

Identifying Gender Bias in College Culture: Descriptive and Prescriptive Stereotypes, Hostile and Benevolent Sexism, and Cognitive Justification

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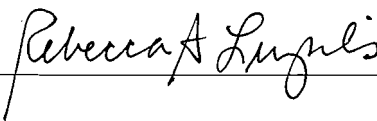
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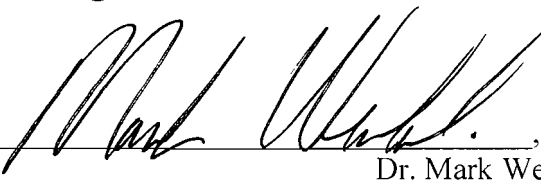
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Abstract

The concept of equality between men and women is a controversial and important subject for continued business and psychological research. This study aimed to gain greater insight into gender bias by surveying college students. Sexism has been thought to be manifested in two ways: hostile or benevolent. Hostile sexism pertains to overt discrimination against women for their sex. Benevolent sexism places females in a restrictive role like hostile sexism, but it does so in a nicer tone. Accordingly, some may not even recognize benevolent sexism to be an issue at all. Bias has also been thought to be manifested in a descriptive or prescriptive way. Descriptive bias assesses what people think women currently are like. On the other hand, prescriptive bias assesses how people believe women *should* be like. Constructs were used to assess hostile or benevolent sexism and descriptive or prescriptive bias, which have all been used in previously published research. Additional items were developed by the researcher to assess the possibility of stereotyping being followed up with rationalization. Results indicated that there was a difference in gender attitudes between men and women. Specifically, males displayed higher sexism overall and were more likely to associate benevolent sexism with hostile sexism than females were. The item developed by the researcher for the purposes of examining a potential rationalization for stereotyping exhibited a greater correlation for females pertaining to descriptive bias. Practical and theoretical implications and suggestions for future research are discussed.

Keywords: gender, discrimination, hostile sexism, benevolent sexism, descriptive bias, prescriptive bias, rationalization

From the beginning of one's life, gender stereotypes are immediately imposed upon one as a way of upholding and continuing what is thought to be the social norm. Typically the first words that are spoken upon acknowledging another's birth are either "it's a boy" or "it's a girl." Many parents make this distinction many months before the child's birth. They do this so they can better prepare for how to raise the child and what products to buy. These distinctions pertaining to sex and gender are so prevalent throughout life that many may not even find the need to question why these stereotypes exist or where they originated from. A person's sex is typically easily identifiable through physical characteristics. Additionally, there are cultural norms that aid in this distinction. While the term sex pertains to the biological differences classifying males or females, gender refers to characteristics that a particular society classifies as either masculine or feminine (Muehlenhard & Peterson, 2011). Whether the differences in gender characteristics can be attributed to cultural learning or biological distinction is still left up to much debate.

The current study sought to examine various aspects of gender bias in our current society. Significant research indicates that men do discriminate against women. However, research has also demonstrated that females also express the same discriminatory tendencies (Biernat and Fuegan, 2001). This could be due to the fact that women have begun to accept the societal norms that they are placed under. Accordingly, this study first examines if there are differences among sexist attitudes between men and women. Second, it examines if females would be more likely to accept benevolent sexist attitudes than hostile sexist attitudes. This is due to the fact that benevolent sexism seemingly places women in a positive light. Therefore, some women may actually want these stereotypes to be displayed if it will build their self-esteem in some way. The third study builds upon previous research in assessing if benevolent sexism continues to be

correlated with hostile sexism. Lastly, this study attempts to examine how people process these stereotypes

Many psychologists and anthropologists have derived various theories to explain the reasons for gender differences. Charles Darwin, an evolutionary biologist, proposed a theory based on natural selection for why specific gender roles exist (Ah-King, 2007). Darwin's theory fits in with the standard hunter-gatherer theory provided by Oikkonen (2009). Here, the basis for gender roles and stereotypes comes through an adaptive and survival mechanism. This is first examined by the fact that females and males tend to have different body types. Men are typically five to eight inches taller than women and stronger as well (Biernat & Vescio, 2002). Natural selection occurs in the sense that evolution has favored characteristics that are akin to these gender stereotypes (Ah-King, 2007). Specifically in regards to the hunter-gatherer theory, a female's body type would be better fit to gather items useful for survival, such as nuts and berries, while a male's body type would be better suited for hunting. Anthropologists argue that those who abided by this standard had a better chance of survival. These types of cultures still exist today in parts of the world such as the Huaorani people in Ecuador where men hunt and women gather and prepare food (Lu, Fariss, & Bilsborrow, 2009). Although some may mistakenly think these sex roles are universal, there are some cultures that do the opposite. In the Agta culture from the Philippines, women hunt and they may also bring along their babies if they are nursing (Spradley & McCurdy, 2009). In this tribe, having children does not hinder the ability of women to do their jobs even though they are thought to be stereotypical male roles.

The argument for the typical hunter-gatherer gender roles stems from the perspective that adherence to these roles will increase productivity and one's likelihood of survival. Accordingly, these gender roles have substantiated even if society no longer calls for these

hunter-gatherer roles. However, this theory seems to have sustained throughout time by encouraging parallel roles such as females are better fit to take care of children while the males would go off to work. Although these gender stereotypes may have originated through the hunter-gatherer perspective and have just been sustained throughout society, one could argue that men staying in the workplace while females raise the children may be more evolutionarily adaptive as females are genetically better able to provide nourishment and nurturing to their children. Acts such as breastfeeding, that only the female can do, are used as evidence that these stereotypes derive from a biological perspective and not necessarily a cultural one (Stockard & Johnson, 1992). The World Health Organization recommends that women breastfeed their children for the first two years of a baby's life as it is the best form of nutrition for the child (Krawinkel, 2011). Additionally, the bond that is created through breastfeeding helps sustain the baby's emotional needs as well as promoting neural development (Berk, 2010). However, this lifestyle significantly disadvantages a woman who wants to hold a job in addition to having children. Some may consider this the reason why there are fewer females than males in the workforce (McKeown, 2001). However, evidence shows that one reason females are discriminated against before they are hired is because employers do not want their employees to sacrifice work for taking care of their children. Even if a woman does not yet have children, some employers may discriminate against her because they anticipate the woman taking a maternity leave which they believe may ultimately disadvantage the company (Kelly & Dobbin, 1999). When a woman returns to work after maternity leave, she may still be viewed as incompetent upon her return as she may be perceived as undedicated for leaving in the first place.

Agentic vs. Communal Stereotypes

Although gender stereotypes can become very specific pertaining to different roles or expected patterns of behavior, generally society expects males to display agentic personality types while females are expected to portray communal behaviors (Rudman & Glick, 2001). Agentic personality traits are typically considered to be more leadership and goal oriented, assertive, and aggressive. On the other hand, communal stereotypes are anticipated to be more helpful, soft, and kind. In the workplace, agentic personality traits are viewed as more desirable and successful (Biernat & Fuegan, 2001). However, what is viewed as desirable in the workplace is contradictory with what is expected of females. This contradiction can create difficulties for female job candidates. This is consistent with research conducted by Biernat and Fuegan (2001) where participants were asked to evaluate a paper resume for a potential job. All variables in the resume were constant except the gender of the participant. Results showed that female applicants were judged more harshly than males. This was true for both male and female evaluators. This suggests that even females may subconsciously be influenced by the stereotypes they are placed under. But even if females do not agree with these stereotypes, they still abide by them when assessing how others will fit into societal roles. As all the variables in the Biernat and Fuegan (2001) experiment were constant except the gender of names, the justification for prejudice against females seems questionable. It could be due to the fact that although the females may have been deemed objectively qualified and competent for the job, doing so may have elicited characteristics that are viewed as atypical for a female and thus against the social norm. When people are deemed to be against the social norm, they often experience the effects of prejudice even if the act of prejudice itself is against the social norm (Masser & Phillips, 2003).

The line between being socially acceptable and being perceived as professionally competent is ambiguous. Biernat and Fuegan (2001) further researched the evaluation of personality types in conjunction with gender. Results demonstrated that in order to receive an evaluation of high competence, one must display agentic personality types. This holds true for women as well as men. However, if women are perceived as too agentic, although they may be seen as competent, they may be discriminated against since they deviate from the social norm. Additionally, women often receive a backlash against performing well in the workplace since they are viewed as undeserving for succeeding in a stereotypical male role (Heilman, Wallen, Fuchs, & Tamkins, 2004). This makes it especially difficult for women to succeed in the workplace. Evidence shows that women have a more difficult time entering the workforce even if they are equally as competent as men and that once they get there they are discouraged from doing well (Heilman, & Okimoto, 2007). These stereotypes can possibly be controlled so as to have less impact on one's behavior. However, these stereotypes often operate on a subconscious level which results in prejudice without one's knowledge.

Implicit vs. Explicit Bias

Bias can be manifested in two different ways, either implicitly or explicitly (Devine, 2001). Implicit attitudes are ones that are made automatically with little deliberate cognitive thought. On the other hand explicit attitudes are manifested after deliberate thought and thorough processing of the situation and information. Often, if people hold these biases implicitly in their minds, they can be suppressed and regulated through deliberate thought. However, these implicit and explicit biases have been shown to be related to each other (Hofmann, Gawronski, Gschwendner, Le, & Schmitt, 2005).

Our culture has begun to promote and encourage equality. Of course, there is much progress that still needs to be made. Implicit bias is harder to regulate because often one may not even be aware of its existence and are manifested when people are called to make quick decisions. These high stress situations are especially likely in the workplace where women are already greatly discriminated against (Latu, Stewart, Myers, Lisco, Estes, & Donahue, 2011). Latu, Stewart, Myers, Lisco, and Donahue (2011) investigated the extent these stereotypes play a role in one's perception of successful managers in the workplace. Males were found to be more likely to associate successful traits to male managers and unsuccessful traits to female managers. However, when explicit measures of gender stereotypes were analyzed, all participants demonstrated positive views towards women. Even though these stereotypes were controlled when explicit measures were used, there was still a connection between implicit stereotypes and rewards that were assigned to male managers by both males and females. This demonstrates the strong influence that implicit stereotypes could have in the workplace, even demonstrated by those who would typically be discriminated against. This is consistent with previous research mentioned above by Biernat and Fuegan (2001) where women were judged harsher than males on paper resumes where the only difference between the candidates were the gender of the applicant's name. As these prejudices have become more apparent in our society, efforts have been made to even the playing field.

A Culture of Perceived Equality

In recent years, many employers have created maternity leave programs in response to the increasing amount of females in the workforce (Kelly, & Dobbin, 1999). It is argued that sex discrimination laws are the primary driving force that changed business practices. Originally, when the Equal Employment Opportunity Commission (EEOC) released Guidelines on

Discrimination in 1972 including maternity leave within the bounds of sex discrimination, the action was met with much resistance. Ironically, this resistance helped eliminate this type of discrimination as it put employers on notice of this being a potential discrimination issue. Eventually, Congress codified the EEOC's position in the Pregnancy Discrimination Act of 1978 (Kelly & Dobbin, 1999). However, the language set forth in the Pregnancy Discrimination Act has still been thought to be construed as ambiguous (Dana, 2009). Additionally, there are some court rulings that are inconsistent with each other pertaining to the bounds of the Pregnancy Discrimination Act. But recently there has been judicial uniformity pertaining to the subject of breastfeeding in that time taken off work to breastfeed is not covered by this statute. Furthermore, a female being fired because of obtaining an abortion is also considered discrimination (Dana, 2009). Future rulings are expected to clarify the bounds of the Pregnancy Discrimination Act as well as other laws pertaining to sex discrimination in general.

Although it seems steps are being made to improve equality, there are areas where the United States is significantly lacking. Ironically, although we live in a country which is considered to follow the most advanced and developed system of laws protecting civil and individual freedoms and liberties, the United States is the only developed nation that has not ratified the Convention on the Elimination of All Forms of Discrimination Against Women, CEDAW (Koh, 2002). This paradoxical lack of adoption of this vitally important proclamation is fueled by conservative and religious influences proclaiming that our country's endorsement of the CEDAW will result in a chaotic deterioration of the traditional family structure and values. The misguided and inflexible fears and interpretations espoused by these religious organizations mistakenly deprive half of our population rights and privileges guaranteed by our constitution and supported by organizations.

Additionally, efforts to even the playing field in the workplace through affirmative action are often negatively perceived. The reaction towards affirmative action depends on the type of affirmative action that is being promoted. A company's affirmative action program is generally received more positively by both genders when decisions are made on the basis of merit and not on the basis of gender (Moscoso, Garcia-Izquierdo, & Bastida, 2010). Sometimes these measures are seen as unfair or a threat to men. It is important for a company to take into consideration how the employees perceive and respond to the affirmative action measures to ensure that those measures are not unintentionally creating more discrimination and opposition to women in the workplace. Although recent business practices as well as legislation have aided in the elimination of discrimination, more effective measures need to be implemented. One such measure that has been shown to effectively decrease discrimination is known as counterstereotypic training.

Research conducted by Kawakami, Dovidio, and van Kamp (2007) examined the effects of counterstereotypic training. Originally, participants favored males over females for a job position and rated the candidates in accordance with gender stereotypes. But after extensive counterstereotypic training, this effect of discrimination and stereotyping was no longer evident. This shows that people can certainly diminish these stereotypes, but they must first go through training to presumably unlearn what society has already taught them. Counterstereotypic training should be a requirement before employment, especially if that job entails having to make various personnel decisions. Even if companies do not implement these programs explicitly, hopefully this counterstereotypic training may happen naturally while one is in the workforce as a result of being exposed to females in competent job positions. However, for this to even happen, women need to be able to obtain these jobs in the first place and their competency has to

be evaluated fairly. The development of new laws and practices is representative of attempts to eliminate gender discrimination. However, it seems that legislation alone or the development of business practices promoting equality is not enough to control for implicit biases that one may hold in his or her mind. For this reason, counterstereotypic training is a crucial factor needed in the workplace to eliminate discrimination.

What Our Culture Actually Demonstrates

Research demonstrates that discrimination is more prevalent against females for higher paying positions than lower paying jobs (Barnet-Versat & Wolff, 2008). This seems counterintuitive as one would expect there to be stricter ethical practices the higher up in a company one gets. The reasoning for this discrimination in higher paying jobs is unclear but it has been suggested that it is due to the fact that females may be less likely to accept the job because of family obligations. However, there is no explicit evidence to back this up. The fact that researchers may use family reasons as an explanation without explicit evidence shows that society, including researchers in the field, may subconsciously use these excuses to justify discrimination. It has been suggested that the more likely explanation is because higher paying jobs demand one to portray more stereotypical male traits while lower paying jobs tend to be more feminine (Pichler, Simpson, & Stroh 2008). This is consistent with research from Scott and Brown (2006) which states that participants more readily attributed prototypical leadership traits to males rather than females. Generally, one does take gender into account when evaluating leadership styles although it may be in an indirect manner (Bartol & Butterfield 1976). But even if females do display the necessary personality characteristics, they are still discriminated against because it is perceived as being outside the social norm (Rudman & Glick, 1999).

Regardless of whether the job is of higher or lower level, there is still prevalent gender discrimination in pay. Women get paid less than men in most occupations. This occurs despite the provisions in the Equal Pay Act intended to prevent this. Statistics show that a female, on average, loss between \$700,000 and \$2,000,000 over her lifetime due to gender discrimination reflected in her paychecks (Giapponi & McEvoy, 2005). It is discouraging that legislation still cannot prevent this discrimination from occurring. Some attribute this to a strong social and cultural barrier against the change in perspectives of gender roles. One of the reasons why there may be a strong social and cultural barrier preventing the elimination of discrimination could be due to the fact that what constitutes sexism is ambiguous in addition to religion or traditional value systems. These barriers are typically manifested on an implicit level making them difficult to recognize and eliminate. Similarly, research has also examined other forms of gender bias which may be difficult to recognize.

Hostile and Benevolent Sexism

Sexism is typically manifested in two different ways that can be characterized as either hostile or benevolent (Glick & Fiske, 1996). Hostile sexism is what one typically associates with a common meaning of prejudice where women are overtly perceived as weaker and inferior. On the other hand, benevolent sexism expresses attitudes towards women in a more positive tone and tends to elicit prosocial behavior towards women. Although benevolent sexism seems positive in tone, it still places females in stereotypical and restrictive roles. An example of benevolent sexism is if a male was to carry a woman's books for her under the rationale that she is not strong enough to do so herself. Another example would be if a male colleague was to call a female colleague "cute." Although "cute" is typically thought to be a compliment, it also carries childlike and incompetent associations with it.

Many may not think of benevolent sexism as a bad thing or to be characterized as sexism at all. However, research by Glick and Fiske (1996) has demonstrated a high correlation between hostile sexism and benevolent sexism. Both view females as weaker and justify men's structural power. Benevolent sexism may just be used to legitimize hostile sexism. Interestingly enough, it seems that our culture discourages hostile sexism yet promotes benevolent sexism. This is consistent with what was previously mentioned pertaining to a social and cultural barrier preventing the elimination of discrimination (Giapponi & McEvoy, 2005). In order to truly eliminate discrimination, it is critical to diminish both hostile and benevolent sexism. It seems almost impossible for one to be able to eliminate hostile sexism while retaining benevolent sexism. In order to do so, one would have to hold conflicting views in his or her mind pertaining to the roles of females conditional upon the present situation.

Prescriptive and Descriptive Bias

Stereotypes can be manifested through one's belief of how people are or how they should be. Stereotypes pertaining to one's view of a group are called descriptive while stereotypes of how they *should be* are called prescriptive (Gill, 2004; Heilman, Wallen, Fuchs & Tamkins, 2004; Rudman, 1998). Both of these types of stereotypes can result in discrimination although it may be manifested in different ways. The effects of prescriptive and descriptive bias are especially evident in the workplace since it is a venue where men and women often are evaluated against each other. When evaluating a candidate for an upper level managerial job, descriptive gender stereotypes lead towards significant bias as it results in a discrepancy between what women are generally viewed to be like and what the job expectations consist of (Heilman, 2001). This type of discrimination is even further substantiated when there is ambiguity in the job expectations. In which case, people allow these stereotypes to be a primary guide for their

decision making. Prescriptive gender stereotyping also leads towards bias except that it slightly differs from the type manifested through descriptive bias. Since prescriptive gender bias pertains to what women “should” be like, when this is violated it leads to social disapproval and subsequent penalization (Heilman, 2001). This disapproval stems from a social aspect but accordingly impacts professional judgments. This type of discrimination was found to still be evident even when these stereotypes were only implicit (Rudman & Glick, 2001). This demonstrates that implicit stereotypes can be just as damaging as explicit stereotypes. Like mentioned earlier, these beliefs pertaining to gender roles could be due to religious beliefs or a traditional value system. Many value systems typically provide some sort of rationale for why those traditions are in place.

Cognitive Dissonance and Rationalization

Cognitive dissonance occurs in an attempt for individuals to avoid internal contradictions in their minds (Dias, Oda, Akiba, Arruda, & Bruder, 2009). This is thought to be of a higher order information processing as it typically occurs without conscious awareness and at a very quick processing speed (Jarcho, Berman, & Lieberman, 2011). This cognitive dissonance can occur even after simple decisions such as choosing what product to buy. After one makes a decision, no matter how minor it is, typically rationalization for why that decision was made occurs quickly on an unconscious level (Jarcho et al., 2011). When there is a discrepancy between one’s beliefs and one’s behavior, the individual either has to change the belief or change the action (Jarcho et al., 2011). In today’s society, it is against the social norm to be prejudice and hold discriminatory attitudes. As such, one would expect that the public’s behavior is in accordance to what is the norm. Unfortunately, this is not always seen to be true. Many people still retain prejudicial views. Accordingly, it is expected that they will rationalize those

prejudicial views to ease the cognitive dissonance for why they are behaving against the social norm. For the purposes of this study, the term cognitive justification or rationalization is used to describe the reasoning that participants give for why they believe gender bias is in place.

Overview of the Current Study

The current study builds upon existing research to examine the prevalence and effects of sexist attitudes in today's society. First, this study examined how women and men differ pertaining to sexist attitudes. Second, it assesses whether females are more likely to accept benevolent sexism, since it seemingly portrays them in a positive light, rather than hostile sexism. Third, the study follows up with previous research from Glick and Fliske (1996) to see if benevolent sexism continues to predict hostile sexism. Benevolent sexism may be more difficult to identify as it is less overt than hostile sexism. Although overt discrimination is thought to be against the social norm in today's society, this desire for equality is not necessarily reflected through actions. If one still retains these stereotypes, even though it may be against the social norm to discriminate, we would expect one to have cognitive justification or a rationalization for why those stereotypes are there in the first place. With that in mind, this study lastly examines if the overall ratings for prescriptive and descriptive bias were correlated with an overall similar rating for an item explaining why those stereotypes are in place.

Hypothesis 1: Men display more hostile and benevolent sexist attitudes than females.

Hypothesis 2: Women display more benevolent sexism than hostile sexism.

Hypothesis 3: Benevolent sexism is correlated with hostile sexism.

Hypothesis 4: There will be a correlation between descriptive and prescriptive bias and the selected item developed by the researcher stating “Stereotypes between genders are more so the result of biological differences and not sociological norms.”

Methods

Participants

The participants included 84 (56 females and 28 male) undergraduate students at Miami University. They were recruited through email from various departments within the university, mainly in The College of Arts and Science and The Farmer School of Business. A direct link to the survey was included in the email. Participants then had to give informed consent before being led straight to the 62-item survey. Participation was completely voluntary. To ensure this voluntary nature, the online survey program allowed participants to skip any item they wanted. The survey followed up with various demographic questions and a thank you message. Participants were provided with information of people to contact if they have any questions. The use of the online survey program allowed for the responses to go directly to the database and be registered anonymously. No compensation was awarded for participants' time except the opportunity to learn more about the subject through the experimental process. The survey remained active for about 1 month. The results were then analyzed (Refer to Appendix 1-Survey to see all the items).

Measures

The 62 items within the questionnaire were evaluated using a 7-point Likert scale ranging from strongly disagree to strongly agree. The items contained within the survey were used to assess hostile sexism, benevolent sexism, descriptive bias, and prescriptive bias, all of which have been used in previously published research. The researcher developed the remaining items.

This study additionally focuses on a select item that the researcher developed pertaining to justification of stereotypes.

Hostile Sexism

Hostile sexism evaluates one's overt prejudice against a female because of her sex. The items pertaining to hostile sexism were obtained from the Ambivalent Sexism Inventory (Glick & Fiske, 1996). This includes 11 items numbered 34, 36-37, 39*, 42-43, 46-48, 50*, and 53* within the current survey. These statements portray particularly negative views towards women such as, "Many women are actually seeking special favors, such as hiring policies that favor them over men, under the guise of asking for equality" and "Women exaggerate problems they have at work." Previous research used a 6-point Likert scale for measuring hostile sexism. This study uses a 7-point Likert scale to allow the participants to choose the option of being neutral. The "*" denotes reverse coding for the purposes of statistical analysis. Results yielded a reliability coefficient of .87 for the above items.

Benevolent Sexism

The items pertaining to benevolent sexism were also obtained from the Ambivalent Sexism Inventory (Glick & Fiske, 1996). These items still contained statements placing females in restrictive roles except with a somewhat nurturing tone. The 11 items for benevolent sexism corresponds to numbers 33, 35*, 38*, 40, 41, 44, 45*, 49, 51, 52, and 54 in the survey for this study. A 7-point Likert scale was used for these items as well instead of the 6-point Likert scale used in previous research. The hostile and benevolent items were randomly mixed throughout the survey. The "*" denotes reverse coding for the purposes of statistical analysis. Results yielded a reliability coefficient of .81.

Descriptive Bias

Descriptive bias assesses attitudes on how participants believe women currently are. Originally conceived by Gill (2004), the construct includes 16 items with statements such as “I believe that, on average, women are less...” then followed up with a trait that is either stereotypically masculine or feminine. This included items #1-16 in the survey (See Appendix 1 for full survey). In previous research, these items were typically assessed on a 5-point scale ranging from -2 to 2 corresponding to the items being less or more of a trait reflected in a specified gender. The current study uses a 7-point Likert scale ranging from strongly disagree to strongly agree. Using a 7-point Likert scale allowed the participants to choose neutral on an item. Since participants were not forced to pick a side, the results should be reflective of their true beliefs. These items resulted in a reliability coefficient of .78.

Prescriptive Bias

Prescriptive bias pertains to how people feel women *should* be like. The items assessing prescriptive bias were also obtained from the Gender Attitude Questionnaire (Gill, 2004). These statements included the phrase “Ideal women, in my view, should be...” followed up with a trait that is stereotypically thought to be masculine or feminine. The traits paralleled what was tested in the descriptive construct. This pertained to items #17-32 of the survey. Similar to the descriptive items, these items were evaluated on a 7-point Likert scale instead of the 5-point scale previously utilized. Results yielded a reliability coefficient of .90.

Potential Rationalization for Stereotypes

As explained above, the survey included several previously published measures of gender bias. In addition to those measures, the author developed additional measures aimed at exploring possible rationales or justifications for gender bias. This study focuses specifically on item #57

which states, “Stereotypes between genders are more so the result of biological differences and not sociological norms.” This item gives a possible explanation for why there are stereotypes between genders -- attributing the acceptance of stereotypes to an inherent biological difference. If a correlation is found between this survey items and overall bias, this could help aid researchers in understanding underlying thought processes that occur with regards to prejudice. Further research is recommended to develop specific criteria for measuring justification.

Results

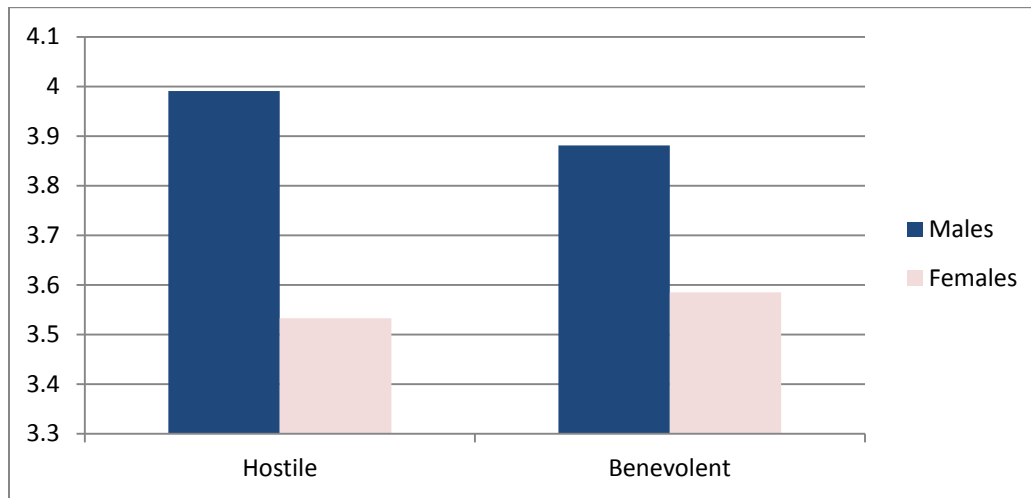
Descriptive Statistics for female and male hostile and benevolent sexism scores are presented below in Table 1.

Table 1

Descriptive Statistics

Your gender is		N	Minimum	Maximum	Mean	Std. Deviation
Females	Hostile	51	1.55	5.18	3.5330	.97269
	Benevolent	53	.90	5.50	3.5849	.86500
	Valid N	50				
	(listwise)					
Males	Hostile	20	1.09	6.18	3.9909	1.16976
	Benevolent	21	1.70	5.40	3.8810	.86926
	Valid N	20				
	(listwise)					

Hypothesis 1 suggests that there would be a difference in sexist attitudes between men and women. In this data, there was little difference between the hostile sexism scores and the benevolent sexism scores between genders. However, males were higher in both types of sexism; thus confirming Hypothesis 1. We then analyzed if females were more likely to accept benevolent sexist attitudes than hostile sexist attitudes. The graph below demonstrates that females were indeed higher on benevolent sexism than hostile sexism. However, this difference was only minimal and not of statistical significance. Hypothesis 2 was thus rejected.

Graph 1 – Hostile and Benevolent Scores for Males and Females**Table 2****Overall Correlation between Hostile and Benevolent Sexism****Correlations**

		Hostile	Benevolent
Hostile	Pearson Correlation	1	.327**
	Sig. (2-tailed)		.006
	N	71	70
Benevolent	Pearson Correlation	.327**	1
	Sig. (2-tailed)	.006	
	N	70	75

**, Correlation is significant at the 0.01 level (2-tailed).

Table 3**Correlation between Hostile and Benevolent Sexism for Females and Males**

Correlations			
Females		Hostile	Benevolent
Hostile	Pearson Correlation	1	.205
	Sig. (2-tailed)		.154
	N	51	50
Benevolent	Pearson Correlation	.205	1
	Sig. (2-tailed)	.154	
	N	50	53
Males		Hostile	Benevolent
Hostile	Pearson Correlation	1	.523*
	Sig. (2-tailed)		.018
	N	20	20
Benevolent	Pearson Correlation	.523*	1
	Sig. (2-tailed)	.018	
	N	20	21

*. Correlation is significant at the 0.05 level (2-tailed).

For the third hypothesis, a correlation was run to see if benevolent and hostile sexism were correlated. Hypothesis 3 was confirmed and validated previous research in Glick and Fiske (1996) that there was a correlation between benevolent and hostile sexism. However, our research looked into this association further and examined how this differed among genders. Results showed that there was a statistically significant higher correlation between benevolent and hostile sexism for males than females. Females had a Pearson correlation of .205 while males had a Pearson correlation of .523. The overall Pearson correlation for both sexes combined was .327.

Table 4**Correlation for Descriptive and Prescriptive Bias with Justification item****Correlations**

Your gender is					57. Stereotypes between genders are more so the result of biological differences and not sociological norms.
			DESCRIPTIVE	PRESCRIPTIVE	
Females	DESCRIPTIVE	Pearson Correlation	1	.476**	.333*
		Sig. (2-tailed)		.001	.017
		N	52	47	51
	PRESCRIPTIVE	Pearson Correlation	.476**	1	.057
		Sig. (2-tailed)	.001		.698
		N	47	50	49
	57. Stereotypes between genders are more so the result of biological differences and not sociological norms.	Pearson Correlation	.333*	.057	1
		Sig. (2-tailed)	.017	.698	
		N	51	49	53
Males	DESCRIPTIVE	Pearson Correlation	1	.615**	.107
		Sig. (2-tailed)		.009	.671
		N	19	17	18
	PRESCRIPTIVE	Pearson Correlation	.615**	1	.274
		Sig. (2-tailed)	.009		.243
		N	17	20	20
	57. Stereotypes between genders are more so the result of biological differences and not sociological norms.	Pearson Correlation	.107	.274	1
		Sig. (2-tailed)	.671	.243	
		N	18	20	21

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Finally, overall results for bias and survey item #57 pertaining to biological justification for why those stereotypes are in place were analyzed. The results were analyzed by observing

how participants' scores of both descriptive and prescriptive biases interacted individually with this survey item. It was hypothesized that a correlation would be found between bias and this item. This was expected because those who still retain prejudice, when it is against the social norm to do so, would be likely to have an explanation for why that prejudice is in place to ease the cognitive dissonance. The specific item used states "*Stereotypes between genders are more so the result of biological differences and not sociological norms.*" Results were interesting in that overall there was a fairly weak correlation. However, the correlation found was significantly higher with respect to females and descriptive bias. For females, the correlation between survey item "*Stereotypes between genders are more so the result of biological differences and not sociological norms*" and descriptive or prescriptive bias was .33 and .06 respectively. On the other hand, the correlation between this survey item and descriptive or perspective bias for males was .11 and .27 respectively. Of those correlations, the one between this item and descriptive bias for females was the only one of statistical significance.

Discussion

In general, the current study confirmed the hypotheses with the exception of Hypothesis 2 regarding the differences between hostile and benevolent scores for females. Some of the analyses from previous research were replicated to examine if they were still valid given the current state of gender relations. Overall, there is a difference between sexist attitudes among men and women. This is not surprising given previous research. However, in light of the fact that the most recent data demonstrates that sexism is still prevalent, efforts should be made to diminish its effects. Too often people assume that gender discrimination is no longer an issue as there have been explicit steps, such as legislation, to mitigate the effects. Even with these extra measures taken, sexist attitudes still seem prevalent which makes the results of this research all

the more concerning. The issue of gender bias is something that needs still to be explicitly addressed. If left unattended, the results a decade from now will be no different than what is viewed in our culture today, much like how the results in Glick and Fiske (1996) have been replicated today, more than 15 years later.

Previous research that suggested a correlation between benevolent and hostile sexism was supported in this study as well. It was previously mentioned that these two types of sexism have many similarities in that they both place women in restrictive roles and are used to justify men's structural power. But in society many do not recognize benevolent sexism as a bad thing. However, as the two types of sexism are rooted in the same gender role perspectives, one would have to hold conflicting views in his or her mind to explain having high benevolent sexism yet low hostile sexism. Building upon previous research, the current study examined the correlation of hostile and benevolent sexism with respect to gender. With this, a significant difference was detected. Results indicated that the correlation between hostile and benevolent sexism was significantly higher for males than females. Earlier it was noted that it would be extremely difficult for one to be able to eliminate hostile sexism while retaining benevolent sexism since it forces one to have conflicting views pertaining to gender roles. Based on the data, it seems females do a better job than males at resolving these differences. This could merely be due to the fact that females are less likely to display hostile sexism as it puts them in a weaker position, while still actually wanting some forms of benevolent sexism to be demonstrated as that seemingly puts them in a glorified position. Although, both forms of sexism place females in restrictive roles, females may attribute forms of benevolent sexism to serving the purpose of kindness or politeness while actively trying to reduce forms of hostile sexism. Men would not typically face these contradictory issues which may explain why they tend to more readily

associate benevolent with hostile sexism than women do. One should be prepared that if one behaves in a benevolently sexist manner, which is seemingly “nice,” one is also likely to display hostile sexism as well. Regardless of how this sexism is perceived or characterized, both types of sexism can be damaging for females especially in the workplace.

Lastly, this study examined a possible correlation between bias and a subsequent biological justification for it. Results indicated that the correlation between bias and justification was highest for females pertaining to descriptive bias. This suggests that females may give more cognitive justification for why stereotypes are currently in place. Greater rationalization usually occurs with greater cognitive dissonance (Jarcho et al., 2011). This proposes that there is a greater discrepancy between beliefs and actions for females than there is for males pertaining to sexist attitudes and behaviors. These results parallel a study conducted by Foster, Matheson, & Poole (1994) where they sought to examine the relationship between sex discrimination and blame. In that experiment, participants were either encouraged to engage in societal blame or self-blame for sex discrimination. Those who were encouraged to engage in self-blame were more likely to accept the situation. In this current study, female participants seem to accept the situation based on the fact that their responses correlated most with cognitive justification. The results in the current study could be because of how society encourages women to respond to these forms of discrimination as suggested in Foster et al. (1994). Further research is suggested to examine this possibility more closely.

This explanation may also be related to the discrepancy between hostile sexism and benevolent sexism between genders. It was mentioned earlier that for one to be high in benevolent sexism but low in hostile sexism, he or she would have to hold conflicting views in his or her mind. Thus, this would increase cognitive dissonance which is expected to be

followed up with justification. As the results of Hypothesis 3 indicate less of a correlation for females than males pertaining to sexist attitudes, females may do a better job of regulating this discrepancy. This could explain why females have a higher correlation between biological justification for bias and descriptive bias. Further research should be conducted to explore this possibility. Overall, the results demonstrate that gender bias is still an issue in today's society and should be addressed accordingly.

Limitations

While the current study did build on previously published research, there may have been some limitations that could have affected the results. First, the sample was obtained from Miami University students. Although undergraduates generally seem to be a good participant pool, the particular culture of Miami University may have made some of the results more exaggerated. It would be beneficial to conduct this research on other college campuses as well to see if the results are externally valid. Furthermore, Miami University students were recruited through email. Although this is a standard method of recruitment of subjects for studies, significantly more females responded than males. This could be due to the fact that the Miami University student population contains more females than males or it could speak to the stereotypical prosocial nature that females are expected to represent. Thus, this sample may not be representative of the population at large.

Also, some of the instruments we used were obtained from previous inventories such as Glick and Fiske (1996) as well as Gill (2004); but the scales for the survey items in the current study differed. We allowed participants to pick the option of being neutral on an item when Glick and Fiske (1996) did not. This was to ensure that participation was entirely voluntary and that as many complete responses as possible were obtained. Giving the participants more

options would presumably allow them to express their opinions more accurately. Using a different scale may have affected the participants' responses compared to the previous use of scales, but it is unlikely that it made a significant difference. If anything, we would expect that the changes seen from the modified scale to be less exaggerated in the current study since we allowed participants the option of being neutral and not forcing them to take a side.

Implications and Future Research

Efforts have been made to decrease gender and sex discrimination mainly through legislation and adjusting standard business practices. However, even with these steps being made now for several decades, bias is still prevalent. Even if this bias is not explicitly examined in the workplace, it certainly is evident from a cultural standpoint and should therefore naturally be expected to carry over to the workforce. Since the results of gender bias studies conducted 16 years ago (Glick & Fiske, 1996) were replicated in this current study, clearly efforts still need to be made to mitigate the effects of prejudice and discrimination. This could be done by two different approaches. First, upon entering the workforce counterstereotypic training should be a requirement for all employees. Second, this type of training could start at an earlier stage by offering classes to address issues of discrimination and prejudice. Such a class could be a requirement for graduation from college. If universities do not want to subject students to taking a full semester long class, then they should at least consider requiring students to take an abbreviated online class. Universities have already adopted this concept with regards to other issues such as alcohol. Alcohol.edu is a requirement that first-year students must go through before they are allowed to take any classes at Miami University. Issues regarding prejudice and discrimination should be given at least the same attention. Furthermore, this should not just be limited to gender or sex discrimination, but should encompass all forms of prejudice. If such

training were to occur at an even earlier stage, it would be easier to mitigate the effects of prejudice and discrimination on a wide scale basis.

This study also attempted to examine how one's mind works in regards to processing gender biases. Understanding how discrimination and prejudice occur at a deep cognitive level could lead researchers to more insight and eventually to finding more viable solutions. It was suggested that those who still retain bias, especially in a culture where it is against the social norm to do so, will follow up that bias with a rationalization justifying the existence of that bias. The current study does not examine if this is done on an explicit or implicit level. Further research is recommended to assess the existence of how such justifications occur regarding bias on a broader scale as well as the extent to which such justifications are manifested in one's awareness.

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Appendix

Survey 1

Dear participant,

As a student in Miami's Farmer School of Business, I am conducting a research study to try and learn more about an important aspect of the conduct of business. In particular, I am working on a project that explores individual differences in gender issues as they relate to business decision making. I would like your voluntary participation in my research. It would involve taking a few minutes to complete a questionnaire; I will store your data confidentially in a secure location. I hope to present the results of my research at the undergraduate research forum. However, **no** specific individual responses will be shared with anyone. Every effort will be done to ensure confidentiality of your responses.

I expect the survey to take you about 15 minutes to complete. Please know that your participation is completely voluntary. While I would very much appreciate your participation, it is completely your choice. The questions in the questionnaire are mostly items that have been asked of many, many research subjects before you. They have been studied in previous published research and have not been found to expose subjects to risks beyond those of everyday life. However, if you begin my questionnaire and then want to stop, you are free to change your mind even then. You can simply decide to stop filling out the survey part way through.

The benefit of this study, scientifically, is that it will enhance our understanding of how attitudes affect business decision making. Once the study is completed, I hope to present my findings at the research forum and possibly to publish an article describing my findings. If you're interested in my findings, please do not hesitate to contact me or my faculty advisor.

If you have any questions about your participation in my study, please feel free to contact either me or my faculty advisor. Our contact information is listed on the paper we are distributing to you. If you have questions about your rights as a research participant, please call Miami's Office of Advancement of Research and Scholarship at 529-3600 or email humansubjects@muohio.edu.

Thank you for your participation. I am very grateful for your help and hope you will find your participation interesting.

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"By completing this survey I am hereby granting my consent for inclusion in this study. I am also verifying that I have read this Information form for this project and am aware that my participation is voluntary. I am aware that I may decline to answer any questions, and I have been given the opportunity to ask any questions that I may have about the project. I am also verifying that I am at least 18 years of age or older. "

Continue if you agree to the above statement and wish to participate

Exit the survey if you disagree with the above statement and/or do not wish to participate

1. I believe that, on average, women are less gentle than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

2. I believe that, on average, women are less helpful than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

3. I believe that, on average, women are less kind than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

4. I believe that, on average, women are less considerate than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

5. I believe that, on average, women are less likely to express tender feelings than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

6. I believe that, on average, women are less likely to cry easily than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

7. I believe that, on average, women are less excitable in a minor crisis than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

8. I believe that, on average, women are less emotional than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

9. I believe that, on average, women are less hardworking than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

10. I believe that, on average, women are less ambitious than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

11. I believe that, on average, women are less motivated to succeed than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

12. I believe that, on average, women are less competitive than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

13. I believe that, on average, women are less independent than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

14. I believe that, on average, women are less decisive than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

15. I believe that, on average, women are less self-confident than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

16. I believe that, on average, women are less likely to have leadership ability than men.

1	2	3	4	5	6	7
strongly	somewhat	slightly	neutral	slightly	somewhat	strongly
disagree	disagree	disagree		agree	agree	agree

17. Ideal women, in my view, should be less gentle than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

18. Ideal women, in my view, should be less helpful than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

19. Ideal women, in my view, should be less kind than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

20. Ideal women, in my view, should be less considerate than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

21. Ideal women, in my view, should be less likely to express tender feelings than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

22. Ideal women, in my view, should be less likely to cry easily than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

23. Ideal women, in my view, should be less excitable in a minor crisis than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

24. Ideal women, in my view, should be less emotional than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

25. Ideal women, in my view, should be less hardworking than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

26. Ideal women, in my view, should be less ambitious than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

27. Ideal women, in my view, should be less motivated to succeed than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

28. Ideal women, in my view, should be less competitive than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

29. Ideal women, in my view, should be less independent than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

30. Ideal women, in my view, should be less decisive than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

31. Ideal women, in my view, should be less self-confident than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

32. Ideal women, in my view, should be less likely to have leadership ability than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

33. No matter how accomplished he is, a man is not truly complete as a person unless he has the love of a woman.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

34. Many women are actually seeking special favors, such as hiring policies that favor them over men, under the guise of asking for "equality."

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

35. In a disaster, women ought not necessarily be rescued before men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

36. Most women interpret innocent remarks or acts as being sexist.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

37. Women are too easily offended.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

38. People are often truly happy in life without being romantically involved with a member of the opposite sex.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

39. Feminists are not seeking for women to have more power than men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

40. Many women have a quality of purity that few men possess.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

41. Women should be cherished and protected by men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

42. Most women fail to appreciate fully all that men do for them.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

43. Women seek to gain power by getting control over men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

44. Every man ought to have a woman whom he adores.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

45. Men are complete without women.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

46. Women exaggerate problems they have at work.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

47. Once a woman gets a man to commit to her, she usually tries to put him on a tight leash.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

48. When women lose to men in a fair competition, they typically complain about being discriminated against.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

49. A good woman should be set on a pedestal by her man.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

50. There are actually very few women who get a kick out of teasing men by seeming sexually available and then refusing male advances.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

51. Women, compared to men, tend to have a superior moral sensibility.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

52. Men should be willing to sacrifice their own well being in order to provide financially for the women in their lives.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

53. Feminists are making entirely reasonable demands of men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

54. Women, as compared to men, tend to have a more refined sense of culture and good taste.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

55. A woman can be successful in the workplace or be a good mother, but not both.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

56. Because females are submissive in nature, they are not expected to sustain high stress jobs.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

57. Stereotypes between genders are more so the result of biological differences and not sociological norms.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

58. Engaging in heterosexual romantic relationships typically makes a man more satisfied yet more vulnerable.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

59. In a professional setting, females should strive to look feminine but act masculine.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

60. Women's sports are not as favored as men's sports simply because females are not as good and are therefore less entertaining to watch.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

61. Participating in sports is more beneficial for men than for women.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

62. Religion has a profound effect on today's gender roles because gender roles are based on what God wants for women and men.

1	2	3	4	5	6	7
strongly disagree	somewhat disagree	slightly disagree	neutral	slightly agree	somewhat agree	strongly agree

___ under 18 ___ 18 ___ 19 ___ 20 ___ 21 ___ 22 ___ over 22

____ male ____ female

Mother's occupation: _____

Mother's education:

☐ less than High School
 ☐ High School grad
 ☐ some college
 ☐ College grad
 ☐ Graduate degree

☐ less than High School
 ☐ High School grad
 ☐ some college
 ☐ College grad
 ☐ Graduate degree

