

# What am I discriminated for?

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Discrimination awareness spillover versus switching effects for minority men and women.

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# INTRODUCTION

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- Growth in discrimination perceptions in Europe (INSEE 2024, Gelepithis & Giani 2025)
- But, more legal protection against discrimination (Guiraudon 2009) and mostly stability in ‘objective’ studies (Quillian and Lee 2023)
- How can we reconcile these two things?
- Tocqueville paradox → integration paradox (Van Tubergen 2025, Schaeffer and Kas 2024)
- These explanations focus on *ethnoracial* discrimination among minorities
- Other explanations?

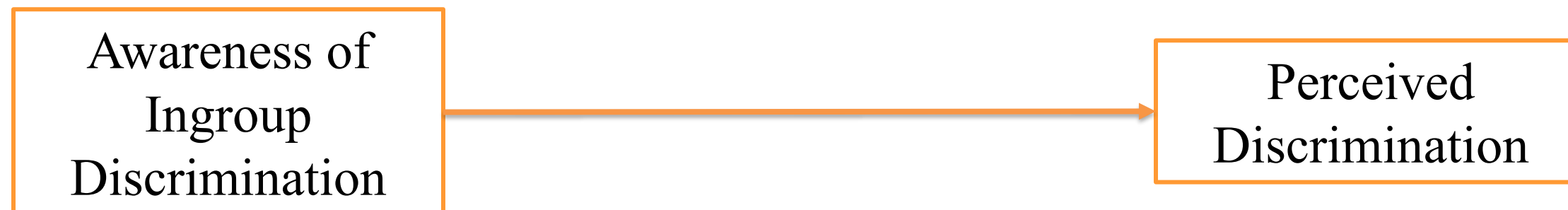
How do perceptions of *different types of discrimination* fuel each other?

# THEORETICAL BACKGROUND

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- Focus on ethno-racial and gender discrimination perceptions (Lavest et al. Forthcoming)
- Discrimination perceptions  $\neq$  exposure to discriminatory events (Diehl et al 2021)
- Integration paradox: awareness mechanism (Schaeffer and Kas 2023, Schaeffer and Kas 2024)
- Could extend to other grounds? (Andersson and Harnois 2020)

*(H1) Increasing awareness of discrimination targeting a specific ingroup (e.g., based on ethnicity/race or gender) leads to increased reporting of discrimination experiences related to that same ingroup identity.*

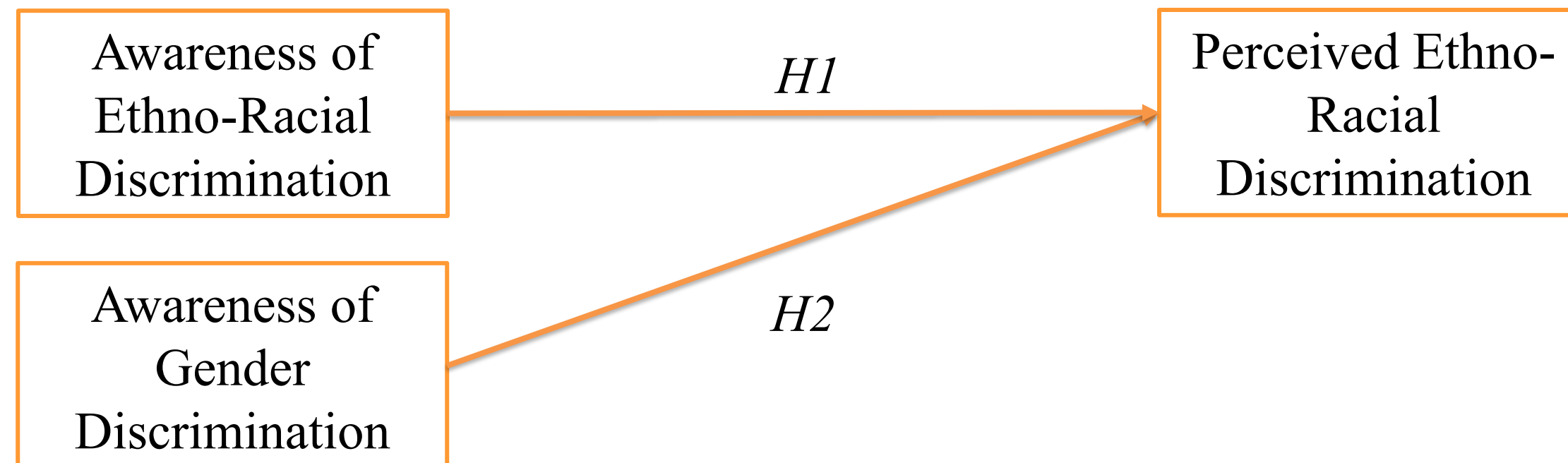


# AWARENESS SPILLOVER EFFECTS

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Awareness raising on one ground could foster discrimination perceptions beyond this ground

- Experiences can be generalized (Cortland et al. 2017, Pham et al. 2023)
- Intersectional experiences (Harnois et al. 2022)
- Stigma-based solidarity (Schmitt et al. 2003, Craig and Richeson 2016)



**AWARENESS SPILLOVER EFFECTS**

**OR**

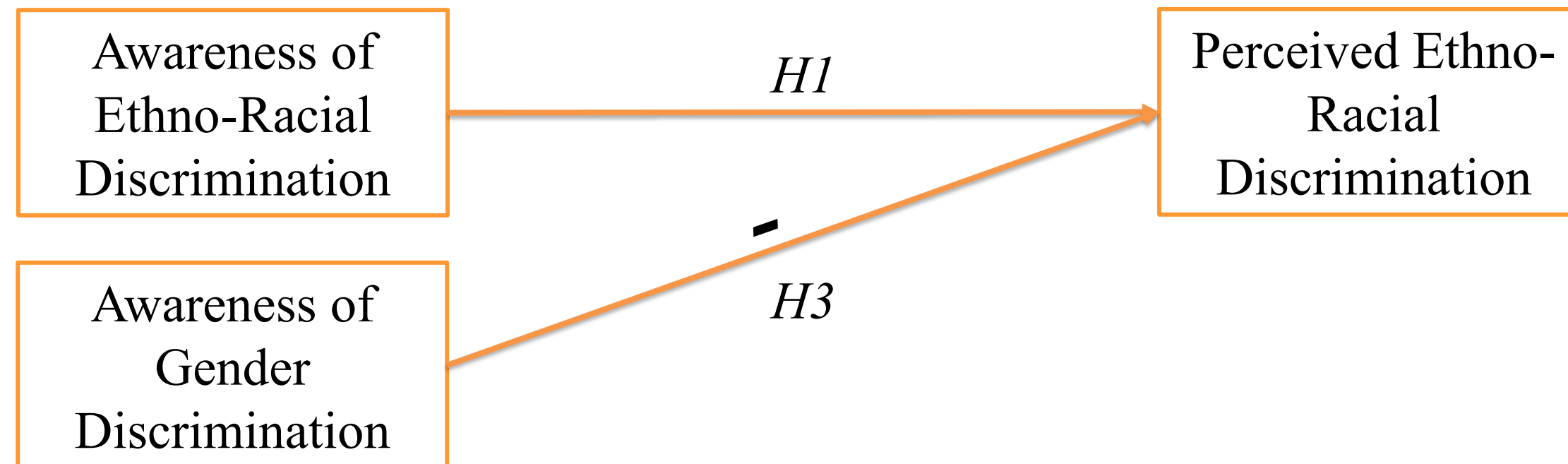
**AWARENESS SWITCHING EFFECTS?**

# OR AWARENESS SWITCHING EFFECTS?

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Raising the salience of a specific ground for discrimination might *divert* reports to this ground

- Attributional Ambiguity (Major & Crocker 1993)
- Vigilance bias (Remedios and Snyder 2015)



# DATA AND EXPERIMENT SET UP

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- The Association between Actual and Perceived Discrimination (Schaeffer et al. 2023)
- Collected in 2021, in Germany (Berlin, Hamburg, Munich, Cologne, Frankfurt)
- Survey experiment
- Focus on “minority” group (immigrants, children of immigrants, self-identified religious minorities and BPOC),  $N = 1259$

## *Article*

Framed as a survey on quality of news reporting in mainstream media

250-word article

- Ethnic discrimination during job search
- Mothers get fewer job interviews
- Phosphane and life on Venus

## *Post-treatment*

- Individual Discrimination
  - Across multiple domains
  - Question on grounds
- Ingroup Discrimination
- Support for anti-discrimination policies

# VARIABLES AND METHODS

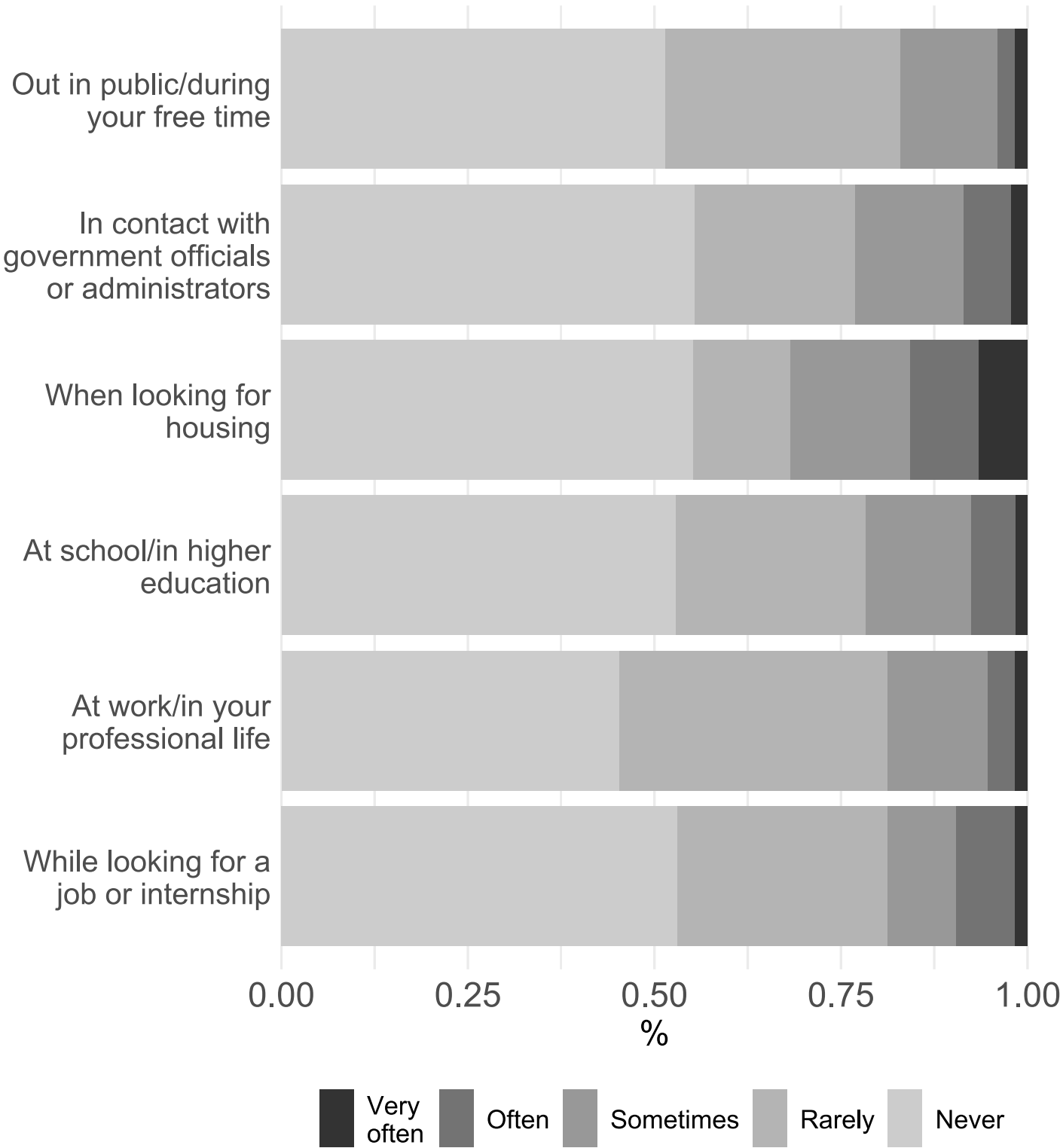
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- DVs: Perceived Discrimination (Any Ground, Gender, Ethno-Racial)
  - *“Discrimination means that a person is treated worse than other people for certain reasons, without there being any objective justification for this. Discrimination can be practiced in very different ways, for example through insults, exclusion or sexual harassment. However, discrimination also occurs when people are disadvantaged by rules and laws. **How often have you been personally discriminated against in the following situations?**”* (Looking for work/internship, At work, At school, Looking for housing, Contact with governmental officials, Public spaces)
  - *“**What is the most important reason for which you are treated like that?**”*
  - Dichotomous and Intensity measures
- IV: Article
- Controls: Region of Origin, Immigrant Generation, City of Residence, Age, Gender, Education, Religion, Relationship Status
- GLM regressions (including logistic models)
  - Weighted
  - Split samples (by gender)

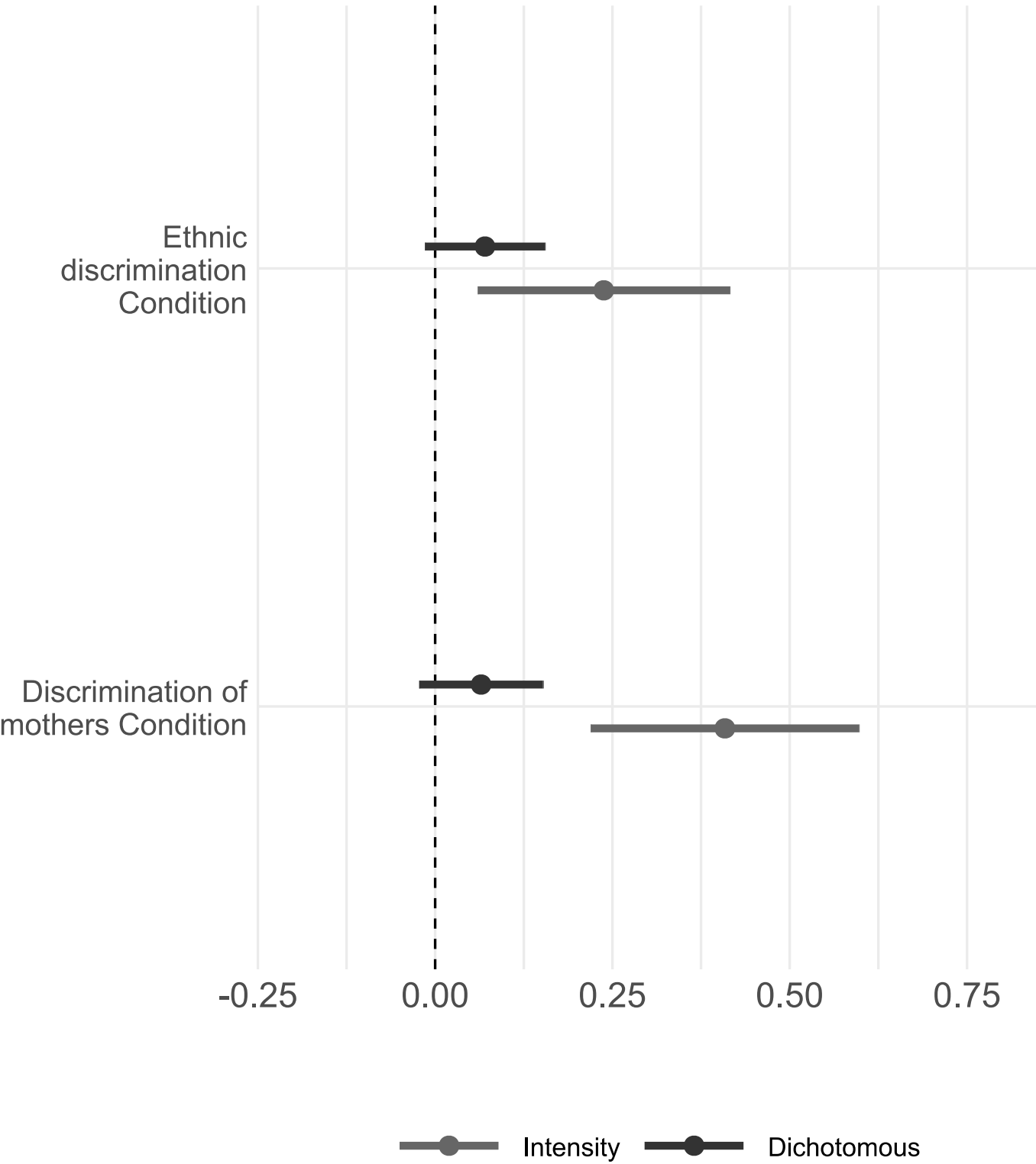


# OVERVIEW OF THE SAMPLE

A. Descriptives

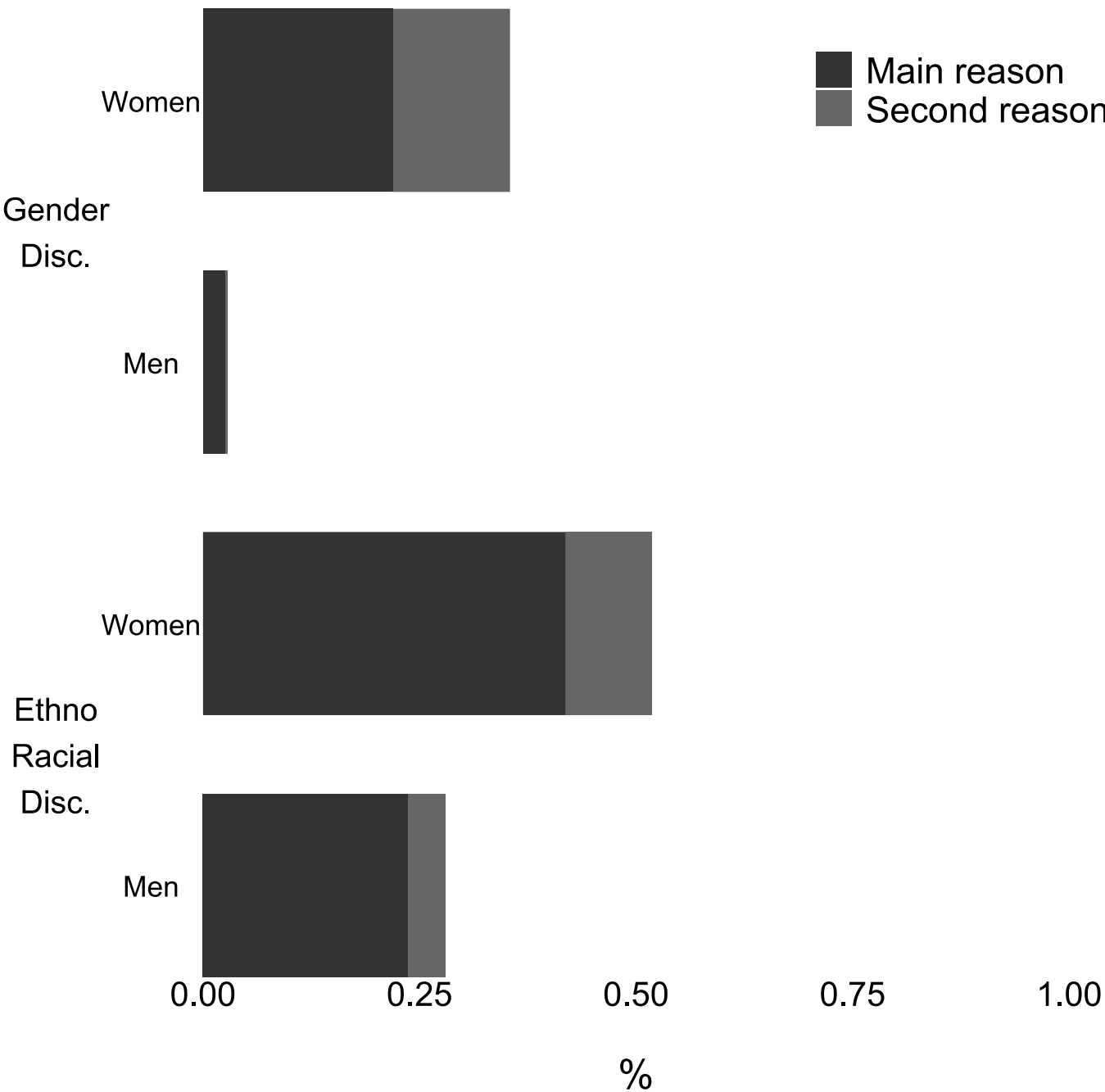


B. Treatment Effect

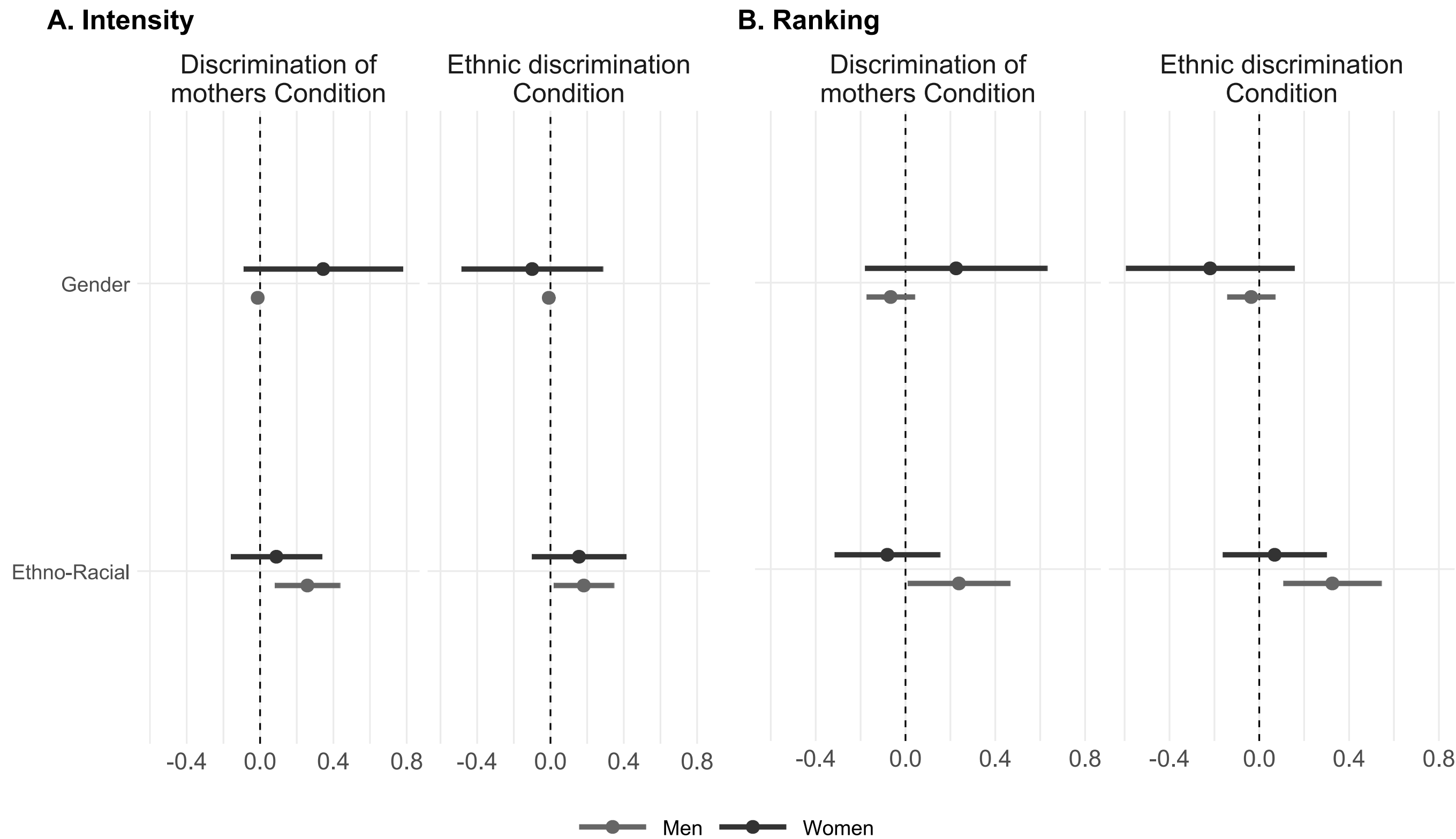


# GENDER AND ETHNORACIAL DISCRIMINATION

## A. Descriptives



# ROBUSTNESS CHECKS



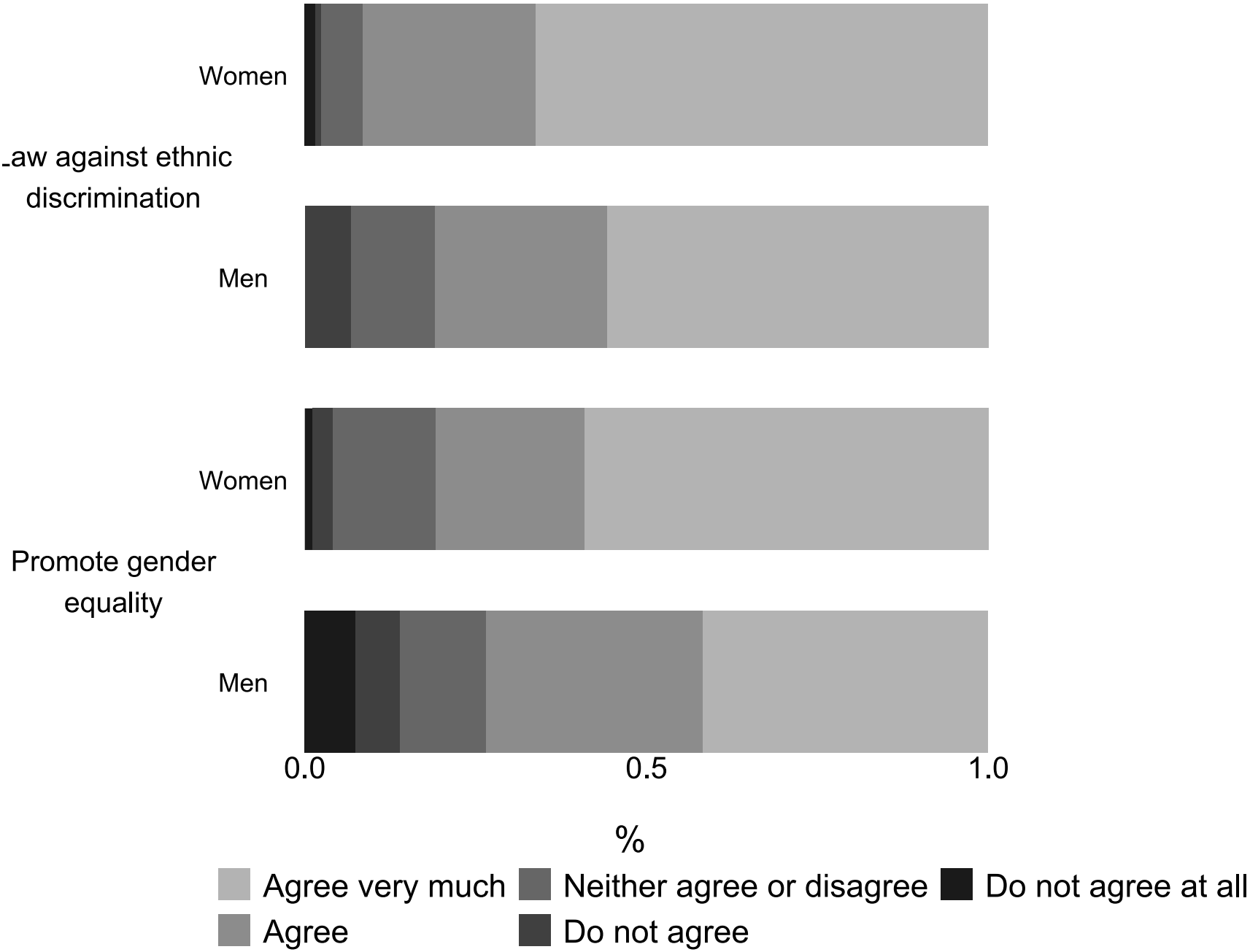
# SUMMARY & DISCUSSION

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- Raising awareness increases the intensity of reports rather than the pool of individuals reporting
- The experiment works in both conditions
- Women perceive more ethnoracial and gender discrimination than men
- And their perceptions are not significantly impacted by the experiment
  - Ceiling effect?
  - Difference in sources: first versus second-hand experiences (Lavest et al. Forthcoming)
- Men's perceptions follow a spillover pattern
- We assumed spillover = solidarity
- We look at support for anti-discrimination policies to see whether this is actually the case

# ANTI DISCRIMINATION POLICIES

## A. Descriptives



# CONCLUSION

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- Knowledge about discrimination does not systematically increase (individual) discrimination perceptions across discrimination grounds
- Ethno-racial discrimination reports of minority men are responsive to exposure to an article about ethno-racial discrimination (and to a lesser extent gender discrimination)
- Complements integration paradox
- But reports of women (ethno-racial and gender) are left unchanged
- Where does the awareness come from?
- Neither of these patterns seems to promote support for anti-discrimination policies (even in vague terms)
  - Solidarity versus Competition?

## Upcoming steps

- Look at group-based discrimination, sample of ~parents and religious minorities, and all other grounds for discrimination, additional treatment condition

# Thank you!

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Questions/remarks to: `c.lavest@uu.nl`



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