Stellingen

behorend bij het proefschrift

The Dark Side of Subtle Discrimination:
How targets respond to different forms of
discrimination

door Sezgin Cihangir

1. The dark side of subtle discrimination is a result of the ambiguity that is inherent in this phenomenon (this dissertation).

2. Because subtle discrimination is more ambiguous than blatant discrimination, targets need additional cues to be able to respond in self-protective ways to this type of group based unfair treatment (this dissertation).

3. Individuals with low self-esteem are better off when they are being blatantly discriminated than when discrimination is subtle. (this dissertation).

4. While reactions to blatant discrimination will remain unaffected by situational cues that indicate (in)tolerant social norms, reactions to subtle discrimination are expected to be moderated by such cues (this dissertation).

5. Social norms that sanction erroneous attributions lead to a focus on prevention, which potentially undermines actual task performance. Social norms that tolerate attributional errors however, lead to a focus on the achievement of success which may result in improved task performance (this dissertation).
6. Women need men (more than they need other women) as allies in their fight against sexism (this dissertation).

7. The weakness of blatant discrimination is in its clarity and simplicity. The strength of subtle discrimination is in its ambiguity and complexity. (this dissertation).

8. Denying that subtle discrimination exists is a strong indication of being a modern racist.

9. Investigating the dark side of social phenomena makes us appreciate the bright side of life.

10. Practice is the key to success.