

# **Discrimination** and Subjective Well-being: The Moderating Effects of Value Orientations

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# Ethnicity and Well-being

- Gaps in subjective well-being and health of ethnic minorities.<sup>1</sup>
- Discrimination<sup>2</sup>
- Some people are more resilient to these negative effects than others.<sup>3</sup>
  - Identity, self-esteem, hypervigilance, minimization



## Values ???

<sup>1</sup> Thoits and Hewitt, 2001; Geronimus et al., 1996; Kochanek et al., 2004; Fox, Burns, Popovich, & Ilg, 2001; Pumariega, Rothe, & Pumariega, 2005, Storch & Poustka, 2000.

<sup>2</sup> Pascoe and Smart Richman 2009; Williams and Mohammed 2009; Williams, Neighbors and Jackson 2003.

<sup>3</sup> Anglin et al. 2014 ; Crocker and Major 1989; Schmitt and Branscombe 2002; Kaiser and Miller 2001.

# Sense of Agency

Evolved mental capacity to “comprehend, predict, and alter the course of events”

*Bandura 2008, p. 15.*

# Chantek the Orangutan



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# Self awareness and agency



# Unique Human Potential

## Sense of Agency<sup>1</sup>:

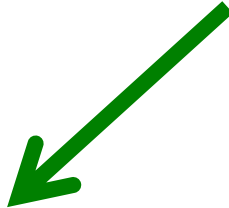
- Intentionality
- Forethought
- Self-reflectivity
- Self-reactivity

<sup>1</sup> Bandura 2005, 2006.

# Agency – Cultural Evolution



Environmental  
complexities/pressures

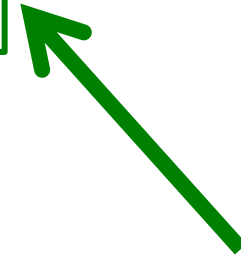


Functionally adaptive capacities for agency:

- use/understand symbols
- abstract thinking
- executive functioning



Human development,  
adaptation and change



# Agentic Values and Well-being

**Agentic values:** Socially patterned beliefs about individuals' ability to exert influence on situations and their lives<sup>1</sup>

- Agentic inventiveness, Openness to change (new ideas, experiences)<sup>2</sup>
- Self-expression & emancipation<sup>3</sup>
- Mental capacities that help formulate adaptive strategies to enhance well-being<sup>4</sup>

<sup>1</sup>Hitlin and Elder 2006; 2007; Hitlin and Long 2009.

<sup>2</sup>Bandura 2006; Schwartz, 1992; 1996.

<sup>3</sup>Inglehart et al. 2008; Welzel and Inglehart 2010; Welzel 2013.

<sup>4</sup> Welzel and Inglehart 2010, Bandura 2005.

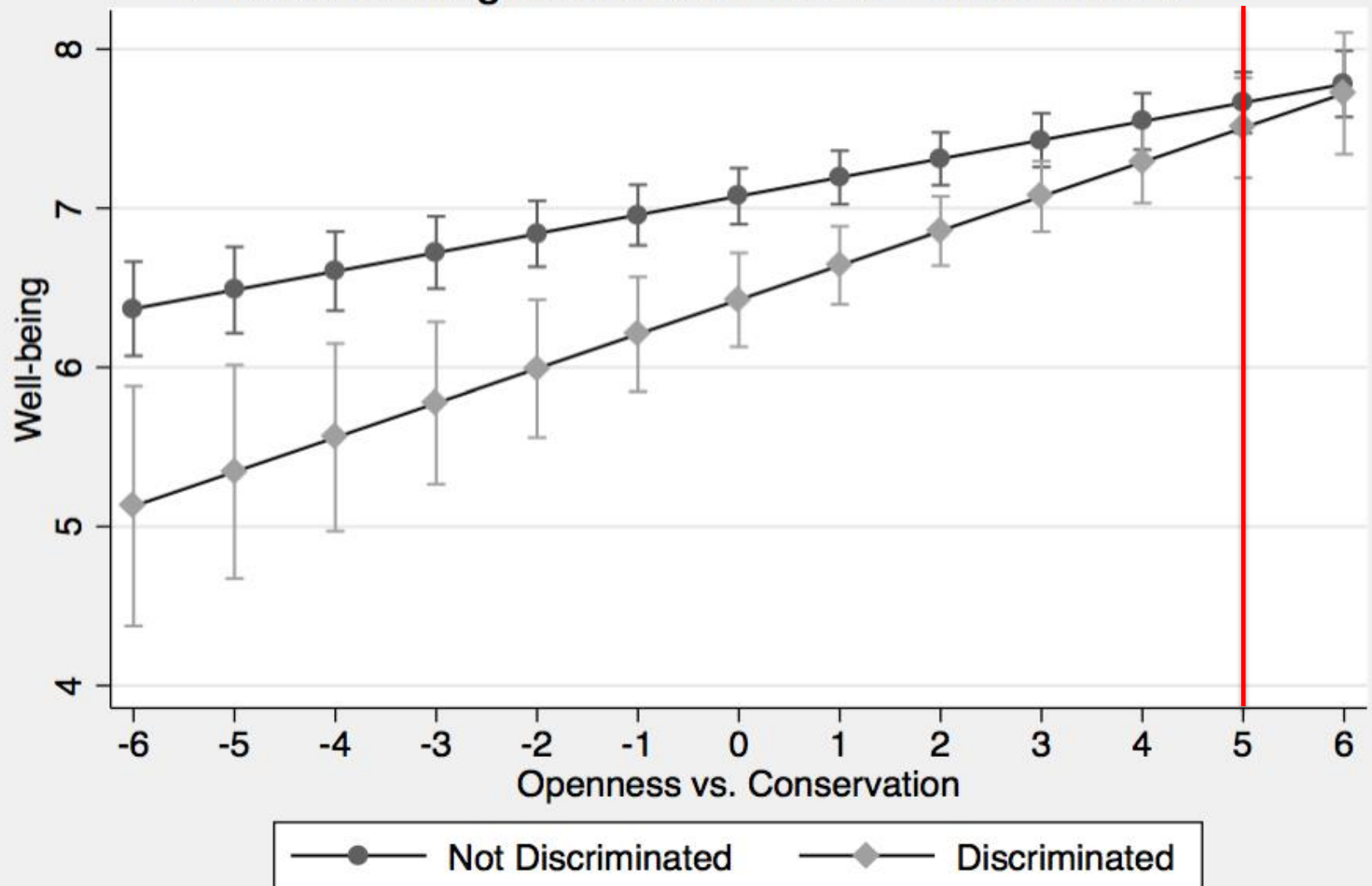
# Research Focus

- Agentic values enable an active coping style and the ability to reframe negative life experiences, including discrimination.
  - Moderate the relationship between discrimination and well-being.

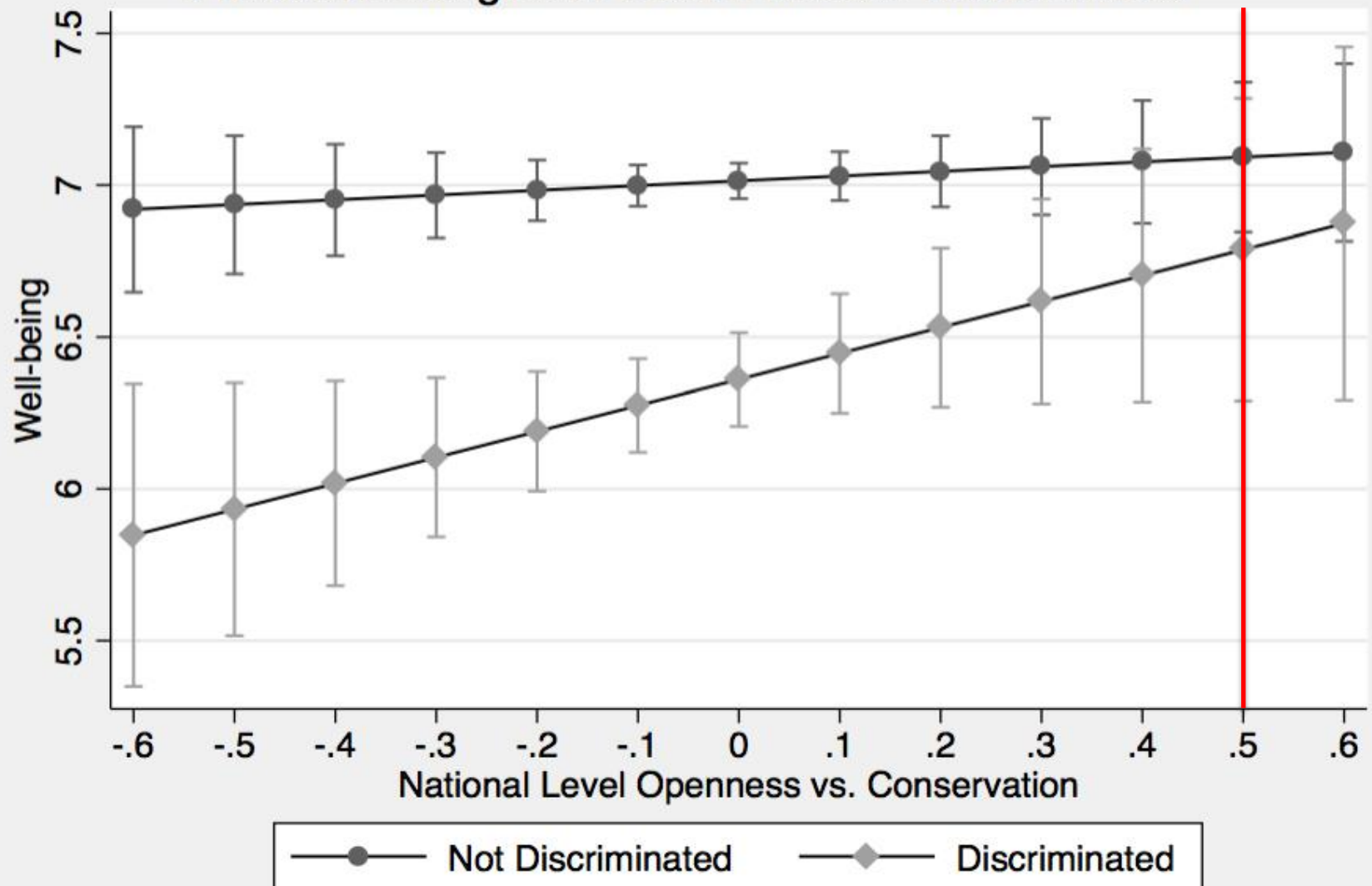
# Initial Investigations

- European Social Survey Round 6 (2012):
- 29 countries: Albania, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, Ireland, Israel, Iceland, Italy, Kosovo, Lithuania, Netherlands, Norway, Poland, Portugal, Russia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine and United Kingdom.
- Multi-level regressions: subjective well-being (life satisfaction + happiness) + health
- Key independent: Discrimination + Schwartz values (openness vs. conservation; transcendence vs. enhancement) + value incongruencies
- Control for: feelings about household income, education, employment status, ethnic minority status, religiosity, sociability, gender, age, Gini, GDP

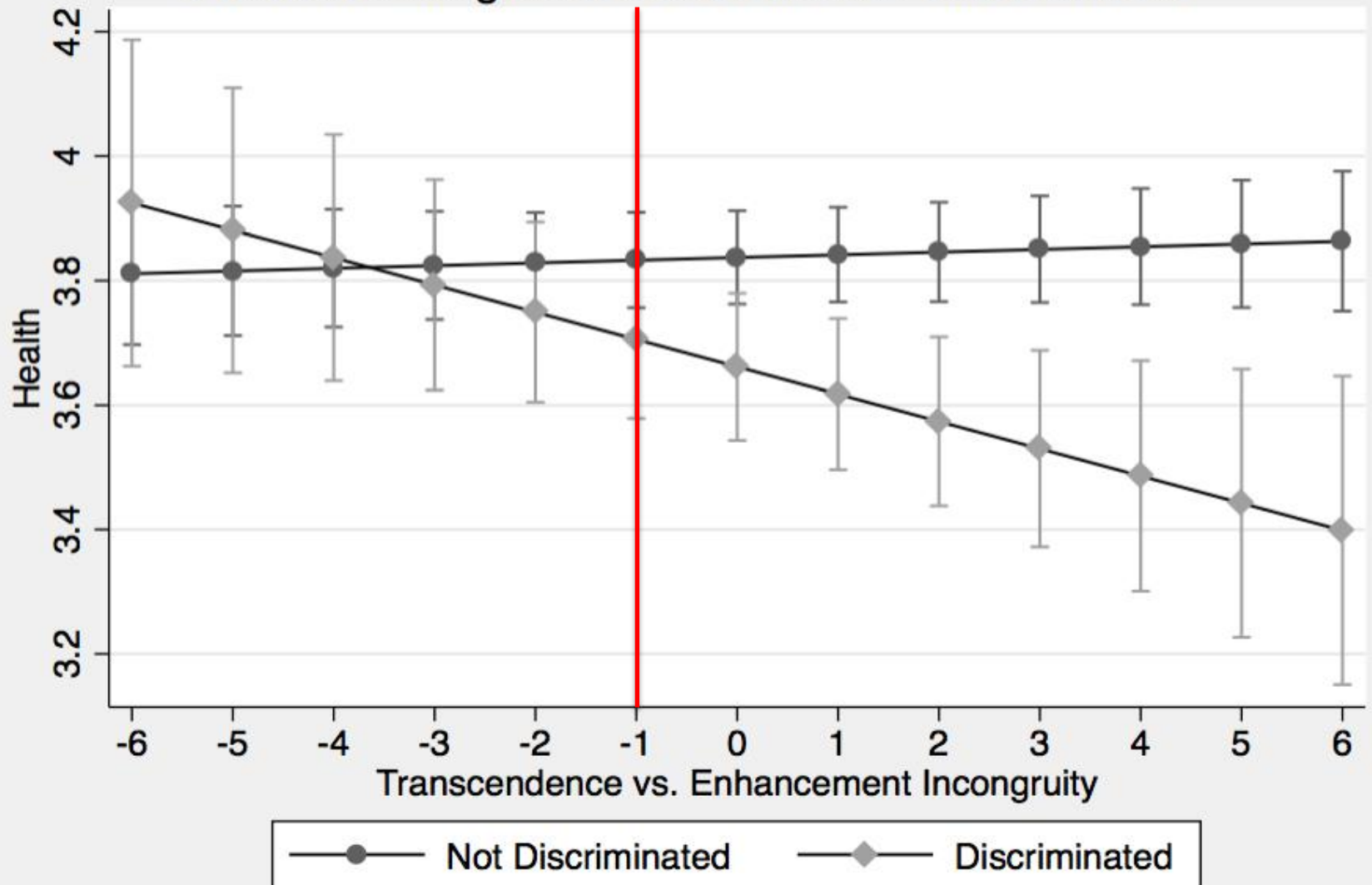
## Predictive Margins of Discrimination with 95% CIs



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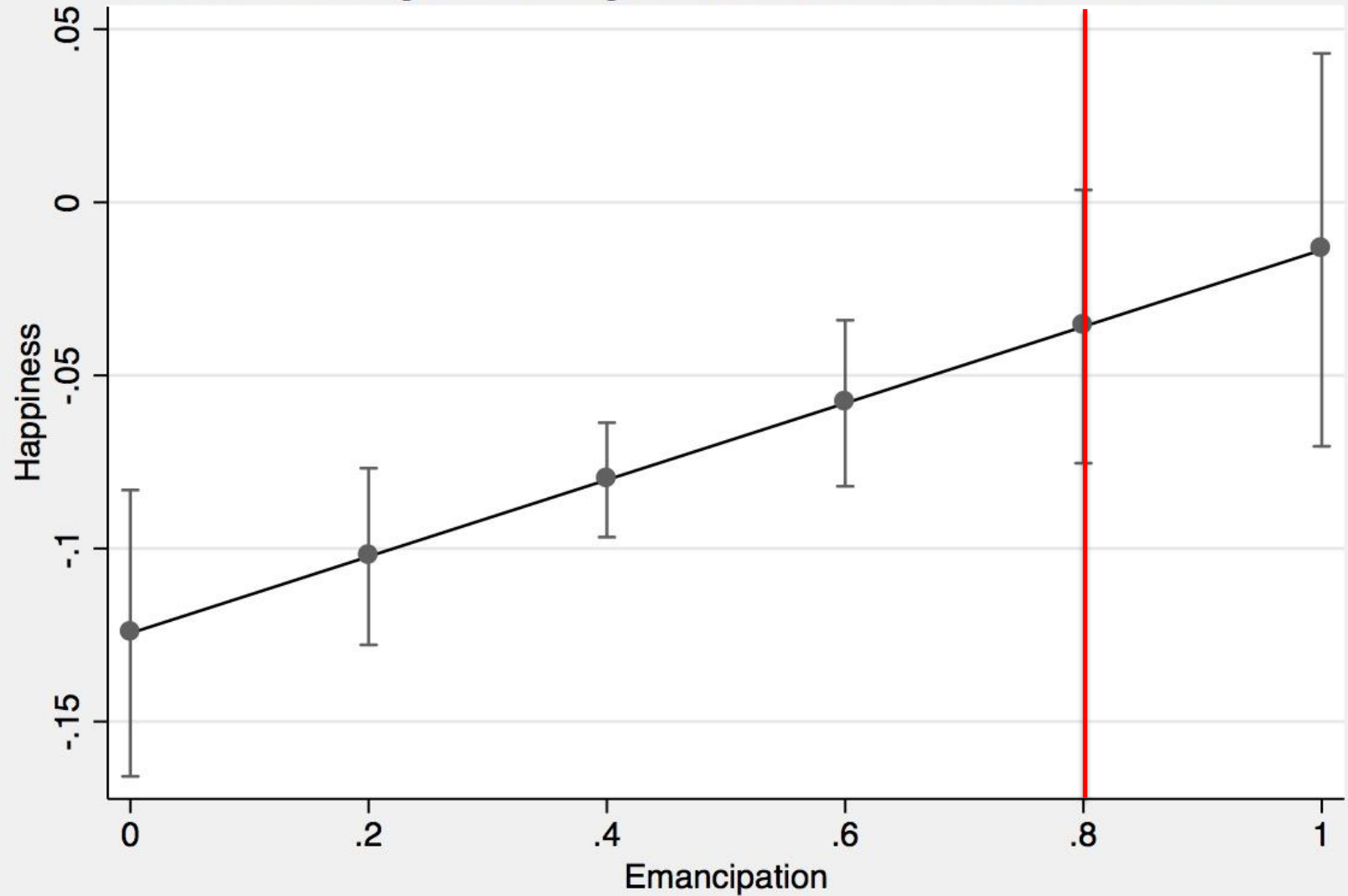
## Predictive Margins of Discrimination with 95% CIs



# Continued Investigations

- WVS: 2014-2014
  - 59 countries: Belarus, China, Azerbaijan, Japan, Armenia, Germany, Uzbekistan, Slovenia, Poland, Taiwan, Thailand, Ukraine, Estonia, Rwanda, Turkey, Colombia, Zimbabwe, Singapore, Spain, Netherlands, Kazakhstan, Uruguay, Australia, Malaysia, Hong Kong, Tunisia, Romania, Qatar, South Korea, Chile, United States, Cyprus, New Zealand, Ghana, Trinidad, Russia, Argentina, Peru, Palestine, Kyrgyzstan, Ecuador, Jordan, Sweden, Iraq, Nigeria, Brazil, Mexico, Algeria, Yemen, Kuwait, Libya, Philippines, Morocco, Pakistan, Egypt, Bahrain, India, South Africa, Lebanon
- Multi-level regressions: happiness
- Key independent: Frequency of racism at neighborhood + Emancipation
- Control for: feelings about household income, education, employment status, ethnic minority status, religiosity, sociability, gender, age, Gini, GDP.

Predictive Margins of Neighborhood Racism with 95% CIs



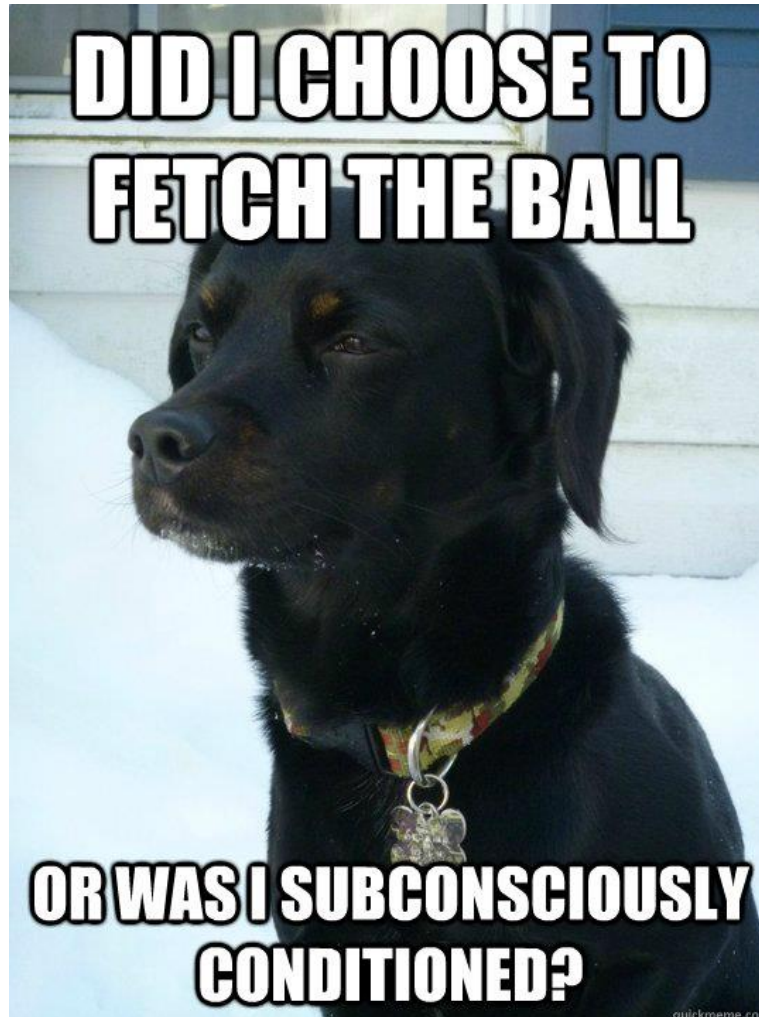
# Conclusions/Implications

- An important link between human potential, negative life events and well-being.
- An empirical tool that is generalizable beyond specific groups.
- Can we promote well-being among socially disadvantaged groups/communities by providing opportunity structures for agentic values?

# Going Forward...

- Operationalize agentic values
  - Emancipation, autonomy, openness, enhancement..
- Operationalize discrimination or other ethnicity related stressors
- Comparison of ethnic groups?
- Putting things in context: Macro-level factors + cultural traditions

# THANK YOU!



This report was presented at the 5<sup>th</sup> LCSR International Workshop “Social and Cultural Changes in Cross-National Perspective: Subjective Well-being, Trust, Social capital and Values”, which will be held within the XVI April International Academic Conference on Economic and Social Development.

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[www.lcsr.hse.ru/en/seminar2015](http://www.lcsr.hse.ru/en/seminar2015)

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