

Chapter 5.3

Gender Equalization in Computer–Mediated Communication

Rosalie J. Ocker

The Pennsylvania State University, USA

INTRODUCTION

While traditional face-to-face (FtF) forms of interaction have proven disadvantageous to females in mixed-sex settings, computer-mediated communication (CMC) holds the promise of helping to level the playing field between the sexes, at least in terms of equitable communication between genders. However, evidence from recent research shows that gender inequalities persist. The objective of this article is to shed light on why the promise of gender equalization in CMC is not evidenced.

BACKGROUND

The equalization phenomenon of CMC is attributed to the reduction in social cues associated with an online virtual environment (Dubrovsky, Kiesler, & Sethna, 1991; Kiesler, Siegel, & McGuire, 1984; Kiesler, Zubrow, Moses, & Geller,

1985; Siegel, Dubrovsky, Kiesler, & McGuire, 1986). In this comparatively lean mode of interaction, it is argued, status cues are filtered out, which leaves people feeling more anonymous and less individual. This “deindividuation” lowers self-awareness and self-regulation, resulting in less evaluation apprehension and overall reduced social inhibitions. According to Kiesler et al., the relative distance and anonymity afforded by CMC decreases the salience of status, resulting in the increased participation of lower status members. The emphasis shifts from message contributor to message content, thus serving to equalize the influence of high-status individuals.

Indeed, a repeated finding in the early research in this area is that both participation in group discussion as well as influence over group outcome is more equal under conditions of asynchronous CMC compared to traditional FtF interaction (Clapper, McLean, & Watson, 1991; George, Easton, Nunamaker, & Northcraft, 1990; Hiltz, Johnson, & Turoff, 1986; McLeod, 1992;

Rice, 1984; Zigurs, Poole, & DeSanctis, 1988). Females, being of lower status than males (in most cultures), are thus expected to fair better in a CMC context as compared to a traditional FtF context. However, as pointed out by Postmes and Spears (2002), many studies of electronic media use have not found evidence to support the equalization hypothesis (Adrianson & Hjelmquist, 1991; Berdahl & Craig, 1996; Hollingshead, 1996; Matheson, 1991; Saunders, Robey, & Vaverek, 1994; Straus, 1996; Weisband, 1994; Weisband, Schneider, & Connolly, 1995).

REVIEW OF LITERATURE

The article begins by reviewing literature on status, particularly as it relates to gender differences in traditional FtF communication environments before moving into CMC environments. The focus of the review concerns mixed-sex, task-oriented work situations.

Sociological-Based Theories

Sociological-based theories pertaining to status include status-characteristics theory (SCT) and social-role theory. SCT is concerned with the effects on face-to-face interaction of differences in individuals' status. A central tenet of SCT is that status hierarchies influence interaction in groups (see Wagner & Berger, 1993, 1997, for summaries). Findings indicate that high-status members contribute more opinions and enjoy increased influence in groups. Regarding gender, males are accorded a higher status than females and are believed to have more expertise overall (e.g., Eagly & Carli, 1981; Kent & Moss, 1994; Wood & Karten, 1986). Thus, both sexes expect higher task performance from males, independent of whether gender is relevant to the group's task at hand (Berger, Rosenholtz, & Zelditch, 1980). In mixed-sex groups, females contribute less task-relevant content due to the expectation of superior

male performance. As pointed out by Johnson et al. (1998), these findings are consistently supported (Anderson & Blanchard, 1982; Dovidio, Brown, Heltman, Ellyson, & Keating, 1988; Lockheed & Hall, 1976; Piliavin & Martin, 1978; Strodbeck & Mann, 1956; Woody & Karten, 1986).

The SCT research considers traditional FtF interaction. In an attempt to tease out the effect of differing degrees of FtF interaction on the effects of status, Mueller et al. (2002) found that the predictions from SCT are more likely to be supported when "women and men regularly interact face-to-face" (p. 178). Thus, they conclude that the amount of face-to-face interaction best predicts whether SCT's claims on gender inequalities will be supported.

Social-role theory (Eagly, 1987) asserts that males and females are socialized differently such that each sex learns dissimilar (i.e., gender-appropriate) behavioral patterns. Females are socialized to respect and defer to males and to exhibit relative docile behavior (Seibert & Grunfeld, 1992). Males, on the other hand, are socialized to be more assertive, competitive, and aggressive (Eagly & Steffen, 1984; Powell, 1988).

These socialization processes result in individuals exhibiting stereotypical traits and behavior associated with their gender, which is reflected within the interaction of participants in mixed-sex groups (Broverman et al., 1972; Eagly & Steffen, 1984; Strodbeck & Mann, 1956). This body of research generally finds that males participate more and are more influential in mixed-group settings than their female counterparts (e.g., Eagly & Carli, 1981; Williams, 1992). Males also emerge more frequently as group leaders (Eagly, 1987). These findings hold regardless of the sexual composition of the group (see below). Although social roles have become less rigid over the years, gender stereotypes continue to persist (Biernart & Wortman, 1991; Diekma & Eagly, 2000; Steil, 1997).

6 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage:

www.igi-global.com/chapter/gender-equalization-computer-mediated-communication/22346

Related Content

WPKT: Work Process Knowledge Template for Codification of Organizational Process Knowledge

Akhilesh Bajaj and Meredith Bates-Thornton (2019). *Human Performance Technology: Concepts, Methodologies, Tools, and Applications* (pp. 344-370).

www.irma-international.org/chapter/wpkt/226570

Insights into the Impact of Social Networks on Evolutionary Games

Katia Sycara, Paul Scerri and Anton Chechetka (2009). *Selected Readings on the Human Side of Information Technology* (pp. 317-331).

www.irma-international.org/chapter/insights-into-impact-social-networks/28756

Early Detection of Poor Academic Performers Using Machine Learning Predictive Modeling

Kaviyarasi Ramanathan and Balasubramanian Thangavel (2021). *International Journal of Information Communication Technologies and Human Development* (pp. 56-69).

www.irma-international.org/article/early-detection-of-poor-academic-performers-using-machine-learning-predictive-modeling/285444

Digital Death: What Role Does Digital Information Play in the Way We are (Re)Membered?

Stacey Pitsillides, Mike Waller and Duncan Fairfax (2013). *Digital Identity and Social Media* (pp. 75-90).

www.irma-international.org/chapter/digital-death-role-does-digital/72381

How Adaptive Selling Behavior Influences Performance: Complementary Roles of Salespeople Skills and Service Leadership

Hsiang-Chih Hu, Shu-Hui Chuang and Shinyi Lin (2021). *International Journal of Technology and Human Interaction* (pp. 75-89).

www.irma-international.org/article/how-adaptive-selling-behavior-influences-performance/266424