
***Sexual Orientation:
Heterosexism & Homophobia***



Sexual Orientation: Heterosexims & Homophobia

TITLE OF MEASURE

DISCRIMINATION BASED ON SEXUAL ORIENTATION QUESTIONNAIRE

Source/Primary reference	Krieger, N., & Sidney, S. (1997). Prevalence and health implications of anti-gay discrimination: A study of black and white women and men in the CARDIA cohort. <i>International Journal of Health Services</i> , 27(1), 157-176.
Construct measured	Personal experiences of discrimination based on sexual orientation
Brief description	The approach asks participants to indicate (yes or no) whether they have experienced discrimination based on their sexual preference in 7 different situations.
Sample items	Have you experienced discrimination, been prevented from doing something, or been hassled or made to feel inferior in any of the following situations because of your sexual preference (heterosexual, bisexual, homosexual)? (yes or no) a. In your family b. At school c. Getting a job d. At work e. At home f. Getting medical care g. On the street or in a public setting
Appropriate for whom (i.e. which population/s)	Adults
Translations & cultural adaptations available	See previous Krieger entry.
How developed	The questionnaire was based on an instrument previously developed for the CARDIA study of hypertension in relation to racial and gender discrimination. (See previous entry for Krieger measure of experiences of discrimination.) The measure of discrimination based on sexual orientation excluded two items that were on the measure of discrimination based on race/ethnicity (“from the police or in the courts” and “getting housing”) and included instead “at home” and “in your family.” It was the same as the measure for discrimination based on gender except that it included “in your family” where the gender measure did not.

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Psychometric properties

See previous Krieger entry.

Comments

Krieger & Sidney (1997) found that most people who experienced discrimination based on sexual orientation also reported discrimination based on race/ethnicity and/or gender, so the independent effects on health outcomes were difficult to differentiate.

- They also recommend that researchers gather data on how participants identify their own sexual orientation, not just on who has had a same-sex sexual partner (i.e., distinguish between people with lifetime patterns and identity as lesbian or gay and those with limited experience with same-sex partners but identify as heterosexual).
 - The measure is concise, easy to understand, and easy to administer.
 - However, it does not capture the duration, intensity, or frequency of experiences of discrimination, nor does it differentiate between more blatant and more subtle or indirect forms of discrimination.
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Bibliography (studies that have used the measure)

Contact Information

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HETEROSEXUAL ATTITUDES TOWARD HOMOSEXUALS (HATH)

Source/Primary reference Larsen, K. S., Reed, M., & Hoffman, S. (1980). Attitudes of heterosexuals toward homosexuality: A Likert-type scale and construct validity. *The Journal of Sex Research*, 16(3), 245-257.

Construct measured Heterosexual attitudes toward homosexuals

Brief description The instrument includes 20 items, which each state a belief about either homosexual individuals or about homosexuality in general. Respondents are instructed to read each statement carefully and rate the level of their agreement or disagreement on a 5-point scale.

Sample item Homosexuals should not be allowed to work with children.

- There should not be restrictions on homosexuality.

Appropriate for whom (i.e. which population/s) Adults

Translations & cultural adaptations available None known

How developed Seventy statements relating to homosexuality and homosexuals were collected from a variety of written sources. These statements were edited for clarity, and roughly equal numbers of positive and negative statements were included in the item pool. The edited statements were administered with 5-point Likert-type response categories ranging from strongly agree to strongly disagree. The 20 items with the largest item-total correlations (Pearson product moment) were selected for the final instrument.

<i>Development Sample</i>		<i>Phase I</i>
<i>Sample Size</i>		<i>n</i> = 80
<i>Description</i>		College students in an introductory psychology class
<i>Age</i>	<i>M (SD)</i>	21.5 (7.2)
<i>Gender</i>	<i>Female</i>	<i>n</i> = 37
	<i>Male</i>	<i>n</i> = 43
<i>Race/Ethnicity</i>		Not reported

Psychometric properties STUDY SAMPLES

After the first study described under Scale Development above, the 20-item HATH Scale was administered to a second sample. Additional questions about sex identification, age, class standing, academic major,

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sexual preference, and frequency of church attendance were included. The sexual preference question asked participants whether they were: (a) heterosexual, (b) homosexual, (c) bisexual, (d) other.

<i>Participants</i>		<i>Phase 2</i>	<i>Phase 3</i>
<i>Sample Size</i>		<i>n</i> = 82	<i>n</i> = 202
<i>Description</i>		College students in an introductory psychology class	College students in an introductory psychology class
<i>Age</i>	<i>M (SD)</i>	20.7 (6.2)	22.1 (6.4)
<i>Gender</i>	<i>Female</i>	<i>n</i> = 32	<i>n</i> = 106
	<i>Male</i>	<i>n</i> = 38	<i>n</i> = 72
	<i>Missing</i>	<i>n</i> = 12	<i>n</i> = 24
<i>Race/Ethnicity</i>		Not reported	Not reported

VALIDITY

Concurrent Validity

In Study 3, participants completed several other attitude scales and indexes. The entire survey consisted of a 3-item index measuring peer attitudes toward homosexuality, the “Dimensions of Religious Ideology Scale” (measuring orthodoxy and fanaticism; Putney & Middleton, 1961), the Lane (1995) 4-item F-Scale (measuring authoritarianism), the Eagly (1967) “Feelings of Inadequacy Scale,” and a 2-item index of childhood sexual trauma (which asked the participants about traumatic sexual experiences during the “growing up”) years. HATH scores correlated with the Peer Attitudes Index, the Religiosity Scale, and the Authoritarianism Scale.

	<i>Peer Attitude Index</i>	<i>Religiosity Scale</i>	<i>Authoritarianism Scale</i>
<i>Scale</i>	<i>r</i> =	<i>r</i> =	<i>r</i> =
<i>HATH</i>	.54**	-.50**	-.22*

* $p < .05$; ** $p < .01$

The scale also discriminated between male and females.

RELIABILITY

Internal Consistency

Phase 1: Correlation analysis yielded item-total correlations ranging from .13 to .75. Since there was no decisive break in the size of the coefficient, it was decided to select the 20 best items; the lowest have a coefficient of .57. The reliabilities of scales of this size have been shown to be

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comparable to scales of much larger size. Overall internal consistency was calculated using an alpha coefficient that yielded a value of .95.

Phase 2: The split-half reliability coefficient of the HATH Scale was .86, and when corrected by the Spearman-Brown prophecy formula, the results yielded a coefficient of .92.

Phase 3: To reassess the reliability of the HATH Scale, split-half correlations were calculated again on this larger sample. This yielded an initial coefficient of .85 and a coefficient of .92 when corrected by the Spearman-Brown prophecy formula.

Comments

The ethnic/racial make-up of the sample was not reported. It would be useful to assess the scale's validity and reliability for multiple ethnic/racial groups.

Bibliography (studies that have used the measure)

Contact Information

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WORKPLACE HETEROSEXIST EXPERIENCES QUESTIONNAIRE (WHEQ)

Source/Primary reference Waldo, C. R. (1999). Working in a majority context: A structural model of heterosexism as minority stress in the workplace. *Journal of Counseling Psychology*, 46(2), 218-232.

Construct measured Employees' experiences of sexual orientation-based harassment and discrimination

Brief description The final scale contains 22 items of experiences ranging from subtle and slight discrimination to overtly hostile harassment. All items were presented with a stem "During the past 24 months, have you ever been in a situation where any of your coworkers and supervisors" and a response scale ranging from never (0) to most of the time (4).

Sample items During the past 24 months, have you ever been in a situation where any of your coworkers and supervisors:

- made you feel it was necessary to act straight (e.g., monitor your speech, dress, or mannerism)
- called you a "dyke," "faggot," "fence-sitter," or some other slur

Appropriate for whom (i.e. which population/s) Adults

Translations & cultural adaptations available None known

How developed The WHEQ was developed by the author for this research. Items were developed based on content analysis of previous research and interviews with employed GLB people. Draft items were reviewed by people attending a conference on sexual orientation in the workplace and revised based on the feedback.

Psychometric properties STUDY SAMPLE

<i>Participants</i>	<i>Sample 1</i>	<i>Sample 2</i>
<i>Sample Size</i>	<i>n</i> = 180	<i>N</i> = 107
<i>Description</i>	Sample recruited during two gay community events—a cultural festival and picnic in a medium-sized Northeastern city.	Sample recruited through a gay, lesbian, and bisexual community center mailing list in a small Midwestern city.

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Age (average)		37.7	39.0
Ethnicity	Caucasian	90.3%	93.5%
	African American	5.1%	-
	Hispanic	2.3%	-
	Asian	1.1%	-
	American	1.1%	-
	Other	1.1%	-
Gender	Female	82	70 (65.4%)
	Male	98	37 (34.6%)
Types of jobs	Professional or executive	38%	41%
	Managerial	13%	13%
	Technician	9%	6%
	Supervisory	5%	8%
	Office/ clerical	13%	11%
	Skilled	3%	7%
	Semi-skilled	7%	4%
	Other	12%	10%
Sexual orientation	Gay or lesbian	92.3%	89.8%
	Bisexual	7.7%	10.2%

VALIDITY

Construct Validity

Factor analysis in LISREL VIII supported a two-factor structure, one with 7 items representing indirect heterosexist experiences and one with 15 items related to more direct heterosexist experiences.

WHEQ was associated with several work-related outcomes in predicted directions.

- Organizational Tolerance for Heterosexism Inventory (OTHI) measured by adapting the Organizational Tolerance for Sexual Harassment Inventory (Hulin, Fitzgerald, & Drasgow, 1996)
- Satisfaction with work, coworkers, and supervisors as assessed through Work, Coworker, and Supervisor subscales of the Job Descriptive Index (Smith et al., 1969)
- 12-item Work Withdrawal scale (Hanisch, 1990)
- 5-item Job Withdrawal scale (Hanisch & Hulin, 1990; 1991)
- Outness as assessed by three items: (1) asking the participants to rate the degree to which they are open about their sexual orientation in the workplace (almost no one knows - almost everybody knows),

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(2) asking the participants the degree to which they are open about their sexual orientation in their life in general, and (3) asking the participants whether they have come out to one or both of their parents

Bivariate correlations of WHEQ to other measures described above.

<i>Measure</i>	<i>WHEQ scale</i>
Organizational Tolerance for Heterosexism Inventory (OTHI)	.53
Work Satisfaction	-.24
Coworker Satisfaction	-.43
Supervisor Satisfaction	-.40
Work Withdrawal	.10
Job Withdrawal	.16
Outness	-.20

$p < .05$ (one-tailed) for all correlations greater than .10 in absolute value.

$p < .01$ (one-tailed) for all correlations greater than .14 in absolute value.

RELIABILITY

Internal Consistency

The WHEQ scale α reliability was .93.

Comments

It is difficult to obtain a truly random sample of a lesbian, gay, and bisexual population; therefore, a convenience/community sample was used.

- The items are written in behavioral terms, clear and easy to interpret.
 - There is limited information available on psychometric properties.
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Bibliography (studies that have used the measure)

Contact Information

Unknown
