

# Understanding Oppression Faced by Asian Americans

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University of Washington

On the lands of the Coast Salish peoples, including the Suquamish, Tulalip, and Muckleshoot nations

WHITE

COLORED



**MEXICANS  
KEEP GOING  
WE CAN'T TAKE CARE OF OUR OWN  
CHAMBERS OF COMMERCE**

HE  
11100



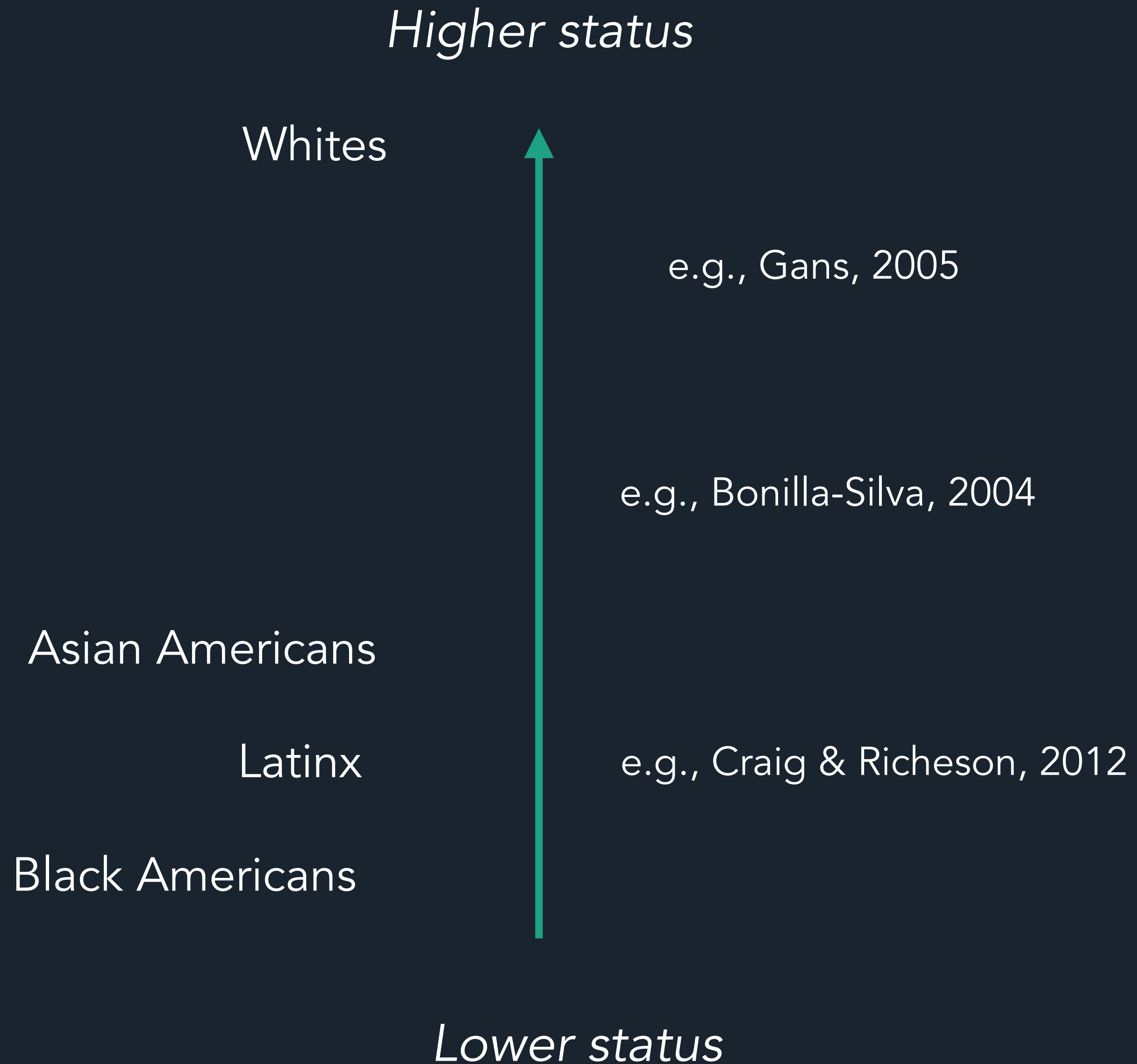
**BANISH JAPS**

**From This Coast**

**FOREVER**

SUMNER STANDARD PRINT

# How do we think about racial position?



# Racial Position Model



*Higher status*

Whites

Asian Americans

Latinx

*Culturally foreign*

*American*

Arab Americans

Black Americans

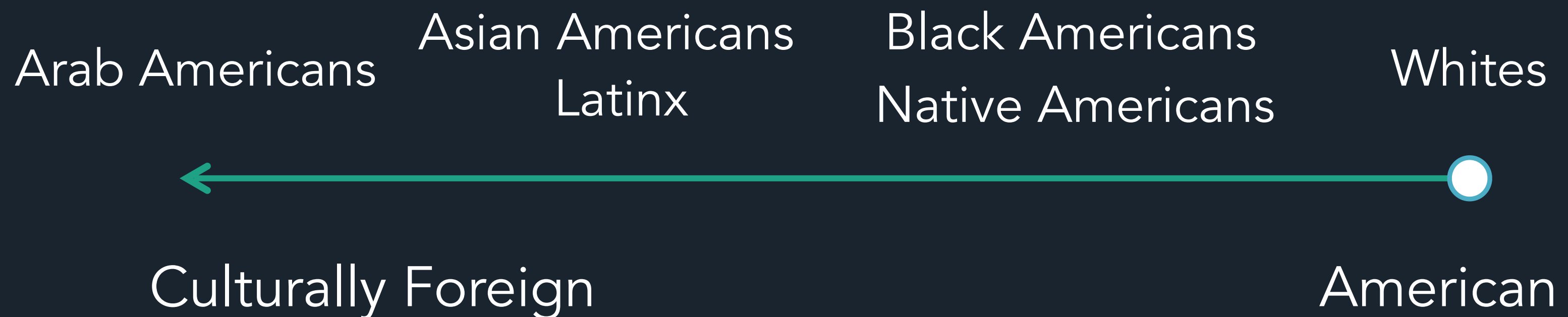
Native Americans

*Lower status*

# 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)

# 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



Mika Semrow



Linda Zou



Caitie Handron

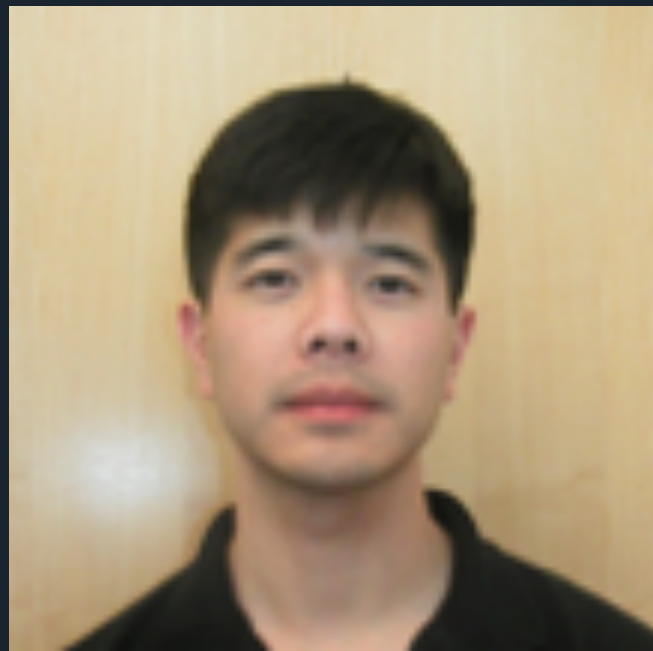


Benoît Monin

# Study I Rating faces

86 White American students

Saw 8 faces



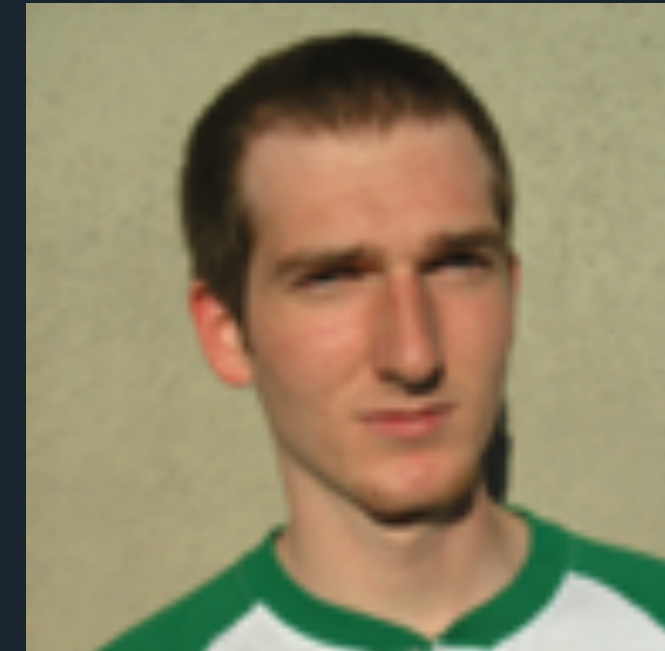
David Wang  
Boston, MA



Mike Martinez  
Boston, MA



Brian Carter  
San Diego, CA



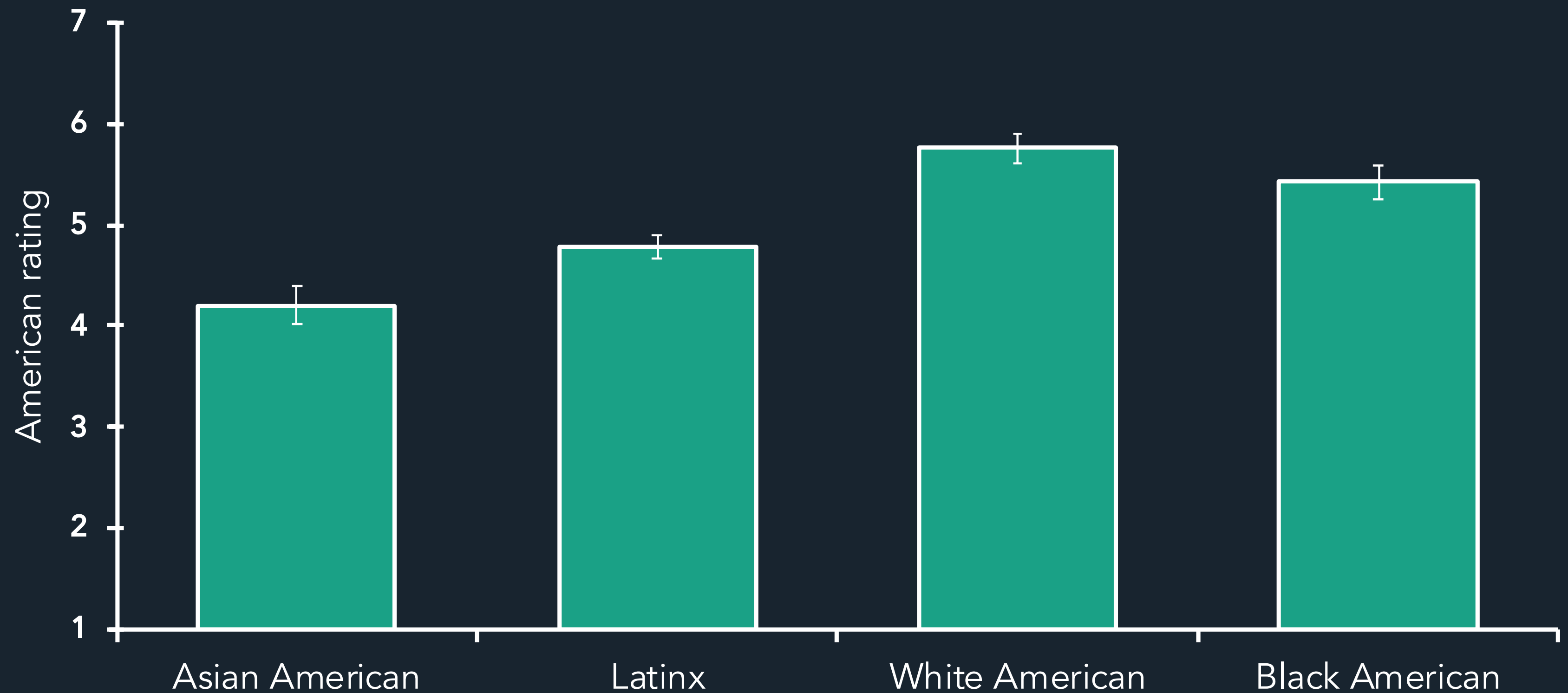
Kevin O'Connor  
Boston, MA



James Williams  
San Diego, CA

“How American is the person in the picture?”

# Study I Rating faces



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:  $F(1, 84) = 67.34, p < .001$

# Study I 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

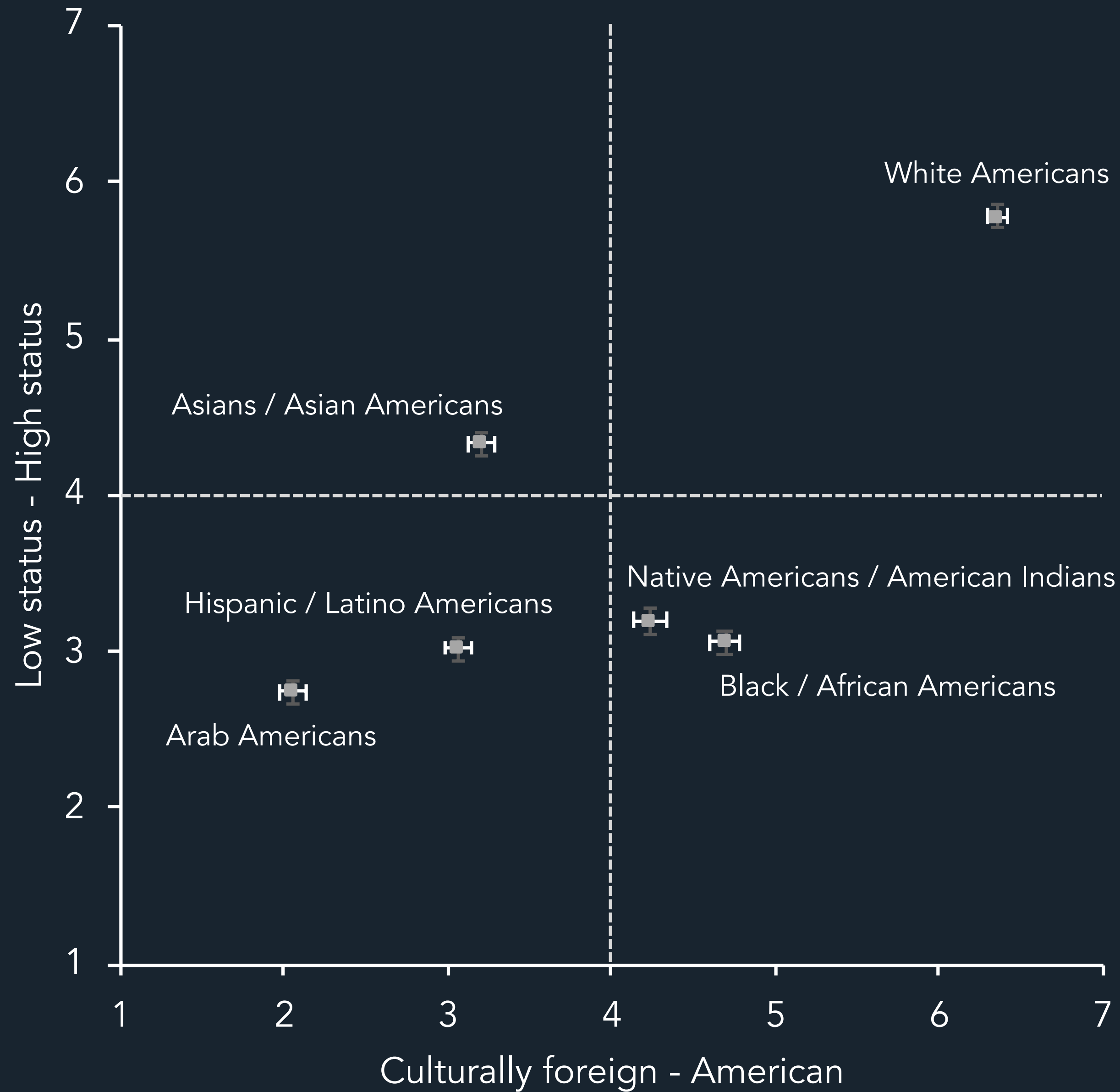
Asians/Asians Americans

Native Americans/American Indians

Arab Americans

White Americans

# Racial Position Model



# Study I Intersection with sexual orientation

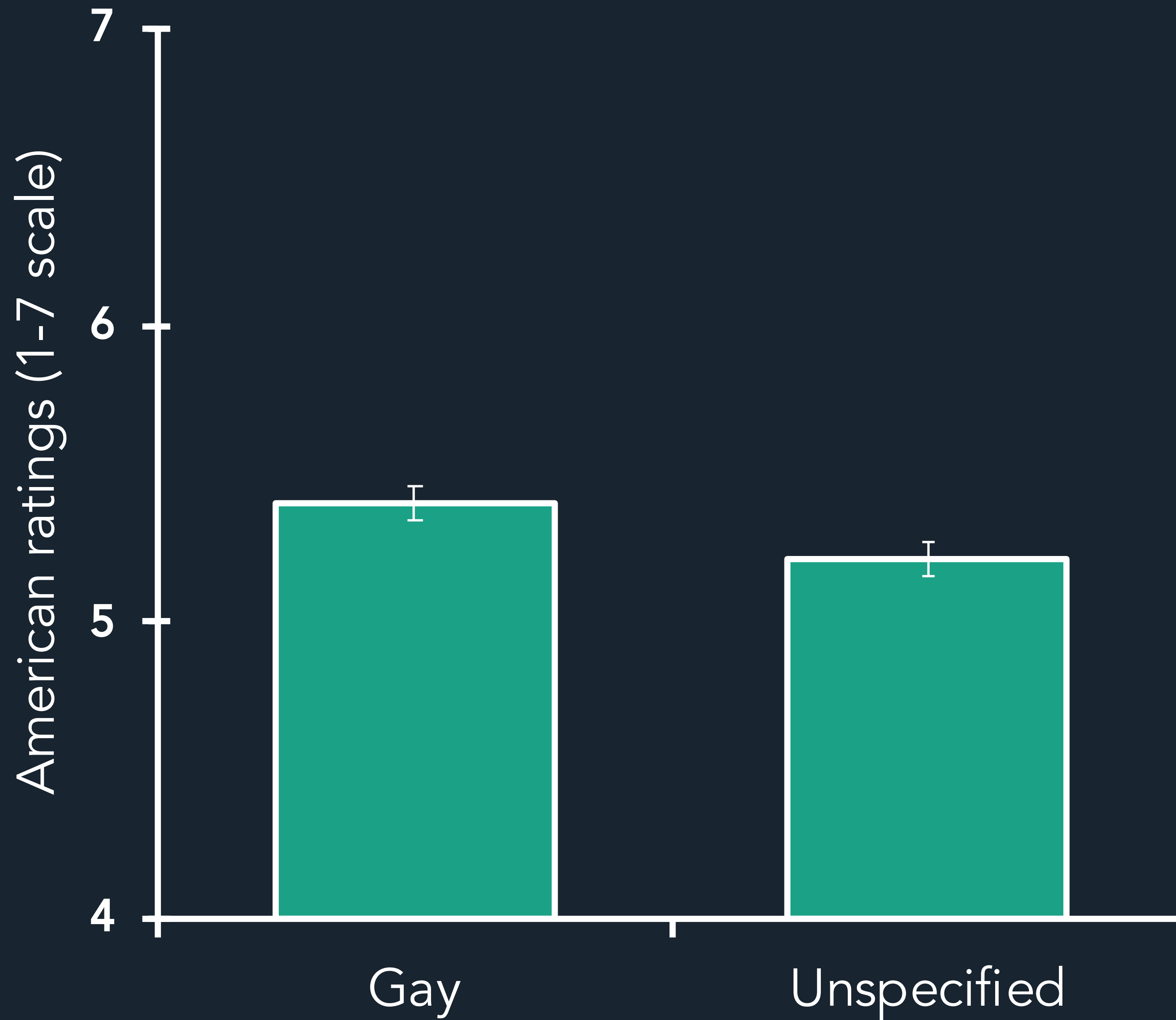
345 students (125 Whites, 126 Asian American, 48 multiracial, 16 Black Americans, 14 Latinx, 7 Middle Eastern, 2 Pacific Islander, 2 another race, 5 unidentified)

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

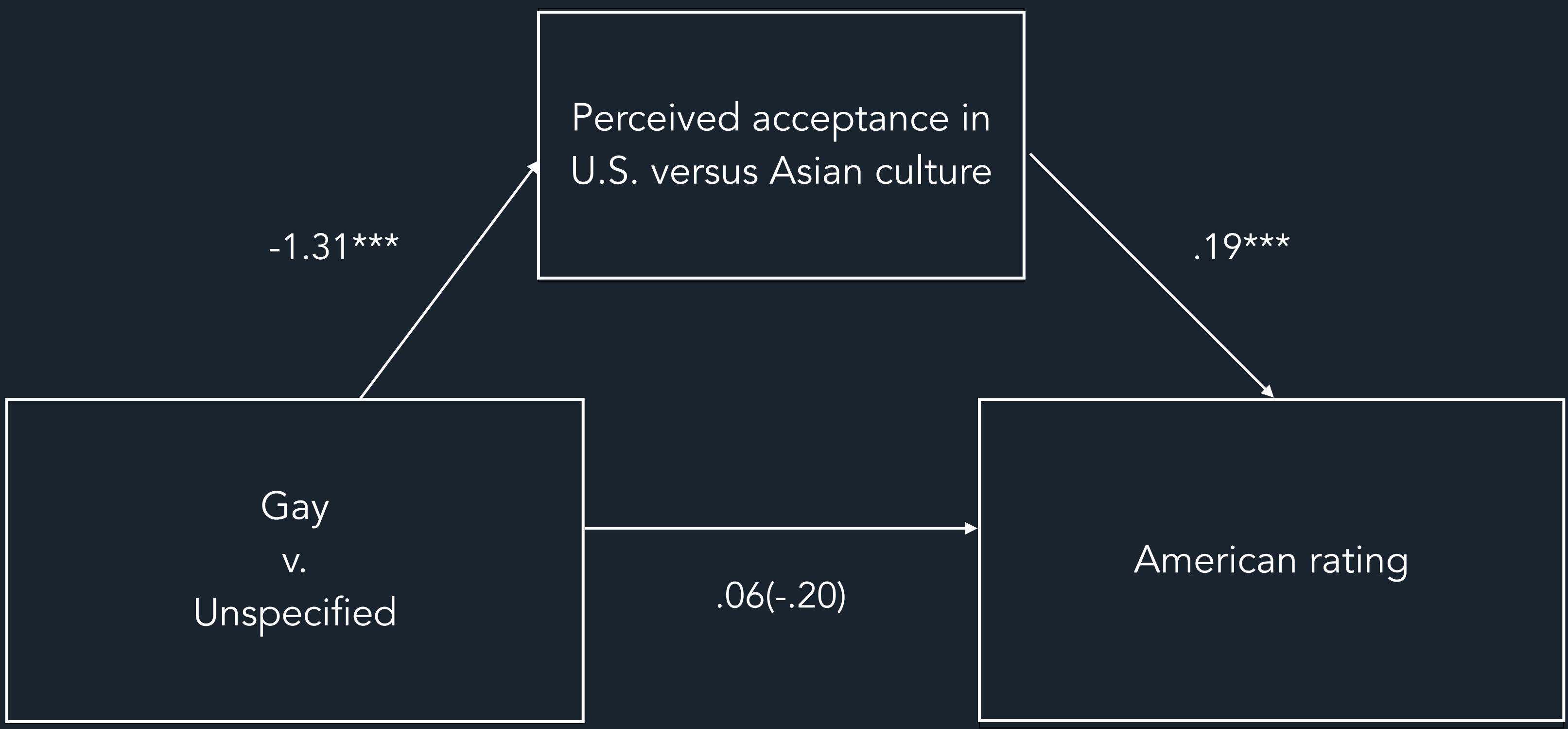
American rating ( $\alpha = .81$ )

e.g., How American is this person?

How fluently do you think this person speaks English?



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



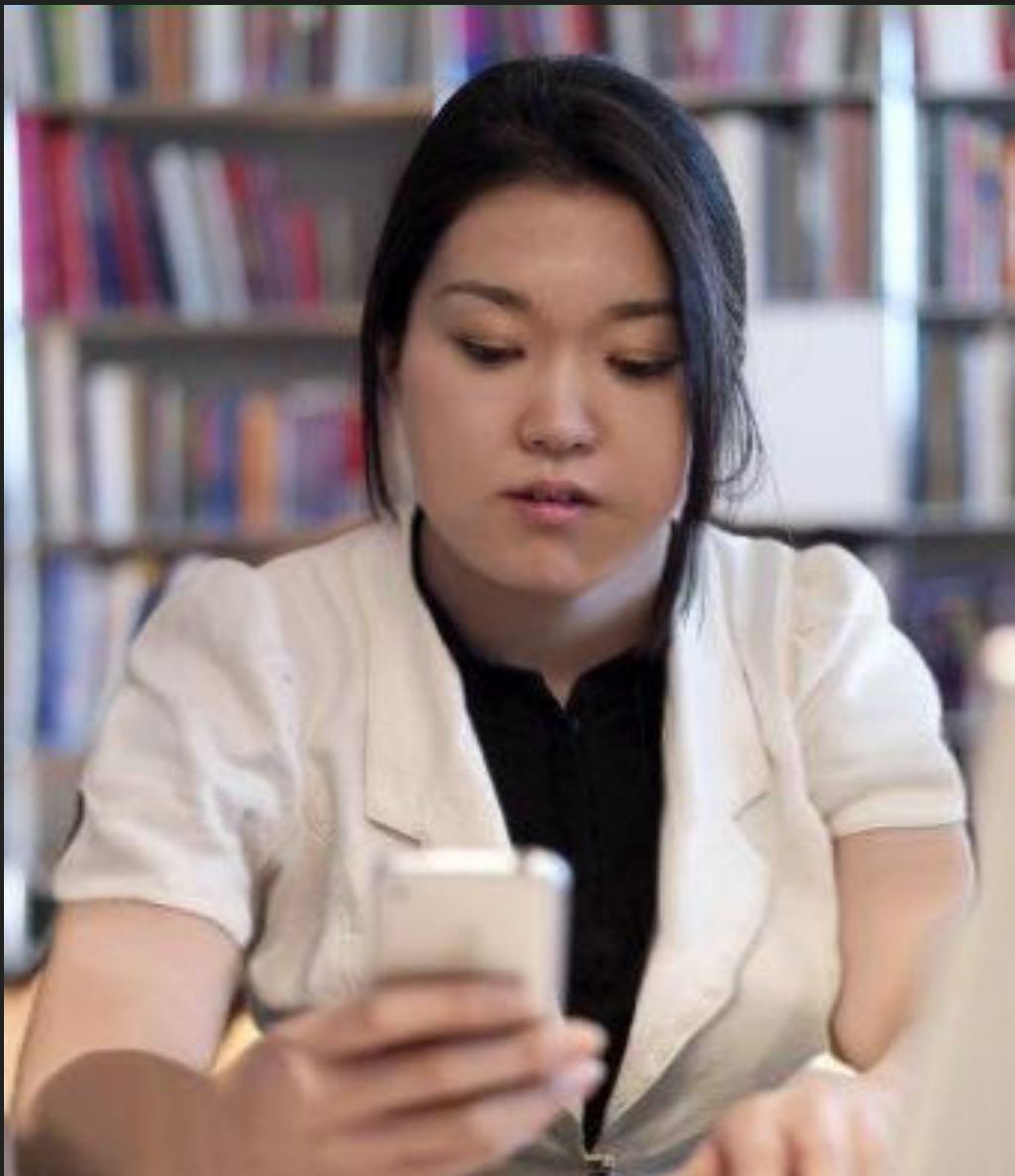
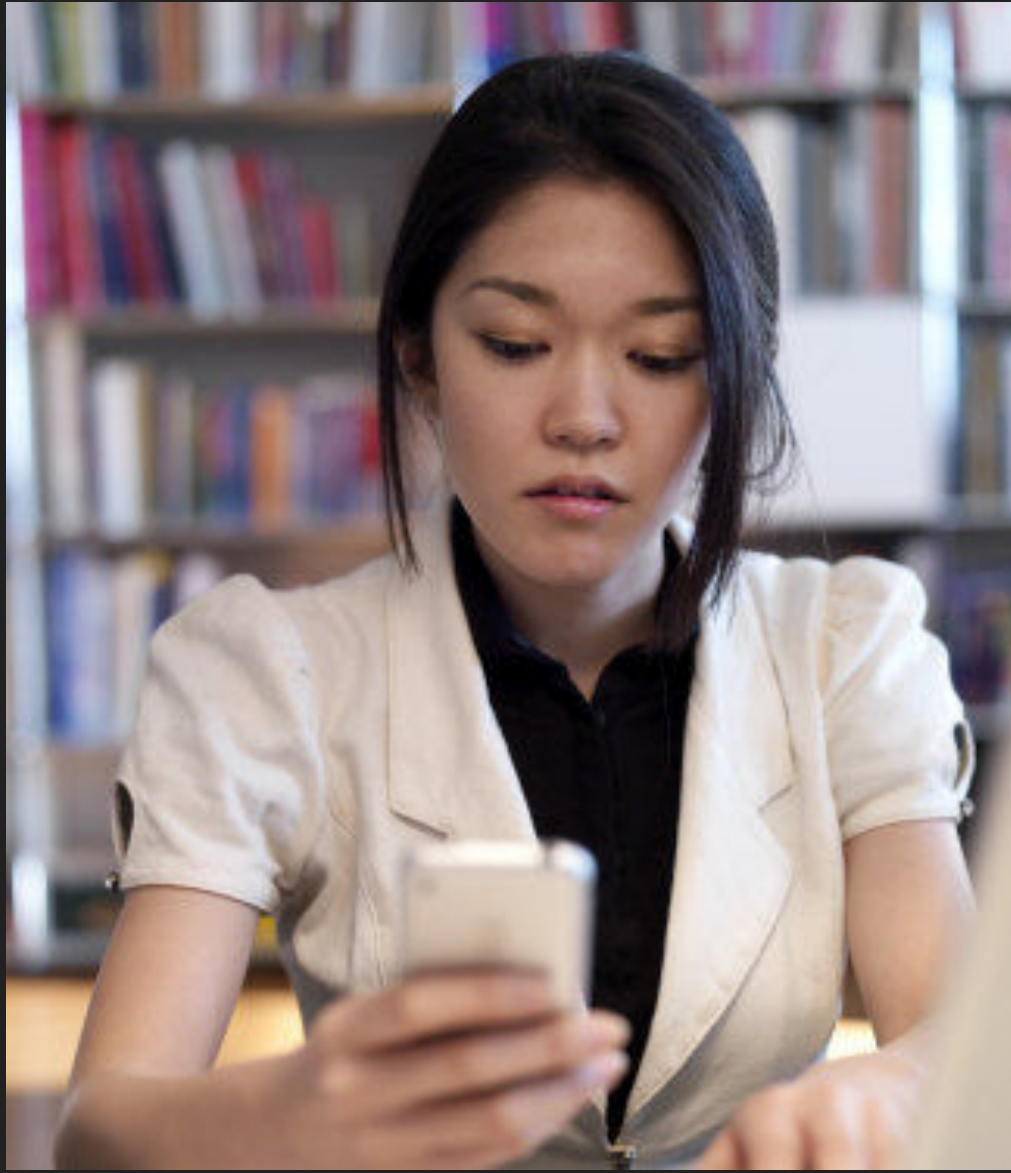
$b = -.25, SE = .05, CI [-.37, -.15]$



# Study I 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



# Study I Intersecting with weight

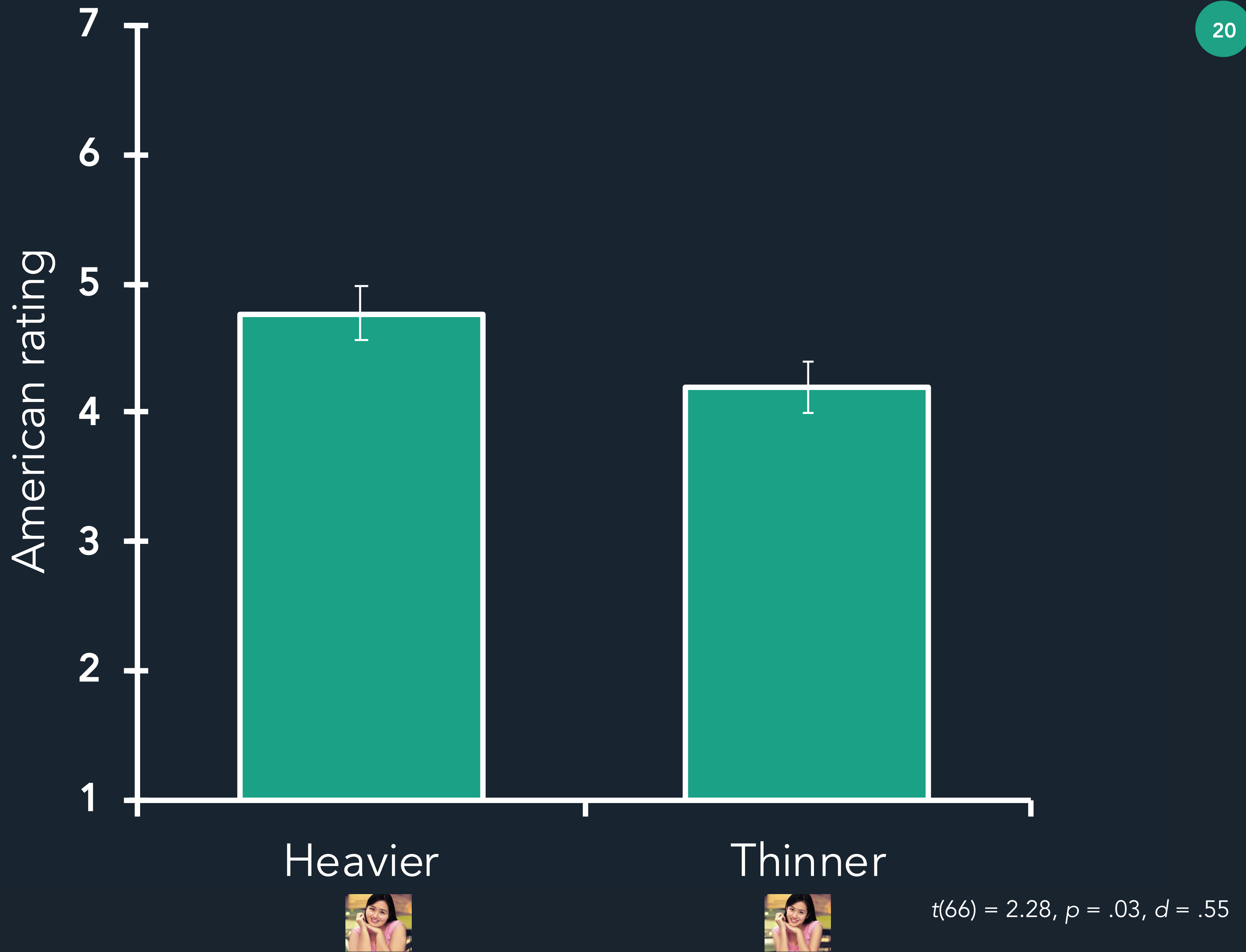
68 students (47 White, 8 Asian American, 1 Black American, 1 Latinx, 1 Native American, 10 another racial group)

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)



# Summary

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



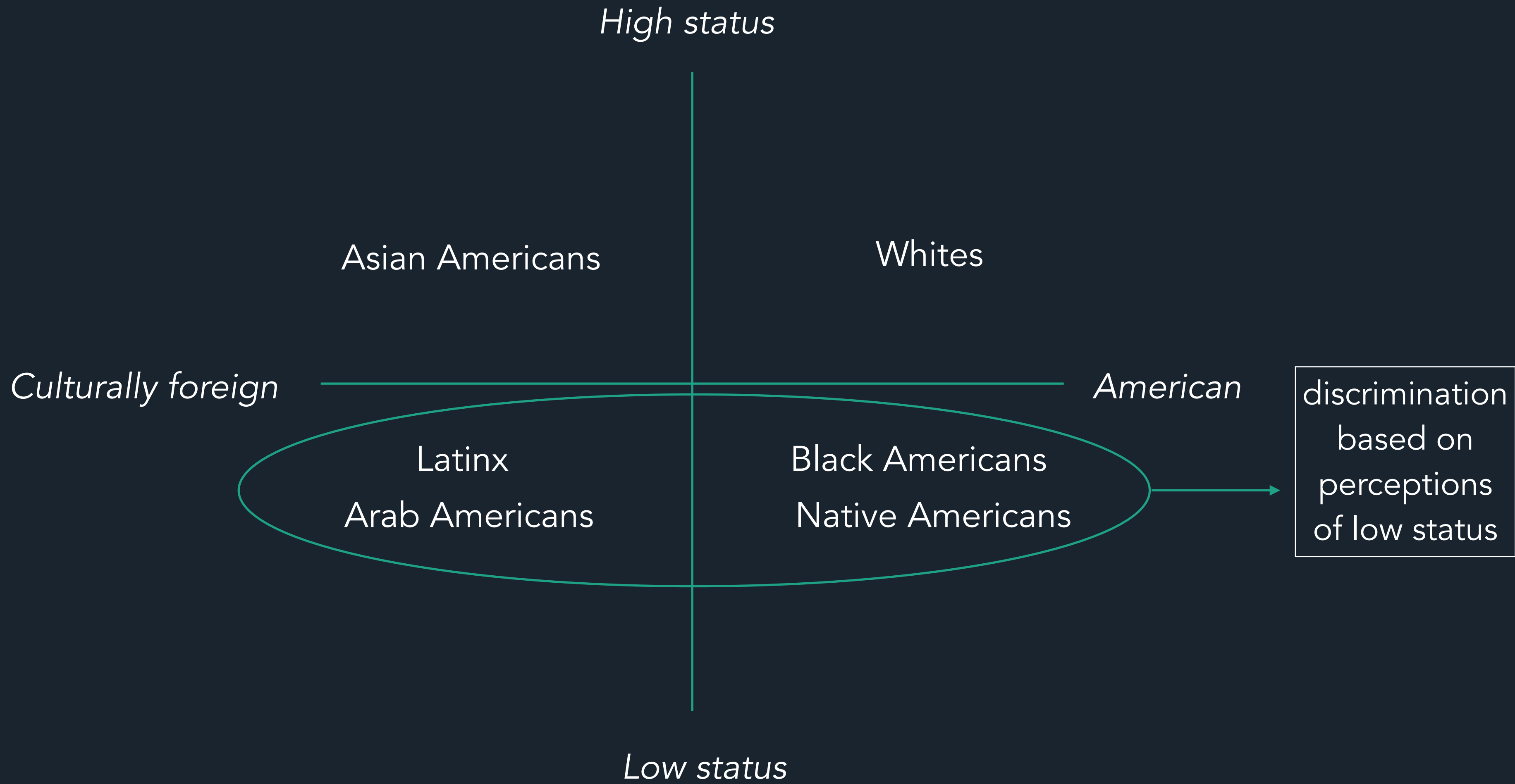
Terrence Pope

Laura Banham

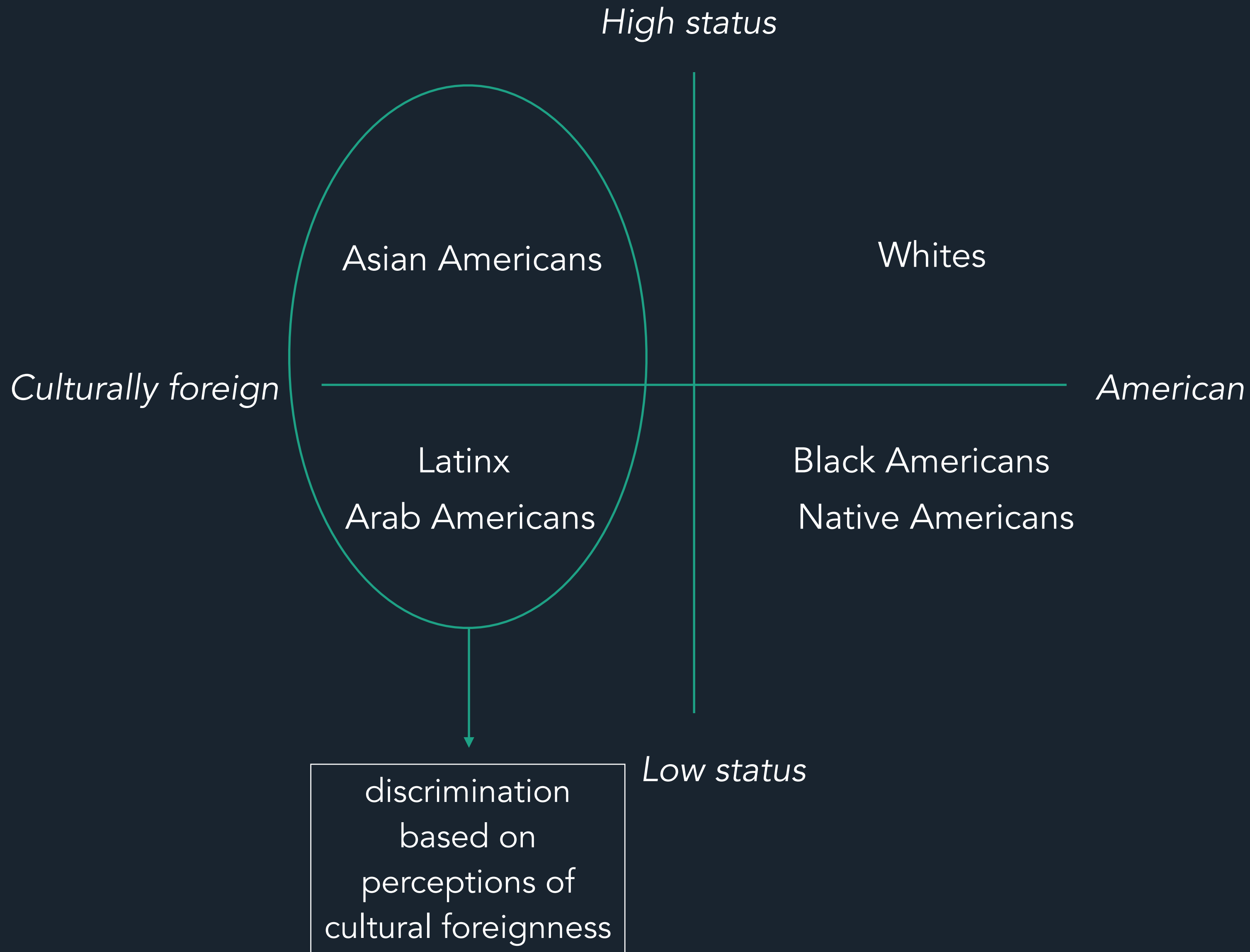
Mona El-Hout

Linda Zou

# Predicting discrimination



# Predicting discrimination





# Study I Coding experiences of prejudice

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.”

# Study I Coding experiences of prejudice

2 coders, 85-99% agreement

Coding categories (1 or 0)

Culturally foreign

Low status

American

High status

Incompetent

Cold

Competent

Warm

No experience

## Black American participant

*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



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.

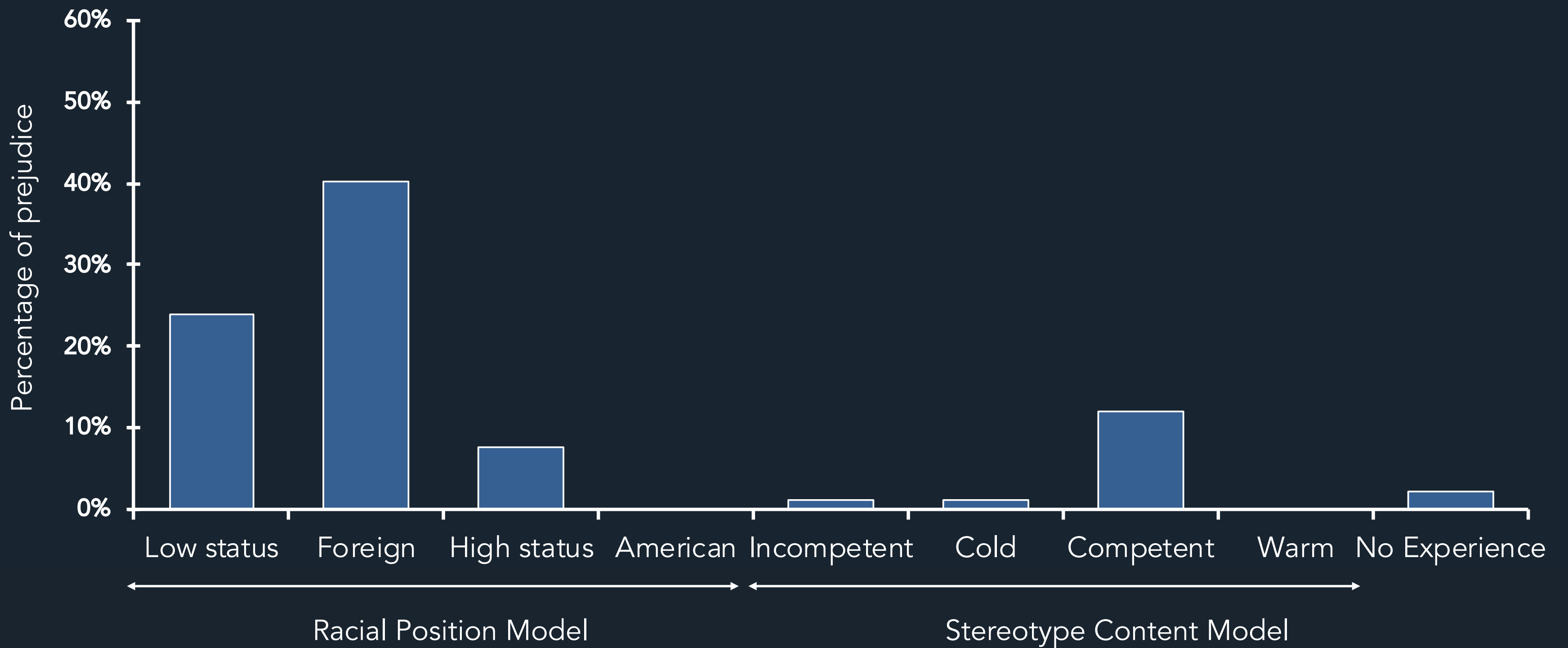
# Study I Latinx experiences



## Asian American participant

*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 I Asian Americans' experiences

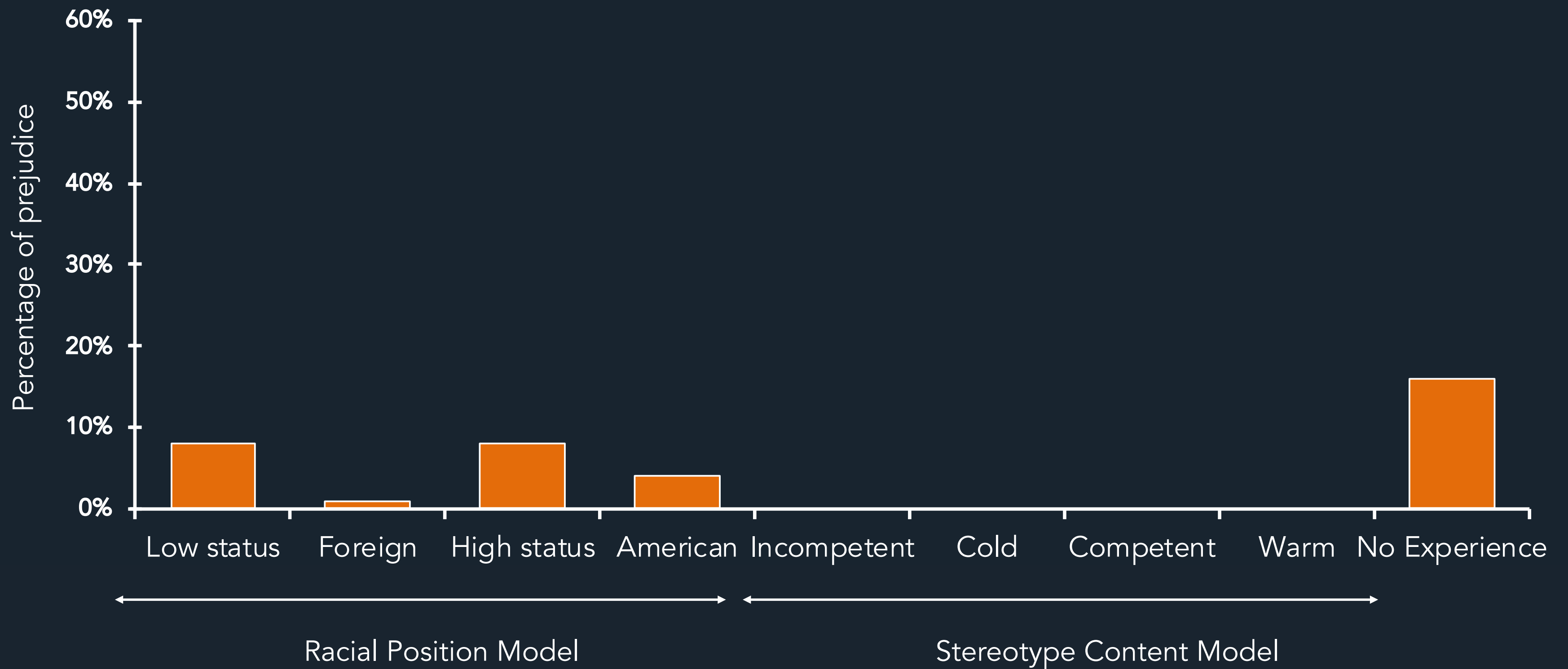




# White participant

*I have never been the target of racial prejudice,  
in any way shape or form, during my entire life...*

# Study I White Americans' experiences



# Study I Rating experiences of prejudice

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

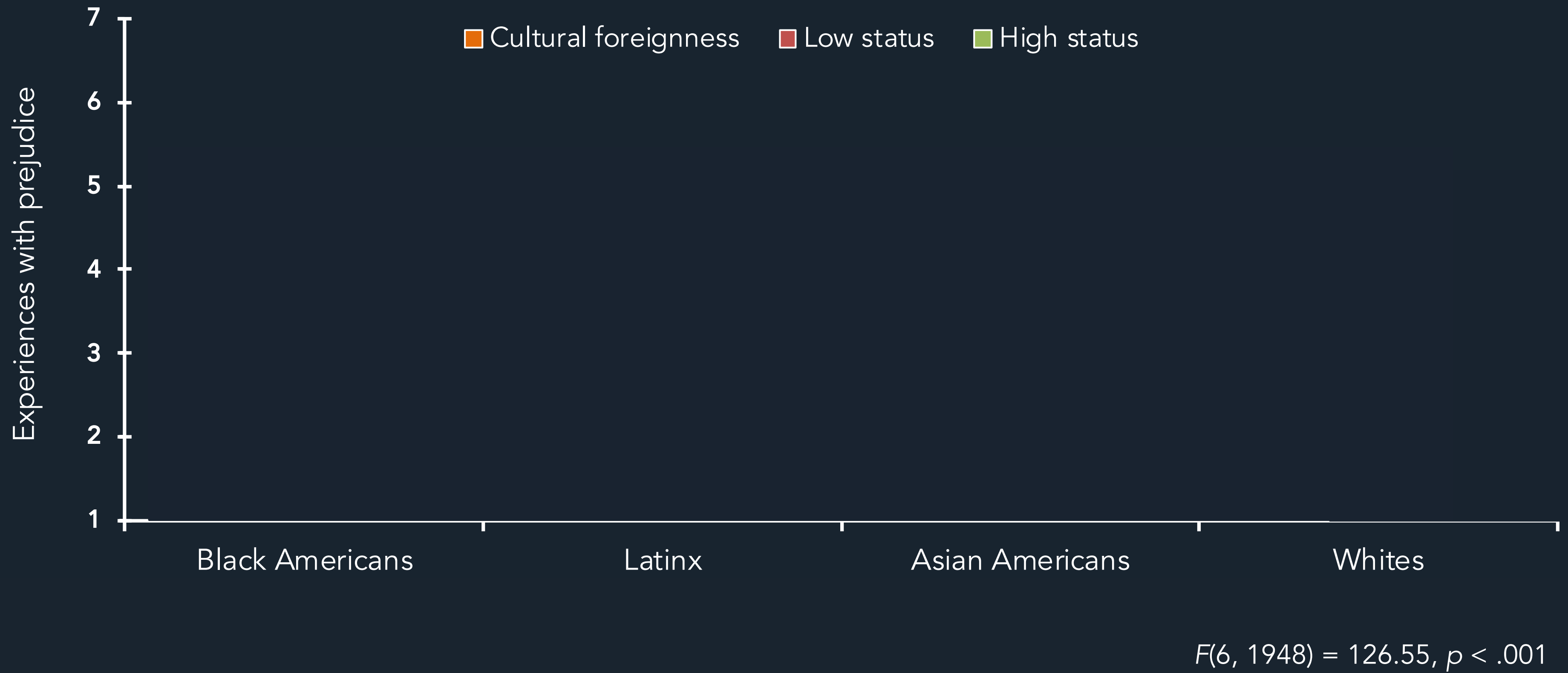
Warm

e.g., warm, friendly

“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



# Study I Coding EEOC claims



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

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IN THE UNITED STATES DISTRICT COURT  
 FOR THE DISTRICT OF ARIZONA

EQUAL EMPLOYMENT  
 OPPORTUNITY COMMISSION;  
 Plaintiff,  
 and  
 [Redacted]  
 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

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1 over twenty years and employs between 20 - 25 people, approximately 90% of whom are  
2 [REDACTED] who were members of the [REDACTED]. All employees are fluent in  
3 English, many are bilingual, speaking [REDACTED] and English. In 2000, Defendants began  
4 receiving complaints from English-only speaking employees that some [REDACTED] speaking  
5 employees were speaking rudely or inappropriately to them in the [REDACTED] language.

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

15 The owner of this business can speak and understand only English. While the  
16 owner is paying you as an employee, you are required to use English at all  
17 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.

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

27 Intervenors filed charges with the Equal Employment Opportunity Commission  
28 ("EEOC") 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....” ( $\kappa = .73$ )

e.g., Mocking of accent

Slang referencing foreignness

Language

# Study I EEOC Cases



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

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



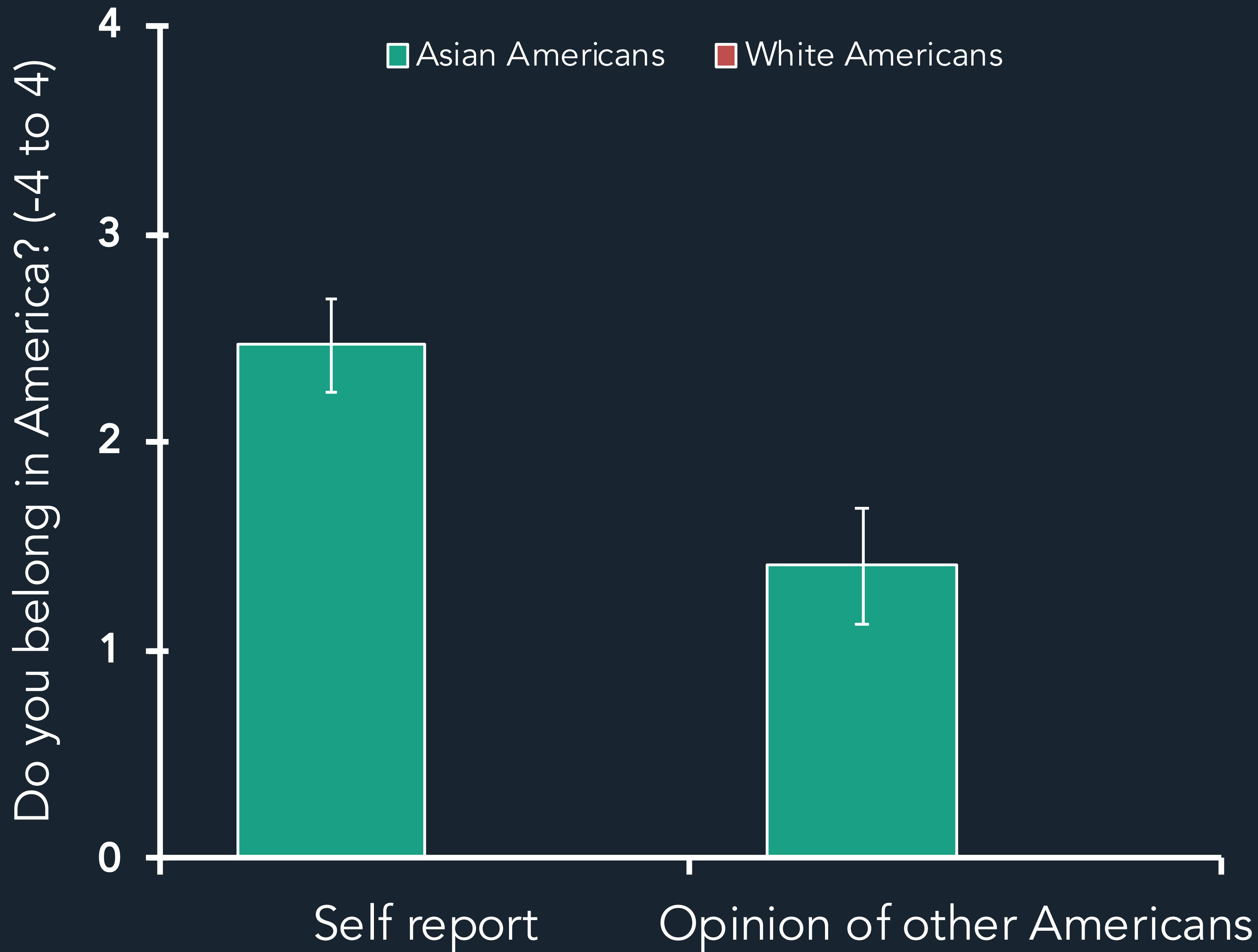
Galen Bodenhausen

# Study I Discrepancy in belonging

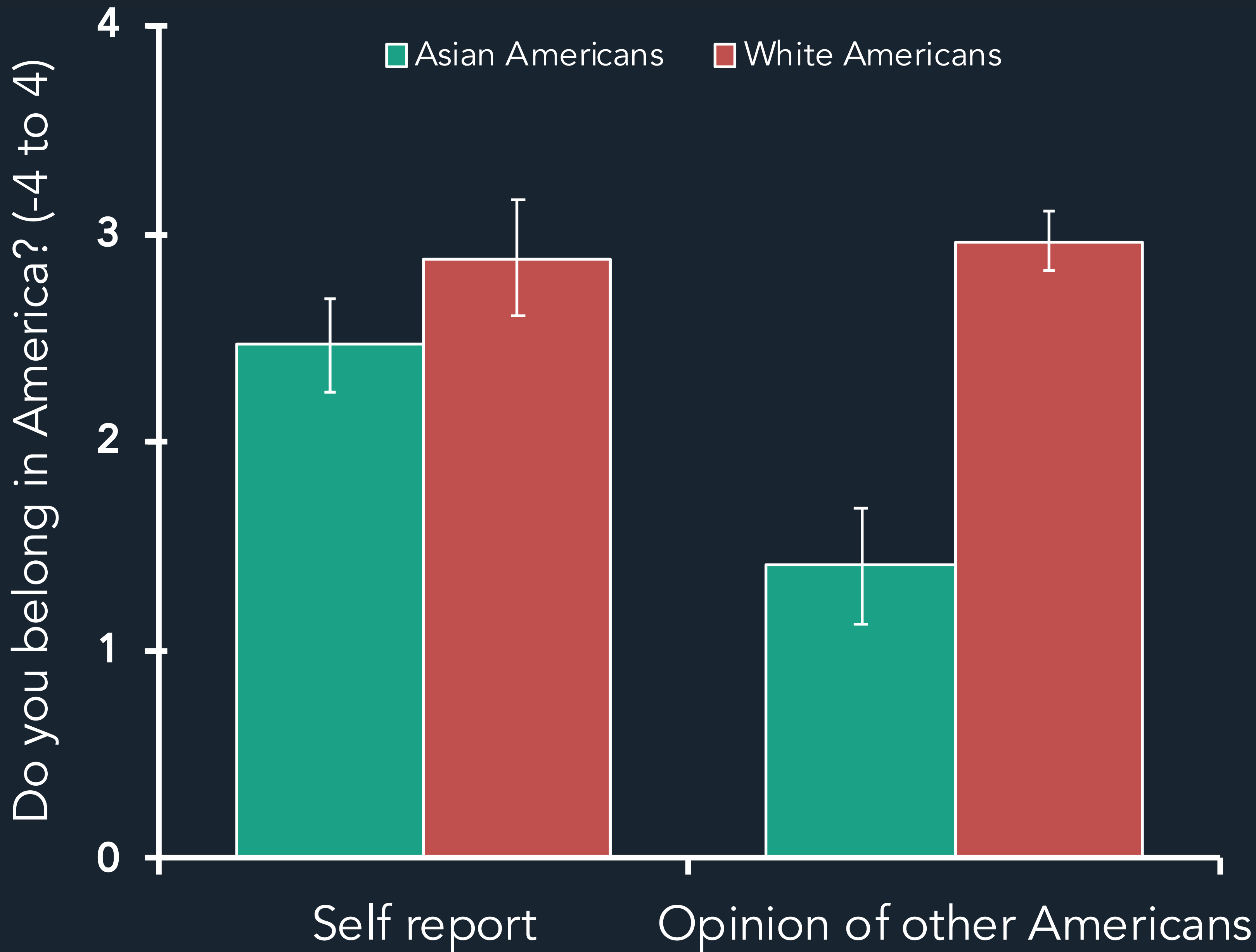
118 White American and 49 Asian American students who were U.S. citizens

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

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

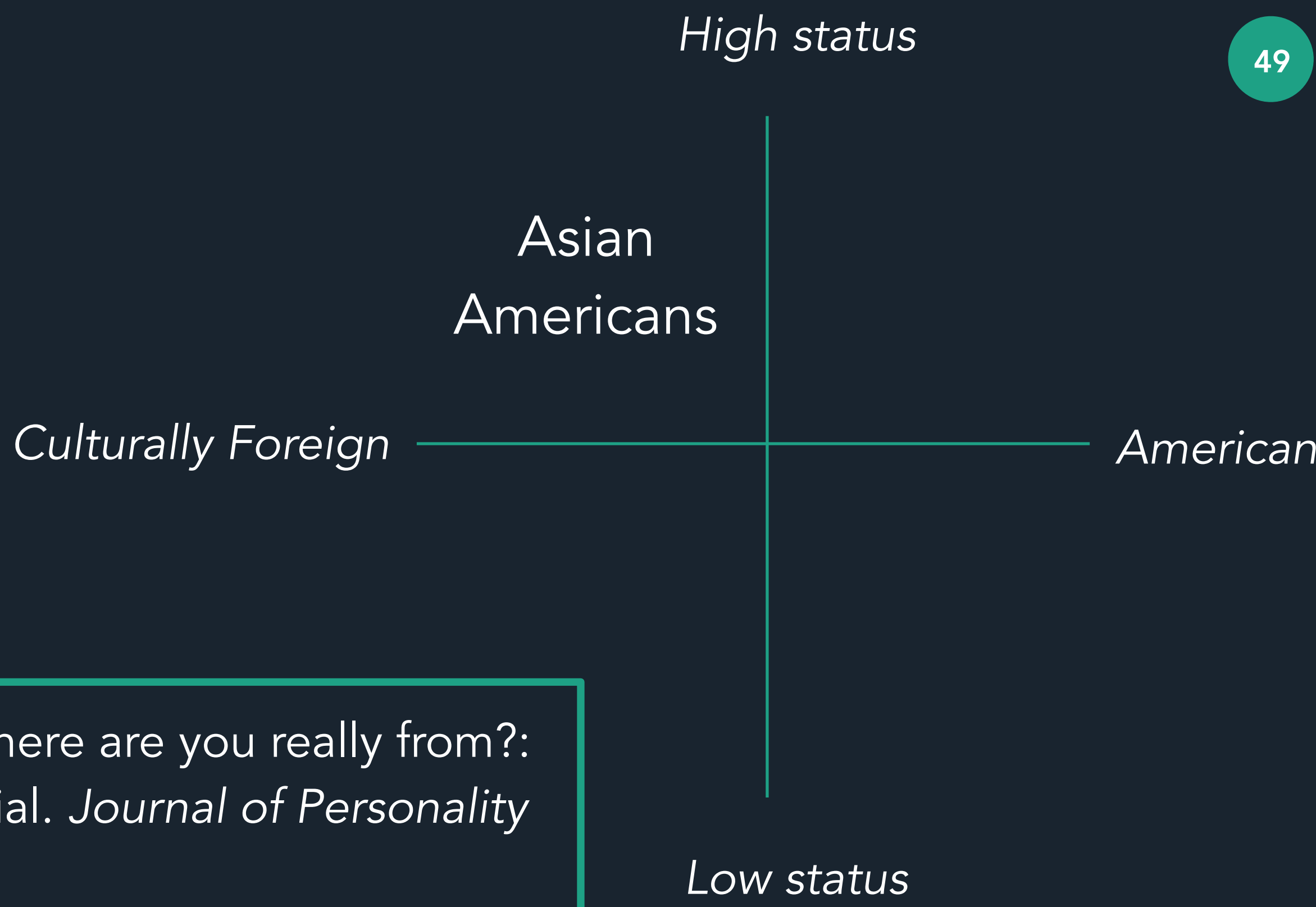


$F(1, 161) = 21.69, p < .001$



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

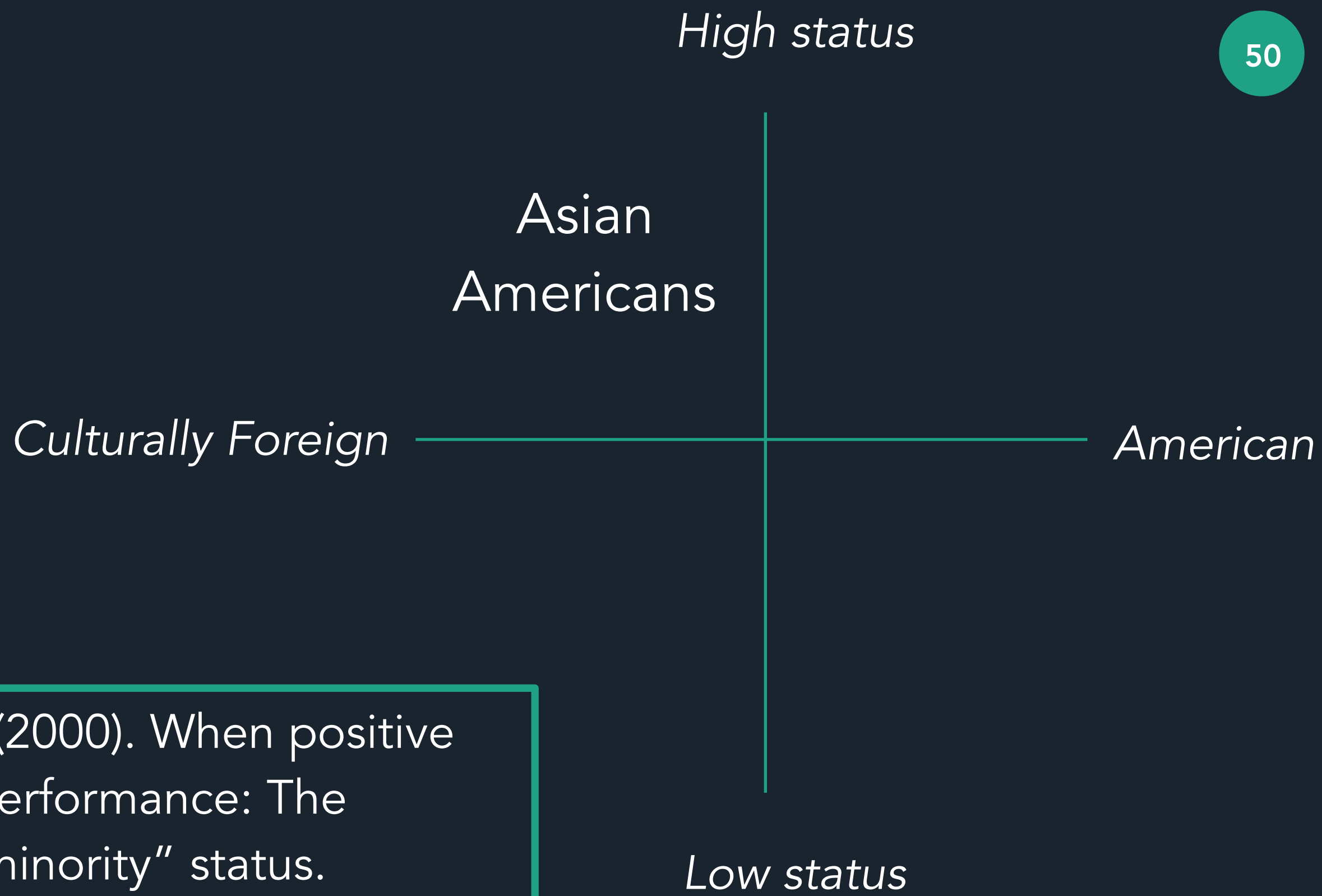




Cheryan, S., & Monin, B. (2005). Where are you really from?: Asian Americans and identity denial. *Journal of Personality and Social Psychology*.

Guendelman, M. D., Cheryan, S., & Monin, B. (2011). Fitting in but getting fat: Identity threat and dietary choices among U.S. immigrant groups. *Psychological Science*.

Wang, J., Minervino, C., & Cheryan, S. (2013). Generational differences in vulnerability to identity denial: The role of group identification. *Group Processes and Intergroup Relations*.



Cheryan, S., & Bodenhausen, G. V. (2000). When positive stereotypes threaten intellectual performance: The psychological hazards of "model minority" status. *Psychological Science*.

Siy, J. O. & Cheryan, S. (2016). Prejudice masquerading as praise: The negative echo of positive stereotypes. *Personality and Social Psychology Bulletin*.

Siy, J. O., & Cheryan, S. (2013). When compliments fail to flatter: American individualism and responses to positive stereotypes. *Journal of Personality and Social Psychology*.

# 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/>