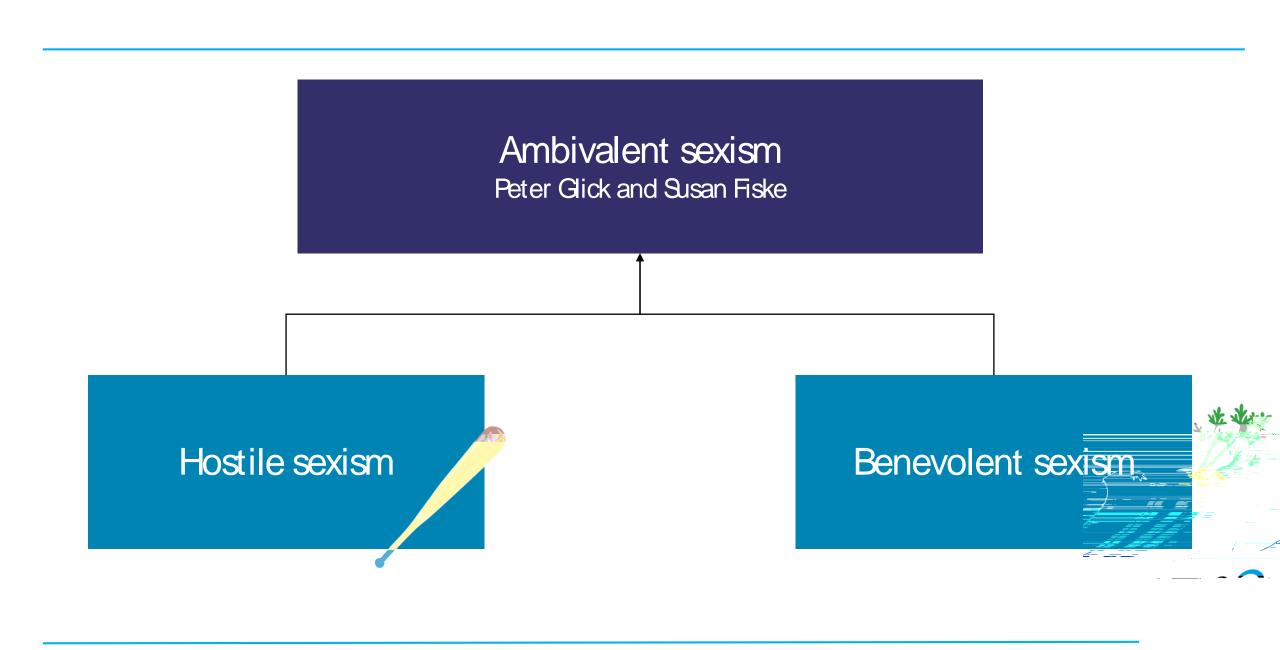
## Benevolent sexism





Bizabeth Wynn She/her 26/3/2020



#### Hostile sexism

- Overt
- Objectifying, insulting and/or degrading
- Demeaning language
- Catcalling
- Discrimination
- Violence against women

#### Benevolent sexism

- Framed positively
- Condescending, patronising and/or reinforces gendered stereotypes
- Reference letter/appraisal focusing on personality not achievements

- Believing women are more compassionate and nurturing
- Believing women need to be protected

### Benevolent sexism



- Countries with more benevolent sexism also have more hostile sexism
- Countries with more benevolent sexism have fewer women in leadership roles even when controlled for hostile sexism
- Women who endorse benevolent sexist ideas have lower career ambitions
- Men who endorse benevolent sexist ideas give women less challenging tasks
- Exposure to benevolent sexism decreases work performance more than exposure

## Benevolent

### What can you do?

- Raise awareness of benevolent sexism
- Take the Ambivalent Sexism Inventory and encourage others to as well
- Examine your own attitudes and assumptions
- Split outings
- Think about the feedback you give
- Call out benevolent sexism
- Tackle hostile sexism

# Remember: Benevolent Sexism is BSI

Any questions?

### Further reading

- http://www.hbs.edu/faculty/conferences/2013-w50-researchsymposium/Documents/glick.pdf
- https://www.themuse.com/advice/women-are-kind-and-men-arestrong-how-benevolent-sexism-hurts-us-all
- http://www.understandingprejudice.org/asi/take
- https://www.forbes.com/sites/sianbeilock/2020/01/07/how-to-address-subtle-friendly-sexism-at-work/#18d7e5b1350c
- <a href="https://www.bustle.com/articles/131418-7-examples-of-benevolent-sexism-that-are-just-as-harmful-as-hostile-sexism">https://www.bustle.com/articles/131418-7-examples-of-benevolent-sexism-that-are-just-as-harmful-as-hostile-sexism</a>
- https://www.facebook.com/benevolentsexism/

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