

American Society for Public Administration Critical Analysis

Three Seminal Theorists and the Differences in Their Ideologies: Deutsch's Policy Learning Theory (1963), Alice Walker's Womanist Theory (1979), and Gordon Allport's Intergroup Contact Theory (1954)

Constance Lov Johnson

First Submission of Theories titled "Segregated Integration"

School of Public Administration, Northcentral University

PUB-7000 V4: Public Administration (6929289940)

Lori A. Demeter, PhD

December 13, 2020

American Society for Public Administration Critical Analysis

Three Seminal Theorists and the Differences in Their Ideologies: Deutsch's Policy Learning Theory (1963), Alice Walker's Womanist Theory (1979), and Gordon Allport's Intergroup Contact Theory (1954)

The 2021 American Society for Public Administration's (ASPA) Conference is titled "Picking Up the Pieces: Pandemics, Protests and the Future of Public Service." These challenges we faced through the torment of spreading a deadly virus while witnessing on television in front of our families first-hand, unarmed Black American citizens and White American supporters of Black Lives Matter being murdered, crippled, and threatened by police, far-right hate groups, and federal agents, impacted each cultural group in a different way. Those I selected as Seminal Theorists provide clarity for Black American communities on how to pick up the pieces from a global perspective.

Through the study of three theories, Policy Learning Theory, Womanist Theory, and Intergroup Contact Theory, I have determined that the social and economic recovery of Black Americans depends on, 1) the theories of Alice Walker illustrate the importance of having a high level of pride in being Black and American. 2) The theories of Karl Deutsch illustrate that Black Americans will require an increase in the time engaged in policy learning for the community's efficiency in addressing issues of inequality, while acceptance of the inequalities that exist from inside the community and outside the community, including the entire region and nation. 3) The theories of Gordon Allport tells us that Black Americans must accept the fact that there are no innate inferiorities, but only issues of prejudice that intergroup contact theory and Deutsch's theory of communications can resolve, thwarting the view that Black Americans possess

inequalities to others. 4) Engagement in policy learning and lawmaking for the sustainability of one's community, city, state, and nation as part owners and patriots, and the willingness to engage in the political and economic processes through healthy professional competition with other groups, will remove the perceived inequalities. 5) The willingness to learn from the standpoint of equality to pursue brotherly and sisterly exchanges and relationships with other groups to share economic components, tools, sources, and resources will result in equal education opportunities, equal wages, equal or greater profits. 6) Black Americans must be willing and eager to declare economic stability as a standard having pride in their culture's sustainability to conquer and eradicate the crippling and rippling effects of prejudice.

The Selected Public Administration Seminal Theorists

Karl Deutsch's Functionalist Nationalism to Policy Learning Theory

Policy Learning Theory under Karl Deutsch focused on the Efficacy and Efficiency of Communications. Efficacy is to share a common language that is used to ensure that all persons in the group understand the direction of the words of the language. Deutsch's Functionalist Nationalism theory focuses on the influences that inspire people to congregate. People attract others that have commonalities, and these commonalities are central to the members of the group. That which is central or the focus on the group inspires them to congregate and what causes them to congregate are what classify them as a club, party, race, people, culture, city, state, and nation. The latter three results in a dedicated loyalty that leads to governance.

Deutsch: Application by Public and Private Entities Today. Outcomes of Methods.

In this nation, the United States, media is the source by which actors engage in the most urgent social and political issues. Internal (Public) Government media activates new responsibilities for actors as well as report new laws and acts the cultural groups, genders,

voters, and immigrants are to respond to, and due to their diverse tools and distinct communications, they respond differently. Private media critiques the status and results of the actors' work to inspire and influence diverse groups. Due to the history of the group and its perceptions of the subject matter, all groups respond favorably, some groups respond favorably, or all groups reject the private media's influence and inspiration on issues.

An example is Black Lives Matter's (2020) responses to the George Floyd murder. Karl Deutsch today would have analyzed President Donald Trump's efficiency and efficacy of communications to insist that he research to understand the historical influences, language, tools of communications (music and marching), to list the reasons why the method of protest used by Black Americans throughout the Civil Rights Movement caused violence to erupt and cost the lives of innocent marchers.

Communications within groups and lacking between groups, according to Deutsch, will always spark comparisons and competitions. He believed that a dominant group would always exist. Dominance is perceived and portrayed differently by the different groups. One group views a political office as totalitarian and dominant, while a different group views a political office as replaceable. Communications between the groups will enhance understanding and clarity, and diminish misunderstandings.

Groups that develop an effective communications network, build a social code, provide an internal banking/financial system for economic stability, build trust, pride, align its members of the upper, middle, and lower classes, and openness to dialogue to outside groups, have a greater potential of positive growth and sustainability, in comparison.

Walker's Womanist Theory

Womanist was introduced by Alice Walker, through her many inspiring books for women. Womanist theory focuses on the equality of Black women, because women of color face two levels of discrimination that was not apparently being acknowledged or addressed by the Feminist movement. Womanist prioritizes equality in the education, economy, and politics of Black women.

Walker: Application by Public and Private Entities Today. Outcomes of Methods.

Womanist Theory places the Black Woman first, where most Public Administrative Theories seem to be oblivious of the issues of Black women. Walker stated, Black women have challenges and oppositions that make their experiences and goals unique. From Black women's goals to their challenges, they require a different set of objectives and a different path to get there. Walker spoke of Saartjie Baartman. She said, "Another good example is the story of Saartjie Baartman who was taken from Africa as a slave and then paraded in England and France as a freak because her physique did not correspond to Western standards. Instead of being treated as a human being, she was objectified and derogatorily dubbed as the Hottentot Venus." [7]

As we enter 2021, Black women are pursuing elected office on every level we are engaging in policy learning, development, and processing as actors. We need to now focus on identifying a common economic goal and develop boards to grow businesses and organizations to employ and provide opportunities for the next generation. We cannot wait for others to accept us, but we must forge ahead in love with our own selves and promote the talents we have to build an interwoven economy and social network as sisters.

Gordan Allport's Intergroup Contact Theory Differences and Similarities

Allport's Intergroup Contact Theory is focuses on methods that eradicate prejudice that evolve into destructive actions if intercession does not occur. The mild forms of prejudice lead to verbalizing supremacy to stereotype others for the purpose of gender and race dominance and economic favor in the workplace. Prejudice leads to publishing fictional comparisons of people by race and gender, and ultimately moves a person to racism that leads to physical violence of people that are outside of one's group. Allport sites that the intergroup contact of diverse people removes prejudice.

Allport: Application by Public and Private Entities Today. Outcomes of Methods.

Allport's research focused on theories of personality were designed to describe the processes that can be utilized to remove prejudice. He believed that success has a greater chance if both groups or members of the opposing groups both agree to give their best effort for unity. 1) An effective method according to Allport is to allow a verbal exchange of persons that make prejudice statements. I would add to this exercise by recording a person's statements to allow the person and victim to analyze the responses of the person making prejudicial remarks. 2) Collecting data that is factual and that conflicts with the prejudicial statements helps educate groups on the realities of race relations and racial stereotypes. 3) Identifying traits such as Cardinal Traits (The main trait to describe someone.), Central Traits (Five descriptions that describe a person best), and Secondary Traits (Near invisible traits that are not noticeable until you've lived with them for a period of time), highlights the healthy traits that are common and uncommon among all people help alleviate the need to find differences used to fabricate inferiority. 4) Discuss Motivational Sources. Adult Maturity and Immaturity is not dependent on childhood experiences, but we learn and continue to be motivated to respond to

certain actions, words, and comparisons in adulthood. People persevere in matters that do not require reward or reinforcements to engage in independently. Allport does not believe that childhood impacts who people ultimately become. He believes that even the experiences in adulthood teach lessons that change outlooks and behavior for the remainder of life.

Intergroup Contact Theory believes that prejudice can be identified and altered through diverse groups interacting. As diverse groups interact, traits will exhibit, responses to the traits are culturally and socially acceptable or do the opposite, cause conflict. Allport believes that through just and equal delivery of tools, resources, and expectations, competitiveness is healthy and productive. However, if tools, resources, and expectations are not equal, and publicly unequal, conflict can arise.

Conclusion

Unfortunately, actors, citizens, and children arrive with prejudices established, and false assumptions believed as facts. Our leaders are not guaranteed to be competent in the area of race relations or race sensitivity. The Coronavirus pandemic limited space and time to resolve critical social and political issues, and the heightened anger and feelings of injustice distracted the nation from uniting to quickly cure the virus as some nations were able to do. There was a drastic difference in the percentages of infections and deaths each day. At one point in 2020, the United States was the only nation with a severely high percentage of deaths. But we were in the midst of an important protest with a president that promoted that masks were not masculine, with masks being the “only” cure. Half the nation followed his example.

Picking up these pieces after the vaccine has distributed and cured most of citizens of the nation will require a level of “segregated integration” for Black Americans. Most cultures have historically practiced “segregation integration” in that they value the “intergroup economic contact”, which is spending ample time with the people of an identified cultural group to keep its’ economy stable, communications strong for policy learning, and ensuring the future educational growth and competitiveness for their generations. We are not only picking up our personal economies, but this year, 2020, we are picking up a new nationalism within our America, that is bold, new, legislative, and self-loving. ASPA, it’s a new year!

References

1. Dunlop, C.A. and Radaelli, C.M. (2018) 'Policy Learning and Administrative Capacity', Ongaro, E. and van Thiel, S. (eds) The Palgrave Handbook of Public Administration and Management in Europe, Palgrave.
https://www.academia.edu/13021899/Dunlop_C_A_and_Radaelli_C_M_2018_Policy_Learning_and_Administrative_Capacity_Ongaro_E_and_van_Thiel_S_eds_The_Palgrave_Handbook_of_Public_Administration_and_Management_in_Europe_Palgrave
2. Cashore, B. and Bernstein, S., Why Experts Disagree on How to Manage COVID-19: Four Problem Conceptions, Not One, <https://www.globalpolicyjournal.com/blog/07/04/2020/why-experts-disagree-how-manage-covid-19-four-problem-conceptions-not-one>
3. Moyson, S., Scholten, P., Weible, C., School of Public Affairs, U Policy learning and policy change: theorizing their relations from different perspectives
<https://www.tandfonline.com/doi/full/10.1080/14494035.2017.1331879>
4. Gibbons, A., Journey to Liberation: The Legacy of Womanist Theology, 2013
<https://youtu.be/PjhtUGqFCWg>
5. History of the Feminist Theory Archive, Feminist Theory Archive and the Pembroke Center, Brown University, Providence, RI
<https://www.brown.edu/research/pembroke-center/archives/feminist-theory-archive/history-feminist-theory-archive>
6. Maparyan, L., **From 40 to 50: A Roadmap to WCW's Half Century Mark** Lunchtime Seminar October 2, 2014 (44:11 min.) <https://www.wcwonline.org/Audio-2014/layli-maparyan-ph-d-from-40-to-50-a-roadmap-to-wcw-s-half-century-mark>
7. Walker, A., (PDF) *Alice Walker's Womanist: Perspectives Past and Present*. Available from: https://www.researchgate.net/publication/311780907_Alice_Walker's_Womanist_Perspectives_Past_and_Present [accessed Dec 12 2020].

8. Allport, G., *The Nature of Prejudice*, *The Nature of Prejudice*. Reading, MA: Addison-Wesley, 1979, <http://althaschool.org/cache/files/7/1/71f96bdb-d4c3-4514-bae2-9bf809ba9edc/97F5FE75CF9A120E7DC108EB1B0FF5EC.holocaust-the-nature-of-prejudice.doc>

9. Intergroup Contact Theory

Example of Gordon Allport's Contact Theory: The Wilderness Experiment

<https://www.youtube.com/watch?v=do2cx4milqE>