

Appendix

The Ambivalent Sexism Inventory (ASI)

Relationships Between Men and Women

Below is a series of statements concerning men and women and their relationships in contemporary society. Please indicate the degree to which you agree or disagree with each statement using the following scale: 0 = disagree strongly; 1 = disagree somewhat; 2 = disagree slightly; 3 = agree slightly; 4 = agree somewhat; 5 = agree strongly.

- B(I) 1. No matter how accomplished he is, a man is not truly complete as a person unless he has the love of a woman.
- H 2. Many women are actually seeking special favors, such as hiring policies that favor them over men, under the guise of asking for "equality."
- B(P)* 3. In a disaster, women ought not necessarily to be rescued before men.
- H 4. Most women interpret innocent remarks or acts as being sexist.
- H 5. Women are too easily offended.
- B(I)* 6. People are often truly happy in life without being romantically involved with a member of the other sex.
- H* 7. Feminists are not seeking for women to have more power than men.
- B(G) 8. Many women have a quality of purity that few men possess.
- B(P) 9. Women should be cherished and protected by men.
- H 10. Most women fail to appreciate fully all that men do for them.
- H 11. Women seek to gain power by getting control over men.
- B(I) 12. Every man ought to have a woman whom he adores.
- B(I)* 13. Men are complete without women.
- H 14. Women exaggerate problems they have at work.
- H 15. Once a woman gets a man to commit to her, she usually tries to put him on a tight leash.
- H 16. When women lose to men in a fair competition, they typically complain about being discriminated against.
- B(P) 17. A good woman should be set on a pedestal by her man.
- H* 18. There are actually very few women who get a kick out of teasing

men by seeming sexually available and then refusing male advances.

- B(G) 19. Women, compared to men, tend to have a superior moral sensibility.
- B(P) 20. Men should be willing to sacrifice their own well being in order to provide financially for the women in their lives.
- H* 21. Feminists are making entirely reasonable demands of men.
- B(G) 22. Women, as compared to men, tend to have a more refined sense of culture and good taste.

Note. Copyright 1995 by Peter Glick and Susan T. Fiske. Use of this scale requires permission of one of the authors. A Spanish-language version of the ASI is available from the authors. H = Hostile Sexism, B = Benevolent Sexism, (P) = Protective Paternalism, (G) = Complementary Gender Differentiation, (I) = Heterosexual Intimacy, * = reverse-scored item.

Scoring Instructions

The ASI may be used as an overall measure of sexism, with hostile and benevolent components equally weighted, by simply averaging the score for all items after reversing the items listed below. The two ASI subscales (Hostile Sexism and Benevolent Sexism) may also be calculated separately. For correlational research, purer measures of HS and BS can be obtained by using partial correlations (so that the effects of the correlation between the scales is removed).

Reverse the following items (0 = 5, 1 = 4, 2 = 3, 3 = 2, 4 = 1, 5 = 0): 3, 6, 7, 13, 18, 21.

Hostile Sexism Score = average of the following items: 2, 4, 5, 7, 10, 11, 14, 15, 16, 18, 21.

Benevolent Sexism Score = average of the following items: 1, 3, 6, 8, 9, 12, 13, 17, 19, 20, 22.

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TABLE 8.1 The Modern Sexism Scale

	Scale	Item
<i>Old-Fashioned Sexism</i>		1. Women are generally not as smart as men.* ¹
		2. I would be equally comfortable having a woman as a boss as a man.
		3. It is more important to encourage boys than to encourage girls to participate in athletics.*
		4. Women are just as capable of thinking logically as men.
		5. When both parents are employed and their child gets sick at school, the school should call the mother rather than the father.*
<i>Modern Sexism</i>	Denial of continuing discrimination	1. Discrimination against women is no longer a problem in the United States.**
		2. Women often miss out on good jobs due to sexual discrimination.
		3. It is rare to see women treated in a sexist manner on television.*
		4. On average, people in our society treat husbands and wives equally.*
		5. Society has reached the point where women and men have equal opportunities for achievement.*
	Antagonism toward women's demands	6. It is easy to understand the anger of women's groups in America.*
		7. It is easy to understand why women's groups are still concerned about societal limitations of women's opportunities.
	Resentment about special favors for women	8. Over the past few years, the government and news media have been showing more concern about the treatment of women than is warranted by women's actual experiences.**

*Item was adapted from McConahay's (1986) Modern Racism Scale.

Note: Items with an asterisk required reverse scoring.

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