

### **Abstract**

Inherent heterosexism and cissexism within the society contribute to maintaining structural and institutional inequality and lead to stigma towards gender and sexual minorities. Drawing from theory of critical consciousness and collective action, an array of research showed the positive impact of social change by empowering minority groups to collective action. Contribution from the dominant groups to social justice was relatively understudied. This study examined the effects of critical reflection from the dominant group on willingness of undertaking collective action for LGBTQ rights and its underlying motivational mechanism. A total of 384 heterosexual cisgender individuals provided cross-sectional data on critical reflection, stigma, and collective action intention. Structural equation modelling was performed to analyze the direct and indirect relations among the variables. Results showed that the critical reflection from dominant group members was positively associated with collective action intention, and this association was mediated by stigma towards gender and sexual minorities. Moreover, the study revealed the significant tendency for women to have greater levels of critical reflection than men. The potential cause of the differences was discussed. Theoretically, these findings build on the critical consciousness and collective action literature and demonstrate how critical reflection from dominant groups may have a positive impact on stigma eradication and social equality. Practically, the model shed light on possible ways to reduce stigma towards gender and

CRITICAL REFLECTION CAN REDUCE STIGMA AND PROMOTE INTENTION  
TO COLLECTIVE ACTION FOR LGBTQ

sexual minorities through raising critical reflection and carry possible implications for social services.

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