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Ideological Opposition to Gender-Inclusive Policies

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Gender/Sex Binary

Multi-Gender

Brings attention to genders/sexes outside of the binary

De-Gender

Decreases the salience of genders/sexes

Morgenroth, T., & Ryan, M. K. (2021). The effects of gender trouble: An integrative theoretical framework of the perpetuation and disruption of the gender/sex binary. *Perspectives on Psychological Science*, 16(6), 1113-1142.

Hen är här nu.

Nya tider, nya ord. Fjortonde upplagan har anlänt.



NORSTEDTS

Hen is here now.

New times, new words. The fourteenth edition has arrived.

Multi-gender: Alex took long walks every day because *hen/they* had a dog.

De-gender: When a real estate agent is sick, *hen/they* should stay home from work.

What are the ideological motivations behind opposition to multi-gender and de-gender policies?

Focus on two main ideological orientations:

- **Right-wing Authoritarianism** (RWA; Altemeyer, 1981)
- **Social Dominance Orientation** (SDO; Pratto et al., 1999)

Dual Process Motivational Model of ideology and prejudice (Duckitt, 2001)

Dangerous worldview



Desire for structure, stability and security



Right-wing authoritarianism (RWA)



Motivation to preserve **social order**

Competative wordview



Desire for power, dominance and superiority



Social dominance orientation (SDO)



Motivation to preserve **social hierarchies**

Multi-Gender

Brings attention to genders/sexes outside of the binary



Threaten social order



H1: Individuals higher in RWA will more strongly oppose multi-gender policies

De-Gender

Decreases the salience of genders/sexes



Threaten social hierarchies



H2: Individuals higher in SDO will more strongly oppose de-gender policies

Overview of Studies

	Country	N	Design	Outcomes	Predictors
Study 1	Sweden	2,219	Cross-sectional survey.	Multi-gender and de-gender function of <i>hen</i> .	RWA, SDO, age, gender and education.
Study 2	United Kingdom	1,204	Randomized survey.	Multi-gender and de-gender policies.	"
Study 3	Sweden	702	Randomized vignette-experiment.	Multi-gender and de-gender policies.	"
Study 4	United States	500	Randomized vignette-experiment.	Multi-gender and de-gender policies.	"
Meta-Analysis		2,406	Average effects of Studies 2-4.	Multi-gender and de-gender policies.	"

Multi-gender



NewsCheck

15 hrs ago ·



H&M introduces a nonbinary section for children!

Starting early next year, the major clothing chain may, according to a new proposal, introduce a separate nonbinary section to complement the traditional boys' and girls' sections.



NewsCheck

15 hrs ago ·



“They” added to educational materials to refer to nonbinary individuals!

Starting early next year, according to a new proposal, the pronoun singular they may be implemented in educational materials to refer to nonbinary individuals.

De-gender



NewsCheck

15 hrs ago ·



H&M removes gender divisions in children's clothing sections!

Starting early next year, the major clothing chain may, according to a new proposal, replace the traditional boys' and girls' sections in its stores with a single, shared section for all children, regardless of gender.



NewsCheck

15 hrs ago ·



“He” and “she” removed from educational materials when no specific person is mentioned!

Starting early next year, according to a new proposal, the gendered pronouns he and she may be replaced with the singular they in educational materials when referring to non-specific individuals.

Main Results

Multi-gender policies

- RWA predicted opposition in all four studies (H1)
- SDO also predicted opposition in three of the studies

De-gender policies

- SDO predicted opposition in all four studies (H2)
- RWA also predicted opposition in all four studies

Meta-Analysis Studies 2-4

The effect of **RWA** was slightly stronger for **multi-gender** vs. de-gender opposition,

whereas the effect of **SDO** was slightly stronger for **de-gender** vs. multi-gender opposition.

Conclusion

Opposition to policies that challenge the gender/sex binary is associated with ideological motivations to preserve both **social order and social hierarchies**.

Challenges and Future Directions

- Overlap between multi-gender and de-gender policies
- Hard to separate RWA and SDO
- Mechanisms not directly tested
- Could different framings reduce perceived threat and increase acceptance?

Thank you for listening!

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