

THE PENNSYLVANIA STATE UNIVERSITY
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DEPARTMENT OF PSYCHOLOGY

TRANS MEN AND MASCULINITY THREAT

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ABSTRACT

Transgender men experience both the societal risks of being a trans person and the societal pressures placed on men to adhere to gendered expectations. The goal of this study is to examine the possibility that trans men who experience masculinity threat will engage in behavior to counteract, hide, and/or suppress emotions more than will cis men. To test this hypothesis, 49 trans men and 40 cis men participated in a between-subjects design in which participants were randomly assigned to have their gender either threatened or affirmed by receiving false scores on a gender knowledge test. Then participants completed self-report ratings of their conformity to masculine norms, public discomfort, and anger about their scores. I expected to find that trans men respond to masculinity threat by conforming to masculine norms more than cis men, and report feeling more public discomfort when threatened than cis men, but less anger than cis men. These hypotheses reflected the trans men's desire to perform masculinity in an acceptable way, and a fear of the ramifications of failing to do so. Results showed significant main effects of masculinity (threat vs. affirm) for both anger and public discomfort, but no significant main effect of gender and no significant interaction for any dependent measure. Discussion considers the similarity of trans and cis men's conformity to masculine norms, public discomfort, and anger about their scores and future directions for research, including a similar study including geographic location and cultural backgrounds.

TABLE OF CONTENTS

LIST OF FIGURES	iii
LIST OF TABLES	iv
ACKNOWLEDGEMENTS	v
Introduction.....	1
Hypotheses	7
Methods.....	8
Participants.....	8
Design, Materials, and Procedure	9
Results and Data Analyses.....	10
Discussion.....	13
Appendix A Gender Knowledge Test.....	16
Appendix B Conformity to Masculine Norms Inventory, Public Discomfort Scale, Anger Scale.....	25
Appendix C Debriefing Form	40
BIBLIOGRAPHY.....	41

LIST OF TABLES

Table 1 Means and standard deviations for Anger, Public Discomfort, and Conformity to Masculine Norms.	10
Table 2 Pearson Correlation Table for All Measured Variables	12

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Introduction

The purpose of this study is to investigate the effects of masculinity threats on transgender and cisgender men. Existing research in the area of masculinity threats has used cisgender men as participants, but has not compared trans and cis men. The proposed study includes these populations to observe whether or not a transgender identity causes different reactions because of additional pressure that may be experienced due to societal expectations and.

While the transgender community is slowly gaining visibility, there is still a lack of understanding within society at large of the lived experience of those who identify as transgender (or “trans”) –who were assigned a certain gender identity at birth, but now identify as a different gender. Society assumes that people are cisgender, meaning they still identify as the gender they were assigned at birth, which causes the lack of understanding that can expose trans individuals to hostility and even danger. According to the 2012 National Center for Transgender Equality Survey, 41% of survey respondents attempted suicide, as compared to 1.6% of the general population. For the trans men (those who transition from female to male, also called “FtM”) population, there are both expectations associated with being a man in our society, and the above-mentioned challenges involving mental health and safety. These unspoken pressures may force trans men to more strictly adhere to societal gender expectations. The inherent social pressure of gender roles may operate even more intensely on trans men than on cis men as they navigate their transitions. This research aims to investigate the above-mentioned influence of

societal roles by examining the emotions reported by trans and cis men after having their sense of masculinity either threatened or affirmed.

Transgender men commonly experience “gender dysphoria,” or the feeling that their physical body does not represent their mental self-image (Atkinson & Russell, 2015). Gender dysphoria causes distress. Options to cope with this are evolving, including wearing a binder, which flattens the chest, a packer, which is placed beneath the underwear and simulates the male genitalia, or undergoing hormonal or surgical treatments. Research has shown that hormone treatments can be helpful for mental health; for instance, after three months on testosterone, trans men exhibit higher psychological functioning and less depression, and score within the normative range of psychological functioning (Keo-Meier et al, 2015). While these are some ways to help cope with gender dysphoria, identifying as transgender may also cause distress due to social behavior and responses to normative gender roles. This distress may cause trans men to exaggerate masculine behaviors and to feel more upset by having their masculinity threatened or questioned.

An important focus of gender theorist Judith Butler’s writings include how one’s gender expression is portrayed to the world, and how these expectations are created and enforced by society (Butler, 1988). In an essay entitled “Performative Acts and Gender Constitution: An Essay in Phenomenology and Feminist Theory,” she posits the following:

One is compelled to live in a world in which genders constitute univocal signifiers, in which gender is stabilized, polarized, rendered discrete and intractable. In effect, gender is made to comply with a model of truth and falsity which not only contradicts its own performative fluidity, but serves a social policy of gender regulation

and control. Performing one's gender wrong initiates a set of punishments both obvious and indirect... (Butler, 1988)

Butler describes how our society places pressure on “performing gender” in a way that is deemed acceptable by those around us. This may affect people of all gender identities, but the punishments Butler mentions may be clearer to trans individuals because their ability to perform in an acceptable way is linked to their safety and identity affirmation. They may feel pressure to perform their gender in a way that fits the norms. This, in turn, may affect their gender performance when threatened.

The negative effects of societal pressure on cisgender men are widely studied (e.g., Vandello & Bosson, 2008). These researchers investigated the continued effort necessary to prove manhood and how this effort can be taxing and anxiety-inducing, leading to exaggerated “manly” behaviors such as aggression and anger. The researchers intended to observe if men would act aggressively to restore their sense of manhood after experiencing masculinity threat: half the participants performed a stereotypically feminine hair-braiding task and the rest performed a gender-neutral rope-braiding task, and afterwards the men could choose to punch a punching bag or to complete a puzzle. They found, as hypothesized, that men assigned to the hair-braiding task selected the punching bag option more often, presumably in order to restore their feelings of manhood. In a follow-up study in which all the men completed the hair-braiding task, some were offered a chance to punch a pad and some were not. Those who were able to punch the pad reported less anxiety. These studies provide evidence that men use physical aggression to restore their manhood, and that masculinity threat is anxiety inducing.

Another approach to the study of masculinity threat includes using gender knowledge tests. Rudman and Fairchild (2004) created items to test both women’s and men’s knowledge of

stereotypically masculine or feminine subjects (e.g., football vs. toddlers and development skills) and then examined the results of giving people false scores to threaten their gender knowledge. They found that men who received scores that threatened their gender identity were more afraid of backlash, and those who received high scores on the test of the other gender were more likely to hide or lie about their results. Both participants who did and did not lie about their gender-deviant results felt low self-esteem as compared to those who received gender normative results. This study underscored how receiving knowledge that threatens one's gender knowledge can cause discomfort and negatively affect self-esteem. These studies of manhood utilize only cisgender men as participants, so it is also important to discuss studies relating to transgender men.

Many studies (e.g. Dahl, Vescio, and Weaver, 2015) have used Rudman and Fairchild's gender knowledge test. In the study by Dahl et al., men completed the gender knowledge test, and were randomly assigned to receive false scores that either placed them in the 37th percentile compared to other men at their university, or in the 83rd percentile. After receiving these scores, participants rated their public discomfort regarding their scores being published, their anger, and their social dominance. Men who experienced masculinity threat exhibited more public discomfort, anger, and social dominance. This supports the hypothesis that men care how others view their masculinity, and become angry when they believe their gender identity is in question, thus causing them to exaggerate behaviors that they feel will reconfirm their manhood.

In trans research, researchers have studied the emotional events that accompany a gender transition. In one study, the emotions and coping mechanisms used during a person's transition were investigated (Budge et al., 2013). Their procedure for recruiting participants involved reaching out to multiple LGBT centers that host transgender support groups, which is a good

way to ensure potential participants will receive the message. Additionally, the researchers attended the support groups to describe the study and form connections. The results of the study examined experiences in three phases: pretransition, during the transition, and posttransition. Within these phases, they found five dominant themes: descriptions of coping mechanisms, emotional hardship, lack of support, positive social support, and affirmative emotional experiences. While the majority of the participants were male-to-female (MTF) transgender, the study is still helpful in that it highlights the changes in emotional state over the course of a transition. This provides context in moving forward with the study of transgender individuals, knowing that they may be at any point in their transition.

Another study by Budge et al. focused on the emotional health needs of trans individuals (2013). Participants rated their transition on a 5-point scale from considering transitioning, to living full time with trans identity, which allows the participants to self-report how they are identifying. The study also used a variety of scales to assess mental health and coping mechanisms online. The results showed that social support helps buffer psychological health issues, but transgender people often use avoidant coping, which involves trying to prevent emotional responses by using mechanisms such as minimizing the problem, overeating or drinking. Additionally, the results showed that transgender men may have more support in transitioning because they are transitioning to the more societally powerful gender. This could lead to either higher self-esteem, or more self-consciousness about fulfilling that role. The men may feel pride and excitement to be a gender that with higher status in our society, but they also may feel stressed that they will not live up to the expectations that have been placed on men. This study is the first to examine transgender distress and coping mechanisms, and provides a look at how trans men cope using avoidant mechanisms.

These studies provide background information on the lives and struggles faced by trans men, and on the effects of masculinity threat on cisgender men. Cisgender men show more self-reported public discomfort and anger upon receiving masculinity threatening information, but no research has looked specifically at transgender men in this area. My proposed study aimed to compare the intersection of these two subjects: how the emotional aspects of being a trans man and feeling strong pressure to correctly perform masculinity would affect reported feelings about masculinity threats.

To gain information on how trans men react to societal pressures, the proposed study would be the first to observe the effects of masculinity threat on trans men. I used methods described in more detail below: participants took a gender knowledge test (Rudman & Fairchild, 2004), and were placed into either a “threat” or “affirm” group. The threat group received false scores placing them in the 37th percentile of other men their age, while the affirm group was told they placed in the 83rd percentile. I then evaluated the men’s reactions using three self-report dependent measures: a) a Conformity to Masculine Norms Inventory; b) self report regarding public discomfort; and c) self report regarding anger. I predicted that trans men in the threat group would conform to masculine norms and would report feeling intense public discomfort, but would not report feeling anger about their scores. This is because trans men may feel more vulnerable than cis men in this situation, because their identity places them in a potentially threatening situation if they are not perceived as masculine. This research could be helpful for any health professionals who work with trans individuals, for trans individuals themselves who may have these experiences in day-to-day life, and for future research. It could also help improve the mental health struggles trans men experience by validating their experiences of masculinity threat.

Hypotheses

Hypothesis 1: If trans men believe that having their masculinity threatened is also a threat to their gender identity and individual safety, then trans men who experience masculinity threat will report less anger about their score than cis men because they are more likely to feel uncomfortable than angry. Both trans and cis men will report little anger upon having their masculinity affirmed.

Hypothesis 2A: If trans men are concerned about their performance of masculine identity, then trans men who experience masculinity threat will report more discomfort than trans men in the non threat condition.

Hypothesis 2B: If cis men are less concerned than trans men with their performance of masculine identity because their gender presentation is less germane to their gender identity and safety, then cis men who experience masculinity threat will report lower levels of public discomfort than trans men in both the threat and affirm conditions.

Hypothesis 3: If trans men believe more strongly than cis men that conforming to masculine norms will display their masculine identity, they will report high levels of conformity to masculine norms in the threat condition. Both trans and cis men will report little conformity to masculine norms upon having their masculinity affirmed.

Methods

Participants

For this study, 49 transgender men and 40 cisgender men between the ages of 18 and 30 were recruited through an email distributed by various LGBTQA resource and community centers. The email included the following request: “I am looking for any men between the ages of 18 and 30 who identify as either cisgender or transgender to participate in a study being completed for research purposes about men’s dating behaviors. This research is occurring at Pennsylvania State University to fulfill requirements for the Schreyer Honors College. If you are interested, follow the link below,” with a link and contact information for the Principal Investigator. Although the study was not actually about dating, I believed a single-blind study led to the most honest responses. There were 168 total respondents, 95 of whom completed the full survey. Six of the 95 were dropped because they did not self-identify as a transgender or cisgender male.

To complete the survey, the participants followed the link provided in the email, which took them to a study hosted by Qualtrics, an online survey platform. This survey was approved by the Penn State Institutional Review Board. The study began by asking participants to read and indicate their comprehension of implied consent. Next, all participants were asked their age (18-30, $M = 24.17$), ethnicity, and gender identity to provide demographic information. Of the respondents, 6 trans men and no cis men were Latino/a or Hispanic 41 trans men and 37 cis men were White/Caucasian, 1 trans man and no cis men were Black/African American, 3 trans men and 6 cis men were Asian, and 5 trans men and 1 cis man chose Other. Participants were not asked to disclose any information about their transition (such as time since transitioning or usage

of any hormonal or surgical gender affirmation methods) because self-identification as a trans man was sufficient for purposes of this study.

Design, Materials, and Procedure

Following the demographic questions, participants completed a gender knowledge test (Appendix A) adapted from that of Rudman and Fairchild (2004). All received false scores intended to either affirm or threaten their sense of masculinity. The randomly assigned control, or “affirm,” group was told that they scored at the 83rd percentile for men in their age group, while the experimental, or “threat” group received scores at the 37th percentile. These percentiles were borrowed from Caswell et al.’s 2014 experiment which similarly created masculinity threat.

Immediately following the feedback on the gender knowledge test, participants filled out the Conformity to Masculine Norms Inventory (using a 4-point scale in which 0=strongly disagree and 3=strongly agree) to show how their threatened masculinity manifests in their understanding of masculine norms (Appendix B) (Mahalik et al., 2003). They also responded to questions about both public discomfort and anger adapted from Dahl, Vescio, and Weaver (2015). (Appendix B). To measure public discomfort, participants rated “When you think about your name and score being published, how ____ do you feel?” for eight possible emotions: anxious, nervous, defensive, depressed, calm, joyful, happy, and confident. They used a 7-point scale in which 1 means “not at all” and 7 means “a lot.” To measure anger, participants rated on a 9-point scale (1=not at all, 9=extremely) how strongly they felt about 10 emotions “at the particular moment.” Four emotions—angry, frustrated, hostile, and mad—are averaged to measure anger.

Results and Data Analyses

To analyze the results for this study, a 2 (gender: cis, trans) X 2 (masculinity: threat, affirm) analysis of variance (ANOVA) was used for each of the three dependent variables (anger about their score, public discomfort, and conformity to masculine norms). Table 1 shows the means and standard deviations for all conditions.

Table 1 Means and Standard Deviations for Anger, Public Discomfort, and Conformity to Masculine Norms.

	AFFIRM			THREAT		
	Trans	Cis	Overall	Trans	Cis	Overall
	N=27	N=16	N=43	N=22	N=24	N=46
Anger About Score	2.777 (.677)	2.875 (.827)	2.814 (.729)	3.459 (.787)	2.9522 (.842)	3.013 (.811)
Public Discomfort	3.148 (.928)	3.203 .833	3.169 (.884)	3.864 (1.123)	3.5000 (1.084)	3.674 (1.106)
Conformity to Masculine Norms	2.563 (.803)	2.967 (.867)	2.713 (.841)	2.537 (.978)	2.577 (.910)	2.558 (.933)

For anger at one's score, there was no significant main effect for gender, $F(1, 83)=1.45$, $p < .232$, $\eta^2 = .02$. There was a significant main effect found for masculinity, $F(1,83)=5.01$, $p < .028$, $\eta^2 = .06$. The interaction between gender identity and masculinity was not significant, $F(1, 83)$, $p < .078$, $\eta^2 = .04$.

In the public discomfort variable, there was no significant main effect for gender, $F(1, 85)= .50$, $p < .480$, $\eta^2 = .01$. There was a significant main effect for masculinity, $F(1, 85)=5.41$, $p < .022$, $\eta^2 = .06$. There was not a significant interaction $F(1, 85)=.92$, $p < .339$, $\eta^2 = .01$.

For the conformity to masculine norms variable, no significant results were found. There was not a significant main effect for gender, $F(1, 85)=1.34$, $p < .251$, $\eta^2 = .02$. There was not a significant main effect for masculinity, $F(1, 85)=1.17$, $p < .283$, $\eta^2 = .01$. There was no significant interaction, $F(1, 85)= .90$, $p < .347$, $\eta^2 = .01$.

In addition to the 2 X 2 ANOVA, I have included a table of correlations for all dependent measures separately for cis men and trans men (Table 2). For cisgender men, there was a significant correlation between anger and public discomfort ($r = 0.58$) and anger and conformity to masculine norms ($r = .034$), but not conformity to masculine norms and public discomfort ($r = 0.19$). For trans men there was a significant correlation between anger and public discomfort ($r = 0.56$), but not between anger and conformity to masculine norms ($r = 0.08$) or public discomfort and conformity to masculine norms ($r = 0.17$)

Table 2 Pearson Correlation Table for All Measured Variables

		Anger	Public Discomfort	Conformity to Masculine Norms
Cisgender Male	Anger	--	.58**	.34*
	Public Discomfort	--	--	.19
	Conformity to Masculine Norms	--	--	--
Trans Males	Anger	--	.56**	.08
	Public Discomfort	--	--	.17
	Conformity to Masculine Norms	--	--	--

** . Correlation is significant at the 0.01 level (2-tailed)

* . Correlation is significant at the 0.05 level (2-tailed)

Discussion

This study has implications for the lives and mental health of trans men living in a society that imposes a large amount of pressure on men to perform masculinity. The significant main effect of masculinity for both the anger and public discomfort scores shows that both cis and trans men feel negatively when their masculinity is threatened. Our society forces men to conform to certain norms and to display anger to avoid the discomfort of their gender identity being threatened.

While most previous studies have shown increased conformity, public discomfort, and anger in cisgender men, this study has implications specifically for trans men as well. While the results were not statistically significant, there was a change in trans men's anger when faced with masculinity threat ($M= 2.78$ in affirm condition and $M=3.46$ in the threat condition) and in public discomfort ($M=3.15$ in affirm condition and $M=3.86$ in the threat condition). In Table 2, the correlations show that anger is associated with public discomfort in both trans and cis men, but anger and conformity to masculine norms are only significantly correlated for cis men. Trans men's anger was not correlated with conformity to masculine norms, which might indicate that their public discomfort and anger overrode this. It is also possible that the norms mentioned in the survey, such as "success in his work has to be a man's central goal in life," might have been slightly outdated in our culture and that trans men do not feel that these are the best representations of masculinity. These results speak to the fear and pressure that trans men feel to correctly display their masculinity, and indicate that anger and public discomfort may be their immediate response when they feel they have failed.

This study was limited by a few factors. First, completing a study solely online restricts the participant pool to those who have access to the Internet. Additionally, the study may have

been limited by a non-representative sample of trans men. Because a trans identity may be kept secret for safety reasons, those who completed this survey may be those who feel more comfortable with themselves. Results may have been different with trans men who are not as open about their identity. The results may also have been affected if most of the trans men who completed the survey were at a point in their transition where they felt that their trans identity was not visible to others, or they “pass” as cisgender. These people may feel less discomfort because they feel safe. Further, there were 27 trans men considered for the threat condition and 16 cis men, which was a larger difference than in the affirm condition.

In terms of the survey itself, the Gender Knowledge Test may have elicited stronger responses if it had been more current. All questions came from Rudman & Fairchild’s test, which was first used in 2004. Due to this, some of the questions may not have seemed to participants like something they considered important or relevant. For instance, one question asked about baseball knowledge from 1970, and another asked about “Sex and the City,” which stopped airing new episodes in 2004. If the questions had been more up to date it may have created stronger reactions when participants were assigned to the threat or affirm group.

The generalizability of the study was limited by demographics. The majority of participants were white, so this study does not accurately represent the reactions of other ethnicities. Ideas of masculinity vary in different cultures. There was also no data collected about the participants’ location. If the majority of participants were from cities or college campuses, they may have had more liberal ideas of masculinity and gender roles than some other areas of the country. For instance, upon looking at the results of the Conformity to Masculine Norms Inventory, it is visible that mean scores for all conditions were fairly low. This could reflect a cultural shift away from some exaggerated displays of machismo, but it could also be because

many people living in more liberal areas adhere to less traditional gender roles. In a future study, comparing those from more conservative and liberal areas may shed light on the affect of political and social climates on ideas of masculinity.

This research can inform the discussion of expectations of men in our society. Understanding the pressure men may feel to perform their gender correctly can help start a discussion on how to allow room for more varied gender identities and expressions. Our world is defined by binaries, including the male and female binary, but these do not apply to all people. If trans men feel distress or anger when they feel they are not living up to expectations of manliness, as shown by the trends in the public discomfort and anger responses, they cannot live comfortable lives. Creating a society that allows people to break free of stereotypical gender molds will lead to healthier, happier people. Hopefully, this study can also inform future research on gender expression and gender identity.

Appendix A

Gender Knowledge Test

Anfernee Hardaway's nickname is...

- Penny (1)
- Doc (2)

A dime is what kind of play in football?

- Defensive (1)
- Offensive (2)

The name of the Carolina NHL team is?

- Thrashers (1)
- Hurricanes (2)

What team did Bob Gibson pitch for as a Cy Young winner in 1970?

- Cardinals (1)
- Yankees (2)

In 1982, who won the Super Bowl's MVP award?

- Joe Namath (1)
- Joe Montana (2)

A motorcycle engine turning at 8000 rpms generates an exhaust sound at?

- 4000 rpms (1)
- 8000 rpms (2)

To help an engine produce more power you should?

- Inject the fuel (1)
- Reduce displacement (2)

In nature, the best analogy for a spark plug is?

- Solar fire (1)
- Lightning (2)

Karate originated in martial arts developed in?

- Japan (1)
- China (2)

Soldiers in WWII often used what type of guns?

- Gatling (1)
- Tommy (2)

The groove inside the barrel of a revolver is?

- Spiraled (1)
- Smooth (2)

What is the compressed force behind BB guns?

- Gas (1)
- Air (2)

The first people to use primitive flamethrowers in battle were?

- Greeks (1)
- Turks (2)

The material used between bathroom tiles is called?

- Spackling (1)
- Grout (2)

If you need to replace the tank ball in a toilet, ask for a?

- Flapper (1)
- Ball cock (2)

The paste used for soldering joints is called?

- Gel (1)
- Flux (2)

When choosing insulation, the R-value should be?

- High (1)
- Low (2)

Hugh Hefner first published Playboy magazine in?

- 1963 (1)
- 1953 (2)

Arnold Schwarzenegger killed more people in which film?

- True Lies (1)
- Total Recall (2)

After shooting a deer, bear, elk, or turkey, you must attach a?

- Kill tag (1)
- ID tag (2)

When hunting, the legal amount of Hunter's Orange on your clothes is?

- 25% (1)
- 50% (2)

By Olympic rules, boxing gloves for all weight classes weigh?

- 12 ounces (1)
- 10 ounces (2)

When punching someone, you should aim your fist?

- a foot beyond optimal target (1)
- directly at target (2)

When punching someone, the majority of the force comes from...

- the speed of your fist (1)
- your upper arm and shoulder (2)

What's the best way to deflect a punch?

- use the forearm to block it (1)
- use the hand to catch it (2)

When ramming a car to disable it, you should aim for the...

- rear passenger's tire (1)
- front driver's tire (2)

You wear Manolo Blahniks on your...

- head (1)
- feet (2)

Botox temporarily erases wrinkles by...

- skin hydration (1)
- muscle paralysis (2)

The company first to develop hair coloring was...

- Clairol (1)
- L'Oreal (2)

The TV show "Sex in the City" popularized which drink?

- Cosmopolitan (1)
- Manhattan (2)

Children typically start to teethe when they are...

- over 1 year old (1)
- under 1 year old (2)

Toilet training should start around the age of...

- 36 months (1)
- 12 months (2)

Children should not be given which medication?

- Ibuprofen (1)
- Aspirin (2)

How many cups of water does it take to cook 1 cup of rice?

- 2 cups (1)
- 3 cups (2)

Leftovers can be safely kept at room temperature for up to...

- 4 hours (1)
- 2 hours (2)

If you don't have baking powder, you substitute baking soda plus...

- salt (1)
- cream of tartar (2)

A roux is best described as a...

- sauce (1)
- cake (2)

Compared to men, women need more...

- iron (1)
- zinc (2)

Which of these contains a natural mood enhancer?

- chocolate (1)
- caviar (2)

During pregnancy, morning sickness usually occurs in which trimester?

- second (1)
- first (2)

What was the first website devoted to women?

- Glamnet.com (1)
- Ivillage.com (2)

Who has written the most romance novels?

- Betty Hale Hyatt (1)
- Dame Barbara Cartland (2)

As the best friend of the bride-to-be, you are most obligated to...

- be the bridesmaid (1)
- host the shower (2)

What is the most common request from male sexual partners?

- share your sexual fantasies (1)
- put on sexy lingerie (2)

Exercises that improve a woman's sex life are called...

- Kegel's (1)
- Pilates (2)

If a party invitation reads "festive casual," you should wear...

- slacks and a blouse (1)
- cocktail dress (2)

According to The Rules, if you are in a long distance relationship, how many times should a man visit before you visit him?

- 3 times (1)
- 1 time (2)

According to The Fabulous Girl's Guide, if you've spent the night with a bad lover, in the morning you should...

- politely ask him to leave (1)
- feed him breakfast (2)

Articles about parenting are more likely to be found in which magazine?

- Cosmopolitan (1)
- Red Book (2)

Answer the following questions.

<p>It is essential for a man to always have the respect and admiration of everyone who knows him. (6)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>A man should never back down in the face of trouble. (7)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I always like a man who's totally sure of himself. (8)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<p>A man should always think everything out coolly and logically, and have rational reasons for everything he does. (9)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>A man should always try to project an air of confidence even if he really doesn't feel confident inside. (10)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<p>A man must stand on his own two feet and never depend on other people to help him do things. (11)</p> <p>When a man is feeling a little pain he should try not to let it show very much. (12)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<p>Nobody respects a man very much who frequently talks about his worries, fears, and problems.</p> <p>(13)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>A good motto for a man would be "When the going gets tough, the tough get going."</p> <p>(14)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<p>I think a young man should try to become physically tough, even if he's not big. (15)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Fists are sometimes the only way to get out of a bad situation. (16)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>A real man enjoys a bit of danger now and then. (17)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<p>It bothers me when a man does something that I consider "feminine." (20)</p> <p>A man whose hobbies are cooking, sewing, and going to the ballet probably wouldn't be my kind of guy. (21)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<p>It is a bit embarrassing for a man to have a job that is usually filled by a woman.</p> <p>(22)</p> <p>Unless he was really desperate, I would probably advise a man to keep looking rather than accept a job as a secretary.</p> <p>(23)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<p>If I heard about a man who was a hairdresser and a gourmet cook, I might wonder how masculine he was. (24)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I think it's extremely good for a boy to be taught how to cook, sew, clean the house, and take care of younger children. (25)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Appendix C

Debriefing Form

The purpose of this study was to examine how cisgender and transgender men respond to masculinity threats. This research used deception; participants were informed that they were participating in a study on men's dating behaviors, which was not the true purpose. Deception was used to ensure honest answers. To create masculinity threats, participants were randomly placed in either a group that received fictitious scores meant to affirm their masculine knowledge, or in a group meant to threaten their masculine knowledge. The researchers expect this to affect participants' responses to the questions that followed measuring anger, public discomfort, and conformity to masculine norms. If you have questions or concerns regarding this study, or would like a summary of the experimental findings at the completion of the study, you are encouraged to contact the primary investigators (listed below). If you feel that you would like to talk to someone about how this study has affected you personally, you may contact CAPS (Center for Counseling and Psychological Services) at 501 Student Health Center or by calling (814) 863-0395. If you have questions regarding your rights as a person in a research study you may contact the Office of Research Protections at (814) 865-1775. For non-Penn State students who would like to discuss how the study has affected you personally, the National Suicide Prevention Lifeline may be reached at 1 (800) 273-8255. Finally, thank you for your time and participation in our study. Your participation makes this research possible.

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Experience

Advocacy Intern | The DC Center for the LGBT Community — Washington, D.C. June 2015-August 2015

- Promote the health and well-being of LGBTQ youth through various projects
- Develop content to modernize the sex education system in DC and strengthen the alliances of LGBTQ students at numerous educational institutions through focus group research
- Moderate meetings with organizations including the Youth Working Group and Coming Out Group

Teaching Assistant | Introduction to Women's and Gender Studies — Penn State University January 2015-May 2015

- Provide classroom support by facilitating discussions and reviewing assignments

Office and Hospitality Operations Intern | Penn State LGBTQA Student Resource Center August 2014-May 2015

- Strategize operations for maximum cohesion and success of Penn State's LGBTQA community
- Develop and maintain informative new website — <http://studentaffairs.psu.edu/lgbtqa/campuses/>

Leadership

Content Director | State of State

- Oversee meetings and auditions with Penn State students, faculty, and administrators to select group of 15-20 speakers for spring conference
- Collaborate with personally chosen eight-member committee to ensure that speeches and sets are cohesive and create constructive dialogue surrounding major topics at Penn State

Student Concerns Chair | President's Commission on LGBT Equity

- Confer with fellow executive members, committee members, and Penn State LGBTQ student population to best serve needs of community
- Develop and present improvement plans to University President at annual meeting

Trombone Guide, Music Section Leader, Tuba Christmas Chair, PR Rep. | PSU Marching Blue Band

- Serve as liaison between band staff and trombone section on administrative and musical issues
- Plan a \$2000 budget and all logistics for 25 students to attend Tuba Christmas conference in NYC

Discussion Leader | Straight Talks

- Educate campus groups on LGBTQA+ issues by sharing personal story after 30+ hours of training
- Conduct bi-monthly discussions and Q&A sessions for groups of 25-100 Penn State students

Music Director, Production Staff | Penn State Thespians

- Supervise audition process and select pit orchestra of 15 musicians
- Direct rehearsals for two months in preparation for four performances