

**A call to action:**

# Striving towards inclusion in academic biology

## Understanding oppression faced by Asian Americans

Different racial and ethnic groups in the U.S. have been subordinated in different ways. This work integrates a dimension of cultural foreignness (Zou & Cheryan, 2017) along with the more commonly studied dimension of perceived status to understand forms of prejudice faced by Asian Americans. Using controlled laboratory and field experiments, self-generated discrimination experiences, and U.S. court cases, I will demonstrate Asian Americans' perceived positioning as high status and culturally foreign in U.S. society and consequences for the forms of discrimination they face. I will further provide experimental evidence that discrimination-based cultural foreignness may be seen by White Americans as less harmful than other forms of discrimination. This work moves beyond a "one size fits all" approach to discrimination to document the distinct forms of discrimination faced by Asian Americans in U.S. society and the accompanying challenges in addressing these forms of discrimination.

*An initiative sponsored by the Society for the Advancement of Biology Education Research (SABER) focused on promoting awareness, understanding, and commitment to change academic biology environments to be more inclusive. We are excited that speakers will be compensated for their time and this event is co-sponsored by Arizona State University's HHMI Inclusive Excellence Project, SEISMIC Collaboration, and the ASU RISE Center.*



**Sapna Cheryan, PhD**  
University of Washington

### Seminar

**Date:** Thursday, September 16th, 2021

**Time:** 9 AM (PT) // 10 AM (MT) // 11 AM (CT) // 12 PM (ET)

**Location:** <https://asu.zoom.us/j/85307613286>

*Sapna Cheryan is a Professor of Psychology at the University of Washington. Her research investigates the role of cultural stereotypes in causing and perpetuating racial and gender disparities in U.S. society.*

