

*Sexism* 

Equal Opportunity Advisor  
Training  
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**Overview of Training**

- ☛ Definition of Sexism
- ☛ How Sex Roles Develop
  - Sex Role Socialization
  - Values

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**Overview of Training**

- ☛ Factors Which Help Maintain Sexism
  - Historical
  - Reinforced Stereotypes
  - Ego Defense Mechanisms
  - Pro-Sexism
- ☛ Allport's Continuum on Sexism
- ☛ Sexist Behavior

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## Definition of Sexism

**Sexism** - Behavior, conditions, or attitudes that foster stereotypes of social roles based on sex [Webster].

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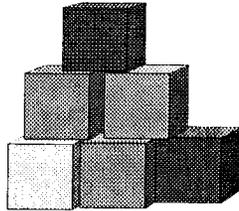
## How Sex Roles Develop

Sex Role Socialization

X Socialization

X Sex Roles

X Sex Role Socialization



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## Socialization

**Socialization -**

An all-encompassing educational process by which values, goals, and roles are acquired.



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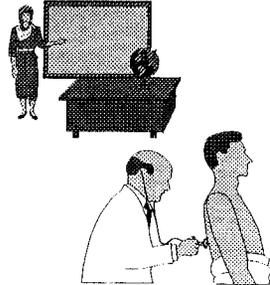
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## Sex Roles

Socially or culturally defined roles that individuals are expected to fulfill.



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## Sex Role + Socialization = Sex Role Socialization

### Sex Role Socialization:

The process by which males and females learn to display behavior considered “appropriate” for their sexes.

- Reinforced by family, peers, and environment.
- Sex roles become familiar. What is familiar becomes a value.

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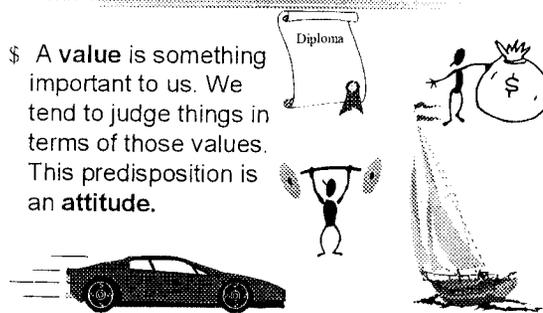
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## Values

\$ A **value** is something important to us. We tend to judge things in terms of those values. This predisposition is an **attitude**.



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## Values

- § When our judgments become over-generalized, faulty, and inflexible - We develop a prejudice
- § When we build the prejudice around gender issues and act on it - we have developed sexism.

VALUE ⇨ ATTITUDE ⇨ PREJUDICE ⇨ SEXISM

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## Factors Which Strengthen Sexism

- 🔨 Historical/Cultural
  - History/Historical Texts
  - Use of Male Pronoun to Represent Humanity
  - Labels
  - Institutional/Organizations
- 🔨 Reinforced Stereotypes
  - Behavior
  - Ability
  - Psychology/Personality

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## Factors Which Strengthen Sexism

- 🔨 Ego Defense Mechanisms
  - Rationalization
  - Denial
  - Blame
  - Reinterpretation
- 🔨 Pro-Sexism
  - Accommodating sexist behavior by reinforcing or encouraging it, rather than questioning, checking, or opposing it.

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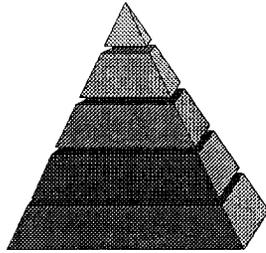
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## Dr. Allport's Continuum on Sexism

- Antilocution
- Avoidance
- Discrimination
- Physical Attacks
- Extermination



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