

Do We Belong Here?: Impostor Phenomenon Among Multiracials in Agricultural Education

INTRODUCTION

- According to the U.S. Census (2018), the United States is more racially and ethnically diverse than ever before.
- In 2013, one-in-ten babies born were identified as biracial - an increase of ten-times the count in 1970 (Parker, 2013).
- The possibility of a racial discrimination experience is suggested to lead to social isolation which may precede and perpetuate cognitions of impostor phenomena (Bernard et al., 2018).
- Although there is not enough information to determine if these impostor feelings are caused from being a minority within agricultural education, it is important to note this phenomenon is present among multiracial students across many different disciplines.

RESULTS

Respondant Ethnicity AVG IP	Parent Ethnicity AVG IP	Gender AVG IP
White	Black or Afr American	Female IP
47	71	69
Asian	Amer Indian or AK Native	Male IP
48	37	56
Black or Afr Amer	Hispanic	
70	69	
Middle Eastern	Middle Eastern	
77	77	
Hispanic	Asian	
84	48	
Amer Indian or Alaska Native	Minority	
47	65	
Minority		
66		

METHODOLOGY

- Researchers utilized Qualtrics to distribute the survey containing the Clance Impostor Phenomenon Scale (CIPS) and several demographic information questions.
- Total scores for all of the respondents were averaged based on demographic similarities and analyzed for frequencies within the four different score categories for Impostor Phenomenon characteristics.
- Responses from the 19 eligible participants (n=19) were obtained from the survey and used in the study.

CONCEPTUAL FRAMEWORK

The term Impostor Phenomenon was coined in 1974 by Drs. Clance and Imes to describe people that doubt their abilities and competencies.

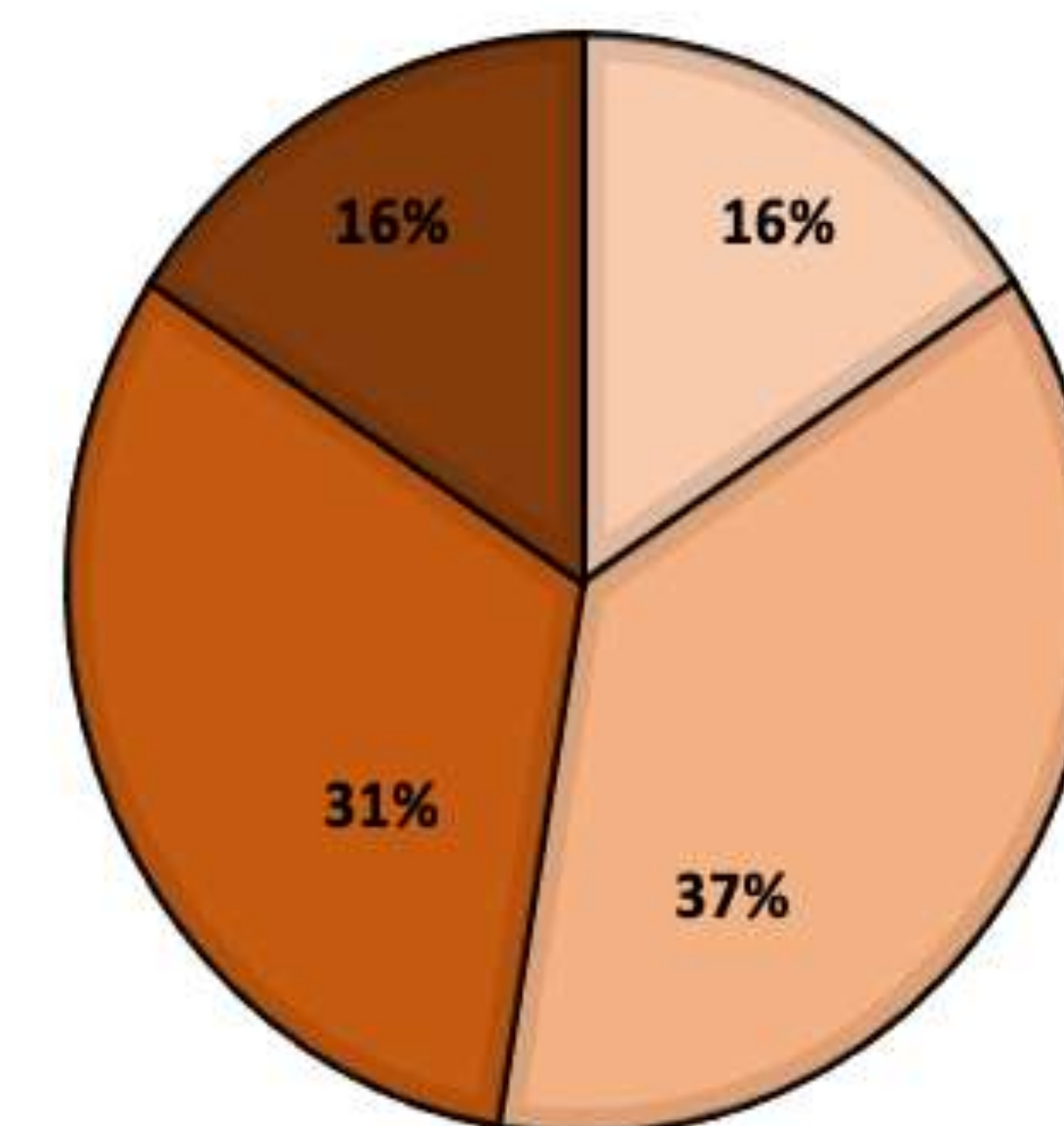
They believe that their success has not come from their ability, but rather them having worked harder, manipulated others' impressions of themselves, or sheer luck (Clance & Imes, 1978)

Contrary to their personal beliefs, these individuals who experience feelings of IP are not actual impostors or frauds, but feel as if they are, and cannot internalize their successes.

As a result of these feelings, they often limit their own capabilities and stay in positions that are less than their abilities (Clance, 1985).

IMPOSTER PHENOMENON CHARACTERISTICS

■ FEW ■ MODERATE ■ FREQUENTLY ■ INTENSE



CONCLUSIONS

- According to the data from the survey, we can conclude that the multiracial individuals who identified their racial makeup to be those of White/Black, White/Hispanic to be consistently high scorers of IP, with their averages being in the Frequent and Intense categories.
- Participants who identified solely as White, either racially or as their self-identifier, consistently had lower average scores of Impostor Phenomenon.

REFERENCES

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