**Chapter 8 Sexism**

**Sexism**

**-an attitude, action, or institutional structure that subordinates or limits a person on the basis of sex**

**-an oppression stemming from cultural norms for femininity and masculinity that prevents us from achieving our full potential as human beings**

**How does daily interaction between men and woman influence sexist attitudes?**

**-men in our society are more likely to make insensitive comments about women that they would never make about people of color**

**-women make jokes about the war between the sexes**

**I.cultural sexism**

**-originated in the gender roles brought by the English and other European colonists**

**-historically men were expected to be in a superior role as head of the household while women were assigned the subordinate role as the person domestic chores including child care**

**-English law stipulated that any property owned by a woman became her husband’s property after marriage and any money earned had to be given to her husband**

**A.What gender biases did women confront in the earliest years of the United States?**

**-women have always gone far beyond the gender roles-especially during American wars**

**B.How and when did forms of discrimination change?**

**-Elizabeth Cady Stanton and Susan B. Anthony lobbied successfully in many states for property rights, but had no success for the right to vote**

**-few men were willing to take the low salary of a teacher so public schools reluctantly hired women and reduced their salary lower**

**C.What effect did the Civil War have on women’s demands for gender equality?**

**-wives of soldiers had to provide for themselves and their children**

**-1869 Wyoming became the first state to give women the right to vote and guaranteed married women’s rights to own property**

**-late 1800s congress outlawed contraception…maybe hoping that women with children would be too busy to be politically active**

**-studies tried to prove that college-educated women would have a tough time getting married**

**D.What progress and what resistance to women’s rights occurred in the early twentieth century?**

**-by 1910, 40% of college students were women**

**-in 1890s, only 3% of married women worked outside the home**

**-women cast their first vote for president in 1920**

**E.Did women workers during World War II prove their competence?**

**-during the Great Depression, studies showed that menstruation reduced women’s ability to be effective at work but during World War II the studies reported that menstruation had no adverse effects on their ability to perform their jobs**

**-wartime women workers were praised for the quality of their work…but the business community and media helped to force them back out of jobs after the war**

**F.What role did the media play in women being forced out of their jobs?**

**-in 1945, a majority of Americans believed that if a husband earned enough money to provide for his family, then his wife should not work, even if she wants to**

**-three years after World War II, the United States was the only nation in the Western Hemisphere that refused to sign a statement issued by the newly created United Nations that supported equal rights for women**

**F.How did women respond to the pressure to stay home and not have a career?**

**-by 1980, women represented 43% of the workforce**

**-studies once again predicted that women who chose college before marriage would have a difficult time getting married**

**-in American, gender roles are consciously and unconsciously transmitted to children**

**-domestic sharing is not common as of 2001….men tend to do minimal housework if they are living with someone and even less if they are married**

**-sexim is learned through images**

**-do sexist vocabulary promote sexim?....I am not sure…firemen, mailmen…ect.**

**II.Individual sexism**

**-involves prejudiced attitudes and actions against women OR men because of rigid beliefs about gender and gender roles**

**-chauvinist-designates someone who believes in the superiority of someone or something**

**-male chauvinist-person who believes that men ought to be the leader and decision makers and women should be the subordinate**

**“People call me a feminist whenever I express sentiments that differentiate me from a doormat or a prostitute “Dame Rebecca West( 1892-1983)**

**Feminist-woman who advocates for the personal, social, and economic equality of women whose goal is to increase the opportunities available for both men and women and eliminate stereotypical gender roles**

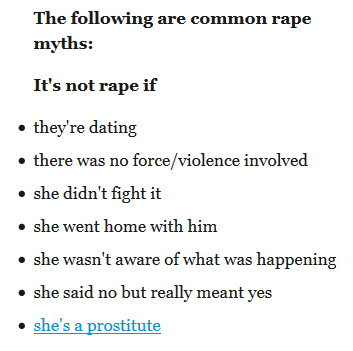
**A.What does it mean to be androgynous?**

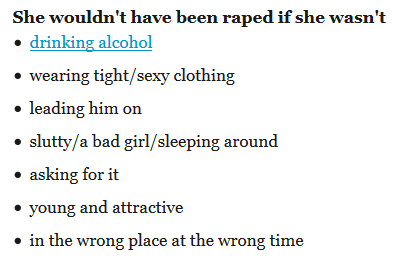
**-belief that men and women share a variety of human traits that should be encouraged in both as opposed to fostering certain traits in each ender based on traditional cultural stereotypes about masculinity and femininity**

**-a person’s gender does not matter because aggression and nurturance are traits every human being possesses**

**B.What kind of abuse do women encounter in the United States?**

**-over a million women in the US are stalked each year with 2 million physically assaulted annually and over 200,000 reported cases of sexual assault**

****

****

**III.Institutional sexism**

**-is the consequence of established laws, customs, and practices that systematically discriminate against people or groups based on gender**

**-big problem is hiring**

**-even if women get hired, there are still salary inequities between men and women**

**A.Why are men earning more than women in the workforce?**

**-there is a claim that the salary gap is closed…however salary of male workers simply hasn’t increased or have decreased**

**-claim that women make a little more than men starting out isn’t progress as they get the glass ceiling or they their salaries become stagnant compared to men’s salary**

**-while more women earn college diplomas, their jobs still pay less and they have less access to the higher paying jobs**

**-myth that women choose careers that pay lower salaries but men are paid more in those professions**

**-women with college degrees will earn almost $900,000 less than men and those with professional degrees $2million less**

**“Whatever women do they must do twice as well as men to be thought half as good” Charlotte Whitton (1896-1975)**

**-low statistics on men following through their child support payments with low-income mothers forced into public assistance**

**B.How is sexual harassment a significant problem for women in the workplace?**

**-sexual harassment is defined as unwelcome deliberate and repeated behavior of a sexual mature that is neither requested nor returned**

**-men are most often the culprits**

**-men often repeat efforts for sexual advances “if you first don’t succeed, try, try again”**

**-women do not like humorous advances**

**-flirting is harassment after it has been made clear that it is unwelcome**

**-workplaces should have sexual harassment guidelines and policies in place!**