INTRODUCTION
Sexist climates toward women persist in the workplace, particularly in male-dominated STEM fields (Fouda et al., 2012). Sexist climates have been linked to negative outcomes for women, including decreased belonging, isolation, and alienation (Settles et al., 2006). However, relatively little is known about how men are impacted by sexist climates toward women.

The current work investigates the relation between perceived sexist climates and sense of belonging among female and male faculty and graduate students in university computer science departments across the U.S.

HYPOTHESES

- H1: Men will perceive less sexism (H1a) and will report greater belonging (H1b) in computing than will women.
- H2: Perceived sexism will predict lower belonging among both women and men.
- H3: Perceived sexism will predict considerations of leaving for both women and men (H3a), and this effect will be mediated by belonging (H3b).

METHOD

Participants & Procedure
Participants were recruited from 56 university computer science departments across the U.S. to complete a brief online survey.
- Study 1: Faculty (81 women, 168 men)
- Study 2: Graduate students (391 women, 608 men)

Measures
Perceived Sexism (1=strongly disagree, 5=strongly agree)
- Study 1: “People in computing tend to believe that women have less computing ability than do men” (5 items)
- Study 2: “The climate is supportive of female students” (1 item, reversed)

Belonging (1=strongly disagree, 5=strongly agree)
- Studies 1 & 2: “I feel like I belong in the computing community” (4 items)

Consideration of Leaving (0 = No, 1 = Yes)
- Study 2: “Have you ever seriously considered leaving your grad program”

RESULTS: STUDY 1 (Faculty)

H1: Gender differences in perceived sexism and belonging?

H2: Does perceived sexism predict belonging?

RESULTS: STUDY 2 (Graduate Students)

H1: Gender differences in perceived sexism and belonging?

H2: Does perceived sexism predict belonging?

RESULTS: STUDY 2 (Continued)

H3a: Does perceived sexism predict considerations of leaving?

H3b: Is this effect mediated by belonging?

CONCLUSIONS

In both samples, perceiving sexism toward women in computing fields was associated with lower belonging among both women and men. In addition, among graduate students, those who perceived sexism were more likely to consider leaving their program. The relation between perceived sexism and considerations of leaving was mediated by feelings of belonging. These relations held for both women and men, although they were stronger for women.

Together, these results suggest that sexist climates toward women may be negative not only for women but also for men.

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