

## Special points of interest:

- IAIR is an interdisciplinary organization.
- There are currently 235 members.
- The next IAIR conference will be in Shanghai China, June, 2019.

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## From the President's Desk

The last conference of the Academy took place on the shores of Staten Island, one of the 5 boroughs of New York City (NYC). As I take over as the President of the Academy for the next two years I am reminded of the dilemma my predecessor, Nan Sussman, and the other officers of the Academy had to face with respect to hosting the conference in the United States, in light of the travel ban the new US government was imposing.

Needless to say, the conference took place in NYC as planned and it was another memorable one in a growing history of the Academy's conferences. But the underlying issue of the travel ban is central to the mission of the Academy. As the president of IAIR, it is my hope that the Academy will not face such dilemmas of hosting a conference in a city or a country where there are restrictions to some individuals and groups because of their ethnicity, nationality or religious orientation or the like.

The primary purpose of the Academy is to promote intercultural understanding through research, theory, and practice in the field of intercultural relations, with the ultimate goal of promoting world peace and prosperity. This year marks the 20th anniversary of the Academy. As we enter into the 3rd decade of our existence, a natu-



**David Sam**  
*IAIR President*

ral question to ask is whether the Academy has lived up to its own objectives? If one considers the extent of global intercultural conflicts, we may be tempted to concede that we have failed in our quest of promoting world peace. However, I think we may be judging ourselves too harshly.

It takes time to undertake sound research, and perhaps even more time to translate research findings into workable research policy that can trickle down into everyday life.

I believe we have been very good at carrying out quality research and developing theories on intercultural relations, however we may have fallen short in getting governments to adopt our findings into actionable policies. But, that should not dis-

courage us from making an effort. My challenge to all members in the coming decade is to consciously work towards making a difference with our research findings. Rather than being content with making our research known to our peers, we should make them readily accessible to ordinary stakeholders and easy for the layman to understand.

As I take on the presidency of the Academy, other than the admonishment to consciously work at making our research matter, and to make a difference with our research, I am eager to recruit young scholars and groom them into excellent researchers and practitioners. How can the senior scholars and fellows of the Academy impart their knowledge and experiences to the young? We need young scholars more than ever before as they are the ones who will carry the good works started by the pioneers through the coming decades. Developing our young scholars into the next generation's Einstein, Marie Curie, or Wangari Maathai is one of my visions during my presidency, and in subsequent messages through this channel, I will elaborate on them.

Warm wishes,  
David.

## 10th IAIR Conference at CUNY Staten Island



**Nan Sussman**  
**IAIR Past-President**

For the tenth time in the twenty years of the Academy's history, fellows, members and other interested scholars, gathered to share research findings, meet with collaborators, and establish new relationships. From June 24 – 29, 2017, more than 140 researchers from 30 countries convened at The College of Staten Island, City University of New York, hosted by Nan Sussman, then-President of the Academy.

The conference kicked off with the Fellows Day workshop coordinated by Adam Komisarof. The conference convened that evening with welcoming remarks by William Fritz, President of CSI and by a representative of the New York City Mayor's Office of Immigrant Affairs. We were entertained by a Sri Lankan dance troupe, a Dragon Dance group from the CSI International High School, and at the reception at the CSI Library, Russian musicians.

In conjunction with the conference's theme "Applying Research to Improve Intercultural Relations", the keynote speakers shared their life and research experiences. Dr. Simon Adams, Executive Director of the Centre for the Responsibility to Protect, spoke about global human rights and the prevention of mass atrocities, a topic that alternately saddened and filled us with optimism. Dr. David Webber reported on his timely research project on the social psychological aspects of terrorist radicalism and successful attempts at de-radicalization.

Throughout the week, colleagues presented research at 14 symposiums, 70 papers, and 18 posters. The conference also gave us the opportunity to recognize scholarly excellence among our members. Awardees were: Richard Brislin, Lifetime Achievement Award; Maja Schachner, Early Career Award; Jonas Kunst, Rae and Dan Landis Outstanding Dissertation Award; and David L. Sam and John W. Berry, William B. Gudykunst Outstanding Book Award.

Dina Birman, editor-in-chief of the International Journal of Intercultural Relations and her associate editors reported to us successful data regarding journal submissions and citations.

We enjoyed sumptuous meals and snacks each day and had ample time to chat with friends. With delightful and unseasonably cool and clear weather, we enjoyed social activities outdoors including attendance at a baseball game of the Staten Island Yankees, a tour of historic Staten Island, and a cocktail reception at the Chinese Scholar's Garden at Snug Harbor Cultural Center. The reception was followed by the closing banquet at the Great Hall at Snug Harbor, a Romanesque structure built in the early 20th century. An Intercultural Film Festival rounded out the evening activities.

The conference concluded with the handover of the Presidency to David Sam and introduction of the team from Shanghai International Studies University, led by Steve Kulich, who enticed with scenes from the university and Shanghai where the 11th Biennial Conference will take place in June 2019. Mark your calendars and see you in Shanghai!



## Richard Brislin: Lifetime Achievement Award

Most of my comments about the past, present, and future of intercultural research deal with aspects of academia, the source of employment for the majority of IAIR members.

Various approaches to research. Tolerance begins at home. There are many approaches to doing good research on intercultural relations but no one person can master them all. Researchers have to choose from approaches variously known as quantitative, qualitative, cross-cultural, cultural, experimental, correlational, naturalistic, laboratory, observational, and many others. Rigorous methodological standards have been established for all these approaches. My experience has been that choices among these alternatives are based on personality, education, experiences with mentors, and the types of reading people enjoy. What intercultural study does not need is backbiting and name calling based on any one person's choices. There are so few people who can do impactful intercultural research that the formation of outgroups based on methodological approaches is wasteful.

If it is agreed that there are various good methodologies, then cross-approach helpfulness can be fruitful at the beginning stages of formulating research questions. People can engage in conversations about the importance of a topic, whether the research will be overly repetitive of efforts in the past, whether results are likely to have an impact, the best methods or combinations of methods, whether there will be a readership, and whether too many eventual readers will dismiss any conclusions. I wish this early stage research step could be taken more often. It will require thick skins on the part of research formulators and considerable social skills and tact on the part of helpful commentators. Such activities could be incorporated into IAIR community efforts.

The old days. One aspect of research that has changed since my graduate school and early career years (late 1960's to early 1970's) is that people can now have a career doing cross-cultural and/or intercultural studies. Earlier, researchers had to become expert in another area, most likely one that would lead to quicker and more numerous publications. For example, I carried out research on basic perceptual processes and published in experimental psychology journals. I remember telling first year graduate students that "you must have a second scholarly area so that you can attract attention from researchers who believe in universal concepts where cultural differences are meaningless noise. This means that you will have to work harder than other students who are attempting to master only one area. Further, your first job is likely to stem from this second area, not your culture-based work." This has changed and culture-influenced research is now accepted by editors of many journals and articles receive a respective readership. Many senior IAIR members deserve credit and thanks for this welcome development.

Still, the advice concerning a second and even third area is wise to consider. Cross-cultural and intercultural research takes a long time to complete and scholars have to fight a tenure clock and show a publication record. Often, a second area can improve the main cultural focus of research. For example, intergroup relations is a well-established area in social psychology and it can sharpen concepts in studies of intercultural relations. The study of basic cognitive processes provides insights into the challenges people encounter as they adjust to sojourns in other cultures and make conclusions about their experiences.

Controversial research. I recommend that scholars consider addressing more controversial topics in their research. As we read any newspaper or watch any serious television news program, we see issues that have a strong intercultural component. Examples are Jewish-Palestinian relations in Israel, continuing White and African-American problematic interactions in the United States, refugee crises in various European countries, and highly dangerous threats involving North Korea and its neighbors. (Continued on p.8)

## Gro M. Sandal - Fellow

I am a professor in psychology at the University of Bergen. Since 2006 I was the leader of a research group, the Society and Workplace Diversity Group, and from 2017 the Deputy Dean of Research at my faculty. Most of my research has focused on cultural diversity in an organizational context, with particular focus on the implications for human resource management practices. When I first became interested in this area, around 2004, I realized that such research in the European context was very limited. Moreover I found that most theories within the field of work and organizational psychology seemed to assume that employees were culturally homogeneous. Since then, I have been engaged in a number of studies on topics such as ethnic bias in recruitment processes and the consequences of different leadership approaches on the wellbeing and health of culturally diverse employees. Together with colleagues, I have proposed a model describing different approaches that supervisors may take to diversity. The societal relevance of my research is my most important source of motivation. In recent years I have been working on projects on ethnic differences in coping with mental health problems and how public health services should be developed to meet the needs of all parts of the



**Gro M. Sandal**  
**IAIR Fellow**

population. Over the years I have published a number of scientific papers and book chapters on these and related topics. In parallel with doing research and teaching at the university, I have held a large number of lectures and training programs on cultural diversity management for governmental organizations and companies. A few years ago the Norwegian Directorate for Migration and Inclusion invited us to develop an online, interactive training program on cultural diversity management. This program has now been completed by around 500 managers.

Another major area for my research interest is how humans adapt to extreme environments. Since the early 1990s, I have been the Principal Investigator of large scaled, international, re-

search projects funded by the European Space Agency focusing on psychological reactions to be expected during human space-flights. I am currently leading a psychological experiment on the International Space Station in collaboration with colleagues working for the Russian Space Agency, focusing on the implications of individual and cultural differences in values for efficient co-working. I have also been Principal Investigator in a number of space simulation studies involving multinational crews isolated in hyperbaric chambers for prolonged periods (until 520 days), and in research in other extreme environments considered as good analogs to space, such as Antarctic research stations, polar expeditions, and submarines. A major aim of my research in space and other extreme environments is to gain knowledge that can be applied for selection, training, and in-flight support of astronauts and cosmonauts in space. I have represented psychology/psychiatry in the Astronaut Medical Selection Board for the European Space Agency, and participated in a number of expert groups giving advices to space agencies related to human safety and performance in space.



## Maja Schachner: Early Career Award

I was very honoured by having been selected for this year's Early Career Award of the International Academy for Intercultural Research. On the occasion of receiving the award, I was invited to give a keynote lecture at this year's conference at Staten Island, NY. This was a great experience, also as it led to many good discussions with colleagues of the Academy. I am therefore extremely grateful for this opportunity!



I presented some of my recent studies where I compare two of the most common approaches to cultural diversity in schools, namely *equality and inclusion* and *cultural pluralism*. Whereas an equality and inclusion perspective emphasizes non-discrimination and positive interethnic relations, in a cultural pluralism perspective schools provide opportunities to learn about and engage with the heritage cultures of their students. My own work as well as the work of colleagues suggests that both approaches can have beneficial effects for minority and majority students as well as teachers (such as facilitating integration, a sense of school belonging and intercultural competence). Yet, they elicit different processes and each can also have unique side effects (such as sensitizing students to ethnic discrimination or promoting assimilation to the mainstream culture). Future work is needed to better understand the unique effects of both approaches and provide evidence-based recommendations of which approach is most effective under which conditions (also concerning the broader societal climate and policy context).

For a deeper elaboration of these issues, I would like to refer to two of my recent publications, one of them being a review article:

Schachner, M. K. (2017). From equality and inclusion to cultural pluralism – evolution and effects of cultural diversity perspectives in schools. *European Journal of Developmental Psychology*. doi:10.1080/17405629.2017.1326378

Schachner, M. K., Noack, P., van de Vijver, F. J. R., & Eckstein, K. (2016). Cultural diversity climate and psychological adjustment at school – Equality and inclusion versus cultural pluralism. *Child Development*, 87, 1175-1191. doi:10.1111/cdev.12536

There is also a recent (video) contribution about these issues on the BOLD blog of the Jacobs Foundation, which can be accessed here:

<http://bold.expert/how-schools-should-approach-cultural-diversity/>

Once again, I would like to thank the Academy for this wonderful price and for the opportunity to get my work exposed to a broader audience at the last conference. I am very much looking forward to continue discussions in personal communication and at the next IAIR conference!

## Jonas Kunst: Dissertation Award

Receiving the dissertation award from IAIR and being able to present it at the conference at Staten Island was a great honor.

Scholars such as Samuel P. Huntington have painted a rather dark outlook for future relations between the Muslim and Western world. Indeed, while Western countries are currently fighting ISIS in the Middle East, intergroup relations between native majority members and Muslim minority members appear to become increasingly tense also within many Western multicultural societies. These developments underline the importance of social psychological research that can elucidate processes that exacerbate or attenuate such intercultural tensions. My thesis comprised four papers that may contribute to understanding these tensions.



The rise of anti-Muslim sentiments among Western majority members is well documented. However, less is known about how Muslim minority members themselves perceive and are affected by the societal climate they live in. In Paper 1, we therefore developed a scale measuring Muslims' perceptions of fear towards their group (which we termed perceived islamophobia). Results indicated that perceived islamophobia related to impaired well-being and more ethnic and religious identification, sometimes even when controlling for religious discrimination experiences.

In Paper 2, we used a majority sample as well as a Muslim minority sample to investigate how islamophobia held by majority members and experienced by minority members make the acculturation attitudes of both groups clash. Results demonstrated that the more islamophobic majority members were, the more they expected Muslims to give up their religious culture in favor of the majority culture. Conversely, among minority members, the experience of islamophobia moderated the relationship between religious identity and acculturation.

In Paper 3, we applied the common in-group identity model to a religious context. Specifically, we showed that Muslims and Christians who endorsed a superordinate, shared Abrahamic category encapsulating both religious groups also showed less resource distribution bias and more altruistic behavior in form of monetary donations towards Abrahamic out-group members in need.

In Paper 4, we demonstrated that a common national identity concept can actively involve majority members in the integration of immigrants. Majority members who considered immigrants as part of the national group showed less modern racism, which, in turn, increased their actual behavioral efforts to help integrate immigrants socio-economically.

Summing up, my dissertation approached contemporary Muslim minority-majority relations using both majority and minority samples and drawing on acculturation and common in-group identity frameworks. The findings have implications for current intergroup relations in many multicultural societies, identifying mutual processes that have the potential to exacerbate or decrease intergroup tensions.

## Fellow Guest Column

Thomas Pettigrew, University of California, Santa Cruz

### TOWARD FURTHER ADVANCES IN CULTURAL PSYCHOLOGY RESEARCH

Cultural psychologists, like all psychologists, typically work at the micro-level of analyses. Individual subjects are our focus. But our interest in culture and its effects are necessarily macro-level concerns. Putting these two separate levels together becomes a major issue. But the good news is that recent methodological advances, especially statistical packages for multilevel analyses, speak directly to this problem and offer an important means for future significant advances in cultural psychology.

Two basic questions can be addressed: (1) Do cultural norms form from individual interaction? (2) And do cultural values shape psychological processes of individuals? This brief note provides an example of each of these types of studies.

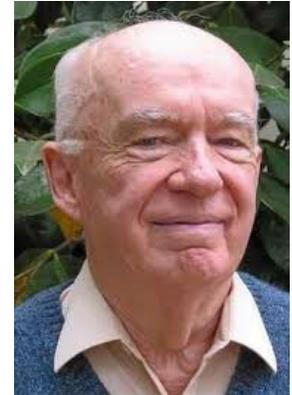
(1) *The upward causal sequence. How norms are formed.* Christ and his colleagues (2014), using seven studies with multilevel analyses of large probability surveys, demonstrated that intergroup norms in an area were significantly more positive in areas with higher levels of contact. Living in a place where fellow ingroup members interact positively with outgroup members has a benign impact on prejudice, beyond one's own contact experiences, via cultural norms that value diversity. And high intergroup contact leads to more positive intergroup norms.

(2) *The downward causal sequence: Culture values shape individual processes.* Consider, too, the results of a paper that tests if different cultures shape different effects of relative deprivation (Smith & Pettigrew, under review). Relative deprivation (RD) is the judgment that one or one's ingroup is worse off compared to some relevant standard leading to feelings of anger and resentment. Meta-analyses reveal that, when properly measured, RD predicts a wide range of outcome variables. But does culture moderate these RD outcomes? Using national assessments of power distance and inequality, 470 effect sizes representing research from 35 countries with 186,073 subjects were calculated. Multilevel analyses reveal that RD's relationships with all predicted outcomes are stronger within low power-distance nations. There is also a trend for the link between RD and all outcomes to be stronger in nations with less economic inequality. Thus, RD effects are culturally bounded; so members of various nations may respond differently to the increasing inequality currently rising in many countries.

I submitted this brief note in order to encourage greater use of multilevel analyses in cultural psychology. For those readers interested, I highly recommend the chapter by Christ, Sibley and Wagner (2012) as an excellent introduction to the field.

#### References

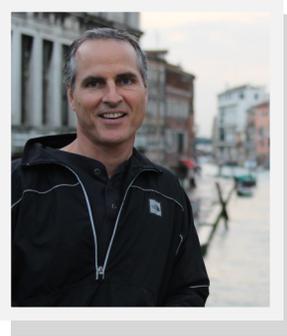
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- Smith, H., & Pettigrew (under review). Cultural values moderate relative deprivation effects.



## Newsletter Editor's Note

We are always on the lookout for newsletter content. If you would like to contribute a brief story (350-500 words), research insight from the field, or members in the news highlight that is relevant to our scholarly community, we will gladly receive them

New Members and Fellows: If you are new to the academy we would like to feature your profile in a future edition of the newsletter. If you will provide us with a 250 word biography/profile statement that describes your research



**Ripley Smith,  
IAIR Secretary and  
Newsletter Editor**

interests, personal hobbies or non-academic interests, and introduction/connection to IAIR along with a high resolution photograph of yourself we will introduce you to the membership in an upcoming newsletter. Please also provide us with a preferred email address and the URL of your institutional-affiliated personal website.

Submissions may be sent to:

[r-smith@bethel.edu](mailto:r-smith@bethel.edu)

## Visit the IAIR Website for More Information

Thanks to our webmaster, Anand Chandrasekar, the Academy website has a page dedicated to archiving Newsletters as well as the Who We Are series issues (available at: <http://www.intercultural-academy.net/about-iair/who-we-are.html#download-pdf> ).

In addition, as members' profiles are featured, they are added to a growing collection of individually clickable profiles listed by member name. Individuals looking for information about specific IAIR members can now easily browse and click on member profiles, while the Who We Are issues are archived for those

interested in viewing the profiles as a periodic compilation. The clickable list of member profiles is available at:

<http://www.intercultural-academy.net/about-iair/who-we-are.html>.

## Brislin: Reflection continued

I hope that IAIR members will be frequent "go-to" experts when advice or commentary is requested by media representatives and policy makers.

With my co-authors, I have tried to discuss controversial issues since at least 1975. We developed intercultural training materials on topics such as caste interactions in India, the lingering effects of the Third Reich on Jewish-German relations, the arrogance stemming from perceived status loss during sojourns, and the effects of perceived corruption on interactions among people from individualistic and collectivistic cultures. Perhaps I did not emphasize such issues sufficiently or was too tame in my discussions.

Another important research contribution would add to the literature on encouraging people to discuss emotionally charged topics without shouting and storming out a meeting room. This research could include identifying areas of disagreement but moving to overlapping interest areas and shared goals as quickly as possible. Other possibilities include the use of current technologies such as smartphones that allow people to send anonymous messages that deal with highly charged suggestions. Cross-cultural trainers often discuss a "hostile stage" in participant reactions, and their insights in dealing with negative outbursts are valuable. Reasons for intense disagreements among heterogeneous people often have understudied cultural bases, and IAIR members are well-prepared to identify these bases.

## International Academy for Intercultural Research



The primary purpose of the Academy is to promote intercultural understanding. Accordingly, it promotes and encourages research, theory, and practice in the field of intercultural relations. The Academy also strives to disseminate to the public information regarding intercultural relations and it encourages interchanges between people with an interest in intercultural relations. The ultimate goal of the Academy is to promote world peace and prosperity through applications of academic principles and research findings to the betterment of human realities.

In furtherance of the goals, the Academy is an explicitly interdisciplinary forum which promotes and facilitates intercultural research in the areas of Psychology, Sociology, Communication, Education, Anthropology, Management, Political Science, and other areas of specialization in the social sciences and practice.

Visit us on the World-Wide Web at:  
<http://www.intercultural-academy.net/>

## Encourage Your Colleagues to Join

It is our mission to encourage the highest quality empirical research and practice aimed at understanding the ways in which cultures interact and the results, for good or ill, of those interactions. We invite all serious scholars of intercultural relations to join with us in this important enterprise—for we can have no greater purpose as scientists than reducing and, hopefully, eliminating intercultural conflict at all levels from individuals and groups to whole societies and nations. Please encourage your colleagues who are doing work in these areas to consider joining IAIR.



**Information about membership in IAIR is available on our website at [www.intercultural-academy.net/](http://www.intercultural-academy.net/)**

### Levels of Membership

Three levels of membership are available: fellow, full member, and student member.

### Benefits of Membership

- Subscription to the *International Journal of Intercultural Relations*, the official journal of the Academy either on-line or hard copy.
- Access to past issues of the Journal through Science Direct, a service of Elsevier, Ltd.
- Significantly reduced fees for the biennial conferences
- Access to the member directory.
- Reduced subscription fees to many relevant Elsevier journals

Criteria and application procedures are available on the website at <http://www.intercultural-academy.net/membership/>