When the Marginalized Harass: Power and Sex Harassment among LGBQs
Recently, in a heterosexual adult sample we found:

But not all power is bad
Responsibility-Focused Power
Connection to Others
Decline from Sex Harassment
In this heterosexual adult sample we found:

- Responsibility/Power Priming
- Communal Feelings
- Sex Harass Intentions

How powerful is the effect of power?

Bad & Good Power increases SH intentions

Is this effect robust?

Does power affect marginalized populations?
LGBTQ+ workplace discrimination and harassment

Due to sexual orientation and gender identity/expression

- 20% report experiencing job discrimination
- 8% to 17% report being passed over for a job or fired
- Almost 66% of LGBT employees heard lesbian and gay jokes at work
- 22% have not been paid equally as their peers
- 80% transgender population experienced harassment or mistreatment on the job
- 10% to 28% receive a negative performance evaluation or passed over for a promotion

Catalyst, 2018; Williams Institute, 2015
Current Study
Study questions: Replication in an LGBQ Sample

H1: Egocentric power increases SH through sexy-powerful feelings

H1a: Moderated by power-focus traits

H2: Responsibility focused power increases SH through communal feelings

H2a: Moderated by communal goal orientation
Participants

• 102 self-identified LGBQ U.S. residents from TurkPrime
  
  • 29% Male
  • 65% Bisexual
  • 15% Gay
  • 19% Lesbian
  • 1% Queer
Study Design

Randomize

- Individual Difference Measures
  - Dominance $\alpha = .78$
  - Dark Triad $\alpha = .91$
  - Agentic/communal goal orientation $\alpha = .87, .89$

- Power Prime
  - Egocentric Focused
  - Responsibility-Focused
  - Control

- State Feeling Measures
  - Sexy/Powerful Feelings (attractive, competitive) $\alpha = .92$
  - Communal Feelings (helpful, caring) $\alpha = .86$

- Intentions to Sexually Harass
  - WCS
# Scenario-Based Primes (Imagine yourself in situation)

<table>
<thead>
<tr>
<th>Egocentric</th>
<th>Responsibility</th>
<th>Control</th>
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<tbody>
<tr>
<td>• Look appealing</td>
<td>• Care for pet</td>
<td>• Read newspaper</td>
</tr>
<tr>
<td>• Influence others for self gain</td>
<td>• Influence others for team gain</td>
<td>• Listen to presentation</td>
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<tr>
<td>• Fire employee</td>
<td>• Mentor employee</td>
<td>• Put off performance review</td>
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<tr>
<td>• Drink beer with others</td>
<td>• Drink ice tea with others</td>
<td>• Drink ice tea alone</td>
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Methods
<table>
<thead>
<tr>
<th>Measure</th>
<th>Example</th>
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<tbody>
<tr>
<td><strong>Dominance (16 items)</strong></td>
<td>7-point Likert scale from “Does not describe me at all” to “Describes me very well”</td>
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<tr>
<td><strong>Dark Triad</strong></td>
<td>5-point Likert scale from “Disagree strongly” to “Agree strongly”</td>
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<td>(Jones and Paulhus, 2014)</td>
<td>Ex: Narcissism: “People see me as a natural leader”</td>
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<td></td>
<td>Machiavellianism: “I like to use clever manipulation to get my way”</td>
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<td></td>
<td>Psychopathy: “Payback needs to be quick and nasty”</td>
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<tr>
<td><strong>Agentic Goal Orientation</strong></td>
<td>7-point Likert scale from “Not at all important” to “Very important”</td>
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<tr>
<td>(Diekman et al., 2011)</td>
<td>Ex: Power, Success, Recognition</td>
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<tr>
<td><strong>Communal Goal Orientation</strong></td>
<td>7-point Likert scale from “Not at all important” to “Very important”</td>
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<tr>
<td>(Diekman et al., 2011)</td>
<td>Ex: Altruism, serving community, serving humanity</td>
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<tr>
<td>Workplace Crush Scenario</td>
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<td>--------------------------</td>
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<tr>
<td><strong>WCS</strong></td>
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<tr>
<td>(Williams, Gruenfeld &amp; Guillery, 2017)</td>
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- Assuming crush on coworker
- Likelihood of inappropriate behavior
- Unwanted Sexual Attention
- $\alpha = .93$
Results

Indirect Effect - Contrast 1: ab = .46, 95% CI: .20 to .76
Indirect Effect - Contrast 2: ab = .09, 95% CI: -.10 to .35

* $p < .05$. ** $p < .01$. *** $p < .001$. 
Agentic Goal Orientation
Dominance
Dark Triad

Sexy/Powerful Feelings

1: Control Vs. Power Primes
2: Resp. Vs. Ego Power Prime

Indirect Effect - Contrast 1: ab = .46, 95% CI: .20 to .76
Indirect Effect - Contrast 2: ab = .09, 95% CI: -.10 to .35

Results

- Control Vs. Power Primes
- Resp. Vs. Ego Power Prime

Unwanted Sexual Attention Intentions

Indirect Effect - Contrast 1: ab = .46, 95% CI: .20 to .76
Indirect Effect - Contrast 2: ab = .09, 95% CI: -.10 to .35

* p < .05. ** p < .01. *** p < .001.
Low Dark Triad

1: Control Vs. Power Primes

1: Control Vs. Power Primes

2: Resp. Vs. Ego Power Prime

2: Resp. Vs. Ego Power Prime

Results

Indirect Effect - Contrast 1: ab = 1.92, 95% CI: .07 to .57

Unwanted Sexual Attention Intentions

Indirect Effect - Contrast 1: ab = 3.06, 95% CI: .32 to .93

* p < .05. ** p < .01. *** p < .001.

High Dark Triad

1: Control Vs. Power Primes

1: Control Vs. Power Primes

2: Resp. Vs. Ego Power Prime

2: Resp. Vs. Ego Power Prime

Sexy/Powerful Feelings

a = .67*

a = .46

b = .43***

Unwanted Sexual Attention Intentions

Sexy/Powerful Feelings

a = 1.41***

a = .16

b = .43***
Indirect Effect - Contrast 1: ab = .15, 95% CI: .00 to .34
Indirect Effect - Contrast 2: ab = -.22, 95% CI: -.47 to .00
Recap

Extends our previous findings

LGBQs similarly affected by power
Limitations

- Small Sample Size
  - Some marginally significant effects
- Self Report Measures
- Construct Validity of Scenario Priming?
Future Directions

- Moral Licensing
- Computer Harassment Paradigm
- Approach vs. Rejection Motives for Harassment
- Interventions
Women and Work Lab

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- Leidy Trujillo
- Brittney Amber
- Tuyen Dinh
- Jasmine Beecham
- Peggy Stockdale
- Kerby Beliles
- Arielle Lewis

WoW
Thank you!

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Appendix
Sexy/Power feelings mediate the effect of self-focused power priming on LSH

Contrast 1: $ab = .23$, 95% CI: .06 to .41
Contrast 2: $ab = .23$, 95% CI: .03 to .38
Sexy/Power feelings mediate the effect of self-focused power priming on WCS

Contrast 1: \(ab = .51, 95\% \text{ CI: .33 to .72}\)
Contrast 2: \(ab = .26, 95\% \text{ CI: .08 to .45}\)
Contrast 1: $ab = .08$, 95% CI: -.06 to .22
Contrast 2: $ab = -.19$, 95% CI: -.37 to -.04
Contrast 1: \( ab = .28, 95\% \text{ CI: .14 to .46} \)
Contrast 2: \( ab = -.30, 95\% \text{ CI: -.49 to -.15} \)
Today you woke up and rolled out of bed. You read the newspaper for 30 minutes. You showered and got dressed. At work, you met with a group of senior leaders to listen to a pitch of a proposal for an important strategic initiative that, if successful, will not only significantly help the firm reach its goals, but will also make the firm more profitable. One of the senior leaders listening to the pitch expressed skepticism about the proposal and asked very challenging questions. At first, the presenter was not sure how to respond, but then they found their stride and gave convincing responses. You could see by the looks on others’ faces that they are impressed with the presenter.

Later in the day, you finish your performance reviews of your direct reports. One of them has been off the mark all year and hasn’t hit their numbers. You decide that you are going to set this review aside and work on it another day.

After work, you had an ice tea at the cafe on the first floor of your building.
Self-focused Prime

Today you woke up feeling refreshed and you worked out for about 30 minutes. After showering, you dressed in a way that made you look particularly attractive and fit. You glanced in the mirror on the way out the door and noticed that your hair looks great. At work, you met with a group of senior leaders to pitch a proposal for an important strategic initiative that, if successful, will not only significantly increase the firm’s profitability, but will also position you for a significant promotion. One of the senior leaders listening to your pitch was expressing skepticism about your proposal and was asking very challenging questions. At first, you were not sure how to respond, but then you found your stride and were able to give convincing, persuasive replies to his questions. You could see by the looks on others’ faces that you had nailed it.

Later in the day, you finished your performance reviews of your direct reports. One of them has been off the mark all year and hasn’t hit their numbers. You decided that it’s time for this employee to consider a different career path, so you recommended that they be terminated from their current position. You know that the firm cannot afford to string along people like this who are not making a contribution.

After work, you had a beer with your administrative assistants, Kathy and Mark, at the bar on the first floor of your building.
Other-focused Power

Today you woke up feeling refreshed, took a 30-minute walk with your dog, and made sure you scheduled his vet appointment. At work, you met with a group of senior leaders to pitch a proposal for an important strategic initiative that, if successful, will not only significantly help the firm reach its goal to be a "best place to work", but it will also position your team members for important engagements in the future, which will be great for their careers. One of the senior leaders listening to your pitch expressed skepticism about your proposal and asked very challenging questions. At first, you were not sure how to respond, but then you found your stride and were able to show how the strategic initiative will benefit everyone in the firm as well as the firm’s clients. You could see by the looks on others’ faces that they were impressed by how deeply you were thinking about your team and the firm as a whole.

Later in the day, you finished your performance reviews of your direct reports. One of them has been off the mark all year and hasn’t hit their numbers. You decided that you are going to give them extra attention and mentoring so they have a better understanding of how to better leverage their true talents. You know that the firm really values leaders who take personal responsibility for the professional development of their mentees.

After work you had an ice tea with your administrative assistants, Kathy and Mark, at the cafe on the first floor of your building.