

CONTENTS

FOREWORD BY SANTA J. ONO	xii
INTRODUCTION	1
<i>RESEARCH AND POLICY QUESTIONS WE ATTEMPT TO ANSWER</i>	6
<i>ORGANIZATION OF THE BOOK</i>	7
<i>ACKNOWLEDGEMENTS</i>	10
CHAPTER 1	
CAMPUS TURMOIL: THE “NEW NORMAL” OF RACIST SPEECH AND ACTIONS	12
<i>THE “COMING WHITE MINORITY”: BACKDROP OF CAMPUS CHANGE</i>	17
<i>DEMOGRAPHIC CHANGE: CONTEXTS AND CONSEQUENCES</i>	19
POLITICIZING RACIAL CHANGE: CONTEMPORARY REALITIES	20
“WHITOTIAS”: PERSISTING RESIDENTIAL SEGREGATION	25
“COLORBLINDNESS” AND RACIAL SEGREGATION	27
MAINTAINING WHITE DOMINANCE IN THE MIDST OF CHANGE	29

· REACTIONS TO RACIAL INTEGRATION: MAINTAINING WHITE DOMINANCE IN HIGHER EDUCATION	31
REDUCED STATE SPENDING ON HIGHER EDUCATION: RACIALLY GROUNDED	32
DRAMATIC INCREASES IN COLLEGE TUITION	34
CONTEMPORARY RACIAL CHANNELING: DE FACTO SEGREGATION IN HIGHER EDUCATION	38
REJECTING REPARATIVE PROGRAMS IN HIGHER EDUCATION	43
A NOTE ON PRIVATIZATION: SEEKING CORPORATE FUNDS AND CONNECTIONS	44
SYSTEMIC RACISM AND SYSTEMIC SEXISM: A BETTER CONCEPTUAL APPROACH	46
SOME ILLUSTRATIVE EXAMPLES	47
CONCLUSION	49

CHAPTER 2	DISCRIMINATORY EXPERIENCES FROM ACADEMIC FRONTLINES: LIMITS OF ORGANIZATIONAL AND LEGAL REDRESS	56
	PAINFUL TENURE HURDLES FOR FACULTY OF COLOR	57
	MORE EVALUATION HURDLES: RACIST AND SEXIST FRAMING IN OPERATION	60
	LONG-TERM IMPACTS ON TARGETS OF DISCRIMINATION	61
	THE CUMULATIVE EFFECTS OF EMOTIONAL AND COGNITIVE LABOR	63
	ACTIVE RESISTANCE BY UNDERREPRESENTED FACULTY MEMBERS	67
	USING THE LEGAL SYSTEM: SUCCESS AND FAILURE	68
	THE SLIM ODDS OF PROVING A CLAIM OF DISCRIMINATION	72

PROFESSIONAL AND INDIVIDUAL COSTS
OF COMPLAINING ABOUT
DISCRIMINATION 75
CONCLUSION 78

CHAPTER 3 QUESTIONING "IMPLICIT BIAS" AND
"MICROAGGRESSIONS": TOWARD BETTER
TERMINOLOGY AND CONCEPTS 83

IMPLICIT RACIAL BIAS: THE IAT 84
PROBLEMATIZING THE IAT TEST AND
APPROACH 85
THE IAT AND THE BIOLOGIZATION
OF RACISM 86
IAT'S TENUOUS LINK TO DISCRIMINATORY
BEHAVIOR 88
THE ISSUE OF CONSCIOUS AND
UNCONSCIOUS BIAS 91
*RETHINKING THE "MICRO" CONCEPTS:
AN OVERVIEW* 93
*BEYOND IMPLICIT BIAS AND MICROAGGRESSIONS:
SYSTEMIC RACISM AND THE WHITE
RACIAL FRAME* 98
SYSTEMIC SEXISM AND THE MALE
SEXIST FRAME 103
FAR MORE THAN PREJUDICE:
CONTEMPORARY RACIAL FRAMING 104
*QUESTIONING THE POPULARITY OF
IMPLICIT BIAS DIVERSITY TRAINING* 109
CONCLUSION 112

CHAPTER 4 REFORMULATING THE CONCEPT OF
"MICROAGGRESSIONS": EVERYDAY
DISCRIMINATION IN ACADEMIA 117

*THE ACADEMIC PLAYBOOK: MUCH
DISCRIMINATORY DECISION-MAKING* 120
PERFORMANCE AND PROMOTION
DISCRIMINATION 122
ISOLATION AND GLASS CEILINGS IN THE
WORKPLACE 124

	LACK OF SUPPORT AND FAILURE TO ALLOCATE RESOURCES 125	
	BULLYING AND HARASSMENT 126	
	REFRAMING MICROAGGRESSIONS: A BETTER CONCEPTUAL VOCABULARY 127	
	CONCLUSION 130	
CHAPTER 5	IMPOSED RACIAL IDENTITIES: ANOTHER ESSENTIAL CONCEPT	133
	NAMING AND CONCEPTUALIZING THE "IMPOSED IDENTITY" PROCESS 135	
	IDENTITIES: POLITICAL AND PSYCHOLOGICAL DYNAMICS OF DISCRIMINATION 139	
	DAY-TO-DAY REALITIES OF IMPOSED IDENTITY 141	
	IDENTITY ISSUES: PREVALENT ASIAN AMERICAN STEREOTYPES 145	
	IDENTITY ISSUES: NEGATIVE LATINO/ A FRAMING 149	
	IMPOSED RACIAL FRAMING: NATIVE AMERICANS 151	
	IDENTIFYING AS MULTIRACIAL AMERICAN 154	
	CONCLUSION 157	
CHAPTER 6	RESISTING AND COPING WITH EVERYDAY DISCRIMINATION	162
	STRESS AND COPING WITH EVERYDAY DISCRIMINATION 165	
	TYPES OF COPING RESPONSES 166	
	EVERYDAY DISCRIMINATION AND CAREER COSTS 170	
	SEEKING CAREER ALTERNATIVES: KNOWING YOUR ACADEMIC VALUE 174	
	PROACTIVE COPING STRATEGIES 182	
	DEVELOPING COMPLEX COPING STRATEGIES 183	
	POSITIVE USE OF MARGINALITY: THE "OUTSIDER WITHIN" 185	
	POSITIVE COMMUNICATION STRATEGIES 188	

DRAWING ON SOCIAL SUPPORT SYSTEMS	190
CONCLUSION	192

CHAPTER 7	MOVING FORWARD: ISSUES, STRATEGIES, AND RECOMMENDED SOLUTIONS	196
	<i>ACCENTING A BETTER ANALYTICAL FRAMEWORK: SYSTEMIC RACISM AND SEXISM</i>	199
	<i>SOLUTIONS FOR TWO-TIERED APARTHEID IN HIGHER EDUCATION</i>	203
	<i>DIVERSITY LEADERSHIP STRATEGIES</i>	206
	CONDUCT AN INSTITUTIONAL DIVERSITY AUDIT	207
	ESTABLISH TOP-LEVEL STRATEGIES AND EXPECTED OUTCOMES BASED ON EQUITY, DIVERSITY, AND INCLUSION PRINCIPLES	208
	CALL OUT THE DIFFICULT ISSUES	209
	PROACTIVELY ADDRESS UNDERREPRESENTATION OF NONDOMINANT FACULTY	212
	MONITOR INSTITUTIONAL PROCESSES FOR EQUITABLE OUTCOMES	214
	INVEST IN SYSTEMATIC AND SUSTAINED DIVERSITY EDUCATION	215
	CREATE AN INSTITUTIONAL SAFETY NET	216
	ASSESS IMPACT OF ADMISSIONS CRITERIA AND FINANCIAL AID ON UNDERREPRESENTED STUDENTS	217
	CRITICALLY EVALUATE FACULTY WORKFORCE MODELS	220
	CONDUCT RESEARCH ON DEMOGRAPHIC CHANGES AND INCLUSION	222
	CONCLUSION	222