

## Asymmetrical intergroup relationship in multidimensional context : an intersectional and social identity approach

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### INTRODUCTION

The studies presented below analyse to what extent two statuses, acquired from two specific ingroups memberships, interact on individuals willingness to engage in collective action in order to enhance the status of the most disadvantaged ingroup. More precisely, our studies aim to determine the impact of status differences between two ingroups on support for social change. The pertinence of this multi-dimensional research question is supported by the intersectional approach (see point 1). We build our predictions on social identity theory (point 2), integrating a multi-dimensional operationalization (point 3).

#### 1. INTERSECTIONAL APPROACH: THE MULTIDIMENSIONALITY OF DOMINATIONS AND OPPRESSIONS

Over the last thirty years, racialized women have developed the intersectional approach (Crenshaw, 1994) to study the interlocking systems of domination (e.g. class, gender and race systems) and the consequences, notably for social change, of the fact that individuals occupy different status in these different hierarchical systems and therefore a specific position in the multi-dimensional "matrix of domination" (Collins 2000). This theoretical approach gives us a conceptual framework to analyze the mutually constitutive relations among hierarchical social identities, as, for example, the impact of the position on a hierarchical system (e.g. being an immigrant) on the processes related to other hierarchical systems (e.g. the activism against sexism).

#### 2. SOCIAL IDENTITY THEORY: A THEORY OF SOCIAL CHANGE

According to SIT (Tajfel & Turner, 1979), the choice for collective action strategy by low status group members requires *social identity salience* (in opposition to *individual identity*), permitting *ingroup behaviors* (in opposition to *interindividual behaviors*). Moreover, many studies have shown that the level of ingroup identification predicts individuals willingness to engage in intergroup competition in order to enhance ingroup status (e.g. Ouwerkerk, de Gilder, & de Vries, 2000). In sum, the more a subordinated social identity is salient in a given context and the more individuals identify with this social identity, the more they will be oriented toward social change. However, according to intersectional perspective, can we assume that a second salient ingroup membership, with a specific status, and not directly convergent with the former one, can have an impact on this process?

#### 3. THE MULTIDIMENSIONALITY IN SOCIAL PSYCHOLOGY RESEARCH

By adopting a multi-dimensional operationalization of hierarchical status memberships, Rocca (2003) has experimentally shown that individuals identify stronger with a high status group when they are simultaneously members of a low status group than when they are simultaneously members of two high status groups. Thus, « reactions to an ingroup are affected not only by the status of that group, but also by the status of another group of which an individual is simultaneously member » (Rocca, 2003, p. 351).

### HYPOTHESES

- When two ingroups with different statuses are made salient, people tend to identify more with the ingroup having higher status than with the second ingroup, having lower status. The high status ingroup acts as an *identity resource* (Gianettoni & Simon-Vermot, 2010), repairing the negative social identity acquired by low status ingroup.

- The *identity resource* obtained with high status ingroup reduces peoples' willing to support social change in favor of their low status ingroup

### STUDY 1

#### POPULATION

111 1st year bachelor Social Sciences students : 43 men and 68 women, age m=21.32

#### PROCEDURE

##### 1) Low status Social Sciences student identity activation

All Participants read a vignette presenting results of a bogus study about young graduates employment. In order to activate a low status Social Sciences students identity, the results of this study explained that Social Students graduates have much more difficulty to find a job than Business & Administration.

##### 2) Gender identity (low for women, high for men) activation

- In the "two salient groups condition", 62 participants (22 men, 40 women) had to read a second vignette, presenting results of a second bogus study about women and men access to jobs with responsibilities. The vignette explained that a large majority of jobs with responsibilities and power are given to men, to the detriment of women.

→ two salient groups condition : Social Science student low status identity AND gender identity (low status for women, high status for men) were made salient.

- In the "one salient group condition", 49 participants (21 men, 28 women) didn't read this second vignette.

##### 3) Questionnaire

Participants were invited to fill a questionnaire, "in order to know their opinion about the Social Sciences graduates employment

