, Training, and Workplace in the United States: Undergraduate, Graduate (National Council of Schools and Programs of Professional Psychology), and Organization (American Psychological Association)**

**Torrey Wilson** *Illinois School of Professional Psychology, United States of America*

NCSPP established in 1976 for the development and implementation of the highest quality practitioner training in professional psychology. Diversity was adopted as a separate competency in 2002 and is an integral focus in the training of professional psychologists. These competencies include the identification of clear criteria for training students to work effectively with people of color. The presentation will focus on how NCSPP programs implement diversity competencies in the training of professional psychology students. Specifically, competencies are measured around the following areas: 1. Demonstration of self-reflective capacity and openness to critical feedback, 2. Knowledge of difference and oppression in formulating case material, conducting interviews and drawing clinical conclusions, 3. Sensitive approach to the integration of diversity in professional behavior. Aggregate program data will be provided during this presentation.

### **Graduate Student Organizational Efforts in the American Psychological Association to Promote Ethnic/Racial Diversity Competency**

**Nabil El-Ghoroury** *American Psychological Association, United States of America*

The American Psychological Association's organizational commitment to ethnically/racially diverse individuals is important. APAGS, the graduate student group in APA, is very committed to promoting ethnic/racial diversity competency. APAGS developed the the Committee for the Advancement of Racial & Ethnic Diversity (APAGS-CARED). APAGS-CARED, which has engaged in numerous actions to promote cultural competency: 1) publishing a resource guide for ethnic minority graduate students; 2) funding training grants to encourage graduate students to develop programs for training on



ethnic/racial diversity; 3) encouraging innovative research projects on diversity issues through supplementary grants to the APAGS Basic Psychological Science Research Grant; 4) conducting webinars by esteemed professionals on racial/ethnic diversity; 5) preparing a database on training resources for multicultural issues; and 6) developing podcasts on tips for ethnic minority students to enter academia. These strategies reflect graduate students' concerns about cultural competency.

#### TS060

##### **Social class, disharmony and lay peoples attitudes towards various health conditions**

**Organizers:** *Suzie X Wang, Xu Wang Leeds Beckett University, UK, United Kingdom*

##### **Session Abstract:**

Social class divisions within societies create disharmony and represent unequal relations of power between groups. Psychology, as a discipline, has largely neglected the role of social class in shaping peoples diverse experiences and their attitudes towards other groups. Whilst many studies have focused on experiences and attitudes of clinicians and health professionals towards individuals from different social classes, less attention has been paid to understanding lay accounts of health conditions in relation to social class. The purpose of this thematic session is to bring together recent studies which have explored lay peoples attitudes and understandings of health conditions such as obesity and depression, and how social class shapes such understandings. The session will consist of four papers that report on findings related to this topic. These studies highlight the importance of conducting psychological research on social class and understanding its impact on peoples everyday lives.

##### **Attitudes towards depression: the role of social class and attribution** *Xu Wang, Anne Christensen, Kate Milnes Leeds Beckett University, UK, United Kingdom*

**Research aims:** This study investigated lay peoples attitudes towards individuals with depression and from different social class in the UK, and the role of attribution in shaping such attitudes. **Methods:** Vignette-based questionnaire method was used. Participants were randomly allocated to one of the three vignettes describing an individual with depression and with different social class background: working class, middle class and upper class. **Results:** Ninety participants were recruited. The results revealed a significantly more negative attitudes towards the working class individual compared to the middle- and upper-class individual. Discrepancies were also found in the causal attributions made about the target individual as well as perceived suitable treatments for depression.

**Discussion:** Future research should investigate the link between attitudes, social class, attributions and depression further. A number of variables must be taken into consideration in order to establish whether there are skewed attitudes towards working-class individuals with depression in the public.

##### **The production of disharmony through social class and health inequalities: A discourse analysis of accounts of childhood obesity in online media commentary.**

**Maxine Woolhouse, Anya Whisker Leeds Beckett University, United Kingdom**

Discourses around 'childhood obesity' have become pervasive (Rich, Monaghan & Aphramor, 2011). It is well-established that 'childhood obesity' is linked with poverty and deprivation (National Obesity Observatory, 2010) yet in recent years, socio-economic inequalities in the UK have increased (OECD, 2015). Furthermore, such phenomena operate within a climate of neo-liberalism whereby individuals are expected to take responsibility for their health (Crawford, 2006), thus obscuring wider constraints on people's lives and rendering accounts of 'individual blame' more likely. This paper reports on a discourse analytic study of online commentary about 'childhood obesity'. The findings indicate that parents are held responsible; however, such parents were construed not only as working class but as associated with a host of derogatory characteristics. In light of these findings, it is argued that 'obesity discourse' is yet another means of reinstating class boundaries and that social class and health inequalities serve to produce disharmonious social relations.

##### **The influence of social factors on alcohol use among mothers**

**Sarah Baker Leeds Beckett University, United Kingdom**

The majority of adults in the UK drink alcohol and alcohol use is deeply ingrained in society. Interest and acknowledgement of the contribution of social factors to alcohol use has increased. Nevertheless, how social factors influence ways in which alcohol is integrated into family life warrants further exploration. The majority of studies are quantitative with few qualitative studies and focus on the minority who engage in problematic alcohol use in specific population groups. There is little research on mothers' habitual alcohol use despite their central role in the socialisation of children and organisation of the family. A multi-methods design captured patterns of, and perceptions on, mothers' alcohol use in relation to socio-economic circumstances. Social gradients were evident for alcohol use and qualitative data helped explain these patterns to some extent. The research adds to our understanding of how mothers' everyday contexts

relate to subsequent patterns and perceptions of alcohol use.

## ORAL PRESENTATION

#### OR0634

##### **The Academic Impact of Accessibility for Students with Print Related Disabilities at Minority Serving Higher Education Institutions in the United States: A Longitudinal Study**

**Julie R Ancis, Christopher Lee Georgia Institute of Technology, United States of America**

The co-presenters will describe an ongoing 4-year, longitudinal research project: Project 31, funded by a 3.8 million dollar United States Department of Education Grant focused on 800 undergraduate students with print-related disabilities at U.S. Minority Serving Institutions (MSI's). Project 31 is an innovative Randomized Control Treatment study involving an intervention group receiving electronic-readers and accessible digital textbooks and a control group. Participants include African American, Asian American, Hispanic, and Native American students and Disability Service Providers. The research seeks to explore the perceived social and psychological challenges for minority students with print-related disabilities and the relationship between accessible textbooks and academic success, academic satisfaction and self-efficacy, and assistive technology self-efficacy. The study also explores Disability Services Provider's perceptions of students needs, challenges and facilitative factors in work with students, and perceived impact of accessible textbooks on student's academic success. The use of Structural Equation Modeling and qualitative methods will be discussed.

#### OR0635

##### **'I want to help but...': The effects of identity denial on minority group members' prosocial behaviour**

**Leda M Blackwood University of Bath, United Kingdom**

Research on prosocial behaviour finds that people are more likely to help others when they believe that they share a common social identity. In this paper I look at the implications for prosocial behaviour of identity denial and 'othering'. I will present qualitative research conducted with Scottish Muslims which shows the often subtle and insidious effects that the experience of identity denial and misrecognition has on the way people enter public spaces and relate to others in those spaces. More than this, it shows the anguish of not being able to make social connections and help others when this violates one's sense of self. I will discuss these findings and their implications for a more

nanced understanding of intragroup differences in prosocial behaviour and how authorities can, through their actions, help or hinder minority group members' prosocial actions.

**OR0636****Interdisciplinary Competency for successful diverse work groups**

*Simone Brandstätter, Karlheinz Sonntag Heidelberg University, Germany*

Diversity is known to affect group performance in positive and negative ways. Members of interdisciplinary teams differ in their disciplinary background, leading to communicational or methodological challenges. So far, little is known about specific competences needed for this kind of teamwork. Therefore, this study focuses on the validation of a model for interdisciplinary competency. Important skills, abilities and knowledge were derived from semi-structured interviews and confirmed via an expert survey. In this study  $N=210$  interdisciplinary project members rated their competence levels according to the model as well as additional criteria. Structural equation modelling confirmed a 2nd order model of interdisciplinary competency with five subdomains ( $Cmin/df=1.88$ ,  $SRMR=.077$ ;  $RMSEA=.065$ ). Interdisciplinary competency significantly predicts satisfaction and performance with engagement as mediator and is itself predicted not solely by work experience but by specific interdisciplinary experiences ( $Cmin/df=1.74$ ,  $SRMR=.077$ ;  $RMSEA=.060$ ). This competence model depicts an initial framework that helps fostering success in interdisciplinary teams.

**OR0637****Identity of Deaf/Hard-of-Hearing individuals on microaggressions, coping strategies, and well-being**

*Man Him Chu Department of Psychology, The Chinese University of Hong Kong, Hong Kong*

Despite the enforcement of the Disability Discrimination Ordinance in Hong Kong, Deaf/Hard-of-Hearing (D/HH) individuals still experience microaggressions, in which individuals of the dominant culture communicate hostility unintentionally and unconsciously against members of the oppressed groups. The present study used a mixed methods approach to investigate 1) the influence of type of identity formed by D/HH people on their perceptions of microaggressions, and 2) the emotional, psychological, and social impacts brought about by microaggressions and how these impacts are buffered by different coping strategies through a cross-sectional self-report questionnaire presented in either written Chinese or Hong Kong Sign Language and a semi-structured interview based on a stratified sub-sample of the participants. Findings indicated their identity is related to their experience of different

forms of microaggressions, which impact different domains of well-being. Coping strategies have differential moderating effects on the relationship between microaggressions and well-being.

**OR0638****International Student Retention in U.S. Higher Education Institutions**  
*Jie Dai, Yuan Jing University of Kentucky, United States of America*

The United States has historically been a country of choice for international students. Along with a rapid growth in recent years in international student enrollment, the number of international students leaving the institutions without completing a degree is also on the rise. Seidman's (2005) formula is based on two elements: identification and intervention. Specifically the formula states, "retention = early identification + (early + intensive + continuous) intervention" (p. 296). Seidman's formula for retention offers a viable approach for improvement in the area of international student support: Identify the needs and apply appropriate, focused intervention.

**OR0639****Do Diversity Courses Make a Difference in University Student Outcomes? An Examination of the Last 20 Years of Research**

*Nida Denson (1), Nicholas A Bowman (2) Western Sydney University, Australia; 2. The University of Iowa, United States of America*

This study is a critical examination of the last 20 years of research regarding the extent to which diversity courses affect university student outcomes. The overarching research question that guides this study is: To what extent do diversity courses affect student outcomes? To answer this question, this paper presents the findings of a meta-analysis of the last 20 years of research on how diversity courses affect students in university. The presentation will describe the various types of diversity courses on campuses, as well as the various approaches that campuses have taken. Then, relevant theoretical frameworks will be summarized in regards to the relationship between diversity courses and student outcomes. The majority of the presentation will discuss the nature and quality of the research regarding the relationship between diversity course and student outcomes. Finally, this study will examine possible moderators of the relationship between diversity courses and student outcomes.

**OR0640 The dilemma of unity in diversity: insights from Nigeria**

*Jessica Ezekiel-Hart RIVERS STATE UNIVERSITY OF EDUCATION PORT-HARCOURT NIGERIA, Nigeria*

The amalgamation of different geographical entities in 1914, turned out to be the formation of the country Nigeria. This nation comprises over 250 ethnic groups with various psychological, political, spiritual differences. As an oil producing nation, Nigeria has everything that would make her rank among highly developed nations but she is far from being one. Yet in this highly diverse milieu, she has remained one indivisible nation. Is this unity occasioned by understanding, acceptance and respect for divergent characteristics or is it foisted on the citizenry? The Nigerian constitution recognizes this diversity and articulates the various means of achieving unity but as always, there is a big gap between theory and practice. This paper will attempt to show how national policies which are meant to enhance unity often have adverse effects. Unity in diversity, in its real sense, may only be facade in Nigeria. Keywords: Unity, Diversity, Dilemma, Nigeria

**OR0641****Late career-planning: A multilevel framework**

*Ulrike Fasbender Oxford Brookes University, United Kingdom*

Population ageing has caused policy makers to rethink career perspectives for older people. Potentially, longer working lives could facilitate the sustainability of social security in the future. Thus, understanding late career-planning can help to inform decision-making on extending working lives. As individuals' career decisions are not taking place in a vacuum, it was the main aim to systematically investigate late career-planning from a multilevel perspective. To tie in with and extend existing research, the current paper provides an overarching theoretical framework that addresses the way individual, organisational and societal level factors impact late career-planning. Relying on the social cognitive career theory, the relevance of different multilevel factors and their cross-level effects on late career-planning are revealed. As a result, the theoretical framework enables a comprehensive understanding of late career-planning. Future directions for research are highlighted. In addition, relevant practical implications that are useful to individuals, organisations, and policy-makers are discussed.

**OR0642****Issues related to stress of mothers of international families**

*Isao Fujioka Doshisha University, Japan*

International marriages are increasing in Japan. However, parenting experiences of mothers of international families have not been adequately explored. As a part of a larger study, this study examined issues related to stress of mothers of international families. Data was collected from 9 mothers by conducting semi-structured

interviews to hear their demographic background and parenting experiences. 4 mothers were from Japan who married non-Japanese, and 5 mothers were from countries other than Japan who married Japanese. Descriptive coding and simultaneous coding (Saldaña, 2013) were conducted on the data on their parenting experiences. To explore the kinds of issues related to their stress, code co-occurrence analysis was conducted using Atlas.ti version 7, a computer-aided qualitative data analysis software. Results showed their stress was related to various issues with differences on their frequency. The theoretical and practical implications of the findings are discussed.

#### OR0643

##### **Majority/minority group membership and regional context moderate relations of values to attitude to cultural diversity**

**Lusine K Grigoryan (1), Shalom H Schwartz (2,3)** 1. Bremen International Graduate School of Social Sciences, Germany; 2. Hebrew University of Jerusalem, Israel; 3. National Research University Higher School of Economics, Russia

The trend in values research is shifting from studies of value-attitude links to studies of moderators of these links. We investigated individual- and group-level moderators of links between values and attitudes toward cultural diversity in a Russian context (representative sample, N=2061). Applying the framework of Schwartz's (2012) refined theory of basic human values, we hypothesized that links between values and attitudes toward cultural diversity vary depending on the meaning of cultural diversity for groups with different majority/minority status (Russians, ethnic minorities, ethnic majorities) and also on the degree of cultural diversity and of ethnic tension in one's region of residence. We found that universalism values related positively to attitudes toward diversity in all three cultural groups, but links of all other values varied across groups. The degree of ethnic tension in a region also moderated the value-attitude links, but degree of cultural diversity did not.

#### OR0644

##### **Blind and Low Vision Individuals Are Breaking The Glass Ceiling : Implications For Diversity and Inclusion in Organizations**

**Seeta Gupta** Institute of Management Technology, India

Objective: Technology has enabled blind and low vision (B/LV) individuals to compete with the sighted and attain recognition. 1.03 percent of India's population has some form of visual impairment but needs to be gainfully employed. The objective is to understand the personal strategies used by B/LVs and organizational support needed for them

to become successful professionals. Methodology: Forty two B/LVs were interviewed and audio recorded whilst eight senior HR professionals highlighted the challenges in handling this diversity. Interviews were analysed using NVivo. Findings: Results show that early identification of 'career anchors'; family support; technology and social networking with the sighted has helped respondents to overcome many 'Attitudinal' and 'Informational' barriers. Organizations on their part are building easier accessibility; blind-friendly processes; awareness and sensitizing co-workers, however, organizations need to create 'digital inclusion' for greater employment, empowerment and success of B/LV individuals. Key Words: Blind, Low Vision, Career Anchors, Technology, Success, Diversity

#### OR0645

##### **Active witnessing for intervening in situations of discrimination and social injustice and increasing the interactive capacity for building a respectful and inclusive community**

**Ishu Ishiyama (1), Ayumi Sasaki (2)** University of British Columbia, Canada; 2. University of British Columbia, Canada

People often become silent and passive bystanders when they observe incidents of discrimination, bullying, or harassment or when they hear offensive prejudiced remarks about minority group members. Increasing the awareness of diversity issues or learning about social responsibility does not necessarily result in concrete action for intervening in discriminatory situations. In this presentation, we will discuss Ishiyama's Active Witnessing Model. The model proposes four levels of witnessing as dis-witnessing, passive witnessing, active witnessing, and ethical witnessing levels. We will illustrate how the model is translated into a practical skills training method for mobilizing community members' capacity to move from awareness to action and intervention in various social situations, and explore social and psychological factors associated with bystanders' inaction and passivity. We propose a strategy for enhancing both individuals' efficacy and community's collective capacity for intervening in social injustice situations and building a respectful and inclusive social environment.

#### OR0646

##### **Remembering home: The case of Zimbabweans in South Africa.**

**Audrey Katsidzira** Dr George Mukhari Academic Hospital, South Africa

Remembering home' is a relatable phenomenon because 'remembering' is an inherently human process. Through the use of Interpretive Phenomenological Analysis this study seeks to understand the lived experience

of 'remembering home' in the case of Zimbabweans who now live in South Africa. A central question is on the meaning that is attached to the notion of 'remembering home' and how this influences identity formation and consolidation. Three cases will be analysed after conducting semi-structured interviews. This exploratory study is useful in cross-cultural psychology as it focuses on lived experience from intrapersonal and interpersonal perspectives of the Zimbabweans in South Africa, an intercultural and dynamic environment. Ultimately this study makes a contribution to literature in the area of cross-cultural psychology and the Zimbabwean diaspora. Finally, it lays a foundation for further research by the researcher in the areas of lived experience, identity and the environment and encourages meaningful discourse along

#### OR0647

##### **Young Javanese Adolescent Perspective on Sharing Religiosity Behavior on Social Media: An Indigenous Psychological Approach**

**Agnes F Laylicha** Universitas Gadjah Mada, Center for Indigenous and Cultural Psychology, Indonesia

Young Javanese adolescent nowadays are on a very unique state where most of their interaction and communication with others are using social media. Javanese has been stated by Badan Pusat Statistik (2010) consists of 41.71% demographic population which is the largest number presentation in the most multicultural country, Indonesia. Based on the data and observation which has been conducted before, from 150 Javanese adolescent (15–21 years old), 140 persons stated they use social media 8 hours/day. Moreover, 80% of them have ever shared their religiosity status in their account. Thus, this study aims to explore the reason of Javanese adolescent behavior in sharing religious identity publicly. The data were obtained by using open-ended questionnaire, "Why do you share your religiosity publicly on social media?" then being categorized using thematic content analysis method. It reveals the result that Javanese adolescent are showing their religious identity in social media because: "showing their pride"; "situations"; "showing their agreement"; and "responsibility."

#### OR0648

##### **Minority employment inclusion in Chile : gap between incentives and employability profile**

**Nelson D Lay-Raby (1), Carlos R Zamora Bugueno (2)** UNAB, Chile; 2. PUCV, Chile

In the present study we sought to portray the social representation (Moscovici, 1961) of the desirable employability profile for the Chilean labor market for social minorities of elderly



disability persons (WHO, 2012). These was achieved analyzing Chilean tweets and newspaper over a period of time. The results show that both minorities are socially represented with rigid employability profile does not take into account the social, psychological, and material requirements of these persons. Additionally it is found that the social representation of both minorities present common elements that are very distant from the spirit of the local and global labor inclusion incentives (ILO, 2014).

#### OR0649

##### **Developing an Identification Tool for Gifted Students from Multicultural Families: An Exploratory Study**

*Kyung-Sook Lee, Shin-Dong Lee*  
*SoonChunHyang University, Republic of Korea*

The purpose of this study was to investigate issues and traits for developing an identification tool for gifted multicultural students. Analysis involved 17 Global Bridge programs for gifted multicultural students in Korea and how to define and identify them. The most used identification methods were a traditional pencil and paper test and a personal interview, rather than nominated by a teacher. Typically teachers nominate gifted students through a checklist however, such a "checklist" has not been developed yet for multicultural students. There was no agreement on whether to regard their programs as gifted or not. Consideration of cultural differences, linguistic discrepancy and giftedness must be required to develop an identification tool for gifted multicultural students. Creativity, non-verbal abilities and social competencies might be measured for identification, including logical abilities. Additionally teachers' and parents' education should be joined together to recruit more gifted multicultural students and to solve their underrepresentation.

#### OR0650

##### **Authentic Female Leadership Mentoring Circles. The Leadership Challenge for Women in Male-Dominated Organisations: How to Break through the Glass Ceiling**

*Glenda May CareerMatch, Australia*

Many talented women struggle to advance beyond middle management. Women hold over half the professional positions in Australia, yet comprise only 10% of executives and 2% of CEOs. Mentoring Circles are a proven strategy, providing an intensive development experience for emerging female leaders. To advance, women need not take on a male persona. Equal does not have to mean 'the same'. Finding an authentic leadership style is our greatest challenge and our greatest opportunity. Mentoring Circles provide women leaders

with insight into: 1. The glass ceiling (barriers imposed on us) and 2. the 'sticky floor' (personal and often unconscious resistance to leading in a predominantly male business environment). The circle offers a safe space to share and learn from the experiences of other women under the guidance of a professional coach. A blended methodology is based on self-analysis, peer knowledge-sharing, experiential exercises, practical workplace application and reflection.

#### OR0651

##### **Diversity dynamics at work in a virtual setting: Implications for (global) organisations**

*Michelle S May University of South Africa, South Africa*

As the global village shrinks, organisations are increasingly using virtual spaces to work across physical boundaries. Very little is known about the unconscious dynamics impacting employees who work in virtual settings. The aim of the research was to explore the dynamics of a virtual large study group (VLSG) conducted through a bulletin board forum where members and consultants posted comments asynchronously. A team of five consultants consulted to the unconscious dynamics operating in the VLSG enabling participants to learn from their own experiences about virtual large group dynamics. Using a hermeneutic phenomenological research approach, data consisting of the consultants' and participants' comments posted over a 30 day period was thematically analysed. The themes were further interpreted from a systems psychodynamic perspective. The central theme pertaining to diversity dynamics operating during the VLSG will be explicated. Recommendations about future research into the unconscious dynamics operating in virtual settings will be made.

#### OR0652

##### **Beyond Bias. Managing Unconscious Bias in the Workplace**

*Glenda May CareerMatch, Australia* As we strive for equality and diversity in our workplaces, it becomes even more critical to understand the impact of unconscious bias. Our unconscious biases are pervasive and affect our decision-making with respect to hiring, performance appraisals, evaluations, team-building, choosing friends and careers. This presentation will cover the psychology of unconscious bias and the types of unconscious bias: affinity bias, stereotype threat, perception, confirmation bias, implicit assumptions. It will examine the research on how our biases can affect decisions regarding our everyday actions and interactions. Finally we discuss proven bias-counteracting strategies in the workplace

#### OR0653

##### **Social Justice and Historical**

##### **Repair: The Promise of Culturally Transforming Mental Health Service Systems**

*Matthew R Mock John F. Kennedy University, United States of America*

As a world of increasing and always complex cultural diversity, we are entering into a period of exciting mental health and health care transformation. In the United States, the growth of cultural, ethnic, racial and linguistic (CERL) communities as well as sexual orientation, class, spirituality diversity challenges and invigorates service systems to integrate culturally recognized practices into service delivery. Stigma, shame, experiences of service system microaggressions, social inequities, disproportionalities and historical trauma have been well documented as barriers to seeking treatment. Historical and social injustices have also contributed to cyclical trauma that also shows up in our service systems. The tide must be turned towards continuous social justice and culturally responsive practices. Several exciting innovations are taking place which will be dynamically presented. The presenter will make a strong, well-grounded case for how mental health interventions are being successfully integrated into practices such as primary care thereby increasing critical service access.

#### OR0654

##### **Western psychotherapy and traditional african healing: Partners or Opponents**

*Letta M Mosue HPCSA, South Africa*

This paper examines the ways in which Western Psychotherapy could be enriched by Indigenous African ways of healing when dealing with the most challenging family issues in Africa. Africans subscribe to a collective worldview as opposed to Western individualistic worldview. In the African Indigenous worldview the individual's problems are examined within a relational context and the problem-solving is also constructed within the same context. The Western Individualistic worldview prefers to deal with the individual's problems privately with the person concerned. The model of healing in the Western context is therefore individualistic focusing on an individual person. Historically fear and suspicion exist between Western worldview and African worldview. This has caused many unnecessary problems among the Africans.

#### OR0655

##### **The Complementary Knowledge and Spiritual Needs in Cultural Diversity and Religions; Phenomenological Study in "Studio Friend of The Child" (Sanggar Sahabat Anak)**

*Zakiyatul Muti'ah, Muhammad Widodo Fariz, Mohammad Mahpur, Annisa Fitri,*

**Anita Desi Retnosari** *State Islamic University of Maulana Malik Ibrahim, Indonesia*

What could be more interesting than life with diverse cultures and religion but remains care with the needs of each other religions? This is really happening in the sanggars (studio) "Sahabat Anak", Malang, East Java, Indonesia. The purpose of this study was to investigate the existence of excellent religious tolerance between citizens of sanggars and local residents. Also to identify the factors that make them be able to study together in harmony and complementarity both in the needs of the knowledge and spiritual insight. This study used a qualitative approach and the data collection techniques that is observation, interview, and documentation. For them, there is nothing more important than fussing about whose religion was most absolutely, that became child of the nation intelligent and upholding the peace. Expected by this, phenomenon in a small sanggars, it can be the discussion and implementation for the realization of diversity in harmony worldwide.

**OR0656**

**Intergenerational comparison indicators of value system in different ethnical groups (Russians and Dagestans living in St. Petersburg)**  
*Grishina V Natalia* *Saint-Petersburg State University, Russia*

The participants of the study are two groups of persons living in St. Petersburg: (1) 30 families consisting of three generations and being in direct relationships, all 90 persons are Russians, (2) 30 families also consisting of three generations and being in direct relationships, all 90 persons are the representatives of Dagestan diaspora in St. Petersburg. We have used intergenerational analysis in each group and inter-group comparison of two different ethnical groups. The value system indicators in Russian families demonstrate changes from conservative and traditional values to novelty and challenge in life from older generation to younger one. The indicators of value system in Dagestan group have more traditional character and proximity in different generations. This result is connected with specific characteristics of ethnic identity in different generations, and, as the data show, with understanding of well-being: Dagestan culture's representatives have more existential understanding of well-being than traditional (hedonistic) one.

**OR0657**

**Identity adaptation and coping strategies among asylum seekers and refugees from Syria.**

*Ingrid Plivard* *Université Catholique de l'Ouest (France), France*

Migrants have to face change while settling in a new country. Adaptation and identity

reconstruction are even more difficult in case of forced migration. The aim of this study is to investigate acculturative stress and both identity strategies and coping strategies developed by Syrian refugees in France. We conducted 22 interviews (life histories, psychological distress) and administered 139 surveys including the Immigrant Acculturation Scale (Bourhis), items on intercultural skills, Coping Responses Inventory (Moos) and adapted forms of the Riverside Acculturation Stress Inventory and of the Bicultural Identity Integration (Benet-Martinez and Haritatos). First results show that the reconstruction of identity takes many forms due to personal background (situation lived in home country), time spent in host country, repatriation plans, coping strategies (moderating variable), perception of reliability and experiences of the culture in the host country (including discrimination). The strength of acculturative stress depends on a complex interaction of those factors.

**OR0658**

**Everyday discrimination faced by Muslim women wearing and not wearing hijab and Caucasian women**

*Syed Ashiq Ali Shah* *Kwantlen Polytechnic University, Surrey, BC, Canada, Canada*

This study measured perceptions of everyday discrimination of Muslim women wearing and not wearing hijab and Caucasian women. The subjects were recruited at the Kwantlen University and from the Surrey community. A 21-item questionnaire measuring everyday life discrimination was developed and used. The questions included discriminatory treatment in everyday life by others, threats and assaults and relationships with peers and at work. The one way between subjects ANOVA on the total discrimination scores of three groups of subjects was not significant. However, differences in the perceptions of discrimination were found on some items of the scale. ANOVAs on the discrimination scores of women on items 9 and 13 indicated that Caucasian women significantly differ in their experience of being threatened or harassed from Muslim women who wear hijab; and Caucasian women reported more favourable relationship and interactions with their peers compared to Muslim women who do not wear the hijab.

**OR0659**

**Ethnocultural identity in the modern Russian society: impact of the region**

*Ludmila Shaigerova, Yuri Zinchenko* *Lomonosov Moscow State University, Russia*

Russian regions are very different by the language, ethnicity, race, religious beliefs of their inhabitants as well as by their economical,

geopolitical and environmental conditions and history. These differences may be the origin of ethnic conflicts, discrimination and xenophobia even between people inside the same country. A Complex Ethnocultural Identity Measure was designed for a specific study of ethnocultural identity and related phenomena in the context of modern Russia. The study was conducted in several regions of Russia including Siberia, Southern Russia, North Caucasus and Central Russia. The research has demonstrated that some dimensions of ethnocultural identity depend on the location of a respondent in a particular region of Russia rather than on other factors like generation, gender, socioeconomic status, educational background, and so forth. These findings may help predict and prevent negative attitudes, discrimination and xenophobia based on the differences in ethnocultural identity of people in Russia.

**OR0660**

**Islands in the Stream: Women, Diversity, and Group Relations**

*Ellen L Short* *Long Island University, United States of America*

Islands in the Stream: Women, Diversity, and Group Relations Abstract: Groups are microcosms of society and group relations conferences often bring societal level dynamics into sharp focus. One area of focus for group relations conferences involves the exploration of identities among members and the acknowledgment of the complexities of their racial and cultural embeddedness. Racial-cultural dynamics in groups are consciously and unconsciously held, often feel unspeakable, and therefore must be explored by members to build trust and ensure the group's survival. Consultants/facilitators must also be cognizant of their cultural competencies, biases and their own racial-cultural identities. Racial-cultural dynamics among women in groups will be the focus of this presentation. Disconnection and connection among women of diverse races in group relations conferences will be discussed, as will the efficacy of group work to surface and explore aspects of women's intersectionality in relation to aspects of power, privilege, racism, sexism and oppression.

**OR0661**

**Stereotype Based Faultlines: The Effects of A Stereotypically Consistent Composition of Groups on Intergroup Relations**

*Adrian Stanciu* *BIGSSS, Germany*

Diversity is defined by social traits of people, such as gender, and their information traits, such as work-related skills. Alignment of individuals on more than one social/information trait (faultlines) can disrupt intergroup relations. However, it is unclear whether this holds also for faultlines based on mixed social-information traits. The presentation provides an account of literature that has theorized

such a diversity faultline, and indicates empirical evidence confirming the hypothesis that a stereotype based faultline is associated with derogation of dissimilar others. The results of an experiment show that a faultline that is stereotypically consistent (i.e. men with stereotypical men skills) is associated with highest level of derogation. Furthermore, this association is moderated by task stereotypicality and need for cognition. The presentation concludes that in stereotypically consistent gender-skills groups, tasks that activate gender stereotypes impede intergroup relations; however, this is especially the case for members with low need for cognition.

#### OR0662

##### **Sex and gender diversity and its effects on innovation in the work environment**

**Renier Steyn (1), Jo E Nel (2)** *University of South Africa, South Africa; 2. University of Limpopo, South Africa*

Several studies have been conducted relating sex (as individual variable) to innovation as well as studies linking gender representivity (as an organisational variable) to innovate behaviour in organisations. This study focuses on sex and gender diversity as possible associates with innovative behaviour. A cross-sectional design was used and 3 180 employees of 53 companies were surveyed on innovation in the workplace. The results reveal significant mean differences on innovative behaviour for males and females ( $F(1, 3141) = 24.181, p .001$ ), a small correlation between sex and innovation ( $r = -.087, n = 3143, p < .001$ ) and gender diversity and innovation ( $r = .100, n = 3180, p < .001$ ). Adding gender diversity to a model in which sex predicts innovative behaviour, contributed marginally to the improvement of the model (Change in  $R^2 = .005$ ). Analysing cross-tabulations reveals that neither diverse workplaces nor female dominated workplaces are associated with high levels of innovation amongst females.

#### OR0663

##### **Defining Meanings of Happiness through a Multicultural Lens: Impact of a Japan Study Abroad Trip**

**Christy Teranishi Martinez** *California State University Channel Islands, United States of America*

In Western cultures, happiness is often determined by individual experiences, defined by heightened positive feelings and emotions. In Eastern cultures, happiness is often intertwined with interconnectedness to one's family and community, and achieved by developing intentions, mindfulness, compassion, and tranquility. This study examined the extent to which meanings of happiness change over time and

across contexts. Twenty-two American undergraduate students participated in a Japan study abroad trip. Pre- and post-survey data were collected to examine changes in flow (i.e., immersion in a challenging yet enjoyable activity), relationships, spirituality, and happiness. Contrary to expectations, after returning home, students reported no change in flow or happiness. In support of hypotheses, students reported decreased negative mood, increased inspiration, and stronger connectedness to nature. Students reported having a greater awareness of multiculturalism and diversity, opening up their hearts to develop transnational friendships and understand the meaning of respect, interconnectedness, and harmony across cultures.

#### OR0664

##### **Diversity is in the Eye of the Beholder**

**Miguel M Unzueta** *UCLA, United States of America*

Diversity is a frequently studied topic yet very few studies within social psychology have examined the manner in which lay audiences understand diversity. My research suggests that the desire to protect the interests of one's racial ingroup motivates White-Americans to define diversity broadly - i.e., as either entailing minorities' high numerical and/or their hierarchical representation in an organization - while motivating Asian- and African-Americans to define diversity specifically - i.e., as entailing both minorities' numerical and hierarchical representation. In all, this work suggests that diversity may not have a fixed meaning and that without a specific delineation of what the concept means in particular contexts, diversity may be construed in a manner consistent with people's psychological motivations.

#### OR0665

##### **Diversity of Life Experience as Mediators on the Effect of Socioeconomic Status on Creativity**

**Yunying Wang, Xiaobo Xu, Weiguo Pang, Jiantao Han, Lixia Wang** *East China Normal University, China*

The present study aims to study whether diversity of life experience (DOLE) mediates the effect of socioeconomic status (SES) on creativity. Two hundred and eight undergraduates (54 males,  $M_{age} = 20.07, SD = 1.43$ ) were recruited to complete the SES questionnaire, the diversity of life experience scale, and three indicators of creativity (i.e., Biographical Inventory of Creative Behaviors, divergent thinking tasks, insight problem solving). The results showed that: (1) SES was positively related to DOLE, creative behavior frequency, divergent thinking fluency and originality, but not correlated with insight problem solving performance; (2) DOLE mediated the effect of SES on creative behavior frequency and on divergent thinking originality. This indicates, the association between SES and creative

development could partially be explained by diversity of life experience, such as how much travel the participants engage in, how many interests he/she develops, as well as which institutions he/she visits.

#### OR0666

##### **Disharmony in diversity: Traditional beliefs, attitudes and stigmatization of persons living with albinism in Ghana**

**Brenya C Wiafe-Akenten** *Univ. of Ghana, Legon, Ghana*

Albinism is a condition characterized by partial or complete absence of pigment. In Ghana certain traditional beliefs have led to negative attitudes and stigmatization of persons living with condition of albinism. This study examined the prevalence of these traditional beliefs, attitudes and stigma towards albinos. A total of 203 respondents comprising University and non University students and albinos participated in the study. A modified version of the South African traditional scale, Bogardus Social Distance Scale and Forms of stigmatization inventory were used in data collection. Analysis of data indicate that a significant proportion of the respondents hold negative attitudes towards persons with albinism and discriminate against them in various ways. These negative attitudes were collaborated by person with condition of albinism who participated in the study. In the light of this, vigorous sensitization programs and policy are needed to mainstream albinos and reduce the level of stigma and discrimination.

#### OR0667

##### **Sociocultural-interdeterminist dialogical metatheory of psychological knowledge integration**

**Vladimir A Yanchuk** *Belarus State University, Belarus*

The condition of modern psychological knowledge disintegration is stated. As this problem possible solution is proposed the sociocultural-interdeterminist dialogical metatheory. The idea of a four-dimensionality of psychological phenomenology continuums which backbone universal basis is the culture locates. The heteroqualitative, multi-dimensional and multiparadigm psychological knowledge is represented in the form of the following four-dimensional continuums. by criteria of nature's heteroqualitativity: biological - psychic - social - culturally conditioned; by criteria of psychic spheres: conscious - unconscious - existential - culturally conditioned; by criteria of research areas: personality- environment - activity - culturally conditioned. In accordance with introduced principle of dialogical interdeterminist structural elements of the offered continuums are in condition of interdeterminist interaction. Changes of continuum one element leads to change of the



most heterogeneous system quality receiving new growths in the form of reconsideration and re-experience of the found state. Theoretical and empirical justifications of metatheories innovativeness are presented

#### OR0668

##### **Misunderstanding of the risk-notion among diverse stakeholders in consensus building on Environmental policy**

*Etsuko Yoshida Graduate School of Frontier Sciences, The University of Tokyo, Japan*

In this study, we took the case of the venue of dialogue organized by one of the evacuees who came from a difficult-to-return area where the radiation dose is estimated an excess of 50 mSv/y, among government, administrations, industries, scientists and experts, and victims. The purpose of the venue of dialogue is to reflect the diverse situations of victims in different age groups who hesitate to return home or abandon on environmental policy for reconstructing the Fukushima Prefecture by recovery from radioactive contamination, and evacuees return-home. We examined and constructed a theory for sharing, and understanding the different risk-notion among stakeholders at the venue of dialogue. And we concluded that the solution for misunderstanding of the risk-notion among diverse stakeholders is the venue of dialogue practiced by scientists and experts for sharing, and understanding risk notion between stakeholders and general public for consensus building on environmental policy.

#### POSTER PRESENTATION

#### P1133

##### **Factors affecting Japanese teenagers' aspiration for human coexistence: focusing on experiences at their home and school**

*Shuko Esumi University of Tsukuba, Japan*

This study examined the factors affecting Japanese teenagers' aspiration for human coexistence. The participants comprised 1095 teenagers. First, consequent to a principal component analysis on items asking about attitude regarding realization of a "coexistence society (CS)," the following two components were indicated: "positive attitude about creating a livable community for both people with disabilities and foreigners" and "positive attitude about creating a livable community for either people with disabilities or foreigners." Second, I conducted multiple regression analyses. The following five aspects were assigned to the independent variable: basic attributes, experiences at their home (e.g., caring for the elderly or families with disabilities), experiences at their schools (e.g., close

friendships with peers having disabilities and/or foreigners), and awareness of the word CS. The results revealed that having close relationships with people having disabilities or knowing the word CS fomented a positive attitude about creating a livable community for people with disabilities.

#### P1134

##### **Developing one's particular foodway: A quest for harmony nourished by diversities**

*Fabienne Gfeller University of Neuchâtel, Switzerland*

Foodways', or practices related to food, draw on multiple dimensions including biological, environmental, economical, socio-cultural and symbolical aspects (Anderson, 2005). Nowadays we observe in some western countries an important development of particular diets which prioritize individual needs or choices over social sharing (Fischler & Pardo, 2013). This poster presents a case study of a person developing her particular foodway. From a dialogical perspective (Linell, 2009), we analyse how this person deals with the diversity of aspects involved in making food choices and how she uses social relations to build her own trajectory, questioning the opposition between the individual and the social when speaking about particular foodways. Eventually, we show how discourses are strongly rooted in the materiality of practices. Globally, this case study shows a movement towards a subjectively perceived harmony, through the expressed requirement of "being coherent with oneself" and dealing with different kind of diversities.

#### P1135

##### **Family: Experiences and meanings of adult children of same-sex couples from Puerto Rico**

*Carol Y Irizarry-Robles University of Puerto Rico, Puerto Rico*

The objectives of this study were to: explore same-sex couples as parental figures from the perspective of their adult children; describe experiences related to being raised by a same-sex couple, their development and socialization; develop a definition of the concept family that considers their experiences and meanings; and provide a framework that serves as a reference for the development and adoption of public policy in Puerto Rico. A qualitative study using in-depth interview was designed. Seven Puerto Rican adult children of same-sex couples were interviewed. Content analysis was performed. Results suggest that, to define a family, emotional ties are more important than blood ties. The same-sex parents performed all functions that are socially attributed to family. The sexual orientation of the parents did not determine the sexual orientation or gender identity of their children.

All participants favor the legal recognition and union of same-sex couples.

#### P1136

##### **Diversity in sexual orientation and experiences of violence among Costa Rican and Puerto Rican university students: Harmony in Costa Rican diversity and violence in Puerto Rican heteronormativity**

*Carol Y Irizarry-Robles, José Serra-Taylor, María I Jiménez-Chafey, Angel Villafañe-Santiago University of Puerto Rico, Puerto Rico*

This study explores the sexual orientation and experiences of violence in the family of origin and intimate partner relationships among university students (n=5,705) from Costa Rica (n=1,808) and Puerto Rico (n=3,897). Frequencies, percentages, t-tests and correlations were obtained. There was more diversity of sexual orientation and a higher percentage of non-heterosexuals among Costa Ricans. Intimate partner violence (IPV) was higher among all Puerto Ricans compared to Costa Ricans. LGB Puerto Ricans showed significantly higher percentages of IPV and violence received from parents compared to heterosexual Puerto Ricans. Costa Ricans showed no significant differences between heterosexual and lesbian, gay, and pansexual (LGP) students for violence received from parents and IPV. The socio-cultural context and the violence received from parents appear to be very relevant for the expression of IPV, especially for LGB Puerto Ricans. Support and healthy relationships between parents and their non-heterosexual children are necessary for the prevention of IPV.

#### P1137

##### **Japanese attitude toward own surname and change of own surname**

*Yoko Ishino SHIMANE University, Japan*

This study examined how changes of surnames after marriage influence personal identity, quality of life, and family structures in Japan. According to Japanese civil law, a Japanese couple must choose a surname from the two surnames of the wives and husbands and the new family must unify the surname at time of marriage. Approximately, 90 % of couples choose the husbands' surnames and the women change their maiden name to the husbands' surname. On this issue, the United Nations has recently recommended a review of the system for Japanese civil law. This study employed two tier data collecting strategy - a questionnaire to unmarried adolescents and interviews with married people one year later. The results suggested that (a) the surnames led both unmarried men and women to recognize as members of the family whom they belonged,

and (b) women maintaining their own surnames helps them to establish their personal identity.

#### P1138

##### **What is giftedness? a formal definition from the eyes of a psychologist and a mathematician**

**Yan Kong (1), Benny Y.c. Hon (2)** *University of Science and Technology of China, China; 2. City University of Hong Kong, Hong Kong*

In this talk we intend to give a formal definition of "Giftedness" from which the differentiation between "Giftedness" and "Talent" can be made. A new theoretical framework on the areas of giftedness will be developed from which characteristics of different giftedness (mathematics/sciences, language, creativity, sport, and etc) can be observed. Some direct and indirect observation methods to identify gifted children in their early stage will be discussed. Based on the distinct characteristics of these gifted children, a new identification method has been proposed and tested using several real samples of primary students from Hong Kong and China. Analytical results indicated that the identification method is effective in differentiating the true giftedness among children who had certified to be gifted from classical IQ test. For possible future research purposes, a list of open questions will be posed for researchers from various disciplines.

#### P1139

##### **Bicultural self as a moderator between perfectionism and psychological distress of university students in Taiwan**

**Janing Lo (1), Shuchu Chao (2)** *none, Taiwan; 2. university, Taiwan*

The purpose of this study was to investigate the relations among the bicultural self, perfectionism and psychological distress of university students in Taiwan. Survey data were collected from the 300 university students in northern Taiwan and the hierarchical regression analysis were conducted. Bicultural self was divided into the social-oriented self and individual-oriented self. The results indicated that the individual-oriented self was a moderator between perfectionism and the psychological distress in subjects. The correlation between perfectionism and psychological distress were descended when individual-oriented were increased. Compare with the western research, the results shown in this study were obvious opposite since the results in the previous were indicated that the social-oriented self was a moderator between perfectionism and depression. In conclusion, we believe that bicultural self on the perfectionism and the psychological distress appeared various in different cultures. Due to the conflicting results, the further researches are suggested.

#### P1140

##### **An Assessment of the Cultural Prejudices that Exist Among Conservative Christians Toward Interracial Marriages.**

**Barbara Y Mair, Jennifer S Ripley, Fernando Garzon** *Regent University, United States of America*

This study assessed the cultural prejudices that exist among conservative Christians toward interracial marriages. Participants included females (n=95), and males (n=55), who were recruited from conservative Christian churches in Virginia, USA. The first sample was selected from church attenders at a predominantly African American congregation (n=28), the second sample was church attenders from a predominantly Caucasian congregation (n=43), and the third sample was church attenders from a multiracial congregation (n=79). Participants completed four measures: a demographics questionnaire, the Religious Commitment Inventory-10 (RCI-10), the Quick Discrimination Index (QDI), and an exemplar couple questionnaire. Race, church sampling, religious commitment, and religious conservatism were analyzed to determine cultural prejudices. It was hypothesized that conservative Christians would be more prejudiced than Christians who are less conservative. The results were mixed, as the overwhelming conclusion was that conservative Christians responded inconsistently to questions surrounding race. Implications for clinicians are discussed.

#### P1141

##### **Children with and without disability's attitude toward children with disability**

**Oky P Viola** *Universitas Gadjah Mada, Indonesia*

Due to the negative perception and stigma labelled to the disabled, it is common for the disabled to be subjected to discrimination from society. This study aims to compare discrimination (cognitive, affective and behavioural aspects) experienced by those with and without disabilities. A pictured card-based attitude scale questionnaire was administered face-to-face to 35 children with physical disabilities and 35 children without disability with each group consisting of 50% female and 50% male who just entered primary school. Data is analysed using an equal independent t-test. Attitude differences among within group males and females are investigated using paired t-tests. Significant attitude difference among children with and without disability is hypothesised perhaps due to the in-group preference/favouritism towards peers with similar characteristics, which results in stigma and negatively-biased views.

#### P1142

##### **Professional orientation as a factor of struggling to the professional ideal**

**Dinara Yertargynkyzy (1), Gulnas Akhmetova (2), Anar Mukasheva (3), Nursulu Algozhaeva (4)** *1. al-Farabi Kazakh National University, Kazakhstan; 2. al-Farabi Kazakh National University, Kazakhstan; 3. al-Farabi Kazakh National University, Kazakhstan; 4. al-Farabi Kazakh National University, Kazakhstan*

**Abstract:** The professional ideal, as a concept, contains social and humanitarian values that are important professionally at a cognitive level and personally at an emotional level. This article describes the professional orientation of this ideal. It initially appears at an emotional level, but then it evolves into vision and belief. In order to determine the relationship between the professional and personal characteristics of the professional ideal, empirical research was carried out on students. The results of this study were compared to a theoretical review of related literature, and from both, individual features of the professional orientation of the professional ideal were determined. It is recommended that system-wide values are taken into account when determining the personal qualities required for the professional success of graduates. To do so will help them find their place in the labor market. **Key words:** professional orientation, professional ideal, action.

#### P1143

##### **Influence of psychological features of personality on professional self-determination for the future social worker**

**Dinara Yertargynkyzy (1), Gulnas Akhmetova (2), Anar Mukasheva (3), Nursulu Algozhaeva (4)** *1. al-Farabi Kazakh National University, Kazakhstan; 2. al-Farabi Kazakh National University, Kazakhstan; 3. al-Farabi Kazakh National University, Kazakhstan; 4. al-Farabi Kazakh National University, Kazakhstan*

Defining personality in terms of profession and professional development is really a complex process involving various components. In this article, the problems of self-determination for social workers were analysed from social, pedagogical and personal viewpoints. Empirical research was conducted to determine the effect of psychological characteristics on the professional self-determination for aspiring social workers. This study involved 177 such social worker students. Three main components of professional self-determination were identified for the subjects of this study: motivation behind their choice of profession, formation of professional qualities, and the ability to continually develop and learn. This study identified the importance of professional interest, communication strengths, organizational skills, and the

students' ability to self-develop. Career development that led to the successful creation of high-level professionals required professional advice that took into consideration professional interest and qualities of the individual. The promotion of competition among youth was particularly recommended. Key words: personality, self-determination.

**P1144****Diagnosis research competence of future social teacher**

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The future social teacher must possess certain abilities that together form the research competence. Research competence enables effective application in actual practice the acquired knowledge and research skills. It implies that the future social educator value attitude to research activity, to himself as its subject. For the formation of the future social teacher of

research competence it is necessary to diagnose the initial state of the research competence that determines in the aggregate: the relation to research, motivation for research activities, the level of patience, level of knowledge of research skills and the level of development of reflexivity. We conducted the study of a 103 people and have applied 5 methods. The data obtained gave us a good opportunity to develop the concept of formation of research competence. Key words: research competence, diagnosis of research competence.