

Intergroup cleavage bias in a job interview proposal: the role of cleft vs. uncleft sentences and connectors

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Summary

- 1- Theoretical background
- 2- Aim and hypotheses
- 3- Method
- 4- Results
- 5- Discussion
- 6- Bibliography

From prototypicality to discrimination/in-group bias

Typical members/categories

Non-typical members/categories

Explicit form of discrimination

Implicit form of discrimination



I refuse to work with a gay man !



It's not common for people to be as atypical as you are.

→ Openly expressed

→ Expressed in a roundabout and hidden way

Cleft sentences and in-group bias

(1) “It is Paul that I want to recruit.”

Focused clause →
To focus on “Paul”



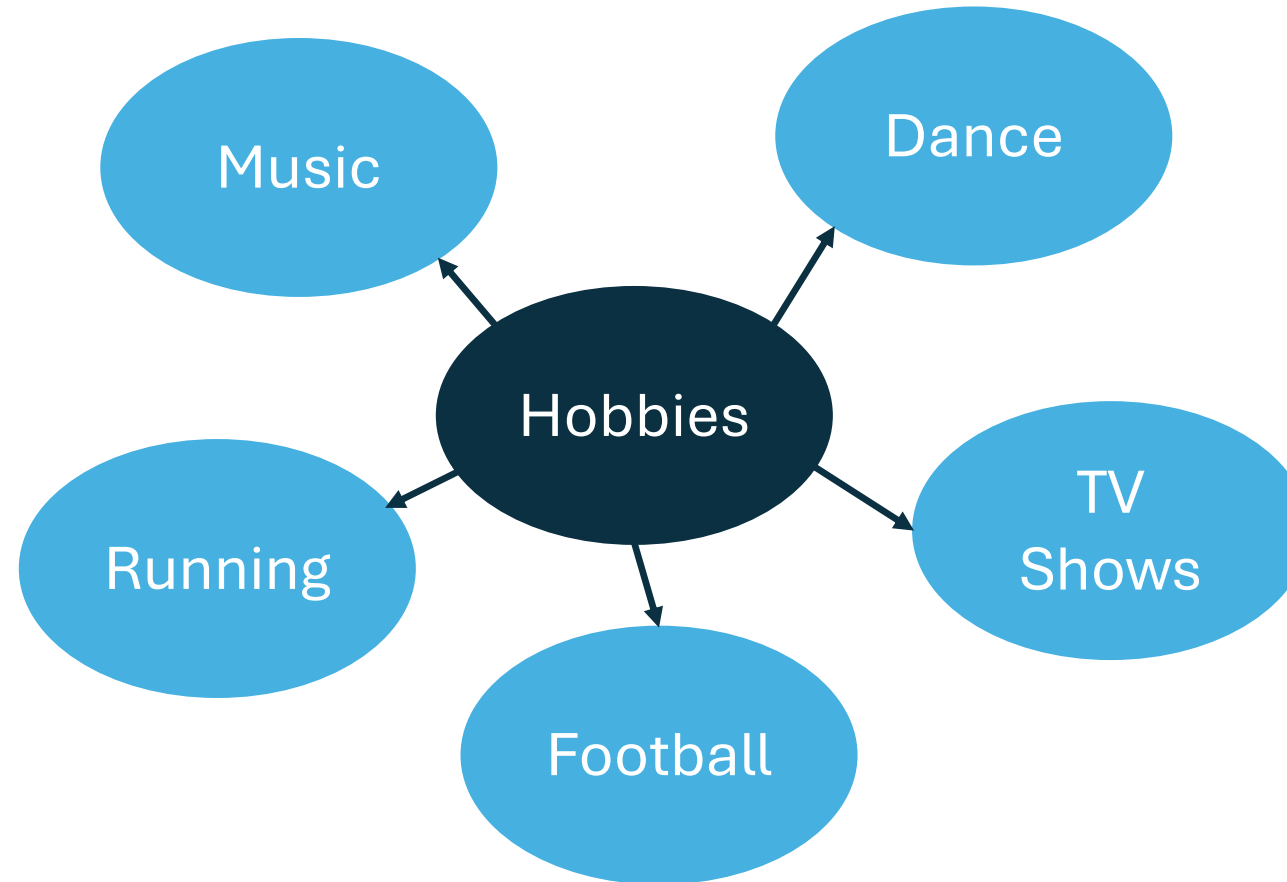
Relative clause

(1) Used to :

To **focus on** an object, a person (Engelkamp et *al.*, 1978), or an **in-group member** (Wu et *al.*, 2012) ?

To **express the evidence/obvious choice of ingroup members** (Castel et *al.*, 1999) ?

Implicit argumentative structure and in-group bias



Used to :

Express what cannot be said openly (Galatanu, 2018, 2022) such as **in-group bias and relevant vs. irrelevant information** (Delroisse, 2011) ?

Other linguistic forms and in-group biases

Addition connectors (and, also, in addition, etc.)



To stress the evidence, the unique possibility (Ghiglione, 1989) and the choice of the ingroup applicant (Castel et al., 1999) ?

Opposition/comparison connectors (but, as well as etc.)



To stress the multiple possibilities (Ghiglione, 1989) and the choice of the outgroup applicant (N'Dobo, 2008) ?

Studying **reference fields** to highlight **implicit argumentative structures**

Aim

To investigate potential links between linguistic forms participants use when expressing their choice of applicant to invite to interview and explaining it, and implicit bias toward ingroup applicant versus outgroup applicant.

Hypotheses

H1 : The chosen applicant's membership will influence how participants express their choice of applicant to interview;

H2 : The chosen applicant's membership will influence participants' use of reference fields when explaining their choice;

H3 : The chosen applicant's membership will influence the types of connectors contained in participants' explanations of their choice;

H4: the type of sentence used to invite the chosen applicant, but not the chosen applicant's membership, will influence the types of connectors participants use when explaining their choice of applicant.

Participants

- 190 respondents (130 women and 60 men).

Materials and procedure

- Pre-registration (<https://doi.org/10.17605/OSF.IO/YFAHT>, french);
- Pre-test (82 respondents);
- Presentation of a storytelling about a CVs sorting for a multiskilled position, involving a binary vs. non-binary applicant;
- Ask them to choose one applicant for an interview and to explain it.

Independent variables

Applicant's membership (in-group/binary vs. out-group/non-binary);

The way participants expressed their choice of applicant (cleft vs. uncleft sentence).

Dependent variables

Number of respondents who expressed the interview invitation using a cleft vs. un-cleft sentence structure;

Number of relevant vs. irrelevant reference fields in the explanations;

Number of respondents who used addition, comparison/opposition, other and none connectors in their explanations.

Fig 2.
Number of relevant vs. irrelevant reference fields in the explanations of an interview invitation for an in-group vs. out-group applicant ($\chi^2(1,2179)=9.47, V=0.05, p<.005$).

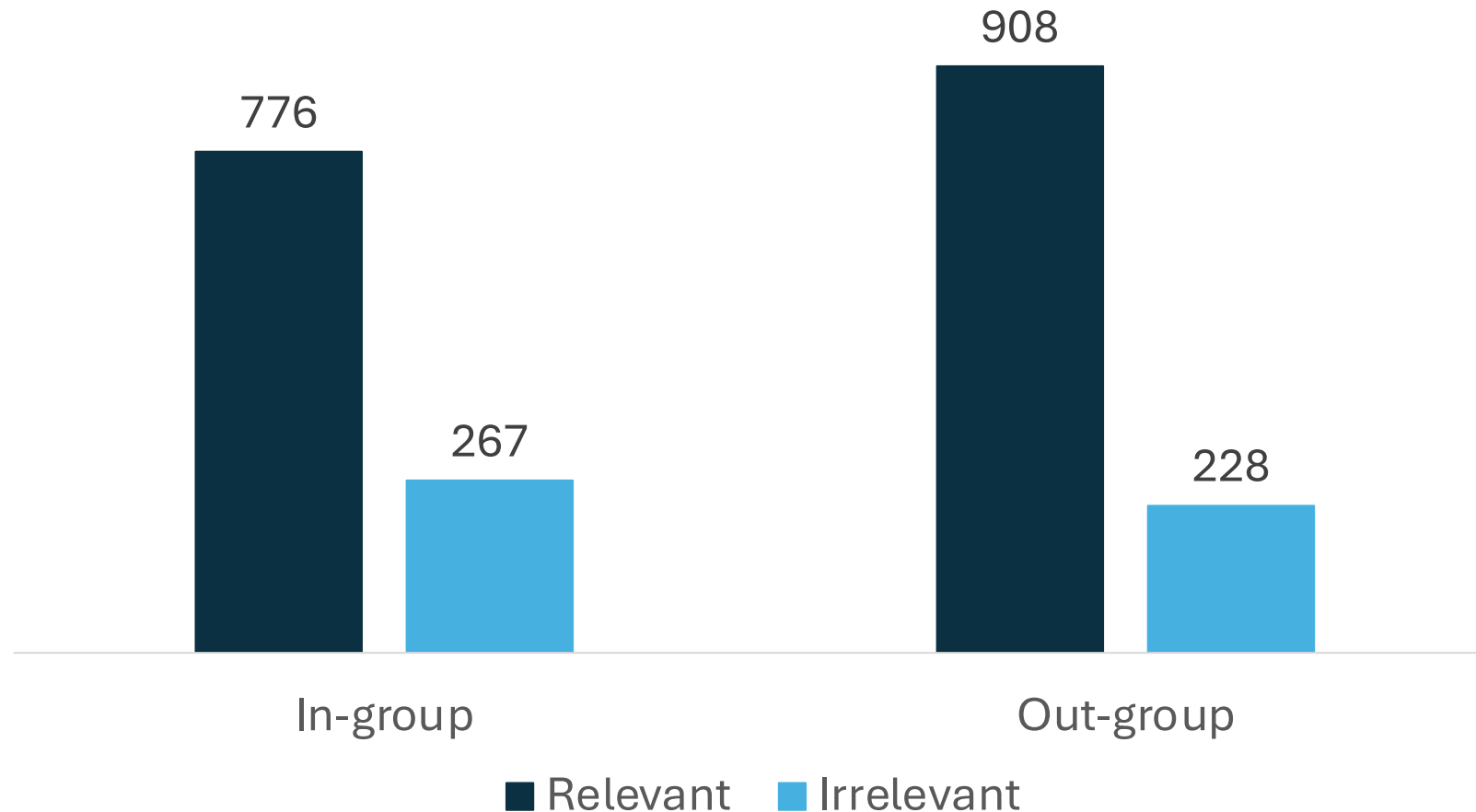


Fig 1.
Number of respondents who used a cleft vs. uncleft sentence to invite an in-group vs. out-group applicant to an interview ($p > .64$).

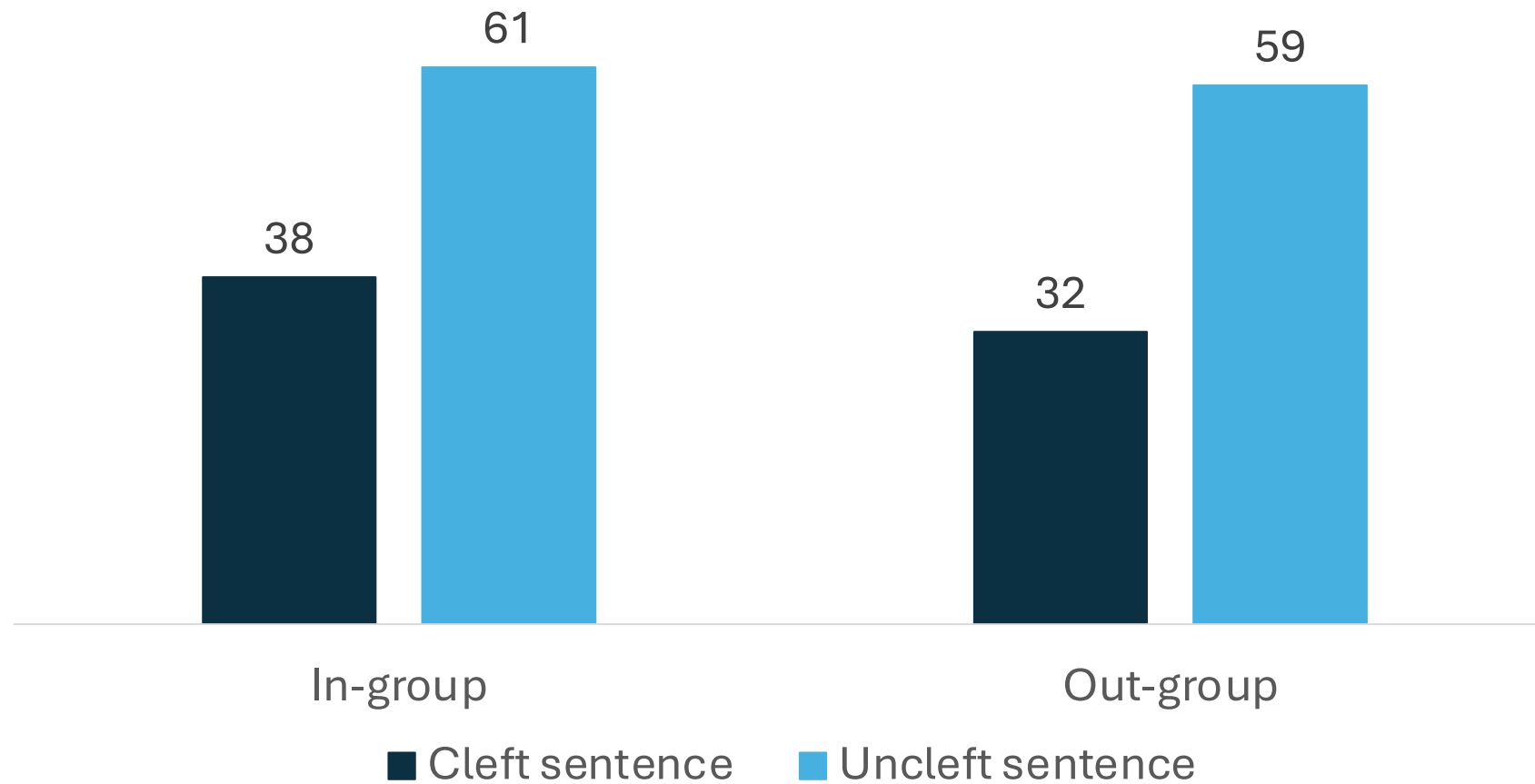


Fig. 3.
Number of participants who used additions vs. comparison/opposition vs. other vs. no connectors in explanations ($\chi^2 (6, 190) = 16.26$ $V=0.12$, $p=.05$).

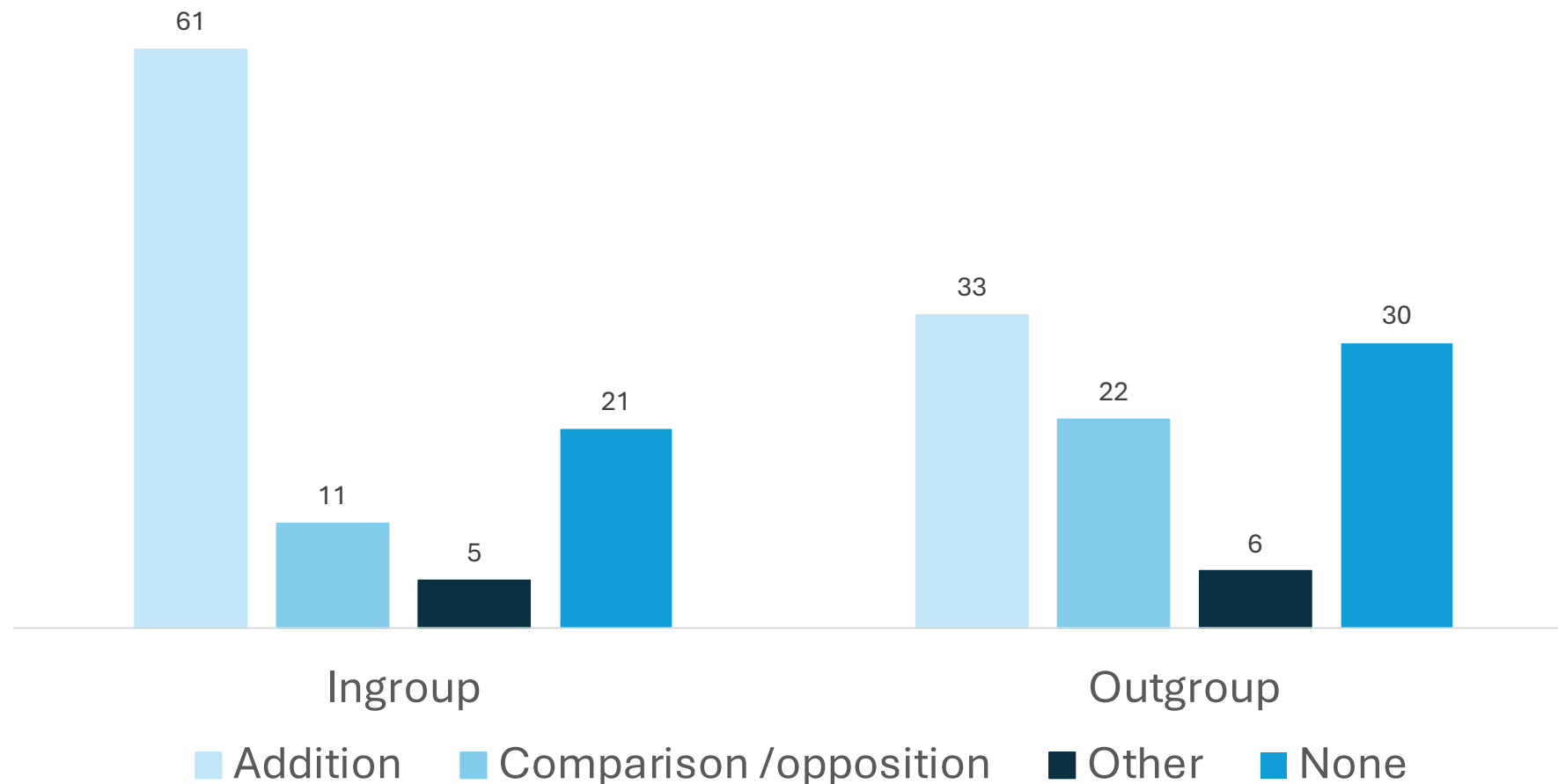
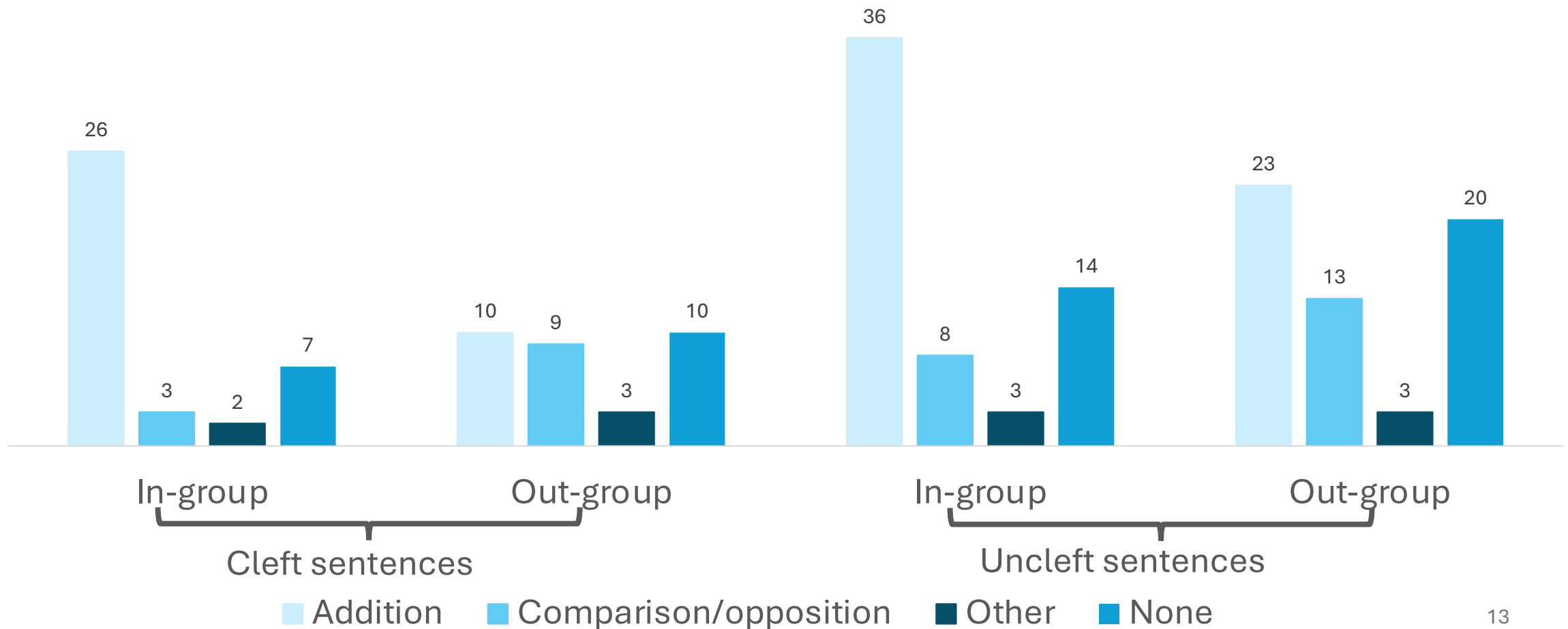


Fig. 4.

Number of participants who used addition vs. comparison/opposition vs. other vs. no connectors in explanations according to the type of sentence and the applicant's membership ($\chi^2(6, 190) = 16.26$ $V = 0.12$, $p = .05$)



No effect of the chosen applicant's group membership on the use of cleft structures

- Evidence of the choice of the ingroup applicant (Tilmant & Hupet, 1990)
- Inferiority of the outgroup applicant (Downing, 2001) ?

Different use of relevant vs. irrelevant reference fields for an in-group vs. out-group applicant

- Irrelevant reference fields : to favor the ingroup applicant (Delroisse, 2011)
- Relevant ones : to disfavor the outgroup applicant (Ng, 2007)

More participants who used addition connectors for the in-group applicant

- Evidence, only possibility (Ghiglione, 1989) → Ingroup biais (N'Dobo, 2008)

The way participants expressed the invitation



It is the 1st applicant that I chose.

vs.

I chose the first applicant



Ref: Downing, 2001



The chosen applicant



Inter group cleavage bias

+ addition connectors

+ comparison/opposition connectors

Implicit form of Ingroup bias expressed when the invitation is formulated with a cleft sentence (Castel et al., 1999; Ghiglione, 1989).



Impartial explanation when the invitation is expressed with an unleft sentence.

Limitation

- Sample : overrepresentation of women

Future research

- Other manipulated variable ? Sexual orientation ?
- Sample composed of only recruiters?

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Thank for your attention !