

**TRACKING CHANGES IN NONPREJUDICED MOTIVATIONS: INFLUENCES  
OF SOCIAL AND POLITICAL EVENTS**

A Thesis Presented for the  
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Degree  
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## **ABSTRACT**

This study examined changes in nonprejudiced motivations toward Black people over the 2017-2024 periods. It also explored gender difference in motivations to control prejudiced reactions. The sample was 11064 White undergraduate students (3589 male, 7348 female, and 127 individuals identifying as non-binary) from the University of Tennessee. Nonprejudiced motivations was measured using the Motivation to Control Prejudiced Reaction (MCPR), assessing concern with acting prejudice and restraint to avoid dispute subscales.

Results indicated that both concern and restraint motivations increased after the George Floyd murder, then decreased at following time points. In addition, results showed that, mirroring political trends, concern gradually rose among women and stayed flat among men prior to 2020.

**Keywords:** prejudice, motivation, social norms

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## **CHAPTER ONE**

### **INTRODUCTION AND GENERAL INFORMATION**

Racial prejudice is pervasive in the American society, particularly in prejudice against Black people (Nelson & Olson, 2023). Not only racial prejudice occurs in everyday interactions between people, but these racial disparities incidents were also found in law enforcement, in which Black men were murdered by a law enforcement officer, while in custody. In May 2020, George Floyd, a Black American man, was murdered by a White police officer as he kneeled on Floyd's neck, while being handcuffed, for more than nine minutes, causing him to lose his life (Hill et al., 2022). The murder of George Floyd has raised awareness and concern of discrimination against Black people to the US Society. This incident also drew media attention on racial discrimination and inequality. Not only did it bring awareness to how the issue of racial prejudice still exists, but the death of George Floyd also influenced social movements of racial prejudice, including the Black Lives Matter movement, as well as widespread protests against police officers' using brutality and social injustice against Black Americans (Buchannan et al., 2020; Burch et al., 2023).

Undoubtedly, being prejudice is deemed inappropriate and even unacceptable in the society. Endorsing of prejudice or expressing prejudice-related behaviors in public can lead to negative consequences. Thus, individuals tend to avoid appearing prejudiced regardless of whether they hold such attitudes. Though individuals may act in a nonprejudiced manner or avoid being or appearing prejudiced, they may differ in the degree to which they are motivated to avoid such actions. Individuals may avoid being

prejudiced because of personal and/or socially related motives (Dunton & Fazio, 1997; Plant & Devine, 1998). Those who personally care about race equality are considered having concern with acting prejudiced or internal motivation to respond without prejudice (Dunton & Fazio, 1997; Plant & Devine, 1998). On the other hand, individuals whose motives are driven by socially related factors (e.g., conflict avoidance) are referred to as having restraint to avoid dispute or external motivation to respond without prejudice (Dunton & Fazio, 1997; Plant & Devine, 1998). Thus, individuals vary in the degree to which they are motivated to avoid being prejudiced, depending on the level of each component of the two motivations they value.

Perceived social norms play a key role in individuals' nonprejudiced motivations. Individuals' perception of major social and political events can affect their motivations to control prejudiced reactions. In a recent study, Kievit and colleagues (2022) tracked changes in nonprejudiced motivations toward Black people over 15 years, providing in-depth understanding of how changes in sociopolitical events might be related to nonprejudiced motivations. By tracking changes in both personal-and social driven motivations in White participants over the 2004-2017 period, they found that nonprejudiced motivations toward Black people reflect changes in social and political events. For example, after Obama first term election, internal motivation to respond without prejudice concern dropped as people did not see racial prejudice as an issue in the society. However, this motivation started to rise during Obama's second term as people's attention was on the exist of racial issues with deaths of Black men in custody of police.

## **Nonprejudiced Motivations**

Individuals vary in the degree to which they are motivated to control prejudice reactions or appear being prejudice (Dunton & Fazio, 1997; Olson & Fazio, 2009). Nonprejudiced motivations can be conceptualized into two components: personally driven and socially driven motivations (Dunton & Fazio, 1997; Plant & Devine, 1998). According to Dunton and Fazio (1997), nonprejudiced motivations are composed of two factors: concern with acting prejudice and restraint to avoid dispute. Concern with acting prejudices reflects individuals' personal standards to avoid what might be considered prejudiced reaction either to oneself or others. An example of the items from the Motivation to Control Prejudiced Reactions (MCPR) that reflect this motivation factor include, "I feel guilty when I have a negative thought or feeling about a Black person." (Dunton & Fazio, 1997). Restraint to avoid dispute involves individuals' motivation to control the expression of one's own thoughts and feelings about Black people with the intention of avoiding dispute. An item from the MCPR that reflects this factor includes, "If I were participating in a class discussion and a Black student expressed an opinion with which I disagreed, I would be hesitant to express my viewpoint." The concern factor is related to egalitarianism while the restraint factor is not. These two factors are correlated with individuals' interactions with Black people in different ways. Greater concern is associated with positive interactions with Black people while high restraint is associated with less positive and infrequent interactions with Black people (Olson & Fazio, 2009).

## **Perception of Social Norms**

Perceptions of social norms play an important role in individuals' attitudes and behaviors. Individuals tend to be sensitive to social norms and adjust their behaviors to accord with perceived social norms (Aarts & Dijksterhuis, 2003; Nolan et al., 2008; Zitek & Hebl, 2007). Individuals' perception of social norms regarding what is considered as socially appropriate or acceptable can change based on many factors, such as institutions and political leaders (Crandall et al., 2002, 2018; Tankard & Paluck, 2017). Research has shown that major social- and political-related climates can affect individuals' perception of social norms (Crandall et al., 2018; Tankard & Paluck, 2017). For example, the Supreme Court decision legalizing same-sex marriage increased people's social acceptance and support for such marriage (Tankard & Paluck, 2017). In addition, regarding racial prejudice, individuals' perception of social norm can also be affected by political events and social movements. Political leaders, for example, can be a source of normative information, which plays a key role in perception of social norms (Tankard & Paluck, 2016). Racial prejudice can be seen as more socially acceptable for individuals when such behaviors are expressed by political leaders. Research demonstrated that, following the 2016 U.S. presidential election, there was a change in social norms regarding prejudice, such that there is an increase in socially acceptability of prejudice toward the racial groups that Trump targeted (e.g., women, disabled individuals; Crandall et al., 2018). Social movements, such as Black Lives Matter (BLM) movement, along with media attention regarding race inequality can affect people's perceptions of racial

inequality. George Floyd's murder, in particular, drew attention to racial inequality society.

Research has demonstrated that perceived social norms can affect individuals' expressions of attitudes toward Black people (Blanchard et al., 1991; Monteith et al., 1996; Stangor et al., 2001) and expression or suppression of prejudice (Blanchard et al., 1994; Crandall et al., 2002). In an experiment in which European American participants were led to believe that their view about African Americans' traits was more stereotypical than their peers', participants reduced personal endorsement of African Americans' stereotypes. However, when participants were led to believe that that their perception was less stereotypical than their peers, they increased their expression of stereotypes (Stangor et al., 2001). Thus, individuals' perception of group- or social norms plays a key role in the expressions of their attitudes toward people of other races and can affect their motivations to control prejudiced reactions. This is particularly true for restraint to avoid dispute motivation, as this motive emphasizes how individuals inhibit prejudiced reactions to avoid conflict (Olson & Fazio, 2009).

### **Purpose and Hypothesis**

Building on previous research (Kievit et al., 2022) that examined shifts in nonprejudiced motivations toward Black people based on sociopolitical climate from 2012-2017, the present study seeks to further explore changes in nonprejudiced motivations toward Black people over the period of 2017-2024. Specifically, I examine changes in the two types of nonprejudiced motivations based on Dunton and Fazio's Motivation to Control Prejudiced Reaction Scale (1997) - concern with acting prejudiced

and restraint to avoid dispute. Centering around major social and political events that occurred during those focused years, I expected that the murder of George Floyd incident in May 2020 would influence individuals' perceptions of racial injustice, which in turn would increase concern with acting prejudiced motivation. In addition, given the continue of Trump's public presence and the expressions of racism that has been continued since Trump' presidential election, it is suggesting that it is acceptable to express racism. Thus, it is expected that restraint to avoid dispute motivation would stay low given Trump's presidential election in 2016.

Given the evidence for an increase in expressions of racial prejudice as social norms from the elected president in combination with the murder of George Floyd, individuals with non-prejudiced personal beliefs and standards would perceive an increase in racial prejudice in the society, which conflicted with their values and beliefs. Thus, it was predicted that concern motivation is more likely to increase after the George Floyd incident.

Because of the perceived social norms that it is more socially acceptable to express racial prejudice following the presidential election in 2016, individuals may perceive that racial prejudice was more socially tolerated. In addition, previous research showed that restraint motivation decreased from 2012 to 2017 (Kievit et al., 2022). Thus, it was predicted that restraint motivation would not necessarily drop but remain relatively low after the presidential election and the murder of George Floyd.

Two main hypotheses are proposed in the present study:

**Hypothesis 1:** Concern motivation will increase in fall 2020, following the death of George Floyd which occurred in May 2020. In addition to this specific time point, changes in this concern motivation will also be examined after the George Floyd murder.

**Hypothesis 2:** Restraint motivation will remain low after the presidential election in 2017 (Trump's first term election). This restraint motivation will also drop after George Floyd's murder in 2020.

In addition to the two main hypotheses, exploratory hypothesis regarding gender difference for the concern and restraint motivations will be tested. Given evidence that US women have become more liberal while men mostly are stable in such political orientation (Gallup, 2024), women may care more about prejudice than men. Thus, it was predicted that women's concern motivation would be higher than men's. We will also explore the possibility that women's concern motivation rose during the BLM movement (2017-2020) but that men's did not.

## CHAPTER TWO

### MATERIALS AND METHODS

#### Participants

Participants in the present study were undergraduate students at the University of Tennessee enrolled in introductory psychology courses, who completed a prescreening survey for course credit. The original sample included 18033 observations. Of these observations, 17630 were completed at one time and 403 observations were repeated participants. Repeated observations were not included in the study. Data was treated as missing data if participants did not respond to all MCPR items (2492 participants). In addition, data was omitted if: (1) participants put the same response to every item (max same response of 17 items; 336 participants); (2) duration of completing the prescreening was less than 5 minutes (52 participants).

In the present study, we are particularly interested in examining White individuals' nonprejudiced motivations toward Black people. Thus, participants who identified themselves as non-White (i.e., Black, Asian, Hispanic, Native American or Alaskan Inuit, biracial/multiracial, or participants who did not indicate ethnicity) were also excluded from the analyses (3486 participants). Final sample in the study were 11081 White participants, including 3589 male, 7348 female, and 144 who identified themselves as non-binary. Sample sizes ranged from 395 to 1078 for each semester.

## Measures

### *Nonprejudiced Motivations Measure*

Nonprejudiced motivations were assessed using the Motivation to Control Prejudiced Reaction (MCPR; Dunton & Fazio, 1997). The MCPR consists of 17 items, assessing two types of nonprejudiced motivations: (1) Concern with acting prejudice and (2) Restraint to avoid dispute. Concern with acting prejudice motivation reflects individuals' personal standards to avoid appearing prejudiced toward others and to themselves (e.g., "I get angry with myself when I have a thought or feeling that might be considered prejudiced"). Restraint to avoid dispute motivation reflects individuals' motivation to inhibit prejudiced expressions to avoid social dispute (e.g., "I always express my thoughts and feelings, regardless of how controversial they might be," reverse-scored). The MCPR is comprised of statements in which participants rate their agreement to each situation regarding racial attitudes toward Black people. Participants rated their agreement with each statement on a scale ranging from 1 (strongly disagree) to 7 (strongly agree). Of these 17 MCPR items, six items are reversed scored. The MCPR items are located in Appendix. **See Table 1.**

### Procedure

Participants were recruited through the Department of Psychology participant pool (SONA) for course credit. Data was collected online. Participants completed demographic information questions (i.e., gender, race, age, student classification, native language), locale (i.e., rural or urban), political orientation (i.e., conservative or liberal), politician preference (Biden or Trump), and the Motivation to Control Prejudiced

Reaction (MCPR) scale. Data was collected as part of a prescreening for each fall and spring semester from fall 2017 to fall 2024. However, due to low responses in (1) locale; (2) political orientation; and (3) politician preference on multiple semesters, these variables are excluded from the analyses. See **Table 2** for all variables assessed by time point.

## CHAPTER THREE

### RESULTS

#### MCPR – Scale Items and Factor Loadings

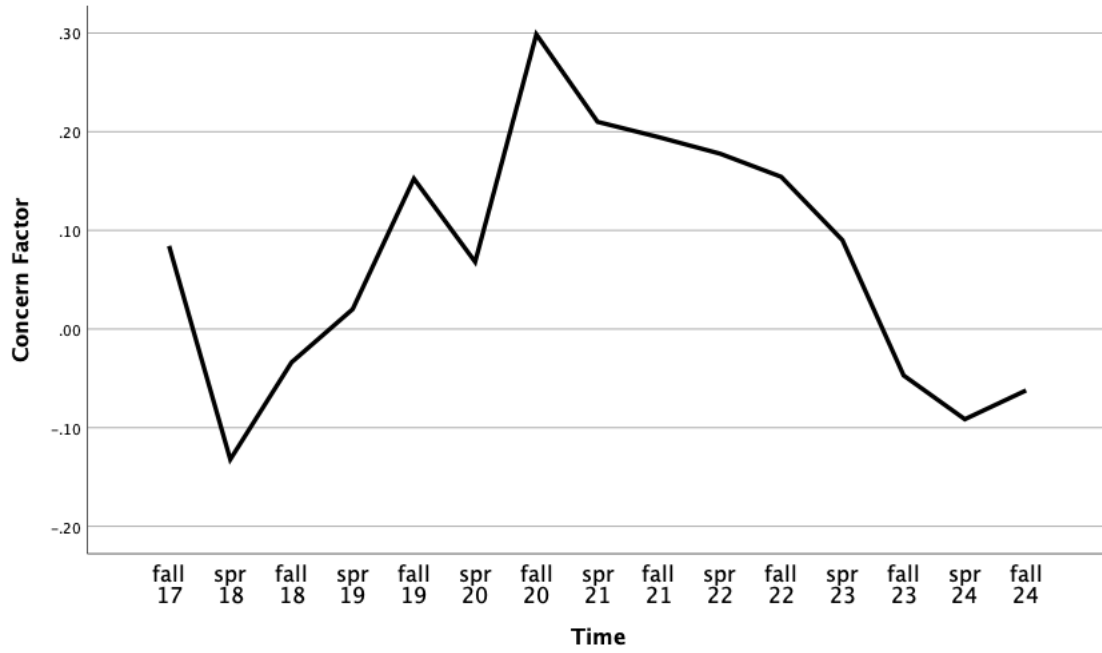
MCPR items were submitted to an exploratory factor analysis with varimax rotation and factors scores were computed for each participant (see Table 1 for item loadings). The factor structure replicated that reported in Dunton and Fazio (1997).

#### Overall Effect of Time on Concern and Restraint Motivations

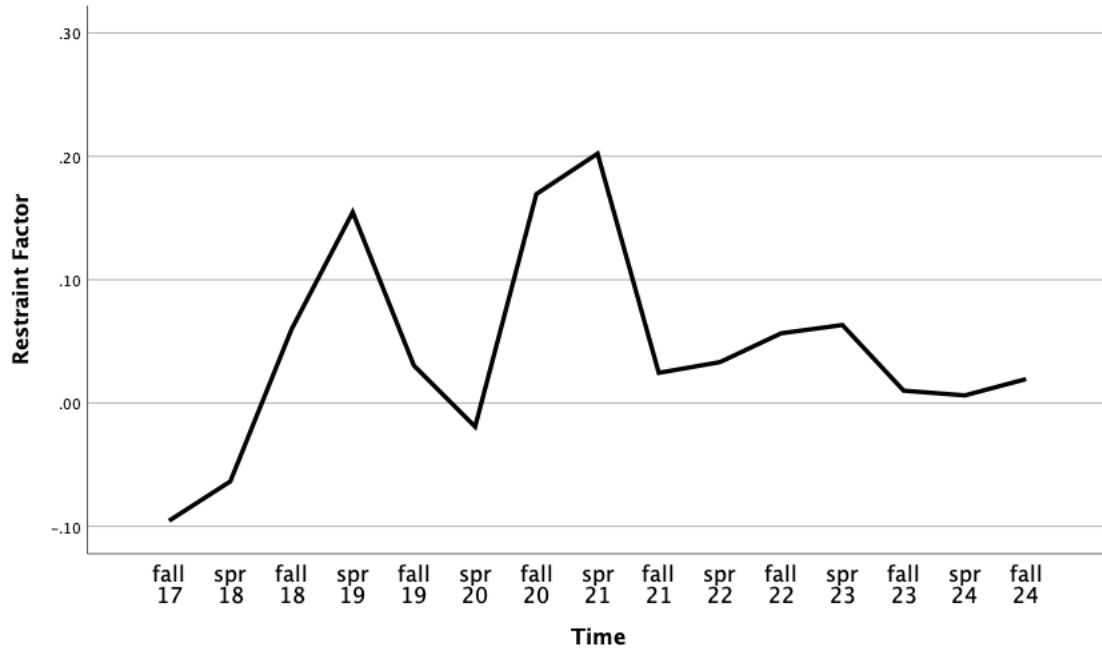
A series of regression analysis were conducted to test the effect of time on concern and restraint motivations across time points. In addition to linear effects of time on each motivation (entered in step 1), quadratic effects of time on each motivation were also examined (step 2). I report effects of gender in separate analyses.

**Concern factor.** Linear regression indicated a small but significant main effect of time,  $B = -.02$ ,  $t(11080) = -2.07$ ,  $p = .04$ . These results suggested a slight reduction in concern motivation across time points. In addition, there was a larger quadratic effect of time,  $B = -.39$ ,  $t(11080) = -9.56$ ,  $p < .001$ , showing that concern motivation increased then decreased over time (see figure 1).

**Restraint factor.** Linear regression showed no effect of time on restraint motivation,  $B = .01$ ,  $t(11080) = 1.24$ ,  $p = .21$ . However, there was a quadratic effect of time,  $B = -.19$ ,  $t(11080) = -4.76$ ,  $p < .001$ . These results suggested that something happening across time – it rose and then fell, but the pattern of the data is not quite captured by the quadratic effect (see figure 2).



**Figure 1.** Graph of concern motivation by time point.



**Figure 2.** Graph of restraint motivation by time point.

## Effect of Time Around George Floyd Incident on Concern and Restraint

### Motivations

In addition to the overall effect of time on the two motivations, effects of time around George Floyd's murder on the two motivations were examined in two separate models: (1) time points before vs. right after George Floyd incident (times 1-6, fall 2017 – spring 2020 vs. time 7, fall 2020) and (2) time points right after the George Floyd incident vs. later time points (fall 2020 vs. spring 2021 – fall 2024, times 8-15).

Independent sample t-tests were conducted in two models to compare whether the two motivations level (i.e., concern and restraint) were different in two cases: (1) time point 1-6 vs. time point 7 and (2) time point 7 vs. time point 8-15.

#### *Comparing the mean of time points 1-6 to time point 7 (George Floyd incident)*

**Concern factor.** Results indicated a highly significant difference in mean score between time points 1-6 and time point 7,  $t(5388) = -6.93, p < .001$ . Concern motivation at time point 7 ( $M = .29, SD = .94$ ) was higher than concern motivation at time points 1-6 ( $M = .05, SD = 1.01$ ). These results suggested that concern motivation increased after the George Floyd murder.

**Restraint factor.** Results showed highly significant difference in mean score between time point 1-6 and time point 7,  $t(5388) = -4.34, p < .001$ . Restraint motivation at time point 7 ( $M = .16, SD = 1.04$ ) was higher than restraint motivation at time points 1-6 ( $M = .01, SD = 1.01$ ), suggesting an increase in this motivation after the George Floyd murder.

### ***Comparing time point 7 to the mean of time points 8-15***

***Concern factor.*** Results indicated a highly significant difference in mean score between time point 7 and time point 8-15,  $t(6951) = 6.90, p < .001$ . Concern motivation at time point 7 ( $M = .29, SD = .94$ ) was higher than concern motivation at time points 8-15 ( $M = .06, SD = .96$ ). These results suggested that concern motivation decreased after the George Floyd murder.

***Restraint factor.*** Results indicated a highly significant difference in restraint motivation between time point 7 and time points 8-15,  $t(6951) = 3.46, p < .001$ . Restraint motivation at time point 7 ( $M = .16, SD = 1.04$ ) was higher than restraint motivation at time points 8-15 ( $M = .04, SD = 1.01$ ). These results suggested that restraint motivation decreased after the George Floyd murder.

### **Exploratory Hypotheses – Gender**

To test the exploratory hypothesis regarding gender differences in the level of two motivations, independent sample t-tests were conducted in two models for each type of motivation. It was hypothesized that women would be higher than men in concern motivation.

***Concern.*** Result indicated a highly statistically significant difference in concern motivation for women and men,  $t(10935) = -30.6, p < .001$ . Specifically, women were higher in concern motivation ( $M = .27, SD = .9$ ) than men ( $M = -.32, SD = 1.02$ ).

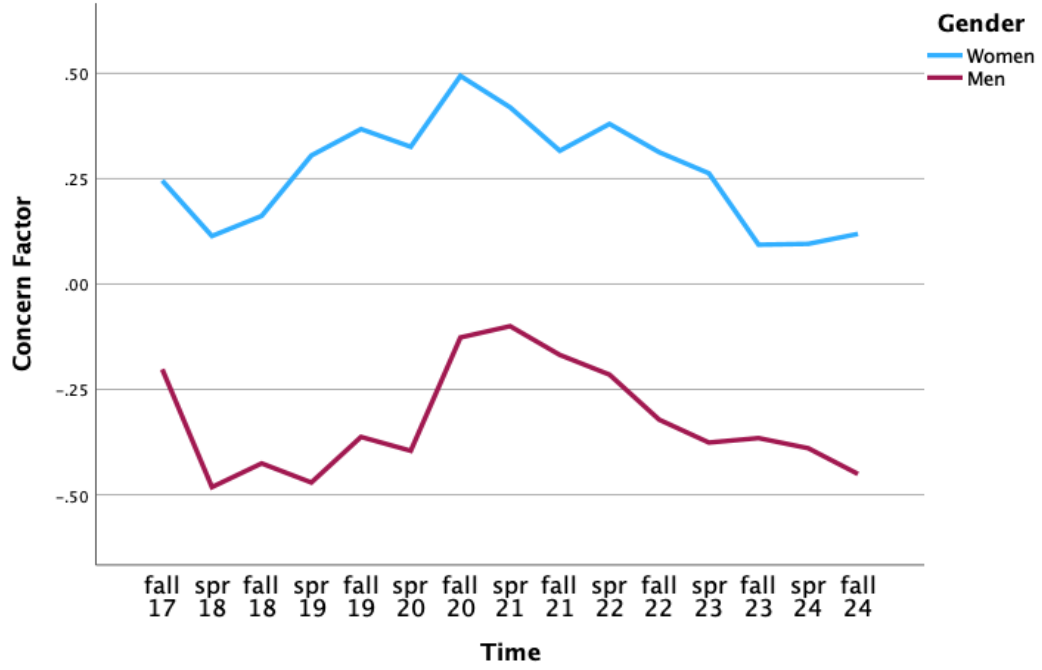
***Restraint.*** Results showed a highly statistically significant difference in restraint motivation for women and men,  $t(10935) = -21.73, p < .001$ . Specifically, women were higher in restraint motivation ( $M = .18, SD = 1.01$ ) than men ( $M = -.26, SD = .97$ ).

Together, these results suggested that women's nonprejudiced motivations toward Black people were different from men's. Overall, women are more motivated than men in avoiding being prejudice.

In addition, a series of regression analyses were performed to examine quadratic relationships between time and each motivation in women and men across time points. Time and gender were entered as main effects in step 1. Step 2 included the quadratic effect of time and the time X gender interaction. Step 3 included the quadratic effect of time X gender interaction.

**Concern.** Several lower order effects were subsumed by a quadratic effect of time by gender interaction,  $t(10936) = 2.26, p = .02$ . In examining this interaction, we noticed that the change in concern motivation over times 1-6 appeared different for women vs. men. When considering only times 1-6 (fall 2017 – spring 2020), there was a significant positive linear effect of time for women,  $B = .06, t(2829) = 3.36, p < .001$ . For men, however, there was a marginal negative effect of time,  $B = -.05, t(1502) = 1.87, p = .06$ . Then, focusing only on times 7-15, the same regression revealed only significant main effects of gender ( $B = -.26, t(8600) = -25.23, p < .01$ ) and time,  $B = -.11, t(8600) = -11.07, p < .01$ , with a weak and uninterpretable gender X time interaction,  $t(8600) = 1.90, p = .05$ . **See figure 3.**

**Restraint.** Overall, women were higher in restraint motivation than men,  $t(10936) = 21.70, p < .01$ , duplicating the earlier effect. However, no other effects involving gender were significant, all  $ps > .2$



**Figure 3.** Graph of concern motivation by gender across time points.

## CHAPTER FOUR

### DISCUSSIONS AND CONCLUSION

The purpose of this study was to track changes in non-prejudiced motivations toward Black people over the period of 2017 – 2024. Given that racial prejudice is pervasive in the US society, particularly with the recent social and political events (e.g., the George Floyd murder) that has brought people's awareness and concern about this issue, it is important to understand how people's motivations to avoid being prejudice toward Black people change following those major social and political events. This present study seeks to provide insight into changes in nonprejudiced motivations in relation to other social and political events, including Trump's omnipresent regarding racism and the murder of George Floyd. Two main hypotheses regarding concern and restraint motivations to avoid being prejudiced were examined, centering on Trump's election and George Floyd incident. Exploratory hypotheses regarding gender difference in the change of the two motivations were also tested. A series of simple regression as well as independent sample t-test were conducted to test the hypotheses.

Two main analyses were performed to test effect of time on concern and restraint motivations, focusing on (1) overall effect of time on concern and restraint motivations and (2) effect of time around George Floyd murder on concern and restraint motivations.

Given the George Floyd murder that brought people's awareness of the existing of social injustice and racial prejudice in the US society, people with nonprejudiced personal standards should be influenced by this incident as it conflicted with their values and beliefs. Thus, for hypothesis 1, it was predicted that concern motivation would

increase in fall 2020, following the George Floyd murder. Concern motivation increased then decreased over time. When looking at the effect of time around George Floyd murder, results first showed an increase in concern motivation after George Floyd's murder, followed by a decrease in this motivation. Specifically, concern motivation at time point 7 (fall 2020 – shortly after George Floyd's murder) is higher than the mean of this motivation of time points 1-6. Thus, suggesting an increase in concern motivation after George Floyd incident. When comparing this type of motivation at time point 7 with the mean of concern motivation at time points that followed (time points 8-15), results showed a decreased in this motivation after time point 7, suggesting that concern motivation decreased after the George Floyd murder. Overall, the hypothesis regarding concern motivation is supported. It may be possible that, in addition to the serious of the incident itself, with all media attention and social movements regarding BLM has brought people's awareness of the existing of racial discrimination and inequality. In addition, consistent with research showing that support for the BLM movement has dropped from 2020 when it reached a peak (Pew Research Center, 2023).

With public statements regarding racial prejudice from the president since the election in 2016, people's perception of social norms regarding racial prejudice may have been influenced, viewing racial prejudice as more socially tolerated. For hypothesis 2, it was hypothesized that restraint motivation would not necessarily decrease but remain relatively low after Trump's first term election in 2017. Interestingly, there is change in restraint motivation across time points such that it rose and fell. However, the pattern of the data is not quite captured by the quadratic effect. In addition to the hypothesis

centering on Trump's election, in hypothesis 2, it was predicted that restraint motivation would remain relatively low after George Floyd's murder in May 2020. When comparing the mean of restraint motivation between time points 1-6 and time point 7 (George Floyd incident), interestingly results indicated an increase in restraint motivation after George Floyd's murder. Furthermore, there is a decrease in this motivation from time point 7 to time points 8-15. Together, these results suggest that restraint motivation increased right after George Floyd incident and then decreased at later time points.

In addition to the two main hypotheses, exploratory hypotheses regarding gender difference for the two motivations were also tested. Given that US women are becoming more liberal in political orientation while men are stable (Gallup, 2024), women may be more concerned about the rise of prejudice than men. Thus, it was predicted that women's concern motivation would be higher than men's. This hypothesis was supported. When looking at the effect of time by gender interaction, change in the motivation over time points 1-6 differed between women and men: women graduate increased in concern motivation but men did not, which may reflect women's increasing liberalism. As for restraint motivation, results also indicated that overall, women were higher in this motivation than men. Thus, these results suggested that nonprejudiced motivations toward Black people differ between women and men, such that women are more motivated than men in avoiding being prejudice. Interestingly, restraint is also higher in women. It maybe that women, in general, tend to be agreeable and avoid conflict with others.

### *Implications*

Results of the present study have important theoretical and practical implications. The present study provides insight into how major social and political events might influence people's perception about social norms regarding racial prejudice, which in turn influence their nonprejudiced motivations. Even though the murder of George Floyd has brought both media attention and raised people's awareness of discrimination and racial prejudice toward Black people, results from this study suggested that White support for the Black Lives Matter movement was short-lived, as people basically returned to pre-George Floyd levels of motivation eventually. This raises important questions of the lasting impact of such sociopolitical events on people's perceived social norms regarding racial prejudice as well as to what extent and how much people care about racial inequality (e.g., police violence against Black people). In addition, results from this study showed that overall women were higher in both concern and restraint motivations than men. Particularly, women showing increases in concern motivation over time points 1-6 (pre-George Floyd incident) but not men, supporting political trends that women have become more liberal while men (Gallup, 2024). This may have implications for gender difference regarding perception of racial inequality and social norms regarding prejudice, as well as nonprejudiced motivations toward Black people. Women maybe more sensitive and are motivated in avoiding being prejudice than men once they feel that prejudice toward Black people arises.

### *Limitations and Future Directions*

Although the present study provides insight into changes in nonprejudiced motivations toward Black people over the past 8 years, there are limitations. First, this study utilized a cross-sectional design in tracking changes in nonprejudiced motivations. Even though there have not been much change in attitudes regarding race relations among college students over the past few years, there might be other related variables that could influence the motivations to be nonprejudiced toward Black people among these age groups as we did not track the same people in the present study. For instance, political orientation might play a role in people's perception regarding social norms, which might in turn influence nonprejudiced motivations. In the present study, we did not examine this factor due to limited data available (only available at 4 time points). Political preference and leadership position is another variable that might be related to people's attitude and social norms. When people see their preferred politician and/or a political leader repeatedly express prejudice in public, they perceive such actions as more socially acceptable (Crandall et al., 2018) and are more likely to accept it as social norms (Tankard & Paluck, 2016). Although we measured political preference in our study, we were unable to include this variable in our analyses due to having only data available at one time point.

Another limitation is that, given the purpose of our study, we only focused on White participants' motivations. People of other races may have different motivations when it comes to race relations, especially in prejudice toward Black people. Therefore, the results of the present study may not be generalizable to populations of other races

regarding their nonprejudiced motivations to Black people. People of other races may have different attitudes and perceived social norms regarding Black people as well as motivations in avoiding being prejudice given their background and experience interacting with Black.

Future research should utilize a longitudinal approach in tracking changes in nonprejudiced motivations across times. In addition, examining participants with other races besides White would give more insight into how nonprejudiced motivations differ among people with different races. Also, including political orientation and politician preferences would provide a clearer picture of how these factors might be related to changes in nonprejudiced motivations.

Despite these limitations, the present study provided a better understanding of how perceived social and political events might be related to nonprejudiced motivations in White people and how they are changed over time given recent major social and political events about race relations in the US. (i.e., Trump's election and George Floyd's murder). This study also extended prior research in nonprejudiced motivation toward Black people by exploring how changes in concern and restraint motivations differed in women and men. In addition, the present study has a large sample size of UT undergraduate students who are relatively representative of the US population. In terms of in-and-out of state first year students ("University of Tennessee", n.d.), 35% of students are from out of state. In addition, median family income of UT students ("Economic Diversity", 2017) is \$97,00, which is ranked 58<sup>th</sup> percentile at the national level.

### *Conclusion*

The present study examined changes in nonprejudiced motivations toward Black people in college students over the periods of 2017 – 2024. It also examined the difference in nonprejudiced motivations between women and men. Findings showed that concern motivation increased after George Floyd incident then decreased at later time points. Similarly, restraint motivation increased after the murder of George Floyd then decreased following that time point. Together, these results suggested that both concern and restraint motivations rose after the George Floyd murder but then dropped and returned to their initial levels. As for gender difference in nonprejudiced motivations, results indicated a difference in women and men for both concern and restraint. Overall, women were higher than men in both types of motivations. Thus, suggesting that women are more motivated than men in inhibiting racial prejudice.

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## APPENDIX

**Table 1.** MCPR Scale Items and Factor Loadings.

<b>Item</b>		<b>Concern</b>	<b>Restraint</b>
1	In today's society it is important that one not be perceived as prejudiced in any manner.	.51	-.06
2	I always express my thoughts and feelings, regardless of how controversial they might be. (R)	.003	.74
3	I get angry with myself when I have a thought or feeling that might be considered prejudiced.	.69	.08
4	If I were participating in a class discussion and a Black student expressed an opinion with which I disagreed, I would be hesitant to express my own viewpoint.	.06	.32
5	Going through life worrying about whether you might offend someone is just more trouble than it's worth. (R)	.36	.48
6	It's important to me that other people not think I'm prejudiced.	.72	.16
7	I feel it's important to behave according to society's standards.	.28	.28
8	I'm careful not to offend my friends, but I don't worry about offending people I don't know or don't like. (R)	.12	.26
9	I think that it is important to speak one's mind rather than to worry about offending someone. (R)	.31	.67
10	It's never acceptable to express one's prejudices.	.55	-.04
11	I feel guilty when I have a negative thought or feeling about a Black person.	.65	.13
12	When speaking to a Black person, it's important to me that heshe not think I'm prejudiced.	.70	.13
13	It bothers me a great deal when I think I've offended someone, so I'm always careful to consider other people's feelings.	.63	.41
14	If I have a prejudice thought or feeling, I keep it to myself.	.62	.19
15	I would never tell jokes that might offend others.	.55	.27
16	I'm not afraid to tell others what I think, even when I know they disagree with me. (R)	.03	.75
17	If someone who made me uncomfortable sat next to me on a bus, I would not hesitate to move to another seat. (R)	-.06	.43

Note: R = reverse-scored

**Table 2.** Variables assessed by time point.

<b>Time point</b>	<b>Semester</b>	<b>Locale (rural or urban)</b>	<b>Politician preference (Biden or Trump)</b>	<b>Political orientation (conservative or liberal)</b>	<b>M CPR</b>
1	Fall 2017				X
2	Spring 2018				X
3	Fall 2018				X
4	Spring 2019				X
5	Fall 2019				X
6	Spring 2020				X
7	Fall 2020	X	X	X	X
8	Spring 2021	X		X	X
9	Fall 2021				X
10	Spring 2022				X
11	Fall 2022				X
12	Spring 2023				X
13	Fall 2023				X
14	Spring 2024			X	X
15	Fall 2024			X	X

Note: X = available data

## **VITA**

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