

Intersectionality and Diversity Training: How Social Identities Matter in Why People Participate in Diversity Training in Higher Education

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Research Questions

1. Do people's motivations toward diversity training vary across naturally occurring combinations (clusters) of social identities?
2. How do people's age, gender, and ethnicity predict their motivations to engage in diversity training?

Method

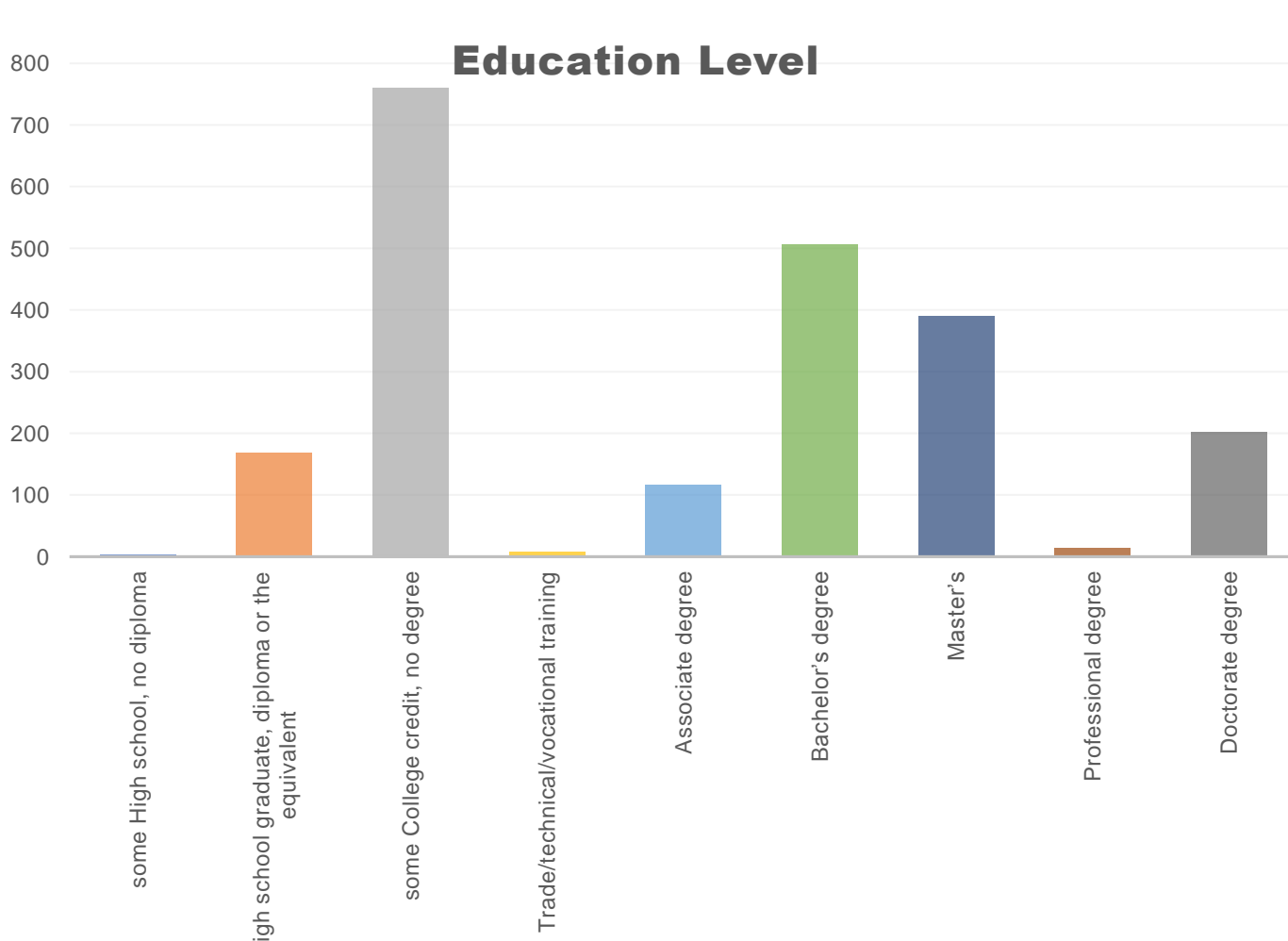
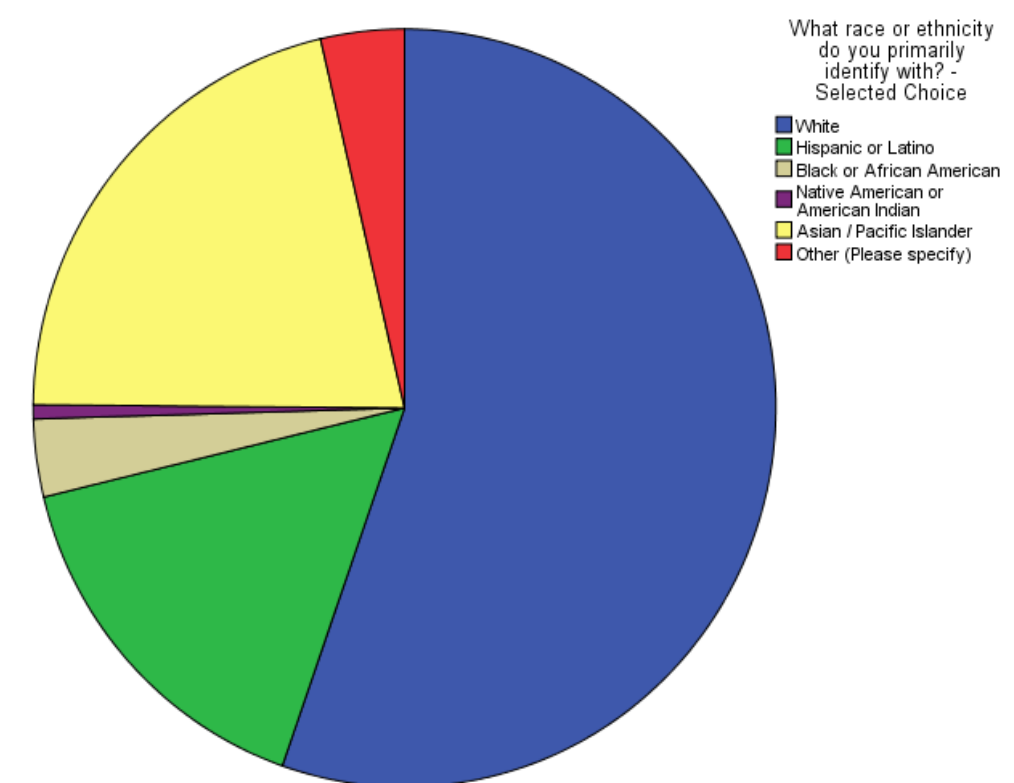
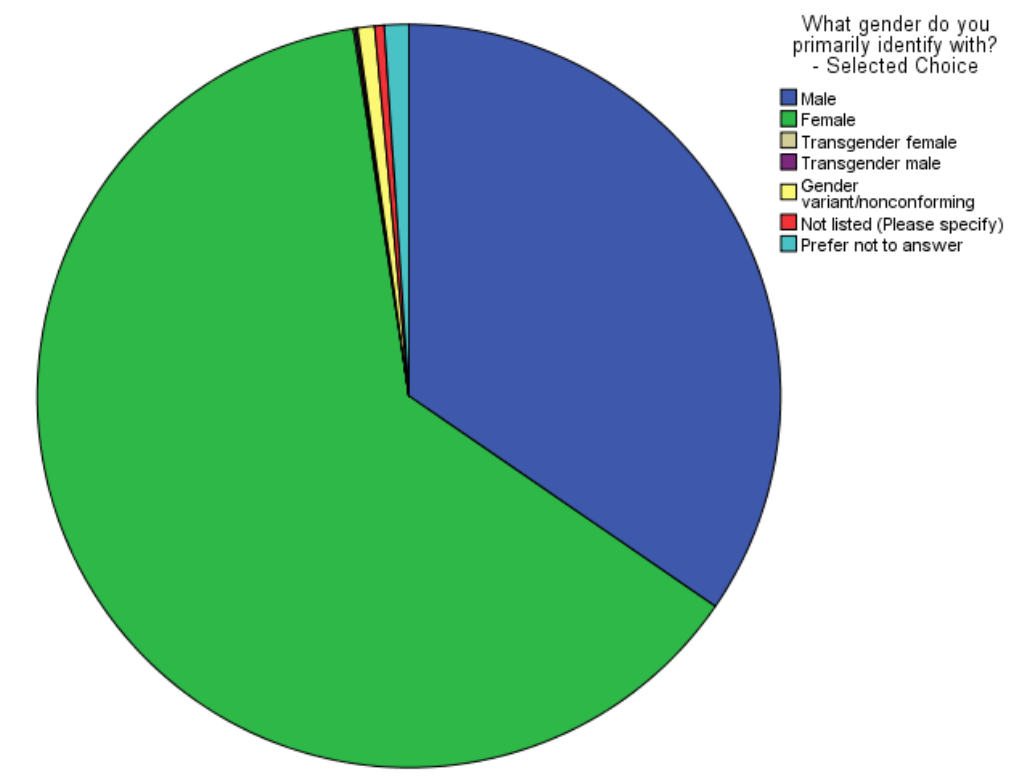
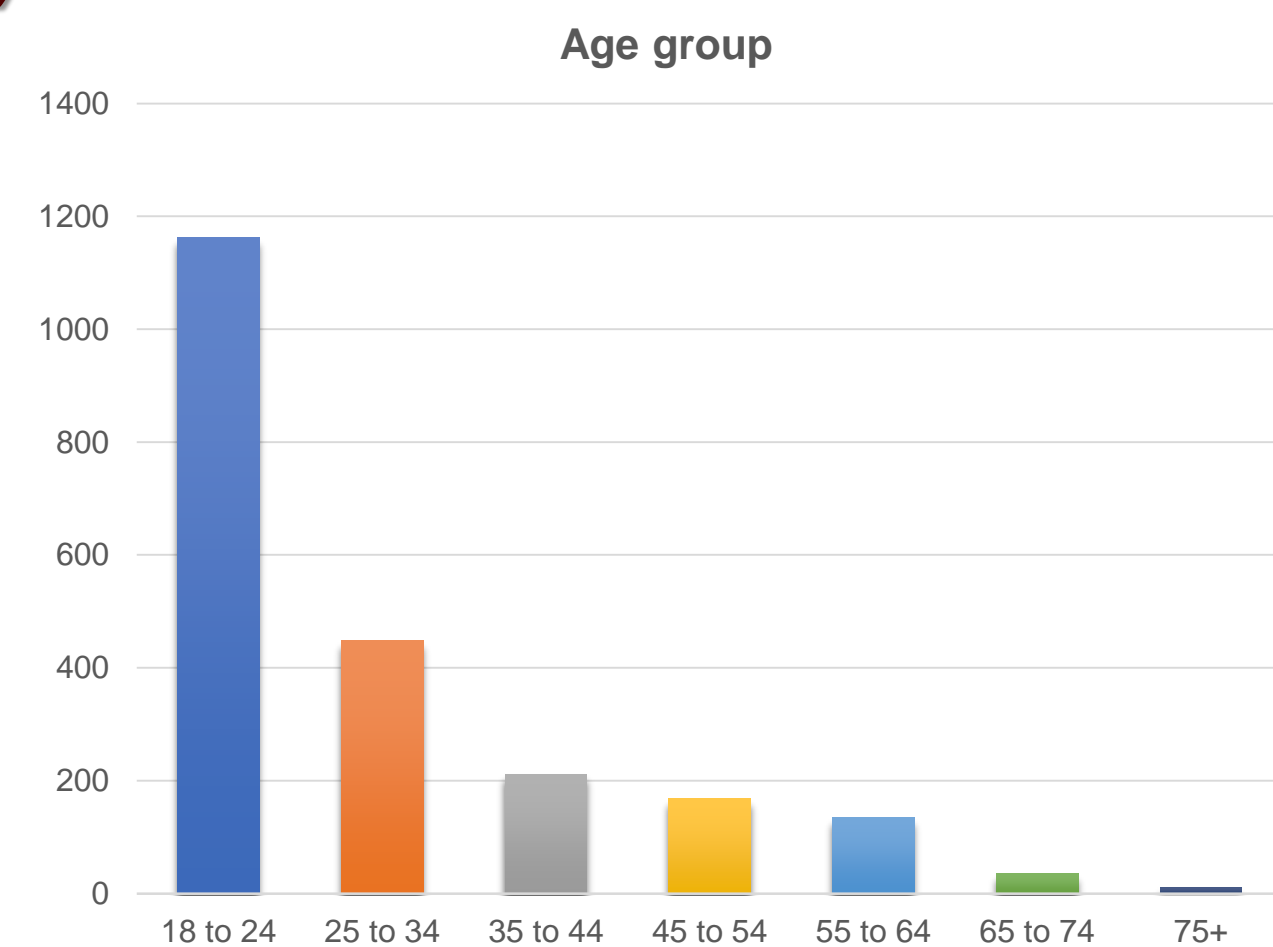
Participants (N=2172)

- Age:**
- 53.5% (N=1163) between 18 to 24
 - 20.7% (N=449) between 25 to 34
 - 9.8% (N=212) between 35 to 44
 - 7.8% (N=169) between 45 to 54
 - 6.2% (N=134) between 55 to 64
 - 1.6% (N=35) between 65 to 74
 - 0.5% (N=10) aged 75 years and older

- Gender:**
- 63% female (N=1369)
 - 34.6% male (N= 751 male)
 - .01% transgender females (N=2)
 - .01% transgender males (N=2)
 - .7% gender variant (N=16)
 - .4% not listed (other) (N=9)
 - 1.1% prefer not to answer (N= 23)

- Ethnicity:**
- 55.3% White (N=1202)
 - 15.9 % Hispanic or Latino (N=345)
 - 21.2 % Asian/ Pacific Islander (N=461)
 - 3.3 % Blacks or African American (N=72)
 - 0.6 % Native American or American Indian (N=13)
 - 3.6 % Other (N=79)

- Educational Level:**
- 0.2 % (N=4) some high school, no diploma
 - 7.8% (N=169) high school graduate, diploma or the equivalent (e.g., GED)
 - 35% (N=760) some college credit, no degree
 - 0.4 % (N=8) trade/technical/vocational training
 - 5.4% (N=117) associate degree
 - 23.3% (N=506) Bachelor's degree
 - 18% (N=391) Master's degree
 - 0.4% (N=14) professional degree
 - 9.3% (N=203) doctorate degree



Intersectional Social Identities (N=263)

- Intersectional social identity groups or clusters were created based on the naturally emergent combinations of participants' overlapping social identities based on their self-reported age, gender, ethnicity, and educational level. There are 263 clusters were identified from the data.

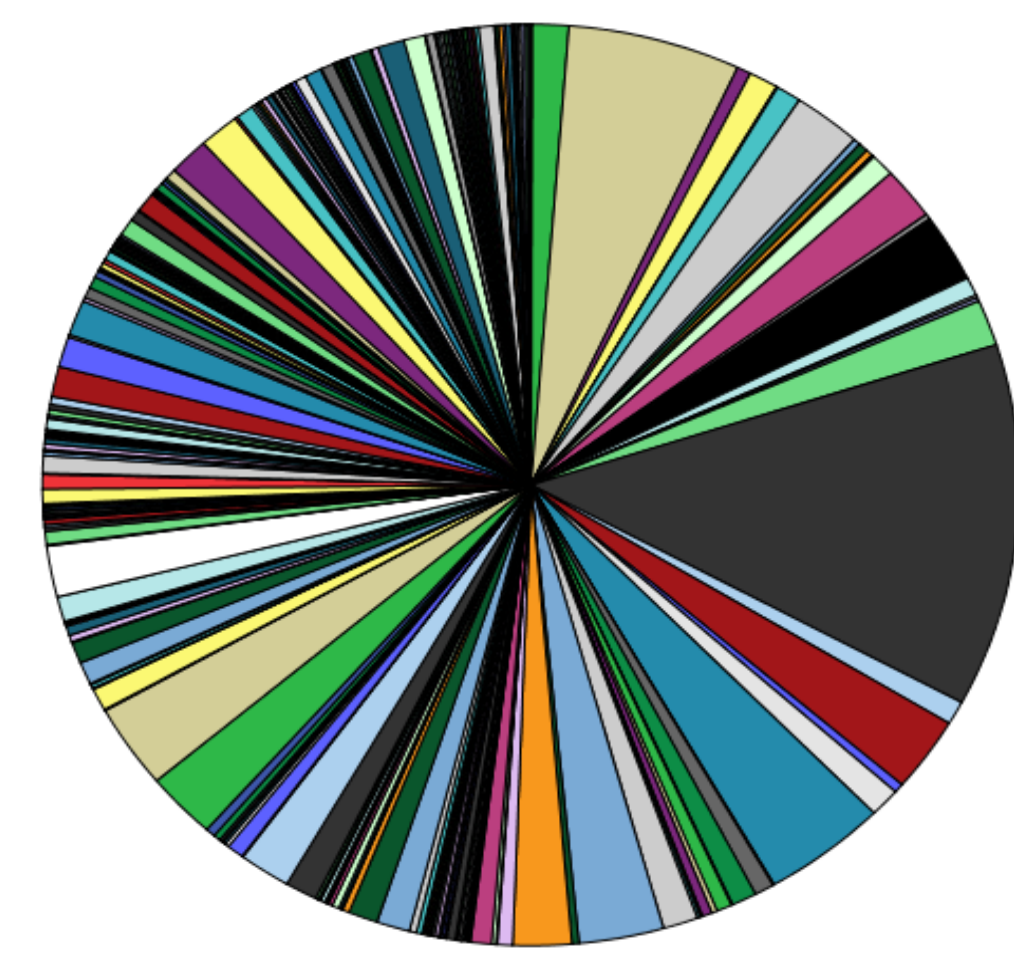


Figure 1. Pie Charts Representing Distribution in Clusters (N=263).

Measures

- Diversity Training Motivation** was measured using an adapted version of the Citizenship Motives Scale (Rioux & Penner, 2001). The three subscales (**Prosocial Values**, **Impression Management** and **Organizational concern**) measured participants motives for attending Diversity workshops at the University. Participants rated their level of agreement on a 6-point Likert scale (1= strongly disagree to 6= strongly agree). Reliabilities for the three subscales listed above were high ($\alpha=.90$, $\alpha=.89$, $\alpha=.91$, respectively).

Analysis:

1. Research Question 1:

Model 1: Variance components model (null model)

We examined whether there is evidence of an effect of intersectionality or overlapping social identities in participants' motivations towards diversity training. The multilevel model formula is as follows:

$$Prosocial_{ij} = \beta_{0j} + \epsilon_{ij}$$

$$\beta_{0j} = \gamma_{00} + \mu_{0j}$$

Level 1 (individual)

Level 2 (social strata)

2. Research Question 2:

Model 2: Two-level model with fixed level 1 predictor and randomly varying intercepts

Model 2 examined how age, gender, and ethnicity (all dichotomously coded) were associated with motivations towards diversity training, while taking into account clustering. The multilevel model formula is as follows:

$$Prosocial_{ij} = \beta_{0j} + \beta_{1j}Predictors_{ij} + \epsilon_{ij}$$

$$\beta_{0j} = \gamma_{00} + \mu_{0j}$$

$$\beta_{1j} = \gamma_{10}$$

Level 1 (individual)

Level 2 (social strata)

Results:

Research Question 1:

After checking the ICC, the results indicated that **8% of variance in prosocial values, 11% of variance in impression manage, and 6% of variance in organization concern** can be explained by intersectionality or the clusters consisting of overlapping social identities. In sum, these results indicated that there are significant amount of differences can be explained by intersectionality of social identities.

Research Question 2:

Reference group	Predictors	Motivations Towards Diversity Training		
		Prosocial Value	Impression Manage	Organizational Concern
Reference to Age(18-24)	Age(25-34)	.11*	-.30***	.14***
	Age(35-44)	.10*	-.49***	.21***
	Age(45-54)	.25**	-.68***	.40***
Reference to Male	Female	.46***	-.18***	.30***
Reference to Whites	Hispanic	.12*	.06	.18***
	Black	.09	.29*	.04
	Asian	-.01	.43***	.10*

Figure 2. The regression coefficients representing ages, gender, and ethnicity differences in terms of motivations towards diversity training considering clustering effect.

- In terms of motivations towards taking diversity training, people in higher age groups would attend diversity workshops because of their prosocial values and their concern for the organization and not because of impression management or to look good and impress others.
- Females more, so than males, would attend diversity training because of their prosocial values and concern for the organization and not for impression management reasons.
- Compared to Caucasians, Hispanics would attend diversity training more based on their prosocial values and concern for the organization; African-Americans would attend diversity trainings for impression management reasons; Asians would attend training for impression management reasons but also because of their concern for the organization.