

Ethnic Diversity Newsletter

Department of Ethnic Studies at Minnesota State University, Mankato

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<http://www.mnsu.edu/dept/ethnic/>

Social Stigma, Negative Stereotypes and Intolerance of Differences¹

Yueh-Ting Lee, Ph.D. Chair and Professor

Stigma originally means a sign or mark, cut, or burn into the body. In social sciences and behavioral medicine, stigma also refers to an attribute or sign or mark of a person that is deeply discrediting, devalued, spoiled or flawed in the eyes of others (Corrigan, Watson & Ottati, 2003; Crocker, Major & Steele, 1998; Goffman, 1963). Obviously stigmas are associated with negative stereotypes. If people have prejudice (i.e., negative attitudes) or negative stereotypes towards a minority woman, a GLBT (gay, lesbian, bisexual or transgender) person, a short or obese Mexican, an old Chinese, an alcoholic Irish, an African Muslim, a HIV/AIDS patient, or a person with disabilities, they may tend to stigmatize him or her and sometimes may discriminate against him or her (see Corrigan et al, 2003).



<http://www.themainlink.net/antistigma/>

Today due to social desirability or political correctness, many or most people, minority or majority, try to stop or get rid of stigmas, prejudice or negative stereotypes. They do not think they have any stigma or prejudice, "I am fine. I have no prejudice against those disadvantaged groups whereas others cannot have any prejudice or negative stereotypes or stigmas toward me." Actually these thoughts are faulty. Everyone, including you and me, has prejudice or preference (Lee, 1996). We cannot be free from prejudice or stigma. Surely others may stigmatize me as a short Chinese "workaholic" (rather than a tall Irish "alcoholic"). Everyone has stigmas toward those who are different from him or her. Everyone may also be stigmatized by others due to his or her differences. Regarding colors, certain people may not like black or yellow and associate it with a stigma or something negative (e.g., darkness or yellow peril). On the

other hand, whiteness may also be associated with a stigma or something negative (white trash or white pig). Though words or objects are meaningless, human beings attach meanings to each word or object, person or group. On the one hand, we want to stop stigmas, negative stereotypes and prejudice. On the other hand, it is very difficult to do so, if not impossible.

This is because we all have preference, prejudice, negative stereotypes as well as stigmas. We are normal human beings and different from each other. Human beings are different in various aspects and for various reasons—socio-culturally, psychologically, economically, politically, physically or genetically. **It is differences that engender stigmas, negative stereotypes and prejudice** (Lee, 1996). More importantly we must be aware of our own prejudice and preference, our negative stereotypes or stigmas toward those who are different from ourselves. If we are intolerant of those who are different from us (e.g., socio-culturally, psychologically, economically, politically, physically or genetically), we may tend to think about them negatively and act negatively toward them (i.e., discriminate against them)—see Lee, McCauley, Moghaddam & Worchel (2004). **WE ARE DIFFERENT IN VARIOUS WAYS AND FOR VARIOUS REASONS!** Thus "**understanding and appreciating human differences**" is a first step towards **reducing and minimizing (not to STOP ING OR ELIMINATING) our own prejudice, stigma, and negative stereotypes**. Much research (e.g., Lee, 1996, 2003) has demonstrated that differences-understanding and appreciation can lead to a decrease in human conflict and an increase in human harmony and peace.

References and Citations

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Great Graduate Program and Graduate Students in Ethnic and Multicultural Studies at Minnesota State University

Unique Identity of our Graduate Program

Dr. Wayne E. Allen, Assistant Professor & Graduate Director
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With the first semester of our new Master of Science EMCS program completed, we are very pleased with our cohort of new graduate students. EMCS is Ethnic and Multicultural Studies. In ethnic and multicultural studies we teach and investigate issues concerning ethnic and racial diversity, and intergroup relations and conflict, both in America and around the world. In today's changing world, studying ethnic and race relations and conflict in America helps us to better understand the nature and underlying causes of intergroup relations and conflict in the global village.

Our new program is unique in that it is the only ethnic studies graduate program in the upper Midwest. It emphasizes an applied scholarly and scientific approach to ethnic studies that is then translated into both political advocacy and action, which in a nutshell is the praxis (or professional practice) of our discipline. First, our graduate students gain factual knowledge by taking required 500 and 600 level courses in-house that focus on ethnic and racial populations, discrimination, immigration, stereotypes, and many other important diversity issues. Secondly, they learn how to understand and appreciate the different values, beliefs, and practices of members of diverse and underrepresented populations. Last, and importantly, graduate students in our program are required to take courses outside our department to gain the following interdisciplinary skills: 1) research skills, writing skills, and/or computer and statistical analysis skills; 2) human resources management and leadership skills; and 3) counseling skills. We cap off our graduate students' professional preparation with a course on cross-cultural training and diversity management expertise. This is extremely significant

Innocuous Acts

Timothy Joseph Gardner (Graduate Student in Department of Ethnic Studies)

Discriminating incidents resonate through all of life. Surface effects can be felt immediately as a slow tension rises, one act at a time. These are singular acts ranging from slurs to denial of constitutional rights that slip under the proverbial carpet in the form of institutional policy.

It is precisely these acts that need to be taken to a personal level and require an individual to step back and question what happens next? What happens after the slur is said, a person is fired due to their sexual orientation, or another black male goes to jail in the U.S. due to systematic discrimination? Does turning one's head and being silent validate this action?

because we are the only professional graduate program, both at MSU and in the upper Midwest, which deals specifically with the diversity issues currently being discussed in so many forums on campus.

(Below is a picture taken in our graduate seminar ETHN 650 Helping across Cultures in Fall, 2003. Right to Left: Timothy Gardner, Lorrie Bortuzzo, Abdulkadir Alasow, Charissa Blue, Jamie Smith, Kimberly Brossard, and Tricia Crider)



We are preparing our current cohort of graduate students to be leaders in the diversity arena and their enthusiasm and scholarly acumen encourages those of us on the faculty in the Department of Ethnic Studies that we are on the right track. We have four more new graduate students coming into the program in Spring 2004, and with the demands for more diversity awareness in the future we only see our program growing and expanding to meet those needs.

For more information about our graduate program, please visit: <http://www.mnsu.edu/dept/ethnic/programs.html>, and application materials can be downloaded at the website of the College of Graduate Studies and Research as follows: <http://www2.mnsu.edu/graduate/pstudents/applications.shtml>.

It is our job as humans and citizens of the world to ask what happens next, especially when concerning incidents that are perceived to be small and innocuous. Every time someone lets the phrase "that's so gay" or "you're a faggot" pass over them they are contributing to oppression by being silent. This is the same when talking about ethnic, racial, and gender slurs. Silence aligns an individual with the oppressor.

The cycle of oppression is continued through small acts. The single act of questioning and stating one's disapproval can begin to untie the ropes that bind discrimination. It is this single act that deconstructs the power relationship between perceived acceptance of discrimination and actual intolerance of discrimination.

Oppression is not due to one single act but many acts that are reinforced by citizen's silence. Removing the silence halts the creation of second-class citizens that are created through small acts, which appear innocuous.

Internship Program in Ethnic Studies: Sharing Experience and Learning beyond Classrooms

Working with Immigrants and Refugees in Twin Cities

Mail Inoue (Undergraduate Major/Intern in Ethnic Studies)

I am an ethnic studies major and have spent quite a lot of time reading and discussing ethnic related issues. In my ethnic studies, I have dealt with issues such as myths about ethnic minorities, immigrants/refugees, ethnic conflict, racism, sexism, and so on. I thought I had learned what I needed to know regarding ethnic related issues, but my guess turned out to be completely wrong right when I started working as an intern at an immigration/refugee supporting organization in the Immigration Office and Policy in Urban Coalition in St. Paul.

One of my tasks was to talk to many people and do research on the current issues regarding immigrants and refugees in the Twin City area. This requires good communication skills, which you do not really learn in class. Establishing good partnerships was the first step in this field. The things I had learned in my ethnic studies classes, of course, helped but I felt interpersonal communicational skills are more important and helpful when it comes to working with people, especially immigrants and refugees.

I strongly encourage students to work as an intern because you experience what you cannot get from your class. Writing papers or participating in discussions surely expands your knowledge but it is useless when you do not apply it to the real world. However, working as an intern gives you a good opportunity to actually utilize your skills and knowledge. Having experiences is sometimes more important than having knowledge when it comes to working in an environment in which you are required to talk to a lot of people. I recommend students go outside the classroom and expand their world.

Ethnic Studies Student Organization (ESSO)

ESSO is an organization of students from MSU, Mankato who believe in the rights of all individuals. ESSO is NOT only for Ethnic Studies students but is an all-encompassing group who accepts members from anywhere. This semester we have worked on building bridges with other recognized student organizations (RSO's) and are planning a film symposium for next semester. In addition, we are planning a trip to the holocaust museum and a panel for Ethnic Diversity Day. Our group is very diverse and we are always welcoming to new members. If you have any questions or would like to join a meeting please e-mail ESSO at mnsuesso@yahoo.com.

Doing an Internship in a Latino/Mexican non-Profit Organization

Julianna Koomen (Undergraduate Major/Intern in Ethnic Studies)

During the summer of 2003, I spent some of my time interning at a nonprofit organization called LA-MANO, Inc (Latin American Multi-Ethnic Association for Networking and Opportunities). It was a great learning experience especially for someone who is interested in learning about how a non-profit organization operates on a small level. The organization only consisted of three employees, all of them who are very fluent in Spanish. My main responsibilities included helping clients find information and providing them with the services that the information center offered. I also participated in meetings and researched for grants and helped with the proposals when it was needed.

The objective and mission of LA-MANO Inc. is to identify the needs, implement services, create opportunities and develop leadership among the Latin American and the Multi-Ethnic communities. They provide a wide variety of services including an information center on local services, a general crime, sexual assault and help for abused children programs and much more. However, it was unfortunate to hear that due to budget cuts the Abused Children Program was going to be cut. LA-MANO still provides this assistance due to the high need of this service in the community but has been integrated with another program.

My overall experience was great. Those people I worked with made it even better.

Ronald E. McNair Program

Minnesota State University, Mankato received a grant of \$1.1 million to develop the Ronald E. McNair Post-baccalaureate Achievement Program on campus. The purpose of this program is to provide first generation, low income students and students that are from groups underrepresented in graduate education the opportunity to effectively prepare for graduate studies. Prof. Charles Cantale serves as a Director of this program; and the Assistant Director of this program is Dr. Joann Quinones who is a faculty member of the Department of Ethnic Studies. Faculty who are interested in being mentors and students who are interested in this program may contact Prof. Joann Quinones (507-389-6903 or 5014 or mcnair@mnsu.edu).

Professional Events and Research Activities

(June, 2003—January 15, 2004, ES Colleagues bold-faced)

Cross-Cultural/Ethnic Scholarship

Wayne Allen submitted a book chapter, "Disturbances in the Dreamtime: Reconciling in-group/out-group behavior in traditional oral narratives," for "*In Literature and the Human Animal*," Jonathan Gottschall and David Sloan Wilson, editors.

Wayne Allen presented at the ChYLI Latino Youth Conference on Native Americans and Tradition vs. Modern Community Values, Sept. 18.

Wayne Allen presented, "*Traditional Wood, Stone, Bone, & Hide Tools*," at the Mahkato Wacipi (Mankato Powwow) Education Day, Sept. 19.

A portion of **Wayne Allen's** book review of *Applied Anthropology: A Career-Oriented Approach*, by Margaret A. Gwynne (2003), Boston: Allyn & Bacon, was printed on the back flap of this new textbook.

Luai Bashir presented, "What Middle Easterners think about Americans," to North Mankato community members and members of the Mankato Peace Coalition, North Mankato, MN, June 19.

Yueh-Ting Lee was invited to give lectures on identity and global ethnic relations at Southwest University of China, July 2003.

Yueh-Ting Lee, Joann Quinones, and Edison Perdomo's article, "An Integrative Model of Ethnic Contact, Identity and Conflict (CIC): Application to U.S. Immigration and naturalization," was published in *Ethnic Studies Review*, 26(2), 57-80 (2003).

Lee, Y-T. (2003). *Qualitative Study and Cross-Cultural Equivalence: Methodological Comparison*. Paper presented at the International Conference of Research on "Stigma and Behavioral Health in the

Urban Employers in China and USA—Stage 1" on December 6-7, Beijing China.

Lee, Y-T. & Jia, W. (2003). *Chinese and American Self: Social Perception and Communication Style*. Paper at the 9th Annual International Conference by the Association of Chinese Professors of Social Sciences at University of Nevada on October 25, Las Vegas, Nevada.

Han, A & **Lee, Y-T.** (2003). *Chinese Daoist vs. Western Theories and Applications in Management and Leadership*. Paper at the 9th Annual International Conference by the Association of Chinese Professors of Social Sciences at University of Nevada on October 25, Las Vegas, Nevada.

Lee, Y-T. & Wang, D-Y. (2003). Aboriginal people in Taiwan, continent China and the Americas: Ethnic inquiry into common root and ancestral connection. In X. Li, and Z. Pan (Eds.), *Taiwan in the twenty-first century* (pp. 63-82). Lanham, MD: University Press of America, Inc.

Hanh Huy Phan presented, "*Comparison between the Asian Pacific Americans and the other three American racial minority groups*," at the MSU, Mankato, Asian American symposium, October 16, 2003.

Hanh Huy Phan presented, "Slaying the Dragon: Stereotypes of Asian Males and Females," at the Minnesota State University, Mankato, Asian American symposium, October 16, 2003.

Luis Posas completed a technical report for the United Nations. The report is entitled "*A study of masculinity and socio-cultural factors related to men's behavior toward paternity in Honduras*" (to be published by the United Nations in 2004).

Joann Quinones presented a paper "*African American literature as civil rights frontiers*" at the conference of Western Literature Association in Houston Texas in October, 2003.



Accomplishments of ES Program Faculty

Fred Slocum submitted a chapter entitled "Racism, Racial Stereotypes and American Politics" (with Yueh-Ting Lee) for inclusion in Jean Lau Chin (ed.), *The Psychology of Prejudice and Discrimination* (a four-volume set), Praeger Publishers, expected publication in 2004.

Sheryl Dowlin and Clark Johnson organized a workshop for educators on "**Moving Towards Respect**" and a public lecture on "**survivor stories**" with Dr. Suzanne Bunkers at Minnesota State University Mankato during the week of November 10-14.

Vinai Norasakkunkit coauthored a paper with Y. Uchida titled, "Cultural Constructions of Happiness: Theory and Empirical Evidence," for the *Journal of Happiness Studies* (in press)

Derek Catsam presented a paper titled, "Erasing the Badge of Inferiority: Segregated Interstate Transport on the Ground and in the Courts, 1941-1960," at the American Society for Legal History conference, Washington, DC, Nov. 15.

Derek Catsam presented, "The Kennedy's and the Freedom Rides," at Chestnut Hill College's "The Kennedy Legacy: A Forty Year Perspective," in Philadelphia, PA on Nov. 22.

Derek Catsam had an op-ed piece published on History News Network entitled "Why Africa is Finally Getting Attention," Nov. 24, 2003.

Support and Sponsorship of Ethnic and Cross-Cultural Events/Activities

1. With the La-Mano, Inc., the Department of Ethnic Studies at MSU sponsored the 6th Annual Celebration of the Mexican Independence Day on September 13, 2003. Students (e.g., Charles Elton and Abdulkadir Alasow) and faculty also helped in this event.
2. On September 19, 20, & 21, **Dr. Wayne Allen** and many of our ES faculty and students who did voluntary services for the Pow Wow participated in the 31st Annual Traditional Wacipi honoring the 38 Dakota in Mankato, Minnesota.
3. On October 16, **Hanh Huy Phan** helped to organize the Asian American Symposium.
4. On October 17, graduate and undergraduate students **Sonia Huq, Kaori Otsubo, Jamie Smith, Yang Xiong, William Yang, Pang Yang, Sandy Vue, James Burnett, Tim Gardner, Ryo Kitahara, Chris Henninger, Greg Lessard and Julianna Kooman** attended an Asian Pacific American Youth Forum at the Minnesota State Capitol with *Professor Hanh Huy Phan*.

External Grants for Ethnic and Cultural Teaching and Research

In July, 2003, Department of Ethnic Studies was awarded a **\$5,000 grant for a project** called "Broadening Multicultural Labs via Ethnic Community Experience and Apprenticeships" (2003-2004) from the MnScu/Bush Foundation.

A grant of \$2 million for an international program entitled "Stigma & Behavioral Health in Urban Employers from China & US," was awarded by the National Institute on Mental Health

5. **Department of Ethnic Studies sponsored a** two-day workshop on "Moving Towards Respect," Nov. 13-14 at MSU. Also **Wayne Allen, Hanh Huy Phan, Abdulkadir Alasow, Charissa Blue and Timothy Gardner**, faculty and graduate students from the Department of Ethnic Studies attended the two-day workshop.

6. *On November 20, 2003, thanks to the coordination of **Mai Inoue**, an ES major, who is doing her internship in the Office of Immigration and Refugee Policy of Urban Coalition in the Twin Cities, the Department of the Ethnic Studies Department organized an immigration forum at MSU. Speakers included Michael Yang (Director of Immigrant and Refugee Policy Coalition), Francisco Gonzalez (attorney at immigration law), Nithy Sevannhinnathan (Assistant Director of International Student Office) and Kent Cova-Saurez (Community Assistant for Refugee). There were over 60 participants, including students, faculty and community members. The event was supported by the Ethnic Studies Dept., Twin Cities Urban Coalition, and a MnSCU grant on learning via apprenticeships.*

7. On November 21, 2003, the Department of Ethnic Studies co-sponsored the Cultural Diversity Annual Dinner.

(NIMH), the National Institute on Alcohol Abuse and Alcoholism (NIAAA), and the Fogarty International Center (FIC). This grant is hosted at the University of Chicago and shared by University of Chicago, Minnesota State University, Hong Kong Polytechnic, Chinese Academy of Sciences, and Beijing Normal University. Dr. Lee is a co-PI (co-principal investigator) of this project, and **MSU receives \$111,900**.

In December, 2003, Department of Ethnic Studies was awarded a **\$10,000 grant for a discipline conference** called "Teaching and Learning Ethnic and Cultural Issues" (2003-2004) from the Center of Teaching and Learning in the MnScu Office. The discipline conference is scheduled in Spring, 2004.

Graduation and Congratulation

We congratulate Charles Elton and many other E.S. undergraduate students for having graduated in December, 2003 and congratulate graduate student Mary Booker for the completion of her M.S. requirements in Ethnic Studies!

Mary Booker's research paper dealt with Latino population growth and perceived impact on politics. That is, immigration into the United States from countries in Latin America is rapidly changing the demographics of American cities. The growing Latino/Hispanic

population due to its large numbers has the potential to be a powerful voting bloc in all level of U.S. politics. Currently estimated to comprise 13 percent of the total population, 38.8 million, Latinos--whose categorizations includes U.S. residents of Mexican American, Puerto Rican, Cuban, or a variety of other Hispanic background--represent the fastest-growing 'ethnic minority' in the United States. Demographic projections have forecast Hispanics to become the largest ethnic minority in the US sometime between 2005 and 2010.

Ethnic Department Faculty

Below is a picture of our Department regular and adjunct faculty. We welcome **Dr. Luis Posas** back after working two years in Honduras. In addition to our regular faculty—Wayne Allen, Yueh-Ting Lee, Luis Posas, Hanh Huy Phan, and Joann Quinones, we have four new adjunct faculty working with us in Spring, 2004. They are Eida Berrio (EDD, currently Dean of Community Life and Diversity at St. Olaf College) who teaches ETHN 450/550 (Latino/Hispanic Studies), Nadarajan Sethuraju (Ph.D. Associate Dean of Multicultural Affairs at Gustavus College) who teaches ETHN 400/500 (Cultural Pluralism), and Francisco Gonzalez (Attorney at Somsen, Schade & Franta in Mankato) who teaches ETHN 100 (American Racial Minorities). Additionally, Dr. Edwin Savundranayagam team-teaches ETHN 150 (Multi-Cultural/Ethnic Experience) for the Department.



Ethnic Studies Scholarships

The Department of Ethnic Studies provides special opportunities and recognition for our Ethnic Studies students. We have the E. S. Academic Excellence Scholarship/Award for an ES student with the highest GPA, and the E.S. Achievement Scholarship/Award for an ES student who overcomes a great difficulty and maintains a very good GPA and the “Timothy Price Scholarship” for two outstanding students who are in great academic standing and also have demonstrated excellent leadership skills and community experiences.

In order to continue providing our students with scholarships and interactive multi-cultural experiences, we need continuous support from colleagues and friends. Please consider a contribution to the Ethnic Studies Department’s foundation account for scholarships (Acct # 335814). For more information, please contact Dr. Lee (lee@mnso.edu or 507-389-6319). Thank you for your active support and contribution to our students and program.

Appreciation to the ES Faculty Subcommittee for their Services

On November 7, 2003, we had a general program faculty meeting. We appreciate the following faculty members who expressed their willingness to serve on the ES Subcommittee for us: Johnson Afolayan (Education), Derek Catsam (History—Social and Behavioral Sciences), Julie Carlson (Education), Bill Dyer (Humanities), Martine Harvey (Speech Communication—Arts and Humanities), Avra Johnson (Political Science and Law Enforcement), Song Kim (Business), Glen Peterson (Rehab Counseling at Allied Health and Nursing), Louis Schwartzkopf (Physics at Science, Engineering and Technology), Fred Slocum (Social and Behavioral Sciences), and Betty Young (Family Consumer Science).

Spring 2004’s Schedule

For the schedule of Spring, 2004, please visit our website:

<http://www.mnsu.edu/dept/ethnic/class.html>

Mission Statement

Our mission statement states, “**The Department of Ethnic Studies, an interdisciplinary program, is academically committed to promoting multicultural and ethnic knowledge, skills and values both within and outside the United States and to preparing our students for effective functioning across the culturally diverse and global community.**” For more information about the Ethnic Studies undergraduate or graduate programs, please call the Department of Ethnic Studies at (507)-389-2798 or visit our website (<http://www.mnsu.edu/ethnic>).

Have a Great New Year and New Semester!



Ethnic Diversity

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