

WLE Webinar

Examining Anti-Asian Bias: Model Minority, Perpetual Foreigner, and Cultural Conflicts

1. In what ways can positive stereotypes limit people? Are there ways that positive stereotypes have limited yours or others' experiences in your org?
2. Asian America is very diverse. What are different ways that anti-Asian bias might play out for different Asian communities in the United States?
3. Consider self-fulfilling prophecies. Can you identify any ways in which stereotypes have created self-fulfilling prophecies in your organization?
4. Consider intersectional identities. How do these biases impact Asian American men, women, or non-binary individuals? How do these biases impact other intersectional identities?
5. Imagine that a co-worker marvels at how Asian employees are such hard workers. The comment was intended to be a compliment, but it also draws on stereotypes. What are some things that you can do to interrupt bias like this? Would you handle this differently if this comment was made publicly in front of others, or privately to you?
6. Consider your workplace and the identity cues that are present in the environment (e.g. titles, décor, facilities). What identities and implicit messages do these cues signal? How might these cues affect the different people in your organization?
7. Exposure to diverse representation is one way to change stereotypes. For example, masculine representations of prototypical leadership are slowly changing as more women are put into leadership positions. What are some other stereotypes that you can start breaking down for yourself or others through exposure to diverse representations?

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Summary

- There are two types of Anti-Asian bias – explicit and implicit bias.
- Stereotypes about Asian Americans activate implicit biases.
- Some stereotypes about Asian Americans are positive in content (e.g. model minority) but can have negative consequences.
- Positive stereotypes are difficult to confront and interrupt.
- Stereotypes impact people's performance, behavior, and perceptions automatically, outside of our awareness.
- Asian Americans are susceptible to four forms of bias: prove-it-again, tightrope, maternal wall, and tug of war.
- Individuals can begin to reduce bias with vigilance, correction, and interruption when bias is identified.
- Organizations can begin to reduce bias by removing bias in evaluation metrics, implementing equitable decision-making processes, and nurturing inclusive cultures.