

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

attractiveness

gender/sex

weight

age

physically challenged

SES / Class

group membership of any kind

Emic Vs Etic Approaches

Emics-

Behavior patterns unique to a 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: #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

Potential Limitations

- Sue et al. (1998)
 - anti-universalist (unscientific)
 - atheoretical
 - models are vague
 - models are too complex
 - lack of supporting research
 - narrowly focused on ethnic diversity
 - it is anti-white (as feminism is often considered anti-male)