

The logo features a central dark blue circle with the letters 'UIC' in light blue. This circle is surrounded by a yellow ring, which is further enclosed by a red ring. Four thick lines radiate from the center: a yellow line pointing up and to the right, a red line pointing up and to the left, a yellow line pointing down, and a red line pointing down and to the right. The background is a solid light blue.

UIC

Alumni Exchange

**ALUMNI
ASSOCIATION**

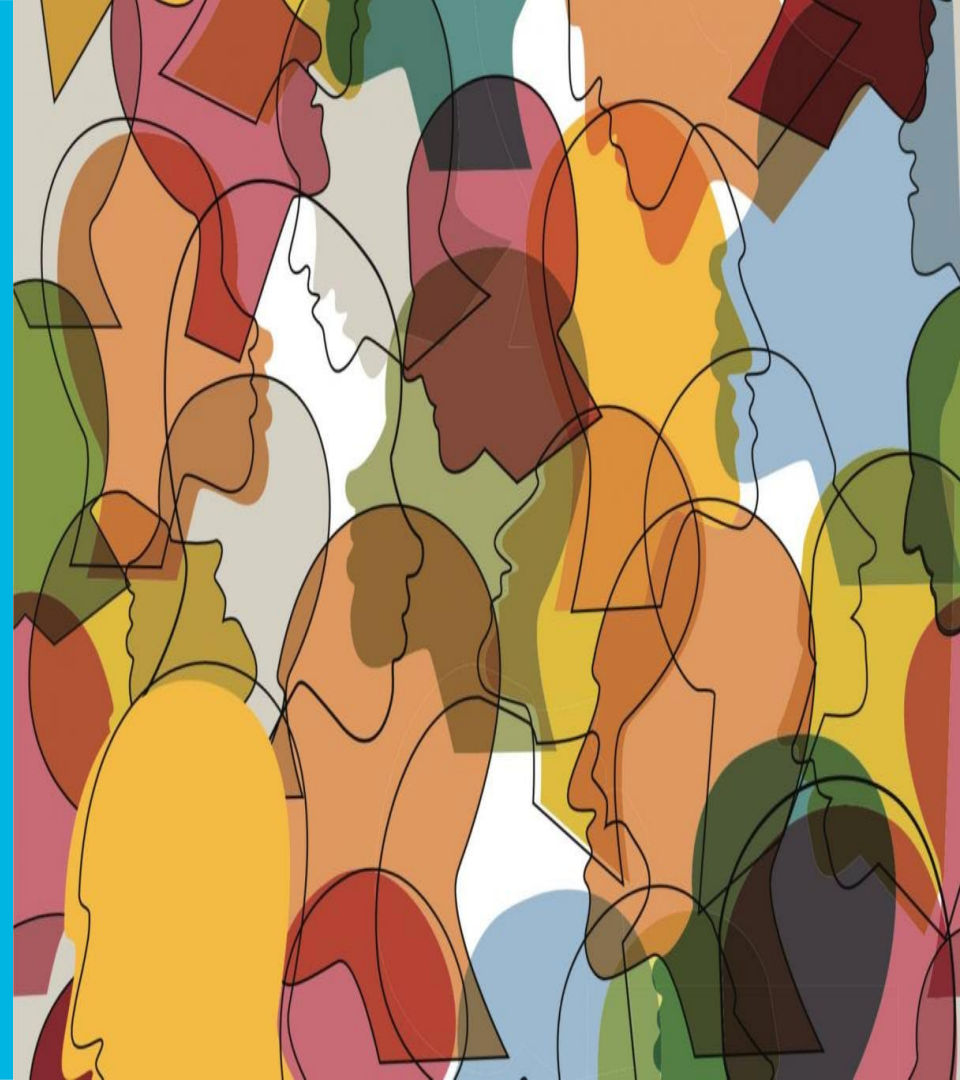


Alumni
Exchange

Alumni Exchange: How Liberals and Conservatives View Diversity Differently

November 8, 12pm CT

ALUMNI
ASSOCIATION



There are few words in the English language that are both as ubiquitous *and* contentious as **Diversity**

A wide array of disciplines and organizations call for increased diversity...

CAREER GUIDE | 23 September 2020

Diversity in science: next steps for research group leaders

Many institutions publicly pledged their commitment to inclusion after Black Lives Matter protests this year. And researchers emphasize the need to maintain momentum.

Nikki Forrester

Center for American Progress

ISSUES EXPERTS EVENTS PRESS ABOUT

TRENDING: BUILD BACK BETTER CORONAVIRUS AMERICAN RESCUE PLAN AFGHANISTAN VOTING RIGHTS

DON

EDUCATION, K-12

America Needs More Teachers of Color and a More Selective Teaching Profession

By Lisette Partelow, Angie Spong, Catherine Brown, and Stephenie Johnson September 14, 2017, 9:00 am

The New York Times

In 30 Years, Little Progress for U.S. Sports Leagues on Leadership Diversity

By Gillian R. Brassil and Eleanor Lutz Dec. 23, 2020

Business

Wall Street says it cares about diversity. But most big banks won't share complete workforce data.

We asked the 15 largest U.S. banks for workforce race and gender data that they already report to the federal government. Only two shared the full numbers.

POLITICS

These two charts show the lack of diversity in the House and Senate

PUBLISHED TUE, JUN 2 2020 2:28 PM EDT | UPDATED TUE, JUN 2 2020 4:43 PM EDT



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Fact Sheet: The Need for Diversity in the Health Care Workforce

NEWSFEED • CELEBRITIES

'Reviews Matter.' Brie Larson Calls for More Diversity in Movie Reviews With Speech



ision—Getty Images

Fonda says Hollywood needs more diversity after Globes honor

By JONATHAN LANDRUM Jr. February 28, 2021



Higher stakes: lies. Watch w Season 2 of #

A-List Actors Lament Lack Of Diversity Across Film And TV Industry



Josh Wilson Contributor @ Hollywood & Entertainment

Cover film, TV and entertainment through the lens of a ducer.

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BEVERLY HILLS, CALIFORNIA - FEBRUARY 09: Sandra Oh attends the 2020 Vanity Fair Oscar Party hosted ... [+] FILMMAGIC

BY UNBOXED STAFF | MARCH 29, 2021 | 5 MIN READ

The Top 4 Benefits and Advantages of Diversity Training in the Workplace

Employee Training



Yale SCHOOL OF
MANAGEMENT

Fostering Inclusion and Diversity

Lead diverse and inclusive teams that outperform their peers

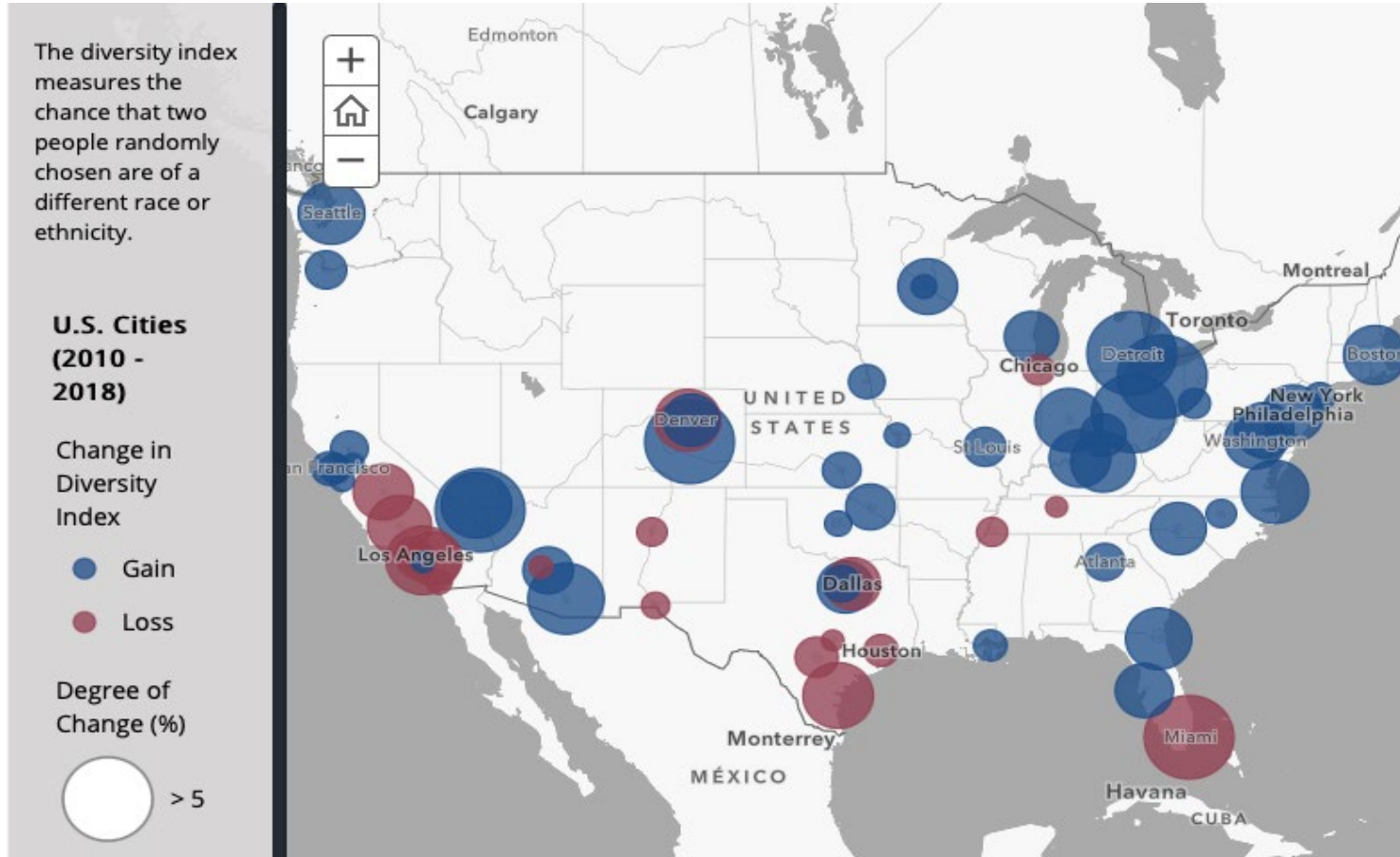
Trump Expands Ban On Racial Sensitivity Training To Federal Contractors

September 22, 2020 · 8:51 PM ET

NPR STAFF



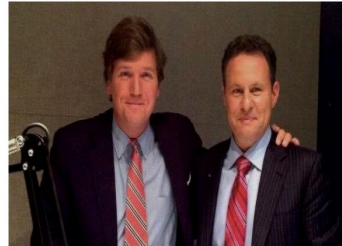
The US is becoming increasingly diverse with each passing year



Despite the Nation-wide emphasis on diversity, there is little political and governmental agreement on diversity issues and policy...

Tucker Carlson On The Dangers Of Race Obsession In The Pursuit Of A Color Blind Meritocracy

Apr 8, 2021



Border GOP lawmakers urge Dem leaders to pull immigration provisions from spending bill, citing migrant crisis

Democrats have been mulling various forms of protection for illegal immigrants in the Build Back Better Act

Adam Shaw | Fox News



Yes, it's time for affirmative action to end -- finally

Published August 20, 2018

OPINION by Mike Gonzalez | Fox News

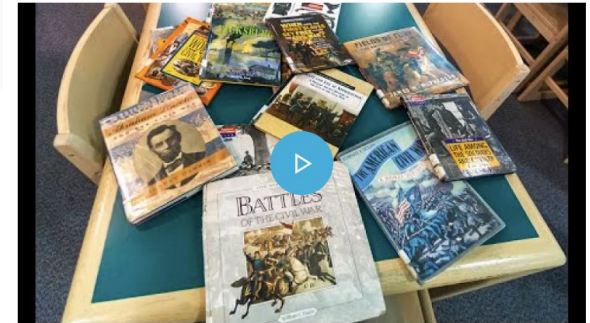


Harvard University held its first commencement for black students in May 2017, two days ahead of the main ceremony. Authorities say an Arizona man had made threats against the event. (Reuters)

What Is Critical Race Theory, and Why Is It Under Attack?

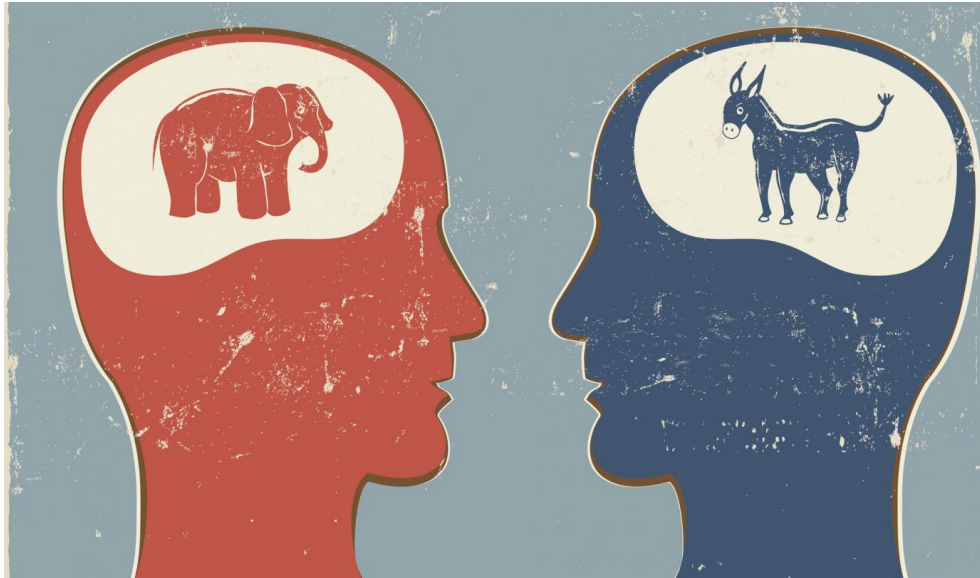


By Stephen Sawchuk — May 18, 2021 10 min read



Problem: Despite obvious importance of diversity, policy and proactive change is stifled

Why this huge divide? One possibility...



- Increase in political and affective polarization: Liberals and Conservatives are increasingly divided on political issues, and increasingly dislike each other
 - Morally convicted about attitudes
 - Social media networks
 - Thus leading to: Inherently different attitudes towards diversity

Another possibility...

- What if Democrats and Republicans have different *understandings* of the meaning of diversity?
- Different understandings may lead to different attitudes and behaviors
- If people have different understandings and attitudes towards diversity, then it is possible diversity is not a unidimensional concept, but multidimensional...
 - Diversity is not a single thing, but is composed of many subcomponents



Why differences in understanding?

- Liberals and conservatives possess different **Prototypes** of diversity
- Prototypes: object or concept that represents the most ideal object for a category
- knowledge, culture, and life experiences determine how prototypes are formed
- Conservatives and Liberals exposed to different cultural, news, and social media worlds
 - And therefore possess different understandings...

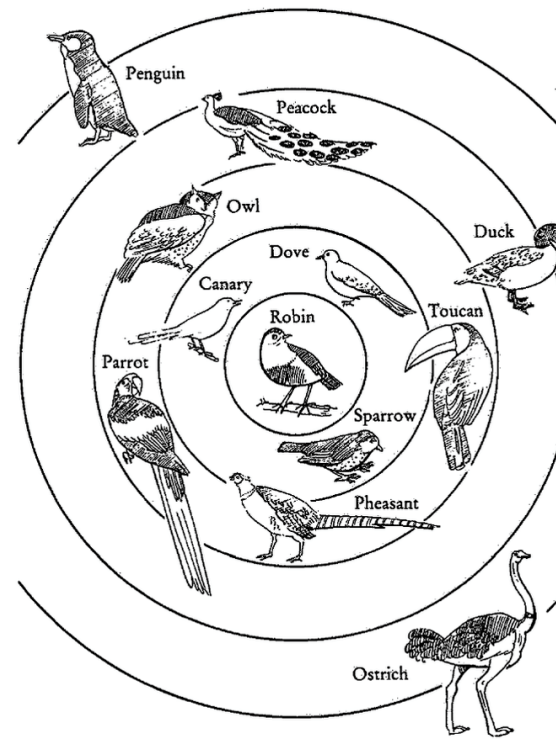


Figure . 1 Birdiness rankings



Thus, we tested the possibility that...

1. Diversity is not a unidimensional concept—it is multidimensional

2. People have different attitudes towards different types of diversity...

3. These different attitudes may, in part, be rooted in different understandings of diversity

Study 1

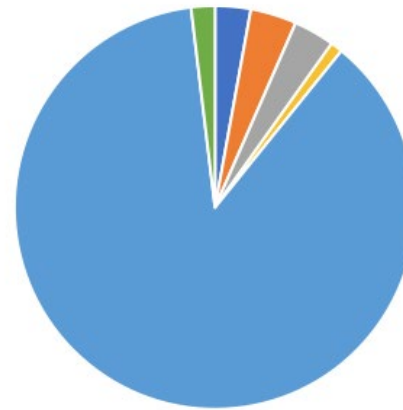
The Dimensionality of diversity:
What is the structure of diversity
attitudes? Do people differentiate
between different types of
diversity?

Ideological differences in these
attitudes?

Study 1 Methods

P's rated how much diversity they wanted in their neighborhood on a set of community features

- N = 1,001, yourmorals.org
- Political orientation, 7 pts, very liberal – very conservative



■ Black/African American ■ Asian ■ Latinx/Hispanic ■ Middle Eastern ■ White ■ Other

In considering ideal places to live, how similar or different would you want the residents to be, compared to yourself? For each issue, on a scale of 1 to 6, click on the button corresponding to how much you want people in your community to be similar to you. A "1" means you want **nobody to be the same** as you, while a "6" means you want **everyone to be the same** as you.

Religious identification

Nobody is the same as you

1



2



3



4



5



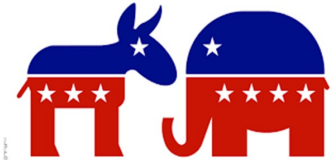
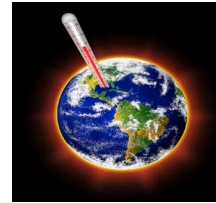
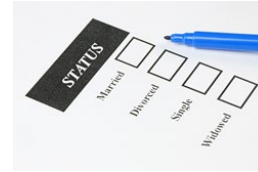
Everyone is the same as you

6



Study 1 Methods

- 23 different community features, including:



Study 1

Hypotheses:

Diversity attitudes will be multidimensional

Liberals would report more favorable attitudes towards diversity than conservatives

- Factor analysis

Study 1 Results

- Are diversity attitudes multidimensional?
 - Two factors emerged:
 - **Demographic diversity**
 - **Viewpoint diversity**



Ideological differences in demographic and viewpoint diversity?



$$r = .19***$$



$$r = -.22***$$



Study 1: Diversity is multidimensional, Liberals more tolerant of demographic diversity, conservatives more tolerant of viewpoint diversity

Study 2: Replicate Study 1, and also compare peoples' attitudes towards the general concept of diversity with attitudes towards these two subtypes

Study 2: Methodology

P's rated attitudes towards the community features, and attitude toward general concept

- N = 1,112 Amazon Mechanical Turk workers
- Political orientation, very liberal – very conservative

Social class



Everyone is the same

1



2



3



4



5



Everyone is different

6



How diverse would you want your ideal community to be?

Not at all diverse

1



Slightly diverse

2



Somewhat diverse

3



Moderately diverse

4



Very diverse

5




Extremely diverse

6

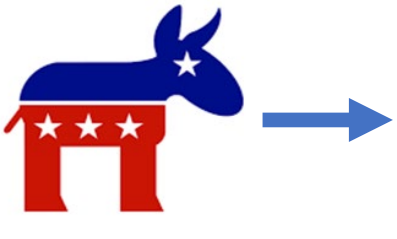


Study 2 Hypotheses

- Diversity will be composed of at least two dimensions, viewpoint and demographic
 - Conservatives will be more tolerant of viewpoint diversity, and liberals will be more tolerant of demographic diversity
 - Liberals will be more likely to support general diversity than conservatives
 - Attitudes towards general diversity will not predict attitudes towards the specific diversity types
- 

Study 2: Results

- 2 dimensions!
- Broad diversity?



$b = -.18***$

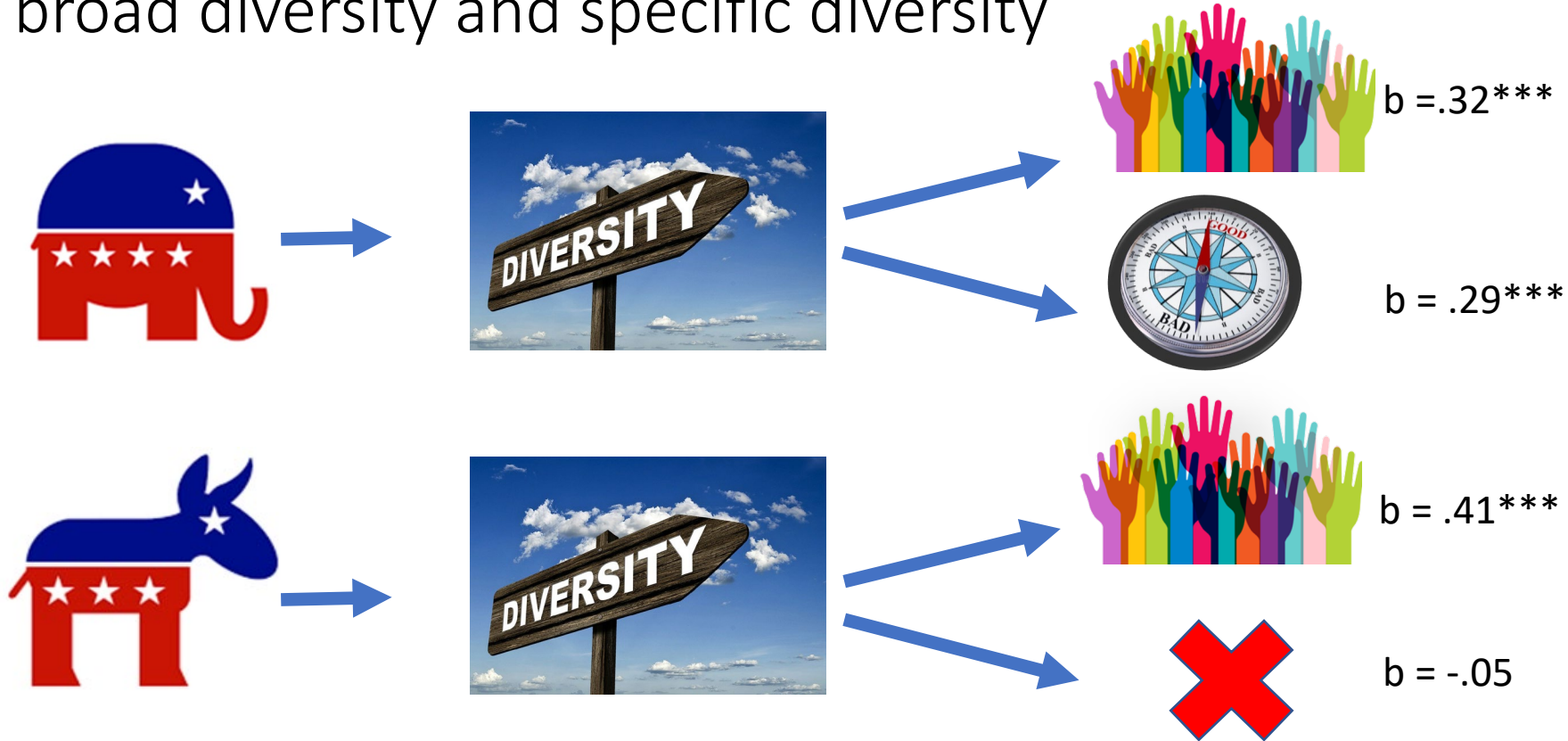


$r = -.20***$



$r = .11**$

Ideological differences in relationship between broad diversity and specific diversity



Study 2 Recap: Diversity attitudes are not one thing, and there are ideological differences in attitudes towards general diversity and specific types of diversity

Study 3: Could these differences in attitudes stem, in part, from differences in understanding?

Study 3

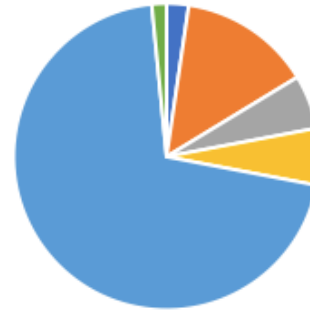
Hypotheses

- Understandings of diversity will be multidimensional, will be composed of at least demographic and viewpoint subtypes
- Conservatives will rate viewpoint features as more relevant to diversity than liberals
- Liberals will rate demographic features as more relevant to diversity than conservatives

Study 3: Methodology

P's rated the extent each feature was relevant to their understanding of diversity

- N = 386
- 23 Community features



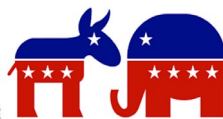
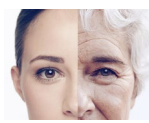
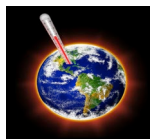
When you imagine a community with a lot of diversity, do you imagine there being a **high variety in the number of children people have?**



- Political orientation
- Confirmatory factor analysis + Exploratory factor analysis

Results

- Three factors!



What subtype do people overall perceive as most relevant to diversity?



$M = 6.46, SD = 1.13$



$M = 4.71, SD = 1.43$



$M = 4.67, SD = 1.91$

What do conservatives and liberals associate with diversity?



$r = .12^*$

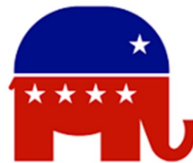


$r = -.11^*$



$r = .14^{**}$





Study 3 Conclusions

Diversity is multidimensional! Demographic, viewpoint, and consumer subtypes

People perceive demographic as most central, followed by viewpoint and consumer subtypes

Ideological differences: Conservatives perceive viewpoint and consumer types to be more relevant to diversity compared to liberals

Liberals perceive demographic types to be more relevant to diversity than conservatives



Overall Conclusions

1. Diversity is multidimensional, at least 3 components: Demographic, Viewpoint, Consumer
2. Ideological differences in attitudes towards diversity subtypes
 1. Viewpoint diversity → Conservatives
 2. Demographic diversity → Liberals
3. Ideological differences in understanding of diversity
 1. Viewpoint diversity → Conservatives
 2. Demographic diversity → Liberals
 3. Consumer diversity → Conservatives

Implications?

We are speaking two different languages! Policy implications

Dimensionality: Diversity interventions

Methodological implications

Future Directions

- Liberals and conservatives possess overlap...how can we grow more?
- Why do liberals and conservatives have these different understandings?
 - Geographic locations?
- Different perceptions: Is this true for other words and concepts?



Thank you so much!