

# UNDERSTANDING SEXISM RESOURCES

As a scholar and researcher who has studied sexism for decades, Dr. Susan R. Madsen has compiled this list of select research-based books, reports, articles, videos, and podcasts that she recommends to those wanting to lead change in creating more inclusive environments. Some are published by the Utah Women & Leadership Project (UWLP), while others come from widely recognized experts in the field. These resources focus on practical application, which is critical for effective progress on all focus areas of [A Bolder Way Forward](#) for Utah.

## Books

<p><a href="#">Glass Walls: Shattering the Six Gender Bias Barriers Still Holding Women Back at Work</a> <i>Rowman &amp; Littlefield</i> 2023</p>	<p>Gender bias is a powerful but hidden force that still holds women back, keeping them from achieving their full potential and limiting organizations from achieving the creativity, problem solving, and growth that are possible with a diverse workforce. In this revealing new book, Drs. Amy Diehl and Leanne M. Dzubinski shine a new light on gender bias in the workplace, uncovering the “glass walls” that prevent women and organizations from reaching their full potential.</p>
<p><a href="#">Invisible Women: Data Bias in a World Designed for Men</a> <i>Harry N. Abrams</i> 2021</p>	<p>From economic development to health care to education and public policy, we rely on numbers to allocate resources and make crucial decisions. But because so much data fails to take into account gender—data treats men as the default and women as atypical—bias and discrimination are baked into our systems. And women pay tremendous costs for this insidious bias: in time, in money, and often with their lives. Caroline Criado Perez investigates this shocking root cause of gender inequality by unearthing a dangerous pattern in data and its consequences on women’s lives within all life domains.</p>
<p><a href="#">What Works: Gender Equality by Design</a> <i>Harvard University Press</i> 2018</p>	<p>Gender equality is a moral and a business imperative. But unconscious bias holds us back, and de-biasing people’s minds has proven to be difficult and expensive. By de-biasing organizations instead of individuals, we can make smart changes that have big impacts. Presenting research-based solutions, Iris Bohnet hands us the tools we need to move the needle in classrooms and boardrooms, in hiring and promotion, to benefit businesses, governments, and the lives of millions.</p>
<p><a href="#">Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives</a> <i>Rowman &amp; Littlefield Publishers</i> 2020</p>	<p>To be human is to be biased. From this simple truth, nationally recognized diversity expert Howard J. Ross explores the biases we carry within us. Incorporating anecdotes from today’s headlines and case studies from more than 30 years of diversity consulting, Ross helps readers understand how unconscious bias impacts our day-to-day lives and, particularly, our daily work lives. And, he answers the question: “Is there anything we can do about it?” by providing examples of behaviors that the reader can engage in to disengage the impact of their own biases. Bias is broader than sexism, but Ross contributes an important foundational book.</p>

## Reports & Articles

<p><a href="#">Sexist Comments &amp; Responses: Study Introduction and Overview</a>  <i>UWLP Research &amp; Policy Brief</i>            2021</p>	<p>Sexism takes many forms, from blatant and aggressive to unintentional and subtle. Gender-related societal attitudes, social norms, unconscious biases, and microaggressions contribute to sexist behaviors and attitudes that are partially responsible for much of the inequity women face every day. This article sets the stage for a series of five research and policy briefs that report on a research study that was designed with the intent of collecting and analyzing a wide variety of sexist comments women across the state of Utah experienced; it also documents the responses women made (or wish they had made) to such comments.</p>
<p><a href="#">Sexist Comments &amp; Responses: Inequity and Bias</a>  <i>UWLP Research &amp; Policy Brief</i>            2021</p>	<p>This is the second of five briefs focused on the results of an extensive study of sexist comments experienced by Utah woman. This research and policy brief focuses on the first of four major themes that emerged from the research: Inequity and Bias. The analysis of the responses within this theme produced four categories: 1) Unconscious Bias, 2) Gender Inequity (General), 3) Defensiveness/Backlash Against Feminism, and 4) Gender Pay, Promotion, and Hiring Inequity.</p>
<p><a href="#">Sexist Comments &amp; Responses: Objectification</a>  <i>UWLP Research &amp; Policy Brief</i>            2022</p>	<p>This is the third of five briefs focused on the results of an extensive study of sexist comments directed to Utah women. This research and policy brief focuses on the second of four major themes that emerged from the research: Objectification. The analysis of the responses within this theme produced seven specific categories: 1) Focus on Physical Appearance/Bodies, 2) Sexual Harassment, 3) Sexualizing Women, 4) Unwanted Sexual Advances, 5) Intersectional Discrimination, 6) Exclusion from Work Activities, and 7) Accusations of Using Sex to Get Ahead.</p>
<p><a href="#">Sexist Comments &amp; Responses: Stereotypes</a>  <i>UWLP Research &amp; Policy Brief</i>            2022</p>	<p>This is the fourth of five briefs focused on the results of an extensive study of sexist comments directed to Utah women. This research and policy brief focuses on the third of four major themes that emerged from the research: Stereotypes. The analysis of the responses within this theme produced six specific categories: 1) Gender Stereotypes (General), 2) Women Should Prioritize Homemaker Roles, 3) Women’s Internalized Sexism, 4) Motherhood Penalty, 5) Benevolent Sexism, and 6) Double Bind/Double Standard.</p>
<p><a href="#">Sexist Comments &amp; Responses: Undervaluing Women</a>  <i>UWLP Research &amp; Policy Brief</i>            2022</p>	<p>This is the last of five briefs focused on the results of an extensive study of sexist comments Utah women experienced. This research and policy brief focuses on the fourth of four major themes that emerged from the research: Undervaluing Women. The analysis of the responses within this theme produced five specific categories: 1) Undervaluing Women’s Contributions, 2) Infantilizing/Condescending, 3) Assumed Incompetence, 4) Sexist Language/Terms, and 5) “Affirmative Action” Assumption.</p>
<p><a href="#">Why Getting Rid of Sexism in The Workplace Is So Challenging</a>  <i>Forbes</i>            2022</p>	<p>Sexism persists, in part, because it is embedded in the way we perceive, talk, and behave. In contrast to overt sexism, covert sexism is virtually invisible. Most of us don’t see the short- and long-term effects of our comments and behaviors on others. The article discusses how sexism manifests in workplaces today and shares examples. It also provides three strategies that companies can implement to dismantle sexist statements and practices, which are often culturally embedded.</p>
<p><a href="#">Why Is Sexism a Wicked Problem?</a>  <i>Forbes</i>            2021</p>	<p>Sexism—discrimination based on sex or gender—is truly a challenging, wicked problem that has existed throughout time. Online dictionaries use comparable words or phrases such as <i>prejudice, stereotyping, unfair treatment, devaluation, restricted opportunities, attitudes or behaviors</i> as well as <i>hatred, dislike, or mistrust</i>. This</p>

	article defines hostile and benevolent sexism; it explains why sexism is a wicked problem, and it provides three research-based strategies to work with ourselves and others to change our sexist attitudes and behaviors.
<a href="#">How Does Sexism Influence Workplaces Today?</a> <i>Forbes</i> 2020	Many people become uncomfortable when they hear the word “sexism,” but it is all around us and some experience it every day. This article provides deeper definitions and examples of hostile and benevolent sexism. When you increase your awareness as an employee, manager, or leader, you can immediately start making a positive difference in your own efforts and as an ally to others. Learning is the most foundational element of positive change.
<a href="#">Interrupting Sexism at Work: What Drives Men to Respond Directly or Do Nothing</a> <i>Catalyst</i> 2020	Understanding what drives men to interrupt sexism—and what inhibits them—can help organizations and leaders build work environments where employees feel valued, trusted, authentic, and psychologically safe. This study showed it is not enough for organizations to equip men with strategies to help them directly interrupt sexism. To create an environment that empowers men to interrupt sexism, companies must address their own cultures—within all levels and corners of the organization.

## Videos & Podcasts

<a href="#">Understanding Sexism in Utah</a> <i>Utah Women’s Leadership Forum</i> – Video 2023	Sexism takes many forms, from blatant and aggressive to unintentional and subtle. Learning more about how it manifests can help each of us learn to respond in more productive ways whether we experienced it personally or were a bystander. Speaking up against sexism can be a powerful force for reducing gender inequity. By raising awareness of the widespread occurrence and damaging effects of sexist language, comments, beliefs, and behaviors, we can reduce the frequency of sexism in our workplaces, neighborhoods, communities, and the state. This panel discussion was moderated by Dr. Susan R. Madsen, and panelists included Robbyn Scribner, Deneiva Knight, and Heather Sundahl.
<a href="#">Sexist Comments &amp; Responses Part I</a> <i>UWLP Podcast</i> 2022	This is the first of three episodes that discuss sexist comments and responses with Dr. Susan R. Madsen and Robbyn Scribner, lead researcher on this report series. Heather Sundahl, one of the coders of this report series, also joined. This episode focused on the results of an in-depth research study on sexist comments heard by Utah women. Overall, 1,115 respondents started the survey, and 839 Utah women participated enough to provide usable data. This episode focuses on inequity and bias.
<a href="#">Sexist Comments &amp; Responses Part II</a> <i>UWLP Podcast</i> 2022	This is the second of three episodes that discuss sexist comments and responses with Dr. Susan R. Madsen and Robbyn Scribner, lead researcher on this report series. Heather Sundahl, one of the coders of this report series also joined. This episode focused on the results of an in-depth research study on sexist comments heard by Utah women. Overall, 1,115 respondents started the survey, and 839 Utah women participated enough to provide usable data. This one continues the conversation with a focus on objectification.
<a href="#">Sexist Comments &amp; Responses Part III</a> <i>UWLP Podcast</i> 2022	This is the third of three episodes that discuss sexist comments and responses with Dr. Susan R. Madsen and Robbyn Scribner, lead researcher on this report series. This episode focused on the results of an in-depth research study on sexist comments heard by Utah women. Overall, 1,115 respondents started the survey, and 839 Utah women participated enough to provide usable data. This one continues the conversation with a focus on stereotypes and undervaluing women.