

Age in Relation to Diversity

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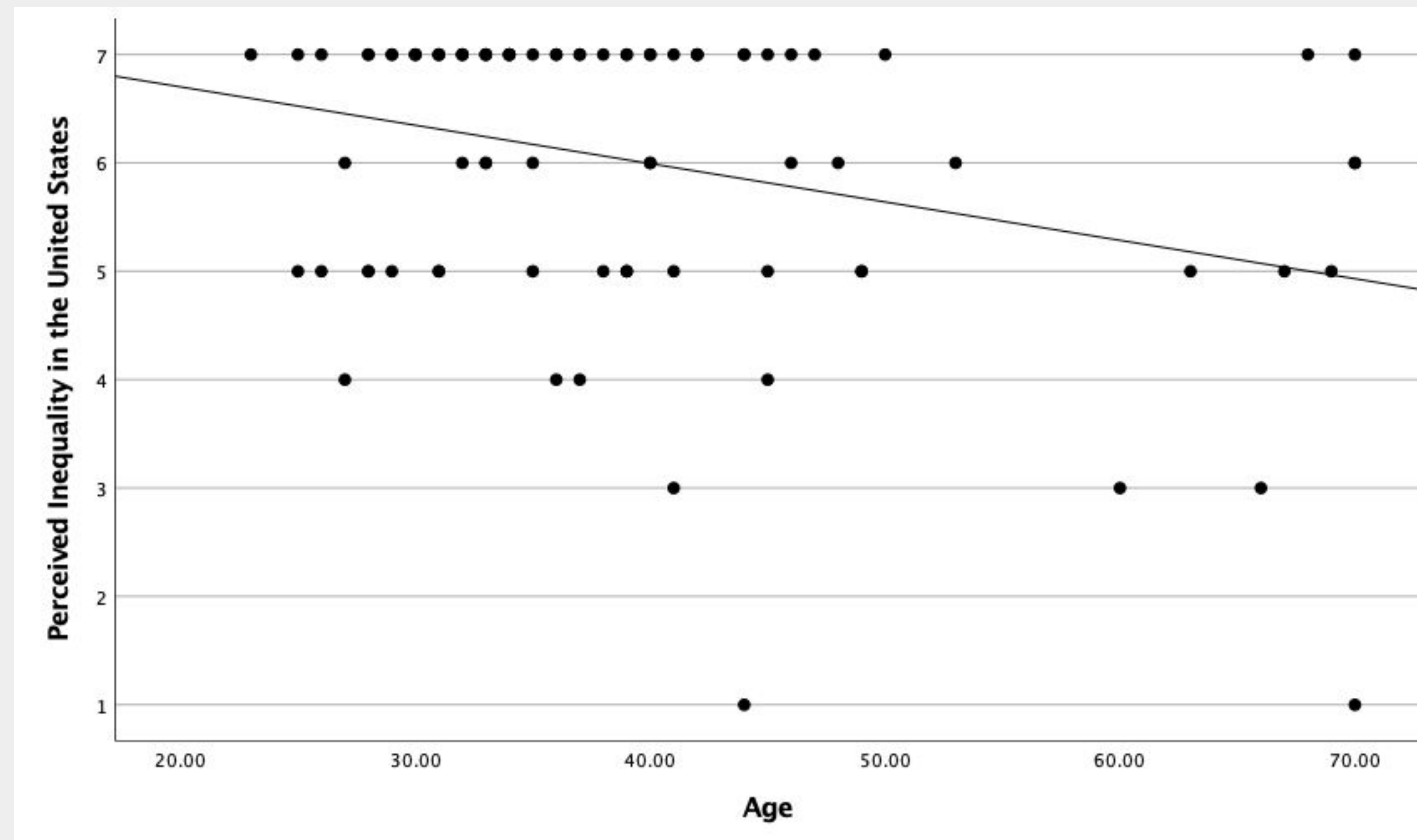


INTRODUCTION

- The definition of diversity is broad
 - Diversity “is often in reference to under-privileged ethnic minorities and helping them” (Chan, 2020)
 - However, definitions of diversity can vary depending on who is asked (Unzueta & Binning, 2012)
- Our research question explores the association between age and definitions of diversity

METHODS

- Self-report survey using Amazon’s M-Turk service
- Sample of 84 participants; 65.2% White
- Participant age range 18-70 years ($M= 39.8, SD=12.1$)
- Three sections of questions including:
 - Individuals’ definitions of diversity, example: “How would you personally define diversity?”
 - Individuals’ personal experiences with diversity: “How do your personal values affect your definition of diversity?”
 - Individuals’ responses to questions about existing inequalities, example: “To what extent do you believe there are existing inequalities between groups of people living in the United States,” scale from 1 (none) to 7 (a lot)



A person’s **age** is related to whether they **perceive inequality** and their **personal values related to diversity**, but not to how they **define diversity**.

1.Age	1	2	3	4	5	6
2.Experiences		-.19				
3.Differences		-.11	.001			
4.Social Identities		-.09	.01	.18		
5.Open Mindedness		.27*	-.07	-.02	.06	
6.Empathy		-.03	-.10	.22*	.26**	.04
7.Equality		.01	-.01	.18	.30**	.15

RESULTS

- Significant, negative correlation between age and perceptions of inequality, $r(82)=-.313, p=.004$
 - Older people were likely to say less inequality exists nowadays
- Significant, positive correlation between age and open mindedness, $r(82)= .266, p=.014$
 - Older people were more likely to list open mindedness as a personal value

DISCUSSION

- No significant correlations between age and definitions of diversity
- Found age to be correlated with judgments related to diversity such as open-mindedness and perceptions of inequality
- Limitations: not having enough racial diversity and not screening for past historical events that have influenced a person’s definition of diversity
- Future directions: effects of social media

REFERENCES AVAILABLE UPON REQUEST