

IAMS Paper Proposal  
November 15, 2019

Paper Proposal, Gender and Mission study group

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Paper Title: Moving towards equality: Understanding gender bias barriers against women missionaries

It is well documented that women in leadership positions face a multitude of obstacles merely due to the fact that they are women (Ibarra, Ely, & Kolb, 2013). Women in mission work are no exception (Diehl & Dzubinski, 2016; Dzubinski, 2016). Recent scholarship has evolved from exploring deliberate prejudice to examining subtle types of gender discrimination (Jones, Peddie, Gilrane, King, & Gray, 2016; Meyerson & Fletcher, 2003). Despite much attention to issues of gender bias, no studies to date have attempted to create and validate a mechanism for quantitatively capturing women's lived experiences with the wide range of gender bias barriers. Therefore, the purpose of this quantitative study was to create a validated instrument which can be used to assess the degree to which gender bias affects women leaders in a range of industries. The scale was sent to women leaders in higher education, mission agencies, medicine, and healthcare. Answers to open-ended questions regarding additional experiences with bias were also collected. Results from both exploratory and confirmatory factor analysis of the 1606 completed surveys supported a factor structure consisting of 6 higher-order and 15 lower-order factors of subtle gender bias. The open-ended survey questions revealed examples of how specific aspects of bias manifested for the women. This paper presents the findings and shows how mission women's experiences compare to women in other industries.

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- Dzubinski, L. M. (2016). Portrayal vs. practice: Contemporary women's contributions to Christian mission. *Missiology: An International Review*, 44(1), 78-94. doi:10.1177/0091829615619378
- Ibarra, H., Ely, R. J., & Kolb, D. M. (2013). Women rising: The unseen barriers. *Harvard Business Review*, 61-66. Retrieved from <http://hbr.org/2013/09/women-rising-the-unseen-barriers/ar/1>
- Jones, K. P., Peddie, C. I., Gilrane, V. L., King, E. B., & Gray, A. L. (2016). Not so subtle: A meta-analytic investigation of the correlated of subtle and overt discrimination. *Journal of Management*, 42(6), 1588-1633.
- Meyerson, D. E., & Fletcher, J. K. (2003). A modest manifesto for the shattering the glass ceiling. In R. J. Ely, E. G. Foldy, & M. A. Scully (Eds.), *Reader in gender, work, and organization* (pp. 230-241). Malden, MA: Blackwell.