

Assessing the effects of sexism on self-esteem and resilience and resilience as a moderator

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Abstract

Aims: The current study aimed to investigate the effects of sexism on self-esteem and resilience, and the relationship between resilience and self-esteem. The study also aimed to test for the moderating effect of resilience between sexism and self-esteem. **Methods:** A questionnaire made through google forms was administered to participants (n=107) through various social media platforms and shared in group chats using a link. The questionnaire consisted of demographic questions, an altered version of the schedule of sexist events (SSE), an altered version of The Rosenberg Self Esteem scale (RSES) and The Brief Resilience scale. **Results:** results found that sexist events significantly predicted self-esteem and resilience. Resilience levels also predicted self-esteem levels. However, resilience was not found as a moderator between sexism and self-esteem. However, it was found that resilience may have acted as a mediator between sexist events and self-esteem, as when resilience was entered into the multiple regression with sexism and self-esteem, sexism was no longer significant in predicting self-esteem. Further research is warranted to test the effects of resilience as a mediator between sexism and self-esteem. **Conclusion:** findings provide a greater understanding on the effects of sexism on self-esteem and resilience and the effects of resilience on self-esteem. Importantly, findings show how resilience may buffer the effects of sexism on one's self-esteem. These findings have important implications regarding possible further research and interventions on sexism's negative effects.

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Introduction

“Women have served all these centuries as looking glasses possessing the magic and delicious power of reflecting the figure of man at twice its natural size.”

- Virginia Woolf

Sexism

Sexism is an oppressive ideology that refers to the system that often ranks one gender above another. Patriarchal societies have existed cross culturally for thousands of years and often ranks men as superior to women. (Beechey, 1979; Connor et al., 2016). This view that men are stronger or more capable is often ingrained in society, which continues to create gender power imbalances (Beck et al., 2021; Scheer et al., 2022). Although progress has been made in the fight for equality, sexism persists today (World Economic Forum, 2023). The European institute for gender equality (2022) “gender equality index” ranks women at an overall index of 68.6 out of 100 in gender equality compared to men. Women rank lower for gender equality in terms of equal access and opportunity and safe environments in work, money, knowledge, time, power, and health. The overall index for women’s gender equality has also only grown 5.5 points since 2013 when the overall index was 63.1, they also note *“Violence against women continues to be one of the most severe human rights violations within societies. It is deeply rooted in systemic power imbalances between women and men”* - (European institute for gender equality, 2022). The world economic forum (2023) reports a similar statistic for the overall gender gap at 68.1 out of 100. *“At the current rate of progress, it will take 132 years to reach full parity”* (World Economic Forum, 2023, pg.5).

Women now and in the past are expected to stay in stereotypical roles such as a mother or caretaker, expected to have certain body types looks, personalities, the way they dress, and menstruation (Olson et al., 2022; Swirsky & Angelone, 2015). Women often do not have the same access to equal pay, equal job, and education opportunities (Diogo et al., 2023; Peplow, 2019) and reproductive and general health care (Darilek, 2017; McNabb & Campo-Engelstein, 2021 Räsänen et al., 2022). They are often understudied, under reported and misrepresented in healthcare and research (McDonald, 2019). and are often faced with hostility, threat, attitudes, and language that reinforce gender inequality and sexism, all of which perpetuate women's subordination (Eagly & Koenig, 2021; Scheer et al., 2022)

Theories Explaining the Persistence of Sexism

There are many theories about how or why sexism is still prevalent, one is the theory of gender socialisation. his explains how individuals develop and refine gender norms through socialisation (Carter, 2014; Cerbara et al., 2022; Mason, 2000). Research suggests this process can begin at birth, although it may not always be overt, implicit behaviours are often displayed by some parents & family members treating babies differently immediately depending on their gender (Leaper et al., 2007; Mesman & Groeneveld, 2017; Morawska, 2020). Parents and society often respond to children differently, offer them different toys, games, movies, clothes, and hobbies are depending on gender. Sometimes gender appropriate behaviour is often rewarded, and non-gender appropriate behaviour is punished or reprimanded. (Leaper et al., 2007; Morawska, 2020). As a child grows older, they internalise these messages which reinforces gender roles, stereotypes and can lead to gender discrimination (Cerbara et al., 2022; Morawska, 2020). This also relates to the ambivalent sexism theory (Glick & Fiske, 1996) which suggests that false positive attitudes (benevolent sexism) that coerce women into gendered roles and give the false belief that they are fragile and need protection from men, and negative attitudes (hostile sexism) that lead to

discrimination when a woman steps out of these gendered roles, perpetuate gender inequality and go hand in hand to produce sexism (Glick & Fiske, 2001a; Glick & Fiske, 2001b; Glick & Fiske, 2011)

Implications of sexism on women

The Schedule of sexist events (SSE) (Klonoff & Landrine, 1995) is a scale which measures women's perceived sexist events throughout one's lifetime and recently. Events on the SSE range from general sexist remarks and behaviours, unfair treatment by family, peers & society, discrimination in various professions such as work promotions and salaries, by strangers and by various institutions such as banks or schools etc. and instances of assault and sexist instances involving the law. Research has shown that sexist events such as those reported on the SSE can have detrimental effects on women's self-esteem and mental health (DeBlaere & Bertsch, 2013; Landrine et al., 1995; Watson et al., 2016).

Sexism and self esteem

Self-esteem refers to an individual's subjective self-image and value (Rosenberg 1965). High self-esteem is crucial as it plays a role in influencing one's emotions, behaviour, general wellbeing and self-belief, acceptance, and respect (Leary et al., 1995; Rosenberg, 1965). Studies suggest high self-esteem is associated with positive outcomes, including better academic performance (Baumeister et al., 2003), job satisfaction (Kuster et al., 2013), fulfilling relationships (Harris & Orth, 2020), and overall life satisfaction with benefits for physical and mental health outcomes, including being a protective factor against psychological distress and psychiatric symptoms (Mann, 2004; Moradi & Subich, 2002; Orth & Robins, 2014; Orth & Robins, 2022). Various research studies have looked at the negative impact of sexism on women's self-esteem. Research found that when controlling for other life traumas, gender discrimination and stereotypes through one's parents' attitudes and

behaviours, and through society predicted a significant decrease in women's self-esteem and self-efficacy, and increased their existential anxiety (Sowislo & Orth, 2013). Subsequently, a study on married Korean women found that those who documented higher levels of sexist discrimination on the SSE was negatively related to levels of self-esteem, particularly when their belief in a just world for oneself (BJW-self) was high (Kim & Park, 2018). Additional studies suggest that gender stereotypes and biased expectations can also lead to stress (Cortina, 2008; Goyal et al., 2021). A plethora of studies found that sexist events led to women's feelings of reduced sense of belonging (Moradi & Subich, 2002), self-silencing (Hurst & Beesley, 2012), and caused self-doubt and hinderance personal and professional development, all of which notably affected their self-esteem. Further studies on sexism collectively highlights the negative effects on self-esteem and further negative consequences (Barbier et al., 2023; Heise et al., 2019; Scheer et al., 2022). These findings collectively emphasize the adverse effects of sexism on women's self-esteem, highlighting the need for continued efforts to combat sexism. However, research shows that women with high self-esteem already do not present with psychological distress, but not those with low self-esteem (Moradi and Subich, 2004). Similarly, a study from 2007 found that sexist events were only partially associated with low self-esteem. They noted that women often attribute sexist experiences discrimination which may protect their wellbeing, therefor not decreasing their self-esteem. This attribution of sexist events to merely discrimination may suggest higher levels of resilience in such women. (Fischer & Holz, 2007).

Sexism and resilience

Resilience refers to the positive adaptions or the ability to maintain or regain mental health despite experiencing diversity (Herrman et al., 2011). One might be more prone to developing resilience due to multiple dynamic systems, such as genetics, developmental, neurobiological, cultural, economic, family, and politics (Southwick et al., 2016). To my

knowledge there is limited studies on the effects of sexism directly on women's resilience. One study which found sexism in the workplace leads women to negative coping strategies at first such as denial and disengagement, however after time after time and experience in boards, some women they began to gain confidence to peruse the active coping strategies of seeking and extending support, meaning they built up resilience against the sexism they experienced. They also found that such resilience also helped them cope and boosted self-esteem and confidence, suggesting resilience boosted such self-esteem and confidence (Goyal et al., 2021). Further studies include other factors along with sexism such as racism, and homophobia in black and LGBTQ+ women, however the effects of racism and homophobia were not controlled for when looking at sexism as another factor. One study on black women in stem found that racism, sexism, and race-gender bias were a source of strain that led to both resilience and also trauma (McGee & Bentley, 2017). Further, a study which looked at veteran women in both racial /ethnic and sexual minorities found that they may develop resilience from their lived experience. However, they also found that the veteran women with a minority race /ethnicity or minority sexual orientation appeared more vulnerable to adverse outcomes. These conflicting findings may suggest that some minorities may build resilience while some others do not (Lehavot et al., 2019). The lack of further studies in the specific area of the effects of sexism on women's resilience proves a gap in the literature which this study aims to contribute to.

Resilience as a moderator between sexism and self esteem

Some research suggests that that resilience is seen as a promoting factor for self-esteem, while at the same time high self-esteem has been regarded as a protective factor for resilience. This indicates that there might be a mutual relationship between resilience and self-esteem (Liu et al., 2021). Research on resilience as a moderator between the effects of sexism on women's self-esteem is sparse to my knowledge. However, a study which

documented thoughts from African American women who went through sexual abuse found that the women suggested that building resilience, especially in the form of community with other black women assisted them in further developing self-confidence, and self-healing as a survivor of abuse (Singh et al., 2013). A further study found that high resilience had a mediating effect between sexually oppressive experiences and internalization/self-blame, with low resilience playing an exacerbating role, meaning women with higher resilience against sexually oppressive experiences were less likely to self-blame or internalise the sexist events (Szymanski & Feltman, 2014). Given the sparse research on resilience as a moderator between sexism and self-esteem, further broader studies found promising results as resilience as a moderator. A study from 2017 suggests that resilience acted as a moderator between chronic stress and psychological health in hospital nurses (Garcia-izquierdo et al., 2017). Further studies suggest resilience can also act as a moderator between chronic stress and physical health (Palm-Fischbacher & Ehert, 2014). Given these findings, it may be suggested that resilience could possibly act as a moderator between sexism and self-esteem, but more research is needed in the area to focus on such a specific question. This is where my research study aims to fill a gap in the literature by looking the resilience as a moderator between sexism and self-esteem.

Present study

Further research is essential to understand the complex relationship between sexism, self-esteem, and resilience. The existing literature indicates detrimental effects of sexism on women's self-esteem and well-being (Gregory, 2023; Heise et al., 2019; Kim & Park, 2018; Moradi & Subich, 2002; Scheer et al., 2022), but conflicting results and gaps in knowledge regarding the impact of sexism on women's resilience require further investigation (Goyal et al., 202; Lehavot et al., 2019; McGee & Bentley, 2017).

Additional research can identify harmful consequences of sexism, explore protective factors, and coping strategies for individuals facing sexist experiences. The role of resilience as a moderator between sexism and self-esteem also needs further clarification (Singh et al., 2013; Szymanski & Feltman, 2014) for potential interventions and support systems. This study aims to contribute to the existing literature and promote an inclusive and equitable society. The current study seeks to examine the predictive effects of sexism on self-esteem and resilience, as well as the relationship between resilience and self-esteem. It will also investigate whether resilience acts as a moderator between sexism and self-esteem. The research questions are as follows: (1 Do sexist experiences predict self-esteem. (2 Do sexist experiences predict resilience. (3 Do levels of resilience predict self-esteem. (4 Does resilience act as a moderator between sexist events and self-esteem.

Based on the literature, the following hypotheses are proposed:

1. Higher levels of sexism will lead to lower self-esteem.
2. Higher levels of sexism will lead to lower resilience.
3. Lower resilience will predict lower self-esteem.
4. Resilience will act as a moderator between sexism and self-esteem.

Methods

Participants

The sample consisted of 107 women and feminine presenting people, including 3 (2.8%) feminine presenting people and 104 (97.2%) women. We aimed to have 150 participants which is in line with previous research studies on sexism, self-esteem, and resilience, but due to timing only 107 participants took part. Participants ranged from 18 – 70 years old, with a mean age of 25 (SD =8.50). In line with ethical considerations, participants were required to be at least 18 years of age and required to provide informed consent before completing the questionnaires. Participants self-reported their race which included 86 white (80.4%), 8 Black (7.5%), 5 Latina (4.7%), 2 Arab (1.9%), 2 Asian (1.9%), 2 mixed race – Black/White (1.9%), 1 mixed race – Asian/White 9 (.9%), 1 mixed race – Arab/white (.9%). The study implemented a non-probability, convenience sampling strategy to recruit participants, which allowed easy access to samples including classmates, friends, family as participants were recruited online and through word of mouth and this study relied heavily on their willingness to participate.

Materials

The study questionnaire consisted of demographic questions and three marked scales combined using the survey builder google forms. Questions around demographics included age, gender, and race which were administered to gain a general profile of the participants in this study.

Schedule of sexist events lifetime (Klonoff & Landrine, 1995)

The schedule of sexist events lifetime (SSE) (Klonoff & Landrine, 1995) was used to assess participants levels of sexism for this study. The SSE was developed along with the schedule of sexist events recent to report how often women have experienced gender discrimination throughout them in four domains: sexist degradation, sexism in distant relationships, sexism in close relationships, and sexist discrimination in the workplace. The SSE-recent and the SSE-lifetime was reported to have High internal consistency .92, .90 and split half reliability (.87,.83), and the factors were similarly reliable. Validity was established by demonstrating that scores on the SSE- lifetime and SSE- recent correlate as well with two other measures of stressful life events (the hassle frequency and the PERI-life events scale (PERI-LES)) as those measures correlate with each other. Sexist discrimination (events) can be understood as gender specific, negative life events (stressors). For the purpose of this study an adapted version of the schedule of sexist events (SSE) was used. For convenience questions on “schedule of sexist events - recent” were removed, only asking questions about “schedule of sexist events- lifetime.” The question from the original scale asking, “how different would your life have been now if you had not been treated in a sexist or unfair way?” was also removed for convenience purposes. For the purpose of ethical considerations, two questions were removed from the “schedule of sexist events lifetime” which included “how many times have you been called a sexist name like b*tch, c*nt, chick or other names?” and “how many times have you been made fun of, picked on, pushed, shoved, hit, or threatened with harm because you are a woman?”

This adapted questioner asks questions surrounding experience with lifetime sexism such as questions like “how many times in your life have you been treated unfairly because you are a woman?” or “how many times have you been called a sexist name?” etc.

This adapted version is a 17-item scale with items measured on a 6-point Likert scale with 1 = NEVER happened to 6 = Happened ALMOST ALL OF THE TIME.

Total scores are done by adding up all items and higher scores equal more sexist experiences.

The Cronbach's alpha for this current scale was ($\alpha = .94$), this suggests a high level of internal consistency for this sample.

Rosenberg's self-esteem scale (Rosenberg, 1965)

To assess participants levels of self-esteem in this study, Rosenberg's self-esteem scale (SES) was used. This is a 10-item scale that measures global self-worth by measuring both positive and negative feelings about the self. For the purpose of this study, an adapted version of the SES was used, so that higher scores equal lower self-esteem. Sample items include "On the whole, I am satisfied with myself" and "I take a positive attitude toward myself." Answers are on a 4 point with 1=strongly agree, 4= strongly disagree. Questions 2,5,6,8,9 are negatively worded, so they were reverse scored. Total scores range from 10-40 with higher scores equal lower self-esteem. The original SES indicates higher scores = higher self-esteem. The reliability for the original scale typically ranges from .82 to .88, and Cronbach's alpha for various samples are in the range of .77 to .88 (Blascovich & Tomaka, 1991). The validity is based off the fact that the SES correlates significantly with other measures of self-esteem, including the Coopersmith Self-Esteem Inventory. In addition, the RSE correlates in the predicted direction with measures of depression and anxiety. The Cronbach's alpha for this current scale was ($\alpha = .92$), this suggests a high level of internal consistency with this group of participants

Brief resilience scale (Smith et al., 2008)

Participants levels of resilience were measured using the brief resilience scale (Smith et al., 2008). It is a 6-item scale measuring one's ability to bounce back or recover from stress. Answers varying from 1=strongly disagree, 5= strongly agree. Items 1, 3, and 5 are positively worded, and items 2, 4, and 6 are negatively worded. Items 2, 4 and 6 are reverse scored meaning 1= strongly agree and 5= strongly disagree. Total scores vary from 6-30 with higher scores indicating higher resilience. Reported Internal consistency is good with Cronbach's alpha ranging from .71 to .91 (Smith et al., 2008; Fung, 2020). In support of convergent validity, the BRS was positively correlated with other resilience measures, optimism, and purpose in life, as well as measures of social support, active coping, and positive reframing (Smith et al., 2008). The Cronbach's alpha for this current scale was ($\alpha = .86$), this suggests a high level of internal consistency with the current sample.

Design

The research design of the present study is a cross sectional design as all data was collected at a specific point in time. The study was also quantitative, as it collected data through surveys with questions surrounding their experience with sexism, and their subjective personal self-esteem and resilience. Linear regressions were conducted to test hypothesis 1) Sexism (PV) and self-esteem (CV) 2) sexism (PV) and resilience (CV) 3) resilience (PV) and self-esteem (CV). A multiple regression was conducted to predict self-esteem based on sexism and resilience. A second multiple regression was conducted to predict self-esteem based on sexism, resilience, and sexism*resilience (moderator). A Pearsons correlation was also carried out to assess the correlation between sexism and self-esteem without controlling for resilience, then a partial correlation was done using resilience as a control between sexism and self-esteem.

Procedure

Data was collected through an online google forms survey. First this survey was piloted to five participants through a group chat to determine the length of time it would take to complete the survey and make sure no issues were detected in completing the survey. The average time of completion was ten minutes, and there were no complications found. Their data was not included in the analysis. The survey was then ready for the public. All data was collected through an online questionnaire made using google forms, all data collected was self-reported and anonymous. The survey was shared through the researcher's social media accounts (Facebook and Instagram) and sent into group chats through a link. Some participants were recruited by mutual friends who shared the links on their social media. When participants decided to take part in the study and opened the link they were provided with an information sheet which contained all information about myself as the researcher and my reason for collecting data, who could take part, how long it would take, what types of questions were involved and ensured their data would be confidential as the surveys were all anonymous as well as any risks or benefits involved (See appendix 1) Once they read the information and decided to go ahead with the study, they were taken to the consent form where they had to tick the "yes" box to confirm they have read and understood the terms and information of this study, and that they were a woman or feminine presenting person over the age of 18 years old. (See appendix 2). Participants were able to withdraw their consent at any point throughout the survey by simply exiting the page, which was clearly stated in the consent sheet. Once this was established, they were able to proceed to complete the questionnaires. First, they were asked demographic questions about age, gender (woman or feminine presenting person), and their race for further research purposes (See appendix 3). Then they were taken to the schedule of sexist events lifetime (modified) (Klonoff and Laundrine, 1995) questionnaire which asked about their sexist experiences in their lifetime

(See appendix 4) The second questionnaire was the Rosenberg self-esteem questionnaire (modified) which measured their levels of self-esteem (Rosenberg, 1965) (See appendix 5). Lastly, they were taken to the brief resilience scale which measured their levels of resilience (Smith et al, 2008) (See appendix 6). After completing all the questions participants were then taken to a debrief sheet which outlined the aims of the research and highlighted their right to exit the survey before submitting, and their anonymity. My own and my supervisor's details were provided for any concerns or questions. Resources and information for Dublin rape crisis centre, HSE national counselling services, Samaritans, safe Ireland, and women's aid was provided with a note that if any distress or concerns was raised during this survey which may have triggered sensitive events to investigate these useful resources. (See appendix 7)

Ethical considerations

All data was collected in accordance with the ethical guidelines of NCI. For ethical reasons, two questions were removed from the original schedule of sexist events life survey. These included “how many times have you been called a sexist name like b*tch, c*nt, chick and other names because you are a woman?” and “how many times have you been made fun of, picked on, pushed, shoved, hit or threatened with harm because you are a woman?” The risks and benefits of taking part in this study were clearly outlined in the information sheet and consent form. Participants had to be at least 18 years old to continue and they were informed that they could exit the survey at any time without consequences, but that when they submitted it was not possible to withdraw their consent, but their data would remain anonymous, and they would not be identifiable. Participants were also informed that their anonymous data will be used for research purposes and submitted to NCI and may be published to the public. There were no incentives for participants to take part. This information was also stated in the debrief form along with information and links to resources such as women's aid samartins etc. (See appendix 7)

Results

Descriptive statistics

The current data is taken from a sample of 107 participants (n=107). This consisted of 97.2% women (n=104) and 2.8% feminine presenting people (n=3). The race of participants included 80.4% white (n=86), 7.5% Black (n=8), 4.7% Latina (n=5), 1.9% Arab (n=2), 1.9% Asian (n=2), 1.9% mixed race – Black/White (n=2), .9% mixed race – Asian/White 9 (n=1), .9% mixed race – Arab/white (n=1).

Descriptive statistics were performed for all variables including sexism, self-esteem, and resilience. The mean, standard, deviation, median, and range were obtained and presented in table 1 below. Histograms were also obtained and indicated that the data was normally distributed. Histograms for all continuous variables are presented in Appendix 8

Table 1

Descriptive statistics and reliability of all continuous variables

	Mean	Median	SD	Skewness	Kurtosis	Minimum	Maximum
Sexism	52.37	53	17.07	.105	-.646	20.00	90.00
Self-esteem	23.91	25	6.67	-.208	-.702	10.00	38.00
Resilience	17.23	17	5.03	.161	-.111	6.00	30.00

Inferential statistics

Simple linear regression predicting self-esteem based on sexism

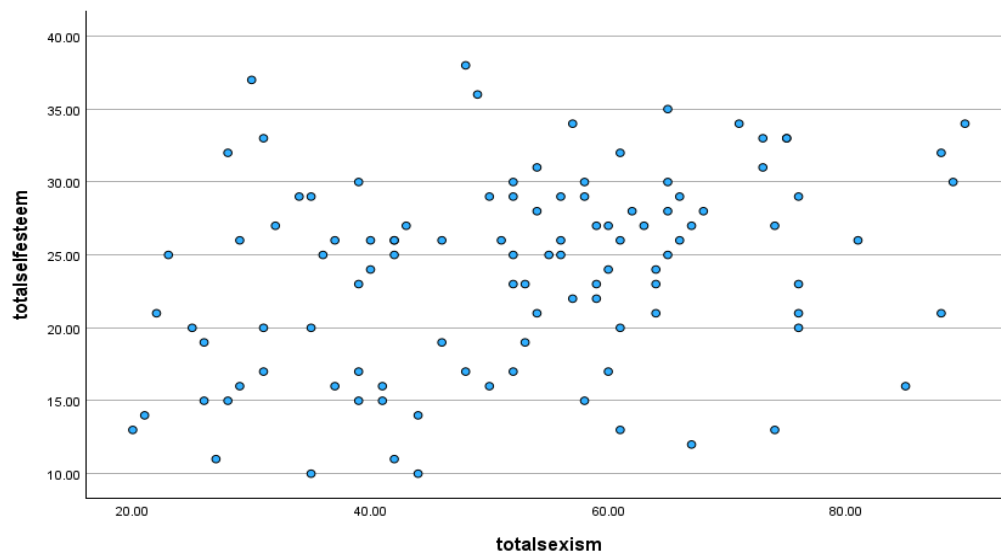
A simple linear regression was conducted to predict self-esteem based on sexism. A significant regression equation was found ($F(1, 105) = 11.012, P = .001$) and sexism accounted for 9.5% variance in self-esteem. The model was statistically significant with sexist events significantly predicting self-esteem ($\beta = .308, p < .001$) (See table 2 and figure 1 for full details). The interpretation of these results would indicate that as a participant is exposed to more levels of sexism, the impact this has on self-esteem is that this lowers one self-esteem (theoretically, increasing their scores on the self-esteem scale as higher scores indicate lower self-esteem).

Table 2

Simple linear regression predicting self-esteem based on sexism.

Variable	R ²	B	SE	β	<i>t</i>	<i>p</i>
	.095					
Sexism		.120	.036	.308	3.318	<.001

Note: R² = R-squared; B = unstandardized beta value; SE = Standard errors of B; β = standardized beta value; *t* = test statistic; *p* = Statistical significance.

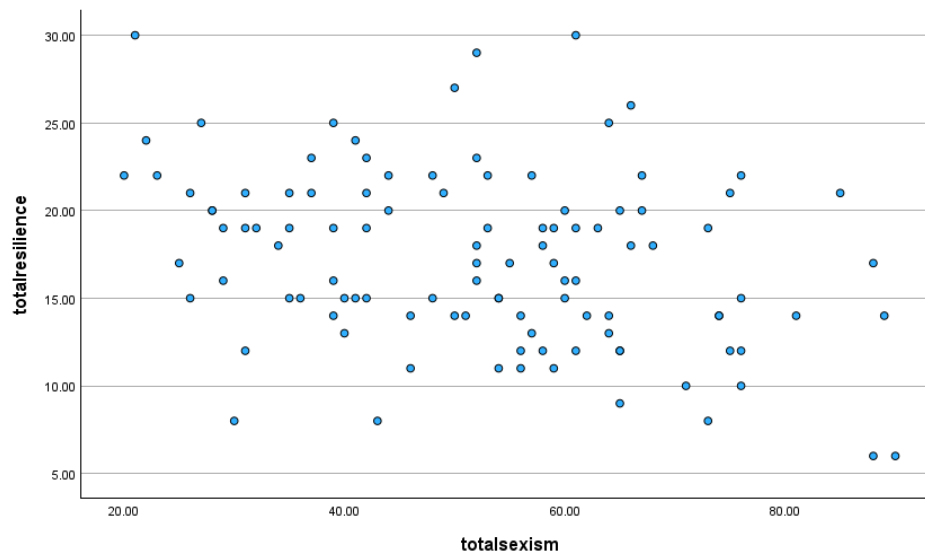
Figure 1*Sexism on self-esteem***Simple linear regression predicting resilience based on sexism**

A simple linear regression was conducted to predict resilience based on sexism. A significant equation was found ($F(1, 105) = 12.891, P = .<.001$) with an R^2 of .109. It was found that sexist events significantly predicted resilience ($\beta = -.331, p <.001$) (See table 3 and figure 3 for full details). The interpretation of these results would indicate that as a participant is exposed to more sexist events, the impact this has on resilience levels is that this lowers one's resilience (decreasing scores on resilience scale means lower resilience).

Table 3- *Simple linear regression predicting resilience.*

Variable	R^2	B	SE	β	t	p
	.109					
Sexism		-.097	.027	.331	-3.590	<.001

Note: R^2 = R-squared; B = unstandardized beta value; SE = Standard errors of B; β = standardized beta value; t = test statistic; p = Statistical significance.

Figure 2*Sexism on resilience***Simple linear regression predicting self-esteem based on resilience**

A simple linear regression was conducted to determine if levels of resilience would predict levels of self-esteem. The overall regression was statistically significant $R^2 = .279$, $F(1,105) = 40.56$, $p < .001$. It was found that resilience levels significantly predicted self-esteem ($\beta = -.528$, $p < .001$) (see table 4 and figure 3 for full details). The interpretation of these results would indicate that a participant's resilience scores increased; their self-esteem scores decreased (in theory meaning that as their resilience went up so did their self-esteem as lower scores on the self-esteem scale means higher self-esteem)

Table 4

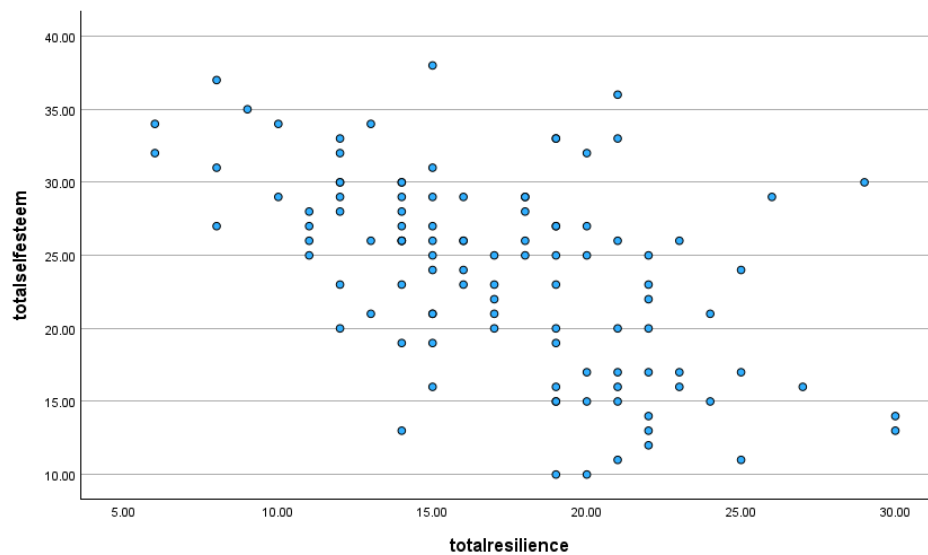
Simple linear regression predicting self-esteem based on resilience

Variable	R ²	B	SE	β	<i>t</i>	<i>p</i>
	.279					
resilience		-.701	.110	-.528	-6.369	<.001

Note: R2 = R-squared; B = unstandardized beta value; SE = Standard errors of B; β = standardized beta value; *t* = test statistic; *p* = Statistical significance.

Figure 3

Resilience on self esteem



Multiple regression (1) predicting self-esteem based on sexism and resilience

A standard multiple regression analysis was performed to predict self-esteem levels based on sexism and resilience. The model explained for 30% of variance in self-esteem ($F(2, 104) = 22.145, p < .001$). It was found that sexism ($\beta = .150, p < .088$) was not significant in predicting self-esteem in the model, but resilience ($\beta = -.478, p < .001$) significantly predicted levels of self-esteem (See table 5 for full details). The interpretation of these results suggest that sexist events did not significantly predict self-esteem levels in this model. However, resilience did significantly predict self-esteem levels in this model.

Table 5

Multiple regression (1) predicting self-esteem

Variable	R ²	B	SE	β	<i>t</i>	<i>p</i>
	.299					
Sexism		.059	.034	.150	1.723	.088
Resilience		-.635	.116	-.478	-5.497	<.001

Note: R2 = R-squared; B = unstandardized beta value; SE = Standard errors of B; β = standardized beta value; *t* = test statistic; *p* = Statistical significance.

Multiple regression (2) predicting self-esteem levels based on sexism, resilience and the interaction variable between sexism and resilience

A standard multiple regression analysis was performed to predict self-esteem levels based on sexism, resilience and interaction between sexism and resilience. The results from table 6 show that the model explained for 30% of variance in self-esteem ($F(3,103) = 14.880$, $p < .001$). The analysis showed that Resilience ($\beta = -.654$, $p .011$) was significant in predicting self-esteem in the model. However, it was found that sexism ($\beta = -.038$, $p < .888$) was not significant in predicting self-esteem in the model, and Interaction between sexism and resilience ($\beta = .219$, $p .463$) was not significant in predicting self-esteem in the model.

Table 6

*Multiple regression (2) predicting self-esteem based on self-esteem, resilience, and sexism*resilience*

Variable	R ²	B	SE	β	<i>t</i>	<i>p</i>
	.302					
Sexism		-.015	.105	.038	-.142	<.888
Resilience		-.869	.337	-.645	-2.578	.011
Interaction - sexism&resilience		.004	.006	.219	.737	.463

Note: R2 = R-squared; B = unstandardized beta value; SE = Standard errors of B; β = standardized beta value; *t* = test statistic; *p* = Statistical significance.

Assessing for the moderating effects of resilience between sexism and self esteem

Pearson's correlation without controlling for resilience

A Pearson's correlation coefficient was computed to assess the relationship between sexism and self-esteem. Preliminary analyses were conducted to ensure no violation of the assumptions of normality, linearity, and homoscedasticity. There was a positive, moderate correlation between the two variables $r = .308$, $n = 107$, $p = .001$. (See table 7) This indicates that as levels of sexist experiences go up, subjective self-esteem lowers (as higher levels on self-esteem scale point to lower self-esteem).

Table 7

Correlation between sexism and self esteem

Variable	1.	2.
	Sexism	Self-esteem
1. sexism	-	.308**
2. self-esteem		-

*Note: ** $p < .001$*

Partial correlation controlling for resilience between sexism and self-esteem

A partial correlation was carried out to control for the effects of resilience in the relationship between sexism and self-esteem. The following partial correlation was found $r = .167$, $p = .088$. There was a positive, small, non-significant relationship between sexism and self-esteem that persists even after considering resilience as a potential confounding factor.

However, the statistical analysis does not provide sufficient evidence to claim that this correlation is significantly different from zero at the 0.05 level.

Discussion

The current study aimed to investigate the effects of sexism on self-esteem and resilience. Further, it aimed to investigate the relationship between resilience and self-esteem, and the moderating effect of resilience between sexism and self-esteem. The literature highlighted that sexism is still pervasive today with the overall gender equality index ranking women at an overall index of 68.6 out of 100 in gender equality, with the overall index for women only growing 5.5 points since 2013 (The European Institute for gender equality, 2022). It is also suggested as of 2023 that at the current rate, it will take 132 years for women to reach full gender equality (World Economic Forum, 2023, pg.5).

Sexist events, such as discriminatory remarks, unfair treatment, and assault, have been linked to decreased self-esteem and increased psychological distress (DeBlaere & Bertsch, 2013; Landrine et al., 1995; Watson et al., 2016). In particular, self-esteem is important as it affects one's emotions and behaviours (Leary et al., 1995; Rosenberg, 1965). Various studies suggest high self-esteem is associated with positive outcomes, including better academic performance (Baumeister et al., 2003), job satisfaction (Kuster et al., 2013), fulfilling relationships (Harris & Orth, 2020), and overall life satisfaction with benefits for physical and mental health outcomes, including being a protective factor against psychological distress and psychiatric symptoms (Mann, 2004; Moradi & Subich, 2002; Orth & Robins, 2014; Orth & Robins, 2022). Further, the literature also highlights the effects of sexist objectification, gender stereotypes, and biased expectations, which can lead to internalized sexism, further contributing to lower self-worth and diminished confidence (Cherry & Wilcox, 2020; Eagly & Koenig, 2021). However, some research indicates that some women may attribute such sexist events to merely discrimination, which may protect their self-esteem. It is suggested this may be due to resilience (Fischer & Holz, 2007; Moradi & Subich, 2004), which warrants further research on the topic. Further, some studies suggest that resilience may develop in

response to negative experiences, such as sexism, and play a role in coping and building self-confidence (Goyal et al., 2021; Singh et al., 2013; Szymanski & Feltman, 2014). However, conflicting findings exist, with some studies suggesting that certain minority groups may build resilience, while others do not (Lehavot et al., 2019; McGee & Bentley, 2017). This warranted further research on the effects of sexism on resilience.

Limited studies have explored resilience as a moderator between sexism and self-esteem, some previous research suggests that resilience may mitigate the negative impact of sexist experiences on self-esteem (Singh et al., 2013; Szymanski & Feltman, 2014). Research in similar areas suggest that resilience can act as a moderator between chronic stress and psychological health (Garcia-izquierdo et al., 2017) and between chronic stress and physical health (Palm-Fischbacher & Ehlert, 2014). This provided a background for the current study, to investigate whether resilience could act as a moderator between sexism and self-esteem. Additionally, resilience has been found to mediate the effects of sexist events on internalization and self-blame (Szymanski & Feltman, 2014). Despite these insights, there were significant gaps in the literature regarding the effects of sexism on women's resilience and as resilience as a moderator between sexism and self-esteem. Further research was essential to deepen our understanding of how sexism affects women's resilience and self-esteem and explore potential protective factors and coping strategies. Through this research, four hypotheses were formed.

Hypothesis 1

It was hypothesised based on previous literature that (H1) higher sexist events would be associated with lower self-esteem. This was explored using through two analysis; a linear regression was used to look at the predictive relationship between sexism (PV) and self-esteem (CV), it was found that there was a significant positive relationship between sexism and self-esteem ($\beta = .308, p < .001$) (higher scores on the self-esteem scale meant lower self-esteem, this shows that as a participant reported more sexist events, their self-esteem went down). For a more complex understanding of the results from the study, a correlation analysis was also conducted to assess the strength of the relationship between the two variables before. controlling for resilience in our fourth hypothesis. The correlation analysis found a positive moderate correlation between sexism (IV) and self-esteem (DV) again supporting the results from the regression analysis. These results suggests that sexism may negatively affect women's self-esteem. This aligns with previous literature as stated in the introduction, that events on the SSE can lead to lower self-esteem in women, (DeBlaere & Bertsch, 2013; Kim & Park, 2018; Landrine et al., 1995; Watson et al., 2016). Further research on the effects of sexism on self-esteem also suggested that women who face many different types of sexism will develop low self-esteem (Cherry & Wilcox, 2020; Cortina, 2008; Eagly & Koenig, 2021; Perloff, 2014; Vandebosch & Eggermont, 2012). Further research also suggests that sexism effects one's self-esteem through acts such self-silencing, self-doubt and personal and professional hinderance, and reduced sense of belonging, all of which diminished women's self-esteem (Barbier et al., 2023; Heise et al., 2019; Scheer et al., 2022). The results from this model support our first hypothesis. However, in the multiple regressions, sexism was found to not be significant in predicting self-esteem when resilience was involved in the model. Further will be discussed in the paragraph for hypothesis 4.

Hypothesis 2

It was proposed that higher levels of sexism would be associated with lower resilience (H2). A simple linear regression revealed a significant negative relationship between sexism (PV) and resilience (CV). This finding suggests that sexist experiences may negatively affect one's resilience and ability to cope. These findings are consistent with some previous research that suggests sexist experiences may erode individuals' resilience and ability to cope effectively with challenges (Goyal et al., 2021; Lehavot et al., 2019; McGee & Bentley, 2017) highlighting the detrimental impact of sexism on an individual's ability to adapt and flourish. Further, due to the little research to my knowledge on the effects of sexism on self-esteem, this result also adds to the sparse literature on the effects of sexist experiences on women's resilience. This finding supports our second hypothesis.

Hypothesis 3

Hypothesis three proposed that resilience levels would predict self-esteem levels. A linear regression found that resilience was significant at predicting self-esteem levels. There was a significant negative relationship between resilience and self-esteem ($\beta = -.528$, $p < .001$) (lower scores on self-esteem scale means higher self-esteem). Multiple regression 1 also showed resilience significantly predicted self-esteem levels ($\beta = -.478$, $p < .001$), as did multiple regression 2 ($\beta = -.654$, $p .011$). These results indicate that participants with higher resilience reported higher self-esteem. This is consistent with previous literature, where one study revealed that some women who experience sexist events may attribute sexist events to merely discrimination, which may protect their self-esteem. They suggest that this attribution could be due to discrimination may suggest higher levels of resilience in such women (Fischer & Holz, 2007). Further research suggests that there might be a mutual relationship between resilience and self-esteem, where higher resilience promotes higher self-esteem and

vice versa (Liu et al., 2021). Further findings highlight the positive outcomes associated with higher levels of resilience, including better overall well-being and self-esteem (Baumeister et al., 2003; Kuster et al., 2013; Mann, 2004; Orth & Robins, 2022). The findings from this study adds to the literature of the relationship between resilience and self-esteem. The results support our third hypothesis.

Hypothesis 4

Hypothesis 4 proposed that resilience would act as a moderator in the relationship between sexism and self-esteem. However, the multiple regression analysis' including the interaction term between sexism and resilience was not significant ($\beta = 0.219$, $p = 0.463$). Also, when controlling for resilience in the partial correlation there was no significant relationship found ($p=.088$). This suggests that resilience may not act as a moderator between sexism and self-esteem as proposed and as found in wider literature with other variables, where resilience acted as a moderator between chronic stress (Palm-Fischbacher & Ehlert, 2014) and further where resilience acted as a moderator between chronic stress and psychological health (Garcia-izquierdo et al.,2017). Instead, resilience appears to have a direct effect on self-esteem, suggesting that it may act as a mediator in the relationship between sexism and self-esteem as seen in the multiple regressions where when resilience is involved as a factor with sexism and self-esteem. This finding is in line with previous research which suggested that building resilience assisted women in further developing their self-esteem (Singh et al., 2013) and a further study which suggested resilience had a mediating effect and buffered the effects of sexually oppressive experiences on self-internalisation (Szymanski & Feltman, 2014). Resilience could explain how sexism affects self-esteem by influencing individuals' coping strategies and psychological responses to sexist experiences. Women who develop higher levels of resilience may be better able to

cope with and transcend the negative effects of sexism on their self-esteem. The results of this model do not support our fourth hypothesis.

Overall, for hypothesis 1, 2, and 3 we reject the null hypothesis. For hypothesis 4, we accept the null hypothesis. The current study aimed to contribute to the literature by exploring the predictive effects of sexism on self-esteem and resilience, as well as investigating the potential moderating role of resilience. The study's significance lies in its contribution to understanding the complex relationship between sexism, self-esteem, and resilience. Although one's resilience and self-esteem may be affected by multiple different genetic, environmental, social, and family aspects (Southwick et al., 2016), the study provided quantitative evidence potentially supporting the literature's claims about the detrimental impact of sexism on women's self-esteem and resilience (DeBlaere & Bertsch, 2013; Landrine et al., 1995; Watson et al., 2016). Overall, the study highlights the importance of addressing gender inequality and sexism to aid women's empowerment and overall well-being (Beck et al., 2021; Scheer et al., 2022). Further, the study emphasises the potential protective factor of resilience in the face of sexist experiences (Goyal et al., 2021; Lehavot et al., 2019; McGee & Bentley, 2017). Although resilience did not act as a moderator, findings suggest that Women who possess higher levels of resilience may be better equipped to cope with and overcome the adverse effects of sexism on their self-esteem (Singh et al., 2013; Szymanski & Feltman, 2014). Which further highlights the need to promote resilience-building interventions for women.

Overall, the research adds to the body of knowledge on sexism and its effects on self-esteem and resilience in women (Gregory, 2023; Heise et al., 2019; Kim & Park, 2018; Moradi & Subich, 2002; Scheer et al., 2022). The research improves our understanding of the difficulties women face in patriarchal societies and emphasises the significance of building a more inclusive and equitable world for all genders by illuminating the connections between

sexism, self-esteem, and resilience (European institute for gender equality, 2022; World Economic Forum, 2023). It also provides a framework for future research that may help direct programs and laws intended to empower women and abolish gender inequity.

Strengths and Limitations

The comprehensive review of relevant studies ensures that the research is well-grounded and builds upon the existing knowledge in the field. Findings were well related to the literature review. Further, the study's emphasis on resilience as a potential moderating factor between sexism and self-esteem fills a notable gap in the literature. Even though findings for hypothesis four were not sound, there was evidence that resilience may act as a mediator which can buffer the negative effects of sexist experiences on self-esteem. There were also valuable Implications for Interventions. The study's findings have practical implications for interventions and policies aimed at supporting women facing sexist experiences. The identification of resilience as a protective factor suggests the potential for resilience-building programs to empower women and promote their mental well-being. These are all strengths of the study.

Many limitations were present in this study. Firstly, because of the cross-sectional form of the study, causal connections between variables cannot be established. Stronger evidence of causation and a better understanding of the temporal links between sexism, self-esteem, and resilience would come from longitudinal or experimental designs (Creswell, 2014). However, factors associated with self-esteem and resilience are complex and causality may not be necessary in order to advocate for changes in sexist systems and standards that may improve one overall well-being.

Also, self-report measures could potentially have drawbacks because they are prone to response biases and might not accurately reflect the complexity of participants' experiences.

The validity of the results may be improved by the introduction of additional objective metrics or mixed methods approaches (Rosenman et al., 2011).

Further, the studies smaller sample size of 107 and the convenience sampling strategy used to collect participants during recruitment is one potential study drawback. This may have affected how generalisable the results are. Also, because white women (97.2%) were overrepresented in the study, convenience sampling may have resulted in selection bias (Babbie, 2016). This may have reduced the study's external validity, making it difficult to apply the findings to all women. Future studies may think about using random sample procedures to strengthen the findings' external validity and increase their representativeness. Further, the findings were not generalisable to the gender label of “feminine presenting person” as only 3 participants identified as such. For further research, random sampling ensures every member of the target population has an equal chance of being chosen for the study by random sampling, which minimizes selection bias and increases the generalizability of the findings (Creswell, 2014). A wider representation of all women's experiences with sexism can also be ensured by using a wider variety of recruitment channels and reaching out to diverse populations (Babbie, 2016). The scale used to measure sexism only included “lifetime” events and some questions were removed for convenience and ethical reasons (see materials section). This could also affect the results.

Further, while the study examines the relationship between sexism, self-esteem and resilience, there was a lack of control for other potential relevant variables which may affect these outcomes such as social support, cultural influences, socio economic status, race, sexual orientation (Cohen & Wills, 1985; Crenshaw, 1991; Lehavot et al., 2019; Masten et al., 1999; Matsumoto & Juang, 2013) Controlling for these variables could lead to a more comprehensive and accurate understanding of the complex dynamics between the variables. Lastly, the study's assessment of resilience may be limited by the choice of the resilience

scale. A larger assessment of resilience factors could provide a more comprehensive insight into the role of resilience in buffering the effects of sexism.

Conclusion

This study expanded the current understanding of the effects of sexism on self-esteem and resilience, and how resilience may affect the outcome of the relationship between variables. In relation to previous research, the study supports findings which suggest sexism may have a negative impact on women's self-esteem and, and further adds to the sparse conflicting findings on the effects of sexism on women's resilience. Further, the findings highlight how resilience levels may impact one's self-esteem levels, which shows the importance of high resilience. The current study adds to the sparse existing literature by testing resilience as a moderator between the effects of sexism on self-esteem, with findings suggesting it may not. However, the current study warrants further research on the possible effect of resilience as a mediator between sexism and self-esteem, which may buffer the effects of sexism on one's self-esteem. The findings highlight the importance of dismantling sexist systems and discouraging sexist stereotypes, roles, bias, attitudes, and actions and highlights the importance of the creation of preventative measures and possible interventions which may help women to build up their resilience and self-esteem. Further research is essential to fully understand the impact of sexism on a range of different women and how we can dampen the effects.

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APPENDICES

Appendix 1

Participant information sheet

Hello!

You are invited to take part in a research study. Before deciding to take part, I would advise you to read this document which will present to you all relevant information on the study, why it is taking place and what it involves for you. If you need any further information, please feel free to contact me or my supervisor at the [contact information below](#).

What is this study about?

I am a final-year student studying BA in Psychology at the National College of Ireland. As part of our degree, we must carry out a final-year research project. My study focus is on sexism and its relation to women's self-esteem and levels of resilience.

My project is being supervised by Dr Gerard Loughnane.

Involvement:

Suppose you choose to take part in this study. In that case, you will be asked to complete an online questionnaire which measures your experience with lifetime sexist events, self-esteem, and resilience levels. This survey will take approx. 10 minutes to complete. These questions will ask about your experience with sexism, gender discrimination, and unwanted sexist experiences, you will also be asked questions relating to your resilience and self-esteem. This may cause slightly uncomfortable feelings or memories, please be advised you do not have to continue if you find any questions uncomfortable and you can withdraw your consent by stopping the survey at any time. You will be given a list of relevant help services at the end of the questionnaire if necessary.

who can take part?

You can take part in this study if you identify as a woman or feminine presenting person, aged over 18 years old, you should not take part in this study if you identify as a man or masculine-presenting person, or anyone under the age of 18.

Do I have to participate?

Participation in this research is fully voluntary and the decision to take part is yours. If you do not take part there will be no consequences, and if you do take part, you can withdraw your consent at any point during the survey.

Confidentiality:

The surveys will be anonymous, so personal data will not be collected (e.g., Name, email, IP address) and your responses will be stored under an ID number, this means when you submit the survey you cannot withdraw your consent to your data as it will be non-identifiable. The results may be available to view by the public but again will contain no identifiable data from anyone.

What will happen with the results of the study?

The results from this survey will be presented in my final year project dissertation and will be submitted to the National College of Ireland. As stated, will be available to view to the public, and results may also be presented at conferences or submitted to public journals.

Further information:

If you require further information, please feel free to contact me at x19507869@student.ncirl.ie or my supervisor at gerard.loughnane@ncirl.ie

Appendix 2

Consent form

Please read the consent form below

- I confirm that have read the participant's information leaflet which informed me of the nature of the study.
- Research is Being conducted by Shauna Murphy Brien, a final year student in BA Psychology at the National College of Ireland, where the study has been approved by the Ethics Committee.
- The study aims to examine the effects of sexism on women's self-esteem and resilience.
- I understand the research will involve questions about my experience with sexism, self-esteem and resilience, and these questions may cause slight discomfort while recalling some events.
- I have the right to end the survey at any point and withdraw my consent before or during the survey.
- Once the survey is submitted, it will be anonymous I can't withdraw my data.
- I understand my data will be collected anonymously through this google forms survey and I will not be asked any questions which could identify me, my data will be stored under a number ID on a password-protected file on the researcher's computer.
- I understand my anonymous data will be used for research purposes and this research will be submitted to the National College of Ireland, presented in a final year dissertation, and may be used in conferences or published in public journals.
- I am voluntarily participating in this research without coercion or persuasion
- I am a woman or feminine presenting person over the age of 18.
- NOTE: If you do not consent, please exit. You cannot continue with the survey if you do not agree.

By ticking "I Consent" you are agreeing that understand the information on what this study involves, and you are consenting to participate freely

I consent.

Appendix 3

Demographics

Age in years

Gender

Woman

Feminine presenting person

Race (for example Black, White, Asian etc.)

Appendix 4

Schedule of Sexist Events scale (modified)

Please think carefully about your life as you answer the questions below. For each question, answer on average how many times in your **entire life** has an experience happened. Mark your answers on the scales provided using these rules:

Response anchors:

- 1 = NEVER HAPPENED
- 2 = happened ONCE IN A WHILE (less than 10% of the time)
- 3 = happened SOMETIMES (10 - 25% of the time)
- 4 = happened A LOT (26 - 49% of the time)
- 5 = happened MOST OF THE TIME (50- 70% of the time)
- 6 = happened ALMOST ALL OF THE TIME (more than 70%)

- 1- How many times in your entire life have you been treated unfairly by teachers or professors because you are a woman?
- 2- How many times have you been treated unfairly by your employer, boss, or supervisor because you are a woman?
- 3- How many times have you been treated unfairly by your co-workers, fellow students, or colleagues because you are a woman?
- 4- How many times have you been treated unfairly by people in service jobs (by store assistants, waiters, waitresses, bartenders, bank tellers, mechanics, or others) because you are a woman?
- 5- How many times have you been treated unfairly by strangers because you are a woman?
- 6- How many times have you been treated unfairly by people in helping jobs (by doctors, nurses, psychiatrists, case workers, dentists, school counsellors, therapists,

paediatricians, school principals, gynaecologists, and others) because you are a woman?

7- How many times have you been treated unfairly by neighbours because you are a woman?

8- How many times have you been treated unfairly by your boyfriend, husband, or other important men in your life because you are a woman?

9- How many times where you denied a raise, promotion, tenure, a good assignment, a job, or other such things at work that you deserved because you are a woman?

10- How many times have you been treated unfairly by your family because you are a woman?

11- How many times have people made inappropriate or unwanted sexual advances towards you because you are a woman?

12- How many times have people failed to show you the respect you deserve because you are a woman?

13- How many times have you wanted to tell someone off for being sexist?

14- How many times have you been really angry about something sexist that was done to you?

15- How many times where you forced to take drastic steps (such as filing a grievance, filing a lawsuit, quitting your job, moving away, or other actions) to deal with some sexist thing that was done to you?

16- How many times have you gotten into an argument or a fight about something sexist that was said or done to you or somebody else?

17- How many times have you heard people make sexist jokes or degrading sexual jokes?

Appendix 5

Rosenberg's Self-esteem questionnaire (modified)

Below are a list of statements dealing with general feelings about yourself. Please indicate how strongly you agree or disagree with each statement

Response anchors

- 1- Strongly agree
- 2- Agree
- 3- Disagree
- 4- Strongly disagree

Items

1. on the whole, I am satisfied with myself.
2. At times I think I am no good at all.
3. I feel that I have a number of good qualities.
4. I am able to do things as well as most other people.
5. I feel I do not have much to be proud of.
6. I certainly feel useless at times.
7. I feel that I'm a person of worth, at least on an equal plane with others.
8. I wish I could have more respect for myself.
9. all in all, I am inclined to feel that I am a failure.
10. I take a positive attitude towards myself

Appendix 6

Brief resilience scale

Response anchors

please rate your answers from 1-5

- 1 - strongly disagree
- 2 - disagree
- 3 - neutral
- 4 - agree
- 5 - strongly agree

Items

- 1. I tend to bounce back quickly after hard times**
- 2. I have a hard time making it through stressful events**
- 3. It does not take me long to recover from a stressful event**
- 4. It is hard for me to snap back when something bad happens**
- 5. I usually come through difficult times with little trouble**
- 6. I tend to take a long time to get over setbacks in my life**

Appendix 7

Debrief sheet.

This research's aim is to investigate whether there is a relationship between the number of sexist events a woman encounters, and her levels of resilience and self-esteem, and if more instances with sexism are associated with lower self-esteem and higher resilience in women, or if resilience moderates the role of sexism and self-esteem. I hypothesise that high self-reported sexist events will be associated with lower levels of reported self-esteem and low levels of resilience, or higher sexism is associated with higher resilience and higher self-esteem. Your participation as a woman will give us data on this subject from your subjective experiences with sexism, resilience, and self-esteem.

I would like to take this time to thank you to your contribution to this important research.

All your data is collected anonymously through this google form, and your data will be stored under an ID number. Your full confidentiality will be kept as your name, or any other indefinable data is not required in the completion of the survey.

You have the right to withdraw your consent to participate at any time before or, during the study. Once you submit the survey your data will be anonymous under a number ID meaning we cannot delete your data as it will be 100% anonymous and we won't know which data is yours. If you wish to receive feedback from the group study and results please contact me, the researcher – Shauna Murphy Brien – at x19507869@student.ncirl.ie

Any complaints or issues can also be made to me at this email x19507869@student.ncirl.ie, or to my researcher Dr Gerard Loughnane at gerard.loughnane@ncirl.ie

In the event that any of the questions made you feel psychologically stressed, below are some links you may find useful.

Dublin rape crisis centre - sexual assault and rape resource

<https://www.drcc.ie/services/helpline/>

HSE national counselling services-

<https://www.hse.ie/eng/services/list/4/mental-health-services/national-counselling-service/>

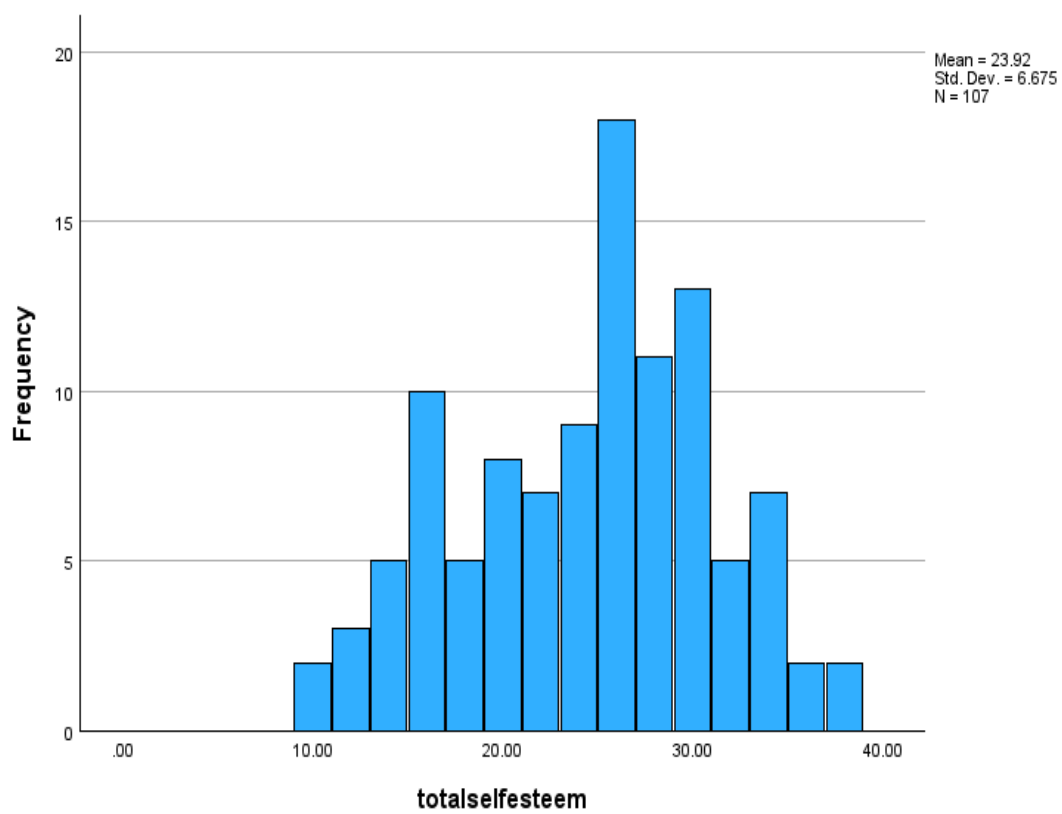
Samaritans emotional support for those in emotional distress, or struggling to cope - <https://www.samaritans.org/ireland/samaritans-ireland/>

Womens aid – domestic violence service <https://www.womensaid.ie/> // 1800 341 900

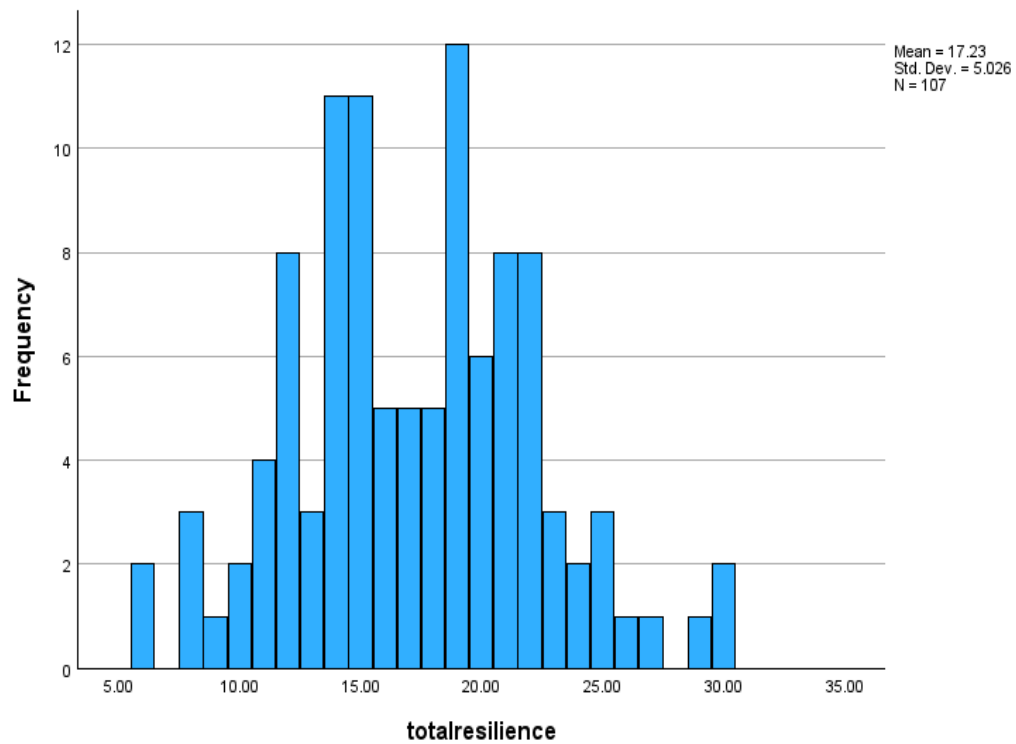
Safe Ireland – where to find safety for women and children <https://www.safeireland.ie/get-help/where-to-find-help/>

Appendix 8

Histogram for self esteem



Histogram for resilience



Histogram for sexism

