

In-class assignment #5

Ch 6. Research Design and Causation

Causal Modeling

Causal modeling is one of the things that distinguishes a social science. This exercise asks you to consider what criteria should be met to establish causation.

1. **Select a topic of interest to you (could be the same topic for your online assignment).**
 - a. Hiring discrimination against openly gay feminine men in the workforce (this will be the same topic as my online assignment... hopefully.)
2. **Identify your dependent variable (i.e. consequence or results) and a minimum of three independent variables (i.e. potential causes).**
 - a. Dependent Variable (consequence) – likelihood of being hired which would be measured by callback rates, job offers, and employer evaluations.
 - b. Independent Variables (potential causes) would be – sexual orientation disclosure (openly gay versus not disclosed), gender expression (feminine versus masculine presentation), and type of occupation/industry (male-dominated versus gender-neutral vs. female-dominated).
3. **Brainstorm one causal model identifying a relationship between two variables (that is, your hypothesis).**
 - a. Feminine gender expression among openly gay men reduces their likelihood of being hired, compared to masculine gay men and heterosexual men, particularly in male-dominated occupations.
 - b. *If openly gay men display feminine gender expression, then their likelihood of being hired will be lower compared to masculine gay men and heterosexual men, especially in male-dominated occupations.*
4. **Assess your model using two criteria out of five below for establishing a causal effect.**
 - **Association** – The relatively quick research I did shown a measurable association between being openly gay and lower callback rates, and between feminine gender expression and negative evaluations. If openly gay feminine men consistently receive fewer callbacks than other groups, this demonstrates a statistical association between gender expression and sexual orientation and hiring outcomes.
 - **Causal mechanism** – The mechanism is rooted in stereotypes and bias. Employers may perceive openly gay feminine men as violating gender norms, leading to assumptions that they lack traits associated with competence or authority in certain roles. This bias directly impacts decision-making in the hiring

process, creating the casual pathway from gender expression and sexual orientation to discriminatory hiring outcomes.