

Why are Asians Treated Unfairly in the Workforce?

RACIAL DISCRIMINATION

Job candidates with Asian names are less likely to be called for interviews or receive the job position compared to applicants with English names. In the workplace, Asian women face additional barriers as female employees.

28%

of applicants are less likely to get called for an interview compared to applicants with Anglo names, even when all the qualifications were the same.

1/4

of Asian Americans report being personally discriminated against in the workplace and housing (to rent/lease places and buy housing).

15%

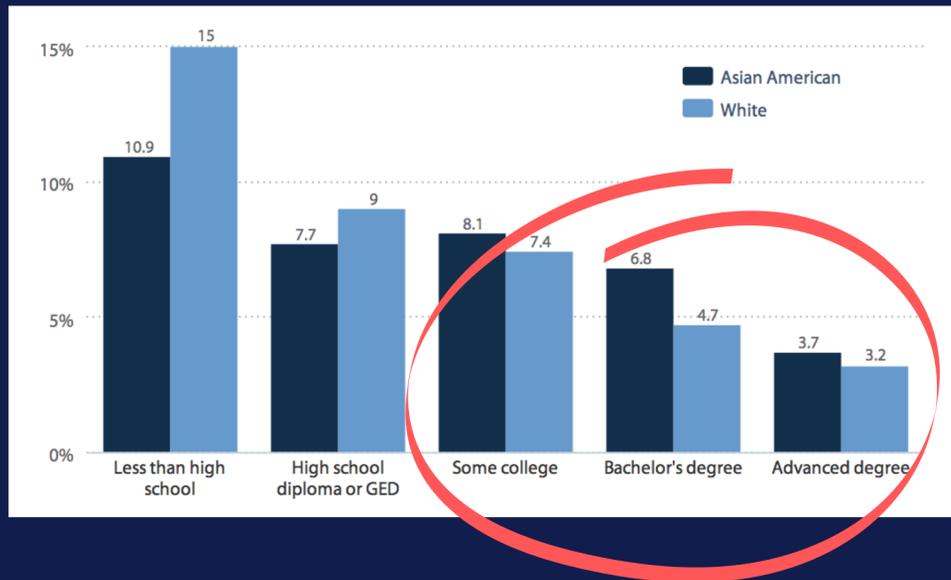
The U.S. Department of Labor filed an administrative lawsuit against Palantir Technologies alleging that the data mining startup systematically discriminated against Asian job applicants. This case claimed that while 77 percent of applicants for several engineering positions were Asian, less than 15 percent of the people hired were Asian.

"I FEEL I'M IN A LOSE/LOSE SITUATION. IF I SPEAK UP, STRONGLY EXPRESS IDEAS OR OPINIONS, OR DISAGREE WITH MY COWORKERS, I GET A HOSTILE REACTION: A SCOWL, THE COLD SHOULDER, OR BEING TALKED OVER. BUT IF I PLAY THE DEFERENTIAL, 'QUIET AND NICE' ASIAN WOMAN ROLE, I AM TREATED COURTEOUSLY BUT MY VIEWS ARE SIMPLY IGNORED. I DON'T KNOW WHAT TO DO. I FEEL AS THOUGH MY TALENTS AREN'T GOING TO BE RECOGNIZED NO MATTER HOW I BEHAVE."

- **STELLA, A 35-YEAR-OLD ASIAN AMERICAN WOMAN**

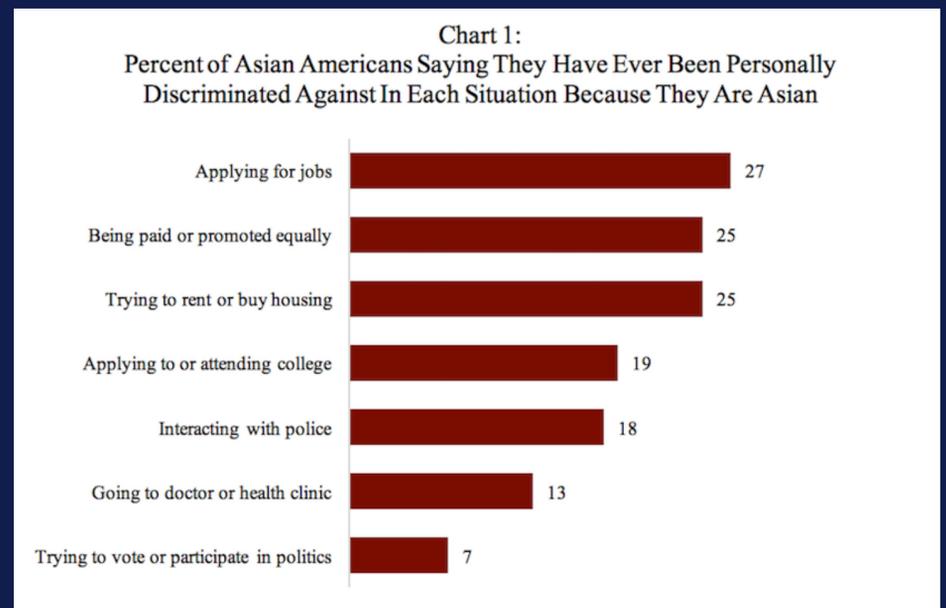


Unemployment Rates, by Race and Education Levels



As shown on the left graph, Asian Americans may have the same educational levels as white folks but they still face higher unemployment rates. It may seem advantageous that Asian Americans make up 6.3% of the US population while representing 25% of Ivy League students; however, this advantage does not last in the workplace. According to a research from the University of Columbia, Asian Americans are less likely to secure positions in top-tier professions than white folks with the same qualifications.

As shown on the right graph, the discrimination against Asian Americans are everywhere in life. It can happen at important life events such as voting and participating in politics, but it can also happen in smaller interactions, such as paying for rent or seeing a doctor. The most common experience in America is the discrimination against Asians in the workplace. Almost one third (27%) of Asian Americans say that they have been personally discriminated against because they are Asian. In other words, one in three Asian Americans are discriminated against due to his/her race.



The Asian stereotype is one of the key factors that has caused this phenomenon to happen. In some people's perspectives, Asians people are "smart", "hard working" and "good at math and science". However, when it comes to the workplace, this stereotype is automatically translated into "bad at communicating", "unintentional" and "lack of leadership skills". This leaves Asian Americans to have fewer chances in securing senior/managerial positions.

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Project Background:

This project was created by Rhea and Sissy from the "Live Well, Take Action" program, which aims to engage Asian youth in learning about wellness and how it can have significant impacts on self, others and society. It is a collaboration between ALPHA Education and the Chinese Canadian National Council Toronto Chapter (CCNCTO). Follow us on Instagram: @livewelltakeaction or Twitter: @lwta_program.

WHAT IS THE DIFFERENCE, REALLY?

