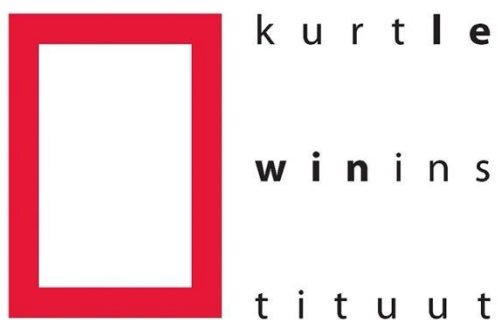


Kurt Lewin Institute Conference 2024  
April 25–26, 2024  
Conference Centre Woudschoten, Zeist



## Preliminary conference program

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## Organization

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### **Conference Chair**

Dr. Namkje Koudenburg (University of Groningen).

### **Theme Chairs**

Dr. Elliot Sharpe (University of Groningen), dr. Catia Teixeira (Maastricht University), dr. Lianne Aarntzen (Utrecht University), dr. Seval Gündemir (University of Amsterdam), dr. Frank Gootjes (Utrecht University), dr. Emma ter Mors (Leiden University), dr. Bibiana Armenta Gutierrez (Vrije Universiteit Amsterdam), dr. Niels van Doesum (Leiden University).

### **General Manager Kurt Lewin Institute**

Hannah Timmermans, MSc.

### **Teaching and Member administration Kurt Lewin Institute**

Zoë Tuinder

## Conference program at a glance

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### Conference program

#### Thursday, April 25

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09.15 - 10.00	Registration and coffee/tea	Foyer, ground floor
10.15 - 10.30	Opening by Scientific Director of KLI: Russell Spears	Plenary Room (27+28)
10.30 - 11.30	Keynote Prof. dr. Judi Mesman (Leiden University)	Plenary Room (27+28)
11.30 - 12:00	Coffee/tea break	Foyer, ground floor
12:00 - 13:00	Parallel themes: Two 30 min presentations	Session I
13:00 - 14.00	Lunch	Restaurant Atrium
14.00 - 15.00	Parallel themes: Two 30 min presentations	Session II
15.00 - 15.30	Coffee/tea break	Foyer, ground floor
15.30 - 16.30	Keynote Prof. dr. Alin Coman (Princeton University)	Plenary Room (27+28)
16.30 - 17.30	Poster session	Room xx
17.30 - 18.30	Drinks	Foyer, ground floor
18.30	Dinner	Diner Restaurant
21:00	Drinks sociëteit	Room xx

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#### Friday, April 26

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09.30 - 10.30	Parallel themes: Two 30 min presentations	Session III
10.30 - 11.00	Coffee/tea break	Foyer, ground floor
11.00 - 12:00	Best Paper Award and presentations	Plenary Room (27+28)
12:00 - 13:00	Lunch	Restaurant Atrium
13.00 - 14.00	Parallel themes: Two 30 min presentations	Session IV
14.00 - 14.15	Coffee/tea break	Foyer, ground floor
14.15 - 14:30	Poster awards	Plenary Room (27+28)
14:30 - 15:30	Keynote Prof. dr. Goda Perlaviciute (University of Groningen)	Plenary Room (27+28)
15.30 - 15.45	Closing	Plenary Room (27+28)

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## Overview parallel theme sessions

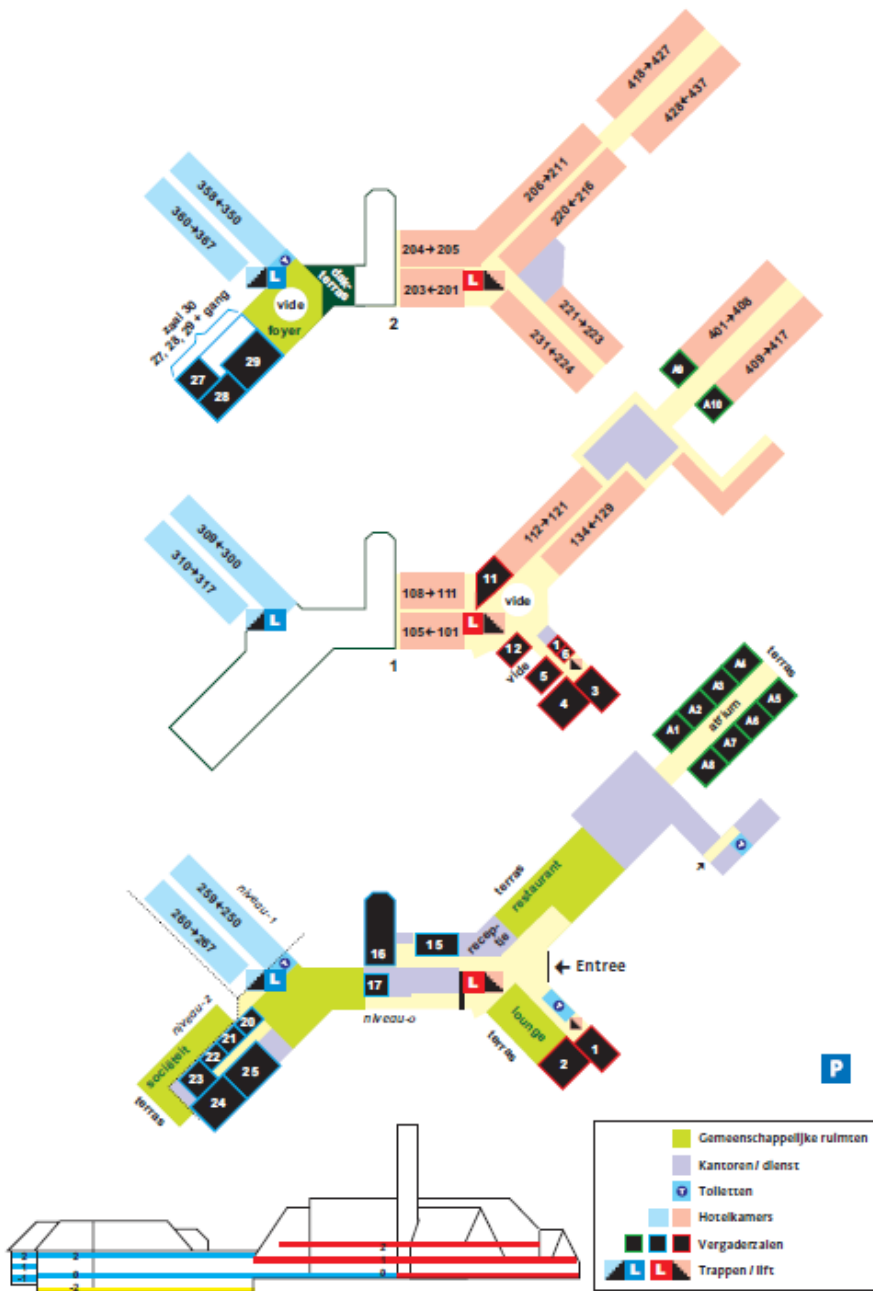
Thursday, April 25, 2024

	Theme 1: Mechanisms of reinforcing and challenging social inequality <i>Chairs: Elliot Sharpe &amp; Catia Teixeira</i>	Theme 2: New Horizons on Diversity and Identity Research <i>Chairs: Lianne Aamissen &amp; Seval Gündemir</i>	Theme 3: Threats and innovations in democratic societies <i>Chairs: Frank Goofjes &amp; Emma ter Mors</i>	Theme 4: Cooperation in close relationships and small groups <i>Chairs: Bibiana Armenta Gutierrez &amp; Niels van Doesum</i>
<b>Session I</b>	zaal xx	zaal xx	zaal xx	zaal xx
12.00-12.30	Paul van Lange	Janneke Oostrom	Thijs Bouman	Francesca Righetti
12.30-13.00	Olaf Simonse	Sanne Feenstra	Cameron Brick	Giulia Zoppolat
<b>Session II</b>	zaal xx	zaal xx	zaal xx	zaal xx
14.00-14.30	Karen Schellemans-Offermans	Sasha Cook	Carla Roos	Lisanne Pauw
14.30-15.00	Fleur Goedkoop	Jojanneke van der Toorn	Lotte van Dillen	Larisa Riedijk

Friday, April 26, 2024

	Theme 1: Mechanisms of reinforcing and challenging social inequality Chairs: Elliot Sharpe & Catia Teixeira	Theme 2: New Horizons on Diversity and Identity Research Chairs: Lianne Aarntzen & Seval Gündemir	Theme 3: Threats and innovations in democratic societies Chairs: Frank Gooijes & Emma ter Mors	Theme 4: Cooperation in close relationships and small groups Chairs: Bibiana Armenta Gutierrez & Niels van Doesum
<b>Session III</b>	zaal xx	zaal xx	zaal xx	zaal xx
09.30-10.00	<b>Daan Scheepers &amp; Elena Bacchini</b>	<b>Onur Şahin</b>	<b>Gonneke Ton</b>	<b>Henk Staats</b>
10.00-10.30	<b>Judit Kende</b>	<b>Eftychia Stamkou</b>	<b>Chantal D'Amore</b>	<b>Terence Dores Cruz</b>
<b>Session IV</b>	zaal xx	zaal xx	zaal xx	zaal xx
13.00-13.30	<b>Johanna Kruger</b>	<b>Ruthie Pliskin</b>	<b>Catia Teixeira</b>	<b>Dorothee Mischkowski</b>
13.30-14.00	<b>Toon Kuppens</b>	<b>Kai Jonas</b>	<b>Giuliana Spadaro</b>	<b>Johan Karremans</b>

# Map Conference Centre



Thursday April 25, 10:30 – 11:30

**Diversity and inclusion or the glass cliff?  
Experiences of people of color in leadership positions in the Dutch public sector**

Prof. dr. Judi Mesman

Faculty of Social and Behavioural Sciences, Leiden University

Virtually all public organizations in the Netherlands have developed policies on diversity and inclusion, and seem motivated to appoint talent from diverse ethnic-racial backgrounds in leadership positions. Because numbers on such appointments are not available in the Netherlands, the numerical representation of people of color in leadership positions is unknown. Nevertheless, anecdotal evidence suggests an increase in such appointments in the past few years. Although there is a body of research on the experiences of women in top positions, no studies appear to have investigated the experiences of people of color in leadership roles in the Netherlands. In this keynote, I will present the results of a qualitative study consisting of in-depth interviews with 40 people of color in leadership positions in traditionally white organizations in the Dutch (semi-)public sector, covering their educational and career pathways to the recruitment and selection processes that led to their current position, and their experiences in their leadership roles. The results will be discussed in terms of the strengths and weaknesses of current diversity policies and practices.



Thursday April 25, 15:30 – 16:30

**Grounding large-scale social outcomes in psychological phenomena:  
From measurement to interventions**

Prof. dr. Alin I. Coman

Department of Psychology, Princeton University

What binds people together in communities – from small groups such as families to large ones such as nations – is the degree to which they share memories of their past, they endorse similar beliefs, and they synchronize their emotions following group-relevant events. In this talk, I will present a research program to study how communities dynamically form these collective phenomena. Using experiments that involve conversational interactions in social networks, I will show how large-scale social outcomes (i.e., collective memories, collective beliefs, and collective emotions) emerge out of micro-level local dynamics (i.e., memory updating, belief revision, and emotion contagion). This social-interactionist approach provides a framework for not only measuring, but also intervening on collective phenomena in communities of individuals, with implications for a variety of topics: from diminishing the spread of misinformation in networks to reducing negative emotions in intergroup conflict.

Friday April 26, 14.30 – 15.30

**Public acceptability of sustainable transitions and what it means for policy-making**

Prof. dr. Goda Perlaviciute

Faculty of Behavioural and Social Sciences, University of Groningen

Worldwide, there is public unrest about climate and energy policies, from local protests against wind energy parks to public demonstrations demanding more ambitious climate action. My research focuses on factors that influence public acceptability of sustainable transitions, in particular peoples' biospheric, altruistic, egoistic, and hedonic values. Research shows that people accept projects and policies that support their core values, while they oppose projects and policies that can threaten their core values. I propose that values are therefore a central point of attention for climate and energy policy-making. I will discuss how to incorporate values in policy-making, with special attention to direct public participation in decision-making.

### Theme 1: Mechanisms of reinforcing and challenging social inequality

Chairs:

Elliot Sharpe  
University of Groningen

Catia Teixeira  
Maastricht University

Now, more than ever, we are aware of the unequal starting blocks that people are given in society. As such, it is important to turn focus towards those in society that face problems stemming from inequality and injustice. In doing so, we can develop a fuller understanding of the experiences of marginalised groups and look for strategies to redress societal inequality. It is also important to explore (mis)perceptions of those in disadvantaged groups, to understand how inequality is reinforced and maintained—and how we can challenge that. In the current theme, we explore this topic by looking at the experience, and perception of, those in different power dynamics that can lead to inequality and injustice, such as social class, gender bias, and immigration.

Day 1 starts with two talks focusing on socio-economic inequality, broadly framed, from the perspective of perceivers and targets, of individual behavior and reactions to policies. In a first talk, **Paul van Lange (VU)** will shed light on how perceptions of others' social class relative to one's own social class determine pro-social behavior. **Olaf Simonse (LEI)** will then dive more specifically into the case of low-income households and reasons for non-uptake of social welfare benefits among these populations.

In the second session, we will look at motivational underpinnings of marginalized groups' engagement in health and pro-environmental behaviors. **Karen Schellemans-Offermans (UM)** will focus on how individuals' different reserve capacities (intrapersonal, interpersonal, and tangible) explain socio-economic inequalities in health and well-being the Netherlands and Ethiopia. Bringing a most needed analysis of socio-demographic determinants of engagement on pro-environmental behaviors, **Fleur Goedkoop (RUG)** will explore how (lack of) engagement in energy communities in the Netherlands is a function of different groups' perceived efficacy and social embeddedness.

Day 2 starts with a session focusing on advantaged/majority groups' responses to social inequality and efforts to reduce it. **Daan Scheepers (LEI/JU)** and **Elena Bacchini (LEI)** present a dual-route model explaining why support and action towards more equality is so hard to trigger among advantaged groups members confronted with inequality that benefits them. Using experimental and longitudinal data, **Judit Kende (TIU)** examines how reactions to immigration policies shape threats among ethno-racial majorities as a function of actual increase in diversity and policy changes.

In final session, we will explore the role of stereotypes and meta-stereotypes in determining a range of perceptions and behaviors from others and from the stereotyped groups in the organizational and political domains and in what concerns stereotyped individuals' well-being. **Johanna Kruger (UU)** will focus on stereotypes in the medical domain and more specifically on the (lack of) fit between the self-concept of professionals' varying in gender and age and the stereotype of the ideal doctor, as well as on consequences of this fit for sense of belongingness to one's professional group. Using experimental and international data, **Toon Kuppens (RUG)** will examine consequences of others' perceptions of individuals with vocational education or working-class jobs on these individuals' feelings of work recognition, political attitudes and well-being.

## Theme 2: New Horizons on Diversity and Identity Research

Chairs:

Lianne Aarntzen  
Utrecht University

Seval Gündemir  
University of Amsterdam/Erasmus University Rotterdam

In today's rapidly changing world, personal and group identities matter more than ever. Gaining a deeper understanding diversity and identity is therefore vital. This theme is dedicated to exploring various facets of identity that affect individuals, such as gender, politics, health, and parenthood, and their intersections. It provides an overview of ongoing scholarly endeavors dedicated to understanding diversity and identity in both workplace settings and the broader societal context. In so doing, it serves as a platform where scholars push the boundaries in terms of both novel theoretical frameworks and innovative methodologies. Overall, the presented work not only underscores the challenges linked to diversity and identity but also offers insights into effective strategies for overcoming them.

On day 1, we focus on diversity and identity in the workplace. **Janneke Oostrom (TiU)** will discuss emergent modular approaches to prevent adverse impacts in selection procedures, ensuring equal opportunities for members of minority groups to be selected alongside those from the majority group. **Sanne Feenstra (VU)** will delve into the challenges women face in the workplace, specifically addressing the hurdles in ascending the organizational power hierarchy and examining how these barriers influence women's experiences of power. **Sasha Cook (UvA)** will present a unique framework for disclosing chronic health conditions in the workplace, emphasizing disclosure as a nuanced, ongoing process rather than a straightforward "yes or no" answer. **Jojanneke van der Toorn (UU)** will talk about the measurement of inclusion in the workplace, where issues related to disclosure are also pertinent. Specifically, she will examine variations among different employee groups' perspectives on the collection of demographic information and the conditions under which employees are willing to share this information.

On day 2, we shift our attention to broader society and research approaches. **Onur Şahin (UU)** will discuss the results of a unique longitudinal randomized control trial intervention aimed at diminishing the influence of gender roles in the distribution of domestic and paid labor within romantic couples. **Eftychia Stamkou (UvA)** will present her work on gender bias in entertainment media, which explores how increased representation of women in creative roles can lead to less stereotyping and more central, non-stereotypical roles for female characters in films. Then, **Ruthie Pliskin (LEI)** will talk about her work on political identity and its impact on mistrust and aggression in intergroup settings. Finally, **Kai Jonas (UM)** will talk about how LGBTQI+ and diversity are related to health and discuss hurdles and successful ways to do research in this domain.

Taken together this symposium will contribute to a comprehensive understanding of the multifaceted nature of diversity and identity, pushing the boundaries with innovative theories and methodologies.

### Theme 3: Threats and innovations in democratic societies

Chairs:

Frank Gootjes  
Utrecht University

Emma ter Mors  
Leiden University

In a time characterized by extraordinary global challenges, our theme unites eight unique viewpoints to explore the complex network of societal problems. These encompass issues ranging from climate change and divisive politics to marginalized voices and dynamics of protest. Across a span of two days, our distinguished speakers will share their most recent research concerning the intricate psychological, social, and political aspects of these challenges, illuminating the way towards lasting, sustainable solutions.

On day 1, in the morning, **Thijs Bouman (RUG)** explores the core personal values shaping individuals' sustainable actions and reveals the role of perceived societal values. By dissecting biases and the disparity between values and actions, Thijs guides us toward a deeper understanding of the drivers of sustainability-related behavior and offers practical insights. **Cameron Brick (UvA)** presents his research into the motivations and social processes driving pro-environmental behaviors. His fresh perspective challenges the assumption of pro-environmental behavior as a coherent variable and offers insights into the diverse causes of pro-environmental actions. In the afternoon, **Carla Roos (TiU)** delves into the largely uncharted territory of feeling collectively unheard, uncovering its meaning and implications. Through interviews with various marginalized groups, Carla's research exposes the core themes and consequences of this experience, contributing to our comprehension of social and political dynamics. **Lotte van Dillen (LEI)** discusses the current topic of considering citizens' capacity for action, or "doenvermogen", when developing laws and regulations. In doing so, she not only focuses on the psychology of the capacity to act of citizens, but also on that of civil servants responsible for developing laws and regulations, providing insight into the importance of behavioral insights for designing feasible policy.

On day 2, in the morning, **Gonneke Ton (UU)** delves into the psychology of ambivalence within polarized debates. Her work reveals that some individuals feel caught in the social crossfire of the debate, which seems to enhance the presence of ambivalence. She unveils the potential for these ambivalents to serve as a depolarizing force for mutual understanding and reduction of conflict between opinion-based groups. **Chantal D'Amore (RUG)** embarks on an exploration of the moralization of attitudes in polarized societies, particularly during the 2020 US presidential elections. Her groundbreaking research reveals the dynamic interplay between perceived polarization and attitude moralization over time, shedding light on the shift from non-moralized conflict to zero-sum conflict. In the afternoon, **Catia Teixeira (UM)** offers a thought-provoking examination of how advantaged groups react to protest by disadvantaged groups. Her findings illuminate the nuanced interplay between the type of protest (normative vs. non-normative) and the context of status improvement (low vs. high), emphasizing the importance of group commitment to advantaged positions in shaping opinions on the acceptability of disadvantaged protest. **Giuliana Spadaro (VU)** presents her research on how the perception of corruption at an institutional level undermines interpersonal trust and prosocial behavior. Her findings illuminate the critical role that representatives of institutions play in shaping relationships in modern societies.

## Theme 4: Cooperation in close relationships and small groups

Chairs:

Bibiana Armenta Gutierrez  
Vrije Universiteit Amsterdam

Niels van Doesum  
Leiden University

Lack of cooperation lies at the heart of many problems in society; and better cooperation often provides a solution. In this theme we focus on selected problems and potential solutions to lacking cooperation in dyads and small groups, approached from various perspectives. Topics range from sacrifice, ambivalence, emotion regulation, and unequal task divisions in close relationships to dealing with interpersonal space and gossip, and enhancing cooperation through being mindful of others.

The theme is divided in two subthemes: Cooperation in close relationships and small-scale social settings. On day 1 we focus on close relationships. **Francesca Righetti (VU)** will talk about the unexpected downside of prosocial behaviors by focusing on sacrifice. **Giulia Zoppolat (VU)** will discuss feelings of ambivalence as a common experience in close relationships that is not traditionally studied. **Lisanne Pauw (UU)** looks at instances in which people either seek out others to help them regulate their emotions or try to regulate others' emotions. Combining women participation in the work market with persistent challenges at home, **Larisa Riedijk (UU)** will present conversations as a tool to achieve a more equal task division and higher relationship quality.

On day 2 we focus on cooperation in small-scale settings where attention to others is a defining factor. **Henk Staats (LEI)** will address the issue of privacy and intimacy in dealing with socially dense situations, exemplified by research on seat choice in different settings. **Terence Dores Cruz (UvA)** will show how gossip can be negative when perceived as selfish but positive when seen as intended to enhance cooperation. **Dorothee Mischkowski (LEI)** will discuss the relation between low- and high-cost cooperation, including the question if the first – operationalized as social mindfulness – can boost the latter. Tying the subthemes together, **Johan Karremans (RU)** will talk about the impact of mindfulness on the functioning and wellbeing of romantic relationships, based on the premise that many of the key ingredients of a well-functioning relationship require attention.

















Poster Titles

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Posters

Thursday April 25, 16.30 - 17.30

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TBA

Notes