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### The Role of Group Pride, Sympathy, & Guilt in Changing Privileged Groups' Views of Racism

Natalie Trout  
*Hope College*

Maya Newell  
*Hope College*

Timothy Bartelds II  
*Hope College*

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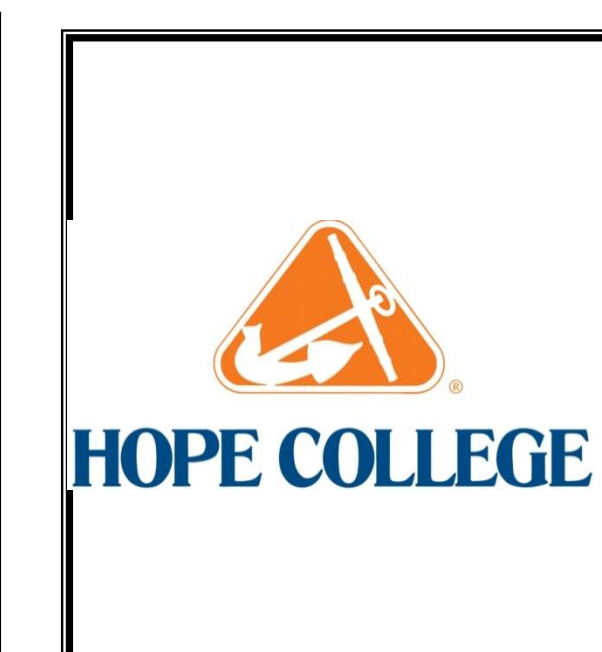




Your racial group  
hurt others.

# The Role of Group Pride, Sympathy, & Guilt in Changing Privileged Groups' Views of Racism

Natalie Trout, Maya Newell, Timothy Bartelds II  
Dr. Mary Inman, Psychology, inman@hope.edu



## INTRODUCTION

A large gap in groups' perceptions such that 74% of Blacks polled in 2009 said they were discriminated against because of their race (Reid & Foehls, 2010); however, most Caucasians did not see racism in the US as a problem.

The goal of this study was to see if creating group pride, guilt, and sympathy influenced perceptions of racism in people who belong to privileged group. We extend prior theory on perspective taking and group emotions (Harth et al., 2008) to a new domain (perceiving racism)..

Using American privileged groups (Caucasian college students), we manipulated the focus of one's inequality and the legitimacy for that inequality. We asked Caucasian students to read about inequality in hiring Black and White workers. This leads to create the emotions of group pride, guilt, and sympathy. We predicted that these emotions would affect

\* perceiving the given inequality as racism,

\*intentions to compensate African Americans, and

\*perceiving other, new inequalities as racism. (See Figure 1 and Table 1).

We tested if these emotions predicted perceptions and behaviors, beyond subjects' personality traits of political stance, attributional complexity, and ethnic identity.

We presented a news article describing a racial inequality, in that White college students secured jobs after graduating more readily than did Black students. We varied Caucasians' focus (on Whites, on Blacks) and the legitimacy for the difference (legitimate: Whites performed better, illegitimate: Blacks performed better).

We manipulated the legitimacy of securing a job after college for white and black students and the focus of the inequality in order to test if the feelings of pride, sympathy or guilt were elicited (replicating Harth et al., 2008) and if they affect perceptions of racism in the present situation, affect behavior, and affect perceptions of other related situations.

## HYPOTHESES

Using American privileged groups, we manipulated the focus of one's inequality (ingroup/ outgroup) and the legitimacy for the inequality. This lead to creating the emotions of pride, sympathy, or guilt which (we predicted) would affect perceiving the given inequality as racism and possibly seeing other inequalities as racism (or ageism). See Table 1.

Table 1 Predictions	Ingroup Focus	Outgroup Focus
<b>Legitimate (Whites outperform Blacks)</b>	Feeling of Pride Do Not Perceive Racism Will not compensate Blacks	
<b>Illegitimate (Blacks outperform Whites)</b>	Feeling of Guilt Perceive Racism Compensate Blacks	Feeling of Sympathy Perceive Racism Compensate Blacks

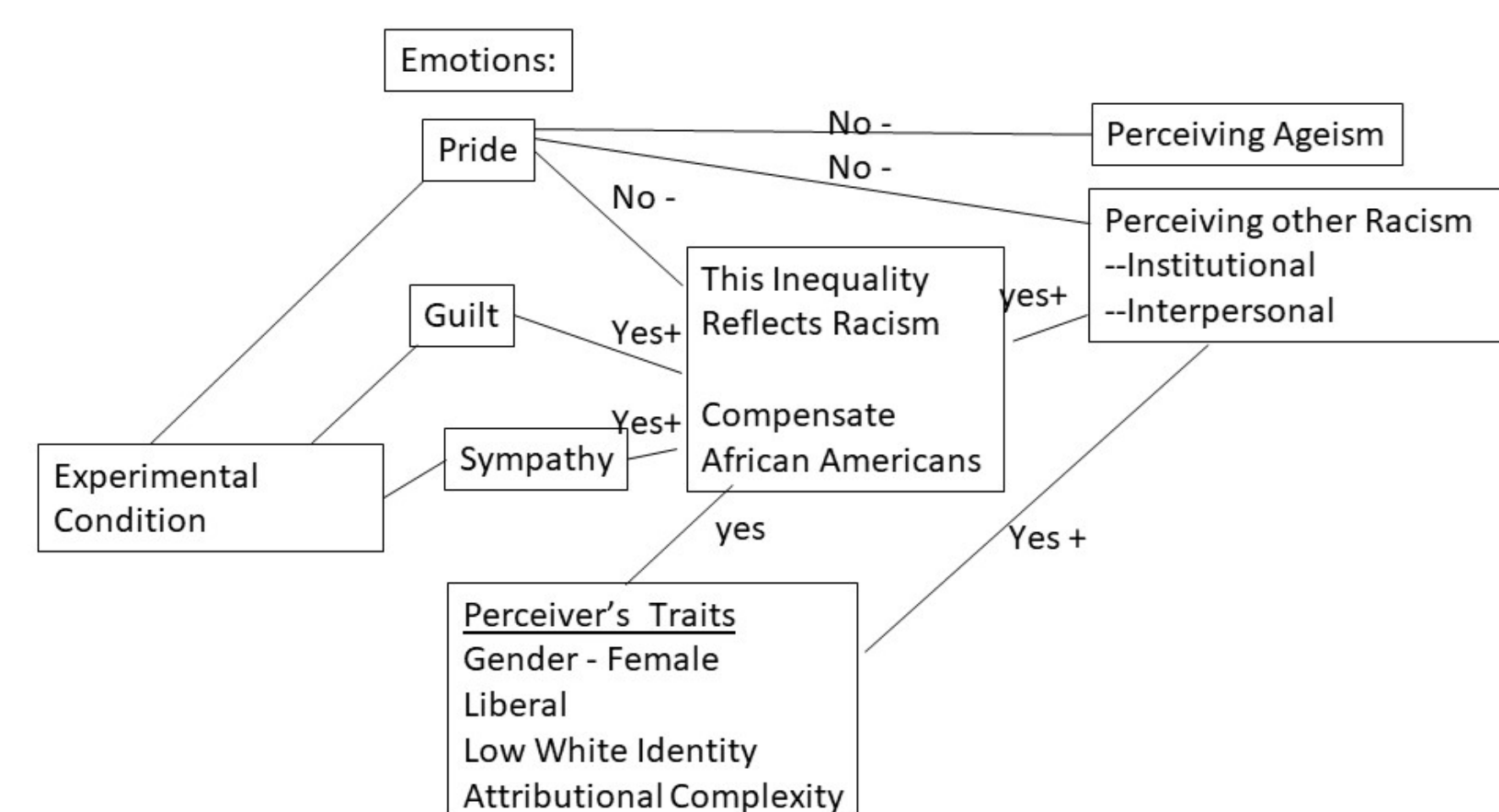
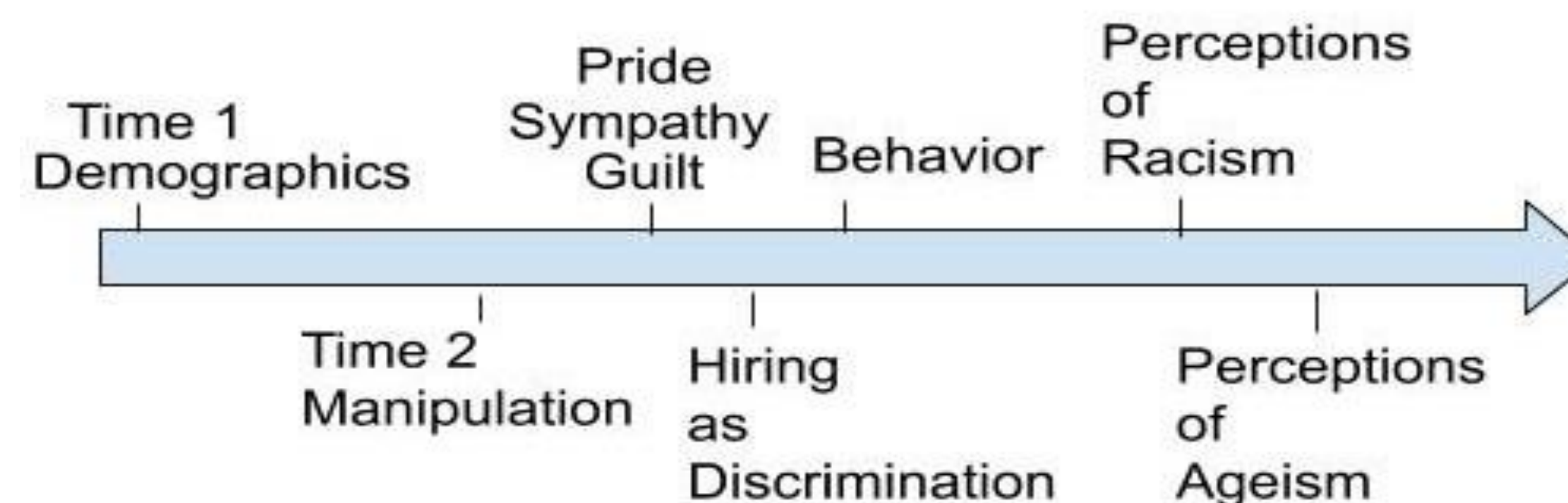


Figure 1: Predictors of Caucasians' Perceptions and Behaviors

## METHOD



**Participants:** 141 Caucasian undergraduate students (36 male, 105 female)

### Procedure:

Ps' demographic and traits were assessed weeks earlier (Time 1). Time 2 they were randomly assigned to one of the three conditions. They watched video, read a news article with our manipulations (IGF-LEG, IGF-ILL, OGF-ILL), indicated their emotions and perceptions of immediate inequality, allocated monies to Blacks and Whites, and gave their perceptions of subsequent possible racism and ageism. They were thanked and debriefed.

**Manipulation: Group focus** (ingroup - white, outgroup - black) and **Legitimacy** (for hiring more whites)

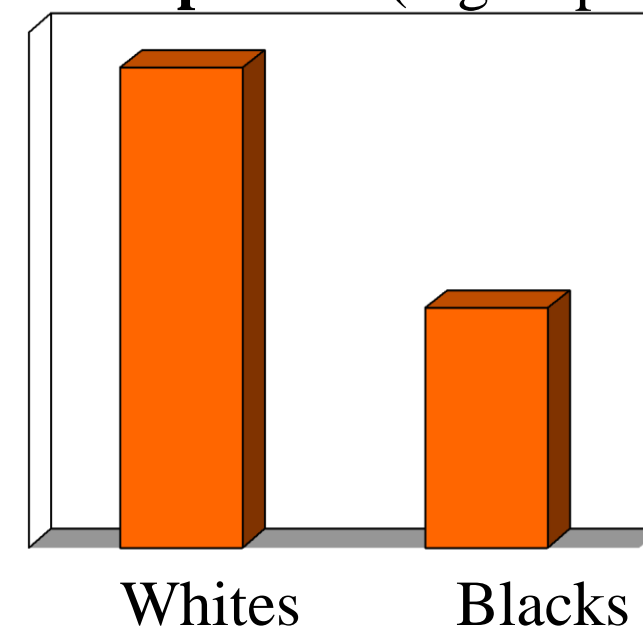


Fig 1: Likelihood of being hired

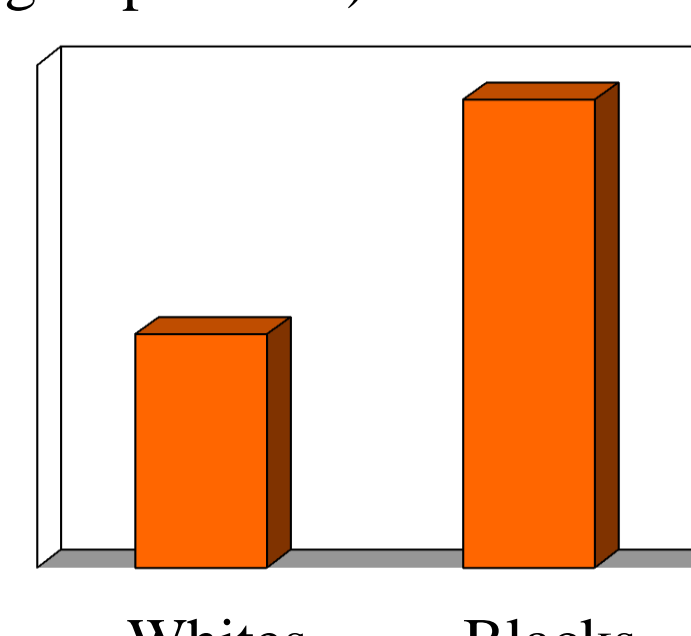


Fig 2: Quality of work

### Dependent Variables:

**-Emotions:** Ave of 3 pride items, 3 guilt items, 3 sympathy items, where 1 = not at all, 9 = extremely)

**-This Inequity Reflects Racism:** Extent to which these differences reflect race discrim (1= not at all - 7 = clearly)

**-Compensation Behavior:** allocate 100 units of financial compensation between Black and White workers

**-Subsequent Perceptions of Racism**

**Institutional:** The airport security more closely scrutinized Middle-eastern looking passengers than others.

1=not discrimination, 5=definitely is

**Interpersonal:** An Asian female hostess says to a White woman, "Table for one?" The woman says, "No," points to the Black man, and says, "He's my husband. Table for two."

1=not discrimination, 5=definitely is

**-Perceptions of Ageism** When asked about the recent hiring, a manager of a grocery store comments that he/she hires young cashiers than older ones because the older ones are too slow.

1=not discrimination, 5=definitely is

## RESULTS

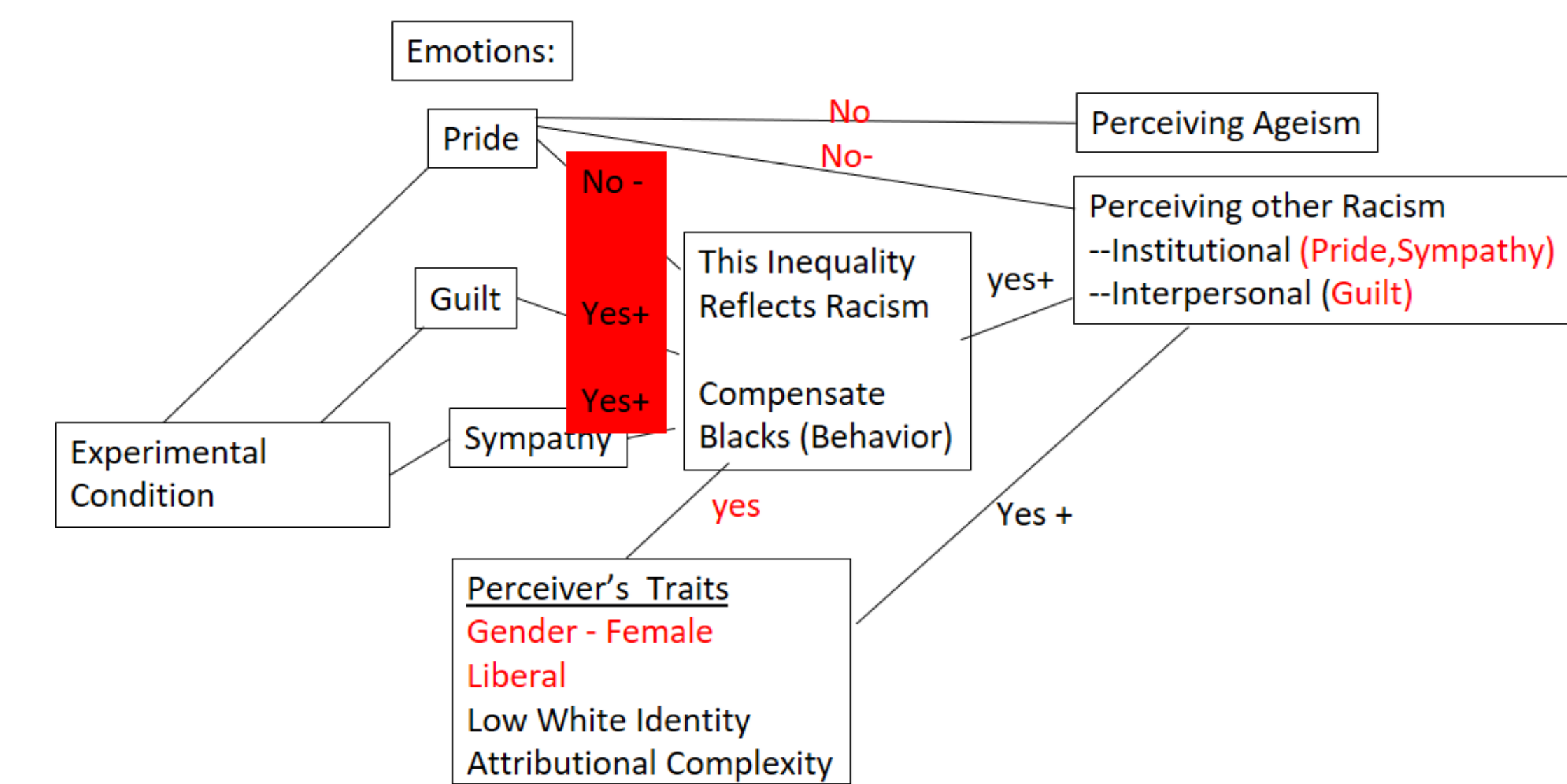


Figure 1: Factors Predicting Caucasian's Perceptions and Behaviors

Table 1 Regressions Predicting Caucasians' Immediate Perceptions and Subsequent Perceptions

Step	Predictor	Compensate				New - PORacism				New - PORacism							
		Hiring seen as Racism	Black-Americans	Institutional	Interpersonal	Hiring seen as Racism	Black-Americans	Institutional	Interpersonal	Hiring seen as Racism	Black-Americans	Institutional	Interpersonal				
1	Gender	12.54**	.08	.08	.29**	10.41**	.07	.07	.27**	23.8**	.15	.15	.38**	11.80**	.08	.08	.28**
2a	Attributional Complexity	2.54	.11	.03	.16	2.57	.10	.03	.18*	2.31	.18	.03	.14	0.90	.09	.01	-.07
2b	Ethnic Identity			.09				.06				.10				.09	
3	Political Affiliation	7.66**	.16	.05	-.23**	7.86**	.15	.05	-.23**	2.12	.19	.01	-.12	1.15	.10	.01	-.09
4	Condition Contrast																
	IGF - LEG vs. Others	19.56**	.27	.11	-.33**	0.63	.15	.00	.06	0.45	.19	.00	-.05	1.69	.11	.01	.11
or	IGF - ILL vs. Others	3.48	.18	.02	.15	0.02	.15	.00	-.01	1.42	.20	.01	.09	0.01	.10	.00	-.01
or	OGF-ILL vs. Others	5.61**	.19	.03	.18*	0.45	.15	.00	-.05	0.27	.19	.00	-.04	1.51	.11	.01	-.10
5	Group-Based Pride	10.51**	.41	.14	-.14*	5.59**	.25	.10	-.18*	8.06**	.32	.13	-.28**	2.34	.16	.05	-.04
	Group-Based Guilt				.24**				.24**				.05				.20*
	Group-Based Sympathy				.21**				.07				.21*				.07

\*p<.05, \*\*p<.01

## CONCLUSIONS

Caucasians' pride, sympathy, and guilt about their group advantages relative to African Americans mattered. Emotions predicted perceptions of immediate and subsequent events as racism and compensation behaviors, beyond traits such as perceiver's gender or political affiliation. Future work could examine if such emotions motivate people for action.

## REFERENCES

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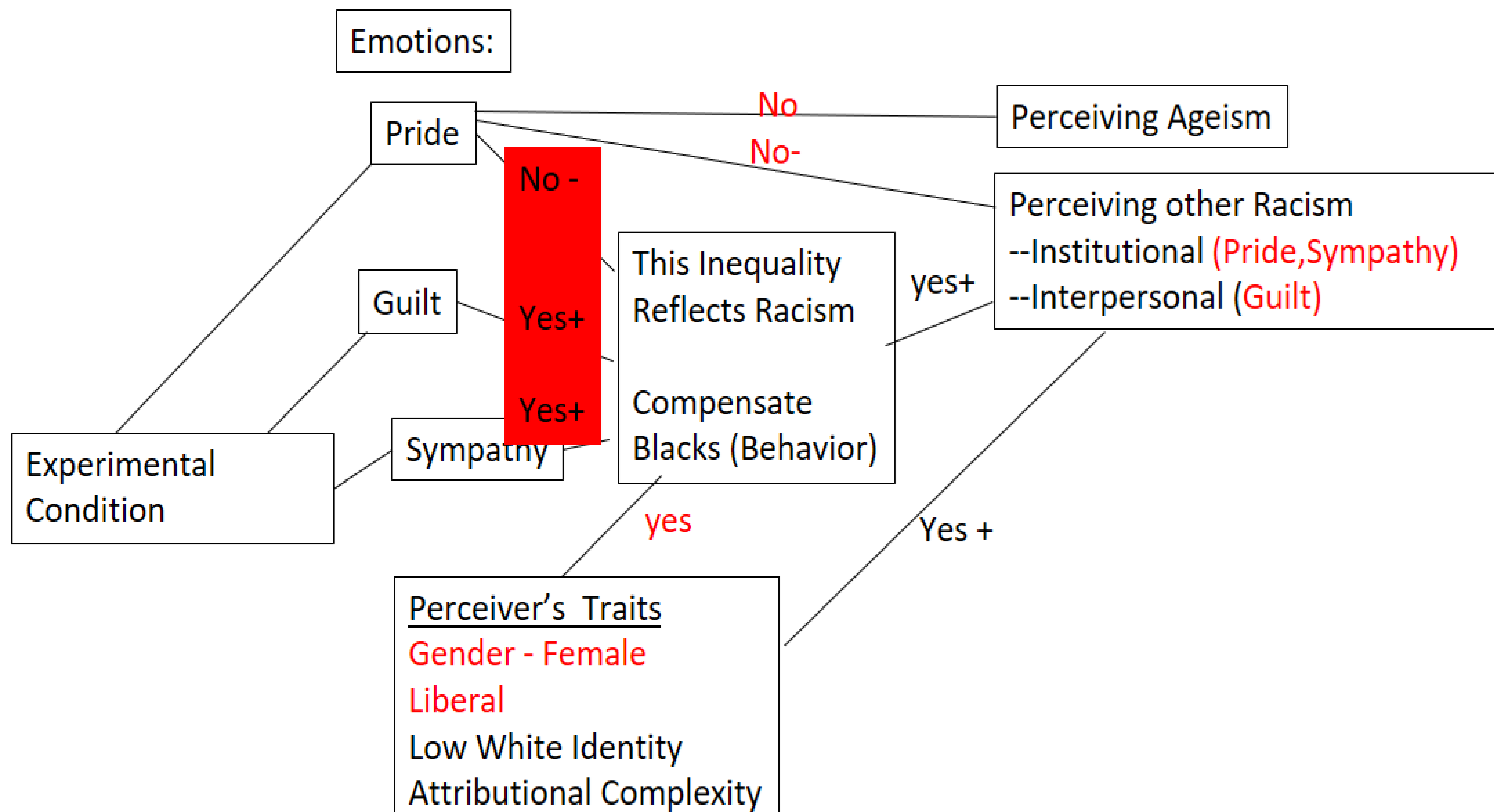


Figure 1: Factors Predicting Caucasian's Perceptions and Behaviors

inman@hope.edu