

OVERT, COVERT, AND SUBTLE SEXISM

A Comparison Between the Attitudes Toward Women and Modern Sexism Scales

Janet K. Swim and Laurie L. Cohen
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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Address correspondence and reprint requests to: Janet K. Swim, 515 Moore Building, Department of Psychology, Pennsylvania State University, University Park, PA 16802. Email: jks4@psu.edu.

Subtle Sexism

**James M. Henslin, Keith Christopher
Hampson**



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 *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

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 **NACADA Journal** ,1998 **Confronting Racism and Sexism** Elisabeth Hayes,Scipio Africanus Jordan Colin,1994 *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 Manterrupter 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 **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 **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 **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

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

Emergent Methods in Social Research Sharlene Nagy Hesse-Biber,Patricia Leavy,2006-02-13 Introducing state of the art social research methods that address the growing methods theory gap within and across the disciplines this text provides readers with a comprehensive view of new and cutting edge research methods and methodologies The Vocational

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Indian Review of Books ,1997 **Minnesota Law Review** ,2011 *Business, Government, and Society* George Albert Steiner,John F. Steiner,2000 **Emotional Responses to the Success of Out-group Members** Ruth Ellen Fleury,1996

Unveiling the Energy of Verbal Beauty: An Psychological Sojourn through **Subtle Sexism**

In a world inundated with displays and the cacophony of fast transmission, the profound energy and psychological resonance of verbal beauty frequently fade into obscurity, eclipsed by the continuous barrage of noise and distractions. Yet, nestled within the lyrical pages of **Subtle Sexism**, a fascinating perform of fictional splendor that pulses with raw thoughts, lies an wonderful trip waiting to be embarked upon. Composed by a virtuoso wordsmith, that magical opus manuals visitors on a psychological odyssey, lightly revealing the latent potential and profound impact stuck within the complex web of language. Within the heart-wrenching expanse of this evocative analysis, we shall embark upon an introspective exploration of the book is central styles, dissect their interesting publishing fashion, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

<https://ftp.thebrandexperience.com/About/detail/index.jsp/Spleen%20In%20Health%20And%20Disease.pdf>

Table of Contents Subtle Sexism

1. Understanding the eBook Subtle Sexism
 - The Rise of Digital Reading Subtle Sexism
 - Advantages of eBooks Over Traditional Books
2. Identifying Subtle Sexism
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Subtle Sexism
 - User-Friendly Interface
4. Exploring eBook Recommendations from Subtle Sexism
 - Personalized Recommendations

- Subtle Sexism User Reviews and Ratings
- Subtle Sexism and Bestseller Lists
- 5. Accessing Subtle Sexism Free and Paid eBooks
 - Subtle Sexism Public Domain eBooks
 - Subtle Sexism eBook Subscription Services
 - Subtle Sexism Budget-Friendly Options
- 6. Navigating Subtle Sexism eBook Formats
 - ePub, PDF, MOBI, and More
 - Subtle Sexism Compatibility with Devices
 - Subtle Sexism Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Subtle Sexism
 - Highlighting and Note-Taking Subtle Sexism
 - Interactive Elements Subtle Sexism
- 8. Staying Engaged with Subtle Sexism
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Subtle Sexism
- 9. Balancing eBooks and Physical Books Subtle Sexism
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Subtle Sexism
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Subtle Sexism
 - Setting Reading Goals Subtle Sexism
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Subtle Sexism
 - Fact-Checking eBook Content of Subtle Sexism

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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