Methods Plan

March 22, 2023

Reminders…

- Annotated bibliography due tonight by midnight to em.k.maloney@duke.edu
- For Friday:
  - Entry in the shared google doc about the reading
  - On the long side – focus on:
    - THEORETICAL FRAMEWORK (pp 750-759)
    - DISCUSSION (pp 778-784)
- Methods plan (introducing today) will be due on March 31
  - No class this day
  - Both Prof. Smith-Lovin and Em will be at a conference on March 30-31, so we won't be able to answer many questions the day(s) before

Methods Plan Assignment

Final research question

Independent variable

- Concept
- ACT operationalization (identities and behaviors)

Dependent variable

- Concept
- ACT outcome

Simulation table

Example – Deflection Outcome

- Final research question:
  - How does the cultural likelihood of experiencing sexual harassment at work differ between the U.S. and Germany?

Example – Deflection Outcome

- Final research question:
  - How does the cultural likelihood of experiencing sexual harassment at work differ between the U.S. and Germany?
- Independent variable:

- Dependent variable:

Example – Deflection Outcome

- Final research question:
  - How does the cultural likelihood of experiencing sexual harassment at work differ between the U.S. and Germany?
- Independent variable:
  - Cultural context
- Dependent variable:
  - Likelihood of experiencing sexual harassment

Example – Deflection Outcome

- Final research question:
  - How does the cultural likelihood of experiencing sexual harassment at work differ between the U.S. and Germany?
- Independent variable:
  - Cultural context
  - ACT translation –
    - Choosing the same identities from the two dictionaries
- Dependent variable:
  - Likelihood of experiencing sexual harassment
  - ACT translation –
    - Deflection

Example – Deflection Outcome

- How does the cultural likelihood of experiencing sexual harassment at work differ between the U.S. and Germany?

- Independent variable: Cultural context / Dictionaries

- Dependent variable: Likelihood / Deflection

- Now we need to choose identities and behaviors to capture the experience of sexual harassment adequately

How to choose identities and behaviors?

- Prior research:
  - Quantitative work
    - what survey questions were asked to measure the experience of sexual harassment
    - Sexual Experiences Questionnaire-Workplace (SEQ-W)
    - https://emerge.ucsd.edu/r_2aqwf6qmm0664uq/
  - Qualitative work
    - how have people described experiences of sexual harassment
- What's available in the dictionary
  - https://emkmaloney.shinyapps.io/dictionary_search/

Example – Deflection Outcome

- Which **identities** will you use to operationalize your independent variable?

- General workplace identities:
  - Boss
  - Employee
- From the U.S. 2015 and Germany 2007 dictionaries

Example – Deflection Outcome

- Which **behaviors** will you use to operationalize your independent variable?

- To operationalize the experience of sexual harassment I will use the behaviors:
  - Harass
  - Flirt_with
  - Stare_at

- In order to both capture the possible opposing perspectives of the victim and the perpetrator of sexual harassment.

- I drew these behaviors from the SEQ-W

Example – Deflection Outcome

- Which ACT outcome will you use to measure your dependent variable (deflection, emotions (consequent or characteristic), or expected behavior (optimal behavior or the predicted behavior following an interaction)?

- Deflection, because I am interested in likelihood of the experience.

Final Simulation Table

ACT Dictionary	Actor	Behavior	Object	Outcome of interest
U.S. 2015	Boss	Harass	Employee	Deflection
U.S. 2015	Boss	Flirt_with	Employee	Deflection
U.S. 2015	Boss	Stare_at	Employee	Deflection
Germany 2007	Boss	Harass	Employee	Deflection
Germany 2007	Boss	Flirt_with	Employee	Deflection
Germany 2007	Boss	Stare_at	Employee	Deflection

Example – Emotions Outcome

- What are the mental health consequences for experiencing racial microaggressions across different industries?

- Independent Variable:

- Dependent Variable:

Example – Emotions Outcome

- What are the mental health consequences for experiencing racial microaggressions across different industries?

- Independent Variable:
  - Industry

- Dependent Variable:
  - Mental Health

Example – Emotions Outcome

- What are the mental health consequences for experiencing racial microaggressions across different industries?

- Independent Variable:
  - Industry
  - ACT Translation – occupational identities from different industries

- Dependent Variable:
  - Mental Health
  - ACT Translation – predicted emotions following an interaction

Example – Emotions Outcome

- Which identities will you use to operationalize your independent variable?

- I am particularly interested in different professional industries:
  - Healthcare, Legal, and Technical/STEM
  - To keep them at about the same hierarchical level, I chose:
  - Doctor
  - Engineer
  - Lawyer
- To capture the racial dimension of the microaggressions, I will modify the the race of the object: I will add the modifier black to the object identity.

Example – Emotions outcome

- Which behaviors will you use to operationalize your independent variable?

- Drew from After Pierce and Sue: A Revised Racial Microaggressions Taxonomy
  - Assumptions about intelligence, competence, or status subgroup
- To capture the varying dimensions of experiencing racial microaggressions, I will use the behaviors:
  - Undermine
  - Patronize
  - Devalue

Example – Emotions Outcome

- Which ACT outcome will you use to measure your dependent variable (deflection, emotions (consequent or characteristic), or expected behavior (optimal behavior or the predicted behavior following an interaction)?

- I will be using the consequent emotions following the interaction.

Example – Emotions Outcome

ACT Dictionary	Actor	Behavior	Object Modifier	Object	Outcome of interest
U.S. 2015	Lawyer	Undermine	Black	Lawyer	Object Emotions
U.S. 2015	Lawyer	Patronize	Black	Lawyer	Object Emotions
U.S. 2015	Lawyer	Devalue	Black	Lawyer	Object Emotions
U.S. 2015	Doctor	Undermine	Black	Doctor	Object Emotions
U.S. 2015	Doctor	Patronize	Black	Doctor	Object Emotions
U.S. 2015	Doctor	Devalue	Black	Doctor	Object Emotions
U.S. 2015	Engineer	Undermine	Black	Engineer	Object Emotions
U.S. 2015	Engineer	Patronize	Black	Engineer	Object Emotions
U.S. 2015	Engineer	Devalue	Black	Engineer	Object Emotions

Let's get started!