

OVERT, COVERT, AND SUBTLE SEXISM

A Comparison Between the Attitudes Toward Women and Modern Sexism Scales

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Pennsylvania State University

The Attitudes Toward Women Scale (AWS) is routinely used as a general measure of sexism. In this article, it is argued that the AWS (Spence, Helmreich, & Stapp, 1973) actually measures overt or blatant sexism (harmful and unequal treatment of women that is intentional, visible, and unambiguous), whereas the Modern Sexism Scale (MS) measures covert or subtle forms of sexism (sexism that is either hidden and clandestine or unnoticed because it is built into cultural and societal norms). Support for this distinction is shown by way of (a) confirmatory factor analyses, (b) correlations with affective reactions to different categories of women and men (i.e., women and men in general, traditional women and men, feminists, and chauvinists), and (c) correlations with perceptions of sexual harassment. These analyses indicate that the AWS and MS scales measure distinct but related constructs.

A standard way of assessing sexist beliefs about women has been to measure the endorsement of traditional gender roles. Perhaps the best known and most often used scale for measuring such beliefs is Spence, Helmreich, and Stapp's (1973) Attitudes Toward Women Scale (AWS). The AWS (and similar scales) can be considered a measure of sexist beliefs about women

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Subtle Sexism

WJ Hussar



Subtle Sexism:

Subtle Sexism Nijole V. Benokraitis, 1997-02-24 Subtle Sexism often accepted as normal customary good natured or disguised as tradition has replaced much of the blatant sex discrimination of the past And although we often hear the phrase subtle sex discrimination there has been almost no research on the topic Subtle Sexism breaks new ground in this area by documenting the range of just below the surface discriminatory behavior that many women and some men experience on a daily basis The chapters in this reader demonstrate how subtle sexism devalues women dismisses many of their accomplishments and limits their effectiveness in a variety of settings including higher education the workplace family therapy the criminal justice system and popular culture The contributors to this insightful work hail from both the United States and Canada and include faculty from a broad spectrum of academic disciplines social work administrators clinicians and attorneys The book is written to be a catalyst for stimulating class discussion and will encourage students and faculty to view gender inequity through wider lenses and because Subtle Sexism is targeted at students each chapter is eminently readable and jargon free This reader can be used in a range of courses including women s studies social work political science public administration business administration communication criminal justice and human resources

Modern Sexism Nijole Vaicaitis Benokraitis, Joe R. Feagin, 1986

Counseling the Culturally Diverse Derald Wing Sue, David Sue, 2011-05-04 Completely updated the most widely used and critically acclaimed text on multicultural counseling Counseling the Culturally Diverse Theory and Practice Fifth Edition offers students and professionals essential and thought provoking material on the theory research and practice of multicultural counseling Authors Derald Wing Sue and David Sue pioneers in this field define and analyze the meaning of diversity and multiculturalism and include coverage of racial ethnic minority groups as well as multiracial individuals women gays and lesbians the elderly and those with disabilities The Fifth Edition of this classic resource introduces new research and concepts discusses future directions in the field and includes updated references New and important highlights include Opening personal narratives in Chapter 1 that present poignant journeys in cultural competence Cutting edge material related to the most recent research theoretical formulations and practice implications Discussion of unconscious and subtle manifestations of racial gender and sexual orientation bias and discrimination known as microaggressions Coverage of social justice counseling Content on minority group therapists Attention to counseling and special circumstances involving racial ethnic populations With its unique conceptual framework for multicultural therapy Counseling the Culturally Diverse Theory and Practice Fifth Edition remains the best source of real world counseling preparation for students as well as the most enlightened influential guide for professionals

The SAGE Encyclopedia of Psychology and Gender Kevin L. Nadal, 2017-04-15 The SAGE Encyclopedia of Psychology and Gender is an innovative exploration of the intersection of gender and psychology topics that resonate across disciplines and inform our everyday lives This encyclopedia looks at issues of gender identity and psychological processes at the individual as well as

the societal level exploring topics such as how gender intersects with developmental processes both in infancy and childhood and throughout later life stages the evolution of feminism and the men s movement the ways in which gender can affect psychological outcomes and influence behavior and more With articles written by experts across a variety of disciplines this encyclopedia delivers insights on the psychology of gender through the lens of developmental science social science clinical and counseling psychology sociology and more This encyclopedia will provide librarians students and professionals with ready access to up to date information that informs some of today s key contemporary issues and debates These are the sorts of questions we plan for this encyclopedia to address What is gender nonconformity What are some of the evolutionary sex differences between men and women How does gender based workplace harassment affect health outcomes How are gender roles viewed in different cultures What is third wave feminism

The Impact of Shared Vision on Leadership, Engagement, and Organizational Citizenship Richard Eleftherios Boyatzis, Kylie Rochford, Scott N. Taylor, 2015-10-28 According to management and psychology courses as well as legions of consultants in organizational psychology shared vision in dyads teams and organizations can fill us with hope and inspire new possibilities or delude us into following false prophets However few research studies have empirically examined the impact of shared vision on key organizational outcomes such as leadership effectiveness employee engagement organizational citizenship coaching and organizational change As a result the field of organizational psychology has not yet established a causal pattern of whether if and how shared vision helps dyads teams and organizations function more effectively The lack of empirical work around shared vision is surprising given its long standing history in the literature Bennis and Nanus 1982 showed that distinctive leaders managed attention through vision The practitioner literature has long proclaimed that vision is a key to change while Conger and Kanungo 1998 discussed its link to charismatic leadership Around the same time positive psychology appeared in the forms of Appreciative Inquiry Cooperrider Sorensen Whitney Yaeger 2000 and Positive Organizational Scholarship Cameron Dutton Quinn 2003 In this context a shared vision or dream became a legitimate antecedent to sustainable change But again empirical measurement has been elusive More recently shared vision has been the focus of a number of dissertations and quantitative studies building on Intentional Change Theory ICT Boyatzis 2008 at dyad team and organization levels of social systems These studies are beginning to lay the foundations for a systematic body of empirical knowledge about the role of shared vision in an organizational context For example we now know that shared vision can activate neural networks that arouse endocrine systems and allow a person to consider the possibilities of a better future Jack Boyatzis Leckie Passarelli Khawaja 2013 Additionally Boyatzis Akrivou 2006 have discussed the role of a shared vision as the result of a well developed set of factors that produce a desired image of the future Outside of the organizational context positive visioning has been known to help guide future behavior in sports psychology Loehr Schwartz 2003 medical treatment Roffe Schmidt Ernst 2005 musical performance Meister Krings Foltys Boroojerdi Muller Topper Thron 2004 and academic performance Curry Snyder

Cook Ruby Rehm 1997 This Research Topic for *Frontiers in Psychology* is a collection of 14 original papers examining the role of vision and shared vision on a wide variety of desired dependent variables from leadership effectiveness and executive performance to organizational engagement citizenship and corporate social responsibility and how to develop it through coaching *NACADA Journal*, 1998

Perceptions of Subtle Sexism in the Higher Education Workplace Whitney E. Carroll, 2019 The purpose of this study was to determine how higher education administrators faculty and staff are able to identify subtle sexism and indicate how they perceive it in the higher education workplace Past research has also shown micro aggressions lead to hostility and uncertainty in the workplace Swim et al 1995 1997 Tougas et al 1995 The design of this study does not allow for casual inference but data from the pilot study indicate that contemporary sexism in the workplace impacts men women and the LGBTQ community This was a mixed methods study that included a survey and one on one interviews There were a total of 232 participants and 12 one on one interviews The majority of participants were heterosexual white women Three new measures of sexism were identified during data analysis attitudes and behaviors of sexism Historic Sexism Scale and Contemporary Sexism Scale and identifying cases of subtle sexism man to woman cases across the five scenarios on the Gender Neutral Sexism Scenarios Quantitative results indicated that women identified more instances of sexism than men Overall participants did not strongly identify instances of subtle sexism Additional research is needed to determine the results Interview participants indicated that trainings and professional development regarding appropriate behavior and language in the workplace are needed in order for employees to understand and recognize subtle sexism

[Feminism and Women's Rights Worldwide](#) Michele A. Paludi, 2009-12-22 This set is both a history of the global women s rights movement and an expert analysis of where that movement is and should be heading in the future *Feminism and Women s Rights Worldwide* is both a richly detailed history of the women s movement around the globe and a road map for the next stages in the ongoing fight for gender equality In this landmark three volume set a remarkable team of contributors draws on a wealth of contemporary research to discuss pivotal events issues and controversies related to the global women s movement with chapters addressing reproductive rights sexual slavery harassment forced marriage mortality in birthing domestic violence and rape job discrimination pay inequities women in leadership positions and other crucial issues Together these volumes offer today s generation the real story of feminism and a call to action for the next wave of advocacy in education religion politics the military personal relationships the workplace and the home

Feminist Fight Club Jessica Bennett, 2016-09-13 Part manual part manifesto a humorous yet incisive guide to navigating subtle sexism at work a pocketbook *Lean In* for the BuzzFeed generation that provides real life career advice and humorous reinforcement for a new generation of professional women It was a fight club but without the fighting and without the men Every month the women would huddle in a friend s apartment to share sexist job frustrations and trade tips for how best to tackle them Once upon a time you might have called them a consciousness raising group But the problems of today s working world are more

subtle less pronounced harder to identify and if Ellen Pao is any indication harder to prove than those of their foremothers These women weren't just there to vent They needed battle tactics And so the fight club was born Hard hitting and entertaining Feminist Fight Club blends personal stories with research statistics infographics and no bullsh*t expert advice Bennett offers a new vocabulary for the sexist workplace archetypes women encounter everyday such as the Maninterrupter who talks over female colleagues in meetings or the Himitator who appropriates their ideas and provides practical hacks for navigating other gender landmines in today's working world With original illustrations Feminist Mad Libs a Negotiation Cheat Sheet as well as fascinating historical research and a kit for How to Start Your Own Club Feminist Fight Club tackles both the external sexist and internal self sabotaging behaviors that plague today's women as well as the system that perpetuates them

The Glass Ceiling in the 21st Century Manuela da Costa Barreto,Michelle K. Ryan,Michael T. Schmitt,2009 Since the term glass ceiling was first coined in 1984 women have made great progress in terms of leadership equality with men in the workplace However women are still underrepresented in the upper echelons of organizations This volume explains and offers remedies for this inequality

Handbook of the Psychology of Women and Gender Rhoda K. Unger,2001-03-30 Edited by a leader in feminist psychology this text features focused coverage of the major areas of the developmental biological social and intrapersonal aspects of women and gender

Indian Review of Books ,1997

The Osprey Journal of Ideas and Inquiry ,2001 Research papers by University of North Florida students

The Psychology of Prejudice Todd D. Nelson,2002 This comprehensive research based text examines the major theories of prejudice and stereotyping through an engaging narrative that reads like a well crafted story rather than an empty series of statistics Though the focus of this book is on empirical studies author Todd D Nelson has synthesized the data and presented it in a way that will excite readers His goals were two fold To create a strong central text as opposed to a simple collection of readings for professors teaching a course in prejudice and also to facilitate student interest in the subject The Psychology of Prejudice is intended to stimulate critical thinking about what causes maintains and reduces prejudice and stereotyping while also relaying the historical background on the birth of research on stereotypes

Student Lawyer ,1993

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Growing Up John R. Morss,Tim Linzey,1991 The study of human development in New Zealand as elsewhere was long dominated by the theories of the Swiss psychologist Jean Piaget In recent years however Piaget's ideas have been increasingly challenged and even discredited Piaget it was discovered was unable to recognise the significance of social cultural or gender differences in development His only way of portraying development was as a universal sequence of stages Moreover Piaget's account of developmental change stopped at adolescence What are the implications of the eclipse of Piaget How do we study human development here and now after Piaget *Growing up* tackles these questions head on It does so in an accessible manner and in a New Zealand context Having summarised the reasons for Piaget's decline the contributors explore alternatives In

particular they discuss Vygotsky and Bronfenbrenner which attempt to take account of the social cultural and historical contexts of individual development The emphasis throughout is on the need for explanation to be localised and specific Therefore special attention is paid to the New Zealand context and to issues of gender of race and of disability The role of research is also given critical attention since research in general has made the same assumptions of universality of which Piaget is now accused Growing up therefore introduces readers to a wide range of research methods and shows that the traditional psychology based methods are problematic Back cover

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