**Equity Demystified: Ageism, Asian & Benevolent Sexism**

**Episode 5**

Lisa Rodiriguez:

Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series, we're calling Equity Demystified. I am the Assistant Director of Professional and Organizational Development, as well as the Project Lead for the Title V grant, creating an equity minded campus culture to improve student outcomes here at Mt. SAC. I will introduce three terms alphabetically in each mini episode, to keep you equipped with an up-to-date vocabulary to better navigate the diverse intersections of our students and each other.

Lisa Rodiriguez:

Hi, this is Lisa Rodriguez, your host of this Magic Mountie bonus series we're calling, Equity Demystified. We will be sharing terms from the Equity Fluent Leaders' Glossary that the UC Berkeley Haas School of Business shared as an open resource. You can follow along if you'd like, by accessing the website, which we will include in the show's notes for you. Today, I'm sharing three definitions with you. They are Asian, assimilation and benevolent sexism.

Lisa Rodiriguez:

Let's begin. Asian, a person having origins and any of the original peoples of the far East, Southeast Asia or the Indian sub-continent, including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine islands, Thailand and Vietnam. It includes Asian Indian, Chinese, Filipino, Korean, Japanese, Vietnamese, and other Asian. Assimilation. The process whereby a group gradually adopts the characteristics, customs and attitudes of the prevailing or dominant culture.

Lisa Rodiriguez:

Benevolent sexism. Sexism that is less obvious. It involves overall positive views of women, so long as they occupy traditional feminine roles and characterizes women as weak and needing protection, support and adoration. Organizational decision makers with more benevolently sexist attitudes are more likely to automatically associate men with high authority and women with low authority roles, and implicitly, stereotype men as agentic, and women as communal. Benevolent sexism, leading to discrimination from a desire to protect women, can take the form of overly protective attitudes towards women, shielding them from the challenges at work that would serve as growth opportunities and/or not providing honest feedback. For example, managers who have benevolent, but still sexist attitudes, are more likely to give more positive verbal feedback to women, than other manager’s give, but then give lower numeric evaluations to female employees.

Lisa Rodiriguez:

Thank you for listening, and we hope you feel a little more connected and informed today.

Speaker 2:

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