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***“Ladies and Gentlemen, Your Implicit Bias is Showing: Gender Hegemony and its Impact on HRD Research and Practice”***



# Ladies and Gentlemen, Your Implicit Bias is Showing: Gender Hegemony and its Impact on HRD Research and Practice

Laura L. Bierema

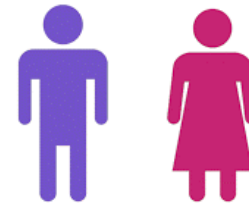


UNIVERSITY OF  
**GEORGIA**

# Today we will...

1. Problematize implicit bias and gender hegemony
2. Update understandings of gender identity
3. Explore gender-based research in HRD
4. Embolden our ability to promote diversity, equity, and inclusion

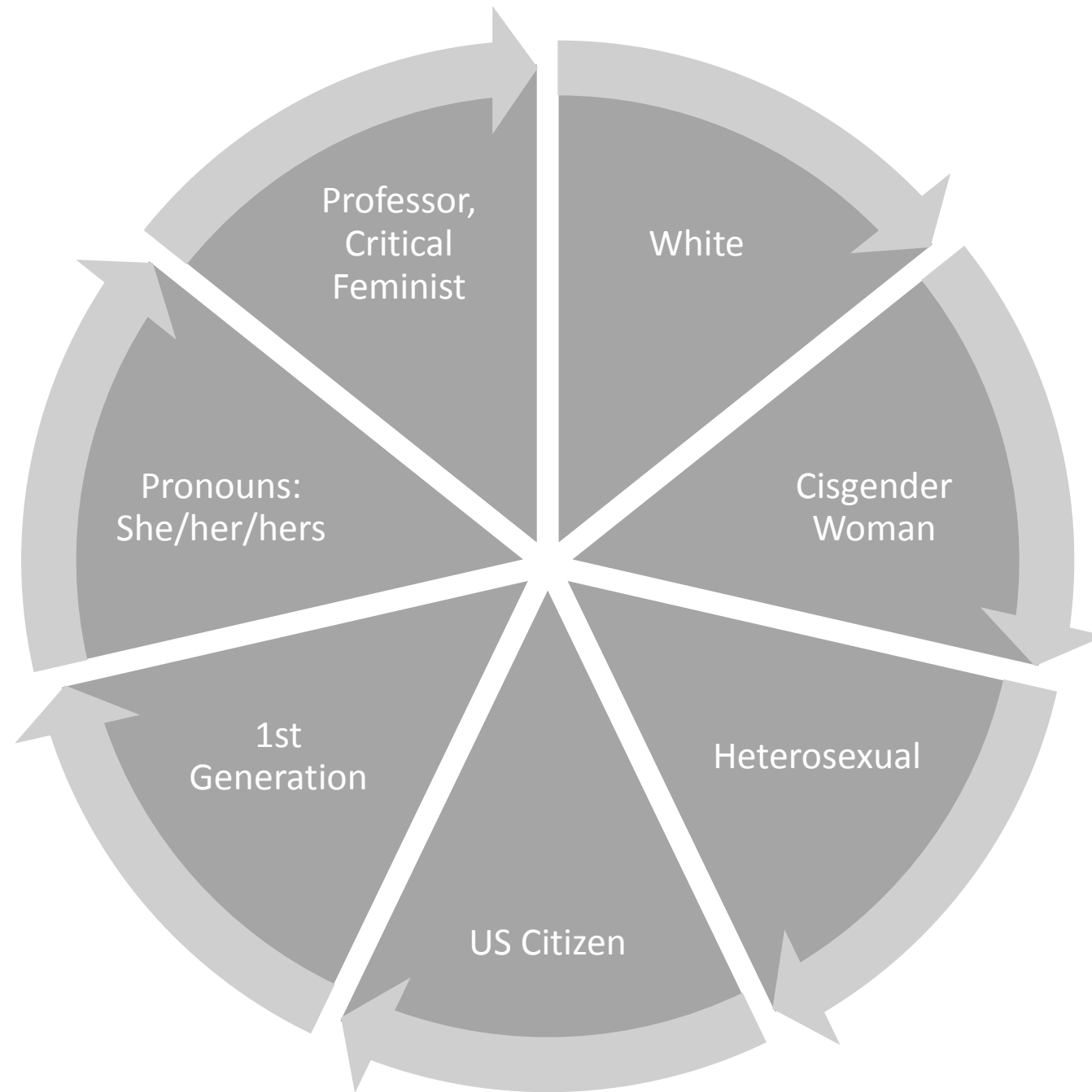
Gender isn't really like this:



Gender is more like this:



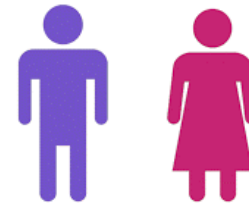
# Positionality



# Today we will...

1. **Problematize implicit bias and gender hegemony**
2. Update understandings of gender identity
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Gender isn't really like this:



Gender is more like this:



# Ladies & Gentlemen (McWeeney, 2017)

## Lady: A Woman Who Is:

- refined, polite, and well-spoken
- of high social position or economic class
- a man's wife, a female lover, or a sweetheart

## Gentleman: A Man Who

- chivalrous, courteous, or honorable
- of good social position, especially one of wealth and leisure

What is wrong with these social categorizations?



Transport of London and President Obama did away with these binary terms.

# A Few Definitions

**Implicit Bias**

**Microaggression**

**Gender Hegemony**

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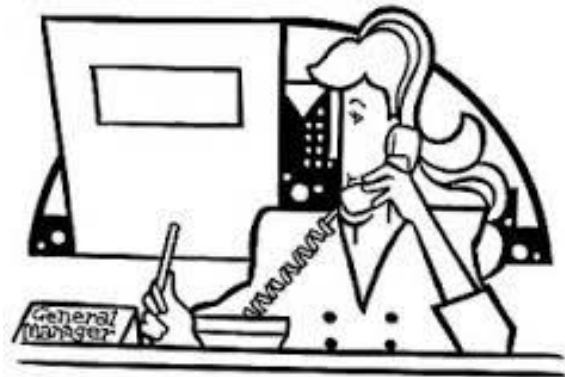
# A Few Definitions

## Implicit Bias

The attitudes or stereotypes that affect thought, actions, and decisions in an *unconscious* manner.

## Microaggression

## Gender Hegemony



"I'm afraid you didn't get the job  
I don't think you would fit in here"



# Implicit Biases We Possess

## Affinity Bias

Favoring others resembling ourselves.

*"She reminds me of myself."*

## Confirmation Bias

Seeking information supports our beliefs and ignoring details to the contrary:

*'He's from Appalachia so, probably not very well educated.'*

## Halo Effect

We like something about someone and, therefore, assume they excel at everything:

*"My student is well-behaved, so he must also be smart."*

## Perception Bias

This is stereotyping people based on a group they belong to:

*"Many crimes are committed by \_\_\_\_\_ ethnic group, so a person of the same ethnicity must be a criminal."*

## Bandwagon Bias

Believing something because others believe it.

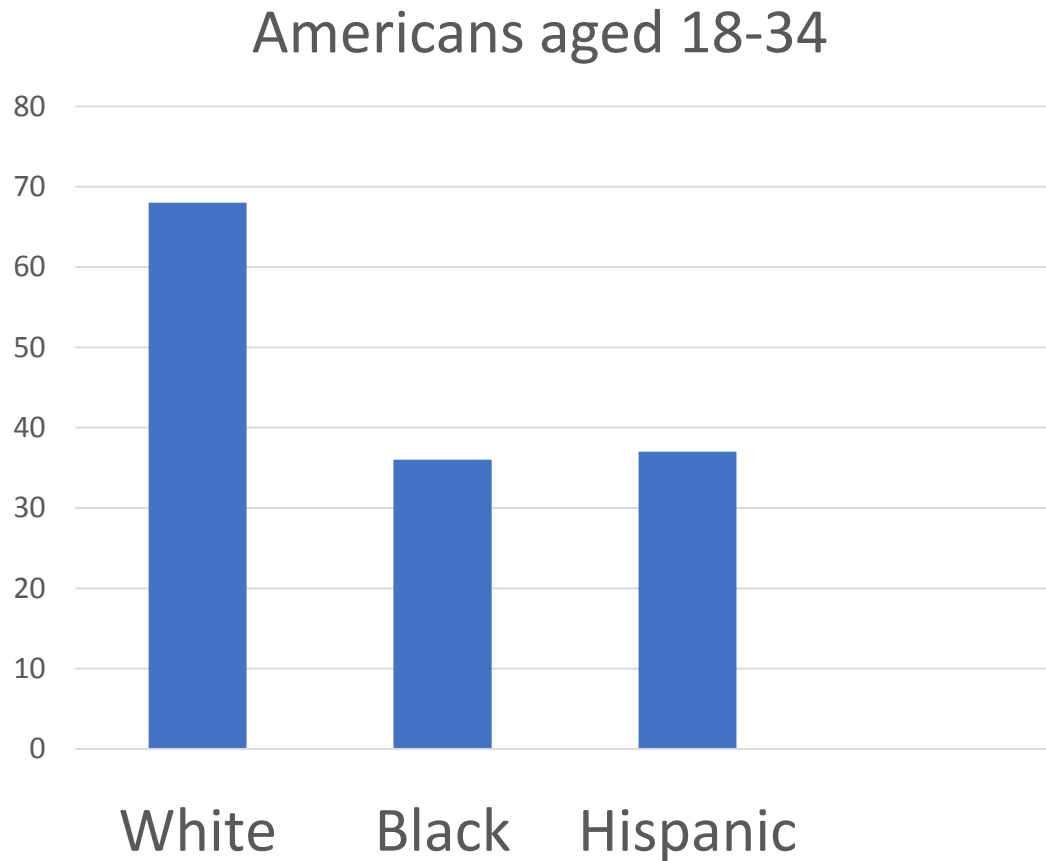
*"No one else enjoyed that movie, so neither did I."*

# Implicit Bias: Still not sure?



Assess Yourself  
CNN/Kaiser Foundation  
Grinberg (2015)

# 1. Who are your three best friends?

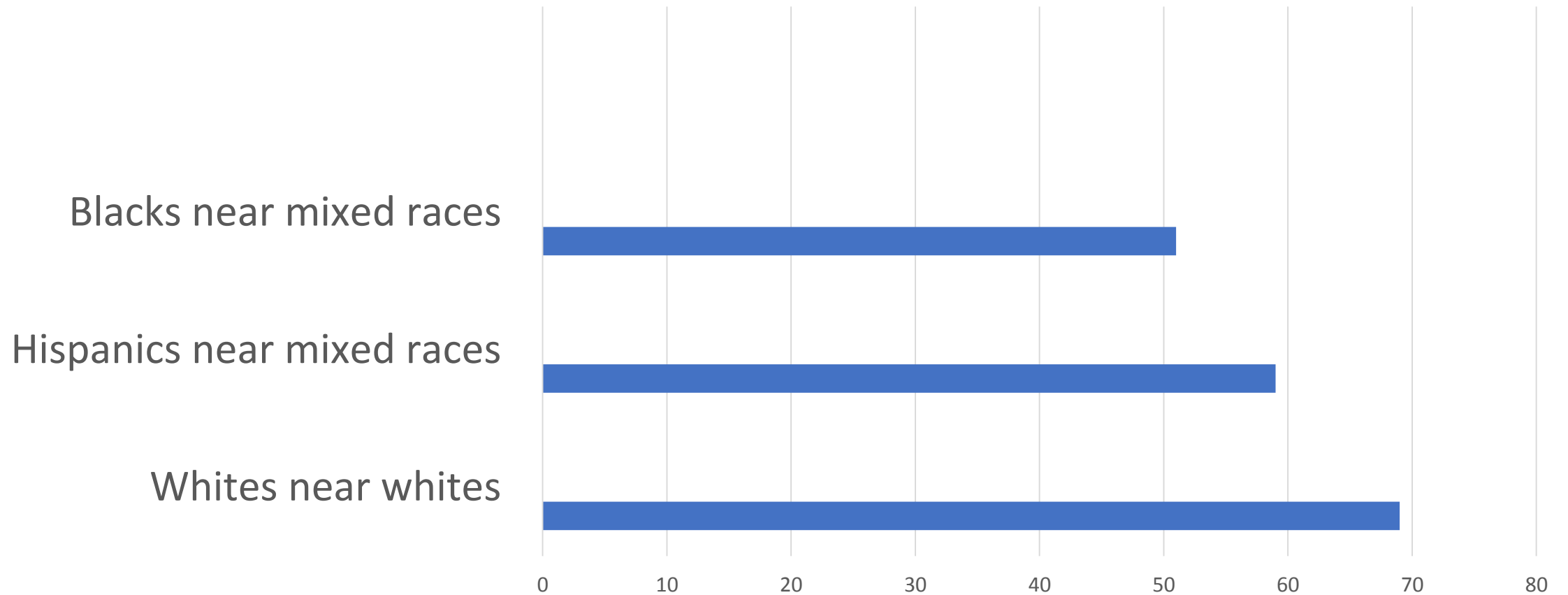


- Implicit bias and stereotype prevent engaging outside ingroup
- High levels of racial and residential segregation contribute
- Implicit bias is reinforced in social settings and mass media

Grinberg (2015)

## 2. Do you automatically exclude certain neighborhoods as places you might live or send your kids to school?

Neighborhood Racial Makeup by Race



### 3. Do you “only date” a certain type?

- Few marry outside their race.
- 12% of 2013 US marriages were between spouses of different races.
- Spouse selection based on:
  - Religion
  - Social values
  - Political views
  - Physical appearance



Your selection pool was likely already chosen for you.

## 4. Do you have an “LBGTQ friend”? A “black doctor”?

If you do, do you refer to them as  
*“my Black doctor friend”*?



Rarely would you introduce  
someone as my *“straight white  
friend.”*



# A Few Definitions

## Implicit Bias

The attitudes or stereotypes that affect thought, actions, and decisions in an *unconscious* manner.

## Microaggression

Indirect, subtle, intentional or unintentional discrimination, slights, snubs or insults against members of a marginalized group.

## Gender Hegemony



"I'm afraid you didn't get the job  
I don't think you would fit in here"



# Gender Microaggressions: Seen, Heard, or Done These?

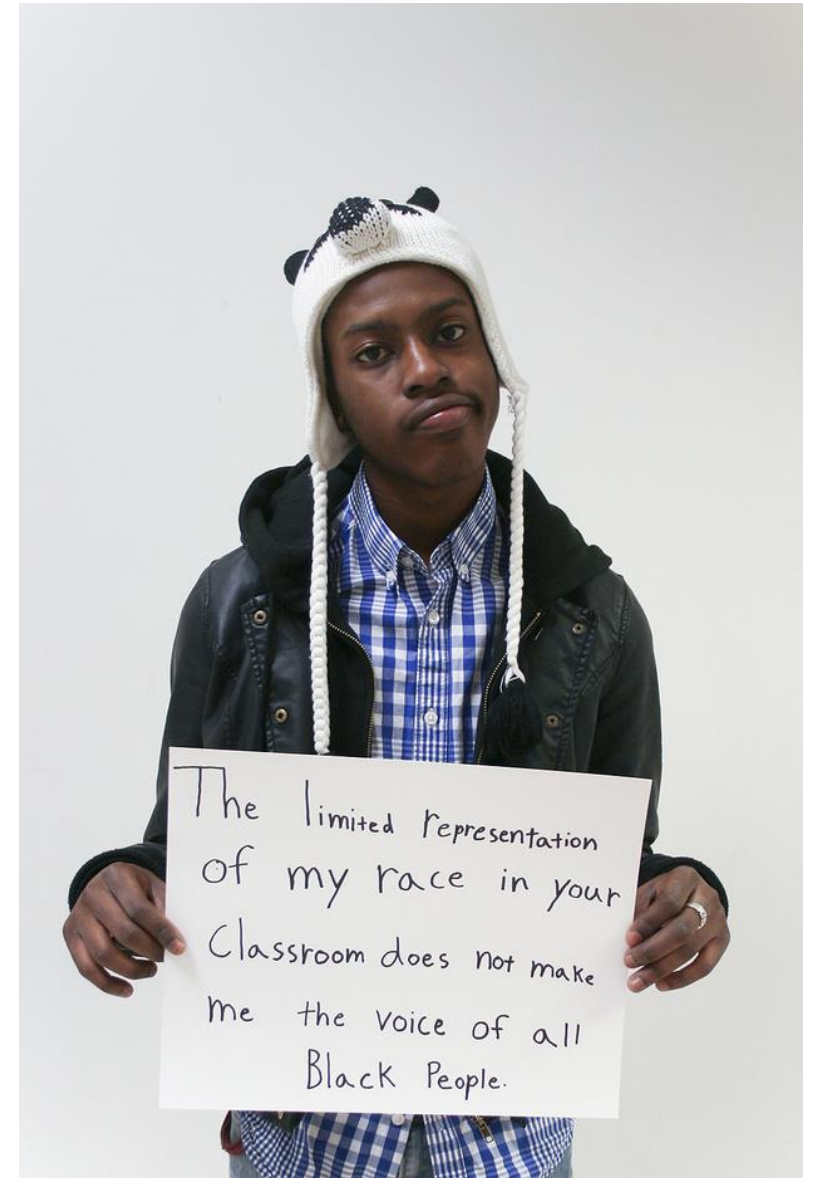
- Sexist Language
- Sexual Harassment
- Slut Shaming
- Victim Blaming
- Tone Policing (e.g., shrill)
- Language Policing (e.g., uptalk)
- Mansplaining
- Stereotypes
- Objectification
- The Wage Gap
- Implicit Bias
- Gaslighting
- Sizism
- Mom Shaming
- Period Shaming
- *Are you a man or a woman?*





# Racial Microaggressions: Seen, Heard, or Said These?

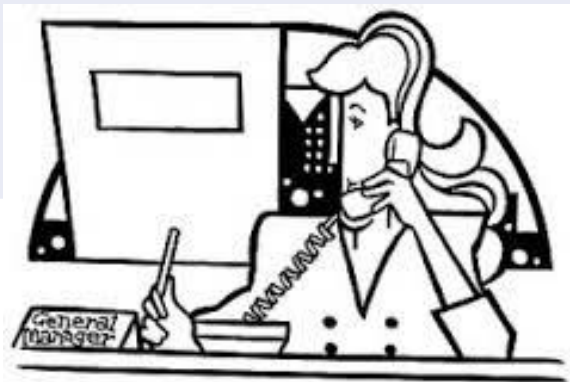
- *Where are you REALLY from?*
- *What ARE you?*
- *So what do you speak in Japan, Asian?*
- *You don't act like a normal black.*
- *I don't see you as [race].*
- *Your English is so good!*
- *No, you are white!*
- *You like country music?*
- *You are so articulate.*



# A Few Definitions

## Implicit Bias

The attitudes or stereotypes that affect thought, actions, and decisions in an ***unconscious*** manner.



"I'm afraid you didn't get the job  
I don't think you would fit in here"

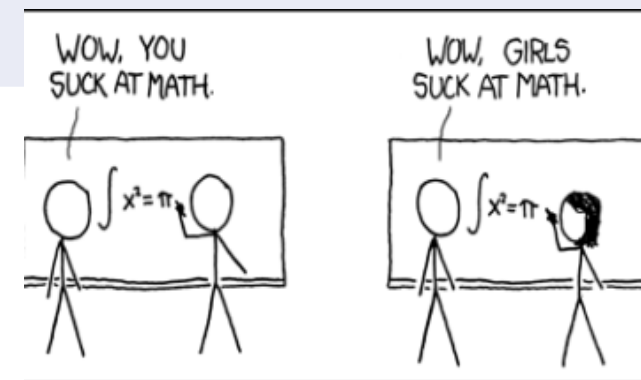
## Microaggression

Indirect, subtle, intentional or unintentional discrimination, slights, snubs or insults against members of a marginalized group.



## Gender Hegemony

Privileging of heterosexual masculinity ("hegemonic masculinity") and heteronormativity thereby legitimizing patriarchy, and guaranteeing men's dominance and subordination of women and marginalized groups.



# Gender Hegemony



# Gender Binary Identity Programming Starts Early!

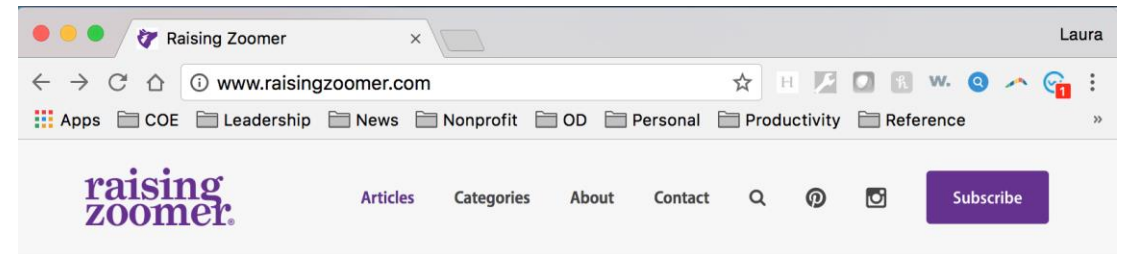
- Pre-birth
- Gender reveal parties
- Blue=boys; pink=girls
- Socially assigned gender roles



# The Rise of the Theyby:

Is it Possible to Raise a Child without Gender? (Morris, 2018)

- Reaction to failed 1960s “gender neutral” parenting
- Known as “gender affirming, open, or creative”
- Parents don’t disclose sex of child
- Children allowed to self-define gender identity
- Stakeholder resistance often difficult



## Featured



Kyl Myers

### Navigating Sex, Gender, & Formal Documents

There have only been a handful of times in Zoomer's life (two years so far) where we have had to navigate formal documents and requests for a sex or gender designation

[Read More](#) →



Kyl Myers

### Outtakes from the NY Mag Interview

Read some of the in-depth responses Kyl gave in her interview with Alex Morris, author of the "It's a Theyby" article, in April 2nd's issue of New York Magazine.

[Read More](#) →

# What's the Issue?

- Gender stereotypes 30+ years strong (Haines, Deaux, Lofaro, 2016)
- Men eschew and avoid traditional “female” roles
- Gender still conceived as binary
- #MeToo era



*There's a lot of women out there that demand that the husband act like the wife and you know there's a lot of husbands that listen to that. So you know, they go for it. If I had [a] different type of wife, I probably wouldn't have a baby, ya know, 'cause that's not my thing. -Donald Trump*

# Ideal Worker (Acker, 1990)

- White male
- Wholly devoted to work
- Prioritizing work over:
  - Family
  - Personal life
  - Health
- Subtly functions to marginalize:
  - Women
  - People of Color



# Before #MeToo, there was “Mad Men” (Gilbert)

*“...of all the new and old TV shows that have addressed inequality and sexual misconduct in the workplace, along with that great co-conspirator, toxic masculinity, ‘Mad Men’ is the best.”*



*“It showed us a more naked version of the gender bigotry that has continued to undermine work culture a half-century later.”*

<https://www.youtube.com/watch?v=PESXX2BbyPI>





**How have implicit bias, microaggressions, and/or gender hegemony affected your life or work?**