

AFFECTS OF MICROAGGRESSIONS ON THE BEHAVIOR  
OF UNDOCUMENTED IMMIGRANTS

A Project

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by

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Division of Social Work

Abstract  
of  
AFFECTS OF MICROAGGRESSIONS ON THE BEHAVIOR  
OF UNDOCUMENTED IMMIGRANTS

by  
Deidre Medrano  
Cynthia Ramirez

Daily discrimination towards undocumented Latino immigrants influences their perception of the world, behavior, and ability to access services. Through this study, we evaluated the relationship between microaggressions and behavioral patterns, sense of belonging, feelings of inferiority, service utilization, and fear. This mixed method, quantitative exploratory research project consisted of 42 participants, 52 % were female and 48 % were male. There were several significant correlations found. There was a significant correlation between experiences of microaggressions and fears ( $r=0.315$   $p=0.05$ ), microaggressions and behaviors ( $r=0.509$ ,  $p=0.01$ ), behaviors and resiliencies ( $r=0.509$ ,  $p=0.05$ ), and service utilization and feelings of inferiority ( $r=-0.377$ ,  $p=0.05$ ).

The themes found through the qualitative research included what it means to belong, documentation status, fears related to being undocumented, and how documentation impairs health and social services.

\_\_\_\_\_, Committee Chair  
Teiahsha Bankhead, Ph.D.

\_\_\_\_\_  
Date

## DEDICATION

We dedicate this project to all the individuals who are marginalized by society.

You have a voice, you are strong and you are worthy.

## ACKNOWLEDGEMENTS

The researchers would like to first and foremost give a heartfelt thanks to the courageous participants who allowed us to take a glimpse into their experiences. The responses and outpouring of support was moving. The genuine responses brought us to tears as the incredibly unjust policies and discriminations that impact your lives is unimaginable. As researchers, Latina women and daughters of immigrants we were humbled by your strength, honesty, and perseverance.

We would also like to thank Dr. Bankhead for all your guidance throughout this journey. You were a motivating and calming force who believed in our passion in exploring this under researched population.

To our parents, thank you for encouraging us in all of our pursuits and inspiring us to follow our dreams. The sacrifices you have made enabled us get to this point. We are also grateful to our families for the unconditional love and support.

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## **Chapter 1**

### **INTRODUCTION**

#### **Statement of the Problem**

In today's political climate, racial tensions are increasing, with microaggressions being at the forefront of these issues. Racial demonstrations are on the rise with individuals exhibiting heinous acts of racism and hatred. Hate crimes and displays of hostility towards minorities have rapidly increased, with no sign of stopping. Therefore, a deeper look at microaggressions is necessary. Although there is some research beginning to be conducted, it is still in the early stages and it remains understudied. Research among Latino undocumented immigrants is lacking as evidence by few research studies available. Through this study we will be looking at the relationship between microaggressions and the effect that they have on behavior patterns, sense of belonging, feelings of inferiority, service utilization, and the fear that this population encounters.

In 2014 there was an estimated 11.1 million undocumented individuals living in the United States, with one in four of all immigrants being undocumented, Mexicans remain more than half (52%) of the United States' population of undocumented immigrants (Pew Research Center, 2015). It is important to note the implications that an undocumented status has on the effects of not only the individual who carries the undocumented status, but the effects it has on their children and family, who are in some cases U.S. native born citizens. "It is estimated that at least 9 million people live in mixed status families, where at least one parent is

undocumented and one child is a U.S. citizen” (Philbin & Ayon, 2016, p.128).

Ultimately, the magnitude of this problem is clear and the experiences of millions of individuals living within the United States must be highlighted.

For this study, we are defining *microaggressions* as indirect or subtle discrimination against individuals of marginalized populations. *Marginalized* is defined as putting or keeping (someone) in a powerless or unimportant position within a society or group. Although microaggressions may sound seemingly harmless, with the word *micro* in it, supposing having little or small effects, the reality is quite the opposite. According to Huynh (2012) even innocuous forms of discrimination are associated with elevated levels of anxiety, anger, and stress, which may increase feelings of depression and sickness.

Microaggressions should be recognized as subtle discrimination that sends messages about group status and devaluation, and similar to overt discrimination, can evoke powerful emotional reactions and may affect mental health. It has been suggested that ethnic microaggressions can lead to more severe psychological consequences than overt discrimination. This may be due in part to the nature of these exchanges, which can be ambiguous, denied, or rationalized as well-intentioned, resulting in complexity of the situation (Noh, Kaspar, & Wickrama, 2007; Tran & Lee, 2014).

Latino communities and more specifically, Mexican communities are at higher risks for a gamut of disparities that are obstacles to overall quality of life (Mallet, Calvo & Waters, 2017). Moreover, education and health access are important

factors that contribute to overall well-being of these families. For undocumented immigrants, these two areas have been difficult to access and it is important to understand the underlying barriers that are limiting the use of these services. Barriers in accessing health care can result in minor illnesses or conditions being exacerbated and possibly leading to more severe ailments.

Fear culture including negative attitudes and perceptions of immigrants, along with microaggressions add to the stressors this oppressed population already encounters. Since 9/11, immigrants or foreigners have often been portrayed negatively. Some real-world examples include a library's opposition of purchasing children's books in Spanish in Lewis County in 2006 or in 2007 the Ku Klux Klan announcing that it would increase activities targeting U.S communities with growing immigrant populations (Chung, Bemak, Ortiz and Sandoval-Perez, 2008). With today's hostile and non-inclusive climate, tensions with immigrant populations have been at an all-time high. Individuals are undeniably affected by this issue and the implications of this oppression puts them at risk for adverse reactions, such as fear of leaving their home, fear of being in certain areas, which can lead to isolation.

According to the Pew Research Center (2017), more than 728,000 young adults who were brought to the United States as children have successfully applied for President Barack Obama's 2012 Deferred Action for Childhood Arrivals (DACA) program. That is more than 10% of the undocumented population that is temporarily protected from deportation, yet with the current presidency's end of DACA the fate of these individuals is unclear (Pew Research Center, 2017). DACA recipients are not

only left to wonder where their future lies, but now must live in constant fear of the unknown. The current president's end of the DACA program now prohibits any individuals from the qualified population to benefit from the opportunities that this program was created for. Issues of deportation and immigration reform do not appear to be progressing at this time and tensions are rising every day. Anti-immigration policies have been shown to negatively impact human and civil rights by reinforcing prejudices, increasing discrimination and racial profiling (Rubio-Hernandez & Ayon, 2016). More recently, there has been a strong favoring towards President Trump's proposal to build a wall dividing the United States border with Mexico. Efforts to build a physical barrier between the two countries can represent the severing of partnerships and compromise. Ultimately, it sends a message of indifference with hopes of dividing us all.

The rhetoric used in this current presidency highlight the exclusion of undocumented immigrants. President Trump recently used the phrase "bad hombres" to describe a group of undocumented immigrants and alluded to the belief that undocumented immigrants are taking American jobs. It appears that the current American environment and sentiments are being underlined with a lack of empathy and concern for millions of individuals and families in the United States. An environment of discrimination is being fostered within the United States and we must change the direction that this country is heading.

The experiences faced by this population can provide crucial insight regarding the needs and consequently specialized services to fit those needs. Are undocumented

individuals more susceptible to internalizing or externalizing negative issues than documented persons who do not face this issue? What are the potential lifelong consequences that these individuals experience? How are these individuals coping with the hardships they are experiencing and what are some of the resources available to them? There is little known about this population and through this study we can bring awareness to their experiences. By bringing attention to professionals and others in the community we can change the direction we are going in providing assistance to this vulnerable population.

Social work research aims to push the boundaries of contemporary issues to best advocate for oppressed and marginalized populations. The life experiences of this population and the barriers they face are important to understand as social workers. As agents of change and advocacy this topic needs social worker's immediate attention, as its effects are reaching more and more individuals every day. Better efforts to support this population have the potential for better life outcomes in all aspects of life functioning, including education, service attainment, perceptions of self, and life satisfaction. Knowledge of the issues this group faces are imperative in providing competent services. The possibilities are endless when more efforts are channeled into the right places.

Mendez-Shannon and Bailey (2016) argue that for social workers to learn more about this population's challenges, and how to best assist and make a difference, we must first educate ourselves on the experiences that they encounter. After we do this, we can better deliver needed and appropriate services. If we can

challenge the system by promoting social change on behalf of this population, we can also bring about social justice for them. This study is important not only in the research we are conducting because it will bring awareness, but also significant for the population. The findings will allow professionals to learn how to better serve undocumented immigrants as well as allow for the knowledge of their experiences to be shared with others who have may not know otherwise.

### **Study Purpose**

This study aims to explore the experiences and perceptions of undocumented Latino individuals. The importance and relevance of this study can contribute to current political decisions and racial tensions in the United States that have been previously mentioned. The study population is a group that is often underrepresented, marginalized and oppressed as fear of deportation stops them from accessing a variety of resources including health and human services to seeking help from law enforcement. In turn, their struggles and journeys are not openly discussed.

The objective of this research is to gain a better understanding of the undocumented individual's life experiences on a day-to-day basis in the hopes of providing better services more tailored to their unique needs. We hope through this research to learn about service utilization and frequency of microaggressions, as well as resiliency factors. All of this impacts undocumented individuals' perceptions of themselves and their world. These same perceptions often have a direct impact on behavior patterns among these individuals. Along with wanting to learn about barriers this population's face, ultimately, we would like to give them a chance to share their

story and give them a voice. Through sharing their experiences, we can learn directly from this population what it is they need and how we can change systems to better meet their needs. We hope by conducting this study to be able to share our knowledge and bring awareness to others that will eventually create more resources for this population.

This study's findings have the potential to highlight the need for more resources and demonstrate the need for better immigration policies. Yoshikawa (2011) discovered that when an individual is undocumented they experience greater social exclusion which affects various other aspects of their lives. Furthermore, when an individual has less social support they are at greater risks for economic hardships and job related stressors.

### **Theoretical Framework**

There are three main theories that relate to the issue of undocumented immigrants, intersectionality, critical race theory and social constructionist. Intersectionality aims to challenge oppression and inequality in a critical and reflective manner. This theory that can be used to understand the complexity in identities and how institutions affect people's lives. This is paramount in becoming more conscious of systemic oppression and how that affects the person in the environment (Mattsson, 2013). Intersectionality encompasses much more than just issues of race, gender and class (Mattsson, 2013). It includes education, occupation, mental health status, religion and physical abilities just to name a few. Thus it can help professionals better understand our client's point of view and factors that may be

hindering their success. In turn, theoretical frameworks such as intersectionality can help dissect the client's internal working model and thus provide avenues to support positive outcomes (Mattsson, 2013).

Furthermore, intersectionality can help professionals understand the multifaceted identities and barriers immigrants face when leaving their country of origin and entering a new country with different traditions and values. This concept can bring oppression and power relations to the forefront of how we view individual lives. Whether it be limited access to health and human services to feeling intimidated by service providers. Individuals are experiencing discrimination at the macro level with anti-immigration policies and legislatures and at the micro level with day to day microaggressions. Ultimately, it is essential to understand how the complexity of identities impact an individual's perceptions and thus behavior patterns.

Similarly, Critical Race Theory or CRT puts forth concepts that also highlight power structures and racial inequalities (Kolivoski, Weaver & Constance-Huggins, 2014). This framework is important in mixed method research studies as it emphasizes experiential knowledge gained from the experiences of people of color. This can be through narratives, family history or storytelling. This framework values recounting encounters, thus giving the oppressed and marginalized a voice.

Furthermore, this framework also introduces strategies for professionals to become self-aware of their own practice and roles as practitioners in agencies that may be oppressors themselves. Change can be instilled if service providers become aware of their own roles in structural oppression. Sequentially, through this

framework and research studies that draw out experiential data, professionals can engage in critical dialogues demonstrating racial disparities and offering a lens that recognizes discrimination in the hopes of creating social advancement (Kolivoski, Weaver & Constance-Huggins, 2014).

The last theory that will be integrated is social constructionist theory (Schneider, 1985). This theory puts forth the concept that social problems are socially constructed, move over, society offers a way to define, study and understand social problems (Schneider, 1985). Although social constructionist theory is a macro theory, it is important to understand the same ideals in micro practice. This theory helps us understand how social norms impact countries, communities and individuals. Consequently, affecting how individuals see themselves and how they interact with the world.

This theory's practical implications are clear. It examines the constructed understanding of the world that forms the basis for shared assumptions about reality. Societal norms define what is important and what is not. Social constructionist theory can provide a framework that considers labeling and social categorization. Consequently, immigration reform has been surrounded by heated debates, yet immigration reform has not been passed. Although it is a topic that almost all presidential leaders discuss, reformative laws have fallen through. Furthermore, this theory can help explain why some social conditions are given the status of a social problem while others are not. Thus, this theory can provide a valuable lens on demonstrating how and why discrimination occurs, while also understanding the

implications on individuals who are immersing themselves into a different society than their own.

### **Study Limitations**

The researchers recognize that this study may have limitations in regards to generalizing the research findings to the greater U.S. population. Snowball sampling calls for referrals from initial contacts, consequently generating subjects that share the same traits and characteristics, thus only obtaining a small subgroup of a population. Furthermore, this non-random form of sampling can affect generalizing the research outcomes as the participants are all located in California and of specific demographics. Additional limitations also include the accessibility to online technology. This can lead to possible economic barriers posed in accessing the online questionnaire. As a computer, laptop or phone is needed as well as internet access, this method targets individuals who have these resources and may limit access to those who do not.

### **Key Terms**

DACA: A student with undocumented status, as defined above, who was brought to the U.S. as a minor and is eligible for Executive Order Deferred Action for Childhood Arrivals.

Documented: An individual that carries legal status either by birth or legal processes.

Immigrant: An individual who comes to live permanently or for a period of time in a foreign country.

Microaggressions: Indirect or subtle discrimination against individuals of marginalized populations.

Mixed-Status Families: Families that are comprised of undocumented, documented, and/or native individuals.

Marginalized: Putting or keeping (someone) in a powerless or unimportant position within a society or group.

Native-Born Citizen: An individual born in the United States. Many children with immigrant parents are U.S.-born and therefore native citizens. They are eligible for public benefits on the same terms as other citizens.

Service Utilization: Refers to the extent to which people are making use of services that are available in the community. This includes an individual's access to services providers, such as health and human services. This also concerns behavior patterns as barriers, limitations and perceptions that can be attributed to getting access or while getting access to services.

Undocumented: An undocumented individual is a foreign national who: (1) entered the United States without inspection or with fraudulent documents; or (2) entered legally as a non-immigrant but then violated the terms of his or her status and remained in the United States without authorization.

### **Statement of Collaboration**

The researchers Deidre Medrano and Cynthia Ramirez recognize the partnership and dedication to this research study. This study was made possible by the collaborative efforts of Master of Social Work students, Deidre Medrano and Cynthia

Ramirez. This collaborative study included the distribution of an online questionnaire to undocumented individuals and individuals who have ever held an undocumented status, using snowball sampling with the recruitment efforts of both researchers.

Upon completion of data collection, the students worked in conjunction to enter and analyze the data through the Statistical Package for the Social Sciences (SPSS) program. The written portions of this study were completed by both Deidre and Cynthia in a joint effort and was overseen by Dr. Teiahsha Bankhead, the students' Thesis Advisor. All content was discussed and agreed upon by both researchers and all edits were completed by both Deidre and Cynthia.

## **Chapter 2**

### **LITERATURE REVIEW**

#### **History of Latino Immigrants**

With the growing Latino population and the growing tensions regarding immigration reform, further exploration of Latino communities can provide valuable information regarding this often overlooked population. This study will focus on the impact of microaggressions and the effect they have on undocumented community members. According to the Center for Disease Control and Prevention Latinos are the largest ethnic minority population in the United States, totaling 16.7% of the U.S. population (Philbin & Ayon, 2016). Additionally, children of Mexico-born parents are more likely than their coethnic counterparts with U.S.-born parents to be impoverished and the likelihood of poverty can be associated with the legal status of their parents (Oropesa, Landale & Hillemeir, 2017).

Citizenship status permeates all areas of life, such as the fear this population experiences, service utilization, feelings of inferiority, the sense of belonging, experiences with microaggressions, portrayals and resiliencies. This literature review will discuss and examine all of these factors. The described variables often affect the way undocumented individuals view themselves and their ability to access services. In turn, the following literature findings will discuss the implications of negative experiences on undocumented individuals, as well as the importance of understanding these experiences as the prevalence of discriminatory behavior and anti-immigration policies are rising.

Highlighting the importance of this study, the knowledge regarding microaggressions and their impact on this population will be thoroughly discussed. Passal and D’Vera (2016) stated that among Latinos who were born in another country, roughly three-in-ten are lawful permanent residents and about four-in-ten are unauthorized immigrants. Due to the growing numbers of this population there is a need to research this often overlooked group and study their lived experiences.

### **What are Microaggressions?**

Ethnic microaggressions are ongoing interpersonal interactions that relay subtle messages about group status and devaluation. Microaggressions are constant reminders to members of ethnic minority groups that they do not belong, are not valued, and are different (Hunn, Harley, Elliott & Canfield, 2015). In a recent study by Torres and Taknint (2015), with 113 Latino/a adults living in a moderately-sized Midwestern city, the intrinsic role that traumatic stress symptoms play in the relationship between ethnic microaggressions and depression was examined. The Racial and Ethnic Microaggressions Scale (REMS), General Self Efficacy Scale (GSES), Multigroup Ethnic Identity Measure-Revised (MEIM-R), PTSD Symptoms Scale-Self Report (PSS-SR) and Center for Epidemiologic Studies-Depression Scale (CES-D) were used to draw correlations between these factors. The culmination of the scales found that on average, the participants experienced an ethnic microaggression once in the past six months.

This same study reported ethnic microaggressions were significantly correlated with traumatic stress, ethnic identity, and depression. In terms of ethnic

identity, participants reported a strong sense of belonging to the Latino ethnic group. Respondents also showed high general self-efficacy scores. The average traumatic stress symptoms fell in the mild to moderate levels. As for depression, CES-D mean scores were in the moderate to high range and just below a commonly used clinical cut-off. Traumatic stress and depression was found to be significantly correlated. The findings showed that ethnic microaggressions were associated with heightened traumatic stress symptoms, which, in turn, were predictive of increased depression. Furthermore, the results concluded given the ambiguous nature of ethnic microaggressions, continual exposure to these types of negative events are associated with negative psychological impacts such as increased hyper awareness and vigilance, and heightened emotional stress responses. The study concluded that the stress of everyday, unfair treatment is likely to intensify over time and trigger psychological and physiological responses.

Scales such as the Racial and Ethnic Microaggressions Scale support the idea that people of color experience microaggressions in their everyday lives and are able to pinpoint these occurrences as racially related (Torres & Taknint, 2015). Themes such as feeling inferior, as a second-class citizen, or assumed to be a criminal were all reported through this scale (Torres & Taknint, 2015). Furthermore, research into microaggression categories highlight the complexity of this issue as some experiences couldn't be categorized. The scale also found that while some interpret these experiences as racially related, others view these experiences as character flaws (Nadal, 2011).

Similarly another study, using the REMS by Nadal, Griffin, Wong, Hamit and Rasmus (2014), comprised of 506 participants of various ethnic backgrounds, also found a negative relationship between racial microaggressions and mental health. The study suggests that individuals who experience racial microaggressions are likely to experience depression, anxiety, have negative world views and difficulty with behavioral control as evidence by total REMS score and mental health inventory scores. Meaning that these subtle microaggression experiences are significantly adversely impacting individuals in several life domains. The prevalence of microaggressions are hard to ignore, and their clinical significance is important to note as previous literature points to barriers in accessing services due to stigmas and economic challenges (Nadal, Griffin, Wong, Hamit & Rasmus, 2014). This demonstrates the need for access services for a population that notoriously does not seek help.

A related study, conducted by Huynh (2012) examined the frequency and impact of microaggressions among Latino and Asian American adolescents. There was a total of 360 adolescents surveyed, 247 Latino and 113 Asian Americans using a scale called Ethnic Microaggressions (EMA). This scale was designed to assess the frequency of personal experiences of subtle discrimination in the past year and the extent to which these experiences are upsetting. Latino adolescents reported more frequent microaggressions that dismiss their realities of discrimination and microaggressions characterized by treatment as a second class citizen than Asian Americans, but similar levels of microaggressions that highlight differences or

foreignness (Huynh, 2012). There were no ethnic differences in the extent to which adolescents were bothered by microaggressions.

## **Fear**

Fear is an emotion that these individuals are forced to live with.

Undocumented status alone can be a difficult barrier to have to face with no outside support. Other hardships met by these families are anti-immigrant policies and the current political climate. Among undocumented immigrants, 55% say they have serious concerns about their place in the country after Trump's election and among that same group, 67% say they worry a lot about the deportation of themselves or someone close to them (Pew Research Center, 2017). The state of Arizona has added to this worry, with anti-immigration policies that limit access to public services, due to required verification of identity and immigration status as well as the ineligibility for financial aid at universities, and criminalizing Latinos for daily activities such as driving a vehicle (Philbin & Ayon, 2015). Fear can limit individuals' access to services and personal advancement. Programs such as supplemental nutrition, medical, the opportunity for a higher education, and the ability to be an active member in their communities are all resources this population have challenges accessing due to anxiety that they will be denied services or reported to agencies such as Immigration and Custom Enforcement (ICE).

A study conducted by Crawford (2017) examined how school personnel perceived the impact of ICE activity in their community would have on students and families and whether school personnel included community concerns within their

response. The study consisted of 14 educators who were interviewed for 1½ to 2 hours using a semi-structured format. Participants reflected on how they felt when ICE came near their campus and the decisions school personnel made that day.

The findings of the study showed how school personnel were able to minimize the uncertainty experienced by their students and families through physical and psychological support such as providing reassurances to students and parents as well as having a school lockdown. The school facilitated a community sensitive culture by creating a community liaison position and a community organizer to run sessions at the school to encourage parent participation on campus. Lastly, school personnel were able to fill in gaps of knowledge on needed resources and relevant information regarding ICE activity (Crawford, 2017). Through this study they were able to demonstrate the importance of collaboration, relationships, communication and the sensitivity needed in working with this vulnerable population in crisis. School personnel were able to make decisions on how to ethically respond to the needs of this population. Although they may not fully be aware of the legal rights of these students, it highlights the need for schools to create policies and resources to protect undocumented students and their families. The evidence of this study points to the need to expand the understanding of how to respond with crisis intervention and sensitive issues involving these individuals.

### **Perceptions of legal status**

Issues of deportation and immigration reform do not appear to be progressing and tensions are rising every day. Anti-immigration policies have been shown to

negatively impact human and civil rights by reinforcing prejudices, increasing discrimination and racial profiling (Rubio-Hernandez & Ayon, 2016). In turn, affecting school, relationships with teachers and peers, and their home life, where the distress can be higher. With today's political climate and growing animosity with Mexico, this issue will continue to be a prevalent issue to focus our attention.

In a study conducted by Cobb, Meca, Xie, Schwartz, and Moises (2017) a mixed-method design was used to examine perceptions of legal status and their correlation with the psychological experiences among undocumented Latino immigrants in the United States. Participants were asked to compare their perceived social experiences with those of documented Latinos in order to determine whether differences in such perceptions might emerge and whether such perceptions might differentially impact well-being. The study included a sample of 140 self-reported undocumented Latino immigrants who completed questionnaires measuring perceptions of legal status, well-being and experiences of discrimination. The results of the study found that individuals who perceived their experiences as different from those of documented Latinos due to an unauthorized legal status reported less social equality as evidenced by lower well-being, increased experiences of discrimination, and a more adverse context of reception (Cobb, Meca, Xie, Schwartz, & Moises, 2017). It was also found that individuals who perceived their social experiences as different from those of documented Latinos reported issues with limited opportunity with regards to restricted social mobility and discrimination and unfair treatment (Cobb, Meca, Xie, Schwartz, & Moises, 2017).

## **Service Utilization**

Although undocumented immigrants are a population that can be hard to research due to their legal status in the country, there have been some important contributions to understanding their social circumstances and health-related behavior. A study by Martinez, Tyson, Arriola & Corvin (2016), including 120 interviews, studied the perceptions of depression and access to mental health services on four of the largest Latino immigrant subgroups in Florida (Puerto Rican, Cuban, Mexican, and Colombian). The study found Mexicans and Colombians tended to discuss barriers to mental health treatment related to economic challenges, although a large number of participants from all subgroups mentioned economic barriers. As stated by a Mexican woman, “Many people don’t use those programs for mental help, maybe because they feel that are not going to have money to pay for psychological treatment”.

Immigration status was identified as another problem to accessing mental health care in the United States by all subgroups, although it was most frequently mentioned by Mexicans. Immigration status was seen as a barrier particularly for those who were undocumented and did not access services for fear of deportation. As stated by one participant:

“In my Latino community there is a lack of understanding. So they make fun of them [people seeking mental health care]. Then the person isolates

themselves, so they get worse because people will react that way. It is not easy to look for help.”

In general, Latinos in this study recalled stigma of mental health services being a top barrier in accessing adequate services. Interestingly, participants discussed how support from family and friends was vital in seeking support services. However, also not wanting to further burden their families with their own stress. Even though most participants shared that “desahogarse” or venting was a method to distress. The study appeared to find complicating themes such wanting to vent to a support person but also not wanting to burden them with their problems, in turn creating internal conflicts within themselves.

Similarity, a recent study by Mallet, Calvo and Waters (2017), highlighting undocumented Latino immigrant’s encounters with social services, demonstrated the prevalence of barriers in services utilization while also analyzing feelings of disconnect and isolation within their community. Data for this study was obtained from 32 semi structured qualitative interviews of Latino immigrants. This study puts forward findings stating that experiences with social services had an effect on the identity formation and feelings of belonging of undocumented Latino young adults. The themes discussed included participants experiencing alienation from American society and thus losing that identity, the second was the interplay of both identities, American and migrant. Lastly, there was alienation from the Latino community itself. A poignant quote from this study comes from Juan, a young Salvadoran, who

describes his experience with a social services provider who changed their attitude upon learning his undocumented status.

“I have been in hospitals that when you tell them that you are undocumented they change the conversation style. . . . They start asking some questions that I am pretty sure they don’t need [the answer to] . . . A few things happened with people undocumented. What I saw in the places that you go looking for help, they [service providers] seem to say: “we are the people who give you help so you have to do what we say,” “we are above, you are below, you want something, do what I say” . . . It makes you feel like the poor immigrant who came here from a third world country.”

The study found that experiences like the one described above, force individuals to feel excluded from American society. Themes regarding identity formation, either individuals re-embracing their immigrant identity due to ostracization, or feeling alienated from their own Latino communities created complicated push and pull network of uncertainty. Additionally, analysis of the interviews found that the Latino community itself discriminated against undocumented individuals (Mallet, Calvo & Waters, 2017). Interestingly, many participants reported that they experienced more discrimination from service providers who are themselves Latinos than they did from Anglo or African American

service providers. The study described it as a double form of alienation and indifference from both American and migrant culture.

Furthermore, this study highlighted the dichotomy of multiple identities and even experiencing discrimination from service providers who were also Latino. Demonstrating an environment in which undocumented individuals do not feel safe.

As these individuals experience these everyday discriminations, it causes them to be weary of receiving outside or government support when in need of the aid. As Zuniga (2002) found, studies of Latino immigrants have shown, that despite inadequate wages, levels of poverty, and employment conditions, there is a significantly lower use of government subsidies than what is often ascribed to them. For those individuals who are undocumented the reluctance to utilize government resources may be due to fear based on their status or how they will be perceived. This same fear of how others view them relates to how individuals access health care services and their interactions within societal institutions.

A study conducted by Chavez (2012), in Orange County California explored medical care utilization of undocumented Latino immigrants compared to Latino legal immigrants and citizens, and non-Latino whites. Survey data were collected from 805 Latinos and 396 non-Latino whites. The survey used U.S. directory household numbers to conduct survey questions targeting residence, family, education, work, income, discrimination, immigration status, political engagement, various social and economic experiences, use of medical services, and health. The study set forth several findings demonstrating disparities experienced by

undocumented individuals. Latino immigrants are clustered in jobs (construction, manufacturing, personal services, and restaurant-type work) that often do not provide medical insurance. Undocumented Latinos had a median of 9 years of education, while legal permanent residents had 11 years, and naturalized citizens 12 years. On the other hand, undocumented men were more likely to be employed full-time than other Latinos and whites in the survey (Chavez, 2012).

The study also explored stressful experiences over the five years previous to the interview. It found undocumented Latinos (9.1%) were more likely than Latino legal permanent residents and citizens (4.7%) and whites (2.8%) to have been forced to move during that time because they could not afford to pay for rent (Chavez, 2012).

Additionally, undocumented Latinos (31.3%) experienced a lack of transportation for work more often than Latino legal immigrants and citizens (16.5%) and whites (6.6%). And, undocumented Latinos (6.2%) were more likely to have been homeless at some point during that time period than Latino legal immigrants and citizens (3.6%) and whites (1.5%) (Chavez, 2012).

Latinos (68.8%) in general were significantly less likely than whites (89.3%) to have sought medical services in the year before the interview (Chavez, 2012). To conclude, this study found that among Latinos, a lack of citizenship status made a difference in seeking medical care (Chavez, 2012). Furthermore, there were clear disparities between undocumented immigrants and their Latino and white citizen counterparts.

Ultimately, the studies regarding services utilization point to barriers in accessing services which consequently deter this population from receiving basic health and social services (Martinez, Tyson, Arriola & Corvin, 2016; Mallet, Calvo & Waters, 2017; Chavez, 2012). Along with the limited access, individuals begin to develop negative feelings towards seeking services, as well as negative feelings of themselves, they begin to feel as though they are lesser than their documented counterparts.

### **Feelings of inferiority**

Due to the experiences of microaggressions that this population faces, feelings of inferiority and that of a second class citizen may occur. Language barriers as well as legal status can limit potential employment and directly affect an undocumented individual's ability to support their families. Stressors are related to changes in the relationships, roles, cultural norms, and the cohesion of the family and its social status (Ibanez et al., 2015). Some individuals who immigrate to the United States held high paying positions in their native country, yet due to an inability to speak the language and because their credentials are not accepted in the United States their employment opportunities and the jobs they can attain may be very limited. "Not speaking English and not being able to work in their trained profession meant these immigrants lived with a constant reminder that they were different, less than, in the United States", (Mendez-Shannon & Bailey, 2016, p.8). Individuals who were once able to financially provide for their families and work a respected career, were forced to work jobs that not only made far less than they had before, but were not always jobs

that held the same esteem as their previous employment and often did not offer sick days, health care, vacation, or paid time off. Living each day feeling as though you are not good enough can directly impact your self-esteem, self-worth, and your sense of belonging.

### **Belonging**

Living in a new country can not only feel lonely emotionally, but the physical separation from family support can affect their sense of self and feelings of acceptance. Rupturing this sense of belonging and disrupting the life they were accustomed to, many individuals begin to feel a sense of isolation. Trying to navigate through new systems in a new country can be challenging and the lack of support can add even more stress to an already difficult situation. When families are separated from support systems some of the ramifications include abandonment, fear, isolation, depression, symptoms of trauma, financial struggles, and family displacement (Chaudry et al., 2010). The constant stress of living in a new place and the anxiety that comes with not knowing the culture, customs, or language of this new land can put an emotional strain on the family and their ability to attach and feel accepted in their new environment.

Perez et al. (2008) found that depending on the subgroup of Latino an individual identifies with there are different levels of contact with U.S. culture resulting in fluctuating degrees of perceived discrimination, ethnic identity, level of acculturation, and cultural factors that are all significant in their view of their perceived self. It was discovered that the younger an individual was when they came

to the United States the greater the likelihood of experiencing discrimination. When an individual arrives at a younger age, often times they experience the acculturation process and with that a greater chance of interactions with non-Latinos, in turn, increasing the chances of that individual experiencing discrimination.

### **Resiliencies**

As there are various negative factors impacting undocumented individuals, resiliencies are an important area to explore. Protective factors among challenges need to be explored to then strengthen and build upon those areas. A recent study conducted by Philbin and Ayón (2016), examined strategies used by Latino immigrant parents to protect their children from anti-immigration policies. This study included 54 immigrant parents who were asked open-ended questions inquiring about the impact of policies on families and parenting efforts to protect their children.

This study examined the reassurances parents gave their children, the securing of child well-being and advocacy efforts. Religion was identified as a strength as parents encouraged their children to pray in order to help alleviate anxieties of deportation. Preparing for deportation was also a prominent theme. Parents engaged in different steps to prepare their family for deportation such as obtaining a Statement of Guardianship and discussing their plans with their children. Lastly, families discussed “consejos” or advice such as stating “lucha y estudia” meaning don’t give up and study. As well as parents stating “no andes por malos pasos” meaning stay on the right path. This study demonstrated parents securing and promoting child well-

being, also the propensity for families to plan ahead and instill hope for future generations.

Ultimately, the study mentioned demonstrates preparation on the behalf of the parents (Philbin & Avon, 2016). There is also a motivating and encouraging theme being communicated. Parents do not want their children to be defeated by deportation; they want their children to try their best and be successful. Despite possible separation, families are still looking out for the well-being of future generations. It appears to be a strength that among people facing deportation, families are still finding a way to remain positive. Parents want to ensure their children will take full advantage of the opportunities offered to them. There is a nature of resilience and emphasis on never giving up and getting an education that is essential for this population.

### **Significance of Findings in the Literature**

There are clear gaps in the literature that highlight the need to conduct further studies that look at barriers, resiliencies, and the emotional well-being of this population. For instance, there is little research that measures the amount of microaggressions undocumented Latino individuals' experience. It has been determined that microaggressions occur every day, however research by Torres and Taknint (2015) suggests microaggression occur at least once in six months. This data appears to be conflicting as once a month appears to be a low frequency of occurrence.

Other studies detail the adverse effects microaggressions and anti-immigration policies have on psychological well-being creating feelings of second-class citizenship (Torres & Taknint, 2015). These feelings in turn affect individuals' desire to seek services along with citizenship requirements that limit and even block attainment of services.

Similarly all the studies point to the immense barriers this populations faces. It is also important to note this populations' communities and place of residence as this concern was highlighted in the study by Philbin and Ayon (2016) that explored safety networks and strengths within their environment. Families who faced deportation were hopeful for future generations and provided words of optimism.

## **Conclusion**

Mendez-Shannon and Bailey (2016) argue that for social workers to learn more about this population and how to best assist and make a difference, we must first educate ourselves on their experiences that they encounter. After we do this, we can better deliver appropriate services. If we can challenge the system by promoting social change on behalf of this population, we can also bring about social justice for these individuals. It is important to understand how strengths can come from tough situations. Or adversely, how occurrences of microaggressions can affect sense of belonging and the protective factors of this community.

### **Chapter 3**

## **METHODOLOGY**

### **Study Design**

The structure of this study is a mixed method, quantitative exploratory project. Data was collected via an online questionnaire. The focus of this research study is centered on exploring the effects microaggressions have on the behavior patterns of undocumented Latino individuals. The purpose of administering the questionnaire is for the research participants to share their experiences, feelings, perceptions, and opinions about their life experiences as undocumented individuals. The questionnaire will focus on issues such as service attainment, behavior patterns, sense of belonging, feelings of inferiority, and the fear that this population encounters. This process will enable the researchers in gaining a greater knowledge about the population and the effects of microaggressions on their lived experiences.

Additionally, the researchers hope the information concluded in this research project will assist in shedding light on this vulnerable population as well as aid in helping professionals and others to gain a better understanding of the needs of undocumented individuals who are affected by everyday microaggressions. Furthermore, this research study will assist in educating the community in recognizing damaging behaviors that contribute to the continued oppression of this population with the hope that they will eventually be eliminated.

**Sampling Procedures**

The researchers used a snowball sampling method by engaging subjects that were recruited through the researchers' personal contacts and community connections. As with snowball technique, referrals from the initial subjects generated additional subjects to participate in the study until the sample goal was met. Initial participants shared the researcher's contact information, as well as the recruitment flyer that contained the link to complete the online questionnaire to interested participants. The research subjects consisted of 50 research participants who were male and female adult persons living within the United States and was collected beginning Dec 30, 2017 until the sample goal was met on January 30, 2018.

**Data Collection Procedures**

Upon receiving approval from the California State University of Sacramento Institutional Review Board, the researchers initiated contact with the potential research participants. During the initial meeting both researchers and the potential research subjects discussed their concerns and expectations regarding participating in the research study. During this meeting the details of what participating in the study entailed was discussed. The researchers informed the participants of the anticipated duration of the interview as well as asked if they had fellow contacts that may be interested in participating in the study. The researchers shared the recruitment flyer with the initial participants to share with their contacts, as well as the researcher's contact information in the case interested subjects had additional questions. The

researchers informed the participants that their identities would be not be revealed and their participation would remain confidential.

Upon agreement of participation in the study, the researchers gave the participants a copy of the flyer that included the link for the online questionnaire along with the copy of the Informed Consent Form to read. The researchers informed the participants that if they had any questions, concerns, or needed clarification regarding the Informed Consent Form they could contact the researchers with the provided emails. The researchers explained to the participants that if they agreed to proceed with the research study their consent would be implied by proceeding with the study and clicking the appropriate button labeled “Next,” to begin the questionnaire. The researchers explained to participants that because participation is voluntary they may withdraw from the study at any time. The researchers discussed the importance of taking their time through the questionnaire and that it would not be timed. The participants were instructed to read through each statement carefully and to answer all questions truthfully and to the best of their ability. The participants were advised that they may skip any questions they do not feel comfortable answering and if they choose to skip any questions it would not affect their ability to participate in the study. The researchers informed the participants of the steps they may take if they wish to follow up on the results of the research study. The researchers concluded the meeting by thanking the participants for their time in advance and shared their appreciation for their interest in the research study.

## **Instruments**

The researchers initially created a questionnaire in English, which was then translated into Spanish, after the English versions final draft was completed. Both the English and Spanish versions of the questionnaires are available for the participants, who are able to select which questionnaire they are most comfortable completing. The questionnaires are entitled, “Effects of Microaggressions on Undocumented Immigrants,” and “Cuestionario de Experiencias de Microagresiones.” The 40-item questionnaire uses a Likert scale and was created by the researchers to measure the effects that microaggressions have on undocumented immigrants. The questionnaire focused on seven themes: experiences of fear, inferiorities, belonging, service utilization, microaggressions, portrayals in society and resiliencies.

The researchers also created supplementary questions for the purpose of the study design, which are included on the questionnaire following the 40-item inquiries. Four open-ended questions were created in order to expand on the participant’s experiences. It was important to gather stories and personal experiences regarding microaggressions and the individual’s perceptions to give participants a chance to share anything they felt was significant that may not have been included in the questionnaire. The open-ended questions were designed to gain greater knowledge and insight into these experiences.

## **Protection of Human Subjects**

In order to protect the participant’s identity, the online questionnaire was created to reflect anonymity. The Internet Protocol (IP) address tracking was disabled

and Secure Sockets Layer (SSL) encryption was enabled in order to encrypt the link between a web server and a browser. This link ensures that all data passed between the web server and browsers remain private. Additionally, no signatures were obtained from the consent form and no direct linkable identifiers were collected. During data analysis, laptops were password protected and hard drive files were encrypted. Due to the precautions taken to protect the human subjects the researcher anticipate that the risk level for this study would be categorized as “minimal risk”. In this research study, "minimal risk" is defined by the researchers' educated anticipation that the risks existing due to participating in this research study are no more harmful than those that are encountered in daily life.

Due to this study's subjects being a vulnerable population, confidentiality and anonymity were crucial. The researchers were advised that due to the risk level of the population that was to be studied the Social Work Division was unable to approve the study. The researchers were instructed to have the human subject's application approved at the university level. The faculty advisor first reached out to the university's Institutional Review Board (IRB) committee in order to receive initial feedback regarding the study's purpose and methodology. The university reviewed the application in order to ensure proper conduct of materials and ethical considerations of undocumented individuals.

Given the initial recommendations, the researchers created a questionnaire that honored confidentiality as this population's citizenship status must be protected. The researchers then reached out to the university's IRB staff to submit the human

subject's application via an online portal. From there, the researchers were given access to the Cayuse system, the university's method of reviewing and approving human subject's applications, in order to electronically submit the application. The application then went through four steps before the final approval. After approval of the human subject's application the researchers commenced the collection of the research data.

### **Data Analysis**

The initial data collected from the online questionnaire was stored on an online system called Survey Monkey. Survey Monkey is an online survey software that enables researchers to create and run professional online surveys. The researchers then exported the data from Survey Monkey to Statistical Package for the Social Sciences (SPSS). From SPSS, the data was saved to a password protected hard drive on the researchers' personal laptops in which the files were encrypted as well as password protected.

Once the data was stored on the researchers' personal laptop it was then analyzed using the SPSS software. The exploratory data collected from the questionnaires open-ended portion of the survey was analyzed through coding in the form of line-by-line coding involving breaking up the data into themes and naming each line in the data. Focused coding involves making analytical decisions and categorizing the data by the researchers.

## **Chapter 4**

### **STUDY FINDINGS AND DISCUSSION**

The researchers designed a study to examine the effects microaggressions have on the everyday behavioral patterns of undocumented individuals as well as to discover other potential factors that contribute to their lived experiences. The researchers examined various factors such as fear, microaggressions, perceptions of legal status, service utilization, and resiliency using a forty-eight question survey. This chapter examines the results of the data collected from the questionnaire conducted by the researchers using Survey Monkey.

The researchers used statistical analysis software to evaluate the hypothesis that experiencing microaggressions have a direct correlation on the behavior patterns of undocumented individuals. The researchers used frequency distribution to analyze the demographic characteristics of the respondents as well as to examine the degree to which various statements affected the participants. The researchers utilized T-test and Correlation Analysis to answer the research questions and examine the correlations between the independent variables and dependent variables. The purpose of conducting this statistical analysis was to examine relationships between variables and whether these relationships can be generalized to the population from which the sample was taken and show a significant relationship between the two.

## Overall Findings

### Demographics

Table 1

#### *Participant Gender*

Variable		Frequency	Percentage
Gender	Male	22	52.4
	Female	20	47.6

This study consisted of 42 participants. Of the 42, 22 participants were female, 52.4% and 20 participants were male 47.6%.

Table 2

#### *Participant Age*

Variable		Frequency	Percentage
Age	18-24	7	16.7
	25-34	18	42.9
	35-44	10	23.8
	45-54	1	2.4
	55-64	5	11.9
	65-74	1	2.4

This table illustrates the participant's age. The participant's age range include 7 participants in the 18-24 age group, 16.7%, 18 participants in the 25-34 age group, 42.9%, 10 participants in the 35-44 age group, 23.8%, 1 participant in the 45-54 age group, 2.4%, 5 participants in the 55-64 age group, 11.9% and 1 participant in the 65-74- age group 2.4%.

Table 3

*Participant Education*

Variable		Frequency	Percentage
Highest level of education completed	3 <sup>rd</sup> grade	3	7.1
	4 <sup>th</sup> grade	1	2.4
	8 <sup>th</sup> grade	1	2.4
	9 <sup>th</sup> grade	3	7.1
	10 <sup>th</sup> grade	3	7.1
	11 <sup>th</sup> grade	1	2.4
	Graduated from high school	7	16.7
	1 year of college	5	11.9
	2 years of college	2	4.8
	3 years of college	7	16.7
	Graduated from college	9	21.4

This table illustrates the participant's highest level of education, 3 participants selected 3rd grade 7.1%, 1 selected 4th grade 2.4%, 1 selected 8th grade 2.4%, 3 participants selected 9th grade 7.1%, 3 participants selected 10th grade 7.1%, 1 participant selected 11th grade 2.4%, 7 participants selected graduated from high school 16.7%, 5 participants selected 1 year of college 11.9%, 2 participants selected 2 years of college 4.8%, 7 participants selected 3 years of college 16.7% and 9 participants selected graduated from college 21.4%. The mean number of years of schooling a participant had was 12.26 years.

Table 4

*Participant Income*

Variable		Frequency	Percentage
Approximate average household income	\$0-\$24,999	10	23.8
	\$25,000-\$49,999	19	45.2
	\$50,000-\$74,999	9	21.4
	\$75,000-\$99,999	1	2.4
	\$100,000-\$124,999	1	2.4
	\$125,000-\$149,999	1	2.4
	Missing	1	2.4

This table illustrates the range of household income, 10 participants selected the \$0-\$24,999 (23.8%), 19 participants selected \$25,000-\$49,999 (45.2%), 9 participants selected \$50,000-\$74,999 (21.4%), 1 participant selected \$75,000-\$99,999 (2.4%), 1 participant selected \$100,000-\$124,999 (2.4%), 1 participant selected \$125,000-\$149,999 (2.4%) and 1 participant did not answer the question.

The demographic makeup of the sample is described as follows. The tables provided illustrate the demographic data collected. The gender of the participants were almost equal. For highest level of education, most of the participants had attended or graduated from college although there is a range from 3<sup>rd</sup> grade level to graduated college. For income, most of the participant households fell within the \$25,000-49,999 range.

**Significant Findings**

Forty-two participants completed a 48-item questionnaire using a Likert scale that measured the degree to which various statements affected them. The five options included “Always,” “Almost Always,” “Neither,” “Almost Never,” and “Never.”

The significant findings of the research can be seen below. A complete list of data collected can be found in the Appendix.

Table 5

*Feeling of Inferiority*

		Frequency	Percent
Valid	Always	4	9.5
	Almost Always	17	40.5
	Neither	10	23.8
	Almost Never	7	16.7
	Never	4	9.5
	Total	42	100.0

The table provided illustrates the level of agreement with the statement, “Someone thinking that I would not be smart because of my race or appearance.” Of the participants 9.5% responded always, 40.5% almost always, 23.8% neither, 16.7% almost never and 9.5% never.

Table 6

*Fear of Presidency*

		Frequency	Percent
Valid	Always	29	69.0
	Almost Always	11	26.2
	Neither	2	4.8
	Total	42	100.0

The table provided illustrates the level of agreement with the statement, “I feel increased fear due to the current presidency.” Of participants 69% responded always, 26.2% almost always, and 4.8% neither.

Table 7

*Daily Life*

		Frequency	Percent
Valid	Always	25	59.5
	Almost Always	9	21.4
	Neither	6	14.3
	Never	2	4.8
	Total	42	100.0

The table provided illustrates the level of agreement with the statement, “My daily life has been impacted since recent changes in policies (ex: DACA Deferred Action for Childhood Arrivals).” Of the participants 59.5% responded always, 21.4% almost always, 14.3% neither and 4.8% never.

Table 8

*Deportation*

		Frequency	Percent
Valid	Always	32	76.2
	Almost Always	9	21.4
	Neither	1	2.4
	Total	42	100.0

The table provided illustrates the level of agreement with the statement, “I fear myself or a loved one being deported.” Of the participants 76.2% responded always, 21.4% almost always, and 2.4% neither.

Table 9

*Support*

	Frequency	Percent
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Valid	Always	21	50.0
	Almost Always	16	38.1
	Neither	2	4.8
	Almost Never	3	7.1
	Total	42	100.0

The table provided illustrates the level of agreement with the statement, “I feel supported by at least one person who understands me.” Of the participants 50% responded always, 38.1% almost always, 4.8% neither and 7.1% almost never.

Table 10

*Hope*

		Frequency	Percent
Valid	Always	21	50.0
	Almost Always	13	31.0
	Neither	4	9.5
	Almost Never	3	7.1
	Never	1	2.4
	Total	42	100.0

The table provided illustrates the level of agreement with the question, “I have hope for positive change in the future.” Of the participants 50% responded always, 31% almost always, 9.5% neither, 7.1% almost never, and 2.4% never.

Table 11

*Access to Health Services*

		Frequency	Percent
Valid	Always	5	11.9
	Almost Always	12	28.6
	Neither	8	19.0

	Almost Never	11	26.2
	Never	6	14.3
	Total	42	100.0

The table provided illustrates the level of agreement with the question, “I have access to health services.” Of the participants 11.9% responded always, 28.6% almost always, 19.0% neither, 26.6% almost never and 14.3% never.

### **Qualitative Findings**

After the participants completed the Likert scale portion of the questionnaire, participants were asked four open-ended short answer questions. Participants’ responses provided meaningful insights into the issues and perspectives of the experiences of undocumented individuals. Participant responses were transcribed and analyzed through coding to identify common themes within each question.

### **What it means to belong**

The central themes that emerged from the question “Explain what it means to you to ‘belong’ in the United States” were wanting acceptance, freedom and better opportunities. One participant stated:

“I feel like I’ve always belonged here, I know I was brought as a young child to the United States but as far as I know this is my only home. So when people call out the Dreamers and how we should go back to our countries I feel sad

because the United States is my home and I feel like I belong here and nowhere else.”

Another participant said: “Significa que soy aceptado por lo que soy, por ser un trabajador duro y ser parte de este país.” In English meaning, "I'm accepted for who I am, for being a hard worker and being a part of this country." Similarly one participant shared, “To me, growing up in the United States has made this country feel like this is home. I relate to people and communities in this country. My husband and my family are now here which to me means I belong here.”

### **Documentation Status**

The theme of limited opportunities, employment and travel was prominent in the responses when asked, “Explain how your documentation status affects you.” One participant stated:

“My documentation has affected me in different ways, for example in my school they didn’t help me a lot. I mostly had to pay out of my pocket while all my friends would receive financial aid. I also felt like when I was in high school they really didn’t give so much help for undocumented students and how to seek help to attend college. Before the Daca was available I didn’t have any health insurance so I would pay out of pocket. And by far the hardest part is not be able to travel to visit your loved ones in Mexico before they passed away. Being undocumented in a place you call home has been the hardest thing ever, and always keeping it to yourself because you’re scared of letting people know your situation.”

Another participant stated, “It affects everything, job, everything. You feel you don't belong or ‘fit in’”. Another said, “Siempre anda uno cuidandose como hace las cosas, como cuando vas manejando y si uno escucha que la migra anda por las calles uno anda escondiendose.” Which translates to, I always have to be careful how I do things, like when I am driving or when I hear ICE is nearby I have to hide.

### **Fears Related to Being Undocumented**

For the question, “Explain some fears you have experienced due to your undocumented status,” the central fears were deportation, uncertainty and separation from family. One participant’s response:

“When I was in 7th grade I noticed I wasn’t going to the doctor and dentist where my two older brothers would go. So that’s when I asked my mom and she told me that I was undocumented and I didn’t have health insurance like my brothers. They both are U.S citizens. Since then I lived in fear that immigration would find me and deport me, so I never told any of my friends of my documentation status. I would lie and make it seems like I was born in the U.S too. I use to fear so much when I was in high school because that’s when I really understood my situation and how I would have to live my life in the dark . But thank god Daca happened my senior year of high school, thanks to president Obama I was able to get my identification and license. Those were my first legal documents in the U.S. I felt great I got my first job saved up and even traveled. But my fear is back, we have a new president that is using the Daca/ Dreamers to get what he wants and we are stuck in the

middle. I'm scared that they will cancel Daca and I will be sent to a country that is not my home! I'm scared to be separate from my family. I'm scared of driving and getting stopped and getting deported. I'm just scared! I try not to watch the news because I get emotional and sad."

Another stated, "que ande por la calle y me pare una policia me detengan y me aresten y me deporten, perder lo que tengo en mi hogar my familia, y todo lo que tengo." Which means, "I fear when I am out in the community that the police will detain, arrest me and I will be deported and I will lose everything. My home, my family and everything I have. Another shared, "It's like constant anxiety and uncertainty about your life."

### **How documentation impairs health and social services**

For the question, "Explain how your documentation status affects your ability to seek health and social services," the themes were the limited services available and the fear of their status being discovered through citizenship requirements. Participants stated when seeking service providers they often felt that the quality of providers were subpar and some stated they did not seek services due to their citizenship status. One participant responded:

"When I was young my parents had to pay out of pocket for my doctors' visits. I remembered when I was young I cut my elbow really bad but since I didn't have health insurance my parents couldn't take me to the E.R so they did first aid on my elbow themselves. But now thanks to Daca I was able to apply for health insurance."

Another reported, “I do not seek services because I live in fear as if I am hiding and not here.” Another stated, “There are limited if no services for me, even just having the flu and needing to see a doctor is a struggle for me. It is very hard not to have any kind of insurance, I just have to get through it.” Another stated “Da miedo no saber si me reportaran.” Which translates to, it's scary not knowing if they will report me.

### **Inferential Tests**

Analysis was conducted utilizing SPSS software. Several T-Test were conducted to establish any significance in relationships, but none were determined significant. No significant relationships were determined between participants' gender and experiences with microaggressions and gender and feelings of inferiority. A t-test was also conducted between gender and factors of resiliencies and no significant relationship was determined.

Correlational analyses were conducted and several correlations were determined. There were several significant correlations found. There was a significant correlation between experiences of microaggressions and fears ( $r=0.315$   $p=0.05$ ), a significant correlation between microaggressions and behaviors ( $r=0.509$ ,  $p=0.01$ ), a significant correlation between behaviors and resiliencies ( $r=0.509$ ,  $p=0.05$ ), and a significant correlation between service utilization and feelings of inferiority ( $r=-0.377$ ,  $p=0.05$ ). No correlation was found between service utilization and fears.

Table 12

*Microaggressions and Gender*

	Levene's Test for Equality of Variances							
		F	Sig.	t	df	Sig. 2-tailed	Mean Difference	Std. Error Difference
Micro-aggression Level	Equal variance assumed	1.237	.273	.619	39	.540	1.01667	1.64357
	Equal variance not assumed			.616	37.519	.541	1.01667	1.64972

This table illustrates experiences of microaggressions and gender, with no significance found. This shows that regardless of the gender of the participant, they were no more likely to experience a different level of microaggression, associates with their gender.

Table 13

*Inferiority and Gender*

	Levene's Test for Equality of Variances							
		F	Sig.	t	df	Sig. 2-tailed	Mean Difference	Std. Error Difference
Inferiority	Equal variances assumed	1.101	.300	-0.742	40	.462	-.77727	1.64357
	Equal variances not assumed			-0.735	36.910	.467	-.77727	1.64972

This table illustrates feelings of inferiority and gender with no significance found. This shows that gender was not a determinant of the degree to which the participant experienced feelings of inferiority.

Table 14

*Microaggression Level and Fear*

		Microaggression Level	Fears
Microaggression Level	Pearson Correlation	1	.315*
	Sig. (2-tailed)		.045
	N	41	41
Fears	Pearson Correlation	.315*	1
	Sig. (2-tailed)	.045	
	N	41	42

The table provided illustrates a correlation is significant at the 0.05 level (2-tailed) ( $r=0.315$   $p=0.05$ ). This shows that when a participant experiences a higher level of microaggressions, it correlates, with an elevated level of fear experienced.

Table 15

*Microaggression Level and Behaviors*

		Microaggression Level	Behaviors
Microaggression Level	Pearson Correlation	1	.509**
	Sig. (2-tailed)		.001
	N	41	41
Behaviors	Pearson Correlation	.509**	1
	Sig. (2-tailed)	.001	
	N	41	42

The table provided illustrates a correlation is significant at the 0.01 level (2-tailed) ( $r=0.509$ ,  $p=0.01$ ). This shows the level of microaggressions experienced by the participant has a direct correlation with their interactions within the community, seeking services, and the way they conduct themselves.

Table 16

*Inferiority and Service Utilization*

		Inferiority	Service Utilization
Inferiority	Pearson Correlation	1	-.377*
	Sig. (2-tailed)		.018
	N	42	39
Service Utilization	Pearson Correlation	-.377*	1
	Sig. (2-tailed)	.018	
	N	39	39

The table provided illustrates an inverse correlation is significant at the 0.05 level (2-tailed) ( $r=-0.377$ ,  $p=0.05$ ). This shows that as feelings of inferiority experienced increase their willingness to seek out resources from services providers decreases.

Table 17

*Service Utilization and Fear*

		Service Utilization	Fears
Service Utilization	Pearson Correlation	1	-.266
	Sig. (2-tailed)		.101
	N	39	39
Fears	Pearson Correlation	-.266	1

	Sig. (2-tailed)	.101	
	N	39	42

The table provided illustrates no significant correlation between service utilization and experiences with fear. This shows that the fear experienced by participants does not correlate with why they are not seeking services.

### **Summary**

This chapter presented the demographics and major findings regarding microaggressions, fears, service utilization and behavior patterns. The SPSS database management software was used to input responses once all data was gathered by researchers. In addition, SPSS was also utilized to calculate totals and percentages derived from responses. Furthermore, the experiences derived from 40 Likert scale questions and 4 open ended questions were used to illustrate the findings that were presented. The key findings will be discussed in the following chapter in addition to the limitations to the study.

## **Chapter 5**

### **SUMMARY AND RECOMMENDATIONS**

Chapter five of this study will include a discussion of the major findings and how those findings are consistent with previous research studies. Also, limitations along with strengths that the researchers encountered will be discussed. In addition, recommendations and implications for social work practice, policy and research will be included in an effort to bring awareness to the issues undocumented individuals face as well as to bring attention to their resiliencies.

The purpose of this study was to explore the experiences of undocumented individuals and the effect these experiences have had on their perceptions of self as well as resiliency factors. We also hoped to develop a better understanding of the

frequency of microaggressions endured by this population and their social service utilization. Through this understanding social work professionals can gain knowledge about how to better serve these individuals with firsthand knowledge of their needs. Our findings confirmed the relevance of our study and the need for further research.

### **Summary of Study**

Major findings include the high percentages of fear reported by participants and the significant correlation between experiences of microaggressions and fears as well as microaggressions and behaviors. Additionally, there were significant correlations between service utilization and feelings of inferiority. This suggests to the researchers that subtle, direct or indirect discrimination impacts an individual's perceptions and actions. These negative experiences create barriers and limitations in various areas of life functioning such as the individual's health and income. Almost all participants reported feeling fear, as a result of the fear, many do not seek services. There were also overwhelming responses stating participants experienced limitations in employment opportunities. Many felt restricted and as if they could not reach their personal goals because of limitations in employment and educational advancement due to citizenship requirements.

Some extraordinary findings that were discovered through the research study were some of the obstacles faced by this population. Of the participants 95.2% reported, "Always or Almost Always," that they missed out on events or new experiences due to their inability to travel freely, 51.9% reported, "Always or Almost

Always,” felt of feeling afraid to go outside of their immediate community and 57.1% reported, “Always or Almost Always,” having experienced language barriers.

However, in the face of adversity, strengths were also demonstrated through the findings. Of the participants 95.2% stated, “Always or Almost Always,” that they can identify with at least one person who has the same struggles as them. Of the participants 88.1% selected, “Always or Almost Always,” feeling supported by at least one person who understands them. Of the participants 71.1% stated they “Always or Almost Always” feel welcomed in their communities. Of the participants 81.0% reported, “Always or Almost Always,” having hope for positive change in the future. Yet, interestingly 38.0% of participants reported that they “Always or Almost Always” felt they can help create change in policies, while 21.5% of participants stated “Never and Almost Never” and 40.5% stated “Neither.” This suggests that individuals feel hopeful, yet do not feel capable of being advocates or leaders themselves. This may be impacted by the level of fear, uncertainty and inferiority demonstrated in the participant’s responses. Similarly, 47.6% of participants selected, “Never or Almost Never,” when asked if there are government officials who are advocating for undocumented individuals’ rights.

### **Findings Related to Literature Review**

The results attained through this study provided the researchers with significant findings that aligned with the researchers’ expected results found through information from the literature review. According to the Pew Research Center (2017) it states that among undocumented immigrants 55% say they have serious concerns

about their place in the country after the recent election. Among that group, 67% say they worry about themselves or a loved one being deported (Pew Research Center, 2017). As found through the researchers own study, there was a similar amount of participants who further proved this data to be true. With “Always and Almost Always” combined, 95.2% of the participants stated they felt increased fear due to the current presidency, 97.6% of participants feared themselves or a loved one being deported, and 95.2% of participants feared ICE being in their community.

According to a previous study conducted by Huynh (2012), that examined the frequency and impact of microaggressions among Latino and Asian Americans adolescents, it found that Latino adolescents reported more frequent microaggressions that dismissed their realities of discrimination and microaggressions characterized by treatment as a second class citizen than Asian Americans. The researchers’ study found that a high majority of participants reported feeling like their opinion did not matter, that they did not have any rights and that someone thought they would not be smart because of their race or appearance. Similarly, 73.8% of participants responded “never” when asked if people of their race are portrayed positively in the media.

The researchers discovered another similarity to the research found through the literature review. For one correlation there was a possible score of 5 to 40. A score of 40 indicates that a participant reported that they “Never,” experienced microaggressions. In contrast a score of 5 indicates that a participant reported that they “Always,” experienced microaggressions. The mean score of participants in the study was 25.41. This indicates to researchers that approximately 64% of participants

reported they did not experience microaggressions as often as the researchers had anticipated.

Another related finding, as highlighted in the literature review, was based on a study conducted by Cobb, Meca, Xie, Schwartz, and Moises (2017) which examined perceptions of legal status and their correlation with the psychological experiences among undocumented Latino immigrants in the United States. The results of the study found individuals who perceived their experiences as different from those of documented Latinos due to an unauthorized legal status, reported less social equality, increased experiences of discrimination, and limited opportunities with regards to social mobility and unfair treatment. Nearly 70% of the current researchers' participants reported they could not take advantage of an educational opportunity due to their legal status and 73.1% stated they could not take advantage of an employment opportunity for the same reason. This was also reflected in the participant's responses when asked how their documentation status affected them. One participant shared, "Education struggles has been a big issue as an undocumented individual. I have struggled to financially support my education as well as missed out on being able to travel abroad due to my citizenship status." Another stated, "Education places you in society." Two additional participants responded, "I can't reach all the goals I have in life." A recurring theme throughout the responses was the limited job and education opportunities and the direct effect it had on their income, lifestyle, and quality of life.

Furthermore, a previous study conducted by Mallet, Calvo, and Waters (2017) discussed undocumented Latino immigrants' encounters with social services or

barriers to seeking services, as well as analyzing feelings of disconnect and isolation. The study found the experiences these individuals had with service providers had an effect on identity formation and feelings of belonging and alienation. This was a shared finding that was also seen through the researchers' study. A prevalent response among participants was the lack of medical insurance, access to service providers as well as quality care and the inability to pay for services. When asked how their documentation status affects their ability to seek social services one participant responded, "No me dan los buenos doctores (I do not get the good doctors)," and another shared, "A veces no puedo entender el doctor (Sometimes I cannot understand the doctor)." Among the participants 61.9% said they felt intimidated by social service providers and 52.4% were intimidated to seek medical attention due to their citizenship status. Interestingly, when asked if the participants had access to health services exactly 40.5% of participants said they "Always" and "Never" had access and 19% answered "Neither." To the researchers these are high numbers, and hopefully with this information and further research more services will become available for undocumented Latino populations.

### **Implications for Social Work Practice**

The researchers recommend bringing awareness of microaggressions to not only undocumented populations, but to the overall Latino community. We recommend service providers become cognizant of challenges this population faces in order to be able to provide comprehensive services that address this population's concerns. In addition, it is important for social work practitioners to become

culturally aware of psychological issues this population endures; internal worries can impact health and well-being. Ultimately, the stressors that come with dealing with policies affect the oppressed populations we serve.

Moreover, at the community and national level, the fears of deportation and barriers that keep this population from accessing resources must be explored. As previously discussed, participants communicated their concerns on the quality of providers, not meeting citizenship requirements for medical insurance, and the fear of being reported as reasons for not seeking services. Thus, it is imperative for lawmakers to understand how current policies hinder an individual's accessibility to services and life satisfaction.

The National Association of Social Workers (NASW) has set five social justice priorities to address over the next year, one being immigration reform. Furthermore, in NASW news releases (2017), President Trump's decision to rescind the Deferred Action for Childhood Arrivals (DACA) was strongly opposed. NASW reports abolishing DACA would end Dreamers' pathway to citizenship and disrupt thousands of families. NASW is urging its members and the wider social work community to get involved in local and national activities to protect DACA. As social work advocates we must continue to work for overall immigration reforms so millions of individuals do not have to live in constant fear. We must aim to understand the issues and challenges of this population and we must continue to urge for protections for young immigrants who were brought into the country illegally as children.

### **Recommendations for Future Research**

The researcher's recommend further research addressing individuals level understanding of microaggressions; it is unclear if participants were aware of the discrimination occurring, prior to this study. One participant stated:

“It affects everything. I feel like many Latinos don't even know they are experiencing discrimination every day. That is crazy because those little things affect everything about you, the person that you are. Thanks for opening my eyes to this. I think other Latinos need to know about microaggressions.”

This statement suggests further research needs to be conducted on Latinos, their experiences of microaggressions and the impact these have on their self-perceptions. Those internal working models can affect their thoughts and cognitions. As a participant stated, understanding the experiences they encounter can be beneficial. It can empower an individual, give insight on lived experiences and create a conscious awareness of how these microaggression impact them.

Another recommendation for further research includes increasing the sample size in order to generalize results, as well as using randomized methods of sampling in data collection. This is a limitation since having a small sample size creates constraints on the results of this study being generalizable to the population at large. Lastly, a standardized bilingual and bicultural tool would be beneficial to future research.

### **Study limitations**

This study is primarily based on quantitative data, which can be problematic when attempting to fully understand a multi-dimensional topic such as microaggressions within the undocumented community. Also, the instrument used by the researchers was not tested for validity, nor is it a standardized tool. For future studies conducted it may be valuable to develop a diverse pool of questions that are not leading the responses to be vague or gearing them in one direction.

This project was conducted in the State of California, excluding populations of the entire nation. Thus, this study's findings cannot be generalized to the entire population. Consequently, participants were personal contacts of researchers, which limited the diversity and size of the sample. Finally, the protection of this population's identity was of utmost importance, which resulted in limited demographics gathered and limited the scope of participants willing to participate.

## **Conclusion**

The purpose of this study was to explore the experiences of microaggression and behavior patterns of Latino undocumented individuals in the United States. The data found suggests overall feelings of inferiority, fear, anxiety and an inability to take advantage of employment and educational opportunities. Nonetheless, this study featured the value of social capital as many participants reported they felt understood or supported by at least one person. Participants felt hopeful for positive change for undocumented individual's rights in the future.

This study can also provide insightful information for future practice and social justice advancement. Social workers can be a voice to encourage policies that

affect undocumented individuals and their families. We can also strive to improve the lack of services that are offered to this population.

As researchers we were humbled and moved by the responses provided by the participants. The barriers this population faces and the level of fear they experience every day is unimaginable. However, we were inspired by their strength, perseverance and genuineness. We understood many individuals could decline to partake in the study due to the legal ramifications of their documentation status. Despite that, the participants were courageous and wanted their voice to be heard. We were grateful they took the time to participate in the study. The high percentages of undocumented immigrants experienced fear of entities like ICE and law enforcement, and the fear of being separated from their family and their home in the United States was alarming. As a future social work practitioner we will carry this information gathered and continue to bring awareness to this issue as well as be an advocate for policy reform. The time for change is now.

## APPENDIX A

### Questionnaire's Entire Quantitative Results

Statement	Always	Almost Always	Neither	Almost Never	Never
1. Language is a reason why I do not access public services	4.8	21.4	14.3	23.8	33.3
2. Someone thinking that I would not be smart because of my race or appearance	9.5	40.5	23.8	16.7	9.5
3. Being treated differently in social settings or in the community because of my race	9.5	31.0	26.2	26.2	7.1
4. Feeling I did not have any rights	31.0	33.3	14.3	9.5	11.9

5. Feeling like my opinion did not matter	19.0	45.2	7.1	14.3	14.3
6. Feeling intimidated by social service providers due to my citizenship status	21.4	40.5	16.7	7.1	14.3
7. Feeling intimidated by social service providers due to my citizenship status	11.9	40.5	16.7	11.9	19.0
8. People of my race are portrayed positively in the media	2.4	4.8	19.0	69.0	4.8
9. There are people of my race who are leaders or advocates in my community	4.8	31.0	31.0	31.0	2.4
10. I feel there are government officials who are advocating for undocumented individual's rights	9.5	23.8	19.0	40.5	7.1
11. People of my race hold high positions at my workplace or school	7.1	19.0	19.0	52.4	2.4
12. I feel increased fear due to the current presidency	69.0	26.2	4.8	0.0	0.0
13. I fear ICE being in my community	50.0	31.0	14.3	2.4	2.4
14. My daily life has been impacted since recent changes in policies (ex: DACA Deferred Action for Childhood Arrivals)	59.5	21.4	14.3	0.0	4.8
15. I fear myself or a loved one being deported	76.2	21.4	2.4	0.0	0.0
16. I worry about my family and their well-being if I am deported	76.2	14.3	9.5	0.0	0.0
17. I feel afraid to go outside of my immediate community	26.2	35.7	19.0	7.1	11.9
18. I missed out on events or new experiences due to my inability to travel freely	50.0	45.2	0.0	4.8	0.0
19. I feel supported by at least one person who understands me	50.0	38.1	4.8	7.1	0.0
20. I can identify with at least one person who has the same struggles as I do	59.5	35.7	2.4	2.4	0.0

21. I have access to health services	11.9	28.6	19.0	26.2	14.3
22. I have access to an education	28.6	31.0	21.4	16.7	0.0
23. I feel safe and welcomed in my community	19.0	52.4	21.4	7.1	0.0
24. I know my rights as an undocumented individual	16.7	23.8	19.0	33.3	7.1
25. I feel like I belong in this country	23.8	26.2	26.2	16.7	7.1
26. I know where to access legal help if I needed it	16.7	19.0	23.8	31.0	7.1
27. I have experienced language barriers	21.4	35.7	4.8	21.4	16.7
28. Someone grabbing their purse or belongings upon seeing me	2.4	19.0	19.0	16.7	42.9
29. Someone avoiding walking near me on the street	7.1	16.7	14.3	19.0	42.9
30. Being stopped by police for no apparent reason but to check my driver's license (ID/identification card)	9.5	19.0	16.7	21.4	31.0
31. Someone has bullied or threatened me because of my citizenship status	4.8	11.9	21.4	31.0	31.0
32. Someone calling me a racial slur	2.4	21.4	28.6	38.1	9.5
33. Feeling intimidated by authority figures (ex. police, judges)	14.3	42.9	14.3	14.3	14.3
34. I was asked for my citizenship status at a job interview	33.3	26.2	9.5	9.5	21.4
35. I avoid situations where I think someone may ask me of my citizenship status	26.2	45.2	9.5	7.1	11.9
36. I could not take advantage of an educational opportunity due to my legal status	31.0	38.1	16.7	7.1	7.1

37. I could not take advantage of an employment opportunity due to my legal status	52.4	21.4	14.3	9.5	2.4
38. I have stable housing	33.3	52.4	9.5	0.0	4.8
39. I have hope for positive change in the future	50.0	31.0	9.5	7.1	2.5
40. I feel I can help create change in policies	19.0	19.0	40.5	16.7	4.8

## APPENDIX B

### Consent to Participate Forms

#### CONSENTIMIENTO INFORMADO

#### Cuestionario de Experiencias de Latinos Indocumentados

Usted está invitado a participar en un estudio de investigación que consistirá en reflexionar sobre Hay riesgos mínimos involucrados para los participantes. Estos riesgos incluyen el estrés o la ansiedad que pueden surgir al reflexionar sobre el estado de indocumentado. Hay riesgos legales asociados a ser un individuo indocumentado sin embargo ningunas firmas ni identificadores serán pedidos. Aunque no hay beneficios directo para los participantes, habrá beneficios anticipados para la sociedad como información importante con respecto a las experiencias de individuos indocumentados. Los resultados permitirá a los proveedores de servicios y a nuestra comunidad obtener un mejor entendimiento de sus experiencias y cómo servirles mejor.

Se espera que los resultados de estudio serán compartidos con el público a través de presentaciones y/o publicaciones. Los archivos de la Investigación serán guardados en dispositivos protegidos por contraseña. Cualquier información que se obtenga en relación con este estudio permanecerá anónima y confidencial. Las medidas para asegurar su confidencialidad incluyen cuestionarios anónimos y enlaces Web seguros.

**Si desea ayuda con respecto a la consejería o los servicios de salud mental, los puede obtener en La Familia Counseling Center, Inc. en 5523 34th Street, Sacramento, CA 95829 o puede comunicarse al (916) 452-3601.**

**Si tiene más preguntas sobre el estudio o si tiene alguna duda, puede comunicarse con Deldre Medrano en [Deidremedrano@csus.edu](mailto:Deidremedrano@csus.edu), Cynthia Ramirez en [Cynthiaramirez@csus.edu](mailto:Cynthiaramirez@csus.edu) o Dr. Teiahsha Bankhead en [bankhead@csus.edu](mailto:bankhead@csus.edu). Si tiene alguna pregunta sobre sus derechos como participante en este proyecto de investigación, por favor llame a la oficina de investigación, innovación y desarrollo económico, Universidad de Sacramento, California (916) 278-5674, o envíe un correo electrónico a [IRB@csus.edu](mailto:IRB@csus.edu).**

**Al continuar con el cuestionario, usted presenta consentimiento verbal para su participación en el estudio. Esto indica que usted ha leído y entendido la información proporcionada arriba, que usted puede retirar su consentimiento en cualquier momento y suspender la participación en cualquier momento sin consecuencias.**

**Ningun tipo de informacion identificaciøndora serán coleccionados en este estudio. Los datos se guardaran en laptops protegidas con contraseña y en unidades de disco duro protegidas por igual con contraseña. Los datos podrían ser utilizados para estudios de investigación futuros sin el consentimiento informado adicional de usted. Tres años después de la terminación del estudio todos los datos serán borrados.**



## INFORMED CONSENT

### Experiences of Undocumented Individuals Questionnaire

You are invited to participate in a research study that will involve reflecting on experiences of indirect or subtle discrimination towards Latino undocumented immigrants. Questions regarding your personal life, work, education and as well as access to health and human services and lastly strengths will be asked. The researcher's are Deidre Medrano and Cynthia Ramirez and they are Master level students at California State University, Sacramento, Department of Social Work. If you volunteer to participate, you will be asked to answer 40 questions in which you will select the rating that best fits your experiences and 4 short answer questions. Your participation in this study will last 15-30 minutes.

Your participation in this study is voluntary. You have the right not to participate at all or to leave the study at any time without penalty. You also have the right to skip questions.

There are some possible risks involved for participants. These risks include stress or anxiety that may arise when reflecting on undocumented status. There are legal risks associated to being an undocumented individual however no signatures nor linkable identifiers will be gathered.

Although there is no direct benefits to the participants, there will be anticipated benefits for society as important information regarding undocumented individuals experiences will allow service providers and our community to get a better understanding of this population's experiences and how to better serve them.

It is anticipated that study results will be shared with the public through presentations and/or publications. Research records will be kept in password protected devices. Any information that is obtained in connection with this study will remain anonymous and confidential. Measures to insure your confidentiality include anonymous questionnaires and secure web links. The data will be stored on password protected laptops and password protected hard drives. No identifiers will be collected in this study. Three years after study completion the data will be deleted from all hard drives. The de-identified data will be maintained in a safe, locked location and may be used for future research studies or distributed to another investigator for future research studies without additional informed consent from you.

If you would like help regarding counseling or mental health services they can be provided at La Familia Counseling Center, Inc. located at 5523 34th Street, Sacramento, CA 95829 or you may reach them at (916) 452-3601.

If you have any questions about the research at any time, please contact Deidre Medrano at [Deldremedrano@csus.edu](mailto:Deldremedrano@csus.edu), Cynthia Ramirez at [Cynthiaramirez@csus.edu](mailto:Cynthiaramirez@csus.edu) or faculty advisor Dr. Telahsha Bankhead at [bankhead@csus.edu](mailto:bankhead@csus.edu). If you have any questions about your rights as a participant in a research project please call the Office of Research, Innovation, and Economic Development, California State University, Sacramento, (916) 278-5674, or email [irb@csus.edu](mailto:irb@csus.edu).

**By proceeding with the questionnaire, you are providing verbal consent for your participation in the study. This indicates that you have read and understand the information provided above, that you willingly agree to participate, that you may withdraw your consent at any time and discontinue participation at any time without penalty.**

## APPENDIX C

### Questionnaires

#### Cuestionario de Experiencias de Latinos Indocumentados

¿Hasta qué punto estas declaraciones te afectan?

1. El lenguaje es una razón por la cual no uso los servicios sociales

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Alguien a pensando que no sería inteligente debido a mi raza o apariencia

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. He sido tratado de manera diferente en entornos sociales o en la comunidad debido a mi raza

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Siento que no tengo derechos

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Siento que mi opinión no importa

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Me siento intimidado por los proveedores de servicios sociales debido a mi estado de ciudadanía

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Me siento intimidado para buscar atención médica debido a mi estado de ciudadanía

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Las personas de mi raza son percibidos bien por los medios

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Hay personas de mi raza que son líderes o defensores en mi comunidad

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Siento que hay funcionarios del gobierno que defienden los derechos de las personas indocumentadas

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Las personas de mi raza ocupan altos cargos en mi lugar de trabajo o escuela

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Siento un aumento del miedo debido a la administración presidencial actual

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Me temo que ICE está en mi comunidad

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Mi vida diaria se ha visto afectada desde cambios recientes en las políticas (por ejemplo: DACA)

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Temo de que a mí mismo o a un ser querido podría ser deportado

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Me preocupo por mi familia y su bienestar si soy deportado

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Tengo miedo de salir de mi comunidad inmediata

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. Me perdí eventos o nuevas experiencias debido a mi incapacidad para viajar libremente

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Me siento apoyado por al menos una persona que me entiende

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Me puedo identificar con al menos una persona que tiene las mismas dificultades que yo

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Tengo acceso a los servicios de salud

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Tengo acceso a una educación

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. Me siento seguro y bienvenido en mi comunidad

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Conozco mis derechos como individuo indocumentado

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Siento que pertenezco a este país

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Sé dónde conseguir ayuda legal si la necesito

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. He tenido barreras por el idioma

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Alguien protege su bolso o pertenencias al verme

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Alguien evita caminar cerca de mí en la calle al verme

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. A sido detenido por la policía sin razón aparente para verificar mi licencia de conducir o tarjeta de identificación

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. Alguien me ha intimidado o amenazado debido a mi estado de ciudadanía

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Alguien me ha dicho insultos raciales

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. He sido intimidado por figuras de autoridad (por ejemplo, policías, jueces)

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. Me pidieron mi estado de ciudadanía en una entrevista de trabajo

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. Evito situaciones en las que creo que alguien me puede preguntar sobre mi estado de ciudadanía

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. No pude aprovechar una oportunidad educativa debido a mi estado legal

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. No pude aprovechar una oportunidad de empleo debido a mi situación legal

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. Tengo un hogar estable

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. Siento esperanza sobre mi futuro, a pesar de mis circunstancias actuales

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. Siento que puedo contribuir a crear cambios en las políticas

Siempre	Casi Siempre	Ni de acuerdo/Ni en desacuerdo	Casi Nunca	Nunca
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. Explique cómo su estado de documentación afecta su capacidad de buscar servicios sociales o de salud.

42. Explique que significa para usted "pertenecer" en los Estados Unidos.

43. Explique cómo le afecta el estado de su documentación.

44. Explique algunos temores que ha experimentado debido a su estado de documentación.

45. Indica tu sexo.

☐ Femenino

☐ Masculino

46. ¿Cuántos años tiene?

- ☐ 18-20
- ☐ 21-29
- ☐ 30-39
- ☐ 40-49
- ☐ 50-59
- ☐ 60 o más

47. ¿Cuál es el nivel más alto de educación que obtuviste?

48. Aproximadamente ¿cuál es el ingreso anual de tu hogar?

- ☐ \$0-\$24,999
- ☐ \$25,000-\$49,999
- ☐ \$50,000-\$74,999
- ☐ \$75,000-\$99,999
- ☐ \$100,000-\$124,999
- ☐ \$125,000-\$149,999
- ☐ \$150,000-\$174,999
- ☐ \$175,000-\$199,999
- ☐ \$200,000 en adelante

## Experiences of Undocumented Individuals Questionnaire

To what degree do these statements effect you?

1. Language is a reason why I do not access public services.

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Someone thinking that I would not be smart because of my race or appearance

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Being treated differently in social settings or in the community because of my race

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Feeling I did not have any rights

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Feeling like my opinion did not matter

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Feeling intimidated by social service providers due to my citizenship status

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Feeling intimidated to seek medical attention due to my citizenship status

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. People of my race are portrayed positively in the media

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. There are people of my race who are leaders or advocates in my community

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. I feel there are government officials who are advocating for undocumented individual's rights

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. People of my race hold high positions at my workplace or school

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. I feel increased fear due to the current presidency

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. I fear ICE being in my community

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. My daily life has been impacted since recent changes in policies (ex: DACA Deferred Action for Childhood Arrivals)

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. I fear myself or a loved one being deported

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. I worry about my family and their well-being if I am deported

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. I feel afraid to go outside of my immediate community

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. I missed out on events or new experiences due to my inability to travel freely

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. I feel supported by at least one person who understands me

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. I can identify with at least one person who has the same struggles as I do

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. I have access to health services

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. I have access to an education

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. I feel safe and welcomed in my community

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. I know my rights as an undocumented individual

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. I feel like I belong in this country

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. I know where to access legal help if I needed it

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. I have experienced language barriers

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Someone grabbing their purse or belongings upon seeing me

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Someone avoiding walking near me on the street

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Being stopped by police for no apparent reason but to check my driver's license (ID/identification card)

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. Someone has bullied or threatened me because of my citizenship status

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Someone calling me a racial slur

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. Feeling intimidated by authority figures (ex. police, judges)

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. I was asked for my citizenship status at a job interview

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. I avoid situations where I think someone may ask me of my citizenship status

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. I could not take advantage of an educational opportunity due to my legal status

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. I could not take advantage of an employment opportunity due to my legal status

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. I have stable housing

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. I have hope for positive change in the future

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. I feel I can help create change in policies

Always	Almost Always	Neither	Almost Never	Never
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. Explain what it means to you to "belong" in the United States.

42. Explain how your documentation status affects you.

43. Explain some fears you have experienced due to your documentation status.

44. Explain how your documentation status effects your ability to seek health/social services.

45. What is your gender?

☐ Female

☐ Male

46. What is your age?

☐ 18 to 24

☐ 25 to 34

☐ 35 to 44

☐ 45 to 54

☐ 55 to 64

☐ 65 to 74

☐ 75 or older

47. What is the highest level of education you have completed?



48. What is your approximate average household income?

☐ \$0-\$24,999

☐ \$25,000-\$49,999

☐ \$50,000-\$74,999

☐ \$75,000-\$99,999

☐ \$100,000-\$124,999

☐ \$125,000-\$149,999

☐ \$150,000-\$174,999

☐ \$175,000-\$199,999

☐ \$200,000 and up

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