



Discrimination Depicting Disrespect

Nicholas J. Walkowiak & Austin M. Van Cleave
University of Wisconsin-Eau Claire



Introduction

Discrimination is unjust treatment of others. Discrimination is commonly directed toward minority groups such as different ethnicities and sexualities (Bahns & Branscombe, 2011).

Discrimination can be active or subtle. Subtle acts include staring at and avoiding of the community.

The Campus Climate Survey showed that a majority of the LGBT community feels unsafe on campus (Bronstead-Bruns & Goodman, 2015).

Anecdotal observations noted participants avoiding LGBT displays at prior CERCA poster sessions.

We report a naturalistic observation on glaring and avoiding on the UWEC campus. We expected more frequent glaring and avoiding by individuals moving past the Bridge relative to the Math Lab.

Method

Two observers watched students and staff passing by the Math Lab and the Bridge (a LGBT lounge).

This study of N = 182 participants observed 20 males and 49 females at the Math Lab and 49 males and 64 females at the Bridge.

Two observers devoted approximately one hour recording the gender of participants and glaring and avoiding at each center. Total time was two hours.

Two observers independently coded the sex of the participants as either male or female.

Observers measured avoiding three ways: they measured no avoidance, they measured small change in course, and they noted a large amount of change.

Observers measured glaring three ways: they measured no glaring, they measured a short glance, and they measured sustained stares.

We found evidence of subtle discrimination, these observations do not show evidence for active discriminatory acts.

Special Thanks

We thank UW-Eau Claire's poster printing service maintained by Learning and Technology Services and funded in part by Differential Tuition

Results

Figure 1: Avoiding at the Two Locations

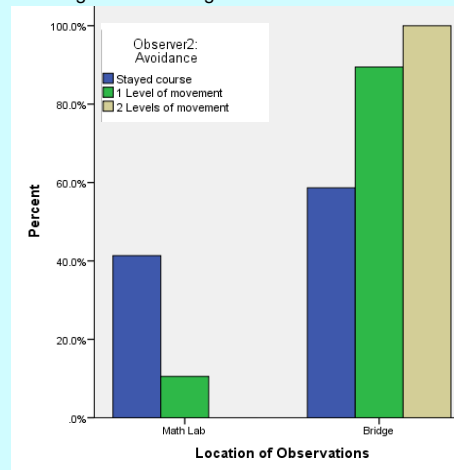
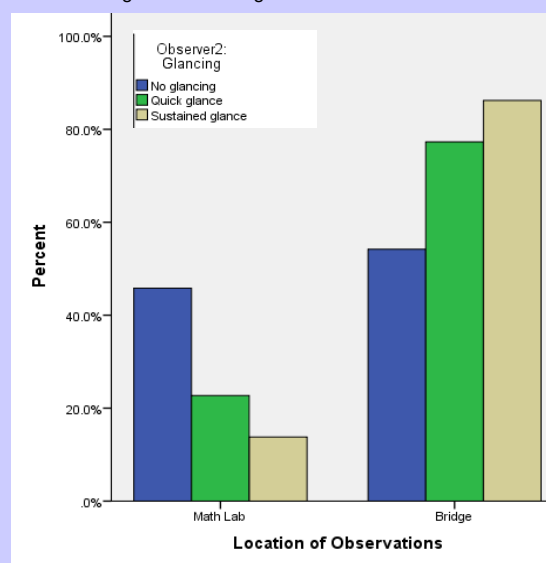


Figure 2: Glancing at the Two Locations



Results

The two observers agreed on gender ($\kappa = 1$) and glaring ($\kappa = .74$), but not avoiding ($\kappa = .43$) as one noted about three times more avoiding.

Avoiding and glaring occurred more often at the Bridge than Math Lab; but, incidence was low.

Males and females behaved comparably in terms of avoiding and glaring at the two lounges. There were no gender differences in subtle acts.

Figure 1 plots data for the observer who noted three times as many acts. Avoiding is more common at the Bridge than Math Lab, $\chi^2 (n = 182, 2) = 7.48, p < .03$; however, there was no correlation for the other observer.

Figure 2 shows more frequent glaring at Bridge than Math Lab, $\chi^2 (n = 182, 2) = 112.79, p < .01$.

Discussion

There was no gender difference in discrimination.

Overall, we are uncertain about the association between discrimination and location for avoiding; however, there is an association for glaring.

One caution is that incidence of either avoiding or glaring were few, but the study time was short. Our conservative estimate is that some 200 acts of subtle discrimination occur at these two locations over the course of a 40 hour week.

Our results represent behavioral counterparts to the verbal reports of discrimination in the Campus Climate Survey. Further research should confirm and extend our study of subtle discrimination.

Other research could measure the thoughts and feelings about different minority groups.

Remediation

Promote educational opportunities for students to learn about the LGBT community.

Provide a safe space to voice their opinions about the LGBT community positive or negative.

Increase counseling for students who experience discrimination and those who discriminate.

Increase students and staff opportunities to safely discuss their concerns with the communities.

Better explain to students as to why the resource center is an important for the LGBT community.

Slide 1

BP1 add sentence to effect
instance of large deviations
and staring evidence subtle
discrimination

Blaine Peden, 4/25/2017

BP2 at end of method section

Blaine Peden, 4/25/2017