20th Biennial Meeting of the International Society for Justice Research: Justice at the Intersections

July1st -July 2nd, 2025
Seattle, Washington, USA

Welcome and Introduction

Dear ISJR Conference Attendees,

Welcome to the 20th Biennial Meeting of the International Society for Justice Research:

We are very excited to bring and connect with scholars across the social sciences.

The theme, Justice at the Intersections, calls on us to examine how multiple forms of inequality—such as racism, sexism, environmental degradation, colonialism, and violent conflict—intersect and compound to shape the lived experiences of marginalized communities. This conference encourages us to reimagine justice through an intersectional lens, recognizing the interconnections across identity, power, policy, and lived experience.

We are pleased to feature three keynote speakers. Our first, Dr. Crystal C. Hall (University of Washington—Seattle), will highlight research integrating behavioral science into public policy design. Our second, Dr. Karam Dana (University of Washington—Bothell), will speak on transnational political identities, civic engagement, and political participation, particularly among Palestinians and American Muslims. And our third, Dr. Pilar Margarita Hernández Escontrías (Seattle University), whose work explores racial capitalism, settler-colonial law, and abolitionist praxis.

Reflecting ISJR's interdisciplinary mission, the conference welcomes research from psychology, sociology, political science, criminology, legal studies, philosophy, and beyond. The scientific program will include paper talks, poster presentations, panels, and symposia that explore justice and morality at every level—from individual decision-making to global institutions.

We look forward to a conference that inspires new ideas and new connections. Thank you for participating!

Your conference hosts,

Fade Eadeh Onur Bakiner

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International Society for Justice Research 2025 Biannual Conference Schedule

DAY 1: Tuesday, July 1st

Time	Event	Location
8:00 AM – 4:00 PM	Registration and Badge Pickup	Student Center 160—outside
8:00 AM – 8:30 AM	Continental Breakfast	Student Center 160
8:30 AM – 8:45 AM	**Welcome and Introduction** Associate Dean Maria Bullon-Fernandez	Student Center 160
8:50 AM – 9:50 AM	**Symposia 1 Talks** - see below for more details 1.1 Systemic Injustice 1.2 Anger, Moral Outrage, and Punishment	 Student Center 160 Student Center 130

SYMPOSIA 1

Room	Student Center 160	Student Center 130
Times	**1.1 Systemic Injustice**	**1.2 Anger, Moral Outrage, and Punishment**
8:50 AM – 9:10 AM	The Everydayization of Injustice: Functioning, Adaptation, and the Deferred Crisis (Sourish Jha—online)	Profitable Third-Party Punishment Destabilizes Cooperation (Tage Rai)
9:10 AM – 9:30 AM	Ungendered Flesh: Menstrual Injustice and Reproductive Subjugation in the Carceral State (Molly Reidmiller)	When the Alarm is Coming from Inside the House. The Threat of Neo-Nazi Terrorism on Political Attitudes and Racial Identity (Fade Eadeh)
9:30 AM – 9:50 AM	Support for Financial Equality in Society Within and Between Couples (Simon Lukewitte)	Revisiting the Disgust-Conservatism Link (Matthew E. Vanaman)

Time	Event	Location
9:50 AM – 10:05 AM	Coffee Break	Student Center 160
10:10 AM – 10:50 AM	**Presidential Address**: Karen Hegtvedt Social Justice Research: Lay Low or Lean In?	Student Center 160
11:00 AM – 11:45 PM	ISJR Business Meeting	Student Center 160
11:45 PM – 12:30 PM	**Early Career Award:** Mathias Twardarski From Vengeance to Forgiveness: Understanding the Effects of Imagery on Victims of Injustice	Student Center 160
12:30 PM – 1:30 PM	Lunch	Student Center 160
1:30 PM – 2:30 PM	**Symposia 2 Talks** - see below for more details	

	2.1 Justice and Activism 2.2 Intersectionality and Belonging in the World and the Workplace	Student Center 130 Student Center 210

SYMPOSIA 2

Room	Student Center 130	Student Center 210
Times	**2.1 Justice and Activism**	**2.2 Intersectionality and Belonging in the World and the Workplace**
1:30 PM – 1:50 PM	Represent: Racism and Resistance in Iowa (Lisa Covington—online)	Intersecting Identities: Exploring Different Experiences of Diversity in Relation to Personality and Sense of Belonging (Alex Panicacci)
1:50 PM – 2:10 PM	Racial Effects of Normative and Non-Normative Collective Action (Darcy Acevedo-Torres)	You Don't Sound Like a Leader: The Bamboo Ceiling Effect in Speech Perception and Asian-Americans' Challenges in Upward Mobility (Sarah Lee & Nancy Lam)
2:10 PM – 2:30 PM	Needs-Based Framework of Power Dynamics: The Effects of Perceived Collective Needs and Power on Resistance Among Asian Americans and Chinese Indonesians (Hu Young Jeong)	"When you bleed, I bleed too." Collective Community Responsibility as a Psychological Resource: The Influence of Ummah Consciousness on Political Protest for Muslims in the United States (Nura Sediqe—online)

Time	Event	Location
2:30 PM – 2:45 PM	Coffee Break	Student Center 160
2:45 PM – 3:45 PM	**KEYNOTE**: Crystal Hall Antiracist by Design: Reimagining Applied Behavioral Science	Student Center 160
3:50 PM – 4:50 PM	**Workshop Session 1** **1.1:** The Understudied Psychology of Privacy: Toward an Understanding of Privacy Needs (Alisa Bacon and Christophe Berthoud) **1.2:** INTERACTIVE DISCUSSION: De-essentializing Race Categories: Equitable Guidelines for Collecting and Reporting Data About Racial Identities (Alex Panicacci)	 Student Center 130 Student Center 210

DAY 2: Wednesday, July 2nd

Time	Event	Location
8:00 AM – 8:30 AM	Continental Breakfast	Student Center 160
8:30 AM – 9:50 AM	**Symposia 3 Talks** - see below for more details 3.1 Organizational Psychology 3.2 Colonialism, Environmental Injustice, and Collective Action	 Student Center 160 Student Center 130

SYMPOSIA 3

Room	Student Center 160	Student Center 130
Times	**3.1 Organizational Psychology**	**3.2 Colonialism, Environmental Injustice, and Collective Action**
8:30 PM – 8:50 AM	Just Not Worth It! A Framework for the Motivational Dynamics of Reporting Workplace Sexual Harassment (Lydia Woodyatt)	The Crucial Role of Indignation and Justice-Related Cognitions in Explaining Pro-Environmental Behavior (Elisabeth Kals)
8:50 PM – 9:10 AM	Emotional Reactions to Untrustworthiness and Withheld Trust Dependent on Relative Performance-Based Status Within Collaborative Teams (Carolina Dahlhaus—online)	A Transnational Discourse on Anti-gay Law in Post-colonial and Transitional Society: Revisiting and Reimaging Catholic Perspectives (David Kwon)
9:10 AM – 9:30 AM	The Effect of Discussion Frame on the Utterances' Content: Analysis from the Perspective of Multiple Common Goods (Yume Souma)	The Long Shadow of Historical Repression of Anti-Colonial Resistance in Puerto Rico (Carmen Marazzi)
9:30 AM – 9:50 AM	Belonging and Burnout: The Impact of Instrumental, Relational, and Cultural Support (Karen Hegtvedt)	Does Collective Action Feel Meaningful? An Experience Sampling Investigation of Naturally Occurring and Sustained Collective Action (Fahima Mohideen—online)

Time	Event	Location
10:00 AM – 11:00 AM	**Lifetime Achievement Address:** Guillermina Jasso From Foundations of Justice Analysis to Current and Future Challenges	Student Center 160
11:00 AM— 11:15 AM	Coffee Break	Student Center 160
11:15AM – 12:15 PM	**KEYNOTE**: Karam Dana Palestine and Transnational Empire: Oppression, Resistance, and Global Solidarity	Student Center 160

12:15 PM – 1:30 PM	Lunch	Student Center 160
1:30 PM – 2:30 PM	**Workshop Series 2** **2.1:** The "Hidden" Side of Diversity: Using Data on Linguistic Identities, Emotions, and Belonging to Reduce Language Bias (Alex Paniacci) **2.2:** Reimagining Research as a Tool in Social Movement Strategies (Jaboa Lake)	Student Center 130 Student Center 210
2:30 PM – 2:45 PM	Coffee Break	Student Center 160
2:45 PM – 3:45 PM	**Symposia 4** - see below for more details 4.1 Policy Making and Legal Discussion 4.2 Marginalized Groups in Society	Student Center 130 Student Center 210

SYMPOSIA 4

Room	Student Center 130	Student Center 210
Times	**4.1 Policy Making and Legal Discussion**	**4.2 Marginalized Groups in Society**
2:45 PM – 3:05 PM	Measuring Jury Diversity in Washington State (Brooke Gialopsos)	Heads Down Seattle: A Photographic Meditation on Seattle's Fentanyl Epidemic (Alexander Mouton)
3:05 PM – 3:25 PM	Policing Homelessness: Justice Under Neighborhood Change (Brandom Morande)	Ethnoracial Representations of Middle Eastern or North African Americans (Rammy Salem—online)
3:25 PM – 3:45 PM	Regulating AI through Law: The Global Landscape (Onur Bakiner)	The Double-Edged Sword of Diversity Initiatives: Political Ideology's Role in Hiring Bias (Zeinab Hachem—online)

Time	Event	Location
3:50 PM—4:50 PM	**KEYNOTE**: Pilar Margarita Hernández Escontrías	Student Center 160
5:00 PM—5:30 PM	Closing Thoughts	Student Center 160

ISJR After Hours: Social Program

Dine Around Capitol Hill: July 1st

Get ready to explore local flavors with **Dine Around Capitol Hill**! Join fellow attendees on **Tuesday, July 1st**, for a fun, casual dinner outing at one of the neighborhood's great restaurants. Groups of six will be formed to encourage connection and conversation over a shared meal. **Sign-ups are available now at the registration desk**—be sure to grab your spot and let Capitol Hill's dining scene surprise you!

Happy Hour: July 2nd

Join us on **Wednesday, July 2nd**, from **6:00 to 8:00 PM** at Stoup Brewing in the heart of Capitol Hill for a relaxed and fun happy hour with ISJR attendees! We will reserve tables for attendees for a cash bar at Stoup Brewing. The cozy taproom atmosphere and communal tables make it easy to mingle with friends old and new. Pair your pint with tasty bar snacks or shareable bites while the evening vibes roll through. Cheers to a great time at Stoup!

Keynote Speakers

Dr. Crystal C. Hall

Antiracist by Design: Reimagining Applied Behavioral Science

Behavioral science has been celebrated as a field whose insights can help design a better world, but its color-blind approach has often perpetuated unjust systems. However, with an adjustment to the norms and practices prominent in the field, a more equitable approach can help ensure that structural disparities and bias aren't ignored, or worse, exacerbated. This approach has the potential to make the field more efficient and effective, even in the face of current backlash against practices that promote diversity, equity, and inclusion.

Dr. Karam Dana

Palestine and Transnational Empire: Oppression, Resistance, and Global Solidarity

Palestine has long functioned as a site of both colonial domination and anticolonial resistance. It exemplifies an intensified form of the relationship between the colonizer and the colonized. It also serves as both a powerful symbol and a material reality of empire, resistance, and survival for marginalized communities across the world. As a space structured by settler colonialism, military occupation, and racialized state violence, Palestine offers a critical lens through which to examine how transnational systems of domination—rooted in colonial legacies, neoliberal economic regimes, and global racial hierarchies—are sustained and reproduced across borders.

The transnational solidarities that emerge around Palestine constitute not only acts of political alignment but also practices of ethical resistance grounded in lived experience, mutual recognition, and decolonial imagination. Centering the Palestinian struggle enables a deeper understanding of how global justice movements can dismantle systemic dehumanization and work toward transformative, intersectional, inclusive, and equitable futures.

Dr. Pilar Margarita Hernández Escontrías

Teaching as 'Fugitive Justice'1

The question of how we embrace and teach justice in the face of nihilism requires us to sit with the prospect that we live in a world where "rights cannot be equal." 2 In this genocidal world, violence feels inevitable, freedom a product of our imaginations. Education – with its potential for creativity and escape – continues to be a location for assemblages of hope. As a Chicana, legal educator, and abolitionist, I explore how teaching in pursuit of justice must be a fugitive practice inside of and outside of our universities.3

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[1] In using the term "fugitive justice" in my title, I reference Stephen Best and Saidiya Hartman, *Fugitive Justice,* 92(1) REPRESENTATIONS (2005).

[2] *See* Anthony P. Farley, *Perfecting Slavery*, 36 LOY. U. CHI. L. J. 225, 229 (2004).

[3] Black fugitivity is a rich area within Black studies that "highlights the tension between the acts or flights of escape and creative practices of refusal, nimble and strategic practices that undermine the category of the dominant." Tina Campt, "Black Feminist Futures and the Practice of Fugitivity." Helen Pond McIntyre '48 Lecture, Barnard College, October 7, 2014. http://bcrw.barnard.edu/blog/black-feminist-futures-and-the-practice-of-fugitivity.

ISJR Award Winners

Lifetime Achievement Award

Dr. Guillermina Jasso

From Foundations of Justice Analysis to Current and Future Challenges

This talk begins with an overview of justice analysis – framework, theory, empirics. The core foundational relation is the justice evaluation function (JEF) -- $J = \theta \ln(A/C)$ -- whereby the observer reflects on a rewardee (self or other), comparing the actual reward A to the just reward C (where "just" always means "just in the eyes of the observer") and generating the justice evaluation J, the assessment that the rewardee is fairly or unfairly rewarded, and if unfairly rewarded whether underrewarded or overrewarded and to what degree. Next we look briefly at the JEF's origins and properties, its theoretical fruitfulness, and its empirical usefulness. Finally, we turn to major challenges, including the JEF's vulnerability to response biases in C and J; links between distributive, retributive, procedural, and redistributive justice; and link to the Anselmian affection for justice

2025 ISJR Early Career Contribution Award

Dr. Mathais Twardawski

From vengeance to forgiveness: Understanding the effects of imagery on victims of injustice

Victims of injustice often experience intense negative emotions—anger, anxiety, moral disgust—that can persist long after the event. Particularly traumatic incidents can have lasting effects on well-being. However, even minor, everyday injustices can provoke unpleasant reactions such as angry rumination, 'why-me' questions, and desires for revenge, some of which are put into practice. Engaging in retaliation may increase feelings of empowerment and a sense of justice, but in many cases—such as when the transgressor holds higher status—direct punishment may be neither feasible nor wise. In these situations, victims often turn to vengeful fantasies. In this talk, I will present research examining the effects of engaging in such vengeful fantasies. Using a technique from clinical practice called Imagery Rescripting—typically used to treat post-traumatic stress disorder—we explore both the potential benefits and harms of engaging in vengeful imageries for victims. I will discuss the boundaries of this approach and explore forgiveness imagery as a possible alternative.

Morton Deutsch Award (2024 and 2023)— best article in *Social Justice Research*

Sinderbrand, M. (2024). Oppression and Persecution. *Social Justice Research*, *37*(4), 406-423.

Mehdi Mikani & Parisa Rafee (2023). Why we derogate victims and demonize perpetrators: The influence of Just-World Beliefs and the characteristics of the victims and perpetrators. *Social Justice Research, 36*, 1-18.

Abstracts

Symposium 1.1
Systemic Injustice

The Everydayization of Injustice: Functioning, Adaptation, and the Deferred Crisis
Sourish Jha, Rabindra Bharati University

This work examines the theory of everydayization of injustice, and how it is different from normalization. It maintains that injustice is sustained not only through ideological consensus, but through embedding into the very fabric of everyday life. Everydayization causes injustice to survive not because individuals acknowledge it as just, but because they learn to adapt to it, minimize its significance, get weary of resisting it, or even tactically manage it to achieve personal benefits. In contrast to normalization, which naturalizes injustice through various belief systems, everydayization operates by integrating injustice into ordinary institutional routines, bureaucratic delay, cultural norms, and survival strategies. Incorporation renders resistance impossible, tiring, or virtually impossible. Crises therefore do not appear as abrupt ruptures; rather, they appear as the collapse of habitual mechanisms that had concealed systemic contradictions previously. Through the analysis of cases like climate injustice, violence in the workplace, precarious work, and failures of governance, this article contends that crisis is not merely the culmination of aggregated injustice but the point at which everydayized endurance breaks down, revealing systemic unsustainability. Lastly, the article invites a politics of counter-functioning, in which justice is not only theorized but incorporated into everyday functioning, rendering injustice impossible to work before crisis compels a reckoning.

Ungendered Flesh: Menstrual Injustice and Reproductive Subjugation in the Carceral State
Molly Reidmiller, University of Missouri-Columbia

How do contemporary forms of reproductive control in the carceral state echo historical practices of reproductive oppression? From slavery to 20th-century eugenics, the U.S. state has used reproductive control as a tool of racialized and gendered domination. While often seen as a relic of the past, this oppression persists in U.S. prisons today. This paper examines how forced sterilizations in California prisons, menstrual health struggles and inadequate access to products among incarcerated women in Missouri, and systemic sexual violence documented in the DOJ's 2014 investigation of Tutwiler Prison reflect enduring power structures that govern marginalized women's reproductive autonomy. Building on Dorothy Roberts' Killing the Black Body, I extend her analysis to the modern carceral state, arguing that the prison system enforces reproductive oppression through mechanisms that dehumanize incarcerated women, positioning them within a long continuum of racialized reproductive control. Hortense Spillers' concept of 'ungendered flesh' helps illuminate how these dynamics strip women of bodily autonomy and subjectivity, reducing them to sites of state control. Using process tracing and

historical analysis, this study demonstrates how contemporary policies governing incarcerated women's reproductive autonomy are embedded in entrenched power hierarchies that sustain racial and gendered oppression. By bridging historical and contemporary cases, this research contributes to justice scholarship by exposing the carceral state's role in perpetuating reproductive subjugation and systemic inequities at the intersections of race, gender, and incarceration.

Support for Financial Equality in Society Within and Between Couples

Simon Lütkewitte, Bielefeld University
Martin Kroh, Bielefeld University

The influence of couple relationships on individuals' support for societal distributive justice beliefs that relate to distributions on the societal level rarely has been analyzed. Couples can form justice beliefs through within- and between-couple comparisons. This study addresses this gap by examining how these couple-related comparisons affect support for financial equality in society. Within-couple comparisons are important due to persistent power- and status-asymmetries between partners. A partner with lower socio-economic status (SES) may feel deprived, potentially leading to stronger support for equality. Conversely, partners feel empathy for each other and may altruistically share resources. On the between couple-level even partners acting altruistically in the relationship due to ingroup-favoritism may prefer ingroup-favoring inequality. This suggests that SES (dis)advantages primarily influence support for equality at the between-couple level. We empirically test these contrasting expectations using hybrid models based on data from 3,282 couples in the German Socio-Economic Panel (SOEP) from 2019. We analyze the direct effects of within- and between-couple SES (dis)advantages, as well as how potential moderators like relationship conflicts, traditional gender norms, and narcissistic rivalry influence effects. Results indicate that relative SES disadvantages within and between couples predict stronger support for equality, yet the proposed moderators do not influence effects.

Symposium 1.2
Anger, Moral Outrage and Punishment

Profitable Third-Party Punishment Destabilizes Cooperation

Tage Rai, University of California-San Diego

Third-party punishment is theorized to be fundamental for large-scale cooperation in social groups. Yet, punitive policies often fail to deliver cooperative benefits in real-world contexts. Here, we argue that authorities often have material incentives to punish that degrade its communicative signals about punishers' intentions and social norms. In a series of economic games and vignette experiments, we find that when third-party punishment is profitable, rates of cooperation decrease immediately and remain lower even when punishment outcomes are optimized to support cooperative behavior. This occurs because profitable third-party

punishment causes targets of punishment to anticipate anti-social punishment and perceive social norms in terms of self-interest regardless of the actual punishment outcomes they experience. Critically, we find that other participants who would benefit from increased cooperation inadvertently reduce their own monetary compensation by opting in to experimental conditions that pay punishers. We find that this occurs because people fail to consider the signaling consequences of profit motives to punish, and so they materially incentivize severe punishment even as it erodes cooperation and destroys their own welfare. These findings raise questions about the role of punishment in the cultural evolution of cooperation and suggest that policymakers should consider alternative approaches to reducing crime.

When the Alarm is Coming From Inside the House. The Threat of Neo-Nazi Terrorism on Political Attitudes and Racial Identity

Fade Eadeh, Seattle University

Neo-Nazi (NN) terrorism has risen in the United States but remains understudied in psychology, where much of the existing research has centered on Islamist Extremism (IE). Across two studies, we tested whether NN terrorism evokes similar psychological effects to IE terrorism. We considered two competing hypotheses: the motivated social cognition framework, which posits a broad impact of threat on conservatism, and the ideological affordance hypothesis (IAH), which posits narrow shifts toward ideological entities that can resolve the issue. In Study 1, participants read about terrorism committed by NNs, IEs, or a neutral topic, followed by measures of perceived threat and political attitudes. NN threat, compared to both controls, increased perceived threat and support for censoring NN speech and punishment, demonstrating a narrow liberal shift. Study 2 replicated these patterns and further showed that White participants exposed to NN terrorism (vs. control) reported elevated realistic and status threat. These findings suggest that the psychological effects of NN terrorism differ from IE terrorism, consistent with the IAH model.

Revisiting the Disgust-Conservatism Link

Matthew E. Vanaman, University of Texas-Austin

In early 2025, the potential role of disgust in political ideology was on full display in the news: “Donald Trump Turns Away in Disgust as Elon Musk’s Son Picks His Nose”, read a headline from the Hindustan Times. Meanwhile, an online featured video from Entertainment Tonight read, “Trump’s Oval Office Desk Removed After Elon Musk’s Son PICKS HIS NOSE Near It”. Indeed, emotion researchers and political psychologists alike have long postulated a relationship between the emotion of disgust and conservative ideology, with multiple explanations offered to explain their observed correlation. Disgust, however, is a deceptively broad theoretical construct that has been operationalized numerous ways. Here, we use bifactor modeling on a large sample (N > 2,000) to disentangle the unique contributions of 7 unique operationalizations of disgust on self-reported political orientation. We discuss how the observed effects fit with – or run afoul of the broader consensus in the disgust and political psychology literature about

when and to what extent disgust predicts political orientation. Implications for emotion research, political psychology, and current events are discussed.

Symposium 2.1
Justice and Activism

Represent: Racism and Resistance in Iowa
Lisa Covington, Global Institute for Black Girls in Film and Media

Black Lives Matter at School Iowa was created to provide Black students, families, teachers and allies with a community to provide support and engagement with the schooling experience. During local legislation in 2019 and more recent national legislation, Black Lives Matter at School-Iowa resisted the restriction to teach about race and racism by creating Ethnic Studies programming for youth and joined a statewide coalition for support. The Teach the Truth coalition created support for people across the state to challenge racism within schooling and community environments. Members of the coalition joined forces to develop and create the book "Represent: Racism and Resistance in Iowa." Dr. Lisa Covington will share her experience as a co-founder of Black Lives Matter at School Iowa and collaborator for the book designed to inform youth about the history of Iowa.

Racial Effects of Normative and Non-Normative Collective Action
Darcy Acevedo-Torres, Ohio State University

Following the vitriolic responses to the BLM movement, we were interested in whether this was due to the racialized topic or the race of the protestors themselves. We recruited 811 participants with an even Black and White split. Participants were asked their position on the Black Lives Matter (BLM) or Climate Change movements and then shown a vignette depicting either a non-protest gathering, a normative protest, or a nonnormative protest with either Black or White protestors depicted. Afterwards, they were asked how much they supported the protestors, how legitimate they found the protest, and if they would have joined the protest. We found that the use of nonnormative tactics, prior disagreement with the protestors, the protest topic being Climate Change, and the protestors being White were all significantly associated with less support for the protest actions. Additionally, White participants experienced less of a decrease in support when they disagreed with the protest topic. Interestingly enough, we found that levels of support were highest from White participants viewing Black people protesting for BLM. This suggests some degree of matching effects where support for protests is higher when those protesting are directly affected by the protest topic.

Needs-Based Framework of Power Dynamics: The Effects of Perceived Collective Needs and Power on Resistance Among Asian Americans and Chinese Indonesians
Hu Young Jeong, University of Virginia

Building on need-based approaches to power, we propose that empowerment involves not only the pursuit of dominance but also the capacity to fulfill social, community, and

material needs within a given context. Across two studies, we investigated how the perceived ability to meet these needs relates to ingroup power, collective efficacy, and resistance against racism. In Study 1, among 356 Asian Americans, the perceived capacity for social acceptance predicted greater ingroup power and less everyday and political resistance. The perceived ability to form a sense of community predicted greater collective efficacy. Control over resources was the strongest predictor of ingroup power and also predicted collective efficacy, while the capacity to meet material needs did not predict any outcomes. Collective efficacy predicted both forms of resistance and mediated the effect of a sense of community on everyday resistance. Perceived ingroup power did not predict either form of resistance. Study 2, among 304 Chinese Indonesians, largely replicated these findings, with an additional measure of cultural resistance. Collective efficacy mediated the effect of a sense of community on both political and cultural resistance and on everyday resistance. These findings offer a novel framework integrating needs, power perceptions, and resistance.

Symposium 2.2
Intersectionality and Belonging in the World and the Workplace

Intersecting Identities: Exploring Different Experiences of Diversity in Relation to Personality and Sense of Belonging

Alex Panicacci, University of Washington

Inclusion efforts that are not structured on intersectional experiences perpetrate inequities and deceptive assumptions, such as the belief that integration uniquely builds on assimilation. By aggregating data on language variety, cultural behaviour, and race, this study assesses the interaction between different experiences of diversity (i.e., having a heterogenous identity, being a minority, and being exposed to others' diversity), personality, and sense of belonging to the mainstream society. Data from 1051 Seattleites revealed that being a linguistic, cultural, or racial minority as well as being multiracial (but not multilingual or multicultural) translated into poor belonging. Yet, linguistic integration and individual traits (i.e., empathy, openness to change) as well as exposure to diversity in the geo-social context mitigated this relationship (variance = 44%). Sessions of participant-led interactive ethnography (e.g., food preparation, visits to landmarks, art production...), involving underrepresented artists and artisans, offered a glimpse into the fluidity of diversity, showing how different forms of belonging, such as inner communities, can emerge among minorities and cure the emotional stress deriving from marginalization. By tracing an intersectional cartography of diversity, these findings clarify the link between diversity and marginalization, informing potential mitigations to empower communities, and improve well-being, fostering a pluralist, yet cohesive society.

You Don't Sound like a Leader: The Bamboo Ceiling Effect in Speech Perception and Asian-Americans' Challenges in Upward Mobility.

Sarah Lee, Dominican University of California
Nancy Lam, St. Mary's College of California

Although Asian Americans are well represented in non-managerial and mid-level positions, they remain significantly underrepresented in upper leadership ranks. Despite comprising 7% of the U.S. population, Asian Americans hold only 2% of CEO positions in S&P 500 firms (Lu & Nisbett, 2020). Similarly, they are underrepresented in upper management pipelines in major technology companies, despite high employment in the sector (Ascend Foundation, 2015). This leadership gap persists despite Asian Americans achieving the highest educational attainment, median income, and lowest unemployment rate among racial groups (Hsin & Xie, 2014; U.S. Census Bureau, 2019; U.S. Department of Labor, 2019). Many remain in mid-level roles without clear advancement prospects, a systemic barrier termed the "bamboo ceiling" (Hyun, 2005), likely exacerbated by the COVID-19 pandemic. The bamboo ceiling is rooted in the model minority myth, which portrays Asian Americans as competent and compliant, but lacking leadership qualities. This contrasts with transformational leadership attributes—idealized influence, intellectual stimulation, inspirational motivation, and individualized consideration—which drive positive organizational outcomes. This paper examines whether Asian American leaders exhibit fewer transformational leadership traits than Caucasian leaders using podcast data. Findings contribute to the underexplored field of Asian American leadership, especially as workforce demographics evolve.

"When you bleed, I bleed too." Collective Community Responsibility as a Psychological Resource: The Influence of Ummah Consciousness on Political Protest for Muslims in the United States

Nura Sediqe, Michigan State University

Predicting the higher-cost political engagement of racialized minorities requires a better understanding of the psychological resources they utilize. This article focuses on the role of collective community responsibility as a type of religious belief. I argue that religious belief may serve as a consequential psychological resource minorities draw upon when participating in higher-cost political actions. Focusing on the case of American Muslims, I examine a belief in a sense of collective community responsibility (CCR) to a transnational Muslim community, the ummah; building a theory of ummah consciousness. Utilizing the 2023 Congressional Election Study and two nationally fielded surveys, I create a measurement for ummah consciousness grounded in beliefs in CCR and connections to a transnational identity, and test how it predicts engagement in high-cost political actions. Evidence suggests that Muslims with a higher level of ummah consciousness are more likely to participate in costly political behaviors, like political protests, offering important insight into how CCR can influence the political choices minorities make.

Symposium 3.1
Organizational Psychology

Just Not Worth It! A Framework for the Motivational Dynamics of Reporting Workplace Sexual Harassment

Lydia Woodyatt, Flinders University
Annabelle Neall, Flinders University
Charloette Keenan, The University of Queensland
Isabella Belperio, Flinders University
Jessie Jones, Flinders University
Melanie Takarangi, Flinders University

Workplace sexual harassment (WSH) is a prevalent psychosocial hazard that negatively impacts workers and organizations. Effectively addressing WSH requires a nuanced understanding of its occurrence and context; however, such information is scarcely reported, resulting in organizational approaches that ignore targets' and witnesses' needs, perpetuating silence and compromising safety and productivity. Prior research has focused external deterrents to WSH reporting (e.g. retaliation risk), but broader justice-related psychological needs have not been examined in relation to reporting. We take a needs-based approach to explore the barriers and facilitators of reporting examining the lived experience of victims, witnesses, and subject matter experts. Using a qualitative triangulation approach, we collected the experiences of both targets and witnesses recruited primarily via LinkedIn (i.e., n = 203 survey respondents, n = 7 interviews) and subject matter experts (n = 7 interviews) and analyzed this data using Reflexive Thematic Analysis. We propose a model of the factors that can make reporting "worth it". These findings challenge traditional notions of retributive or restorative justice that are commonly applied to WSH in organizations, and we advocate for managing WSH through a transformative approach to justice.

Emotional Reactions To Untrustworthiness And Withheld Trust Dependent On Relative Performance-Based Status Within Collaborative Teams

Carolina Dahlhaus, University of Applied Sciences South Westphalia
Thomas Schlosser, University of Applied Sciences South Westphalia
Detlef Fetchenhauer, University of Cologne
David Dunning, University of Michigan

Social status hierarchies shape access to resources and experiences of (in)justice. Trust, as a matter of respect (Dunning et al., 2014) is crucial in status-diverse teams working toward shared goals. In such teams, status depends on contributions, guiding expectations and behavior. Since trust entails the risk of violations — untrustworthiness or withheld trust — we investigate how social status differences shape emotional reactions to these violations in two studies: a laboratory setting and real-world teams. Analyzing 666 dyadic interactions within 31 groups (24 lab, 7 field), we found that emotional reactions to trust violations were very similar, regardless of whether they resulted from untrustworthiness or

withheld trust. Individuals experienced lower valence and diminished control compared to initial baseline measurements. A two-step cluster analysis revealed two types of reactions: within cluster 1 we found distress and arousal; in contrast, those in cluster 2 were less affected (felt less negative and less aroused). The likelihood of reacting angry increased if the violating partner had higher status, while participants' own status played a minor role. These findings highlight how status differences shape trust experiences, affecting emotional well-being. Consequences for group processes in diverse teams where status and trust are unevenly distributed will be discussed.

The Effect of Discussion Frame on the Utterances' Content: Analysis from the Perspective of Multiple Common Goods

Yume Souma, Hokkaido University

Citizens engaging in public discourse are expected to consider multiple common goods, including the criterion of distributive justice. However, their positions may yield lopsided views when referencing the common goods. This study examines how discussion frames influence such lopsidedness, focusing on controversial and inclusive frames. The subject of discussion was the final disposal of removed soil from the Fukushima Daiichi Nuclear Power Plant accident in 2011 Japan, which calls for public discourse examining the multiple common goods, such as utilitarianism and the maximin principle. We conducted a group decision experiment, manipulating two discussion frames. In the controversial frame, participants tried to adhere to their opinions and refute opponents, while in the inclusive frame, they tried to consider heterogeneous different opinions. Participants decided whether to approve the final disposal outside Fukushima. Using the Discourse Quality Index, we analyzed whether references to the common goods varied based on initial opinions. The results indicated that the statements expressed in the controversial frame were skewed toward initial opinions, whereas those in the inclusive frame were not. Moreover, participants in the inclusive frame evaluated their decision more positively.

Belonging and Burnout: The Impact of Instrumental, Relational, and Cultural Support

Karen A Hegtvedt, Emory University
Ryan Gibson, University of New Hampshire
Cathryn Johnson, Emory University
Kate Hawks, New York University

Organizations depend on the well-being of workers to maintain performance and productivity, yet excessive job demands and mismanagement often lead to burnout, characterized by emotional exhaustion, cynicism, and reduced personal accomplishment. This study examines how instrumental, relational, and cultural workplace support influences burnout by fostering a sense of belonging. Drawing on survey data from 2,062 U.S. workers, we find that instrumental support—such as providing resources and opportunities—directly reduces burnout, while relational (in the form of procedural and interactional justice) and cultural (i.e., value alignment) support primarily work through enhancing workers' sense of

belonging. Our findings suggest that comprehensive support strategies that cultivate inclusion, the sense of belonging in the workplace, are critical for mitigating burnout, with the creation of supportive environments playing a key role in buffering workers from job-related stress.

Symposium 3.2
Colonialism, Environmental Injustice, and Collective Action

The Crucial Role of Indignation and Justice-Related Cognitions in Explaining Pro-Environmental Behavior

Elisabeth Kals, Katholische Universität Eichstätt-Ingolstadt

Environmental burdens and benefits are unequally distributed across individuals and social groups, explained by the social trap: while the costs and inconveniences of pro-environmental behavior, such as costs, discomfort, or effort, are paid by individuals, the ecological benefits are shared collectively. This asymmetry often discourages individual action, despite its long-term necessity. Moreover, environmental risks are subject to temporal and geographic shifts, making these dynamics even more complex. For over three decades, our research group has investigated these justice-related concerns, analyzing how individuals perceive and respond to environmental (in)justices both cognitively and emotionally. Extensive research - including longitudinal and qualitative studies - demonstrates the strong explanatory power of justice-related variables in shaping pro-environmental behavior. Our findings indicate that people make highly differentiated judgments about environmental justice, largely independent of self-interest. These perceptions distinguish environmentally engaged from non-engaged individuals, predict willingness to engage in environmental volunteering and actual behavior. Notably, indignation - an emotional response to perceived injustice - emerges as a key driver rather than a byproduct. Its role extends beyond moral cognitive concern, actively driving behavioral engagement. We discuss these results in the context of theory development, strategies for promoting pro-environmental behavior, and approaches to mediating environmental conflicts.

A Transnational Discourse on Anti-gay Law in Post-colonial and Transitional Society: Revisiting and Reimaging Catholic Perspectives

David Kwon, Seattle University

Violences against LGBTQ communities in church and society are a major public health problem and a violation of human rights. While minorities are the most frequent victims of post-colonial and transitional societal challenges, it is the sexual and gender minority (SGM) population of those communities who often suffer the most, surviving under unimaginable conditions, or targeted for cultural humiliation, physical and structural violences, primarily due to their status as the most socially vulnerable of minorities. These situations are worse in many post-colonial and transitional societies in the global south, whether or not intensive violences remain in the immediate aftermath of conflict such as sub-Saharan African and Asian nations. This project will examine the intersectionality of race,

gender, culture, law, and religious institution and politics, situated in the transitional society and its relevant post-European colonial structural violence. In particular, by examining the recent passage of legislation against the SGM population in African nations – with its primary emphasis on the case example of Uganda's Anti-Homosexuality Act of 2014 (so-called the "Kill the Gay Bill") – this research project argues that present-day anti-gay laws should be carefully revisited by both religious and political leaders, including those Catholic bishops in Africa.

The Long Shadow of Historical Repression of Anti-Colonial Resistance in Puerto Rico

Carmen Marazzi, Clark University
Janice Robles Fernandez, University of Puerto Rico

Social representations of history are often a source of meaning in the present. Furthermore, collective memories of past resistance struggles can mobilize collective action (Freel & Bilali, 2021; Selvanathan et al., 2023). However, common predictors of collective action (e.g., efficacy, anger) do not always replicate in contexts of repression (Ayanian et al., 2020), which may also affect the role of collective memories of resistance. In Puerto Rico, there are collective memories of both past independence movements and their repression. This talk explores whether these memories can help explain why collective action through protests were not often described as an ideal resistance tactic in the present (Marazzi & Vollhardt, 2024). We present findings from a reflexive thematic analysis of semi-structured interviews conducted with island-based Puerto Ricans (N = 22). We find that collective memories of repression were often used to explain a lack of collective efficacy of present-day protest. Moreover, memories of past resistance often emphasized non-normative resistance tactics (e.g., armed resistance), which were criticized by participants. Accordingly, present-day protests were stigmatized and seen to have potential for chaos and violence. Overall, we find that collective memories of repression complicate the otherwise empowering role of collective memories of resistance.

Does Collective Action Feel Meaningful? An Experience Sampling Investigation of Naturally Occurring and Sustained Collective Action

Fahima Mohideen, Rutgers University

Collective action plays a critical role in resisting social injustice and creating positive social change. These actions may also promote feelings of momentary meaning in life by virtue of being goal-driven, self-transcendent pursuits reflecting one's values. We test this central idea combining two weeks of experience sampling surveys recording real-time collective actions and momentary feelings of meaning (N = 135; 3122 episodes), with monthly follow-up surveys to test predictors of sustained collective action. Collective action engagement was positively related to feelings of momentary meaning in life within-person. Feelings of meaning from collective action engagement over the two-week period predicted collective action engagement one and two months

later. These findings have implications for the study and understanding of collective action. It presents the experience sampling method as a viable tool to study naturally occurring collective action. Additionally, it provides initial evidence that engaging in collective action may promote feelings of momentary meaning in life, and in turn sustain future engagement in collective action.

Symposium 4.1
Policy Making and Legal Discussions

Measuring Jury Diversity in Washington State

Brooke Gialopsos, Seattle University
Peter A. Collins, Seattle University

Trial provisions of the sixth amendment highlight the importance of juries to be selected from a cross-section of the community. Despite this protection, media and anecdotal accounts often reveal examples where juries are demographically homogenous as a group yet demographically different from defendants. Such cases are problematic legally but socially, too, as they damage the perceived legitimacy and fairness of and confidence in courts. This paper uses electronic survey data collected in Washington State to address whether summoned jurors are representative of the county populations from which they are selected.

Policing Homelessness: Justice Under Neighborhood Change

Brandon Morande, University of Washington

US cities have long embraced spatial removal to manage the visibility of homelessness. Although literature demonstrates the harmful health, material, and civil rights impacts of these tactics, their underlying determinants remain less clear. Prior research attests that such strategies reflect financial pressures of urban renewal. Yet studies often exclude vehicle dwellings and focus on formal sanctions in residential districts. They also fail to consider the prevalence of homelessness, which may influence police contact. Addressing such gaps, this study leverages data on encampment clearances and vehicle impoundments to interrogate the relationship between contemporary removal practices and neighborhood change in Seattle, WA. This paper uses tax assessments to evaluate residential and industrial zones, as well as street outreach data to control for visible homelessness. Spatiotemporal models reveal that increases in neighborhood property values negatively predict sweeps but positively correlate with impoundments. Clearances appear to target non-gentrifiable areas experiencing economic stability or contractions. In contrast, vehicle removals concentrate in liminal spaces and neighborhoods undergoing growth. These findings complicate theory on social control and neoliberal urbanism, suggesting that mechanisms vary across interventions and unsheltered populations. Clarifying how these factors affect policing will help communities more effectively address processes that criminalize homelessness and perpetuate injustice.

Regulating AI through Law: The Global Landscape

Onur Bakiner, Seattle University

The enduring trope about contemporary technologies is that they have developed in a regulatory vacuum. Cheerleaders and skeptics alike paint a picture of lawlessness to describe the current state of affairs in the tech sector. Cheerleaders rejoice in the absence of perceived impediments to endless innovation that has given us the Internet, social media, AI, and more, while skeptics say that the absence of democratic control over these innovations is precisely why we endure their harms. The characterization of today's technology landscape as devoid of regulation is misleading. The law permeates every sphere of life in modern society, technology being no exception. A more accurate description of the relationship between law and technology today is that the specific content of laws, directives, court decisions and policies since the early 1990s has been exceptionally permissive towards the technology sector, especially in the United States, where many of the pioneering technology research and developments have taken place.

The law has enabled and directed technological developments, though not in ways that protect vulnerable persons and populations by mitigating or eliminating. The development of contemporary AI has thus begun not in the absence of law, but rather in the presence of business-friendly and rights-indifferent law. That landscape is beginning to change, even if slowly. Legislative proposals to regulate AI have proliferated since 2019 around the world. The European Union (EU) legislated the AI Act in early 2024. Politicians voice their willingness to put in place guardrails to direct the future development of AI through law in Brazil, Canada, Chile, China, Colombia, India, Mexico, the United Kingdom (UK), the United States (US), and Venezuela. However, as of late 2024, none of these bills are in effect, and only the ones in Canada and China have a realistic chance of getting adopted within a year or two. Even if the adoption of AI-centric laws, i.e., laws that take AI as their only or main subject matter, is slow, AI-relevant laws are already shaping the landscape of AI. Discrimination on the basis of protected categories is banned under the International Covenant on Civil and Political Rights and other international treaties, as well as constitutions and statutes of numerous states.

The right to privacy is recognized as a constitutional norm in many countries. Laws regulating digital privacy, consumer rights, content moderation, and the market power of online platforms have brought protections for citizens, and along with them, controversies. This presentation documents AI-centric and AI-relevant bills and laws around the world. What is more, the failure of the national government to pass relevant laws has pushed subnational decision-makers to step in. Most notably, states and cities in the US have enacted a number of laws that

regulate data collection and analysis through AI in their jurisdiction. Documenting national and subnational bills and laws is necessarily limited, as AI-relevant norms are to be found in diverse subfields of the law, and as the number of AI-centric and AI-related laws is likely to increase dramatically in the next decade or so. Nonetheless, this presentation's goal is to provide as complete a global picture of AI-centric and AI-relevant laws and bills as possible. I identify a number of patterns emerging in global AI regulation. First and foremost, legislative attempts have been increasing in number. The legal regulation of AI is likely to look very different in the 2030s than in the 2010s. Second, two separate models appear to have emerged: the EU's risk-based model offers a cross-industry and technology-neutral logic of regulation, while China prefers industry-by-industry rules. Third, laws and bills tend to seek a balance between sanctions for offending businesses and breathing space for businesses to self-regulate. In fact, even some of the more restrictive laws, such as the EU's AI Act, ban very few AI applications. Even the use of emotion recognition systems, which has received so much criticism from academia and civil society, is listed as a high-risk system rather than a prohibited one – to be precise, the Act bans inferring individuals' individual states but does not disallow identifying expressions of emotion. Fourth, military AI remains unregulated despite vocal calls to ban lethal autonomous weapons systems and keep a close watch on other military uses. All in all, AI laws and bills envision a rather light-touch model of technology regulation. Legal regulation is neither a deadweight on innovation nor the cure-all to AI risks and harms. AI laws will push businesses to reassess their conduct. However, it is worth acknowledging that laws do not always function in the ways and to the extent their sponsors envision. Given the light-touch approach described above, especially when it comes to military AI, legal regulation is likely to serve as a necessary, but not sufficient, mechanism to address AI risks and harms in the future.

Symposium 4.2
Marginalized Groups in Society

Heads Down Seattle: A Photographic Meditation on Seattle's Fentanyl Epidemic
Alexander Mouton, Seattle University

Since 2018, I have witnessed the effects of the fentanyl opioid crises first-hand in my neighborhood in Belltown. This epidemic has an overt social justice aspect in that it was driven to a large degree by the aggressive marketing practices of Purdue Pharma, who lobbied for OxyContin to be doctors' most prescribed pain killer across the nation, beginning in 1996. By 2019, OxyContin was the most consumed opioid globally, resulting in a $35 billion profit for Purdue Pharma. In 2006, US awareness of Purdue Pharma's role in the national opioid epidemic that claimed over 100,000 lives by this point, led cities and states to sue Purdue Pharma, resulting in a 60% decrease in the prescription of OxyContin in the following decade. Perversely, during this same period (2011-20), national overdose deaths doubled because the removal of the drug without care for the

formerly prescribed populous led street drugs like heroin to fill the gap, and subsequently to fentanyl, which is much less expensive and easier to produce and distribute but also is fatally dangerous to properly dose.

Ethnoracial Representations of Middle Eastern or North African Americans
Rammy Salem, University of the Pacific

Membership in a racial/ethnic minority group may increase the likelihood of being inappropriately classified or being denied the opportunity to accurately self-categorize. As a result, racial/ethnic minorities may feel less valued as members of a society that fails to recognize these preferred identities. Additionally, an incongruence between how some racial/ethnic minorities are expected to identify and how they are perceived by outgroup members may lead to the formation of negative impressions of these racial/ethnic minorities by outgroup members. Two studies tested these research questions specifically as they apply to Middle Eastern or North African (MENA) Americans. In the first study, mediational analysis revealed that MENA Americans felt greater social identity threat when they were unable self-identify with their preferred race/ethnicity versus when their preferred race/ethnicity was available, which in turn was associated with feeling less belonging as Americans. In the second study, White Americans perceived a MENA American individual as less authentic when this individual identified as White as opposed to MENA. These findings lend support to the Office of Budget and Management's decision to include MENA among the federally recognized racial/ethnic categories, and underscore the importance of providing people opportunities to self-identify in psychologically satisfying ways.

The Double-Edged Sword of Diversity Initiatives: Political Ideology's Role in Hiring Bias
Zeinab Hachem, University of Michigan

Most organizations have implemented diversity initiatives in an effort to promote equitable and fair organizational practices. Past work has shown that these diversity initiatives may not be as effective as expected and may instead result in unintended negative consequences for the very individuals they are meant to support. In three novel experiments (total N = 3,664), we investigated whether and when the presence of pro-diversity messages in organizational job recruitment materials might facilitate versus hinder the hiring of underrepresented racial minorities. Participant race and political ideology were also investigated as predictors of hiring recommendations. Findings indicate that pro-diversity messages facilitate politically motivated hiring bias. Specifically, in the presence of pro-diversity messages, White and some Black, Indigenous, and people of color (BIPOC) conservatives tend to display a pro-White shift in their hiring recommendations, whereas liberals tend to display a pro-minority shift. The present research underscores the importance of organizational awareness regarding the potential for hiring managers to react, whether consciously or subconsciously, against pro-diversity efforts because of political ideology. The

present research also highlights the need for organizations to move beyond just espousing pro-diversity values and actually investigate the impact diversity initiatives have on hiring, retention, and promotion of diverse employees.

Workshop Session 1

The Understudied Psychology of Privacy: Toward an Understanding of Privacy Needs

David Evans, Microsoft
Alisa Bacon, Microsoft
Christophe Berthoud, Microsoft

To do our jobs as designers and marketers entering the privacy space, we seek a more human-centered understanding of the needs that privacy serves. The scholarly study of privacy has historically held information at the center, focusing on how data are collected, processed, or retained. While this framing has been valuable for legal and technical discussions, a need is growing to understand privacy through a human-centric lens, especially as robust privacy practices prove to be a market differentiator for products and brands. Industry practitioners typically rely on academic psychology to identify unmet needs and align with human nature, but we found it necessary to fill this gap in the privacy literature. Drawing on our research on social conversations, international surveys, qualitative interviews, and cultural studies, we observed five basic privacy needs that we review here. Hoping to spark further research and support organizations who are doing business differently by taking a more human-centered view of privacy, we argue that laypeople experience privacy as an enabler of their needs to control what they own, what spaces they inhabit, what choices they make with their lives, what relationships they have, and what identities define them.

De-essentializing Race Categories: Equitable Guidelines for Collecting and Reporting Data About Racial Identities

Alex Panicacci, University of Washington
Satoshi Morizumi, Nazan University
Ishika Ray, University of Washington
Rienna McPhie, University of Washington
Maclean William Palais, University of Washington
Yuichi Shoda, University of Washington

To determine participants' racial identities, researchers often ask them to choose from a set of predefined race categories, such as "Black" or "White." Characterizing a participant group using these categories may give the impression that race is objectively determined (e.g., "X% were Black"), or imply that participants would spontaneously describe their identities using these labels (e.g., "X% identified as Black"). Four mixed-methods studies, involving 571 participants, indicated that these practices can result in inaccurate representations of participants' identities and harm their well-being. When asked to choose one

from a set of traditional race categories, many participants felt that their racial identities were not represented by the racial label they had to settle for and reported negative feelings about being referred to by that label. This occurred even when they could select multiple categories or when an option to select "Other" was included. Open-ended questions in which participants wrote their own labels avoided these issues. However, free-format answers are problematic to code, analyze, and compare across studies. In this session, attendees will discuss and brainstorm ideas for practices to collect and report data that respect participants' racial identities and well-being, while promoting a non-essentialist view of race and maintaining methodological feasibility.

Workshop Session 2

The "Hidden" Side of Diversity: Using Data on Linguistic Identities, Emotions, and Belonging to Reduce Language Bias
Alex Panicacci, University of Washington

While diversity, equity, inclusion have been widely promoted, language diversity (e.g., world languages, minority language varieties) is rarely mentioned. By assessing English first (EL1) and non-first language (ELX) users' perceptions in an English-speaking context, this research examines students' belonging, anxiety, and enjoyment in relation to their linguistic identities. Two mixed-method studies involving 566 undergraduate students revealed that ELX users reported less belonging and more anxiety in class, compared to EL1 users. Additionally, higher proficiency and confidence when using English, paired with more enjoyment and less anxiety, predicted higher belonging in class among all users (variance = 43.4%). Language minorities, international, and first-generation college students admitted feeling anxious about their English being considered "improper". Most said their English impacts their inclusion and participation in class, and some reported having experienced language-related discrimination. Qualitative data suggest that diverse dynamics (e.g., small discussion groups) are viable solutions to reduce language bias in the classroom. These findings set the ground to develop resources that give all linguistic identities equal chances to thrive and protection from prejudice. In this session, attendees will discover the role of language in shaping identities, learn about language bias, and practice ways to mitigate it by working through case examples.

Reimagining Research as a Tool in Social Movement Strategies
Jaboa Lake, Race Forward

Historically and currently, research has been framed as an objective process and has been used to harm communities, justify inequities, and uphold oppressive systems. These research practices are used to inform and set policy, allocate critical resources, inform culture and values systems, and contribute to narratives that impact the material conditions of our lives. However, communities have engaged with a range of research methods that are rooted in liberatory