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Professor Wiggins

English 1101 Composition and Rhetoric

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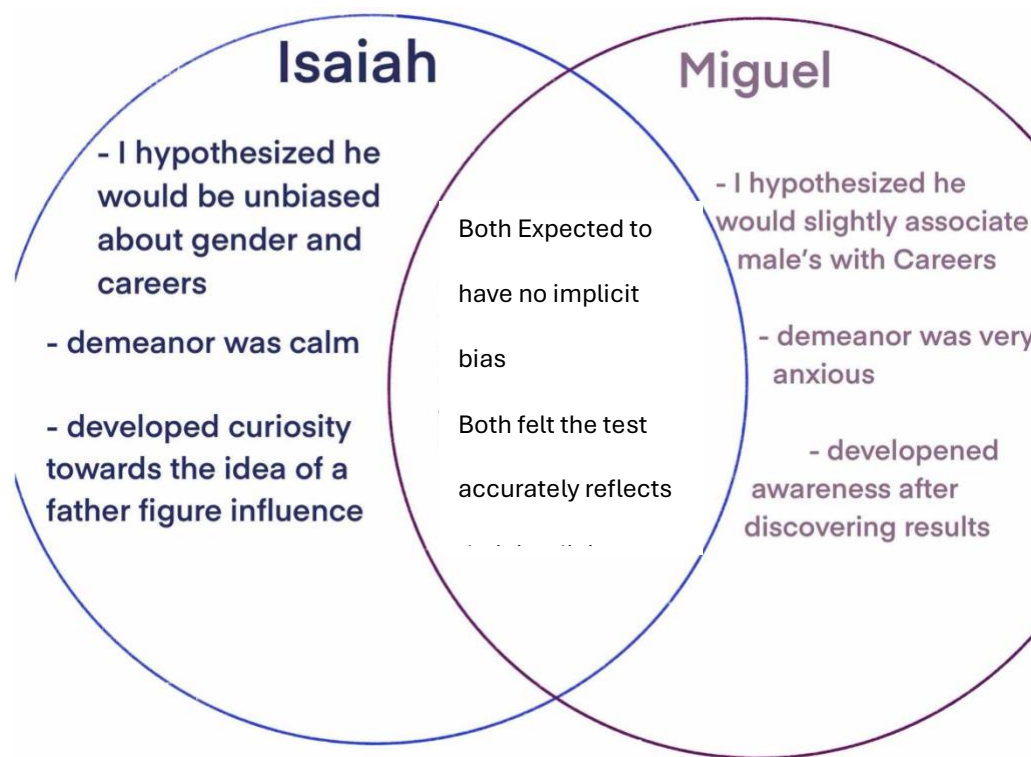
Gender vs. Careers

For centuries social norms have determined who gets the title of provider or care giver. The idea of a traditional family with gender-based roles has engraved generations with gender stereotypes and implicit bias. Implicit bias is the unconscious prejudice or attitude towards people, places, or things (Ungvarsky 1). The Harvard IAT is a series of online tests created by Harvard to help measure implicit biases one may not realize they have. My purpose for comparing the IAT results is to show how a person's upbringing can interfere with how they perceive things as adults.

I chose to conduct my own experiment; I had two family members take the gender-career IAT test. One who grew up in a Traditional Hispanic household and one who grew up with a nonconformist single parent. I conducted a pre-test interview where I asked questions regarding their bias and what they expected their results to show. They were both told to try and finish within 10 minutes. For both participants they responded with similar answers; they remain unbiased, unless an opinion is needed. Therefore, both participants expected their results to show no preference for gender and careers.

My first participant was Isaiah his upbringing consisted of a single parent household, Nonconformist ideology, Equal chores; no special treatment based off his gender. And my second participant was Miguel. His upbringing consisted of machismo influence from his father, and he had no obligation to do household chores because of his gender. Based on the responses I

received from my pre-test interview; I had hypothesized that Isaiah would be more unbiased compared to Miguel and Isaiah's results would show he favored no gender; I hypothesized Miguel would have a slight preference for males with careers compared to females with careers.



The IAT results showed my first participant Isaiah had little to No Automatic preference between gender and family or career. Isaiah's behavior was calm, A notable comment Isaiah mentioned in his post-test interview, was "what difference would it have made if I had a father figure in my life." Compared to my second participant Miguel his IAT results showed Moderate automatic association of male with career and female with family. Miguel's behavior was anxious, and second guessed his answers. A noble comment Miguel mentioned was he was "surprised by how the way he was raised influenced his mindset."

Using the information I received, there are different circumstances that come into play for one to develop implicit bias. But I conclude that gender inequality in households is the cause of

further gender discrimination. A man's beliefs on household gender roles are influenced by their family-of-origin, working-class husbands may be more gender role biased due to the short transitional phase between their family-of-origin and the family-of-destination (Pitts and Borland 143). In return, women create internalized sexism in which they feel they too can maintain the norms of a hierarchical system that is based on patriarchy through their own beliefs and actions (Bozkur and Sahin 44). Later affecting their children who adopt these behaviors. Many studies have proven that beliefs about gender stereotypes originated with their parents and media influence (Hwewon and Tae-Im 357-58). For example, A child's response to the question "what do you want to be when you grow up?" is an intricate answer as they say what they believe is expected of them due to peer and cultural influence as well as personal interests (Hwewon and Tae-Im 357-58). That then follows to their adulthood and presents itself in a work environment affecting others in their career fields. As an industry hierarchy is created and the ideal worker or leader, is envisioned based on an implicit model of a white male. Therefore, making it challenging for women and people of color, to be acknowledged by others and themselves as "successful" (Dashper et al. 246-49). A term that refers to this also is called the Conway effect, due to the implicit model women are overlooked and nothing astonishing is expected from them. As well as evidence proving that men dominate most of the senior positions in these industry hierarchy's (Dashper et al. 246-49). With the odds against women in the working field it can be challenging to feel a sense of belonging. Which in result could increase the influence of women restricting themselves to only doing their traditional role.

Society for a long time normalized Traditional gender hierarchies. Thus, has created gendered disinformation that men are superior to women. And encouraged the idea of men being the head of household and women being the backbone. The effects of such ideology have caused

many social issues such as gender inequality, gender stereotyping, cognitive dissonance, social conformity and much more. I hope to have helped show how a person's upbringing can interfere with how they view things as adults. With this experiment I learned that as much as we feel we know our beliefs our implicit bias can be the complete opposite. I feel like that relates to things we discussed in class because it shows how cognitive dissonance can occur and how social norms can affect us as well.

Works cited

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