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# OWN- AND CROSS- GROUP COLLECTIVE ACTION ADDRESSING PERVASIVE DISCRIMINATION (IN POLICING)

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# INTRAMINORITY COLLECTIVE ACTION

## Collective actions and behaviors

- In response to group-based disadvantage (Wright, 2003)

## Literature focus on majority-minority intergroup attitudes and relations

- Call for more contemporary research (Richeson & Sommers, 2016)
- “Allyship” as actions by majority group (Munin & Speight, 2010)
- Beyond target-agent binary: cross-group engagement from non-target minority group members

## Intra-minority attitudes and relations

- Positive feelings of common identity and fate (Craig & Richeson, 2011)
- Collective disadvantaged identity and victimhood (Vollhardt, 2015)
- Coalition building and engagement towards social change (Glasford & Calcagno, 2012; Verba & Nie, 1987)



# STUDY I

Are you with us? Predictors of engagement with own- and cross-group collective action.

Lake, J. & Kahn, K.B. (under review)



How do various social attitudes influence engagement with race-based collective action differently or similarly across groups?

RESEARCH QUESTION

# METHOD

## ■ Online survey

- Social attitudes, policing attitudes, attitudes towards current social movements

## ■ Participants

- N = 530 undergraduate and graduate students
- Mean age = 25.85 (SD = 8.63, range = 18-64)
- Racial groups: Asian (N = 70), Black (N = 32), Latinx (N = 88), White (N = 340)
- Gender groups: Women (N = 340), Men (N = 159), Transgender or not listed (N = 16), Decline to state (N = 4)

## MEASURES: OUTCOME

### **Support for protests & Black Lives Matter (BLM)**

$\alpha = .94$ ; 7 items, 1 (strongly disagree)-7 (strongly agree)

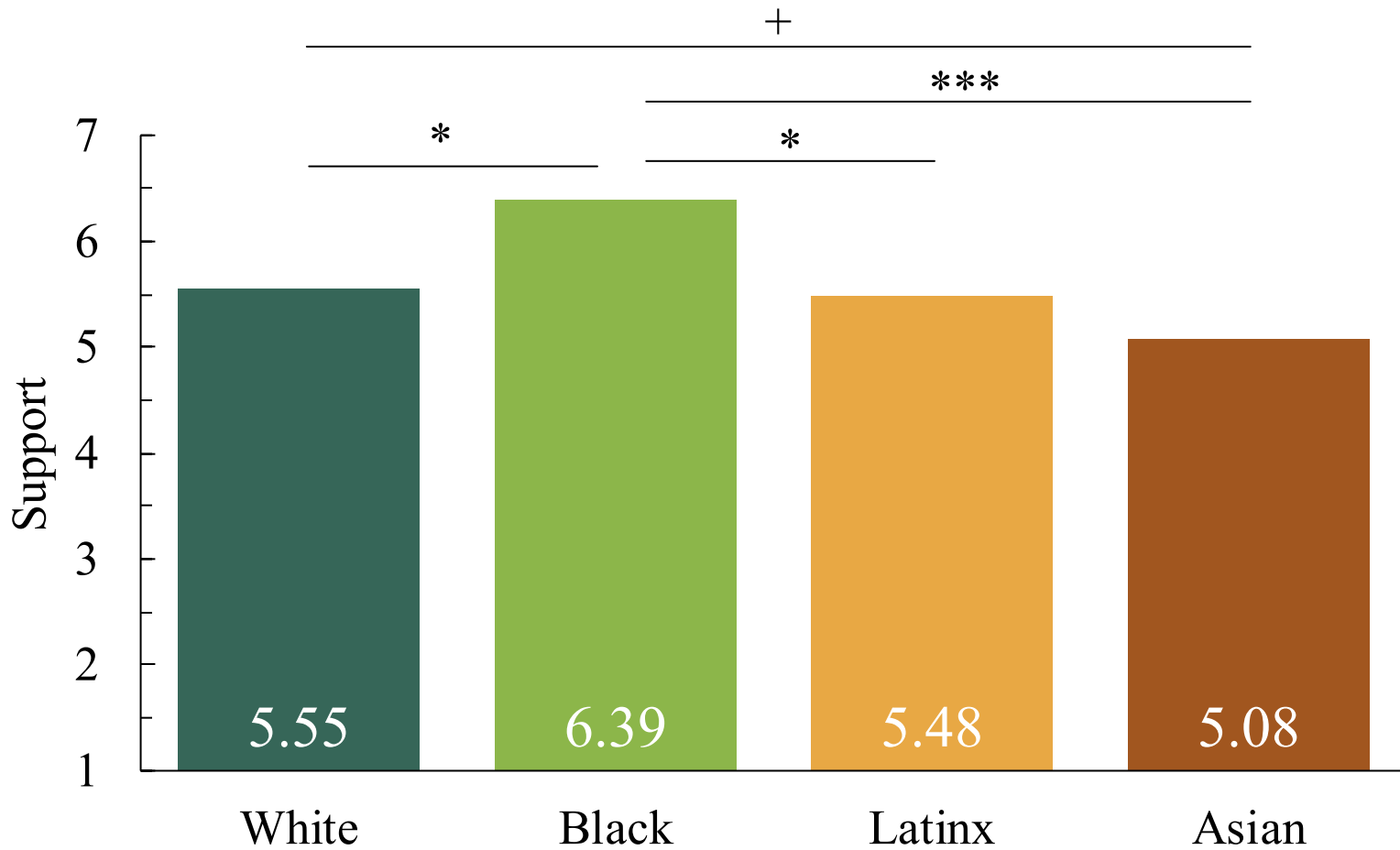
- “I support the Black Lives Matter movement.”
- “The protests in response to the shooting of Michael Brown, and similar cases, are effective in promoting social change.”

### **Participation in protests & BLM**

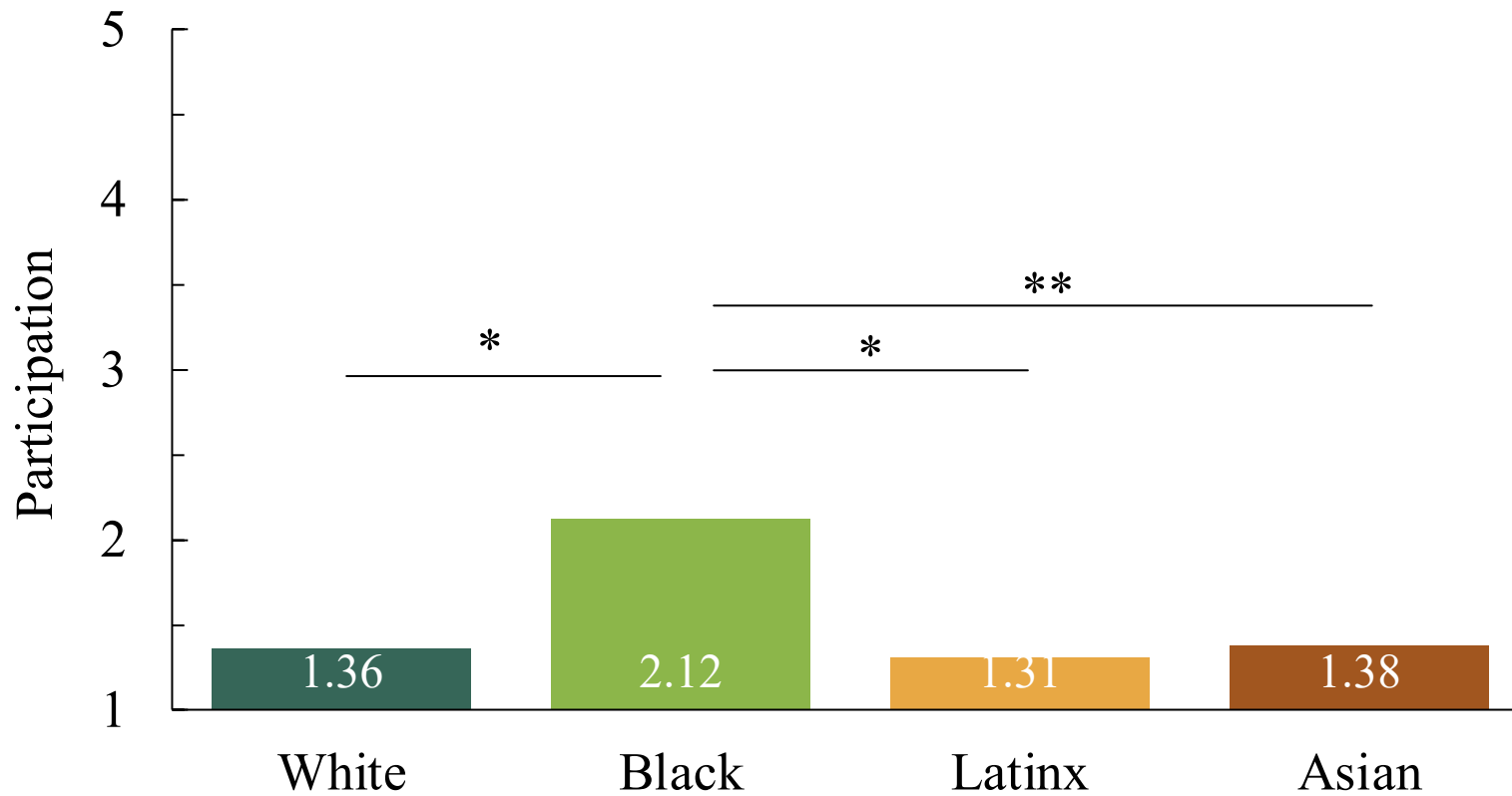
1 item, 1 (not at all) - 5 (extremely)

- “How much were you, personally, involved in any of the protest efforts for Michael Brown or similar cases?”

# SUPPORT FOR PROTESTS & BLM



# PARTICIPATION IN PROTESTS & BLM





# OUTCOME: SUPPORT FOR BLM

*Model summaries for RIC, APO, SDO, and JWB predicting 1) support for and 2) participation in protests and BLM as by racial group.*

*Note.* RIC = Racial Identity Centrality; APO = Awareness of Privilege and Oppression; SDO = Social Dominance Orientation; JWB = Beliefs in a Just World

	Predictors B(SE B)				Model Summary			
	RIC	APO	SDO	JWB	R	R <sup>2</sup>	F	p
<b>Support for Protests and BLM</b>								
<b>Asian</b>	.24(.07)***	.79(.19)***	.01(.14)	-.07(.13)	.66	.43	11.88	.00***
<b>Black</b>	.14(.09)	.68(.24)**	-.82(.29)**	.03(.20)	.67	.45	5.29	.00**
<b>Latinx</b>	.27(.07)***	.33(.14)*	-.24(.15)	-.24(.11)*	.58	.35	10.84	.00***
<b>White</b>	-.03(.04)	.93(.08)***	-.18(.08)*	-.39(.08)***	.75	.56	104.00	.00***
<b>Participation in Protests and BLM</b>								
<b>Asian</b>	.09(.06)	.30(.16) <sup>+</sup>	.31(.11)**	.10(.10)	.36	.13	2.35	.06 <sup>+</sup>
<b>Black</b>	.20(.12)	.82(.31)*	-.06(.38)	-.11(.27)	.65	.42	4.67	.01**
<b>Latinx</b>	.09(.05) <sup>+</sup>	.14(.10)	.25(.11)*	-.00(.08)	.32	.10	2.28	.07 <sup>+</sup>
<b>White</b>	.02(.03)	.18(.06)**	.01(.06)	-.14(.06)*	.33	.11	9.61	.00***

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# STUDY 2

When connectedness leads to coalition: Racial intraminority collective action tendencies

Lake, J. & Kahn, K.B. (in prep)



How do feelings of closeness with  
other minority groups influence  
cross-group allyship?

RESEARCH QUESTION

# STUDY 2A: METHOD

## Online survey

- Social attitudes, policing attitudes, attitudes towards current social movements

## Participants

- N = 186 undergraduate and graduate students of color
- Mean age = 23.68 (SD = 6.56, range = 18-60)
- Race: Asian (N = 67), Black (N = 32), Latinx (N = 87)
- Gender: Women (N = 120), Men (N = 60), Transgender (N = 4), Missing (N = 2)

# STUDY 2A: RESULTS

Group	Variable	M(SD)	ThermAsian	ThermBlack	ThermLatinx
Asian	ThermAsian	8.25(1.71)	-		
	ThermBlack	7.51(1.97)	.55***	-	
	ThermLatinx	7.33(2.03)	.60***	.88***	-
	SBLM	4.88(1.25)	.02	.30*	.29*
Black	ThermAsian	7.22(2.59)	-		
	ThermBlack	9.31(1.23)	.49**	-	
	ThermLatinx	8.72(1.76)	.61**	.65***	-
	SBLM	6.18(0.96)	.21	.09	.03
Latinx	ThermAsian	7.57(2.08)	-		
	ThermBlack	7.77(2.27)	.69***	-	
	ThermLatinx	8.86(1.72)	.47***	.50***	-
	SBLM	5.19(1.26)	.10	.22*	.03

Correlations for feeling thermometer scores towards racial groups and Support for Black Lives Matter by racial group.

*Note.* \*\*\*  $p < .001$ , \*\*  $p < .01$ , \*  $p < .05$ , +  $p < .1$

# STUDY 2B: METHOD

## Experimental online survey

- Prime feelings of closeness with 1) own group, 2) all racial minorities, 3) all humanity, 4) control

## Participants

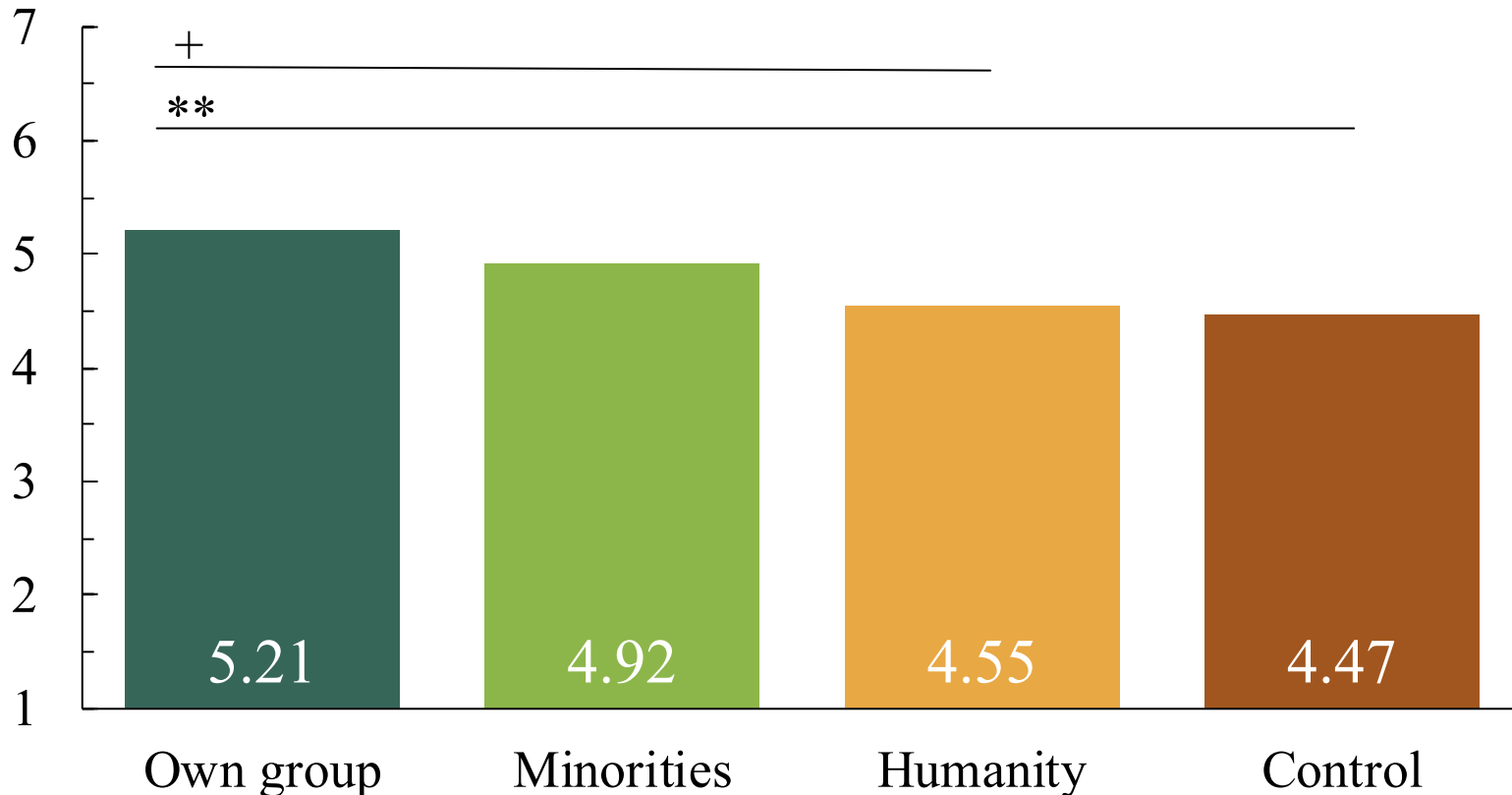
- N = 214 racial minority MTurk Workers
- Mean age = 33.43 (SD = 10.36, range = 18-75)
- Race: Asian (N = 55), Black ( N = 63), Latinx (N = 55), Native American (N = 9), Multiracial (N = 27); Other (N = 5)
- Gender: Women (N = 142), Men (N = 70), Missing (N = 1)

# STUDY 2B: PRELIMINARY RESULTS

Outcome: Support for intraminority collective action

10 items,  $\alpha = .94$  (Lalonde & Cameron, 1993)

“I think that racial minorities can better their social position if they organize and work together.”







# STUDY 3

Racial minority participation in collective action towards racial justice: Motivations, barriers, and consequences (Pilot)

# METHOD

- 6 semi-structured interviews
- 45-67 minutes long
- Racial minorities who had previously or are currently engaged with race-based community organizing
- Script
  - Motivations & process of being involved
  - How they define allyship and solidarity
  - **Individual and group-based actions in terms of other groups**
  - Barriers to individual engagement and cross-cultural coalition building

# COMMUNITY-BUILDING

“If there’s no like community building I don’t know how I’m supposed to show up. I could google it...but to me **it’s not the same as having an actual relationship.**”

- 25, queer female, Latinx Mexican-American

“Having those **face-to-face interactions** leads me to be curious and to just seek understanding of other folks.”

- 30, man, Mexican

# UNDERSTANDING OF STRUCTURES & HISTORIES

“but [their histories] are not connected in conversation with each other and **understood as kind of as happening at the same time** and not being informed by each other. **To recognize that there are issues that affect people differently...**it’s important to recognize the ways in which things disproportionately...that experience differently”

- 26, man, Black

“Many of it, actually all of it has been **identity-based work**. Like **understanding...imperialism and colonialism** as it relates to all of the things that I care about and am a part of. It’s been a big shift...it pushes me to strive for...it has to be freeing and liberatory.”

- 33, cisgender queer man, Korean

# COMMON IDENTITY

“**I’m not free until everyone’s free.** Like I may not be affected firsthand but that’s still **injustice within a community that I live in.** That’s injustice that I don’t want within the community that I live in. That’s why I want to be involved”

- 30, man, Mexican

“In terms of being a racial minority I mean **I experience it, but I don’t know what it’s like [for other groups].** I’m never going to be anything besides Latina.”

- 25, queer female, Latinx Mexican-American

# IMPLICATIONS

- Move away from target-agent CA binary
  - Rethink models of collective action for non-target minority groups
- New insights on intraminority relations and solidarity
  - Current collective action movements
- Applications for community organizers, policy makers, and researchers
  - Program development
  - Develop community-informed policy or change efforts



# THANK YOU

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Gender, Race, and Sexual Prejudice (GRASP) Lab

[www.pdx.edu/kahn-prejudice-research-lab](http://www.pdx.edu/kahn-prejudice-research-lab)

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