Invisible or Overlooked?
The Role of Perceiver Race in Intersectional Invisibility

Presented By:
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Social Identities
Intersectionality

Gender
Age
Race
The Role of the Perceiver?

• Much of this research has relied on (mostly) White participants

• Are intersectional identities invisible to everyone?
Competing Hypotheses

Ingroup Bias

Structural Privilege
Study 1

- 385 participants (East Asian & White, ♂ & ♀)
  - $M_{\text{age}} = 18.60$ (SD = 2.42)
- “Who said what” design (East Asian & White, ♂ & ♀)

- 2 (perceiver race) x 2 (perceiver gender) x 2 (target race) x 2 (target gender)

Between-subjects

Within-subjects

https://osf.io/nz7pq
"The last time I applied for a position, I went to a lot of interviews and they always asked the same questions."
"Either way, I find it is important to know answers without taking too much time to think about them."
"I thought I wasn't in a rush, but then I started interviewing and now I just want someone to like me."
"Yeah, but phone interviews are so awkward; you never know what they think of you when you are done with it."
Did this statement appear in the conversation above?

"I always follow up with a thank you letter after the interview. I think it's important to show that you appreciated their time."

Yes [ ] No [ ]
Correct Recall (target race x target gender)

F (1, 381) = 115.28, p < .0001, η² = .23

*** .001, ** .01, * .05
Correct Recall (target race x target gender)

F (1, 381) = 115.28, p < .0001, \( \eta^2 = .23 \)

*** .001, ** .01, * .05
Correct Recall (target race x target gender)

\[ F (1, 381) = 115.28, \quad p < .0001, \quad \eta^2 = .23 \]

White targets

East Asian targets

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*** .001, ** .01, * .05
Correct Recall (target race x perceiver race)

F (1, 383) = 3.87, \( p = .05 \), \( \eta^2 = .011 \)
Study 2: The Role of Target Age

• 328 participants
  • East Asian/White, men and women
  • $M_{age} = 19.00$ years (SD = 3.36)

• “Who said what?” paradigm

• $2$ (perc. race) $\times$ $2$ (perc. gender) $\times$ $2$ (targ. race) $\times$ $2$ (targ. gender) $\times$ $2$ (targ. age)

Between-subjects

Within-subjects

https://osf.io/up65q
Photos: Chicago Face Inventory (Ma et al., 2015)
Photos: Chicago Face Inventory (Ma et al., 2015)
The last time I applied for a volunteer position, I went to a few interviews and they always asked the same questions.
I found good eye-contact to help me come across as competent and confident in my abilities...even if I'm not!
I thought I wasn't in a rush, but then I started interviewing and now I just want someone to like me.
There is a fine line between confident and arrogant though. It's a toss-up. You don't want to be shy either.
Correct recall: target race x perceiver race

F (1, 324) = 7.10, p = .008, η² = .02
Correct recall: target race x target age

\[ F (1, 324) = 7.10, \ p = .054, \ \eta^2 = .02 \]
Hypotheses

Ingroup Bias

Structural Privilege
Conclusions: Privileged Ingroup Bias
Conclusions & Future Directions

• Both perceiver and target identities matter
• Age ‘penalty’ only for Asian targets
• Role of perceptual expertise & navigating racial spaces
Thank you!

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annual convention

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