**Kevin Salisbury**

**Capstone Project Progress Report (March 19)**

**Goal of Capstone Project**

My Capstone project will be to design an action-oriented project focused on diversity in higher education setting for my students in Psychology courses. The goal is to research the methods and policies set forth by a higher education institution to minimize targets of discrimination and increase diversity.

The project will be to have students visit either the Disability Services office on campus (or a different campus) or the Human resources Affirmative Action/Equal Opportunity Employment office on campus (or a different campus). Students could also visit additional offices on campus related to diversity or multicultural affairs such as Student Affairs, Veteran’s office, etc.

**Goal of Capstone Project**

Students can summarize the following:

* What methods does the department use to limit the extent to which employees, veterans, or a person with a disability are not the targets of discrimination?
* Are these good methods being used? Why or why not?
* If you were responsible for this office, what psychological principles could you use to to reduce discrimination?

Students will keep in mind the following as they do their research.

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| --- | --- | --- |
| **Type of Ism** | **Usual Target** | **Possible Other Targets** |
| Sexism | Females | Males, if females exclude them from jobs or social organizations |
| Ageism | Older adults | Teenagers and college students, who may be treated as children or as irresponsible |
| Racism | Racial and ethnic minorities | Racial and ethnic non-minorities, who are regarded as narrow-minded, uncaring, or prejudicial even when their behavior does not warrant this treatment |
| Heterosexism | Homosexuals | Bisexuals or transsexuals, who may be regarded as aberrant by both groups |
| Ableism | People who have physical disabilities |  |
| Fatism | Obese people |  |
| Classism | Working-class people |  |
| Multiple “ism’s” | People who are targets in more than one category |  |

**Literature and Background for Support**

1. Is discrimination widespread? Testing assumptions about bias on a university campus (2021)
   1. <https://psycnet.apa.org/record/2020-75139-001>
   2. The results showed that between 5% and 20% of the participants treated the confederates belonging to marginalized groups more negatively than nonmarginalized confederates. Our findings are inconsistent with the dispersed discrimination account but support the concentrated discrimination account.
2. The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments (2023)
   1. <https://www.sciencedirect.com/science/article/pii/S0014292122001957>
   2. Our meta-analysis shows that hiring discrimination against candidates with disabilities, older candidates, and less physically attractive candidates seems equally severe as the unequal treatment of candidates with salient racial or ethnic characteristics.
3. Comparative Perspectives on racial discrimination in hiring. The rise of field experiments. (2021)
   1. <https://www.annualreviews.org/doi/10.1146/annurev-soc-090420-035144>
   2. The large body of field experimental studies suggests that racial and ethnic discrimination in hiring is a pervasive international phenomenon. In the United States and United Kingdom, discrimination has hardly diminished over the past 25 years. Field experiments have been important for establishing these facts with greater certainty than other methods, and they also have the advantage that their results are readily understandable by lawmakers and the public.
4. Other articles for support:
   1. <https://www.frontiersin.org/articles/10.3389/fpsyg.2022.864043/full>
   2. <https://link.springer.com/article/10.1007/s10926-022-10067-2>
   3. <https://www.eeoc.gov>

**Audience**

Audience will be community college students. This will be an action-oriented project that the students complete to focus on diversity/discrimination at institutions of higher education, especially our own, but students can use other institutions for comparison.

**Description of Approach Supported by Literature**

As reviewed in the literature, discrimination still seems to be widespread among hiring at higher education institutions and from other employers. This project will shed light on our own institution (and others possibly) as to the hiring processes and other policies when it comes to creating a diverse faculty and staff.

**Evaluation of the Project**

A successful project is expected. We will either find out that the college is able to minimize targets of discrimination and increase diversity or we will find there is improvement needed. We will be able to share our results with the institution for review. This will either confirm our institution (or others) have the policies in place to minimize targets of discrimination and increase diversity, or, we will be able to suggest that some policies be reviewed for improvement.

The students that complete the project will possibly have a better understanding of the policies institutions utilize to minimize targets of discrimination and increase diversity among the faculty and staff.