



# The Backlash against Women in the Workplace with Workshops on Coping with Bullying, Harassment, and Discrimination



Presented by IPA's Working Committee on Hate and Harassment

## 4.5 Continuing Education Credits

### Presenters

Alice Eagly, Ph.D.  
Dorainne Green, Ph.D.  
Robyn Mallett, Ph.D.  
Rayne Bozeman, M.A.

Friday, December 8, 2017  
9:00 AM to 4:15 PM

Illinois Psychological Association  
Building Conference Room  
67 East Madison Street 18<sup>th</sup> Floor  
Chicago, Illinois 60603  
312-372-7610 x201

Sponsored by:  
Illinois Psychological  
Association

# About the Workshop

Recent events are eliciting victims' awareness and memories of sexual harassment and other ill treatment by others. Clients often describe their experience of being subjected to bullying, harassment, and discrimination as part of their motivation for entering treatment. While the clinical literature does not tend to be nuanced about interventions in these situations, social psychologists have conducted research on the relative effectiveness of various strategies to counteract this treatment, both interpersonally and emotionally. This program includes a talk by an internationally known social psychologist who is an expert on the psychology of women and two workshops taught by social psychologists designed to review the literature on the topic and teach clinicians skills that they can communicate to their clients.

## Learning Objectives

After attending this program participants will be able to:

1. Identify at least two double standards or double binds experienced by women leaders.
2. List at least three ways in which women experience backlash for dominant behavior.
3. Articulate three strategies for responding to biased behavior.
4. Identify at least one way that individuals, particularly stigmatized individuals, can process discrimination in a manner that prevents negative psychological and physiological effects.
5. Identify three components of a decision tree that can be used to predict possible outcomes of responses to bullying, harassment, and discrimination

## THE PRESENTERS

**Alice Eagly, Ph.D.**, is an Emeritus Professor in Social Psychology at Northwestern University. At present she is the Heidi Fritz-Niggli Visiting Professor at the University of Zurich, Zurich Switzerland. The recipient of 27 national and international awards, including a honorary doctorate from Erasmus University, Rotterdam, the Netherlands, she is the author or co-author of 7 books, including The Psychology of Gender (2<sup>nd</sup> Ed.) (2004). In addition she is the author or co-author of 76 book chapters and 122 journal articles.

**Rayne Bozeman, M.A.**, is a social psychology doctoral candidate and the founder of E.D.G.E.: Enhancing Diversity in Graduate Education, at Loyola University Chicago. Her research focuses on understanding and promoting confrontations of racial bias. Rayne applies her research by serving as a diversity consultant and by integrating theories of prejudice reduction into her teaching.

**Doraine Green, Ph.D.**, is a Postdoctoral Fellow at the Center for Research on Race and Ethnicity in Society and a Visiting Assistant Professor in the Department of Psychological and Brain Sciences at Indiana University. She received her Ph.D. in Social Psychology from Northwestern University in 2016. Her research explores the pathways through which stigma-related stressors contribute to disparities in education and health between social advantaged and social disadvantaged individuals. A primary interest is the identification of strategies to

help stigmatized individuals manage the challenges of navigating diverse spaces, including those with the potential to expose them to stigma-related stressors.

**Kristin R. Krueger, Ph.D.**, is a Neuropsychologist in private practice in Elmhurst, Illinois, who is also an Adjunct Faculty at Rush University Medical Center. While she served a post-doctoral fellowship at the San Francisco VA Medical Center and in the Rush Alzheimer's Disease Center, she also worked at the South Texas Veterans Health Care System and in the Cook County Health Care System. However, her most important credential for her improv presentation is her participation in **the Therapy Players, an improv troupe made up of psychotherapists.**

**Robyn K. Mallett, Ph.D.**, is an Associate Professor of Psychology at Loyola University Chicago. She received her Ph.D. in Social Psychology from the Pennsylvania State University and completed a postdoctoral fellowship at the University of Virginia. Broadly her research investigates pathways to positive intergroup relations by examining the factors that inhibit and promote positive intergroup contact. More specifically, she is an expert on responding to perceived discrimination, including confronting biased behavior.

## Workshop Schedule

8:30 – 9:00 A.M.	Registration
9:00 – 10:30 A.M.	Alice Eagly, Ph.D.
10:30 – 10:45 A.M.	Coffee
10:45 – 11:45 A.M.	Improv Interlude – Kristin Krueger, Ph.D.
11:45 – 1:00 P.M.	Lunch on Your Own
1:00 – 2:30 P.M.	Dorainne Green, Ph.D.
2:45 – 4:15 P.M.	Robyn Mallett, Ph.D., and Rayne Bozeman, M.A.

## CONTINUING EDUCATION CREDITS

*The Backlash against Women in the Workplace with Workshops on Coping with Bullying, Harassment, and Discrimination* offers 4.5 hours of continuing education credits for psychologists and social workers. This workshop is sponsored by the Illinois Psychological Association. The Illinois Psychological Association is approved by the American Psychological Association to sponsor continuing education for psychologists. The Illinois Psychological Association maintains responsibility for this program and its content.

## CANCELLATION POLICY

No refunds will be offered for this workshop.

Grievances about the workshop may be addressed to the Illinois Psychological Association in writing to:

**Illinois Psychological Association  
67 East Madison Street Suite 1817  
Chicago, Illinois 60603**

## REFERENCES

Carli, L. L., & Eagly, A. H. (2016). Women face a labyrinth: An examination of metaphors for women leaders. *Gender in Management, 31*, 514-527.

Czopp, A. M., Monteith, M. J., & Mark, A. Y. (2006). Standing up for a change: Reducing bias through interpersonal confrontation. *Journal of Personality and Social Psychology, 90*(5), 784-803.

Koenig, A. M. & Eagly, A. H. (2014). Evidence for the social role theory of stereotype content: Observations of groups' roles shape stereotypes. *Journal of Personality and Social Psychology, 107*, 371-392.

Pascoe, E. A. & Smart Richman, L. (2009). Perceived discrimination and health: A meta-analytic review. *Psychological Bulletin, 135*(4), 531-554.

Smart Richman, L. S., & Leary, M. (2009). Reactions to discrimination, stigmatization, ostracism, and other forms of interpersonal rejection: A multi motive model. *Psychological Review, 116*, 365-383.

## LOCATION

### Illinois Psychological Association

*The Backlash against Women in the Workplace with Workshops on Coping with Bullying, Harassment, and Discrimination* will be held on Friday, December 8, 2017 from 9 AM to 4:15 PM at the Illinois Psychological Association Building conference room located on the 18<sup>th</sup> floor of 67 East Madison Street, Chicago, Illinois 60603. Although valet parking is available, attendees can also park in the Millennium Grant Park Garage. Public transportation is highly recommended.

The Illinois Psychological Association is committed to accessibility and non-discrimination in continuing education activities. Presenters and attendees are asked to be aware of the need for privacy and confidentiality during and after the program. Additionally, if a participant has special needs, she/he should contact Dr. Bernstein by November 20, 2017 at [alicebernstein@sbcglobal.net](mailto:alicebernstein@sbcglobal.net) to discuss what accommodations can be provided. All questions, concerns, or complaints should be directed to Ms. Karey (312-372-7610 x201 or [mkarey@illinoispsychology.org](mailto:mkarey@illinoispsychology.org)).

There is no commercial support for this program, nor are there any relationships between the CE sponsor, presenting organization, presenter, program content, research, grants, or other funding that could reasonably be construed as conflicts of interest. During the program the speakers will discuss the utility/validity of the content/approach discussed (including the basis for statements about validity/utility) as well as the limitations of the approach and the most common (and severe) risks, if any.

*See Registration Form on Next Page*

# REGISTRATION FORM

## *The Backlash against Women in the Workplace with Workshops on Coping with Bullying, Harassment, and Discrimination*

December 8, 2017

**Register Early - Attendance is limited**

Name/Degree: \_\_\_\_\_

Profession (Psychology, Social Work, etc.) \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Telephone: \_\_\_\_\_

email: \_\_\_\_\_

### Fees

IPA Members	\$100
Non-Members	\$150

### Payment

Enclosed check for \$ \_\_\_\_\_ or

Charge \$ \_\_\_\_\_ to:  Visa  Mastercard

Card #: \_\_\_\_\_

Expiration Date \_\_\_\_\_

Authorized Signature \_\_\_\_\_

### Make checks payable to:

Illinois Psychological Association

**Mail to:** IPA Backlash Workshop  
67 East Madison Street, Suite 1817  
Chicago, Illinois 60603

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**Voice:** (312) 372-7610 ext.201  
**Join the IPA and/or Register Online: Go to**  
**[www.illinoispsychology.org](http://www.illinoispsychology.org)**