

Subtle Sexism

Gender Inequality in Screenwriting Work Natalie Wreyford 2018-09-22 This is the first book to critically examine the recruitment and working practices of screenwriters. Drawing on interviews with screenwriters and those that employ them, Natalie Wreyford provides a deep and detailed understanding of entrenched gender inequality in the UK film industry and answers the question: what is preventing women from working as screenwriters? She considers how socialised recruitment and gendered taste result in exclusion, and uncovers subtle forms of sexism that cause women's stories and voices to be discounted. *Gender Inequality in Screenwriting Work* also reveals the hidden labour market of the UK film industry, built on personal connections, homophily and the myth of meritocracy. It is essential reading for students and scholars of gender, creative industries, film and cultural studies, as well as anyone who wants to understand why women remain excluded from many key roles in filmmaking.

Discrimination American Style Joe R. Feagin 1986 Why, and how, are some people -- women, blacks, and other minorities -- discriminated against? The answers to these questions are important because an understanding of the causes and operation of discrimination is essential to finding effective ways to counteract and eradicate discrimination from our society. While the popular view holds that prejudice and bigotry lie behind racist and sexist discrimination, this book goes beyond that view to expose other roots of the problem that are more subtle and difficult to combat. The authors describe in detail the mechanics and effects of institutionalized discrimination in employment, housing, health and social services, education, politics, and the courts.

Benign Bigotry Kristin J. Anderson 2010 Focuses on commonly held cultural myths as the basis for examining subtle forms of racial, sexual, gender and religious bias.

Labeling Subtle Sexist Events Alexandra L. Lenzen 2014 Sexist incidents, and ultimately increasing people's detection, labeling, and interruption of sexist incidents.

Jata Removal Movement Govind Dhaske 2009-10-02 For centuries, India has been known for its politico-religious structures, which have developed casteism and discrimination. Gender-based oppressions have been prominent features of the patriarchal culture in India - both obvious and subtle forms of gender inequity. Multiple rites, customs, traditions and protocols reflect gender discrimination, and in most cases show gender oppression. The subordination of women visible in Indian context can be referred in historic shift from matrilineal structure to bramhinal patriarchy. The body politics and allied symbolism about gender has been rooted in the deceiving collusion and integrated function of political and religious entrepreneurs. Jata (or matted hairs) have been a symbol used by the patriarchal oppressors for a number of sexual, social and gender oppressions. Multifarious oppressions have been created by developing superstitious religious belief systems and hijacking social communication. Through fatalistic sentimentalism of irrational beliefs, progress of rational social communication has been suppressed. The existence of oppressive Devdasi and Jata tradition signifies deep-rooted psychosocial control by the oppressors. Jata Nirmulan Abhiyaan (Matted Hair Removal Movement) has been a scientific movement rooted in rational thinking about beliefs and traditions. The collective act of removing the oppressive symbol of Jata is essential to value of human rights and gender rights. The negative social, psychological, health and development implications of matted hairs need collective attention for remedial actions. At the same time, it is essential to understand the politico-religious traditions , belief systems which rules the psyche of

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society to act on it

Innovations and Challenges: Women, Language and Sexism Carmen Rosa Caldas-Coulthard
2020-03-20 Innovations and Challenges: Women, Language and Sexism brings together an outstanding collection of essays from internationally recognised researchers to recontextualise some of the questions raised by feminist thinkers 40 years ago. By taking linguistically mediated violence as a central topic, this collection's main objective is to explore the different and subtle ways sexism and violence are materialised in discursive practices. In doing so, this book: Takes a multi-stranded investigation into the linguistic and semiotic representations of sexism in societies from an applied linguistic and semiotic perspective; Combines critical discourse analysis, multimodality, interactional sociolinguistics and corpus methodologies to look at language, visuals and semiotic resources in the context of consumerist culture; Examines the conflicted position of women and the discourses of discrimination that still exist in every strand of modern societies; Contextualises pervasive gender issues and reviews key gender and language topics that changed the ways we interpret interaction from the early 1970s until the present; Focuses on institutional discourses and the questions of how women are excluded or discriminated against in the workplace, the law and educational contexts. Innovations and Challenges: Women, Language and Sexism revisits the initial questions posed by the first feminist linguists - where, when and how are women discriminated against and why, in postmodern societies, is there so much sexism in all realms of social life? This book is essential reading for those studying and researching gender across a wide range of disciplines.

Coping with Sexism and Misogyny Gloria G. Adams 2017-12-15 Whether in classrooms, in workplaces, on social media, on college campuses, at public venues, or within the political arena, subtle as well as blatant sexism and misogyny still permeate society on many levels. The effects

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manifest themselves in offensive language, unequal treatment and opportunities, sexual harassment, and violence. They can devastate self-esteem, emotional and physical health, academic achievements, and personal ambitions. While delivering an insightful glimpse into the prevalence and negative influences of sexism and misogyny in modern culture, this resource also offers practical, empowering, and proactive coping strategies. Readers also glean useful information through features including Myths and Facts.

Resist and Persist Erin Wathen 2018-04-10 Over the past few decades, the roles women play in public life have evolved significantly, as have the pressures that come with needing to do it all, have it all, and be all things to all people. And with this progress, misogyny has evolved as well. Today's discrimination is more subtle and indirect, expressed in double standards, microaggressions, and impossible expectations. In other ways, sexism has gotten more brash and repulsive as women have gained power and voice in the mainstream culture. Patriarchy is still sanctioned by every institution: capitalism, government, and even "maybe especially" the church itself. This is perhaps the ultimate irony that a religion based on the radical justice and liberation of Jesus' teachings has been the most complicit part of the narrative against women's equality. If we are going to dial back the harmful rhetoric against women and their bodies, the community of faith is going to have to be a big part of the solution. Erin Wathen navigates the complex layers of what it means to be a woman in our time and place "from the language we use to the clothes that we wear to the unseen and unspoken assumptions that challenge our full personhood at every turn. *Resist and Persist* reframes the challenges to women's equality in light of our current culture and political climate, providing a new language of resistance that can free women and men from the pernicious power of patriarchy.

Convert and Subtle Sexism and the Effects of the Media Dawn A. Amaismeier 2002

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Dyslexia and Gender Bias Diane Montgomery 2018-12-20 Providing an overview of the various understandings and approaches taken to dyslexia over the last 100 years, this text considers why men have traditionally taken the lead in dyslexia theory and research, whilst women have often been confined to practice. Exploring how and why particular pathways in dyslexia theory, research and practice were historically pursued, whilst other potentially successful methods were not, Montgomery argues that gender bias has played a significant and often obstructive role in the development of our identification and understanding of dyslexia. Explaining why women and girls have often been under-represented in dyslexia clinics and in research, chapters trace the contributions made by dyslexia pioneers, analyse current problems within education and research systems, and document widespread patterns of misogyny and gender discrimination in the field. Montgomery links dyslexia history, current research paradigms and transgender experiences, to ask whether assumed male superiority has disadvantaged dyslexic learners, and whether it will continue to do so. In the process, she presents a new trajectory for research and practice. A timely exploration of the impacts of gender discrimination on research and education, this text provides essential insight into the subtle impacts of sexism on dyslexic learners.

Roles and Attitudes of Males and Females in the Anarchist Punk Community Donna M. Manion 2007 Sexism is a widespread social problem that exists throughout the world today. It persists within the dominant culture, as well as in various subcultures, including the punk subculture (Daugherty 2002; Leblanc 1999; McRobbie 1991; Rosenberg and Garofalo 1998). Nijole Benokraitis and Joe Feagin's (1995) theory of sexism posits that subtle sexism is the unequal and harmful treatment of women that is typically less visible than blatant sex discrimination. This particular type of sexism may often go unnoticed, as society has internalized subtle sexist behaviors. Empirical research on subtle

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sexism has been conducted in various settings, such as the employment, academic, and military sectors of society (Benokraitis 1997). However, this theory has not been adequately applied to subcultural research. This research investigates whether subtle sexism exists within a group of self-identified anarchist punks who contend their primary tenets/principles dictate that they reject all forms of inequality. Moreover, if sexism does exist within the AP subculture, eradication of this problem within this community may be a daunting task -- as sexism may persist in subtle, invisible, and obstinate ways. This exploratory and descriptive research will utilize interviews of fifty men and women to examine if sexism exists, specifically in a subtle manner, and, if so, to illuminate manifestations of sexism within the anarchist punk community. Additionally, this study engages Benokraitis and Feagin's (1995) sexism theory to a non-traditional, subcultural setting.

The Exit Strategy Lainey Cameron 2020-07-08 Silicon Valley investor Ryn Brennan is on the verge of achieving everything she dreamed. She's succeeded in the male-dominated venture capital world, has a supportive husband, and is about to close the deal of her career. Everything is going exactly as planned, until she meets Carly, her husband's mistress, across the negotiating table. Carly clawed her way back from being a teenage runaway to become an accomplished scientist, caring single mom, and co-founder of her startup. Once she marries her loving fiancé, she'll secure the complete family she craves. But she's blindsided to discover her not so perfect fiancé is already married—to Ryn, her company's biggest investor. In an industry full of not-so-subtle sexism, can the two women rise above, and work together to overcome heartbreak, and ensure their success?

Modern Sexism + Mysearchlab Nijole V. Benokraitis 2009-01 MySearchLab provides students with a complete understanding of the research process so they can complete research projects confidently and efficiently. Students and instructors with an internet connection can visit

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www.MySearchLab.com and receive immediate access to thousands of full articles from the EBSCO ContentSelect database. In addition, MySearchLab offers extensive content on the research process itself-including tips on how to navigate and maximize time in the campus library, a step-by-step guide on writing a research paper, and instructions on how to finish an academic assignment with endnotes and bibliography. This book focuses on the dynamics, processes, and consequences of sex discrimination at individual, organizational, and societal levels.

Subtle Sexism in the Church Margaret Shannon Williamson 2010

Subtle Sexism Nijole V. Benokraitis 1997-02-24 The contributors to this insightful work hail from both the United States and Canada and include faculty from a broad spectrum of academic disciplines. This book is written to be a catalyst for stimulating class discussion as it encourages students and faculty to view gender inequity through wider lenses.

All Prejudices are Not Created Equal Karen Rita Dickson 2012 The current research examined reactions to subtle versus blatant expressions of prejudice. Across four studies, participants reported their recognition of prejudice, affective responses, and behavioural intentions resulting from expressions of subtle and blatant sexism and racism. In the first three studies, participants were presented with prototypical expressions of subtle and blatant prejudice that were not given any context. They were then asked to provide their reactions to these statements. Patterns of differential responding to subtle and blatant prejudice were observed, such that subtle prejudice was recognized as prejudice less than blatant prejudice, evoked less negative affect and less concern over discrimination potentially resulting, and participants had less intention to confront subtle prejudice than blatant prejudice. In the fourth study, subtle and blatant prejudice were used as explanations for a hiring decision. The same pattern of differential responding to subtle and blatant prejudice

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emerged, as hiring decisions based on subtle prejudice were viewed as more legitimate than hiring decisions based on blatant prejudice. Further, this differential pattern of responding was also observed for sexism compared to racism, with sexism less likely to be recognized than racism, and thus sexist hiring decisions perceived as more legitimate than racist hiring decisions. This research demonstrates that subtle expressions of prejudice, increasingly common in contemporary society, are likely to go unnoticed and therefore, unchallenged.

Counseling the Culturally Diverse Derald Wing 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

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counseling preparation for students as well as the most enlightened, influential guide for professionals.

Failing at Fairness Myra Sadker 2010-05-11 Failing at Fairness, the result of two decades of research, shows how gender bias makes it impossible for girls to receive an education equal to that given to boys. Girls' learning problems are not identified as often as boys' are Boys receive more of their teachers' attention Girls start school testing higher in every academic subject, yet graduate from high school scoring 50 points lower than boys on the SAT Hard-hitting and eye-opening, Failing at Fairness should be read by every parent, especially those with daughters.

The Effect of Wages-academic on Men's and Women's Ability to Detect Subtle Sexism in the Workplace Elizabeth Demeusy 2012

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

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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?

Modern Sexism Nijole Vaicaitis Benokraitis 1986

"They Believe that Because They are Women, it Should be Easier for Them " Katherine J. Hall 2016 This study implemented a social media based content analysis to examine the subjective experiences and the current public perceptions of sexism in STEM fields. Participants included men and women who a) identified as either in STEM or not identified as in STEM and b) commented through Facebook on HuffPost Women articles about women in STEM. The analysis indicated that sexism remains an issue for women in STEM careers. Women in STEM identified several gender-based challenges that they have experienced; some participants discussed how they handled those challenges. Men both in and not in STEM were less likely to acknowledge and more likely to deny that sexism was a problem for women in STEM than were women participants. Though findings showed a high rate of supportive commentary from women, they also showed a substantial number of male commenters displaying overt sexism. The analysis helped identify a new form of sexism to the literature on subtle sexism: Threat to Masculinity. More specifically, both men and women were found to display overt sexism to men who supported women by utilizing gender based stereotypes to validate their claims and police gender roles. Findings from this study support the literature suggesting that sexism remains an issue that needs to be addressed; the analysis begins to build a theory about how such sexism is portrayed through social media commentary as an important arena of social and cultural debate. Current policies aimed at ending sexism/discrimination should be expanded to support and encourage women's participation in STEM careers.

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Modern Misogyny Kristin J. Anderson 2015 'Modern Misogyny' examines contemporary antifeminism in a 'postfeminist' era. It considers the widespread idea that the feminist movement has ended, it achieved what it set out to achieve and is irrelevant to contemporary women's lives. The book argues that equality has not been achieved and that sexism and discrimination are now packaged in a more palatable but stealthy form.

Discrimination Against Women Hope Landrine 1997-08-15 How frequently do women experience sexist discrimination? Does sexism have an effect on women's physical or mental health? How can we measure the impact of sexism, both blatant and subtle, on women exposed to it? Discrimination against Women provides answers to these questions. Part One offers an empirically validated scale for measuring the health effects of sexism, and presents the findings which resulted from using the scale on a large sample of women surveyed by the authors. Part Two consists of contributions from leading psychologists on what women can do about discrimination in their own lives. The final part reviews laws regarding discrimination against women in the United States. An Appendix offers a guide to

Language and Sexism Sara Mills 2008 The author takes a critical look at sexism in language and argues that even in feminist circles it has become a problematic concept. Drawing on conversational and textual data collected over the last ten years, Mills suggests that there are two forms of sexism - overt and indirect.

Reconstructing Perceptions of Systemically Marginalized Groups Ponciano, Leslie 2023-04-18 Despite their best intentions, professionals in the helping fields are influenced by a deficit perspective that is pervasive in research, theory, training programs, workforce preparation programs, statistical data, and media portrayals of marginalized groups. They enter their professions

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ready to fix others and their interactions are grounded in an assumption that there will be a problem to fix. They are rarely taught to approach their work with a positive view that seeks to identify the existing strengths and assets contributed by individuals who are in difficult circumstances. Moreover, these professionals are likely to be entirely unaware of the deficit-based bias that influences the way they speak, act, and behave during those interactions. Reconstructing Perceptions of Systemically Marginalized Groups demonstrates that all individuals in marginalized groups have the potential to be successful when they are in a strengths-based environment that recognizes their value and focuses on what works to promote positive outcomes, rather than on barriers and deficits. Covering key topics such as education practices, adversity, and resilience, this reference work is ideal for industry professionals, administrators, psychologists, policymakers, researchers, academicians, scholars, instructors, and students.

Perceptions of Subtle Sexism in the Higher Education Workplace Whitney E. Carroll 2019 The purpose of this study was to determine how higher education administrators, faculty, and staff are able to identify subtle sexism, and indicate how they perceive it in the higher education workplace. Past research has also shown micro-aggressions lead to hostility and uncertainty in the workplace (Swim et al., 1995, 1997; Tougas et al., 1995). The design of this study does not allow for casual inference but data from the pilot study indicate that contemporary sexism in the workplace impacts men, women, and the LGBTQ community. This was a mixed methods study that included a survey and one-on-one interviews. There were a total of 232 participants and 12 one-on-one interviews. The majority of participants were heterosexual, white women. Three new measures of sexism were identified during data analysis: attitudes and behaviors of sexism (Historic Sexism Scale and Contemporary Sexism Scale) and identifying cases of subtle sexism ("man to woman" cases across

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the five scenarios on the Gender Neutral Sexism Scenarios). Quantitative results indicated that women identified more instances of sexism than men. Overall, participants did not strongly identify instances of subtle sexism. Additional research is needed to determine the results. Interview participants indicated that trainings and professional development regarding appropriate behavior and language in the workplace are needed in order for employees to understand and recognize subtle sexism.

Artistic Ambivalence in Clay Courtney Lee Weida 2011-05-25 This book is a collection of glimpses into the lives and works of fifteen prominent women artists in contemporary ceramics. Spanning multiple genres, generations, and geographies, these potters and ceramic sculptors describe nuances, contradictions, and tensions surrounding their artworks, artistic processes, and professional lives. Within this text, artistic ambivalences are questioned and analyzed in terms of myriad gender issues. Featured ceramicists include: Maureen Burns-Bowie, Esta Carnahan, Ellen Day, Cara Gay Driscoll, Dolores Dunning, Heidi Fahrenbacher, DeBorah Goletz, Lynn Goodman, Joan Hardin, Beth Heit, Tsehai Johnson, Kate Malone, Norma Messing, Elspeth Owen, and Mary Trainor. The qualitative research summarized within this book draws influence from feminist methodologies and the visual arts methodology of portraiture. Artists, art historians, and art educators interested in ceramics and gender will find detailed discussion of unexpected persistence of gendered associations within ceramic technology, social binaries of gender identity in symbols and traditions of clay, and subtle sexism surrounding ceramics in education. At the same time, this text celebrates women's work in ceramics as an often neglected set of perspectives, highlighting the intricate complexities of artistic ambivalences and lived experiences of art within a dynamic dialogue.

Feminist Fight Club Jessica Bennett 2016-09-13 NAMED A BEST BOOK OF 2016 BY: Chicago

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Tribune, Refinery 29, Forbes, Bust, CEO Reads Part manual, part manifesto, Feminist Fight Club is a hilarious yet incisive guide to navigating subtle sexism at work, providing 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 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, 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, and fascinating historical research, Feminist Fight Club tackles both the external (sexist) and internal (self-sabotaging) behaviors that plague women in the workplace—as well as the system that perpetuates them.

Advances in Psychology Research, Volume 49 Alexandra M. Columbus 2007 "Advances in Psychology Research" presents original research results on the leading edge of psychology research. Each article has been carefully selected in an attempt to present substantial research results across a broad spectrum.

Subtle Sexism Nijole V. Benokraitis 1997-02-24 The contributors to this insightful work hail from both the United States and Canada and include faculty from a broad spectrum of academic

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disciplines. This book is written to be a catalyst for stimulating class discussion as it encourages students and faculty to view gender inequity through wider lenses.

Subtly Sexist Language Pat K. Chew 2008 Sometimes, sexist language is blatant and universally shunned. Other times, it is more subtle and even socially acceptable. For instance, as summarized in this article, substantial social science research has considered the use of male-gendered generics (the use of such words as he, man, chairman, or mankind to represent both women and men) rather than gender-neutral alternatives (such as she or he, human, chairperson, or humankind). This research concludes that male-gendered generics are exclusionary of women and tend to reinforce gender stereotypes. Yet, these words may not be recognized as discriminatory because their use is perceived as normative and therefore not unusual. In addition, those who use these words may not be intentionally harmful. Complaining about their use may even be criticized as a trivial activity or an overly sensitive reaction. Given this social science research, there is a surprising absence of awareness on the use and effect of these words among lawyers, law faculty, law student, and judges. Based on our original empirical analysis of hundreds of legal documents (judicial opinions, legal briefs, and law review articles), we find that the legal community continues to use male-gendered words even though gender-neutral alternatives exist. Thus, while some judges, lawyers, and legal scholars may not intend to be sexist, they are being subtly sexist. The research reveals a strong general pattern of the dominant use of the male-gendered option in a number of word pairs (four out of the nine word pairs) and substantial use in three other word pairs. In contrast, there is the dominant use of the gender-neutral word option in two word pairs. Finally, the article offers some proactive suggestions. While the legal community is reluctant to change, it did shift from using the male-gendered option of reasonable man to the gender-neutral reasonable person. We suggest that

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this change occurred because of the legal community's heightened awareness of the sexist nature of the use of reasonable man, and that a heightened awareness of the subtle sexism of all male-gendered generics could prompt further changes. The article ends with a useful guide on gender neutral language that can be duplicated for distribution in the legal community and elsewhere.

Graduate Student Perceptions of Subtle Gender Discrimination Marnie Salupo Rodriguez
1998

The Future of Difference Sabine Hark 2020-06-23 How feminism is used to attack immigration in Europe In recent years, opponents of 'political correctness' have surged to prominence from both left and right, shaping a discourse in which perpetrators are 'defiantly' imagined as Muslim refugees, i.e. outsiders/others, while victims are identified as 'our women'. This poisonous and regressive situation grounds Hark and Villa's theorisation of contemporary regimes of power as engaged primarily in the violent production of difference. In this moment, they argue, the logic of 'differentiate and rule' thoroughly permeates the social; our entire 'way of life' is premised on endless subtle hierarchical distinctions, which determine whole populations' attitudes, feelings and actions. How can learn to value difference, sabotaging all attempts to enlist difference in the service of domination? Hark and Villa make a compelling case for the urgent necessity for a detoxification of feminism as a matter of urgency; and for an ethical mode of living-with the world, that is, living with alterity.

Knowing Her Place Valerie Bevan 2017-12-29 More women are studying science at university and they consistently outperform men. Yet, still, significantly fewer women than men hold prestigious jobs in science. Why should this occur? What prevents women from achieving as highly as men in science? And why are so few women positioned as 'creative genius' research scientists?

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upon the views of 47 (female and male) scientists, Bevan and Gatrell explore why women are less likely than men to become eminent in their profession. They observe three mechanisms which perpetuate women's lowered 'place' in science: subtle masculinities (whereby certain forms of masculinity are valued over womanhood); (m)otherhood (in which women's potential for maternity positions them as 'other'), and the image of creative genius which is associated with male bodies, excluding women from research roles.

Still Failing at Fairness David Sadker 2009-04-28 Despite decades of effort to create fair classrooms and schools, gender bias is alive and well, and in some ways growing. School practices continue to send boys and girls down different life paths, too often treating them not as different genders but as different species. Teachers and parents often miss the subtle signs of sexism in classrooms. Through firsthand observations and up-to-the-minute research, *Still Failing at Fairness* brings the gender issue into focus. The authors provide an in-depth account of how girls' and boys' educations are compromised from elementary school through college, and offer practical advice for teachers and parents who want to make a positive difference. The authors examine today's pressing issues -- the lack of enforcement for Title IX, the impact of the backlash against gender equity, the much-hyped "boys' crisis," hardwired brain differences, and the recent growth of singlesex public schools. This book documents how teaching, current testing practices, and subtle cultural attitudes continue to short-circuit both girls and boys of every race, social class, and ethnicity. Hard-hitting and remarkably informative, *Still Failing at Fairness* is "a fascinating look into America's classrooms" (National Association of School Psychologists).

Man Made Language Dale Spender 1998 A comprehensive analysis of the ways in which our language has been made by and for men rather than women, Dale Spender discusses the subtle and

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not-so-subtle means in which the masculine is asserted as the norm.

Sex and Gender Hilary M. Lips 2020-04-10 Are sex and gender really two different things? How malleable is gender identity? Do both gender and sex have to be conceptualized as binaries—as having two distinct but complementary categories? Should we emphasize gender differences, or is that the wrong question? When should we call a gender difference "small"? Are women really "nonaggressive" or does that label stem from stereotyping? How does subtle or "modern" sexism work on its targets? Scholarship on these and other gender-related questions has exploded in recent years. Hilary Lips synthesizes that research for students in an accessible and readable way. Concepts on sex and gender are presented with the social context in which they were developed. As in previous editions, Lips takes a multicultural approach, discussing the gender experiences of people from a wide range of races, cultures, socioeconomic statuses, and gender and sexual identities. She emphasizes empirical research but takes a critical approach to that research.

Heterogeneities Robert John Ackermann 1996 In this book, a distinguished philosopher offers a provocative analysis of the hidden assumptions that lie at the heart of contemporary social ideology. Robert John Ackermann argues that all social life is intrinsically heterogeneous and that such homogeneous constructs as race, gender, class, nation, and state are necessarily artificial. In the course of his inquiry, he discusses what we mean when we invoke these terms and explores the intellectual implications and concrete consequences of their everyday use. Although Ackermann's approach is philosophical, his arguments are grounded in his personal experience - from encounters with the subtle workings of racism and sexism to active participation in local government. He urges his readers to draw on their experiences to test the validity of his conclusions. In his view, only by breaking down the traditional distinction between private perception and public authority,

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"subjective" and "objective" knowledge, can the insights of philosophy prove useful in promoting meaningful social change. In a final chapter, Ackermann stresses the need to combine social theory with political practice. Against the advocates of universal rationalism on the one hand, and the champions of multiculturalism on the other, he makes the case for a genuinely democratic politics of inclusion.

Over the Influence Kara Alaimo 2024-03-05 This essential book is a rallying cry for women to recognize and reject the ways social media is being weaponized against us — and instead wield it to empower ourselves. Many women and girls are trying to unplug, from low-tech weekends to Instagram hiatuses and screen time alerts. But disconnecting from the influence of social media is way more complicated than deleting or restricting access to an app. In *Over the Influence*, Kara Alaimo demonstrates how social media affects every aspect of women's lives — from our relationships and our parenting to our physical and mental wellbeing. *Over the Influence* is a book about what it means to live in the world social media has wrought - whether you're constantly connected or have deleted your accounts forever. Alaimo shows why you're likely to get fewer followers if you're a woman. She explains how fake news is crafted to prey on women's vulnerabilities. And she reveals why so much of the content we find in our feeds is specifically designed to hold us back. But we can change this. Alaimo offers up brilliant advice for how to get over the influence — how to handle our daughters' use of social media, use apps to find the romantic partners we're looking for and bolster our careers, and protect ourselves from sextortionists, catfishers and trolls. *Over the Influence* calls on women to recognize and call out the subtle (and not-so-subtle) sexism, misogyny and misinformation we find online and use our platforms to empower ourselves and other women.

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