

Source 6: Between the devil and the deep blue sea: Exploring the hybrid identity narratives of ethnic minority professionals-Koen Van Laer, Maddy Jansens

This primary source provides accounts of minorities who are forced to assimilate to certain environments in order to not stand out. This article depicts how when minorities are placed in communities where there is a larger ethnic majority and they feel singled out they adopt certain identities in order to feel less out of place and to blend into the crowd. We are able to witness the first hand accounts of minorities who hide their identities and create a new more formidable version of themselves in order to avoid discrimination and prejudice. They hide their experiences, their cultures and their backgrounds in order to not draw any further attention to themselves.

This article exhibits the emotions faced by those who are judged by society because of the way they look. Minorities are faced with so many stereotypes against them that it becomes hard to maintain and establish normal relationships. Not only does this prejudice play a monumental role in the workplace but it can also factor into how people are viewed by the education system and in everyday life. With this article we can begin to understand their mistreatment and sympathize with those who are harshly ridiculed for things they cannot change.

Van Laer, K., & Janssens, M. (2014). Between the devil and the deep blue sea: Exploring the hybrid identity narratives of ethnic minority professionals. *Scandinavian Journal of Management*, 30(2), 186-196. <https://doi.org/10.1016/j.scaman.2013.08.004>