# Half-day Workshops
## Susan T. Fiske
## Princeton University, USA

9.00am-12.30pm
## Diversity Training: Examples and Context

Constructive diversity discussions involve participants who engage because they see mission relevance and choose to buy in. Useful curricula propose ideas and offer experiences of category-based bias as hard to detect and examine because it's more automatic, ambiguous, and ambivalent than people think. For this reason, individuals may be unaware of their biases, so organizations can monitor patterns and practices that privilege some groups and disadvantage others. Participants will take away core concepts from diversity science, as well as experiential exercises that create teachable moments. Evidence-based suggestions for climate will identify more and less conducive contexts.

1.30pm-5.00pm
## Measuring Ambivalent Stereotype Content for Gender, Age, Sexuality, Class, Ethnicity, Indigenous People

The stereotype content model (SCM) describes two universal dimensions of social evaluation: A group's stereotypic warmth (friendly, trustworthy) (or not) and competence (capable, assertive) (or not). These dimensions map groups' relationships in society. In most cultures, the middle class appear warm and competent, but the poor, homeless, refugees, and undocumented immigrants appear neither warm nor competent. The ambivalent stereotypes in most cultures include rich people (competent but cold) and older people (warm but incompetent). Part of the workshop will discuss how to measure society's varied stereotypes, emotional prejudices, and discriminatory tendencies. The other part will focus on specific categories of ambivalent stereotypes: for women, men, and older people, for which we have both identified SCM subtypes and validated scales. For other groups, we have mapped subtypes in SCM space: gays, lesbians, Muslims, immigrants, indigenous people, social classes, and occupations.

**Susan T. Fiske** is Eugene Higgins Professor, Psychology and Public Affairs, at Princeton University (Harvard University PhD; honorary doctorates: Université catholique de Louvain-la-neuve, Universiteit Leiden, Universität Basel, Universidad de Granada). She investigates social cognition, especially cognitive stereotypes and emotional prejudices, at cultural, interpersonal, and neuro-scientific levels. Author of about 400 publications and winner of numerous scientific awards, she has been elected to the National Academy of Sciences.

Sponsored by a Guggenheim, her Russell-Sage-Foundation book is *Envy Up, Scorn Down: How Status Divides Us.* Her trade book is *The HUMAN Brand: How We Respond to People, Products, and Companies* (with Chris Malone). With Shelley Taylor, she wrote five editions of a classic graduate text: *Social Cognition*, and solo, four editions of an advanced undergraduate text, *Social Beings: Core Motives in Social Psychology*. She has edited volumes on social cognition, nuclear war, racism, sexism, classism, social neuroscience, psychology in court, research ethics, and science making a difference. She currently edits for *Annual Review of Psychology, PNAS,* and *Policy Insights from Behavioral and Brain Sciences*.

Her graduate students arranged for her to win the University's Mentoring Award; international advisees arranged for her to win the Mentoring Award from the Association for Psychological Science.