San Jose State University

From the SelectedWorks of Megumi Hosoda

1996

The Interactive Effects of Disability, Race, and Gender on Job Placement Decisions

Dianna L. Stone, University at Albany, State University of New York
Erik R. Eddy, University at Albany, State University of New York
Megumi Hosoda, University at Albany, State University of New York
Scott Behson, University at Albany, State University of New York

Available at: http://works.bepress.com/megumi-hosoda/10/
the impact of low income among minority persons on their physical, mental, and social well-being. Furthermore, they should not lose sight of the strong connection between poverty and the lack of educational opportunities.

6. While most minority persons with disabilities are neither married nor living with a spouse, this is especially true of African Americans, who are disproportionately over represented in the divorced, separated, and never married categories. These findings also have implications for minority persons’ social and psychological well-being.

7. Persons with disabilities from minority groups are largely located in the southern and western regions of the nation. Therefore, funds allocated for services to persons with disabilities should be proportionately higher for these areas. Services in these areas should also be specific to the predominant racial/ethnic group and specific disabilities.

In summary, compared to White persons with disabilities, persons with disabilities from minority racial/ethnic groups have higher prevalence rates of disabilities and higher unemployment. Comparatively, a higher number of minority persons with disabilities are not in the labor force. With regard to rehabilitation services, generally, White consumers, compared to consumers from minority groups, have more money spent on them during the rehabilitation process. Proportionately more minority persons with disabilities have lower education and income. At the present time, when policies are being overhauled and more powers and monies are being shifted to state and local authorities, it is crucial that persons with disabilities, especially those from minority groups, get more opportunities and appropriate services to benefit themselves and the nation.

Bibliography


(For further information, contact: Howard University Research and Training Center for Access to Rehabilitation and Economic Opportunity, 2900 Van Ness Street, NW, Holy Cross Hall, Suite 100, Washington, DC 20008; phone (voice): 202/806-8086; TDD: 202/244-7628.)

The Interactive Effects of Disability, Race, and Gender on Job Placement Decisions
Dianna L. Stone
Erik R. Eddy
Megumi Hosoda
Scott Behson
University at Albany, State University of New York

A recent Department of Labor Report (Braddock & Bachelder, 1994) indicates that employment and advancement opportunities for minorities with disabilities are severely limited. In fact, U.S. Census data (cited in Braddock & Bachelder, 1994) reveal that White individuals with disabilities are twice as likely to be employed on a full time basis as Black or Hispanic people with disabilities. Not surprisingly, Braddock and Bachelder (1994) maintain that the primary reason for this is that minorities with disabilities experience dual sources of discrimination: minority status and disability.

Similarly, a recent model of the treatment of individuals with disabilities in organizations (Stone & Colella, in press) suggests that race may be an important determinant of employers’ reactions to persons with disabilities. More specifically, these
authors argue that negative reactions to persons with disabilities may be exacerbated by their race or ethnicity. In particular, Stone and Colella contend that the negative characteristics often ascribed to the prototypical member of a racial minority group (e.g., African Americans are characterized as unintelligent, lazy) may augment the negative stereotypes associated with persons who have disabilities (e.g., helpless, inferior, dependent, shy, less capable of competing) (Fichten & Amsel, 1986; Makas, 1988). As a result, the model just noted predicts that persons of color (e.g., Black, Hispanic, Native American) who have disabilities will be viewed as less suitable for jobs than individuals with disabilities who are White.

To date, only a few empirical studies have examined the job-related experiences of individuals with disabilities who are members of various racial groups (e.g., Belgrave & Walker, 1991; Levy, Murphy, Levy, Kramer, Rimmerman, & Botuck, 1993). Likewise, few studies have assessed the extent to which the gender of the person who has a disability affects personnel decisions, and we know of only one study that has simultaneously examined the extent to which race and gender influence reactions to persons with disabilities (i.e., Levy et al., 1993). Therefore, the primary purpose of this research is to examine the interactive effects of disability, race, and gender on job suitability ratings and placement decisions.

Based on Stone and Colella's model (in press), we hypothesize that (1) individuals with disabilities who are Black will be rated lower in terms of job suitability and will receive assignments to lower level positions than individuals with disabilities who are White. In addition, given that characteristics associated with disabilities are less likely to be consistent with male prototypes (e.g., men are strong, powerful) than female prototypes (e.g., women are physically weak, dependent), we predict that (2) men who have disabilities will be rated lower in terms of job suitability and assigned to lower level positions than women who have disabilities. Moreover, we hypothesize that (3) disability, race, and gender will interactively affect job suitability ratings and placement decisions.

Method

Using a 2x2x2 experimental design and data from 120 employed subjects, the study will examine the interactive effects of (a) disability status (having a disability vs. not having a disability), (b) race (Black vs. White), and (c) gender (male vs. female) on job suitability ratings and placement decisions.

Procedure

Participants will be (a) given and asked to complete a consent agreement, (b) randomly assigned to experimental conditions, (c) asked to play the role of a Human Resources Manager of a hypothetical firm, (d) asked to review a personnel record for a hypothetical employee and to complete questionnaires designed to assess job suitability ratings and placement decisions, and (e) debriefed.

Subjects

Participants will be 120 employed individuals enrolled in graduate business courses.

Manipulations

All subjects will be given a scenario describing a hypothetical firm and will be asked to play the role of a Human Resources Manager. They will then be given the personnel record of an employee, and descriptions of eight jobs within the firm (e.g., assistant manager, secretary, custodian, cashier). Next, participants will be asked to complete ratings of employee qualifications. They will also be asked to (a) rate the employee in terms of the degree to which the person is suitable for each of the eight jobs, (b) assign the employee to one of the eight jobs, and (c) make salary recommendations.

Disability status. This variable will be manipulated by varying the information on the personnel record that asks whether the employee has any disability. In the disability condition, the personnel record will show that the individual has rheumatoid arthritis, joint swelling, and difficulty walking. In the other condition, no disability will be recorded.

Race and gender. These variables will be manipulated by altering pictures of the employees attached to the personnel record (e.g., Black, female). All pictures will be equalized in terms of age, attractiveness, etc.

This study is currently in progress. Results should be available by April 1996.

References


Fichten, C.S., & Amsel, R. (1986). Trait attributions about college students with a physical


(For further information, contact: Dianna L. Stone, Associate Professor, Management Faculty, School of Business, University at Albany, State University of New York, Albany, NY 12222; phone: 518/442-4966; FAX: 518/442-3944.)

**Dual Minority Status**

Rhoda Olkin, Ph.D.
California School of Professional Psychology

Doctoral students in clinical psychology, working with Rhoda Olkin, Ph.D., at the California School of Professional Psychology, are investigating the relationship of dual minority status - disability and ethnicity. In particular, they are asking how clinicians respond to patients with disabilities. The "patients" are presented in vignettes in which two types of disability are covaried with different ethnicities. Dr. Olkin is interested in hearing from others involved in similar lines of inquiry.

(Contact: Rhoda Olkin, Ph.D., California School of Professional Psychology, 1005 Atlantic Avenue, Alameda, CA 94501; phone: 510/523-2300, x166; e-mail: 72746.3500@CompuServe.com.)

**The Need for Sensitivity to Cultural Issues in Women’s Health Care**

There are two recent articles which specifically address the need for sensitivity to cultural differences in women’s health care.


(For further information, contact Isabel Dyck, The University of British Columbia, School of Rehabilitation Sciences, Faculty of Medicine, T325, 2211 Westbrook Mall, Vancouver, BC, Canada V6T 2B5; FAX: 604/822-7403; e-mail: idyck@unixg.ubc.ca.)

**American Indian Disability Legislation: Toward the Development of a Process that Respects Sovereignty and Cultural Diversity**

Ladonna Fowler
American Indian Disability Legislation Project

The recent passage of the Americans with Disabilities Act (the ADA) has the potential to improve the lives of all citizens with disabilities. Yet, American Indians with disabilities living on reservations may not benefit from this law because it specifically excludes tribes from its requirements or may not be enforceable on reservations (Bazan, 1991). Traditionally, the applicability of national legislation to tribal governments has been addressed through the courts. This adversarial approach has contributed to tensions between tribal and other governmental entities. One conclusion from this long history is that tribes’ sovereignty should be respected and that tribes should be allowed to decide legislative issues independently.

An alternative to the continuation of this historically adversarial approach is to develop a mechanism for tribes to voluntarily consider the applicability of such legislation.

The goal of this project is to develop and test methods for fostering the adoption of disability legislation by American Indian tribes that is consistent with principles established by the ADA, and respectful of tribal sovereignty and cultural diversity.

The project is comprised of three phases.

In the first phase, researchers surveyed 143 tribal governments to assess the awareness of disability