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RESEARCH HIGHLIGHTS

THE OFFICIAL NEWSLETTER OF THE SOCIAL JUSTICE COMMITTEE
IN THE DEPARTMENT OF PSYCHOLOGICAL SCIENCE

INFLUENTIAL FIGURES IN PSYCHOLOGY



Derald Wing Sue

Derald Wing Sue is a prominent voice in cross cultural studies - he is the most cited multicultural scholar today. The Civil Rights Movement and being teased for his ethnicity as a child formed the foundation for his interest in multicultural studies.

Sumie Okazaki

Sumie Okazaki conducts research that examines the impact of immigration, race, and social and culture change on Asians and Asian Americans within transnational and local contexts



FACULTY RESEARCH HIGHLIGHTS

Impact of Key Workplace Breastfeeding Support Characteristics on Job Satisfaction, Breastfeeding Duration, and Exclusive Breastfeeding Among Health Care Employees

Victoria Scott, Ph.D

In the linked article, Dr. Victoria Scott and colleagues explored the nuanced nature and impact of workplace breastfeeding support. Specifically, they explored how workplace breastfeeding support, operationalized as (1) organizational support, (2) managerial support, and (3) co-worker support for breastfeeding, related to job satisfaction and breastfeeding outcomes among healthcare employees. Dr. Scott and colleagues found that managerial and organizational breastfeeding support were significantly related to job satisfaction. Managerial support was related to extended exclusive breastfeeding, while organizational support increased the odds of exclusive breastfeeding. Their study was the first to examine the association of exclusive breastfeeding with features of workplace support, ultimately suggesting that business and public health efforts should intersect in order to improve workplace and health (i.e., breastfeeding) outcomes.



Microaggressions, Marginality, and Oppression: An Introduction

Derald Wing Sue, Ph.D

Dr. Sue's chapter on microaggressions, marginality, and oppression defines the terms and discusses the psychological dynamic at play between the culture and group-based experiences that may influence how those from marginalized groups navigate through the world. Dr. Sue also discusses how perpetrators of microaggressions often find it difficult to see how they have committed them given the human need to see ourselves as decent human beings and maintaining a positive self-image. Finally, Dr. Sue focuses on the more subtle -isms that may impact the well-being of those in marginalized groups.



Diversity climate promises in ideological psychological contracts: racial differences in responses to breach and fulfilment

Edward Yeung, Ph.D & Winny Shen, Ph.D

In this linked article, Dr. Yeung & Dr. Shen examine the influence of diversity in workers psychological contracts (i.e., the beliefs and perceptions a worker has about themselves and their employer). They find that diversity serves as an ideological inducement and is an important factor in workers psychological contracts today. Diversity in the workplace can influence workers' job behaviors and attitudes, whether it is fulfilled or not.



A vicious cycle of symbolic tokenism: The gendered effects of external board memberships on chief executive officer compensation

Shavin Malhotra, Ph.D

Shavin Malhotra and colleagues investigated how tokenism and perceived preferential selection relate to the gender pay gap in CEO compensation. They theorize that female CEOs are paid less because they are hired to meet diversity goals instead of their personal merits. Thus the organizational decision makers may view female CEOs as just symbolic or token positions instead of women in powerful roles leading to lower pay. They also hypothesize that the gender composition of the board and compensation committee will have a moderating effect.



VIDEOS

Cultural Psychiatry Pioneer: From Local Experience to National Agenda

This video is part of an interview series focused on researchers that work on Asian American health and/or mental health. In this video, Dr. Albert Gaw discusses the challenges he faced in pioneering cultural psychology efforts for a community health center in Boston's Chinatown.



Why Most Parenting Advice is Wrong | Yuko Munakata | TEDxCU

Dr. Yuko Munakata is a developmental psychologist and neuroscientist whose research looks at the environmental effects that can impact a child's development. In this TEDTalk, Dr. Munakata discusses the findings on how the same parenting can have different effects on different children, and what this means for child-rearing.

Asian Misrepresentation in Media | Peter Westacott | TEDxIthacaCollege

This presentation discusses the impact media has on the stereotyping of Asian people based on the findings from the Center for Research on the Effects of Television (CRETV). Specifically, Peter Westacott brings up examples of how white actors are often used to portray Asian characters, and when Asian actors are in the media they are often having to portray an Asian stereotype.



PODCASTS

Speaking of Psychology: Does diversity training work? with Calvin Lai, PhD

In this podcast Dr. Calvin Lai is interviewed about his work on implicit bias and how that information can be used to implement diversity training. In addition, there is discussion on the effectiveness of diversity training and the potential limitations it has in the real world.



Waves of Change - Stopping Asian Hate with Rachel Matsuoka: Why Are Hate Crime Charges So Rare?

Diana Chu and Dr. Mankit Li are two psychologists that discuss topics relating to Asian American culture and psychology. In this episode Dr. Li interviews actor and activist Rachel Matsuoka about her experiences with hate incidents and the psychological effects these crimes have on AAPI people. (Content Warning: Explicit language, racial slurs; Trigger warning: discussion of violent hate incidents and microaggressions)

TO OUR AAPI COMMUNITY

To the Asian American and Pacific Islander (AAPI) community in the Department of Psychological Science, UNC Charlotte, and broader Charlotte community, we stand with you against hate. The AAPI community has experienced an increase in relentless violence over the past year. And on March 16, 2021, a white man in Atlanta shot and killed 8 people, 6 of whom were Asian women. We mourn the lives that were lost. This was an act of terrorism steeped in and motivated by misogyny, classism, immigration status biases, professional class biases, and white supremacy.

The Department of Psychological Science will continue its efforts in dismantling and critically interrogating the systems of oppression and discrimination that have resulted in the hate crimes plaguing the AAPI community. We do so in order to create space where one day every member of our community feels safe and valued. We encourage students, faculty, and staff to reach out to continue the conversation. We recognize that this is a time of great fear and sorrow for our AAPI community and are here to offer our support. [Official department page with statement.](#)

RESOURCES

Here are some resources for AAPI students and faculty

- [Asian American Psychological Association](#)
 - The Asian American Psychological Association was founded in 1972 and works to improve the well-being and mental health of Asian America communities through research, education, professional practice, and policy.
- [APISAA Therapist Directory](#)
 - Asian, Pacific Islander, and South Asian American (APISAA) Therapist Directory to help facilitate your search for a therapist near you.
- [Bystander intervention training and a guide to speaking up](#)
- [Apalanet Protecting AAPI Working People](#)
- [68 Ways to Donate in Support of Asian Communities](#)
 - A list of victim memorial funds and community organizations you can donate to to support Asian Communities.

UNIVERSITY EVENTS

New Summer Courses that focus on Multiculturalism and Social Justice

PSYC 3001-083- Topics in Psychology: Psychology and Culture

Online Synchronous: TR 1315 – 1445pm

Examines the psychological principles, theories, and research through the exploration of cultural differences and similarities, both within and between cultures. Topics will include how culture influences cognition, development, emotions, personality development, social behavior, and health. This course will help students develop cultural competence.

PSYC 3001-084 Topics in Psychology: Critical Theory, Social Psychology, and Social Justice

AFRS 3050-080 Topics in Africana Studies: Critical Theory, Social Psychology, and Social Justice

WGST 3050-083 Topics in Women and Gender Studies: Critical Theory, Social Psychology, and Social Justice

Online Synchronous MW 1400-1600

Explores critical social psychological perspectives and methods that challenge mainstream experimental psychology and emphasize studying people within social contexts. Particular attention to topics of intersectionality theory, queer theory, critical race theory, qualitative methods, and how the study of social psychology can both contribute and hinder social justice efforts.

PSYC 3001-085 Topics in Psychology: LGBTQ+ Psychology

WGST 3050-085 Topics in Women and Gender Studies: LGBTQ+ Psychology

Online Synchronous: TR 1500-1700pm

This course will examine the experiences of individuals who identify as lesbian, gay, bisexual, transgender, and queer (LGBTQ) among other identities, through a psychological lens and LGBTQ+ affirmative environment. Topics to be covered include: identity development, close relationships, prejudice and discrimination, coming out, resilience, intersectionality, and others.

RECENT EVENTS

The Derek Chauvin trial and verdict has impacted us all in different capacities. The Department of Psychological Science strongly supports the statement released by the [APA](#): “Black people experience collective and vicarious trauma that escalates with every murder of an unarmed Black person at the hands of police. These unconscionable acts take away an important sense of safety and normalcy and have long-lasting effects on mental and physical health. Injustice affects everyone. That is why we need to address systemic and structural factors, such as policies in law enforcement and criminal justice.” Please find [help](#) if you need help processing the verdict.