

Perceived Social Inequity Scale (PSIS-W) (for use with women)

The PSIS-W is grounded in the theoretical framework of relative deprivation theory (a more specified variant of social comparison theory) which states that discontent results from recognition of an unfair discrepancy between one's own situation and that of others.

Factor analyses of the PSIS-W conducted with samples of college women indicated the presence of six factors: Multiple Roles, Career Competence, Career Encouragement, Physical Appearance, Harassment/Assault, and Academic Role Models.

Test-retest reliability of the resulting 26-item scale was strong over both 1- and 4-month intervals and the construct validity of the scale is supported by its hypothesized relationships to measures of alienation, powerlessness, social isolation, belief in a just world, traditional and contemporary attitudes toward women, sexual harassment and victimization, and stress.

The statement, “**To what extent...**” precedes each item. Each item has four subitems that use a **response scale ranging from 1 (not at all) to 6 (very much)**. To score, first reverse-score the subitems indicated (see below) and then sum across items to obtain a total score.

You are welcome to use this measure without seeking further permission. The citation is:

Corning, A. F. (2000). Assessing perceived social inequity: A relative deprivation framework. *Journal of Personality and Social Psychology*, 78, 463-477.



PSIS-W

Please read each of the following questions carefully. Although some items seem similar, they are in fact different from one another. You are asked to provide *your personal views* on a variety of topics, sometimes including what *you* think about other people's situations. Respond to each item by circling the response, ranging from 1 (*not at all*) to 6 (*very much*), which most closely reflects *your* beliefs or perceptions.

To what extent ...

1.
 - a. ... do you want to provide the majority of the childcare if you have children?*
 - b. ... do *men* provide the majority of the childcare if they have children?*
 - c. ... should you have to provide the majority of the childcare if you have children?*
 - d. ... do (or will) you provide the majority of the childcare if you have children?*
2.
 - a. ... do you want to alter (postpone, interrupt, change) your educational plans to accommodate child-raising?*
 - b. ... do *men* alter their educational plans to accommodate child-raising?*
 - c. ... should you have to alter your educational plans to accommodate child-raising?*
 - d. ... have you altered your educational plans to accommodate child-raising?*
3.
 - a. ... do you want to try to juggle many roles at once, for example, career-person and parent?*
 - b. ... do *men* try to juggle many roles at once (e.g., career-person and parent)?*
 - c. ... should you have to try to juggle many roles at once (e.g., career-person and parent)?*
 - d. ... do you try to juggle many roles at once (e.g., career-person and parent)?*
4.
 - a. ... do you want to alter (e.g., postpone, interrupt, or change) your *career* plans to accommodate child-raising?*
 - b. ... do *men* alter their *career* plans to accommodate child-raising?*
 - c. ... should you have to alter your career plans to accommodate child-raising?*
 - d. ... have you altered your career plans to accommodate child-raising?*
5.
 - a. ... do you want to alter or rearrange your plans for the night because you are concerned for your safety?*
 - b. ... do *men* alter or rearrange their plans for the night because they are concerned for their safety?*
 - c. ... should you have to alter or rearrange your plans for the night because you are concerned for your safety?*
 - d. ... have you altered or rearranged your plans for the night because you are concerned for your safety?*
6.
 - a. ... do you want to be *unconcerned* about being sexually assaulted?
 - b. ... are *men concerned* about being sexually assaulted?*
 - c. ... should you have to be *concerned* about being sexually assaulted?*
 - d. ... have you been *concerned* about being sexually assaulted?*
7.
 - a. ... do you want to take steps to protect yourself when you go out at night (e.g., bring a friend, park in a well-lit space)?*
 - b. ... do *men* take such steps to protect themselves when they go out at night?*
 - c. ... should you have to take such steps to protect yourself when you go out at night?*
 - d. ... have you taken such steps to protect yourself when you have gone out at night?*
8.
 - a. ... do you want to take precautions to guard yourself against sexual assault?*
 - b. ... do *men* take precautions to guard themselves against sexual assault?*
 - c. ... do you feel you should have to take precautions to guard yourself against sexual assault?*
 - d. ... have you taken precautions to guard yourself against sexual assault?*

9.
 - a. ... do you want to feel safe and secure when you are all alone?
 - b. ... do *men* feel safe and secure when they are all alone?
 - c. ... should you be able to feel safe and secure when you are all alone?
 - d. ... do you feel safe and secure when you are all alone?
10.
 - a. ... do you want to receive unsolicited demonstrations of sexual attention?*
 - b. ... do *men* receive unsolicited demonstrations of sexual attention?*
 - c. ... should you receive unsolicited demonstrations of sexual attention?*
 - d. ... have you received unsolicited demonstrations of sexual attention?*
11.
 - a. ... do you want to be concerned with your physical appearance?*
 - b. ... are *men* concerned with their physical appearances?*
 - c. ... should you have to be concerned with your physical appearance?*
 - d. ... have you been concerned with your physical appearance?*
12.
 - a. ... do you want to monitor your weight by watching what you eat?*
 - b. ... do *men* monitor their weight by watching what they eat?*
 - c. ... should you *have to* monitor your weight by watching what you eat?*
 - d. ... have you monitored your weight by watching what you eat?*
13.
 - a. ... do you want to feel compelled to put a lot of time and effort into your appearance?*
 - b. ... do *men* feel compelled to put a lot of time and effort into their appearances?*
 - c. ... should you have to feel compelled to put a lot of time and effort into your appearance?*
 - d. ... have you felt compelled to put a lot of time and effort into your appearance?*
14.
 - a. ... do you want to be affected by the way *women* are portrayed on TV or in magazines?*
 - b. ... are *men* affected by the way *men* are portrayed on TV or in magazines?*
 - c. ... should you *have to* feel affected by the way *women* are portrayed on TV or in magazines?*
 - d. ... do you feel affected by the way women are portrayed on TV or in magazines?*
15.
 - a. ... do you want to be judged regularly on the basis of your physical appearance?*
 - b. ... are *men* judged regularly on the basis of their physical appearances?*
 - c. ... should you be judged regularly on the basis of your physical appearance?*
 - d. ... have you been judged regularly on the basis of your physical appearance?*
16.
 - a. ... as an employee, do you want to be evaluated on the basis of competency, and not your sex or attractiveness?
 - b. ... as employees, are *men* evaluated on the basis of competency, and not their sex or attractiveness?
 - c. ... as an employee, should you be evaluated on the basis of competency, and not your sex or attractiveness?
 - d. ... as an employee, have you been evaluated on the basis of competency, and not your sex or attractiveness?
17.
 - a. ... do you want job pay based on the quality of your work?
 - b. ... do *men* receive job pay based on the quality of their work?
 - c. ... do you deserve job pay based on the quality of your work?
 - d. ... have you received job pay based on the quality of your work?

- 18.
- ... do you want attention from employers based on your personality and skill, not your flirtatious behavior?
 - ... do *men* receive attention from employers based on their personality and skill, not their flirtatious behavior?
 - ... should you receive attention from employers based on personality and skill, not your flirtatious behavior?
 - ... have you received attention from employers based on personality and skill, not your flirtatious behavior?
- 19.
- ... do you want to achieve a high level of success in your career if you perform well in it?
 - ... do *men* achieve high levels of success in their careers if they perform well in them?
 - ... do you deserve to achieve a high level of success in your career if you perform well in it?
 - ... do you believe you will achieve a high level of success in your career if you perform well in it?
- 20.
- ... do you want encouragement from others to pursue a high-prestige career?
 - ... do *men* receive encouragement from others to pursue high-prestige careers?
 - ... do you deserve encouragement from others to pursue a high-prestige career?
 - ... have you received encouragement from others to pursue a high-prestige career?
- 21.
- ... do you want encouragement from *teachers* to pursue a high-paying career?
 - ... do *men* receive encouragement from teachers to pursue high-paying careers?
 - ... do you deserve encouragement from teachers to pursue a high-paying career?
 - ... have you received encouragement from teachers to pursue a high-paying career?
- 22.
- ... do you want to be encouraged to pursue a position of power in society?
 - ... are *men* encouraged to pursue positions of power in society?
 - ... do you deserve to be encouraged to pursue a position of power in society?
 - ... have you been encouraged to pursue a position of power in society?
- 23.
- ... do you want a large number of *female* instructors to serve as possible role models?
 - ... do *men* have a large number of *male* instructors to serve as possible role models?
 - ... should you have a large number of *female* instructors to serve as possible role models?
 - ... have you had a large number of *female* instructors to serve as possible role models?
- 24.
- ... do you want to be taught in your courses about contributions of *female* scholars?
 - ... are *men* taught in their courses about contributions of *male* scholars?
 - ... should you be taught in your courses about contributions of *female* scholars?
 - ... have you been taught in your courses about contributions of *female* scholars?
- 25.
- ... do you want to be exposed in your courses to examples of *women* in positive and powerful roles?
 - ... are *men* exposed in their courses to examples of *men* in positive and powerful roles?
 - ... should you be exposed in your courses to examples of *women* in positive and powerful roles?
 - ... have you been exposed in your courses to examples of *women* in positive and powerful roles?
- 26.
- ... do you want to be taught in your courses about the inventions and discoveries of *women*?
 - ... are *men* taught in their courses about the inventions and discoveries of *men*?
 - ... should you be taught in your courses about the inventions and discoveries of *women*?
 - ... have you been taught in your courses about the inventions and discoveries of *women*?

Note. Asterisks indicate reverse-scored items.

^a Verb tense changes may be made to accommodate sample characteristics/experiences.