

50TH ANNUAL CONFERENCE OF THE SOCIETY OF AUSTRALASIAN SOCIAL PSYCHOLOGISTS



24TH – 26TH NOVEMBER, 2022

ADELAIDE, AUSTRALIA

WELCOME TO SASP 2022

We are thrilled to welcome you to Adelaide for the 50th Annual Conference of the Society of Australasian Social Psychologists!

SASP 2022 reflects two important milestones for our organisation. It is our first meeting since the COVID pandemic changed our lives and the ways we live and work. We hope that this meeting provides the opportunity to re-connect with old friends, and facilitates the development of new acquaintances, collaborations, and friendships. We were also eager to host SASP this year because it marks the 50th anniversary of first SASP meeting which was held on the campus of Flinders University in Adelaide in 1972. We are excited for our organisation to reconvene in the city 'where it all began'. Clearly, we are not the only ones that are excited because the 2022 program features a record number of presentations.

In 2022, we maintain the SASP tradition of featuring high-calibre, cutting-edge research. Our rich program celebrates the diversity of topics of interest to social psychologists, ranging from our roots in social identity, prejudice, and discrimination, to research tackling new wicked problems facing our world, including misinformation, climate change, and political polarisation. The work presented this year not only showcases the breadth and depth of social psychological enquiry that is characteristic of our association, but also highlights the crucial role that psychological science plays in facilitating change for a better world.

This year we have adopted an ethos of a 'back to basics' conference that minimises the cost for members and environmental impact. There will not be water bottles, conference bags or notebooks, and the full program will not be printed. Instead, we invite delegates to use the QR codes provided throughout the conference venue to access static .pdfs of the brief and full programs, respectively. The full program sets out important information about the conference proceedings, and then outlines the postgraduate workshops, symposia, and individual sessions (in chronological order). A paper copy of the brief and full programs will be accessible at the registration desk if you are unable to access these digitally. Please feel free to contact us or the volunteers at the registration desk throughout the conference if we can be of assistance to you.

We hope you enjoy SASP 2022.

Emma Thomas, Morgana Lizzio-Wilson, Lydia Woodyatt, & Michael Wenzel
The SASP 2022 Organising Committee

ACKNOWLEDGEMENTS

Acknowledgement of Country

We acknowledge the Karuna people as the traditional owners and custodians of the lands on which we meet. We pay our respects to their ancestors and descendants, who continue cultural and spiritual connections to Country. Sovereignty was never ceded: this was and always will be Aboriginal land.

SASP Executive

President: Brock Bastian

Secretary: Michael Thai

Treasurer: Brianne Hastie

Communications Officer: Mathew Marques

Postgraduate Representative: Maddy Slegers

Outreach Officer: Ayoub Bouguettaya

Conference Organisers

Organising committee: Emma Thomas (Chair), Morgana Lizzio-Wilson, Lydia Woodyatt, & Michael Wenzel

Program chair: Morgana Lizzio-Wilson

Gala dinner organisers: Lydia Woodyatt & Emma Thomas

Postgrad dinner organisers: Maddy Slegers & Lucy Bird

Postgrad volunteers: Lucy Bird, Eliana Buonaiuto, Lara King, Maddy Slegers, Lisette Yip, & Kuni Zhao

Sponsors

We are grateful to the College of Education, Psychology, and Social Work at Flinders University for sponsoring the welcome event. We also wish to thank the School of Psychology at the University of Adelaide for sponsoring the postgraduate dinner.



CODE OF CONDUCT

In order to provide all participants with the opportunity to benefit from SASP events and activities, SASP is committed to providing a friendly, safe, supportive and harassment-free environment for all delegates, regardless of gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion or other group identity. This code of conduct outlines SASP's expectations for all delegates, including all members, presenters, and volunteers.

All delegates are expected to observe these rules and behaviours at all conference activities, including presentations and social events. SASP delegates seek to learn, network, and enjoy themselves, free from any type of harassment. Please participate responsibly and with respect for the rights of others.

Expected Behaviour

The expected, professional behaviour of delegates includes:

- Treating everyone with respect and consideration;
- Communicating openly and thoughtfully with others and being considerate of the multitude of views and opinions that are different than your own;
- Being respectful and collaborative, critiquing ideas rather than people

Unacceptable Behaviour

SASP does not tolerate harassment of delegates in any form. This includes:

- Harassment and intimidation, including any verbal, written, or physical conduct designed to threaten, intimidate, or coerce another delegate, conference organizers, or staff (including unwelcome physical contact or sexual attention);
- Discrimination based on gender or gender identity, sexual orientation, age, disability, physical appearance, body size, race, religion, national origin, or culture;
- Physical or verbal abuse of any attendee, speaker, volunteer, staff member, service provider or other meeting guest;
- Disrespectful disruption of presentations.

What to do

If you are being harassed, notice that someone else is being harassed, or have any other concerns about an individual's conduct, please speak to one of conference organisers, volunteers and/or staff members at the conference venue (The Pullman Hotel). Your concerns will be held as confidential as you would like them to be.

INFORMATION FOR ALL DELEGATES

Sustainability

This year we are striving to make SASP 2022 as low cost, sustainable and environmentally friendly as possible. As such, **we will not provide** plastic water bottles, tote bags, pens, notebooks, or physical copies of the program. Please bring your own water bottles and writing equipment if need be. Digital copies of the program can be accessed using the QR codes posted throughout the conference venue. There will be water bottle refilling stations at locations at the venue and glasses of water will be available.

COVID Safety

We are committed to ensuring the health and safety of all delegates. In line with SA Health's current COVID guidelines, we strongly encourage all delegates to:

- 1) Wear masks while attending talks and interacting indoors
- 2) Regularly wash and sanitise their hands. We will provide hand sanitising stations at the venue to help with this
- 3) Inform the organising committee if you become unwell and self-isolate immediately. We will help you acquire a COVID test and/or seek medical attention if needed

Social Media

We encourage all delegates to tweet about the conference using the hashtag **#SASP2022**.

Please ensure that any information or opinions you share about the conference (including presentations) is responsible, respectful, and in line with our code of conduct (see above).

INFORMATION FOR PRESENTERS

To ensure the timely completion of each session, we ask that all presenters:

- 1) Arrive 10-15 minutes before your session is scheduled to start
- 2) Load your presentation (in PowerPoint format) onto the desktop of the provided computer
- 3) Please bring your presentation on a USB - **do not** rely on the Cloud in case of internet connectivity issues. There may be a HDMI cable to enable you to connect your laptop but it is safer not to count on it (these may not be available in every room) so please ensure you have your presentation on a USB.
- 4) Delete your presentation from the provided computer at the end of your session

- 5) Ensure that the length of your presentation is in line with the format in which it was accepted:
 - a. Data blitz presentations – 5 minutes with shared Q&A time at the end
 - b. Individual presentations – 15 minutes with 5 minutes for Q&A
 - c. Symposia – 20 minutes for each presenter (including discussants)

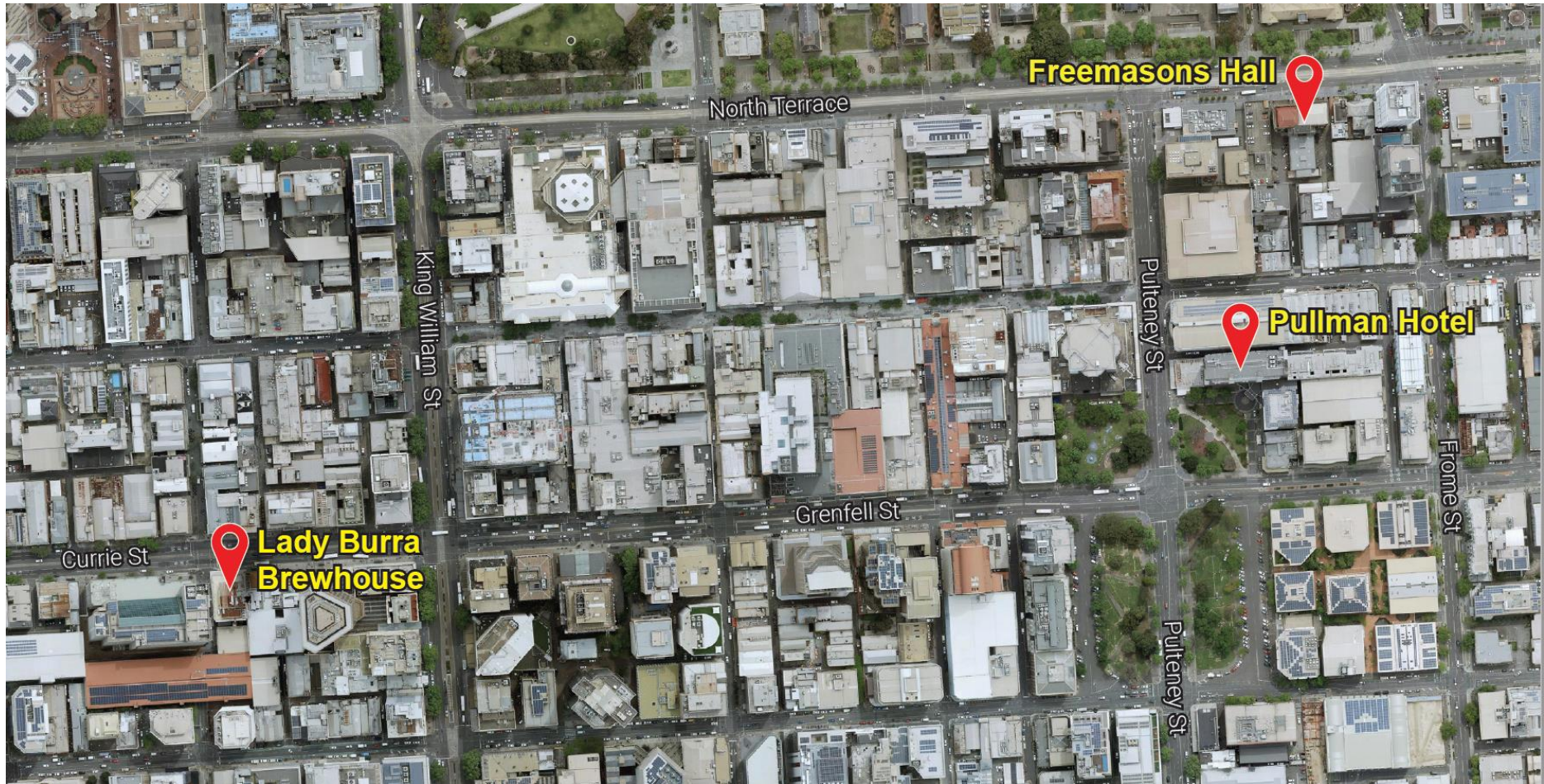
INFORMATION FOR CHAIRS

Each session has a designated chair. For data blitz and thematic sessions, the chair is denoted by a * next to their name in the brief program. The chair's responsibilities include:

- 1) Opening the session and introducing each presenter
- 2) Providing 5-, 2-, and 1-minute warnings during each presentation using the provided timer cards
- 3) Politely stopping presenters when their time is up
- 4) Facilitating Q&A time after each presentation (or shared Q&A time for the data blitz session)

Given that a disproportionate number of questions and comments are made by male and/or senior members of academia, chairs should consider using facilitation rules that would involve all members of our community. This could include:

- 1) Giving equal speaking space to males and females by alternating female and male speakers, but also junior and senior members of academia.
- 2) If there are participants who are more active than others, priority should be given to those who haven't spoken yet.



POSTGRADUATE WORKSHOPS

Workshop 1: Grant Writing Bootcamp

Panel: Prof Mike Nicholls

Grant writing is better thought of as a sustained campaign, waged over many years, than a one-off skirmish. What makes a good and fundable grant? How can you set yourself up for success in highly competitive schemes like the Australian Research Council's *Discovery Early Career Researcher Award* (DECRA)?

Professor Mike Nicholls spent much of last year on the ARC DECRA panel. He will discuss how to prepare for a tilt at a DECRA as well as other grantsmanship tips. This interactive workshop will prepare students to position themselves to apply for big, competitive grants like the DECRA, an important skill for career progression in research.

Professor Mike Nicholls is a professor in psychology at Flinders University with research interests that fall within the realm of cognitive neuroscience, which examines cognitive processes and how they relate to brain function. Mike is the Director of the Flinders Brain and Cognition Laboratory, which has a broad interest in cognitive processes, how they operate and how they might be represented in the brain. Mike has held various administrative roles including Dean and Deputy Dean of the School of Psychology, Director of the Flinders Institute of Psychological Science and Chair of the School Research Committee. He has been an Editor of *Laterality* and an Associate Editor for the *Quarterly Journal of Experimental Psychology*. Mike was on the ARC College of Experts (SBE Panel) and is currently on the ARC's Medical Research Advisory Group. He is also currently the Dean of Research for the College of Education, Psychology and Social Work. During his career, Mike has won many grants including ARC Large grants and ARC Discovery grants.

Workshop 2: Social Psychology “in the Wild”

Panel: Prof Michelle Ryan, Dr Martin Wood, & Dr Zoe Walter

Lewin famously remarked that “there is nothing so practical as a good theory” and we are increasingly called upon to apply our research findings to address “real world” problems in communities, industry, and society. This panel brings together three social psychologists who work with, or in, industries to translate the insights of social psychology for impact and change.

Professor Michelle Ryan is the inaugural Director of the Global Institute of Women's Leadership (GIWL) at the ANU. With Alex Haslam she uncovered the phenomenon of the glass cliff and Michelle is known internationally as a thought leader in the promotion of gender equality and understanding of women's leadership positions.

Dr Martin Wood completed a PhD in social psychology at Griffith University in 2019 and took up a position with Defence, Science & Technology Group. He will provide an insider's perspective on the utility of social psychology theories and methods for tackling defence and national security challenges.

Dr Zoe Walter's research sits at the intersection of health and social psychology. Her research examines social identity interventions to improve health and well-being. She will draw upon her experiences working with clinical and disadvantaged populations.

PLENARY SPEAKERS

Keynote Address: *The Psychology of Conspiracy Theories*

Professor Karen Douglas (the University of Kent)

Conspiracy theories are abundant in social and political discourse and have serious consequences for individuals, groups and societies. However, psychological scientists have only started paying them close attention in the past 20 years. In this talk, I will underscore the importance of conspiracy theories as a topic of research in psychology. I will overview the literature on the psychology of conspiracy theories, using examples from my own research. I will showcase what psychologists know about why people believe in conspiracy theories, what their consequences are, and why people share them.



Professor Karen Douglas's primary research focus is on beliefs in conspiracy theories. Why are conspiracy theories so popular? Who believes them? Why do people believe them? What are some of the consequences of conspiracy theories and can such theories be harmful? She is also interested in the social psychology of human communication, including how people manipulate subtle features of their language in order to achieve social goals, how they examine other people's language to learn about them, the psychology of sexist language, and how people formulate and respond to criticism. Professor Douglas was recently awarded a major European Research Council grant to study the consequences of conspiracy theories.

John Turner Medal Winner



Professor Nick Haslam is a Professor of Psychology at the University of Melbourne. A BA(Hons) graduate of the University of Melbourne, Nick received his PhD from the University of Pennsylvania in 1992 and taught at the New School for Social Research in New York City before returning to Australia in 2002. Since then, Nick has been awarded Fellowships in the Association for Psychological Science (2007), the Society for Personality and Social Psychology (2013), and the Academy of Social Sciences in Australia (2014).

Nick's research interests are in the fields of personality, social psychology, and psychiatric classification, and he has published 9 books and more than 270 articles or book chapters in these and related areas. He has made ground-breaking contributions to the social psychological literature on topics

such as dehumanisation, prejudice, and 'concept creep', and has written accessible articles for the general public in outlets such as *The Conversation*, *Inside Story*, *TIME*, *The Monthly*, *The Guardian*, *The Washington Post*, and *The Australian*.

His work has also been featured in two *Best Australian Science Writing* anthologies, and he received the Australian Psychological Society Media Award for Public Engagement with Psychological Science in 2018. As an active member of SASP over the past 20 years, Nick has provided inspiration and exemplary mentorship to generations of postgraduate students and colleagues. He has been integrally involved in a variety of SASP activities, including conference and summer school organization, and served a term as President between 2015 and 2017.

Early Career Research Award Winners



Dr Khandis Blake is an evolutionary social psychologist at the University of Melbourne who applies nature/nurture frameworks to study sexual politics. Dr Blake was awarded a DECRA fellowship in 2021 to examine the relationship between income inequality, status seeking, and physical appearance enhancement, and a Discovery Project in 2022 to investigate how gender and income inequality affect attitudes and behaviours concerning sex and gender. Dr Blake convenes Twitplat, a platform of 2.2 billion tweets spanning 10 years and geolocated to every country worldwide. She also runs the Daily Cycle Diary, a worldwide citizen science project examining the psychological effects of the menstrual cycle. The guiding principle of her work is to use psychology and biology to promote gender equity.



Dr Charlie Crimston is a Research Fellow in social and moral psychology at The University of Queensland. Her research explores the nature of our moral boundaries, the consequences of group polarization, and the process of identity change. Charlie is particularly passionate about investigating what shapes and drives the scope of our moral boundaries, the unique social and political consequences of morally charged polarization, and in better understanding identity processes and well-being outcomes in trans populations.

Outstanding Postgraduate Research Award Talks

“We despair”: Examining the role of political despair for collective action and well-being

Lucy Bird (Flinders University)

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Recent years has witnessed widespread discussions of feeling despair about the political status-quo (e.g., regarding racial inequality or climate change). We conceptualise this despair as *political despair*. Although there is extensive literature on anger, fear and anxiety about the status-quo, little research considers political despair. Thus, my research examines why people experience political despair and the implications for individuals' well-being and engagement in collective actions. I conducted thematic analyses on responses by participants who reported support for, and despair about, racial and climate justice (Studies 1-2, respectively). The analyses addressed why participants experience political despair, to identify the associated appraisals. Based on the identified appraisals, I conducted three cross-sectional studies (3-5) that tested the pattern of appraisals, the measurement of despair (relative to anger), and its outcomes for well-being, conventional and radical collective actions. The findings suggest despair may increase stress and burnout, but also conventional and radical action engagement. As Studies 3-5 indicate, political despair diminishes well-being, Study 6 utilises an experimental manipulation of future thinking, to mitigate the effects despair has on stress and burnout, whilst maintaining action engagement. My research can offer improvements to social movements so engagement in collective action increases but without diminishing well-being.

Engage and retain the aging workforce: Identifying the workplace antecedents and mechanism underlying age-based stereotype threat

Sophie Coulon (University of Queensland)

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Older employees often feel stereotyped at work (e.g., resistant to change, technophobic), making them susceptible to age-based stereotype threat, or the concern about confirming or being reduced to negative stereotypes about older workers. Although the disengagement consequences of age-based stereotype threat in the workplace are well documented (e.g., more negative job attitudes, greater intentions to quit), far less is known about the workplace factors that trigger stereotype threat. To address this gap, we conducted two cross-sectional studies and a 10-day diary study identifying workplace antecedents to stereotype threat. We also examined age salience as a psychological mechanism underlying why experiencing workplace antecedents leads to stereotype threat. Our findings identified 10 key antecedents associated with stereotype threat (e.g., being overlooked for training opportunities, feeling excluded from the informal social aspects of the workplace). Mediation results revealed that experiencing any of the antecedents related to increased age salience, which in turn, related to greater feelings of stereotype threat. Consistent with past research, stereotype threat was associated with poorer workplace outcomes for older employees. Identifying the key workplace antecedents and an underlying mechanism helps advance stereotype threat theory and inform organisational interventions to better engage and retain the ageing workforce.

Reducing prejudice in the real world – what works, what scales

Wing Hsieh (Monash University)

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This thesis explores prejudice reduction by investigating the literature on what works in the real world through a systematic review and meta-analysis of prejudice reduction field experiments, presenting a scalability framework developed to inform the assessment and design of interventions, and finally, applying the learnings to a novel prejudice reduction intervention based on perceived variability, an approach that has previously been effective and has good potential for scaling. Overall, the findings offer practical guidance for academics and practitioners on tackling prejudice against migrants. Much more effort is necessary in exploring what works for adults in community settings and can be scaled. Even when an intervention has been designed according to the scalability framework, as 'Small Talk' was, historical and sociological context, replicability, and adaptability can play a significant role in determining the scalability of interventions. There is a need for deeper engagement with these other factors, and perhaps an implementation science of social psychology.

The Fusion-Secure Base Hypothesis

Jack Klein (University of Melbourne)

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Identity fusion - a particularly strong form of group alignment - is traditionally conceptualized as innately parochial, with fused actors motivated to commit acts of violence on outgroups. However, fusion's aggressive outcomes are largely conditional on threat perception, with its effect on benign intergroup relationships underexplored. The *fusion-secure base hypothesis* (Klein & Bastian, 2022) argues that fusion may engender intergroup exploration and trust, not violence, towards benign outgroups; it is only when an outgroup is identified as a threat that fusion's well-known tendency to promote violence becomes apparent. The *fusion-secure base hypothesis* was empirically tested through six studies that examined fusion to a range of groups (e.g., country, football team), and found that fusion was consistently positively associated with general trust and intergroup exploration. Mediation analyses indicated that the relationship between fusion and general trust was mediated by ingroup trust, and that changes in fusion and ingroup trust over time positively predicted changes in general trust. A final meta-analysis found that the relationship between general trust and fusion was highly significant, and significantly stronger than its relationship with group identification. Overall, these results provide strong initial evidence in favour of the *fusion-secure base hypothesis*.

Why do people sometimes wear an anonymous mask? A person-situation approach assessing motivations for seeking anonymity online

Lewis Nitschinsk (University of Queensland)

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Anonymous online environments are more accessible than ever. Yet, little research has examined *why* some people are motivated to interact in anonymous online environments. Combining both person- and situation-based theoretical approaches and using diverse methods (3 scale validation studies, 3 surveys, 1 experiment, 1 daily diary study, $N = 2239$), I show that people are often motivated to seek anonymity to pursue self- or other-related goals that may be more difficult to pursue when identifiable. Furthermore, situational factors influence how people behave in anonymous online environments. Key findings of my research include: (1) People seek anonymity to obtain the perceived gratifications on offer, whereas others are indifferent to these potential gratifications. (2) These motivations are associated with a variety of individual differences, including Machiavellianism and self-concept clarity. (3) People motivated to seek anonymity enact specific behaviours that will allow them to reap the benefits of the gratifications they seek. (4) Feelings of disinhibition – an outcome of anonymity – further influence how people behave in anonymous online environments. I conclude that it is essential to design online spaces where people can reap the benefits of anonymity while also being aware of the increased risk of antisocial behaviour by others.

Investigating the feedback loop Between the social environment and ideological motivations during adulthood

Elena Zubielevitch (University of Auckland)

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Over the last 40 years, inequality has increased while support for democratic values have receded worldwide. Given this dynamic political landscape, it has never been more important to investigate how the psychological drivers of inequality change over time. In this series of studies, I examine how two ideological motivations linked with maintaining inequality—social dominance orientation (SDO) and right-wing authoritarianism (RWA)—develop in relation to myriad social environments including occupational memberships (Study 1), salient societal crises (Study 2), and generational differences based on aging and/or birth cohort effects (Study 3) in a large sample of New Zealand adults. Study 1 shows reciprocal positive associations between SDO and hierarchy-enhancing occupations over time. Study 2 shows that a nationwide COVID-19 lockdown was associated with decreases in SDO and RWA but differentially moderated their associations with institutional attitudes. Study 3 shows that known generational differences in SDO and RWA may be best explained by a combination of normative aging across the lifespan and contextual factors linked to the period a person was born and socialized. This research programme illustrates a reciprocal feedback loop between ideological motivations and social environments, providing psychological insights into why democratic gains wax and wane over time.

BRIEF PROGRAM

DAY 1

*Denotes the chair for each thematic session/data blitz session

Thursday, November 24 th					
	Hindmarsh 4	Hindmarsh 3	Hindmarsh 2	Hindmarsh 1A	Hindmarsh 1B
9.30 am	Postgraduate Workshop 1 – Grant Writing Bootcamp Prof Mike Nicholls				
10.30 am	Break				
11.00 am	Postgraduate Workshop 2 – Social Psychology “in the Wild” Prof Michelle Ryan, Dr Martin Wood, & Dr Zoe Walter	Registration			
12.00 pm	Conference Opening & Welcome to Country (Plenary)				
12.30 pm	Lunch				
1.30 pm	John Turner Medal Address (Plenary)				
2.00 pm	Break				
Session 1	<u>Symposium:</u> Identity leadership: Advances in theory and application <u>Chairs:</u> S. A. Haslam & Steffens	Social Class & Economic Inequality	Identifying, Coping with, & Combatting Racism	Social Determinants of Mental Health & Wellbeing	<u>Symposium:</u> “Progress is the realisation of utopias”: The role of utopian thinking in promoting engagement in action for a better world (Part I & II) <u>Chairs:</u> Thomas & Lizzio-Wilson
2.20 pm	ROBERTSON	ALVAREZ	CALLAGHAN*	WALTER*	FERNANDO
2.40 pm	FRENZEL	EVANS	DESLANDES	HOWARD	LIZZIO-WILSON
3.00 pm	MCMILLAN	S. WALKER	WATT	HORWOOD	THOMAS
3.20 pm	LEE	HARDACRE	VIRGONA	SHAW	HAINES
3.40 pm	S. A. HASLAM	JETTEN*		TSE	KASHIMA (DISCUSSANT)
4.00 pm	Break				
Session 2	<u>Symposium:</u> Psychology of group dynamics: New research into the formation, function, and maintenance of groups	<u>Symposium:</u> A Social-Psychological Exploration of Contemporary Issues for Transgender and Gender	Macro, Meso, & Micro-Level Prejudice Interventions	Prosocial Behaviour & Positive Psychology	

	<u>Chair</u> : J. Klein	Diverse Individuals <u>Chairs</u> : Anderson & Tan			
4.20 pm	SONG	TAN	R. CHEN	NEALL*	
4.40 pm	WARREN	ROSA	BUONAIUTO	SMOLAREK	
5.00 pm	DONNER	BURSTALL	GEORGIUO	SUMMERELL	
5.20 pm		JAVIER	BANKS*	AHMED	
5.40 pm	Break				
6.00 pm	Cocktail Reception				

DAY 2

*Denotes the chair for each thematic session/data blitz session

Friday, November 25 th					
	Hindmarsh 4	Hindmarsh 3	Hindmarsh 2	Hindmarsh 1	Boardroom
Session 3	<u>Symposium:</u> Building positive futures in schools: An examination of social identity processes (Part I) <u>Chairs:</u> Reynolds & Cardenas	<u>Symposium:</u> Emerging insights in emotion regulation: factors influencing emotion-regulation motives, strategy use, and effectiveness across the lifespan <u>Chairs:</u> Moeck & Koval	<u>Symposium:</u> GENDER k22: Current Trends and Novel Insights into the Psychology of Gender Equality (Part I) <u>Chairs:</u> Ciaffoni & Weaving	Group Processes & Environmental Justice	Romantic Relationships & Families
8.40 am	REYNOLDS	UCHIDA	CIAFFONI	STANLEY*	PAGOUDIS
9.00 am	SAHIB	KOVAL	LUONG	ZHOU	FARRELL*
9.20 am	SMADBECK	MOECK	DAWSON	WIBISONO	VAN DER ZANT
9.40 am	DUNSTONE	FOX	FRANKLIN-PADDOCK	LEVISTON	F. ZHAO
10.00 am	Break				
Session 4	<u>Symposium:</u> Building positive futures in schools: An examination of social identity processes (Part II) <u>Chairs:</u> Reynolds & Cardenas	<u>Symposium:</u> Emotion in context: New insights into the relationship between context, emotion, and well-being. <u>Chairs:</u> Bianchi & Kalokerinos	<u>Symposium:</u> GENDER k22: Current Trends and Novel Insights into the Psychology of Gender Equality (Part II) <u>Chairs:</u> Ciaffoni & Weaving	Allyship & Collective Action	Morality & Eating
10.20 am	REYNOLDS	KALOKERINOS	WEAVING	BESTA	TAN
10.40 am	S. CHEN	BIANCHI	MIKOLAJCZAK	YIP	FERGUSON
11.00 am	CARDENAS	HUTCHISON	CHEMKE-DREYFUS	LILLY	ANDREA
11.20 am		GAINEY	RYAN (DISCUSSANT)	PAOLINI*	RUBY*
11.40 pm	Break				
12.00 pm	Early Career Award Address (Plenary)				
1.00 pm	Lunch				
Session 5	Moral Decision-Making	Prejudice & Parenthood	Ideology	Gendered Expectations & Identities	Data Blitz Presentations
2.00 pm	D'AMORE	NELSON*	MARQUES*	ALBA*	BERTENSHAW DORE COSGROVE
2.20 pm	DANIELSON	MCRAE	WILSON	HARRINGTON	
2.40 pm	K. ZHAO	O'DONNELL	LOCKHART	PANG	

3.00 pm	HASTIE*	KONG	KUMAR	RATCLIFFE	KEENAN HUANG KIMBERLEY MAGI-PROWSE DONALDSON RATHBONE* RENNER WAN YAN	
3.20 pm	VONASCH	WAGSTAFF	C. WANG	POLL		
3.40 pm	Break					
Session 6	Symposium: Moving beyond the minority stress: Adopting a Strengths-based approach to understanding LGBTQA+ functioning and flourishing Chair: Anderson	Forgiveness & Moral Repair	Coping with Societal Threats, Disasters, & Misinformation	New Developments in Social Psychology & Social Identity Research		Strategies to Promote Pro-Environmental Behaviour
4.00 pm	ROBERTS	WENZEL*	PLATOW*	STEFFENS*	KLAS*	
4.20 pm	CAVARRA	QUINNEY	VINNELL	KNEZOVIC	X. WANG	
4.40 pm	AMOS	KING	MCNIECE	CRUWYS	PITTAWAY	
5.00 pm	CASEY	HAROUS	O. KLEIN	N. HASLAM	DORMAN	
5.20 pm	HARRIS	WOODYATT	BARNOTH		MACKAY	
5.40 pm	Break					
6.00 pm	Keynote Address II (Plenary)					
7.30 pm	Postgraduate Dinner (Lady Burra Brewhouse)					

DAY 3

*Denotes the chair for each thematic session/data blitz session

Saturday, November 26 th					
	Hindmarsh 4	Hindmarsh 3	Hindmarsh 2	Hindmarsh 1	Boardroom
Session 7	<u>Symposium:</u> The importance of identities and communities in LGBTQA+ health, wellbeing, and functioning <u>Chairs:</u> Anderson & Moor	<u>Symposium:</u> Emerging perspectives on collective action by oppressed groups <u>Chairs:</u> Selvanathan & Achia	<u>Symposium:</u> Extrinsic emotion regulation across contexts <u>Chair:</u> S. A. Walker	Gender in the Workplace	Biology, Genes, & Heritability
9.00 am	FRANKLIN	ORAZANI	S. A. WALKER	RYAN*	SIBLEY*
9.20 am	DELLERS	SELVANATHAN	XIAO	PHUONG	FERRIS
9.40 am	MOOR	ACHIA	KUNST	CORPUZ	DU
10.00 am	BONDARCHUK-MCLAUGHLIN	THAI	MACCANN	SCHUURS	BLAKE
10.20 am	Break				
Session 8	<u>Symposium:</u> Recent advances in Understanding Prejudice Towards and perceptions of LGBTQA+ individuals and their groups <u>Chairs:</u> Anderson & Hinton	<u>Symposium:</u> The determinants and consequences of people's moral reasoning <u>Chair:</u> Jetten	<u>Symposium:</u> The intersection between sexist attitudes and parenting: Advancing understanding of the attitudes and experiences that sustain gender inequality <u>Chairs:</u> Overall & Osborne	Organisational Psychology & Human Factors	Intimate Partner Violence & Sexual Assault
10.40 am	ANDERSON	KIRKLAND	OVERALL	BINGLEY*	NITSCHKE*
11.00 am	DAR-NIMROD	KLEBL	WADDELL	MCGRATH	CULLEN
11.20 am	MORANDINI	CRIMSTON	OSBORNE	ALBATH	MINTO
11.40 am	HINTON	YOUNG	CLARKE	MANDRELL	WONG
12.00 pm	Lunch				
1.00 pm	Outstanding Postgraduate Research Award (Plenary)				
1.20 pm					
1.40 pm					
2.00 pm					
2.20 pm					
2.40 pm					
3.00 pm	Break				

Session 9	<u>Symposium:</u> Goals, Motivations, and Outcomes of Using Social Media <u>Chairs:</u> Nitschinsk & Tobin	<u>Symposium:</u> The Social Life of Emotion: Understanding Emotion in Social Contexts <u>Chair:</u> Tran	Social Determinants of Health	Reactionary Counter-movements & Collective Action	Emotions
3.20 pm	TOBIN	TRAN	WALKER-JONES	I. WALKER	DENSON*
3.40 pm	MCCOMB	GREENAWAY	TUCKER	BOURDANIOTIS	RUFFMAN
4.00 pm	PINKUS	O'BRIEN	LONG	MARCH	TAYLOR
4.20 pm	NITSCHINSK (DISCUSSANT)	CHANG	RUBENSTEIN	SUBASIC*	DAWEL
4.40 pm			SMYTH*		XU
5.00 pm	Break				
5.20 pm	Annual General Meeting				
6.20 pm	Conference End				
7.30 pm	Conference Dinner (Freemason's Hall)				

ACADEMIC PROGRAM & ABSTRACTS

THURSDAY

Session 1 (2.20pm-4pm)

Hindmarsh 4

Symposium: Identity leadership: Advances in theory and application

Chair: Alex Haslam & Nik Steffens

Leadership is the process through which one or more members of a group influence other group members in a way that motivates them to contribute to the achievement of group goals. Because it is essential for both social progress and social change — and can be understood as the key process through which people are mobilized to work together to make history — leadership is both highly prized and an ongoing focus for academic and public debate. Against this backdrop, one approach to leadership that has become increasingly influential in recent years sees this as a process that is grounded in the self-related understandings of leaders and those they are seeking to lead. More specifically, research on identity leadership, the focus of this symposium, sees leadership as a group process that centres on leaders' ability to create, advance, represent and embed a social identity that they share with the collectives they lead — a sense of “us as a group” (Haslam et al., 2011; Steffens et al., 2014). This symposium provides a window onto the breath of this research, looking at the workings of identity leadership in clinical, organizational and policy domains, as well as the success of leadership development programmes that work with would-be leaders to develop the skills and insights of identity leadership.

Presentations:

Aspirational leaders help us change: Ingroup prototypicality enables effective group therapy leadership

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A key proposition of the identity leadership approach is that leaders are effective to the extent that they are ingroup prototypical (i.e., represent the identity of the group they seek to lead). However, debate surrounds whether leaders are more effective when they represent the group's current identity (“who we are”) or aspired identity (“who we want to be”). In this study, we investigated which of these forms of prototypicality was a stronger predictor of positive outcomes in a group therapy context. More broadly, this was the first empirical study to examine identity leadership processes in group therapy and sought to increase understanding of how clinicians can enhance their effectiveness by engaging with group processes. Participants were 112 women at risk of developing eating disorders who attended a four-week body acceptance group therapy program. Results indicated that leaders were more effective (i.e., group approval of dieting decreased more rapidly) when

they represented the group's aspired identity (i.e., when participants thought their leaders dieted and disliked their bodies less than their fellow group members) than when they represented the group's current identity (i.e., when participants perceived that their leaders dieted and disliked their bodies as much as group members). Implications will be discussed with a focus on how group therapy leaders might increase their effectiveness by demonstrating how they represent their group's aspired identity.

Identity leadership: The Good, the Bad, and the Ugly

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This talk presents evidence of the positive and negative effects of national leaders' identity leadership — specifically, their ability to create a shared identity within their country. In the first study (N=1,036), we hypothesized that by engaging in identity leadership (assessed at Time 1), national leaders create a sense of shared identity within their country (assessed at Time 2), motivating citizens to adhere more to COVID-19 health regulations (assessed at Time 2). We tested this mediation in a multi-national two-wave study and found support for our hypotheses in China, Germany, the USA, but not in Israel. Furthermore, in Germany, the more people perceived Angela Merkel engaging in identity leadership, the more they adhered to the health regulations. By contrast, in the USA, the more people perceived Donald Trump as an identity leader, the less they adhered to regulations. The second study conducted in Germany (N=1,635) focused on identity leadership as a mechanism that can explain the impact of conspiracy mentality (i.e., greater susceptibility to accept conspiracy theories) on stress, political efficacy, country identification, and trust in the government. In line with our hypotheses, we show that people's conspiracy mentality at Time 1 was negatively related to identity leadership at Time 2. Identity leadership was, in turn, negatively associated with stress and positively related to political efficacy, government trust, and country identification (assessed at Time 2). Together, these studies point to the complex ways in which identity leadership is a critical gateway to both the bright and the dark side of collective mobilisation.

Identity leadership development: Who does it appeal to and does it work?

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Organisations invest heavily in leadership development programmes, but many fail to have a demonstratable positive impact. A key problem is that the applied field is dominated by programmes for which there is little or no evidence of utility or effectiveness. To address these issues, we present two studies examining the appeal and impact of an identity leadership development programme — a programme focused on helping leaders to create, advance, represent and embed a sense of shared social identity in the groups they lead. The first study explores the appeal of different types of leadership development programme.

Results indicate that team identification is a key predictor of the appeal of an identity leadership development programme (when accounting for demographic, narcissism, and ideological variables), while narcissism is a key predictor of the appeal of a leader identity development programme (a programme focused on helping leaders to create and promote a sense of shared their own identity as leaders). The second study is a controlled trial of an identity leadership development programme delivered in a large Government organisation by trained internal facilitators. Preliminary findings will be presented, outlining the extent to which participation in the programme results in benefits both for leaders (i.e., the participants) and for the groups they lead. Practical implications for leadership development are discussed with a focus on the distinct appeal and outcomes of identity leadership programmes.

A social identity model of the therapeutic working alliance

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The development and maintenance of a working alliance is fundamental to successful therapy. The current research examines the effects of social-psychological phenomena on people's perceptions of the working alliance. We hypothesise a novel social identity model of the working alliance, whereby the alliance is predicted by group-based processes (i.e., shared social identification, identity leadership, and procedural justice). We report an experiment with a sample of people in therapy for a diagnosed mental illness (N=251, Study 1) and an in-person laboratory experiment with university students (N=149, Study 2). In Study 1, we manipulated procedural justice (voice/no voice) and the salient context of voice provision (therapy/workplace). In Study 2, we manipulated listening (active listening/no active listening). In both studies, we measured social identification, identity leadership, procedural justice perceptions, and working alliance. In Study 1, social identification and identity leadership, in conjunction with voice, were found to predict working alliance and, in turn, satisfaction and positive affect. Our findings revealed that these effects were paralleled among participants reporting on therapy and non-therapy (i.e., workplace) interactions, pointing towards the robustness of these processes. In both studies, group-based processes predicted approximately 70% of the variance in working alliance. In Study 2, we also found that effects in our model were impacted by active listening. Overall, our findings suggest that the working alliance is a type of emergent social identification. We demonstrate that group-based processes enhance knowledge on the working alliance, and provide practical, implementable strategies for those seeking to facilitate the alliance in real-world settings.

Building leaders' team engagement and teamfulness: A randomised controlled trial of online versions of the 5R Leadership Development Program

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The 5R leadership development program raises awareness of the importance of shared social identity for leadership and is designed to help leaders develop insight and skills to create, advance, represent and embed a sense of social identity ('us-ness') in the teams they lead. Previous research is suggestive of 5R's efficacy but has been limited by a lack of control and reliance on face-to-face programme delivery by the program's developers. Addressing these issues, the present research examined the benefits of facilitated and self-directed versions of a novel virtual 5R programme that was delivered and overseen by postgraduate organizational psychologists. Results indicated that, compared to a no-treatment control, participation in both forms of 5R led to increases in both team engagement and teamfulness — a factor encompassing team reflexivity, team psychological safety, team goal clarity, and inclusive team climate. This paper reflects on the importance of teamfulness for both leadership and team functioning and on the value of programs that help leaders develop this.

Hindmarsh 3

Thematic Session: Social Class & Economic Inequality

When crisis paves the way for social change: Upper class support for a new constitution after the Chilean Social Outburst of 2019

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The Chilean Social Outburst of 2019 saw members of the upper- class joining protests against inequality and supporting social change (i.e., a new constitution). However, little is known about when advantaged groups (i.e., upper class) push for change in highly unstable contexts that threaten their privilege. This research aims to address this gap by examining how solidarity towards the lower class (i.e., class solidarity) influences support for social change in contexts that are perceived as high or low in anomie (i.e., breakdown in social and political conditions). We conducted a two-wave longitudinal survey, after and before the referendum for a new constitution in Chile (April 2020, N=610 and November 2020, N=281). There was a significant interaction between class solidarity and perceived anomie when predicting support for social change. This means that when the context was perceived as low in anomie, participants with solidarity towards the lower class supported the new constitution to a greater extent than participants with solidarity towards the upper class. However, when the context was perceived as high in anomie, regardless of class solidarity, there was strong support for the new constitution. Our data suggests that crisis and instability of the social and political context might make agendas align between groups and in the long term, make support for social change more widespread.

What's in a Class? Manipulating Social Class Identities Leads to Differences in Perceptions of Healthcare

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It is well-established that individuals from lower social classes have poorer health outcomes than those from higher social classes. Recent perspectives in social class theory suggest that dynamic perspectives of class, which include changes to social class over time, could provide further insight into this relationship between class and health. Applying an identity-based perspective, the present research sought to determine whether an individual's perception of healthcare could change as a result of being told that they (ostensibly) belong to a particular social class. Participants (N = 250) completed a comprehensive social class measure before being randomly assigned into one of two experimental conditions. In these conditions, participants were given false feedback that their results indicated they were either a member of the upper-middle or lower-middle class. Participants then completed a survey about their health experiences. We found that individuals in the lower-middle class condition reported having significantly less access to and finances for accessing healthcare, as well as poorer interpersonal communication during healthcare appointments compared

to individuals in the upper-middle class condition. Moreover, this effect appeared to be moderated through participants' identification with their assigned social class, such that higher identification with assigned social class buffered this effect. Manipulation checks indicated that the experimental paradigm was successful in influencing the subjective social class identity of participants. This study provides evidence for the role of status and identity in the relationship between social class and health, and demonstrates the efficacy of a novel false feedback paradigm to manipulate social class.

**“Not white enough, not rich enough, not cultured enough, not smart enough”:
Documenting the experiences of low socioeconomic students at an elite tertiary
institution through a social identity lens**

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This study explores, through a social identity lens, how one group of students reflect upon their experience at an elite higher educational institution (HEI). This qualitative research project invited undergraduate, domestic students who self-identify as being from a low-socioeconomic background to participate in a semi-structured interview exploring their experience of transition into university and the support they drew on to continue. The data contributes to filling a gap in the literature, documenting student experiences at an elite university where only 4% of the undergraduate domestic student population are from a low-socioeconomic background. Their shared narrative highlights a diversity of experiences and the wealth disparity that impacts individuals' abilities and desires to engage and connect with the university community. The study demonstrates that at a high level, challenges are institutional, systemic and group-based. Contrastingly, support is personal and comes down to individuals and interpersonal relationships.

Wassup with Whatsapp et al.?: Exploring social class differences in student use of social media in the COVID era

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University students are at high risk of experiencing poor mental well-being, and students from working-class backgrounds even more so. One reason why working-class students have poorer mental well-being is that they often lack sufficient time and money to engage in on-campus social activities and feel a lack of belonging in the distinctly middle-class environment of higher education institutions. In more recent times ongoing Covid-19 lockdowns and restrictions have seen a shift to online or mixed delivery methods of university education, creating fewer opportunities for students to connect with their peers. During the past 2.5 years students have found their own strategies for finding and engaging

with their peers online; namely via social media platforms. These platforms are free and widely accessible, which may resolve some of the barriers working-class students have for socially integrating at university. However, online forms of social integration come with their own pitfalls and limitations, and it is as yet unclear whether these particularly impact working-class students. To explore these issues, the current study examines the relationship between social class, social media use, social support and integration, and mental health and well-being outcomes of ~N=600 undergraduates from universities across Australia. Results are discussed in terms of their implications for the role of social media in improving the current state of offline and online social integration and wellbeing of university students post-pandemic. It is hoped this research will contribute toward building an evidence base supporting a cost-effective scalable social media-based intervention to increase (working-class) students' social integration.

The impact of economic inequality on conspiracy beliefs

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Previous literature highlights the crucial role of economic inequality in triggering a range of negative societal outcomes. However, the relationship between economic inequality and the proliferation of conspiracy beliefs remains unexplored. In this talk, I will provide evidence that the endorsement of conspiracy beliefs can be an outcome of objective country-level (Study 1a, 1b, 1c), perceived (Study 2), and manipulated economic inequality (Studies 3a, 3b, 4a, 4b). In the correlational studies, both objective and perceived economic inequality were associated with greater conspiracy beliefs. In the experiments, participants in the high (compared to the low) inequality condition were more likely to endorse conspiratorial narratives. This effect was fully mediated by anomie (Studies 3a, 3b) suggesting that inequality enhances the perception that society is breaking down (anomie), which in turn increases conspiratorial thinking, possibly in an attempt to regain some sense of order and control. Furthermore, the link between economic inequality and conspiracy beliefs was stronger when participants endorsed a conspiracy worldview (Studies 4a, 4b). Moreover, conspiracy beliefs mediated the effect of the economic inequality manipulation on willingness to engage in collective action aimed at addressing economic inequality. The results show that economic inequality and conspiracy beliefs go hand in hand: economic inequality can cause conspiratorial thinking and conspiracy beliefs can motivate collective action against economic inequality.

Hindmarsh 2

Thematic Session: Identifying, Coping with, & Combatting Racism

‘Labelling people racists is almost as hurtful as racism itself’: Contesting prejudice in the cut and thrust of everyday life.

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This presentation attends to calls by social psychologists to examine how prejudice and racism are understood by ordinary people in everyday life. We examine everyday constructions of prejudice through a thematic discursive analysis of an incident in which an Aboriginal Australian footballer was repeatedly booed at matches after identifying a young girl to security for calling him an “ape”. Although authorities and many in the media condemned the crowd’s behaviour as racist, sections of the public contested this view, arguing that the booing was not racially motivated. Analysis draws from 32 online newspaper articles about the incident, and public engagement with these via online reader comments. Particular attention was paid to the discursive interaction between commenters, in which accusations of racism were made and denied. Accusations of racism emphasized a moral imperative to ‘call-out’ racism, they highlighted structural elements, and called for more education to address racism. Denials of racism were defined by intention: racism was primarily constructed as a psychological ‘state of mind’ rather than structural inequality between groups. Membership categories were re-drawn around the elite and powerful, and the well-meaning everyday person; thereby removing race from the issue and positioning accusations of racism as worse than the booing. We demonstrate that public contestations of elite descriptions of racism represent a clash of ‘epistemologies’ in everyday sense making, and that accusations of racism have become as morally accountable as racism itself.

First-generation African migrant tertiary student’s acculturation and academic outcomes

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Acculturation is a complex and multidimensional process of cultural and psychological changes that occur with contact between culturally distinct individuals and groups. This process has been examined in relation to many different outcomes (e.g., mental health, physical health, education) and migrant groups (e.g., Asian Americans, Latinx Americans, Hispanic Americans). However, there are gaps in this literature, with very little focus placed on the relationship between acculturation and academic outcomes. This presentation presents the findings of the first quantitative exploration of the effects of acculturation on the education of first-generation African migrant tertiary students in Australia. A sample of first-generation African migrant tertiary students completed measures of academic adjustment, academic engagement, and acculturation. An unexpected pattern emerged as adoption of host culture and maintenance of home culture were positively associated with academic adjustment but negatively associated with academic engagement. The finding of this study will allow for a greater understanding of the relationship between acculturation

and academic outcomes of first-generation African migrant tertiary students in Australia and serves to expand the literature on acculturation and its related outcomes.

Community attitudes during the first four years of refugee resettlement

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Australia is experiencing considerable impetus from government and regional communities alike for increased regional resettlement of refugees. However, despite host communities setting an important context for refugees' settlement experience and wellbeing, there is little data regarding how regional communities respond to refugees settling. These towns are often small, far apart, and lack the resources of a large city. Armidale, a town of 23,500, became a designated refugee settlement region in 2018. We developed a monitoring program to identify the Armidale community's responses to the refugees over time. During four years, we conducted six cross-sectional surveys (N in each survey approx. 200) of the Armidale community and three longitudinal surveys (N = 156) after the baseline survey. The results were communicated to the settlement agencies after each wave. The cross-sectional samples revealed a sustained shift to more positive community sentiment over time. Supporting this, the longitudinal sample revealed that people who started with negative attitudes towards the refugees became more positive, while positive people remained positive. Cluster analysis was used to divide the Armidale community into groups of like-minded people. This facilitated understanding of different community segments and helped settlement agencies to tailor their responses accordingly.

The impact of multiculturalism and polyculturalism on group categorisation in the face of conflict: An Australian study.

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Although research in Australia has linked endorsement of multiculturalism to positive outcomes (e.g., Pedersen et al., 2015), it has also been shown to increase race-based categorisation (Cho et al., 2017), and racial essentialism (e.g., Wilton et al., 2019). To address intercultural divides, Rosenthal and Levy (2010) proposed the ideology of polyculturalism, which focuses on the interconnectedness and mutual exchange between groups over time. Compared to multiculturalism, polyculturalism has been shown to decrease prejudice and discrimination towards minority groups (Healy et al., 2017), increase willingness to befriend individuals from different countries (Rosenthal et al., 2019), and mediate the relationship between cognitive flexibility and reduced ethnic and racial prejudice (Menadue et al., 2021). Polyculturalism may alter group categorisation by leading people to focus less on racial and ethnic group labels, yet researchers have not yet tested this. In a pre-registered online experiment, we randomly allocated a sample of 284 self-reported Anglo-Australians to watch an animated video explaining either multiculturalism or

polyculturalism, and then to watch a video depicting intragroup or intergroup conflict between Chinese- and Indian-Australians. Relative to the multiculturalism video, the polyculturalism video did not significantly impact participants use of ethnic group labels, perceptions of group belonging and individual similarity, or attitudes toward people from different backgrounds. Contrary to hypotheses, multiculturalism did increase perceptions of similarity of people from different ethnic backgrounds in the intergroup conflict condition. I will discuss the results in relation to the social identity theory and the implications for modern Australian society.

Hindmarsh 1A

Thematic Session: Social Determinants of Mental Health & Wellbeing

A Club for Slaying Dragons: Tabletop Role-Playing Games for Social Belonging and Mental Wellbeing

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Research has consistently demonstrated the importance of social group membership and belonging for a variety of health domains. Tabletop role-playing games may be an accessible means of group belonging, with added benefits stemming from the role-playing activity inherent to such games. The current research aimed to examine the relationship between tabletop-role-playing games, identification, loneliness, and wellbeing, across two studies: a) qualitative interviews with the members of a Dungeons & Dragons (D&D) group at youth mental health service (N = 6), and b) a cross-sectional online survey (N = 300). Thematic analyses found that the participants of the mental health service D&D group felt strong belonging, enjoyment, and mental health benefits from their engagement with the group. Further, the analysis suggested that the group provided a safe environment with shared purpose and cohesiveness, which in turn enabled exploration and resolution of complex social situations (such as conflict) through role-play. Results of the survey indicated that greater identification with D&D groups predicted higher wellbeing, and lower psychological distress and loneliness. Further, this association was moderated by the perceived relationship between players characters (i.e., the “party”), such that stronger character fusion with adventuring party strengthened the relationship between players’ identification and wellbeing. The current findings suggest that tabletop role-playing games are an effective avenue for promoting group belonging and wellbeing. These benefits may not only be via the belonging provided by being part of a group, but also the benefits of role-playing as a character who is part of a adventuring party.

Do stressful life events impact long-term well-being? Comparing annual change in well-being following different life events relative to matched controls in a national probability panel study

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A growing body of literature assessing longitudinal changes following adversity suggests that growth may not be as prevalent as suggested in cross-sectional research. Moreover, current conclusions about resiliency versus growth following adverse life events are limited by the restricted range of outcomes assessed when examining resilience, the focus on one specific adverse event or cumulative adversity scores that hinder comparisons between different types of events, and the difficulty of implementing matched controls to establish the causal role of life events. The current study addresses these gaps by employing longitudinal panel data comparing annual change in well-being from 2018 to 2019 for matched samples of

people who experienced a major life stressor relative to propensity score matched controls who did not experience the same stressor. Comparisons are conducted across three distinct event categories: traumatic interpersonal events (N matched pairs = 1,030), job loss (N matched pairs = 1,361), and birth (N matched pairs = 1,225), and five self-report well-being outcomes: life satisfaction, felt belongingness, self-esteem, meaning in life, and gratitude. All five outcome measures remained consistent across the two assessment points for all three classes of events, with no significant differences over time between those who experienced the event and demographically matched controls. These findings indicate high population levels of psychological resilience in the year following various life events. Analyses also failed to detect significant evidence for so-called traumatic growth following such events, insofar as such growth might relate to general well-being.

The discursive construction of mental health in the Australian news media during the COVID-19 pandemic

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Previous research has demonstrated that mental health is highly correlated with a person's social and economic circumstances; and the COVID-19 pandemic has made this relationship uniquely visible. Yet a discourse of individual responsibility for health frequently dominates in health promotion campaigns, media reports and public understandings. In this study, we analysed how the 'positive' concept of 'mental health' was discursively constructed in the news media in Australia during the first wave of the pandemic. An approach informed by critical discursive psychology was employed to analyse a sample of 436 articles published in daily newspapers in Australia between 1 January and 31 December 2020. Three main interpretative repertoires concerning mental health were identified. In the first, mental health was understood as happiness or optimism. The second and third repertoires were each based around a central metaphor - mental health as a resource ('mental wealth'), and mental health as 'mental fitness'. Together, these three repertoires functioned to construct mental health as an internal, individual reservoir of positive emotion, which individuals are responsible for building and maintaining. An ideological dilemma was evident in the data between mental health as an individual responsibility and mental health as a societal responsibility. This study demonstrates that a discourse of individual responsibility for mental health is prevalent in the news media in Australia, even amid the events of the COVID-19 pandemic, and highlights the need for communications about mental health to be designed in ways that increase understanding of the social determinants of mental health.

TikTok on the Clock but the #fitspo Don't Stop; the Presentation and Impact of Fitspiration TikToks on Young Women's Body Image

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Fitspiration is a popular social media trend that aims to inspire individuals to improve their health and fitness through diet and exercise. However, viewing fitspiration content on Instagram has been identified as a contributor to negative body image, especially for young women. With the growing popularity of the video sharing platform TikTok and concerns over its fitspiration content, two studies investigated the presentation and impact of fitspiration TikTok videos. Study 1 experimentally examined the effect of exposure to fitspiration TikTok videos on young women's state body dissatisfaction, appearance comparison and mood, with state appearance comparisons examined as a mediator and trait fit ideal internalisation as a moderator. A sample of 120 Australian women (17-25 years) was randomly allocated to view a set of fitspiration TikTok videos or a set of art control TikTok videos. Exposure to fitspiration TikTok videos increased state appearance comparison and state negative mood relative to art TikTok videos, whereas art TikTok videos decreased body dissatisfaction. State appearance comparison mediated the effect of TikTok videos on body dissatisfaction and mood; however, there was no moderating role for trait fit ideal internalisation. Study 2 explored the themes and characteristics of fitspiration TikTok videos with a content analysis. The first 50 videos from four popular TikTok fitspiration hashtags were screen-recorded, totalling 200 videos. Two independent coders used a standardised codebook, containing definitions and examples of the variables included for coding. Results will be discussed.

What is a mental disorder? Evaluating individual differences in the breadth of people's concepts of disorder

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How mental disorder should be defined is a fundamental question in psychiatry and clinical psychology. However, little is known about laypeople's concepts of disorder, which may influence their mental health-related attitudes and behaviors (e.g., stigma, help-seeking). We developed new measures of the inclusiveness or breadth of laypeople's mental health concepts: the range of psychological phenomena they judge to be disorders. In three studies (Ns = 502, 298 & 298) using nationally representative US online samples, we constructed, refined, and validated two scales using exploratory and confirmatory factor analysis, and convergent and discriminant scale correlations. The two scales - one assessing 'horizontal' breadth (the qualitative range of experiences and behaviors judged to be disordered) and one assessing 'vertical' breadth (the quantitative range of severity judged to be disordered) - had strong reliability and factorial validity. The concept breadth scales were substantially independent of established measures of mental health literacy and demonstrated promising associations with measures of stigma, help-seeking attitude, and personal mental health history. Some associations have also been supported in a separate study with an Australian student sample.

Hindmarsh 1B

Symposium: “Progress is the realisation of utopias”: The role of utopian thinking in promoting engagement in action for a better world

Chairs: Emma F. Thomas & Morgana Lizzio-Wilson

Political engagement is declining: there is evidence of growing political apathy in many advanced democracies around the world. It seems that people believe less and less that it matters who is in power, or that one’s vote makes a difference. However, recent social psychological research provides initial evidence that utopian thinking can increase political engagement. We suggest that visions of a positive future are important drivers of people’s political engagement, collective action, and support for social change—outcomes critical for a society to adapt and advance. In the words of Oscar Wilde: “Progress is the realisation of utopias.” However, how utopian thinking may achieve these ends, the mechanisms, scope and limitations of its effects, are not yet well understood. This symposium brings together research examining the effects of utopian thinking on commitment to action to bring about social change.

Presentations:

Understanding utopian thinking as a motivator of social change

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Previous research has shown that engaging in utopian thinking to increase motivation for social change. Little is understood, however, about the factors which contribute to that motivation. Since previous work has a) conceptualised utopian visions as akin to the cognitive alternatives theorised to underlie collective action motivation and b) identified efficacy as a factor which can account for some of the motivational effect of utopian thinking, established models of a collective action are likely useful frameworks for developing research on utopian motivation. Here I present work in which I attempt to theoretically integrate utopian thinking with models of collective action (especially SIMCA), and empirical studies (including a recent study in the context of the 2022 Australian election) in which I examine the role of factors such as moralisation, identification, emotion, and efficacy in utopian motivation. I conclude with a discussion of how these factors may help us to understand what kinds of utopian visions are likely to motivate social change.

What is, what was, what could be: How emotions tied to the past, present, and future shape collective action

Morgana Lizzio-Wilson (Flinders University), Michael Wenzel (Flinders University), Emma F. Thomas (Flinders University), Danny Osborne (University of Auckland), & Linda J. Skitka (University of Illinois at Chicago)

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Experiencing anger about the current status quo (a negative present) motivates collective action. But how might other temporal comparisons (e.g., thinking about a positive future or

positive past) and the unique emotions they elicit influence people's willingness to act? Although action is often underpinned by anger about the present, no work has systematically examined whether other temporal comparisons influence action via different affective appraisals (e.g., a hopeful vision of how things could be in the future, nostalgia for how things were in the past). In the present research, we test whether these different time referents elicit unique emotions that differentially motivate action. Across two studies (N = 1347), participants were asked to think about and describe a negative, positive, or neutral past, present, or future regarding plastic pollution. They then completed measures assessing emotions (e.g., hope, anger), political consciousness (a latent variable comprising identification, group efficacy, moral convictions, a lack of system justification), and action intentions. Results revealed countervailing effects. Thinking about a positive (vs negative or neutral) future enhanced hope, which predicted stronger action intentions via political consciousness. However, thinking about a positive (vs negative or neutral) timepoint simultaneously decreased anger, which predicted lower action intentions via diminished political consciousness. Alternative temporal comparisons (particularly those involving a positive future) influence action. However, this influence is not wholly positive: while imagining an ideal future can motivate action to actualize this reality, it also demotivates action by attenuating anger and a desire to agitate for change.

“The Times They Are A’Changin’”: How experiencing a discontinuous present and imagining the future shape intention to engage in progressive versus reactionary forms of collective action

Emma F. Thomas (Flinders University), Michael Wenzel (Flinders University), Morgana Lizzio-Wilson (Flinders University), Linda J. Skitka (University of Illinois at Chicago), & Danny Osborne (University of Auckland)

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We are living in times of dramatic, rapid and widespread change. How do discontinuous changes in the present shape how people's emotions about, and intentions to act to change, the future? In this research we integrate the insights from research on the psychology of dramatic social change, collective action and the human capacity to imagine the future (prospexion). We suggest that action to bring about more just and equal societies (progressive collective action), or conversely, action to support more reactionary measures (reactionary collective action) will depend on: i) the experiences of the social changes induced by the change; ii) how people imagine the future (positively, utopian v negatively, dystopian) and, accordingly iii) the emotions that they experience about the present day and the future (hopes, fears, anger, compassion, gratitude). This research reports cross-sectional and longitudinal data collected in the context of wildfire disasters (Study 1; in Australia N = 871, and the United States N = 465) and the COVID-19 Pandemic (Study 2; in Australia, N = 519, and the United States, N = 510). Person-centred longitudinal structural equation modelling is used. The analyses identify when progressive and conservative forms of collective action are shaped by how people imagine the future, which aspects of that future matter, and address the role of the (positive/negative) emotions that prospexion inspires. Perceptions and emotions about the past, present and future shape people's

intentions to act to change that future, in ways that can promote or undermine progressive societal change.

“Your Win Is Our Loss”: How framing utopian thinking and collective narcissism influence support for racial equality

Emily Haines (Flinders University), Morgana Lizzio-Wilson (Flinders University), Emma F. Thomas (Flinders University), & Michael Wenzel (Flinders University)
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What are the circumstances under which advantaged group members will strive to support equality for disadvantaged groups, versus seek to protect their own group interests? Recent work suggests that imagining and striving towards an ideal, positive future world in which equality has been achieved (i.e., utopian thinking) can encourage support for social change. However, for advantaged group members, especially those that see their group as superior to other groups (i.e., high in collective narcissism), such a future be perceived as a threat to their group’s privileged position. A 3 cell between groups design exposed White American participants (N = 325) to a future in which: equality had been achieved between Black people and White people and that everyone benefited (positive-sum future); equality had been achieved between Black people and White people and that White people lost privileges (zero-sum future); or a neutral control. Collective narcissism was pre-measured, whilst threat, progressive and reactionary collective actions were post-measured. The findings consider whether zero- and positive-sum future framing influences White people’s progressive and reactionary responses towards racial equality. Perceptions of threat and collective narcissism may help to explain why and when future-oriented cognition will encourage greater support for racial justice amongst White people.

Discussant

Yoshihisa Kashima (University of Melbourne)
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Session 2 (4.20pm-5.40pm)

Hindmarsh 4

Symposium: Psychology of group dynamics: New research into the formation, function, and maintenance of groups

Chair: Jack Klein

The tendency to form groups is a fundamental feature of being human; these groups, in turn, have a striking power over our individual behaviour and the way we perceive our social worlds. This symposium explores a diverse collection of research on group alignment, intragroup communication, intergroup relations, and social norms, all working to increase our understanding of how groups form, function, and influence its' members. Beginning with identity fusion, a particularly powerful form of group alignment, Song examines its emotional antecedents and explores the emotion of awe as a potential fusion catalyst. Klein also explores identity fusion, albeit focusing on its effect on the propensity for fused actors to trust outgroup members and intergroup exploration. Warren presents research on intragroup communication within filter bubbles, in which there exists a bias to transmit in-group arguments. Finally, Donner explores the tendency for group norms to influence moral judgments.

Presentations:

Feeling awe, feeling one with my country: Awe as a pathway towards identity fusion

Ji Young Song (The University of Melbourne), Jack Klein (The University of Melbourne), Sean Goldy (The University of Melbourne), James Tisch (The University of Melbourne), Brock Bastian (The University of Melbourne)

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From holy relics to marching armies, awe-inspiring stimuli has often been used by groups to motivate unity and collective action. However, the relationship between awe and in-group psychological processes remains relatively unexplored. Across 3 studies (N = 676), we examined whether awe was related to identity fusion to large-scale modern in-groups (i.e., nations). First, cross-sectional Studies 1a (USA; N = 197) and 1b (Australia; N = 338), found the dispositional tendency to experience awe was related to stronger identity fusion to one's country. Next, an experimental follow-up using emotional recall tasks (Study 2; Australia; N = 247), found those recalling intense experiences of awe (vs. amusement) felt a stronger sense of identity fusion to their country, and this was fully mediated through a sense of connectedness called 'vastness vis-à-vis the self'. Currently testing replicability (Study 3), using VR to induce awe. Initial findings suggest, awe promotes a sense of being "part of a greater whole" (vastness vis-à-vis the self), and this connectedness promotes a sense of oneness with in-groups.

Biases in the social transmission of political information

Garth Warren (The University of Melbourne), Yoshihisa Kashima (The University of Melbourne), Michael Donner (The University of Melbourne), Simon Laham (The University of Melbourne)

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Research suggests that one path to affective polarisation is the filter bubble. These are social environments in which people tend to encounter and interact with only like-minded individuals. Although the literature is informative in identifying filter bubbles as a probable source of polarisation, it is not entirely clear how they manifest the types of group-level properties associated with polarisation, affective or otherwise. Notably, little work has described what happens when individuals encode and process political information and then transmit (communicate) that information to other in-group members, a central feature of the filter bubble. Our ongoing studies investigate the serial reproduction of political information, that is multiple retellings as in the telephone game. The method of serial reproduction has revealed that interpersonal communication is characterised by the gradual transformation of the original information, resulting from the preferential survival of certain types of content and the resolution of ambiguity. In this talk, I present evidence of a bias favouring the transmission of politically congruent arguments (i.e., in-group arguments) among political conservatives. The roles of identity and outgroup threat as potential moderators are discussed.

Social norms and moral judgments: A meta-analysis

Michael Donner (The University of Melbourne), Yoshihisa Kashima (The University of Melbourne), Isobel Moore (The University of Melbourne), Garth Warren (The University of Melbourne), Simon Laham (The University of Melbourne)

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A prominent view in moral psychology is that people's moral norms - internalized rules that are adhered to because one believes that it is the right or wrong thing to do - drive their moral judgments. On this view, moral judgments are predicted to be relatively independent of social influence mechanisms, such as descriptive (perceptions about how others act in some relevant circumstance) and/or injunctive norms (perceptions about how others think one should act in some relevant circumstance). However, decades of research on conformity show just how susceptible people are to the influence of descriptive and injunctive norms. Although the majority of conformity research has considered the effects of social norms on non-moral judgment outcomes (e.g., behaviours and decisions regarding alcohol consumption) rather than moral judgment outcomes (e.g., evaluations of wrongness in relation to a third-party consuming alcohol), the view from the conformity literature is that people's moral judgments are also affected by descriptive and injunctive norms.

Indeed, a rapidly growing body of work has begun to show that moral judgments can be influenced by such norms, raising questions about the distinctiveness of the moral domain relative to other psychological (i.e., nonmoral) domains. Yet, the overall strength of these effects as well as the boundary conditions are not yet known. Here, we conducted a meta-analysis of published and unpublished studies on social norm effects on moral judgments. In this talk, I will present some of the preliminary results of this project.

Hindmarsh 3

Symposium: A Social-Psychological Exploration of Contemporary Issues for Transgender and Gender Diverse Individuals

Chair: Joel Anderson & Kian Tan

Lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual, and sexually or gender diverse (LGBTQA+) people in Australia reported poorer mental health and wellbeing outcomes than cisgender heterosexual people. Trans and gender diverse (TGD) individuals experience poorer mental health and wellbeing outcomes than both their cisgender counterparts and other groups within the LGBTQA+ community. TGD individuals typically report poorer self-rated health, higher levels of psychological distress, greater reports of mental health conditions – for instance, in Australia, TGD individuals are up to 15 times more like to attempt suicide than cisgender heterosexual Australians. There is an urgent need to address these disparities in health and wellbeing, and to better understand the lived experiences of TGD Australians. In this symposium, a range of methodologies will be used (systematic review, qualitative, and quantitative methods) to explore these issues. We will open with a presentation on the impacts of intersectional stigma on health and wellbeing for TGD people of colour (by Tan). Then we will follow with a presentation on the experiences of incarceration for TGD individuals who have lived on the inside (by Rosa). Following this will be a qualitative exploration of body image concerns for gender non-binary individuals (by Burstall), and we will close with a presentation exploring the barriers and outcomes reported by non-binary people when accessing gender-affirming medical treatments (by Javier).

Presentations:

The Effects of Intersectional Mistreatment on the Health and Wellbeing of Multicultural trans and gender diverse people in Australia

Kian Tan (Australian Catholic University), Joel Anderson (La Trobe University; Australian Catholic University), Xochitl de la Piedad Garcia (Australian Catholic University), Leah Kaufmann (Australian Catholic University), Michael Thai (University of Queensland), Marina Carman (La Trobe University), Nat Amos (La Trobe University), Ruth McNair (University of Melbourne), Adam Bourne (La Trobe University)

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A recent large-scale survey of LGBTQ+ people in Australia (Private Lives 3) reported that trans and gender diverse (TGD) participants and cisgender LGB multicultural participants independently reported higher levels of unfair treatment due to their identity, and each also reported poorer health outcomes. While the impact of stigma and prejudice has been studied at a single marginalised identity level, intersectionality theory proposes that individuals with multiple marginalised identities (e.g., trans and gender diverse individuals who are also an ethnic minority individual) would experience disproportionately higher rates of stigma, and poorer rates of health and wellbeing due to the unique oppressions and systemic inequities that they experience. This study aimed to understand how experiences

of unfair treatment related to health and wellbeing outcomes for TGD multicultural people living in Australia. We hypothesised that higher levels of ethnicity- and trans-specific unfair treatments will be related to lower levels of health and wellbeing outcomes, and that known protective factors such as feelings of acceptance, community belonging, and gender euphoria will be protective against these relationships. The findings of this study could be used to help develop safer spaces and promote strength-based narratives towards better health and wellbeing for LGBTQ+ individuals with multiple marginalised identities.

Transgender and Gender Diverse Peoples' Experiences of Incarceration

Scarlet Rosa (Royal Melbourne Institute of Technology), Katherine Johnson (Royal Melbourne Institute of Technology), Marietta Martinovic (Royal Melbourne Institute of Technology), Joel Anderson (La Trobe University; Australian Catholic University)

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This presentation will review findings from the literature regarding the experiences of transgender and gender diverse (TGD) people who are, or have been, incarcerated. Prisons have entrenched cisnormative values and embody assumptions of binary sex and gender, and thus TGD people pose a challenge to these systems. The prison environment enforces and maintains aspects of gender through various ways, such as controlled uniforms, the products that are obtainable, and the available programs and facilities. This restricts the ability for TGD inmates to express, embody, and affirm their gender. They are often further pathologised, or have their identity denied. Moreover, there are serious concerns for their safety. Media reports from around the world highlight maltreatment and abuse, with potentially fatal consequences. The academic literature in this area is still emerging, and there are many gaps in knowledge. This presentation will highlight key themes from the literature regarding how TGD people experience prison, as well as exploring the ways that TGD people have demonstrated resilience, autonomy, and agency in prison, and how their identities are experienced and perceived by others. This presentation will further critique the cisnormative biases that underly justice systems and prison management. Scholarship in this area is limited, and it is hoped that this review will contribute to furthering collective knowledge about the issues that TGD people face in prison. This is important for upholding human rights, and has implications for improving the treatment and management of TGD people who are incarcerated.

Body Image for Gender Non-Binary Individuals: A qualitative exploration

Jaz Burstall (Australian Catholic University), Xochitl de la Piedad Garcia (Australian Catholic University), Kian Ta (Australian Catholic University), Joel Anderson (La Trobe University; Australian Catholic University)

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Body image concerns are concerningly prevalent within the transgender and gender diverse community, and these concerns have been linked to disordered eating and poor mental health. Specifically, many transgender and gender diverse people experience body dysphoria, and may engage in body modification behaviours, or adopt presentation choices,

to physically express their gender. There is a lack of research conducted in this area, and the limited research that exists has been conducted with binary transgender people (i.e., transmen and transwomen). However, we know that the social and societal pressures around body image and body expectations that are experienced by gender non-binary people are likely to have different experiences compared to binary transgender people. To explore these issues – with the aim of better understanding the unique experiences of body image for Individuals who have non-binary gender identities, we interviewed 15 gender non-binary Australians about their experiences of gender, body image and mental health. We adopted an inductive data analysis strategy based on grounded theory, and thematically analysed the data to reveal a series of broad themes relevant to the transgender and gender diverse community, and a series of themes specific to non-binary individuals. The findings of this project can provide valuable insight into how we can improve mental health services for non-binary people, by listening to their unique experiences of gender, body image and mental health.

Barriers and Outcomes Reported by Non-Binary People When Accessing Gender-Affirming Medical Treatments: A Systematic Scoping Literature Review

Christienne Javier (University of Queensland), Torrey Atkin (University of Queensland), Charlie Crimston (University of Queensland), Fiona Kate Barlow (University of Queensland)

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Like transgender women and men (i.e., those who identify as opposite to their sex assigned at birth), non-binary people (i.e., those who identify outside of the female/male gender binary) may undergo hormone and surgical treatments to physically affirm their gender identities and subsequently, improve their psychological wellbeing. Yet, little is known whether non-binary people report similar or different barriers and outcomes when accessing these treatments as transgender women and men, mainly since they identify outside of the female/male gender binary norm/majority. Thus, in this talk, I will discuss my second PhD study, a systematic scoping literature review, that aimed to synthesize and examine the literature on treatment barriers and outcomes reported by non-binary people. Eligible studies were retrieved from Google Scholar, Scopus, PubMed, and PsycINFO databases, as well as Google Scholar search alerts. The latest research we found at the time of writing was published in May 2022. Findings from 20 studies overall suggest that non-binary people experience five major barriers to treatment, including one unique from transgender women and men. Yet, when non-binary people do end up accessing treatment, findings from 11 small studies overall suggest that most non-binary people report positive treatment satisfaction and quality of life outcomes. As such, further research is needed to determine ways in which non-binary people can overcome these treatment barriers so that additional further research can be conducted to more confidently determine whether gender-affirming medical treatments are beneficial for these gender marginalised populations.

Hindmarsh 2

Thematic Session: Macro, Meso, & Micro-Level Prejudice Interventions

The contact-prejudice relationship among Australians towards the Chinese diaspora in Australia

Roberta Chen (University of Sydney), Fiona White (University of Sydney)

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Since the outbreak of COVID-19 and the deterioration of diplomatic relations between Australia and China, Australia has seen a rapid surge in racial prejudice towards their Chinese diaspora. This marginalisation is predicted to have a severe impact on the mental health and quality of life in the residing Chinese population. Consequently, it is critical to explore strategies that can improve the growing intergroup tensions permeating in our society. Intergroup contact is currently the most empirically tested prejudice reduction strategy. One online survey and two experimental studies will explore and evaluate how different forms of indirect contact strategies, utilising mass media technologies, can be implemented to reduce racial prejudice towards the Chinese diaspora in Australia. So far, as hypothesised, higher quality and quantity of self-reported contact with Chinese individuals predicted less prejudice except for realistic threat. This contact-prejudice relationship was found to be mediated by intergroup anxiety, interpersonal closeness and outgroup empathy. Thus, findings suggest that contact is an effective strategy. This contact-prejudice mediation model will be tested in subsequent experimental studies, comparing the efficacy of synchronous audio-based communication with synchronous text-based communication and asynchronous vicarious contact. It is expected that synchronous contact interventions will reduce prejudice more so than asynchronous contact and the more immersive audio-based communication will reduce greater prejudice than the text-based communication. Ultimately, this research project aims to explore contact as a potential prejudice reduction strategy and in doing so, evaluate different indirect contact strategies that can most effectively reduce prejudice towards the Chinese diaspora.

When will people take the perspective of other group members? A meta-analysis of the effects of perspective-taking on intergroup attitudes and actions

Elia K. Buonaiuto (Flinders University), Emma F. Thomas (Flinders University), Mariette Berndsen (Flinders University), Paul Williamson (Flinders University), Lisette Yip (Flinders University)

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Prejudice is known to have adverse effects for individuals who experience it, and societies who host it. One popular method for tackling prejudice is to encourage members of advantaged or majority groups to take the perspective of disadvantaged group members (i.e., “perspective-taking”). However, it is becoming clear that this strategy does not always reduce negative attitudes and can sometimes exacerbate hostility. In this talk, we will examine when and why perspective-taking techniques fail or succeed. We propose that

perspective-taking interventions fail when they do not account for the nature of the intergroup relationship between the advantaged and disadvantaged groups in question. We report meta-analytic results from experimental studies ($k = 147$ involving $N = 21,841$ participants) pertaining to the effects of perspective-taking on intergroup attitudes and actions. We hypothesise that perspective-taking will have positive effects (i.e., reduced prejudice/increased support) when the relationship between the advantaged and disadvantaged groups is perceived to be more benevolent; but may be associated with negative effects (i.e., enhanced prejudice/decreased support) when the relationship between the advantaged and disadvantaged groups is perceived to be more hostile. The findings of the meta-analysis provide key insights which can inform research practices and improve mainstream campaign strategies.

An applied cognition approach to Conspiracy Theory Beliefs: Predictive factors and future methods of intervention

Neophytos Georgiou (University of Adelaide), Paul Delfabbro (University of Adelaide), Ryan Balzan (Flinders University)

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Conspiracy theories (CTs) are novel, thought-provoking narratives that can propose grandiose ideas regarding how the world operates. International opinion polls suggest that CT beliefs are now more widely embraced than ever. CT beliefs have also become an important policy-relevant area of research since the events of the COVID-19 pandemic. Given these circumstances, research has sought to understand the antecedents to CT beliefs, and, potential methods to counteract their acceptance. Our recent work suggests that a greater focus on scientific education may be the most effective way to counter CT beliefs. In the presented study, through an experimental design, we examined whether encouraging a stronger orientation toward critical scientific appraisal of conspiratorial accounts could reduce CT acceptance. From a representative sample of 700 adults, participants completed a measure of COVID-19 related beliefs, among other covariate measures, before being randomly allocated to either a control or scientific reasoning manipulation. Participants in the scientific reasoning condition were presented a psychoeducation segment which introduced key scientific concepts to help identify the logical flaws of the COVID-19 related CT content first presented. A neutral presentation of statistics of the COVID-19 pandemic was shown in the control condition. People assigned to the scientific reasoning condition were found to display significantly lower CT belief endorsement post-intervention compared to the control group. The results of this study encourage a greater focus on specific reasoning skills that may be malleable to a psychoeducation approach, in order to further develop methods to prevent CT beliefs.

Using social psychology to reform discrimination law

Robin Banks (University of Tasmania), Winnifred Louis (University of Queensland), Margaret Otlowski (University of Tasmania)

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This talk is based on the chapter of the presenter's PhD thesis on reforms to discrimination law, focusing on reforms based on social psychology research into prejudice and discrimination. The presenter's overall thesis explores the potential for discrimination law reform through incorporating understandings of prejudice and stigma: the causes of prejudice, how stigma and prejudice affect and are affected by perceptions of difference and, in turn, how stigma and prejudice manifest in discriminatory actions. This is the culmination of research involving interviews with key stakeholders including lawyers, social psychologists and members of equity-seeking groups, analysis of Australia discrimination case decisions, and review of key social psychology theories and findings. Specifically, this talk draws together those threads to propose reforms to both the substantive and procedural aspects of Australian discrimination law. The talk summarises areas where reform has been identified as needed and then applies the social psychology research to address these. The focus is on seeking ways in which discrimination law can respond to prejudice-based behaviour - whether conscious or unconscious - in ways that are more responsive to what is known about the source, emotion and action of prejudice. The reforms address a range of core concerns identified by scholars globally in respect of discrimination law and the ongoing difficulty in Australia and elsewhere of dealing effectively with intersectionality in discrimination claims. One objective of this presentation is to discuss the proposed reforms and seek feedback on them.

Hindmarsh 1a

Thematic Session: Prosocial Behavioural & Positive Psychology

The Effect of Social Exclusion on Cognitions and Behavioural Intentions of Bystander Intervention following Bullying

Annabelle Neall (University of Queensland)

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Exclusion or rejection from the group begets several undesirable physical, and psychological consequences (Baumeister & Leary, 1995). In the workplace, our desire to belong and be part of the work group is a dominating influence and may supersede our desire or instinct to help others when to negative behaviour from others. In other words, when our position within the work group is threatened or uncertain, we may overlook our colleagues' need for assistance and fail to intervene, because assisting others may further jeopardise our place in the work group and expose us to the negative consequences of exclusion.

This study sought to ascertain the relationship between group belongingness and cognitive and behavioural intentions to intervene in the face of workplace interpersonal deviance. Current employees (n = 300) from various industries completed the online survey outlining their levels of belongingness at work and inclination to intervene (directly or indirectly) when witness to an act of workplace deviance (vignette).

Analysis of data is currently underway. It is expected that participants who experience threats to their belongingness at work will rate their own level of responsibility to intervene as lower and will be less likely to intervene than participants who do not experience threats to their belongingness at work.

Self-Threat and Helping Behaviour: The Role of Self-Compassion

Leah Smolarek (Flinders University), **Michael Wenzel** (Flinders University)

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Helping behaviour is predicted by a range of factors, but defensiveness and personal distress are common barriers to engaging in prosocial action. Self-compassion has been positively linked to more effective emotional regulation, higher self-improvement motivation, and a more balanced sense of self. Less is known about the implications of self-compassion for interpersonal behaviour and, specifically, helping behaviour. Given that self-compassion has been found to facilitate emotional regulation and coping with self-threats, we argue that self-compassion might also function to reduce the impacts of distress and threats that may arise in helping situations. Self-compassion may therefore reduce defensiveness and avoidance coping, and instead increase the likelihood of engaging and providing help. In a first study, currently underway, we focus on trait self-compassion. Self-compassion will be measured a few days prior to an experimental study in which participants consider a situation with a person in need. Self-threat is manipulated by making salient participants' privilege-related guilt in contrast to the person in need. We will utilise a scenario-based behavioural measure of helping, and explore the roles of self-reported

personal distress, empathic concern, defensiveness, and compassion for others. We predict that individuals in the high (vs. low) self-threat condition will generally show greater personal distress and defensiveness and, mediated via these, less helping. However, these effects are predicted to be attenuated for individuals with higher trait self-compassion due to an ability to better regulate any distress and defensiveness arising from self-threat. Further, we expect self-compassion to be negatively related to personal distress, defensiveness, and empathic concern across both conditions.

Identifying events that elicit humility: A data-driven approach

Elizabeth Summerell (UNSW), Cindy Harmon-Jones (UNSW), Eddie Harmon-Jones (UNSW)

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Humility has received growing attention within the psychological literature. However, issues such as definitional disagreement and a lack of empirical evidence have plagued this research. In order to facilitate more rigorous research on state humility, psychological scientists require more information about the kinds of events that elicit humility. We take a data-driven approach to identify humility eliciting events by examining written autobiographical recall responses collected from previous studies (N=190). Using content analysis, we identified specific events, subjective feelings, and physical sensations, and examined their associations with self-reported humility. Categories generated suggest that humility exists in both an appreciative and self-abasing form. Results suggest that events involving prosociality (helping others, being helped, seeing others help) are most predictive of state humility scores. Discussion will focus on identified patterns and their implications for the facilitation of more rigorous and evidence-based research in this area.

Causes of Drug Addiction among University Students in Rawalpindi and Islamabad

Bilal Ahmed (International Islamic University Islamabad)

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Drug addiction among students of academic institutions has emerged as a serious social problem confronting contemporary Pakistani society. Despite the fact that significant number of youth has become drug addicts and their number is increasing consistently, still we do not have any precise policy interventions to address this malaise. The main objectives of this research were to explore the processes that lead to drug addiction among university students and the types and ways of drug addiction. Drawing upon in-depth interviews with 30 drug addict students from six largest public and private sector universities in Islamabad and Rawalpindi, the study unveils that the main causes of drug addiction among students include easy availability of drugs in universities, hostel environment, the company of peer group, social and electronic media. The study also highlights that with the passage of time, depending upon their company and exposure, the students develop the curiosity to experience other forms of substance for addiction that generally starts with smoking charas. Students use the drugs without many restrictions as universities have not taken serious steps to address the issue of drug addiction in their premises and even sometimes employees of universities are also involved in the drug business. There is an urgent need in

Pakistan to develop a comprehensive strategy to address the alarming issue of drug addiction in academic institutions involving all the stakeholders focusing on creating awareness among students about the effects of addiction, monitoring of activities in academic institutions, and punishing those involved in the supply chain of drugs in academic institutions.

FRIDAY

Session 3 (8.40am-10am)

Hindmarsh 4

Symposium: Building positive futures in schools: An examination of social identity processes (Part 1)

Chair: Katherine Reynolds & Diana Cárdenas

Good education can transform lives and underpins future prosperity for individuals, communities and the country. Until recently the idea that schools are intergroup systems was neglected. Rather than focusing only on individuals-as-individuals there may be much that can be gained through group-level dynamics in explaining and shaping behaviour inside school walls. Such insights could help schools deliver good education. Along these lines, a growing program of research has demonstrated that by strengthening positive school climate (norms, values and beliefs of the group) and school identification (psychological connection and belonging to the school) it becomes possible to change well-being, attitudes and behaviour including academic achievement (Reynolds & Branscombe, 2015). In this symposium, key research studies will be outlined that focus on well-being and/or academic achievement including amongst staff samples. Strengths of this research are that it is theory-driven, uses longitudinal methods and large sample sizes. Also explored are contemporary emphases on the benefits of being a member of multiple groups or supra-groups, identity leadership, positive psychology interventions, machine learning and resilience as a outcome of group ties. Implications of this work for social psychology, school practices and models of behaviour change will also be discussed.

Presentations:

Leading for “us” and why it matters: Staff well-being and engagement at work

Katherine Reynolds (Australian National University), **Diana Cárdenas** (Australian National University), **Bethany Reid** (Australian National University), **Emina Subasic** (University of Newcastle)

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Schools and their leaders are increasingly recognized as key players in staff members' wellbeing and engagement. In this research, we examine the role of leadership in creating such a positive school climate. Based on the social identity approach to leadership, we argue that identity leaders—those capable of crafting and clarifying what it means to be a school member while actively representing the school's interests—will be able to foster a positive school climate. In turn, this positive school climate should result in a range of positive outcomes for staff members, including better wellbeing and greater engagement in their work. Using a longitudinal survey of over 4000 school staff, we found support for our hypothesis: staff members who perceived their school leaders as being identity leaders perceived a more positive school climate one year later, which, in turn, predicted greater wellbeing (less burnout, less stress, greater self-esteem) and greater engagement in school

(greater school commitment, team morale, and professional development). Overall, these results illustrate the key role that identity leaders play in crafting positive school environments and outcomes for their staff.

The impact of school climate, school identification, and resilience on adolescent mental health: A longitudinal study

Aseel Sahib (Australian National University), Junwen Chen (Australian National University), Diana Cárdenas (Australian National University), Katherine Reynolds (Australian National University)

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Mental illness in adolescents is on the rise, thus it is vital to study factors that can improve youth mental health. The extant theory and research have identified both group (school climate; school identification) and individual (resilience) constructs as protectors of mental health. However, these protective factors remain in silo and require further integration. To address this issue, the current study proposed and investigated an integrative model in which group factors (i.e., school climate, school identification) nurture individual (i.e., resilience) protective factors, which in turn impact adolescent mental health. Using three-wave longitudinal data (2017-2019) from high school students (Grades 7-10; N = 1,357), we found evidence supporting the integrated model examining five dimensions of mental health: anxiety, depression, happiness, life satisfaction, and positive affect. Greater Wave 1 school climate predicted greater identification one year later, which in turn predicted greater resilience. Furthermore, greater resilience predicted lower depression and anxiety, and greater happiness, life satisfaction, and positive affect one year later. These results support efforts to strengthen school climate and to reconceptualise resilience as an outcome of group processes.

Positive psychology interventions and wellbeing in a schools: Do they work?

Emma Smadbeck (Australian National University), Diana Cárdenas (Australian National University), Katherine Reynolds (Australian National University)

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Schools are increasingly being considered a critical environment to promote adolescent wellbeing, which can be seen in the increasing number of Australian schools with Positive Education programs. Indeed, a report by the Australian Government Productivity Commission (2020) recommended additional investment in school wellbeing programs and increased focus on evaluating approaches to improve mental health and wellbeing within schools. This study evaluated the effectiveness of two different positive psychology interventions (PPI's; random acts of kindness and a gratitude letter) on improving adolescent wellbeing within a school setting, while also evaluating the mechanism of change for adolescent wellbeing by evaluating the impact of group processes. Over 1,000 students in years 7-10 from schools across Australia participated by engaging in a randomised intervention of a 4-6-week period. Preliminary results from the study will be presented and implications discussed.

Is it really the “more the merrier”? Clarifying the number of group memberships and school identification in student wellbeing.

Emma Dunstone (Australian National University), Diana Cárdenas (Australian National University), Katherine Reynolds (Australian National University)

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There are widespread concerns about a decline in young people’s mental health. One promising direction to address this issue involves group memberships and social identity processes. Despite progress, there are a range of issues in current theory and research including 1) whether the number of groups to which an individual belongs is related to more positive well-being, 2) better understanding the relationship between groups memberships and social identification processes and 3) the need for more comprehensive longitudinal methods. The goal of this study was to address these issues using a three-wave longitudinal design (N=1331) conducted in a high school setting with young healthy students. Both the number and importance (an indicator of social identification) of student extracurricular activities (ECA) were assessed and examined as predictors of six well-being outcomes. Importantly, we also assessed whether identification with the school as the context in which the ECAs were situated mediated this association. Results show that, generally, the number of group memberships had no direct effect on wellbeing, however there was a consistent mediation via school identification. When considering number and importance in the one model (comprising a sub-sample) importance emerged as being the key predictor. Such findings not only advance understanding of the social identity and well-being relationship but also have practical implications which are discussed.

Hindmarsh 3

Symposium: Emerging insights in emotion regulation: factors influencing emotion-regulation motives, strategy use, and effectiveness across the lifespan

Chairs: Ella Moeck & Peter Koval

Emotion regulation—the processes by which people influence their emotions—is a key component of psychological functioning. Decades of research has focused on identifying which strategies are generally adaptive or maladaptive. But might a given strategy be appropriate in one situation, and not another? In this symposium, we examine this possibility through emerging research on the factors that influence emotion regulation motives, strategy use, and regulation effectiveness across the lifespan. Uchida reports a study investigating how people’s motives for regulating emotions are related to their ability to precisely label their emotions (i.e., emotion differentiation). Koval presents two studies testing whether context-dependent use of reappraisal—a widely studied regulation strategy—is associated with well-being. Moeck examines the effectiveness of emotion regulation for coping with uncertain future events, which have no known outcome. And finally, Fox examines how interpretative and memory biases for emotional information influence the development of effective regulation and resilience during adolescence. Together, the talks shed light on the complex links between emotion regulation and psychological functioning.

Presentations:

What do people gain from differentiating their emotions?

Aya Uchida (The University of Melbourne), Katharine Greenaway (The University of Melbourne), Elise Kalokerinos (The University of Melbourne)

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Emotion differentiation involves precisely labelling emotions, and has benefits for psychological health and wellbeing. Theory proposes that differentiation is beneficial because more specific emotion labels provide us with information we can use to regulate our emotions in desired ways. For example, we can regulate our emotions to feel better in the moment (hedonic motive), or gain benefits in task performance, learning, social relations, and personal growth (instrumental motives). Thus, emotion differentiation may be linked to motivations to regulate emotions to achieve this broad range of benefits. To test this link, we conducted an experience sampling study (N=173) in which participants completed surveys eight times a day for seven days. We asked participants to tell us their motives for feeling certain positive (happy, calm, hopeful) and negative (anxious, stressed, sad, angry) emotions. Based on the idea that precise labels allow people to net the full range of emotional benefits, we hypothesised that high differentiators would endorse instrumental emotion regulation motives more often than low differentiators. We also explored whether differentiation predicted the ratio of hedonic to instrumental motives, and whether emotionally intense situations was linked to more instrumental motive use

among high differentiators. Our findings show how emotion differentiation guides the way we regulate our emotions in everyday life.

Flexible use of reappraisal in daily life is not associated with well-being: correlational and experimental evidence

Peter Koval (The University of Melbourne), Maria Roos Dekker (The University of Melbourne), Katharine Greenaway (The University of Melbourne), Elise Kalokerinos (The University of Melbourne), Jordan Hilton (Australian Catholic University), John Gleeson, (Australian Catholic University), Peter Kuppens (KU Leuven), Tom, Hollenstein (Queen's University)

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Recent theoretical accounts propose that flexible emotion regulation is essential for healthy functioning and well-being. One key component of regulatory flexibility, known as strategy-situation fit, involves context-sensitive deployment of emotion-regulation strategies to match fluctuating contextual demands. We conducted two intensive longitudinal studies, using correlational (N=176) and experimental (N=184) methods, to investigate whether strategy-situation fit in reappraisal is beneficial for short-term affective outcomes and/or indicators of longer-term psychological well-being. Specifically, we investigated whether matching one's use of reappraisal with perceived controllability of daily situations is more adaptive than using reappraisal uniformly across contexts. Based on previous research and theory, we defined better strategy-situation fit as using reappraisal more in uncontrollable situations and less in controllable situations. Further, we predicted that this pattern would relate to better outcomes than uniform reappraisal. However, our findings across both studies provide little evidence for the predicted benefits of strategy-situation fit for reappraisal. Rather, we found some evidence for the well-being benefits of using reappraisal in general, independent of perceived controllability. Considered together with other recent findings, our results cast some doubt on the supposed adaptive value of flexible emotion regulation.

Emotion Regulation in the Face of Uncertainty

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People say knowing the ending ruins a good story. This saying may be true when it comes to books and films, but when it comes to our own lives the anxiety elicited by uncertainty can wreak psychological havoc. In fact, waiting for the outcome of uncertain events can be equally, if not more, distressing than receiving bad news. So, what can we do to help people emotionally cope with uncertain events? Across two experience-sampling studies, we examined the effectiveness of emotion regulation—i.e., changing emotions in desired ways—for improving emotional responses in the lead up to, and following, uncertain events.

In Study 1, we assessed students (N = 101) waiting for grades that would determine whether they could continue with their university degrees. We examined how emotion regulation during the uncertain wait influenced emotions during the wait and after receiving grades. In Study 2, Prolific participants (N = 262) nominated their own ongoing uncertain event. Relative to Study 1, we focused primarily on the waiting period and included a wider variety of regulation strategies. We found that people feel negative while awaiting uncertain events and try to regulate these feelings, but with mixed results. Future research should prioritise developing regulation strategies that focus less on event outcomes, and more on improving emotional responses during waiting periods.

The Role of Cognitive Biases in Emotion Regulation in Adolescence

Elaine Fox (University of Adelaide), Charlotte Booth (University College London), Annabel Songco (The University of New South Wales), Sam Parsons (Donders Institute of Brain, Cognition and Behaviour)

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The CogBIAS longitudinal study investigates healthy and pathological emotion regulation in adolescence. Data was collected from a starting sample of 504 and a wide range of variables were assessed when adolescents were approximately 13 (n=504), 14.5 (n=450) and 16 (n=411) years of age. Growth mixture modelling revealed four distinct developmental trajectories with regard to anxiety and depressive symptoms and these trajectories were closely related to changes in cognitive biases, specifically interpretational and memory biases. Further analysis evaluated the role of cognitive biases in resilient functioning, which was measured in terms of 'better than expected levels of functioning' in response to significant adversity. Once again, cognitive factors were associated with resilient functioning. Specifically, selective biases in memory and resilient functioning were found to be reinforcing mechanisms across the different assessment points. Finally, a moderated network modelling analysis revealed that good mental health was associated with positive and negative memory biases and positive interpretation biases. Of particular interest, network connectivity decreased with higher positive mental health ratings. We conclude that cognitive biases, negative and positive, are important emotion regulation mechanisms underpinning resilience and anxiety and depression symptoms in a cohort of adolescents.

Hindmarsh 2

Symposium: GENDER k22: Current Trends and Novel Insights into the Psychology of Gender Equality (Part 1)

Chairs: Stefano Ciaffoni & Morgan Weaving

In the last 50 years, gender disparities have decreased in Western societies, but inequalities remain. Gender discrimination has become more subtle, yet not necessarily less harmful nor less pervasive. As society has changed, so have inequalities, and gender continues to play a significant role in the opportunities that individuals are offered. In this double-symposium, we aim to capture the complexity of existing gender inequalities and identify possible solutions moving forward. We bring together research from diverse methodologies and theoretical frameworks, to illuminate how gender affects people's experiences in several fields, and to inspire future research on this pressing topic. Part I brings together four presentations. In the first, Ciaffoni et al. delve into women's experience of inequalities by identifying the main domains around which inequalities are appraised, and analysing the circumstances under which perceptions of inequality are related to support for social change. The second and third studies touch upon contemporary issues of gender discrimination and diversity inclusion in the workplace, by examining both the employee's motivations to support diversity (Dawson et al.) and the influence of the workplace characteristics (Luong et al.). In the fourth study, Franklin-Paddock et al. investigate the social psychological factors that predict people's attitudes towards the "Manosphere", a growing network of online men's communities that endorse and promote anti-feminist and sexist beliefs. Considering both online and offline settings, and workplace-related and private domains, the first part of this double symposium provides an overview of the different spheres in which gender inequalities are reproduced.

Presentations:

A Whole Palette of Inequality!: Exploring Women's Perceptions of Gender Inequalities and their Relation to Support for Social Change

Stefano Ciaffoni (University of Bologna), **Monica Rubini** (University of Bologna), **Silvia Moscatelli** (University of Bologna)

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Gender inequalities occur whenever people are allowed different opportunities solely depending on their gender. Not limited to one specific life sphere, this is a complex and multifaceted societal issue: from the work environment to the family context, and intimate relationships. Yet, despite its extensive prevalence, attempts to overcome inequalities are rare, even among women. Do women perceive such disadvantages? And what factors refrain them from advocating social change?

Developed across two correlational lines of studies, the current research deepens the understanding of some antecedents of women's support for gender equality. Given the absence of a comprehensive instrument assessing the perception of the different facets of gender inequalities, Study 1a-b-c-d investigated what components constitute women's

perception of gender inequalities (N_{tot}=1481). Results of this validation showed a robust four-factor solution, indicating that awareness of inequalities revolves around work inequalities, domestic unbalance, harassment towards women and tighter social expectations. Study 2 (N=372) examined under which conditions perception of gender inequalities leads women to promote social change, considering the role of other potential barriers and facilitators. Results of SEM showed that perception of inequalities is predicted by social identification with women and feminists, and associated with higher support for collective action. Furthermore, the negative effect of gender system justification beliefs and the positive effect of perceived social norms was explored. Despite the existence of barriers to supporting social change, such as system justification beliefs, the pathway to equality can be paved through the mobilisation of other factors, such as friends' norms about supporting equality.

Better workplaces through workspaces: A multi-study exploration of employee experiences of workspace compatibility

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Organisations are continually finding strategies to improve diversity and inclusion in the workplace, and more recently, this conversation has included the role of the physical workspace. Literature suggests that workspaces have the capacity to convey symbolic meaning about what matters to an organisation, including the importance of dominant and valued group memberships. To the extent that workspaces do this, it may lead minority group members and women to feel a lack of compatibility and inclusion. This is problematic as there is some evidence that compatibility between an employee and their environment may contribute to employee thriving and positive work outcomes. However, at present, there is little empirical work that can speak to employees' experiences of workspace (in)compatibility and its consequences for job attitudes and well-being. To develop a better understanding of these processes, we conducted three studies, including an interview study, cross-sectional and diary study. We found that employees' experiences of compatibility vary with the type of space (local, liminal or organisational). There was also some evidence of gender differences in space use and perceptions. Finally, our findings suggest that workspace compatibility significantly influences key workplace attitudes (e.g., job satisfaction, organisational commitment) and employee well-being (e.g., sense of belonging). These findings provide initial support for the importance of workspace compatibility, which can inform workspace designers on creating more inclusive workplaces through workspaces.

Our ‘Why’ Shapes Your ‘Why’: An Employee-Centered Approach to Diversity and Inclusion at Work

Niamh Dawson (University of Queensland), Stacey Parker (University of Queensland), Tyler Okimoto (University of Queensland)

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The business case for gender equality is just one example of how organizations rationalize their efforts. Juxta-positioned against the social justice, or fairness case, these often-opposing rationales have prompted significant debate across both academic and business communities. However empirical research often neglects their impacts on those essential in driving change on the ground: the employees. The current research, therefore, offers a potential avenue for understanding how, and when, these rationales affect employee motivation to support diversity and inclusion objectives by adopting an employee-centered approach to diversity and inclusion at work. Through the lens of Self-Determination Theory, we argue that perceptions of the organization’s intentions for engaging with diversity and inclusion practices dictate patterns of individual employee motivation for putting effort into diversity and inclusion. In turn, these motivational patterns are differentially associated with employee inclusion (both attitudes and behaviours). Across two studies, Latent Profile Analysis identified four distinct profiles of diversity and inclusion motivation, which were differentially related to inclusion (Study 1) and predicted by perceptions of organizational intent (Studies 1 and 2). Combined, these findings reveal that the ways in which we ‘rationalize’ gender equality efforts at the top, trickle down to shape the motivations, attitudes, and behaviours of change agents on the ground.

“Sorry girls. You suck”: A Social Identity Approach to Manosphere Attitudes Towards Women

Brooke Franklin-Paddock (Australian National University), Michael J. Platow (Australian National University)

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The 21st century has seen the progress of feminism disrupted by, among other forces, the Manosphere – an online movement marked by misogynistic and antifeminist ideologies. We will present the results of a correlational study (N=220 men) that sought to determine what social and psychological factors can predict the endorsement of a range of Manosphere attitudes: hostile attitudes towards feminism, hostile evolutionary explanations of gender relations, and the perceived truth of a sexual assault myth. After controlling for hostile sexism, results indicated that Manosphere attitudes are predicted, at least in part, by key variables outlined within Social Identity Theory, including high social identification as a man, the perceived legitimacy and instability of gender intergroup relations, and the perceived threat of feminism. We will then describe a follow-up experiment that independently manipulated men’s perceptions of their own status within the category of men, and the stability of men’s collective status relative to women. Implications and future directions of

this research will be discussed in reference to gender equality, gender-based harassment, and violence against women.

Hindmarsh 1

Thematic session: Group Processes & Environmental Justice

What factors predict support for resettling those displaced by climate change?

Samantha Stanley (Australian National University), Jeremy Becker (Saint Louis University), Zoe Leviston (Australian National University), Caroline Ng Tseung-Wong (University of Canberra)

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How will Australians respond to calls to resettle people displaced by climate change? Despite the popular label, 'climate refugees' are not granted protection under refugee law, and indeed, there are no specific policies supporting the resettling of 'climate migrants'. Over the last few years, we have been studying levels and determinants of support for climate-driven migration. In this talk, I will review some of our key findings from this program of research. This includes the extent resettlement support hinges on factors such as whether groups or individuals are referred to as climate 'migrants' or 'refugees', and individual differences in raters' ideological attitudes. We also apply intergroup threat theory to understand the extent climate-driven migrants are perceived as threatening Australia's resources and culture. Together, this work provides insights into some of the factors associated with support for resettling this novel group, thus foreshadowing their possible acceptance (and pushback) from potential hosts of climate migrants.

Bringing Back the "Social" in Social Norms: An Intergroup Approach to Environmental Behavioural Change

Haochen Zhou (Australian National University), Katherine Reynolds (Australian National University), Tegan Cruwys (Australian National University), Emina Subasic (University of Newcastle)

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With the current climate emergency, effective behavioural interventions are needed to promote environmentally friendly behaviours efficiently to a large population. Social norm communications have been a dominant approach to this effort in social science. Despite many studies supporting the use of social norms in changing people's environmental behaviours, other studies have pointed to failures or even backfiring of norms. A close examination of the existing literature reveals a lack of intergroup analysis in the current approaches where norms are divorced from group processes. Therefore, the current investigation systematically examines how an intergroup perspective could illuminate the underlying mechanisms and importantly the boundary conditions of norm communications. As first steps in this investigation, two studies were conducted to look at recycling behaviour. Study 1 (N = 220) was designed to contrast typical intragroup norm communication and intergroup norm communication. Participants were randomly exposed to appropriate or inappropriate recycling behaviour by the ingroup members in either an intragroup context or an intergroup context. It was found that only when the intergroup context was salient, participants' behavioural intentions to recycle were guided by the

provided norm messages. Study 2 (N = 150) was designed to investigate whether presenting people with both ingroup and outgroup norms in comparison with each other could lead to different behavioural tendencies. Intention to recycle was significantly higher when the ingroup was clearly engaging in the behaviour whereas the outgroup was not. Theoretical and practical implications of the findings will be outlined.

Religious motives for involvement in environmental action in Indonesia

Susilo Wibisono (University of Queensland), Winnifred Louis (University of Queensland), Robyn Gulliver (University of Queensland)

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Our research aimed to explore and examine the link between religious identity and involvement in collective action addressing environmental issues in Indonesia. Previous studies have examined the role of religiosity in environmental action in terms of theological beliefs (e.g., the principle of stewardship, rules on interacting with nature, and agency, Biscotti & Biggart, 2014). Worldwide, the establishment of the Muslim Association for Climate Change Action (MACCA) in Istanbul in 2009, and the Australian Religious Response to Climate Change (ARRCC) in Australia in 2008 marked formal religious movements advocating for the adoption of pro-environmental behaviours and policies. We applied both qualitative study (N = 21 environmental activists) and quantitative studies (N = 506 individuals engaging with environmental issues) to explore the role of religious identity on their support for environmental collective action in Indonesia. Through the qualitative studies, we revealed that two orientations emerged in environmental action in Indonesia: promoting personal behavioural changes (e.g., re-use, reduce, recycle) and demanding political change. In the thematic analysis, we also found that religious factor could be facilitator for the movement or barrier in particular situations. This finding was supported by the quantitative data analysis, where stewardship theological belief did significantly strengthen the association between religious identity and involvement in environmental collective action.

Group-based misperceptions of others' climate attitudes

Zoe Leviston (Australian National University), Samantha Stanley (Australian National University), Iain Walker (University of Melbourne), Tanvi Nangrani (Australian National University)

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People tend to underestimate how much others care about the environment. These misperceptions are particularly marked when judging the concerns of particular groups, such as ethnic minorities and people of different socio-economic status. Using a large national sample from Australia, we extend this research to investigate whether perceptions of others' climate concern and support for climate policy differ based on i) the group being evaluated, and ii) the evaluating group. Specifically, we test whether perceptions of others differ as a function of immigrant and ethnic group, geographic location, and political partisanship. We find a general tendency to underestimate others' climate concern and

policy support. These misperceptions are more pronounced when evaluating certain groups, namely immigrants to Australia, ethnic minority groups, and city dwellers. Moreover, some evaluating groups are markedly inaccurate in their assessments of certain outgroups, particularly those born in Australia when evaluating immigrants, and Greens voters when evaluating other voting groups. We discuss our findings with reference to cultural stereotyping, social identity, and positive intergroup differentiation. We suggest approaches are warranted that promote environmentally-relevant social interaction across groups, that build efficacy and reduce false attitude polarization.

Boardroom

Thematic session: Romantic Relationships and Families

Perceptions and experiences of how power is gained and maintained in romantic relationships.

Stephenie Pagoudis (The University of Adelaide), **Peter Strelan** (The University of Adelaide),
Melissa Oxlad (The University of Adelaide)

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Power is intricately woven into the fabric of social life, underpinning and influencing most human interactions. Power is moot if there is no one or nothing to exercise it over and as such, power can be conceptualised as inherently social in nature. Given the social nature of power, this presentation aims to explore power in a social context where the determinants, mechanisms and outcomes of power may be especially salient: romantic relationships. Using data from 15 semi-structured qualitative interviews, this presentation will report on men and women's perceptions and experiences of how power is gained and maintained in romantic relationships. Preliminary results generated from reflexive thematic analysis indicate that while individual differences in experiences of romantic power exist, broader common threads concerning perceptions of how power is gained and maintained are also evident. In addition to preliminary findings, suggestions for future research will also be provided.

Parents' and non-parents' mental state language preferences towards children as a function of child gender

Callyn Farrell (University of Queensland), **Virginia Slaughter** (University of Queensland),
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Mental state language (MSL) is a term that refers to mental states, including cognitions, emotions, and desires. Additionally, elaborated MSL language defines instances where a mental state is clearly mentioned and then elaborated on to clarify or explain its meaning. The MSL input of adults towards children is of critical import as it allows children first to represent and later participate in social contexts. A child's gender has a broad influence on parenting practices. Sociocultural and ecological constructs suggest that these parenting practices likely reflect gender roles and gender stereotypes evident throughout our society. Therefore, aiding in the socialisation of gender. The language used by parents is one practice that provides a key source of information about social contexts children may represent or experience. We report the results of two studies in which non-parent adults and parents of children reported their language preferences within common social situations toward male/masculine, female/feminine, and gender non-conforming child protagonists. The unique use of experimentally manipulated protagonists allowed for rigorous control over the gender identity of those children across the conditions. Both non-parent and parent participants preferenced significantly less MSL towards a male/masculine child protagonist.

Further, both non-parents and parents preferenced significantly less elaborated MSL towards a gender non-conforming child protagonist. Collectively, this illustrates that a child's gender identity may influence the MSL and elaborated MSL they receive from male and female adults, regardless of their parental status. Further, they emphasise the significance of diversifying stimuli to expand our knowledge within a social developmental context.

Emotional expressions in infant's environment

Tamara Van Der Zant (University of Queensland), Imogen Holdsworth (University of Adelaide), Kye Palmer (University of Adelaide), Charlotte Rayner (University of Adelaide), Alexander Tuza (University of Adelaide), Nicole Nelson (University of Adelaide)

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Infants learn about facial expressions, presumably, by seeing them displayed by other people. What kinds of expressions they see, however, and how often they see them is currently unknown. To explore this question, we used a unique, longitudinal database of videos (The SAYCam Corpus) in which infants wore headcams for approximately an hour per week. Recordings ranged from when the infants were 6- to 32-months-old. We used facial expression coding software to determine the emotional category and intensity of the expressions infants saw. We also quantified the relationship between the child and the person generating each facial expression. We find that infants were more likely to see expressions from female faces, and the emotional category and number of expressions varied with infant age.

The Influence of Positive Moral Emotions on Sharing Behavior in 3-5-year-old Children

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As one of the children's typical prosocial behaviors, sharing behavior is an expression of children's altruistic intention and has great significance for children's positive social adaptation. Previous studies have shown that negative moral emotions can promote children's sharing behavior, but the effect of positive moral emotions on sharing behavior has not been well established and needs to be further investigated. The present study adopted two experiments with different priming paradigms (imaginative priming and actual priming) to investigate the effect of positive moral emotions on sharing behavior of 3-5-year-old children. After inducing positive moral emotions, children were observed in sharing scenarios. The results of two experiments showed that: 1) There was an age difference in children's sharing behavior, in that the sharing behavior of 5-year-old children was more prominent than that of 3-year-old children; 2) Children who were initiated by positive moral emotions showed significantly more sharing behaviors than the control group. Therefore, positive moral emotions can promote the sharing behavior of children. Our findings may

provide scientific evidence for fostering positive moral emotions in early cultivation of children's sharing behavior during preschooler education.

Session 4 (10.20am-11.40am)

Hindmarsh 4

Symposium: Building positive futures in schools: An examination of social identity processes (Part 2)

Chair: Katherine Reynolds & Diana Cárdenas

Good education can transform lives and underpins future prosperity for individuals, communities and the country. Until recently the idea that schools are intergroup systems was neglected. Rather than focusing only on individuals-as-individuals there may be much that can be gained through group-level dynamics in explaining and shaping behaviour inside school walls. Such insights could help schools deliver good education. Along these lines, a growing program of research has demonstrated that by strengthening positive school climate (norms, values and beliefs of the group) and school identification (psychological connection and belonging to the school) it becomes possible to change well-being, attitudes and behaviour including academic achievement (Reynolds & Branscombe, 2015). In this symposium, key research studies will be outlined that focus on well-being and/or academic achievement including amongst staff samples. Strengths of this research are that it is theory-driven, uses longitudinal methods and large sample sizes. Also explored are contemporary emphases on the benefits of being a member of multiple groups or supra-groups, identity leadership, positive psychology interventions, machine learning and resilience as a outcome of group ties. Implications of this work for social psychology, school practices and models of behaviour change will also be discussed.

Presentations:

Effectiveness of a widely-used intervention to impact on school outcomes: A closer look at School Wide Positive Behaviour Interventions and Support (SWPBIS)

Katherine Reynolds (Australian National University), Diana Cárdenas (Australian National University), Eunro Lee (Royal Melbourne Institute of Technology)

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The goal of this study is to examine whether School Wide Positive Behaviour Interventions and Support (SWPBIS) can be used to improve youth well-being. Previous evidence suggests that by intervening on behavioural expectations, training and monitoring, SWPBIS can reduce student discipline referrals and suspensions. What has been missing to date is a detailed examination of the impact of highly-effective SWPBIS on school climate and school belonging (identification) and associated student well-being and engagement in learning. This gap is investigated in the current research. Students (N = 9908) from schools that adopted SWPBIS were compared to students who did not attend SWPBIS schools using a five-year longitudinal design. Results show that students in schools that adopted SWPBIS with high fidelity (i.e., that were highly effective) reported a general decrease in depression and anxiety as well as a general increase in positive affect, behavioural engagement and emotional engagement across the five years. In addition, the fidelity of SWPBIS schools was also associated with greater school climate and school identification. These results extend

existing findings that SWPBIS impacts on anti-social student behaviour to the well-being and learning domains, demonstrating that SWPBIS can positively impact on a range of school outcomes increasing its application. Wider implications and ways SWPBIS can be enhanced are outlined.

Did COVID-19 impact on education outcomes? An examination of wellbeing and school-based protective factors in the context of different types of learners

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The outbreak of coronavirus has sparked unforeseen transformations in many sectors globally, including education, with particular concerns surrounding youth's well-being. However, current research is limited to cross-sectional studies, with few studies examining changes in wellbeing from before to after the pandemic. In this four-year longitudinal research, we investigate whether the pandemic impacted students' wellbeing outcomes. Critically, we examine whether there are protective and risk factors that could have made the pandemic worse for youth. Based on theory and empirical findings, the school as a group, its positive school climate and school identification before the pandemic are proposed as protective factors, while having a disability is considered a risk factor. Preliminary analyses suggested that the pandemic didn't result in poorer mental states. However, we do find that that pandemic negatively affected those individuals who experienced a poor school climate and lack of school identification before the pandemic. We also found that pandemic affected the wellbeing of students with and without disability differently. Implications and limitations of these findings will be discussed, with recommendations for future research in terms of buffering and risk factors.

Youth wellbeing predicts later academic success

Diana Cárdenas (Australian National University), Katherine Reynolds (Australian National University), Finnian Lattimore (Gradient Institute), Daniel Steinberg (Gradient Institute)

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Young people worldwide face important challenges, ranging from climate change to complex family structures to economic uncertainty. These challenges impact on youth's subjective wellbeing, with evidence of decline across many countries, which can have trickledown effects on other aspects of their lives, such as their academic success. While the burden of negative wellbeing on productivity is widely understood amongst adults, its cost in youth's academic success remains understudied. The current research comprehensively investigates the relationship between youth subjective wellbeing and standardized academic test scores. We use highly controlled machine learning models on a moderately-sized high-school student sample ($N \sim 3400$), with a composite subjective wellbeing index (composed of depression, anxiety and positive affect), to show that students with greater wellbeing are more likely to have higher academic scores 7–8 months later (on Numeracy:

$\beta^* = .033$, $p = .020$). This effect emerges while also accounting for previous test scores and other confounding factors such as gender, parental education and school socioeconomic status. Further analyses with each wellbeing measure, suggests that youth who experience greater depression have lower academic achievement (Numeracy: $\beta^* = -.045$, $p = .013$; Reading: $\beta^* = -.033$, $p = .028$). By quantifying the impact of youth well-being, and in particular of lowering depression, this research highlights its importance for the next generation's health and productivity.

Hindmarsh 3

Symposium: Emotion in context: New insights into the relationship between context, emotion, and well-being

Chair: Valentina Bianchi & Elise Kalokerinos

Research on the role of emotion in well-being has accelerated over the last few decades. This symposium presents new insights into the role of context in shaping people's emotion experiences and well-being. First, Naragon-Gainey illustrates how situational causes for strong emotions may be relevant to emotional wellbeing in daily life, above and beyond related and more well-studied emotional constructs. Second, Bianchi presents findings pointing to the centrality of contextual features like emotional intensity and amount of time spent with others: in shaping secrecy processes (mind-wandering to secrets, and concealing secrets). Third, Hutchison explores how different types of sharing (e.g. emotional, physical, relational) of traumatic events relate to PTSD symptoms. Finally, Kalokerinos presents a large-scale accounting of context-emotion relationships in EMOTE, an open-access, searchable and cumulative database of experience sampling data.

Presentations:

Mapping our emotional world using large-scale experience-sampling data

Elise Kalokerinos (The University of Melbourne)

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Emotions are a constant companion in our everyday lives, colouring our most important moments. Experience sampling – which captures real-time, real-world psychological processes – has allowed researchers to begin to investigate how emotions fluctuate over time in daily life. By following people in everyday life, researchers can capture emotions across a multitude of vivid, diverse, and personally relevant situations that could not be recreated in a lab setting. However, thus far our understanding of emotions in everyday life has been piecemeal, and typically isolated to relatively small, single studies: To provide truly comprehensive answers, we need experience sampling data at scale. To address this problem, we developed the Everyday Measures of Temporal Emotions (EMOTE) database (emotedatabase.com), a large, open, and searchable repository of experience-sampling data on emotional functioning. In this project, we use EMOTE to answer three foundational questions about emotions. To do so, we draw on 26 datasets from a variety of populations and contexts, with more than 2,700 participants measured at over 220,000 experience-sampling measurement occasions. We use these data to describe who experiences which emotions (in terms of demographics), when in time emotions occur (mapping the time of day and week), and how completing an experience sampling changes our emotions.

Person or situation? Exploring context and individual differences as predictors of secrecy in everyday life

Valentina Bianchi (The University of Melbourne)

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About 97% of people report having secrets on their mind. In fact, people report wanting to think about their secrets, even though doing so worsens well-being. Unfortunately, these insights are built on a science that relies on retrospective self-reports and lab-based designs—so little is known of how secrecy processes unfold in real life. Accordingly, we investigated secrecy in everyday life, and particularly the factors that predict thinking about and concealing secrets. We assessed secrecy in a daily diary (N=174; 1059 surveys) and experience sampling study (N=133; 3531 surveys). Surprisingly, we found individual differences (e.g., personality) did not predict how often people thought about or concealed secrets. Instead, contextual factors like feeling more negatively than usual about the secret and spending time with others predicted these secrecy processes in daily life. Our results suggest it is not that certain people struggle with secrets to a greater degree, but that certain situations are pressure points for struggling with secrecy. These insights hold promise for improving well-being outcomes for those with secrets on the mind.

The Nature of Shared Traumatic Experiences: When, How and How Often Do We Share Trauma with Others?

Nadine Hutchinson (Flinders University)

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People share traumatic events with others but how often and the unique ways in which such events are shared remains unclear. Thus, across two studies, we investigated when, how and how often people share traumatic events, and whether sharing such events relates to PTSD symptomology (N = 1,008). In Study 1, most participants (78.5%) perceived their most stressful/traumatic event as shared primarily due to discussing the event (verbal sharing), having the same emotions as others about the event (emotional sharing), having others present during the event (physical sharing), and knowing others who had experienced a similar event (relational sharing). In Study 2, we assessed the frequency and characteristics of these forms of sharing along with attitudinal (i.e., same attitudes about the event) and perpetrator (i.e., perpetrator involved in the event) sharing. Most participants (98.6%-99.4%) shared their most stressful/traumatic event with others in some way. Further, verbal, emotional, and physical sharing were related to lower PTSD symptomology while perpetrator sharing was related to higher PTSD symptomology. Our findings demonstrate that people commonly share a range of traumatic events in various unique ways.

Perceived Situational Triggers for Emotions: Associations with Wellbeing and Emotion Regulation in Daily Life

Kristin Naragon-Gainey (University of Western Australia)

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The ability to identify emotionally-relevant contextual features is thought to be important for effective emotion regulation and psychological well-being. One such feature is attributions about the cause of the emotion, wherein emotions with a clear and proximal situational “trigger” may provide a greater sense of control and more salient information, relative to emotions with an unknown or more distal cause. However, little is known regarding the impact of perceptions of emotional triggers (or lack thereof) on emotional functioning in daily life. The current study examined this question in a sample of 129 community participants who were seeking or receiving psychological treatment. Participants identified a strong emotional experience each day and then initiated a report on their smartphone shortly after, assessing the emotional episode, emotion regulation attempts, and other contextual features ($n = 2889$ reports). Multilevel structural equation modeling indicated that on occasions when participants believed that there was a situational trigger for their emotion, they reported greater current positive affect, as well as less current negative affect and dysphoria symptoms. These associations remained after controlling for emotional intensity during the episode, perceptions of control over the situation, and emotional clarity. Perceptions of situational triggers of emotions were generally not related to perceived emotion regulation success or emotion regulation strategy use. Findings suggest that perceptions of a proximal situational cause for strong emotions may be relevant to emotional wellbeing in daily life, above and beyond related and more well-studied emotional constructs.

Hindmarsh 2

Symposium: GENDER k22: Current Trends and Novel Insights into the Psychology of Gender Equality (Part 2)

Chairs: Stefano Ciaffoni & Morgan Weaving

In the last 50 years, gender disparities have decreased in Western societies, but inequalities remain. Gender discrimination has become more subtle, yet not necessarily less harmful nor less pervasive. As society has changed, so have inequalities, and gender continues to play a significant role in the opportunities that individuals are offered. In this double-symposium, we aim to capture the complexity of existing gender inequalities and identify possible solutions moving forward. We bring together research from diverse methodologies and theoretical frameworks, to illuminate how gender affects people's experiences in several fields, and to inspire future research on this pressing topic. Part I brings together four presentations. In the first, Ciaffoni et al. delve into women's experience of inequalities by identifying the main domains around which inequalities are appraised, and analysing the circumstances under which perceptions of inequality are related to support for social change. The second and third studies touch upon contemporary issues of gender discrimination and diversity inclusion in the workplace, by examining both the employee's motivations to support diversity (Dawson et al.) and the influence of the workplace characteristics (Luong et al.). In the fourth study, Franklin-Paddock et al. investigate the social psychological factors that predict people's attitudes towards the "Manosphere", a growing network of online men's communities that endorse and promote anti-feminist and sexist beliefs. Considering both online and offline settings, and workplace-related and private domains, the first part of this double symposium provides an overview of the different spheres in which gender inequalities are reproduced.

Presentations:

Misogyny as backlash: The trajectory of Twitter misogyny during Hillary Clinton's 2016 election campaign

Morgan Weaving (University of Melbourne), Nick Haslam (University of Melbourne), Khandis Blake (University of Melbourne), Thayer Alshaabi (The University of California, Berkeley), Michael V Arnold (University of Vermont), Christopher M Danforth (University of Vermont), Peter Sheridan Dodds (University of Vermont), Cordelia Fine (University of Melbourne)

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Online misogyny has become a fixture in female politicians' lives. Backlash theory suggests that it may represent a threat-response to the challenge female politicians pose to male dominance in political power. We investigated this hypothesis by analysing Twitter references to Hillary Clinton, before, during, and after her presidential campaign. We uncovered 9 million references to Clinton between 2014-18, and employed an interrupted time series analysis on the relative frequency of misogynistic language in them. Results show that prior to 2015, the level of misogyny towards Clinton decreased over time, but this

trend reversed when she announced her presidential campaign. During the campaign, misogyny steadily increased and only plateaued after the election, when the threat of her electoral success had subsided. These findings support the notion that online misogyny towards Clinton was a form of backlash prompted by the announcement of her ambition to be elected to the highest political office.

“As a father to a daughter...” Parenthood as an intimate intergroup contact

Gosia Mikolajczak (Global Institute for Women’s Leadership, Australian National University), Julia C. Becker (University of Osnabrück, Germany), Tamar Saguy (Reichman University (IDC Herzliya), Israel), Michelle Ryan (Global Institute for Women’s Leadership, Australian National University), Alex Fisher (Global Institute for Women’s Leadership, Australian National University)

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Similar to heterosexual romantic partners, daughters are often one of the closest women in men’s lives. In the current paper, we extend the intergroup contact research to examine the role of parenthood as a form of intimate intergroup contact between men and women that could encourage men to support gender equality. In the first correlational study (N = 339 fathers of one child) we investigate whether the quality and politicised content of contact between fathers and their daughters (vs. fathers and sons) are associated with essentialists views about gender, perceptions of women’s discrimination and men’s privilege, and support for gender equality. We find initial support for some of these associations, particularly among conservative fathers and those low in feminist identification. In a follow-up experimental study (which is underway), we aim to manipulate the quality of contact (disharmony condition) and its politicised content (inequality condition) in order to test the causal associations between contact and support for gender equality. Our initial findings provide some novel insights into research on intergroup contact and social inequalities.

Mobilising Men: Moral Framing and Messenger Gender Affect Male Support for Gender Equality Movements

Axel Chemke-Dreyfus (University of Queensland), Charlie Crimston (University of Queensland), Jolanda Jetten (University of Queensland), Hema Preya Selvanathan (University of Queensland)

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Morally charged arguments (i.e., moral framing) can be an effective form of persuasion. However, it is unclear when moral framing convinces individuals and promotes action, and when it threatens and therefore deters them away from action. In two online experiments, we examined how men respond to arguments against workplace gender inequality – moral vs. non-moral (Study 1) and moral vs. economic (Study 2) – and how the gender identity of the messenger (male vs. female) moderates their responses. We hypothesised that men would be more engaged in gender equality initiatives when men (vs. women) argued against workplace gender inequality, and that this relationship depends

on moral framing such that men would be more engaged for moral men and less engaged for moral women.

UK male participants (Study 1, N = 390) were presented with Twitter posts arguing to close the Gender Pay Gap. Exploratory analysis suggests that men reported male Twitter users using moral (vs. non-moral) language to be more persuasive. Conversely, men reported female Twitter users as less persuasive when using moral (vs. non-moral) language. Despite this, men reported greater solidarity with female (vs. male) Twitter users over and above argument style.

In a second study, Australian male participants listened to a podcast excerpt arguing against workplace gender inequality. Data collection is in progress.

These findings imply that moral arguments can be utilised for engaging men in gender equality initiatives, however, social interventions aimed at involving men in gender equality movements must consider who is arguing for change.

Discussant

Mikchelle Ryan (Global Institute for Women's Leadership, Australian National University)

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Hindmarsh 1

Thematic session: Allyship & Collective Action

Social dominance orientation and anti-migrants' collective action: A 22-nation investigation

Tomasz Besta (University of Gdansk), Emma F Thomas (Flinders University), Michał Olech (University of Gdansk), Paweł Jurek (University of Gdansk), Gulcin Akbas (Atılım University), Julia Becker (University of Osnabrueck), Maja Becker (CLLE, University of Toulouse, CNRS, UT2J), Tymofii Brik (Kyiv School of Economics), Maria Chayinska (Pontifical Catholic University of Chile, Chile), Makiko Deguchi (Sophia University), Sandesh Dhakal (Tribhuvan University, Kathmandu, Nepal) Raja Intan Arifah (HELP University), Kaltrina Kelmendi (University of Prishtina), Anna Kende, (Eötvös Loránd University), Pravash Kumar Raut (Trichandra Campus, Tribhuvan University) Soledad Lamus (University of Granada), Paul Le Dornat (CLLE, University de Toulouse, CNRS, UT2J) Angela Leung (Singapore Management University), Sarah E. Martiny (UiT The Arctic University of Norway, Tromsø), Özden Melis Uluğ (University of Sussex), Rie Mizuki (Sophia University) Danny Osborne (University of Auckland), Marek Palace (Liverpool John Moores University), Carlo Pistoni (Catholic University of Milan), Maura Pozzi (Catholic University of Milan), Saba Safdar (University of Guelph), Katherine Stroebe (University of Groningen), Dijana Sulejmanović (University of Bihać), Eugene Y.J. Tee (HELP University), Gonneke Ton (University of Groningen), Ana Urbiola (Universidad de Almería), Martijn van Zomeren (University of Groningen), Anna Włodarczyk (Universidad Católica del Norte)

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By utilizing data from 22 countries in five continents (N = 4581), this study assessed whether social dominance orientation (SDO) is linked to anti-migrants' collective action intention across cultures. Study is grounded in MOBILIZE model, which proposes that the relationship between personality variables and group actions is mediated by group processes (and could be moderated by macro-level factors). This study aims to test MOBILIZE model in the context of system defending collective actions. We focused on the SDO as individual characteristic, group identification (with anti-migrants' social movements) as group process, Democracy Index as macro-level factor (this measure is a good proxy for the national policies on human rights and citizens' freedoms), and willingness to act on behalf of a more homogenous society.

We employed a mixed-model procedure for multilevel modelling, using survey data gathered from undergraduate students in 22 countries. We found both individual level characteristics (SDO) and macro-level variable (Democracy Index) are linked to willingness to be engaged in actions on behalf of anti-migrants' movements. Positive link between SDO and collective action was mediated by group identification with anti-migrants' groups. This mediation model was significant even after controlling for Democracy Index. Based on our data, those relationships could be considered rather universal across cultures. Prediction on moderating role of macro-level factor was not supported. Democracy Index doesn't influence the strength of the relationship between SDO and collective action. However, it

was negatively linked to both strength of group identification with anti-migrants' movements and collective action intention.

Autonomous Motives Foster Sustained Commitment to Action (but Controlled Motives Do Not): Integrating Self-Determination and Social Identity Theories

Lisette Yip (Flinders University), Emma F Thomas (Flinders University), Catherine Amiot (Université du Québec à Montréal), Winnifred Louis (University of Queensland), Craig McGarty (Western Sydney University)

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Social change movements may take years or decades to achieve their goals, and thus require ongoing efforts from their supporters. We apply the insights of self-determination theory to examine sustained collective action over time. We expected that autonomous motivation, but not controlled motivation, would predict sustained action. We also examine the reciprocal relationship between autonomous motivation and social identification as a supporter of the cause, and how they jointly predict engagement in collective action over time. Longitudinal data was collected from supporters of global poverty reduction (N = 263) at two time points one year apart. We found that increases in autonomous motivation were associated with increases in opinion-based group identification over time, which in turn was associated with increases in self-reported collective action. Controlled motivation at Time 1 negatively predicted changes in identification between Time 1 and Time 2. We concluded that autonomous motivation predicts sustained action over time, while promoting controlled motives for action may backfire as it may be detrimental to identification with the cause.

Examining the Between- and Within-person Effects of Relative Deprivation: Results from a 7-year Longitudinal Panel Sample

Kieren J Lilly (University of Auckland), Chris G Sibley (University of Auckland), Danny Osborne (University of Auckland)

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Despite the extensive literature on relative deprivation theory, few studies have examined the longitudinal effects of individual-based and group-based relative deprivation (IRD and GRD, respectively) on individual- and group-based outcomes, nor has research investigated the between-person and within-person effects of these constructs. Using two random intercept cross-lagged panel models, we address these oversights by estimating the between-person and average annual within-person associations IRD and GRD have with psychological distress and collective action support in a nation-wide longitudinal panel sample (N = 64,607). As expected, IRD and GRD were more strongly associated with psychological distress and collective action support, respectively, at the between-person level and contemporaneously at the within-person level. However, contrary to expectations, temporary departures in IRD and GRD predicted within-person increases in collective action support and psychological distress, respectively. These results raise questions about how

and when people respond to inequality and provide the foundations for future longitudinal research.

Moving away from the ingroup towards the outgroup with high self-expansion and anxiety

Stefania Paolini (Durham University, UK), Lameez Alexander (University of Cape Town, South Africa), Timothy Lang (The University of Newcastle), Irene Favara (Policlinico di Abano Terme, Italy), Alexandra Bradney (The University of Newcastle), Jake Harwood (University of Arizona, USA)

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Self-expansion and anxiety are possibly the most studied appetitive and aversive drives of intergroup contact. Emerging correlational, field evidence however suggests that anxiety might sustain goal-directed approach responses when coupled with self-expansion or other appetitive motives or traits. Three experiments orthogonally manipulated expectancies for self-expansion and communication anxiety to corroborate this (counter-intuitive) self-expansion-anxiety interaction and deepen understanding of mechanisms. In Expt 1, non-Anglo, ethnic and White Anglo Australians chose outgroup contact partners more when high (vs. low) in self-expansion; they chose ingroup contact partners more when high (vs. low) in anxiety. No interaction emerged on this deliberate measure but it did on an implicit measure in Expt 2. Implicit approach of outgroup targets and avoidance of ingroup targets presented under high expansion/high anxiety (all other conditions a pro-ingroup pattern). Experiment 3 decomposed communication anxiety in its constituent components (arousal, private self-awareness, public self-, lack of communication control) in a nested design. Implicit shifts away from the ingroup emerged among both non-trait anxious individuals placed under high self-expansion/low anxiety and among trait anxious individuals under high self-expansion/high anxiety (through private and public self-awareness and lack of control; all other conditions a pro-ingroup pattern). These experimental findings confirm that anxiety can support moves away from the ingroup, at times towards the outgroup, when it occurs in the context of proactive mindsets. Together with early field and correlational evidence, they suggest that moving closer to the outgroup might take a desire for self-growth or at least some courage.

Boardroom

Thematic session: Morality & Eating

Evaluating the Effectiveness of Vegetarian Appeals in Daily Life: Comparing Positive and Negative Imagery, and Gauging Differential Responses

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Persuasive appeals designed to reduce meat consumption often employ graphic images of the harms perpetuated by eating meat (e.g., cruel factory farming practices). However, because people are motivated to see themselves as moral, appeals that highlight omnivores' moral failings might be resisted or even backfire. Furthermore, given that people differ in their motivations and attitudes relating to animals and meat-eating, people likely differ in their responses to these appeals. Thus, in a two-week intervention study (N = 427), we compared the effects of two vegetarian appeals - one employing graphic negative imagery (footage of factory farming cruelty), the other employing positive imagery (footage from farmed animal sanctuaries) - on daily meat consumption and related affects and cognitions. We also examined several personality traits and other individual differences that may confer differential effects of these appeals. Although neither appeal significantly reduced meat consumption, both the positive and negative appeal increased intentions to eat less meat, and led to more negative affect and cognition when eating meat. Moreover, several individual difference variables moderated the effects of these appeals on actual and intended meat consumption. Findings will be discussed in relation to the difficulty of changing morally troublesome behaviour, and the justifiability of using graphic appeals despite their questionable efficacy.

Green but gross: Can environmental appeals increase willingness to eat insects in the face of disgust?

Rose Ferguson (Federation University), Justin Timora (Federation University), George Van Doorn (Federation University), Edward Clarke (University of Marburg)

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Edible insects are a highly nutritious, cost-effective, and sustainable alternative source of dietary protein. However, there is considerable resistance to the idea of consuming insects in Western cultures which appears to be largely grounded in associations with disgust. The aim of the current research was to examine the relationship between food disgust, environmental concern, and willingness to try edible insects, and to test if environmental appeals would increase willingness to try even among consumers high in food disgust. Study 1 (N = 375) revealed that environmental concern positively predicted willingness to consume both whole insects and insect-burgers, but only for participants who were low in food-disgust. Study 2 (N = 413) revealed that environmental appeals increased willingness to consume insect burgers (but not whole insects), but only for participant who were low in food disgust. The results suggest that marketing strategies based on environmental appeals

may be effective for consumers who are lower in food disgust but may not be widely effective as a general strategy for increasing willingness to try edible insects. Further, these appeals may be more effective for foods in which insects are concealed as ingredients (e.g., insect burgers), rather than foods featuring visible insects (e.g., whole dried insects).

Animal Agriculture Perceptions and Speciesism as Predictors of Meat Consumption Cross-Culturally

Katherine Andrea (La Trobe University), **Matthew Ruby** (La Trobe University)

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Many people care about animals and do not wish to cause them harm, but continue to eat them. Previous research has suggested that people use many different strategies to justify eating meat, such as not thinking about how it is produced. Speciesism, which is the prejudice in favour of one's own species, tends to be stronger in those that eat meat compared to vegetarians and vegans. Much of the previous research is limited in that has focused on Western cultures, given there is evidence that social influence may be a stronger predictor of attitudes towards eating animals in Eastern cultures. This study aimed to determine to what extent knowledge of farming practices and speciesism predict meat consumption in an Australian sample and a Hong Kong sample. Participants were recruited through Facebook advertising and asked to complete a questionnaire that measured speciesism, farming practices knowledge and meat consumption. Speciesism and farming practices knowledge significantly predicted meat consumption in the Australian sample, however, this was only partially supported in the Hong Kong sample. This suggests that these factors may be appropriate targets for intervention in Australia, but further research is needed to better understand predictors of meat consumption in Hong Kong.

The Meaning of Food in Life: Insights from 11 countries

Matthew Ruby (La Trobe University)

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People's food choices can carry a great deal of meaning, and convey information about their beliefs, values, and worldview. We developed the Meaning of Food in Life Questionnaire (MFLQ; Arbit, Ruby, & Rozin, 2017) to measure the extent to which people's food choices reflect Moral, Social, Health, Aesthetic, and Sacred meanings. The original three studies established the factor structure of these five different domains among samples of US-American adults and investigated how these different domains relate to people's food choice motivations and dietary intake. This talk will briefly summarise the development of the MFLQ, and present two additional studies conducted across a broad array of 11 countries (Australia, Brazil, China, France, Germany, Ghana, India, Japan, Mexico, Turkey, USA; N = 4226), which examine the structure of the MFLQ and how it relates to variables such as dietary self-efficacy, dietary status (e.g., omnivore, vegetarian, vegan), and locality (i.e., rural or urban).

Session 5 (2pm-3.40pm)

Hindmarsh 4

Thematic session: Moral Decision making

How Perceived Polarization Feeds the Flame of Attitude Moralization via Perceived Dyadic Harm over Time: A Four-Wave Longitudinal Within-person Examination in the 2020 US Election Context

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Attitude moralization (i.e., when attitudes on specific topics become connected to fundamental beliefs about “right” versus “wrong”) has major implications as it can infuse political conflict with moral meaning. While previous research identified situational triggers and basic psychological mechanisms for moralization “such as perceived dyadic (intentional) harm in outgroup actions and strong emotional responses” little is known about how the structural context of polarization may feed the flame of moralization within individuals over time. Moving beyond previous experimental research, we hypothesize that experiencing increased polarization at two different levels (i.e., in society and in terms of a homogeneous network) over time strengthens individuals’ moralization of specific attitudes over time, because each strengthens subjective perceptions of dyadic harm and negative moral emotions in response to the political outgroup. We tested these predictions by conducting a 4-wave (4-month) longitudinal study across the US 2020 election among Biden-supporters (Sample 1; N = 1236) and Trump-supporters (Sample 2; N = 617), using real-time news messages as reminders of outgroup actions in-between consecutive waves. Multilevel analyses demonstrated that within-individual increases in perceived polarization (at both levels) from baseline predicted attitude moralization on specific topics (i.e., mask-wearing, Climate Agreement, Supreme Court Justice) via increased perceived dyadic harm and emotions over time. This generalized across all topics and across the political divide, thus offering robust support. Furthermore, the overall strength of individuals’ moral convictions predicted post-election judgments about the fairness of the 2020 electoral procedure and outcome. Implications about how polarization feeds the flame of moralization are discussed.

What I Don’t Know Can Hurt You: Collateral Combat Damage Seems More Acceptable when Bystander Victims are Unidentified

Scott Danielson (University of Canterbury), **Paul Conway** (University of Portsmouth), **Andrew Vonasch** (University of Canterbury)

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Civilian casualties are a reality of modern war, and the increased use of airstrikes has brought the civilian death toll into sharp focus. This research identifies a psychological bias that may contribute to the killing of innocent civilians. Five experiments (N=1933) utilized a realistic moral dilemma: a military pilot must decide whether to bomb a dangerous enemy

target, also killing a bystander. Few people endorsed bombing when the bystander was an innocent civilian; however, when the bystander's identity was unknown, over twice as many people endorsed the bombing. Follow-up studies tested boundary conditions, and found the effect to extend beyond modern day conflicts in the Middle East, showing a similar pattern of judgment for a fictional war. We show endorsing bombing is predicted by attitudes towards total war, the ideal that there should be no distinction between military and civilian targets in wartime conflict. Bombing endorsement was lower for UK compared to US participants, moderated by differences in total war attitudes. This work has implications for conflicts where unidentified bystanders are common by revealing a potentially deadly bias: people often assume unidentified bystanders are guilty unless proven innocent.

When do people find online shaming acceptable? The role of identification with the leader and perceived appropriateness of online shaming

Kuni Zhao (Flinders University), Mariette Berndsen (Flinders University), Lydia Woodyatt (Flinders University)

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The current research draws on the social identity approach to investigate the relationship between people's identification with the leader and their perceived appropriateness of online shaming. Online shaming can be defined as the behaviour of calling out someone's perceived wrongdoing via the internet. Past research found that people who observed online shaming when it went 'viral' perceived it as more like bullying, compared to a non-viral condition where less people engage in shaming (Sawaoka & Monin, 2018, 2020). In addition to the influence of the number of shaming comments, in the present study (N = 406), we examined whether people would find online shaming more appropriate when the leader who used shaming belongs to an ingroup (as opposed to an outgroup), when the leader emphasises the nobleness of their goal and provides an explicit shaming norm (as opposed to such information about norm and goal not being presented), and when their identity with the leader was salient (as opposed to not being salient). Our study found that when their identity with the leader was salient, participants perceived online shaming as less appropriate when the norm and noble goal delivered by the ingroup leader was presented than not presented, and the opposite was found for the outgroup leader. These results can be explained that using shaming as a punishment might lead people to feel disappointed in their leader despite the presence of a noble cause, especially when the leader belongs to an ingroup. Results and implications will be discussed.

The time has come to say fair's fair?: Predicting Support for Australia's national day

Brianne Hastie (Murdoch University)

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Like other settler nations, Australia has increasingly been reckoning with its colonial history and the past and ongoing impacts of colonisation on Indigenous peoples. However, Australia remains unique in the world in celebrating its national day on the anniversary of

colonisation. While there have been calls for changing the date, this issue continues to be controversial. We aimed to explain support for retaining or changing the current date of Australia Day using key social psychological theories and constructs. Using student and community samples across three years (2019-2021; N = 1190), we found that modern racism (MR), social dominance orientation (SDO), Australian social identity (SI), political ideology and support for Reconciliation (RS), predicted support for the current date in expected ways. Demographic control variables were included. Belief that the date was offensive negatively predicted support, however, an attempted experimental manipulation of this to change attitudes was unsuccessful. Overall, those variables most closely linked to attitudes toward Aboriginal peoples (MR and RS) were the strongest predictors. Emphasising the offensiveness of the date may lead to lower support for the current day, and encourage people to support the “change the date” campaign. Future research will examine people’s reasons for attitude change towards the date, and support for alternative dates.

When people reject free money: Phantom costs and the psychology of economic exchange

Andrew Vonasch (University of Canterbury), Reyhane Mofradidoost (University of Mohaghegh Ardabili), Kurt Gray (University of North Carolina at Chapel Hill)

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If money is good, then is more money better? Perhaps not. Traditional theories suggest that money is a monotonic incentivizer, at least within economic exchanges. If someone will accept a job for \$20/hr, they should be more likely to accept the exact same job for \$30/hr- and even more likely to take it for \$250/hr? However, we present 7 sets of preregistered, high-powered studies revealing that increasing incentives can backfire. Overly generous offers lead people to infer “phantom costs” “hidden downsides that require financial compensation” which makes people less likely to accept high job wages, cheap plane fares, and free money. We present a theoretical framework for understanding when and why phantom costs are observed, including their intersection with real behaviour and individual differences. This theoretical framework is tested with both self-report and behavioral studies across four different kinds of samples (student, mTurk, USA nationally representative, Iran). Phantom costs may help explain two important effects in social psychology and behavioral economics: the over justification effect and the crowding out effect. Phantom costs also provide perspective on models of economic rationality and the implicit social nature of financial exchange.

Hindmarsh 3

Thematic Session: Prejudice & parenthood

Facial Hair is Increasingly Associated with Dominance but not Trustworthiness in Childhood

Nicole Nelson (University of Adelaide), Catherine Mondloch (Brock University), Barnaby Dixon (University of the Sunshine Coast)

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Facial features influence children's first impressions of others; for example, by 3 years of age children, like adults, rate bearded men as more dominant than clean-shaven ones. Whether first impressions from faces influence children's predictions about others' behaviour remains unclear. We contrasted the influence of beardedness on children's first impressions when the trait was presented explicitly (Who looks trustworthy/strong) vs. implicitly (Who do you want to tell your secret to/fight dragons?). Participants read a storybook in which they encountered a series of challenges while searching for treasure. For each challenge, children (N = 80; 4.5-12.0 years) and adults (N = 134), selected one of two twins (two images of the same identity, one bearded and one clean-shaven) to help them face a challenge. Some challenges required a trustworthy partner and others required a dominant partner. In follow-up tasks, participants were asked to explicitly select the most strong/trustworthy member of each pair and to point to the face regions that informed their decision. When selecting a partner to help with the challenges, children's probability of selecting a bearded partner increased with age for strength challenges but not for trust challenges. In contrast, when asked which person was trustworthy/strong, children's responses were nearly adult-like when judging strength but not for trustworthiness. Finally, even young children attended most to the eyes when considering whether a face was trustworthy, but to jawlines when considering whether a face was dominant.

Challenging gendered assumptions in coparenting: Mothers and fathers are equally influential and vulnerable to coparenting dynamics within family interactions

Catlin McRae (University of Auckland), Nickola Overall (University of Auckland), Annette Henderson (University of Auckland)

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Coparenting refers to the ways in which parents work together to raise their children. Coparenting quality is often assumed to be determined by gendered dynamics. Mothers are conveyed as gatekeepers, whose behavior either encourages or limits fathers' parenting involvement. Consequently, fathers are depicted as less involved and more vulnerable to mothers' coparenting behavior, despite fathers often being excluded from the examination of coparenting behavior. My talk will challenge this common gendered perspective by presenting the results of two studies that overcome prior limitations by collecting family-level data involving assessments of the same coparenting behaviors and perceptions across

mothers and fathers. In Study 1, mothers' and fathers' supportive and undermining coparenting was observed as they engaged in a fun semi-structured family activity with their 4-5-year-old child (N=277 families). Challenging the picture of mothers as gatekeepers and fathers as vulnerable, both mothers' and fathers' undermining and supportive coparenting behavior had equivalent effects on their partner's evaluations of the family activity. In Study 2, we assess the role of coparenting quality in buffering parents' distress on parenting during a mandatory COVID-19 lockdown (N=362 parents). Cooperative coparenting was important for both mothers and fathers in reducing the detrimental effects of parents' increased distress on warm/responsive parenting and parent-child relationship quality during the pandemic. Although there may be important gender differences in coparenting dynamics, by adopting dyadic designs that examine the same behaviors across mothers and fathers, our research suggests that mothers and fathers are equally influential and vulnerable to coparenting dynamics within family interactions.

One for Mum, One for Dad, and One for the Country: An Investigation of National Identity, Family Formation, and Life Outcomes

Alexander O'Donnell (University of Tasmania), Karlee O'Donnell (Australian Institute of Family Studies), Michael Thai (University of Queensland), Morgana Lizzio-Wilson (Flinders University), Emma F. Thomas (Flinders University), Fiona Barlow (University of Queensland)

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Nationalism and pronatalism are closely intertwined in the Global North. With otherwise declining population rates, many countries have implemented fertility policies to increase biological reproduction. Concurrent ethno-Nationalist movements argue for increased procreation for cultural reproduction. Yet, attempts to control reproduction inherently alter perceived gender roles within society and the life course of young people. Two studies explore the consequences of nationalistic identities on family formation and gender roles, controlling for political conservatism. A cross-sectional mediation model (N=38,608) found participants higher in national identity felt having children was a civic duty, and subsequently endorsed more traditional gender role norms. In Study 2, we explored the effect of national identity on pronatalist beliefs, expectations for the future, and future life outcomes among a sample of Australian adolescents (N=6,280). Using a random-intercept cross-lagged panel we found evidence for a bi-directional association between national identity and future child intentions between the ages of 12 and 19. In turn, intentions to have children increased expectations to stay at home to rear children among both males and females. Finally, we examined how future expectations predicted actual outcomes at the age of 26. Expectations to stay at home with children decreased future earnings, but the effect was more pronounced among males. In contrast, expectations to rear children decreased the odds of obtaining a university degree, but only among females. These results are the first to outline how national identity during adolescence can alter future-orientated expectations and the gendered economic and educational ramifications of these changes.

What She Believes or What She Says: The Relation between Maternal Attitudes, Mental State Talk, and Children's Theory of Mind

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The present study provided an entirely novel examination of how children's theory of mind might be related to two maternal attitudes: (1) social dominance orientation (SDO): mothers' belief that inequalities in society are justified, and (2) right-wing authoritarianism (RWA): mothers' belief in following established authorities. We reasoned that these attitudes could affect maternal talk in that mothers with high SDO and RWA are less likely to use mental state talk to explore the child's or others' desires and feelings, so there might be links between maternal attitudes and children's theory of mind. We recorded and coded 75 New Zealand mothers' mental state talk when asked to describe pictures to their 2.5- to 5-year-olds (e.g., amount and valence). As expected, mothers with high SDO and RWA produced more negative (e.g., "angry") than positive (e.g., "happy") mental state talk, and these attitudes were related to worse theory of mind in children. The present findings point to the importance of examining parent attitudes in addition to parental mental state talk and provide insight into how parenting shapes children's social cognitive development.

Comparing, competing, and the 'Good Mum' ideology - exploring the role of social media in maternal wellbeing

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Despite the increase in understanding of the effects of social media on women's health and wellbeing, there has been relatively less on determining the effects of social media on mothers' wellbeing in particular. This study explored the relationship between Instagram use and maternal wellbeing, taking into consideration the role of social comparison, internalisation of the Good Mum ideology, and maternal competitiveness. Participants were 253 mothers who completed a brief online survey. Results showed that increased Instagram investment decreases maternal wellbeing, mediated by increased social comparison and internalisation of the Good Mum ideology. Maternal competitiveness may act in a negative feedback loop where it both increases investment, comparison, and Good Mum ideology, and is further strengthened by comparison and Good Mum ideology, but has no direct effect on wellbeing. Overall, these results provide information for potential interventions to promote healthy social media use in mothers, and has theoretical implications for our understanding of the role of maternal competitiveness in social media use and maternal wellbeing.

Hindmarsh 2

Thematic session: Ideology

Social Dominance Orientation effects suggest a dog-eat-dog world for tall poppies in Aotearoa New Zealand

Matthew Marques (La Trobe University), Norman T. Feather (Flinders University), Darren Austin (La Trobe University), Chris Sibley (University of Auckland)

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Individuals occupying high-status positions are sometimes victims of the tall poppy syndrome where people want to see them cut down to size. These attitudes reflect a tension between achievement, authority, and equality. In a pre-registered study (Study 1: N = 47,951), and a replication (Study 2: N = 5,569), of two representative samples from Aotearoa New Zealand we investigated how social dominance orientation, right-wing authoritarianism, political ideologies and self-esteem predicted favoring the fall of the tall poppy. Novel findings showed individuals high in social dominance orientation favored the fall of the tall poppy. In both studies, high authoritarian aggression and submission, and low conventionalism (in Study 1 only) were also associated with negative tall poppy attitudes. So too were individuals with lower self-esteem and who were less conservative in their political ideology. These findings advance our understanding of how group-based hierarchy and inequality relate to attitudes towards individuals in high status positions.

The interplay between intergroup and interpersonal dominance: Or, does Social Dominance predict psychopathy or vice-versa?

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Social Dominance Orientation (SDO) indexes preference (or dis-preference) for hierarchical group relations. Though Pratto et al (1994) reported no relationship between interpersonal dominance and social dominance orientation, subsequent studies have hinted that SDO is correlated with interpersonal dominance in the form of Machiavellianism, which has in turn been shown to be strongly associated with the constellation of pathological personality characteristics referred to as psychopathy. This psychopathy constellation has, for many years, been argued to include affective and personality-level deficits in relationships with others (sometimes called primary psychopathy), and disorganised and impulsive lifestyle. In this presentation we present meta-analysis of the relationship between psychopathy and SDO in more than 20 samples and, more importantly, test the potential longitudinal relationships between SDO and psychopathy. We do so using both student and general population samples. The results of these analysis are important for casting light on the potential dynamic relationship between motivations for intergroup dominance (SDO) and interpersonal dominance (psychopathy).

The Authoritarian Incubator

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Although religiosity correlates positively with authoritarianism, the temporal ordering of this relationship is unclear. Because religious teachings often promote authoritarian values, right-wing authoritarianism (RWA) should increase following religious conversion. Yet spiritual beliefs may also promote egalitarianism. As such, social dominance orientation (SDO) might decrease post-conversion. We tested these hypotheses using data from a subset of participants who converted to Christianity at some point during a 9-year longitudinal panel study (N = 536). We also examined a separate subsample who deconverted over the same period (N = 696). As hypothesized, RWA was stable before conversion, but increased slightly after becoming religious. Unexpectedly, SDO was stable both pre- and post-conversion. Conversely, those who deconverted from Christianity experienced declines in RWA both before and after losing their religion, whereas SDO declined only post-deconversion. These results suggest that religious conversion precedes increases in RWA (but not SDO), and that declines in RWA precede deconversion.

Extreme Left and Right are more different than we assume: A qualitative enquiry among student groups in India.

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Categorising people into in-group and out-group is a natural tendency that, in times of uncertainty, is exaggerated as people feel threatened. The current study attempts to explore and understand the nature of political polarization in India. The study was situated in Mumbai and Delhi and qualitative methods were used. Semi-structured interviews were conducted with self-identified politically extreme left and right graduate students in Mumbai and Delhi.

Participants were selected using purposive and snowball sampling methods. Reflexive thematic analysis was used to identify relevant themes and patterns. The main themes identified were Religious identification, Dogmatic intolerance, System Justification, Scapegoating, and Polarization through media. The nature of prejudice, particularly in its extreme form, is explored in the Indian context. The study places itself within the heightened state of polarization in India after the electoral victories of the Bhartiya Janta Party in 2014 and adds to the existing literature on political polarization in non-WEIRD contexts.

There is an “I” in truth: How salient identities shape dynamic perceptions of truth

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Social commentators have characterised this era as one of partisan-based truth, where the ways of determining truth have moved away from established methods (i.e., science) towards identity-based criteria. Indeed, there are a variety of methods for determining truth (e.g., science, religion). We currently propose that that acceptance or rejection of one or another of these methods is an outcome of one’s salient social identification. Accepting the validity of the scientific method, for example, represents both who one is (e.g., a modernist, a rationalist) and who one is not (e.g., a theologian). Three studies with participants sampled from Amazon Turk (total N = 1,258) tested the hypothesis that claims aligned with the normative content of people’s salient social identities would be seen more as truthful than claims not aligned with this normative content. In experiment 1a, participants were randomly assigned to “inductive-thinker” and “intuitive-thinker” groups. Those with salient “inductive-thinker” social identities judged aphorism claims randomly associated with “science” to be more true than when the exact same claim was attributed to “popular wisdom”. Experiment 1b was a preregistered replication with additional conditions eliminating an alternative semantic-priming explanation. In experiment 2, American Conservatives and Liberals judged as more true claims associated with the ideological content of their social identities. This difference was attenuated through a manipulation framing participants as more moderate than they had originally indicated. Overall, these experiments suggest an identity-truth malleability, such that making salient specific social identities can lead to related perceptions of truth normatively aligned with those identities.

Hindmarsh 1

Thematic session: Gendered Expectations & Identities

How women's experiences of benevolent sexism in intimate relationships are associated with partner perceptions, relationship satisfaction, and psychological distress

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Benevolent sexism is an attitude towards women that is overtly positive but nonetheless restrictive and undermining. It consists of three subtypes: heterosexual intimacy (conventional heterosexual romance), complementary gender differentiation (conventional gender roles), and protective paternalism (condescending and over-protective attitudes towards women). Previous research suggests that women's experiences of the subtypes of benevolent sexism in everyday life have a mixed pattern of associations with well-being, with protective paternalism being more negative and complementary gender differentiation more positive, with heterosexual intimacy relatively neutral. Given that benevolent sexism is particularly relevant to intimate heterosexual relationships, we measured women's self-reported experiences of benevolent sexism from current male partners and examined associations with a range of outcomes relevant to relationships and well-being. In two online samples of women in relationships with men (Sample 1: $n = 235$, $M_{age} = 32.0$ years; Sample 2: $n = 162$, $M_{age} = 45.8$ years), experiences of protective paternalism predicted greater psychological distress, lower relationship satisfaction, a lower perception of partners as committed and invested, and a greater perception of partners as patronising and undermining. Experiences of heterosexual intimacy predicted greater relationship satisfaction and a greater perception of partners as committed and invested, and in sample 2, a lower perception of partners as patronising and undermining. These findings suggest that benevolent sexism enacted by male partners contains a mix of positive and negative elements, which is consistent with research revealing the appeal of benevolently sexist men despite their known drawbacks.

Feminine Gender Role Stress, Feelings of Femininity, and Low Self-Esteem in Daily and Weekly Life

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Social pressures to adhere to traditional feminine roles may place women at risk of experiencing the costs of gender role discrepancy strain, such as low self-esteem. Gender role discrepancy strain occurs when people behave, think, or feel in ways discrepant from gender role expectations, such as when women feel less feminine. Compared to the hundreds of studies examining the costs of masculine gender role discrepancy for men, relatively few studies have examined the outcomes of feminine gender role discrepancy for

women. The current studies used repeated assessments designs to illustrate how person-level propensity for experiencing feminine gender role discrepancy strain “feminine gender role stress” and contextual experiences of discrepancy strain “feeling less feminine” combine to undermine women’s self-esteem during daily or weekly life. After completing measures of feminine gender role stress, undergraduate women reported their feelings of femininity and self-esteem each day for 10 days (Study 1, N = 207, 1,881 daily records) or each week for 7 weeks (Study 2, N = 165, 1,127 weekly records). Consistent with predictions, both higher person-level feminine gender role stress and within-person decreases in daily/weekly felt-femininity were associated with lower self-esteem, but higher feminine gender role stress combined with daily/weekly decreases in felt-femininity predicted the lowest self-esteem (a person x context interaction). These results illustrate the importance of examining the costs of traditional feminine gender roles for women, as well as the importance of considering how person-level predispositions and contextual experiences of gender role discrepancy combine to influence self-relevant outcomes for women.

Evaluating The Role of Gender System Justification on Abortion Support: Preserving Gender Inequities Irrespective of Potentially Fatal Consequences

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Although abortion remains a contentious issue in contemporary politics on women’s rights, gender surprisingly appears to play only a small (and inconsistent) role in shaping these attitudes. This study seeks to better understand the relationship between gender and abortion support by applying system justification theory to analyse support for elective and traumatic abortion. Given that those motivated to justify existing gender-based inequities are likely to oppose women’s reproductive autonomy, we predict that gender differences in support for elective and traumatic abortion are moderated by gender-based system justification. Using data from the New Zealand Attitudes and Values Study (N = 35,867), we found that men were less supportive than women of both elective and traumatic abortion. But as hypothesised, the gender differences in traumatic abortion disappeared amongst those high on gender-based system justification. Unexpectedly, gender-based system justification did not moderate gender differences in support for elective abortion. These results highlight the potential for people’s motivation to justify the gender-based system to undermine support for traumatic abortion, irrespective of the potentially fatal consequences such restrictions may have for women whose lives would otherwise be threatened by carrying the pregnancy to term.

Abortion Stigma in Australia: validation of tools measuring stigmatisation of people who have had, provided, or advocated for abortion in Australia.

Sarah Ratcliffe (University of Sydney), Rachel Campbell (University of Sydney), Rebecca T. Pinkus (University of Sydney), Carolyn Maccann (University of Sydney), Ilan Dar-Nimrod (University of Sydney), Ilona Juraskova (University of Sydney), Haryana M. Dhillon (University of Sydney)

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Stigma is a known issue in abortion care in Australia and Aotearoa New Zealand (ANZ). By addressing abortion stigma, barriers to improving abortion care can be overcome. To do so, validated tools to understand, measure, and address abortion stigma are needed. We used qualitative inquiry to modify and design four instruments for measuring the stigmatisation of: A) people who have had an abortion; B) people who provide abortion-related care; C) people who advocate for abortion; and, D) groups/organisations supporting abortion care in ANZ. Instrument end-users in Australia were recruited through social media and professional networks to complete the instruments online. The instruments underwent psychometric validation and were analysed for associations with demographics and other psychological constructs. We found it suitable to use the Individual Level Abortion Stigma scale and Abortion Provider Stigma Scale - Revised in ANZ among people who have had, provided, and/or advocated for abortion with some changes for relevance, understandability, and comprehensiveness. The measurement of stigmatisation of groups/organisations providing and/or support abortion care in ANZ was supported by participants. Factor analysis revealed multi-dimensional models for five instruments that are structurally different to U.S. instruments. Associations between abortion stigma, attitudes to abortion legality, reproductive autonomy, psychological distress, religiosity, group affiliations, situational factors, and demographics were found. These instruments increase our understanding of abortion stigma in ANZ, are able to support intervention evaluation, and better-inform efforts to improve reproductive health in ANZ. Future co-designed research should revise the instruments for sub-groups in ANZ and short-forms.

The Feminist Social Identity Scale: Capturing the complexity of feminist identity

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Furthering our understanding of feminist identity is imperative given the wealth of research that has found feminist identity plays an important role in women's mental health. However, existing measures of feminist identity have been criticised for not adequately capturing the complexity of the construct. To address this paucity in the literature, we present the Feminist Social Identity Scale (FSIS), developed using the framework of social identity theory. Across four studies, the scale was examined using confirmatory factor analyses (N=1493, N=504), expert evaluation (N=21), and test-retest reliability (N=87). The FSIS was found to have excellent internal consistency and validity indices, with latent class

analyses providing additional evidence for the utility of the measure. Subsequent studies using the FSIS have furthered our knowledge of the role feminist identity plays in a range of different domains, including sexual objectification. Overall, the studies demonstrate the FSIS to be a valuable tool.

Boardroom

Data Blitz Presentations:

Barriers to Biculturalism: Historical Negation and Symbolic Exclusion Predict Future Increases in Opposition to Bicultural Policy

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The post-colonial ideologies of historical negation and symbolic exclusion (the 'Dark Duo') promote inequality between coloniser groups and Indigenous peoples at an ideological level. Specifically, historical negation denies the relevance of past colonisation injustices to contemporary society, while symbolic exclusion denies the relevance of the indigenous culture to the mainstream national identity. Collectively, these ideologies delegitimise Indigenous claims to material and symbolic national resources. Although their ideological function is established, the temporal ordering of the relationships between the Dark Duo and bicultural policy support is unknown. To address this gap, we utilised longitudinal panel data from a nationally representative sample of New Zealand adults (N= 31,043) to estimate two separate random intercepts cross-lagged panel models including the Dark Duo and both symbolic and resource-based policy support. Results revealed that within-person increases in historical negation and symbolic exclusion predicted within-person increases in opposition to symbolic and resource-based bicultural policies for both the majority ethnic group (coloniser group) and minority ethnic group (inclusive of the Indigenous peoples). Thus, our findings indicate that the Dark Duo promotes post-colonial inequality by inhibiting support for bicultural policies amongst both the structurally advantaged and disadvantaged. Furthermore, these relationships were bidirectional, signalling a self-perpetuating cycle of inequality maintenance whereby the Dark Duo encourages opposition to biculturalism, and anti-biculturalism reinforces the Dark Duo.

Boundaries of Free Speech: Profiling Support for Acceptance of Free Speech and Restrictions on Offensive Speech

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There are currently many on-going societal debates about which views people should be allowed to publicly express. Should people be allowed to freely express their views, or is censorship appropriate if some views are considered offensive? While these debates often rage across the internet, it is unknown what the majority opinion is on these issues. We use a person-centred approach on a national probability sample to identify people's nuanced endorsement of two items: allowing speech that is perceived as offensive, versus opposing one's viewpoint. Three profiles were discovered within the population: tolerators (73.2%),

who strongly support free speech with moderate-to-low support for banning offensive speech; moderates (24.2%), with mid-level support for both, and censors (2.6%) with low support for free speech, and somewhat high support for banning offensive speech. Using logistic regression, we found that relative to tolerators, censors are less modest, more neurotic, and more engaged in vengeful rumination, while moderates are more neurotic, more engaged in vengeful rumination, less extroverted, less modest, less open to experience, and lower in self-control.

Psycholinguistics of Conspiracy Theories: Negative Emotions and Themes Facilitate Diffusion Online

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Global polling has seen an increase in endorsement of conspiratorial beliefs in recent years with social media platforms receiving criticism for their potential role in facilitating this spread. The current study analysed the presence of emotions and themes in conspiratorial content on Twitter and Reddit when compared to scientific and general discussion. Moreover, it was assessed whether such emotions and themes were able to predict high and low engagement in conspiratorial content. Conspiratorial discussions were found to show significantly higher rates of anger, anxiety, power, and death compared to both scientific and general discussions across both platforms. Conspiratorial discussions also showed higher rates of sadness, family and religion compared to scientific discussions. Discriminant function analysis resulted in significant prediction of high and low engagement within conspiracy discussions. Higher levels of anger, anxiety, power, and death predicted higher levels of engagement in conspiracy discussions with positive emotions predicting lower engagement. The findings suggest that the mechanism by which conspiratorial content is diffused online may rely on leveraging powerful negative themes and emotions. Implications of findings are discussed and options for future research explored.

Investigating Perceptions of Sexual Harassment in the Workplace

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Current research and government reports into workplace sexual harassment have shown there is a “lack of understanding about what constitutes sexual harassment” (Respect@Work Report, 2020). This lack of clarity may play a role in whether sexual harassment is appropriately dealt with by organisations. The inability to accurately label sexual harassment behaviour can also result in lower reporting rates, potentially leading to more problematic or escalating behaviour. Thus, more research is needed to determine what factors influence perceptions of sexual harassment. The aim of this project is to examine how the severity of the sexually harassing behaviour and the response by the

target influences whether the behaviour is labelled sexual harassment. After reading workplace scenarios manipulating sexual harassment severity and target response, participants indicated whether the behaviour was appropriate and whether it constitutes sexual harassment. We also explored how participants' demographics (e.g., gender, age, social skills, prior sexual harassment training, etc) related to the propensity to label different behaviours as sexual harassment. The key factors influencing the perception of behaviour appropriateness and labelling of sexual harassment will be discussed in relation to how this can inform theoretical understanding of sexual harassment.

Male Hiring and Sacking Behaviours as a Function of Inclusionary Status

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This study sought to examine the link between threats to belonging and in-group favouritism amongst men. To this end, two specific hypotheses were tested. The first, predicted that participants who were ostracised and then included (via a Cyberball game) would show high levels of in-group favouritism. The second, predicted that the display of in-group favouritism would lead to increased belonging. Some support was found for the first hypothesis. Men who were ostracised and then included showed relatively high of in-group favouritism insofar as they sacked more out-group (i.e. women) than in-group members (i.e. men). Contrary to expectations, men who ostracised twice also showed relatively high levels of in-group favouritism by sacking more out-group than in-group members. Men who were included and then ostracised and men who included twice did not show any evidence of ingroup favouritism. No support was found for the second hypothesis. Regardless of whether they showed in-group favouritism, all participants reported increased levels of belonging after they completed the tasks used to assess in-group favouritism. The ramifications of these findings are discussed and some directions for future research are outlined.

The Privilege of Gratitude: Collective Action in Structurally Advantaged Groups

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Research investigating collective action has found consistent support for the predictors of collective action among disadvantaged groups, however, there has been little attention given to the collective action of advantaged groups. Using a nation-wide random sample of New Zealand adults, the present study aimed to increase understanding of the motivations of collective action among members of structurally advantaged groups, whilst proposing a potential reduction strategy. Consistent with our expectations, all three predictors of collective action proposed by SIMCA (i.e., identity, injustice, and efficacy) were positively associated with support for collective action among structurally advantaged groups (van Zomeren et al., 2008). Moreover, gratitude attenuated the positive relationship between

perceptions of injustice and support for collective action. The present study contributes to literature on collective action by addressing oversights regarding the underlying motivations of collective action within advantaged groups and additionally, is the first study to examine factors which reduce support for collective action among members of advantaged groups.

Feeling hopeless to feel okay: How fatalistic beliefs about climate change may help individuals cope with climate distress

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While the idea of ‘Climate Doomers’ has attracted media interest, relatively little academic attention has tested the idea that people who believe in anthropogenic climate change, can also hold negative and dismissive beliefs about the issue. It has been assumed that negative beliefs about the inevitability of climate change and hopelessness of responding to it would be a barrier to engagement with climate action, however it is not clear why people hold these beliefs or how they relate to emotional outcomes. Using a sample of Australians that believe in anthropogenic climate change (N = 2225), this study tested the relationship between negative and positive climate beliefs and climate change behaviour and policy support and whether these relationships were mediated through positive and negative emotions. We found that negative climate beliefs (i.e., fatalism, avoidance, and low efficacy) were related to lower levels of climate action, via lower worry and anger. Conversely, positive climate beliefs (i.e., high efficacy and morality judgements) were associated with higher levels of climate action, via higher worry, anger, fear, and hope. These results suggest that some individuals may hold hopeless beliefs about climate change which help to cope with climate related distress but could have run on effects in reducing engagement with climate action. The research also gives credence to the idea that negative emotions are important in driving engagement with climate action.

Social identities protect against social anxiety symptoms via reduced self-focused attention

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Cognitive-behavioural models highlight the role of self-focused attention in maintaining social anxiety symptoms. One novel strategy for targeting this attentional bias is via people’s social identities. As such, this research explores whether social identities protect against social anxiety symptoms via reduced self-focused attention using both cross-sectional (Study 1) and experimental (Study 2) designs. In Study 1 (N=300), participants completed self-report measures of multiple group memberships, self-focused attention, social anxiety and (social anxiety specific) negative cognitions in an online survey. Participants in Study 2

(N=158) completed an in-person experiment which manipulated the salience of their social identities, either reflecting on one or three groups (the social identity condition), or the weather (the active control condition); they then completed a speech task to induce social anxiety, which was operationalized as self-reported stress. In Study 2, participants (social anxiety specific) negative cognitions were also assessed. Across both studies, it was found that social identities protected against social anxiety symptoms via their effects on self-focused attention. In Study 1, greater multiple group memberships buffered against self-focused attention which in turn protected against both social anxiety and negative cognitions. In Study 2, participants in the social identity condition with high levels of social anxiety experienced reduced stress and negative cognitions via reduced self-focused attention. The implications of this will be discussed with a particular emphasis on their relevance for clinical practice as well as the integration of social identity and cognitive behavioural theorising.

‘I do therefore I am’: The self-reinforcing relationship between social identity and norm compliance

Joanne Rathbone (Australian National University), Tegan Cruwys (Australian National University), Mark Stevens (Australian National University), Laura Ferris (University of Queensland)

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There is now ample evidence that group norms are important predictors of behaviour, particularly among ingroup members who identify more strongly with their group. Using data from a longitudinal field study, we sought to extend the body of work on social identity and group norms by investigating, in situ, whether the relationship between social identity and norm compliance is bidirectional. We surveyed N = 661 young people attending the annual Schoolies mass gathering in 2019. We assessed participants’ identification with their friends who were attending Schoolies, perceived descriptive drinking norms among their friends, and their own anticipated drinking behaviour at five time points: before Schoolies, three times during Schoolies, and one month after Schoolies. Using cross-lagged panel modelling, we found evidence for a self-reinforcing relationship between social identity and norm compliance, such that participants who identified more strongly with their friends were more likely to comply with drinking norms, and norm compliance was in turn associated with stronger identification with friends. However, this self-reinforcing effect was only found during the event, when the referent social group “friends at Schoolies” was most salient and meaningful. The findings suggest that high identifiers may be more likely to enact their identity by complying with group norms, and in doing so may reinforce their identification with the group. The results also highlight the importance of considering social context when investigating the dynamic relationship between social identity, group norms, and behaviour.

Can adolescent social inclusion improve educational outcomes for Australian youth?

Heidi Renner (Deakin University), **Bosco Rowland** (Deakin University), **Delyse Hutchinson** (Deakin University), **John Toumbourou** (Deakin University)

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Completion of secondary education acts as a bridge to employment opportunities and career trajectories for young people, however educational inequity can inhibit positive trajectories and subsequent quality of life. The objective of this project is to investigate whether social inclusion during adolescence, across societal levels (peer, family, school, and community), confers the potential to disrupt inequities by improving Year 12 school completion for young people in Australia. This study used longitudinal data from the Australian cohort of the International Youth Development Study (IYDS) (N = 825), in Year 10 (average age 16), and post-secondary school (average age 19), to measure social inclusion through exploratory and confirmatory factor analyses. Social inclusion in the IYDS was represented by four factors: a) citizenship and rights, b) connectedness to community, c) connectedness to family, and d) connectedness to and participation in school. These factors were represented by a second order factor, social inclusion. Logistic regression analyses indicated that higher levels of social inclusion were predictive of Year 12 school completion, as compared to the lowest level of social inclusion. Adolescent social inclusion predicted Year 12 school completion and offers a modifiable point of intervention to improve educational equity. Future interventions focused on boosting social inclusion in Australian youth have the potential to provide evidence to government and thus influence policy.

The intersectionality of ageism and dementia stigma

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Previous research showed that older adults with dementia and older adults have both been seen as worthless and more salient to death-thought (O'Connor & McFadden, 2012). Since there is a strong intersectionality nature between dementia and ageing, we will further examine the relationships between the ageism stigma and dementia stigma among younger individuals. A survey study (N = 220) is expected to distribute to both university students and community members. In the study, the participants are randomly assigned into one of the four vignette scenarios describing a target: age (young or old) X dementia (with or without). Then, they will rate their prejudice attitudes and associating emotions towards the described target. Dementia knowledge and contact with both the older adults and people with dementia will also be collected. We will discuss future research directions on ageism and dementia stigma reduction.

Money might not make you mean: people's response to a rigged game.

Roger Yan (University of Otago), Jackie Hunter (University of Otago), Damian Scarf (University of Otago), Ted Ruffman (University of Otago)

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Research into differences between high and low class individuals reveals that the former will engage in more solipsistic tendencies while the latter engage in more contextualist tendencies. In this paper, we explore the theoretical basis of this difference. Using a Monopoly-based paradigm to manipulate success, high status participants were given many more resources and opportunities to succeed than were low status participants. This made the success of the high status group near certain. Right wing authoritarianism (RWA), social dominance orientation (SDO), and just world beliefs were assessed before and after the game. High status participants made more internal attributions for life (but not game) success than did low status participants. Following the game, participants across both conditions reported decreased levels of RWA, SDO and just world beliefs. These novel findings provide an optimistic perspective on how people respond to inequality. They also contrast previous research that suggests people in positions of power in "hierarchy-enhancing" (HE) environments should demonstrate increased SDO. The ramifications of these findings are discussed.

Session 6 (4pm-5.40pm)

Hindmarsh 4

Symposium: Moving beyond the minority stress: Adopting a Strengths-based approach to understanding LGBTQA+ functioning and flourishing

Chair: Joel Anderson

Historically, lesbian, gay, bisexual, transgender, queer, and asexual (LGBTQA+) health researchers have focused heavily on risks for poor health and wellbeing outcomes for this group. This deficit-focussed approach has obscured the ways in which LGBTQA+ populations maintain and improve their health across the life course. However, recent research has begun to explore how it is that LGBTQA+ individuals can flourish despite living in a world with heteronormative expectations and often facing prejudice on the grounds of their sexual identity or gender diversity. This symposium focusses on a series of strengths-based factors that contribute to this literature. First, we present a systematic review of the literature exploring authenticity as a protective factor against threats to well-being, quality of life and minority stressors experienced by this marginalised group (by Roberts). Second, we present the findings of a large-scale quantitative survey exploring demographic, personal, and social factors associated with identity affirmation in LGBQ Australian adults (by Cavarra) before presenting the results of a national survey exploring the impacts of affirming work and educational environments on the mental wellbeing of LGBTQA young people in Australia (by Amos). Finally, we close with the findings of a retrospective qualitative study conducted two-and-a-half years after the marriage equality plebiscite, in which 19 LGBTQ Australians were asked about the perceived long-term impacts of the postal survey for themselves and reported a combination of stress- and strength-based findings (by Casey).

Presentations:

Minority Stress, (In)Authenticity and Well-being: A Systematic Review and Meta Analysis

Emily Roberts (Bond University), Megan Lee (Bond University), Douglas Angus (Bond University)

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Authenticity, referring to one's connection with and presentation of their true self, is a known protective factor against threats to well-being, quality of life and life satisfaction in non-minority samples. As LGBTQIAP+ minority individuals face threats to their well-being, quality of life and life satisfaction on a daily basis due to their minority identity, in the way of minority stressors, researchers have begun to investigate how (in)authenticity may facilitate the impacts of these minority stressors on the general well-being of LGBTQIAP+ individuals. These preliminary studies are mixed in method and design – both qualitative and quantitative; focus on the wholistic LGBTQIAP+ community and specific identity groups; general authenticity and authenticity at work; and varying operationalisations of well-being

– but the results appear to be unanimous despite the nuance. Across the 16 studies investigating this interaction, we expect to find a moderate to large positive association between minority stress, (in)authenticity and well-being in LGBTQIAP+ samples. We hope that the findings of this systematic review and meta-analysis aid understanding of the true implications of both hetero- and homonormative environments on LGBTQIAP+ individuals' capacity for authenticity and subsequent well-being and incite more protective policy making in order to police any negative effects.

Demographic, Personal, and Social Factors Associated with Identity Affirmation in LGBTQ Australian Adults.

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Although many lesbian, gay, bisexual, and queer (LGBQ) Australians live fulfilling and happy lives, research consistently finds disproportionately high rates of negative mental health compared to heterosexual populations. Whilst understanding the reasoning for this is important it has been suggested that focussing on positive aspects of LGBQ identity, rather than the often pathologising negative outcomes of stigma, reflects a valuable new direction for LGBQ related research. The current research addresses this by examining the affective process of feeling comfortable and proud to belong to the LGBQ community and viewing one's sexual orientation as a positive aspect of identity, referred to as Identity Affirmation. To explore identity affirmation comprehensively, an online survey is used to examine demographic, personal and social factors. The study seeks to examine diverse aspects of the broader social context of LGBQ persons. The nature of this research is exploratory therefore no specific hypotheses were made. Given LGBQ populations are not homogeneous, this research examines the sample first as a whole group and second as individual identity groups. Across the sample, influential factors in identity affirmation were: Gender, LGBTIQ+ organisation work/volunteering, having a close friend and/or family member who is LGBTIQ+, comfortableness disclosing sexual identity and/or seeking LGBTIQ+ education, social support, and connectedness to the LGBTIQ community. Other factors that were important for some identity groups included: Level of LGBTIQ+ knowledge, relationship status, relationship satisfaction, and number of social groups. Limitations of this research, implications of findings, and suggestions for future research are also discussed.

Affirming work and educational environments and the mental wellbeing of LGBTQ young people in Australia

Natalie Amos (La Trobe University), G J Melendez-Torres (La Trobe University), Adam O Hill (La Trobe University), Anthony Lyons (La Trobe University), Jami Jones (La Trobe University), Ivy McGowan (La Trobe University), Marina Carman (La Trobe University), Adam Bourne (La Trobe University)

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Disproportionately poor mental health outcomes among LGBTQA young people are consistently reported in the literature. Moreover, much of the literature has focused on the factors that contribute to poor mental health outcomes and necessary calls for tailored mental health intervention efforts and inclusive care. However, little has been explored to-date on the factors that may protect the wellbeing of LGBTQA young people in Australia and lead to positive mental health outcomes. Using data from the Writing Themselves In 4 national survey of 6,418 young LGBTQA people in Australia aged 14-21 years, the role of affirming work and educational environments was explored using regression analyses. Affirming work and educational environments were assessed through a series of questions exploring whether participants felt safe and comfortable to identify and express their LGBTQA identity in their workplace or education institution. Outcome variables included the Kessler Psychological Distress Scale score and Subjective Happiness scale score. Both affirming workplaces and affirming education institutions were associated with decreased psychological distress as well as increased subjective happiness. These findings were observed among cisgender young people and trans and gender diverse young people, while controlling for individual traits such as sexual orientation, age and socio-economic circumstance. The outcomes of this study suggest that an affirming work or education environment are essential for the positive mental health of young LGBTQA people and stress the importance of future initiatives to ensure that workplaces and educational institutions are not just inclusive of LGBTQA young people but affirming of their identities.

The Marriage Law Postal Survey: Have There Been Long-term Consequences for LGBTQ Australians?

Liam Casey (University of Technology Sydney), Sarah Bowman (University of Technology Sydney), Emma Power (University of Technology Sydney), John McAloon (University of Technology Sydney), Bethany Wootton (University of Technology Sydney)

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The Marriage Law postal survey was a pivotal event in the history of LGBTQ rights in Australia. Quantitative and qualitative research has indicated that the postal survey was a period of increased stress for LGBTQ people and was associated with relational conflict, social disconnection, and increased salience of social stigma. Research emerging from the postal survey has largely been cross-sectional, with little taking a longitudinal view. This presentation reports the findings of a retrospective qualitative study conducted two-and-a-half years after the postal survey, in which 19 LGBTQ Australians were asked about the perceived long-term impacts of the postal survey for themselves, the LGBTQ community, and the broader community. Transcripts were analysed using reflexive thematic analysis. Five themes encapsulating participants' responses were developed: changed relationships; stronger connection to LGBTQ identity and LGBTQ community; the continuing battle for LGBTQ rights; reduced faith in political and social institutions; and changed views on marriage. These findings will be discussed with regard to the literature considering the postal survey and comparable international marriage equality votes.

Everyday Experiences of Masculinity, Femininity, and Body Image among Sexual Minority Men

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Masculinity has been considered a 'protective factor' against body dissatisfaction and femininity a 'risk factor.' Previous work suggests that femininity is tied to feelings of objectification and expectations of passivity, and as such, may be tied to body dissatisfaction. Masculinity, on the other hand, is associated with subjectivity and feelings of agency, which may buffer against body dissatisfaction. However, the theorizing around masculinity and femininity has been largely developed within a heteronormative framework. How might masculinity, femininity, and body satisfaction be experienced among sexual minorities? We measured trait and state masculinity, femininity, and body image in an experience sampling study with sexual minority men (N = 532). Trait and state masculinity were positively associated with body satisfaction, however, we found no relationship between trait and state femininity and body satisfaction. Among sexual minority men, the value placed on masculinity, rather than a devaluation of femininity, appears to be driving body satisfaction.

Hindmarsh 3

Thematic session: Forgiveness & Moral Repair

Co-rumination and dyadic dynamics of moral repair following wrongdoing

Michael Wenzel (Flinders University), Cara Rossi (Flinders University), Michael Thai (University of Queensland), Lydia Woodyatt (Flinders University), Tyler Okimoto (University of Queensland), Everett Worthington (Virginia Commonwealth University)

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Interpersonal transgressions threaten victims, offenders, and their relationship. This often leads the affected parties to ruminate about the wrongdoing, not only individually, but also together, in conversation with each other. We advance here the concept of co-rumination by applying it to contexts of interpersonal transgressions and investigating the role it may play in the process of moral repair. In line with prior conceptualizations, we distinguish between two forms of co-rumination. Co-reflection involves a constructive sharing and attending to each other's thoughts, to advance shared understanding and problem-solving; co-brooding involves a repetitive voicing of negative thoughts and feelings and being unresponsive to the other's utterances. We investigate how the two types of co-rumination influence, or are influenced by, individual rumination and victim forgiveness or offender self-forgiveness. Our study used a prospective-longitudinal-dyadic design (N = 110 dyads), where relationship couples were recruited prior to an incident and, once a partner reported feeling wronged by the other, each partner completed repeated surveys over four time-points 24-48 hours apart. Cross-lagged panel models indicated that co-rumination was related to increased subsequent individual rumination; forgiveness and self-forgiveness were related to reduced subsequent co-rumination; and self-punitiveness showed positive feedback cycles with co-brooding and offender rumination, whereas genuine self-forgiveness seemed to draw on co-reflection via individual rumination and, in turn, reduced co-reflection. Co-rumination plays an important, yet complex, role within processes of moral repair.

Co-Engagement and Offenders' Attributions of Forgiveness

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A victim forgiving an offender can be indicative of moral/relationship repair after wrongdoing. However, offenders can view victims' forgiveness in different ways such as genuine (i.e., reflecting a true sentiment), or as pseudo (e.g., avoiding the issue or downplaying the significance of the wrongdoing), but how do offenders arrive at these different forgiveness appraisals? A critical determinant may be how the wrongdoing is responded to such as co-reflection (i.e., a collaborative working through of the issue), or

individual reflection (i.e., time taken by the victim to think about the issue by themselves). In Study 1 (N = 308), participants imagined committing a wrongdoing and we manipulated how the wrongdoing was responded to afterwards (either co-reflection, individual reflection, or no reflection). We found that both co-reflection and individual reflection (vs. no reflection) led to greater attributions of genuine forgiveness, and lower attributions of unforgiveness, avoidance, and minimisation. In Study 2 (N = 179), participants recalled a recent instance of wronging their relationship partner and responded to measures of co-reflection, and individual reflection, to indicate how the wrongdoing was dealt with. We found that co-reflection was associated with higher levels of genuine forgiveness, directly, and indirectly, via the offender's perception that their victimised partner shares a value consensus with them and has considered their perspective on the issue. Whether the victimised partner implicitly or explicitly indicated forgiveness also affected how the offending partner interpreted their partner's forgiveness. Additional results and implications for moral/relationship repair will be discussed.

The 'I' and 'me' in authenticity: a dual conceptualisation of authenticity and its relationships with offender defensiveness and moral repair

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Research into authenticity has been a fast-growing field, with studies finding that it may have implications for psychological wellbeing, interpersonal effectiveness, relationship satisfaction, group processes, and conflict. However, its conceptualisation has been contentious, and various approaches have produced a diffuse body of literature characterised by seemingly incongruous findings. We advance a theoretical framework that synthesises the literature, proposing that two dimensions of personal authenticity may be differentiated based on the implicated dimension of self. Present-state authenticity concerns being true to one's present-state experiences, and incorporates processes of awareness, consistent expression, and phenomenological ownership. Self-concept authenticity involves appraisals of whether one's experience validates or is consistent with important, contextually-dependent self-concept features (and often, specifically implicates a 'true self' concept). Two studies will be presented from a research program considering the differentiation in the context of offender defensiveness and moral repair following wrongdoing. A measurement study (N = 306) provides preliminary evidence for the factorial structure and considers cross-sectional predictive relationships, which are investigated further with a longitudinal design (T1: N = 208; T3: N = 166). Results suggest that the two dimensions may operate differently: self-concept authenticity may be positively associated with defensiveness and act as a barrier to restoration, challenging the view of authenticity as a positive attribute, whereas the relationships with present-state authenticity are less clear. It is proposed that the dual conceptualisation allows for a more nuanced consideration of authenticity which may account for disparate research findings, and offers promising and generative future directions.

Working through' for genuine self-forgiveness: narration and re-narration as a tool for offenders

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Following interpersonal wrongdoing, offenders experience a threat to their moral-social identity that throws into question the offender's moral integrity and social belonging. It has been argued that in order to resolve this threat, and move toward a state of genuine self-forgiveness, offenders are required to 'work through' what they have done. However, what does it mean for offenders to 'work through' their wrongdoing? The answer to this question is currently unclear. One suggestion is that to cope with this moral-social identity threat and 'work through' wrongdoing, offenders may engage in a process of narration; whereby the story of what happened is created and re-created each time it is told. Research has shown that narration can act as a reflexive meaning making tool that consolidates the memory of an event and its associated emotion. Therefore, it is proposed that narration and re-narration may act as a mechanism of 'working through' for genuine self-forgiveness. The current research employs both qualitative and quantitative methods to examine (a) how offenders use narration and re-narration to work through their wrongdoing, and (b) what features of narration are beneficial to the self-forgiveness process. Preliminary findings (TBC) and the implications of these results for understanding how narrative processes may facilitate, or act as a barrier to, genuine self-forgiveness will be discussed.

What I think you think matters: Dynamics of perspective-taking and perceived perspective-taking on value consensus following interpersonal wrongdoing

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Restoring consensus about violated values is key to moral repair following relationship transgressions. We argue that perspective-taking (PT) and perceived perspective-taking (PPT) facilitate perceived value consensus, for both victims and offenders. PT and PPT develop in a dynamic where one party's PT is recognized by the other party, PPT, and each party reciprocates PPT with PT. Study 1 used a 2-wave design following a wrongdoing reported by victims or offenders (N=240 and 212). Latent Change Score Modelling indicated that, for both roles, within-person increase in PPT was associated with an increase in perceived value consensus and PT. For victims, increase in PT was also associated with an increase in perceived value consensus. Study 2 used a 4-wave dyadic design with victim-offender pairs (N=83). Random-Intercept Cross Lagged Panel Models investigating within-person change showed that, for victims and offenders, PPT was prospectively positively associated with PT, and PT prospectively positively associated with perceived value

consensus. Dyadic analysis found that PPT was prospectively associated with own and other's PT, however there was no significant effect of actor PT on partner PPT. The findings support the notion of PT and PPT being reciprocated processes implicated in the restoration of value consensus and, thus, moral repair.

Hindmarsh 2

Thematic session: Coping with Societal Threats, Disasters, & Misinformation

Pandemic and Prejudice: Revisiting Bogardus' Social Distance Concept in a Time of COVID-19

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This study examined when the realistic threat of COVID-19 leads to prejudicial social distancing. American participants reported social distancing preferences from Chinese or Italian people ("out-group target") after viewing increasing or decreasing COVID-19 case numbers ("threat level") in China or Italy ("threat relevance"). On the Bogardus social distance scale, there was support for a disease avoidance hypothesis: greater social distancing preferences were expressed under higher than lower relevant threats. Responses on a bespoke COVID-19 social distance scale, however, supported an a priori prejudice hypothesis: greater social distancing preferences were expressed toward a Chinese than Italian out-group. Moreover, responses on a bespoke "modern social distance" scale supported a complex prejudice hypothesis: greater social distancing preferences were expressed toward Chinese than Italian out-groups under higher than lower threat, regardless of threat relevance. These findings suggest that the threat of COVID-19 may enable prejudice expression accompanied by the rationale of disease avoidance.

Social Influences on Behavioural Response to Earthquake Shaking

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Many earthquake injuries in Aotearoa New Zealand occur because people either do not act quickly to protect themselves or act in a way which can expose them to more harm. Earthquakes are typically an uncertain context in which to make behavioural decisions, suggesting that people may be influenced by the behaviour of others as well as the mere presence of specific others such as dependents. In this research we consider retrospective self-reports of behaviour undertaken during previous earthquakes as well as evidence from Closed Circuit Television footage of the 2016 Kaikoura earthquake at Wellington International Airport, NZ. The quantitative survey data demonstrates that people's initial response to earthquake shaking is to wait and see if the shaking continues or increases in intensity. The video footage showed people looking to those around them for behavioural cues, with some differences in speed and consistency of behavioural copying depending on the number and role of the other people present. We discuss this evidence in the context of underlying psychological phenomena such as social norm theory which might explain these behavioural tendencies in response to the uncertainty of earthquake shaking. Future work

will further explore the role of social influences on behavioural responses to earthquake shaking using a range of method and data types.

Investigating the Truth Effect Under Contexts of Belief and Perceived Threat

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When people are exposed to a statement they have heard or seen before, they are more likely to believe it. This is a phenomenon known as the illusory truth effect (“ITE”). The ITE has important implications in a world mediated by social media, wherein people are consistently exposed to information of questionable veracity. We examine the role of prior beliefs/ attitudes in the ITE of primed threat (extreme counter-attitudinal claims), illustrating that the ITE phenomenon is of both theoretical and practical significance in the context of communication about polarised topics, such as climate science. We found people were more inclined to believe repeated claims than novel claims, and that this pattern persisted across both conditions of perceived threat and claim type. Accordingly, our results did not find any evidence to indicate that viewing extreme counter-attitudinal claims influences the ITE. Our findings support prior ITE literature suggesting that the ITE is robust to directional content of claims and adds to research which has explored the claim type but not the role of motivated cognition in the ITE.

How conspiracy beliefs affect attributions for intergroup inequalities among members of misadvantaged groups

Oliver Klein (The Université libre de Bruxelles), Kenzo Nera (The Université libre de Bruxelles), Karen Douglas (University of Kent, UK), Paul Bertin (The Université libre de Bruxelles), Sylvain Delouvée (University of Rennes 2, France)

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We suggest that conspiracy beliefs (CBs) enable people, and especially members of disadvantaged groups, to reject internal attributions for inequalities. In Study 1 (cross sectional) conducted in France (representative stratified sample, $n = 1104$), CBs were more prevalent among subjectively poor participants, and negatively associated with meritocracy beliefs (i.e., attributing poverty and success to dispositional factors). In Study 2 (randomized experiment, Belgium, $n = 178$), which used a fictitious setting, a conspiracist depiction of society reduced internal attributions for the poverty of a disadvantaged ingroup, as well as internal attributions for the wealth of a privileged outgroup. These effects were mediated by decreased meritocracy beliefs. These findings were largely replicated in Study 3, in a different cultural setting (UK, $n = 237$). Thus, individuals might endorse CBs in part to reject internal attributions for an ingroup’s relative disadvantage. Experimental Studies 4-5 (Belgium, combined $Ns = 611$) corroborated this interpretation. Participants reported more sympathy and agreement with the author of an attribution to conspiracy (i.e., blaming an ingroup’s misfortune on a conspiracy) when it was a response to an internal (vs. external)

attribution for an ingroup's disadvantage. Theoretical and practical implications are discussed. Studies were preregistered.

The Effect of Volition on Suggestibility to Misinformation from Out-group/In-group Members

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Eyewitness testimonies remain the most prevalent form of evidence in criminal investigations. However, the reputation of eyewitness memory is generally poor due to its vulnerability to post-event misinformation, such as misinformation provided by a co-witness. Most laboratory studies looking at co-witness discussions do not allow participants a choice of discussion partner but randomly assign them into pairs. The current research explored whether volition (i.e., the ability to choose the source of post-event information) and implicit biases, such as sexism and racism, influenced eyewitness memory and the acceptance of misinformation. Participants watched a video of a mock crime, and subsequently were informed that they would listen to another witness' testimony, that unbeknownst to them, consisted of several items of misinformation about the event. In the volition condition, participants were able to choose between a male and a female (study 1) or a black and a white (study 2) co-witness' testimony and were asked to explain their choice. In the non-volition condition, participants were randomly allocated a testimony without choice. Following the post-event information, participants completed questionnaires related to their social identities, as well as their susceptibility to sexism (study 1) or racism (study 2). Participants rated the reliability of the co-witness' testimony and completed a series of memory questionnaires (free recall, cued recall, and source memory). Quantitative and qualitative results and future study suggestions will be presented.

Hindmarsh 1

Thematic session: New Development in Social Psychology & Social Identity Research

Meta-Identification: Perceptions of Others' Group Identification Shape Group Life

Nik Steffens (University of Queensland), Katharine Greenaway (University of Melbourne), Sam Moore (Evidn), Katie Munt (University of Queensland), Felix Grundmann (University of Groningen), Alex Haslam (University of Queensland), Jolanda Jetten (University of Queensland), Tom Postmes (University of Groningen), Dan Skorich (Australian National University), Srinivasan Tatachari (T A Pai Management Institute)

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In this talk, we present research that introduces and develops the concept of meta-identification – perceptions of other group members' identification with a group – and examines its capacity to shape group life. Across a several (including field and experimental) studies, we investigate the impact of meta-identification on group meaning, efficacy, support, and productivity. Results indicate that perceiving that other group members are highly identified with a group heightens perceptions of group meaningfulness and efficacy, promotes group-based helping behaviour, and can improve overall group performance. Furthermore, results show that meta-identification is distinct from individuals' own group identification and has a unique impact on outcomes above and beyond group identification. We discuss the implications for social identity theorising and the role of meta-identification in supporting meaningful and functional group life.

Are we capturing students' approaches to learning or social identity performance?

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Students' approaches to learning provide a framework for categorising the ways that students go about studying within a particular context. Research addressing the mechanisms for learning approaches typically treat them as cognitive, motivational, or behavioural processes, boiling down these factors to a simple person-by-situation understanding. However, the majority of existing literature on learning approaches relies on self-report, survey-based, methodologies to categorise student' approaches. This introduces confounds derived from students' perception of items used, and of their own approaches to learning. The current paper is a systematic review of learning approach measures, and their application and modification, with a view of reframing the measured outcome in social identity terms. Our hypothesis is that commonly used measures of learning approach represent the normative content of students' social identity, and that the use of self-report measures limits data collection to that which is presented by students through a lens of social identity performance. Preliminary results indicate that a small number of established scales are adapted to suit a wide variety of cultural and educational contexts, and that there are few observational measures in use. This suggests that there is little in the existing

literature to distinguish learning approach scores from social identity performance, and that there is a need to reconsider what the scores of learning approach measures are representative of.

Explaining in-group favouritism: Subjective belonging or self-esteem

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This paper reports research assessing whether the link between in-group favouritism and subjective belonging is independent of self-esteem. This was achieved by testing whether: (a) the expression of in-group favouritism led to increased subjective belonging (Studies 1-3) and (b) threatened subjective belonging (manipulated via ostracism) led to in-group favouritism (Study 3). A positive relationship between in-group favouritism and enhanced subjective belonging was found in each study. Moreover, in all instances the association between in-group favouritism and enhanced subjective belonging was independent of self-esteem. Little evidence was found to suggest that in-group favouritism led to elevated self-esteem or that threatened belonging and self-esteem were associated with in-group favouritism. Together these findings make two important contributions. The first is that the association between in-group favouritism and enhanced subjective belonging is not a function of self-esteem. The second is that, in-group favouritism is more consistently associated with enhanced subjective belonging than is self-esteem.

Can dyads be social identities?

Tegan Cruwys (Australian National University)

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We typically conceptualise social relationships in terms of either interpersonal processes (usually between two people) or group processes (between 3 or more people). However, I argue that social identity principles are often useful in understanding dyadic relationships. This is especially true of romantic relationships, where the concept of “couple identity” (or we-ness) has emerged independent of social identity theorising. I will review the literature on group processes in dyads. I will then present evidence from a new study of 375 adults in long-term romantic relationships, which found that not only are social identity processes at the heart of how people describe their relationships, but these also explain outcomes (such as likelihood of separation or divorce) better than classic interpersonal processes.

The evolution of social psychology: The rise and fall of topics in JPSP articles, 1965-2020

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Social psychology's focus is constantly evolving. We explore the field's shifting thematic concerns through a topic modelling study of abstracts from the 9,966 articles published in the Journal of Personality and Social Psychology from 1965 to 2020. Seventeen broad topics emerged from an analysis using Latent Dirichlet Allocation on the pre-processed text corpus. We evaluated linear and curvilinear trends in their relative prominence over the 56-year period and classified the topic trajectories into several types: rising, plateauing, falling, decaying and rising-then-falling. Further analyses pointed to a tendency for articles to become less equally distributed across topics over time. The talk will describe how certain topics have gained or lost the spotlight of attention, interpret what has driven these changes, and speculate on what our analysis implies about the current state of the field.

Boardroom

Thematic session: Strategies to Promote Pro-Environmental Behaviour

“I’m Just a Drop in the Ocean, Can I Really Make a Difference?”: Exploring Australians perceptions of efficacy in the context of climate action

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Despite the increasing severity of climate change, many Australians still fail to engage in meaningful climate action. It has been argued that this lack of action, at least partially, is due to a reduced sense of self-efficacy. Yet it is unclear how Australians perceive their efficacy in the wider socio-cultural context, and whether Australian's lack of confidence in climate action is experienced in a multitude of ways. That is, other forms of efficacy may also be applicable to this context. Therefore, we conducted a qualitative study with 308 Australians (age: 18-82, Mage = 33.3, SDage = 11.7, 164 women, 140 men, 2 non-binary, 2 unspecified) who were recruited online via social media (Twitter, Facebook n = 135) and Prolific (n = 173). Using several open-ended questions, we asked participants about their views on climate action. A reflexive thematic analysis found that despite most acknowledging their individual responsibility in decreasing the severity of climate change, participants confidence in climate action manifested itself as (1) self, (2) collective, and (3) structural forms of efficacy. For self-efficacy, financial considerations, misinformation, and a lack of knowledge were predominantly acknowledged. For collective efficacy, participants often emphasised their sense of powerlessness as individuals, arguing for the need to collectivise with like-minded individuals. Finally, for structural efficacy, political inaction and neoliberal, capitalist ideologies were emphasised as diminishing participants willingness to take part in climate action. These findings demonstrate the importance of acknowledging the many ways in which efficacy can manifest itself in the context of climate action.

Psychological ownership of nature: A recipe for encouraging pro-environmental behavioral intentions among anthropocentric individuals?

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Environmental campaigns should target especially those not yet concerned about nature to engage a broader audience. In this study, we examined whether psychological ownership of nature (i.e., the feeling that nature is mine or ours) was positively associated with individuals' pro-environmental behavioral intentions and whether this association was moderated by people's worldviews related to the environment. Based on the Jiu-Jitsu persuasion model, we hypothesized that psychological ownership of nature would work particularly well for people with strong anthropocentrism but might be less effective for

those with high ecocentrism. Results of a cross-sectional survey distributed to the Australian community (total N = 836) showed that psychological ownership of nature was positively related to the intention to perform civic pro-environmental actions; however, there was little evidence supporting our proposed moderation. This suggests that psychological ownership of nature could be a means to a sustainable end, irrespective of individuals' environmental worldviews.

The future under threat: Future orientation in the shadow of climate change

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The psychological distance of climate change is one of the predominant barriers to motivating individual and collective climate action. Indeed, the worst consequences of climate change are in the future, making them difficult to prioritise over more immediate concerns. People who are future oriented - that is, people who are psychologically farsighted and who prioritise future outcomes over present desires - tend to think and act in more pro-environmental ways, demonstrating the usefulness of this construct for motivating climate action. However, people's perceptions of the future in the shadow of climate change are likely to be complex. Additionally, it is possible that stressful experiences of climate change, such as extreme weather events, may restrict future orientation. This is particularly relevant for young adults who are in a development stage in which future orientation is very important and who can expect to experience ongoing and exponential climate change consequences over their lives. We sampled Queenslanders (N = 1000; n = 300 aged 18-24, n = 700 aged 25+) to explore several dimensions of future orientation and the climate change-related antecedents and consequences. Results will be discussed in relation to the role of future orientation in predicting individual and collective climate action.

Thinking about future societies

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Collective global efforts are required to mitigate and adapt to climate change. Emerging research shows that a positive view of a future environmentally sustainable society, or a green utopian vision for the future, can motivate action in pursuit of that desired society. However, more work is needed to understand origin and nature of this motivation. In a study conducted on Qualtrics (N=330), we investigated whether environmental knowledge predicts evaluations of a modern green utopia prime. We also examined whether positively evaluating a modern green utopia prime can serve as the basis of an opinion-based group, predicting social identification and in-group trust. The relationships between these variables and the direct and indirect effects they have on pro-environmental intentions and strivings are discussed in relation to effective communication and policy strategies.

Protection Motivation Theory helps to understand Australian's Motivations to Engage in Direct and Indirect Climate Actions

Matthew Mackay (Deakin University), Emily Kothe (Deakin University), Anna Klas (Deakin University), Matthew Ling (Neami National, Preston; Deakin University)

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Protection Motivation Theory (PMT) proposes that coping and threat appraisal pathways inform an individual's decisions to engage in a protective or maladaptive behaviour in response to a threat, such as climate change. The current study investigated and compared the usefulness of PMT in predicting intentions for two types of climate actions, one which directly mitigates climate change (limiting household heating and/or cooling) and the other which indirectly mitigates climate change (writing a letter to a local Member of Parliament urging them to take action to mitigate climate change). Four hundred and fifty-two Australian residents (273 women, 162 men, 16 non-binary, and 1 genderqueer; Mage = 32.21, SD = 11.81; range = 18-71 year) were recruited via Prolific. PMT explained a significant amount of variance for both behavioural intentions (Heating and/or Cooling: $R^2 = .33$, 90% CI [.26, .39], $p < .01$; Letter writing: $R^2 = .30$, 90% CI [.23, .35], $p < .01$). However, only variables from the coping pathway, and not the threat pathway, were statistically significant. Perceived response efficacy and self-efficacy were significant unique predictors of both behavioural intentions, while perceived response costs were only a significant unique predictor of heating and/or cooling. In combination, these results suggest that the coping appraisal pathway is more important in inducing behavioural change regarding climate change outcomes. Additionally, the results suggest that response costs and response efficacy are most pertinent to target in intervention strategies that aim to increase action that directly or indirectly mitigates climate change, respectively.

SATURDAY

Session 7 (9am-10.20am)

Hindmarsh 4

Symposium: The importance of identities and communities in LGBTQA+ health, wellbeing, and functioning

Chairs: Joel Anderson & Lily Moor

LGBTQA+ research has moved away from an inter-group approach (in which attitudes and perceptions of cisgender heterosexuals towards LGBTQA+ individuals have typically been the focus of research). Research has instead begun to focus on factors that within the LGBTQA+ community, and has begun to explore how individuals and groups within this community exist in their own right, rather than in comparison to cisgender and heterosexual groups. This symposium is comprised of a series of talks that explore social psychological phenomenon within the LGBTQA+ community. First, Franklin will present the findings of a qualitative study exploring how gay, bisexual, and queer-identifying male communities tend to be comprised of various distinct subcultural identity groups based on shared characteristics and associations, and the functionality of these queer-specific identities. Second, Dellers explores reasons for interpersonal marginalisation within the gay community with a series of qualitative interviews with same-sex attracted men, and the psychological and social consequences of intragroup marginalisation. Third, Moor presents findings from a large Australian survey in which she explores the benefits and risks behind the adoption by LGBTQA+ people in technology to bolster their experiences of technology, sex, and intimacy. Finally, Worrell explores the resilience that LGBTIQ+ family violence services underwent in response to COVID-19 and its associated impacts – this series of interviews with LGBTIQ+ family violence service professionals, victim survivors and participants of a men's behaviour change program reveals how queer community-controlled organisations were at the forefront of responsive practice innovation during these challenging times.

Presentations:

Characteristics and functions of subcultural identities in the lives of gay, bisexual, and queer-identifying men in Australia

Jake Franklin (Monash University), **Anthony Lyons** (La Trobe University), **Adam Bourne** (La Trobe University)

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Gay, bisexual, and queer-identifying (GBQ) male communities tend to comprise various distinct subcultural identity groups based on shared characteristics and associations, often overlooked in research and practice. This study aimed to develop a greater understanding of GBQ subcultural identities by exploring how they are understood and described by individuals who utilise them. Semi-structured in-depth interviews were conducted with 15 gay, bisexual, and queer-identifying men living in Australia and who identified with one or

more subcultural identities. Interview transcripts and data underwent thematic analysis. All participants identified with two or more subcultural identities. Results indicated that subcultural identities were understood and characterised through physical traits, gender expression and perceived norms, sexual preferences and sex roles, interests and hobbies, and social interaction dynamics. Important functions of subcultural identities were noted, such as their utility in filtering and regulating social associations and interactions as well as reflecting elements of queer history and culture. Findings highlight some key characteristics that define subcultural identities and the functions they serve for GBQ men. This knowledge furthers understanding of GBQ subcultural identities and may assist in developing culturally-relevant approaches to future research and practice in areas such as health promotion and service delivery.

Social Interactions in the Gay Community

Leander Dellers (Griffith University), Amanda Duffy (Griffith University), Melanie Zimmer-Gembeck (Griffith University)

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Research consistently shows that same-sex attracted men are at higher risk of depression, anxiety, and low self-esteem compared to straight men. Biased societal attitudes, discriminatory and other negative interactions with individuals outside the gay community can undermine mental health, but it is also possible that social interactions within the gay community could damage well-being of same-sex attracted men. Some recent research showed how same-sex attracted men can perceive the gay community as stressful and detrimental to their wellbeing, however, not much is known about the reasons for marginalisation by other members of the gay community and the effects experiencing such intragroup marginalisation. For the current qualitative study, group and individual interviews were conducted with 30 same-sex attracted adult men from Australia to ask them about reasons for interpersonal marginalisation within the gay community and whether intragroup marginalisation can have psychological and social consequences. Results indicate that the gay community can be a place of acceptance and positive social interactions, but, for some same-sex attracted men, it can result in marginalisation. The described underlying reasons for intragroup marginalisation included physical appearance (e.g., age, ethnicity, body type), psychological, behavioural, or social attributes (e.g., gender identity/expression, lifestyle, personality) as well as status-based attributes (e.g., career, financial situation, education). Based on own experiences and witnessing others' experiences, participants also disclosed that poorer mental and social health outcomes (e.g., low self-esteem, social isolation) can result from intragroup marginalisation. Implications for interventions to improve well-being of same-sex attracted men and future research directions will be discussed.

Technology in the Sexual and Intimate Lives of LGBTQA+ Australian Adults

Lily Moor (La Trobe University), Joel Anderson (La Trobe University; Australian Catholic University), Andrea Waling (La Trobe University), Alexandra James (La Trobe University), Jennifer Power (La Trobe University)

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Technologies such as the Internet, smartphones, and sex toys have demonstrated the capacity to facilitate and enhance sexual and intimate practice. They provide new ways to meet sexual partners, maintain and establish intimate connections, accessible sexual education and exposure to new ways of engaging in sex. LGBTQ+ people have been earlier adopters of these technologies; the Internet has demonstrated benefits to sexuality and gender identity formation, access to specific sexuality education, and meeting partners. However, the anonymity and accessibility of the Internet also presents significant risks to safety, privacy, and sexual autonomy. The current study aims to understand how LGBTQ+ adults in Australia engage with various technologies for sexual gratification, intimate connection, and access to sexual education and culture, as well as perceptions of the benefits and risks of this use via an exploratory online survey (N = 2167). The results presented describe the frequency of gender diverse (n = 77) and LGBTQ+ (n = 225) participants engagement in technologised sexual practices such as the use of dating apps, visiting cam sites, and sexting, as well as their perceptions of the benefits (sexual gratification, access to sexual education and culture, and connection) and risks (worries, concerns, and legal issues) of these practices as compared to heterosexual participants (n = 1902). This research aims to contribute to the expanding body of research arguing a holistic understanding of technologized sexual practice, health, and pleasure, inclusive of benefits and risks, and how it may enhance and facilitate LGBTQ+ peoples sexual and intimate experiences.

The Role of Heteronormativity in the Sexual Satisfaction of Lesbian, Bisexual and Heterosexual Women

Alena Bondarchuk-McLaughlin (Australian Catholic University), Joel Anderson (La Trobe University; Australian Catholic University)

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Sexual satisfaction is known to play an essential in individual well-being. A series of gender and sexuality-based factors that have been established within the literature, for instance, it is well established that women report lower levels of sexual satisfaction than men. However, within the limited literature on women's sexual satisfaction, there is a consistent finding that emerges - lesbian women have consistently reported higher sexual satisfaction than both heterosexual and bisexual women. More specifically, women who have sex with women report longer durations of sex, higher variety of sexual activities, and higher orgasm frequency for both themselves and their partners than women that have sex with men. In this presentation, we present evidence from an online survey with Australian women (lesbian, bisexual, and heterosexual) that tests the endorsement of heteronormativity as a

possible explanation for this effect. Heteronormativity is a set of beliefs about gender and sexuality that positions men and women as opposites – though not equals – whereby men are expected to exhibit dominance and high sexual interest, while women are expected to exhibit the absence of sexual motivation and provisions of emotional nurturance. We present evidence that supports the hypothesis that the endorsement of a range of heteronormative beliefs indeed explains the discrepancy in sexual satisfaction and orgasm quality as a function of sexual orientation.

Hindmarsh 3

Symposium: Emerging directions on collective action research from the perspective of oppressed groups

Chairs: Hema Preya Selvanathan & Tulsi Achia

This symposium will put forth novel perspectives on whether and how oppressed groups engage in and respond to social change efforts in a variety of domains. The first talk will examine how perceived social cohesion can reduce the collective action tendencies of people from low socioeconomic backgrounds in the context of the US and Iran. This contributes to our understanding of the dark side of social cohesion. The second talk will further build on why the disadvantaged group engages in collective action by specifically considering the connection between past and present. This talk will outline the role of historical narratives amongst Black Americans in their continued mobilization for racial justice today. Next, turning to examine how minorities respond to allyship, the third talk will test how ally credentials and discussions about group privilege impact minorities in a workplace context, including their intentions to exclude advantaged group allies from collective action. The studies in this talk will focus on both racial and gender equality efforts within organisations. Finally, the fourth talk will focus on whether and how minority group members pay attention to the costs and benefits of allyship when making judgements about allies. In doing so, the studies in this talk will inform the conditions under which allies are perceived as genuine. Taken together, this symposium highlights the various social psychological factors relevant to understanding collective action from the perspective of oppressed groups.

Presentations:

The dark side of social cohesion: The mediational role of social cohesion in the relationship between social class and collective action

S. Nima Orazani (Australian National University), Ali Teymoori (Helmut Schmidt University of Hamburg, Germany), Morteza Masroor Alinoudahi (University of Sistan and Baluchestan, Iran)

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Three studies investigated the relationship of people's perception of their socioeconomic background (i.e., subjective and objective) and their tendencies to engage in different types of collective actions (i.e., normative nonviolent, non-normative, nonviolent, violent, and creating police-free zones such as the Capital Hill Autonomous Zone). In the first survey study (N = 243, USA), we found that increased social cohesion negatively mediated the relationship between perceived socioeconomic status and willingness to participate in both (non)normative and nonviolent action such that those participants who believed that they sit at the top of the economic ladder saw the society as cohesive; a belief that was associated with less willingness to participate in (non)normative and nonviolent collective action. In a second experimental study (N = 232, USA), we failed to manipulate participants' perceived socioeconomic status; however, as in Study 1, perceived social cohesion

negatively mediated the relationship between perceived socioeconomic status and (non)normative nonviolent collective action. Extending our results to a highly repressive context, the third study was conducted with Iranians (N = 195). Unlike Study 1 and 2, social cohesion did not negatively mediate the relationship between perceived socioeconomic status and (non)normative nonviolent actions. We discuss the implications of this study for the influence of social class on individuals (dis)engagement with the broader socio-political system.

Black Americans' History of Resilience and Present-Day Responses to Oppression

Hema Preya Selvanathan (University of Queensland), Jolanda Jetten (University of Queensland), Alexis Umeh (Boston University, USA)

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Collective victimhood and collective resilience can be viewed as two-sides of the same coin. Most literature to date has focused on the experiences and consequences of collective victimhood. In the present research, we extend this work focusing on the role of collective historical resilience. Specifically, we examine the nature of historical collective resilience and its role in explaining mobilisation in responses to present-day oppression. To do so, we conducted two cross-sectional online survey studies of Black Americans (Study 1, N = 272; Study 2, N = 294). First, through qualitative content analysis, we found that Black Americans' collective memories of Black history in general (Study 1) and specifically in relation to the Civil Rights era (Study 2) included narratives of resilience in addition to victimhood. Second, through multiple regression and mediation analyses, Study 1 and 2 found that over and above the effects of historical collective victimhood, historical collective resilience predicted support for the current Black Lives Matter movement, via a sense of collective continuity (i.e., a perception that the past, present, and future of the group is interconnected). Across both studies, we observed positive links between collective historical resilience and collective historical victimhood. Our findings underscore the importance of considering narratives of resilience in a group's history, contributing to the literature on collective victimhood and collective memory. Importantly, we hope to highlight the benefit of moving beyond studying oppressed groups through a lens of victimhood alone, and instead simultaneously considering their collective strength and survival throughout history.

Managers' allyship credentials and their public discussion of group privilege: Impact on disadvantaged group members and consequences for collective action in organisations

Tulsi Achia (University of Queensland), Winnifred Louis (University of Queensland), Aarti Iyer (Sheffield University, UK)

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Motivated denial or avoidance of group privilege acknowledgement by advantaged group members is often cited as a barrier to the justice and equality-focused aims of positive intergroup contact. We conducted two experiments referencing the context of organisational diversity and inclusion, one focusing on gender equality (N = 385) and the

other focusing on racial equality (N = 368), where we manipulated managerial ally credentials and their group privilege comments (denying or acknowledging privilege, or commenting ambiguously). At an individual level, privilege denial and ambiguity rather than privilege acknowledgment, elicited greater negative emotions, lower trust in the transgressing manager being able to handle discrimination complaints fairly, lower perceived moral credibility for the manager to work on diversity issues, and lower willingness to give the manager a second chance to work on workplace diversity initiatives. At a group level, privilege denial and ambiguity elicited greater scepticism of Male/White allyship, and for racial minority participants but not women, greater willingness to exclude allies from collective action in the organisation. No consistent ally status effects or interactions, nor any changes in participants' collective action intentions, were observed in either study.

Allyship at any cost: Allies are perceived more favourably when their involvement in the cause comes at a personal cost

Michael Thai (University of Queensland), Jarren Nylund (University of Queensland)

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Allies from advantaged groups can play a considerable role in social justice movements. However, they are sometimes perceived as disingenuous and evaluated negatively by marginalised group members. It is important to understand the social and contextual factors that can influence perceptions of allies. The present work investigates whether marginalised group members' perceptions of allies vary as a function of whether their allyship incurs a cost. Based on key principles of attribution theory, which suggest that behaviour transpiring in the face of costs, risks, or constraints will be more strongly attributed to intrinsic qualities of the person performing the behaviour, we propose that allyship incurring costs will be perceived more positively than allyship that does not incur costs, or allyship that instead garners rewards. We find support for this prediction across a number of experimental studies. Specifically, allies who engage in allyship associated with costs are perceived as more tenacious and as driven by more genuine motivations than allies who experience no costs, or allies who garner rewards for their allyship. Allies engaging in costly allyship are also evaluated more positively, overall. We also find evidence that allies who are rewarded for their allyship are perceived less favourably in these domains. These findings suggest that marginalised group members pay attention to the benefits or costs that arise from an ally's involvement in the cause to inform their judgments about that ally and the authenticity of their allyship.

Hindmarsh 2

Symposium: Extrinsic emotion regulation across contexts

Chair: Sarah Walker

Extrinsic emotion regulation refers to the processes people use to improve (or worsen) the emotional experiences of another. While there is substantial research focused on how we regulate our own emotions (intrinsic regulation), there is far less research on extrinsic regulation processes. The research presented as part of this symposium starts with exploring the way in which romantic couples regulate each other's emotions, the extent to which they agree with the regulation attempts of their partner, and how this relates to overall relationship quality before examining the longitudinal link between emotional intelligence (capacities people have) and emotion regulation (things people do) in romantic relationships. Next, we will examine how people regulate the emotions of colleagues, supervisors, and direct reports in a multi-informant study. Finally, this symposium investigates how emotion regulation differs across collectivist and individualistic cultures.

Presentations:

You, me, and us: An examination of self- and informant-reported extrinsic emotion regulation processes in romantic dyads

Sarah Walker (University of Sydney), Rebecca T. Pinkus (University of Sydney), Carolyn MacCann (University of Sydney)

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Romantic couples often attempt to make their partner feel better—they use extrinsic emotion regulation processes, such as positive reappraisal (changing the way their partner views a negative situation), expressive suppression (encouraging their partner to hide their feelings) or distraction (distracting their partner from the emotion-eliciting event). In this study, 430 couples recruited through Prolific crowd-sourcing platform each rated how much they used eight regulation strategies to regulate their partner's emotions, and how much their partner used the same eight strategies on them (expressive suppression, downward social comparison, humour, distraction, direct action, positive reappraisal, social sharing, and valuing). For each person, we have their own and their partner's perspective on which regulation processes they use. The aim of the current dyadic study is to model the different perspectives of each partner using structural equation bi-factor modelling. Specifically, we examined whether there are differences between one's own unique perspective, the partner's unique perspective, and the shared perspective for each of the eight regulation processes, and to examine whether these perspectives show differential associations with personal wellbeing (psychological wellbeing, positive affect, negative affect) and relationship quality (trust, closeness, lower conflict, relationship satisfaction). Overall, we found that it is not what the regulator says they do to make their partner feel better that impacts relationship quality, but rather what the target perceives the regulator has done that relates to higher levels of relationship quality of the target and the regulator.

Emotional Intelligence Predicts Relationship Quality in Romantic Couples: The Mediating Role of Extrinsic Emotion Regulation

Hester Xiao (University of Sydney), Kit S. Double (University of Sydney), Rebecca T. Pinkus (University of Sydney), Carolyn MacCann (University of Sydney)

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Emotional intelligence (EI) has been positively associated with relationship quality in romantic couples, but only a few studies have looked at the mechanism underlying the influence. The current study examines the mediating role of emotion regulation in the associations between EI and relationship quality. Emotion regulation can be either intrinsic (regulating one's own emotions) or extrinsic (regulating others' emotions), both of which may influence one's own and one's partner's relationship quality. Specifically, we studied the mediating effects of one intrinsic emotion regulation strategy (self-reappraisal) and two extrinsic emotion regulation strategies (positive reappraisal and valuing). Heterosexual couples (N = 202) were recruited online from Prolific (<https://www.prolific.co/>) to complete three waves of surveys in 14 weeks. EI (ability EI, self-rated EI, and mixed EI), use of intrinsic/extrinsic emotion regulation strategies, and relationship quality were measured at three timepoints as the predictor, mediator, and outcome, separately. Actor-partner interdependence mediation models (APIMeMs) were applied to analyse the dyadic data. There are two main findings: (1) self-rated and mixed EI are significant predictors of one's own relationship quality for both genders, which were significantly mediated by one's use of valuing to regulate partner's emotions; and (2) females' self-rated and mixed EI are significant predictors of male partners' relationship quality, which was significantly mediated by females' use of valuing. Results suggest valuing as an effective strategy mediating the influence of EI on relationship quality in romantic couples, in which only females' EI and use of valuing showed interpersonal effects on male partners' relationship quality.

Exploring Extrinsic Emotion Regulation at Work

Hannah Kunst (University of Sydney), Anya Johnson (University of Sydney), Carolyn MacCann (University of Sydney), Helena Nguyen (University of Sydney)

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Research has established that we can improve work and well-being outcomes by successfully regulating our emotions. Emotion regulation is typically defined as the strategies used to control the emotions one has and when one has them (i.e., strategies for regulating one's own emotions; known as intrinsic emotion regulation). There is growing consensus that we should also examine how we actively influence other's emotions at work (i.e. regulation strategies to influence the emotions others have and when they have them; known as extrinsic emotion regulation). Whilst there is some evidence that improving other's emotions leads to positive work outcomes, the existing literature is largely limited to general 'upregulation' of emotions instead of examining specific emotion regulation strategies, and fails to take context into consideration. To address these limitations, data

was collected from 205 working students and their 348 colleagues in Australia, aiming to examine a) whether extrinsic emotion regulation predicts important interpersonal work outcomes (e.g. relationship conflict, TMX) and b) under what circumstances (e.g. social context, job characteristics and regulation goals). Multi-level models across two timepoints indicate that participants adjust their strategy based on person- and job characteristics, as well as to fit regulation goals. Students' extrinsic regulation significantly influenced colleagues' reports of conflict and TMX. Causal effects of goals on regulation strategy choice are further supported with an add-on experimental study using a Prolific-Academic adult working sample. Implications for employees will be discussed.

Social Regulation of Emotion in China and Australia

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The way that people regulate their own emotions can differ across cultures, with evidence expressive suppression of emotion is both more common and more effective in collectivist than individualistic cultures. In this pre-registered study (https://aspredicted.org/BVX_BDH), students from Sydney (N = 146) and Zhejiang (N = 331) universities completed online surveys of emotion regulation and wellbeing at 2 timepoints. Assessments included interpersonal regulation strategies (strategies for regulating one's own emotions through social interaction) and extrinsic regulation strategies (strategies for regulating other people's emotions). All hypotheses for mean differences in extrinsic regulation strategies were supported: Chinese students used more expressive suppression, downward social comparison, distraction, and reappraisal whereas Australian students used relatively more receptive listening and valuing. A moderated regression showed culture moderated the extent to which expressive suppression predicted friendship quality, in line with pre-registered hypotheses. The association was stronger for Chinese students ($r = .27$, $p < .01$) than Australian students ($r = .01$, ns). However, the use of receptive listening to regulate others' emotions also showed a significantly stronger relationship with friendship quality for Chinese students ($r = .46$, $p < .01$) than Australian students ($r = .08$, ns), which was in the opposite direction to hypotheses. In general, associations of both extrinsic and interpersonal wellbeing with both interpersonal outcomes (friendship quality) and intrapersonal outcomes (psychological wellbeing, higher positive affect, lower negative affect) were higher for Chinese than Australian students. Results suggest a greater role for the regulation of others' emotions in collectivist versus individualistic cultures.

Hindmarsh 1

Thematic session: Gender in the Workplace

How Organizations Facilitate and Constrain Employee Authenticity: Implications for Employee Fit, Job Satisfaction, and Commitment

Michelle Ryan (Australian National University), Alexandra Fisher (Australian National University), Toni Schmader (University of British Columbia)

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We examine workplace authenticity with a shift in focus from individual employees being authentic to how organizational culture impacts upon authenticity. We examine (1) how organizations facilitate or constrain employees' ability to be authentic, (2) the implications for employee job satisfaction and commitment, and (3) how this process affects marginalized groups in the workplace. We find that authenticity is a better predictor of employee job satisfaction and commitment when it is characterized as an organizational feature rather than an individual difference (Study 1, N = 388), and demonstrate that experimentally manipulating whether organizations facilitate or constrain authenticity affects job satisfaction and commitment (Study 2, N = 343). Finally, in a sample of working women, organizationally-impacted authenticity affects employee outcomes, in part, because it influences women's anticipated organizational fit (Study 3, N = 590). These studies put the onus on organizations to facilitate authenticity rather than on individuals to be authentic.

Inside the minds of female academic leaders in Vietnam

Jane Phuong (Canberra University)

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Gender inequities in leadership positions in academia persist globally. However, there are significant variations in the form these inequities take depending on country contexts, and as such devising strategies to overcome these will require developing a thorough understanding of the country specific barriers to equality. While the underrepresentation of women in senior leadership positions has become a burgeoning field of inquiry in recent years, few studies have been conducted to investigate this problem in Vietnam. This qualitative research uses photo elicitation interviews and interpretative phenomenological analysis (IPA) to understand Vietnamese women's lived experiences as academic leaders in a male-dominated environment. Using the conceptual framework of the metaphor, the research charts the experiences of women academic leaders and the meanings they attach to those experiences in their career paths. In the Western context, the metaphor of labyrinth has been used to describe the challenges that female leaders have to navigate. This study reveals that in the Vietnamese context, the metaphor of river is more representative of the careers of women in academia, and it helps shed light on the hidden barriers to their leadership. Overall, the study seeks to help organisations to plan for

difference in the workplace, and therefore promote gender equality at work by enabling women to progress in their academic careers.

‘You can be the kind of woman that you are’: the discursive management of intersecting identities in leadership speeches

Ember Corpuz (University of Adelaide), Clemence Due (University of Adelaide), Martha Augoustinos (Adelaide University)

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The present study investigates how culturally and linguistically diverse (CALD), and Aboriginal and Torres Strait Islander women, mobilize their intersecting identities through speeches delivered during women in leadership fora. As more women aspire to positions of leadership, the discursive analysis of identity management for understanding how identities are made relevant, is critical. Using a discursive psychological approach, this research examines intersectionality as a social action, as it is played out in practice, rather than a theoretical concept. Here it is being anchored to empirical data to explore how it operates in the broader context of leadership talk, in particular, how diverse women represent themselves as leaders. The analysis demonstrates that in accounting for how these women achieved leadership positions, the speakers used their multiple identities as strategic resources. These identities included the categories of race, culture, gender, and motherhood. The insights from this study are significant as they shed light on the persisting barriers for women in achieving equal opportunity.

Like a Girl': Social identity and the unexplored world of females who use performance-and image-enhancing drugs

Hannah Schuurs (University of Queensland), Zoe Walter (University of Queensland), Mair Underwood (University of Queensland), Leanne Hides (University of Queensland)

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Introduction and Aims: Research into performance-and-image enhancing drug (PIED) use and the subsequent development of harm-reduction measures, has overwhelmingly focussed on male populations and specific sociocultural groups within this population. Despite this, recent data suggests that use of PIEDs is on the rise among various groups of females.

In this study, we systematically reviewed the existing literature on the topic to explore (i) the predictors of PIED initiation among female weight-training populations and (ii) the relationship between different psychosocial phenomena and weight-training females' use of PIEDs, at various stages of use.

Method: A mixed-methods systematic review of relevant literature was conducted using the Preferred Reporting Items for Systematic Reviews and Meta-analyses (PRISMA). A targeted search strategy, using combinations of key words, was developed and databased searched included: PubMed, PsycInfo, CINAHL, Scopus- Web of Science. Supplementary articles were also included by hand-searching key journals and reference

Results: 5159 studies were identified by a systematic literature search. Following screening, selection and evaluation of relevant studies, thematic synthesis will be used to determine the key analytical themes emerging as they relate to this review's aims.

Discussion and Conclusions: This review will increase our understanding of PIED use in women and inform the directions for future research. If there are, in fact, unique psychosocial factors and social processes that are present in the initiation and overall experiences of PIEDs for female weight-training athletes, this would suggest that unique harm reduction, intervention and education tools must be catered specifically for females who use PIEDs.

Boardroom

Thematic session: Biology, Genes & Heritability

Neural Network Forecast of Participant Retention in a Longitudinal Panel

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The New Zealand Attitudes and Values Study (NZAVS) is a large-scale national longitudinal annual panel study of about 70,000 New Zealanders. The study is currently in its 14th year, and has been fairly successful in retaining participants over time, recovering lost participants, and just generally managing to survive. Here, I describe a neural network that I have trained using many years of participant response data, and which is central to the study's ongoing success. The network is surprisingly (insert your superfluous term here) accurate in forecasting participant retention and recovery, and hence overall sample size. I use this network (and other networks and string algorithms that I have trained) to automate much of the data processing that sits behind the NZAVS, forecast n accurately to plan future grants and expenses (the importance of which cannot be underestimated), plan the lags between reminder/recovery attempts, and so forth. I outline how the NZAVS retention network estimates the probability that each participant will respond in a given year, how this forecast near-perfectly matches whether they actually do respond in aggregate, and how I use this information to allocate people to a full or a short-form online planned missing questionnaire version (hence maximising information collected from those more likely to drop out). My goal in this talk is to outline some of the more technical details behind the scenes of the NZAVS, and which could perhaps be adapted for other panel studies.

A 30-nation investigation of lay heritability beliefs

Laura Ferris (University of Queensland), **Matthew Hornsey** (University of Queensland), **José J. Morosoli**, (QIMR Berghofer Medical Research Institute, The University of Queensland), **Taciano Milfont** (The University of Waikato), **Fiona Kate Barlow** (University of Queensland)

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Lay beliefs about human trait heritability are consequential for cooperation and social cohesion. Despite this, there is no global characterization of lay heritability beliefs and their cultural determinants. In this study, participants from 30 countries in all inhabited continents ($N = 6,128$) reported their lay beliefs about the heritability of four human traits: intelligence, personality, body weight, and criminality. A panel of cross-national predictors was extracted from publicly available data, including resource scarcity, individualism-collectivism, infant mortality, uncertainty avoidance, and holistic-analytic culture; along with published heritability (h^2) as estimated by twin studies. We then tested level 2 predictors of lay heritability beliefs using mixed effects models, and examined national means, to understand how cultures, countries and people differ in their beliefs about trait heritability. Globally, mean lay beliefs are generally not in step with h^2 as estimated by twin studies.

Most cross-national factors were not associated with lay heritability beliefs. However, infant mortality effects were significant, such that people from high infant mortality countries tended to ascribe higher heritability to intelligence, personality and body weight than low infant mortality countries. We theorise that differential offspring fitness is salient under high infant mortality conditions, so that lay causal attribution of general traits is made to genes over shared environment. These findings shed light on whether ongoing genetic advances are translating into public perceptions, with implications for worldwide understandings of science. We suggest global perspectives are now needed to elaborate the findings, quantitatively and qualitatively.

Ratings of Humanity and Social Dominance Orientation (SDO) Changed by Information Regarding Shared Genes between Humans

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Prejudice is an ongoing reality for minority groups in Australia and New Zealand. Our research included an intervention to facilitate prosocial behaviour toward minority groups. Laypeople reason that different races share 68% of their genes. In fact, the Human Genome Project indicates that humans, regardless of race, share 99.9% of their genetic material. Only 5% of the 0.1% difference has been used to group people into 5 races (1/200th of 1%). In our study, we showed an 11-minute video to European NZers illustrating these points in an experimental condition, and an 11-minute video describing the effect of music on children's brains in a control condition. We found that attitudes toward other races (measured by 18 questions, e.g., How much do you believe in being loyal to all mankind?) improved significantly more from pre- to post-test in the experimental than the control group, $t(40) = 2.66$, $p = .011$. In addition, the Social Dominance Orientation (SDO) of experimental participants decreased more relative to control participants after watching the video, $t(39) = 2.02$, $p = .050$. The results supported our hypothesis that information about the genetic similarity of races improved attitudes toward others

Biological correlates of status-seeking: When fertile, women seek status via prestige but not dominance

Khandis Blake (University of Melbourne)

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Biological predictors of human dominance are hotly contested, with far-reaching implications for psychological sex differences and the placement of men and women in the social hierarchy. Most investigations have focused on dominance in men and testosterone, with diminished attention paid to dominance in women and other biological mechanisms. Investigating other routes to status attainment popular among women, such as via prestige in addition to dominance, have also been neglected. Here I examined whether status-seeking via prestige and via dominance covaried with fertility probability in a citizen science project spanning 16 countries and 5 world regions. Across 4189 observations, participants

tracked their menstrual cycle characteristics, motivation for prestige and dominance, dominance contest outcomes, and three domains of self-esteem. Self-esteem is predicted by status within a group and helps individuals navigate social hierarchies. Bayesian mixed models controlling for menstruation indicated that the motivation to obtain status via prestige but not dominance peaked when conception was most likely, as did dominance contest losses and two self-esteem domains. Fertility appears to reorient female psychology toward prestige-based strategies to success, enhancing women's desire for social capital through influence and admiration, but not through fear, coercion, or intimidation. These insights provide a fundamentally new understanding of the biological correlates of status-seeking among women. They further suggest that fertility motivates not only mating competition but gaining rank and positive regard in social hierarchies.

Session 8 (10.40am-12pm)

Hindmarsh 4

Symposium: Recent advances in Understanding Prejudice Towards and perceptions of LGBTQA+ individuals and their groups

Chair: Joel Anderson & Jordan Hinton

Over the past decades, LGBTQ+ issues have been at the centre of politics, social movements, and human rights discussions across the world. Consistent with these developments, there is a growing interest in social psychological research into sexual orientation and gender identities, and in particular into the different ways in which perceptions and attitudes towards individuals within these groups looks in contemporary society. First, Anderson will present work from a nation-wide survey of LGBTQA+ Australians and their experiences of religious and secular conversion practices. Second, Dar-Nimrod will present experimental research demonstrating that undermining the reliance on genetic essentialism - traditionally viewed as an indicator for prejudicial tendencies - affects how heterosexual's perceive sexual minority individuals. Third, Morandini presents experimental research testing if a range of perceptual voice and speech features of bisexual men allow their sexual orientation to be determined better than chance from only their voices. Finally, Hinton presents survey research testing a theoretical model combining aspects identity to simultaneously test the social cure and social cure models in an LGBTQ sample.

Presentations:

The impacts of experiencing Religious Conversion Ideology and Practices on LGBTQA+ identities and flow-on effects for health and well-being

Joel Anderson (Australian Catholic University; La Trobe University), Tim Jones (La Trobe University), Jennifer Power (La Trobe University), Tiffany Jones (Macquarie University), Nathan Despott (La Trobe University; Brave Network), Percy Gurtler (La Trobe University; Brave Network), Maria Pallotta-Chiarolli (Deakin University; Australian GLBTIQ Multicultural Council)

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Lesbian, gay, bisexual, transgender, queer, and asexual people (LGBTQA+) often have complicated relationships with religion and their faith. Some LGBTQA+ individuals have enjoyed affirming religious experiences, but research shows that most endure a relationship with religion that is characterised by experiences of prejudice and rejection. Often, religious teachings include the belief that sexuality or gender identity can and should be changed or suppressed (i.e., conversion ideology). In some cases, faith-based organisations and religious leaders have administered 'interventions' that aim at changing or suppressing sexuality or gender identity (i.e., conversion practices), and participation in these often results in complex trauma or post-traumatic stress disorder, poor mental health, suicidality, and ongoing feelings of shame, grief, and loss. In this presentation, we present some of the findings from a large-scale survey of religious LGBTQA+ Australians to be conducted in 2022.

We will explore the impacts that experiencing conversion ideology and practice has on the LGBTQIA+ identities of survivors. Specifically, we will use a multidimensional identity model that accounts for important variables regarding the constitution of identities (e.g., acceptance concerns, concealment motivation, identity uncertainty, difficulty with the identity development process, etc.), and how these variables interact with health and well-being for survivors of religious conversion ideology and practices.

Moving past the ‘gay gene’: How undermining essentialist biases for sexual orientation affects individuals

Ilan Dar-Nimrod (University of Sydney), James Morandini (University of Sydney), Sophie Braude (University of Sydney), Liam Dacosta (University of Sydney)

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LGBTQIA+ advocates have long been emphasising genetic aetiology in determining sexual orientations. Such advocacy has likely been effective as much research (but not all!) finds that highlighting genetic aetiology for homosexuality leads to more favourable views of sexual minorities. However, two important issues emerge: 1) while there is little doubt that genetics plays a role in sexual orientation, it does not determine it and there is certainly no ‘gay gene’ in existence, and 2) genetic essentialist biases may reduce some of the negative biases towards sexual minorities but also may amplify others by creating a sense of discrete categories of people with clear boundaries. The current research was designed to assess how a specific method of undermining the reliance on genetic essentialism, which is traditionally viewed as an indicator for prejudicial tendencies, affects heterosexual and sexual minority individuals. We have conducted three studies with more than 800 participants in which we have manipulated perceptions of the nature of sexual orientation without alluding to its aetiology. Instead, we have emphasised evidence-based assertions that indicate that sexual orientation is better captured as a continuum rather than categorically, or that it may not be as stable throughout life as it is traditionally viewed. Findings among heterosexual individuals suggest that a continuum emphasis, not only increased positivity towards sexual minorities, but also reduced participants’ certainty about their own heterosexuality and allowed them to express more openness to experiencing same-sex sexual interactions. We have also explored how such a manipulation affect lesbian and bisexual women.

Looking for a bi-fi signal: Can listeners recognise the voices of bisexual men?

James Morandini (University of Sydney), Damien Beckman-Scott (University of Sydney), Catherine Madill (University of Sydney), Ilan Dar-Nimrod (University of Sydney)

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Previous research has identified a range of perceptual voice and speech features that differ between gay and straight men enabling listeners to determine if a man is gay or straight at a rate better than chance, from his voice alone. To date, no studies have examined if bisexual men’s voices have distinct vocal features – nor whether listeners can identify a bisexual man based on his voice. In the present study we examined if listeners could identify bisexual

men's sexual identities from voice recordings – and examined perceptual features of the bisexual male voice. Seventy participants (N = 70) rated 60 voice recordings of a random sample of 20 gay, 20 bisexual, and 20 straight Australian men on perceived sexual orientation and degree of masculinity-femininity. Participants could correctly categorise the sexual orientations of the gay and straight speakers at rates greater than chance, but bisexual men were only identified at chance. Bisexual voices were consistently misperceived as being the most exclusively female attracted, and, contrary to expectations, were perceived as the most masculine sounding of all the speakers. Together, these findings suggest that while the voices of bisexual men in our sample were perceived as more masculine and female attracted, listeners do not associate this impression with bisexuality, and thus cannot identify bisexual men from their voices. Consequently, while bisexual men appear to be at lower risk of facing voice-based discrimination than gay men, they may find it more difficult to communicate their sexual orientation than gay men.

Social Identification Relates to Better and Worse Psychological Health: Understanding the Social 'Cure' and 'Curse' Perspectives Among LGBTIQ+ Groups

Jordan Hinton (Australian Catholic University), Leah Kaufmann (Australian Catholic University), Xochitl de la Piedad Garcia (Australian Catholic University), Yasin Koc (University of Groningen), Tegan Cruwys (Australian National University), Joel Anderson (La Trobe University; Australian Catholic University)

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According to social identity approaches to health, internalising social group memberships relate to better psychological health and well-being outcomes via a sense of community belonging and connection. However, research has indicated that this “social cure” approach is largely dependent on the social group under investigation. For instance, when a social group is stigmatised (such as those with Lesbian, Gay, Bisexual, Transgender, Intersex, or Queer [LGBTIQ+] identities), identification with this group can also increase stigma sensitivity, leading to worse health outcomes (constituting a “social curse”). Although there is extant research on “social cure” processes, and an increase in research exploring the “social curse” perspective, little attention has been paid to how social identification can relate to health outcomes via both of these processes. Further, drawing from Rejection-Identification and Minority Stress literature, understanding the role of experienced discrimination in this model of identification and health is essential. Thus, the main aim of this study is to understand how experienced discrimination and different dimensions of social identification (i.e., centrality, salience) relate to psychological health outcomes via “social cure” (i.e., group belonging) and “social curse” (i.e., stigma sensitivity) processes among LGBTIQ+ individuals. Drawing from an Australian sample of N = 1,069 LGBTIQ+ participants, we find evidence that experienced discrimination simultaneously related to better health outcomes (via increased centrality and group belonging) and worse health outcomes (via increased salience and stigma sensitivity). Implications for social identity literature and future interventions are discussed.

Hindmarsh 3

Symposium: The determinants and consequences of people's moral reasoning

Chair: Jolanda Jetten

People engage in moral reasoning in their everyday life, whether it's a feeling of obligation to help another person, or a decision about whether we should cut ahead someone in traffic. Work in social psychology is beginning to understand the factors that determine our moral judgments, as well as the consequences of our moral beliefs. This symposium will expand upon this work and discuss new research exploring both the determinants and consequences of moral reasoning. We will first explore how broader societal factors such as economic inequality impact how we morally judge others, across 42 countries, on Twitter and in an experimental design ($N = 54,827$). We then discuss how people believe countries with different levels of wealth differ in their moral obligation to implement structural changes to combat climate change ($N = 1,463$). This symposium will then focus on the consequences of different moral beliefs, first by exploring how anticipating heightened moral polarization after an election can exacerbate negative outcomes, such as a desire to overturn the results of an election ($N = 1,079$). We finally turn our attention to the relationship between morals and living well, by exploring how having a clearly defined ethical framework can have positive outcomes for wellbeing ($N = 537$). Together this work heightens our understanding of both the factors that affect, and the consequences of, moral reasoning in everyday life.

Presentations:

High inequality is linked to greater moralization

Kelly Kirkland (University of Melbourne), Andrew Gornez (University of Southern California), Josh Rhee (University of Melbourne), Khandis Blake (University of Melbourne), Brock Bastian (University of Melbourne)

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High economic inequality in a society has been linked to a range of psychological effects, including lower cooperation, reduced trust in others and a desire for populist leaders. However, it is unclear how these hierarchical societies might affect moralization - that is, the degree to which we attach moral relevance to certain actions. Across three diverse and multi-method studies, we aimed to explore how economic inequality might impact moralization. In Study 1, we showcase how both perceptions of inequality and objective country-level inequality predicts a greater tendency to moralize across 42 countries ($n = 7,443$). In Study 2, we demonstrate this effect in a real-world setting where we often express our morals — Twitter. Across nine years, we found that those residing in US areas ($n = 47,033$) with higher inequality tended to use more moral words in their Tweets. This effect persisted even when controlling for other factors, such as religiosity, political affiliation, GDP, education, and poverty metrics. Finally, in Study 3, we immersed participants ($n = 351$) in a fictitious society that was either characterised by high inequality or low inequality. Those exposed to high inequality tended have a stronger desire for tighter norms in society

and we believe having a stricter moral code may be one way to achieve that goal. Together, these findings suggest that environments with higher inequality may lead to enhanced moralization.

Perceived national wealth increases support for structural climate policies

Christoph Klebl (University of Queensland), Jolanda Jetten (University of Queensland)

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Global CO₂ emissions have increased by nearly 50% in the past decade, despite a simultaneous decrease in climate change denial. As the impact of individuals' pro-environmental behaviours is constrained by the industrial system within which people act, structural change is needed to limit climate change. In the present studies (N = 1463), we sought to identify one factor that increases people's support for climate policies aiming at structural change over policies aiming at individual behaviour change: the perceived wealth of one's country. One of the most important equity rules in international climate negotiations is the ability-to-pay rule which states that wealthy countries should contribute the most to reducing global greenhouse gas emission. Consistent with this equity principle, in Australia (Study 1) and the UK (Study 2) we found that perceived financial resources of one's country positively predict support for climate change policies aiming at structural change over those aiming at individual behaviour change. In Study 3, we found that people assigned to a fictional wealthy country support structural (vs. individual behavior) change in their own country more and in a country at the opposite side of the wealthy spectrum less, compared to participants assigned to a poor country. Across studies, the effect was mediated by a perceived moral obligation of one's country to address global issues. In sum, the present research shows that people who perceive their country as wealthy are more likely to support structural climate policies through a felt obligation to contribute to solving global issues.

Divided we fall: Anticipated moral polarization predicts increased angst and expected conflict in the wake of an election loss

Charlie Crimston (University of Queensland), Jolanda Jetten (University of Queensland), Hema Preya Selvanathan (University of Queensland)

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Losing an election can be pretty awful. As such, most elections are associated with a mixture of trepidation and optimism (outgroup versus ingroup political party winning, respectively). However, we propose that levels of anxiety and future dread are enhanced when society is characterized by deep intergroup divisions and polarization. Across two studies spanning two national elections (2020 US presidential election and the 2021 Dutch general election; N = 1,079) we examined support for the prediction that anticipating heightened moral polarization in the aftermath of an election would enhance the expected negative consequences of losing an election (i.e., an outgroup political party winning power). We consistently found that higher moral polarization when anticipating an election loss

predicted enhanced anxiety concerning the future state of society (collective angst), higher perceived likelihood of civil war, and a stronger perceived obligation to fight to overturn the results of the election. Moreover, this association was mediated by the perceived breakdown of leadership in society. The current findings have important implications for understanding the societal and political consequences of moral polarization, including the potential for enhanced intergroup conflict and threats to democracy.

The Ethical Road to Well-being: Examining the effects of Ethical Framework Clarity on Psychological Well-being.

Tarli Young (University of Queensland), Amelia Bentley (University of Queensland), Charlie Crimston (University of Queensland)

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Ethics was once routinely espoused by philosophers as a key route to well-being, but it remains an underexamined pathway within the field of psychology. We undertook two studies which examine the link between ethical framework clarity and well-being. In Study 1 (181 US participants), we found a significant positive association between ethical framework clarity and well-being. This relationship was mediated by the extent to which having a clear ethical framework helped an individual to make sense of the world. To establish causality, 356 US participants were randomly assigned to either a short ethical framework prime condition or an active control condition in Study 2. While we did not find a main effect of condition, in addition to replicating the findings of Study 1, we did find that the extent to which participants initially had a well-defined personal ethical framework moderated the effects of condition on well-being. Specifically, those who initially reported lower ethical framework clarity reported significantly higher well-being after receiving the ethical framework prime relative to those in the control group. Collectively, these results provide preliminary evidence that a well-defined ethical framework can boost well-being via increased coherence. This has several practical implications and can also inform well-being theory – bringing ethics into well-being science.

Hindmarsh 2

Symposium: The intersection between sexist attitudes and parenting: Advancing understanding of the attitudes and experiences that sustain gender inequality

Chairs: Nickola Overall & Danny Osborne

Gender roles and sexist attitudes powerfully shape family relationships on a daily basis. Yet, efforts to understand the factors that contribute to gender inequality predominantly focus on intergroup processes within non-familial domains, such as gender-based stereotypes and discrimination within political and organizational domains. This symposium showcases how examining the intersection between sexist attitudes and parenting advance understanding of the attitudes and experiences that sustain gender inequality. Overall reveals that hostile sexism—attitudes that stipulate men should possess power—have harmful effects on parenting and thus children’s development. Hostile sexism predicted more aggressive parenting during the COVID-19 pandemic and poorer parental responsiveness by both mothers and fathers during lab-based family interactions. Waddell demonstrates that benevolent sexism—reverence of traditional gender roles that limit women’s achievement outside the home—are reinforced by palliative effects within challenging family contexts. Mothers’ and fathers’ benevolent sexism predicted less parenting strain and, in turn, lower psychological distress when families were confined during two COVID-19 lockdowns. Osborne illustrates the costs these attitudes can have for women’s rights. By revering traditional gender roles and, in particular, motherhood, women’s and men’s benevolent sexism predicted increased opposition to abortion. Clarke also highlights the important impact of parenthood on abortion attitudes. Support for abortion increased in the years preceding the transition to parenthood, but slowed or ceased following the transition to parenthood. Collectively, these talks show how valued family roles foster attitudes and behaviour that reinforce gender inequality and harm the next generation.

Presentations:

The Harmful Effects of Hostile Sexism on Parenting Attitudes and Behaviour

Nickola Overall (University of Auckland), Emily Cross (University of Essex), Rachel Low (Victoria University of Wellington), Annette Henderson (University of Auckland), Valerie Chang (University of Auckland)

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Hostile sexism involves a set of beliefs stipulating that men should possess social power. Dependence within familial relationships inevitably limits power, and thus some of the most damaging outcomes of hostile sexism involve intimate partner aggression. Yet, beliefs that men should possess power should also filter through to parenting expectations and behaviour, including that children, irrespective of gender, should respect and obey their fathers’ authority. In this talk, I will present three studies providing novel evidence of the harmful effects of hostile sexism on parenting. Examining families within the challenging context of mandatory COVID-19 lockdowns, men’s (but not women’s) hostile sexism predicted greater increases in aggressive parenting, particularly when men reported lower

partner–child relationship quality (Study 1, N = 362 parents). Observing mixed-gender couples engaging in family-based play interactions in the laboratory, men’s and women’s hostile sexism predicted poorer parental responsiveness and greater punitive parenting (Studies 2 and 3; k = 660 observed family interactions). I consider key mechanisms for these non-gendered effects, including men’s hostile sexism predicting more authoritarian parenting attitudes, greater couple hostility, and poorer coparenting. These studies emphasize the importance of family dynamics in understanding the health, wellbeing, and developmental costs of sexist attitudes.

The Protective Effects of Benevolent Sexism on Parents’ Psychological Distress during COVID-19 Lockdowns

Nina Waddell (University of Auckland), Nickola Overall (University of Auckland), Valerie Chang (University of Auckland)

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Benevolent sexism offers men and women valued role-based identities that, despite reinforcing gender inequities, offer clarity and stability in family priorities and roles that may mitigate parenting strain during situations of threat. Providing the first test of the palliative function of benevolent sexism on parenting, we tested whether benevolent sexism protected against parenting strain and psychological distress during mandatory COVID-19 lockdowns. Mixed-gender couples with young children (N = 175 dyads) completed measures of sexist attitudes prior to the pandemic, and then reported on their parenting strain and psychological distress when families were confined in two lockdowns at the beginning of the pandemic (March–April 2020) and then 1.5 years later (August–September 2021). Parents’ own and their partners’ pre-pandemic benevolent sexism predicted lower psychological distress for both women and men during the 2020 lockdown (accounting for psychological distress prior to the pandemic), and this protective effect was accounted for by prevention of parenting strain. These palliative effects also persisted in the 2021 lockdown for men’s, but not women’s, endorsement of benevolent sexism. These results illustrate how benevolent sexism offers stability and security within family domains that help explain why women and men endorse benevolent sexism, despite personal costs that sustain gender inequalities.

Gender, Sexism, and Abortion Attitudes: Examining the Consequences of Benevolent Sexism for Women’s Rights

Danny Osborne (University of Auckland), Yanshu Huang (University of Queensland), Nickola Overall (University of Auckland), Robbie Sutton (University of Kent), Anio Petterson (University of Kent), Karen Douglas (University of Kent), Paul Davies (University of British Columbia), Chris Sibley (University of Auckland)

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The US Supreme Court’s reversal of *Roe v. Wade* thrust women’s reproductive rights into the spotlight and revitalised research on the socio-demographic and ideological correlates of abortion support. One of the most surprising results to emerge from this burgeoning

literature is the lack of gender differences in support for abortion across studies; despite being a cornerstone issue in the women's rights movement, gender has a shockingly small impact on abortion support. Instead, benevolent sexism—a protective reverence for women who conform to traditional gender roles including motherhood—reliably predicts opposition to abortion. In this talk, I integrate several large-scale, cross-sectional, and longitudinal datasets to demonstrate critical differences in support for elective (e.g., the woman wants an abortion, regardless the reason) and traumatic (e.g., the pregnancy threatens the woman's life) abortion (Study 1). Noting inconsistent gender differences in abortion attitudes, I then discuss the impact of traditional gender role attitudes and sexism on abortion support and conclude that, rather than misogyny, benevolent sexism—the belief that women should be cherished and protected—best explains opposition to abortion (Studies 2-4). Collectively, these studies illustrate the harmful consequences of benevolent sexism for women's rights and uncover yet another precarious paradox for women: Women can either be placed on a pedestal or achieve reproductive autonomy.

Transitioning Away From Women's Reproductive Autonomy: Investigating Changes in Abortion Attitudes Following the Transition to Parenthood

Eden Clarke (University of Auckland), **Chris Sibley** (University of Auckland), **Danny Osborne** (University of Auckland)

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Although support for elective and traumatic abortion has gradually increased over time, the recent reversal of *Roe v. Wade* in the United States indicates that various factors continue to undermine women's reproductive rights. One potential factor is the transition to parenthood. Indeed, prior related work has shown that the transition to parenthood precedes increases in conservatism and that parents are less supportive of elective and traumatic abortion than non-parents. Yet, no research has directly examined the effects that the transition to parenthood has on abortion attitudes. To address this oversight, the current study utilised nine annual waves (2011 to 2019) of longitudinal panel data to examine rates of change in support for elective and traumatic abortion before and after participants became parents ($N = 1266$). As predicted, support for elective and traumatic abortion increased in the years preceding the transition to parenthood. Unexpectedly, support for elective abortion continued to increase (albeit at a slower rate) after participants became parents. Conversely, the rate of increase in support for traumatic abortion became non-significant following the transition to parenthood. These findings demonstrate that the process of becoming a parent undermines abortion support, albeit only for traumatic abortion.

Hindmarsh 1

Thematic session: Organisational Psychology & Human Factors

Towards a socially situated model of human psychology for AI

William Bingley (University of Queensland), Alex Haslam (University of Queensland), Niklas Steffens (University of Queensland), Nicole Gillespie (University of Queensland), Peter Worthy (University of Queensland), Caitlin Curtis (University of Queensland), Steven Lockey (University of Queensland), Alina Bialkowski (University of Queensland), Ryan Ko (University of Queensland), Janet Wiles (University of Queensland)

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The theoretical model of human psychology that informs artificial intelligence (AI) research and practice understands people as individuals, but not as group members. This individualistic model of the human limits the conceptualization, development, and implementation of AI systems, which are worked on by groups of developers, often operate in social environments, and impact on people as group members. We address this problem by outlining a new expanded theoretical model of the human for AI: the social identity and self-determination model (SISDM). Influenced by social identity theory, self-categorization theory, and self-determination theory, SISDM can be integrated with existing accounts to better understand and predict people in social contexts. In particular, SISDM proposes that people have diverse needs as individuals and group members, that psychological processes are shaped in predictable ways by features of the social environment, and that this shaping in turn enables the group psychology which is fundamental to human wellbeing and functioning. Accordingly, SISDM can be used to improve AI system performance by more accurately predicting human behavior in social contexts, inspire new AI systems based on human collective intelligence, enhance developer practices by fostering effective group dynamics, and better understand how AI is perceived by and impacts on people.

The Nature and Function of Human Trust in Collaboration with Artificial Intelligence

Melanie McGrath (CSIRO), Andreas Duenser (CSIRO), Cecile Paris (CSIRO)

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After decades of research developing artificial intelligence (AI) systems with the capacity to replace human function, interest is growing in how AI may instead be deployed alongside humans in ways that maximise the strengths of each. Collaborative Intelligence (CINTEL) combines human intelligence, adaptability, creativity and values with narrower but powerful machine intelligence to develop novel collaborative human-technology systems. Essential to creating and maintaining these collaborative relationships are user trust and acceptance. A wide array of models has been developed to account for trust in automation and traditional AI. However, given CINTEL's unique focus on collaboration as well as blending and leveraging of human and machine capabilities, the dynamics of trust formation and outcomes may diverge from established models. Our research program draws on models of

both interpersonal trust and trust in technology/AI to gather empirical evidence on how trust in collaborative human-technology systems forms and evolves. Our work examines the development of trust across a range of diverse use cases, using research methods from social psychology and human factors. This talk will introduce the concept of collaborative intelligence, present a research program to investigate the dynamics of human trust in these technologies, and discuss the contribution social psychological scientists can make to the development and adoption of AI.

Stigmatized and ostracized: Unemployment leads to more ostracism, especially among younger individuals.

Elaine Albath (University of Basel), Christiane Büttner (University of Basel), Selma Rudert (University of Koblenz and Landau), Chris Sibley (University of Auckland), Rainer Greifeneder (University of Basel)

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Ostracism - being excluded and ignored - is a painful experience that is commonly investigated in experimental settings leaving the analysis of specific societal risk groups unexplored. Here, we examined whether individuals' employment status and age affect the frequency of ostracism experiences and outsider feelings, using panel data and survey data across three countries. We argue that both unemployment and employment may be relevant sources of ostracism and explore the associations using data from Germany (SOEP-IS) and New Zealand (NZAVS). We find that especially younger unemployed (vs. younger employed or older unemployed) adults experience ostracism more frequently (SOEP-IS; $N = 1'750$) and feel more like outsiders (NZAVS; $N \sim 30'000$ per wave). In a survey study ($N = 331$) that sampled unemployed and employed individuals, we tested both ostracism markers and potential explanations for the relationship of age, employment status, and ostracism. We find that ostracism correlates positively with unemployment stigma consciousness for unemployed individuals. Moreover, occupational future time perspective (the expected possibilities left in one's work life) is higher for younger individuals and mediates the effect of age on outsider feelings for both unemployed and employed individuals. Descriptive work norms and work centrality did not mediate the effect of age and employment status on ostracism experiences. Together, the findings offer unique insights into everyday ostracism experiences. More generally, we identify one important at-risk group for experiencing ostracism and discuss how ostracism experiences and their consequences can be minimized in those affected.

Validating the Episodic Empowerment Scale: Integrating Psychometrics into Experimental Social Psychology

Joe Mandrell (University of Adelaide), Johnathan Bartholomaeus (University of Adelaide), Peter Strelan (University of Adelaide)

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Validating the psychometric properties of self-report manipulation checks has been largely ignored in the discipline of experimental social psychology. This issue is notable in the increasingly popular experimental research on power. While various power manipulations have been developed, relatively little attention has been given to the creation of valid and reliable self-report manipulation checks, which usually consist of a single item. Further, it is unclear whether existing measures of power adequately capture the episodic nature of power manipulations. With the aim of addressing these issues, we present preliminary research on the validation of an episodic measure of empowerment: The Episodic Empowerment Scale (EES). In this study, participants were randomly allocated to a low- or high-power manipulation, and then completed the EES along with scales measuring related constructs in the nomological network (e.g., control, self-esteem, affect, and behavioural activation/inhibition). In addition to reporting on the initial development of the scale, we report on its internal consistency reliability and construct validity across the high and low power conditions. Further, we investigate the sensitivity of the ESS to detect changes in power compared to established measures in an experimental setting. Based on this study, the EES represents a brief, valid, and sensitive measure for capturing episodic empowerment. We discuss our findings within the broader context of validating self-report manipulation checks and the importance of employing robust and modern psychometric techniques in experimental social psychology research.

Boardroom

Thematic session: Intimate Partner Violence & Sexual Assault

Understanding how emotions are perceived from female and male complainants of sexual violence

Faye Nitschke (University of Newcastle), **Blake McKimmie** (University of Queensland), **Eric Vanman** (University of Queensland), **Sophie Johnson-Holmes** (University of Newcastle),

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Sexual violence cases have consistently high case attrition rates and low conviction rates (Jehle, 2012). Research suggests that the emotions shown by female adult rape complainants effect the decisions jurors make about complainant credibility and defendant guilt, despite the fact that emotion is not accurate information to inform these decisions (Nitschke et al., 2019; 2022). Given that gender shapes expectations for type of emotions decision-makers expect others to show (Brody et al., 2016), the emotions shown by a male victim of sexual violence may have a different effect on decisions that jurors make about the complainant's credibility. However, few studies have investigated whether the emotional demeanour of male victims effects decisions made about the complainant's credibility. We report on three studies exploring the how emotion effects perceptions of male and female complainants of sexual violence. In study 1 (N = 550) and study 2 (N = 362), participants read a trial synopsis in which a female complainant was portrayed as distressed or unemotional through either images accompanying the case synopsis or through a behavioural description of the complainant's emotional state in the case synopsis. Results suggested that female complainants who showed strong visible distress were perceived to be more credible than those who appeared unemotional. In study 3 (N = 186), participants evaluated a male complainant of sexual violence who displayed either anger, distress or had an unemotional demeanour. Results will be discussed in relation to potential intervention to support jurors to accurately evaluate the complainant's credibility in criminal cases.

Misinformation during jury deliberations: The impact on memory and decision making in sexual assault cases

Hayley Cullen (University of Newcastle), **Natali Dilevski** (The University of Newcastle; Griffith University), **Faye Nitschke** (University of Newcastle), **Gianni Ribeiro** (University of Queensland)

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Juries are given the important responsibility of deciding whether a defendant is guilty of a crime they have been accused of. Juries make mistakes, with inaccurate memory of trial information being one factor contributing to these mistakes. When jurors deliberate, it is possible that they may be exposed to misinformation (incorrect information) about the trial evidence, which may impact upon their memory and subsequent decision-making. In two experiments, we investigated the impact of misinformation presented during deliberation

on mock-juror memory and decision-making in a sexual assault case. Participants read a fictitious trial transcript depicting an alleged sexual assault and made decisions both before and after a deliberation period. In study 1, the deliberation was simulated, while in study 2, participants read a deliberation transcript. The deliberation featured misinformation relating to four key details of the case. Participants memory of the trial was assessed in both studies. In study 1, the type of misinformation participants were exposed to during deliberation was manipulated (pro-prosecution, pro-defence, both). The findings of study 1 revealed that the type of misinformation participants were exposed to did not impact decision-making. However, participants who were exposed to pro-prosecution misinformation made more memory errors than those exposed to pro-defence misinformation, or those who received both types. In study 2, both the type of misinformation participants were exposed to (pro-prosecution, pro-defence), and the presence of a judicial warning about misinformation (warning, no warning) were manipulated. The findings, implications, and directions for future research will be discussed.

Exploring young adults understandings of sexual consent.

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Sexual assault is experienced by people of all ages and gender. However, among adults, sexual assault is more commonly experienced by younger adults with rates decreasing with age. In both research and community discussions of sexual assault among adults it is widely accepted that consent is key. However, what is less universally accepted is what that consent looks like. Given that younger adults are more likely to be single and dating, they are more likely to have sexual interactions or potential sexual interactions with a greater number of people. This highlights the importance of understanding the commonalities and differences among sexual consent and non-consent schema among young adults. In this project, mixed methods are used to explore understandings of sexual consent and non-consent among non-specialist members of the community aged 18-35. Interviews and survey questionnaires are used to identify commonly held expectations regarding the responsibility for ensuring consent and consent communication, and how these schema components are merge or diverge with affirmative consent theory. For example, do people hold the person who initiates a sexual interaction responsible for ensuring they have their prospective partner's consent, consistent with a 'yes means yes' approach, or is it seen as the responsibility of a potential victim to ensure they have unambiguously communicated their non-consent, consistent with a 'no means no' approach?

The pathway from insecure attachment to intimate partner violence (IPV): A meta-analysis of mediators

Iana Wong (UNSW), Tom Denson (UNSW)

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A robust finding is that insecure attachment is linked with greater perpetration and victimization of intimate partner violence (IPV). However, little is known about the psychological mechanisms underlying the relationship. Many studies have examined the mediators between insecure attachment and IPV, but no known studies have integrated them. The present study aimed to systematically review and quantify the magnitude of the relevant mediators following the PRISMA 2020 guidelines. After using a peer-reviewed search strategy and a screening of 2512 records, 52 eligible studies were identified. Results of multi-level meta-analyses and two-stage structural equation modelling (TSSEM) showed that dominance and masculinity had a moderate indirect effect ($IE = .05$) between anxious attachment and IPV perpetration. Emotion dysregulation ($IE = .05$), jealousy, anger, distrust, and perceived infidelity ($IE = .06-.08$), relationship dissatisfaction ($IE = .07$), and dysfunctional beliefs ($IE = .02$) had small mediating effects. For avoidant attachment, relationship dissatisfaction ($IE = .14$) had a moderate effect size. Personality traits were not a significant mediator. Similar to anxious attachment, emotion dysregulation ($IE = .04-.05$), jealousy ($IE = .04$), and dysfunctional beliefs ($IE = .03$) had small mediating effects. For victimization, deconstructive communication ($IE = .05-.07$) had a small mediating effect for both attachment dimensions. The findings suggest different pathways might be involved in leading different dimensions of insecure attachment to IPV perpetration and victimization. The results underscore the need for additional research to further explore the nuanced pathways, especially those in victimization, in order to improve the development of IPV interventions.

Session 9 (3.20pm-5pm)

Hindmarsh 4

Symposium: Goals, Motivations, and Outcomes of Using Social Media

Chair: Lewis Nitschinsk & Stephanie Tobin

More than just an extension of our social lives, social media platforms – and online environments more broadly – provide specific affordances that allow people to behave and interact differently to how they would in offline environments. Whereas these affordances can be beneficial for achieving one's goals, they can also be potentially consequential in how people view and evaluate themselves. This symposium presents evidence for how a person's goals and motivations can influence behaviour on social media, along with addressing the potential harmful outcomes of participating in these environments. Nitschinsk will argue that people who troll are motivated to seek out anonymous online environments, as these environments are most beneficial in achieving their toxic goals. Tobin will experimentally demonstrate that self-image and compassionate goals differentially affect what and how people write about themselves on social media. McComb will review the potential moderators and outcomes of social comparison on social media, arguing that upward social comparison most often leads to negative self-evaluations and emotional states. Finally, Pinkus will present a mixed-method investigation of the complex relationship between highly visual social media use and body image dissatisfaction.

Presentations:

Effects of Self-Image and Compassionate Goals on Social Media Posts

Stephanie Tobin (Queensland University of Technology), Jennifer Crocker (Ohio State University), Tao Jiang (Northwestern University)

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Past research has found that interpersonal goals are associated with behaviour in a social media context, but conclusions are limited by correlational research designs and lack of specificity with regards to content and context. In a scenario-based experiment, we examined how interpersonal goals affect the likelihood and content of Facebook posts about specific positive and negative events in work and social domains. Facebook users (N=365) were recruited through Prolific and randomly assigned to conditions in this 2 (self-image goal: high, low) X 2 (compassionate goal: high, low) between-subjects design. Participants reported being more likely to post about the positive events when holding a self-image goal. Analysis of strategies revealed a stronger desire for their audience to think they had positive attributes among those with a self-image goal and without a compassionate goal, and a stronger desire for their audience to feel connected/involved when either goal was present. Linguistic analyses revealed that holding a compassionate goal led to longer posts across all scenarios, more positive tone and emotion for posts about negative events, less positive tone for the positive work post, more social referents and affiliation drive for posts about work events, more prosocial language across three scenarios, and less achievement drive for the negative work post. Holding a self-image goal

led to longer posts about work and more positive tone, positive emotion, and affiliation drive when posting about the negative work event. Overall, the findings suggest that interpersonal goals affect what and how people write about themselves on social media.

A Meta-Analysis of the Effects of Upward Social Comparison on Self-Evaluations and Emotions in a Social Media Context

Carly McComb (University of Queensland), Eric Vanman (University of Queensland),
Stephanie Tobin (Queensland University of Technology)

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Social media have become a pervasive part of contemporary culture and are an essential part of the daily lives of an increasing number of people. Its popularity has brought unlimited opportunities to compare oneself with other people. We conducted a meta-analysis that combined and summarized the findings of previous experimental research, with the aim of establishing an understanding of the effects of engaging in upward social comparison on self-evaluations and emotions in a social media context. We identified 48 articles involving 7679 participants through a systematic search and entered 118 effect sizes into a multilevel, random-effects meta-analysis. Analyses revealed an overall negative effect of upward social comparison relative to downward comparison and controls on social media users' self-evaluations and emotions ($g = -0.24$, $p < .001$). Specifically, there were significant negative effects of upward comparison on each outcome variable: body image ($g = -0.30$, $p < .001$), subjective well-being ($g = -0.19$, $p < .001$), mental health ($g = -0.21$, $p < .001$) and self-esteem ($g = -0.22$, $p < .001$). Further analyses revealed that the overall effect was not moderated by age, gender, or method of social comparison induction. This meta-analysis indicates that contrast is the dominant response to upward comparison on social media, which results in negative self-evaluations and emotions.

Mixed Method Investigation of Highly-Visual Social Media Usage and Body Image

Rebecca T. Pinkus (University of Sydney), Lauren O'Hara (University of Sydney), Hannah Janssens (University of Sydney), Ilona Juraskova (University of Sydney), Mitchell Cunningham (University of Sydney), Lenny R. Vartanian (The University of New South Wales)

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The use of highly-visual social media (HVSM; e.g., Instagram, TikTok) is a central feature in the daily lives of many young women. Past research has established that exposure to mass media, including social media, is associated with body dissatisfaction via social comparison and internalisation of the thin-ideal body. We extended this research by examining whether these associations are exacerbated with HVSM and also apply to body dysmorphic disorder (BDD) symptoms. Study 1 used a cross-sectional design with a sample of 328 undergraduate women. Study 2 was a follow-up qualitative interview study involving 21 participants with high HVSM usage to explore whether and/or how HVSM experience may be related to body image issues. Study 1 found that the indirect effect of HVSM usage on body dissatisfaction

through social comparisons was significant, but the indirect effect through internalisation was not significant. For BDD symptoms, there were significant indirect effects of HVSM usage through social comparison and through body dissatisfaction. Qualitative analysis for Study 2 identified four themes: impact of COVID-19 lockdowns on body image, unrealistic appearances on HVSM, the vicious cycle of HVSM use, and BDD symptomatology. Overall, these findings indicate that the associations among social media usage and body dissatisfaction are replicable with HVSM, and can even be extended to BDD symptomatology. Our novel qualitative findings indicate a potential association between HVSM and BDD symptoms and suggest that caution is warranted regarding HVSM use among young women.

Discussant

Lewis Nitschinsk (University of Queensland)

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Hindmarsh 3

Symposium: The Social Life of Emotion: Understanding Emotion in Social Contexts

Chair: Ahn Tran

The experience, expression, and regulation of emotions rarely ever occurs in a vacuum, but is instead influenced by social context. Yet, only recently have researchers begun to move beyond the laboratory to study emotion processes as they occur in situ. This symposium presents recent advances in emotion research against a backdrop of diverse social contexts, from day-to-day interpersonal interactions to large-scale socio-structural forces in the form of pandemic lockdowns. Starting relatively intra-personally, Greenaway explores goals to express and experience emotions and how they vary across everyday social contexts. Turning to interpersonal processes, Tran investigates why we might try to regulate our own and others' emotions in everyday social interactions, and O'Brien examines how these interactions can shape our emotional understanding. Exploring emotion processes under exceptional social circumstances, Chang discusses how stressful contexts such as the pandemic may impact emotion regulation and memory.

Presentations:

Why do we engage in everyday interpersonal emotion regulation?

Ahn Tran (University of Melbourne), Elise Kalokerinos (University of Melbourne), Katharine Greenaway (University of Melbourne)

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Interpersonal emotion regulation occurs when people influence others' emotions (extrinsic regulation), or turn to others to influence their own emotions (intrinsic regulation). This emerging field of research has primarily focused on how people regulate emotions, with little understanding of why people do it, despite the importance of motives in driving emotion regulation goal and strategy selection. To fill this gap, we conducted the first systematic exploration of interpersonal emotion regulation motives, seeking to document the breadth of motives that people held across diverse social contexts. Study 1 (N = 100) provided an initial qualitative examination of motives for both intrinsic and extrinsic interpersonal emotion regulation. Study 2 (N = 399) quantitatively verified the frequency of these motives in recalled social interactions. We found participants overwhelmingly reported holding affect-improving motives, but not just for the sake of feeling better; instrumental motives, such as achieving a goal or building relationships, were also reported. In contrast, affect-worsening motives were reported only in rare circumstances and were always instrumental, such as empathizing with or punishing someone. Study 3 (N = 200) employed the motive taxonomy generated in Studies 1 and 2 to understand why people regulated their own and others' emotions in daily social interactions over the course of 14 days. Together, our findings demonstrate the diversity of interpersonal emotion regulation motives, and open up avenues to further explore how these motives may shape the way people regulate emotions in daily life.

The Intersection of Goals for Emotion Experience and Expression

Katharine Greenaway (University of Melbourne)

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Experience and expression are orthogonal dimensions of emotion: we do not always show what we feel, nor do we always feel what we show. However, experience and expression dimensions of emotion are rarely considered simultaneously in the emotion regulation literature. Taking this approach distinguishes four unique emotion goals: (1) to experience and express emotion; (2) to experience but not express emotion; (3) to express but not experience emotion; and (4) to neither experience nor express emotion. These different combinations of emotion goals are likely to be held in different social contexts that either call for the alignment (e.g., when authenticity is valued) or misalignment (e.g., when deception is needed) of emotion experience and expression. A retrospective survey and 14-day daily diary survey assessed the frequency of these four goals in everyday life. Six experiments investigated whether these goals influenced choice of six common regulation strategies people use to manage their emotions. The findings introduce a new concept to the emotion goals literature, suggest that two-dimensional goals for emotion experience and expression are relatively common, and reveal new insights into how emotion goals influence emotion regulation.

Emotion Differentiation is Shaped by Social Interactions

Sarah O'Brien (University of Melbourne), Julian Weiner-Angelopulo (University of Melbourne), Elise Kalokerinos (University of Melbourne)

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We often manage our emotions by talking about them with others. Theory suggests this social sharing improves emotional understanding, but this link has not been empirically established. To address this gap, we conducted two studies investigating the relationship between sharing and a key aspect of emotional understanding: emotion differentiation, which is the specificity with which one experiences and labels emotions. In our first study, we hypothesised that sharing would predict increased negative differentiation at the next time-point. We tested this hypothesis in a 7-day experience sampling study (N=209), in which participants reported sharing and emotions nine times each day. Contrary to our hypotheses, sharing was associated with reduced negative and positive differentiation. Exploratory follow-up analyses suggested that sharing was only negatively associated with differentiation when accompanied by rumination, with sharing showing the expected benefits when rumination did not occur. This suggests that sharing emotions in general might not be useful for emotional understanding, but rather, effective and supportive interactions might be the key ingredient for differentiation. To test this, we conducted a second study investigating whether high-quality interactions in particular were associated with improved emotion differentiation. We hypothesised that interaction quality would positively predict negative differentiation. We tested this hypothesis in a 14-day daily diary study (N=200). Each day, participants reported on a significant social interaction. Our results

demonstrated the importance of considering interaction quality. Taken together, our results suggest that other people shape our emotional understanding, pointing towards the importance of considering the social dimension of emotion.

How will we remember this “special kind of hell”? Memory of depressive symptoms during a COVID-19 lockdown and the role of emotion regulation

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More than two years on since the start of the COVID-19 pandemic, a key question being asked is how we will remember this event in the future? Prior research examining memory of significant events have typically focused on one-off events and assess memory long after the event.

Yet, the ongoing nature of the pandemic provides a unique opportunity to assess memory in a similar context in which those memories were initially formed. Leveraging an existing sample (N=365), we assessed individuals' depressive symptoms during two mandatory lockdowns (2020 and 2021). On average, people were able to accurately track the relative levels of depressive symptoms but also remembered the prior lockdown to involve greater depressive symptoms than actually reported (i.e., overestimating how depressed they felt). However, given the uncertainty and ongoing stressors associated with the pandemic, it is likely that people's current emotion regulation attempts would affect memory. Contrary to prior research we found that higher tendencies to engage in cognitive reappraisal was associated with remembering the prior lockdown to involve greater depressive symptoms than actually reported. And lower tendencies to engage in emotional suppression at recall was associated with greater projection bias so that their current depressive symptoms were projected onto and biased their memory so that they remembered experiencing greater levels of distress during the first lockdown. These results have important implications for understanding how the pandemic will be remembered and how emotion regulation may function differently in a stressful context such as the pandemic.

Hindmarsh 2

Thematic Session: Social Determinants of Health

Social understandings of COVID-19 vaccination in relation to women and pregnancy in regional NSW, Australia

Shayleigh Walker-Jones (Southern Cross University), Gail Moloney (Southern Cross University), Marie Hutchinson (Southern Cross University),

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In Australia, pregnant women and women planning pregnancy are advised by the medical community to vaccinate against COVID-19 due to the increased health risks if they contract COVID-19 while pregnant. However, research suggests that lay communities do not passively adopt health messages but actively reconstruct this information according to their social world. Drawing from social representations theory, we investigated social understandings of COVID-19 vaccination in relation to pregnant women in regional communities along the North Coast of New South Wales (NSW). Between June and August 2021, at the start of the vaccination rollout, 503 community members (41% female, 5% male; 18-79 years, $M = 39.7$, $SD = 12.9$) completed an online survey measuring perceptions of COVID vaccination or COVID vaccination in relation to pregnant women, along with a series of risk-benefit scales. Six months later, 73 women from the original sample (19-71 years, $M = 40.5$, $SD = 12.4$) completed a follow-up survey using the same measures. Results from the first wave suggest COVID-19 vaccination was understood quite differently when paired with pregnant women. In the former, perceptions reflected media messages about COVID vaccination, while in the latter, perceptions coalesced around health risks. These results suggest that community understandings of COVID-19 vaccination on the North Coast of NSW reflect the broader socio-political debates about COVID vaccination, but when related to pregnant women, they are focused on the medical implications of vaccination for pregnant women. The implications of this study are discussed in relation to the developmental stages of social representations.

Assessing the validity of a culturally modified Drinking Motives Questionnaire for use in Australian Aboriginal Communities.

David Tucker (National Drug Research Institute, Curtin University), Martyn Symons (National Drug Research Institute, Curtin University), Nyanda McBride (National Drug Research Institute, Curtin University)

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Alcohol related harms disproportionately affect Aboriginal and Torres Strait Islander people in Australia. Motives to drink have been identified as the most proximal factor to alcohol consumption. The aim of this study is to assess the validity of a culturally modified Drinking Motives Questionnaire-Revised (DMQ-R) (Cooper, 1994) with Aboriginal participants. The study was cross sectional, utilising data collected via face-to-face surveys with a sample of adult Aboriginal participants. A convenience sample of 135 Aboriginal men ($n=41$) and women ($n=94$) from the Pilbara Region of Western Australia, who had consumed alcohol in

the preceding 12 months. The Culturally modified DMQ-R (CDMQ-R) developed in consultation with Aboriginal Community Researchers and a local Aboriginal Community Reference Group was the primary outcome measure for this study. Confirmatory Factor Analysis indicated the four-factor model of drinking motives as measured by a culturally modified DMQ-R was valid for use with Aboriginal people of the Pilbara region. While most items loaded on the factor solution as hypothesised, there were some minor discrepancies which suggest further modification may be needed. In addition, the reduction of the original 5-point scale to a 3-point scale created statistical challenges. Future research might seek to further refine the DMQ-R for this population and determine an appropriate method for expanding the response scale incorporating advice from Aboriginal people.

Do people recognise the influence that the social context has on their eating-related behaviour?

Emma Long (UNSW), Lenny Vartanian (UNSW), Kate Faasse (UNSW), Suzanne Higgs (University of Birmingham)

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Research demonstrates that people eat more food when they are dining with others than when they are dining alone, an effect known as the “social facilitation of eating”. Before social meals have even begun, people will also make more food available for the meal (i.e., the “social precilitation” effect) by serving themselves larger portions. It is currently unclear whether people recognise that they behave in these ways. The aim of the present research was to examine people’s intended serving behaviour at social vs. non-social meals. In each of the four online studies (total N=1131), participants selected the amount of food that they would serve themselves in social and non-social scenarios by moving a slider that allowed them to select increasingly smaller or larger portions of pasta. Repeated-measures ANOVAs revealed that participants consistently selected smaller portions of pasta when they imagined social meals compared to non-social meals ($p = .026$), even when participants were asked what they thought someone else would do (Study 2), when told that there was plenty of food available at the social meal (Study 3), and when told that their dining companion was very hungry (Study 4). This research demonstrates that there is a disconnect between the amount of food that people intend to serve and the amount of food that they actually serve at social vs. non-social meals. This suggests that people are unaware of how the social context influences their behaviour, which may have implications for people’s ability to manage their food intake.

How food-related decisions are influenced by variable social-normative information

Sarah Rubenstein (UNSW), Lenny Vartanian (UNSW), Peter Herman (University of Toronto), Janet Polivy (University of Toronto)

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Social modeling is a powerful influence on people's food intake: When there is a clear and consistent norm, people eat more when eating with someone who eats a lot and eat less when eating with someone who eats only a little. Across four studies, the present research examined how variability in social-normative information influences the modeling of food-related decisions. Using a novel online decision-making paradigm, female participants were given information about how many cookies previous participants had supposedly selected (no information was provided in the control condition), and then decided how many cookies they would choose for a snack. When there was a clear and consistent norm, the typical social modeling effect was observed. When there was a small number of "dissenters" whose responses conflicted with the norm set by the majority, participants' cookie selection still conformed to the behaviour of the majority (Studies 1 and 2). It was only when the behaviour of the previous participants was conflicting (i.e., indicated two divergent but equally represented norms) or highly ambiguous that participants behaved as if they had been given no normative information (Study 3 and 4). By demonstrating how people behave when social normative information is more variable, these findings provide insights into the way in which the impact of social influences on food-related decisions might generalise in real-world settings.

Social identities not associated with a group and the case for their inclusion in well-being interventions

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According to the social identity approach, social group memberships and the social resources and positive self-regard that can be drawn from them, have an important impact on a range of behaviours and experiences, including health behaviours, subjective wellbeing, and learning. However, social group memberships are not the only kind of psychologically meaningful social identities. An individual's social self-concept may also contain roles, relationships, dyads and social landscapes. Building on recent work that indicates that the beneficial wellbeing effects of groups from the extent to which the associated social identities are positive, supportive, representative and compatible ("supergroups"; Bentley, 2019), we explore the possibility of "super roles" or "super relationships". Across three observational, survey based studies of self-reported self-concept, we present evidence that the same qualities of these group based identities can also make for a wellbeing-protective social identity associated with, for example, a relationship or role. In particular, we look at cultural, life stage and individual-difference based participant pools, where the existing literature indicate that groups may not be the

prevailing form of social attachment. The findings have the potential to inform a nuanced and targeted approach to social-identity based wellbeing interventions.

Hindmarsh 1

Thematic session: Reactionary Counter-movements & Collective Action

Predictors of pro- and anti-climate activism

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Issues around climate change have energised collective behaviours both in support of greater action to reduce anthropogenic climate change and against any such action. In principle, most social psychological models of collective action can apply to social action for or against an issue, but tests of climate action typically focus only on predicting pro-climate action. Here we report two novel studies examining the antecedents of both pro- and anti-climate activism. Study 1 identified actions reported by anti-climate activists ($n = 74$) to oppose actions to address climate change. We used these themes in Study 2 to develop scales measuring activism opposing ($n = 714$) or supporting ($n = 4530$) climate action. Intention to engage in climate action was higher for the pro-group but overall low for both groups. Greater endorsement of SDO, RWA, and free market ideology were associated with lower activism intentions for both groups. Across a range of eco-emotions, the pro-group reported stronger reactions than did the anti-group on all emotions bar boredom, for which the anti-group scored higher. Most emotions variables were positively associated with activism intentions for both groups. A multi-group path model examining the predictors of activist intentions for both pro- and anti-climate groups showed multiple similarities and few differences between the groups, and the differences were in the magnitude rather than the direction of the predictive relationships. We conclude by considering some implications of these results for models of collective action.

Understanding the effect of counter-protests on public sympathy towards the environmental movement

Xanthia Bourdaniotis (University of Queensland), Hema Preya Selvanathan (University of Queensland)

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Violent protest strategies tend to reduce public sympathy towards a movement. However, this has largely been studied in the context of a single protest. Little is known about how the public responds to the intergroup dynamic between protests and counter-protests. To address this gap, the present research aims to investigate how the strategy of a counter-protest shapes public sympathy towards an environmental protest. Using an online experimental survey in an anti-mining context, Australian participants ($N = 268$) reported their attitudes towards one of three protest events: an environmental protest (control), an environmental protest disrupted by a violent counter-protest, or an environmental protest occurring alongside a peaceful counter-protest. Although no direct effects of condition on

sympathy towards the environmental protest were found, mediation analyses showed two significant and opposing indirect effects. Firstly, the presence of the violent (versus peaceful) counter-protest led to higher concerns about the violation of the environmental protestors' free speech. In turn, this led to greater sympathy towards the environmental protest. Conversely, the violent counter-protest also led participants to perceive the environmental protest as more violent, leading to decreased sympathy towards the environmental protest. Thus, violent counter-protests can have both beneficial and adverse effects on public support for a social movement. Taken together, these findings demonstrate that counter-protests may inadvertently influence public perceptions of environmental protests in divergent ways. These findings underscore the importance of considering the role of counter-protests in shaping public opinion towards movements for social change.

The Rage of the Incels: Exploring Conformity to Masculine Norms, Ambivalent Sexism, and Incel Ideology

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Involuntary celibates (i.e., incels) are an online subculture of men that share an ideology that is characterised by misogyny and hostility. In the current study, we sought to understand predictors of the incel ideology by applying the frameworks of Gender Role Conflict Theory and Ambivalent Sexism Theory. Specifically, the aim of the current study was to explore the utility of conformity to playboy norms, power over women norms, violence norms, hostile sexism, and benevolent sexism to explain variance in incel ideology, and we hypothesised that all variables would be positive predictors of incel ideology. Participants comprised of men who identified as incel ($n = 103$) and men who did not identify as incel ($n = 247$) and were recruited via social media advertisements and incel forums to complete an anonymous online questionnaire. For both groups, results partially supported the hypothesis. For men who identified as incels, power over women norms, hostile sexism, and benevolent sexism were significant positive predictors of incel ideology. For men who did not identify as incels, playboy norms, power over women norms, and hostile sexism were significant, positive predictors. Based on these results, it appears that men who experience gender role conflict are more likely to adopt a misogynistic, hostile ideology. However, only men who identify as incels reported high levels of both hostile and benevolent sexism (i.e., ambivalent sexism). Results of the current study provides novel insight into the ideology adopted by incels and has important theoretical implications for understanding other misogynistic, hostile ideologies.

Collective mobilisation as a contest for influence: Leading for change or against the status quo?

Emma Subasic (University of Newcastle), Shaistha Mohamed (Australian National University), Katherine Reynolds (Australian National University), Clare Rushton (University of Wollongong), Alex Haslam (University of Queensland)

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Leadership is central to understanding social continuity and change, though rarely features in the study of collective action. Across three experiments (total N=687), we examine how pro-change and pro-status quo leaders' capacity to mobilise followers for collective action varies as a function of: (a) whether or not leader messages are aligned with group normative trajectory, (b) the presence (vs. absence) of competing leaders, and (c) whether or not there is shared group membership between leaders and followers. When pro-change leader messages were aligned with the normative trajectory of the group, they elicited higher collective action and voting intentions compared to pro-status quo leaders (Experiment 1-2). When change leaders were non-aligned, participants instead supported the pro-status quo alternative (Experiment 1-2). Finally, the presence of leadership contest with aligned change leaders (Experiment 2) and pro-status quo leaders (Experiment 2-3) reduced collective action and support for non-aligned change leaders or those facing a polarised followership. Implications for research at the nexus of leadership and collective action are discussed.

Boardroom

Thematic session: Emotions

The angry (White) mob: The effects of race, gender, and alcohol cues on anger perception in crowds

Tom Denson (University of New South Wales), Elizabeth Summerell (University of New South Wales), Carmen Lin (University of New South Wales), Liberty Shuttleworth (University of New South Wales)

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Seemingly peaceful crowds can turn angry and violent. Accurate assessment of anger in a crowd is a more complex problem than assessing anger in individuals. Research suggests people tend to overestimate the average intensity of a crowd's anger relative to individuals. This newly-identified phenomenon is known as the crowd emotion amplification effect. We aimed to replicate this effect in crowds (versus individuals) displaying angry facial expressions, and investigate the influence of crowd gender, race, and alcohol cues on this effect. We conducted three experiments and a mini-meta-analysis. We replicated the emotion amplification effect and found an interaction with race. Participants overestimated anger to a greater extent for Black individuals relative to Whites, but overestimated anger in White crowds more so than anger in Black crowds. Participants also overestimated anger for men relative to women, but this effect occurred for both individuals and crowds and irrespective of race. These findings highlight the bias to overestimate anger in Black individuals, White crowds, and men. These findings may inform crowd control and policing strategies.

Worse Emotion Recognition and Theory of Mind Correlate with Higher Prejudice

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Prejudice is known to be related to variables such as age, religious attitudes and education. However, we posited that those with worse social understanding would be prone to prejudice because of a failure to understand others' intentions as well as the impact of prejudice on minority individuals. Therefore, we examined the link between social understanding and prejudice in two studies. In Study 1, 123 European New Zealanders were given a facial emotion recognition task and the Eyes task in which they had to identify emotions and mental states in photographs of the eyes. Better emotion recognition was linked with a greater willingness to live close to Asian individuals, a greater willingness to employ Chinese, and more favourable attitudes towards people in the world (as opposed to the community), with correlations modest but consistent (roughly around .20). Likewise, the Eyes task correlated with a greater willingness to employ Chinese. Study 2 involved 41 participants of European ethnicity and 52 Chinese New Zealanders. We replicated the effect for attitudes toward people in the world for European NZers ($r = .345$, $p < .05$), and for

Chinese NZers the findings were even more consistent and robust. Better emotion and Eyes task performance correlated with lower social dominance orientation ($r_s = -.459$ and $-.633$ respectively, $p_s < .01$), lower RWA ($r = -.334$, $p < .05$), and more favourable attitudes towards members of the world ($r = .395$, $p < .01$). The findings provide evidence for a previously unexplored predictor of prejudice: social understanding.

Unpacking how “abnormal” news horrifies readers: Graphic descriptions and severe harm differentially elicit horror vs. fear

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Research indicates that the emotion of “real horror” is distinct from fear in being differentially elicited by “abnormal” harm (Taylor & Uchida, 2021). But “abnormal” is an abstract term that may reflect various unexpected or non-normative qualities. To better operationalize horrific abnormality, this research tested if perceived abnormality is affected by 1) the graphicness of description and 2) the severity of harm. Additionally, the effects of abnormality, severity and graphicness on emotion ratings were compared to test if they predict horror (but not fear).

In an online repeated-measures experiment ($N=60$), eight tabloid headlines were manipulated in a 2 (Graphicness of Description: detailed, generic) \times 2 (Severity of Harm: severe, moderate) fully-crossed factorial design. Participants rated how abnormal each headline was and how much horror and fear it made them feel.

A General Estimating Equations (GEE) analysis using the 2x2 manipulations as fixed factors indicated that abnormality was predicted by detailed (vs. generic) descriptions, $B = .89$ [.67, 1.11] and severe (vs. moderate) harm, $B = 1.01$ [.81, 1.20], $p_s < .001$.

GEEs estimating the effect of detailed and severe manipulations on emotion ratings indicated that both increased horror (controlling for fear), $p_s < .001$, but did not affect fear (controlling for horror). After including abnormality ratings as a covariate, horror was predicted by severe harm and abnormality; none predicted fear. A separate pre-registered study ($N=60$) replicated these results.

This study identified two qualities that contribute to perceived abnormality (graphicness, severity) and adds further evidence that horror is distinct from fear.

Emotional display rules are structured by their social functions

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Display rules are people’s beliefs about how emotions should be expressed. In this seminal study, we investigated the underlying factor structure of display rules across 24 emotions, including social (e.g., shame, pride) as well as basic emotions. In two samples (EFA $N = 339$, 18-77 years; CFA $N = 477$, 20-81 years), we discovered and then confirmed a three-factor

structure comprising harmonious (e.g., gratitude, sympathy), vulnerable (e.g., fear, shame), and disharmonious (e.g., anger, contempt) emotions. The model was invariant between the samples, for men and women, and across different stages of the adult lifespan. All factors showed good internal consistency, and external validity was demonstrated via correlations with emotion regulation and beliefs, and social anxiety. The separation of vulnerable and disharmonious emotions in the factoring was consistent with theorising about gender differences in display rules, leading us to test for gender differences in our samples. We found no differences between men's and women's display rules. However, we discovered important differences within each group. Men believed it was more important for men to control their expressions of all emotions than for women. In contrast, women believed it was more important for them personally to control their expressions of all emotions than for other people, irrespective of gender. Overall, this work establishes a novel model of emotional display rules, which will improve understanding of how these social norms vary across context, culture, and individuals.

What Strategies Do People Use to Regulate Other's Emotions at Different Emotional Intensities?

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Prior research shows that people are more likely to select reappraisal to regulate others' emotions when emotional intensity is high but select distraction when emotional intensity is low. The current research extends prior findings by comparing two types of reappraisal (reconstruction and minimizing) as well as distraction. In three pre-registered experiments (https://aspredicted.org/9CX_P48, https://aspredicted.org/XPZ_669, https://aspredicted.org/M2X_8TH), participants were recruited through the online panel Prolific to complete a novel image-viewing paradigm. Participants completed an online advice-giving task to help their 'partner' (unknown to them a computer response) regulate their emotions before viewing images of high versus low in emotional intensity. Participants could select one of two pieces of advice, and within-person comparisons of strategy preference for high versus low emotional intensity were calculated. In Study 1 ($N = 53$), participants selected reconstruction over distraction significantly more for low than high intensity ($\eta_p^2 = .556$, $p < .001$). In Study 2 ($N = 32$), participants showed no significant preference for minimising over distraction for low versus high intensity ($\eta_p^2 = .094$, $p = .083$). In Study 3 ($N = 65$), participants selected reconstruction over minimising significantly more for low than high intensity ($\eta_p^2 = .277$, $p < .001$). Results suggest that prior research findings for 'reappraisal' apply only to one specific type of reappraisal (reconstruction) and may not generalize to other reappraisal types that are lower in cognitive costs and emotional engagement with the target person.