

### **Source #5: Stereotype Threat Among Women in Finance: Negative Effects of Identity, Workplace Well-Being and Recruiting summary**

In their article “Stereotype Threat Among Women in Finance: Negative Effects on Identity, Workplace Well-Being, and Recruiting.”, Hippel and McFarlane, psychologists at the University of Queensland, and Sekaquaptewa, a psychologist at the University of Michigan, examine the impact that various stereotype threats hold on women in the workplace, including career and emotional impact. By evaluating the influence that stereotypes have on women in finance, the authors hope to provide some insight on how toxic masculinity and the opinion of others negatively impact women in finance.

To understand the impact, the authors conducted a study with 512 women to understand their feelings surrounding stereotypes and how they have been personally impacted by them. The study concluded that women who experienced stereotypes led to the desire to depart from their jobs and had a correlation with feeling worse at work. This study not only provides insight into the negative impact that stereotypes have on women but also provides for a useful theory. Both society, the thoughts of coworkers, and individuals' perceptions on what is right versus wrong impact how we feel at our jobs. The idea that toxic masculinity and general stereotypes that pair hand-in-hand with the finance industry give off the general impression that many women do not want to pursue a career in finance for these very reasons. Along with that, women who may have experienced these stereotypes, as the article points out, may not recommend a career in finance to other women. Not promoting a career in finance may be out of fear that individuals will have the same negative experiences as them.

Understanding the stereotypes and experiences that women endure in a specific industry is and has been and is becoming increasingly relevant. To understand how to increase female representation in finance/STEM industries, it is crucial to comprehend why there is currently a lack of representation. By understanding this and analyzing various individuals' feelings on the subject, we will be able to better comprehend how we need to transform, as well as what we need to do to promote change. This is why this article is relevant to the conversation on the underrepresentation of women in finance/STEM in general.

### **Source #5: Stereotype Threat Among Women in Finance: Negative Effects of Identity, Workplace Well-Being and Recruiting analysis**

This article provides an interesting study where the stereotypes of workplaces in the financial industry and other STEM industries are addressed. It adds value as it provides a study that supports one of my other sources. The other source addresses a comment that a high-up individual made about women. It was toxic masculinity at its finest, and by studying 512 women in this article where many had similar experiences, it illustrates the idea that STEM careers may be damaging. To increase representation, we must understand what is deterring various individuals from avoiding careers. This includes the reasons why certain STEM careers may be hurtful. After doing so, we must consider the fact that stereotypes should not be accepted or even acknowledged.

Although the Ted talk stated we should ignore all differences between specific groups, I believe it provides for an interesting point that supports this article. Often, the best thing to do is ignore things that may impact us. I believe, by not acknowledging these stereotypes and creating zero-tolerance policies towards minimizing degrading remarks, more women will be inclined to enter careers in finance. I think by using this study, I will be able to make this point clear to the reader. Therefore, this is how I plan on using this source.

The perspective that this article takes is the obvious, yet crucial view on women in STEM. The idea this article brings to light is that many avoid STEM careers because of the stereotypes in each. Computer scientists being nerds, finance overrun by toxic masculinity, accountants being antisocial losers, who sit in a cubicle all day. This study helps prove that many women avoid these environments, as they do not want to experience these stereotypes firsthand.

Von Hippel, Courtney, et al. "Stereotype Threat among Women in Finance." *Psychology of Women Quarterly*, vol. 39, no. 3, Feb. 2015, pp. 405–414., doi:10.1177/0361684315574501.