



Understanding Discrimination Towards Students of Asian Descent at Ramapo

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Abstract:

- The purpose of this study was to determine the amount and types of racial discrimination occurring on campus towards students who are Asian American or International students of Asian descent at Ramapo College. Information in this study was obtained by interviewing students currently attending the college and those who have recently graduated to better understand their experiences.

Methods and Dataset Description:

- Data for this project was obtained by conducting verbal interviews with current students or recent alumni of Ramapo College.
- Over 100 current students and recent alumni, and about 10 Asian specific cultural clubs were sent emails inviting them and/or their club members to participate in the interview process. Out of these, about 50 individuals expressed interest, and 31 individuals agreed to participation.
- Interviews consisted of 13 total questions regarding their age, gender, major, year, Asian ethnicity, and overall experience with racial discrimination at RCNJ. Interviews were conducted via video conferencing platforms and were 15 minutes to an hour in length.

Data Analysis:

- Data analysis found that students at Ramapo who are ethnically Asian are most subjected to indirect racial discrimination, including stereotyping, assumptions of ethnicity, the whitewashing of Asian cultures and concepts, and microaggressions towards skin color and inclusivity within Greek life and club equality.
- The few reports of direct racial discrimination were found to be in relation to the Covid-19 virus and pandemic.
- Students who reported not facing discrimination also reported being subject to stereotyping and were unaware that stereotyping was a form of micro aggressive discrimination. Many of these students also expressed that they had either not spent enough time on campus interacting with others due to online learning to identify sources of racial discrimination, or that they may have unknowingly faced discrimination.
- It was additionally found that the lack of reporting racial discrimination incidents was caused by a common feeling amongst students that no action would be taken to address said incidents and those involved in them, due to previous negative experiences with reporting.
- Students also expressed that racial discrimination towards Asians both historically and currently is not adequately addressed in classes or events where racial discrimination is meant to be discussed.

Figure 2: Flowchart Describing Participant Responses to Facing Discrimination at Ramapo College of NJ

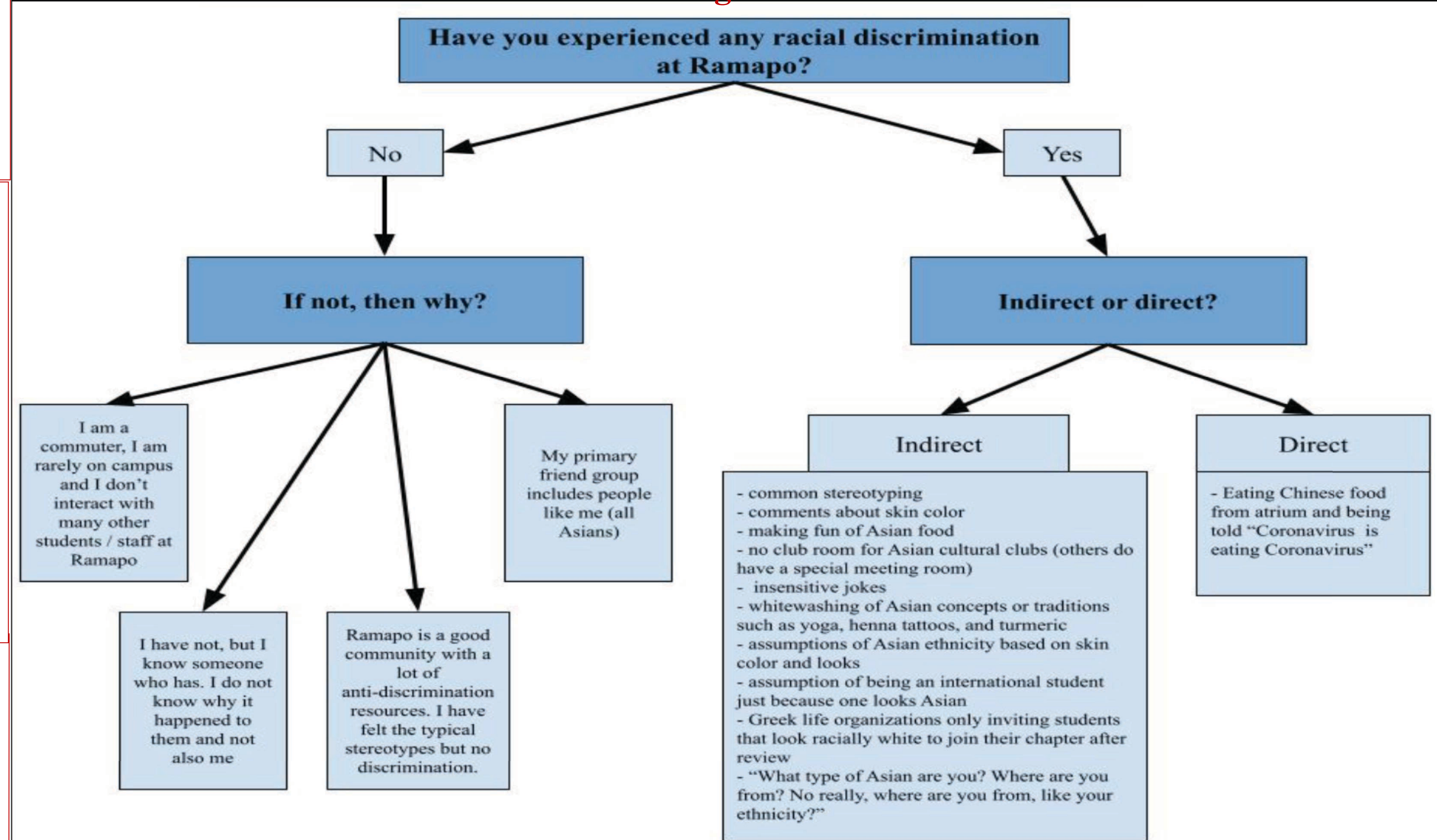
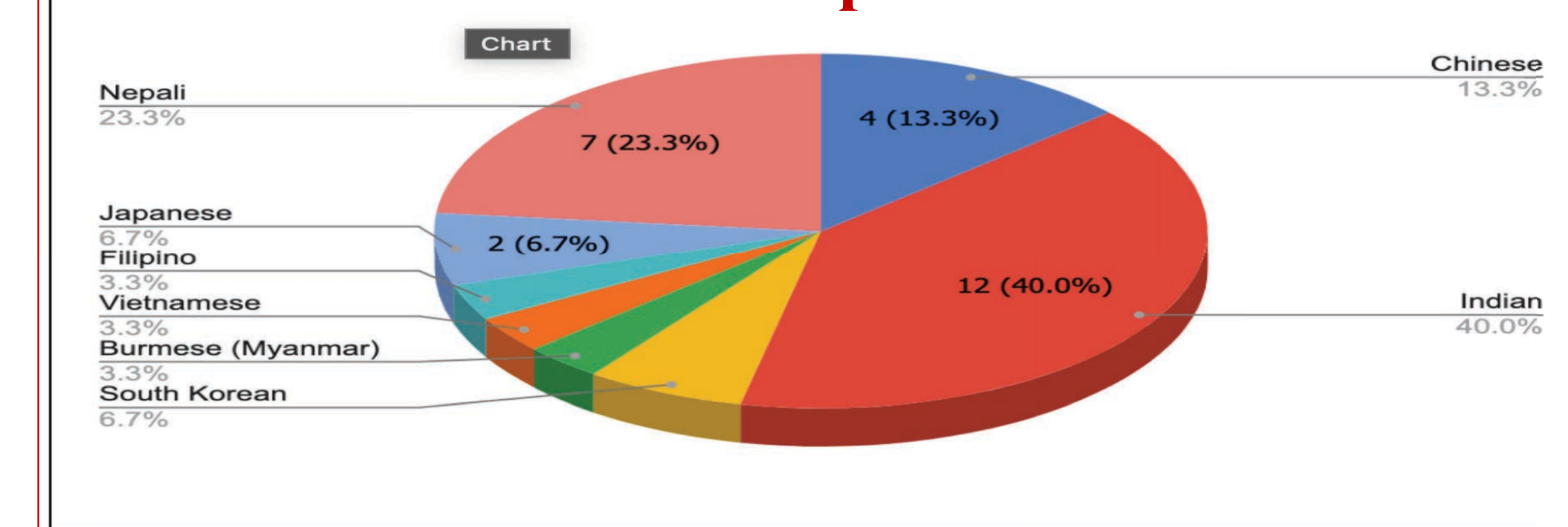


Figure 1: Asian Ethnicity Distribution of Participants



Conclusions:

- Racial discrimination towards Asian Americans and international students of Asian descent is largely present at Ramapo. Additional programs and protocols must be created in order to ensure a thorough understanding of the 'racial discrimination' topic. Ramapo also needs to improve cultural sensitivity and awareness towards Asian cultures. Additional and continued training for staff and students towards the racial discriminations faced both previously and currently by ethnically Asian persons not just at Ramapo, but also in the United States is necessary for change to occur.
- Participants expressed the issue of larger campus climate where people believe that Ramapo doesn't follow through with bias or harassment incidents and undermines students' motivation to report. Ramapo must do a better job of "closing that loops" or determining how to express the resolutions made towards reported incidents of harassment and discrimination.