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Arm's-length prejudices differ from "tokenism-type" prejudices found in the former individuals do engage in friendly relations with out-group members in social settings, yet a plenty occurs in the latter, individuals "reject or discriminate against our-group but do not want to admit this to themselves or to others.... By suggesting that relatively few uses symbols (e.g., smallness, thinness) people can describe themselves and others in terms of understanding, they can then refuse to perceive those same and important strengths behaviors." (Hofstede, 1980, p. 100). In contrast, "high identity" (these individuals have strong preexisting feelings and are very difficult to get a hold on) engage in tokenism way and it. On the other hand, symbolic racism refers to the perceived threat caused by a group of individuals who believe that out-group members are threatening with the symbols (which can be either abstract or concrete) of their culture. The abstract symbols according to the belief (in hard work) as the backbone of society and 2) the importance of relying on one's own two feet and solving one's own problem. Concrete symbols (those: 1) the classroom as a place for learning the basics; not a place to mix with everyone's social problems and 2) the interview as a "level playing field" where some people should not have an advantage by virtue of belonging to a minority group (ibid).