

Intersectionality

- What is an identity?
 - Social categories that people are members of and give personal meaning to the categories they belong to (Shields, 2008)
- Intersectionality = identities are interdependent rather than independent and unidimensional (Bowleg, 2008)
 - The relationship between multiple identities (Shields, 2008)
 - E.g., a Black cisgender woman: race and gender are two identities that are interacting
- Context matters!
 - Sociohistorical context of identities should be considered -- nothing exists in a vacuum

Ambivalent Sexism Inventory (ASI)

- 22 item inventory that examines the multidimensional nature of sexism (Glick & Fiske, 1996) with two factors:
 - Benevolent Sexism**
 - Women viewed stereotypically and in restricted roles, though subjectively *positive* (Glick & Fiske, 1996)
 - Women are idealized and are seen as pure and are treated with chivalry (Lisco, Parrott, & Tharp, 2012)
 - Puts women on a pedestal, paternalistic attitudes: *Women should be cherished and protected by men.*
 - Hostile Sexism**
 - Women are seen as promiscuous and insubordinate to men (Lisco, Parrott, & Tharp, 2012)
 - Reflects antipathy towards women; women are seen as manipulative and malicious (McMahon & Kahn, 2015): *Women seek to gain power by getting control over men.*

Sexism toward Black and White Women

- The role of race in sexist attitudes towards women has not been examined extensively
- Intersectional invisibility – minorities aren't adequately acknowledged (Purdie-Vaughns & Eibach, 2008)
 - Unique experiences of minority groups (e.g., Black women) are often ignored and the focus remains on the majority group (e.g., White women)
- Black women and White women are perceived and stereotyped differently
 - Paternalism extended to white women only
 - White women as "angelic" vs. Black women as the "Jezebel" (Morton, 1991; Jewell, 1993)

Sexism and Transgender / Cisgender women

- Limited research has examined the intersection of sexism and race
 - Existing research utilized images of Black and White women faces paired with the ASI. More benevolent sexism was expressed toward White women faces only. (McMahon & Kahn, 2016).
- Limited research has examined the intersection of sexism and gender identity
 - Sexism and transgender oppression are both forms of social subjugation (Griffin, 2007), but no research to our knowledge has examined its intersection in the realm of attitudes
- Current research question:
 - Will American participants differently direct hostile and benevolent sexism towards Black and White cisgender and transgender women?

Method

- Participants
 - 1686 U.S. citizens (female = 1276), aged 18-90 ($M = 40.3$, $SD = 15.1$)
 - Project Implicit website visitors
- Materials
 - The design was a 2 (Sexism Target Race: Black or White) x 2 (Target Gender Identity: Cisgender or Transgender) between subjects design
 - Ambivalent Sexism Inventory (ASI)
 - Implicit measure: Implicit Association Test (IAT)
 - Explicit measure: Warmth / Coldness Thermometer ratings
- Procedure

Ambivalent Sexism Inventory (ASI)

- Participants were randomly presented with one of four ASIs: Black cisgender women ASI, Black transgender women ASI, White cisgender women ASI or White transgender women ASI
- Each ASI included a header that indicated what group of women participants should think about when answering the questions:

You will be presented with a series of statements concerning men and **Black transgender women** and their relationships in contemporary society. Please indicate the degree to which you agree or disagree with each statement.

Continue

- 22 questions, e.g.: Every man ought to have a woman whom he adores.
- Questions ranked on a 6 point scale, where "0" = Disagree strongly and "5" = Agree strongly

Men are incomplete without women.

5 - Agree strongly
4 - Agree somewhat
3 - Agree slightly
2 - Disagree slightly
1 - Disagree somewhat
0 - Disagree strongly

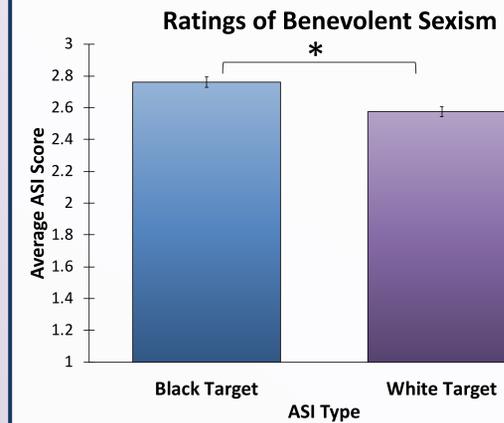
Black women and White women IAT

- Participants used the "e" and "i" computer keys to categorize items in groups as quickly as possible
- Collected as an exploratory assessment of implicit attitudes

Thermometer Ratings

- Participants rated how warm or cold they felt towards Black cisgender women, Black transgender women, White cisgender women, and White transgender women
 - Questions ranked on an 8 point scale, where "0" = Extremely cold and "7" = Extremely warm

Results: Benevolent Sexism



Note: * = $p < 0.001$

➤ **Race:** Participants directed higher levels of benevolent sexism toward Black women compared to White women ($p < .001$)

➤ **Gender:** There was no significant difference in levels of benevolent sexism directed toward cisgender ($M = 2.70$) and transgender women ($M = 2.64$; $p = .200$)

Results: Hostile Sexism

➤ **Race:** There was no significant difference in level of hostile sexism directed toward Black ($M = 1.98$) and White women ($M = 1.96$; $p = .640$)

➤ **Gender:** There was no significant difference in level of hostile sexism directed toward cisgender ($M = 1.98$) and transgender women ($M = 1.97$; $p = .764$)

Conclusions

- Benevolent sexism towards Black women may be due to the shifting standards of attitudes towards specific groups (Biernat, Manis & Nelson, 1991; Biernat, 2003)
 - Shifting standards = subjective scales adjust to fit a range of values one expects from a target group (Biernat, Manis & Nelson, 1991)
 - Participants who completed the Black women ASI may have used mental stereotypes associated with Black women to drive their responses, leading to a more negative overall view of Black women compared to White women or women in general
- Research featuring vignettes to offer additional descriptive information may allow for more diversity in attitudes toward cisgender and transgender women

References

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