

Research Assistant Opportunity Casual Position Examining the Influence of Masculinity Contest Cultures on Identity Work

Start Date: As soon as possible

Overview:

Formal reports of discrimination and harassment flag potential issues for organizations, yet they are ‘after-the-fact’ metrics that offer limited information into how legally protected identities experience the workplace. Of particular interest are the various workplace attributes that influence how marginalized identities potentially adopt their behaviours to fit in. The term ‘identity work’ refers to the processes individuals engage in to manage their multiple and intersecting identities and to remediate identity threats (experiences perceived by individuals as potentially harmful to an identity). Prior research shows that when certain identities become stigmatized within the workplace, this can cause intense identity work, such as compelling people to feign ‘normalcy’, dissociate from some personal or professional identities, manage information disclosure, or create safe spaces in which they can associate with people who accept them.

Some environments may generate more harmful social processes of prejudice, discrimination, and stereotyping. For instance, organizations that promote certain belief systems, which are akin to masculinity contest cultures (MCCs)—zero-sum competitions with rules defined by desirable forms of masculinity—can pressure employees to ‘play the game’ for survival. This might mean performing hegemonic forms of masculinity (e.g., aggression, assertion, physical strength, competitiveness, avoidance of weakness) and distancing themselves from perceived ‘lower status’ identities, such as being female, LBGTQ2S+, or smaller in physical stature. The pressure to win can also lead individuals to engage in aggressive tactics, such as cutthroat competition and discrimination and harassment of others.

This research explores how and why employees engage in identity work, particularly within the context of MCCs, and the potential outcomes for individuals.

Primary Requirements:

The primary requirements for the research assistant include, but are not limited to:

- Becoming familiar with the goals of the research project
- Participating in regular team meetings (virtual)
- Data analysis
- Report writing
- Potential conference presentations

The successful candidate will directly report to, Dr. Angela Workman-Stark at Athabasca University. Where applicable, Dr. Workman-Stark will provide adequate training for the tasks that are required.

**Qualifications:**

- Prior experience with quantitative and qualitative data analysis
- Familiarity with analytical software such as NVivo and SPSS
- Very good communication and analytical skills
- Ability to work independently
- Prior RA experience (an asset)
- Spending an average of 5 hours per week working on the project with some weeks potentially higher

Number of hours: Approximately 75 hours of work over a four-month period

Location: The position can be undertaken remotely from anywhere in Canada

How to apply:

Qualified individuals are encouraged to submit their application by email to Dr. Angela Workman-Stark at angela.workman-stark@athabascau.ca. Applications should include (as a single PDF file) a brief cover letter that summarizes individual skills, interests, and experience; a current resume or curriculum vitae; an unofficial copy of relevant transcripts; and the contact information for 1-2 references.

Evaluation of applications will begin immediately and will continue until a suitable candidate is found. All applicants are thanked for their interest in this position; however, only candidates selected for an interview will be contacted.

We are committed to employment equity and encourage applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

For more information on this Research Assistant Opportunity, please contact Dr. Angela Workman-Stark at angela.workman-stark@athabascau.ca.