



## **Public Lecture**

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**Thursday, 19 November 2020**

**Diversity Ideologies and Ethnic Inequalities: The Interplay of Diversity Policies, Norms and Attitudes**

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**Prof. Karen Phalet, KU Leuven**

**Discussant: Eva Green, University of Lausanne**

18:15 – 19:45 h

The Public Lecture will be streamed online on the nccr – on the move YouTube channel

## **Abstract**

Children of immigrants are at risk of underachieving in school with long-lasting consequences for their future life-chances. Our research contextualizes ethnic educational inequalities by examining minorities' diversity experiences in daily social interactions across different schools and countries. Looking beyond extensively researched individual diversity attitudes, this review develops a multi-layered contextual approach of minorities' diversity experiences in combination with diversity norms and ideologies in educational settings. To investigate how the interplay of diversity experiences, norms and ideologies affects minority inclusion and success in European schools and societies, we draw on exemplary longitudinal, multi-group, multi-level and experimental evidence. Our findings show that both (1) diversity experiences and (2) diversity ideologies affect minority inclusion and success in school – either directly or indirectly through the interplay of (3) diversity norms, defined as shared views on diversity in social groups, with individual diversity attitudes. We will discuss implications for reducing ethnic educational inequality in ethnically diverse schools.

## **Curriculum Vitae**

Karen Phalet is Full Professor at the Center for Social and Cultural Psychology (CSCP), Psychology and Education Science Faculty (PPW), KU Leuven, and current director of the Personality and Social Psychology Research and Methodology cluster (MICAS). Her research develops social-psychological perspectives on migration and ethnic relations - with a focus on explaining intergroup inequality and conflict in minority-majority relations across European societies. Recent studies examine the interplay of diversity ideologies, norms and attitudes on minority inclusion in various intergroup settings, combining comparative, multi-level, longitudinal, and (field) experimental methods. She authored over 100 academic publications in international peer-reviewed journals and books, among others in authoritative journals such as *European Review of Social Psychology*, *Personality and Social Psychology Science*, *Political Psychology*, *Ethnic and Racial Studies*, *International Migration Review*. She received several international awards, such as a 2013 Society for Personality and Social Psychology (SPSP) Fellowship and a fully funded 2015 ARC Fellowship in the Graduate Center at CUNY. She pioneered major cross-national research initiatives in the area of migration and ethnic relations, first as Expert Member in the 2005-2010 EQUALSOC and IMISCOE Networks of Excellence, and later as Principal Investigator of a 2007-2011 NORFACE RELEMERGE project, and as Belgian partner in the 2007-2010 TIES-RTN and 2011-2015 CILS\_FL/CILS4EU survey research projects.

## **Selected Publications**

- Phalet, K. and Baysu, G. (2020). Fitting in: How the Intergroup Context Shapes Minority Acculturation and Achievement, *European Review of Social Psychology* 31(1), 1-39. doi: 10.1080/10463283.2020.1711627
- Celeste, L., Baysu, G., Phalet, K., Meeussen, L., and Kende, J. (2019). Can School Diversity Policies Reduce Belonging and Achievement Gaps Between Minority and Majority Youth? *Personality and Social Psychology Bulletin* 45(11), 1603-1618. doi: 10.1177/0146167219838577
- Phalet K., Fleischmann F., and Hillekens J. (2018). Religious Identity and Acculturation of Immigrant Minority Youth, *European Psychologist* 23(1), 32-43. doi: 10.1027/1016-9040/a000309.
- Kende, J., Phalet, K., Van Den Noortgate, W., Kara, A., and Fischer, R. (2018). Equality Revisited: A Cultural Meta-Analysis of Intergroup Contact and Prejudice, *Social Psychological and Personality Science* 9(8), 887-895. doi: 10.1177/1948550617728993
- Fleischmann, F. and Phalet, K. (2017). Religion and national identification: Comparing Muslim youth in Belgium, England, Germany, Netherlands and Sweden, *Journal of Cross-Cultural Psychology* 9(1), 44-61. doi: 10.1177/0022022117741988