Understanding Oppression Faced by Asian Americans

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On the lands of the Coast Salish peoples, including the Suquamish, Tulalip, and Muckleshoot nations
MEXICANS
KEEP GOING
WE CAN'T TAKE CARE OF OUR OWN
CHAMBER OF COMMERCE
BANISH JAPS
From This Coast
FOREVER
How do we think about racial position?

Higher status

Whites

Asian Americans

Latinx

Black Americans

Lower status

e.g., Gans, 2005

e.g., Bonilla-Silva, 2004

e.g., Craig & Richeson, 2012
Racial Position Model

Higher status

Whites
Asian Americans
Latinx

Culturally foreign

American

Lower status

Arab Americans
Black Americans
Native Americans

Zou & Cheryan, JPSP, 2017
What is cultural foreignness?

A group’s perceived distance away from American category towards prototype of foreign category

American prototype = citizenship, birthplace, language, knowledge, civic engagement, other (e.g., enthusiasm)

Empirically distinct from Stereotype Content Model (Fiske et al., 2004)

Bencharit & Tsai, 2018; Devos & Banaji, 2005; Citrin et al., 1994
Outline

Part 1: Evidence for the Racial Position Model

Part 2: Consequences for oppression

Part 3: Asian Americans responses to their positioning
Part 1. Evidence for the Racial Position Model
86 White American students
Saw 8 faces

“How American is the person in the picture?”

David Wang
Boston, MA

Mike Martinez
Boston, MA

Brian Carter
San Diego, CA

Kevin O’Connor
Boston, MA

James Williams
San Diego, CA

Cheryan & Monin, JPSP, 2005
Asian American vs. Latinx: F(1, 84) = 25.06, p < .001
Asian American vs. White American: F(1, 84) = 59.46, p < .001
Asian American vs. Black American: F(1, 84) = 67.34, p < .001

Cheryan & Monin, JPSP, 2005
Study | Rating groups

325 U.S. MTurkers (104 Whites, 85 Black Americans, 67 Asian Americans, 69 Latinx)

Cultural foreignness: “To what extent are <group> seen as foreign or American in U.S. society?”

Status: “To what extent are <group> seen as inferior or superior in U.S. society?”

Black/African American
Hispanic/Latino Americans
Asians/Asians Americans
Native Americans/American Indians
Arab Americans
White Americans
Racial Position Model

Zou & Cheryan, JPSP, 2017
Study | Intersection with sexual orientation

345 students (125 Whites, 126 Asian American, 48 multiracial, 16 Black Americans, 14 Latinx, 7 Middle Eastern, 2 Pacific Islander, 2 another race, 5 unidentified)

John is [an]/[a gay] Asian American man.

American rating ($\alpha = .81$)

e.g., How American is this person?

   How fluently do you think this person speaks English?

Semrow, Zou, Liu, & Cheryan, SPPS, 2019
American ratings (1-7 scale)

Gay
Unspecified

$t(342.95) = 2.37, p = .02, d = .26$

Semrow, Zou, Liu, & Cheryan, SPPS, 2019
Perceived acceptance in U.S. versus Asian culture

-1.31***

Gay v. Unspecified

American rating

.06(-.20)

b = -.25, SE = .05, CI [-.37, -.15]
Study | Intersection with weight

68 students (47 White, 8 Asian American, 1 Black American, 1 Latinx, 1 Native American, 10 another racial group)

Saw one of six photos of an Asian American woman

Handron, Kirby, Wang, Matskewich, & Cheryan, Psych Science, 2017
Study | Intersecting with weight

68 students (47 White, 8 Asian American, 1 Black American, 1 Latinx, 1 Native American, 10 another racial group)

Saw one of six photos of an Asian American woman

American rating \( (r = .48, p < .001) \)

How American is this person?
How likely is it that this person was born outside the U.S.? (reverse scored)

American rating

\[ t(66) = 2.28, p = .03, d = .55 \]

Handron, Kirby, Wang, Matskewich, & Cheryan, Psych Science, 2017
Asian Americans perceived as culturally foreign

Intersects with other identities to shape perceptions

How does this perception affect the daily lives of POC?
Part 2. Consequences for oppression

Terrence Pope  Laura Banham  Mona El-Hout  Linda Zou
Predicting discrimination based on perceptions of low status.
Predicting discrimination

High status

Culturally foreign

Asian Americans

Latinx

Arab Americans

Low status

American

Whites

Black Americans

Native Americans

discrimination based on perceptions of cultural foreignness
380 U.S. MTurkers (113 Black Americans, 75 Latinx, 92 Asian Americans, 100 Whites)

“Describe a recent personal experience in which you were the target of racial prejudice.”
2 coders, 85-99% agreement

Coding categories (1 or 0)
- Culturally foreign
- Low status
- American
- High status
- Incompetent
- Cold
- Competent
- Warm
- No experience
I was at a store in the mall that is upscale. The sales person followed me around the store the entire time I was there. She watched me when ever I touched something. I guess she felt like a black person would not have money to shop in the store.
Study 1 | Black Americans’ experiences

Racial Position Model

Stereotype Content Model

Percentage of prejudice

- Low status
- Foreign
- High status
- American
- Incompetent
- Cold
- Competent
- Warm
- No Experience

- 0%
- 10%
- 20%
- 30%
- 40%
- 50%
- 60%
People thought that I was uneducated and low class because of my race which is Hispanic. They assumed that I did not attend college and that my parents were illegal immigrants. They ask me what part of Mexico that I am from and all of my family members live and have lived in the US for over 200 years.
Study | Latinx experiences

Percentage of prejudice

- Low status
- Foreign
- High status
- American
- Incompetent
- Cold
- Competent
- Warm
- No Experience

Racial Position Model

Stereotype Content Model
I was sitting on the subway, minding my own business when a belligerent Caucasian came up to stand in front of me. He pulled back his eyes and started yelling, “Ching Chong, go back to your country!”
Study | Asian Americans’ experiences

Percentage of prejudice

- Low status
- Foreign
- High status
- American
- Incompetent
- Cold
- Competent
- Warm
- No Experience

Racial Position Model

Stereotype Content Model
I have never been the target of racial prejudice, in any way shape or form, during my entire life...
Study | White Americans’ experiences

Percentage of prejudice

Low status: 0%
Foreign: 0%
High status: 0%
American: 0%
Incompetent: 0%
Cold: 0%
Competent: 0%
Warm: 0%
No Experience: 10%

Racial Position Model
Stereotype Content Model
979 U.S. MTurkers (127 Black Americans, 51 Latinx, 58 Asian Americans, 743 Whites)

“In general, how much do you experience prejudice because others believe you/your racial group is <stereotype>?”
Study I Rating experiences of prejudice

Cultural foreignness
  e.g., having accents, not speaking English well
Low status
  e.g., uneducated, drug abusers
American
  e.g., lazy, privileged
High status
  e.g., intelligent, rich
Incompetent
  e.g., incompetent, uneducated
Cold
  e.g., cold, unfriendly
Competent
  e.g., competent, capable
Warm
  e.g., warm, friendly
Study 1 Rating experiences of prejudice

“In general, how much do you experience prejudice because others believe you/your racial group is <stereotype>?“

3 factors emerged

1. High status/competent/warm
2. Low status/incompetent/cold
3. Cultural foreignness
Black Americans
Latinx
Asian Americans
Whites

Experiences with prejudice

Cultural foreignness
Low status
High status

$F(6, 1948) = 126.55, p < .001$
Formal job discrimination charges with U.S. Equal Employment Opportunity Commission

544 race and/or national origin discrimination court cases with EEOC as a litigant were retrieved

393 with court documents retained for coding

Name, race, and country of birth of plaintiffs redacted
IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF ARIZONA

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, Plaintiff,
and

Plaintiff-Intervenors,

vs.

RICHARD O. and SHAUNA KIDMAN, d/b/a RD's Drive In/Exxon,

Defendants.

No. CIV 02-1911 PCT SMM

MEMORANDUM OF DECISION AND ORDER

Pending before the Court is Plaintiff and intervenors' Motion to Enforce Settlement Agreement. [Doc. No. 130] Having considered the parties' arguments in their briefings and after conducting an evidentiary hearing, the Court now issues the following Memorandum of Decision and Order.

BACKGROUND

Defendants, Richard and Shauna Kidman ("Defendants" or "Kidmans") are the owners of RD's Drive-In, a fast food restaurant in Page, Arizona. The restaurant has been open for
over twenty years and employs between 20 - 25 people, approximately 90% of whom are
who were members of the All employees are fluent in
English, many are bilingual, speaking and English. In 2000, Defendants began
receiving complaints from English-only speaking employees that some speaking
employees were speaking rudely or inappropriately to them in the language.

As a result of the complaints, in May 2000, Defendants asked their son Steve Kidman
("Steve"), to research the legality of English only policies. Steve's research (using the EEOC
website, and case law) led Defendants to the conclusion that English only policies were
permissible so long as they are necessary for conducting business, the business informs the
employees about the policy, and informs employees of the consequences of violating the
policy. Steve also found a Ninth Circuit decision which held that preventing conflict and ill-
feelings among employees is a valid business reason to implement an English language
policy. Therefore, in June 2000, Defendants adopted an English language policy at the
restaurant. The policy stated:

The owner of this business can speak and understand only English. While the
owner is paying you as an employee, you are required to use English at all
times. The only exception is when the customer can not understand English.
If you feel unable to comply with this requirement, you may find another job.

The employees were given a copy of the policy to sign and acknowledge
understanding. Employees who refused to sign the policy were required to give a two week
notice. Four employees, ("Intervenors") refused to sign the acknowledgment, and resigned their positions. According
to the Intervenors, after they refused to sign the policy, Steve told them to clock out and go
home. Defendants claim that the Intervenors were asked to leave because they became
insubordinate in voicing their objection to the policy. When the Intervenors received their
final paychecks, their hourly wage had been reduced, pursuant to a written policy that would
reduce an employee's hourly wage for quitting mid shift or without notice.

Intervenors filed charges with the Equal Employment Opportunity Commission
("EOC") which issued letters of determination on July 12, 2001. The EEOC, Plaintiff in
Two coders, one tiebreaker

“Discrimination…related to perceived foreignness in U.S. society. We define a foreigner as a member of a group that is perceived to be outside of American culture and identity….“ (κ = .73)

e.g., Mocking of accent
Slang referencing foreignness
Language
Study | EEOC Cases

- Asian Americans (14)
- Latinx (67)
- Arab Americans (10)
- Black Americans (235)

$\chi^2(3, N = 326) = 66.96, p < .001$
Summary

Groups stereotyped as culturally foreign face unique forms of discrimination

Currently investigating whether cultural foreignness discrimination is less likely to be recognized as problematic
Part 3. Responses by Asian Americans

J. Oliver Siy
Jennifer Wang
Maya Guendelman
Benoît Monin
Galen Bodenhausen
Study I Discrepancy in belonging

118 White American and 49 Asian American students who were U.S. citizens

“How much do you feel that you belong in America?”
“How much do you feel that other Americans feel you belong in America?”

Cheryan & Monin, JPSP, 2005
Do you belong in America? (-4 to 4)

- **Self report**
  - Asian Americans

- **Opinion of other Americans**
  - White Americans

F(1, 161) = 21.69, p < .001
Do you belong in America? (-4 to 4)

- Asian Americans
- White Americans

F(1, 161) = 21.69, p < .001


Conclusion

Different racial groups encounter different forms of discrimination

Moving away from a “one size fits all” approach to prejudice

Knowledge of which groups are most susceptible and when can inform anti-discrimination efforts
Thank you!

For more information:
http://depts.washington.edu/sibl/