

What is Diversity

The presence (perceived or otherwise) of people of different social categories (perceived or otherwise) in a given social context

- Those categories may include:

- ethnicity/race
- gender/sex
- age
- SES / Class
- group membership of any kind
- attractiveness
- weight
- physically challenged

Emic Vs Etic Approaches

Emics-

Behavior patterns unique to a specific group or ethnicity

Etics-

Invariant behavior patterns

Culture-

Unique Emic and Etic Combinations

Etic Approaches: #1 Universalism

-Single set of Ubiquitous principles That apply to all people

-One group tells us about all groups

-Needs to be validated, but rarely adequately done

Strength

economical/parsimonious Theories

Weaknesses

(At its Best)

- bad science
- Ignores ethnically specific beh.
- Obscures unique aspects of culture
- Treats diversity as measurement error
- Ignores within group variation

-Class Mantra

There are more differences within groups than there are between groups

Etic Approaches: #1 Universalism

Weaknesses Cont. (At its worst)

- Universalism promotes Ethnocentric Monoculturalism

- View other groups through own group's perspective
- Uses our own group for assessing the "goodness" or "adequacy" of other group's beh.
- Views Differences as Deficits
- Maintains a sense of superiority
- Is an overtly oppressive basis for pseudo-scientific rationale for racism, sexism, and genocide.

Etic Approaches: #2 Cross Cultural Approach

Comparing two Cultures

To test universal principles

Strengths

May expand Ero-Am Psy.
Begins to show us cultural variation

Weaknesses

In practice it has been ethnocentric

Studies rarely include non-Ero-Am. Perspectives

Focuses on universal etics

Emic Approaches: #1 Cultural Psychologies

-- Focus on personal experience w/in cultural perspective of target group

-- Complete Rejection of Universalism

Strength

- Recognition of cultural uniqueness
- Non-ethnocentric (culturally relative)

Weakness

--Limited scientific usefulness

-- Same types of issues as universalism (at its best)

i.e. assumptions of uniqueness need to be validated, but rarely are.

Emic Approaches: #2 Ethnic Psychologies

- Focus on questions important to the ethnic/cultural group of interest
 - Research with culturally appropriate theory and methods
 - Agenda is independent of all other psychologies
 - Proving universalism or uniqueness is not important.
- Strength**
- applied humanistic perspective is useful & beneficial to the target group
- Weaknesses**
- Cultural specific focus limits ability to inform other psyc. Perspectives.
 - Ignores the influence of multiple cultures living in a single context.

Emic Approaches: #3 Multi-Cultural Psychology

- Focus on the effects of multiple cultures interacting in a single context
 - Addresses Bicultural/Multicultural identities
 - Looks at culture and sociopolitical issues of power and oppression
 - Includes issues of Class, Gender, and Hegemony
- Takes an Activist perspective aimed at change; at the individual, organizational, and social level
- Criticisms**
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