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A MODEL OF MULTICULTURAL SOLIDARITY: THE ROLES OF IDENTIFICATION AND  
CONSCIOUSNESS IN INTERGROUP COHESIVENESS AMONG MEMBERS OF WOMEN'S  
SOCIAL CHANGE ORGANIZATIONS

by

Ronni Michelle Greenwood

A dissertation submitted to the Graduate Faculty in Psychology in partial fulfillment of the  
requirements for the degree of Doctor of Philosophy, The City University of New York

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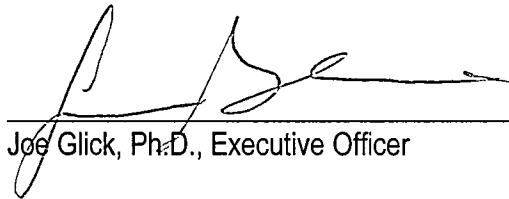
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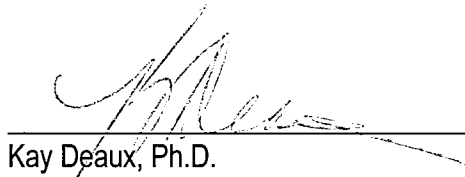
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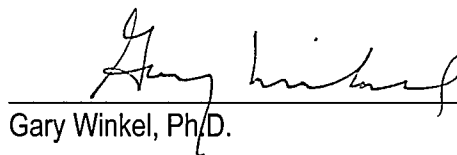
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## Abstract

A MODEL OF MULTICULTURAL SOLIDARITY: THE ROLES OF IDENTIFICATION AND  
CONSCIOUSNESS IN INTERGROUP COHESIVENESS AMONG MEMBERS OF WOMEN'S  
SOCIAL CHANGE ORGANIZATIONS

by

Ronni Michelle Greenwood

Advisor: Professor William E. Cross, Jr.

The collective identity of a social movement organization can unite diverse constituents; it can also divide them if it fails to satisfy their various identity needs. Theories of intergroup relations such as the Common Ingroup Identity Model (Gaertner & Dovidio, 2000), Mutual Intergroup Differentiation Model (Hewstone & Brown, 1986), and Ingroup Projection Model (Mummendey & Wenzel, 1999) explain how a collective identity can either enhance or degrade intergroup relations, depending on whether it protects or threatens subgroup identities. These theoretical frames were used to investigate the effects of identification on cohesiveness among women who have come together to accomplish a common goal.

Women (n=174) members of social change organizations completed an online questionnaire that assessed factors such as identification, cohesiveness, inter-subgroup bias, feminist consciousness, the cognitive representation of the superordinate group, organization culture, superordinate prototype inclusiveness, inter-subgroup bias, and group cohesiveness. Meaningful groups were chosen by each participant (e.g., feminist, younger, secular). Threat to subgroup identity (normative conformity) was manipulated via a priming procedure. A new measure of feminist intersectional consciousness was developed and its relation to cohesiveness and inclusiveness was assessed.

Cluster analysis generated four superordinate representation profiles which were compared on measures of bias, intolerance, and cohesiveness. Three levels of group cohesiveness were assessed: intra-subgroup, inter-subgroup and superordinate. Intra-subgroup cohesiveness was predicted by gendered action orientation and having an inclusive superordinate prototype. Inter-subgroup cohesiveness was predicted by an individuated dual superordinate representation, especially in the absence of subgroup threat and identification with the target subgroup. Organization egalitarianism predicted *lower* inter-subgroup cohesiveness, but was fully mediated by the effect of inter-subgroup work bias. Ingroup projection predicted lower inter-subgroup cohesiveness, but was mediated by identification with the target subgroup. Superordinate cohesiveness was predicted by a single superordinate representation, but the effect of subgroup threat on task cohesiveness was lower when the superordinate representation was dual-deindividuated. Egalitarian organization culture and self-prototypicality also predicted greater superordinate cohesiveness.

These results point toward a three-level model of group cohesiveness, in which self-oriented factors such as prototypicality predict intra-subgroup and superordinate cohesiveness, while factors that protect subgroup distinctiveness *and* promote cross-subgroup identification enhance inter-subgroup cohesiveness.

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## Dedication

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## CHAPTER 1: SUBGROUP RELATIONS IN HETEROGENEOUS SOCIAL CHANGE

### ORGANIZATIONS: THE ROLES OF IDENTIFICATION AND CONSCIOUSNESS

*"From the perspective of mobilizing mass movements of women, race has been the most significant 'Achilles heel' crippling efforts to build a diverse and potentially revolutionary movement on the behalf of women"*

--Steven M. Buechler, *Women's Movements in the United States*, 1990

*"Women do not need to eradicate difference to feel solidarity. We do not need to share our common oppression to fight equally to end oppression . . . we can be sisters united by shared interests and beliefs, **united in our appreciation for diversity**, united in our struggle to end sexist oppression, united in political solidarity."*

--bell hooks, *Feminist Theory from Margin to Center*, 1984

#### Overview

Feminist scholars concerned with racial tensions in the women's movement suggest that the solution lies in finding ways to re-frame difference. Difference, typically construed as a source of weakness, of conflict and division, is re-framed by these scholars as a potential source of strength, a tool to use for radical social transformation (Alperin, 1990; Bunch, 1990; Caraway, 1991; hooks, 1984; Lorde, 1984). Audre Lorde calls use of divide and conquer strategies the "first lesson of patriarchy" and challenges feminists to move beyond this debilitating strategy for handling difference. This challenge does not exist for feminists alone; it is experienced by any group that struggles to unite with each other and yet preserve the unique characteristics and contributions of its various subgroups.

How can a heterogeneous groups use their difference as a tool for social transformation? Before this question can be addressed, we need to understand the mechanisms that allow individual group members to use difference positively amongst themselves. Without solidarity *and* affirmation of their own diversity, difference will be an ineffective tool for transformation outside

their group. This dissertation, then, will investigate the social psychological processes involved in multicultural solidarity.

*Multicultural solidarity* is the behavioral and attitudinal expression of commitment and cohesiveness among individuals from different groups who perceive themselves to share an inclusive categorization, linked fates, and the belief that cooperation between groups is necessary to achieve their shared social change goals (See Appendix A for glossary). The achievement of multicultural solidarity is no small challenge under such conditions, in which there is great pressure to conform, deriving from both inside and outside the group.<sup>1</sup>

The concept of multicultural solidarity is new to social psychology and is intended to expand the concept of group cohesiveness beyond conformity and similarity. Furthermore, it is intended to move beyond conceptualizations of intergroup interactions as “naturally” or inherently vulnerable to conflict and discrimination. Most research on intergroup relations has focused on identifying factors that improve intergroup evaluations and decrease intergroup conflict. Recent research has questioned prevailing beliefs about the universality of negative evaluations of intergroup difference and explored the conditions that foster positive intergroup evaluations, intergroup harmony, and tolerance (e.g., Mummendey & Wenzel, 1999).

As Hornsey and Hogg (2000a) note, when research is concerned with issues such as threat to and motivation for positive social identity, it is most valid to use naturalistic categories (p. 245), and, I would add, naturalistic settings. Consequently, one of the next leaps in intergroup research should be to create innovative methods to study intergroup relations in field settings. Multicultural settings, in which two or more groups voluntarily come together to achieve a common goal, promise to provide a fertile testing ground because they are characterized by the elements outlined in some of social psychology’s leading theories of intergroup relations.

## Theories of Intergroup Relations

The women's movement's entrenched problems negotiating issues of ethnic diversity, as well as its well-documented reflexivity regarding this issue, is an especially interesting context in which to study difference and intergroup relations from the vantage point of social psychological theories derived from the social identity (e.g., Tajfel, 1978) and self-categorization (e.g., Turner, 1981) traditions. I draw on the following frameworks to propose a model of multicultural solidarity: the Common Ingroup Identity Model (CIIM; Gaertner & Dovidio, 2000); the Mutual Intergroup Differentiation Model (MIDM; Hewstone & Brown, 1986); group cohesiveness (Hogg, 1992); the Ingroup Projection Model (IPM; Mummendey & Wenzel, 1999), and group consciousness (Gurin & Townsend, 1986). Each of these areas of research will be addressed below; first, however, it is important to describe the particular intergroup context that is the focus of this research.

Social identity consists of "those aspects of an individual's self-image that derive from the social categories [ingroups] to which [she or] he perceives [herself or] himself as belonging" (Tajfel & Turner, 2001, p. 101). Individuals have a fundamental tendency to categorize themselves and others into relevant groups: the *ingroup*, to which one belongs or to which one feels attached, and the *outgroup*, to which the individual defines the self as not belonging. Further, the individual strives to maintain a positive self-concept associated with the social identity attached to the ingroup. Intergroup conflict results from attempts to positively differentiate the ingroup from a relevant outgroup. *Ingroup bias* (both *ingroup favoritism* and *outgroup derogation*) is the consequence of intergroup comparisons and the subsequent need to positively distinguish the ingroup on some relevant dimension (Jetten, Spears & Manstead, 1999).

One area of scholarship concerned with social psychological factors involved in the reduction of intergroup conflict has focused on the consequences of a shared superordinate

identity. A superordinate identity is a higher order social identity that is inclusive of two or more outgroups. One group of researchers (e.g., Gaertner & Dovidio, 2000) have developed a model to explain how superordinate identification decreases intergroup conflict by transforming categorizations from “us” and “them” into a more inclusive “we.” Others (e.g., Hewstone & Brown, 1986; Hornsey & Hogg, 2000a) argue that superordinate categorization can exacerbate intergroup conflict because it prevents the ingroup from positive differentiation. *Subgroup* is the term used for two groups that share a superordinate identity but may function as relative outgroups, or, put in a less extreme way, as non-ingroups, outside superordinate contexts, or within the superordinate context under conditions of competition among them. *Dual identification* is the term used to describe an individual's identification with both the subgroup and superordinate group. A central assumption of this proposal is that members of a multicultural social change organization interact with each other under conditions characterized by dual identification with a subgroup and superordinate-collective identity.

The overarching foci of this research are the categorization processes associated with dual identification that facilitate or impede multicultural solidarity in small, enduring, social change-oriented groups. This context is particularly complex because, in relation to the superordinate categorization, the members comprise a single ingroup; in relation to each other they can be conceptualized as comprising subgroups that function, at least psychologically, as each other's outgroups. Thus, for purposes of clarity, unless otherwise specified, the terms “ingroup” and “outgroup” will be used to refer to the subgroups' relations to each other within the boundaries of the superordinate collective identification. “Opposition group” will be used to refer to outgroups that are perceived to oppose the alliance's interests. This is not different from the traditional social identity paradigm; rather, it preserves the meanings of the terms while simultaneously

acknowledging the complexity of lateral and hierarchical group relations (Hornsey & Hogg, 2000, p. 143).

I have defined *multicultural alliance* as an enduring political relationship among individuals from two or more subgroups (rooted in social identities such as race/ethnicity, class, region, gender, sexual orientation), united to achieve social change, and defined by a collective identity. The bases for the collective identification are the perceptions that a) their fates are linked because systems of oppression are interlocking and b) consequently, the groups' combined efforts will more effectively achieve their common social change goals than the actions of any single subgroup.

### Identification

Several aspects of group identification will affect the expression of multicultural solidarity within social change organizations: dual identification with both the superordinate-collective identity and subgroup identities, characteristics of the collective identity, perceptions of similarities and differences, and conformity.

A multicultural alliance is defined by its *collective identity*. In the social movement literature, definitions of collective identity vary, but Snow (2000) captures the common elements: "a shared sense of 'one-ness' or 'we-ness' anchored in real or imagined shared attributes and experiences among those who comprise the collectivity and in relation or contrast to one or more actual or imagined sets of 'others.' Embedded within the shared sense of 'we' is a corresponding sense of 'collective agency'" (p. 2213). Sociological research on social movements has traditionally focused on the importance of collective identity in recruitment and mobilization, with little attention to the effects of collective identification on the relationships among the individuals and subgroups that comprise the collective.

The general consensus of those who have considered the consequences of collective identity on membership diversity and relationships is that attempts to diversify movements by broadening the definition of the collective identity have negative consequences for movement outcomes (Gamson, 1992; Snow & McAdam, 2000). These social movement scholars have concluded that this strategy is largely unsuccessful because it increases opportunities for disagreement about organization purpose and priorities and reduces the utility of the collective identity as a selective incentive. Their conclusions are buttressed by analyses of problems dealing with racial diversity in the feminist, gay rights, environmental and peace movements, as well as gender differences in the civil rights and Black Power movements.

Neglected in the social movement literature is the recognition that diversity is axiomatic for many social movement organizations, or, at least, for the universe of their potential recruits, whether by race, gender, or class. The failure of attempts to diversify a social movement organization or broaden its collective identity may be explainable, at least on the social psychological level, through the function of the collective identity acting as a superordinate identity in a system of dual identifications. Theory and research from social psychology can inform social movement theory by addressing the identification processes that influence intra-organization dynamics such as solidarity, tolerance, and inclusion. Specifically, both the CIIM (e.g., Gaertner & Dovidio, 2001) and MIDM (e.g., Hewstone & Brown, 1986), have utility for social movement theorists interested in processes that facilitate or impede solidarity among members of movement organizations.

The collective identity of a social movement organization operates as the superordinate identity in a system of dual identifications when it subsumes multiple social categories, such as two or more ethnic groups, genders, classes, or sexual orientations. When superordinate and subgroup

identities are simultaneously salient, they can have either positive or negative effects on inter-subgroup bias and harmony, depending on the conditions of contact.

The CIIM (Gaertner & Dovidio, 2000) emerged from a program of research designed to identify the mechanisms through which the conditions of contact (Allport, 1954) reduce prejudice. Through experimental and field research, Gaertner and colleagues (see Gaertner & Dovidio, 2000 for a review) demonstrated that these conditions reduce bias by transforming cognitive representations of “us” and “them” into a more inclusive and superordinate “we”. The cognitive distance between “us” and “them” is thus effectively reduced, and thereby obtains increases in positive feelings and reductions between groups.

The conditions of contact through which these transformations in categorization are supposed to occur reflect the characteristics of a social change organization: cooperative interaction, shared goals, and interpersonal interaction. However, studies of social movement organizations as disparate as feminist, civil rights, gay rights, and peace, demonstrate that conflicts between group members persist. Perhaps some aspects of the superordinate identification may actually exacerbate conflict rather than attenuate it. Gaertner and colleagues acknowledge that superordinate identification may not reduce intergroup conflict in every situation. Their field research suggests that dual identification, that is, simultaneous focus on both subgroup and superordinate identities, may be more appropriate when subgroup identities are valued or emotionally charged. In these contexts, a singular focus on the superordinate identity may threaten the distinctiveness of subgroup identities, resulting in greater, rather than lesser, intergroup conflict. For example, in a field study of a multicultural high school (Gaertner, Rust, Dovidio, Bachman, & Anastasio, 1996), students who demonstrated dual identification with both their ethnic group and

as an American, reported lower intergroup bias than students who either identified primarily with their ethnic group or as an American.

This finding suggests that there are circumstances in which it is important to protect the distinctiveness of subgroup identities; particularly when that identity is valued, emotionally charged, or the basis of historically or contemporarily important intergroup conflict. Such is the case of the multicultural social change organization, in which members voluntarily adopt a collective identity as a component of their self-concept, yet also identify with subgroups that have histories of division and conflict. In such a case, a complete recategorization at the superordinate level may result in greater, rather than lesser, intergroup bias and conflict.

The recognition of the potential for a superordinate identity to exacerbate intergroup conflict through threat to distinctiveness is central to *The Mutual Intergroup Differentiation Model* (Hewstone & Brown, 1986). Through its emphasis on cooperative interdependence, this model also closely describes the characteristics of a multicultural social change organization. According to this model, intergroup bias is reduced and intergroup harmony increased by accentuating each subgroup's strengths and unique contributions in the context of cooperative interdependence. In such a situation, each group increases their awareness of the others' contributions to shared goals. ". . . [I]ntergroup differentiation will be maximized on dimensions where the ingroup's position is superior, but minimized when the ingroup's position is inferior" (p. 35).

Experimental research on the MIDM supports the notion that complementary contributions can decrease intergroup bias (Brown & Wade, 1987; Deschamps & Brown, 1983). In each of these studies when students divided tasks along lines that preserved their unique contributions to a goal and allowed them to capitalize on the strengths of the other group, intergroup bias was lower than when task assignment was balanced and identical in groups. For example, in the differentiation

condition (Deschamps & Brown, 1983), arts and sciences students divided tasks so that science students performed mathematical tasks and arts students performed the verbal component of the task, while in the similar role condition, arts and sciences students both worked on all tasks. Bias was lowest in the differentiation condition.

Cooperative interdependence may be effectively achieved experimentally, or even in the field, in contexts where the task is independent of both status and power attributions. But in contexts where there are historical traditions of assigning greater status or power to one subgroup, or in contexts where there is clearly greater status assigned to a particular task, it may be difficult or impossible to achieve reduced intergroup bias through such strategies. In the situation of multicultural cooperative groups, such as social change organizations, to divide tasks between members on the basis of ethnic group membership would run too high a risk of replicating or reinforcing group status differences, stereotypes, and perhaps power differentials.

By articulating the relationship between intergroup harmony, threat to distinctiveness, and cooperative interdependence, the MIDM makes a substantial contribution to our understanding of factors that may reduce intergroup bias. It may not be applicable, however, in the most critical and sensitive intergroup situations that social psychologists are concerned with. In multicultural groups, for ethical and scientific reasons. For example, when working with black and white members of an organization, dividing tasks along lines that accentuate each group's strengths would be a dangerous enterprise. Many scholars, activists, and others have worked long and hard to dispel notions that racial or ethnic groups differ in talents, skills, and weaknesses. Any kind of task assignment along racial or ethnic lines would be vulnerable to stereotypical assumptions about traits and skills. Also, power and status differentials in the broader society would likely confound

any attempts to conduct a task assignment that is independent of status and power attributions even if the tasks are *a priori* equal in status.

We can take, however, from the MIDM the notion that intergroup harmony can be improved by preserving a subgroup's characteristics, including attitudes and behaviors, that it perceives are important and valuable. Distinctiveness may be preserved and appreciation for others' differences may be obtained through strategies other than complementary task assignment, such as caucuses and proportional representation.

In summary, the Common Ingroup Identity Model (CIIM; e.g., Gaertner and colleagues, 2000) and the Mutual Intergroup Differentiation Model (MIDM; Hewstone & Brown, 1986) are often discussed as competing models of assimilationism and multiculturalism (e.g., Hornsey & Hogg, 2000a). Both suggest that superordinate categorizations transform cognitive representations of two groups. The CIIM suggests that this works through recategorization, by weakening the links to initial categories and focusing on characteristics shared at the superordinate level. The MIDM proposes that cooperation produces more positive intergroup attitudes by fostering mutual respect based in recognition of each group's unique and valued contributions.

According to the CIIM, bias is reduced to the extent that categorization is restructured to include former outgroup members in a higher order group. Hewstone and Brown (1986) suggest that the MIDM would be more effective than the CIIM because the recategorization required by the CIIM is a potential source of threat to the distinctiveness of the original group identity. Threat is avoided through affirmation of positive intergroup differences. These two models differ in their predictions of the consequences of reduced subgroup boundaries in the context of a salient superordinate identity (Hornsey & Hogg, 2000a). The CIIM predicts greater positive outgroup attitudes, as well as greater generalization of these attitudes beyond the contact situation, whereas

the MIDM predicts greater intergroup bias resulting from threat to subgroup distinctiveness. Overinclusiveness, in terms of the superordinate identity, might increase “intergroup differentiation or dislike, as the groups seek to reassert their distinctiveness” (Hewstone & Brown, 1986, p. 24). That is, a strong emphasis on the superordinate category may exacerbate inter-subgroup bias and undermine intergroup harmony, to the extent that it attempts to assimilate characteristics that are either valued or otherwise deemed important to subgroup definition. Thus, an overinclusive superordinate identity is hypothesized to result in *reactive distinctiveness*, which occurs when group distinctiveness is threatened by comparison with a similar outgroup (Spears, Jetten, & Scheepers, 2002, p. 151). Research has demonstrated that increased intergroup differentiation occurs when a member of a group is motivated to reassert her or his distinctiveness from a similar outgroup (See Spears et al., 2002 for a summary of this research). I hypothesize that reactive distinctiveness will not only increase differentiation (e.g., inter-subgroup bias, but also decrease cohesiveness between subgroups).

Intergroup differentiation and bias are negative consequences of threat to distinctiveness that may occur if a superordinate identity is overly inclusive. One source of identity threat, normative conformity, is perhaps the most powerful source of threat in multicultural social change organizations. Normative pressure to conform to the superordinate group can be construed as a categorization threat to subgroup identity, in which the way in which others define the self in terms of group characteristics does not match the way in which one defines herself as a group member or as an individual (Branscombe et al., 1999). Previous research has demonstrated that incompatibility of self-other categorizations can produce defensive reactions (e.g., Long, Spears & Manstead, 1997). In this research I suggest that normative conformity is a source of categorization threat that derives from narrow definitions of the superordinate prototype and from ingroup

projection (explained below), and that such categorization threat will degrade inter-subgroup relations, demonstrated by greater inter-subgroup bias and lower cohesiveness between and among subgroups.

### Conformity

As defined above, the collective identity (the superordinate categorization) of the organization derives from an experience, characteristic or ideology that is shared by its members. It is defined in opposition to one or more "others." Moreover, the identity has an action orientation: individuals who claim the identity share a belief that their collective action can make a difference. They have come together to achieve a social change goal, whether political, legal, or cultural. Each of these characteristics increases the pressure on individual group members to conform to the superordinate, or collective, identity.

The superordinate-collective identity may produce the positive consequences of superordinate identity, such as lower levels of intergroup bias and discrimination, but pressure to conform, which is high in social change organizations, may increase ingroup projection (Mummendey & Wenzel, 1999) and threat to subgroup identity (Branscombe et al., 1999; Hornsey & Hogg, 2000a), which will may exacerbate intergroup bias (Hornsey & Hogg, 1999). Relative ingroup projection and threat to subgroup distinctiveness will be discussed in a subsequent section of this chapter.

Pressure to conform derives from a number of sources. One is the need to draw sharp distinctions between the group and its opposition. Because one "is a member of a movement to the degree that [she or he] believe[s] what the other people in the movement believe," (Mansbridge, 2002) there is strong pressure to assimilate to an ideological party line and its

associated behavioral norms. Additionally, perceived similarity is a powerful foundation for community and so difference may be suppressed in order to sustain it.

The relation of the social change organization to a real or imagined opposition and an orientation toward social action also press individual group members toward conformity. For a minority group to exert influence against a majority and achieve social change in the face of majority group opposition, the group must appear united and consistent (Moscovici, 1976). The result is an emphasis on similarity in ideology, experience, priorities, and goals and consonant normative pressure.

These pressures to conform may result in greater exclusion than inclusion. Assimilation of differences is unlikely to manifest in a “melting pot” comprised of equal parts from each subgroup. Rather, the superordinate categorization tends to take on the characteristics of a higher status, higher power subgroup, and pressures to conform to the norms of the dominant subgroup result. The challenge lies in constructing a collective identity that is complex enough to include members from different races, classes, sexualities, abilities, and so on.

Given that categorization threat (e.g., normative conformity) and reactive distinctiveness (e.g., overinclusive superordinate representations) are assumed to often characterize the conditions of contact, what factors facilitate or impede the expression of multicultural solidarity among members of social change organizations? Traditionally, solidarity has been conceptualized in ways so that conformity is an indicator of it. But pressure to conform in multicultural contexts may result in less, not more, inter-subgroup solidarity if it is a threat to subgroup identity. Although a certain level of ideological conformity is necessary to mobilize people who claim the collective identity of a social change organization, in order to be a *multicultural* alliance, important group differences must be preserved and affirmed *within* a strong superordinate identification.

## Social Psychology of Solidarity: Group Cohesiveness and Prototypicality

In social psychology, solidarity has been studied as “group cohesiveness” (Hogg, 1992). Although there have been many statements of what group cohesiveness is, Hogg’s self-categorization perspective is perhaps the current “last word” on the debate (see Hogg, 1992 for a review). For Hogg, group cohesiveness is *social attraction*: “depersonalized liking based upon prototypicality and generated by self-categorization. It is actually *attraction to the group as that group is embodied by specific group members*, so that the object of positive attitude and feelings is not actually the unique individual person, but the prototype that he/she embodies” (p. 100, emphasis mine). Depersonalization means that “self and others are perceived not as unique persons but as embodiments of the [group] prototype” and a *group prototype* is a “cognitive representation of the defining features of a social category” (p. 94).

Thus, in Hogg’s theory of group cohesiveness, the group prototype is fundamental to the evaluation of other group members and the development of social attraction. Social attraction is greatest for ingroup members who are perceived to be most prototypical, while it is lowest for ingroup members who are perceived to be substantially different from the group prototype. Highly prototypical group members validate one’s attitudes and values, which conversely are threatened by individuals classified as the ingroup but whose differences are perceived to challenge the group representation (Hogg, 1992, p. 107). In this way, intragroup difference is conceptualized as a threat to group cohesiveness to the degree that it threatens important values and world-views (Mummendey & Wenzel, 1999).

There are several limitations to Hogg’s (1992) formulation of group cohesiveness for the task of theorizing multicultural solidarity, or *inter-group cohesiveness*. First, group cohesiveness is conceptualized as a property of a single group, with the assumption of similarity and some degree

of uniformity within that group. However, multicultural alliances are fundamentally intergroup contexts characterized by a common ingroup that defines the norms and characteristics for all the subgroups it encompasses. Second, prototypicality is construed in terms of the “ideal group member.” But in multicultural contexts, where diversity is axiomatic, conceptualizing cohesiveness in terms of a single ideal group member is problematic: will this be an “average” of the characteristics of each subgroup (assimilation) or will one group be more likely to come to represent the “ideal” (ethnocentrism)? Third, the idea of group cohesiveness as depersonalized attraction to a prototypical group member is infused with assumptions about the importance of similarity to group cohesiveness. Fourth, prototypes are described as reified definitions that exist outside the group members and are more or less equally endorsed and agreed upon by individual group members. But the case of an equally endorsed and reified prototype may be more of the exception than the rule in heterogeneous contexts in which multiple groups claim the inclusive identity while they negotiate the properties deemed normative and thus prototypical of their shared identity.

While Hogg’s theory was critical for moving thinking about group cohesiveness from the interpersonal to the group level of analysis<sup>2</sup>, for the preceding reasons, it is a limited paradigm for thinking about *inter*-group cohesiveness. In an inter-group context, a single, narrowly defined group prototype will have negative effects on group cohesiveness by generating threats to subgroup identity. By defining a group prototype narrowly as the abstracted representation of an idealized group member, we restrict our ability to theorize solidarity *between* members of *different* groups who share an inclusive categorization.

### The Ingroup Projection Model Applied to Multicultural Solidarity

The Ingroup Projection Model (IGM; Mummendey & Wenzel, 1999) is a model of subgroup relations that was created to explain intergroup tolerance and discrimination but is also useful for theorizing about multicultural solidarity. Building on self-categorization theory, which states that intergroup comparisons are made on the basis of characteristics of a shared superordinate category (Turner, 1981), the Ingroup Projection Model proposes that intergroup discrimination results when a member of one subgroup judges members of another subgroup to deviate from the norms, standards, and values that define the superordinate category, whereas tolerance results when superordinate categories are represented in ways that both include the outgroup and deem difference as normative.

Discrimination is likely to result from inter-subgroup comparisons because individuals have the tendency to project their subgroup's characteristics onto the representation of the superordinate category. This is called *relative ingroup projection* (RIP), the tendency to perceive the inclusive category in terms of the ingroup's values, characteristics and norms, and to consequently perceive the ingroup as relatively more prototypical of the superordinate category than the outgroup (Mummendey & Wenzel 1999). RIP is hypothesized to cause inter-subgroup discrimination when a subgroup's differences are perceived to be non-normative for the superordinate categorization. The research that has been published on this model has been concerned primarily with identifying the characteristics of an inclusive superordinate prototype, and these characteristics' antecedent relationship to RIP and to intergroup discrimination.

In the IPM, four superordinate prototype characteristics were identified as possible moderators of relative ingroup projection. These are: 1) clarity, the definability or "fuzziness" of prototype; 2) scope, or the number of dimensions; 3) breadth, or the variance in distribution of

representative members; and 4) complexity, or the modality of distribution of members (Mummendey & Wenzel, 1999). In other words, superordinate prototypes can vary to the extent that they are narrow or broad in definition, in the number and variety of subgroups, and they can vary in the degree to which they are easily definable by the subgroups they include. These four characteristics may have more conceptual than empirical value, as empirically they may be strongly correlated and difficult to distinguish from each other. The important point, however, is that the extent to which the superordinate prototype is inclusive determines the extent to which intergroup differences will be appraised as normative, intergroup discrimination will be minimized, and intergroup tolerance will result.

In one set of experiments, superordinate prototype representations were investigated as antecedents to relative ingroup projection and intergroup bias. The characteristics investigated were clarity (operationalized as “fuzziness” of definition) and complexity (operationalized as a “multi-modal distribution where distinct positions on given dimensions were perceived as equally prototypical,” p. 39) on relative ingroup projection (Waldzus, Mummendey, Wenzel & Weber, 2003). In both Experiments 1 and 2, Germans served as the ingroup, Poles as the outgroup, and the European Union as the superordinate category. Representations of the superordinate category were varied in each experiment: in Experiment 1, the superordinate representation was either definable (false feedback providing high consensus among respondents in similar studies) or undefinable (false feedback of low consensus among respondents in similar studies). In Experiment 2, the superordinate representation was either complex or simple. In the complex condition, participants were primed by asking them to write a short description of Europe’s diversity for another person to read; in the simple condition they were asked to write a short description of

Europe's unity. The results supported the hypotheses that undefinable and complex prototypes are associated with less relative ingroup projection than definable and simple prototypes.

This same set of experiments investigated the effects of dual identification on relative ingroup projection. In contrast to most currently accepted models (e.g., Gaertner, et al., 2000; Hewstone & Brown, 1986; Hornsey & Hogg, 1999), Waldzus et al. (2002) hypothesized that dual identification would increase bias because of increased ingroup projection: "members who identify strongly with both the ingroup and the superordinate category will perceive their own group as more prototypical than will members who do not identify strongly with either or both categories" (p. 33). Additional support for this hypothesis comes from a direct investigation of the effects of different constellations of identification (dual, subgroup, superordinate) on relative ingroup projection which found that dual identification was associated with the highest levels of ingroup projection (Wenzel et al., 2003).

Two additional studies demonstrated that greater relative ingroup projection justified greater ingroup status of the high status group and that objective differences in prototypicality attenuated the tendency of peripheral groups to perceive themselves as more prototypical for the superordinate group (Weber, Mummendey & Waldzus, 2002; Waldzus, Mummendey, Wenzel, Boettcher, 2004). Taken together, these studies indicate that higher status groups justify their higher status under conditions of greater perceived ingroup prototypicality but unreasonable when the outgroup is perceived to be highly prototypical; prototypicality did not make a difference in the legitimacy appraisals of low status participants.

The Ingroup Projection Model is a useful framework for studying the processes that facilitate and impede multicultural solidarity because a) it introduces the notion of the superordinate prototype — that is, the prototype for a superordinate category, which denotes an intergroup

situation; b) it suggests that differences pertaining to the superordinate category can be perceived as positive when the superordinate category is defined in an inclusive rather than an exclusive way; and c) it provides an explanation for the process that leads to negative evaluations within the context of a superordinate category (relative ingroup projection). Multicultural solidarity is an outcome of the “warmer” type of intergroup tolerance, which, in the tradition of Allport (1954), Mummendey & Wenzel (1999) call acceptance. When characteristics of the intergroup context facilitate positive evaluations of difference, inter-subgroup solidarity should be greater.

Building on the Ingroup Projection Model (Mummendey & Wenzel, 1999), I hypothesize that in intergroup contexts, inter-group cohesiveness (or inter-subgroup solidarity) occurs when the superordinate prototype is inclusive of a range of positions so that intergroup differences are not perceived as a threat to the ingroup's values or world views and are therefore evaluated as normative and positive. In order to study multicultural solidarity, it is necessary to think about prototypicality in new ways and relatedly, to investigate the possibility that “difference” can be a dimension of prototypicality (i.e., whether, under some conditions, difference can be perceived as normative and therefore positive). The Ingroup Projection Model directly addresses these two problems.

Some questions are left unanswered by the Ingroup Projection Model. One set of questions addresses the debate over the negative and positive consequences of dual identification for intergroup relations. A second set of questions address the antecedents of inclusive superordinate prototypes. While it has been demonstrated that inclusive prototypes can attenuate relative ingroup projection (Waldzus et al., 2003), that status differences between subgroups are deemed legitimate under conditions of relative ingroup projection (Wenzel, et al., 2003), and that objective differences in prototypicality may attenuate ingroup projection for peripheral group

members, it is important to identify factors that facilitate the development of inclusive superordinate prototypes.

*Dual identification: positive or negative effects on ingroup projection and inter-subgroup relations?* As previously reviewed, the CIIM (Gaertner, et al., 2000) and the MIDM (Hewstone & Brown, 1986) are models that explain the effects of dual identification on intergroup relations. In a comparison of these models, Hornsey and Hogg (2000b) examined the differential effects of crosscutting and nested identification on intergroup bias. Overall, they found that focusing on a single superordinate identity exacerbated bias, while simultaneously salient subgroup and superordinate identities, as well as subgroup-only salient conditions, were associated with lower levels of bias. Hornsey and Hogg interpret this finding as support for the hypothesis that exclusive focus on superordinate identity threatens subgroup distinctiveness and that to achieve inter-subgroup harmony, it is necessary to preserve the subgroup's unique characteristics in the superordinate group.

Waldzus et al. (2003) maintain that salient subgroup identities exacerbate inter-subgroup tensions by increasing relative ingroup projection — the tendency to perceive the ingroup as normative for the superordinate categorization. To the extent that dual identification has been linked to decreased intergroup bias, they attribute this to transformations of the superordinate category; that is, to an increase in the inclusiveness of the superordinate representation, rather than to dual identification, *per se*. Specifically, changes in the representation of the superordinate identity, such as in its definability, or complexity (e.g., inclusiveness-exclusiveness), are thought to be the mediating mechanism between superordinate identification and intergroup harmony.

In sum, there are differences between the perspectives of the IPM and the MIDM on the outcomes of dual identification. Within the IPM, members who identify strongly with their subgroup

will be more likely to engage in ingroup projection and perceive their group as more prototypical for the superordinate category. This, in turn, will be associated with greater levels of inter-subgroup bias. In contrast, the MIDM asserts that dual identification preserves valued subgroup boundaries which decreases threat to inter-subgroup distinctiveness. This, in turn, is associated with lower levels of inter-subgroup bias and greater levels of inter-subgroup harmony. Both are concerned with subgroup distinctiveness but from different perspectives: the Ingroup Projection Model claims that relative ingroup projection functions to maintain and justify differentiation whereas the MIDM claims that dual identification attenuates threat to subgroup distinctiveness that can be produced by an overly inclusive superordinate identity.

In situations characterized by a collective, preservation of valued subgroup identities is key to inter-subgroup tolerance, harmony, and cohesiveness. For example, in multicultural contexts where two or more ethnic group identities are salient, it would be unwarranted and unwise to focus solely on the superordinate identity because such a focus could threaten subgroup distinctiveness. Additionally, because of the problem of relative ingroup projection, threat to subgroup distinctiveness would be exacerbated by the appropriation of the superordinate category by the higher status/power subgroup.

*Status differences between groups.* In real world intergroup contexts, especially multicultural contexts, it is rare for all subgroups to share equal status and power. These inequalities are brought into the organizational context, where status and power are likely to be unequal, at least in terms of a numerical majority or minority. Hornsey and Hogg (2000a) explain the phenomenon clearly: "If an outgroup has a majority impact on how a superordinate category is represented, then the outgroup is in a position to negatively influence or even appropriate the ingroup" (p. 249). In cases when a high status outgroup appropriates the superordinate category by

defining it in its own terms, threat to subgroup identity will result for both groups. Higher status/power groups will tend to define the group in their image, and deviations from this definition by the lower status/power subgroup will result in threats to subgroup identity because the lower status/power subgroup is defined as part of the ingroup in relation to the superordinate identity. Deviations from the superordinate category by individuals included in it are a threat to self-concept and higher status group members will exert pressure on deviating subgroup members to conform.

The success of the higher status/power group in defining the superordinate category on its terms is a threat to subgroup identity for the lower status/power group which is exacerbated by normative pressures to conform to the superordinate category. Negative evaluations of each other's differences and inter-subgroup conflict will result. To decrease threat to subgroup identity, status and power differentials must be attenuated. Factors that equalize status and power may facilitate the construction of inclusive superordinate prototypes. The rest of this section will discuss factors hypothesized to decrease relative ingroup projection and threat to subgroup identity, and in turn enhance positive evaluations of difference and increase inter-subgroup cohesiveness.

#### Moderators of Subgroup Identity Threat

##### Feminist Consciousness

In the dominant social psychological framework, consciousness is defined as “a set of political beliefs and action orientations arising out of awareness of similarity” (Gurin, Miller & Gurin, 1980, p. 30; see also Gurin, 2001; Gurin & Townsend, 1986; Kalmuss, Gurin & Townsend, 1981). It is comprised of four dimensions: 1) collective orientation; 2) collective discontent; 3) appraisal of illegitimacy; and 4) identification. Each of the first three dimensions rests on the fourth: identification is based in perceptions of common fate, or “recognition of a special kind of similarity — that members are *treated* similarly, not merely that they *are* similar” (Gurin & Townsend, 1981,

p. 140). Most commonly, group consciousness is studied along one single dimension of oppression and domination, often race, class, gender, or sexual orientation, but not combinations of these.

An examination of the measures<sup>3</sup> commonly used to assess gender consciousness reveals the extent to which the experiences of white women are falsely universalized in social psychological research on gender and feminist consciousness (Gurin, 2001; Henderson-King & Stewart, 1994, 1997). False assumptions of sameness or equivalence obscure the ways in which multiple systems of oppression intersect and produce qualitatively different experiences of, and responses to, gendered discrimination. The result is that we have no appropriate framework or methodological tool for assessing the qualitatively and quantitatively different experiences of sexism or feminist consciousness of women from different races, classes, or sexualities.

Although the dimensions of gender (or feminist) consciousness identified in Gurin's framework are most certainly necessary conditions for collective action, the current formulation is insufficient for examining the factors that facilitate the bridging of identity boundaries among women differently positioned. As currently formulated, measures of consciousness reflect only the similarity dimension of group consciousness and the content of feminist consciousness most representative of a narrow group: white middle class women. It is a mistake to generalize from these women's experiences, or to assume that the consciousnesses of women of color, working class, poor, and white, middle-class women are equivalent. In order to fully comprehend the range of experiences of feminist consciousness, we must account for the ways in which race and class influence its expression.

Furthermore, we must expand our notion of political consciousness to include not only the perception of similarity and common fate but also the perception and affirmation of *difference*. That

is, to achieve multicultural inclusion in the feminist movement, women must not only have consciousness of shared category membership and common fate derived from it; they must also have consciousness of intra-category differences derived from their memberships in other dominant and subordinate groups. The notion that a dimension of consciousness can derive from experience of differences within the ingroup has never been suggested by social psychologists. I propose a new perspective on feminist consciousness; one that equally affirms the importance of consciousness of difference while acknowledging the necessity of perceptions of similarity. Building on Collins's (2000) and Crenshaw's (1991) work on intersectionality, I call this dimension *intersectional consciousness*.

The notion of intersectional consciousness is derived from Collins's (2000) theory of intersectionality. Intersectionality is a theory of how *structural systems* such as race, class, gender, sexuality, immigrant status, and citizenship *intersect* with one another to produce qualitatively different lived experiences for individuals differently positioned in this matrix of domination and oppression. Collins defines intersectionality as "an analysis claiming that systems of race, social class, gender, sexuality, ethnicity, nation, and age form mutually constructing features of social organization" (p. 118).

Combining Collins's (2000), Crenshaw's (1991) and Dill's (1983) articulations of intersectionality, I define intersectional consciousness as the recognition of the need to account for multiple grounds of identity when considering how the social world is constructed, when deciding what corrective goals to pursue, and when selecting the appropriate means for pursuing those goals. This construct is defined as *intersectional consciousness* to capture the meaning of the work first done by Dill, then Crenshaw and Collins. It is defined as *intersectional consciousness* to capture the meaning of the term in the tradition Morris (1992) who, in his essay on political

consciousness as an interactional system, defined it as “those cultural beliefs and ideological expressions that are utilized for the realization and maintenance of group interests” (p. 362-363).

No measure of intersectional consciousness currently exists. One aim of this dissertation is to develop measures and begin to establish validity of this construct through the use of an established measure of diversity world view, the Measure of Universe-Diverse Orientation (Miville, Gelso, Pannu, Liu, & Touradji, 1995), which is hypothesized to be correlated with an intersectional consciousness. (A full description of the measure can be found in Chapter 2.) A new instrument, a measure of *Feminist Intersectional Consciousness*, was designed to directly assess the construct.

I hypothesize that intersectional consciousness is related to cohesiveness between subgroups as well as the proposed mediators of group cohesiveness: ingroup projection and prototype inclusiveness. The specific order of causal elements is probably reciprocal, however. Individual differences in intersectional consciousness most likely differentiate between those who select to join and remain in multicultural alliances; conversely, participation in multicultural alliances will most likely facilitate the development of intersectional consciousness.

Intersectional consciousness alone is not enough to produce multicultural solidarity. Organizational characteristics and practices that attenuate status differentials and reinforce positive evaluations must also be present.

#### Organizational Culture: Structure and Contact Between Subgroups

A common goal of progressive alliances is a redistribution of power and status, attempted through strategies such as alternative organizational structures, job sharing, caucuses, and institutionalized mechanisms to ensure that subgroups are adequately represented within superordinate leadership.

In their integrative model of subgroup relations, Hornsey and Hogg (2000a) identified factors that may increase intergroup harmony by reducing threat to subgroup identities. These factors are *inclusiveness, nested vs. crosscutting categories, leadership, instrumental goal relations, power and status differentials, and subgroup similarity*. I hypothesize that these same factors moderate ingroup projection and threat to subgroup identity posed by normative conformity, ingroup projection, and by superordinate representations in which unique subgroup characteristics are not preserved, which will, in turn, be associated with greater cohesiveness and lower inter-subgroup bias.

Specifically, in this dissertation, I investigate the roles of two aspects of an egalitarian organization culture: organization structure and equal status contact among subgroups. To the extent that aspects of organization culture such as subgroup representation in leadership and decision making, consensus decision-making, and flattened organizational structures attenuate reactive distinctiveness resultant from lack of representation in the definition of the superordinate group and categorization threat from normative conformity, positive inter-subgroup outcomes are expected. At the same time, feminist scholars interested in multicultural alliances have noted anecdotally that strong emphasis on sameness that characterizes highly egalitarian structures may be responsible for *greater* tensions among women working together for social change (Albrecht & Brewer, 1990; Moraga & Anzaldúa, 1983). To the extent that high egalitarianism actually is a threat to subgroup distinctiveness, then, we might observe *lower* inter-subgroup cohesiveness in these contexts.

### The Current Study

The proposed research will focus on women's social change organizations as multicultural alliances. Buechler (1990) states that the study of "women's movements . . . promises to enrich

social movement theory by bringing the issues of diversity, heterogeneity, and inclusion onto center stage in the analysis of social movement dynamics" (p. 132). Furthermore, Buechler writes that "(m)ore than most social movements, the women's movement has attempted to hear and respond to criticism that it has failed to represent diversity among its constituents" (p. 158). For these reasons, the feminist movement is the exemplar I selected to examine the roles of identification and consciousness in the development of solidarity and inclusion within multicultural social change organizations.

### Diversity and The Women's Movement

While social movement scholars and social psychologists have been relatively silent on issues of difference and diversity as they affect intra-movement dynamics, feminist scholars have not. Feminist activists, organizers, and scholars have long been aware of the challenge of diversity and the importance of building bridges among women from different races, classes, and sexualities. Issues of diversity and difference within the feminist movement have been widely discussed by feminist scholars such as hooks (1981), Collins (2000), Wallace (1983), Caraway (1991), Moraga and Anzaldúa (1983), Pheterson (1990), Bunch (1990), Smith (1983), Mohanty (1985). This body of literature both points out the factors that have operated as barriers to successful multicultural alliances between feminists from different social categories and points toward solutions to the struggles to negotiate difference within the movement. The barriers examined by these scholars include racist exclusionary practices (Anzaldúa & Moraga, 1983); internalized domination and internalized oppression (Pheterson, 1990); race *unconsciousness* (Buechler, 1990); the sisterhood ideology (hooks, 1984; Joseph & Lewis, 1986; Smith, 1983); and the construction of gender as the primary source of oppression for all women. These writers have also extensively explored theoretical solutions to the problem of diversity and inclusion within

feminist movements; they include hooks' (1986) exposition on theorizing from the margins, Caraway's (1991) perspective on "pivoting the center", Crenshaw's (e.g., 1991) theory of intersectionality, and Lorde's (1984) notion of difference as a tool for radical social transformation.

Although these perspectives differ, each stresses the importance of recognizing the ways in which race, class, and sexuality oppression are inextricably woven together with gender oppression. They also suggest that a collective identity focused narrowly around gender will exclude more women than it includes, leading to a homogeneous, largely white and middle-class constituency. "The common thread in . . . critical black perspectives on the contemporary women's movement concerns how that movement has falsely universalized its own experience and failed to recognize the profound diversity that race and class impose on the lives of women. The perspectives of black women are thus essential to any future broadening of the women's movement" (Buechler, 1990, p. 165). Although these feminist scholars are not social psychologists, many of their ideas are implicitly social psychological. I used these theories, ideas, and concepts to evaluate, critique, and expand social psychological theory on intergroup contact in order to theorize solidarity and inclusion within the multicultural social movement context. In this dissertation, I hope to interrogate the ways in which two central issues in the social psychology of social movements, collective identity and consciousness (Cohen, 1985; Gamson, 1992), are associated with inclusion and solidarity within multicultural social change organizations.

#### Specific Aims and Hypotheses

The overarching aim of this dissertation is to identify social psychological factors associated with positive and negative intergroup outcomes within the context of organizations committed to multiculturalism and progressive social change. If we can identify the processes at work in this context, perhaps we can then accomplish two important goals: a) facilitate the

achievement of the goals of these organizations through enhancing their abilities to work together; b) use these findings to improve intergroup relations in more hostile organizational climates. The utopian goal of achieving multicultural solidarity on a more macro-level may never be achieved. But if social change organizations can achieve greater localized multicultural solidarity, then as sites of resistance, they may effectively counter the regressive backlash that characterizes the current national political landscape. The following specific aims and hypotheses flow from these goals and correspond to the paths in Figure 1.

Specific Aim 1: To test a model of multicultural solidarity. Multicultural solidarity is conceptualized as high tolerance for difference, high cohesiveness among subgroups on three hierarchical levels (intra-, inter, and superordinate), and low inter-subgroup bias. A dual representation of the superordinate group is expected to produce the highest multicultural solidarity and to work distally through lower ingroup projection and more inclusive prototypes. Factors expected to moderate the effect of superordinate representation on the outcomes are organization culture, intersectional consciousness, and subgroup identity threat.

*H1*: Categorization threat to subgroup identity (e.g., normative conformity) moderates the effect of superordinate representation (different groups, one single group, or dual) on perceptions of the prototype (prototype inclusiveness and relative ingroup projection) and three sets of outcomes: cohesiveness, intolerance of difference, and cohesiveness.

A. When categorization threat is high and the representation of the superordinate group (i.e., the common ingroup) is of one single group or of different (separate) groups, the perception of the superordinate prototype will be more exclusive, ingroup projection will be higher, bias will be higher, and cohesiveness will be lower than when the representation of the superordinate group is dual (distinct subgroups within one superordinate group).

B. When categorization threat is low, only a different groups representation will differ from (i.e., will be lower than) the dual and one-group representations of the superordinate group on perceptions of the prototype, bias, intolerance, and cohesiveness.

*H2: Feminist consciousness moderates the influence of superordinate representation (different groups, one group, or dual) on perceptions of the superordinate prototype (prototype inclusiveness and relative ingroup projection), and the three sets of outcomes (bias, intolerance, and cohesiveness).*

A. When feminist consciousness reflects low intersectionality or high singularity, a dual representation of the superordinate group will be associated with more inclusive perceptions of the superordinate prototype, lower ingroup projection, lower bias and intolerance, and greater cohesiveness than will one single group and different groups representations.

B. When feminist consciousness reflects high intersectionality, or low singularity, the difference between the dual representations and the superordinate and different groups representations will be reduced or eliminated.

*H3: Organization culture moderates the influence of superordinate representation (different groups, one group, dual) on perceptions of the common group (prototype inclusiveness and ingroup projection), and the three outcome variables (bias, intolerance, and cohesiveness).*

A. When the organization culture is minimally egalitarian, participants whose representation of the superordinate group is of one single group or of different groups will report greater ingroup projection, less inclusive superordinate prototypes, greater bias and intolerance, and lower cohesiveness than participants whose representation is dual.

B. When the organization culture is highly egalitarian the differences between types of superordinate representations will be attenuated or eliminated.

*H4*: There will be direct effects of a) superordinate representation, b) perceptions of prototype inclusiveness, and c) ingroup projection on a) cohesiveness, b) intolerance of difference, and c) bias on inter-subgroup bias, group cohesiveness, and intolerance of difference.

A. A dual representation will be associated with high cohesiveness, low intolerance of difference, and low bias; a different groups representation will be associated with lower cohesiveness, greater intolerance of difference, and higher bias.

B. Inclusive perceptions of the superordinate prototype will be associated with higher cohesiveness, lower intolerance of difference, and lower bias; exclusive perceptions of the superordinate prototype will be associated with lower cohesiveness, higher intolerance, and higher bias.

C. Low ingroup projection will be associated with higher cohesiveness, lower intolerance, and higher bias; high ingroup projection will be associated with higher cohesiveness, lower bias, and lower intolerance of difference.

*H5*: The effects of superordinate representation on a) cohesiveness, b) intolerance of difference, and c) bias are mediated by ingroup projection and prototype characteristics

Specific Aim 2: To test new instruments designed to measure a) prototype inclusiveness, b) organizational practices and characteristics, c) affective commitment to group, and c) intersectional consciousness, and to demonstrate construct validity for the measure of feminist consciousness.

## CHAPTER 2: METHOD

### Overview

The study used Internet technology to collect data online from women who were current or former members of women's social change organizations. The study was designed to allow participants to identify a superordinate group (e.g., a group or organization with a mission to improve and/or address aspects of women's lives) to which they currently or previously belonged and two of its subgroups (e.g., feminist and non-feminist, older and younger, religious and not religious, lesbian or heterosexual), which the women were reminded of throughout the questionnaire. They were then asked to complete measures of relative subgroup status, superordinate representation, and identification. After completing these measures, the women were randomly assigned to one of two priming tasks that experimentally manipulated categorization threat to subgroup identity. Following the priming task, participants completed all the other measures (prototype inclusiveness, relative ingroup projection, subgroup prototypicality, relative subgroup influence, organization culture, cohesiveness, bias, intersectional and gender consciousness, universe-diverse orientation, tolerance for ambiguity, perspective taking, and demographic characteristics).

### Eligibility and Recruitment

Eligibility criteria were: a) identify as a woman; b) age 18 or older; and c) identify as a current or former member of a group or organization whose focus is improvement of some aspect of women's lives. Multiple strategies were used to recruit eligible women to participate in the study: Letters were sent and phone calls made to organization leaders; fliers were posted at local universities, organization offices, bookstores, and restaurants; messages were posted with Internet discussion groups; and snowball sampling. Because it cannot be determined how many potential

participants were reached by each method, response rates could not be calculated. However, inspection of response dates compared to the time the recruitment strategies were executed suggests that posts to Internet-based women's discussion groups and snowball sampling were the most successful strategies. Participants were given a modest incentive to participate: recruitment materials explained that each woman who participated would earn a \$1 donation to her organization and that five participants from the final sample would be selected by lottery to receive \$100 each. Recruitment materials included a description of the study, eligibility criteria, statement of human subjects approval, and the Internet URL. Examples of letters, fliers, and listserv messages are located in Appendix B.

### Participants

The sample is comprised of 174 women age 18 to 78 ( $M = 34.24$ ,  $SD = 13.71$ ). The participants were drawn from 9 countries (Australia, England, the Netherlands, Portugal, Pakistan, the Philippines, Switzerland, and the United States), although 150 (86.21%) are from the United States (across 31 states), its territories (e.g., U.S. Virgin Islands, Puerto Rico), and Canada. Participant characteristics are presented in Table 1. The sample was comprised primarily of White women (71%), but also included Asian (11%), Black (5%), and Latina women (4%). Another 9% were either of mixed or other ethnic backgrounds. The women were well educated: of the total sample 76 (44%) had completed an undergraduate degree and 61 (35%) had completed a post-graduate degree. The majority of the women was in a relationship, married, or partnered (64%); heterosexual (63%); and had no children (70%). About half the sample was non-religious and half were religious.

Slightly under half (40%) held leadership positions in their superordinate group and 48% spent 20 or more hours per week engaged in organizational activities for this superordinate group.

Most women (69%) reported that they spend a greater percent of their time in organizational activities than they ideally would; only 6% reported that they spent less time doing organizational tasks than was ideal. On average, the women rated the superordinate group as relatively more important than other organizations and groups with which they were involved ( $M = 7.82$ ,  $SD = 1.61$ ; 1 = *not at all*; 9 = *very much*).

These 174 women represented 141 social movement organizations, which were categorized by a content analysis of the women's descriptions of the overall goal of the organization (Table 2). Sexual assault/domestic violence (19%), physical health (including reproductive rights (18%), and multi-issue nation-wide organizations were most frequent (11%), but other issues were represented, including education, poverty, human rights, and spirituality.

#### Materials

The survey was converted into an electronic file that was stored on a secure university server. A professional computer programmer designed a website that was accessible to participants from their own Internet connection, collected and stored participants' responses to all measures, and randomly assigned participants to one of the two experimental conditions.

#### Procedures

Participants who logged onto the site were first presented with a brief welcome to the study and were directed to click "yes" if they were interested in learning more. The next page gave a detailed description of the study, eligibility requirements, and informed consent. After reading the informed consent, participants clicked "yes" to consent and continue with the study or "no" to decline and discontinue. If they wished, they could print a copy of informed consent for their records. A copy of the informed consent form is found in Appendix C.

Next, participants answered yes or no to 3 items to confirm their eligibility (be age 18 or older, identify as a woman, and have current or previous membership in a women's social change organization). Respondents who did not meet eligibility requirements were automatically presented with a short paragraph that thanked them for their interest, explained that they did not meet the eligibility criteria, and then disconnected them from the website.<sup>1</sup>

Following the eligibility screening items, the questionnaire began with a task in which the participant identified a superordinate group and two meaningful subgroups, one subgroup to which she belonged and one subgroup to which she did not belong. First she identified the superordinate group, defined as a women's social change organization to which she currently or previously belonged. After completing open-ended questions about the organization's goals and her decision to join the organization, she then identified two meaningful subgroups of the organization using a three-step procedure. First, the participant identified *all* the meaningful subgroups that were part of the organization. Second, from this list of meaningful subgroups she was asked to identify the 2 to 3 influential subgroups that *most* represented her social, cultural, and political background, and the 2 to 3 influential subgroups that *least* represented her social, cultural and political background. Finally, from these 4 to 6 influential subgroups, she was asked to identify a pair that had a history of difficulty getting along, making decisions, and cooperating with one another. One of these subgroups was selected from the "most representative" category and one was selected from the "least representative" category. This pair served as the reference for Subgroups A and Subgroup B in the independent and dependent measures concerned with subgroup relations. The computer was programmed to automatically insert the names for the superordinate group and subgroups into the independent and dependent measures throughout the questionnaire. Table 3 lists the categories that were selected and the percent they comprised Subgroups A and B.

### Experimental Manipulation: Categorization Threat to Subgroup Identity

Conformity was assumed to be an important source of threat to subgroup identity in social change organizations and, therefore, categorization threat to subgroup identity was manipulated by randomly assigning participants to complete a priming task that either required them to think about a situation in which they felt pressured to conform (high threat) or encouraged to express difference (low threat). This variable was manipulated by randomly assigning participants to either the high threat or low threat condition. In the *high threat* condition, participants were asked to “think about a time when, [AS A MEMBER OF SUBGROUP A] you had opinions, beliefs, or ideas that were different from the group as a whole, and you felt discouraged from expressing them. Tell the story of this experience in four or five sentences, including the way that it made you feel.” In the *low threat* condition, participants were asked to “think about a time when, as a [MEMBER OF SUBGROUP A] you had opinions, beliefs, or ideas that were different from the group as a whole, and you felt encouraged to express them. Tell this story in four or five sentences, including the way it made you feel.”

Of the 174 participants, 107 (61.5%) were assigned to the high subgroup threat condition, and 67 (38.5%) were assigned to the low subgroup threat condition. Of these participants, 53 (30.5%) of the high subgroup threat condition and 66 (37.9%) of the low subgroup threat group were judged to have sufficiently completed the priming task.<sup>2</sup>

### Measures

A copy of the questionnaire as it was presented to participants can be found in Appendix D. The first group of measures to be described is concerned with the representation of and identification with the superordinate group and subgroups A & B. The second set of measures focuses on participants' perceptions of the superordinate prototype and subgroup prototypicality,

status, and influence. This is followed by a section designed to assess two variables that are hypothesized to moderate the relationship of superordinate representation to the outcomes variables: organization culture and feminist intersectional consciousness. Finally, I describe the outcome measures: inter-subgroup bias; intolerance of difference; and group cohesiveness.

The descriptive statistics and psychometric properties of four of the measures constructed for this study (prototype inclusiveness, intolerance of difference, affective commitment and organization culture) are presented in Appendix E, the psychometric properties and scale validation of the Measure of Feminist Intersectional Consciousness, along with its associations with select antecedent and consequent variables are presented in Chapter 4. Correlations among predictors and outcomes are presented in Appendix F.

#### Superordinate Representation and Identification Measures

*Superordinate representation.* Five items assessed the components of the participant's cognitive representation of the superordinate group: a) one single group, b) different groups, c) individuals, d) multiple groups within one larger group, and e) different groups operating on the same team (See Gaertner & Dovidio, 2000). The latter two items measure the extent to which subgroups are salient components of the superordinate group, although the former gives greater emphasis to the binding superordinate category, while the latter gives emphasis to the subgroup categories. Items are listed in Table 14 with their means and standard deviations.

*Identification.* The *Inclusion of the Ingroup in the Self* (IIS) task (Tropp & Wright, 2001) was used to measure participants' identification with the superordinate group, Subgroup A, and Subgroup B. A *relative subgroup identification* score was computed by subtracting participants' response to the question *Which of the following represents your relationship to Subgroup B* from their response to the question *Which of the following represents your relationship to Subgroup A?* Positive scores indicate greater relative identification with Subgroup A, while negative scores indicate greater relative identification with subgroup B.

#### Superordinate Prototype and Prototypicality.

*Prototype Inclusiveness.* Constructed for this study, this 14-item measure assesses the inclusiveness of the superordinate prototype along two dimensions: inclusiveness and exclusiveness, which can be combined into a single higher order scale. An example of an inclusiveness item is *The [ORGANIZATION] as a whole affirms the differences in goals, experiences, and beliefs of its members*; an example of an exclusiveness item is *Some members feel their subgroups are marginal within the organization*. The items were rated on a 9-point Likert scale from 1 = *Not at all true* to 9 = *Very much true*. Internal consistency for the lower and higher order scales was high: Prototype Inclusiveness ( $\alpha = .89$ ), Prototype Exclusiveness ( $\alpha = .79$ ), and the total scale ( $\alpha = .90$ ).

*Relative Ingroup Projection.* The technique used by Wenzel et al. (2002) was used to assess relative ingroup projection. Respondents were asked to generate one list of three or four characteristics typical of Subgroup A compared to Subgroup B, and a second list of characteristics typical of Subgroup B compared to Subgroup A. These characteristics were then presented in random order and the participant was asked to *rate each of the attributes in terms of their typicality for [the organization] as a whole*, with anchors 1 = *Not at all typical* and 9 = *Very typical*. The

reliability coefficients were acceptable: for Subgroup A ( $\alpha = .75$ ), and for Subgroup B ( $\alpha = .77$ ).

Three indirect measures of prototypicality were computed from these items: the mean for Subgroup A, the mean for Subgroup B, and a difference score, for which the mean for Subgroup B was subtracted from the mean for Subgroup A.

*Relative Subgroup Prototypicality.* Pre- and post- manipulation measures of relative subgroup prototypicality were obtained. The scores of each were standardized to test for pre-post manipulation differences. The pre-manipulation measure was obtained via two items that were a modification of the Tropp & Wright (2001) procedure for measuring inclusion of the ingroup in the self (see above), in which participants reported their perception of the inclusion of each subgroup in the organization. A relative subgroup prototypicality score was computed by subtracting the score for inclusion of Subgroup B from the score for inclusion of Subgroup A.

Two items directly assessed prototypicality after the experimental manipulation. Participants indicated the extent to which each subgroup was typical for the organization (1 = *not at all* and 9 = *very much*; Wenzel et al., 2002). A relative subgroup prototypicality score was calculated by subtracting the prototypicality score for Subgroup B from the prototypicality score for Subgroup A.

*Relative Subgroup Status and Influence.* Relative subgroup status was operationalized as the relative numerical minority/majority status of Subgroups A and B. Participants were asked to indicate what percent of the organization was comprised of each subgroup on a 4-point Likert scale (1 = *less than 25%* to 4 = *76-100%*). A difference score was calculated by subtracting the score for Subgroup B from Subgroup A. These items were completed prior to the experimental manipulation.

Relative subgroup *influence* was assessed via a single item in which the participant rated the influence of Subgroup B relative to Subgroup A within the context of the organization using a 5-point Likert scale with 1 = *A lot lower* and 5 = *A lot higher*. This measure was obtained after the experimental manipulation. A relative subgroup *power* score was computed by reversing the scores for numerical majority/minority status of Subgroup A and calculating the mean for it, numerical minority/majority status of Subgroup B and relative influence of Subgroup B. High scores indicate higher relative power of Subgroup B, while lower scores indicate higher relative power of Subgroup A.

#### Moderator variables

*Organization Culture.* The 10-item organizational culture measure was designed to assess the extent to which the participant perceived her organization to have an egalitarian structure, use egalitarian practices, and to encourage equal status contact between subgroups. Two lower order subscales, *egalitarian structure* (6 items,  $\alpha = .85$ ) and *equal status contact* (4 items,  $\alpha = .75$ ), and a higher order total egalitarian scale ( $\alpha = .84$ ) were calculated. An example of an item from the egalitarian structure subscale is "*The structure of [ORGANIZATION] is hierarchical, with several levels of leadership*" (reversed); and an example item from the equal status contact subscale is "*We use decision-making strategies that equalize status differences*". Items were answered on a 9-point Likert scale with 1 = *Strongly Disagree* and 9 = *Strongly Agree*.

*Feminist Intersectional Consciousness Measure (FIM).* The 13-item Feminist Intersectional Consciousness scale was developed for this study to assess two dimensions of FIM: intersectional awareness and intersectional action orientation. The FIM will be described in depth in Chapter 4, as will the measures used to validate it.

## Outcome Measures

Three outcomes were assessed in this study: inter-subgroup bias; intolerance of difference; and group cohesiveness.

*Inter-subgroup bias.* Three dimensions of inter-subgroup bias were assessed via a set of 8 items that assessed relative comfort with Subgroups A and B on three separate dimensions: numerical representation within the organization; affect associated with working with members of each subgroup; and general positivity toward each subgroup (Hornsey & Hogg, 2002).

*Intolerance of difference.* Intolerance of differences in attitudes and behaviors among members of the superordinate group was measured with a 10-item *Intolerance of Difference (IOD) scale* constructed for this study. Participants indicated agreement on a 6-point scale (1 = *Not at all accurate* to 6 = *Very accurate*). Items included “*Our group functions worst when subgroups air their differences*” and “*Harmony means avoiding conflict*”. Internal consistency for the total scale was high ( $\alpha = .82$ ).

*Cohesiveness.* Three theoretically hierarchical levels of cohesiveness were measured in this study: intra-subgroup, inter-subgroup and superordinate. An instrument commonly used to measure group cohesiveness, the Sports Cohesiveness Measure (Brawley, Carron & Widmeyer, 1987), was adapted to measure each of these theoretical levels. Two additional measures of superordinate cohesiveness were administered, the Group Relations Questionnaire (Hogg & Hains, 1996), which measures social attraction to group, and the Measure of Affective Commitment to Group, developed by the Principal Investigator.

*Adaptation of Sports Cohesiveness Measure.* This measure consists of four subscales: 1) individual attraction to sociable aspects of the group; 2) individual attraction to task aspects of the

group; 3) perceptions of group integration in terms of sociable aspects; and 4) perceptions of group integration on task aspects. Seven of the 8 individual attraction to sociable and task aspects of the group were adapted to measure inter- and intra-group cohesiveness and presented twice, once for Subgroup A (intra-subgroup cohesiveness) and once for Subgroup B (inter-subgroup cohesiveness).<sup>3</sup> The nine group integration items were adapted to measure superordinate cohesiveness. The order of the inter-subgroup and intra-subgroup cohesiveness measures were counterbalanced and always separated by the measure of superordinate cohesiveness. A sample item from the intra- and inter-subgroup cohesiveness items is, "*I am unhappy with [SUBGROUP'S] level of commitment to the organization's goals*"; an example item from the superordinate cohesiveness scale is, "*[ORGANIZATION] is united in trying to reach its goals*". The items were rated on a 9-point Likert scale with 1 = *Strongly disagree*, 5 = *Neither agree nor disagree*, and 9 = *Strongly agree*. Internal consistency reliability was high for all three scales: intra-subgroup ( $\alpha = .81$ ); inter-subgroup ( $\alpha = .87$ ); and superordinate ( $\alpha = .86$ ). The superordinate cohesiveness subscale is comprised of two lower-order subscales: task cohesiveness ( $\alpha = .86$ ) and social cohesiveness ( $\alpha = .61$ ).

*The Group Relations Questionnaire* (Hogg & Hains, 1996). This 9-item measure focuses on perceptions and feelings of the organization and its members. Four items measure social attraction and 5 items measure group identification, using a 9-point scale from 1 = *not at all* to 9 = *very much*. An example of a social attraction item is "*How much do you like the members of [ORGANIZATION] as a whole?*" and an example of a group identification item is "*How glad are you to be a member of [ORGANIZATION]?*" Hogg and Hains reported that all 9 items loaded on a single factor, but internal consistency was not reported. In the present research, a factor analysis of

8 items resulted in a single factor solution with one eigenvalue  $> 1.0$ , explaining 64.44% of the variance; internal consistency reliability was .93.<sup>4</sup>

*Affective Commitment to Group Questionnaire.* This 15-item measure, constructed for this study, is comprised of three subscales: collective pride; positive affect; and negative affect. Example items are: “*When I think about [ORGANIZATION]’s accomplishments, I feel really proud*” (collective pride), “*When I’m upset, doing things with or for [ORGANIZATION] can make me feel better*” (positive affect), and “*Sometimes my obligations to [ORGANIZATION] feel like a burden*” (negative affect). Participants rated all items on a scale from 1 = *Strongly Disagree* to 6 = *Strongly Agree*. Internal consistency coefficients were high: for the collective pride subscale,  $\alpha = .93$ , for the positive affect subscale,  $\alpha = .82$ , for the negative affect subscale,  $\alpha = .83$ , and for the total scale,  $\alpha = .91$ .

### Summary and Overview of Results Chapters

Women members of social change organizations completed an online questionnaire that assessed a range of factors associated with group participation and membership including identification, cohesiveness, inter-subgroup bias, and consciousness. The following three chapters will present the analyses of the data provided by these participants. In Chapter 3, I present the results of scale development, factor structure, internal consistency, and initial construct validation for the FIM. In Chapter 4 I present the results of tests of hypotheses concerned with the relationship of superordinate representation to perceptions of the common ingroup, and in Chapter 5 I present results of tests of the overall model depicted in Figure 1. Each of these chapters includes information on the statistical tests selected to analyze the data. The significance level is set at  $p < .05$  for every test except a) when I employ an iterative series of regressions, in which the

significance level is set at  $p < .10$  for the initial model in the series; and b) interaction terms, for which coefficients that are  $p < .10$  are interpreted.

## Chapter 3: A MEASURE OF FEMINIST INTERSECTIONAL CONSCIOUSNESS

### Overview

Intersectional consciousness was defined in Chapter 1 as awareness of the effects of multiple grounds of identity when making attributions for causes of and solutions to injustice. It is conceptualized as a dimension of gender consciousness that is characterized by sensitivity to differences that arise from nonshared social identities and it is thought to be crucial to inclusive perceptions of superordinate identities as well as to less bias and greater group cohesiveness. To test these hypotheses a measure of feminist intersectional consciousness, the FIM, was developed. This chapter reports the scale development, factor structure, internal consistency, and initial construct validation for the FIM. Evidence of construct validity was obtained through correlations of the total scale and its subscales with established measures of personal characteristics that are hypothesized to be related to but conceptually distinct from feminist intersectional consciousness. These characteristics are tolerance for ambiguity, perspective taking, and diversity worldview. The FIM and its subscales were also correlated with a commonly used measure of gender consciousness to establish its distinction from this previous conceptualization of the construct (Gurin & Townsend, 1986).

Three hypotheses concerned with the potential antecedents and consequences of intersectional consciousness were tested. Because an egalitarian organization culture is characterized by the conditions of contact associated with greater tolerance and lower bias between groups, it was expected to predict factors associated with more inclusive intergroup attitudes. First, egalitarian organization culture is hypothesized to be an antecedent of intersectional consciousness. Second, intersectional consciousness is hypothesized to mediate the effect of egalitarian organization structure on inclusive perceptions of the common ingroup

(superordinate identity). Third, the moderational hypothesis that organization culture enhances perceptions of inclusivity among women who score low on intersectional consciousness will be tested. Thus, this chapter reports the scale construction, psychometric properties, and validation of the FIM as well as its association with organization culture and inclusive perceptions of the common ingroup.

#### Item Development and Descriptive Statistics

The items that comprise the FIM were developed from the feminist literature on identity and difference in women's alliances and coalitions for social change, combined Collins's (2000) and Crenshaw's (1991) perspectives on intersectionality. Items were written to reflect both high intersectionality and high singularity on two dimensions: attribution and action orientation.

*Intersectionality* is an accounting of injustice through multiple grounds of identity; *singularity* is an accounting of injustice through a single ground of identity, in this case, gender identity.<sup>1</sup> Items concerned with race, class, sexual orientation, and gender were written to reflect both intersectionality and singularity of attribution and action orientation. The items were placed on a 9-point scale with 1 = *Strongly disagree* and 9 = *Strongly agree*. Participants indicated the extent to which they agreed with 13 items such as *Understanding the experiences of women from different ethnic groups helps us to achieve our goals* and *Sex and race are inseparable issues in the lives of women*. Descriptive statistics for the items are presented in Table 4 and correlations among the items are presented in Table 5.

#### Scale Construction

The 13 items were entered into an exploratory principal components factor analysis with oblique rotation (Table 6). Oblique rotation was selected because the factors were expected to correlate. A four-factor solution accounted for 61% of the variance. The first factor is comprised of

five items that reflect a concern with multiple sources of discrimination and a broad collective action frame. Factor 1 was named *intersectional feminist consciousness*. The second factor was comprised of four items with content that reflects a focus on gender as women's primary source of discrimination and patriarchy as the primary focus for collective action. It was named *singular feminist consciousness*. Factor 3 was comprised of three items that reflected a preference for collective action focused solely on gender discrimination and was named "gendered action orientation."

Two items loaded on Factor 4. One item, *Understanding the life experiences of women from different ethnic groups helps us to achieve our goals* also loaded .41 onto Factor 1. Although the Factor 4 loading was stronger, the better conceptual fit for this item was with Factor 1, and so this item was included there rather than with the other item that loaded on Factor 4, *Racism impacts the lives of white women as well as women of color.*<sup>2</sup>

Internal consistency coefficients for each of the three subscales were adequate: singular feminist consciousness ( $\alpha = .70$ ), intersectional feminist consciousness ( $\alpha = .74$ ), and gendered action orientation ( $\alpha = .76$ ). Internal consistency for the total scale (13 items) was also adequate ( $\alpha = .77$ ). Mean scores were computed for each of the first three factors. The means, standard deviations, and inter-correlations of the subscales are presented in Table 7.

#### Validation

To obtain evidence of construct validity for the three FIM subscales, Singular Feminist Consciousness (SFC), Intersectional Feminist Consciousness (IFC), and Gendered Action Orientation (GAO), correlations were computed between them and subscales from the Measure of Ambiguity Tolerance (MAT; Norton, 1976), Interpersonal Reactivity Index (IRI; Davis, 1982) Universe-Diverse Orientation Scale (UDO; Miville, et al.1995), and gender consciousness (Gurin et

al., 1986). Correlations of the FIM and its subscales with these variables are presented in Table 7.

#### Tolerance for Ambiguity

Two subscales from the Measure of Ambiguity Tolerance (MAT) were included: *philosophy* and *interpersonal communication*. The philosophy subscale measures tolerance for ambiguity in knowledge and values, while the interpersonal communication subscale measures tolerance for ambiguity in communication with others. An example item from the philosophy subscale is *Personally, I tend to think that there is a right way and a wrong way to do almost everything*. These 12 items are rated on a scale from 1 = *strongly agree* to 7 = *strongly disagree* (Norton, 1976).

It was hypothesized that both ambiguity subscales would be positively correlated with an intersectional orientation, but that the magnitude would be small: people who perceive injustice as resulting from a complex web of multiple mutually constitutive identities should be more tolerant of ambiguity in their social relations. Thus, the total FIM and the IFC subscale were expected to be positively correlated, and the SFC and GAO subscales negatively correlated, with tolerance for ambiguity.

However, the opposite relationship was observed: the total FIM and the intersectionality subscale were *negatively* correlated with the ambiguity subscales, whereas the singular and gendered action orientation subscales were *positively* associated with the ambiguity subscales (Table 7). Thus, contrary to expectations, singularity, but not intersectionality, predicted greater ambiguity tolerance in philosophy and provided no evidence for the idea that intersectionality is

more likely to characterize the feminist consciousness of women who are more, rather than less, open to ambiguity in social relations.

### Perspective Taking

It was hypothesized that individuals whose gender consciousness was highly intersectional should be better able to take other people's perspectives, and so the FIM and its subscales were correlated with the *perspective taking* subscale of the Interpersonal Reactivity Index (Davis, 1982). While intersectional consciousness may necessitate the ability to take another's perspective, the two are not thought equivalent, and so the magnitude of the correlations among these measures was expected to be low. The total FIM and the IFC subscale were expected to be positively correlated with perspective taking, while the SFC and GAO subscales were expected to be negatively correlated with it. An example item from the IRI is *When I'm upset at someone, I usually try to 'put myself in his or her shoes' for a while*. The seven items were rated on a 5-point scale from 1 = *does not describe me very well* to 5 = *describes me very well*. High scores indicate high perspective taking.

As can be seen in Table 7, the total FIM and the intersectional (IFC) subscale were uncorrelated with perspective taking, and overall, the correlations between the three subscales and the measure of empathy were either low or nonsignificant. This finding clearly distinguishes feminist intersectional consciousness from empathy and indicates that women whose feminist consciousness is intersectional are no more empathic than women whose feminist consciousness is not intersectional. However, this general measure of perspective taking has no specific target; perhaps differences would be observed were the items to include specific target persons or groups. Also, scores on this measure may be especially restricted given the nature of the sample and the

possibility of social desirability effects – not only in general on this measure, but particularly women involved in social change organizations. Perhaps an indirect measure of empathy would differentiate between women high and low on intersectional consciousness.

#### Universe-Diverse Orientation (UDO)

The UDO is a measure of diversity worldview (Miville, et al., 1995). It is comprised of three subscales: Comfort with Diversity, Diversity of Contact, and Relativistic Appreciation. The subscales can also be combined into a total UDO score. Low scores on the UDO indicate a universal orientation, while high scores indicate a diversity orientation. It was hypothesized that a diversity orientation would be associated with high scores on the total FIM and the IFC subscale, while a universal orientation would be associated with high scores on the SFC and GAO subscales. An example item is *I can best understand someone after I get to know how he/she is both similar and different from me*. The 15 items were rated on a 6-point scale with 1 = *Strongly Disagree* and 6 = *Strongly Agree*.

This hypothesis was confirmed. The total FIM was positively correlated with the total UDO and with the Relativistic Appreciation subscale, but not with the Comfort with Diversity or Diversity of Contact subscales (Table 7). Further, the IFC subscale was positively correlated with the UDO-total and the Relativistic Appreciation subscale, while SFC was negatively correlated with them. GAO demonstrated a marginally significant correlation with UDO-total, but none of its associations with the UDO subscales approached significance. Taken together, these results indicated that greater intersectionality is associated with greater appreciation of diversity but is not associated with greater comfort with diversity or greater diversity of contact with others, and therefore provides

evidence for the intersectional consciousness construct as awareness of diversity but in a manner that is distinct from a diversity worldview.

Gender consciousness: Legitimacy, stability, and common fate

Political consciousness is typically studied in terms of three dimensions: collective identification; perceived illegitimacy of status disparity; and common fate (Gurin, 2001; Gurin, Miller & Gurin, 1980; Gurin & Townsend, 1986; Henderson-King & Stewart, 1994, 1997). Because I intended to sample members of women's social change organizations, I anticipated fairly high gender identification and so measured only perceptions of legitimacy, stability, and common fate.

There is no single precedent for the use of these gender consciousness items. Previous research used these items as measures of gender consciousness in different ways: with different response formats (first forced choice, then Likert) and in combinations with additional items (See Gurin and colleagues, 1980, 1986, 2001); Henderson-King et al., 1994, 1997). In this study, I elected to retain only the original items and to use a Likert format so that the scaling would be more similar to the intersectional consciousness items. Because of this variation in the use of these items, I subjected them to an exploratory factor analysis from which four subscales were derived: perceived illegitimacy, legitimacy, and stability of gender relations and common fate. Participants rated items on a scale from 1 = *Disagree strongly* to 7 = *Agree strongly*. Example items are *By nature, women are happiest when they are making a home and caring for children* (gender disparities are legitimate), *Our schools teach women to want less important jobs* (gender disparities are illegitimate), and *In the future, relations between males and females could be quite different from the way they are now* (stability), and *The movement for women's rights has affected me personally* (common fate).

*Expected associations between the FIM and gender consciousness.* I expected the FIM to demonstrate low positive correlations with perceived illegitimacy and common fate, but low negative correlations with perceived legitimacy and stability of gender disparities. Of the FIM subscales, because the content of the SFC and GAO items focus on gender discrimination, I expected them to be more strongly associated with the gender consciousness variables than the IFC subscale. The IFC subscale includes items such as “sex and race are inseparable issues in the lives of women”: low scores on these items indicate disagreement with these ideas, but they do not necessarily indicate low scores on perceptions of illegitimacy and stability of gender relations. Low scores on the IFC indicate that a woman does not consider (or only minimally considers) dimensions other than gender when thinking about gender discrimination, while high scores mean that the woman strongly considers other sources of discrimination. That is, a participant’s scores on SFC and IFC indicate the extent to which she considers multiple bases of discrimination when explaining and addressing gender discrimination in women’s lives. A participant could have high gender consciousness in terms of perceptions of legitimacy and stability of gender relations and still have low scores on IFC, but would be more likely to have high, rather than low, scores on SFC and GAO.

The correlations among the FIM and gender consciousness variables are presented in Table 7. As expected, the total FIM was positively correlated with perceived illegitimacy and instability, negatively correlated with perceived legitimacy, but *uncorrelated* with perceived personal impact of the women’s movement. Similarly, the IFC subscale was positively correlated with illegitimacy and instability of gender disparities, negatively correlated with legitimacy of gender disparities, but *positively* correlated with common fate. Also as expected, GAO was *positively* correlated with illegitimacy, instability, and common fate, while it was negatively correlated with

legitimacy. There were some unexpected associations between the SFC subscale and the gender consciousness variables: although SFC was uncorrelated with illegitimacy and personal impact, it was *positively* associated with legitimacy and *negatively* associated with instability.

Overall, this pattern of associations of the FIM to the gender consciousness variables provides initial empirical support for the claim that intersectional consciousness is a distinct dimension of political consciousness: sufficient associations were observed to link it to consciousness, while the magnitude and pattern distinguishes it. However, the unexpected *positive* correlations of the SFC to legitimacy appraisals and negative association to stability appraisals warrants further investigation before moving on to the tests of antecedents and outcomes of associated with the FIM.

*SFC and legitimacy.* Why do women with high singular consciousness report greater legitimizing appraisals of gender disparities and greater belief in stability in gender relations? The legitimacy and stability results are contrary to my expectations, and I initially wondered if it was the result of an outlier problem. The near-zero correlations for illegitimacy and personal common fate (all women in this sample should score high, resulting in little variance to explain), although their signs are not. The means for these subscales are in the direction I would predict for the sample: The mean for legitimacy is very low: 1.65 ( $SD = 0.94$ ) on a 7-point scale with low scores indicating rejection of legitimacy items. The mean for illegitimacy is 5.51, ( $SD = 1.22$ ) on a 7-point scale with high scores indicating high perceived illegitimacy. Instability scores were high,  $M = 5.89$ , and impact scores were even higher,  $M = 6.07$ . The correlations of SFC with instability and legitimacy persist even after the legitimacy variable is normalized via a log 10 transformation and after outliers on this variable are excluded. Although there are outliers, the overall pattern supports these associations and I cannot accept a pure outlier explanation for them.

However, it must be emphasized that the means are well below the scale midpoint (4.0), indicating that the beliefs that gender disparities are legitimate and stable are fairly low in this sample, and that the conclusion that high singularity is associated with greater legitimating beliefs about gender disparities is not warranted by this single result.

### Summary

Overall, these analyses provide initial support for the intersectional consciousness construct. The FIM was most weakly correlated with the measures of constructs thought to be most conceptually distant from it (tolerance for ambiguity and perspective taking), while it was most strongly related to the measures of constructs thought to be more closely related to it (universe-diverse orientation and gender consciousness). At the same time, these correlations were low enough to safely conclude that the FIM is not simply a new measure of diversity orientation, legitimacy of gender disparities or instability in gender relations, albeit one that needs more development and validity testing. Questions regarding the core meaning of the construct remain, however, particularly regarding the unexpected negative correlation of ambiguity with intersectional consciousness as well as the unexpected positive association of singular consciousness with legitimacy and stability of gender relations. Nevertheless, these results support further investigation into the role of intersectional consciousness in subgroup relations.

### Associations of FIM Scales with

### Hypothesized Predictors and Outcomes

The above sections described the scale construction and validation for the FIM and provide initial validation for the concept of intersectional consciousness and its distinction from other dimensions of gender consciousness, namely legitimacy and stability. In the next section, a

select group of antecedents and consequences of intersectional consciousness will be examined: background characteristics (e.g., ethnic identification, sexual orientation, age, and religion), organization culture (e.g., egalitarian structure and equal status contact), and perceptions of the common ingroup (e.g., prototype inclusiveness). Starting from the assumption that intersectional consciousness is not a static trait but rather one that is influenced by contextual factors such as the immediate environment in which subgroup contact takes place, I hypothesize that an egalitarian organization culture in which normative practices protect subgroup identities and promote equal status between subgroups will be associated with greater intersectional consciousness.

Second, intersectional consciousness should have some impact on perceived inclusiveness of the characteristics of the common ingroup. To the extent that the FIM measures awareness of multiple sources and experiences of gender discrimination, it should also be associated with more inclusive perceptions of the common ingroup. Further, I hypothesize that any direct effect of organization culture on inclusive perceptions of the common ingroup will be mediated by the extent to which consciousness is intersectional. Finally, consistent with the hypothesis that egalitarian organization culture promotes intersectional consciousness, I hypothesize that a highly egalitarian organizational culture will moderate the effect of low intersectional consciousness on prototype inclusiveness (See Chapter 1, Specific Aims H3). That is, when egalitarianism is low, participants who are high on intersectional consciousness will report lower ingroup projection than participants who are low on intersectional consciousness. However, when organization egalitarianism is high, the difference between high and low intersectionality groups will be attenuated or eliminated.

### Demographic factors

Table 8 presents the bivariate correlations of the three subscales (intersectional, IFC; singular, SFC; and gendered action orientation, GAO) with demographic factors and organization involvement. The total FIM was negatively correlated with age and sexual orientation, indicating that younger age and a lesbian or bisexual sexual orientation were associated with greater intersectional consciousness. Higher scores on the SFC subscale were associated with heterosexual sexual orientation and having more children while higher scores on the GAO subscale were associated with having no religious affiliation, fewer children, and lesbian or bisexual sexual orientation. Thus, having additional identification with minority groups (in addition to gender identification as 'woman') was associated with greater intersectional consciousness and lower singular consciousness than having additional identifications with majority groups.

### Does Organization Culture Enhance Intersectional Consciousness?

The Measure of Organization Culture (MOC) is described in Chapter 2 and its psychometric properties are presented in Appendix E. In brief, the MOC assesses egalitarianism on two dimensions: a) organization structure and leadership practices (SP) and b) equal status contact between subgroups (ESC). Initially, the hypothesis that organization culture enhances intersectional consciousness was to be tested. However, bivariate correlations among the variables indicated that the only significant association occurred between equal status contact and singular consciousness (Table 9). Because of this, the hypothesis was tested not in terms of the full measures, but instead in terms of these two dimensions: singular consciousness and equal status contact.

The results of the hierarchical regression analysis are presented in Table 10. The final model predicting singular consciousness was significant ( $F_{4, 159} = 6.48, p < .001$ ) and explained

14% of the variance. Heterosexual sexual orientation was a significant predictor of singular consciousness and age was marginally significant, with straight women and older women having higher singular consciousness. Thus, the hypothesis that egalitarian organization culture promotes greater intersectional consciousness was not supported; instead, contradictory evidence was obtained: greater equal status contact between subgroups within the common ingroup was associated with greater *singular* consciousness.

These results suggest that, of the two dimensions of organization culture, the more important one for predicting consciousness is contact among subgroups. Further, this factor is not equally associated with the three dimensions of consciousness measured by the FIM. Future research to determine what ecological variables may expand or constrict intersectional consciousness.

#### Predicting Prototype Inclusiveness

The prototype inclusiveness measure is described in Chapter 2 and its psychometric properties are presented in Appendix E. Preliminary analyses indicated that, although the IFC, SFC and GAO were each correlated with the prototype exclusiveness subscale, only SFC was also correlated with the total prototype inclusiveness scale (See Table 9). Thus, this total prototype inclusiveness score was used in the analyses.

A hierarchical multiple regression equation was computed to test the final two hypotheses: that the effects of equal status contact on prototype inclusiveness are mediated by singular consciousness, and that equal status contact moderates the effect of singular consciousness on prototype inclusiveness. Because subgroup identity threat was manipulated prior to the measurement of prototype inclusiveness, it was entered as a control variable in Step 2, prior to the organization culture variables in Step 3 and the interactions in Step 4. The results are presented in

Table 11. The final model was significant ( $F = 15.37, p < .001$ ) and explained 49% of the variance in prototype inclusiveness. However, singular consciousness was not a significant predictor, nor were the coefficients for the interaction variables significant. Thus, neither hypothesis was confirmed.

Why was there no evidence of mediation? Instead of singular consciousness mediating equal status contact, the reverse pattern is possible. Perhaps women with high singular consciousness selectively create organization cultures that use more status attenuating practices, and this, in turn, produces greater perceptions of the common ingroup as inclusive. This may be the case, as strongly feminist groups tend to favor these practices. This post hoc hypothesis was tested by reversing the order of singular consciousness and equal status contact in the equation (Table 12). In Step 3, singular consciousness was significant, but became nonsignificant when the coefficient for equal status contact was entered in Step 4, suggesting that its effect is fully mediated by equal status contact. A Sobel's test confirmed that equal status contact fully accounted for the effect of singular consciousness on perceptions of the prototype as inclusive (Figure 2).

Taken together, these results do not provide evidence for the hypotheses posed regarding the antecedents and outcomes of intersectional consciousness. First, intersectional consciousness was uncorrelated with organization culture, while *greater* singular consciousness was predicted by greater equal status group contact. This result may be explained by thinking of equal status contact as an outcome of singular consciousness rather than its antecedent. Norms that foster equal status contact among members are highly valued hallmarks of feminist ideology, and so women who have strong singular consciousness may be more likely to participate in organizations that use these practices, and to shape the policies of their organizations so that they institute and preserve status attenuating norms. Indeed, the finding that singular consciousness was fully mediated by equal

status contact supports this alternative explanation, but future research will have to systematically test this hypothesis before any conclusions can be drawn.

### Summary

Feminist intersectional consciousness is a construct that warrants further investigation. This chapter reported the initial scale construction, psychometric properties, and construct validation for the FIM. Exploratory factor analysis provided empirical support for the idea that feminist consciousness can be conceptualized as comprising both an intersectional and a singular dimension and construct validation provided evidence that these dimensions are empirically distinct from hypothetically related personal characteristics such as tolerance for ambiguity, perspective taking, and diversity worldview. It is also empirically distinct from legitimacy, stability and common fate, three of four dimensions typically defined as comprising gender consciousness.

Weak evidence was obtained, however, for the relationships of intersectionality and singularity to antecedent and outcome variables, particularly the intersectional dimension. Future research should first focus on conceptually strengthening the intersectional dimension of the FIM and then further specify and investigate factors that promote intersectionality as well as associations of intersectionality not only with intergroup attitudes but also possible associations with recruitment, mobilization, and other social change-related behaviors.

The hypothesis that organization egalitarianism enhances perceptions of prototype inclusiveness among women whose feminist consciousness is not intersectional was not supported; neither was the hypothesis that organization egalitarianism produces inclusive prototypes through its effects on consciousness. Rather, the observed relationship between singular consciousness and prototype inclusiveness appears to be mediated by equal status subgroup contact. Because these norms are strongly associated with feminist ideology, it could be

that women with strong singular consciousness are more likely to promote equal status contact norms, which in turn promote inclusive perceptions of the superordinate prototype. Future research will have to systematically investigate this possibility.

## Chapter 4:

SUPERORDINATE REPRESENTATIONS  
AND PERCEPTIONS OF THE COMMON INGROUP

## Overview

The overarching purpose of this dissertation is to test hypotheses about the associations of cognitive (e.g., superordinate representation), ecological (e.g., organization culture), and person (e.g., feminist consciousness) variables with perceptions of the common ingroup (e.g., relative ingroup projection and prototype inclusiveness), positive (e.g., group cohesiveness) and, negative (e.g., bias and intolerance) outcomes of intergroup contact among members of heterogeneous cooperative and voluntary groups. The foundational assumption is that factors that promote complexity in group-based perceptions will produce inclusiveness in subgroup perceptions, greater cohesiveness and lower bias than factors that promote simplicity in group-based perceptions. These questions are addressed in two chapters. Chapter 4 is concerned with the characteristics of the superordinate representation and its relationship to perceptions of the common ingroup; Chapter 5 is concerned with the association of these representations and perceptions to bias and cohesiveness outcomes.

Building on the theory and research reviewed in Chapter 1, I hypothesized that the variables that predicted intergroup bias in previous research would also predict inclusive perceptions of the common ingroup, as well as superordinate and inter-subgroup cohesiveness, but in the opposite direction. These relationships are depicted in Figure 1, the conceptual model, which will be tested via a series of questions in this chapter and in Chapter 5.

In this chapter I identify differences among the women in their cognitive representations of the superordinate group and then explore the relationships of these cognitive representations to

two aspects of perceptions of the common ingroup: ingroup projection and prototype inclusiveness. Third, I examine the relationship of ingroup projection to prototype inclusiveness and test whether this relationship is stronger or weaker depending on the type of superordinate representation. Fourth, I ask whether the association between ingroup projection and prototype inclusiveness can be explained by identification, subgroup prototypicality, and self-prototypicality, and, last I test an overall model of prototype inclusiveness that includes the effects of subgroup threat and equal status contact. Thus, my overall intention for this chapter is to identify the different ways in which the cognitive representation of the superordinate group is structured and how it is related, along with other person and contextual variables, to perceptions of the superordinate prototype as inclusive.

#### Subgroup Threat: Manipulation Check

The priming task was presented before prototype inclusiveness was measured so that the hypothesis that subgroup threat (e.g., normative conformity) causes narrower perceptions of the common ingroup could be tested. Two manipulation checks for the priming task confirmed that subgroup threat was successfully manipulated. First, an examination of the women's open-ended responses to the priming task indicated that the content of virtually every response reflected either pressure to conform or encouragement to differ in accordance with the condition to which she was assigned.<sup>1</sup> A second manipulation check consisted of a test for group differences on the three items that measured perception of pressure to conform to group norms. These items were administered after the participants had completed the priming procedure. A t-test performed on this score ( $t = -2.41, p < .02$ ) confirmed that the low subgroup threat group (10.42) was significantly lower on perception of pressure to conform than the high subgroup threat group (12.50).

## Superordinate Representations

Previous research has focused primarily on the effectiveness of reducing intergroup bias by transforming cognitive representations of ingroups and outgroups through either decategorization or recategorization or by preserving valued group identities in the context of a binding common ingroup (see Gaertner & Dovidio, 2000). In this study, I pursued three related but different questions: *how* the cognitive representations of the superordinate group were structured for participants in this study; *whether* the types of representations that predominate in the intergroup relations literature map onto those observed in this sample; and *how* these representations are associated with both negative and positive outcomes of intergroup contact.

Building on the research on self-categorization (e.g., Brewer & Miller, 1984; Gaertner & Dovidio, 2000; Hornsey & Hogg, 2000b), I expected to obtain 3 or 4 distinct types of superordinate representations -- at least one type of representation dominated by a strong and binding superordinate common ingroup and at least one representation of the group members as composing distinct outgroups. Other representations would include varying degrees of simultaneously salient subgroup and superordinate dimensions. Further, I expected that these types would be distinguished by the extent to which the superordinate group was represented as individuals rather than as one or more groups.

Cluster analysis was used to identify the superordinate representations. Although five items used to assess superordinate representation were included in the questionnaire, only four were used in the cluster analysis because they were developed for use together in previous studies (See Gaertner & Dovidio, 2000), and they are scaled on the same metric.<sup>2</sup> As can be seen in Table 13, the four items were strongly correlated, rendering it difficult to identify participants who are clearly high on one dimension and low on all three other dimensions. It is worth noting,

however, that the “different groups” item was negatively correlated with the “one group” item,” which would be expected based on previous research. This pattern of correlations, which argues against a simple high-versus-low distinction among the groups, supports the decision to classify participants in a multidimensional fashion.

Both hierarchical (agglomerative) and *k*-means cluster techniques were used in order to take advantage of the former’s ability to establish a range of likely clusters and the latter’s ability to handle larger data sets, manage outliers, and evaluate a range of cluster solutions (Hair & Black, 2000). A hierarchical analysis with Ward’s method and a squared Euclidean distance resemblance coefficient was computed first. The resulting agglomeration (fusion) coefficients indicated that a 2 to 4 cluster solution would provide an acceptable fit to the data. I then used *k*-means clustering to produce 2, 3, and 4 cluster solutions. The 4-cluster solution was selected because a) it was congruent with the results of the hierarchical analysis; b) the profiles provided the best fit with the theoretical foundation; and c) the solution retained a sufficient number of participants in each cluster to test hypotheses about the relationship of the representation types to other variables. As shown in Table 14, all four variables made significant contributions to the cluster solution; that is, the clusters differed significantly across those four variables. The profiles of the means for the four superordinate representation items depict four distinctive clusters of superordinate representation that mirror those discussed in theoretical and experimental work on superordinate categorization. These profiles are illustrated in Figure 3 and described next.

Cluster 1: *Dual-Deindividuated* ( $n = 39$ ). The means for the items that assess different groups (3.79), same team (4.13) and single group (3.64) are all above the mean, which indicates that both the subgroups and the superordinate group are salient components of these women’s representations of the common group. Further, the mean for the “individuals” item is quite low,

indicating that these women relate to members of subgroups and the organization as deindividuated representatives of both the subgroups and the common ingroup.

Cluster 2: Dual-Individuated ( $n = 28$ ). This group's high mean for the "individuals" item, compared to the dual-deindividuated group, combined with its high mean for "same team" and "one single group", suggests that that members of this cluster relate to other members of the common group both as individuals and as representatives of subgroups within the common group. The mean for the "different groups" item is lower than that of both the "same team" and "one group" items, indicating that the subgroups are not represented in an antagonistic manner. Indeed, the mean for "same team" is highest of all the means in any cluster.

Thus, two patterns of dual representation emerge in this sample. In the first cluster, the subgroups seem to be the most strongly emphasized element of the representation against a relatively salient common-ingroup, while the individuals who comprise the subgroups and common ingroup seem to be relatively deindividuated. In contrast, in the second cluster, individuals, subgroups, *and* common ingroup elements are relatively equally emphasized in the representation. The former reflects a representation with binding common ingroup and deindividuated members of salient subgroups of the type discussed by Hornsey and Hogg (2000a). The latter reflects a type of representation that reflects the model proposed by Brewer and Miller (1984) that states contact between members of different groups will most effectively reduce bias if the members of these groups relate to each other as individuals rather than as representatives of different groups.

Cluster 3. Single Superordinate ( $n = 87$ ). The most striking aspect of this cluster is the strong contrast between the low "individuals" and "different groups" means when compared to the high "same team" and "one group" means. The low mean for the "individuals" item paired with the

high means for the “same team” and “one group” items suggests that the women in this cluster relate to members of their organizations as deindividuated representatives of a common ingroup, and that this common ingroup is strongly salient in the representation. Further, the low mean for “different groups” suggests that the subgroups are not represented as antagonistic outgroups.

The second striking aspect is that nearly half of the sample belongs to this cluster. The strong sense of entitativity among a large percent of this sample is not surprising, given that this is a study concerned with group relations within social change organizations. Membership in these organizations is voluntary and therefore identification should be relatively high. Because it is a study explicitly concerned with membership in a particular group and the subgroup relations within it, it also makes sense that perceptions of the superordinate as “different groups” are fairly low within this sample.

Cluster 4: Weak Superordinate ( $n = 20$ ). The high mean for the “individuals” items suggests that the members of the common ingroup are highly individuated; however, the high mean for the “different groups” item combined with the low means for “same team” and “one group” suggest that these individuals are represented as individuated members of mutual outgroups within the context of a weak—virtually absent—binding superordinate group.

### Summary

The two dual clusters are complex in their structure as both subgroup and superordinate groups are salient features. The other two clusters, *single superordinate* and *weak superordinate* are simpler in their structure: the superordinate group is primary in the structure of the *single superordinate* cluster, and the subgroups are primary in the structure of the *weak superordinate*

structure. For simplicity, throughout the remainder of this dissertation, the four clusters will be referred to as deindividuated, individuated, single, and weak.

#### Superordinate Representations and Background Characteristics

One-way analyses of variance were used to test for differences among the women by type of representation on demographic and background characteristics. These are presented in Table 15, Panel 1.

*Demographic characteristics.* Significant differences were found on education and number of children but not ethnicity, religiosity, sexual orientation, or relationship status. Bonferroni post hoc tests (all  $p$ s < .05) revealed that women with deindividuated representations had significantly higher education than participants with single or weak superordinate representations and significantly fewer children than women with individuated representations.

*Organization variables.* Of the organization variables, differences among the women by type of superordinate representation were found on the relative importance of their organization (e.g., the superordinate group) and satisfaction with amount of time spent in organization activities. Clusters did not differ in the amount of time spent in organization activities or in the numerical representation of their subgroup within the common ingroup.

Bonferroni post hoc tests ( $p$  < .05) demonstrated that, compared to women with deindividuated or single superordinate representations, the organization was relatively *less* important to women whose representation was individuated. Although the means for all the clusters indicated that the women would ideally spend *more* time working for the organization than they actually do, the mean for the weak cluster was significantly lower than those of the three other clusters.

## Ingroup Projection and Perceptions of the Common Ingroup

The ingroup projection model states that intergroup bias results from ingroup projection and that people who have dual representations of the common ingroup are *more* vulnerable to *ingroup projection* than those who have single representations of the common ingroup. Presumably, this difference is due to higher subgroup identification and consonant higher perceived subgroup normativity for the superordinate category (Waldzus, et al., 2003, p. 33).

Mummendy & Wenzel (1999) stipulate that a salient and positively valenced superordinate identity is a prerequisite to relative ingroup prototypicality. Further, Waldzus and his colleagues (2003) stated that “members who identify strongly with both the ingroup and the superordinate category will perceive their own group as more prototypical than will members who do not identify strongly with either or both categories” (p. 33). Based on this reasoning, I hypothesize that *lower* ingroup projection (i.e., relative ingroup prototypicality) would be expressed by women whose representation of the superordinate group was weak. Within this superordinate representation profile, the subgroups are construed as different groups who only nominally share a common ingroup. Because the shared group membership is weak, differences of other subgroup members from the prototype of this category are less likely to be evaluated negatively because the superordinate category is an irrelevant basis for evaluation (Mummendey & Wenzel, 1999) and therefore there is less need to define the superordinate category in term of their subgroup’s norms.

This hypothesis was tested in contrast to that drawn from the Common Ingroup Identity Model (CIIM) and other models that stress the importance of dual identification for preserving subgroup distinctiveness in subgroup relations (e.g., Hewstone & Brown, 1986; Crisp, Hewstone & Rubin (2001), Hornsey & Hogg, 2000a).<sup>3</sup> A one-way analysis of variance with planned contrasts

tested the differences among the groups. The model was marginally significant but the planned contrasts were not (Table 16). In contrast to the ingroup projection model, but consonant with the CIIM and the subgroup distinctiveness models, women with dual representations of the superordinate group were lower on ingroup projection than women whose representation was single. However, the *lowest* ingroup projection was observed among women whose representation was *weak*.

The ingroup projection model (Wenzel, et al., 2003) also states that dual representations should be associated with lower perceptions of the superordinate prototype as inclusive because of their greater association with ingroup projection. This hypothesis was tested via a one-way ANOVA with planned contrasts (Table 17). The results indicate that, in contrast to the ingroup projection model, perceptions of the superordinate group as inclusive were highest for women whose representation was single, lower for women whose representation was individuated and deindividuated, and lowest for women whose representation was weak ( $t = 8.52, p < .001$ ).

Contrary to the Ingroup Projection Model (Waldzus, et al. 2003), which states that *lower* ingroup projection should produce more inclusive perceptions of the superordinate prototype; ingroup projection was *positively* correlated with greater inclusiveness ( $r = .25, p < .001$ ). Indeed, the magnitude of the correlation between the representation and ingroup projection was different depending on the type of superordinate representation. That is, when the associated was assessed independently for each representation type, it was only significant for women whose representation was dual-deindividuated ( $r = .32, p < .05$ ).

What might account for this unexpected finding? Perhaps women who engage in more ingroup projection perceive the ingroup to be more inclusive than women who engage in less

ingroup projection because they perceive either themselves or their subgroup to be more prototypical of the group as a whole. That is, when one perceives herself or her own subgroup to be prototypical for the superordinate group, values and beliefs that are core components of self-definition are also judged to be core components of the definition of the common ingroup; thus, the common ingroup is perceived to be sufficiently inclusive. Accordingly, judgments of inclusiveness arise from the extent to which the person judges her or his *own* valued characteristics to be included in the superordinate prototype, *not* inclusion of *another* subgroup's characteristics.

This explanation was tested via mediation analysis. The bivariate correlations among these hypothesized moderators, mediators, and outcomes met the first criteria for testing mediation (Baron & Kenny, 1986; Kenny, Kashy & Bolger, 1998): Both self-prototypicality ( $r = .56, p < .001$ ) and prototypicality of Subgroup A ( $r = .22, p < .004$ ) were significantly correlated with prototype inclusiveness. Ingroup projection was correlated with both self-prototypicality ( $r = .23, p < .004$ ) and Subgroup A prototypicality ( $r = .35, p < .001$ ). Further, although prototypicality of Subgroup B was significantly correlated with ingroup projection ( $r = -.32, p < .001$ ), it was not correlated with the outcome, that is, prototype inclusiveness ( $r = -.04, p < 1.0$ ). This analysis provides further evidence that the characteristics of other subgroups are implicated in ingroup projection, but not in judgments of superordinate inclusiveness and suggests that self-prototypicality is a viable mediating variable.

Following this line of thought, a hierarchical regression was run to test whether self-prototypicality mediated the effects of ingroup projection on prototype inclusiveness. Subgroup threat was controlled for in the first step; ingroup projection was entered in the second step, followed by Subgroup A prototypicality in the third step and self-prototypicality in the fourth step. If either self-prototypicality or Subgroup A prototypicality mediates ingroup projection, then the

magnitude of the coefficient for ingroup projection would be reduced by the addition of the prototypicality coefficients. This was observed for self-prototypicality but not prototypicality of Subgroup A (Table 18): ingroup projection was significant and positively associated with prototype inclusiveness in both the second and third steps, but was reduced to nonsignificance when self-prototypicality was added to the model (Figure 4). A Sobel's test confirmed that the effect of ingroup projection was fully mediated by self-prototypicality (2.65,  $p < .008$ ). These findings suggest that any variance in prototype inclusiveness that is attributable to ingroup projection can be explained by the extent to which an individual perceives herself to be prototypical for the group as a whole, and not through her perceptions of the prototypicality or peripherality of either her subgroup or other subgroups that share the common ingroup identity.

#### Explaining Inclusiveness Prototype Perceptions:

##### Representation, Prototypicality, Subgroup Threat, and Equal Status Contact

To determine their combined influence on inclusive perceptions of the superordinate group, the prototypicality and superordinate representation cluster variables were combined with measures of subgroup threat and equal status contact in a hierarchical multiple regression. Sexual orientation was entered into the first step<sup>4</sup> along with the dummy coded superordinate representation variables. Entered next was Subgroup A prototypicality, followed by subgroup threat in the third step. Self-prototypicality and equal status contact were entered into the fourth and final step. The final step of this analysis is presented in Table 19.

The overall model was significant ( $F = 21.57$ ,  $p < .001$ ) and explained 58% of the variance in inclusiveness. The effect of Subgroup A prototypicality was not significant when entered after the dummy variables for the superordinate representation clusters, indicating that the representation

clusters accounted for its association with the outcome.<sup>5</sup> The deindividuated and weak representations and subgroup threat were associated with *lower* perceptions of prototype inclusiveness, while both self-prototypicality and equal status contact were associated with *greater* perceptions of inclusiveness.

### Summary

This chapter described an investigation into the structure of superordinate representations and their relationship to perceptions of the common ingroup. A cluster analysis demonstrated that members of naturally occurring groups that are characterized by a shared goal and common identity cognitively represent the relationship between the subgroup and the superordinate in ways that map onto the structures that have been the focus of previous experimental and field research. These results also show how members of naturally occurring groups may develop different types of dual representations, representations that vary in the salience of the individuals, subgroups, and common ingroup that define it. Not only are there differences among the women in how they represent the group, but these differences have import for the way in which they perceive both the inclusiveness of their common ingroup and the extent to which difference is perceived as normative for their common group.

A recent model of tolerance and discrimination in intergroup relations suggested that intergroup discrimination occurs because of ingroup projection. More specifically, the model proposes that ingroup projection is greater when the representation of the common ingroup is dual than when it is single because high identification with a subgroup increases ingroup projection, which in turn results in narrowed superordinate prototypes and greater subgroup devaluation (Wadzus et al., 2003). This perspective is in contrast to the CIIM (e.g., Gaertner & Dovidio, 2000)

and models of subgroup relations that emphasize the importance of subgroup identities and subgroup distinctiveness in intergroup relations.

In this chapter, the claims of each of these two perspectives were tested. Contrary to the ingroup projection model, but in line with the CIIM and dual-representation models, lower ingroup projection was observed among women whose representation of the common ingroup was dual than women whose representation was single. Consonant with the ingroup projection model, however, the most inclusive perceptions of the common ingroup were reported by women whose representation of the common ingroup was single.

Contrary to the predictions of the IPG, inclusive perceptions were *positively* associated with ingroup projection; however, this relationship was fully mediated by the extent to which the *self* was perceived to be prototypical for the common ingroup. Once this relationship was controlled for, dual representations had a negative association with prototype inclusiveness, which is predicted by the ingroup projection model. This association was not due to a greater sensitivity to the inclusion of Subgroup B in the definition of the common ingroup, as was shown by the nonsignificant correlation between Subgroup B prototypicality and prototype inclusiveness. Nor was it due to a greater identification with Subgroup A on the part of women whose representation of the superordinate group was dual: in fact, although the difference was only marginally significant, women whose representation was single or weak identified more with their subgroups than women whose representation was dual.

Although Subgroup A prototypicality was a significant predictor of prototype inclusiveness, this association was fully explained by the structure of the superordinate representation. This finding was not attributable to differences among the representation clusters in perceptions of

Subgroup A prototypicality. Self-prototypicality, however, continued to be a significant predictor of inclusiveness. This finding suggests that judgments of a superordinate group are based primarily on one's own feeling of prototypicality for the organization. If one feels included in the definition of the common ingroup, then the common ingroup is perceived to be sufficiently inclusive. This finding is in line with Hogg's theory of group cohesiveness in (1992) in which prototypicality is considered as an important factor in predicting positive outcomes of group contact.

Two ecological variables, subgroup threat and equal status contact, both proved to be important predictors of perceptions of inclusiveness. Pressure to conform to the ideological norms of the common ingroup resulted in perceptions of that group as less inclusive than did encouragement to express views that differ from the group as a whole. Further, the more strongly that contact between subgroups was perceived to be status-attenuating, the more inclusive the common ingroup was believed to be.

The next important question addressed in this dissertation is how superordinate representation, prototype inclusiveness, self-prototypicality, subgroup threat, and equal status contact each contribute to the expression of bias and cohesiveness between subgroups that share a common ingroup identity. This question is addressed in Chapter 5.

## Chapter 5:

SUPERORDINATE REPRESENTATIONS AND SUBGROUP  
RELATIONS: COGNITIVE, ECOLOGICAL, AND INDIVIDUAL INFLUENCES

## Overview

In Chapter 4 I tested components of the ingroup projection model (IPM; Mummendey & Wenzel, 1999) that predict perceptions of the common ingroup (e.g., ingroup projection and inclusive perceptions of the superordinate prototype). These components are important to this model because they are theorized to be mediating variables between the structure of the superordinate representation (e.g., dual or single) and harmony and tolerance among groups who share a common ingroup identity. The results reported in Chapter 4 indicate that, contrary to the tenets of the IPM, dual, rather than single, superordinate representations were associated with *lower* ingroup projection, which was *positively* associated with inclusive perceptions of the common ingroup. This relationship was fully mediated by self-prototypicality for the common ingroup. Consistent with the IPM, however, dual and weak superordinate representations were associated with *less* inclusive perceptions of the superordinate prototype than was a single representation, although this relationship was not attributable to ingroup projection, self- or subgroup-prototypicality.

In this Chapter I build on the findings from Chapters 3 and 4 concerning intersectional consciousness, prototype inclusiveness, subgroup threat, and organization culture. First I investigate the roles of three potential moderating variables of the relationship between superordinate representation and the expression of bias and cohesiveness: threat to subgroup identity, organization egalitarianism, and feminist intersectional consciousness. Second, I ask whether the relationships of the superordinate representations to bias and cohesiveness are

mediated by prototype inclusiveness. Finally, I integrate these moderation and mediation analyses with significant background variables, measures of prototypicality, identification and subgroup status in order to test the hypothesized model of multicultural solidarity (Figure 1).

In simple terms, the remainder of this chapter is structured as follows: the next set of results is concerned *only* with mean differences on the outcomes associated with type of superordinate representation. The second section of results is concerned with the moderation hypotheses depicted in Figure 1, the third section reports tests of the mediated relationships depicted in the model, and the final results section presents an integration of the significant moderation and mediation findings for a select set of outcomes. The final models for the cohesiveness outcomes are depicted in Figures 30-32.

#### Differences in Bias, Intolerance and Cohesiveness Associated with Type of Superordinate Representation

*Bias and Intolerance.* Differences among the clusters were observed for work bias and intolerance of difference, but not general positivity bias or representation bias Table 20. Planned contrasts testing the hypothesis that women with dual (i.e., deindividuated and individuated) representations would report lower bias and intolerance than those with either single or weak representations were confirmed for work bias and intolerance of difference. Although the differences were in the expected direction for general positivity bias and representation bias, they were not large enough to reach significance.

*Cohesiveness.* The tests of the models were significant for all superordinate cohesiveness outcomes (Table 21), marginally significant for inter-subgroup cohesiveness, and not significant for intra-subgroup cohesiveness. All planned contrasts for the superordinate cohesiveness outcomes

and the inter-subgroup cohesiveness outcome were significant: the weak cluster was significantly lower than all other clusters. Bonferroni post hoc tests revealed additional differences among the clusters: The deindividuated cluster was significantly lower on task cohesiveness, group pride, positive affect, and higher on negative affect than was the single cluster. The individuated cluster was not significantly different from the single cluster or the deindividuated cluster on any of the cohesiveness outcomes.

Building on these findings, I next present results of analyses that tested the effects of three explanatory variables: subgroup threat, organization egalitarianism and feminist consciousness on three sets of outcomes: perceptions of the common ingroup,<sup>1</sup> bias and cohesiveness.

#### Moderators of the Effect of Superordinate

##### Representation on Perceptions of the Common Ingroup, Bias and Cohesiveness

Analysis of variance and hierarchical multiple regression analysis were used to test the moderational hypotheses. For the subgroup threat manipulation, I performed a series of 2 (subgroup threat) x 4 (superordinate representation) univariate analyses of variance (Table 22). Remember that categorization threat (Spears, Jetten & Scheepers, 2002), in the form of normative conformity, was the subgroup manipulation: half of the participants received a high threat prime, while half received a low threat prime.

For analyses testing the moderating effects of organization culture and feminist consciousness, I ran a series of hierarchical regression analyses. For example, for the two organization culture variables (egalitarian structure and equal status subgroup contact), I ran two separate hierarchical regression analyses, one for each variable. In these regressions, three dummy variables were entered into the first step: the dual-deindividuated representation cluster, the dual-individuated cluster, and the weak-superordinate cluster, which left the term for the strong-

superordinate group in the intercept and allowed it to serve the comparison group for the three other representation clusters. In the second step, I entered the mean centered organization egalitarianism main effect, and in the third step I entered the three organization egalitarianism x superordinate cluster interaction terms. After this, I duplicated this series of hierarchical regressions in which the organization egalitarianism terms were replaced with the equal status subgroup contact variables. Any interaction terms for which  $p$  was less than  $.10^2$  were then entered into the final step of a third hierarchical model in order to evaluate their significance in combination, all nonsignificant coefficients were removed and the model was run a final time. An identical procedure was used to create the regression equations that tested hypotheses about the moderating effects of feminist consciousness. The strategy for interpreting interactions between one continuous and one categorical variable as outlined by Aiken & West (1991) was employed to plot and interpret all interactions between a superordinate representation dummy variable and any organization culture (OC) or feminist consciousness (FIM) variables. The results of these final hierarchical regressions are reported in the following sections.

### Perceptions of the Common Ingroup

#### *Subgroup threat*

*Ingroup projection.* Although there were marginally significant differences among the representation groups on ingroup projection, ingroup projection was not affected by the subgroup threat manipulation.

*Prototype inclusiveness.* As reported in Chapter 4, subgroup threat was associated with less inclusive perceptions of the common ingroup. However, this relationship was not moderated by type of superordinate representation. Although women with deindividuated and weak

representations reported lower superordinate inclusiveness, and subgroup threat was associated with lower prototype inclusiveness, there was no superordinate representation x subgroup threat interaction (Table 22).

### *Organization Culture*

*Ingroup Projection.* The overall model predicting ingroup projection was not significant ( $F = 3.27, p > .10$ ), with only two of the coefficients approaching significance (Table 23). There were no significant OC x superordinate representation interactions, indicating that organization culture did not differentially moderate the effect of superordinate representation on ingroup projection.

*Prototype inclusiveness.* As reported in Chapter 4, greater perceptions of inclusiveness were associated with equal status subgroup contact. The full model, which tested the interaction of superordinate representation with each of the dimensions of organization culture (egalitarian structure and equal status contact), was significant ( $F = 7.49, p < .001$ ) and explained 57% of the variance in prototype inclusiveness. Main effects for the organization culture variables were significant, indicating that inclusive perceptions of the common ingroup are associated with greater equal status subgroup contact and an egalitarian organization structure. However, there were no significant superordinate representation x organization culture interactions.

### *Feminist Consciousness (FIM)*

*Ingroup projection.* The overall model predicting ingroup projection from the FIM subscales was significant ( $F = 2.43, p < .05$ ) and explained 6% of the variance in ingroup projection (Table 24). In Step 2, the main effect for singular feminist consciousness (SFC) was significant and the effect for gendered action orientation (GAO) was marginally significant, indicating that, as expected, singularity was associated with *greater* ingroup projection. The weak superordinate representation x GAO interaction was marginally significant ( $p < .09$ ). The means for the weak and

single representation groups are plotted in Figure 5. When the action orientation is highly gendered (high GAO), women with weak representations express just as much ingroup projection as women whose representation is single. But when the action orientation is less gendered, women with weak representations of the common ingroup expressed less ingroup projection than women whose representation was single.

*Prototype inclusiveness.* The overall model predicting prototype inclusiveness was significant ( $F = 13.10, p < .001$ ) and explained 36% of the variance (Table 24). All three superordinate cluster variables were significant and negative, indicating that the women whose superordinate representation was single had more inclusive perceptions of the common ingroup than the three other clusters. The main effect for singular consciousness was significant in Step 2, indicating that greater SFC was associated with more inclusive perceptions, but this coefficient became marginally significant with the addition of the significant interaction terms in Step 3.

The interactions of deindividuated representation with SFC and with GAO were both significant and are plotted in Figures 6a and 6b. Taken together, these two figures demonstrate a main effect for singular representation, such that women whose representation is single perceive the superordinate prototype to be more inclusive than women with deindividuated representations. But women whose representation is dual-deindividuated perceive the superordinate prototype to be more inclusive *only* when consciousness is highly singular and when the action orientation is highly gendered.

#### Summary: Moderated Effects of Superordinate

#### Representation on Perceptions of the Superordinate Prototype

Having a single superordinate representation, reporting equal status subgroup contact, and having a singular consciousness were each associated with both *more* ingroup projection *and* greater perceptions of the common ingroup as inclusive. This pattern provides convergent

evidence that representations, structural practices, *and* attributions for discrimination that minimize difference are associated with greater ingroup projection, while normative conformity (e.g., high subgroup threat) reduces perception of the superordinate prototype as inclusive. These findings suggest that a single representation is associated with more ingroup projection when feminist consciousness is singular, further suggesting that simple group representations and simple gender-focused attributions for sexist discrimination are associated with greater ingroup projection than more complex group representations and attributions for discrimination. In the next section, I test the relationship of the same set of moderating variables: subgroup threat, organization culture, and feminist intersectional consciousness to the bias and intolerance outcomes.

### Bias and Intolerance

#### *Subgroup threat*

Subgroup threat did not interact with any of the superordinate clusters in the expression of intergroup bias or intolerance of difference (Table 22). The main effect was marginally significant and in the predicted direction for intolerance of difference, indicating that women in the low subgroup threat condition perceived less intolerance than did women in the high subgroup threat condition.

#### *Organization Egalitarianism*

Table 25 presents the results of the regression analyses for the bias and intolerance outcomes. Significant interactions between superordinate representation and organization culture (OC) variables were observed for both representation bias and intolerance of difference, but not for work bias or general positivity bias.

*Representation bias.* Representation bias is the extent to which a woman said she would be uncomfortable with an overrepresentation of Subgroup B (relative to Subgroup A) in the

common ingroup. (Remember that Subgroup A is the subgroup to which the woman belongs and Subgroup B is the subgroup to which she does *not* belong.) The final model was significant ( $F = 4.10, p < .001$ ) and explained 10% of the variance in representation bias. Again, the weak cluster was associated with greater bias in comparison to the single cluster. Both OC-equal status contact and OC-egalitarian structure were associated with *higher* representation bias. Further, the interaction term for individuated x OC-egalitarian structure was significant (Table 25). The interaction is presented in Figure 7 and indicates that greater organization egalitarianism women with individuated representations of the superordinate group reported lower representation bias than women whose representation was single *when* the organization was minimally egalitarian; when the organization was highly egalitarian, women with single representations reported lower representation bias than women with individuated representations.

*Work and general positivity bias.* Work bias is the extent to which one finds it difficult to work with an outgroup relative to one's own group; general positivity bias is the degree to which one has a positive appraisal of Subgroup B relative to Subgroup A. The model for work bias was significant ( $F = 3.80, p < .01$ ) as was the model for general positivity bias ( $F = 3.00, p < .01$ ). Each of these models explained 8% of the variance. The weak superordinate representation differed from the single representation: women with weak representations of the superordinate group expressed more work bias than women whose representation was single. Of the organization culture variables, only the egalitarian structure variable was significant and associated with *greater* amounts of both types of bias.

*Total inter-subgroup bias.* When all three dimensions of inter-subgroup bias are combined, the picture is slightly different. The final model was significant ( $F = 4.56, p < .001$ ) and explained 11% of the variance. Women with weak representations were higher on bias than women with

single representations. Both organization culture main effects were significant: more egalitarianism and equal status contact predicted more bias between subgroups. Although the main effect for the dual-individuated representation was not significant, it interacted significantly with organization egalitarianism in a manner similar to that obtained for the representation bias subscale: When the organization was minimally egalitarian, women with individuated representations had higher bias than women with single representations. However, highly egalitarian organization culture was associated with lower bias for women whose representation of the group is individuated but to increase it among women whose representation is single (Figure 8).

*Intolerance of difference.* The overall model for intolerance of difference was significant ( $F = 10.79, p < .001$ ) and explained 25% of the variance. Having either a dual-deindividuated or weak representation of the superordinate group was associated with stronger perceptions of intolerance than was having a single representation. Both organization egalitarianism and equal status contact were associated with lower intolerance. None of the interactions was significant.

#### *Measure of Feminist Consciousness (FIM)*

None of the FIM measures contributed to explaining any of the variance in the bias outcomes, but they did prove to be useful for predicting intolerance of difference. The overall model predicting intolerance was significant ( $F = 7.22, p < .001$ ) and explained 25% of the variance (Table 26). Women whose representation of the superordinate group was either deindividuated or weak were higher on intolerance than women whose representation was single, and singular consciousness was associated with greater intolerance.

There were two significant and two marginally significant interactions: the deindividuated and individuated representations interacted with singular consciousness (Figure 9); individuated

also interacted with gendered action orientation (Figure 10), while the weak representation interacted with intersectional feminist consciousness (Figure 11). In Figure 9 it can be seen that the differences among women with dual and single representations of the common ingroup depended on whether singular consciousness was high or low. Among women who were low on singular consciousness, dual representations were associated with greater intolerance than was a single representation. But among women who were high on singular consciousness, intolerance was greatest among women whose representation was deindividuated or single (e.g., had a stronger relative focus on the *groups* than the *individuals*).

There were differences between women with dual-individuated and single representations, depending on the extent to which they were high on gendered action orientation: having an individuated representation and high gendered action orientation was associated with the lowest intolerance of difference. (Figure 10). Women whose superordinate representation was weak expressed different amounts of intolerance of difference depending on their level of intersectional consciousness. When intersectional consciousness was low, women with weak representations were higher on intolerance than women whose representation was single. But when intersectional consciousness was high, these two groups reported similar levels of intolerance (Figure 11).

#### Summary: Moderated Effects of Superordinate Representation on Bias and Intolerance

Overall, the effect of superordinate representation on inter-subgroup bias was small, and only moderated by organization culture – but the nature of this interaction was in the *opposite* direction than expected, with greater egalitarianism predicting greater inter-subgroup bias. Organization egalitarianism was consistently associated with *greater* bias, although it was also associated with *lower* intolerance, and this relationship was moderated by type of superordinate representation. The significant individuated representation x egalitarian structure interaction

revealed that a highly egalitarian organization structure was associated with less representation bias for women whose representation of the common ingroup was single, whereas representation bias was low for women whose representations were individuated, regardless of whether the organization culture was minimally or highly egalitarian.

These variables were more effective in explaining intolerance of difference than inter-subgroup bias. There was a trend for more intolerance to be reported by the high subgroup threat group, but this effect was small. Equal status contact among the subgroups of the organization was also associated with *lower* bias, demonstrating an effect opposite of that it had on inter-subgroup bias. Because intolerance is measured on the superordinate level, and bias on the inter-subgroup level, level of analysis could explain this seemingly contradictory finding; an inter-subgroup measure of intolerance may have rendered a different outcome.

Of the measures of feminist consciousness, high singular consciousness was associated with greater intolerance, but this was moderated by type of superordinate representation, as were the effects of intersectional consciousness and gendered action orientation. For women whose superordinate representation was of one single group, intolerance was lower when singular consciousness was low than when it was high; the reverse was observed for women with individuated representations: intolerance was higher when singular consciousness was low than when it was high. For women whose representation of the common ingroup was deindividuated, intolerance was not affected by level of singular consciousness.

A similar pattern was observed for gendered action orientation: women whose representation of the common ingroup was individuated reported greater intolerance when gendered action orientation was *low* than when it was *high*. The reverse was observed for women whose representation was of one single group: high gendered action orientation was associated

with *greater* intolerance than was low gendered action orientation. Finally, high intersectional consciousness was associated with lower intolerance of difference for women whose representation of the common ingroup was of different groups; intersectional consciousness was not associated with a change in intolerance for women whose representation was single.

### Cohesiveness

#### *Subgroup threat*

Subgroup threat was significant for inter-subgroup cohesiveness and marginally significant for social cohesiveness with the superordinate group (Table 22). The means were in the expected direction with participants in the low subgroup threat condition reporting greater inter-subgroup cohesiveness and social cohesiveness ( $M_s = 7.13, 6.70$ ) than participants in the high subgroup threat condition ( $M_s = 6.38, 6.35$ ).

Of the cohesiveness outcomes, task cohesiveness was the only one for which the subgroup threat x superordinate representation interaction was significant. This interaction is plotted in Figure 12. As can be seen in this figure, the weak superordinate cluster was significantly different from all others in both subgroup threat conditions, except for the deindividuated-low subgroup threat group. In the low threat condition, the single superordinate cluster was higher on task cohesiveness than the deindividuated group. (The difference between these two clusters was not significant in the high subgroup threat condition.) This is partially accounted for by the *increase* in cohesiveness observed within the deindividuated cluster between the low and high subgroup threat conditions. Subgroup threat decreased cohesiveness among women with individuated, single and weak superordinate representations; the decrease, although not significant, was greatest for the individuated cluster.

#### *Organization Culture*

The results of the hierarchical linear regression analyses predicting four superordinate cohesiveness outcomes (e.g., task, social, pride, positive affect, and negative affect), one inter-subgroup cohesiveness outcome, and one intra-subgroup cohesiveness outcome from the superordinate representation and organization culture variables are presented in Table 27<sup>3</sup>. Overall, with the exception of positive affect, women with deindividuated or weak representations (but not women with individuated representations) were consistently lower on cohesiveness than women with single representations. Significant superordinate representation x organization culture interactions were observed for task cohesiveness, group pride, and positive affect, but not for the social cohesiveness or negative affect, inter-subgroup cohesiveness, or intra-subgroup cohesiveness. These will be described below, organized by criterion variable.

*Task cohesiveness.* The overall model was significant ( $F = 27.61, p < .001$ ) and explained 52% of the variance in task cohesiveness. Equal status contact and egalitarian structure were associated with greater task cohesiveness. The interaction between egalitarianism and superordinate representation are plotted in Figure 13, again with the single representation as the comparison group. When egalitarianism was high, task cohesiveness was high regardless of the women's superordinate representations. But the combination of low egalitarianism with a dual representation (either individuated or deindividuated) was associated with the lowest task cohesiveness.

*Social cohesiveness.* The overall model was significant ( $F = 7.02, p < .001$ ) and explained 15% of the variance in social cohesiveness. Only the weak cluster differed significantly from the single, with the former reporting lower social cohesiveness. Organization egalitarianism predicted greater social cohesiveness, but equal status contact did not. Neither of the OC x superordinate representation interactions was significant.

*Group Pride.* The overall model was significant ( $F = 10.61, p < .001$ ) and explained 25% of the variance in group pride. As with social cohesiveness, both the deindividuated and the single representations were associated with lower group pride than was a single representation. Organization egalitarianism predicted greater group pride, and the OC-egalitarian structure x deindividuated representation interaction was significant. This interaction is plotted in Figure 14, where it can be seen that it is the combination of a dual-deindividuated representation with a minimally egalitarian organization structure that is associated with the *lowest* group pride.

*Positive affect.* The overall model was significant ( $F = 8.79, p < .001$ ) and explained 27% of the variance in positive affect. Women with a weak representation of the superordinate group reported lower positive affect than women whose representation was single. Organization egalitarianism was associated with greater positive affect, but this was qualified by the significant 2-way interactions with the deindividuated and individuated representations. These interactions are presented in Figure 15. The combination of *high* egalitarianism with a dual representation produced the *greatest* positive affect.

*Negative affect.* The overall model was significant ( $F = 5.58, p < .001$ ) and explained 17% of the variance in negative affect. Women with deindividuated or weak representations reported greater negative affect than women whose representation was single. Neither of the organization culture variables contributed to the explained variance, and none of the OC x superordinate representation interactions was significant.

*Inter-subgroup cohesiveness.* Although the overall model was significant ( $F = 2.85, p < .05$ ), it only explained 5% of the variance in inter-subgroup cohesiveness. Greater organization egalitarianism and a weak superordinate representation were associated with lower inter-subgroup cohesiveness. None of the interactions was significant.

*Intra-subgroup cohesiveness.* The overall model predicting intra-subgroup cohesiveness was not significant, and the only variable that approached significance was egalitarian organization structure.

#### *Feminist consciousness*

The results of the regression analyses predicting cohesiveness are presented in Table 28. There were significant interactions for task cohesiveness, group pride, positive affect, and intra-subgroup cohesiveness, but not for social cohesiveness, positive affect, or inter-subgroup cohesiveness.

*Task cohesiveness.* The overall model was significant ( $F = 12.13, p < .001$ ) and explained 37% of the variance in task cohesiveness. The deindividuated and weak clusters were strongly negatively associated with task cohesiveness. In Step 2 the main effect for singular consciousness was marginally significant, but this small effect became nonsignificant when the individuated x SFC, weak x SFC and weak x GAO interactions were added to the equation in Step 3. In Figure 16 it can be seen that the combination of either a deindividuated or single representation with high singular consciousness is associated with the greatest task cohesiveness, while high singular consciousness is associated with *lower* task cohesiveness when singular consciousness is high. Figure 17 presents the GAO x weak superordinate representation interaction. Level of gendered action orientation was associated with differences among women with weak and single superordinate representations: although task cohesiveness was higher among women whose superordinate representation was single than women whose representation was weak, the combination of a weak representation with high gendered action orientation was associated with the lowest level of task cohesiveness.

*Social cohesiveness.* The overall model was significant ( $F = 3.91, p < .001$ ) and explained 9% of the variance in social cohesiveness. The deindividuated and weak clusters were negatively associated with social cohesiveness, and the coefficient for GAO was marginally significant. None of the interactions explained any of the variance in social cohesiveness.

*Group Pride.* The overall model was significant ( $F = 6.19, p < .001$ ) and explained 19% of the variance in group pride. Group pride was lower for women with dual and weak representations than for women whose representation was single, and greater singular consciousness was associated with greater group pride. The deindividuated x IFC and deindividuated x SFC interactions were significant and are plotted in Figure 18. When intersectional consciousness was low (Fig. 18a), group pride was lower for the deindividuated group, but when intersectional consciousness was high, group pride was higher for the deindividuated group. Singular consciousness was also associated with differences in group pride among women whose organizations were highly or minimally egalitarian. While group pride was lower among women whose superordinate representation was deindividuated when singular consciousness was low, this difference between deindividuated and single representation groups was attenuated by high singular consciousness (Fig. 18b).

*Positive affect.* The overall model was significant ( $F = 5.99, p < .001$ ) and explained 15% of the variance in positive affect. Positive affect was lower for among women whose representation was either deindividuated or weak than women whose representation was single. The main effects for intersectional (IFC) and singular (SFC) consciousness were marginally significant, indicating that both were positively associated with positive affect. Both the IFC x deindividuated and SFC x deindividuated interactions were significant and are presented in Figure 19. The combinations of a

deindividuated representation with low gendered action orientation and low singular consciousness were each associated with the lowest task cohesiveness.

*Negative Affect.* The overall model was significant ( $F = 5.42, p < .001$ ) and explained 16% of the variance in negative affect. Women with deindividuated and weak representations reported greater negative affect than women with single representations. Singular consciousness was also associated with lower negative affect. None of the interaction terms was significant.

*Inter-subgroup cohesiveness.* The overall model for inter-subgroup cohesiveness was not significant and the weak representation cluster variable was the only variable in this model that explained any variance in this outcome. Having a weak representation of the common ingroup was associated with lower inter-subgroup cohesiveness than having a single representation of the common ingroup.

*Intra-subgroup cohesiveness.* The overall model was significant ( $F = 2.10, p < .05$ ) and explained 4% of the variance in intra-subgroup cohesiveness. In Step 3 the coefficient for the individuated cluster was marginally significant, indicating that women whose representation was individuated were lower on intra-subgroup cohesiveness than women whose representation was single. The IFC, SFC and GAO main effects were not significant, but the interaction between GAO and the individuated cluster variable was. This interaction is plotted in Figure 20. Overall, for women whose superordinate representation was either individuated single, intra-subgroup cohesiveness was higher when gendered action orientation was also high. But the combination of an individuated representation with low gendered action orientation produced the lowest level of intra-subgroup cohesiveness.

### Summary: Moderated Effects of Superordinate Representation on Cohesiveness

Subgroup threat reduced task cohesiveness for every group except women whose representation was deindividuated. However, this decrease in task cohesiveness was not statistically significant for any representation cluster. Women whose representation of the superordinate group was deindividuated were buffered from the effects of subgroup threat and actually reported greater task cohesiveness when subgroup threat was high than when it was low. Subgroup threat was associated with lower inter-subgroup cohesiveness, but unlike task cohesiveness, there were no differential effects among the women by type of superordinate representation.

Egalitarian structure was consistently associated with greater cohesiveness on every dimension *except* for inter-subgroup cohesiveness. Equal status subgroup contact was a less consistent predictor of the cohesiveness outcomes, significant only in the prediction of task cohesiveness and marginally significant in the prediction of group pride. The effect of OC-egalitarian structure was moderated by the type of superordinate representation for task cohesiveness, group pride, and positive affect, but not for social cohesiveness, negative affect, inter-subgroup cohesiveness, or intra-subgroup cohesiveness. Task cohesiveness was higher when the organization culture was egalitarian. However, the effect of a highly egalitarian organization culture was especially strong for women whose representation of the common ingroup was deindividuated or weak. For these groups, when egalitarianism was minimal, task cohesiveness was much lower than for women whose representation was single. But high egalitarianism brought the deindividuated group to the level of the single group and was associated with virtually equivalent levels of task cohesiveness between women with weak and single representations.

This same effect was observed for the deindividuated group on the measure of group pride and the measure of positive affect: when egalitarianism was minimal, the deindividuated group expressed lower group pride than the single group; but when egalitarianism was high, group pride was equal to, and positive affect was even higher than, that of the single superordinate group. A different pattern was observed for the individuated group on the measure of positive affect: organization egalitarianism was associated with *less* positive affect for this group.

The consciousness variables explained variance in task cohesiveness, social cohesiveness, group pride, and inter-subgroup cohesiveness, but were moderated by the type of superordinate representation. Overall, task cohesiveness was lower when singular consciousness was low. Women whose representation was individuated reported lower task cohesiveness than women whose representation was single when singular consciousness was low, but this difference was eliminated when singular consciousness was high. Conversely, women whose representation of the common ingroup was weak reported *even lower* task cohesiveness when singular consciousness was high, and this effect was also observed for gendered action orientation.

Group pride and positive affect were also affected by singular and intersectional consciousness, but moderated by the type of superordinate representation. Low intersectional consciousness was associated with lower group pride when the women's representation of the common ingroup was deindividuated than when it was single, whereas higher intersectional consciousness was associated with higher group pride when the representation of the common ingroup was deindividuated than when it was single. A similar pattern was observed for singular consciousness, except that when singular consciousness was high, the difference between the groups was attenuated, although not reversed.

Women whose representation of the common ingroup was deindividuated reported lower positive affect than women whose representation was single, but this difference was eliminated when intersectional consciousness was high. Singular consciousness did not have this effect on positive affect: women whose representation was deindividuated reported slightly *lower* positive affect when singular consciousness was high. Finally, cohesiveness *within* one's subgroup was affected by gendered action orientation and the structure of the superordinate representation: when gendered action orientation was low, intra-subgroup cohesiveness was low, but it was even lower for women whose representation of the common ingroup was individuated than women whose representation was single. This pattern was reversed when gendered action orientation was high: women with individuated representations reported slightly *more* intra-subgroup cohesiveness than women whose representations were single.

#### Summary of Moderation Findings

Taken together, these moderation findings suggest that there are different patterns of association between the predictors and the three sets of outcomes. For example, women whose representation of the superordinate group was deindividuated tended to report greater cohesiveness and inclusive perceptions of the prototype, lower bias and lower intolerance when the organization egalitarianism was high, and when singular and intersectional consciousness was high than when these factors were low. These women were also buffered from the effect of subgroup threat on cohesiveness. Women with single representations of the superordinate group tended to report similar levels of prototype inclusiveness, bias, intolerance, and cohesiveness, regardless of whether these moderator variables were high or low. Women whose representation was individuated were not significantly different from the single representation comparison group.

Highly egalitarian organizations foster solidarity when subgroup identities are salient and deindividuated because they do what they are supposed to do: even out differences in status and power. When subgroups are salient but members are *individuated*, or when there is a strong single representation of the superordinate group, then the experience of solidarity among group members is not influenced by the degree to which the organization culture is egalitarian. Perhaps the strength of the superordinate identity and a high level of individual identification with that higher level identity is sufficient to produce higher levels of commitment among the organization's members and the group is fairly impervious to the effects of high or low egalitarianism.

Women with deindividuated representations of the superordinate group reported lower cohesiveness when they were low on either intersectional consciousness or singular consciousness than when their scores on these factors were high. This finding may be due to a conflict over ideology among subgroups within her organization. Women whose representation is dual *and* who are relatively low on feminist ideology (either singular or intersectional) may often find them at odds with women with stronger feminist ideologies. When women with deindividuated representations of the superordinate group also have high feminist consciousness (either intersectional or singular), then their ideology has a better fit with the organization as a whole, and consequently, higher cohesiveness.

#### Do Inclusive Perceptions of the Common Ingroup Mediate

the Relationship of Superordinate Representation to Bias and Cohesiveness Outcomes?

The next question to be addressed is concerned with whether the perceptions of the common ingroup, as measured by ingroup projection and prototype inclusiveness mediate the effects of superordinate representation on the bias and cohesiveness outcomes. I hypothesized that a dual representation of the group would be associated with greater cohesiveness and lower

bias because a complex perception of the structure of subgroup and superordinate relations would lead to a greater complexity in the perception of the superordinate group. This greater complexity should be associated with lower bias and intolerance, and greater cohesiveness.

Recent theory and research has suggested that it is not superordinate recategorization *per se* that reduces bias, but rather the inclusiveness of the prototype of the shared superordinate group and the extent to which the members of the common ingroup project their subgroup's characteristics onto that superordinate prototype (See Mummendey & Wenzel, 1999). In Chapter 4 I found that greater ingroup projection was associated with *more* inclusive perceptions of the common ingroup, and that this relationship was fully mediated by the extent to which the self was perceived to be prototypical for the common ingroup. I also demonstrated that each of the superordinate prototype representations is associated with prototype inclusiveness in a manner consistent with the ingroup projection theory: weak, deindividuated, and individuated representations were associated with *less* inclusive perceptions of the superordinate prototype than was a single representation. In this section I aim to build on these findings and investigate whether the effect of the superordinate representation on bias and cohesiveness outcomes is mediated by the inclusiveness of the superordinate prototype.

In the literature on subgroup relations, there is ongoing debate regarding the positive or negative consequences of dual, versus single, representations on positive and negative outcomes (e.g., Hornsey & Hogg, 2000; Waldzus et al., 2003). Therefore, I was particularly interested in comparing the effects of the two dual representations to the single representation on prototype inclusiveness, and, in turn, bias and cohesiveness. To do this I tested a mediation model in which the predictor was the superordinate representation, the mediators were ingroup projection and

prototype inclusiveness,<sup>4</sup> and the outcomes were intolerance of difference, task cohesiveness, social cohesiveness, group pride, positive affect, and inter-subgroup cohesiveness.

These mediation analyses diverge from the moderation analyses in an important way: The dummy variables for the deindividuated, individuated, and single superordinate cluster variables are entered in the first step of the regression equation, allowing the coefficient for the weak cluster to remain in the intercept. That is, I exchanged the places of the single and weak superordinate dummy variables in mediational analyses. This exchange allowed me to more easily compare the relative effects of the dual and single representations on the outcomes because the weak cluster was significantly different from the other three clusters on each of the outcome variables; evidence of mediation is obtained when the relationship between the predictor variable and the outcome becomes nonsignificant with the addition of mediators to the equation.

A significant association between the predictor and the outcome is the first requirement of mediation analysis (Baron & Kenny, 1986; Kenny, Kashy & Bolger, 1998) and so the bias outcomes were excluded from the mediation analysis because they didn't meet this basic condition. Similarly, the mediator must be related to the outcome, thus ingroup projection was included for the outcomes task cohesiveness, group pride and positive affect only.

To test for a mediated relationship, the three (dummy) cluster variables were entered in the first step of the regression equation. If ingroup projection was significantly correlated with the outcome, it was entered into the second step. In the final step, the prototype inclusiveness variable was entered. If the coefficients for the superordinate representations were reduced in magnitude this was evidence of full or partial mediation (Baron & Kenny, 1986; Kenny, Kashy & Bolger, 1998). Sobel's tests were run to confirm whether the amount of variance accounted for by each mediator

was significant. Tables 10 – 15 present the results of a series of hierarchical linear regressions that tested the mediation hypotheses for these outcomes.

*Intolerance of difference.* The results for this outcome are presented in Table 29. Both individuated and single representations were negatively associated with intolerance of difference, but the deindividuated representation was not<sup>5</sup>. Ingroup projection was not correlated with intolerance at the bivariate level and so was not included as a mediator in this model. When prototype inclusiveness was added as a mediator (in the second step), the coefficients for both individuated and single representations were reduced to nonsignificance. Sobel's tests confirmed that prototype inclusiveness mediated the effects of both of these superordinate representations on intolerance of difference (Figure 21).

*Task cohesiveness.* The results for this outcome are presented in Table 30. All three superordinate representations were associated with greater task cohesiveness. The bivariate correlations between ingroup projection, task cohesiveness, and single superordinate representation were significant, so ingroup projection was entered in the second step. The coefficient for single representation was reduced from 2.87 to 2.73 but remained significant. Sobel's test confirmed that ingroup projection partially mediated the effect of single representation on task cohesiveness (Figure 22). In the third step, prototype inclusiveness was significant and, although they remained significant, the coefficients for each of the representation variables were reduced in size. Sobel's tests confirmed that prototype inclusiveness partially mediated their effects on task cohesiveness (Figure 22)<sup>6</sup>.

*Social cohesiveness.* The results for this outcome are presented in Table 31. All three superordinate representations entered the model predicting social cohesiveness significant at  $p < .05$  or less. When prototype inclusiveness was added in the second step, the coefficient for the

individuated representation was reduced to nonsignificance, while the coefficients for deindividuated and single representations became smaller but remained significant, suggesting partial mediation. Sobel's tests confirmed mediation for the individuated representation and single representation; the test for the deindividuated representation was marginally significant (Figure 23).

*Group pride.* The results for this outcome are presented in Table 32. All three superordinate representation variables were significant at Step 1. At Step 2, ingroup projection was entered but was not significant. At Step 3, the coefficient for prototype inclusiveness was significant and the coefficients for the superordinate representations were reduced, although they each remained significant, suggesting partial mediation. Sobel's tests confirmed that the coefficients for the representation cluster variables in Step 2 were mediated by the effects of prototype inclusiveness at Step 3 (Figure 24).

*Positive affect.* The results for this outcome are presented in Table 33. A similar pattern to that observed for group pride was obtained for positive affect. Each of the superordinate representations was significant in Step 1. Ingroup projection was not significant at Step 2 and all the superordinate clusters remained significant. The prototype inclusiveness variable was entered in Step 3: the deindividuated representation became nonsignificant while the individuated and single representations were both reduced in magnitude, although they remained significant. Sobel's tests confirmed that prototype inclusiveness mediated the effects of individuated and single superordinate, but not deindividuated, representations on positive affect (Figure 25).

*Inter-subgroup cohesiveness.* The results for this outcome are presented in Table 34. The coefficient for single superordinate was significant in Step 1, but the coefficients for the dual clusters were only marginally so. Prototype inclusiveness was not significant when entered in Step

2, which demonstrates that it does not mediate the effects of superordinate representation on inter-subgroup cohesiveness.

### Summary

These results indicate that prototype inclusiveness is a consistent mediator of superordinate representation for all outcomes except inter-subgroup cohesiveness. Except for the relationship of the deindividuated group to intolerance of difference, each of the superordinate representation clusters were significantly associated with intolerance and superordinate cohesiveness outcomes, and this association was accounted for by prototype inclusiveness.

The mediating effect of ingroup projection was observed only for task cohesiveness: it partially mediated the effect of a single representation. However, when prototype inclusiveness was accounted for, the coefficient for ingroup projection became nonsignificant. This analysis did not take into account the effect of self-prototypicality, which was previously demonstrated to mediate the effect of ingroup projection on prototype inclusiveness. Taken together, these results suggest that the effect of superordinate representation on intolerance and cohesiveness outcomes can be accounted for by the extent to which the common ingroup is perceived to be inclusive.

Further, the results of these moderation and mediation analyses indicate that bias and cohesiveness between subgroups that share a common ingroup and common goal can be partially explained by the cognitive, ecological, and person variables that are the focus of this study. These variables were most effective in predicting representation bias, intolerance of difference, task cohesiveness, group pride, and positive affect. In the next and final section of this chapter, I combine the moderating and mediating components of the conceptual model and examine their joint contribution, along with relative subgroup status, identification, and background variables, to

the prediction of a subset of these outcomes in order to derive an integrated model of multicultural solidarity.

#### Integrated Models of Inter-subgroup Bias, Intolerance, Superordinate,

#### Inter-subgroup and Intra-subgroup Cohesiveness in Women's Social Change Organizations

Chapters 3, 4, and the previous sections of this chapter identified factors that contribute to bias, intolerance, and cohesiveness in women's social change organizations, as well as those that moderate or mediate the effects of superordinate representation on these outcomes. In this final section, these explanatory variables are combined to predict a subset of five outcomes: work bias, intolerance of difference, task cohesiveness, inter-subgroup cohesiveness, and intra-subgroup cohesiveness. Of the bias outcomes investigated by this study, work bias is the most theoretically interesting in terms of its relationship to inter-subgroup cohesiveness. It is also the bias outcome that is most directly relevant to an important aspect of groups, one that receives little attention in this overall project, but is nonetheless a foundational interest to research on social change organizations: specifically, group productivity and goal achievement. The more difficult subgroups find it to work with each other, the less likely they are to accomplish their common goal. Intolerance was also selected because it is most relevant to cohesiveness among subgroups: to the extent that a group is not perceived to tolerate internal differences, cohesiveness among and between subgroups should be low.

Of the various dimensions of superordinate cohesiveness that were measured, task cohesiveness was most powerfully and consistently predicted by the explanatory variables. It is also most relevant to determining which groups are more likely to achieve their goals: groups that are higher on task cohesiveness are more likely to achieve the tasks that they set for themselves. Inter-subgroup cohesiveness is, of course, the primary type of cohesiveness of interest in this

study, and so it was selected for this final set of analyses. And last, the inclusion of intra-subgroup cohesiveness in this set of outcomes allows for a full consideration of the three levels of cohesiveness identified as occurring within heterogeneous groups.

In the next sections of this chapter, I present the results of the final hierarchical regression analyses predicting these five outcomes. For each of these models, the explanatory variables were entered into steps that map onto the conceptual model (Figure 1). If any background variables were significantly related to the outcome, then they were entered into Step 1. Three superordinate representation variables (deindividuated, individuated and weak)<sup>7</sup> were entered into the next step, followed by the main effects for the subgroup threat, organization culture, and intersectional consciousness variables. The following step included all significant interaction terms from the moderation analyses, followed by the mediating variable prototype inclusiveness (ingroup projection for the representation bias outcome). In the next-to-last step, self-prototypicality, numerical subgroup status and superordinate identification variables were entered to determine whether they accounted for variance over and above that already accounted for by the hypothesized main effects, interaction terms, and mediating variables. To determine the association between bias and cohesiveness, the final step consisted of cohesiveness as predictors for the work bias outcome, and work bias as a predictor for the cohesiveness outcomes. Any variables that did not enter the equation at significance  $p < .10^8$  and that were not a) representation variables; or b) other components of interaction terms were removed and the regression was run again. Thus, if any of the prototypicality, status, influence, identification, bias or cohesiveness variables were not significant as predictors then they were not included in the final model. The final results for task cohesiveness, inter-subgroup cohesiveness, and intra-subgroup cohesiveness are modeled in Figures 30-32.

### *Work Bias*

The final model predicting work bias was significant ( $F = 22.57, p < .001$ ) and explained 50% of the variance (Table 35). Being white having less extensive organization involvement were associated with greater work bias; however, these variables became nonsignificant with the addition of the cohesiveness variables in the final two steps of the model. Having a weak superordinate representation was associated with higher work bias than having a single representation, but neither of the dual representations was significantly different from the single representation.

Organization egalitarianism was positively associated with greater work bias, but like the background variables, this variable became nonsignificant with the addition of the inter-subgroup and intra-subgroup cohesiveness variables. Lower work bias was associated with higher *inter*-subgroup cohesiveness and lower *intra*-subgroup cohesiveness. Although both cohesiveness variables were associated with reductions in the magnitude of the organization egalitarianism coefficient, only intra-subgroup cohesiveness was significantly associated with this variable, which suggested a mediated effect. A Sobel's test confirmed that intra-subgroup cohesiveness mediated the effect of organization egalitarianism on work bias (Figure 26), indicating that the negative effect of organization egalitarianism works distally, through increasing cohesiveness with one's own subgroup.

### *Intolerance of Difference*

The overall model was significant ( $F = 12.72, p < .001$ ) and explained 38% of the variance in intolerance of difference (Table 36). The interaction terms for individuated x singular consciousness and weak superordinate x intersectional consciousness were significant in Step 3. The individuated representation x singular consciousness interaction is plotted in Figure 27 and

indicates that the differences between women with individuated and single representations are attributable to the extent of singular consciousness. Although intolerance was higher when singular consciousness was high for women with either individuated or single representations, the difference between high and low singular consciousness was greater for women whose representation was single. That is, the combination of low singular consciousness with a single representation resulted in the lowest intolerance, while the combination of high singular consciousness with a singular representation resulted in the highest intolerance. The weak superordinate x intersectional consciousness interaction is plotted in Figure 28. The combination of a weak superordinate representation with low intersectional consciousness resulted in the highest level of intolerance of difference.

The main effect for prototype inclusiveness was significant when entered in the final step; with its addition to the model, the coefficients for the dual-deindividuated and weak-superordinate representation variables, and both interaction coefficients, were reduced in significance, suggesting that these effects were mediated by prototype inclusiveness. Sobel's tests confirmed that prototype inclusiveness mediated the effects of deindividuated representation ( $3.82, p < .001$ ), weak superordinate representation ( $-3.97, p < .001$ ) and OC-egalitarian structure ( $-2.81, p < .005$ ).

#### *Task Cohesiveness*

The overall model was significant ( $F = 19.36, p < .001$ ) and accounted for 67% of the variance in task cohesiveness (Table 37, Figure 30<sup>9</sup>). Greater relative importance of the organization and having more children were associated with greater task cohesiveness. Having a dual-deindividuated or weak-superordinate representations, as well as intersectional consciousness, were each negatively associated with task cohesiveness. Equal status subgroup contact and organization egalitarianism were each associated with greater task cohesiveness, but

the main effect for organization egalitarianism was qualified by an interaction with the dual-deindividuated representation variable. This interaction is plotted in Figure 29 and indicates that the combination of a deindividuated representation with a minimally egalitarian organization structure is associated with the lowest task cohesiveness.

The dual-deindividuated x subgroup threat interaction was also significant and is plotted in Figure 27, showing that a dual-deindividuated representation had a beneficial effect when subgroup threat was *high*. With the addition of the main effect for the mediating variable prototype inclusiveness, the coefficients for the superordinate representation main effects and the interaction terms were each reduced in significance. Sobel's tests confirmed that prototype inclusiveness accounted for a significant amount of variance between the following predictors and the outcome: dual deindividuated representation ( $-3.31, p < .001$ ), dual-individuated ( $-2.15, p < .03$ ), weak superordinate representation ( $-3.44, p < .001$ ), OC-egalitarian structure ( $2.17, p < .03$ ) and OC-equal status contact ( $4.14, p < .001$ ). In the final step, self-prototypicality was positively associated with task cohesiveness and accounted for an additional 4% of the total variance.

#### *Inter-subgroup cohesiveness*

The overall model was significant ( $F = 12.55, p < .001$ ) and explained 48% of the variance in inter-subgroup cohesiveness (Table 38, Figure 31). The individuated representation was associated with *greater* inter-subgroup cohesiveness than the single representation; the weak representation was associated with lower inter-subgroup cohesiveness, but only approached significance. Ingroup projection was also associated with lower inter-subgroup cohesiveness, but this effect became nonsignificant in Step 6 with the addition of identification with Subgroup B. This was not due to mediation, as ingroup projection and identification with Subgroup B were only marginally significantly correlated ( $r = -.13, p < .09$ ).

Organization egalitarianism was *negatively* associated with inter-subgroup cohesiveness, but this relationship became nonsignificant with the addition of the work bias coefficient in the final step.

This is similar to the associations observed when work bias was the outcome. In the model *predicting* work bias, however, the covariates included along with organization structure accounted for sufficient variation between organization egalitarianism and inter-subgroup cohesiveness as to render their association only marginally significant. But in the model predicting inter-subgroup cohesiveness, sufficient unique variance remained between organization egalitarianism and work bias as to justify testing for a mediated relationship. Subgroup threat was also associated with lower inter-subgroup cohesiveness, but this effect was eliminated by the significant subgroup threat x individuated representation interaction.

The dual-individuated x subgroup threat interaction is plotted in Figure 30, showing the particularly negative effect of the combination of a dual-individuated representation and high subgroup threat on inter-subgroup cohesiveness. With the addition of the main effect for the mediating variable prototype inclusiveness, the coefficients for the superordinate representation main effects and the interaction terms were each reduced in significance. Sobel's tests confirmed that prototype inclusiveness accounted for a significant amount of variance between the following predictors and the outcome: dual deindividuated representation (-3.31,  $p < .001$ ), dual-individuated (-2.15,  $p < .03$ ), weak superordinate representation (-3.44,  $p < .001$ ), OC-egalitarian structure (2.17,  $p < .03$ ) and OC-equal status contact (4.14,  $p < .001$ ). In the final step, self-prototypicality was positively associated with task cohesiveness and accounted for 4% of the total variance.

#### *Intra-subgroup cohesiveness*

The overall model was significant ( $F = 3.71$   $p < .001$ ) and explained 10% of the variance in intra-subgroup cohesiveness. Gendered action orientation and prototype inclusiveness were each associated with greater intra-subgroup cohesiveness (Table 39, Figure 32). None of the superordinate representations was associated with intra-subgroup cohesiveness.

#### Summary

Five models of outcomes of subgroup relations tested the combined effects of superordinate representation, perceptions of the common ingroup, threat to subgroup identity, organization culture, and feminist consciousness. Overall, a single representation of the common ingroup was associated with lower bias, lower intolerance, and greater cohesiveness than were the dual-deindividuated and weak superordinate representations. The associations of the dual-individuated and single representations to the outcomes were similar on all outcomes except inter-subgroup cohesiveness, for which dual-individuated representation was highest.

The organization culture variables (egalitarian structure and equal status subgroup contact) demonstrated both positive and negative associations with the outcomes. Both egalitarian structure and equal status subgroup contact were associated with *lower* intolerance and *greater* task cohesiveness, while egalitarian structure was also associated with *greater* bias and *lower* inter-subgroup cohesiveness. The effects of egalitarian structure were qualified by an interaction with the deindividuated representation cluster for the task cohesiveness outcome (Figures 22 & 25). Egalitarian structure *reduced* task cohesiveness for women whose representation of the common ingroup was one single group. In contrast, highly egalitarian structure was associated with *increased* task cohesiveness for women whose representation was individuated. The negative effect of egalitarian structure on work bias was fully mediated by its positive association with intra-

subgroup cohesiveness and its effect on inter-subgroup cohesiveness was fully mediated by the effect of work bias.

Feminist intersectional consciousness variables had fewer effects. As expected, singular consciousness was associated with greater intolerance, but intersectional consciousness was negatively associated with task cohesiveness, which was unexpected. The association between gendered action orientation (GAO) and intra-subgroup cohesiveness was not hypothesized, but would be expected given current models of group cohesiveness: high scores on GAO indicate high prototypicality in terms of the shared identification with the subgroup.

These main effects of feminist consciousness were qualified by three interactions between the feminist consciousness measures and the superordinate. Singular consciousness was associated with both greater task cohesiveness *and* greater intolerance, but was moderated by interactions with the weak superordinate representation and the dual individuated representation. Compared to women whose representation of the superordinate group was single, women whose representation was weak reported *less* task cohesiveness when singular consciousness was low, but *more* task cohesiveness when singular consciousness was *high*. In contrast, women whose representation of the common ingroup was individuated reported *less* intolerance than women whose representation was of a single ingroup when singular consciousness was *low*, but *more* intolerance when singular consciousness was *high*.

The perception of the common ingroup as inclusive was negatively associated with intolerance and positively associated with task cohesiveness, and it mediated the main effects for both the superordinate representations and the organization culture variables. Ingroup projection, the other hypothesized mediator, was a significant predictor of representation and mediated the effects of the superordinate representations on this outcome.

Overall, inter- and intra-subgroup cohesiveness showed different patterns of associations with the predictors than the other outcomes. Subgroup threat had an effect only on inter-subgroup cohesiveness; but only when identification with Subgroup B was not accounted for. With the addition of the coefficient for identification with Subgroup B, this effect was reduced to marginal significance so that, of the variables included in this analysis, the most powerful predictors of inter-subgroup cohesiveness were a single superordinate representation, minimal organization egalitarianism, and high identification with Subgroup B.

For intra-subgroup cohesiveness, a strong gendered action orientation was an important predictor along with a strong identification with Subgroup A. The sign on the coefficient indicates that perceptions of the common ingroup as inclusive are positively associated with intra-subgroup cohesiveness.

Taken together, these results provide mixed support for the conceptual model of multicultural solidarity as depicted in Figure 1. But at the same time, they also point toward a model of multicultural solidarity of three hierarchical, orthogonal yet interactive systems. They also suggest that theory and research on superordinate identities that are imposed may not perfectly map onto the situation of voluntary and valued superordinate identities. The finding that a strong single representation was fairly impervious to factors that might reduce subgroup distinctiveness, while dual representations were more vulnerable to these factors, supports this conclusion. It could be that the superordinate identity was relatively more meaningful than their subgroup identity for women whose representation was single, and so threats to the subgroup identity would have little effect, compared to women whose subgroup identities were meaningful and valued. In the final chapter (Chapter 6) of this dissertation these results are discussed in terms of their fit with, and contribution to the literature, on intergroup relations.



## CHAPTER 6:

COHESIVENESS AMONG AND BETWEEN MEMBERS OF HETEROGENEOUS  
SOCIAL CHANGE ORGANIZATIONS: THE ROLES OF 'ME', 'WE', AND 'THEY'

## Overview

The women who participated in this study are activists for social change in virtually every sphere of women's lives. They are members of social change organizations whose members are meaningfully perceived as representatives of different social groups who have come together due to a common identity and a shared social change goal. They are varied in age, sexual orientation, religious affiliation, education and ethnicity, but they are united in their identification as women and the belief that their efforts can make a difference for themselves and their communities. Thus, these women's experiences as members of their organizations are a valuable resource for assessing theories of intergroup relations, testing new ideas about intergroup harmony and the possibilities for inter-group cohesiveness.

The fundamental purpose of this research was to initiate an exploration into the conditions that facilitate cohesiveness in diverse contexts. To achieve a fuller understanding of cohesiveness in groups characterized by a common goal and salient subgroups subsumed by a superordinate identity, cohesiveness was conceptualized as occurring on three distinct orthogonal levels: intra-subgroup, inter-subgroup, and superordinate. The research is anchored in the social identity literature on bias reduction in intergroup contexts and from that literature hypotheses regarding cohesiveness were developed. The questions that frame this research are concerned with the structure of the cognitive representation of the common ingroup (i.e., superordinate group), its relation to outcomes of subgroup contact, particularly group cohesiveness, and a select group of

potential moderators and mediators of the impact of structure of the individual's cognitive representation of the common ingroup on cohesiveness.

The group context that is the focus of this study, women members of social change organizations, was deliberately selected because of its naturally-occurring similarity to the models of intergroup relations that have been the focus of social identity-based research for the last 20 years: a shared superordinate identity that subsumes shared and nonshared subgroup identities, a common goal, and equalitarian norms. At the same time, this context allowed a shift in emphasis regarding subgroup and superordinate identifications. Previous research on superordinate identities has focused on the effects of imposing a common identity on two or more groups that did not previously think of themselves as sharing an identity, which can be construed as a "top down" approach to superordinate identities. This approach is embodied in perspectives such as that of the Common Ingroup Identity Model (e.g., Gaertner et al., 1993). In this study, however, the emphasis was the effects of subgroup identification on the shared identification ("bottom-up"). This shift in focus, from "top-down" to "bottom-up"<sup>1</sup> allows us to imagine intergroup relations in ways that are perhaps qualitatively different than those that predominate in the literature. This top-down/bottom-up difference may explain why some of the findings from this study are in contrast with the assumptions of dual-identity perspectives on subgroup relations, which posit that strong single representations are sources of distinctiveness threat to subgroup identities.

Recent research on the cognitive representations of superordinate groups has focused on the role of subgroup identification in intergroup relations. While some argue that subgroup identifications must be preserved within the context of a binding superordinate identity (e.g., Crisp & Hewstone, 1999; Hornsey & Hogg, 2000a, b, c), others maintain that salient subgroup identities can undermine intergroup relations (e.g., Waldzus et al., 2003). While the present findings do not

consistently support one side or the other of this argument, they do provide some clues as to *when* a dual identification is most beneficial to subgroup relations and *how* dual and single representations are affected by ecological and individual factors. Further, the study provides evidence that dual identifications may take different forms, particularly in face-to-face ongoing groups in which individuating contact works in concert with both subgroup identification *and* superordinate identification to influence subgroup relations.

While some intergroup contexts, such as step-families, corporate mergers, or the member-states of the European Union are characterized by a “top-down” common ingroup, in which former outgroups accept (or endure) the imposition of a novel or previously unsalient common identity, other group contexts are characterized by a salient ingroup within which only later, through contact with other group members, do differences couched in nonshared identities become problematic. These individuals arrive at the intergroup context with at least some idea of the tone of the relationships among the subgroups outside the common ingroup but have nevertheless decided, of their own initiative, to ally with former outgroup members. This latter situation characterizes the group context that is the focus of the present research, and which characterizes any situation in which members of a group become aware that they share an identity or common fate with one or more former outgroups. As the saying goes, “politics makes strange bedfellows”, and so this intergroup situation, which may superficially appear less common or relevant than the “top-down” context so prevalent in the intergroup relations literature, actually characterizes many important intergroup contexts.

Despite this shift in focus, the results of the present study confirm and extend the findings of previous research on the association of superordinate representations to outcomes of intergroup contact. In the next section I discuss these results in detail and relate them back to the

literature on superordinate representations, which includes the research on the Common Ingroup Identity Model (See Gaertner et al., 1993; Gaertner & Dovidio, 2000), dual categorization models (See Hornsey & Hogg, 2000a, b, c, See Crisp & Hewstone, 1999), and the Ingroup Projection Model (See Mummendey et al., 1999; Waldzus et al., 2003). This section will discuss the distinction between inter-subgroup level outcomes and superordinate level outcomes, In the third section I consider the role of prototypes and prototypicality in predicting superordinate versus inter-subgroup cohesiveness. In the final section I will consider the strengths and limitations of the study and propose directions for future research on subgroup relations, particularly cohesiveness in diverse groups.

#### Dual Identification: Consequences for Subgroup Relations

The findings from this study are consistent with the large body of research on the positive consequences of a common ingroup identity for intergroup relations, which has shown that bias is reduced when different groups are induced to think of each other as belonging to a higher-order superordinate group (See Gaertner & Dovidio, 2000 for an overview). The results clearly showed that women whose representation of the superordinate group was weak were consistently higher on bias, higher on intolerance, and lower on cohesiveness than women whose representation had a highly salient "one group" component. Thus, this research confirms, with really no surprise, the benefits of recategorization for intergroup outcomes that has been firmly established in the intergroup relations literature.

But what about the relative effects of dual versus single representations? Does a dual representation, in which two or more groups are categorized as belonging to the same superordinate ingroup, but whose subgroup identities remain salient, have an advantage over a

single representation in which the subgroup identifications are muted? Is it because muted subgroup identities are a source of identity threat? Or is a dual representation less effective than a single one because the persistent subgroup identities foster intergroup competition and cause reflective distinctiveness (Jetten, Postmes, & Spears, 2004)? In research on intergroup relations, categorization solely on the superordinate level has been likened to assimilationism, while dual categorization has been likened to multiculturalism. Thus, researchers concerned with modeling multiculturalism and investigating its influence on intergroup relations have begun to focus on the differential effects of dual versus single superordinate representations (e.g., Crisp & Hewstone, 1999; Hornsey & Hogg, 2000b; Waldzus et al., 2003).

Building from their Common Ingroup Identity Model, Gaertner and colleagues (1994) obtained early evidence that “one group” (single) and “same team” (dual) representations were *equally* effective in reducing bias in affective feelings compared to a “different groups” representation, suggesting that either strategy may effectively reduce bias. The structure and history of subgroup relations may determine which recategorization strategy will be most effective. For example, when the groups have a history of hostility or competition such as with a corporate merger, or when their pre-merger identities are highly valued and important to the core definition of the self, as when two families are blended into one, minimizing the salience of former group identities may be more effective than preserving those identities in the context of the newly accepted common ingroup (Gaertner, et al., 1994, 1996).

Other research has demonstrated an *advantage* of dual categorization over a single superordinate recategorization, at least within certain intergroup contexts (e.g., Hornsey & Hogg, 2000b). This research has focused primarily on simultaneously salient subgroup and superordinate representations and the extent to which a cross-cutting versus a nested type of dual representation

is associated with lower bias than a single superordinate representation (Crisp, Hewstone, & Rubin, 2001; Hornsey & Hogg, 2000a, 2000b; Miles & Hewstone, 1986). The cumulative evidence from these studies indicates that both cross-cutting and nested representations are associated with lower bias than is a single superordinate representation.

The results of this study mirror and extend findings concerning an advantage of dual categorization, but *only* for the inter-subgroup bias outcomes. While all the women in the present study had subgroup identifications that qualified as cross-cutting with the common ingroup, those whose superordinate representation profile was dual (either deindividuated or individuated) were lower on bias than the women whose representation profile was single or weak. Interestingly, there is no one dimension in the superordinate profiles that distinguishes dual representations from the single representations (strong or weak); that is, the sum of each profile is greater than its parts, and it is the combination of dimensions, rather than any single one, that is associated with the outcomes.

How is each of the dual representation clusters associated with lower bias? What are the mediating mechanisms? Or, perhaps a better question is whether the representation itself is the mediating variable between conditions of intergroup contact and inter-subgroup bias. An examination of the two dual representations with reference to two models of bias reduction provides some clues to this answer. Both the Common Ingroup Identity Model (CIIM) and Brewer and Miller's model of personalization and decategorization (See Brewer and Miller, 1984; Gaertner & Dovidio, 2000; Gaertner et al., 1993) state that the conditions of contact (Allport, 1954) reduce bias through transformations in the superordinate representation. The CIIM states that the common ingroup identity reduces bias through a cognitive recategorization of "us" and "them" to a more inclusive "we". In contrast, Brewer and Miller's model focuses on the individuating and

personalizing effects of face-to-face contact. According to Brewer and Miller, bias is reduced because contact provides individuating opportunities that decouple former outgroup members from the stereotypical representations of their groups. It could be that the conditions of contact associated with a deindividuated representation are more likely to contribute to a recategorization process, whereas the conditions of contact associated with the individuated representation contributed to a decategorization process, thereby reducing bias. Both achieved the same outcome, but through different mechanisms.

The effect of superordinate representation on cohesiveness was expected to mirror its effect on the bias outcomes, but different patterns were obtained. The dual and single representations were more strongly associated with greater cohesiveness than the weak representation. The *highest* superordinate cohesiveness was always associated with the single representation. This is consistent with previous research on the positive effects of a superordinate identity. Further, the single representation was consistently associated with greater superordinate cohesiveness than the deindividuated representation, and the differences between the deindividuated and individuated representations were not significant.

One of the mechanisms that may contribute to different processes that produce bias is self-prototypicality. Research on cohesiveness emphasizes the role of prototypicality in group cohesiveness (Hogg, Cooper-Shaw & Holzworth, 1993; Hogg & Hains, 1996; Hogg & Hardie, 1991, 1992, 1997; Hogg, Hardie & Reynolds, 1995). For example, Hogg and colleagues state that "self-categorization accentuates perceived *prototypical similarity* (my italics) between self and ingroup other, and may thus engender a more positive attitude" (1995, p. 161). Consistent with the self-categorization perspective on the relationship of prototypicality to group cohesiveness, women whose representation of the common ingroup was single perceived themselves to be more

prototypical for their organizations than did women whose representations were either deindividuated or weak. Self-prototypicality was a strong predictor of every dimension of superordinate cohesiveness, but was completely unassociated with any of the bias outcomes. Further, none of the superordinate cohesiveness outcomes was significantly associated with any of the bias outcomes. Taken together, these findings suggest that bias and cohesiveness result from different cognitive and motivational processes such as perceptions of self-prototypicality and the need for subgroup and self-distinctiveness.

Once factors such as self-prototypicality were accounted for, the dual and single representations were more similar than different in their impact on inter-subgroup bias and superordinate cohesiveness. That is, the variance between representation and outcome is perhaps better explained through the effects of these more proximal factors than the more distal representations. But these “main effect” similarities among the representation clusters should not imply that they did not have qualitatively distinct effects on the outcomes. Their patterns of interactions with organization egalitarianism, intersectional consciousness, and to a lesser degree, subgroup identity threat, indicated that they did influence the expression of bias and cohesiveness in qualitatively distinct ways, working through interactions with contextual and person variables. Of the different interactions obtained in this study, perhaps the most interesting are those that predicted the inter-subgroup bias and task cohesiveness outcomes.

I had hypothesized that women whose representation was single would express greater bias than women whose representation was dual *when* the organization was minimally egalitarian (because of greater ingroup projection), but that this difference would be attenuated by high egalitarianism. Organization egalitarianism did indeed moderate the effect of superordinate representation on inter-subgroup bias, but the effect was in the direction opposite to that which was

hypothesized: Egalitarianism functioned best to reduce bias when the representation of the common ingroup was dual-individuated. In contrast, a *minimally* egalitarian group functioned best to reduce bias when the representation of the common ingroup was single. Why is this so? Perhaps the answer lies with the effect of egalitarianism on distinctiveness. Women involved in organizations in which the individuals, subgroups *and* the superordinate group are highly salient may be highly sensitive to whether all subgroups are adequately represented in leadership and decision-making. A minimally hierarchical structure may be more vulnerable to concentrating leadership and decision-making in a few members, perhaps all from the same subgroup. If one identifies with that subgroup, then a minimally egalitarian structure presumably works to the advantage of one's subgroup: one feels included, has favorable attitudes toward the other subgroups, and doesn't find it hard to work with them (because they do not have to).

On the other hand, when the organization is highly egalitarian, most or all subgroups are included in leadership and decision-making, which possibly reduces feelings of marginalization within the organization as a whole for those who have an individuated dual representation of the organization. However, if one has a strong single representation of the organization, highly egalitarian leadership and decision-making practices may cause members to feel frustrated by procedures intended to even out status differences between subgroups that are not perceived to be distinct or relevant to the organization as a whole.

The effect of superordinate representation on task cohesiveness was also moderated by organization egalitarianism. I had expected to find that women whose representation was single were lower on cohesiveness when the organization was minimally egalitarian (given that the single representation is an indicator of an overly inclusive superordinate identity, thus posing a threat to subgroup distinctiveness), and to find this effect attenuated when the organization was highly

egalitarian (which decreased threat through inclusive practices). Instead, task cohesiveness was high for women whose representation was single regardless of whether egalitarianism was low or high. But egalitarianism was associated with *greater* task cohesiveness for women whose representation was deindividuated (and women whose representation was weak, which was expected). Women whose representation was individuated were not different from women whose representation was single.

Why was the observed relationship opposite to the hypothesized one? The deindividuated and weak representations have in common a strong subgroup dimension in their cognitive representations of the group: perhaps the greater salience of the subgroups in these women's construals of the common group holds one of the keys to the answer. When the organization is minimally egalitarian and the individual is especially attuned to the subgroups that comprise it, unequal treatment is readily perceived. But high egalitarianism accomplishes what it is intended to do: it evens out status differences and fosters equal representation in leadership and decision-making, which is associated with greater task cohesiveness among women who are especially sensitive to the treatment of subgroups within the organization. Of course, these women's organizations may *actually* be structured in such a way so that subgroups are salient within the structure and interactions among the members, not just that the women *perceive* them to be that way<sup>2</sup>. And, as egalitarianism covaries with the strength of boundaries between subgroups within the organization, so does the expression of task cohesiveness among its members.

The effects of superordinate representations were moderated not only by organization egalitarianism, but also subgroup threat and singular consciousness. As expected, when subgroup threat was low, women with dual and single representations were not different from each other on task cohesiveness, but all three were higher than the weak representation cluster. However, while

task cohesiveness was lower when subgroup threat was high than when it was low for women whose representation was single, it was not lower than that observed in the high subgroup threat condition for women whose representations were either individuated or deindividuated.

While I did expect women with dual representations to be buffered against subgroup threat to a greater degree than women whose representation was single, the finding that women whose representation was dual-deindividuated were *higher* on task cohesiveness when subgroup threat was high was unexpected. This finding does support the claim that dual representations are better buffers against threats to subgroup identity compared to single representations, but this finding of an *enhancement* of task cohesiveness due to subgroup threat is surprising. Remember, the specific type of subgroup threat that participants were exposed to was normative conformity, which is classified as a categorization threat (Branscombe, et al., 1999). Perhaps women with deindividuated representations of the superordinate group have more flexibility in shifting between levels of categorization within the group, and so are able to not only overcome subgroup threat caused by normative conformity, but also are more motivated to restore task cohesiveness in the face of a conflict that threatens the efficacy of the group.

The effect of singular consciousness on the relationship of superordinate representations to task cohesiveness was also in an unexpected direction. I had expected high singular consciousness to be associated with lower task cohesiveness among women whose representation was single because this focus on singularity was assumed to be a source of distinctiveness threat to members of subgroups whose attributions for gender discrimination account for more than simply sexism. Instead, when singular consciousness was low, women with single representations were higher on task cohesiveness than women with individuated representations. When singular consciousness was high, task cohesiveness was higher for both

groups, *and* the difference between women with individuated and single representations was eliminated. Additionally, women whose superordinate representation was weak were lower on task cohesiveness than women whose representation was either dual or single, and even lower when singular consciousness was high.

While these findings are contrary to expectations, they may be understandable if we think about the relationship of subgroup identities to superordinate identities and speculate about the centrality of gender in the mission (ideology) of the superordinate group relative to that of the subgroups. Perhaps, for the women whose superordinate representation is dual-individuated, low singular consciousness is associated with lower task cohesiveness *when* they are involved in organizations that are characterized by a highly singular mission. Thus, these women's subgroup affiliation is characterized by some ideological orientation other than a singular feminist one and this mismatch reduces their cohesiveness with the group in regard to tasks and goals. Following this line of reasoning, the observation that task cohesiveness is higher among women whose representation is individuated *when* singular consciousness is high indicates that, although there are salient subgroups within these women's organizations, the content of these women's political consciousness is not in conflict with the ideology that defines the organization.

Women whose representation of the organization was weak but whose singular consciousness was high were the lowest on task cohesiveness. When the superordinate identity is a weak force in the organization and subgroups are not perceived to be working together, then task cohesiveness will understandably be lower. But why is high singular consciousness associated with even *lower* task cohesiveness for this group of women? Perhaps one of the markers of division in these women's organizations that contributes to a weak superordinate representation *is* disagreement regarding the primacy of gender in social discrimination, and when a woman in such

an organization is high on singular feminist consciousness, she feels less committed to the tasks of a group that is not focused solely on gender. When her singular consciousness is low, task cohesiveness is low because of high disagreement with other group members, but is not compounded by tensions arising from conflicts over gender ideology.

These effects of singular consciousness must not be over-emphasized, however. When additional predictors of task cohesiveness were accounted for, the moderating effects of singular consciousness for women with a weak superordinate representation disappeared and were reduced to marginal significance for women with a deindividuated representation. This suggests that singular consciousness is distally related to task cohesiveness and that its effects work through other factors, perhaps such as self-prototypicality or prototype inclusiveness. Task cohesiveness most likely depends, at least in part, on agreement among group members regarding abstract causes of grievances as well as concrete solutions to problems. When a woman high on singular consciousness joins a group whose mission includes anti-sexism but does not prioritize it, she is likely to find herself at odds with the group members who shape the organization's agenda, thereby reducing her cohesiveness with the group in regard to goals and actions. These differences are related to her perceptions of herself as prototypical for the group and her perception that her subgroups' needs and values are included in the scope of the organization. The mediating effects of self-prototypicality and prototype inclusiveness for the superordinate cohesiveness outcomes will be taken up in a later section of this chapter.

Before discussing the mediating roles of self-prototypicality and prototype inclusiveness in superordinate cohesiveness, it is important to consider two or three points about the associations of inter-subgroup bias to inter-subgroup cohesiveness. First, recall that group cohesiveness was measured on three levels: intra-subgroup, inter-subgroup, and superordinate. But bias was only

measured on one level: inter-subgroup. Thus, the measure of inter-subgroup cohesiveness and the measures of inter-subgroup bias have in common a precisely matched level of specificity. This match is important not only in understanding the patterns of associations between the predictors and the outcomes, but also the pattern of associations among the outcomes themselves. Further, this perspective on the level of specificity has been absent from most, if not all, previous research on both bias and cohesiveness. This shift in perspective, which allows us to imagine bias and cohesiveness occurring on each of these three hierarchical levels, may prove to improve understanding of processes that occur between and within groups.

#### Inter-subgroup Bias and Inter-subgroup Cohesiveness

The primary purpose of this dissertation was to employ principles derived from theories of intergroup relations in the investigation of cohesiveness between groups that share a common ingroup (e.g., superordinate group) identity. It was assumed that the same processes identified in research on bias would effectively explain cohesiveness between subgroups. In the service of this goal a range of bias and cohesiveness outcomes were measured, and cohesiveness was conceptualized as occurring on three hierarchical levels in the group: intra-group, inter-group and superordinate, whereas bias, which was of interest, *as it had already been studied*, was measured only on the inter-subgroup level. Inter-subgroup cohesiveness is the level of cohesiveness that is specifically concerned with the cohesiveness one expresses toward members of a group characterized by a nonshared identity, which has been overlooked in research on group cohesiveness, while bias has typically been measured as an intergroup outcome. But who is to say that cohesiveness cannot also be construed as an intergroup outcome?

Consequently, the outcomes that were measured on the meso level, the inter-subgroup outcomes, are of particular interest. These outcomes are measured clearly in terms of one subgroup's evaluation of another subgroup. Of the three dimensions of bias measured in this study (work bias, general positivity bias, and representation bias), work bias is the one that is most theoretically compelling. Individuals join social change organizations because they want to achieve a common goal, and if they have difficulty working together, then the likelihood of goal achievement is rather low. Because work bias and inter-subgroup cohesiveness were measured on the same level, they are appropriate for a close comparison in terms of the variables that did and did not predict them. This comparison will provide some insight into the processes involved cohesiveness between members of different subgroups and will therefore provide a fuller picture of the processes that underlie subgroup relations.

As already mentioned, the differences among women on inter-subgroup bias that were attributable to the superordinate representations were eliminated by the addition of other predictor variables, suggesting that the superordinate representations are more accurately conceived of as distal effects on work bias. For inter-subgroup cohesiveness, however, after additional predictors were entered into the model, the individuated representation maintained a direct association with even *greater* inter-subgroup cohesiveness than the single representation, and there was a trend for the weak representation to be lower on inter-subgroup cohesiveness than the single representation. (The deindividuated representation was not different from the single representation.) Thus, even after controlling for variables such as organization egalitarianism, ingroup projection, identification and subgroup threat, the superordinate representations continued to have a direct effect on the expression of inter-subgroup cohesiveness.

Work bias and inter-subgroup cohesiveness shared one feature that distinguishes both from the models of superordinate cohesiveness: the effect of organization egalitarianism was fully mediated by more a more proximal factor for each of them. As discussed earlier, organization egalitarianism was associated with *greater* work bias<sup>3</sup>. It was also *negatively* associated with inter-subgroup cohesiveness. However, when *intra*-subgroup cohesiveness was entered as a predictor of work bias, it fully mediated the effect of organization egalitarianism<sup>4</sup>. Similarly, when work bias was entered as a predictor of inter-subgroup cohesiveness, it fully mediated the effect of organization egalitarianism. Interestingly, work bias was not correlated with any of the superordinate cohesiveness outcomes: only when cohesiveness was measured with subgroup specificity, both inter-subgroup and intra-subgroup, was it related to the work bias.

Although organization egalitarianism was associated with better outcomes on superordinate cohesiveness (except for women with simple [i.e., single or weak] representations of the common ingroup [superordinate group]), it was associated with worse inter-subgroup outcomes. A look at the pattern of associations among identification, egalitarianism, bias and cohesiveness suggests an explanation for the apparently negative effect of egalitarianism on inter-subgroup relations. First, organization egalitarianism is correlated *only* with measures of identification with one's own subgroup and prototypicality of Subgroup A; it is *uncorrelated* with identification with Subgroup B and prototypicality of Subgroup B. What this indicates is that organization egalitarianism, rather than enhancing relationships among members of different subgroups, primarily effects *intra*-subgroup relations. To the extent that egalitarianism fails to achieve cross-subgroup identification and inclusiveness, and to the extent that it increases identification and cohesion with one's own subgroup, it may actually work to polarize subgroups instead of unite them.

While intra-subgroup cohesiveness fully mediated the effect of organization egalitarianism on work bias, work bias fully mediated the effect of organization egalitarianism on inter-subgroup cohesiveness. This chain of associations indicates that organization egalitarianism makes it *more*, not *less*, difficult for subgroups to work together and this difficulty, along with polarized, highly internally cohesive subgroups, produces low inter-subgroup cohesiveness. This would explain why egalitarianism is associated with greater superordinate cohesiveness but lower inter-subgroup cohesiveness and higher inter-subgroup bias.

Unique predictors of inter-subgroup cohesiveness were ingroup projection and subgroup threat. Unlike the measures of superordinate cohesiveness and intra-subgroup cohesiveness, inter-subgroup cohesiveness was the only outcome for which ingroup projection was a significant predictor, and in the expected direction. This variance was sufficiently accounted for, however, by identification with Subgroup B, suggesting that low identification with Subgroup B is a key factor in the expression of ingroup projection, and that when contextual factors inhibit identification with Subgroup B, greater ingroup projection will limit possibilities for inter-subgroup cohesiveness.

Further, inter-subgroup cohesiveness was the only outcome besides task cohesiveness and prototype inclusiveness that was affected by the subgroup identity threat manipulation. Thus, normative conformity reduces inclusive perceptions of the superordinate prototype, task cohesiveness, and inter-subgroup cohesiveness, suggesting that pressure to deny one's position as a member of a particular subgroup has an affect on factors that will directly affect the productivity and harmony within the group; however, while pressure to conform reduces cohesiveness, it doesn't seem to exacerbate inter-subgroup bias, at least on the evaluative dimensions that were measured in this study. This main effect was qualified by an interaction with the dual-individuated representation and indicated that the combination of a dual-individuated

representation with high subgroup threat is particularly detrimental to inter-subgroup cohesiveness, while in the absence of subgroup threat, a dual-individuated representation is especially *beneficial* to inter-subgroup cohesiveness.

This effect contrasts with that which found that a dual-*deindividuated* representation appears to buffer against the effect of threat on superordinate cohesiveness (See Figures 12 & 30). These results suggest a complex relationship between representation, categorization threat to identity, and level of cohesiveness, one that the current study was not designed to either investigate or explain. One aspect on which the dual representations differed most strongly was the extent to which the superordinate group was individuated. An individual whose representation of the group is highly individuated may be especially vulnerable to categorization threat *because*, while the subgroup identities are salient to her, her individual or personal identity may have more relevance or meaning than the subgroup identity. If she primarily interacts with her group on an interpersonal, rather than an inter-subgroup, basis, being treated in terms of her subgroup membership, she may be more apt to differentiate from other subgroups than women whose representation is less individuated (See Branscombe, et al., 1999, p. 37).

Two variables that proved to be most important for the prediction of the superordinate cohesiveness outcomes, prototype inclusiveness and self-prototypicality, were *unrelated* to the inter-subgroup bias outcomes, inter-subgroup cohesiveness, and the micro-level intra-subgroup cohesiveness outcome, suggesting that two of the factors that have been extensive attention in the literature on group cohesiveness may most relevant to the superordinate level of the cohesiveness hierarchy. The next section will consider in more detail the associations of these predictors with the superordinate cohesiveness outcomes and relate these findings to the larger body of literature on group cohesiveness, prototypicality, and superordinate prototypes.

## Prototypes, Prototypicality, and Superordinate Cohesiveness

Theory and research on group cohesiveness emphasizes the role of prototypicality. As reviewed in Chapter 1, the self-categorization model of group cohesiveness states that cohesiveness is depersonalized social attraction based on *perceived similarity* to the group prototype (Hogg, 1992). Tests of this theory have shown that group members are liked more when they are highly prototypical for the ingroup, while marginal members are liked less (Hogg, Cooper-Shaw & Holzworth, 1993; Hogg & Hains, 1996; Hogg & Hardie, 1992; 1997; Hogg, Hardie & Reynolds, 1995), and are less committed to and identify less with the group (Jetten, Branscombe, Spears & McKimmie, 2003). In sum, the self-categorization approach to group cohesiveness claims that group cohesiveness is greatest for group members who are high identifiers, when they perceive themselves and are perceived to be highly prototypical, and when the group prototype is clear and definable.

While perceived similarity to the group prototype may be a necessary precondition for group cohesiveness, the claim that the group prototype must be clearly definable and narrow (Hogg et al., 1993) restricts the possibility of cohesiveness within heterogeneous groups or among subgroups subsumed within a superordinate group. An alternative approach to group relations and prototypicality suggests that intergroup tolerance and harmony depends on prototypes which have characteristics that foster evaluations of difference as normative – typical – for the group as a whole (Mummendey & Wenzel, 1999; Waldzus, Mummendey, Wenzel & Weber, 2003, Waldzus et al., 2004). Thus, while Hogg and colleagues (1993) claim that prototype clarity and definability are crucial to group cohesiveness, Waldzus and colleagues claim that complex and undefinable prototypes are necessary for positive attitudes toward outgroups.

The present findings partially confirm the results found by Hogg and Hardie (1991, 1992) with football team members and minimal groups, in which greater self-prototypicality was associated with greater cohesiveness. However, contrary to other research (Hogg et al., 1993) neither identification with the subgroup nor identification with the organization predicted greater superordinate cohesiveness. High superordinate cohesiveness was consistently associated with inclusive perceptions of the superordinate prototype, in which few people are construed to be marginal, but within which a range of positions, beliefs, and values are deemed normative. However, this perception of inclusiveness is strongly influenced by the extent to which the individual perceives herself to be prototypical for the group as a whole, but not by identification with that group. Further, self-prototypicality mediated the effect of inclusiveness on both social cohesiveness and group pride, suggesting that judgments of inclusiveness are determined by one's sense of self-inclusion and not by one's evaluation of the success with which the organization manages to include one's own or other subgroups in the scope of its mission and goals.

However, the finding that inclusive perceptions of the superordinate group continued to have direct effects on these three dimensions of superordinate cohesiveness even after self-prototypicality was taken into account extends the research by Waldzus et al. (2003) on the effects of prototype inclusiveness to include its influence on *cohesiveness*. But the process proposed by Waldzus and colleagues to explain how inclusive prototypes produce positive outcomes was not observed in this study. According to their framework, inclusive prototypes should reduce ingroup projection (e.g., relative ingroup prototypicality), thereby promoting positive intergroup evaluations. However, in the present study, not only was ingroup projection *not* a significant predictor of any dimension of superordinate cohesiveness, it was *positively* associated with prototype

inclusiveness. Thus, while these results support the position that inclusive superordinate prototypes are necessary for positive outcomes of contact between groups, especially in the context of a binding common ingroup identity (i.e., the superordinate group), they failed to demonstrate the mechanisms proposed by the ingroup projection model (Waldzus et al., 2003; Mummendey & Wenzel, 1999).

Although prototype inclusiveness and self-prototypicality were some of the most powerful predictors of superordinate cohesiveness, that they failed to explain *any* of the variance in the inter-subgroup bias and inter-subgroup cohesiveness outcomes further supports the conceptualization of three simultaneously occurring hierarchical systems of relations: intra-subgroup, inter-subgroup, and superordinate (or, perhaps, supra-subgroup). Just as Hogg (1992) emphasized that we must not measure interpersonal attraction and call that group cohesiveness, so perhaps we ought not measure superordinate cohesiveness and feel satisfied that we have captured cohesiveness among and between subgroups. Although categorization processes most certainly underlie each of these levels of cohesiveness, which sets them all apart from interpersonal attraction, the mechanisms through which the three levels of cohesiveness are achieved and expressed are qualitatively distinct. They are also likely to have qualitatively distinct implications for group products such as goal achievement, recruitment and retention. I will return to this issue in terms of its implications for future research. But first, I turn to a brief consideration of the strengths and limitations of the present study.

#### Study Strengths and Limitations

The design of this study had a number of strengths that set it apart in comparison to the conventional ways in which inter-group relations research is conducted. First and foremost, this

research took advantage of naturally occurring ongoing groups that are meaningful, important, and central in the lives of the women participants. While much of the research conducted on intergroup relations has moved away from minimal group research, the identities that are studied continue to be based primarily in convenience samples of college students, whose identities as math students, university students, and so forth are the defining groups. This research has produced an impressive body of knowledge about the identification and categorization processes that contribute to relations between groups, but as far as identifications go, “student” and “math/science versus arts/humanities major” are fairly low down in a hierarchy of important identities. Thus, it is crucial, as was done in the present research, to find new ways to study intergroup relations among real groups whose identities are voluntary, embraced, and which have real consequences for the groups involved, for the individuals who are the focus of the research, and even for society as a whole.

The Internet-based method of data collection is another strength of this study. Participants were able to select superordinate and subgroup identities that are relevant and meaningful to them rather than to have minimal, quasi-minimal, or trivial categories imposed or made salient. It also allowed for a fairly diverse and non-traditional (i.e., more than college undergraduates) population to be sampled. This combination of meaningful identities and a diverse nontraditional sample allows for a more refined appraisal of theories of whether the theories generated from minimal and experimentally-based research actually reflect the processes that occur in naturally occurring groups.

At the same time, the primarily correlation-based nature of the methodology precludes strong conclusions regarding causality, the self-selected nature of the sample restricts generalization to all members of goal-oriented heterogeneous organizations, and limitations to the

prototype inclusiveness and cohesiveness measures may restrict the range of possible explanations for the results. Additional limitations include the large number of analyses which could have resulted in spurious findings, the fairly large number of findings that were contrary to prediction, and the possibility that the tests of the full models were under powered. I will consider each of these limitations in turn and then end this chapter with some concluding comments and suggestions for future research.

The correlational nature of the study design precludes any strong conclusions about the order of predictor, mediator, and outcome variables. Perhaps most important in this regard is the ordering of the organization culture and superordinate representation constructs in the conceptual model. Although the superordinate representation is consistently defined as an antecedent to organization culture, the reverse association is equally plausible: highly egalitarian organization cultures could systematically produce a particular sort of representation of the common ingroup; in fact, to the extent that the women's representations of the common ingroup reflect objective subgroup relations, then they also reflect the culture of the organization. Women whose superordinate representation was single did report that their organizations were significantly more egalitarian than women whose representations were either deindividuated or weak, and they reported significantly higher equal status contact among subgroups than both the deindividuated and weak representation groups.

If the organization culture was conceptualized as a condition of contact, as Gaertner and colleagues suggest (Gaertner et al., 1993), it may be equally well conceptualized as the antecedent of the cognitive representation of the common ingroup. However, my primary interest in organization culture was in its potential as a moderator of superordinate representation and subgroup threat and not as a predictor of superordinate representation *type*. Hornsey and Hogg

(2000) hypothesize that single representations, more so than dual representations, are potential sources of distinctiveness threat if higher status and power subgroups have control over the organization goals, mission, and definition. Therefore, the present study aimed to determine whether organization culture buffered the effects of a single superordinate representation on bias and cohesiveness. In future research on superordinate representations and inter-subgroup cohesiveness, it may be equally important to investigate whether organization egalitarianism produces different *types* of superordinate representations.

The self-selected nature of the sample limits the generalization of the results to all members of social change organizations characterized by a common identity and common goal. The women who completed this study were highly motivated to participate – participation was anonymous and the likelihood of compensation was rather remote. It could be that participants differ from nonparticipants in ways that affect the outcomes of interest. For example, those who are highly motivated to complete this long questionnaire may also be more prototypical of and more cohesive and committed to their groups than women who were not motivated to complete such a questionnaire. Previous research has demonstrated how high and low group identifiers respond differently to threat: high identifiers are more likely to remain committed to the group when threat is high, while low identifiers are more instrumental and may abandon (or disidentify) with the group when its identity is threatened (Jetten & Spears, 2003). In sum, a different pattern of associations between overly inclusive superordinate representations and the outcomes, as well as between the subgroup threat manipulation and the outcomes, may have been obtained if the sample had contained a greater number of less committed participants. At least, this restricted variance may have contributed to lower variance, making it more difficult to detect associations among variables.

The manner in which cohesiveness was measured may have caused the different patterns

for superordinate cohesiveness compared to inter- and intra-subgroup cohesiveness. Although there were a number of dimensions of superordinate cohesiveness measured in this study, only one dimension of inter-subgroup cohesiveness and intra-subgroup cohesiveness was assessed. Thus, the differences of association between the predictors and the three levels of cohesiveness may be attributable to the measures and not real differences in processes or mechanisms. Future research may sort this out by using uniform measures across the levels of cohesiveness with the level of subgroup or superordinate specificity tailored to the outcome of interest.

A rather large number of analyses were conducted for this study, and a number of the results were contrary to predictions. Thus, results that were inconsistent across the various tests, such as with the intersectional consciousness measures should be interpreted with greater caution than the tests that were more consistent and robust, such as with prototype inclusiveness and organization culture. The post hoc explanations of the results that were contrary to expectations must also be appraised with caution until and unless they are supported by tests of specific *a priori* hypotheses. Finally, the tests of the full models contained a large number of explanatory variables, which may have reduced the power of the tests to detect significant associations with the outcomes. Low power may explain why variables such as status and influence were not significant predictors. Because previous research has demonstrated the relationship of status to both ingroup bias and cohesiveness (See Ellemers, Barreto & Spears, 1999), it is unlikely that status did not play a role in these outcomes. This could have occurred for a number of reasons, and one of the likely suspects is low power.

## Conclusions and Directions for Future Research

Despite these limitations, this study makes a number of important contributions to intergroup relations research. First, it identified four different profiles of the structure of superordinate representations and identified the ways in which different forms of dual representations are differentially related to intergroup outcomes. Second, and perhaps most importantly, it opened up new vistas for thinking about the possibilities of group cohesiveness in inter-group contexts. The groups involved in this study varied widely in their diversity, but each was characterized by a minimum of two meaningful subgroups, and overall, inter-subgroup cohesiveness was high. Prototypicality, but not identification, proved to be crucial to the expression of superordinate cohesiveness. Inter-subgroup cohesiveness was most strongly predicted by participants' identification with and appraisal of *another* subgroups (i.e., an "outgroup"), while their own and their subgroup's prototypicality were not important factors. Further, egalitarianism, an organization culture commonly used by progressive social change organizations when they are concerned with equalizing status and sharing power among subgroups, was actually associated with lower cohesiveness between subgroups and higher cohesiveness within subgroups.

This latter finding points to the first direction for future research: first, a systematic investigation into the positive *and* negative consequences of egalitarian organization structures, followed by an investigation into factors that enhance inter-subgroup cohesiveness. Because the individuated dual representation was associated with the highest inter-subgroup cohesiveness, future research should determine what types of organization structures and practices foster an individuated dual representation.

In a related vein, future studies may attempt to experimentally induce individuated and deindividuated representations to further clarify their antecedents and consequences. If an individuated representation is associated with greater inter-subgroup cohesiveness, then the conditions of contact that produce it must be identified. Last, because no measure of prototypicality: neither self prototypicality nor subgroup prototypicality, nor own identification with the organization or one's own subgroup, were significant predictors of inter-subgroup cohesiveness, future research should be directed at further specifying *when* prototypicality is crucial and when it is not.

We know from practical experience that diverse groups can and do exist harmoniously and that people demonstrate cohesiveness, loyalty, and commitment to others who are different from them. Current self-categorization perspectives on group cohesiveness leave little room for theorizing cohesiveness and multiculturalism simultaneously. But the sum total of the present research has opened new vistas for the possibilities for cohesiveness within diversity. The question is no longer *if*, but rather *how*.

## Endnotes

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Chapter 1

<sup>1</sup> In this dissertation I am making a distinction between assimilative and multicultural solidarity. Assimilative solidarity (group cohesiveness) is what has been studied in the social psychological literature and is conceptualized as attraction based in similarity. It results from evaluation of other group members as similar to or conforming to a prototypical representation of the ideal group member and is facilitated by narrowly defined group norms for ideology, attitude, behavior, and values. Multicultural solidarity results from an acceptance of diversity as normative within the inclusive categorization.

<sup>2</sup> Hogg (1992) addresses the problem of specifying a group level phenomenon, group cohesiveness, at the individual level. His critical review of the group cohesiveness literature persuasively argues that this group-level phenomenon has been reduced to the individual level of analysis and operationalized as interpersonal liking or attraction. He argues for a conceptualization of group cohesiveness derived from social identity theory (Tajfel, 1978) and self-categorization theory (Turner, 1981) that explains "how the process of self-categorization can produce group-level attraction phenomena that are conceptually independent of interpersonal attraction" (p. 9). This distinction was fundamentally important to the development of theory and research concerned with group cohesiveness. It is inadequate, however, for thinking about group cohesiveness as a product of intergroup contact. One aim of the present research is to explore the possibilities of expanding the notion of cohesiveness to encompass the possibilities of inter-group cohesiveness.

<sup>3</sup> A revised version of this measure was included, along with others, in Henderson-King and Stewart's (1994, 1997) research on gender consciousness. The scholarship produced by these two teams of researchers on gender and feminist consciousness is perhaps the most influential in the current social psychological literature. Each reflects white middle class women's experiences of sexism. For example, the Gurin measure focuses on the liberatory consequences of women's integration into the paid labor force, without recognition of the fact that poor and working class white women and women of color have always been in the labor market, albeit marginalized within it. Furthermore, it reflects no recognition of the ways in which race moderates men's power in society. One is left to wonder "which men" the measure is referring to. Race is left unspecified; white is the unstated default.

## Chapter 2

<sup>1</sup> One participant who answered the initial gender eligibility item "woman" but answered the gender identification item at the end of the questionnaire as "man" was eliminated from all analyses.

<sup>2</sup> These numbers are unequal due to an error in programming that was discovered and corrected approximately four weeks into data collection. Answers judged adequate included at minimum one example of encouragement or discouragement. Approximately one-third of responses were judged

inadequate and excluded from analyses. Typical of responses judged inadequate were comments such as “*that hasn't happened to me*” and “*Irrelevant.*”

<sup>3</sup> Two items were eliminated from the measures of intra-subgroup and inter-subgroup cohesiveness. One item, “*For me, [GROUP] is one of the most important social groups to which I belong*” was eliminated because it did not make sense in reference to Subgroup B, a group to which the participant does not belong. A second item, “*Some of my best friends are [Subgroup A/B] members*” was eliminated because this item’s content, having to do with friendship, was eliminated to be consistent with the perspective in intergroup relations theory and research that there are fundamental theoretical and empirical differences between inter-individual and inter-group processes.

<sup>4</sup> As used by Hogg and Hains (1996) this measure is comprised of 9 items. In the present study an error was made in the scale so that one item from the group identification subscale was accidentally deleted while another was repeated, and so the measure used here consists of 8 items.

### Chapter 3

<sup>1</sup>Any identity could be the ground for singular consciousness, but in this research the focus is on gender consciousness.

<sup>2</sup>The removal of the single item, *Racism impacts the lives of white women as well as women of color*, resulted in a weaker factor structure that was difficult to interpret. Thus, the item was retained in the scale and will be included in any analyses that use the total FIM.

### Chapter 4

<sup>1</sup>This does not include the response that did not meet inclusion criteria (See Chapter 2).

<sup>2</sup>The four items included and the one item excluded were previously used in two distinct lines of research and not combined. In order to achieve a balance in the ratio of items to dimensions, the “same team” item was included, while the “multiple groups” item was not. The “same team” item was selected of the two because it was developed for use with the three other items (“different groups”, “individuals”, and “one group”), while the “multiple groups” item was not.

<sup>3</sup>The CIIM and the subgroup distinctiveness models are interpreted as indicating that the weak superordinate representation group, *because of the weakness of the superordinate group as a binding force*, would exhibit more ingroup projection than would either dual representation or the strong single representation.

<sup>4</sup>Both sexual orientation and organization importance were significantly correlated with prototype inclusiveness at the bivariate level, but only sexual orientation continued to have even a marginal effect in the context of the predictor variables, and so the coefficient for organization importance was removed from the final model.

<sup>5</sup>Post hoc tests revealed that women with weak representations of the common ingroup perceived Subgroup A to be less prototypical for the common ingroup, but this finding was only marginally significant ( $F = 2.19, p < .09$ ), and so differences in perceived prototypicality of Subgroup A among the different representation clusters does not seem to account for this finding.

## Chapter 5

<sup>1</sup>The main effects of these outcomes on ingroup projection and prototype inclusiveness were presented in Chapter 4; Chapter 5 discusses these associations in terms of their moderational effects.

<sup>2</sup>A cutoff of  $p < .10$  was set for a) preliminary regressions in an iterative series of regressions and b) interaction terms. For all other significance tests a  $p < .05$  cutoff was set.

<sup>3</sup>Exploratory analyses were conducted to ascertain whether the superordinate cohesiveness measures would be most effectively combined into one single measure. Factor analysis and internal consistency coefficients supported both a lower order and higher order solution to these scales. However, subsequent analyses determined that information such as the differential effects of the predictors on task and social cohesiveness would be lost if the scales were combined into a single measure. Therefore, it was decided to investigate the effects of the predictors on the individual superordinate cohesiveness outcomes rather than on the combined superordinate outcomes.

<sup>4</sup>In the conceptual model (Figure 1), ingroup projection was proposed to have a direct effect on prototype inclusiveness. In Chapter 4 I demonstrated that the effect of ingroup projection on prototype inclusiveness is fully mediated by self-prototypicality. Thus, in these analyses two paths were tested: 1) superordinate representation → ingroup projection → outcome (bias or cohesiveness); and 2) superordinate representation → prototype inclusiveness → outcome (bias or cohesiveness). Additional effects of self-prototypicality are tested and reported in the final results section of Chapter 5.

<sup>5</sup>This is because the comparison group, weak superordinate representation, which is in the intercept, is not significantly different from the deindividuated cluster on intolerance of difference.

<sup>6</sup>This effect does not take into account the effect of self-prototypicality, which will be reported in the next section.

<sup>7</sup>I selected the moderational approach instead of the mediational approach to entering the dummy variables because I needed the interaction terms and the main effects for the representation variables to match.

<sup>8</sup>Again, a significance level of  $p < .10$  was set only for preliminary regressions in an iterative series and for interaction terms. For all other analyses, a significance level of  $p < .05$  was set.

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<sup>9</sup>The analyses for the paths presented in Figures 33 & 34 that were not components of the theoretical model are presented in Appendix G.

## Chapter 6

<sup>1</sup> I thank Naomi Ellemers for this idea.

<sup>2</sup> Whether the four representations types are most accurately defined purely as the women's *perceptions* of the group or whether they also objectively reflect the actual structure of the organizations to which the women belong cannot be definitively determined. Consequently, throughout this discussion, I primarily refer to these superordinate representations as representations, and not as objective features of the organizations to which the women belong. However, there are some results for which it is useful to consider whether the superordinate representation actually represents subgroup relations to each other and their common ingroup, but I do this with caution and with the awareness that the women's cognitive representations might not perfectly map onto the objective relations within their organizations.

<sup>3</sup> When work bias was considered by itself, the effect of organization egalitarianism was not moderated by type of superordinate representation, as it was when they were regressed onto the summary inter-subgroup bias variable.

<sup>4</sup> Variance in bias attributable to organization egalitarianism was reduced when *inter*-subgroup cohesiveness was added to the model, but *inter*-subgroup cohesiveness was only marginally ( $p < .09$ ) correlated with organization egalitarianism. However, *intra*-group cohesiveness and organization egalitarianism were strongly correlated, indicating that in the context of the work bias outcome, mediation should be conceptualized as occurring through intra-subgroup cohesiveness rather than inter-subgroup cohesiveness. This is consistent with the position that it is identification with Subgroup B that makes the differences in inter-subgroup bias and cohesiveness.

Table 1

*Participant Characteristics (n = 174)*

Characteristic	Descriptive Statistic	
Age (n = 164)	M 34.24 (SD 13.71), Range 18 – 78 Years 55% 18 – 30	19% 31 – 40 11% 41 - 50 10% 51 – 60 5% 60 & Above
Origin	86.0% US and Canada 11.5% Other Country 2.0% Cannot Determine	
Ethnicity	10.9% Asian 4.6% Black 4.0% Latina	71.3% White 9.2% Multi-ethnic or other ethnic
Education	1% High school or equivalent 20% Some college to Associate's degree	44% Bachelor's degree 25% Master's degree 10% Ph.D, MD, JD
Relationship Status	34.5% Married or partnered 29.0% In a relationship 19.0% Single and not dating 17.0% Single and dating	
Sexual Orientation	63% Straight 21% Bisexual 17% Lesbian	
Children	70% No children 10% 1 child 13% 2 children 7% 3 or more children	
Religious Affiliation	46% None 21% Christian 10% Jewish 4% Pagan/witch/nature	4% Hindu 2% Muslim 2% "Spiritual" 2% Baha'I/Buddhist/Taoist 5% Other
Years in Organization	M 2.97 (SD 2.19), Range 0.08 – 6.08	
Role in Organization	60% non-leadership role 40% leadership role	

Table 2

*Organization Focus (n = 174)*


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19.0%	Sexual assault/domestic violence
18.0%	Health (including reproductive rights)
11.0%	Broad-focus/Multi-issue national organization
10.0%	Human rights/peace
7.5%	Broad-focus/Multi-issue local/community organization
5.0%	Arts/humanities (e.g., radio, theater)
4.5%	Poverty/welfare rights
4.5%	Campus women's group or center
3.0%	Childcare/children's rights/child support
2.3%	Education
2.3%	Religion/spirituality
2.3%	Politics
1.8%	Self-improvement/body image/self-defense
1.7%	Sexuality
5.0%	Other

---

Table 3

*Subgroup Selection*

<u>Category</u>	<u>Subgroup A</u>	<u>Subgroup B</u>
Feminism	26.5%	19.5%
Social Class	18.0%	18.0%
Age	14.5%	12.0%
Religion/secularity/spirituality	13.0%	25.0%
Sexual orientation	12.0%	6.5%
Ethnicity	9.0%	11.5%
Political orientation/ideology	1.5%	2.5%
Other	3.5%	3.5%

Table 4

*Descriptive Statistics for Feminist Intersectional Consciousness Items*

Item	M	SD
Understanding the life experiences of women from different ethnic groups help us to achieve our goals	8.49	1.10
In order to achieve the changes we seek, we must fight racism as well as sexism	8.29	1.54
Black and white women experience sexism in different ways	7.24	2.21
All oppressions are tied together	7.15	2.36
Racism impacts the lives of white women as well as women of color	6.95	2.47
Sex and race are inseparable issues in the lives of women	6.79	2.53
Sexism is women's primary oppression	4.43	2.90
The answer to oppression in all women's lives is the same: end patriarchy	3.74	2.66
To be effective, it is important to focus on a single issue when working for social change	3.47	2.66
When working for social change, focusing on a single issue (for example race, class, gender, or sexual orientation) is more effective than focusing on several at the same time	3.41	2.48
Racism impacts the lives of black women, but we need to focus on the effects of patriarchy	3.33	2.58
Poor women experience sexism in ways that are the same as middle-class women	2.67	2.00
Focusing on issues other than sexism (like racism and homophobia) dilutes our energies	2.18	1.81

Table 5

*FIM Item Inter-correlations, n = 174*

	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.
1. To be effective, it is important to focus on a single issue when working for social change	.23***	-.11	-.05	-.11	-.20**	-.26***	.66***	.44***	.18*	.22**	.14†	-.14†
2. Racism impacts the lives of black women, but we need to focus on the effects of patriarchy	--	-.04	-.08	-.08	-.04	-.20**	-.25***	.24***	.25**	.36***	.45***	-.14†
3. Racism impacts the lives of white women as well as women of color		--	.30***	.15*	.17*	.11	.04	-.08	-.03	.03	.01	.17*
4. Understanding the life experiences of women from different ethnic groups help us to achieve our goals			--	.50***	.24***	.27***	-.06	-.25***	-.06	-.13†	-.04	.28***
5. In order to achieve the changes we seek, we must fight racism as well as sexism				--	.48***	.50***	-.16*	-.18*	-.07	-.19**	-.02	.32***

Table 5, Continued

	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.
6. Black and white women experience sexism in different ways					--	.49***	-.19**	-.04	-.14†	-.24***	-.18*	.24***
7. Sex and race are inseparable issues in the lives of women						--	-.28***	-.20**	-.08	-.22**	-.10	.41***
8. When working for social change, focusing on a single issue (for example race, class, gender, or sexual orientation) is more effective than focusing on several at the same time							--	.43***	.21**	.24**	.22**	-.08
9. Focusing on issues other than sexism (like racism and homophobia) dilutes our energies								--	.27***	.28***	.24***	-.09
10. Sexism is women's primary oppression									--	.24**	.47***	-.03
11. Poor women experience sexism in ways that are the same as middle-class women										--	.31***	-.11
12. The answer to oppression in all women's lives is the same: end patriarchy											--	.13†
13. All oppressions are tied together												--

†p &lt; .10; \*p &lt; .05; \*\*p &lt; .01; \*\*\*p &lt; .001

Table 6

*Exploratory Factor Analysis of Feminist Intersectional Consciousness Scale*

	Factor			
	1	2	3	4
	27%	16%	10%	8%
Understanding the life experiences of women from different ethnic groups helps us to achieve our goals	<b>.41</b>	.00	.00	.69
In order to achieve the changes we seek, we must fight racism as well as sexism	<b>.75</b>	.00	.00	.28
Black and white women experience sexism in different ways	<b>.79</b>	-.24	.00	.00
Sex and race are inseparable issues in the lives of women	<b>.79</b>	-.11	-.21	0
All oppressions are tied together	<b>.60</b>	.13	.00	.18
Racism impacts the lives of black women but we need to focus on effects of patriarchy	-.17	<b>.70</b>	.15	.00
Sexism is women's primary oppression	.00	<b>.72</b>	.12	-.14
Poor women experience racism in ways that are the same as middle class women	-.29	<b>.54</b>	.18	.00
The answer to oppression in all women's lives is the same: end patriarchy	.00	<b>.83</b>	.00	.00
To be effective, it is important to focus on a single issue when working for social change	-.14	.00	<b>.86</b>	.00
When working for social change, focusing on a single issue (for example, race, class, gender, or sexual orientation) is more effective than focusing on several at the same time	-.16	.17	<b>.84</b>	.12
Focusing on issues other than sexism dilutes our energies	.00	.29	<b>.66</b>	-.33
Racism impacts the lives of white women as well as women of color	.00	.00	.00	<b>.78</b>

Note: Factor 1 = Feminist Intersectional Consciousness, Factor 2 = Singular Feminist Consciousness, Factor 3 = Gendered Action Orientation

Table 7

*Descriptive Statistics and Inter-correlations among the FIM, Tolerance for Ambiguity, Perspective Taking, UDO and Gender Consciousness Scales*

	FIM total	FIM IFC	FIM SFC	FIM GAO	UDO Total	UDO -RA	UDO - CD	UDO - DC	MAT Philo.	MAT -IC	IRI	<u>Gender Consciousness</u>			
												<u>Legit</u>	<u>Illegit.</u>	<u>Stab.</u>	<u>Common Fate</u>
<b>FIM total</b> M = 6.14 SD = 0.84	--	.69***	-.62***	-.10	.15*	.18*	.06	.10	-.15*	.01	.07	-.26***	.17*	.18*	.09
<b>IFC</b> M = 7.59 SD = 1.39		--	-.21**	.27***	.16*	.19*	.05	.12	-.11	.07	.08	-.25***	.37***	.29***	.18*
<b>SFC</b> M = 3.54 SD 1.85			--	-.36***	-.15*	-.11	.11	-.10	.33***	.13†	-.12	.25***	-.08	-.23**	-.06
<b>GAO</b> M = 6.98 SD 1.93				--	.13†	.09	.10	.11	-.27***	-.10	.13†	-.19**	.24***	.33***	.17*

NOTE: IFC = Intersectional feminist consciousness; SFC = Singular Feminist Consciousness; GAO = Gendered Action Orientation; UDO = Universe Diverse Orientation; RA = Relativistic Appreciation; CD = Comfort with Diversity; DC = Diversity of Contact; MAT = Measure of Ambiguity Tolerance; IC = Interpersonal Communication; Philo = Philosophy; IRI = Interpersonal Reactivity Index; Perspective Taking subscale; Legit = Legitimacy; Illegit = illegitimacy; Stab. = Stability. †p < .10; \*p < .05; \*\*p < .01; \*\*\*p < .001

Table 8  
*Bivariate Correlations of IC Subscales with Background Characteristics*

	FIM total	IFC	SFC	GAO
Age	-.17*	-.23**	.13†	-.06
Children	-.21**	-.29***	.25***	-.18*
White ethnicity	.02	-.005	-.03	.06
Education	.07	.06	-.12	.05
Religious	-.02	-.15*	-.01	-.18*
Heterosexual	-.19*	-.28***	.26***	-.34***
Partnered	.05	.05	.08	-.09
Leadership Role	.003	.04	-.01	.09
Length of membership	-.02	.10	.01	-.008
Percent of time	.09	.05	.09	-.02
Importance of organization	-.03	.03	.09	-.04
Actual time – ideal time spent in organization activities	-.06	-.01	-.06	.19*

Note: FIM = Feminist Intersectional Consciousness, IFC = Intersectional Feminist Consciousness subscale, SFC = Singular Feminist Consciousness subscale; GAO = Gendered Action Orientation subscale. †p < .10; \*p < .05; \*\*p < .01; \*\*\*p < .001

Table 9

*FIM Descriptive Statistics and Inter-correlations of FIM with MOC and PIS (n = 174)*

	FIM total	FIM IFC	FIM SFC	FIM GAO	MOC Total	MOC Structure	MOC Contact	PIS Total	PIS Inclusive	PIS Exclusive
FIM total	--	.69***	.62***	-.10	.01	.02	-.02	-.13†	-.08	.16*
IFC		--	-.21**	.27***	.11	.11	.05	-.08	-.004	.15*
SFC			--	-.36***	.10	.01	.27***	.25***	.22**	-.23**
GAO				--	-.005	.07	-.17*	-.11	-.06	.15*

Note: FIM = Measure of feminist intersectional consciousness; IFC = Intersectional Feminist Consciousness subscale; SFC = Singular Feminist Consciousness subscale; GAO = Gendered Action Orientation subscale; MOC = Measure of Organization Culture; PIS = Prototype Inclusiveness Scale.

†  $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

Table 10

*Final Step of Hierarchical Regressions Predicting FIM Subscales*

<b>Singular consciousness</b>	B	SE	$\beta$
Heterosexual sexual orientation	.85	.29	.22**
Age	.02	.01	.13†
MOC: Equal status contact	.44	.14	.24***
MOC: Egalitarian structure	-.05	.15	-.03
Model F = 6.48***, Adjusted R <sup>2</sup> = .12, Standard Error = 1.73, $\Delta R^2$ = .05			
<b>Intersectional consciousness</b>	B	SE	$\beta$
Number of children	-.30	.09	-.25***
Sexual orientation	-.73	.21	-.25***
MOC: Equal status contact	.12	.11	.08
MOC: Egalitarian structure	.07	.11	.05
Model F = 7.62***, Adjusted R <sup>2</sup> = .13, Standard Error = 1.30, $\Delta R^2$ = .01			
<b>Gendered action orientation</b>	B	SE	$\beta$
Number of children	-.22	.12	.13†
Sexual orientation	-1.15	.30	-.29***
MOC: Equal status contact	-.26	.15	-.13†
MOC: Egalitarian structure	.10	.15	.05
Model F = 7.28***, Adjusted R <sup>2</sup> = .13, Standard Error = 1.80, $\Delta R^2$ = .02			

† $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

Table 11

*Final Step of Hierarchical Regression Predicting Prototype Inclusiveness*

	B	SE	$\beta$
Sexual orientation	.466	.21	.16*
Relative importance of organization	.09	.06	.11
Subgroup threat	-.51	.19	-.18**
Equal status contact	.67	.10	.48***
Egalitarian structure	.37	.10	.26***
SFC: Singular consciousness	.06	.06	.08
SFC X Equal status contact	-.09	.10	-.06
SFC X Egalitarian structure	-.006	.10	-.005

$F_{8, 110} = 15.37^{***}$ , Adj.  $R^2 = .49$ , SE = 1.00,  $\Delta R^2 = .004$

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 12

*Hierarchical Regression Predicting Prototype Inclusiveness*

<b>Step 1</b>	B	SE	$\beta$
Sexual orientation	.57	.21	.20**
Relative importance of organization	.26	.06	.30***
F (2, 116) = 11.59***, Adj. R <sup>2</sup> = .11, SE = 1.33			
<b>Step 2</b>			
Sexual orientation	.63	.25	.22**
Relative importance of organization	.25	.08	.29***
Subgroup threat	-.46	.25	-.16†
F (3, 115) = 6.49***, Adj. R <sup>2</sup> = .12, SE = 1.32, $\Delta R^2$ .03			
<b>Step 3</b>			
Sexual orientation	.49	.26	.17†
Relative importance of organization			
	.23	.08	.26**
Subgroup threat	-.47	.24	.17†
Singular Consciousness	.14	.07	.19*
Model F (4, 114) = 6.15***, Adjusted R <sup>2</sup> = .15, SE = 1.33, $\Delta R^2$ = .03			
<b>Step 4</b>			
Sexual orientation	.49	.20	.17*
Relative importance of organization	.10	.06	.12†
Subgroup threat	-.54	.19	-.19**
Singular consciousness	.05	.05	.07
Equal Status Contact	.69	.10	.49***
Organization egalitarianism	.39	.10	.28***
Model F (6, 112) = 20.41***, Adjusted R <sup>2</sup> = .18, SE = 1.32, $\Delta R^2$ = .03			
†p < .10, *p < .05, **p < .01, ***p < .001			

Table 13

*Bivariate Correlations Among the Superordinate Representation Items*

	Individuals	Different Groups	Same Team
Different groups	.48***		
Same team	-.31***	-.37***	
One group	-.37***	-.54***	.62***

\*\*\* $p < .001$

Table 14

*One-way ANOVAs for Superordinate Representation Items*

	1 Deindividuated - Dual <i>n</i> = 39	2 Individuated – Dual <i>n</i> = 28	3 Single Superordinate <i>n</i> = 87	4 Weak Superordinate <i>n</i> = 20	<i>F</i> df 3, 170	Post-hoc comparisons ( <i>p</i> < .001)
Individuals						
<i>M</i>	1.97	4.18	1.56	4.30	45.07***	1 < 2; 3 < 1 & 2; 4 > 1 & 3
<i>SD</i>	.67	.77	.67	.66		
Different groups						
<i>M</i>	3.79	3.07	1.54	4.15	188.69***	1 > 2, 3; 2 > 3; 2 < 4; 3 < 4
<i>SD</i>	.70	1.30	.63	.67		
Same team						
<i>M</i>	4.13	4.79	4.62	2.50	72.10***	1 < 2 & 3; 4 < 1, 2 & 3
<i>SD</i>	.89	.42	.65	1.19		
One single group						
<i>M</i>	3.64	4.61	4.68	2.25	154.62***	1 < 2 & 3; 1 > 4; 2 > 4; 3 > 4
<i>SD</i>	1.01	.57	.52	.85		

Note: 1 = Dual-deindividuated, 2 = dual-individuated, 3 = single superordinate, 4 = weak superordinate.

\*\*\**p* < .001

Table 15

*Means and F Statistics from One-way (Superordinate Representation Cluster) ANOVA on  
Background and Outcome Measures*

Variable	Dual - Deindividuated <i>n</i> = 39	Dual- Individuated <i>n</i> = 28	Single Superordinate <i>n</i> = 87	Weak Superordinate <i>n</i> = 20	<i>F</i>
<u>Background and Demographic Variables</u>					
Age	31.95	38.71	34.23	32.06	1.5
Education <sup>1</sup>	2.0	1.74 <sup>a</sup>	1.67 <sup>a</sup>	2.93 <sup>b</sup>	3.75**
Children	0.26 <sup>a</sup>	1.04 <sup>b</sup>	0.72	0.40	3.00*
Importance of organization <sup>2</sup>	7.03 <sup>a</sup>	8.07 <sup>b</sup>	8.18 <sup>b</sup>	7.40	5.80***
Years involved in organization	3.87	3.89	3.98 <sup>a</sup>	3.60	.48
Satisfaction with commitment <sup>3</sup>	-18.36	-13.57	-22.52	-4.25 <sup>b</sup>	4.09**
Numerical Status of Subgroup A <sup>4</sup>	2.62	2.68	3.03	2.60	1.91
Numerical Status of Subgroup B <sup>4</sup>	1.72	1.68	1.62	1.85	0.35
Influence of Subgroup B <sup>5</sup>	2.59	2.82	2.44	3.10	1.92
<u>Outcomes</u>					
<u>Prototype Perceptions</u>					
Total Prototype Inclusiveness Measure	5.89 <sup>a</sup>	6.72 <sup>b</sup>	7.34 <sup>b</sup>	5.08 <sup>c</sup>	28.12***
Prototype Inclusiveness <sup>6</sup>	6.36 <sup>a</sup>	7.29 <sup>b</sup>	7.78 <sup>b</sup>	5.41 <sup>c</sup>	30.04***
Prototype Exclusiveness <sup>6</sup>	4.87 <sup>a</sup>	4.20	3.37 <sup>b</sup>	5.45 <sup>a,c</sup>	13.18***
Ingroup projection <sup>7</sup>	1.30	2.10	2.45	0.35	2.54†
Prototypicality of Subgroup A	5.26	5.36	5.70	4.75	2.19†
Prototypicality of Subgroup B	4.38	3.79	4.05	4.70	1.17

Table 15, continued					
Self-Prototypicality	6.54 <sup>a</sup>	7.37 <sup>a, b</sup>	7.63 <sup>b</sup>	5.73 <sup>a, c</sup>	13.43 <sup>***</sup>
<u>Inter-subgroup bias</u>					
• Work bias <sup>7</sup>	1.72	1.64	2.53	4.55	2.99 <sup>*</sup>
• General positivity bias <sup>7</sup>	1.13	1.25	1.32	1.70	0.35
• Representation bias <sup>7</sup>	1.87	2.36	2.51	3.25	0.86
Intolerance of Difference <sup>8</sup>	2.78 <sup>a</sup>	2.22 <sup>b</sup>	2.10 <sup>b</sup>	3.12 <sup>a, c</sup>	11.71 <sup>***</sup>
Inter-subgroup Cohesiveness <sup>6</sup>	6.73	6.79	6.96	5.74	2.30 <sup>†</sup>
Intra-subgroup cohesiveness <sup>6</sup>	7.85	7.61	8.09	7.73	1.14
<hr/>					
<u>Superordinate Cohesiveness</u>					
• Task <sup>6</sup>	5.85 <sup>a</sup>	6.88 <sup>b</sup>	7.34 <sup>b</sup>	4.48 <sup>c</sup>	29.17 <sup>***</sup>
• Social <sup>6</sup>	6.40	6.52 <sup>a</sup>	6.96 <sup>a</sup>	5.25 <sup>b</sup>	6.44 <sup>***</sup>
• Pride <sup>8</sup>	5.11	5.38	5.70	4.59	14.85 <sup>***</sup>
• Positive affect <sup>8</sup>	4.48 <sup>a</sup>	4.84 <sup>a, b</sup>	5.01 <sup>b</sup>	3.89 <sup>c</sup>	9.68 <sup>***</sup>
• Negative Affect <sup>8</sup>	6.73 <sup>a</sup>	7.41	7.80 <sup>b</sup>	5.82 <sup>a, c</sup>	18.24 <sup>***</sup>

Note: <sup>†</sup>  $p < .10$ ; <sup>\*</sup>  $p < .05$ ; <sup>\*\*</sup>  $p < .01$ ; <sup>\*\*\*</sup>  $p < .001$ . Means in a significant ANOVA not sharing a superscript differ significantly by Bonferroni. <sup>1</sup> 1 = High school, 2 = some college to Associate's, 3 = Bachelor's, 4 = Master's, and 5 = Professional degree. <sup>2</sup> Relative to other organizations; 1 = *Not at all*; 9 = *Very Much* <sup>3</sup> Satisfaction with time commitment: Negative scores indicate a desire to spend more time in organization activities, scores near zero indicate satisfaction, and positive scores indicate desire to spend less time in organization activities. <sup>4</sup> 1 = *Less than 25%*, 4 = *76-100%*; <sup>5</sup> 1 = *A lot lower*, 5 = *A lot higher*; <sup>6</sup> = 1 – 9 scale <sup>7</sup> Sociometric score (-1 - +1); <sup>8</sup> 1 – 6 scale.

Table 16

*Ingroup Projection as a Function of Type of Superordinate Representation*

Cluster	<i>M</i>	<i>SD</i>	<i>n</i>	Contrast Weight <i>t</i> = 1.12, <i>p</i> > .10
Dual-Deindividuated	1.30	2.89	38	2
Dual-Individuated	2.10	4.01	26	2
Single	2.46	3.15	80	-1
Weak	0.35	2.66	16	-3

*F* = 2.54, *p* < .059

Table 17

*Prototype Inclusiveness as a Function of Type of Superordinate Representation*

Cluster	<i>M</i>	<i>SD</i>	<i>n</i>	Contrast Weight <i>t</i> =(170) =2.69, <i>p</i> < .008
Dual-Deindividuated	5.89	1.18	39	2
Dual-Individuated	6.72	1.24	28	2
Single	7.34	1.05	87	-1
Weak	5.08	1.46	20	-3

*F* = 28.11, *p* < .001

Table 18

*Mediation by Self-prototypicality of Effect of Ingroup Projection on Prototype Inclusiveness*

<b>Step 1</b>	B	SE	$\beta$
Subgroup threat	-.45	.27	-.16†
Model F = 2.93†, Adjusted R <sup>2</sup> = .02, Standard Error = 1.40, $\Delta R^2$ = .03			
<b>Step 2</b>			
Subgroup threat	-.44	.26	-.16†
Ingroup projection	.11	.04	.25**
Model F 5.20**, Adjusted R <sup>2</sup> = .07, Standard Error = 1.36, $\Delta R^2$ = .06			
<b>Step 3</b>			
Subgroup threat	-.42	.28	-.15
Ingroup projection	.09	.04	.20*
Subgroup A prototypicality	.12	.08	.14
Model F = 4.20**, Adjusted R <sup>2</sup> = .10, Standard Error = 1.35, $\Delta R^2$ = .02			
<b>Step 4</b>			
Subgroup threat	-.31	.22	-.11
Ingroup projection	.05	.04	.12
Subgroup A prototypicality	.05	.07	.05
Self-prototypicality	.48	.08	.52***
Model F = 14.27***, Adjusted R <sup>2</sup> = .32, Standard Error = 1.16, $\Delta R^2$ = .24			

† $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

Table 19

*Final Step of Hierarchical Regression Predicting Prototype Inclusiveness From Superordinate Representation, Subgroup Threat, Ingroup Projection, Subgroup and Self-prototypicality*

	B	SE	$\beta$
Sexual orientation	.31	.18	.11†
Deindividuated	-.68	.23	-.20**
Individuated	-.45	.24	-.12†
Weak	-1.15	.31	-.26***
Prototypicality of Subgroup A	.007	.05	.008
Subgroup threat	-.41	.17	-.15*
Self prototypicality	.25	.07	.27***
Equal status contact	.47	.08	.40***
Model F	21.57***		
Adjusted R <sup>2</sup>	.58		
Standard Error	.91		
$\Delta R^2$	.23		

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 20

*Bias and Intolerance as a Function of Type of Superordinate Representation*

Cluster	<i>n</i>	Contrast Weight	Total bias		Work bias		General Positivity Bias		Representation Bias		Intolerance of Difference	
			<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Dual-Deindividuated	38	-2	1.19	2.16	1.72	3.84	1.13	2.08	1.87	3.56	2.78	3.84
Dual-Individuated	26	-2	1.33	1.77	1.64	3.15	1.25	2.07	2.36	2.07	2.21	3.15
Single	80	1	1.68	2.21	2.53	4.07	1.32	2.08	2.51	2.08	2.01	4.07
Weak	16	3	2.60	2.43	4.55	5.21	1.70	2.00	3.25	2.00	3.12	5.20
			$F = 2.05, p < .11$		$F = 2.62, p < .053$		$F = 0.35, p < 1.0$		$F = 0.86, p < 1.0$		$F = 11.71, p < .001$	
			$t = 2.43, p < .02$		$t = 2.79, p < .006$		$t = 0.96, p < 1.0$		$t = 0.96, p < 1.0$		$t = 2.05, p < .04$	

Table 21

*Cohesiveness as a Function of Type of Superordinate Representation*

Cluster	n	Contrast Weight	Instrumental <sup>a</sup> Cohesiveness		Social Cohesiveness <sup>a</sup>		Affective Commitment: Pride <sup>a</sup>		Affective Commitment: Positive Social Identity <sup>a</sup>	
			M	SD	M	SD	M	SD	M	SD
Dual-Deindividuated	38	2	5.85	1.70	6.40	1.52	5.11	0.93	4.48	1.00
Dual-Individuated	26	2	6.88	1.35	6.52	1.70	5.38	0.94	4.84	1.06
Single	80	-1	7.34	1.06	6.96	1.62	5.70	0.50	5.01	0.81
Weak	16	-3	4.47	1.78	5.25	1.50	4.59	0.85	3.89	0.87
			<i>F</i> = 29.17, <i>p</i> < .001 <i>t</i> = 4.10, <i>p</i> < .001		<i>F</i> = 6.44, <i>p</i> < .002 <i>t</i> = 3.32, <i>p</i> < .002		<i>F</i> = 14.85, <i>p</i> < .001 <i>t</i> = 2.47, <i>p</i> < .01		<i>F</i> = 9.70, <i>p</i> < .001 <i>t</i> = 2.59, <i>p</i> < .01	
Cluster	n	Contrast Weight	Affective Commitment: Negative Affect <sup>a</sup>		Contrast Weight	Inter-Subgroup		Contrast Weight	Intra-subgroup	
			M	SD		M	SD		M	SD
Dual-Deindividuated	38	-2	3.58	1.32	2	6.74	1.86	-2	7.85	1.26
Dual-Individuated	26	-2	2.89	1.42	2	6.79	2.13	-2	7.61	1.67
Single	80	1	2.64	1.26	-1	6.96	1.65	1	8.08	1.22
Weak	16	3	3.93	1.57	-3	5.74	2.32	3	7.73	1.39
			<i>F</i> = 7.86, <i>p</i> < .001 <i>t</i> = 1.32, <i>p</i> < .18		<i>F</i> = 2.30, <i>p</i> < .08 <i>t</i> = 1.82, <i>p</i> < .07		<i>F</i> = 1.13, <i>p</i> = .33 <i>t</i> = 0.65, <i>p</i> < 1.0			

<sup>a</sup> superordinate cohesiveness

Table 22

*Prototype Perception Variables as a Function of Subgroup Threat and Superordinate Representation*

Perceptions of Prototype				
Source	F			
	df	Ingroup Projection	df	Prototype Inclusiveness: Total Measure
Subgroup Threat (ST)	1	0.31	1	23.13***
Superordinate Cluster (SC)	3	2.91*	3	3.01†
ST X SC	3	.72	3	0.49
Error	104	(10.45)	111	(1.22)

Inter-subgroup Bias						
Source	df	Bias Total	Work bias	F		
				General positivity bias	Representation Bias	Intolerance of Difference
ST	1	0.24	.16	.69	.24	2.67†
SC	3	1.84	2.49†	1.27	.65	9.88***
ST X SC	3	0.90	.72	.66	1.00	.37
Error	111	(4.33)	(15.10)	(4.28)	(9.32)	(.73)

Cohesiveness Outcomes								
Source	df	F						
		Superordinate Cohesiveness						
		Task	Social	Pride	Positive Social Identity	Negative Affect	Intersol	Intra
ST	1	.12	3.08†	1.32	1.92	.71	5.53*	.26
SC	3	27.57***	5.27**	12.32***	8.44***	7.34***	2.74*	.17
ST X SC	3	3.05*	.73	1.14	.57	.42	1.84	.99
Error	111	(1.87)	(2.64)	(.57)	(.79)	(1.81)	(3.52)	(2.19)

Note: Inter = Intersubgroup cohesiveness, Intra = intra-subgroup cohesiveness. Numbers in parentheses are standard errors. †p < .10, \*p < .05, \*\*p < .01, \*\*\*p < .001

Table 23

*Two Regression Analyses Predicting Perceptions of Prototype from Superordinate**Representation and Organization Culture*

Predictors	Ingroup Projection	Prototype Inclusiveness
<b>Step 1</b>		
Intercept $\beta$	2.49***	7.34***
Deindividuated dual $\beta$	-.15†	-.43***
Individuated dual $\beta$	-.04	-.16**
Weak Superordinate $\beta$	-.20*	-.51***
Model F	2.54 †	28.12***
Adjusted R <sup>2</sup>	.03	.32
Standard Error	3.20	1.16
$\Delta R^2$	.05	.33
<b>Step 2</b>		
Intercept $\beta$	2.16***	7.09***
Deindividuated dual $\beta$	-.07	-.27***
Individuated dual $\beta$	-.01	-.14*
Weak Superordinate	-.09	-.31***
OC: Structure $\beta$	.07	.11†
OC: Subgroup Contact $\beta$	.22**	.46***
Model F	3.27	39.69***
Adjusted R <sup>2</sup>	.10	.53
Standard Error	3.14	.97
$\Delta R^2$	.05	.21

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 24

*Two Regression Analyses Predicting Perceptions of Prototype from Superordinate Representation and Intersectional Consciousness*

Predictors	Ingroup Projection	Prototype Inclusiveness
<b>Step 1</b>		
Intercept	2.46***	7.34***
Deindividuated dual $\beta$	-.15†	-.43***
Individuated dual $\beta$	-.04	-.16**
Weak Superordinate $\beta$	-.20*	-.51***
Model F	2.54†	28.12***
Adjusted R <sup>2</sup>	.03	.32
Standard Error	3.20	1.16
$\Delta R^2$	.05	.33
<b>Step 2</b>		
Intercept	2.47***	6.89***
Deindividuated dual $\beta$	-.17*	-.42***
Individuated dual $\beta$	-.04	-.17**
Weak Superordinate $\beta$	-.18*	-.49***
Intersectional Consciousness $\beta$	.004	.00
Singular Consciousness $\beta$	.19*	.18**
Gendered Action Orientation $\beta$	.16†	-.01
Model F	2.34*	16.03***
Adjusted R <sup>2</sup>	.05	.34
Standard Error	3.17	1.14
$\Delta R^2$	.04	.03
<b>Step 3</b>		
Intercept $\beta$	2.47	7.41***
Deindividuated dual $\beta$	-.16*	-.45***
Individuated dual $\beta$	-.04	-.17**
Weak Superordinate $\beta$	-.17*	-.50***
Intersectional Consciousness $\beta$	-.05	-.02
Singular Consciousness $\beta$	.19*	.13†
Gendered Action Orientation $\beta$	.16†	-.06
DD X SC $\beta$	--	.15*
DD X GAO $\beta$	--	.17*
WS X GAO $\beta$	.14†	--
Model F	2.43*	13.12***
Adjusted R <sup>2</sup>	.06	.39
Standard Error	3.15	1.13
$\Delta R^2$	.02	.02

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 25

*Five Regression Analyses Predicting Bias from Superordinate Representation and Organization**Culture*

Predictors	Bias Total	Work bias	General Positivity Bias	Representation Bias	Intolerance of Difference
<b>Step 1</b>					
Deindividuated dual $\beta$	-.09	-.08	-.04	-.08	.31***
Individuated dual $\beta$	-.06	-.08	-.01	-.02	.05
Weak Superordinate $\beta$	.14†	.16*	.06	.08	.36***
Model F	2.05	2.62*	.34	.86	11.71***
Adjusted R <sup>2</sup>	.02	.03	-.01	-.003	.26
Standard Error	2.16	4.03	2.07	3.30	.84
$\Delta R^2$	.04	.04	.006	.02	.17
<b>Step 2</b>					
Deindividuated dual $\beta$	.002	-.01	.05	.02	.21**
Individuated dual $\beta$	-.03	-.05	.02	.009	.02
Weak Superordinate $\beta$	.28***	.28***	.20*	.22*	.20**
OC: Structure $\beta$	.23**	.24**	.26**	.17*	-.23**
OC: Subgroup Contact $\beta$	.16*	.08	.11	.23**	-.19**
Model F	4.18***	3.80**	3.00*	3.41***	11.56***
Adjusted R <sup>2</sup>	.08	.08	.08	.07	.23
Standard Error	2.09	3.94	2.00	3.09	.80
$\Delta R^2$	.08	.06	.08	.08	.09
<b>Step 3</b>					
Deindividuated dual $\beta$	.02			.04	
Individuated dual $\beta$	-.02			.02	
Weak Superordinate $\beta$	.32***			.26**	
OC: Structure $\beta$	.31***			.26***	
OC: Subgroup Contact $\beta$	.17*			.24**	
ID X OC Structure $\beta$	-.19*			-.21**	
Model F	4.56***			4.13***	
Adjusted R <sup>2</sup>	.11			.10	
Standard Error	2.06			3.03	
$\Delta R^2$	.03			.04	

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 24

*Two Regression Analyses Predicting Perceptions of Prototype from Superordinate Representation and Intersectional Consciousness*

Predictors	Ingroup Projection	Prototype Inclusiveness
<b>Step 1</b>		
Intercept	2.46***	7.34***
Deindividuated dual $\beta$	-.15†	-.43***
Individuated dual $\beta$	-.04	-.16**
Weak Superordinate $\beta$	-.20*	-.51***
Model F	2.54†	28.12***
Adjusted R <sup>2</sup>	.03	.32
Standard Error	3.20	1.16
$\Delta R^2$	.05	.33
<b>Step 2</b>		
Intercept	2.47***	6.89***
Deindividuated dual $\beta$	-.17*	-.42***
Individuated dual $\beta$	-.04	-.17**
Weak Superordinate $\beta$	-.18*	-.49***
Intersectional Consciousness $\beta$	.004	.00
Singular Consciousness $\beta$	.19*	.18**
Gendered Action Orientation $\beta$	.16†	-.01
Model F	2.34*	16.03***
Adjusted R <sup>2</sup>	.05	.34
Standard Error	3.17	1.14
$\Delta R^2$	.04	.03
<b>Step 3</b>		
Intercept $\beta$	2.47	7.41***
Deindividuated dual $\beta$	-.16*	-.45***
Individuated dual $\beta$	-.04	-.17**
Weak Superordinate $\beta$	-.17*	-.50***
Intersectional Consciousness $\beta$	-.05	-.02
Singular Consciousness $\beta$	.19*	.13†
Gendered Action Orientation $\beta$	.16†	-.06
DD X SC $\beta$	–	.15*
DD X GAO $\beta$	–	.17*
WS X GAO $\beta$	.14†	–
Model F	2.43*	13.12***
Adjusted R <sup>2</sup>	.06	.39
Standard Error	3.15	1.13
$\Delta R^2$	.02	.02

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 27

*Regression Analyses Predicting Cohesiveness from Superordinate Representation and Organization Culture*

Predictors	Superordinate Cohesiveness					Inter	Intra
	Task	Social	Pride	PA	NA		
<b>Step 1</b>							
Intercept	7.34***	6.96***	5.70***	5.01***	2.64***	6.96***	8.09***
Deindividuated dual $\beta$	-.38***	-.14†	-.30***	-.23**	.28***	-.05	-.07
Individuated dual $\beta$	-.10	-.10	-.14*	-.06	-.07	-.03	-.13†
Weak Superordinate $\beta$	-.55***	-.33***	-.43***	-.37***	-.29***	-.21**	-.09
Model F	29.17***	6.44***	14.85***	9.70	7.86***	2.30†	1.14
Adjusted R <sup>2</sup>	.33	.09	.19	.13	.11	.02	.002
Standard Error	1.36	1.60	.74	.90	1.34	1.86	1.33
$\Delta R^2$	.34	.10	.21	.15	.12	.04	.02
<b>Step 2</b>							
Intercept	7.06***	6.78***	5.63***	4.93***	2.72***	7.11***	7.98***
Deindividuated dual $\beta$	-.23***	-.06	-.23**	-.16*	-.23**	-.11	-.009
Individuated dual $\beta$	-.06	-.07	-.12†	-.04	-.05	-.06	-.11
Weak Superordinate	-.34***	-.19*	-.33***	-.26**	-.22**	-.31***	.01
OC: Structure $\beta$	.29***	.25***	.15*	.18*	.09	-.19*	.14†
OC: Subgroup Contact $\beta$	.29***	.11	.14†	.12	.11	-.08	.12
Model F	33.64***	7.02***	10.98***	7.86	5.58***	2.85*	1.90
Adjusted R <sup>2</sup>	.49	.15	.22	.17	.12	.05	.03
Standard Error	1.15	1.54	.72	.89	1.33	1.84	1.32
$\Delta R^2$	.16	.07	.04	.04	.02	.04	.03
<b>Step 3</b>							
Intercept	7.14***		5.66***	4.94			
Deindividuated dual $\beta$	-.24***		-.22**	-.13†			
Individuated dual $\beta$	-.08		-.14*	-.05			
Weak Superordinate $\beta$	-.32***		-.38***	-.28***			
OC: Structure $\beta$	.13†		.03	.12			
OC: Groups $\beta$	.30***		.13†	.12			
DD X OC Structure $\beta$	.23***		.21**	.24**			
ID X OC Structure $\beta$	--		--	-.17*			
WS X OC Structure $\beta$	-.10†		--	--			
Model F	27.61***		10.61***	8.79***			
Adjusted R <sup>2</sup>	.52		.25	.24			
Standard Error	1.15		.71	.85			
$\Delta R^2$	.04		.03	.08			

Note: PA = Positive Affect, NA = Negative Affect, Inter = Inter-subgroup cohesiveness, and Intra = Intra-subgroup cohesiveness.

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 28

*Regression Analyses Predicting Cohesiveness from Superordinate Representation and Feminist Intersectional Consciousness*

Predictors	Task	Social	Pride	PA	NA	Inter	Intra
<b>Step 1</b>							
Intercept	7.34***	6.96***	5.70	5.01***	4.36***	6.96***	8.09***
Deindividuated dual $\beta$	-.38***	-.14†	-.30***	-.23**	-.28***	-.05	-.07
Individuated dual $\beta$	-.10	-.10	-.14*	-.06	-.07	-.03	-.13
Weak Superordinate $\beta$	-.55***	-.33***	-.43***	-.37***	-.29***	-.21**	-.09
Model F	29.17***	6.44***	14.85***	9.70***	7.86***	2.30	1.13
Adjusted R <sup>2</sup>	.33	.09	.19	.13	.11	.04	.02
Standard Error	1.6	1.60	.74	.90	1.33	1.86	1.33
$\Delta R^2$	.34	.10	.21	.15	.12	.04	.02
<b>Step 2</b>							
Intercept	7.32***	6.95***	5.69***	5.01***	4.34***	6.96	8.08***
Deindividuated dual $\beta$	-.36***	-.15†	-.30***	-.24**	-.26***	-.06	-.09
Individuated dual $\beta$	-.11†	-.08	-.14*	-.06	-.07	-.02	-.11
Weak Superordinate $\beta$	-.54***	-.32***	-.42***	-.36***	-.28***	-.22**	-.08
Intersectional							
Consciousness $\beta$	-.07	-.03	.07	.13†	-.12	-.08	-.09
Singular Consciousness $\beta$	.13†	.10	.16*	.14†	.15*	-.10	.01
Gendered Action Orientation $\beta$	-.01	.15†	.09	.06	.01	.07	.19*
Model F	15.96***	3.91***	8.49***	5.99***	5.42***	1.754	1.52
Adjusted R <sup>2</sup>	.34	.09	.21	.15	.13	.03	.05
Standard Error	1.35	1.60	.73	.89	1.32	1.86	1.32
$\Delta R^2$	..03	.02	.03	.03	.04	.02	.03

Table 28, Continued

<b>Step 3</b>	<b>Task</b>	<b>Pride</b>	<b>PA</b>	<b>Intersol</b>
Intercept $\beta$	7.33***	5.70***	5.01***	8.09***
Deindividuated dual $\beta$	-.37***	-.33***	-.26***	-.09
Individuated dual $\beta$	-.12†	-.14*	-.06	-.13†
Weak Superordinate $\beta$	-.60***	-.42***	-.36***	-.09
-----				
Intersectional				
Consciousness $\beta$	-.08	-.02	.05	-.10
Singular Consciousness $\beta$	.09	.12	.08	-.07
Gendered Action Orient. $\beta$	.03	.06	.03	.19*
-----				
DD X IC $\beta$	--	.26***	.26**	
DD X SC $\beta$	--	.14†	.18*	
ID X SFC $\beta$	.12†	--	--	
ID X GAO $\beta$	--	--	--	.19*
WS X SFC $\beta$	-.20*	--	--	
WS X GAO $\beta$	-.23*	--	--	
-----				
Model F	12.13***	8.18***	6.19***	2.10*
Adjusted R <sup>2</sup>	.37	.25	.19	.03
Standard Error	1.32	.71	.87	1.30
$\Delta R^2$	.04	.05	.05	.03

Note: PSI = Positive affect, NA = Negative Affect, Inter = Inter-subgroup cohesiveness, and Intra = Intra-subgroup cohesiveness.

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 29

*Hierarchical Regression Predicting Intolerance of Difference and Mediation of Superordinate**Representation Structure by Inclusiveness of Superordinate Prototype*

Variable	B	SE B	B
Step 1			
Dual-Deindividuated	-.34	.23	-.15
Dual-individuated	-.90	.25	-.36***
Strong-Superordinate	-1.02	.21	-.56***
$F(3, 170) = 11.71^{***}$ , Adj. $R^2 = .16$ , SE = .84, $\Delta R^2 = .17$			
Step 2			
Dual-Deindividuated	.44	.27	.16
Dual-individuated	-.29	.31	-.09
Strong-Superordinate	-.54	.29	-.24†
Prototype Inclusiveness	.20	.05	.41***
$F(3, 170) = 15.85^{***}$ , Adj. $R^2 = .26$ , SE = .79, $\Delta R^2 = .10$			

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 30

*Hierarchical Regression Predicting Task Cohesiveness and Mediation of Superordinate**Representation Structure by Inclusiveness of Superordinate Prototype*

Variable	B	SE B	$\beta$
Step 1			
Dual-Deindividuated	1.38	.39	.35***
Dual-individuated	2.40	.42	.53***
Strong-Superordinate	2.87	.35	.87***
$F(3, 156) = 26.77***, \text{Adj. } R^2 = .33, \Delta R^2 = .34$			
Step 2			
Dual-Deindividuated	1.33	.39	.34***
Dual-individuated	2.29	.42	.51***
Strong-Superordinate	2.73	.35	.83***
Ingroup Projection	.06	.03	.13*
$F(3, 156) = 21.57***, \text{Adj. } R^2 = .34, \Delta R^2 = .02$			
Step 3			
Dual-Deindividuated	.83	.33	.21**
Dual-individuated	1.28	.37	.28***
Strong-Superordinate	1.33	.34	.40***
Ingroup Projection	.03	.03	.06
Prototype inclusiveness	.66	.08	.56***
$F(5, 154) = 38.98***, \text{Adj. } R^2 = .54, \Delta R^2 = .22$			

†  $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

Table 31

*Hierarchical Regression Predicting Social Cohesiveness and Testing Mediating Effects of Perception of Prototype*

Variable	B	SE B	$\beta$
<b>Step 1</b>			
Dual-Deindividuated	1.15	.44	.29**
Dual-individuated	1.27	.47	.28**
Strong-Superordinate	1.71	.40	.51***
$F(4, 169) = 6.44^{***}$ , SE = 1.60, Adj. $R^2 = .09$ , $\Delta R^2 = .10$			
<b>Step 2</b>			
Dual-Deindividuated	.87	.44	.22*
Dual-individuated	.71	.48	.16
Strong-Superordinate	.93	.45	.28*
Prototype Inclusiveness	.35	.10	.29***
$F(4, 169) = 7.98$ , SE = 1.55, Adj. $R^2 = .14$ , $\Delta R^2 = .06$			
† $p < .10$ , * $p < .05$ , ** $p < .01$ , *** $p < .001$			

Table 32

*Hierarchical Regression Predicting Group Pride and Testing Mediating Effects of Perceptions of Prototype*

Variable	B	SE B	$\beta$
<b>Step 1</b>			
Dual-Deindividuated	.53	.21	.27**
Dual-individuated	.79	.23	.36***
Strong-Superordinate	1.11	.19	.68***
$F(3, 156) = 13.63^{***}$ , SE = .74, Adj. $R^2 = .19$ , $\Delta R^2 = .21$			
<b>Step 2</b>			
Dual-Deindividuated	.51	.21	.26*
Dual-individuated	.75	.23	.34***
Strong-Superordinate	1.06	.19	.65***
Ingroup Projection	.03	.02	.11
$F(4, 155) = 10.91^{***}$ , Adj. $R^2 = .20$ , $\Delta R^2 = .01$			
<b>Step 3</b>			
Dual-Deindividuated	.35	.20	.18†
Dual-individuated	.43	.23	.20†
Strong-Superordinate	.62	.02	.06
Ingroup Projection	.02	.02	.06
Prototype Inclusiveness	.20	.05	.35***
$F(5, 154) = 13.18^{***}$ , SE = .70, Adj. $R^2 = .28$ , $\Delta R^2 = .08$			
† $p < .10$ , * $p < .05$ , ** $p < .01$ , *** $p < .001$			

Table 33

*Hierarchical Regression Predicting Positive Affect and the Mediating Effect of Prototype**Inclusiveness*

Variable	B	SE B	$\beta$
<b>Step 1</b>			
Dual-Deindividuated	.59	.26	.26*
Dual-individuated	.95	.28	.36***
Strong-Superordinate	1.12	.23	.58***
$F(3, 156) = 8.90^{***}$ , $SE = .90$ , $Adj. R^2 = .13$ , $\Delta R^2 = .15$			
<b>Step 2</b>			
Dual-Deindividuated	.57	.26	.24*
Dual-individuated	.90	.28	.34***
Strong-Superordinate	1.05	.24	.55***
Ingroup Projection	.04	.02	.12
$F(3, 155) = 7.34^{***}$ , $SE = .90$ , $Adj. R^2 = .14$ , $\Delta R^2 = .01$			
<b>Step 3</b>			
Dual-Deindividuated	.47	.26	.20†
Dual-individuated	.71	.29	.27*
Strong-Superordinate	.79	.02	.41**
Ingroup Projection	.03	.02	.09
Prototype Inclusiveness	.13	.06	.18*
$F(5, 154) = 6.79^{***}$ , $SE = .89$ , $Adj. R^2 = .15$ , $\Delta R^2 = .02$			

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 34

*Hierarchical Regression Predicting Inter-subgroup Cohesiveness*

Variable	B	SE B	$\beta$
Step 1			
Dual-Deindividuated	.99	.51	.22 <sup>†</sup>
Dual-individuated	1.04	.55	.20 <sup>†</sup>
Strong-Superordinate	1.21	.46	.32 <sup>***</sup>
$F(3, 170) = 2.30^{\dagger}$ , SE = 1.86, Adj. $R^2 = .02$ , $\Delta R^2 = .04$			
Step 2			
Dual-Deindividuated	.92	.52	.20 <sup>†</sup>
Dual-individuated	.89	.58	.18
Strong-Superordinate	1.01	.54	.27 <sup>†</sup>
Prototype Inclusiveness	.09	.12	.07
$F(4, 169) = 1.85$ , SE = 1.87, Adj. $R^2 = .02$ , $\Delta R^2 = .003$			

<sup>†</sup> $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

Table 35

*Summary of Hierarchical Regression Predicting Work Bias*

Variable	B	SE B	$\beta$
<u>Step 1</u>			
White ethnicity	1.80	.68	.20**
Total number of years in organization	-.36	.14	-.20*
<i>F</i> 2, 171 = 5.59, <i>p</i> < .001, Adj. <i>R</i> <sup>2</sup> = .05, SE = 3.99, $\Delta R^2 = .06$			
<u>Variable</u>			
<u>Step 2</u>			
White ethnicity	1.65	.69	.18*
Total number of years in organization	-.31	.14	-.17*
Dual-deindividuated	-.54	.77	-.06
Dual-individuated	-.37	.88	-.03
Weak superordinate	1.86	.99	.15†
<i>F</i> = 3.30, <i>p</i> < .01; Adj. <i>R</i> <sup>2</sup> = .06, SE = 3.96, $\Delta R^2 = .03$			
<u>Step 3</u>			
White ethnicity	1.71	.67	.19**
Total number of years in organization	-.35	.14	-.19**
Dual-deindividuated	.008	.76	.001
Dual-individuated	.005	.86	.000
Weak superordinate	3.17	1.03	.25**
Organization egalitarianism	1.09	.32	.27***
<i>F</i> = 4.88, <i>p</i> < .001; Adj. <i>R</i> <sup>2</sup> = .12, SE = 3.84, $\Delta R^2 = .06$			
<u>Step 4</u>			
White ethnicity	1.17	.63	.13†
Total number of years in organization	-1.78	.13	-.10
Dual-deindividuated	-.15	.71	-.02
Dual-individuated	-.02	.80	-.001
Weak superordinate	2.44	.97	.19**
Organization egalitarianism	.88	.30	.22**
Identification with Subgroup A	.49	.17	.20**
Identification with Subgroup B	-.82	.16	-.35***
<i>F</i> = 7.81, <i>p</i> < .001; Adj. <i>R</i> <sup>2</sup> = .24, SE = 3.57, $\Delta R^2 = .13$			

Table 35, *Continued*

<u>Step 5</u>			
White ethnicity	.42	.51	.05
Total number of years in organization	-.18	.11	-.10
Dual-deindividuated	-.62	.57	-.06
Dual-individuated	-.31	.64	-.03
Weak superordinate	.74	.79	.06
Organization egalitarianism	.32	.25	.07
Identification with Subgroup A	.27	.14	.11†
Identification with Subgroup B	-.34	.14	-.14*
Inter-subgroup cohesiveness	-1.31	.13	-.60***
Intra-subgroup cohesiveness	.67	.17	.22***

$F = 22.57, p < .001; \text{Adj. } R^2 = .50, \text{SE} = 2.89, \Delta R^2 = .05$

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 36

*Summary of Hierarchical Regression Predicting Intolerance of Difference*

Variable	B	SE B	$\beta$
<u>Step 1</u>			
Dual-deindividuated	.68	.16	.31***
Dual-individuated	.12	.18	.04
Weak superordinate	1.02	.21	.36***
<i>F</i> 3, 170 = 11.71***, SE = .84, Adj. R <sup>2</sup> = .16, $\Delta$ R <sup>2</sup> = .17			
<u>Step 2</u>			
Dual-deindividuated	.62	.16	.29***
Dual-individuated	.04	.17	.02
Weak superordinate	.82	.21	.29***
Organization egalitarianism	-.22	.07	-.24***
Intersectional consciousness	-.05	.05	-.07
Singular consciousness	.10	.03	.20**
<i>F</i> 6, 167 = 10.50***, Adj. R <sup>2</sup> = .25, SE = .79, $\Delta$ R <sup>2</sup> = .10			
<u>Step 3</u>			
Dual-deindividuated	.62	.15	.29***
Dual-individuated	.08	.17	.03
Weak superordinate	.84	.21	.29***
Organization egalitarianism	-.21	.07	-.23***
Intersectional consciousness	-.03	.05	-.02
Singular consciousness	.13	.04	.25***
Individuated representation X singular consciousness	-.28	.15	-.14†
Weak representation X intersectional consciousness	-.39	.18	-.15*
<i>F</i> 8, 165 = 9.23***, SE = .78, Adj. R <sup>2</sup> = .28, $\Delta$ R <sup>2</sup> = .04			
<u>Step 4</u>			
Dual-deindividuated	.29	.16	.13†
Dual-individuated	-.07	.16	-.03
Weak superordinate	.35	.22	.12†
Organization egalitarianism	-.13	.06	-.14*
Intersectional consciousness	-.03	.04	-.04
Singular consciousness	.16	.04	.32***
Individuated representation X singular consciousness	-.25	.14	-.12†
Weak representation X intersectional consciousness	-.32	.17	-.12*
Prototype inclusiveness	-.27	.05	-.42***
<i>F</i> 10, 163 = 11.82***, SE = .72, Adj. R <sup>2</sup> = .28, $\Delta$ R <sup>2</sup> = .10			

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 37

*Summary of Hierarchical Regression Predicting Task Cohesiveness*

Variable	B	SE B	$\beta$
<u>Step 1</u>			
Number of children	.26	.13	.18*
Organization importance	.22	.09	.21*
$F 2, 116 = 5.33^{**}$ , SE = 1.60, Adj. $R^2 = .07$ , $\Delta R^2 = .08$			
<u>Step 2</u>			
Number of children	.16	.11	.11
Organization importance	.09	.08	.09
Dual-deindividuated	-1.31	.33	-.33***
Dual-individuated	-.51	.36	-.11
Weak superordinate	-2.74	.41	-.53***
$F 5, 113 = 12.70^{***}$ , Adj. $R^2 = .33$ , SE = .135, $\Delta R^2 = .28$			
<u>Step 3</u>			
Number of children	.16	.11	.11
Organization importance	.09	.08	.09
Dual-deindividuated	-1.31	.34	-.33***
Dual-individuated	-.51	.36	-.11
Weak superordinate	-2.74	.42	-.53***
Subgroup threat	-.004	.26	-.001
$F 6, 112, = 10.49$ , SE = .136, Adj. $R^2 = .33$ , $\Delta R^2 = .00$			
<u>Step 4</u>			
Number of children	.14	.10	.10
Organization importance	.03	.07	.03
Dual-deindividuated	-.73	.30	-.19*
Dual-individuated	-.29	.32	-.06
Weak superordinate	-1.64	.40	-.32***
Subgroup threat	-.07	.22	-.02
OC: Organization egalitarianism	.52	.12	.31***
OC: Equal status contact	.48	.12	.29***
Intersectional consciousness	-.16	.08	-.14*
$F 9, 109 = 13.89$ , SE = .118, Adj. $R^2 = .50$ , $\Delta R^2 = .17$			

Table 37, *Continued*

<u>Step 5</u>			
Number of children	.13	.09	.09
Organization importance	.03	.07	.03
Dual-deindividuated	-1.60	.44	-.40***
Dual-individuated	-.33	.30	-.07
Weak superordinate	-2.00	.39	-.39***
Subgroup threat	-.38	.24	-.11
OC: Organization egalitarianism	.32	.13	.19*
OC: Equal status contact	.42	.12	.25***
Intersectional consciousness	-.13	.08	-.11
Deindividuated representation X organization egalitarianism	.66	.25	.20**
Deindividuated representation X subgroup threat	1.60	.60	.29**
<i>F</i> 11, 107 = 14.01, SE = 1.11, Adj. R <sup>2</sup> = .55, Δ R <sup>2</sup> = .06			
<u>Step 6</u>			
Number of children	.11	.09	.08
Organization importance	.006	.06	.006
Dual-deindividuated	-1.09	.42	-.28**
Dual-individuated	-.12	.28	-.03
Weak superordinate	-1.34	.38	-.26***
Subgroup threat	-.11	.23	-.03
OC: Organization egalitarianism	.23	.12	.14†
OC: Equal status contact	.11	.12	.06
Intersectional consciousness	-.09	.07	-.07
Deindividuated representation X organization egalitarianism	.61	.23	.18**
Deindividuated representation X subgroup threat	1.35	.55	.24*
Prototype inclusiveness	.50	.10	.42***
<i>F</i> 12, 106 = 17.45***, SE = 1.01, Adj. R <sup>2</sup> = .63, Δ R <sup>2</sup> = .07			
<u>Step 7</u>			
Number of children	.09	.08	.06
Organization importance	-.07	.06	-.07
Dual-deindividuated	-1.07	.39	-.27**
Dual-individuated	-.12	.26	-.03
Weak superordinate	-1.11	.36	-.21**
Subgroup threat	-.08	.21	-.03
OC: Organization egalitarianism	.21	.12	.13
OC: Equal status contact	.09	.12	.06
Intersectional consciousness	-.08	.07	-.07
Deindividuated representation X organization egalitarianism	.42	.22	.13†
Deindividuated representation X subgroup threat	1.33	.52	.24**
Prototype inclusiveness	.39	.10	.33***
Self-prototypicality	.30	.08	.28***
<i>F</i> 13, 105 = 19.36***, SE = .95, Adj. R <sup>2</sup> = .67, Δ R <sup>2</sup> = .04			

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 38

## Summary of Hierarchical Regression Predicting Inter-subgroup Cohesiveness

Variable	B	SE B	$\beta$
<u>Step 1</u>			
Dual-deindividuated	-.22	.45	-.05
Dual-individuated	-.17	.51	-.03
Weak superordinate	-1.21	.58	-.21*
$F 3, 108 = 1.46, SE = 1.87, Adj. R^2 = .01, \Delta R^2 = .04$			
<u>Step 2</u>			
Dual-deindividuated	-.16	.45	-.04
Dual-individuated	-.01	.51	-.002
Weak superordinate	-1.25	.57	-.21*
Subgroup threat	-.76	.36	-.20*
$F 4, 107 = 2.27\uparrow, SE = 1.84, Adj. R^2 = .04, \Delta R^2 = .04$			
<u>Step 3</u>			
Dual-deindividuated	-.33	.45	-.07
Dual-individuated	-.13	.50	-.03
Weak superordinate	-1.68	.61	-.29**
Subgroup threat	-.72	.35	-.19*
OC: Organization egalitarianism	-.36	.19	-.19 $\uparrow$
$F 5, 106 = 2.60^*, SE = 1.82, Adj. R^2 = .07, \Delta R^2 = .08$			
<u>Step 4</u>			
Dual-deindividuated	-.28	.43	-.06
Dual-individuated	2.11	.87	.41*
Weak superordinate	-1.61	.59	-.27**
Subgroup threat	-.32	.36	-.09
OC: Organization egalitarianism	-.40	.18	-.21*
Dual-individuated X subgroup threat	-3.73	1.2	-.54***
$F 6, 105 = 3.94^{***}, SE = 1.75, Adj. R^2 = .14, \Delta R^2 = .08$			
<u>Step 5</u>			
Dual-deindividuated	-.28	.41	-.06
Dual-individuated	2.12	.82	.42**
Weak superordinate	-1.53	.56	-.26**
Subgroup threat	-.32	.36	-.08
OC: Organization egalitarianism	-.37	.18	-.20*
Dual-individuated X subgroup threat	-3.86	1.19	-.55***
Ingroup projection	-.11	.05	-.19*
$F 7, 104 = 4.10^{***}, SE = 1.72, Adj. R^2 = .16, \Delta R^2 = .03$			

Table 38, *Continued*

<u>Step 6</u>			
Dual-deindividuated	-.28	.41	-.06
Dual-individuated	2.12	.82	.42**
Weak superordinate	-1.53	.56	-.26**
Subgroup threat	-.21	.34	-.06
OC: Organization egalitarianism	-.38	.17	-.20*
Dual-individuated X subgroup threat	-3.77	1.13	-.54***
Ingroup projection	-.08	.05	-.14
Identification with Subgroup B	.30	.09	.28***
<i>F</i> 8, 103 = 5.29***, <i>SE</i> = 1.64, <i>Adj. R</i> <sup>2</sup> = .24, $\Delta R^2 = .08$			
<u>Step 7</u>			
Dual-deindividuated	-.42	.34	-.09
Dual-individuated	1.53	.68	.30*
Weak superordinate	-.82	.47	-.14†
Subgroup threat	-.23	.28	-.06
OC: Organization egalitarianism	-.12	.15	-.06
Dual-individuated X subgroup threat	-3.07	.94	-.44***
Ingroup projection	-.06	.04	-.11
Identification with Subgroup B	.11	.08	.10
Work bias	-.25	.04	-.55***
<i>F</i> 9, 102 = 12.55***, <i>SE</i> = 1.35, <i>Adj. R</i> <sup>2</sup> = .48, $\Delta R^2 = .23$			

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 39

*Final Hierarchical Regression Predicting Intra-subgroup Cohesiveness*

Variable	B	SE B	$\beta$
<u>Step 1</u>			
Dual-deindividuated	-.24	.26	-.07
Dual-individuated	-.48	.29	-.13†
Weak superordinate	-.36	.33	-.08
<i>F</i> 3, 170 = 1.14, SE = 1.33, Adj. $R^2$ = .002, $\Delta R^2$ = .02			
<u>Step 2</u>			
Dual-deindividuated	-.30	.26	-.09
Dual-individuated	-.42	.29	-.12
Weak superordinate	-.36	.33	-.09
Gendered action orientation	.11	.05	.16*
<i>F</i> 4, 169 = 1.93, SE = 1.32, Adj. $R^2$ = .02, $\Delta R^2$ = .02			
<u>Step 3</u>			
Dual-deindividuated	.23	.28	.07
Dual-individuated	-.15	.28	-.04
Weak superordinate	.38	.37	.09
Gendered action orientation	.12	.05	.17*
Prototype inclusiveness	.33	.08	.35***
<i>F</i> 5, 166 = 3.71***, SE = 1.27, Adj. $R^2$ = .10, $\Delta R^2$ = .08			
†p < .10, *p < .05, **p < .01, ***p < .001			

Figure 1

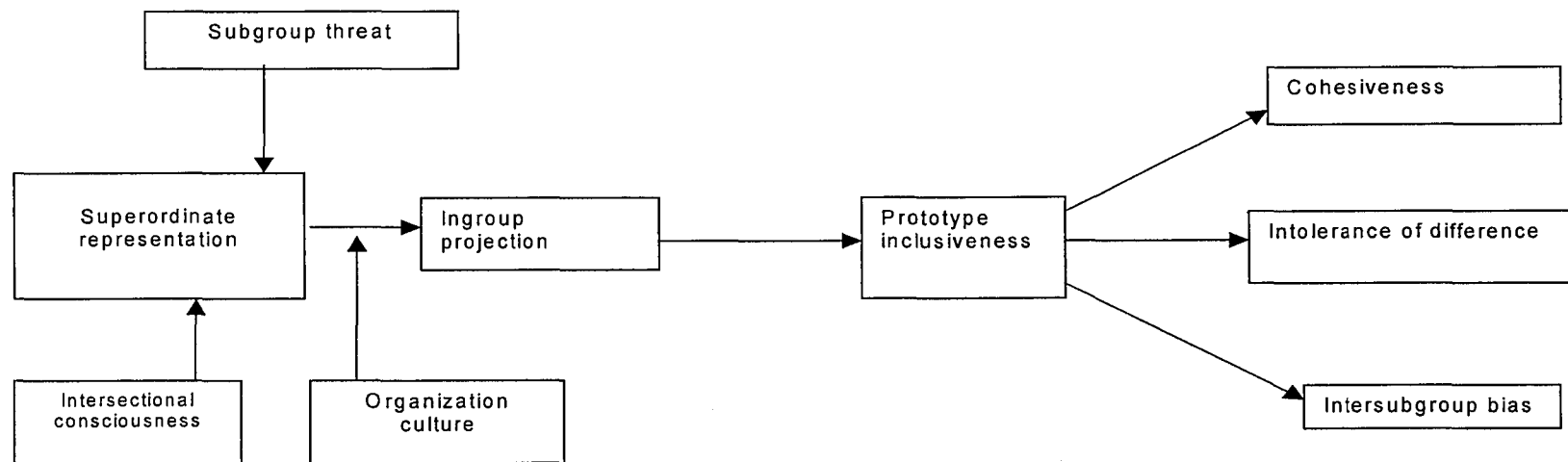
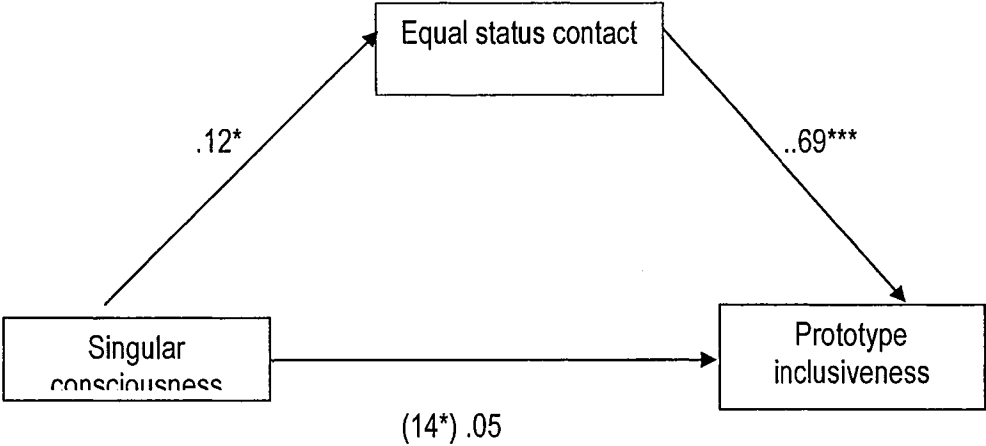
*Hypothesized Model of Multicultural Solidarity*

Figure 2

*Effect of Singular consciousness on Prototype Inclusiveness is Mediated by Equal Status*

*Contact*



Sobel's test = 2.25,  $p < .02$

Figure 3

*Superordinate Representation Clusters*

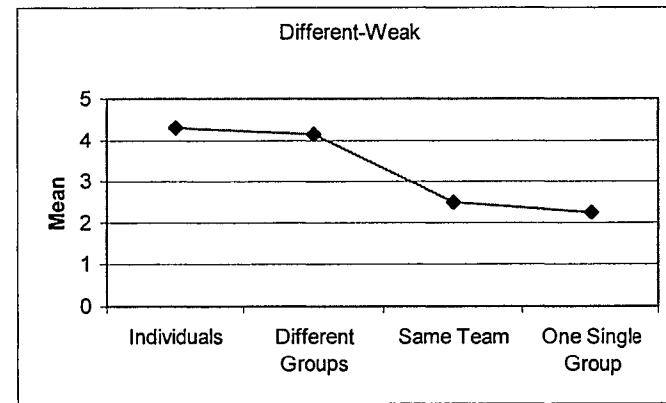
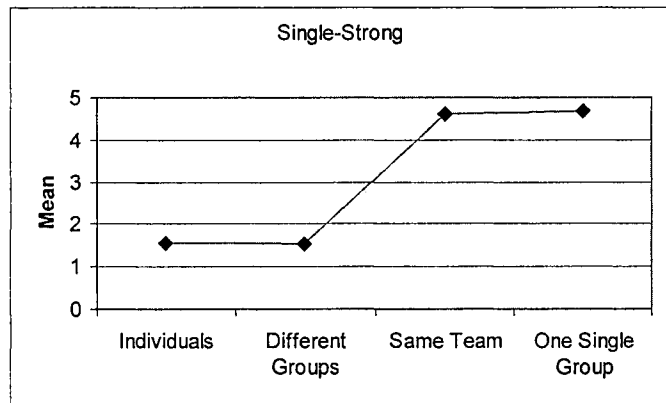
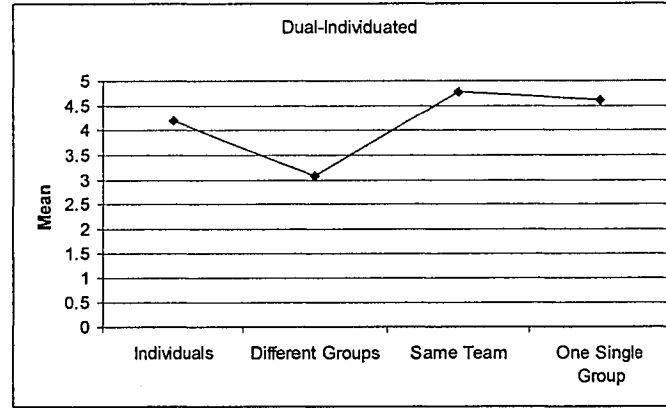
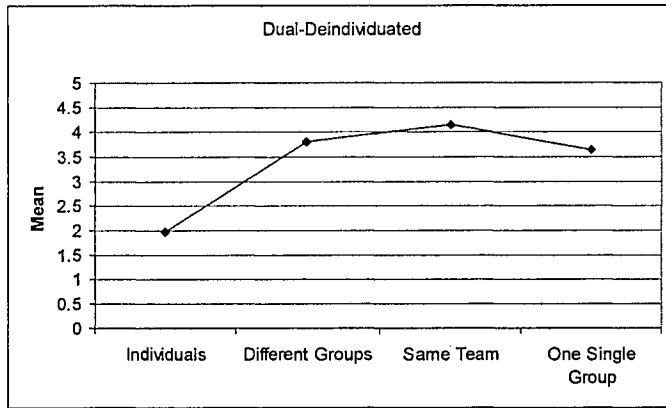
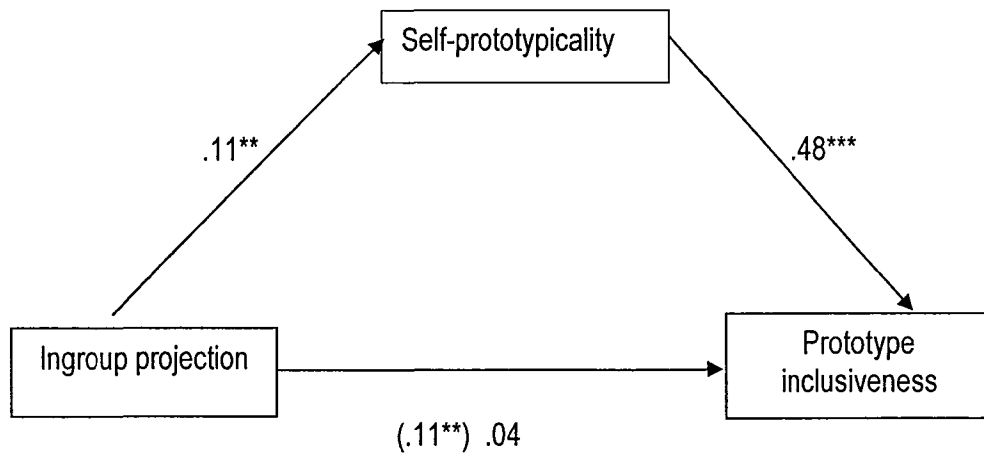


Figure 4

*Effect of Ingroup Projection on Prototype Inclusiveness is Mediated by Self-prototypicality*



Sobel's test = 2.65,  $p < .008$

Figure 5

*Ingroup Projection as a Function of Superordinate Representation and Gendered Action Orientation*

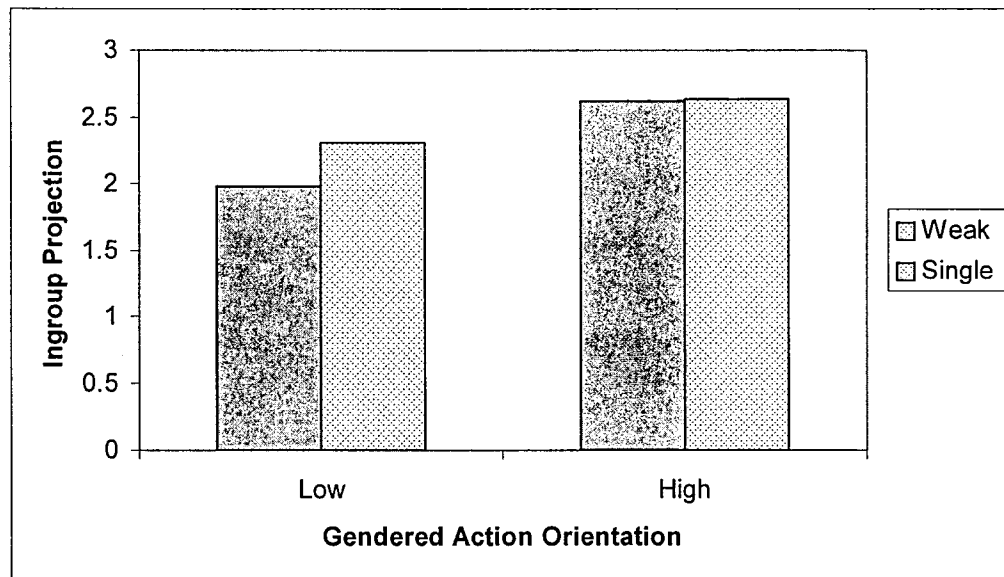
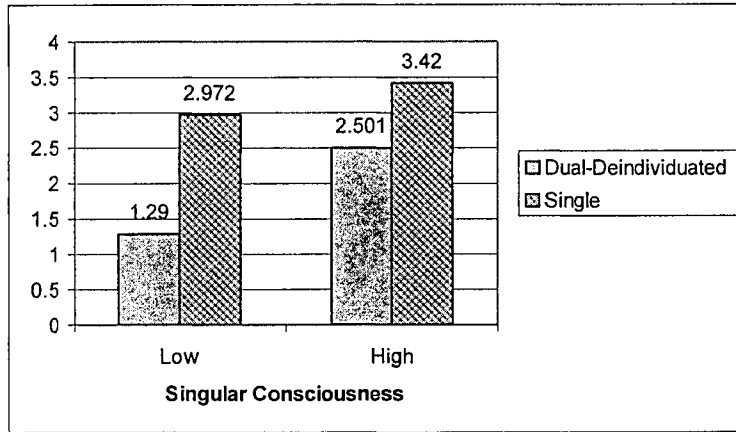


Figure 6

*Prototype Inclusiveness as a Function of Deindividuated-dual Superordinate Representation, Singular consciousness and Gendered Action Orientation*

2a.



2b.

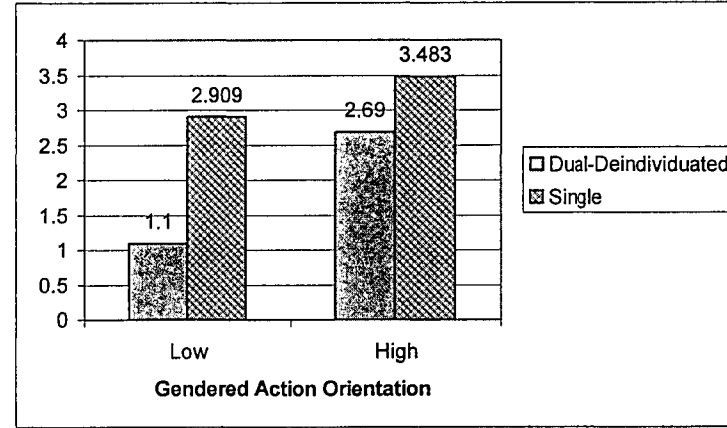


Figure 7

*Representation Bias as a Function of Superordinate Representation and Organization Egalitarianism*

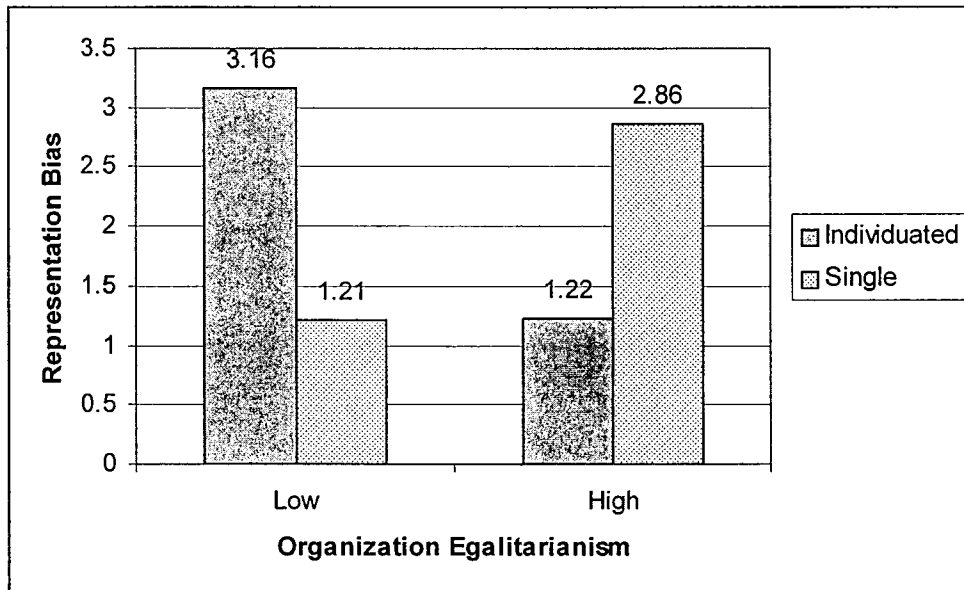


Figure 8

*Total Inter-subgroup Bias as a Function of Superordinate Representation and Organization*

*Egalitarianism*

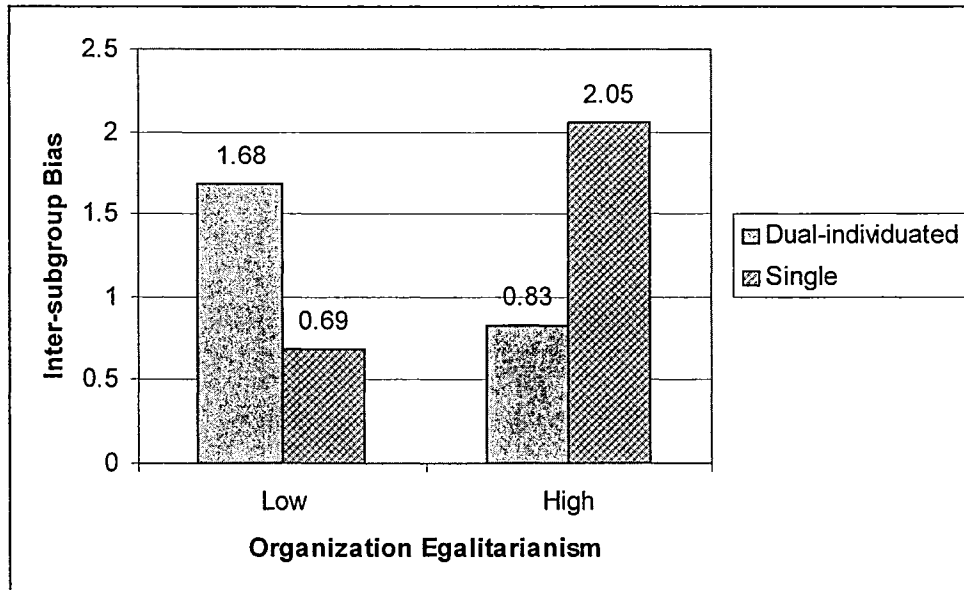


Figure 9

*Intolerance of Difference as a Function of Superordinate Representation and Singular Consciousness*

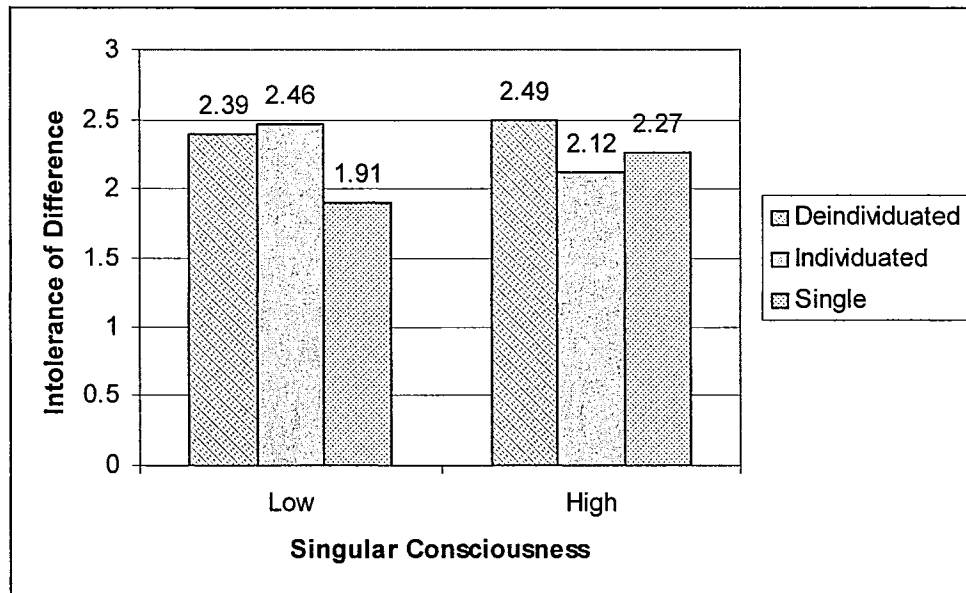


Figure 10

*Intolerance of Difference as a Function of Gendered Action Orientation and Superordinate Representation*

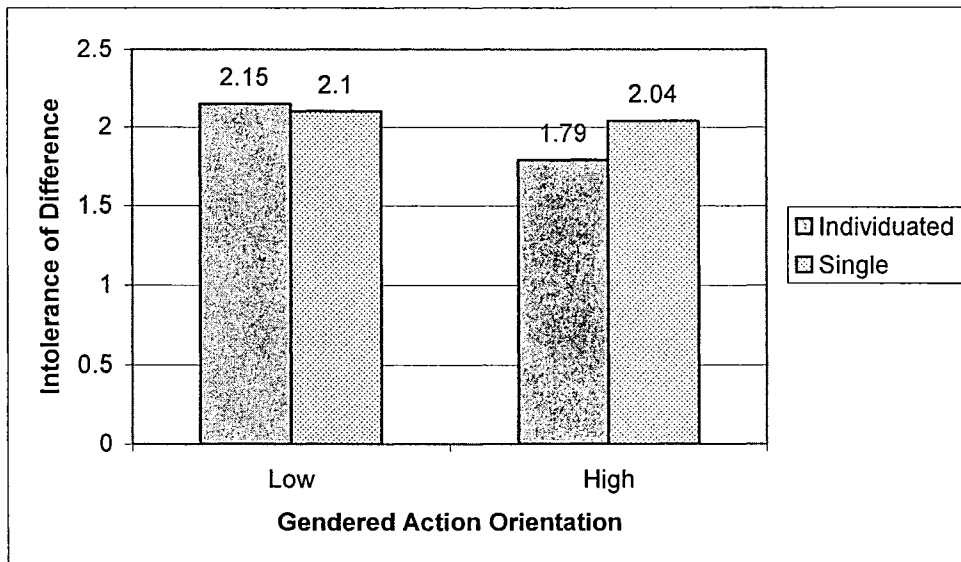


Figure 11

*Intolerance of Difference as a Function of Intersectional Consciousness and Superordinate Representation*

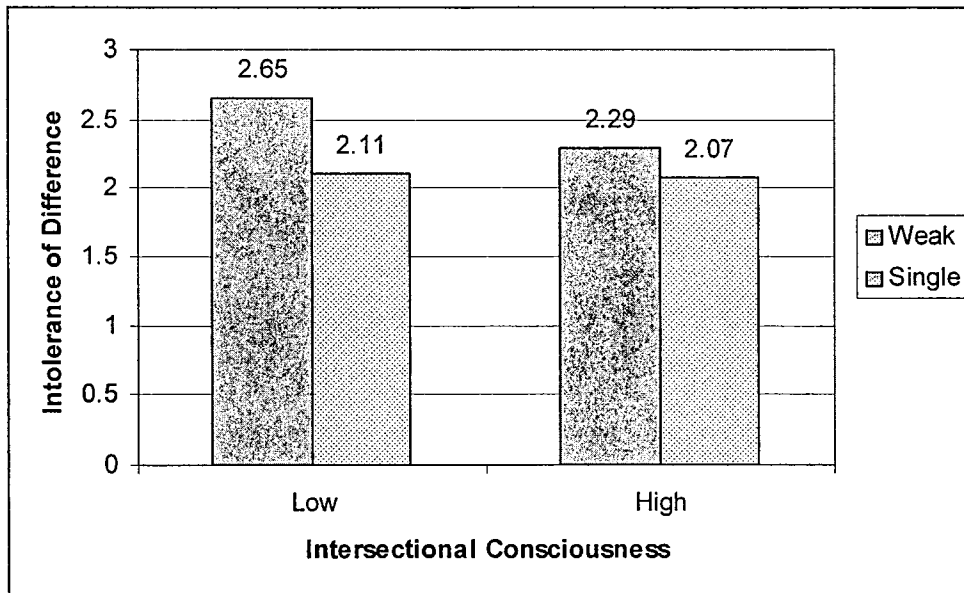


Figure 12

*Task Cohesiveness as a Function of Subgroup Threat and Superordinate Representation*

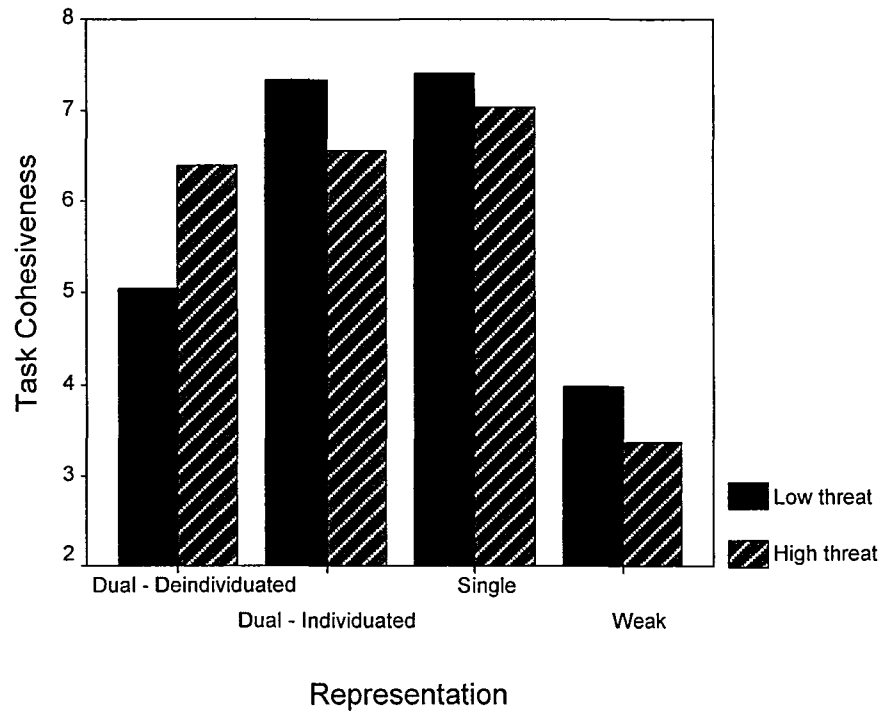


Figure 13

*Task Cohesiveness as a Function of Organization Egalitarianism and Superordinate Representation*

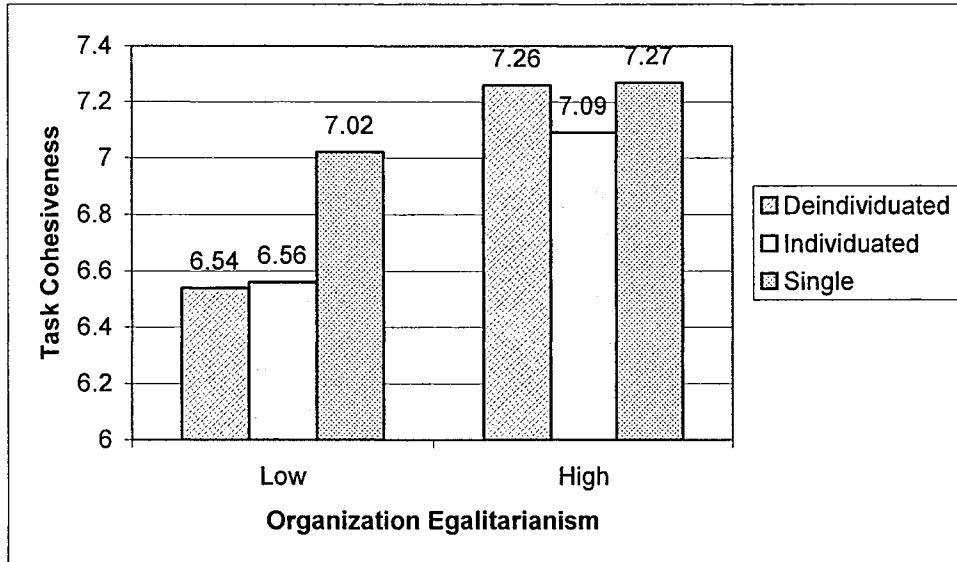


Figure 14

*Group Pride as a Function of Superordinate Representation and Organization Egalitarianism*

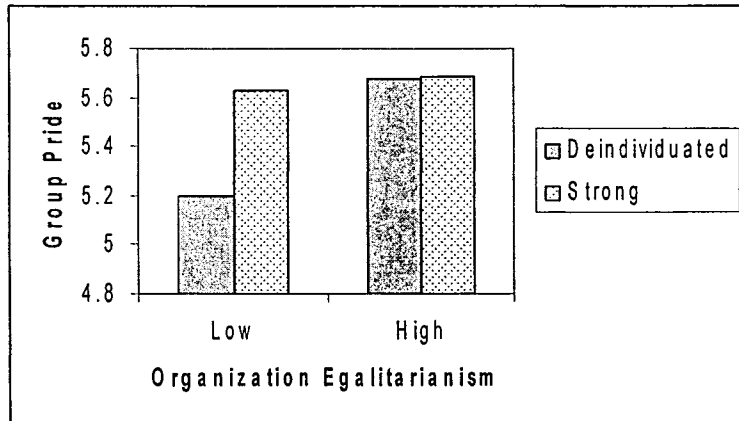


Figure 15

*Positive Affect as a Function of Superordinate Representation and Organization Egalitarianism*

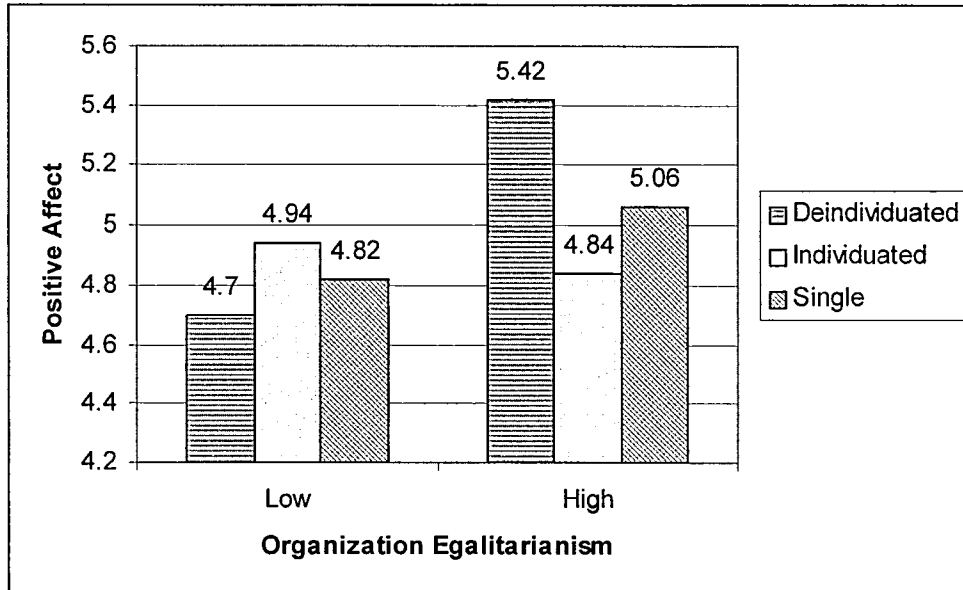


Figure 16

*Task Cohesiveness as a Function of Singular Consciousness and Superordinate Representation*

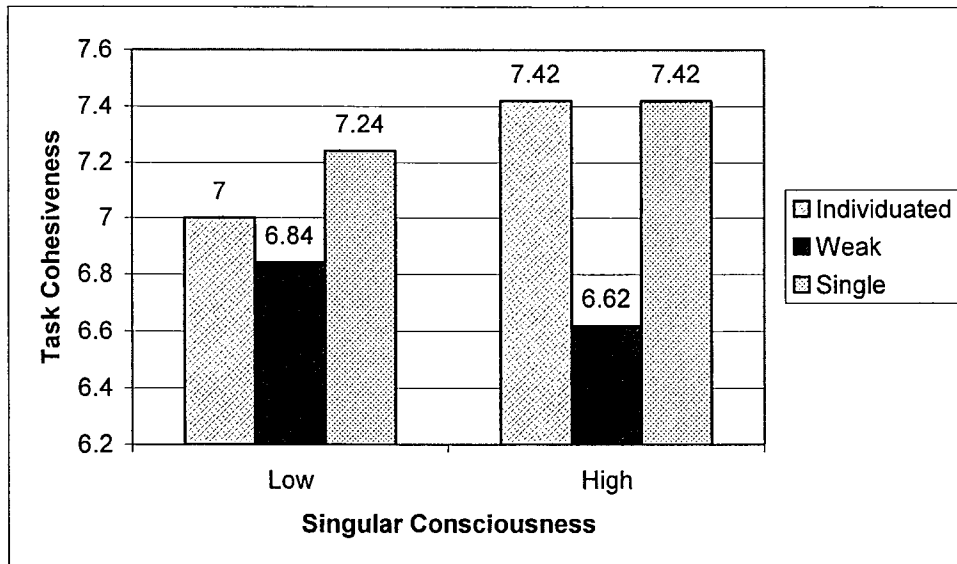


Figure 17

*Task Cohesiveness as a Function of Gendered Action Orientation and Superordinate Representation*

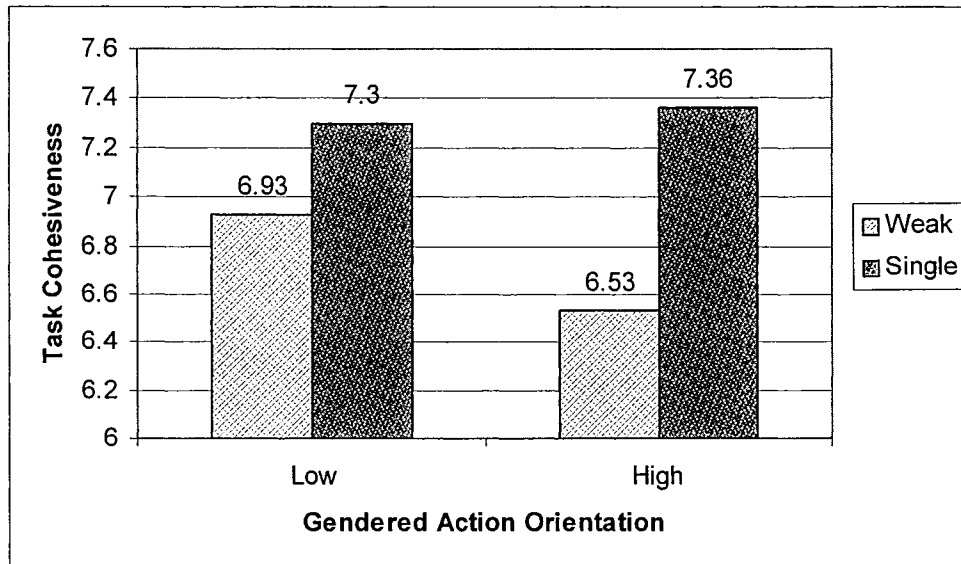
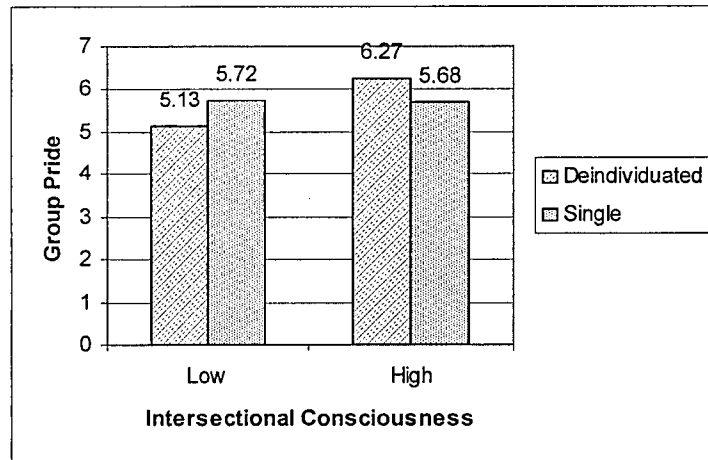


Figure 18

*Group Pride as a Function of Superordinate Representation and Measures of Intersectional Consciousness*

15a.



15b.

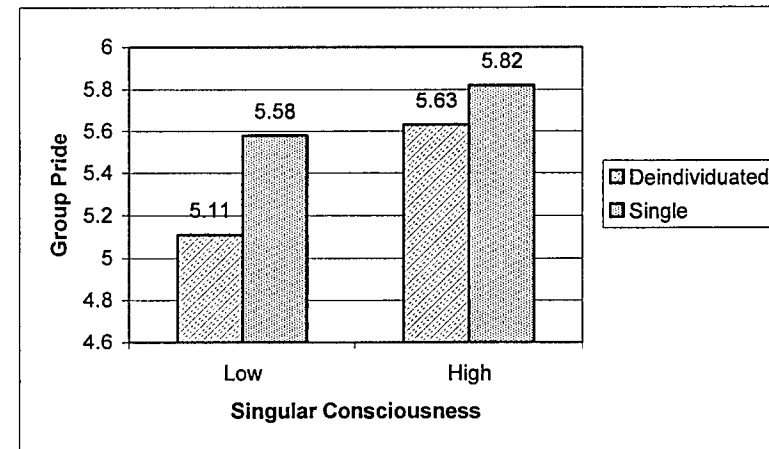
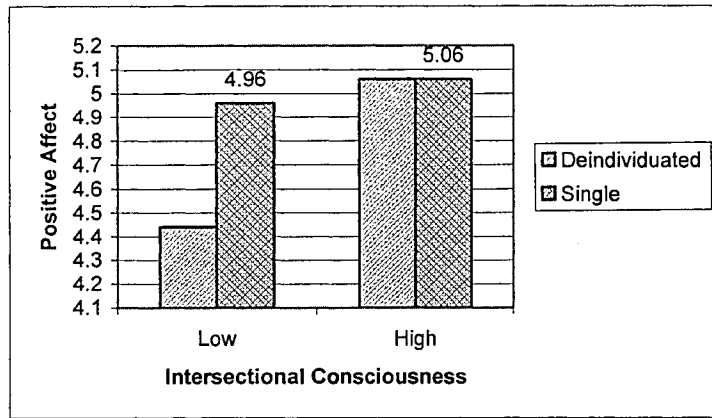


Figure 19

*Positive Affect as a Function of Superordinate Representation and Feminist Consciousness*

16a.



16b.

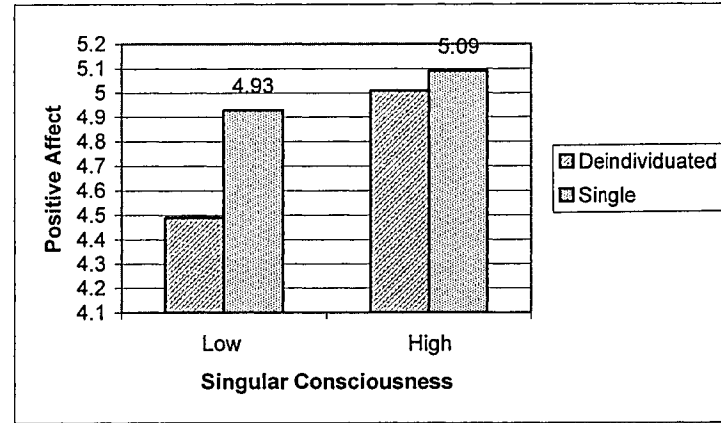


Figure 20

*Intra-subgroup Cohesiveness as a Function of Superordinate Representation and Gendered Action Orientation*

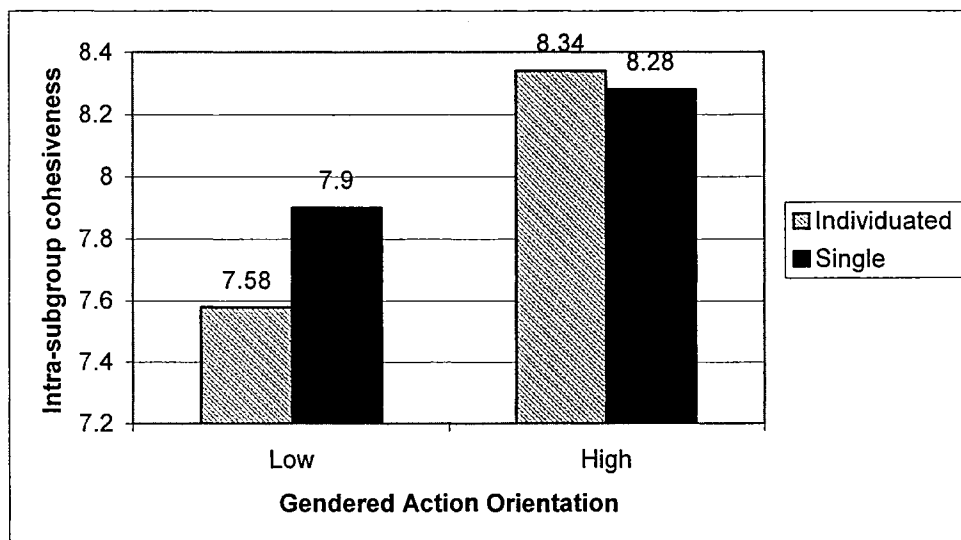
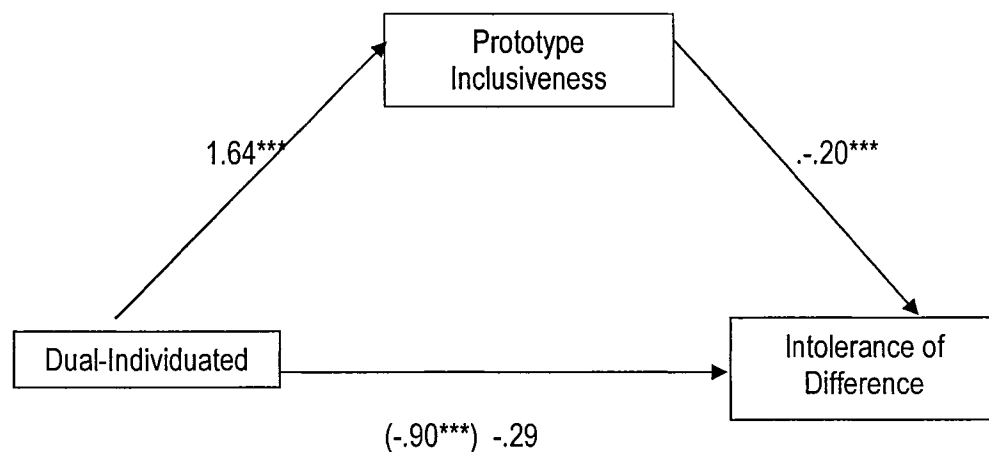


Figure 21

*Effect of Superordinate Representation on Intolerance of Difference is Mediated by Prototype Inclusiveness*

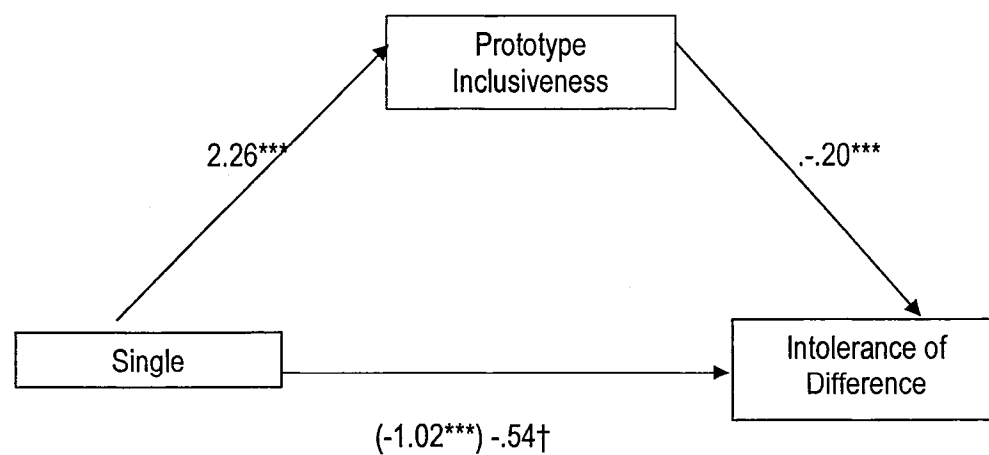
*Inclusiveness*

a. Effect of Dual-individuated Representation on Intolerance of Difference is Mediated by Prototype Inclusiveness



Sobel's test = -3.42,  $p < .001$

b. Effect of Single Representation on Intolerance of Difference is Mediated by Prototype Inclusiveness

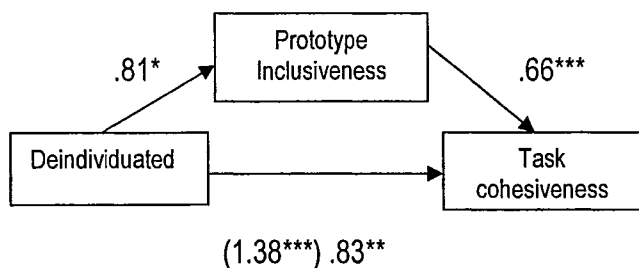


Sobel's test = -4.14,  $p < .001$

Figure 22

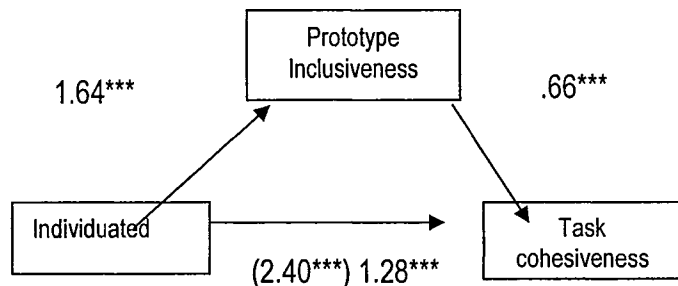
*Effect of Superordinate Representation on Task Cohesiveness Is Mediated by Prototype Inclusiveness and Ingroup Projection*

a. Deindividuated



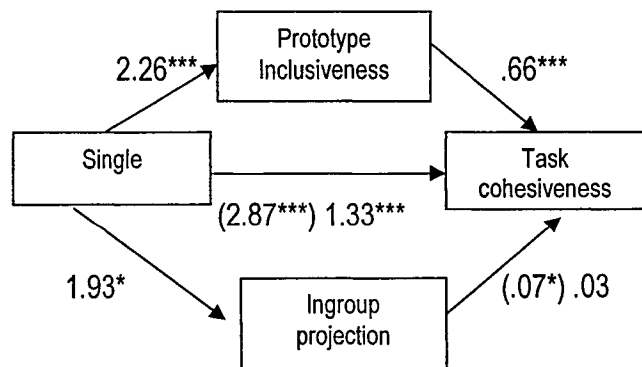
Sobel's test = 2.42,  $p < .02$

b. Individuated



Sobel's test = 4.17,  $p < .001$

c. Single



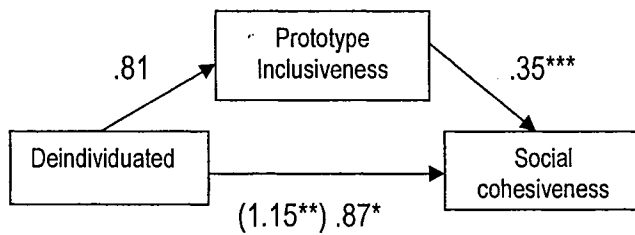
Sobel's test (prototype inclusiveness) = 5.73,  $p < .001$

Sobel's test (ingroup projection) = 2.23,  $p < .03$

Figure 23

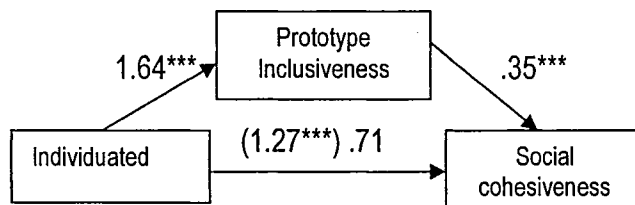
*Effect of Superordinate Representation on Social Cohesiveness is Mediated by Prototype Inclusiveness*

a. Deindividuated



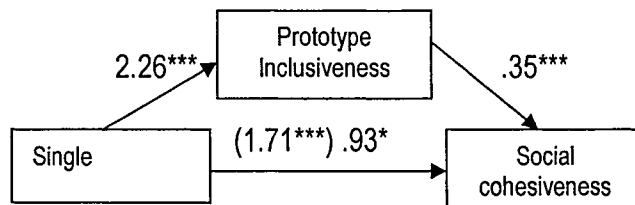
Sobel's test = 2.05,  $p < .04$

b. Individuated



Sobel's test = 2.83,  $p < .004$

c. Single

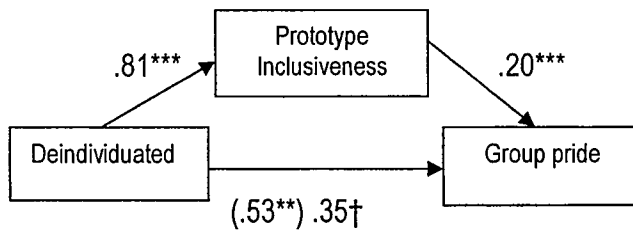


Sobel's test = 3.20,  $p < .001$

Figure 24

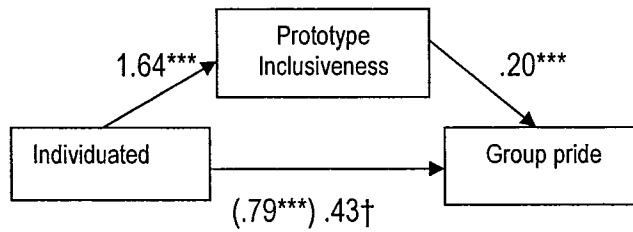
*Effect of Superordinate Representation on Group Pride is Mediated by Prototype Inclusiveness*

a. Deindividuated



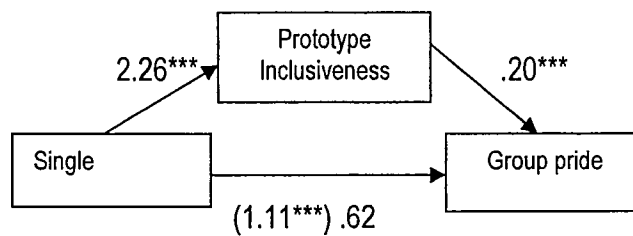
Sobel's test = 2.14,  $p < .03$

b. Individuated



Sobel's test = 3.04,  $p < .002$

c. Single

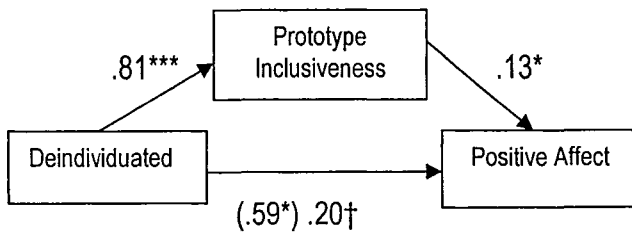


Sobel's test = 3.20,  $p < .001$

Figure 25

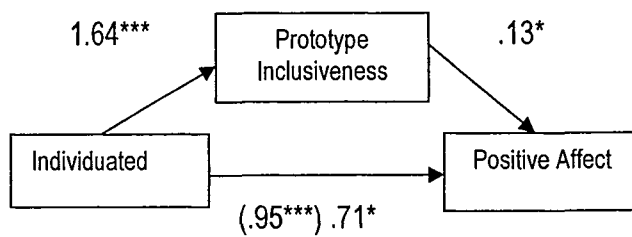
*Effect of Superordinate Representation on Positive Affect is Mediated by Prototype Inclusiveness*

a. Deindividuated



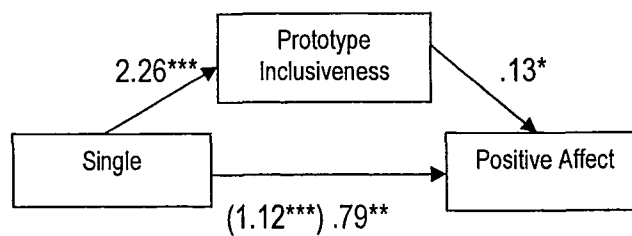
Sobel's test = 1.65,  $p < .10$

b. Individuated



Sobel's test = 1.98,  $p < .05$

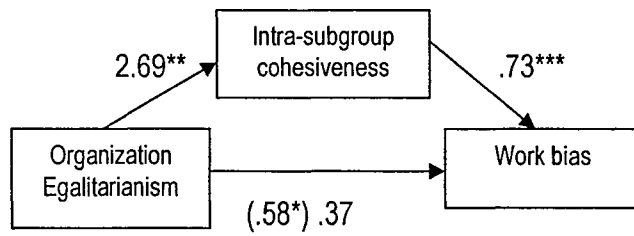
c. Single



Sobel's test = 2.09,  $p < .04$

Figure 26

*Effect of Organization Egalitarianism on Work Bias is Mediated by Intra-subgroup Cohesiveness*



Sobel's test = 4.09,  $p < .001$

Figure 27

*Intolerance of Difference as a Function of Singular Consciousness and Superordinate Representation*

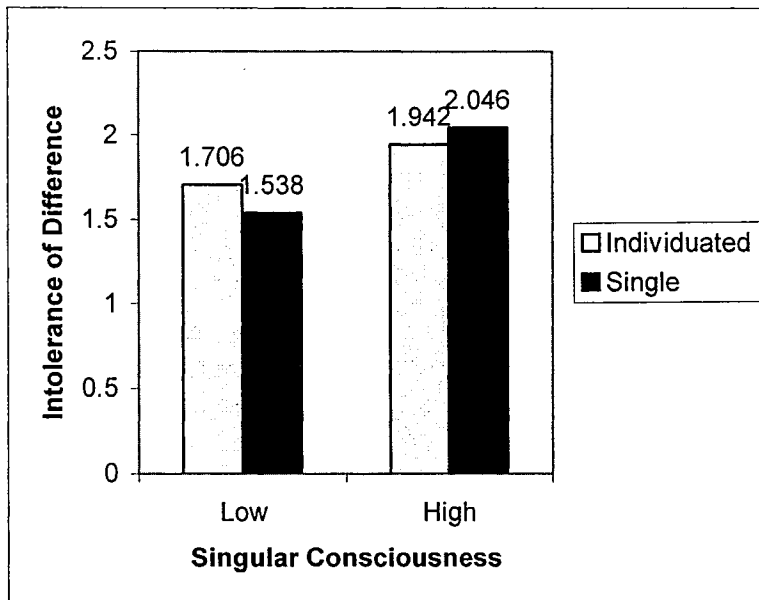


Figure 28

*Intolerance of Difference as a Function of Superordinate Representation and Intersectional Consciousness*

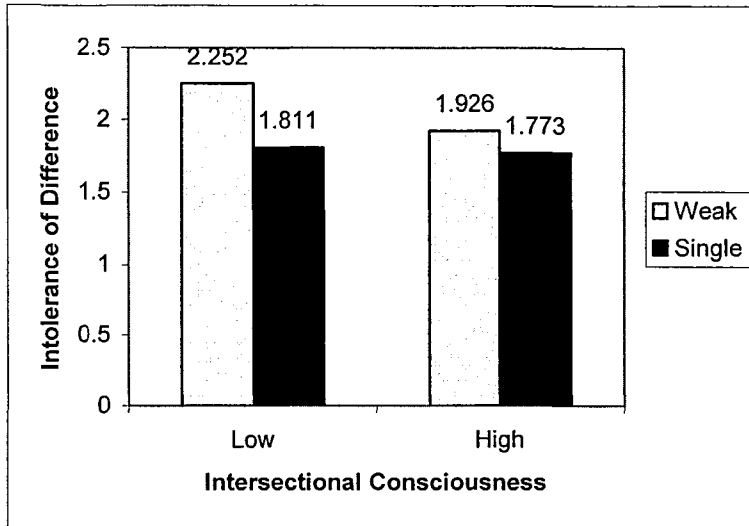


Figure 29

*Task Cohesiveness as a Function of Organization Egalitarianism and Superordinate Representation*

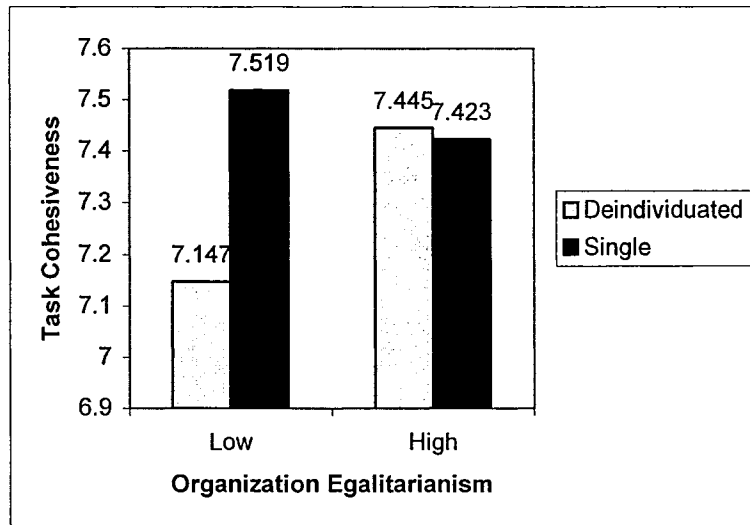


Figure 30

*Task Cohesiveness as a Function of Superordinate Representation and Subgroup Threat*

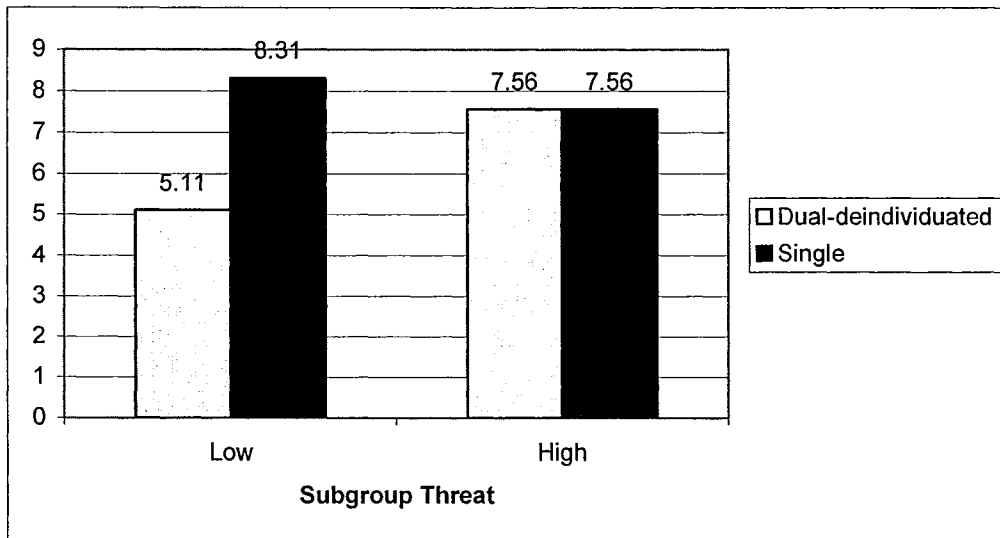


Figure 31

*Inter-subgroup Cohesiveness as a Function of Subgroup Threat and Superordinate Representation*

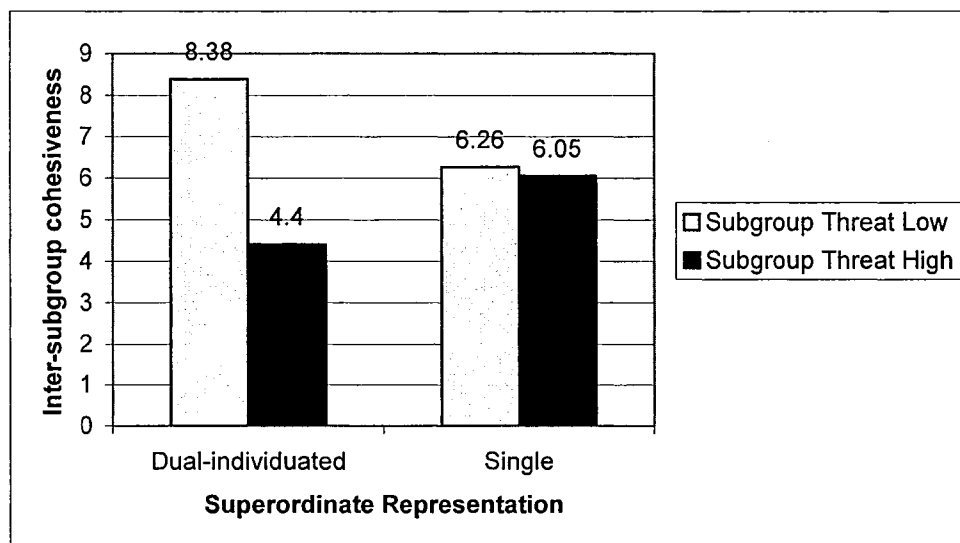
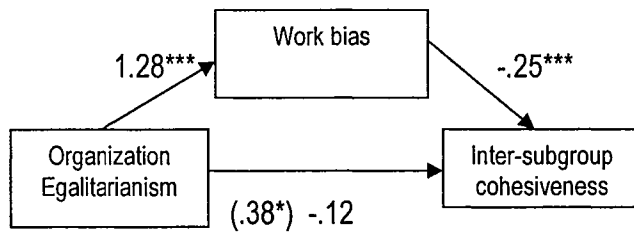


Figure 32

*Effect of Organization Egalitarianism on Inter-subgroup Cohesiveness is Mediated by Work Bias*



Sobel's test = -3.28,  $p < .001$

219 Figure 33

Final model of task cohesiveness

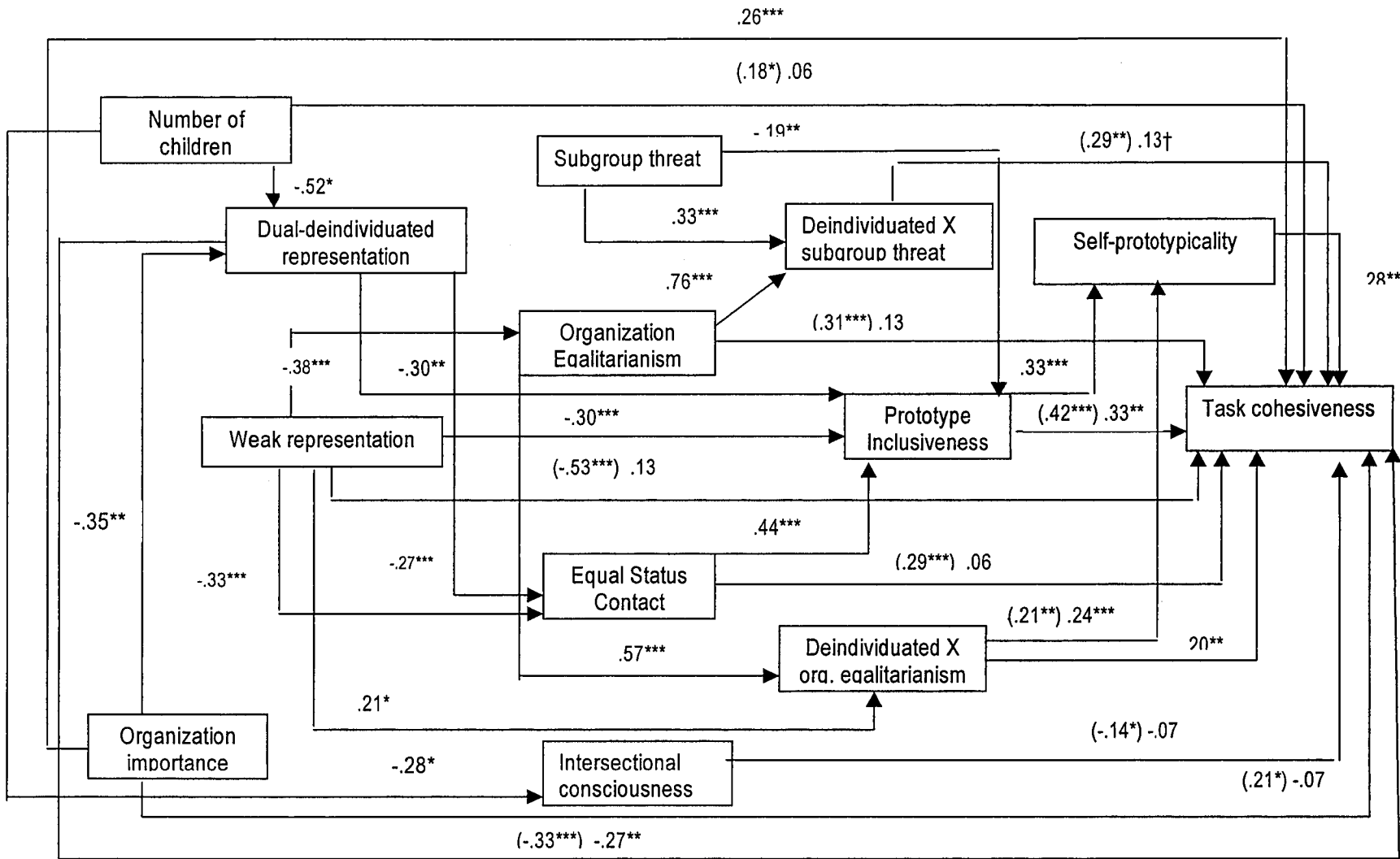


Figure 34

Final model of inter-subgroup cohesiveness

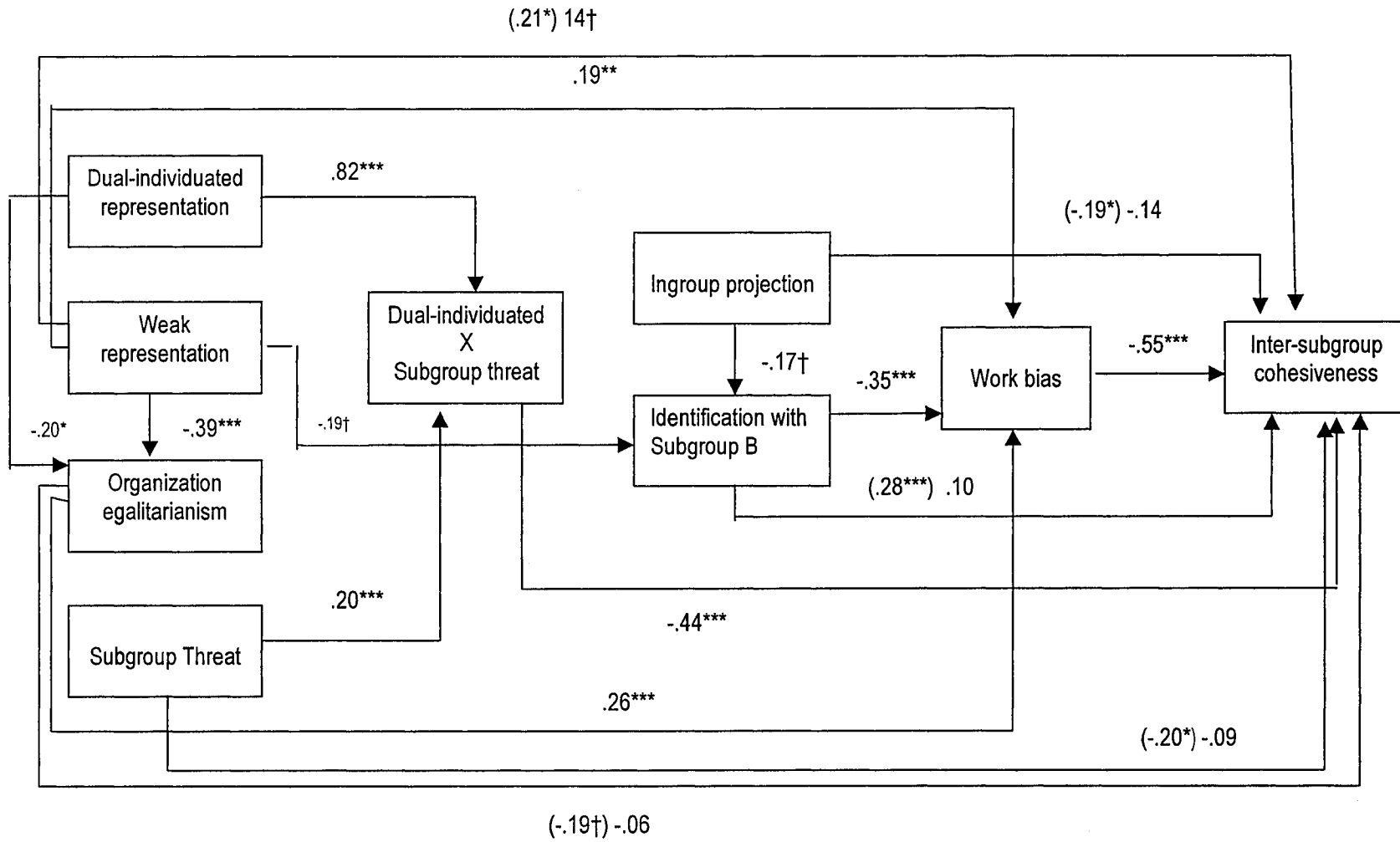
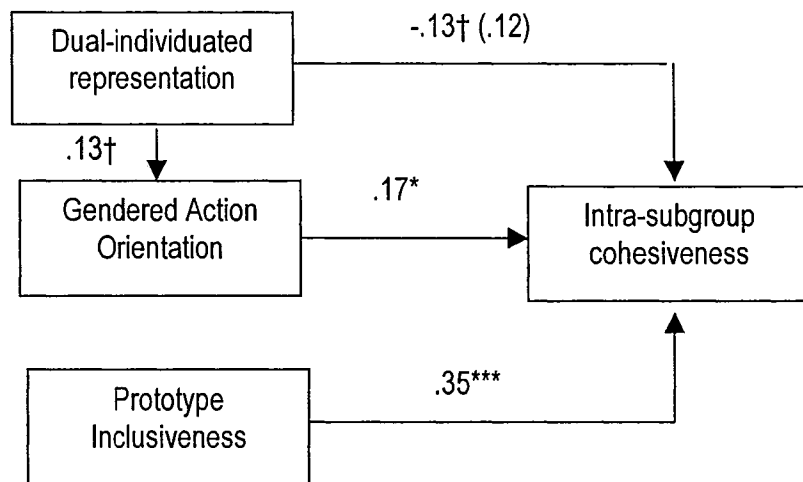


Figure 35

*Final model of intra-subgroup cohesiveness*

Appendix A: Glossary

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 Glossary
 

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<u>Bias</u>	Inter-subgroup differentiation, or the extent to which one subgroup (typically one's own) is favored over another in judgments and attitudes.
<u>Categorization threat</u>	Group-based categorization by others that is in conflict with one's own self-image (Branscombe, et al., 1999)
<u>Collective identity</u>	"A shared sense of 'one-ness' or 'we-ness' anchored in real or imagined shared attributes and experiences among those who comprise the collectivity and in relation or contrast to one or more actual or imagined sets of 'others.' Embedded within the shared sense of 'we' is a corresponding sense of 'collective agency'" (Snow, 2000, p. 2213).
<u>Common ingroup</u>	The superordinate group as an ingroup identity that is shared by two or more subgroups, and which serves as a basis for comparison and judgment. In this dissertation it is used in reference to the superordinate group (the organizations to which the participants belonged) in the spirit of the Common Ingroup Identity Model (See Gaertner & Dovidio, 2000).
<u>Consciousness</u>	"A set of political beliefs and action orientations arising out of awareness of similarity" (Gurin, et al., 1980, p. 30).
<u>Distinctiveness</u>	The extent to which one's group is distinguishable from other groups of varying similarity.
<u>Dual identification</u>	An individual's identification with both the subgroup and superordinate group.
<u>Dual representation</u>	A superordinate identity in which subgroup characteristics are preserved and salient.
<u>Group cohesiveness</u>	Social attraction, or "depersonalized liking based upon prototypicality and generated by self-categorization. It is <i>actually attraction to the group as that group is embodied by specific group members</i> , so that the object of positive attitude and feelings is not actually the unique individual person, but the prototype that he/she embodies" (Hogg, 1992, p. 100).
<u>Group prototype</u>	Cognitive representation of the defining features of a category (Hogg, 1992, p. 94).

<u>Identity threat</u>	Aspects of the intergroup context that threaten the value or distinctiveness of a social identity (Branscombe, et al., 1999).
<u>Ingroup projection</u>	Group members tend to claim prototypicality of their ingroup by generalizing distinctive attributes of their ingroup – relative to the attributes of the outgroup – to the superordinate category (Waldzus, Mummendey, Wenzel, & Boettcher, 2004, p. 386).
<u>Intersectional consciousness</u>	Recognition of the need to account for multiple grounds of identity when considering how the social world is constructed, when deciding what corrective goals to pursue, and when selecting the appropriate means for pursuing those goals. <i>Intersectionality</i> is an accounting of injustice through multiple grounds of identity; <i>singularity</i> is an accounting of injustice through a single ground of identity, in this case, gender identity.
<u>Intersectionality</u>	A theory of how <i>structural systems</i> such as race, class, gender, sexuality, immigrant status, and citizenship <i>intersect</i> with one another to produce qualitatively different lived experiences for individuals differently positioned in this matrix of domination and oppression.
<u>Inter-subgroup cohesiveness</u>	Depersonalized social attraction of one subgroup member for members of another subgroup, all of whom who share a superordinate identity
<u>Multicultural alliance</u>	An enduring political relationship among individuals from two or more subgroups (based in social identities such as race/ethnicity, class, region, gender, sexual orientation), united to achieve social change, and defined by a collective identity.
<u>Multicultural solidarity</u>	Behavioral and attitudinal expression of commitment and cohesiveness among individuals from different groups who perceive themselves to share an inclusive categorization, linked fates, and the belief that cooperation between groups is necessary to achieve their shared social change goals.
<u>Opposition group</u>	An outgroup perceived to oppose the ingroup's interests. Opposition groups are not a focus of this dissertation but are mentioned so that the full range of group relations may be recognized.

<u>Organization culture</u>	Use of egalitarian leadership, structure, and decision making, equal status norms for contact among subgroups.
<u>Prototype inclusiveness</u>	The extent to which the superordinate prototype is perceived to encompass a range of attitudes, values, and goals.
<u>Prototypicality</u>	The extent to which people define themselves as being central to the group on group-defining attributes (Spears, Jetten & Scheepers, 2002, p. 155).
<u>Social identity</u>	“Those aspects of an individual’s self-image that derive from the social categories [ingroups] to which [she or] he perceives [herself or] himself as belonging” (Tajfel & Turner, 2001, p. 101).
<u>Subgroup</u>	One of two or more groups that share a superordinate identity.
<u>Superordinate identity</u>	A higher order social identity that is inclusive of two or more subgroups that may or may not construe one another as outgroups and that is used as a mutual basis of comparison.
<u>Threat to distinctiveness</u>	Any factor that erodes the distinctiveness of one's own (sub)group from others.

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## Appendix B: Recruitment Materials

Example Recruitment Letter
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Ronni Michelle Greenwood  
 Program in Social/Personality Psychology  
 CUNY Graduate Center  
 365 Fifth Avenue  
 New York, NY 10016  
[rgreenwood@gc.cuny.edu](mailto:rgreenwood@gc.cuny.edu) / 917.301.7083 / 718.204.2943

Address of Recipient

Re: Study of Women's Relationships in Social Change Organizations

Dear \_\_\_\_\_:

I would like to invite \_\_\_\_\_ to participate in a study of the relationships among women participants in social change organizations. Your organization has been selected because of its focus on achieving social change to improve the lives of women. In order for organizations to achieve their social change goals, it is critical that members work together as cohesively as possible. This becomes increasingly challenging as the group becomes more diverse. This important research will identify the factors that help diverse groups achieve and maintain positive relationships with each other. Until now, in social movement research, these factors have largely gone ignored. In the study of social movement participation, diversity and difference are often assumed to be sources of divisiveness and conflict among participants. In my research, I hope to challenge these assumptions by identifying aspects of an organization that foster positive relationships so that social change organizations can use this information to maintain their diversity and optimize the relationships among their members.

I would like to recruit women from your organization to participate in this study. In brief, I will be collecting data via an online questionnaire, which takes about an hour to complete. The questionnaire is confidential, meaning that the data will be downloaded onto a secure server to which only I will have access. While I do not have unlimited resources with which to reimburse participants for their time, I will have enough funds available to make a \$1 donation to \_\_\_\_\_ for each of its members who participates. Also, \$100.00 awards will be provided to five randomly selected participants.

I would very much like to speak with you by phone about the possibility of recruiting women from your organization. I will contact you by the end of

next week to further discuss the details of the study, to answer any questions you may have, and to discuss possible recruitment strategies. In the meantime, you may contact me at the above phone number or email address.

An official report of the study will be distributed to each organization that participates in the study. No information that identifies any individual or organization will appear in any reports of the study's findings. Also, when the study is complete, I would be glad to meet with your organization to discuss the findings.

This research is a component of my doctoral dissertation in Social/Personality Psychology. It is under review with the Institutional Review Board (IRB) of the Graduate Center of the City University of New York and will not commence without their approval or without filing letters of cooperation from participating organizations. If your organization agrees to participate, a copy of IRB approval will immediately be submitted to you.

I thank you for your time and look forward to speaking to you by phone.

Regards,

Ronni Michelle Greenwood

You are invited to participate in a study of

## Solidarity Among Women Activists Involved in Social Change Organizations

If you are age 18 or older, currently or have in the past actively participated in a social change organization dedicated to the improvement of any aspect of women's status in society, then you are eligible!

We are interested in learning more about the factors that foster diversity among women in social change organizations. Help us to do so by completing our online survey.

Please visit this website to learn more about the study and complete the online survey:

[[www.womanactiviststudy.com](http://www.womanactiviststudy.com)]

Each organization will receive a \$1 donation for each of its members who participates, and five participants will be selected by lottery to receive \$100.00.

Contact Ronni Michelle Greenwood at XXXXX, or [womanactiviststudy@yahoo.com](mailto:womanactiviststudy@yahoo.com) if you have any questions about this survey

This research has been approved by the City University of New York Committee for the Protection of Human Subjects. Please contact Hilry Fischer at 212.817.XXXX with any questions about this project

Example text of listserv message

Hello Everyone,

I am a feminist doctoral student at the CUNY Graduate Center. I am conducting my dissertation research on solidarity among women involved in any type of progressive women's social change organization, collective, or other type of group. I need about 150 women to complete a confidential online questionnaire, and I am inviting you to consider doing so.

In brief: I am conducting a study about the factors that facilitate and impede solidarity between women who come together work toward a common social change goal. If the following description fits you, please consider participating in the study! If it doesn't fit you, but you know women that it might, please forward this message to them.

Are you: 1) A woman; 2) 18 years old or older; and 3) A current or former participant at any level of an organization, collective, or other type of women's group focused on improving any aspect of women's lives such as: poverty/welfare rights; working conditions; domestic violence and/or sexual assault and/or sexual harassment; sexual and/or reproductive rights; childcare; education; physical health or mental health; or any other issue?

If Yes, then you are eligible to participate by completing a confidential online questionnaire.

You can learn more about the study and complete the questionnaire at:

[www.womanactiviststudy.com](http://www.womanactiviststudy.com)

The questionnaire will take between 45 minutes and an hour to complete. While it might at some times feel redundant, it is important for us to ask some questions from different perspectives in order to comprehensively understand the phenomena of interest.

Five participants will be selected by lottery to receive \$100. Each woman who participates will earn a \$1 donation to her organization. (If your organization is inactive, you may select another organization to receive this donation).

This research has been approved by the City University of New York Committee for the Protection of Human Subjects.

If you have any questions about the study, you may contact me, Ronni Greenwood, at [womanactiviststudy@yahoo.com](mailto:womanactiviststudy@yahoo.com). Please forward this email to everyone you know who may be eligible or may know others who are eligible.

Thank you!  
Ronni

Appendix C: Informed Consent

My name is Ronni Michelle Greenwood. I am a student in the Social-Personality Psychology Ph.D. program at the Graduate Center of the City University of New York (CUNY), and the Principal Investigator of this project, entitled, *The Roles of Identification and Consciousness in Solidarity Among Women Members of Social Change Organizations*. This is a research study of relationships among women with experience in social change organizations. The study is expected to help us understand the processes that facilitate solidarity among individuals who share social change goals but are different in terms of identity, background, experiences, or other characteristics. I would like you to complete a survey about your experiences.

As an incentive for you to participate, five participants from the total sample will be selected at random to receive \$100.00. In addition, each organization will receive a \$1 donation for each of its members who completes the survey. The survey will take about one hour to complete.

All information will be kept strictly confidential. Our answers will be directly downloaded from a secure server to a personal computer. Only the computer programmer, my three advisors, and myself will have access to the information you provide, but your personal information will be stored separate from your responses to the items in the questionnaire. Your participation is strictly voluntary. At any time you can refuse to answer any questions; you may end the survey at any point simply by exiting the website.

There is no known risk involved in this study. However, while the questions are meant to explore the factors involved in positive relationships among members of social change organizations, some are designed to assess negative relationships, and may stir up negative feelings or memories. The benefit of your participation is that it may increase your understanding of the relationships among women in your organization. Also, the information you provide may help us to understand the factors and processes that build strong relationships among diverse individuals united to achieve a shared social change goal.

When the survey data have been analyzed, I may contact you to request your impressions of the analyses, or to consider participating in further research on this topic, but you are free to refuse to do so. Once the study is completed, I may publish the results, but names of people, organizations, or any identifying characteristics, will not be used in any of the publications. A copy of the study will be made available to you. At the end of the survey you will be given the opportunity to provide me with your address so that I may send you a copy of the report when it is complete.

If you have any questions about this research, you may call me at (718) 204-2943 or send email to [rgreenwood@gc.cuny.edu](mailto:rgreenwood@gc.cuny.edu). You may also contact my advisor, Professor Bill Cross, at 212-817-8712 or [wcross@gc.cuny.edu](mailto:wcross@gc.cuny.edu). If you have any questions about your rights as a participant in this study, you may contact Kay Powell, Sponsored Research, The Graduate Center/City University of New York, (212)-817-7525, [kpowell@gc.cuny.edu](mailto:kpowell@gc.cuny.edu)

If you wish to complete the survey, please click Yes. If you do not agree to complete the survey, please click No.

'Click here' to print a copy of this consent form for your records.

Thank you for reading about our study of solidarity among women in social change organizations. If you decide to participate at a later time, you may always return to this website to complete the survey]

## Appendix D: Study Questionnaire

Copy of Study Questionnaire

Introductory Statement

Welcome to the study of women activists' relationships with each other! We very much appreciate the fact that you have chosen to give us your invaluable time and information.

This is a survey about your experiences as a member of a social change organization. We want to learn more about the factors that foster and impede solidarity among women from different groups when they come together to achieve a social change goal. We have developed this questionnaire in the hope that by getting some information from women with real experiences with social change organizations, we can answer some of our questions about the development and maintenance of solidarity among diverse groups of women activists. It will take about an hour to complete the questionnaire, and we ask that you complete it in one session. Some of the questions will ask you to write a few sentences in response, while most will ask you to indicate the extent to which you agree or disagree with a given statement.

You will be asked to think about your organization in terms of different groups: the overall organization and the different ways the members can be categorized into smaller groups. In essence, we are interested in how women from different social categories get along and manage their differences. Therefore, some questions will be about the overall group, while some will be about the ways in which women from different groups relate to each other within your organization. Still other groups of questions have to do with your experiences in the group, your thoughts on the status of women in society, and your overall worldview.

There are no right or wrong answers to any of these questions. We ask that you answer them as openly and honestly as you can. We are interested in overall (average) responses to this survey,

rather than any one individual's answers. Your individual answers will never be disclosed, and neither you nor your organization will ever be identified by name. You will be asked to provide your name and contact information, but this is not required, and only the principal investigator will have access to it. We ask this information of you for two reasons: we hope to build future research on the findings from this study, and we may want to ask you to participate again. Second, five participants will be selected by lottery to receive \$100.00 for their time and information, so we will need to be able to contact you if you are selected.

Eligibility Criteria
----------------------

In this study, we are asking women who are currently, or have been in the past, active participants in social change organizations. Please answer the following questions about these study criteria:

Are you 18 years old or older?

Are you a woman?

Are you currently a member of a women's social change organization?

Have you in the past been a member of a women's social change organization?

- If they answered no to the age or gender questions, or no to either of the membership questions, then they were taken to a screen that said, "Thank you for your interest in the research study of women's relationships in social change organizations. While we appreciate your willingness to complete the survey, you must have experience in a social change organization to participate" and then exited from the program.
- If they answered yes to either, they were shown the next screen, which contained informed consent.

Informed Consent
------------------

Informed consent was obtained next. A copy of informed consent is located in Appendix C.

Organization Information
--------------------------

*While you complete this survey, please answer in terms of your membership in **one** social change organization whose goal is the improvement of women's status in society. If you are a member of more than one women's organization, please select the **one** that you have participated in the longest.*

What is the name of your organization?

What is the overall mission or goal of your organization?

How does your organization seek to make changes in women's lives? \_\_\_\_\_

How did you decide to join the organization?

How long have you been a member of this organization? \_\_\_\_Months \_\_\_\_Years

What is your type of membership?

- paid staff in leadership position (e.g., president, vice president, director, assistant director, membership coordinator, etc.)
- paid staff in support position (e.g., secretary, clerical, office manager, etc.)
- unpaid volunteer staff
- member-participant
- other (describe): \_\_\_\_\_

Approximately how many hours a WEEK do you devote to activities related to [ORGANIZATION]?

- 1) Less than 1 hour
- 2) 1 – 5 hours
- 3) 6 – 10 hour
- 4) 11 – 20 hours
- 5) More than 20 hours

What percent of your time do you *actually* devote to activities related to [ORGANIZATION]? *Please indicate by placing a mark at the appropriate point on the following scale:*

- 1) 1%
- 2) 25%
- 3) 50%
- 4) 75%
- 5) 100%

If there were *no* limits on your time, what percent would you *ideally* commit to [ORGANIZATION]? *Please indicate by placing a mark at the appropriate point on the following scale:*

- 1) 1%
- 2) 25%
- 3) 50%
- 4) 75%
- 5) 100%

In comparison to all other groups, teams, or organizations to which you belong, relatively how **important** is [ORGANIZATION]?

1 = *Not at All*, 9 = *Very much*

Subgroup Selection Procedure
------------------------------

I.

*Social change organizations concerned with women's issues can be thought of as representing various groups of women. From the following list, please select the different groups of women who are in your organization. Please select all that apply:*

- |                                       |  |                                       |                                       |
|---------------------------------------|--|---------------------------------------|---------------------------------------|
| <input type="checkbox"/> older        | <input type="checkbox"/> younger       | <input type="checkbox"/> straight     | <input type="checkbox"/> lesbian      |
| <input type="checkbox"/> black        | <input type="checkbox"/> white         | <input type="checkbox"/> Latina       | <input type="checkbox"/> Asian        |
| <input type="checkbox"/> middle class | <input type="checkbox"/> working class | <input type="checkbox"/> poor         | <input type="checkbox"/> Christian    |
| <input type="checkbox"/> Jewish       | <input type="checkbox"/> Arab          | <input type="checkbox"/> Other: _____ | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> immigrant    | <input type="checkbox"/> citizen       | <input type="checkbox"/> Other: _____ | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> feminist     | <input type="checkbox"/> non-feminist  |                                       |                                       |

II.

- Of the groups you selected, please list 2 - 3 influential groups within your organization that most represent your social, cultural, and/or political background
- Of the groups you selected, please list the 1 - 3 influential groups within your organization that least represents your social, cultural, and/or political background.

III.

Now we would like to learn more about how members of these different groups get along, make decisions, and relate to one another. First, using the groups you listed as most and least representing your social, political, and/or cultural background, tell us which two groups' members find it **easy** to cooperate and get along with each other. That is, which two find it **easiest** to make decisions, come to consensus, get along, understand, and feel comfortable with each other? Pick one group that you **do** belong to, and one group you **do not** belong to. In the first blank, type the name of one group from Category A and in the second blank, type the name of one group from Category B:

[Text Box] members have the **least** difficulty cooperating with [Text Box] members.  
 [Select from Category A] [Select from Category B]

Of these two groups, which do you perceive yourself as belonging to?

[Selection from Category A]  
 [Selection from Category B]

PARTICIPANT WAS PRESENTED WITH THE TWO CATEGORIES SHE TYPED IN THE TEXT BOXES IN THE ABOVE ITEM WITH INSTRUCTION TO CLICK THE GROUP TO WHICH SHE PERCEIVES HERSELF AS BELONGING TO

[THIS NEXT SECTION DETERMINED SUBGROUPS A AND B]

Next, again referring to your list of groups that most and least represent your social, cultural, and/or political background, tell us which two groups' members find it hard to cooperate and get along with each other. That is, which two find it **most** difficult to make decisions, come to consensus, get along, understand, and feel comfortable with each other? In the first blank, type the name of one group from Category A and in the second blank, type the name of one group from Category B:

[\_Text Box\_] members have the **most** difficulty cooperating with [\_Text Box\_] members.  
 [Select from Category A] [Select from Category B]

BELOW IS A CHECK TO MAKE SURE THAT THE GROUP WRITTEN IN THE FIRST BLANK IS SUBGROUP A, AND THE ONE IN THE SECOND BLANK IS SUBGROUP B. THE GROUP THAT THE PARTICIPANT CLICKS WILL OPERATE AS SUBGROUP A, AND THE GROUP SHE DOESN'T CLICK WILL OPERATE AS SUBGROUP B]

Of these two groups, which do you perceive yourself as belonging to?

[Selected from Category A]

[Selected from Category B]

Numerical Status

What percent of [ORGANIZATION] belongs to [SUBGROUP A]?

1	2	3	4
Less than 25%	26% to 50%	51% to 75%	76% to 100%

What percent of [ORGANIZATION] belongs to [SUBGROUP B]?

1	2	3	4
Less than 25%	26% to 50%	51% to 75%	76% to 100%

Supernordinate Representation
-------------------------------

Please answer the following questions about your experiences in your organization. .

1	2	3	4	5
Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree

- Despite the different subgroups, there is frequently the sense that we are all just one group
- It often feels as though the members of [ORGANIZATION] belong to different groups
- It often feels as though we are individuals and not members of a particular group
- Although there are different groups of women in [ORGANIZATION] , it feels as though we are all playing on the same team

To what extent do you feel that [ORGANIZATION] operates as multiple subgroups within one larger group?

1 = Not at all, 9 = Very much

The increasingly overlapping circles from the Tropp & Wright (2001) Inclusion of the Ingroup in the Self (IIS) measure was presented for each of the following five items.
--

1. Which of the following best represents your own level of identification with [ORGANIZATION]?
2. Which of the following best represents your own level of identification with [SUBGROUP A]?
3. Which of the following best represents your own level of identification with [SUBGROUP B]?
4. Which of the following best represents the relationship of [SUBGROUP A] to [ORGANIZATION]?
5. Which of the following best represents the relationship of [SUBGROUP B] to [ORGANIZATION]?

Subgroup Threat Manipulation

Condition 1: High Subgroup Threat

*Think about a time when you, AS A MEMBER OF [SUBGROUP A] had opinions, beliefs, or ideas that were different from the group as a whole, and you felt **discouraged** from expressing them. Tell the story of this experience in four or five sentences, including the way that it made you feel.*

Condition 2: Low Subgroup Threat

*Think about a time when you, AS A MEMBER OF [SUBGROUP A] had opinions, beliefs, or ideas that were different from the group as a whole, and you felt **encouraged** to express them. Tell this story in four or five sentences, including the way it made you feel.*

Open-ended task for participant to think about the prototypical characteristics of her superordinate group

*Please describe the unique qualities that characterize [ORGANIZATION] that make it distinct. Write about the **purpose, goals, reputation, and norms of your organization, as well as the beliefs, customs, attitudes, and behaviors** that are characteristic or typical for members of your organization.*

Prototype Inclusiveness

*Please indicate the extent to which you agree with the following statements.*

*1 = Not true at all, 9 = Very much true*

- [ORGANIZATION] addresses the concerns of all women (white, black, middle class, poor, lesbian, straight) equally well.
- Dissenting attitudes are discouraged within [ORGANIZATION].
- Most members feel their beliefs are respected within [ORGANIZATION].
- Women are encouraged to express their differences in [ORGANIZATION].
- Most members, regardless of their race/ethnicity, sexual orientation, social class, age, and so on, feel the needs of all women met by the goals of [ORGANIZATION].
- The members of [ORGANIZATION] wish it was more diverse.
- The [ORGANIZATION] as a whole affirms differences in *goals, experiences, and beliefs*

- [ORGANIZATION] addresses the concerns of all women (white, black, middle class, poor, lesbian, straight) equally well.
- Dissenting attitudes are discouraged within [ORGANIZATION].
- Most members feel their beliefs are respected within [ORGANIZATION].
- Women are encouraged to express their differences in [ORGANIZATION].
- Most members, regardless of their race/ethnicity, sexual orientation, social class, age, and so on, feel the needs of all women met by the goals of [ORGANIZATION] of its members.
- The [ORGANIZATION] values different *attitudes* among members.
- The [ORGANIZATION] leaves out *goals, experiences, and beliefs* of some members.
- [ORGANIZATION] has a reputation leaving out the needs of some groups of women (black, white, straight, lesbian, and so on).
- [ORGANIZATION] tries to address the various concerns of women from different backgrounds.
- Most members feel included in the [ORGANIZATION].
- Some members feel their subgroups are marginal within the [ORGANIZATION].
- Some women feel excluded by the goals of [ORGANIZATION].

Ingroup Projection

*Please write down three or four characteristics that are typical of [SUBGROUP A] compared to [SUBGROUP B].*

Next, write down three or four characteristics that are typical of [SUBGROUP B] compared to [SUBGROUP A].

These 6 or 8 characteristics were then presented in random order

Now, using the following scale, please rate each of the above 6 to 8 attributes in terms of their typicality for [ORGANIZATION] as a whole.

1 = *Not at all typical*, 5 = *Somewhat typical*, 9 = *Very typical*

Inter- and intra-subgroup cohesiveness

Intra-subgroup cohesiveness and inter-subgroup cohesiveness. The next set of items was presented twice, once before and once after superordinate cohesiveness. The presentation order for Subgroup A and B was varied randomly.

Please answer the following questions about your interactions with [SUBGROUP A]:  
1 = *Strongly disagree*, 5 = *Neither agree nor disagree*, 9 = *Strongly agree*

- I do not enjoy working with [SUBGROUP A/B].
- I am not happy with my interactions with [SUBGROUP A/B]
- I am not going to miss [SUBGROUP A/B] when I am no longer a member
- I am unhappy with [SUBGROUP A'S] level of commitment to [ORGANIZATION'S] goals.
- Some of my best friends are [SUBGROUP A/B].
- [SUBGROUP A/B] do not give me enough opportunities to contribute to [ORGANIZATION].
- I enjoy working with others more than with [SUBGROUP A/B].
- I do not like the communication styles of [SUBGROUP A/B].

Please answer the following questions about [ORGANIZATION] as a whole.  
1 = *Strongly disagree*, 5 = *Neither agree nor disagree*, 9 = *Strongly agree*

- [ORGANIZATION] is united in trying to reach its goals.
- Members of [ORGANIZATION] would rather go out on their own than get together with all members of [ORGANIZATION].
- [ORGANIZATION] all take responsibility for any failure to reach our goals.
- Members of [ORGANIZATION] rarely interact with each other.
- Members of [ORGANIZATION] have conflicting aspirations for our goals.
- Members of [ORGANIZATION] like to spend time together outside the group.
- If [ORGANIZATION] experience tensions or conflicts, everyone wants to help

- [ORGANIZATION] is united in trying to reach its goals. them so we can get back together again.
- Members of [ORGANIZATION] do not stick together.
- [ORGANIZATION] communicate honestly about their feelings and opinions.

Measure of Affective Commitment to Group
--

*In this section, we ask you to tell us how being a part of [ORGANIZATION] makes you feel. Please respond to the following items by circling the number that best represents your answer. 1 = Strongly disagree, 6 = Strongly agree*

- Being a member of [ORGANIZATION] is a source of happiness for me.
- When I think about [ORGANIZATION'S] accomplishments, I feel really proud
- Participating in [ORGANIZATION] makes me feel good about myself.
- I feel good about [ORGANIZATION] as a group.
- There would be a real gap in my life if I could no longer be a member of [ORGANIZATION].
- As a member of [ORGANIZATION] I feel like I am part of something very important.
- Being a part of [ORGANIZATION] is a source of stress for me.
- Sometimes my obligations to [ORGANIZATION] feel like a burden.
- Leaving [ORGANIZATION] would be a relief.
- When I'm upset, doing things with or for [ORGANIZATION] can make me feel better.
- Belonging to [ORGANIZATION] makes me feel like I'm making a difference.
- I am proud of what [ORGANIZATION] is trying to do in our community.
- Being a part of [ORGANIZATION] gives my life meaning.
- There is joy in being a part of [ORGANIZATION].
- I have real affection for the other members of [ORGANIZATION].

Inter-subgroup bias
---------------------

*Please answer the following questions about your feelings about working with [SUBGROUP A] and [SUBGROUP B]:*

A. Representation bias. Scale: 1 = *Not very good*, 9 = *Very good*:

- To what extent would you feel comfortable with the membership of [ORGANIZATION ] composed entirely of [SUBGROUP A]?
- To what extent would you feel comfortable with the membership of [ORGANIZATION] composed entirely of [SUBGROUP B]?

B. Work bias. Scale: 1 *Not at all*, 9 = *Very much*:

- How much do you enjoy working with members of [SUBGROUP A]?
- How difficult is it to work with members of [SUBGROUP A]?
- How much do you enjoy working with members of [SUBGROUP B]?
- How difficult is it to work with members of [SUBGROUP B]?

General positivity bias. Scale: 1 = *not at all favorable*. 9 = *very favorable*

- How favorable is your overall impression of [SUBGROUP A]?
- How favorable is your overall impression of [SUBGROUP B]?

Social Attraction and Group Identification
--

*This section measures your feelings about your organization as a whole. Take a minute or so and think about your organization. Think about the things you like (and don't like) about your organization. Think about how your organization functions. When you have formed an impression of your organization as a whole, please begin.*

Scale: 1 = *Not at all*, 9 = *Very much*

- How similar are you to the members of [ORGANIZATION] in terms of general beliefs and attitudes?
- How much do you like the members of [ORGANIZATION] as a whole?
- How well do you feel you fit into [ORGANIZATION]?

- How strong are your ties to [ORGANIZATION]?
- How glad are you to be a member of [ORGANIZATION]?
- How much do you see yourself as belonging to [ORGANIZATION]?
- How cohesive do you feel [ORGANIZATION] is?
- How glad are you to be a member of [ORGANIZATION]?
- How important is [ORGANIZATION] to you?

Intolerance of Difference
---------------------------

Scale: 1 = *Not at all accurate*, 9 = *Very accurate*

- Our differences are a group resource
- Our differences are a group weakness.
- Our group functions worst when subgroups air their differences
- Some members' opinions are really at odds with what the organization is trying to do
- Our success depends on members sticking to group norms.
- Differences of opinion hurt our chances of success.
- Group members are encouraged to keep controversial opinions to themselves.
- Group loyalty means upholding agreed upon beliefs and attitudes.
- Harmony means avoiding conflict.
- Members who express opinions that are out of step with the group as a whole feel pressured to conform.
- I sometimes feel pressure to act in a certain way.
- Our group members are all pretty similar to each other.
- Our group members are very different from each other.

- There is really only one way to be a good member.

Subgroup prototypicality

Scale: 1 = *Not at all*, 9 = *Very much*

- [SUBGROUP A] are typical representatives of [ORGANIZATION].
- [SUBGROUP B] are typical representatives of [ORGANIZATION].

Organization Culture

*Please indicate the extent to which you agree with the following items.*

Scale: 1 = *Strongly disagree*, 9 = *Strongly agree*

- The norms of [ORGANIZATION] make it easy to interact with women from different subgroups.
- All subgroups are treated equally.
- The different subgroups have important things to offer each other.
- My contact with [SUBGROUP A] is minimal.
- The subgroups of [ORGANIZATION] have relatively equal status within the organization.
- Members rotate taking care of different jobs or responsibilities.
- Decisions are made by consensus.
- Decisions are made by majority rule.
- The structure of [ORGANIZATION] is hierarchical, with several levels of leadership.
- Leadership is shared among all members of [ORGANIZATION].
- Leadership is concentrated among only a few members.
- We use decision-making strategies that equalize status differences.
- We have caucuses for the different subgroups represented within [ORGANIZATION].
- Power is shared by all members.
- Members rotate job responsibilities.

The influence of [SUBGROUP B] within ORGANIZATION is \_\_\_\_\_ than [SUBGROUP A]

Scale: 1 = A lot lower, 5 = A lot higher

<p>Measure of Feminist Intersectional Consciousness</p>
---

Please indicate the extent to which you agree with the following statements.

Scale: 1 = Strongly disagree, 9 = Strongly agree

- Raising issues of race within women's organizations divides the community
- To be effective, it is important to focus on a single issue when working for social change
- Racism impacts the lives of black women, but we need to focus on the effects of patriarchy
- Racism impacts the lives of white women as well as women of color
- Understanding the life experiences of women from different ethnic groups helps us achieve our goals
- In order to achieve the changes we seek, we must fight racism as well as sexism
- Black and white women experience sexism in different ways
- Sex and race are inseparable issues in the lives of women
- When working for social change, focusing on a single issue (for example, race, class, gender, or sexual orientation) is more effective than focusing on several at the same time
- Focusing on issues other than sexism (like racism and homophobia) dilutes our energies
- Sexism is women's primary oppression
- Poor women experience sexism in ways that are the same as middle-class women
- The answer to oppression in all women's lives is the same: end patriarchy
- All oppressions are tied together
- There is a root cause of all oppressions: capitalism.

<p>Universe-Diverse Orientation</p>
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The following items are made up of statements using several terms which are defined below for you. Please refer to them throughout the rest of the questionnaire.

**Culture** refers to the beliefs, values, traditions, ways of behaving, language of any social group. A social group may be racial, ethnic, religious, etc.

**Race or racial background** refers to a sub-group of people possessing common physical or genetic characteristics. Examples include White, Black, American Indian.

**Ethnicity or ethnic group** refers to specific social group sharing a unique cultural heritage (i.e., customs, beliefs, language, etc.). Two people can be of the same race (e.g., White), but be from different ethnic groups (e.g., Irish-American, Italian American).

**Country** refers to groups that have been politically defined; people from these groups belong to the same government (e.g., France, Ethiopia, United States). People of different races (White, Black, Asian) or ethnicities (Italian, Japanese) can be from the same country (United States).

**Instructions:** Please indicate how descriptive each statement is of you by filling in the number corresponding to your response. This is not a test, so there are no right or wrong, good or bad answers. All responses are anonymous and confidential.

Scale: 1 = *Strongly Disagree*, 6 = *Strongly Agree*

- I would like to join an organization that emphasizes getting to know people from different countries.
- Persons with disabilities can teach me things I could not learn elsewhere.
- Getting to know someone of another race is generally an uncomfortable experience for me.
- I would like to go to dances that feature music from other countries.
- I can best understand someone after I get to know how he/she is both similar and different from me.
- I am only at ease with people of my race.
- I often listen to music of other cultures.
- Knowing how a person differs from me greatly enhances our friendship.
- It is really hard for me to feel close to a person from another race.
- I am interested in learning about the many cultures that have existed in this world
- In getting to know someone, I like knowing both how he/she differs from me and is similar to me.
- It is very important that a friend agrees with me on most issues.
- I attend events where I might get to know people from different racial backgrounds.
- Knowing about the different experiences of other people helps me understand my own problems better.
- I often feel irritated by persons of a different race.

Measure of Ambiguity Tolerance
--------------------------------

*Please indicate the extent to which each of the following sentences describes you.*

Scale: 1 = *Does not describe me well*, 5 = *Describes me very well*

- I sometimes find it difficult to see things from the "other person's" point of view
- I try to look at everybody's side of a disagreement before I make a decision
- I sometimes try to understand my friends better by imagining how things look from their perspective
- If I'm sure I'm right about something, I don't waste much time listening to other people's arguments
- I believe there are two sides to every question and try to look at them both
- When I'm upset at someone, I usually try to "put myself in his or her shoes" for a while
- Before criticizing somebody, I try to imagine how I would feel if I were in their place

Interpersonal Reactivity Index: Perspective Taking subscale
--

*Please indicate your agreement with these items using the following scale:*

Scale: 1 = *Strongly agree*, 7 = *Strongly disagree*

- Almost every problem has a solution.
- I tend to be very frank with people.
- I like to fool around with new ideas, even if they are a total waste of time.
- It irks me to have people avoid the answer to my questions by asking another question.
- Nothing gets accomplished in this world unless you stick to some basic rules.
- I really dislike it when a person does not give straight answers about herself or himself.
- I *do not* believe that in the final analysis there is a distinct difference between right and wrong.
- It really disturbs me when I am unable to follow another person's train of thought.
- Usually, the more clearly defined rules a society has, the better off it is.
- I prefer telling people what I think of them even if it hurts them, rather than keeping it to myself.
- Personally, I tend to think that there is a right way and a wrong way to do almost everything.
- I prefer the certainty of *always* being in control of myself.

Gender Consciousness
----------------------

*Please indicate the amount of influence you believe each of the following groups has in society.*

*Scale: -2 = Far too little influence, +2 = Far too much influence*

- Men
- Women
- Whites
- Blacks
- Hispanics
- White women
- Black women
- Black men
- White men
- Hispanic men
- Hispanic women

*Please indicate the extent to which you agree with the following items:*

*Scale: 1 = Disagree strongly, 7 = Agree strongly*

- Only if women organize and work together can anything really be done about discrimination
- Many qualified women can't get good jobs; men with the same skills have much less trouble
- In general, men are more qualified than women for jobs that have great responsibility
- Our society, not nature, teaches women to prefer homemaking to work outside the home
- By nature, women are happiest when they are making a home and caring for children
- Men have the top jobs because our society discriminates against women
- Men have more of the top jobs because they are born with more drive to be ambitious and successful than women
- Women have less opportunity than men to get the education for top jobs
- Our schools teach women to want the less important jobs
- When it comes to sex roles and relations between males and females, things will always be pretty much the way they are now
- In the future, relations between males and females could be quite

- Only if women organize and work together can anything really be done about discrimination  
different from the way they are now
- What happens to women generally in this country will have something to do with what happens in my life.
- The movement for women's rights has affected me personally.

Demographic Information
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- How old are you?
- What ethnic group(s) do you most identify with?
- What is your highest level of education?
- What is your relationship status?  
(A) Single (B) Committed Relationship (C) Married
- What is your sexual orientation?
- (A) Straight (B) Bisexual (C) Lesbian
- What is your occupation?
- How many children do you have?
- What is your religious affiliation?
- What is your gender? (A) Woman (B) Man

Please take this space to write any comments or reactions you may have about your experience completing this questionnaire. Your answers and feedback are very valuable to us. We thank you for your time and the information you have given us.

Five respondents will be selected at random to receive \$100.00 for participating in this study. Below, please select the method by which you would like to be notified if you are selected.

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Phone number: \_\_\_\_\_  
 Email: \_\_\_\_\_

Please indicate whether you would like us to send you a summary of the result of this study once it is completed:  Yes  No

Please indicate whether we could contact you to participate in further research about women's relationships in social change organizations and/or your experiences completing this questionnaire:  Yes  No

APPENDIX E: Psychometric Properties of Four New Measures

## Measure of Prototype Characteristics

### Overview

This measure was designed to assess the inclusiveness of a superordinate prototype along the four dimensions identified by Mummendey and Wenzel (1999): breadth, scope, complexity, and range. Participants rated 14 items such as *The [ORGANIZATION] as a whole affirms the differences in goals, experiences, and beliefs of its members* and *The [ORGANIZATION] tries to address the various concerns of women from different backgrounds* on a 9 point scale with 1 = *Not at all true* and 9 = *Very much true*. Item statistics are presented in Table 1.

### Factor Analysis

These 14 items were entered into an exploratory principal components factor analysis with Varimax rotation because the factors were expected to be independent. A three-factor solution accounted for 64% of the variance. Results are presented in Table 2. Eight items that indicate inclusiveness of differences loaded onto Factor 1, which was labeled Prototype Inclusiveness. Five items that refer to exclusion or marginalization of difference loaded on Factor 2, which was labeled Prototype Exclusiveness. A single item loaded on Factor 3, *Dissenting attitudes are discouraged within [ORGANIZATION]*. Three items loaded greater than .40 on two factors. Each of these items was included in the factor that had the higher loading and best conceptual fit.

Internal consistency was computed for each of the lower-order subscales and for the higher order scale. The alpha coefficients were high for each scale: for Prototype Inclusiveness,  $\alpha = .90$ , for Prototype Exclusiveness, .80, and for the total scale, .91. A mean prototype inclusiveness score, a mean prototype exclusiveness score, and a total score, comprised of the

inclusiveness items and reverse-scored exclusiveness items, were computed. Means and standard deviations for each scale are presented in Table 9.

Table 1

<i>Descriptive Statistics for Prototype Inclusiveness</i>	<i>M</i>	<i>SD</i>
[ORGANIZATION] addresses the concerns of all women (white, black, middle class, poor lesbian, straight) equally well.	6.46	2.24
Most members feel their beliefs are respected within [ORGANIZATION]	4.14	2.62
Women are encouraged to express their differences in [ORGANIZATION]	7.14	1.76
Most members, regardless of their race/ethnicity, sexual orientation, social class, age, and so on, feel the needs of all women are met by the goals of [ORGANIZATION]	7.17	1.89
The [ORGANIZATION] as a whole affirms as a whole affirms differences in <i>goals, experiences, and beliefs</i> of its members	6.82	2.04
The [ORGANIZATION] values different <i>attitudes</i> among members	5.79	2.72
[ORGANIZATION] tries to address the various concerns of women from different backgrounds	7.27	1.60
Most members feel included in [ORGANIZATION]	7.11	1.84
The members of [ORGANIZATION] wish it was more diverse	3.53	2.24
The [ORGANIZATION] leaves out <i>goals, experiences, and beliefs</i> of some members	3.12	2.30
[ORGANIZATION] has a reputation for leaving out the needs of some groups of women (black, white, straight, lesbian, and so on)	7.56	1.71
Some members feel their subgroups are marginal within [ORGANIZATION]	7.37	1.61
Some women feel excluded by the goals of [ORGANIZATION]	4.19	2.38
Dissenting attitudes are discouraged within [ORGANIZATION]	3.75	2.43

Table 2

*Exploratory Factor Analysis of Prototype Inclusiveness*

	% Variance Explained	Factor		
		1 45%	2 11%	3 7.5%
[ORGANIZATION] addresses the concerns of all women (white, black, middle class, poor lesbian, straight) equally well.		<b>.58</b>	.40	-.21
Most members feel their beliefs are respected within [ORGANIZATION]		<b>.72</b>	.25	<.10
Women are encouraged to express their differences in [ORGANIZATION]		<b>.80</b>	.19	.14
Most members, regardless of their race/ethnicity, sexual orientation, social class, age, and so on, feel the needs of all women are met by the goals of [ORGANIZATION]		<b>.71</b>	.38	-.23
The [ORGANIZATION] as a whole affirms as a whole affirms differences in <i>goals, experiences, and beliefs</i> of its members		<b>.75</b>	<.10	.12
The [ORGANIZATION] values different <i>attitudes</i> among members		<b>.79</b>	.14	.21
[ORGANIZATION] tries to address the various concerns of women from different backgrounds		<b>.76</b>	<.10	<.10
Most members feel included in [ORGANIZATION]		<b>.68</b>	.31	<.10
The members of [ORGANIZATION] wish it was more diverse		-.14	<b>.79</b>	<.10
The [ORGANIZATION] leaves out <i>goals, experiences, and beliefs</i> of some members		.50	<b>.56</b>	<.10
[ORGANIZATION] has a reputation for leaving out the needs of some groups of women (black, white, straight, lesbian, and so on)		.41	<b>.68</b>	<.10
Some members feel their subgroups are marginal within [ORGANIZATION]		.28	<b>.72</b>	.12
Some women feel excluded by the goals of [ORGANIZATION]		.35	<b>.69</b>	<.10
Dissenting attitudes are discouraged within [ORGANIZATION]		.13	<.10	<b>.92</b>

## Intolerance of Difference

### Overview

The Intolerance of Difference (IOD) scale was designed to assess intolerance of differences among members of the superordinate group. The items were constructed to measure intolerance expressed in both attitudes and behaviors.

Participants indicated agreement on a 6-point scale (1 = *Not at all accurate* and 6 = *Very accurate*) with 10 items such as "*Our group functions worst when subgroups air their differences*" and "*Harmony means avoiding conflict*". Descriptive statistics for IOD items are presented in Table 3.

### Factor Analysis

These 10 items were entered into an exploratory principal components factor analysis with oblique rotation because the factors were expected to be correlated. A two-factor solution accounted for 53% of the variance. Results are presented in Table 4. Only two of the items that loaded on Factor 2 loaded below .40 on Factor 1. Internal consistency for the total scale was high ( $\alpha = .82$ ). Consequently, the higher order scale, but not the lower order subscales were computed. The descriptive statistics for the scale are presented in Table 9.

Table 3

*Descriptive statistics for IOD items*

	Mean	SD
Our differences are a group resource	4.81	1.33
Our differences are a group weakness	2.18	1.38
Our group functions worst when subgroups air their differences	2.50	1.60
Some members' opinions are really at odds with what the organization is trying to do	2.41	1.55
Our success depends on members sticking to group norms	2.80	1.63
Differences of opinion hurt our chances of success	1.93	1.26
Group members are encouraged to keep controversial opinions to themselves	2.09	1.44
Group loyalty means upholding agreed upon beliefs and attitudes	3.07	1.79
Harmony means avoiding conflict	2.15	1.37
There is really only one way to be a good member	2.56	1.53

Table 4

*Exploratory Factor Analysis of IOD*

	% Variance Explained	Factor	
		1	2
		39%	14%
Our group functions worst when subgroups air their differences	.54		-.50
Our success depends on members sticking to group norms	.64		-.26
Differences of opinion hurt our chances of success	.66		-.47
Group members are encouraged to keep controversial opinions to themselves	.73		-.39
Group loyalty means upholding agreed upon beliefs and attitudes	.69		.18
Harmony means avoiding conflict	.70		-.15
Members who express opinions that are out of step with the group as a whole feel pressure to conform	.77		-.40
Our differences are a group resource	-.42		.61
Our differences are a group weakness	.16		-.78
Some members' opinions are really at odds with what the organization is trying to do	.26		-.74

## Affective Commitment to Superordinate Group

### Overview

Because the standard measures of cohesiveness tap a cognitive dimension (Brawley, Carron & Widemeyer, 1987; Hogg & Hains, 1996), a measure was constructed to assess an affective dimension of cohesiveness: affective commitment to group. This measure is comprised of 15 items such as "*When I think about [ORGANIZATION]'s accomplishments, I feel really proud*", and "*When I'm upset, doing things with or for [ORGANIZATION] can make me feel better*". These items were rated on a scale from 1 = *Strongly Disagree* to 6 = *Strongly Agree*. Descriptive statistics for Affective Commitment items are presented in Table 5.

These 15 items were entered into an exploratory principal components factor analysis with Varimax rotation. A three-factor solution accounted for 71% of the variance. Results are presented in Table 6.

Factor 1 accounted for 51% of the variance and was comprised of 7 items that assessed pride or happiness with group membership. It was labeled "Positive Affect". Factor 2 accounted for an additional 13% of the variance and was comprised of 5 items that assessed pride in superordinate group, and so was labeled "Group Pride." Factor 3 accounted for 7.75% of the variance and was comprised of three items that tapped negative affective consequences of group membership, and so was labeled "Negative Affect".

Four scores were computed from this measure: three lower order and one higher order total score. The descriptive statistics are presented in Table 16. Internal consistency coefficients for these scales were high: for the pride subscale,  $\alpha = .93$ , for the positive social identity subscale,  $\alpha = .82$ , for the negative affect subscale,  $\alpha = .83$ , and for the total scale,  $\alpha = .91$ .

Table 5

*Descriptive Statistics for Affective Commitment*

	<i>M</i>	<i>SD</i>
Being a member of [ORGANIZATION] is a source of happiness for me	5.32	0.94
When I think about [ORGANIZATION]'s accomplishments, I feel really proud	5.43	0.94
Participating in [ORGANIZATION] makes me feel good about myself	5.40	0.95
I feel good about [ORGANIZATION] as a group	5.12	1.22
There would be a real gap in my life if I could no longer be a member of [ORGANIZATION]	4.41	1.58
As a member of [ORGANIZATION] I feel like I am a member of something very important	5.47	0.97
Being a part of [ORGANIZATION] is a source of stress for me	3.33	1.74
Sometimes my obligations to [ORGANIZATION] feel like a burden	3.60	1.75
Leaving [ORGANIZATION] would be a relief	4.96	1.38
When I'm upset, doing things with or for [ORGANIZATION] can make me feel better	4.41	1.33
Belonging to [ORGANIZATION] makes me feel like I'm making a difference	5.38	0.93
I am proud of what [ORGANIZATION] is trying to do in our community	5.59	0.77
Being a part of [ORGANIZATION] gives my life meaning	4.48	1.38
There is joy in being a part of [ORGANIZATION]	5.21	0.98
I have real affection for the other members of [ORGANIZATION]	5.18	1.00

Table 6

*Exploratory Factor Analysis for Affective Commitment*

	Factor		
	1	2	3
% Variance Explained	51%	13%	8%
Being a member of [ORGANIZATION] is a source of happiness for me	<b>.73</b>	.47	.17
When I think about [ORGANIZATION]'s accomplishments, I feel really proud	<b>.80</b>	.21	<.10
Participating in [ORGANIZATION] makes me feel good about myself	<b>.80</b>	.36	.13
I feel good about [ORGANIZATION] as a group	<b>.70</b>	.28	.32
As a member of [ORGANIZATION] I feel like I am a member of something very important	<b>.90</b>	.22	.10
Belonging to [ORGANIZATION] makes me feel like I'm making a difference	<b>.74</b>	.40	.13
I am proud of what [ORGANIZATION] is trying to do in our community	<b>.81</b>	.21	<.10
There would be a real gap in my life if I could no longer be a member of [ORGANIZATION]	.38	<b>.69</b>	.14
Being a part of [ORGANIZATION] gives my life meaning	.28	<b>.68</b>	.18
When I'm upset, doing things with or for [ORGANIZATION] can make me feel better	.17	<b>.81</b>	.14
There is joy in being a part of [ORGANIZATION]	.49	<b>.57</b>	.14
I have real affection for the other members of [ORGANIZATION]	.24	<b>.69</b>	-.10
Being a part of [ORGANIZATION] is a source of stress for me	<.10	<.10	<b>.92</b>
Sometimes my obligations to [ORGANIZATION] feel like a burden	<.10	<.10	<b>.92</b>
Leaving [ORGANIZATION] would be a relief	.44	.26	<b>.64</b>

## Organizational Culture

### Overview

The organizational culture measure was designed to assess the extent to which the participant perceived the organization to have an egalitarian structure and to utilize egalitarian practices. Participants indicated agreement on a 9-point scale (1 = *Strongly Disagree* and 9 = *Strongly Agree*) with 12 items such as “*The structure of [ORGANIZATION] is hierarchical, with several levels of leadership*”, and “*We use decision-making strategies that equalize status differences*”. Item descriptive statistics are presented in Table 7.

### Factor Analysis

The 12 items were entered into an exploratory principal components factor analysis with Varimax rotation. The items loaded on three factors with eigenvalues greater than 1.0 and accounted for 61.5% of the variance. Results are presented in Table 8. Seven items loaded greater than .40 on Factor 1 and accounted for 38% of the variance. These items referred to aspects such as decision-making, leadership, and structure, and so the factor was labeled ‘egalitarian structure’. Four items loaded on Factor 2 and accounted for an additional 14% of the variance. These items referred to aspects of subgroup relations and so this factor was labeled ‘equal status contact’. One item loaded above .40 on both Factor 1 and Factor 3. This item was retained in Factor 1, where its factor loading was higher and conceptual fit was better. This left a single item on Factor 3: *We have caucuses for the different subgroups represented within [ORGANIZATION]*. Factor 3 accounted for an additional 9.5% of the variance.

Three organizational culture measures were constructed by calculating a mean score for the higher-order solution and mean scores for the two lower-order solutions. Means and standard deviations for each are presented in Table 9.

Table 7

*Descriptive Statistics for Organizational Culture Items*

	<i>M</i>	<i>SD</i>
The norms of [ORGANIZATION] make it easy to interact with women from different subgroups	7.18	1.81
All subgroups are treated equally	6.74	2.25
The different subgroups have important things to offer each other	8.24	1.21
The subgroups of [ORGANIZATION] have relatively equal status within the organization	6.46	2.51
Members rotate taking care of different jobs or responsibilities	5.54	2.72
Decisions are made by consensus	6.33	2.51
The structure of [ORGANIZATION] is hierarchical, with several levels of leadership	4.67	2.94
Leadership is shared among all members of [ORGANIZATION]	5.36	2.63
Leadership is concentrated among only a few members	5.42	2.61
We use decision-making strategies that equalize status differences	6.02	2.63
We have caucuses for the different subgroups represented within [ORGANIZATION]	3.49	2.87
Power is shared by all members	5.63	2.62

Table 8

*Exploratory factor analysis for Organizational Culture*

	1 38%	2 14%	3 9%
Power is shared by all members	<b>.81</b>	.18	.13
Members rotate taking care of different jobs or responsibilities	<b>.55</b>	.12	.11
Decisions are made by consensus	<b>.69</b>	.18	.22
The structure of [ORGANIZATION] is hierarchical, with several levels of leadership	<b>-.71</b>	.22	.11
Leadership is shared among all members of [ORGANIZATION]	<b>.84</b>	<.10	-.16
Leadership is concentrated among only a few members	<b>-.72</b>	-.15	.12
We use decision-making strategies that equalize status differences	<b>.63</b>	.26	.47
The norms of [ORGANIZATION] make it easy to interact with women from different subgroups	.23	<b>.70</b>	.33
All subgroups are treated equally	.28	<b>.78</b>	.14
The different subgroups have important things to offer each other	<.10	<b>.66</b>	-.24
The subgroups of [ORGANIZATION] have relatively equal status within the organization	.34	<b>.73</b>	<.10
We have caucuses for the different subgroups represented within [ORGANIZATION]	.17	<.10	<b>.86</b>

Note: Factor 1 = *Egalitarian Structure*, Factor 2 = *Equal Status contact*.

Table 9

*Descriptive Statistics for PIS, IOD, OC and AC Scales*

<i>Subscale</i>	<i>M</i>	<i>SD</i>	<i>Range</i>	<i>α</i>
Superordinate Prototype – Total <sup>a</sup>	6.66	1.41	6.00	.90
Superordinate Prototype – Inclusive <sup>a</sup>	7.11	1.41	6.36	.89
Superordinate Prototype – Exclusive <sup>a</sup>	5.92	1.81	8.00	.79
Appraisal of Difference <sup>b</sup>	2.39	0.91	4.70	.82
Affective Commitment - Total <sup>b</sup>	4.86	0.81	4.20	.91
Affective Commitment – Pride <sup>b</sup>	5.39	0.82	4.43	.93
Affective Commitment – Social Identity <sup>b</sup>	4.74	0.97	3.80	.82
Affective Commitment – Negative <sup>b</sup>	3.96	1.41	5.0	.83
Organizational Culture – Total <sup>a</sup>	5.90	1.35	6.40	.84
Organizational Culture – Practices <sup>a</sup>	5.53	1.89	8.0	.84
Organizational Culture – Subgroup relations <sup>a</sup>	6.47	1.19	6.0	.75

Note: <sup>a</sup> 1-9 Likert Scale, <sup>b</sup> 1-6 Likert Scale

## Appendix F

*Inter-correlations among major variables*

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Relative influence of Subgroup B (1)	---	-.47***	-.26***	-.12	-.35***	.04	.16*	.04	-.12	-.05	.00	-.20**	-.21**
Relative numerical subgroup status (2)		---	.09	.10	.45***	-.03	-.05	.02	.15*	.06	.03	.17*	.21**
Self-prototypicality (3)			---	.56***	.23**	.07	.04	-.04	.20**	-.004	-.08	-.02	.02
Prototype inclusiveness (4)				---	.25***	-.02	.06	-.08	.25***	-.11	.04	-.03	.08
Ingroup projection (5)					---	.04	.05	.006	.15†	.07	.10	.32***	.31***
Subgroup A prototypicality (6)						---	-.37***	-.03	-.14†	.02	-.12	-.14†	-.04
Subgroup B prototypicality (7)							---	.04	.03	.00	.12	.16*	.09
Feminist intersectional consciousness (8)								---	-.21**	.27***	.11	.06	.02
Singular consciousness (9)									---	-.36***	-.08	.04	.05
Gendered action orientation (10)										---	.04	-.01	.06
Work bias (11)											---	.66***	.61***
General positivity bias (12)												---	.56***
Representation Bias (13)													---

	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)
Relative influence of Subgroup B (1)	-.10	-.04	-.02	-.01	-.14†	-.15†	.04	.13†	.15*	-.02	-.13†
Relative numerical subgroup status (2)	.07	.07	.01	.006	.06	.06	.007	-.06	-.18*	.03	.13†
Self-prototypicality (3)	.65***	.54***	.15*	.19**	.76***	.66***	-.39***	-.23**	-.43***	.41***	.42***
Prototype inclusiveness (4)	.71***	.37***	.14†	.27***	.50***	.35***	-.49***	-.31***	-.53***	.50***	.55***
Ingroup projection (5)	.25***	.14†	-.14†	.08	.20**	.19*	-.23**	-.03	-.18*	.13†	.23**
Subgroup A prototypicality (6)	.009	.17*	.13†	-.01	.09	.13†	.004	-.12	.08	.02	-.03
Subgroup B prototypicality (7)	-.03	-.008	-.15*	.02	.06	.005	-.06	-.07	-.06	.14†	.15*
Feminist intersectional consciousness (8)	-.13	-.02	-.05	-.05	.03	.10	.17*	-.04	.11	-.08	-.07
Singular consciousness (9)	.21**	.09	-.09	-.03	.17*	.14†	-.21**	-.04	.11	-.08	-.07
Gendered action orientation (10)	-.11	.10	.08	.16*	.02	.02	.10	-.09	.03	-.02	-.12
Work bias (11)	.001	-.12	-.64***	.13†	-.09	-.05	.02	.05	.05	-.003	.09
General positivity bias (12)	.07	-.01	-.68***	.007	-.04	-.03	.004	.05	.07	.006	-.02
Representation Bias (13)	.02	-.50***	.07	.04	.08	-.09	.15†	.06	.08	.02	.02

## Appendix F, Continued

	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)
Task cohesiveness (14)	--	.57***	.11	.30***	.56***	.38***	-.49***	-.38***	-.52***	.55***	.53***
Social cohesiveness (15)		--	.16*	.22**	.51***	.44***	-.30***	-.26***	-.28***	.39***	.32***
Inter-subgroup cohesiveness (16)			--	.21**	.11	.003	-.11	-.19**	-.22**	.13†	.17*
Intra-subgroup cohesiveness (17)				--	.11	.04	-.23**	-.15*	-.26***	.17*	.14†
Group pride (18)					--	.71***	-.40***	-.28***	-.42***	.39***	.42***
Positive affect (19)						--	-.33***	-.21***	-.36***	.34***	.35***
Negative affect (20)							--	.18*	.34***	-.32***	-.26***
Individuals (21)								--	.48***	-.31***	-.37***
Different groups (22)									--	-.37***	-.54***
Same team (23)										--	.62***
One group (24)											--

† $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

Appendix G: Additional Path Results for Figures 33 & 34

**Results of Simultaneous Regression Models for Paths in Model of Task Cohesiveness  
(Figure 33)**

Table 1

*Logistic Regression Predicting Dual-deindividuated Representation*

Variable	B	SE	Wald	df	p	Exp(B)
Number of children	-.52	.26	4.02	1	.05	.59
Organization importance	-.35	.11	9.60	1	.002	.71
$X^2 = 16.72, p < .001$						

Table 2

*Three Linear Regression Models Predicting Organization Structure, Equal Status Contact and Intersectional Consciousness*

<b>Outcome: Organization Structure</b>	B	SE	$\beta$
Number of children	-.23	.50	-.04
Organization importance	.06	.06	.10
Dual-deindividuated	-.44	.23	-.18†
Dual-individuated	-.31	.25	-.11
Weak superordinate	-1.18	.29	-.38***
Subgroup threat	.11	.18	.06
$F 6, 112 = 3.63^{**}, SE = .94, Adj. R^2 = .12$			
<b>Outcome: Equal Status Contact</b>	B	SE	$\beta$
Number of children	-.02	.08	-.02
Organization importance	.08	.06	.13
Dual-deindividuated	-.63	.23	-.27**
Dual-individuated	-.08	.25	-.03
Weak superordinate	-1.02	.28	-.33***
Subgroup threat	.02	.18	.01
$F 6, 112 = 4.08^{***}, SE = .93, Adj. R^2 = .14$			
<b>Outcome: Intersectional Consciousness</b>	B	SE	$\beta$
Number of children	-.34	.11	-.28**
Organization importance	.07	.08	.08
Dual-deindividuated	.66	.34	.08
Dual-individuated	.13	.37	.03
Weak superordinate	.01	.42	.02
Subgroup threat	.01	.26	.05
$F 6, 112 = 1.84†, SE = 1.37, Adj. R^2 = .04$			

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 4

*Two Linear Regression Models Predicting Dual-deindividuated x Organization Egalitarianism and Dual-deindividuated x Subgroup Threat*

<b>Outcome: dual-deindividuated x organization egalitarianism</b>	B	SE	$\beta$
Number of children	.02	.04	.04
Organization importance	-.007	.03	-.02
Dual-deindividuated	-.04	.11	-.03
Dual-individuated	.08	.12	.06
Weak superordinate	.36	.15	.23*
Subgroup threat	-.02	.08	-.02
Organization egalitarianism	.28	.04	.57***
Equal status contact	.02	.04	.04
Intersectional consciousness	.003	.03	.007
F 9, 109 = 5.27***, SE = .43, Adj. R <sup>2</sup> = .25			
<b>Outcome: dual-deindividuated x subgroup threat</b>	B	SE	$\beta$
Number of children	-.004	.02	-.01
Organization importance	.001	.01	.007
Dual-deindividuated	.56	.05	.78***
Dual-individuated	-.01	.05	-.01
Weak superordinate	.08	.06	.08
Subgroup threat	.20	.03	.33***
Organization egalitarianism	.006	.02	.02
Equal status contact	.03	.02	.11†
Intersectional consciousness	-.02	.01	-.11†
F 9, 109 = 24.97***, SE = .18, Adj. R <sup>2</sup> = .65			

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

Table 5

*Linear Regression Model Predicting Prototype Inclusiveness*

	B	SE	$\beta$
Number of children	.04	.08	.03
Organization importance	.05	.06	.06
Dual-deindividuated	-1.02	.38	-.30***
Dual-individuated	-.42	.26	-.11
Weak superordinate	-1.34	.34	-.30***
Subgroup threat	-.54	.21	-.19**
Organization egalitarianism	.18	.11	.13
Equal status contact	.62	.10	.44***
Intersectional consciousness	-.08	.07	-.08
Dual-deindividuated x organization egalitarianism	.11	.21	.04
Dual-deindividuated x subgroup threat	.51	.51	.11
F 11, 107 = 13.71***, SE = .95, Adj. R <sup>2</sup> = .54			

† p < .10, \*p < .05, \*\*p < .01, \*\*\*p < .001

Table 6

*Linear Regression Predicting Self-prototypicality*

	B	SE	$\beta$
Number of children	.90	.10	.07
Organization importance	.25	.07	.26***
Dual-deindividuated	-.07	.48	-.02
Dual-individuated	-.001	.32	.00
Weak superordinate	-.74	.44	.16†
Subgroup threat	-.07	.26	-.02
Organization egalitarianism	.07	.14	.04
Equal status contact	.06	.14	.04
Intersectional consciousness	-.03	.08	-.03
Dual-deindividuated x organization egalitarianism	.63	.26	.21*
Dual-deindividuated x subgroup threat	.04	.64	.008
Prototype inclusiveness	.35	.12	.33**
F 12, 106 = 7.38***, SE = 1.18, Adj. R <sup>2</sup> = .39			

† p < .10, \*p < .05, \*\*p < .01, \*\*\*p < .001

**Results of Simultaneous Regression Models for Paths in Model of Inter-subgroup cohesiveness (Figure 33)**

Table 7

*Linear Regression Predicting Organization Egalitarianism*

	B	SE	$\beta$
Dual-deindividuated	-.49	.22	-.20*
Dual-individuated	-.32	.25	-.12
Weak superordinate	-1.22	.28	-.39***
Subgroup threat	.09	.18	.05
<i>F</i> 4, 114 = 5.14***, SE = .94, Adj. R <sup>2</sup> = .12			

†*p* < .10, \**p* < .05, \*\**p* < .01, \*\*\**p* < .001

Table 8

*Linear Regression Predicting Dual-deindividuated x Organization Egalitarianism*

	B	SE	$\beta$
Dual-deindividuated	-.05	.10	-.04
Dual-individuated	.09	.11	.07
Weak superordinate	.35	.14	.22*
Subgroup threat	-.01	.08	-.01
Organization egalitarianism	.28	.04	.57***
<i>F</i> 5, 113 = 9.73***, SE = .42, Adj. R <sup>2</sup> = .27			

†*p* < .10, \**p* < .05, \*\**p* < .01, \*\*\**p* < .001

Table 9

*Linear Regression Predicting Identification with Subgroup B*

	B	SE	$\beta$
Dual-deindividuated	-.35	.43	-.08
Dual-individuated	-.09	.48	-.02
Weak superordinate	-1.02	.60	-.19†
Subgroup threat	-.38	.34	-.11
Organization egalitarianism	-.11	.21	-.06
Dual-individuated x organization egalitarianism	.52	.40	.15
Ingroup projection	-.10	.05	-.17†
<i>F</i> 7, 104 = 1.13, SE = 1.74, Adj. R <sup>2</sup> = .008			

†*p* < .10, \**p* < .05, \*\**p* < .01, \*\*\**p* < .001

Table 10

*Linear Regression Predicting Work Bias*

	B	SE	$\beta$
Dual-deindividuated	-.48	.93	-.07
Dual-individuated	-.81	1.03	-.07
Weak superordinate	2.37	1.31	.19†
Subgroup threat	.22	.72	.03
Organization egalitarianism	.63	.46	.15
Dual-individuated x organization egalitarianism	1.25	.86	.15
Ingroup projection	.06	.11	.05
Identification with Subgroup B	-.81	.21	-.35***

*F* 8, 103 = 3.83\*\*\*, SE = 3.73, Adj. R<sup>2</sup> = .17

†  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

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