
The authors based conclusions about the stress and coping perspective, especially the effects of an optimistic attitude, and their impact on confronting sexism. The individuals in the study were comprised of “151 [later limited to 114 college] women who volunteered to participate in a study,” of which the women “participants were 98.2% White” and approximately 19 years old (170). The authors then asked the women to “think about the two most recent instances in your life when you personally believe that someone discriminated against you because of your gender” (172). The authors went further in depth to establish the different aspects of “cognitive appraisal” that affect decisions to potentially confront sexism (169). These include: what the individual believes others will do or say as a result of their confronting sexism, what the individuals believe their confronting sexism will do or not do towards curbing sexism, and whether or not they believe they can carry out such an intimidating task of confronting someone with sexism prejudices. The primary factor the authors studied and determined conclusions from involved the concept of optimism. The authors indicated that the more optimistic the individual, the more likely a “benign cognitive appraisal” occurred (170). Furthermore, the optimistic women felt “that they were better prepared to cope with [sexism]” (170). In addition, the authors found it “interesting that optimism was not significantly positively associated with confronting sexism (though the relationship was in this direction)” (174). The authors even brought in the potential negative effects the workplace has on confronting sexism, such as losing a job.

Overall, the authors appear fairly neutral in this article. They even indicate that their own information and results have a possible biased aspect. The authors came to this conclusion, especially since the study showed a focus directed towards “predominantly White, North American college students,” and the research would promote more learning by including “older women, women of color, less educated women, or lesbians” (175). Coinciding with another author, Louise Marie Roth, hindrances occur in confronting sexism in the workplace. Even though Roth does not specifically say women will not confront sexism, it becomes apparent by their submissive behavior when women willingly leave a workplace setting because of some form of “gender discrimination” (Roth 219). Both of the articles read so far deal with different aspects of sexism. Roth studied sexism in the workplace, and Kaiser and Miller studied what influences women to confront or not confront sexism.