



Building Community

May 12

University of California, Irvine



Building Community: Workplace Discrimination

Sean Young

Emergency Medicine & Informatics

Jacqueline Cavazos

School of Education

Maia Young

Merage School of Business

Arjuna Ugarte

Emergency Medicine



Values, Mission, Goals

- **Values**

Inclusion and psychological safety for all people

- **Mission**

Understand and identify best practices for reducing discrimination in workplaces



- **Goals**

Collect data about workplace discrimination in Orange County

Create a 24-hour event to unite community in reducing discrimination

Develop a network of key stakeholders for future needs



Expertise

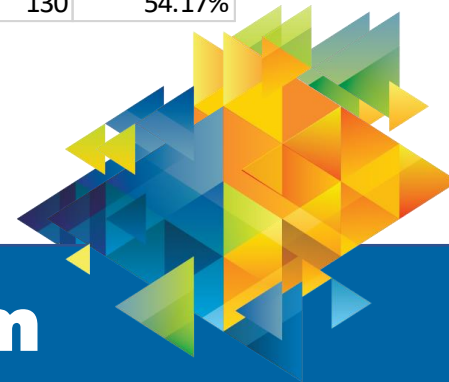
- Dr. Sean Young's research focuses on digital behavior change interventions and AI-based technological approaches to alleviate public health problems.
- Dr. Maia Young's research examines the psychology of individual decision making and effects of discrimination in the workplace.
- Dr. Arjuna Ugarte, who is part of Dr. Sean Young's lab, has experience with mental health and public health research.
- Dr. Jacqueline Cavazos, a postdoc working with Dr. Nia Dowell, studies AI-based interventions and natural language processing to promote inclusion in collaborative teams.



Preliminary Data

Demographic	Option	Count (n)	Percentage
Education	Less Than High School	2	0.83%
	High School Diploma or equivalent (GED)	25	10.42%
	Some College/Certificate	93	38.75%
	Vocational/Trade School	52	21.67%
	Bachelor's degree	57	23.75%
	Some Graduate or Professional School	9	3.75%
	Graduate or Professional School	2	0.83%
Political Party	Democrat	73	30.42%
	Libertarian	145	60.42%
	Republican	21	8.75%
	Other	1	0.42%
Political Ideology	Conservative	45	18.75%
	Liberal	153	63.75%
	Moderate	42	17.50%
	Other	0	0.00%
Religion	Atheist	84	35.00%
	Buddhism	20	8.33%
	Christianity	95	39.58%
	Hinduism	15	6.25%
	Islam	22	9.17%
	Judaism	4	1.67%
	Other	0	0.00%

Demographic	Option	Count (n)	Percentage
Employment Status	Full-time employment	215	89.58%
	Part-time employment	15	6.25%
	Furloughed	9	3.75%
	Retired	1	0.42%
Gender	Male	108	45.00%
	Female	132	55.00%
	Other	0	0.00%
Sexual Orientation	Bisexual	22	9.17%
	Heterosexual	198	82.50%
	Homosexual	19	7.92%
	Questioning	1	0.42%
Ethnicity	Hispanic	82	34.17%
	Non-Hispanic	158	65.83%
Race	American Indian or Alaska Native	13	5.42%
	Asian	14	5.83%
	Black or African American	79	32.92%
	Native Hawaiian or Pacific Islander	5	2.08%
	White	130	54.17%



Average Age

Average	30.00833
Min	18
Max	66



Average Years Worked in OC

Average	5.291667
Min	1
Max	38



Employment Status

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	Part-time employment	15	6.25%
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	Graduate or Professional School	2	0.83%



Political Party

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	Libertarian	145	60.42%
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	Other	1	0.42%



Political Ideology

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Religion

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	Christianity	95	39.58%
	Hinduism	15	6.25%
	Islam	22	9.17%
	Judaism	4	1.67%
	Other	0	0.00%



How similar are you to the people in your personal/social?

Race	Extremely Different	10	4.17%
	Moderately Different	66	27.50%
	Neither different or similar	52	21.67%
	Moderately Similar	75	31.25%
	Extremely Similar	37	15.42%
Age	Extremely Different	7	2.92%
	Moderately Different	57	23.75%
	Neither different or similar	64	26.67%
	Moderately Similar	74	30.83%
	Extremely Similar	38	15.83%
Religion	Extremely Different	10	4.17%
	Moderately Different	48	20.00%
	Neither different or similar	72	30.00%
	Moderately Similar	73	30.42%
	Extremely Similar	37	15.42%

Interests	Extremely Different	10	4.17%
	Moderately Different	40	16.67%
	Neither different or similar	59	24.58%
	Moderately Similar	90	37.50%
	Extremely Similar	41	17.08%
Gender	Extremely Different	8	3.33%
	Moderately Different	69	28.75%
	Neither different or similar	77	32.08%
	Moderately Similar	51	21.25%
	Extremely Similar	35	14.58%



How similar are you to the people in your work environment?

Race	Extremely Different	21	8.75%
	Moderately Different	69	28.75%
	Neither different or similar	80	33.33%
	Moderately Similar	50	20.83%
	Extremely Similar	20	8.33%
Age	Extremely Different	7	2.92%
	Moderately Different	86	35.83%
	Neither different or similar	67	27.92%
	Moderately Similar	58	24.17%
	Extremely Similar	22	9.17%
Religion	Extremely Different	15	6.25%
	Moderately Different	66	27.50%
	Neither different or similar	86	35.83%
	Moderately Similar	52	21.67%
	Extremely Similar	21	8.75%

Interests	Extremely Different	20	8.33%
	Moderately Different	60	25.00%
	Neither different or similar	68	28.33%
	Moderately Similar	71	29.58%
	Extremely Similar	21	8.75%
Gender	Extremely Different	11	4.58%
	Moderately Different	70	29.17%
	Neither different or similar	76	31.67%
	Moderately Similar	57	23.75%
	Extremely Similar	26	10.83%



Do you experience discrimination at work because of your race, ethnicity, age, or other factors that are out of your control?

Do you experience discrimination at work because of your beliefs, including religious, political, or other beliefs?

Yes	93	38.75%		37	15.42%
No	147	61.25%		203	84.58%



Compared to your coworkers, how likely are people at your work to discriminate against you because of your race, ethnicity, age, or other factors that are out of your control?

Much more likely	35	14.58%
More likely	77	32.08%
Neither likely or unlikely	65	27.08%
More unlikely	51	21.25%
Much more unlikely	12	5.00%



Compared to your coworkers, how likely are people at your work to discriminate against you because of your beliefs, including religious, political, or other beliefs?

Much more likely	16	6.67%
More likely	69	28.75%
Neither likely or unlikely	90	37.50%
More unlikely	45	18.75%
Much more unlikely	20	8.33%



Compared to experiencing work discrimination in-person (to your face), how likely are you to experience work discrimination virtually (online, including both online at work as well as online working remotely)?

Much more likely	8	3.33%
More likely	51	21.25%
Neither likely or unlikely	97	40.42%
More unlikely	65	27.08%
Much more unlikely	19	7.92%



Compared to before the COVID-19 pandemic, how much do you currently experience discrimination at work due to your race, ethnicity, age, or other factors that are out of your control?

Much more	21	8.75%
More	50	20.83%
About the same	108	45.00%
Less	38	15.83%
Much Less	23	9.58%



Compared to before the COVID-19 pandemic, how much do you experience discrimination at work due to your beliefs, including religious, political, or other beliefs?

Much more	8	3.33%
More	43	17.92%
About the same	116	48.33%
Less	54	22.50%
Much Less	19	7.92%



Compared to work locations in other California counties, how much do you think people in Orange County work locations experience discrimination because of their race, ethnicity, age, or other factors that are out of your control?

Much more	16	6.67%
More	51	21.25%
About the same	113	47.08%
Less	38	15.83%
Much Less	22	9.17%



Compared to work locations in other California counties, how much do you think people in Orange County work locations experience discrimination because of their beliefs, including religious, political, or other beliefs?

Much more	15	6.25%
More	52	21.67%
About the same	107	44.58%
Less	54	22.50%
Much Less	12	5.00%



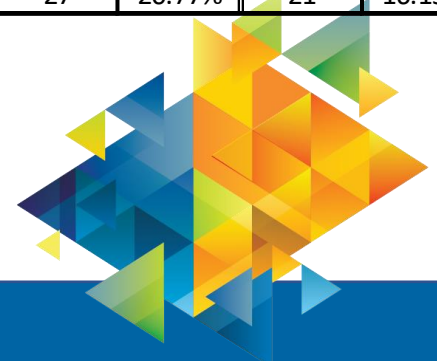
Again, think about your experience working in Orange County in the past 5 years. Have you experienced any of the following types of workplace discrimination during that time?

	Online	Offline	None	Both
Age	92	80	59	9
	38.33%	33.33%	24.58%	3.75%
Disability	56	109	63	12
	23.33%	45.42%	26.25%	5.00%
Gender Identity	75	86	64	15
	31.25%	35.83%	26.67%	6.25%
Sexual Orientation	80	83	64	13
	33.33%	34.58%	26.67%	5.42%
Religion	84	84	56	16
	35.00%	35.00%	23.33%	6.67%
Race	93	88	36	23
	38.75%	36.67%	15.00%	9.58%
Sexual Harassment	69	98	57	16
	28.75%	40.83%	23.75%	6.67%
Political Views	77	91	63	9
	32.08%	37.92%	26.25%	3.75%



Discrimination Due To?

		Inherent			Personal beliefs				Inherent			Personal beliefs	
		N	Yes		Yes				N	Yes		Yes	
TOTAL		240	93	38.75%	37	15.42%	TOTAL		240	93	38.75%	37	15.42%
Education	Less Than High School	2	1	50.00%	1	50.00%	Employment	Full-time employment	215	80	37.21%	31	14.42%
	High School Diploma/equivalent	25	14	56.00%	1	4.00%		Part-time employment	15	7	46.67%	5	33.33%
	Some College/Certificate	93	36	38.71%	16	17.20%		Furloughed	9	5	55.56%	1	11.11%
	Vocational/Trade School	52	14	26.92%	8	15.38%	Retired	1	1	100.00%	0	0.00%	
	Bachelor's degree	57	24	42.11%	8	14.04%	Gender	Male	108	44	40.74%	20	18.52%
	Some Graduate/Professional School	9	2	22.22%	2	22.22%		Female	132	49	37.12%	17	12.88%
Graduate or Professional School	2	2	100.00%	1	50.00%	Other	0	0	0.00%	0	0.00%		
Political Party	Democrat	73	33	45.21%	12	16.44%	Orientation	Bisexual	22	10	45.45%	0	0.00%
	Libertarian	145	51	35.17%	22	15.17%		Heterosexual	198	71	35.86%	33	16.67%
	Republican	21	9	42.86%	3	14.29%		Homosexual	19	11	57.89%	4	21.05%
	Other	1	0	0.00%	0	0.00%		Questioning	1	1	100.00%	0	0.00%
Political Ideology	Conservative	45	21	46.67%	5	11.11%	Ethnicity	Hispanic	82	23	28.05%	13	15.85%
	Liberal	153	56	36.60%	28	18.30%		Non-Hispanic	158	70	44.30%	24	15.19%
	Moderate	42	16	38.10%	4	9.52%	Race	American Indian or Alaska Native	13	4	30.77%	1	7.69%
	Other	0	0	0.00%	0	0.00%		Asian	14	9	64.29%	3	21.43%
Religion	Atheist	84	43	51.19%	7	8.33%	Black or African American	79	50	63.29%	12	15.19%	
	Buddhism	20	3	15.00%	2	10.00%	Native Hawaiian/ Pacific Islander	5	3	60.00%	0	0.00%	
	Christianity	95	30	31.58%	19	20.00%	White	130	27	20.77%	21	16.15%	
	Hinduism	15	8	53.33%	5	33.33%							
	Islam	22	6	27.27%	3	13.64%							
	Judaism	4	3	75.00%	1	25.00%							
	Other	0	0	0.00%	0	0.00%							



Next Steps

- We will continue distributing a 20-minute online survey to employees throughout the county.
- We will collaborate with Orange County businesses to identify or participate as advisory board members for our 24-hour event



Building Community: Workplace Discrimination – Team Bios

Sean Young

Sean Young is Professor in the Departments of Emergency Medicine (School of Medicine) and Informatics (School of Information and Computer Sciences). He studies ways to use social data (e.g., social media, internet search) to predict risk for HIV, opioid overdose, and mental health among vulnerable populations, as well as ways of developing digital behavioral interventions to improve people's health behaviors. This work is done in collaboration with key stakeholders, including key community leaders, health departments, and community advisory boards. His funded Confronting Extremism project, "A Hackathon to Explore Solutions to Racial/Ethnic/Religious bias, Discrimination and Extremism." The project seeks to explore and quantify Orange County employees' experiences of workplace-related racial/ethnic, gender, political, religious, and other bias and discrimination, along with conducting a hackathon-style event with key Orange County leaders to gain insights about how to combat discrimination and polarity. His findings have implications for scaling broader solutions to combat discrimination through community interventions and social systems. He is a board member for the National Academy of Sciences, Engineering, and Medicine's (NASEM) Division of Health and Medicine. He received a PhD in psychology from Stanford University and a MS in health services research from its School of Medicine.

Maia Young

Maia Young is an associate professor of Organization and Management. She earned her PhD from the Stanford Graduate School of Business and worked at UCLA's Anderson School of Management for 13 years before joining The Paul Merage School of Business in 2017. Her research examines the psychology of individual decision making in the workplace, particularly the way that decisions can be affected by emotions, culture and religion.

Prof. Young's research has been published in Organizational Behavior and Human Decision Processes, Journal of Management, American Psychologist, Journal of Personality and Social Psychology, Journal of Behavioral Decision Making and Journal of Cross-Cultural Psychology. It has been covered by various media outlets, including The Economist, NPR's Marketplace, strategy + business, Inc.com, Science Magazine and Psychology Today.

Jacqueline Cavazos

Jacqueline Cavazos is a postdoc working in the Language and Learning Analytics ([LaLA](#)) Lab with Dr. Nia Dowell. She earned her PhD in Psychological Sciences from the University of Texas at Dallas (UTD). She studies AI-based interventions and natural language processing to promote inclusion in collaborative teams.

Arjuna Ugarte

Arjuna Ugarte is a Staff Research Associate in the Department of Emergency Medicine working under Dr. Sean Young. He earned his MD from St. George's University School of Medicine in Grenada. Prior to joining Dr. Sean Young's team, his background was in mental health research. Currently, his research focus has been on topics involving public health and mental health.