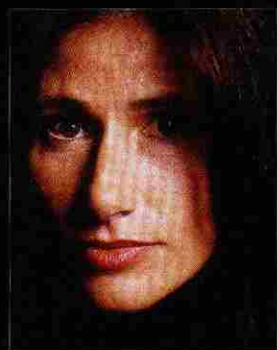
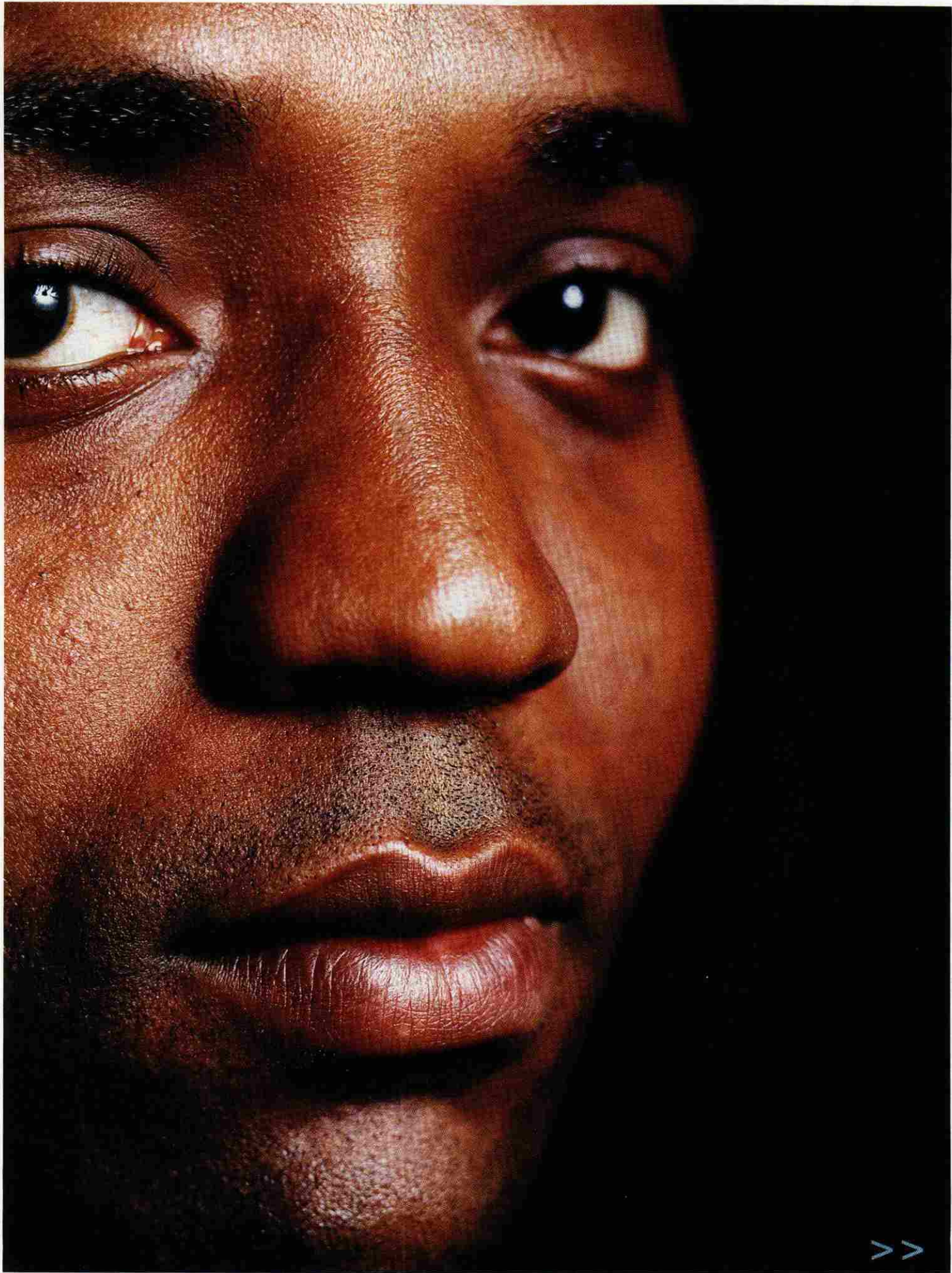
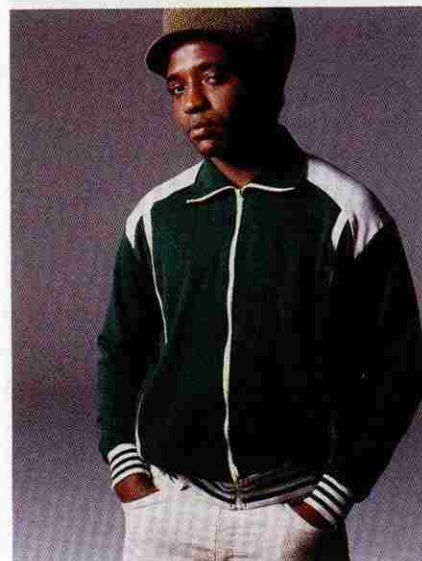
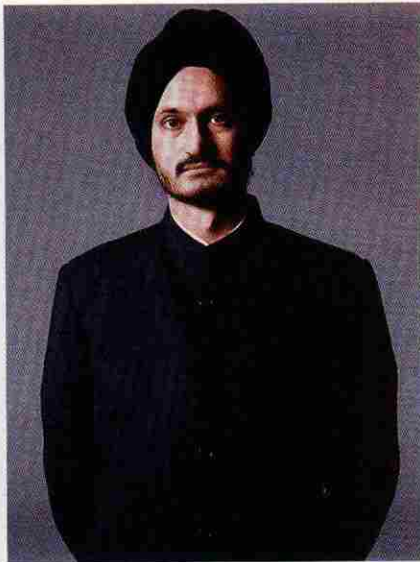


WHY WE HATE



We may not admit it, but we are plagued with xenophobic tendencies. Our hidden prejudices run so deep, we are quick to judge, fear and even hate the unknown.





Clockwise, from top left: Lizzy Bernard, 22, receptionist; Jasmit Singh Rangr, 31, architect; Sonam Wangmo, 30, massage therapist; Matthew Thom, 33, disc jockey.

Page 44, inset: Terry Kalish, 37, mother.

BALBIR SINGH SODHI WAS SHOT TO DEATH

on September 15 in Mesa, Arizona. His killer claimed to be exacting revenge for the terrorist attacks of September 11. Upon his arrest, the murderer shouted, "I stand for America all the way." Though Sodhi wore a turban and could trace his ancestry to South Asia, he shared neither ethnicity nor religion with the suicide hijackers. Sodhi—who was killed at the gas station where he worked—died just for being different in a nation gripped with fear.

For Arab and Muslim Americans, the months after the terrorist attacks have been trying. They have been harassed at work and their property has been vandalized. An Arab San Francisco shop owner recalled with anger that his five-year-old daughter was taunted by name-callers. Classmates would yell "terrorist" as she walked by.

Public leaders from President George W. Bush on down have called for tolerance. But

the Center for American-Islamic Relations in Washington, D.C., has tallied some 1,700 incidents of abuse against Muslims in the five months following September 11. Despite our better nature, it seems, fear of foreigners or other strange-seeming people comes out when we are under stress. That fear, known as xenophobia, seems almost hardwired into the human psyche.

Researchers are discovering the extent to which xenophobia can be easily—even arbitrarily—turned on. In just hours, we can be conditioned to fear or discriminate against those who differ from ourselves by characteristics as superficial as eye color. Even ideas we believe are just common sense can have deep xenophobic underpinnings. Research conducted this winter at Harvard reveals that even among people who claim to have no bias, the more strongly one supports the ethnic profiling of Arabs at airport-security checkpoints, the more hidden prejudice one has against Muslims.

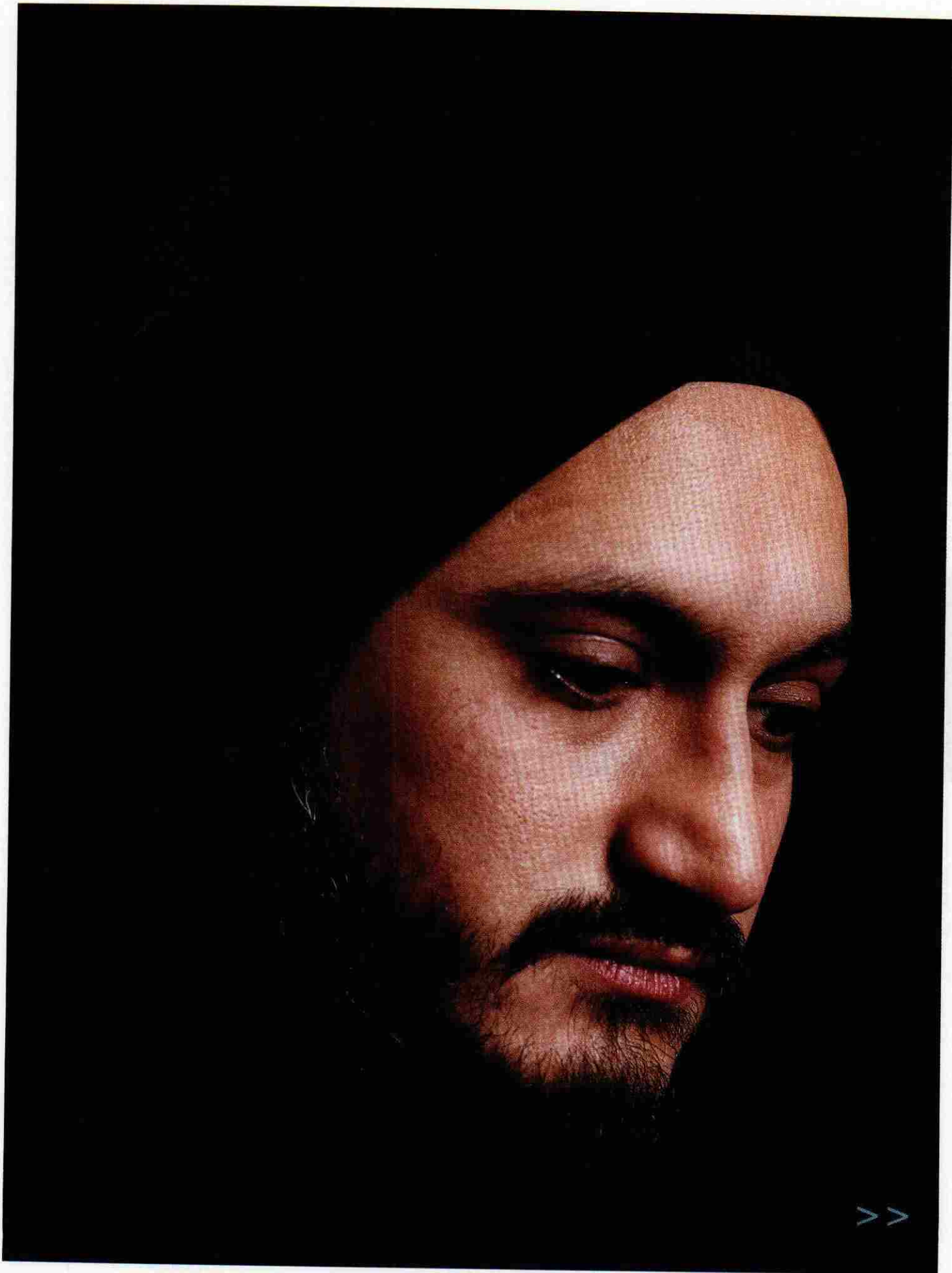
But other research shows that when it comes to whom we fear and how we react, we do have a choice. We can, it seems, choose not to give in to our xenophobic tendencies.

THE MELTING POT

America prides itself on being a melting pot of cultures, but how we react to newcomers is often at odds with that self-image. A few years ago, psychologist Markus Kimmelmeier, Ph.D., now at the University of Nevada at Reno, stuck stamped letters under the windshield wipers of parked cars in a suburb of Detroit. Half were addressed to a fictitious Christian organization, half to a made-up Muslim group. Of all the letters, half had little stickers of the American flag.

Would the addresses and stickers affect the rate at which the letters would be mailed? Kimmelmeier wondered. Without the flag stickers, both sets of letters were mailed at the same rate, about 75 percent of the time. With the stickers, however, the rates changed: Almost all the Christian letters were forwarded, but only half of the Muslim letters were mailed. "The flag is seen as a sacred object," Kimmelmeier says. "And it made people think about what it means to be a good American."

In short, the Muslims didn't make the cut. Not mailing a letter seems like a small slight. Yet in the last century, there have been



Sonam Wangmo:
"Am I fearful of Arab men in turbans? No, I am not. I was born and raised in India, and I am familiar with other races. I have learned to be attuned to different cultures. I find that there are always new, positive things to be learned from other people; it brings out the best in us."

shocking examples of xenophobia in our own back yard. Perhaps the most famous in American history was the fear of the Japanese during World War II. This particular wave of hysteria lead to the rise of slurs and bigoted depictions in the media, and more alarmingly, the mass internment of 120,000 people of Japanese ancestry beginning in 1942. The internments have become a national embarrassment: Most of the Japanese held were American citizens, and there is little evidence that the imprisonments had any real strategic impact.

Today the targets of xenophobia—derived from the Greek word for *stranger*—aren't the Japanese. Instead, they are Muslim immigrants. Or Mexicans. Or Chinese. Or whichever group we have come to fear.

Just how arbitrary are these xenophobic feelings? Two famous public-school experiments show how easy it is to turn one "group" against another. In the late 1960s, California high school history teacher Ron Jones recruited students to participate in an exclusive new cultural program called "the Wave." Within weeks, these students were separating themselves from others and aggressively intimidating critics.

Eventually, Jones confronted the students with the reality that they were unwitting participants in an experiment demonstrating the power of nationalist movements.

A few years later, a teacher in Iowa discovered how quickly group distinctions are made. The teacher, Jane Elliott, divided her class into two groups—those with blue eyes and those with brown or green eyes. The brown-eyed group received privileges and treats, while the blue-eyed students were denied rewards and told they were inferior. Within hours, the once-harmonious classroom became two camps, full of mutual fear and resentment. Yet, what is especially shocking is that the students were only in the third grade.

SOCIAL IDENTITY

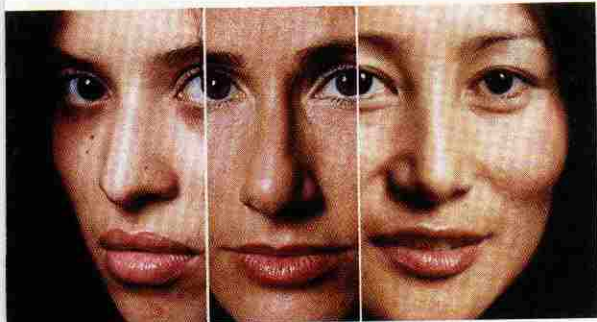
The drive to completely and quickly divide the world into "us" and "them" is so powerful that

it must surely come from some deep-seated need. The exact identity of that need, however, has been subject to debate. In the 1970s, the late Henri Tajfel, Ph.D., of the University of Bristol in England, and John Turner, Ph.D., now of the Australian National University, devised a theory to explain the psychology behind a range of prejudices and biases, not just xenophobia. Their theory was based, in part, on the desire to think highly of oneself. One way to lift your self-esteem is to be part of a distinctive group, like a winning team; another is to play up the qualities of your own group and denigrate the attributes of others so that you feel your group is better.

Tajfel and Turner called their insight "social identity theory," which has proved valuable for understanding how prejudices develop. Given even the slenderest of criteria, we naturally split people into two groups—an "in-group" and an "out-group." The categories can be of geopolitical importance—nationality, religion, race, language—or they can be as seemingly inconsequential as handedness, hair color or even height.

Once the division is made, the inferences and projections begin to occur. For one, we tend to think more highly of people in the in-group than those in the out-group, a belief based only on group identity. Also, a person tends to feel that others in the in-group are similar to one's self in ways that—although stereotypical—may have little to do with the original criteria used to split the groups. Someone with glasses may believe that other people who wear glasses are more voracious readers—even more intelligent—than those who don't, in spite of the fact that all he really knows is that they don't see very well. On the other hand, people in the out-group are believed to be less distinct and less complex than are cohorts in the in-group.

Although Tajfel and Turner found that identity and categorization were the root cause of social bias, other researchers have tried to find evolutionary explanations for discrimination. After all, in the distant past, people who shared cultural similarities were found to be more genetically related than those who did not. Therefore, favoring the in-group was a way of helping perpetuate one's genes. Evolutionary explanations seem appealing, since they rely on the simplest biological urges to drive com-





plicated behavior. But this fact also makes them hard to prove. Ironically, there is ample evidence backing up the “softer” science behind social identity theory.

HIDDEN BIAS

Not many of us will admit to having strong racist or xenophobic biases. Even in cases where bias becomes public debate—such as the profiling of Arab Muslims at airport-security screenings—proponents of prejudice claim that they are merely promoting common sense. That reluctance to admit to bias makes the issue tricky to study.

To get around this problem, psychologists Anthony Greenwald, Ph.D., of the University of Washington in Seattle, and Mahzarin Banaji, Ph.D., of Harvard, developed the Implicit Association Test. The IAT is a simple test that measures reaction time: The subject sees vari-

ous words or images projected on a screen, then classifies the images into one of two groups by pressing buttons. The words and images need not be racial or ethnic in nature—one group of researchers tested attitudes toward presidential candidates. The string of images is interspersed with words having either pleasant or unpleasant connotations, then the participant must group the words and images in various ways—Democrats are placed with unpleasant words, for instance.

The differences in reaction time are small but telling. Again and again, researchers found that subjects readily tie in-group images with pleasant words and out-group images with unpleasant words. One study compares such groups as whites and blacks, Jews and Christians, and young people and old people. And researchers found that if you identify yourself in one group, it's easier to pair images

Terry Kalish:
"I am planning a trip to Florida, and I'm nervous about flying with my kids; I'm scared. If an Arab man sat next to me, I would feel nervous. I would wonder, 'Does he have explosives?' But then I feel ashamed to think this way. These poor people must get so scrutinized. It's wrong."



READ MORE ABOUT IT:

Nobody Left to Hate: Teaching Compassion After Columbine, Elliot Aronson. (W.H. Freeman and Company, 2000)

The Racist Mind: Portraits of American Neo-Nazis and Klansmen, Madonna Kolbenschlag (Penguin Books, 1996)

of that group with pleasant words—and easier to pair the opposite group with

unpleasant imagery. This reveals the underlying biases and enables us to study how quickly they can form.

Really though, we need to know very little about a person to discriminate against him. One of the authors of this story, psychologist Margo Monteith, Ph.D., performed an IAT experiment comparing attitudes toward two sets of made-up names; one set was supposedly “American,” the other from the fictitious country of Marisat. Even though the subjects knew nothing about Marisat, they showed a consistent bias against it.

While this type of research may seem out in left field, other work may have more “real-world” applications. The Southern Poverty Law Center runs a Web version of the IAT that measures biases based on race, age and gender. Its survey has, for instance, found that respondents are far more likely to associate European faces, rather than Asian faces, with so-called American images. The implication being that Asians are seen as less “American” than Caucasians.

Similarly, Harvard’s Banaji has studied the attitudes of people who favor the racial profiling of Arab Muslims to deter terrorism, and her results run contrary to the belief that such profiling is not driven by xenophobic fears. “We show that those who endorse racial profiling also score high on both explicit and implicit measures of prejudice toward Arab Muslims,” Banaji says. “Endorsement of profiling is an indicator of level of prejudice.”

BEYOND XENOPHOBIA

If categorization and bias come so easily, are people doomed to xenophobia and racism? It’s pretty

clear that we are susceptible to prejudice and that there is an unconscious desire to divide the world into “us” and “them.” Fortunately, however, new research also shows that prejudices are fluid and that when we become conscious of our biases we can take active—and successful—steps to combat them.

Researchers have long known that when observing racially mixed groups, people are more likely to confuse the identity of two black individuals or two white ones, rather than a white with a black. But Leda Cosmides, Ph.D., and John Tooby, Ph.D., of the Center for Evolutionary Psychology at the University of California at Santa Barbara, and anthropologist Robert Kurzban, Ph.D., of the University of California at Los Angeles, wanted to test whether this was innate or whether it was just an artifact of how society groups individuals by race.

To do this, Cosmides and her colleagues made a video of two racially integrated basketball teams locked in conversation, then they showed it to study participants. As reported in the *Proceedings of the National Academy of Sciences*, the researchers discovered that subjects were more likely to confuse two players on the same team, regardless of race, rather than two players of the same race on opposite teams.

Cosmides says that this points to one way of attacking racism and xenophobia: changing the way society imposes group labels. American society divides people by race and by ethnicity; that’s how lines of prejudice form. But simple steps, such as integrating the basketball teams, can reset mental divisions, rendering race and ethnicity less important.

This finding supports earlier research by psychologists Samuel Gaertner, Ph.D., of the University of Delaware in Newark, and John Dovidio, Ph.D., of Colgate University in

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Rangr: “For the months following 9/11, I had to endure my daily walk to work along New York City’s Sixth Avenue. It seemed that half the people stared at me with accusation. It became unbearable. Yet others showed tremendous empathy. Friends, co-workers and neighbors, even people I had never met, stopped to say, ‘I hope you’ve been OK,’ or ‘I hope your turban has not caused you any trouble.’ At heart, this is a great country.”

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>>>CONT. FROM PAGE 50

Hamilton, New York. Gaertner and Dovidio have studied how bias changes when members of racially mixed groups must cooperate to accomplish shared goals. In situations where team members had to work together, bias could be reduced by significant amounts.

Monteith has also found that people who are concerned about their prejudices have the power to correct them. In experiments, she told subjects that they had performed poorly on tests that measured belief in stereotypes. She discovered that the worse a subject felt about her performance, the better she scored on subsequent tests. The guilt behind learning about their own prejudices made the subjects try harder not to be biased.

This suggests that the guilt of mistaking individuals for their group stereotype—such as falsely believing an Arab is a terrorist—can lead to the breakdown of the belief in that stereotype. Unfortunately, such stereotypes are reinforced so often that they can become ingrained. It is difficult to escape conventional wisdom and treat all people as individuals, rather than members of a group. But that seems to be the best way to avoid the trap of dividing the world in two—and discriminating against one part of humanity.

Margo Monteith, Ph.D., is an associate professor of psychology at the University of Kentucky. Jeffrey Winters is a New York-based science writer.