Oral Defense Announcement
University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Philosophy in Psychology with an emphasis in Industrial/Organizational

Alicia Ako-Brew

M.A. in Psychology, May 2017, University of Missouri-St. Louis
B.A. in Psychology, May 2012, University of Ghana

Recognition of Gender Microaggressions in the Workplace:
The Case of Predisposition and Propensity to Recognize

Date: September 29, 2020
Time: 3:00 p.m. to 5:00 p.m.
Place: Remote

Abstract
This study examined the individual factors that affect the recognition of gender microaggressions in the workplace. Specifically, this study revealed how social dominance orientation, ambivalent sexism and gender discrimination perceptions toward women affect a third-party observer’s recognition of gender microaggressions perpetrated against women. In addition, this study examined the effect of role congruence on the propensity to recognize gender microaggressions. Role congruence stems from role congruity theory which posits that a woman in a leadership or masculine role will receive positive or negative evaluations based on the degree to which she conforms to her gender stereotype. The results demonstrated significant negative correlations between SDO, hostile sexism, benevolent sexism, and the recognition of gender microaggressions. Gender discrimination perceptions were also positively correlated with recognition of gender microaggressions. Results however did not support the prediction that males and females differ in the recognition of gender microaggressions. In that same vein, role congruity did not significantly interact with the independent variables as expected. Reasons for the support or lack thereof of hypotheses are discussed as well as results of additional analyses. Implications for research and practice are also discussed along with some suggestions for future studies.

Keywords: gender, microaggressions, social dominance orientation, ambivalent sexism, role congruity.

Defense of Dissertation Committee
Matthew Taylor, Ph.D. - Chair
Bettina Casad, Ph.D.
Susan Kashubeck-West, Ph.D.
Stephanie Merritt, Ph.D.