

Advance Your Understanding of HRD

HUMAN RESOURCE DEVELOPMENT Review

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Human Resource Development Review (HRDR) is an international journal focusing on theory development for scholars and practitioners in human resource development and related disciplines. HRDR publishes high-quality conceptual work using non-empirical research methods. The journal is committed to advancing HRD by providing fresh theoretical insights, new conceptual models, critical examination of literature, and multi-paradigm approaches to theory building.

HRDR publishes a wide range of topics and below are a few examples:

- Integrative literature reviews with strong theoretical implications
- New theories
- Critique of theory that includes alternative research propositions
- Exploratory conceptual models
- Philosophies of HRD
- Historical foundations of HRD
- Definitions of HRD
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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

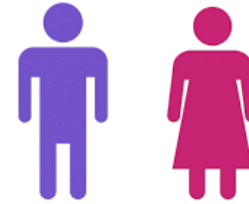


UNIVERSITY OF
GEORGIA

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:



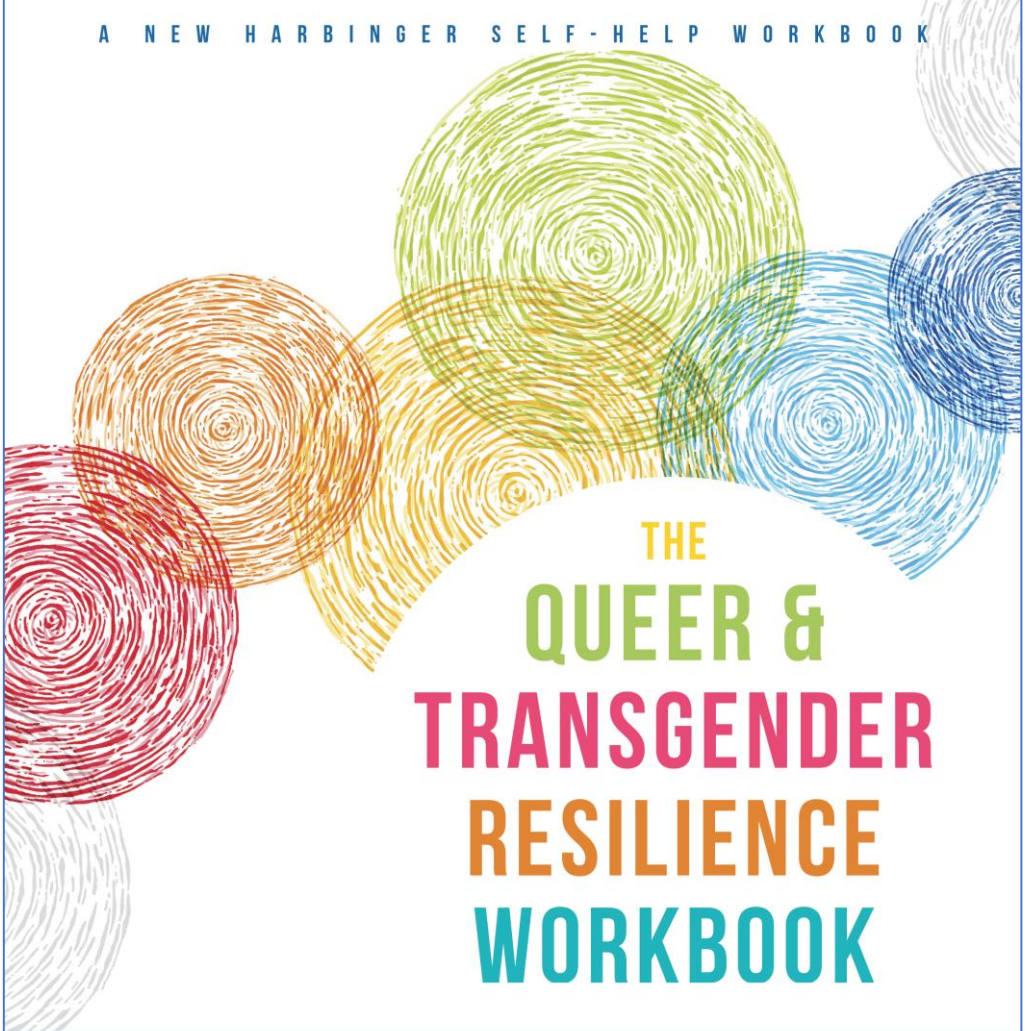
Gender Diversity and Identity

*“Labels are for food.
Canned food.”*

–Michael Stipe



A NEW HARBINGER SELF-HELP WORKBOOK



THE
**QUEER &
TRANSGENDER
RESILIENCE
WORKBOOK**

Skills for Navigating Sexual Orientation & Gender Expression

ANNELIESE SINGH, PhD, LPC

FOREWORD BY **DIANE EHRENSAFT, PhD**

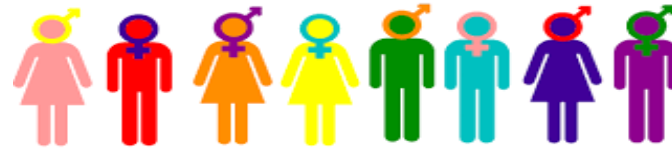
Sexual Orientation—*we all have one!*

- Affectional orientation
- Asexual
- Bisexual
- Gay
- Lesbian
- Queer
- Questioning



- Monosexual (1 gender, straight or queer)
- Omnisexual/Pansexual (all genders)
- Polysexual (many genders)
- Same-gender loving (racial, ethnic, same gender pride)
- Make up your own

-Singh (2018)



Gender Identity and Expression—*we all need to think about ours*

Bigender	Gender neutral	Pangender
Boi (Cis/trans to describe masculine expression)	Gender nonconforming	Polygender
Cisgender Cisgender (aligned with birth sex)	Transgender (not aligned with birth sex—seek social and/or medical transition)	Transfeminine (shifting away from binaries)
Gender variant	Gender fluid	Trans
Crossdresser	Genderqueer (neutral, changing, or many)	Transmasculine
Female-to-male (FTM)	Male-to-female (MTF)	Transsexual
Two Spirit		-Singh, 2018

Using Non-binary Pronouns (Lowrey, 2017):

Gender identity outside female—male binary and cisnormativity

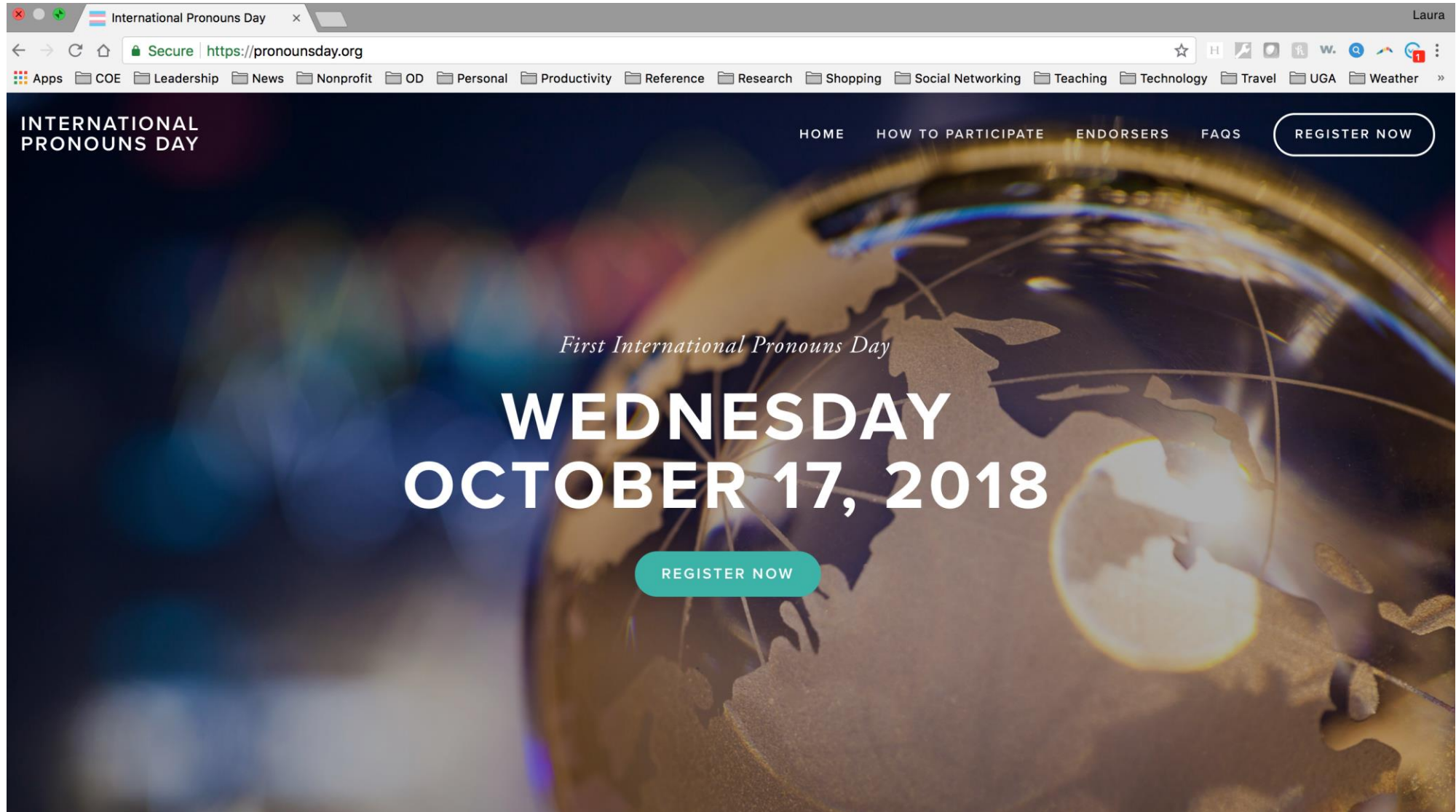
- Genderqueer—Fluid gender identity, androgynous
- Mx—replaces Ms or Mr
- They—nonbinary singular pronoun
- Ask—People what pronouns they prefer
- Include PGP—Personal Gender Pronoun—in introductions
- Folks, y'all, friends—instead of ladies or guys
- Apologize—when you err and learn



A Guide to Non-binary Pronouns (Lowrey, 2017)

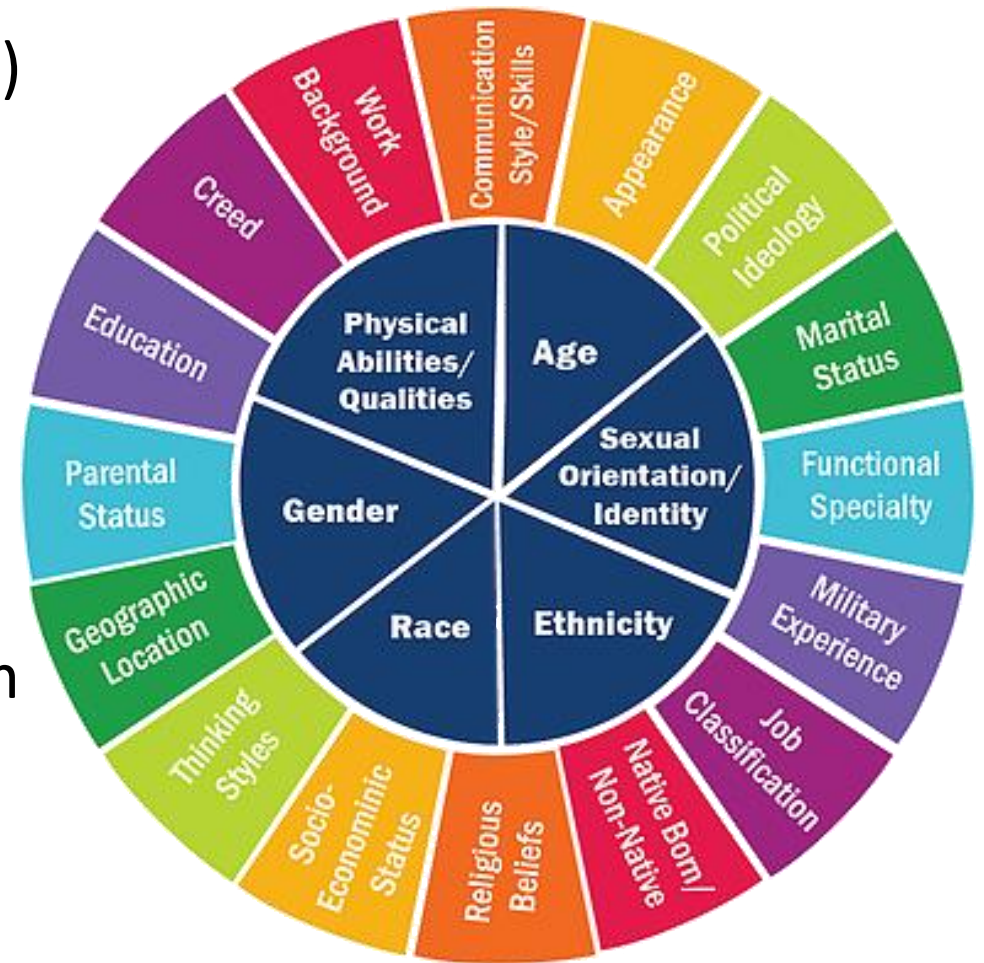
Pronouns:	In a sentence:
She/her/hers	She wants you to use her pronouns.
He/him/his	He wants you to use his pronouns.
Ze/hir	Ze wants you to use hir pronouns.
They/them/theirs	They want you to use their pronouns.
Co/cos	Co wants you to use cos pronouns.
No pronoun/name (use the person's name instead of a pronoun)	<u>(Name)</u> wants you to use <u>(Name's)</u> pronouns.
Xe/xem/xyr	Xe wants you to use xyr pronouns.
Hy/hym/hys	Hy wants you to use hys pronouns.

1st International Pronouns Day <https://pronounsday.org>



Intersectionality (Crenshaw, 1991)

- Ability (emotional, physical, developmental)
- Age
- Geographic region
- Gender identity
- National origin
- Race or ethnicity
- Religion or spirituality, agnosticism, atheism
- Sexual orientation
- Social Class



Singh's Privilege and Oppression Matrix (2018)

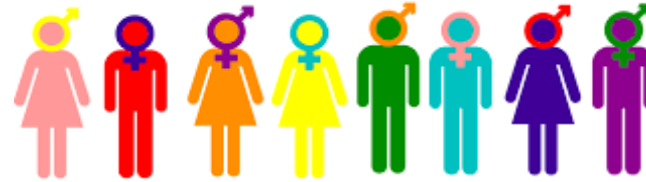
Social Identity	Privilege Status	Oppression Status
Ability	Able-bodied	Developmental/physical/mental disability
Age	Adults	Children, adolescents, older adults
Education Level	Access to higher education	High school/GED/noncompletion
Geographic Region	Urban, suburban	Rural
Gender Identity	Men, cisgender	Women, trans
National Origin	Western Europe, US citizen	Asian, African, Eastern European, Latina/o, Middle Eastern
Race/Ethnicity	White	People of Color
Religion/Spirituality	Judeo-Christian	All others
Sexual Orientation	Straight	LGBTQ, polyamorous
Social Class	Middle to upper class	Poverty to working class

Shifting from Gender Hegemony to Gender Diversity



Gender Hegemony

- Male versus Female
- Fixed and stable identity-categories
- Male as norm
- Research on women
- Women as deficit
- Gender as binary



Gender Diversity

- Femininities and masculinities
- Intersectionality
- Diversity as norm
- Research for women...
- Gender as asset
- Gender as nonbinary

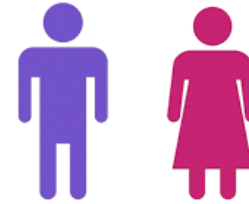


How can we be more gender-inclusive in research and practice?

Today we will...

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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:



Feminist Research (Bierema, 2002)

1. Challenges traditional scientific inquiry
2. Focuses on the experiences and lives of women
3. Considers asymmetrical power relationships and seeks empowerment
4. Recognizes gender and diversity as essential categories of analysis
5. Attends to language and the power to “name”
6. Advocates social activism and change



The Res

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**KEEP
CALM
AND
FIGHT THE
PATRIARCHY**

Bierema & Cseh (2003) *HRDQ*

>600 *AHRD Proceedings* analyzed per Bierema's 2002 Feminist Research Framework



Have we improved over the years?

- Multiple methodologies and methods used
- Analyses rarely recognized gender or race/ethnicity
- Topics were not focused on research for women
- Nearly absent <1%:
 - Research *for* women
 - Challenges to power
 - Issues of racism and sexism
 - Advocacy of social justice and change
- Continued advocacy of change
- Rise of CHR/D

HRD's Resistance to Diversity (Bierema, 2010)



Review of articles over 10-years :

- 2,308 articles on diversity + [HRD term] + business
- 709 articles reviewed on:
 - HRD + performance
 - Human resource development + performance
 - Human resource development + diversity
 - HRD + diversity

Findings:

- Focus is on instrumental issues:
 - Training
 - Performance
 - Change
- Performativity and compliance dominate:
 - Measurement
 - Performance
 - Legal
 - Financial issues

Studies linking HRD and diversity, equity and inclusion are rare.
Studies on power and positionality are negligible.

DIVERSITY RESISTANCE IN ORGANIZATIONS

EDITED BY
KECIA M. THOMAS

Diversity Resistance in Organizations

(Kecia Thomas, 2012)

- Burnout
- Multi-level apathy or opposition
- Subtle and outright hostility
- Interpersonal resistance
- Silence in episodes of harassment or hostility
- Dominant identity group efforts to maintain status quo



New Realms of Resistance: Sexual and Gender Diversity in HRD Research

- Sexual/gender identity ignored in research.
- ~7% of journals address LGBTQ careers (McFadden, 2015)
- Gender diversity/identity ignored in career development (Gedro, 2017)



Gender Identity Diversity in Research

1st chapter on gender and sexuality in 2010 *Handbook of ACE* (Bracken & Nash)



Still Needed:

- Feminist studies in HRD (Patterson, Mavin & Turner, 2011)
- Intersectional identity work (Atewologun, Sealy, & Vinnicombe, 2016)
- Focus on nonbinary gender identity (Lotsy & O'Connor, 2018)

2008-2018 HRD Journal Content Analysis

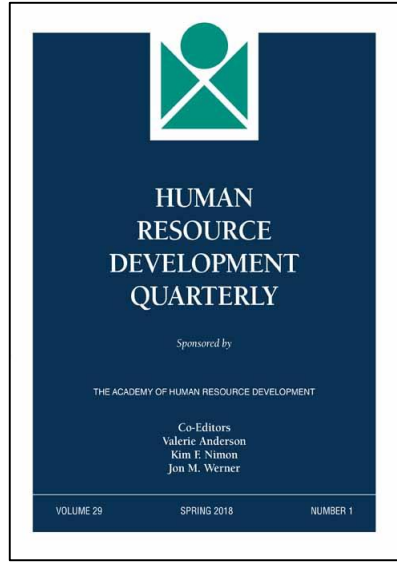
(Bierema, 2018)

- AHRD-Sponsored Journals

1. ADHR
2. HRDI
3. HRDR
4. HRDQ

- Searched for content on:

1. Feminism
2. Microaggression
3. Gender Identity
4. Intersectionality
5. Transgender



HRD Journal Content Analysis of Feminism, Microaggression, Gender Identity, Intersectionality, and Transgender Topics from 2008-2018

Topic	ADHR	HRDI	HRDQ	HRDR	*Total
Feminism	3	19	6	1	29
Implicit Bias	1	0	1	0	2
Microaggression	0	0	1	0	1
Gender Identity	3	9	4	2	18
Intersectionality	7	6	0	5	18
Transgender	6	6	4	3	19
Total	20	40	16	11	87

*18 were duplicates

Content Distribution over 10 Years N=69

