

MAN UP: AN INVESTIGATION INTO THE  
INTERSECTIONALITY OF MASCULINITY,  
SEXUALITY, AND ADULT RECREATIONAL  
SPORT LEAGUES

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## ABSTRACT

This study examined the relationship between perceptions of masculinity and attitudes towards lesbians and gay men within an athletic context. Demographic information was utilized to ascertain if certain populations of people have more negative sentiments directed at LGBTQ-identifying individuals. The researcher used modified versions of Herek's Attitudes Towards Lesbian and Gay Men Scale (1984), and Snell's Masculinity Behavior Scale (2013). Surveys were distributed online and the researcher used SPSS to analyze the data.

The results suggest that there is not a relationship between perceptions of masculinity and attitudes towards lesbians and gay participants in a sport context. League choice, gender, and sexual orientation were found to be statistically significant predictors of one's attitude towards gay men and league choice was found to be a statistically significant predictor of one's attitude towards lesbian women. Age was found to be a statistically significant predictor of one's beliefs about masculinity, with statistical significance within the subscales of Success Dedication and Exaggerated Self-Control and Reliance.

Although statistically significant, the results are not surprising and are consistent with past research of similar populations. It is hoped that future research will include qualitative aspects to gain a better understanding of how non-heterosexual sport participants negotiate their sport and LGBTQ identities.

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## CHAPTER 1

### INTRODUCTION

Societal acceptance of lesbian, gay, bisexual, transgender and queer (LGBTQ) individuals has been one of the most rapidly changing political movements in recent memory. Although more states are legalizing gay marriage and recognizing spousal rights for married gay couples, other aspects of society are slower to embrace gay rights and culture. Given the speed at which Americans are changing their views on LGBTQ acceptance, the media creates frenzy from any individual expressing an opinion that may be construed as negative towards LGBTQ individuals. This frenzy has been prominent within professional athletics. Acceptance of gay athletes has been slow moving; however, with the recent sexual orientation revelations from Jason Collins, Michael Sam, Brittney Griner and retired athletes such as Wade Davis, Billie Jean King, and Ian Thorpe, the tide may be changing.

Professional sport leagues have scrutinized homophobic language of players, coaches, and commentators in what can only be perceived as a small attempt to deal with a larger problem. In 2014 punter Chris Kluwe was let go from the Minnesota Vikings for supporting same sex marriage. His opinions were very different from his special teams coach, Mike Priefer, who was suspended for just three games after suggesting that all homosexuals should be put on an island and nuked (Noble, 2014). Since then the NFL has reiterated their stance on eliminating hateful speech from the sport however changing the rules of a sport doesn't change the culture anymore than sweeping dirt into the closet makes a room appear cleaner. It was only two years ago that the NFL did not punish

athletes for expressing animosity towards homosexuals (Zeigler, 2012) whereas other professional leagues would fine an athlete up to \$100,000 (ESPN, 2011).

Heterosexual hegemony is the theory that people are socialized to assume everyone else is heterosexual, and therefore people who aren't heterosexual are identified as different, abhorrent, and the other (Connell, 1995). Hegemonic masculinity is a concept that articulates that men are dominant over women and all men are ranked against one another in terms of masculinity (Connell, 1995). Masculine sports such as football, soccer, hockey, and basketball are a space where hegemonic masculinity is reproduced and reinforced (Anderson, 2002). Central to many of the arguments against homosexuals participating in professional athletics is the issue of masculinity. The need to display acts of masculinity is perceived to be necessary in order to gain social capital within the sporting arena. To display any characteristics that aren't inherently masculine is to go against the social norm within contact sports (Plummer, 2006). Being a homosexual on a professional team can be viewed as paradoxical because the athlete is able to perform his sport as well as a straight player, but directly counters masculinity by having same-sex impulses and desires (Anderson, 2002). Sexuality as a moderator of masculinity makes it impossible for gay players to be considered equal to their straight teammates in regard to masculine capital. Although the gay player may have more virility than their straight teammates, their same-sex desires socially makes them less masculine than their teammates.

The NFL is the perfect avenue for masculinity to be reproduced, protected, and lauded. From a young age children are taught that certain sports are masculine and others are feminine (Klomsten, Marsh, & Skallvik, 2005). As children grow older, they

experience trash talking that is homophobic, and young males find the use of trash-talk more legitimate in all forms of competition than women (Rosenthal, 2008). Sport is a socially negotiated space in which young men are permitted to perform acts of gender or display masculinity in a socially acceptable way (West & Zimmerman, 1987). A form of proving masculinity is through feminizing other men and challenging their masculinity. Insinuating that other men are gay or using homophobic directed at another man is a common tactic for proving ones masculinity. NFL players are considered to be the most elite of football players in America and therefore are expected to have masculine characteristics. However, the need to perform or prove their masculinity on the field and within the locker room can influence their behavior in their private spheres. In September 2014, several players and the NFL were criticized for covering up domestic abuse allegations, sexual misconduct, as well as the previously stated homophobic language. Although more than 70% of the country is living in a state with marriage equality (Human Rights Campaign, 2015) the NFL hasn't made any lasting changes (McDonough, 2014). Given the homophobic culture of the NFL, any lasting changes could be years down the line.

When thinking about where masculinity is reproduced it is important to keep in mind there are several forms of space including perceived, conceived, and lived space (Lefebvre, 1991). Perceived space is the physical space around us and conceived space is imagined and represented through discourse and social acceptance (van Ingen, 2003). Lived space is the combination of perceived and conceived spaces (van Ingen, 2003). Due to their marginalized position within sports, the gay community has developed a gay sports league where they can feel comfortable displaying identities that challenge

heteronormative constructs of masculinity and sexuality. The development of gay sport leagues has enabled the LGBTQ community and supporters the freedom to pursue a sport without fear of being in a hostile environment (Place & Beggs, 2011).

#### Statement of Purpose

The purpose of this study is to examine masculinity and attitudes towards gay athletes within two different adult recreational sport leagues; a non-exclusive league that identifies strongly with the homosexual community, and a league that does not identify with any specific population.

#### Research Questions

The researcher was interested in several questions when planning the study.

- 1) Is perceived masculinity related to attitudes towards lesbians and gay men?
- 2) Do non-heterosexual participants have different perception of masculinity and sexuality in comparison to heterosexual participants?
- 3) How do age, sexual orientation, education level, gender, sport, race and league choice impact the participants' beliefs about masculinity and their attitudes towards lesbians and gay men?

#### Delimitations

The following delimitations were present in this study:

- 1) Only teams and leagues in the Philadelphia, Pennsylvania and surrounding areas were utilized.
- 2) Sports are limited to flag/touch football and soccer due to the lack of crossover between available sports between the leagues.

## Limitations

The following limitations were present in this study:

- 1) Participants may not have been honest with researcher in their responses.
- 2) Participants may not have responded due to beliefs regarding the LGBTQ community. Not having a large enough sample can skew results.

## Definition of Terms

Conceived Space- Unseen space constructed and maintained through discourse.

Hegemonic Masculinity- Concept developed by Connell in 1995 and is the combination of two social processes. The first is that all men benefit from patriarchy. The second process is there is a social stratification within the patriarchy where some men are more privileged than other men. All men have power and dominion over women, but the men are ranked on a level of perceived masculinity. Effeminate and gay men are ranked low within the social order.

Heteronormativity- Assumption that men and women are inherently heterosexual and that according to the natural order, men have dominance over women physically, mentally, and socially.

Heterosexism- System of attitudes and beliefs that discriminate against individuals who have same-sex impulses and desires. It includes the presumption that all other people are heterosexual and like-minded.

Homophobia- Fear that men have of being socially perceived as gay. When cultural homophobia is high, men and boys will attempt to raise masculine capital. Sport and muscularity are valued, sexist and homophobic beliefs are encouraged and sexual objectification of women is common.

Homophobia- Prejudice or dislike against homosexual people.

Homosexual- Individual who has same-sex desires and impulses. Also referred to as gay, lesbian, non-heterosexual.

Inclusive masculinity theory- Theory that stipulates men are gendered and ranked according to their sexuality.

Lived Space- Combination of conceived and perceived spaces. The physicality of the space, as well as the mentality and discourse that is placed there.

Masculinity- Attitudes, beliefs, and qualities typically aligned and associated with men.

Perceived Space- Physical space, such as a football field or a classroom.

## CHAPTER 2

### REVIEW OF EXISTING LITERATURE

The present study is intended to examine the relationship between masculinity, attitudes towards lesbian and gay participants, and if there are populations that hold stronger anti-LGBTQ attitudes within an adult recreation league environment. The study is being conducted using adult recreation league participants in Philadelphia, Pennsylvania and the surrounding area. Although the study is examining attitudes and beliefs about homosexuality and subsequent sport performance, a majority of the literature deals with professional sporting environments. It can be predicted that the anti-homosexual attitudes that are commonplace in masculine sporting arenas such as American football, soccer, and hockey will not be found in the more leisure-based adult recreation leagues. The recreation leagues are an outlet for many people and not a definitive aspect in lives of the participants. The literature review will be broken down into the following sections: Masculinity and Sport, Homosexuality and Sport, Adult Recreation Leagues, Sporting Spaces and Gay Inclusive Recreation Leagues, Missing Research and Why the Current Study is Needed. Each section is broken down by sub category, and there are several common characteristics that masculinity, sexuality, and sport space have in common.

#### Masculinity And Sport

Sports as a social institution act as a system that reproduces and defines hegemonic masculinity and regulates all forms of expression that counter its beliefs about masculinity. From a young age athletes are inundated with beliefs about masculinity and sport performance, and how being gay or embracing non-masculine characteristics is

unacceptable for a good social environment. “Sport has become a leading definer of masculinity in a mass culture that has lost male initiation rituals throughout the twentieth century, sport has served as a test of masculinity within Western societies” (2002, p. 862). The following two sections will explore the nuances of masculinity and sport.

### *Masculinity As Sport Discourse*

One of the ways that masculinity is reinforced in sports is through discourse that takes place in the locker room and on the field (Adams, Anderson, & McCormack, 2010; Anderson, 2008; Curry, 1991; Plummer, 2006). The discourse is mainly founded on homophobic and sexist principles although can be take racist forms. There are two primary forms of discourse in relation to masculinity: masculinity establishing discourse and masculinity challenging discourse (Adams et al., 2010). Masculinity establishing discourse is used to bolster an athlete’s beliefs about the masculine nature of the sport they are playing and is also used to create barriers for entry from people who don’t fit the culture (Adams et al., 2010). Typically demonstrations of physical violence, sexual violence, and homophobia are utilized to make the athletes feel more masculine in their performance. Masculinity challenging discourse on the other hand is utilized to humiliate athletes when they don’t perform well (Adams et al., 2010). Once a player’s masculinity is challenged, he rarely has an outlet other than to prove to his team and his coach that he is masculine enough for the team. If he is unsuccessful then he is opening himself up to constant criticism and ridicule (Adams et al., 2010). Masculinity challenging discourse is also used on the field with the opposing team. Typically these homophobic and misogynistic interactions occur after one team does well at the other team’s expense.

Timothy Curry (1991) found that athletes in the locker room use language that is misogynistic and regards women not as people, but as sexual objects. Curry used a profeminist stance when analyzing the discourse in the locker room. By marginalizing women, Curry found that the athletes are distancing themselves from women because being a woman is considered to be incompatible with being masculine (1991). Men's bonding is based on shared experiences and not self-disclosures, and therefore talking about emotions or beliefs is strongly discouraged within the locker room. By extension, referring to women in an appropriate or validating way is rarely experienced but the opposite, degrading women to the level of being sexual objects, is quite rampant (Curry, 1991).

Masculinity establishing discourse, as previously mentioned, can be sexist as well as homophobic. Homophobic discourse and beliefs begin before puberty in young men (Plummer, 2006). This speaks to the social nature of children because children that young typically have yet to establish and make sense of their own sexuality and therefore might not understand what they are saying, but are following in line with what they have heard from coaches, mentors, and peers (Plummer, 2006). Plummer discovered several characteristics that consistently trigger homophobic remarks. These characteristics are as basic as 'childlike or babyish behavior' or as sexist as 'not objectifying women, not associating closely with girls in high school, or not conforming to codes of "compulsory heterosexuality"' (Plummer, 2006, p. 135). Feminist theorists have argued that homophobic teasing is characteristic of masculinity in adolescence and early adulthood (Pascoe, 2005).

*Masculinity as Performance*

Producing gender has become a form of gender expression wherein people are categorized hierarchically as masculine and feminine (West & Zimmerman, 1987). As previously discussed, men are ranked on a scale of being very effeminate to being very masculine. These rankings are based on perceptions that others have of an individual. The perception of being highly masculine is something that is socially valued. However, the perception is merely a perception, and the true feelings of an individual may not be the ones expressed. Within a sporting context, this could mean an excellent football player goes along with trash talk in the locker room because it is expected, not because he agrees with it, or could also discourage a gay athlete from being honest about his sexual orientation. West and Zimmerman also note that because masculine bonds are built of shared experience, the true nature of male athletes isn't always revealed (1987).

Boys' participation in sports is something that is valued within American culture. From a young age, boys are taught to participate in masculine contact sports. Being a part of masculine sports that typically discourage female participation (American football) reinforces to young boys that men are dominant over women (Adams et al., 2010). As the boys grow older and develop in their sports, they begin to align women with femininity, and then femininity to perceptions of homosexuality. Trash talking has been seen in children as young as ten, and by the time they are in high school, boys are much more likely than girls to utilize trash talking in competition (Rosenthal, 2008). Additionally, masculine capital is gained through athleticism and sport (Anderson, 2010). Interestingly enough, it is the boys who have the most social capital that have their sexuality questioned the least. Homosexuality and athleticism are viewed as incompatible and

therefore good male athletes cannot be gay (Anderson, 2010). In a more public representation, one football player slapping the butt of a teammate as they run on the field isn't perceived as being gay because it's within social norms for that space. A discussion on space and how it is constructed is in section Sporting Spaces and Gay Inclusive Recreation Leagues.

Within the professional athletics world, the domination and subjugation of women by men has been culturally accepted. From situations such as women cheerleaders being highly sexualized for the male gaze, to female reporters being sexually harassed while in the locker room (Kane & Disch, 1993), women are marginalized and highly regulated within the sport world. To a further degree, it has been argued that female sports in general are a challenge to the perceived masculine domain that men have in the sporting world (Harry, 1991). Instances of assuming all female athletes are lesbians (Aitchinson, 2007) and even having the need for Title IX are examples of how sport can mediate women's lives.

### Homosexuality And Sport

Homosexuality is not a performance of gender or sex, rather is a sexual orientation that is expressed differently by different people who identify as homosexual. Gay people can be accepted within an athletic context if they are strong performers and beneficial to the team, however the social difficulties that gay athletes risk facing by coming out can outweigh the emotional benefits of coming out. The following section will examine the relationship between homosexuality and sport.

*Heterosexism In Sport*

Through the ideology of masculinity, sports have been used to create a barrier between men and women. In American culture, football players are typically amongst the highest regarded athletes due to the masculine nature of the sport and its social importance. Heterosexism is a belief system wherein people who have same-sex desires are discriminated against and viewed as inferior and is used to silence gay identities, and to prevent homosexuality from being accepted in wider social terms. Homophobia, a form of heterosexism, is an effective tool when it comes to stratifying male athletes within terms of masculinity (Baldwin, 2013).

Within a team environment, it isn't unusual for the athletes to put the value of the team over their own individual self-worth. On the opposite hand, an athlete who makes a performance mistake can expect social and sometimes physical repercussions. These types of attitudes and beliefs about the importance of team help foster and develop a hegemonic environment (Anderson & Mowatt, 2013). The creation of a hegemonic environment enables heterosexuality to be the norm and homosexuality to be marginalized and threatening to the stability and performance of the team. It hasn't been uncommon for teams to only accept a player's non-heterosexual orientation when the athlete is a definite addition to the team's winning record (Anderson, 2002; Plummer 2006).

Gay men are seen as a threat to the heterosexist social order within contact sports because they "comply with the gendered script of being a man through the physicality involved in sports but violate another masculine script through the existence of same-sex desires" (Anderson, 2002, p. 861). Additionally, Jones and McCarthy found that gay

players challenge straight players on the notion of themselves (2010). Having a strong athletic identity is important for continued success within sport and if an athlete's identity is challenged, it can be hypothesized that he may react negatively to the challenge.

Within the locker room, the fear of homosexuality is actualized through a fear of eroticism (Aitchinson, 2007).

Research has shown that as gay youth grow older, they begin to self-select out of competitive team sports that are highly masculinized (Pronger, 1990; Zipp, 2011). This is could be due to homophobic bullying used as a means of conformity to the hegemonic culture within sports and to socially ostracize those who deviate from it (Aitchinson, 2007). Heterosexist attitudes about sexuality make it difficult for gay and lesbian youth to pursue athletics; therefore they are denied an opportunity to raise self-esteem and benefit from the camaraderie that their heterosexual counterparts are privileged to experience (Aitchinson, 2007). Youth development, especially for gay and lesbian individuals, is critical because gay and lesbian youth have an increased risk of drug abuse, low self-esteem, and higher rates of suicide (Grossman & Kerner, 1998). Gay athletes are generally unwelcomed within a sporting environment and as a result, need an athletic space of their own.

#### Adult Recreation Leagues

As the benefits of leisurely activities and sport involvement are highlighted in examples of healthy living, adults are participating in recreational sport activities in greater numbers than ever before. Adult recreation leagues allow people to pursue an athletic endeavor without worry about their sporting history or skill level (Anderson & Mowatt, 2013). Adult recreation leagues are generally inclusive of all people, although

some are separated based on sex. As a result, institutional heterosexism is diminished, however, social stigma about homosexuals may still be present. People have different motivations for joining adult recreation leagues and they will be explored in this section.

Although some of the people are using the exercise to get back into shape, others actively enjoy the competitive aspects of sport. Adult males have been shown to have a higher interest in sport mastery and performance, although there is no discernable difference in motivations for participation in adult recreational sport leagues (Ashford, Biddle, & Gouda, 1993). The same study demonstrated how men are also more interested in assertive achievement than women in regard to recreational sport (Ashford et al., 1993). This study revealed that men are more motivated by extrinsic and intrinsic rewards for recreational sport participation than women (Ashford et al., 1993).

Participation in adult recreation leagues can act as a healthy social outlet for many individuals. A sense of community is fostered within the participants because they are having common experiences, membership to the same organization, and sense of camaraderie (Lyons & Dionigi, 2007). Exercising or being physical in groups can act as extrinsic motivation for participation. Additionally, adult recreation leagues afford people opportunities to relax and decrease stress (Ashford et al., 1993).

Although adult recreation leagues are great opportunities for people to become involved in their community and get some potentially much needed exercise, social stratifications still exist that can marginalize individuals and dissuade participation (Scheerder, Vanreusel, & Taks, 2005). These factors include age, gender and social class and not only affect participant diversity, but also affect the social constructs of the team and perhaps the league itself (Scheerder et al., 2005).

## Sporting Spaces And Gay Inclusive Leagues

Large strides have been made in the fight for LGBTQ equality, and although there is still a lot to be desired, LGBTQ individuals are becoming more comfortable expressing their sexual orientation in our culture. Although a number of athletes have recently disclosed their sexual orientations, the number of gay athlete role models has not increased substantially or in sports where masculinity is a prized characteristic. Additionally, aside from Michael Sam and Jason Collins, most of the ‘coming out of the closet’ moments are not widely publicized but also occur after the athlete retires from sport. As previously discussed, the act of being a homosexual within a sport environment can create social and cultural unrest.

Despite the popularity of adult recreation leagues, social stratifications still exist that place people in a hierarchy (Scheerder et al., 2005). Marginalization of some participants has existed regardless of social change and marginalized people may interpret the sporting space as hostile and not feel comfortable in the environment. Bellah et al. argue that marginalized individuals aren’t afforded the same opportunities to develop a sense of community (as qtd. in Lyons & Dionigi, 2007).

Cathy van Ingen’s *Geographies of Gender, Sexuality and Race* (2009) examines the production of space. Utilizing Henri Lefebvre’s theorizations about space, Van Ingen articulates that there are three forms of social space (2009). The first is perceived space, or the space that can be physically seen and felt. Examples of this space include a classroom, the street, or the athletic field. The second space is conceived space, or space that is conceived through discourse and experiences (van Ingen, 2009). The final space is the combination of the two, or lived space (van Ingen, 2009). In this third space is where

interactions between geography and discourse occur, and where racism, sexism, and homophobia exist, and where marginalization is produced (van Ingen, 2009). It is within this third space that masculinity is produced and reinforced as well (Burgess, Edwards, & Skinner as cited in Jones & McCarthy, 2010).

Just like conceived spaces, the body is fluid and one characteristic does not define a person. Utilizing postmodern theory, Lefebvre and van Ingen have discussed the body as a site of the production and reproduction of power (Lefebvre 1991; van Ingen, 2009). When sport is brought in as a factor between space and body, past researchers have failed to highlight the importance of hegemonic masculinity and sports' preference for participants to be white and heterosexual (van Ingen, 2009). Van Ingen notes "Sport geographies can no longer ignore the ways in which bodies and space are intricately connected through webs of social and spatial relations that are unstable and shifting" (2009, p. 210).

Anderson found that non-heterosexual athletes often times have silenced themselves because their interpretation of their sporting space is one of hegemonic masculinity where discussion surrounding emotions and non-conforming sexualities are dissuaded (2002). As a result, the body is a space of self-marginalization and non-heterosexual athletes can fall into a situation where their segmented identity will contribute to their own culture of silence (Anderson, 2002). This culture of silence is fortified through the continued used of homophobic language and fear of discrimination and violence (Anderson, 2002). Although a lot of the homophobic language isn't necessarily directed at the non-heterosexual teammate, the effect is still the same.

Subsequently, non-heterosexual athletes may not feel as though they are being marginalized in a hegemonic culture when in fact they are (Anderson, 2002).

Due to the marginalized status that a non-heterosexual may feel in daily life, it isn't unbelievable to consider that the desire to participate in adult recreation leagues may be diminished for non-heterosexual participants (Elling & Janssens, 2009). Anderson concluded his article *Openly Gay Athletes: Contesting Hegemonic Masculinity in a Homophobic Environment* with "the normalization of antigay discourse makes it difficult for gay male athletes to establish social connections with the sport that are necessary for the production of a positive gay athletic identity, one that would view homosexuality and athleticism as compatible" (2002, p. 875). Homosexual people are less likely to participate in sports than their heterosexual counterparts (Elling & Janssens, 2009). It is clear that there is a need for an LGBTQ athletic space where an individual's sexual orientation won't be a factor in their social capital and acceptance on a team or within a league.

There are several motivation factors for participation in an LGBTQ sport league, one of which is increased self-esteem (Jones & McCarthy, 2010). Participation on an LGBTQ team offers a safe and healthy outlet for LGBTQ individuals other than frequenting gay bars and dance clubs (Jones & McCarthy, 2010). Additionally, participation on the LGBTQ teams can increase an individual's network of 'like minded' people, as well as increase opportunities to meet a partner. Participation on an LGBTQ team can also act as a form of stress relief for non-heterosexual individuals (Jones & McCarthy, 2009). Homosexual individuals can experience higher levels of stress due to

their marginalized sexual orientation (Meyer, 1995). Not addressing this higher level of stress can lead to decreased life fulfillment as well as higher levels of illness.

The primary motivations for the development of an LGBTQ sport league are to promote health within the LGBTQ community and also provide a venue for young gay people to find role models (Place & Beggs, 2011). In a culture where LGBTQ role models are scarce, young LGBTQ individuals turn to personifications of LGBTQ people within media and entertainment to guide them on appropriate displays of their sexual orientation (Gomillion & Guiliano, 2011). Unfortunately, portrayals of LGBTQ persons on television are decided by people who aren't necessarily LGBTQ themselves and are often ostentatious and not reflective of gay culture but are designed to bring in as many viewers as possible.

#### Gaps In Research And Need For Current Study

Homosexual athletes are feeling more comfortable with their sexuality and have begun to reveal their sexuality in greater numbers than before. Athletes such as Michael Sam, Jason Collins, and Brittney Griner can act as role models for gay youth. It has been written that there is homophobia and heterosexism in sport is decreasing (Adams et al., 2010; Anderson, 2010, 2011) although the gay athletes themselves may inadvertently skew the evidence. If a gay athlete enters a new sport environment such as college or a professional league, then they may expect to be treated badly if they reveal their orientation. As a result, they may overstate their level of acceptance because they aren't being physically or emotionally abused, but the environment may still be a homophobic one (Anderson, 2002). The homophobic discourse that pervades the locker room and the

athletic field may not be directed at any particular gay player but still reinforces the heterosexist culture of sport.

There has been ample research conducted on the intersection of homosexuality and sport, and although perceived masculinity is often times mentioned as a factor, it hasn't been explored more fully. This research will speak to how perceptions of masculinity and homosexuality are connected and if there are correlations between sport, age, sexual orientation, education level, and gender with attitudes towards lesbians and gay men as well as masculinity. Although this research is taking place within an adult recreation league and the results can't be directly related to professional sport leagues, there may be some overlap between the two leagues that allows for a future intervention.

## CHAPTER 3

### METHODOLOGY

The purpose of this study was to examine masculinity and attitudes towards gay athletes within two different adult recreational sport leagues; a non-exclusive league that identifies strongly with the homosexual community, and a league that does not identify with any specific population. The methodology is presented in the following sections: Research Design, Participants, Instrumentation, Procedures, Data Analysis, and Bias Statement.

#### Research Design

A quantitative approach was used in this study. Participants filled out a demographic form (Appendix 1), a modified version of Herek's 1984 "Attitudes Towards Lesbian and Gay Men" Scale (Appendix 2) and a modified Masculinity Behavior Scale (Snell, 2013) (Appendix 3). The "Attitudes Towards Lesbian and Gay Men" scale will be referred to as ATLG scale and the "Masculinity Behavior Scale" will be referred to as the MBS.

#### Participants

Participants in the study were active members of adult recreation teams in Philadelphia, PA and surrounding areas in the fall or winter of 2014. Participants were members of one of two adult recreational sport leagues. The two leagues are both non-exclusive in nature however one advertises itself as being gay-friendly. For simplicity with the research, the leagues will be referred to as heteronormative and non-heteronormative leagues. Soccer and flag/touch football were the sports in which the participants were involved. These sports were chosen because they were the teams that

were involved in both leagues. One heteronormative league was used that included both flag football and soccer. Two separate non-heteronormative teams were used: one for soccer and one for football. Together, they are considered to be a non-heteronormative league.

### Instrumentation

Participants who participated solely with the quantitative portion of the study filled out three forms online. The first form was a modified version of Herek's 1984 ATLG measure (Anderson & Mowatt, 2013). This modified version was used in a study by Anderson and Mowatt in 2013 when they examined recreational club sports in a university setting. The second form is the MBS, originally developed by Snell in 1989 and updated in 2013. Finally, the researcher utilized a self-developed questionnaire for the qualitative portion of the study.

The original version of the ATLG utilized a 5-point Likert scale but the modified versions use a 7-point Likert scale. Herek's original scale has been modified several times to be more applicable to several populations of interest. The version utilized in "Heterosexism in Campus Recreational Club Sports: An Exploratory Investigation Into Attitudes Toward Gay Men and Lesbians" (Anderson & Mowatt, 2013) was also utilized by the researcher. Eight items are reverse scored and total scores could range from 20-140, with 20 meaning 'very little homophobia' and 140 meaning 'very homophobic'. Anderson and Mowatt don't make note of the internal and external validity scores for the modified version of the ATLG, however, the original version has high levels of internal consistency ( $\alpha > .80$ ) with non-college adult populations. The ATLG has two subscales of Attitudes Towards Lesbians (ATL) and Attitudes Towards Gay Men (ATG).

The 2013 modified MBS scale is scored using a 5-point Likert scale ranging from +2 (Agree) to -2 (Disagree). The more positive the score (higher in agreement) corresponds to a greater agreement that the items on the MBS are descriptive of the participant. The MBS has four subscales of Success Dedication (SD), Restrictive Emotionality (RE), Inhibited Affection (IA), and Exaggerated Self-Reliance and Control (ESR) (Snell, 2013). The original version has high levels of internal consistency (*alpha* ranges between .69 and .89, with an average of .84).

#### Procedures

Teams and leagues were originally contacted through the organizations' websites in September 2014. The organizations were found through online searches and will remain anonymous in order to protect the identity of the respondents. Each league/team has their own website where the researcher was able to make contact. After committee and IRB approval, the researcher met with the teams and disseminated fliers and gave a short talk on the study. Voluntary participants provided the researcher with their email address and name, and were later sent the direct link to the study.

The study yielded 46 responses for a response rate of 59%.

#### Data Analysis

The forms were available on freeonlinesurveys.com and were able to be automatically dropped into Excel for the researcher. SPSS was utilized in analyzing the data and was enhanced by the demographic data and cross comparisons between age, education level, gender, sport, league, and sexual orientation in relation to perceptions of masculinity and attitudes towards lesbians and gay men. T-tests and ANOVAs will be utilized in analyzing the data because of limited dependent and independent variables.

Pearson Correlations will be run to ascertain if masculinity is related to attitudes towards lesbians and gay men.

#### Bias Statement

The researcher experienced several acts of microaggression directed towards homosexuals during his tenure as a competitive athlete. At the age of 13 he was introduced to the notion that not all athletes can play sports. After an early season football practice, the researcher's coach said "Everyone go shower and get changed. Just to be clear, there aren't any girly boys on the team are there? We don't need to worry about soap on a rope, right?" The laughter that ensued was lost on the researcher, partially because he didn't understand what "soap on a rope" was, but also because he didn't understand why sexuality would have an impact on sport performance.

As the researcher developed his talents as a swimmer, the level of aggression and outward hostility decreased. This may be due to his excellence in sport and may be due to the nature of swimming. There were times that his sexuality was brought to the forefront in an effort to be demeaning. At times the researcher found his workout gear and belongings thrown into the girl's locker room. Other swimmers made jibes that he should participate on the women's team, and once he was referred to as a "packer" in front of his laughing team.

Due to some of his negative experiences, the researcher has acknowledged that his research may be biased. In an attempt to break down the biases, the measures he implemented have been applied to all the participants. Additionally, he developed his interview questions to not be leading and are meant to be open-ended.

## CHAPTER 4

### RESULTS AND DISCUSSION

The following chapter will summarize the results of the study. This chapter will be broken down in the following sections: Demographic Information, Reliability Scores, Research Questions, Discussion on Research Questions, General Discussion, Implications for Research, and Implications for Practitioners. Charts and Tables can be found in Appendix 4.

#### Demographic Information

Forty-six people of the 78 initial volunteers completed every step of the online survey resulting in a response rate of 59%. Three of the 78 participants started the online survey but did not complete the ATLG scale. A full demographic chart can be found below on Table 1.

There were 27 respondents who identify as heterosexual and 19 who identify as either homosexual, bisexual, or queer. A further analysis grouped those participants who responded as homosexual, queer, or bisexual as non-heterosexual. Of the 46 people involved in this survey, 39 identified as Caucasian, two as African American, one as Asian, and four as Other. Due to the low numbers of respondents, participants were either categorized as white or non-white for a further analysis. Participants placed their ages in all ranges of 21-25 through 51-55. Due to the large variety of responses, a further analysis was completed with two groups; the first is participants under 30 and the second is participants over 30.

Education was a fourth category where a further analysis was completed.

Participants were grouped by educational attainment; participants who have a bachelor's

Table 1

*Sport*

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Flag/Touch	<b>18</b>	<b>39.1</b>	<b>39.1</b>	<b>39.1</b>
	Football				
	Soccer	<b>27</b>	<b>58.7</b>	<b>58.7</b>	<b>97.8</b>
	Both	<b>1</b>	<b>2.2</b>	<b>2.2</b>	<b>100.0</b>
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

*League*

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Heteronormative	<b>23</b>	<b>50.0</b>	<b>50.0</b>	<b>50.0</b>
	League				
	Non-	<b>11</b>	<b>23.9</b>	<b>23.9</b>	<b>73.9</b>
	Heteronormative				
	Football League				
	Non-	<b>12</b>	<b>26.1</b>	<b>26.1</b>	<b>100.0</b>
	Heteronormative				
	Soccer				
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

*Race*

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White	<b>39</b>	<b>84.8</b>	<b>84.8</b>	<b>84.8</b>
	African	<b>2</b>	<b>4.3</b>	<b>4.3</b>	<b>89.1</b>
	American				
	Other	<b>4</b>	<b>8.7</b>	<b>8.7</b>	<b>97.8</b>
	Asian	<b>1</b>	<b>2.2</b>	<b>2.2</b>	<b>100.0</b>
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

Table 1 Continued

<i>Age</i>		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-25	<b>6</b>	<b>13.0</b>	<b>13.0</b>	<b>13.0</b>
	26-30	<b>16</b>	<b>34.8</b>	<b>34.8</b>	<b>47.8</b>
	31-35	<b>13</b>	<b>28.3</b>	<b>28.3</b>	<b>76.1</b>
	36-40	<b>5</b>	<b>10.9</b>	<b>10.9</b>	<b>87.0</b>
	41-45	<b>2</b>	<b>4.3</b>	<b>4.3</b>	<b>91.3</b>
	46-50	<b>2</b>	<b>4.3</b>	<b>4.3</b>	<b>95.7</b>
	51-55	<b>2</b>	<b>4.3</b>	<b>4.3</b>	<b>100.0</b>
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

<i>Gender</i>		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	<b>19</b>	<b>41.3</b>	<b>41.3</b>	<b>41.3</b>
	Male	<b>27</b>	<b>58.7</b>	<b>58.7</b>	<b>100.0</b>
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

<i>Education</i>		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High School	<b>1</b>	<b>2.2</b>	<b>2.2</b>	<b>2.2</b>
	Some College	<b>3</b>	<b>6.5</b>	<b>6.5</b>	<b>8.7</b>
	Associate Degree	<b>5</b>	<b>10.9</b>	<b>10.9</b>	<b>19.6</b>
	Bachelor Degree	<b>16</b>	<b>34.8</b>	<b>34.8</b>	<b>54.3</b>
	Graduate Degree	<b>21</b>	<b>45.7</b>	<b>45.7</b>	<b>100.0</b>
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

Table 1 Continued

*Employment*

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employed	<b>39</b>	<b>84.8</b>	<b>84.8</b>	<b>84.8</b>
	Not Employed	<b>4</b>	<b>8.7</b>	<b>8.7</b>	<b>93.5</b>
	Student	<b>3</b>	<b>6.5</b>	<b>6.5</b>	<b>100.0</b>
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

*Sexual Orientation*

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bisexual	<b>3</b>	<b>6.5</b>	<b>6.5</b>	<b>6.5</b>
	Heterosexual	<b>27</b>	<b>58.7</b>	<b>58.7</b>	<b>65.2</b>
	Homosexual	<b>14</b>	<b>30.4</b>	<b>30.4</b>	<b>95.7</b>
	Queer	<b>2</b>	<b>4.3</b>	<b>4.3</b>	<b>100.0</b>
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

*Age Grouped*

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Under 30	<b>22</b>	<b>47.8</b>	<b>47.8</b>	<b>47.8</b>
	Over 30	<b>24</b>	<b>52.2</b>	<b>52.2</b>	<b>100.0</b>
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

*Education Grouped*

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	<b>24</b>	<b>52.2</b>	<b>53.3</b>	<b>53.3</b>
	2.00	<b>21</b>	<b>45.7</b>	<b>46.7</b>	<b>100.0</b>
	Total	<b>45</b>	<b>97.8</b>	<b>100.0</b>	
Missing	System	<b>1</b>	<b>2.2</b>		
Total		<b>46</b>	<b>100.0</b>		

Table 1 Continued

<i>Sexual Orientation (Grouped)</i>		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Non-Heterosexual	<b>19</b>	<b>41.3</b>	<b>41.3</b>	<b>41.3</b>
	Heterosexual	<b>27</b>	<b>58.7</b>	<b>58.7</b>	<b>100.0</b>
	Total	<b>46</b>	<b>100.0</b>	<b>100.0</b>	

  

<i>League (Grouped)</i>		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Heteronormative League	<b>23</b>	<b>50.0</b>	<b>50.0</b>	<b>50.0</b>
	Non-Heteronormative	<b>23</b>	<b>50.0</b>	<b>50.0</b>	<b>100.0</b>
	Total	<b>45</b>	<b>100</b>	<b>100.0</b>	

or a master's degree were grouped together and compared with individuals who have some high school, some college, or an associate's degree. The leagues were considered in two ways: individually and then grouped together by heteronormative/non-heteronormative identification.

There were 23 respondents from the heteronormative league and 23 respondents from the non-heteronormative leagues. Eighteen participants competed in flag/touch football and 27 participants competed in soccer. One participant competed in both flag/touch football and soccer. There were 19 people who reported their gender as female and 27 people who reported their gender as male.

## Research Questions

The researcher will answer the following research questions to understand the results of the data.

### Research Question 1

*Are perceptions of masculinity related to attitudes towards lesbians and gay men?*

Pearson Correlation tests revealed that there was no statistically significant relationship between perceptions of masculinity and attitudes towards lesbians and gay men. The subscales of the MBS and ATLG also showed no statistically significant correlation with one another. The ATL was almost statistically significantly correlated with the ESR subscale of the MBS ( $p = .057$ ). Table 2 shows the Pearson Correlation scores for the MBS and ATLG with subscales.

### Research Question 2

*Do non-heterosexual participants have different ideas about perception of masculinity and sexuality in comparison to heterosexual participants?*

T-tests revealed that non-heterosexual participants were statistically significantly different from heterosexual participants in regard to attitudes towards non-heterosexual males, but not toward non-heterosexual females nor in regard to perceptions of masculinity. Non-heterosexual participants had a mean score of 13.37 on the ATG subscale of the ATLG while heterosexual participants had a mean score of 16.92, indicating a higher level of regard for non-heterosexual males ( $p = .015$ ). The ATL was almost significant in regard to sexual orientation with means of 13.44 for non-heterosexual participants and 16.20 for heterosexual participants ( $p = .064$ ). Table 3

Table 2

*Correlations (MBS, ATL, & ATG)*

		MBS	ATL	ATG
MBS	Pearson	<b>1</b>	<b>.172</b>	<b>.219</b>
	Correlation			
	Sig. (2-tailed)		<b>.295</b>	<b>.174</b>
	N	<b>41</b>	<b>39</b>	<b>40</b>
ATL	Pearson	<b>.172</b>	<b>1</b>	<b>.908**</b>
	Correlation			
	Sig. (2-tailed)	<b>.295</b>		<b>.000</b>
	N	<b>39</b>	<b>43</b>	<b>43</b>
ATG	Pearson	<b>.219</b>	<b>.908**</b>	<b>1</b>
	Correlation			
	Sig. (2-tailed)	<b>.174</b>	<b>.000</b>	
	N	<b>40</b>	<b>43</b>	<b>44</b>

\*\* . Correlation is significant at the 0.01 level (2-tailed).

shows the T-test results for the relationship between sexual orientation and beliefs about masculinity and sexuality.

### Research Question 3

*How do age, education level, gender, sport, race, and league choice impact the participants' beliefs about masculinity and their attitudes towards lesbians and gay men?*

ANOVAs were used to answer this question. The independent variables were age, sexual orientation, education level, gender, sport, and league choice. Education level was broken down into two groups of people - individuals who have some high school, some college, or an associate's degree and individuals who have either a bachelor's or master's degree. ANOVA testing for age was utilized two ways; the first was as it was categorized

Table 3

		Levene's Test for Equality of Variances		t-test for Equality of Means		95% Confidence Interval of the Difference				
		F	Sig.	t	df	Sig. (2- tailed)	Mean Difference	Std. Error Difference	Lower	Upper
ATG	Equal variances assumed	1.06	.307	-2.543	42	.015	-3.55158	1.39651	-6.36986	-.73330
	Equal variances not assumed			-2.593	41.160	.013	-3.55158	1.36990	-6.31783	-.78533
ATL	Equal variances assumed	.989	.326	-1.902	41	.064	-2.75556	1.44865	-5.68117	.17006
	Equal variances not assumed			-1.980	40.661	.055	-2.75556	1.39176	-5.56699	.05588

by participants and the second was run with categorization into groups of people under 30 and over 30.

### *Age*

An ANOVA revealed that age as the participants answered was a statistically significant predictor of the MBS ( $p = .002$ ) but not about any of the subscales nor the ATL or ATG. Table 4 displays the ANOVA testing for age in relation to the MBS, MBS subscales, ATL, and ATG.

An ANOVA revealed that age when grouped into participants under 30 and participants over 30 was a significant predictor of the MBS ( $p = .004$ ) as well as the MBS subscales of Success Dedication ( $p = .04$ ) and Exaggerated Self-Reliance and Control ( $p = .032$ ). A higher score on the Exaggerated Self-Reliance and Control subscale indicates a greater feeling that women should not be in control of their own lives (Snell, 2013). A higher score on the Success Dedication subscale indicates a belief that men should be more dedicate to success than women (Snell, 2013). Grouping the age into two categories was still not a significant predictor of the remaining subscales of the MBS or in the ATL or ATG. A full table of the ANOVA test can be found on Table 5.

### *Sport*

An ANOVA revealed that sport selection does have an impact on ones perceptions of masculinity, but not on any particular subscale and no significance on ATL or ATG. Individuals who participated in soccer had a mean score of 60 on the MBS while individuals who participated in football had a mean score of 51.27 ( $p = .007$ ), indicating that soccer players felt that the items on the MBS were descriptive of themselves. The ANOVA test can be found on Table 6.

Table 4

<i>ANOVA (Age)</i>		Sum of Squares	df	Mean Square	F	Sig.
MBS	Between Groups	<b>1369.662</b>	<b>6</b>	<b>228.277</b>	<b>4.332</b>	<b>.002</b>
	Within Groups	<b>1791.850</b>	<b>34</b>	<b>52.701</b>		
	Total	<b>3161.512</b>	<b>40</b>			
ATL	Between Groups	<b>122.643</b>	<b>6</b>	<b>20.440</b>	<b>.858</b>	<b>.534</b>
	Within Groups	<b>857.264</b>	<b>36</b>	<b>23.813</b>		
	Total	<b>979.907</b>	<b>42</b>			
ATG	Between Groups	<b>132.107</b>	<b>6</b>	<b>22.018</b>	<b>.917</b>	<b>.494</b>
	Within Groups	<b>888.325</b>	<b>37</b>	<b>24.009</b>		
	Total	<b>1020.432</b>	<b>43</b>			
SD	Between Groups	<b>101.771</b>	<b>6</b>	<b>16.962</b>	<b>1.441</b>	<b>.225</b>
	Within Groups	<b>435.411</b>	<b>37</b>	<b>11.768</b>		
	Total	<b>537.182</b>	<b>43</b>			
RE	Between Groups	<b>104.139</b>	<b>6</b>	<b>17.357</b>	<b>.908</b>	<b>.500</b>
	Within Groups	<b>726.661</b>	<b>38</b>	<b>19.123</b>		
	Total	<b>830.800</b>	<b>44</b>			
ESR	Between Groups	<b>80.428</b>	<b>6</b>	<b>13.405</b>	<b>1.833</b>	<b>.120</b>
	Within Groups	<b>263.200</b>	<b>36</b>	<b>7.311</b>		
	Total	<b>343.628</b>	<b>42</b>			
IA	Between Groups	<b>73.671</b>	<b>6</b>	<b>12.279</b>	<b>1.315</b>	<b>.274</b>
	Within Groups	<b>354.907</b>	<b>38</b>	<b>9.340</b>		
	Total	<b>428.578</b>	<b>44</b>			

Table 5

*ANOVA (Age Grouped)*

		Sum of Squares	df	Mean Square	F	Sig.
MBS	Between Groups	<b>611.400</b>	<b>1</b>	<b>611.400</b>	<b>9.350</b>	<b>.004</b>
	Within Groups	<b>2550.112</b>	<b>39</b>	<b>65.387</b>		
	Total	<b>3161.512</b>	<b>40</b>			
ATL	Between Groups	<b>58.750</b>	<b>1</b>	<b>58.750</b>	<b>2.615</b>	<b>.114</b>
	Within Groups	<b>921.157</b>	<b>41</b>	<b>22.467</b>		
	Total	<b>979.907</b>	<b>42</b>			
ATG	Between Groups	<b>58.548</b>	<b>1</b>	<b>58.548</b>	<b>2.556</b>	<b>.117</b>
	Within Groups	<b>961.883</b>	<b>42</b>	<b>22.902</b>		
	Total	<b>1020.432</b>	<b>43</b>			
SD	Between Groups	<b>51.877</b>	<b>1</b>	<b>51.877</b>	<b>4.490</b>	<b>.040</b>
	Within Groups	<b>485.304</b>	<b>42</b>	<b>11.555</b>		
	Total	<b>537.182</b>	<b>43</b>			
RE	Between Groups	<b>7.889</b>	<b>1</b>	<b>7.889</b>	<b>.412</b>	<b>.524</b>
	Within Groups	<b>822.911</b>	<b>43</b>	<b>19.137</b>		
	Total	<b>830.800</b>	<b>44</b>			
ESR	Between Groups	<b>36.871</b>	<b>1</b>	<b>36.871</b>	<b>4.928</b>	<b>.032</b>
	Within Groups	<b>306.757</b>	<b>41</b>	<b>7.482</b>		
	Total	<b>343.628</b>	<b>42</b>			
IA	Between Groups	<b>20.268</b>	<b>1</b>	<b>20.268</b>	<b>2.134</b>	<b>.151</b>
	Within Groups	<b>408.310</b>	<b>43</b>	<b>9.496</b>		
	Total	<b>428.578</b>	<b>44</b>			

Table 6

*ANOVA (Sport)*

		Sum of				
		Squares	df	Mean Square	F	Sig.
MBS	Between	<b>728.579</b>	<b>2</b>	<b>364.289</b>	<b>5.690</b>	<b>.007</b>
	Groups					
	Within Groups	<b>2432.933</b>	<b>38</b>	<b>64.025</b>		
Total		<b>3161.512</b>	<b>40</b>			
ATL	Between	<b>28.504</b>	<b>2</b>	<b>14.252</b>	<b>.599</b>	<b>.554</b>
	Groups					
	Within Groups	<b>951.403</b>	<b>40</b>	<b>23.785</b>		
Total		<b>979.907</b>	<b>42</b>			
ATG	Between	<b>30.432</b>	<b>2</b>	<b>15.216</b>	<b>.630</b>	<b>.538</b>
	Groups					
	Within Groups	<b>990.000</b>	<b>41</b>	<b>24.146</b>		
Total		<b>1020.432</b>	<b>43</b>			
SD	Between	<b>32.365</b>	<b>2</b>	<b>16.183</b>	<b>1.314</b>	<b>.280</b>
	Groups					
	Within Groups	<b>504.817</b>	<b>41</b>	<b>12.313</b>		
Total		<b>537.182</b>	<b>43</b>			
RE	Between	<b>56.146</b>	<b>2</b>	<b>28.073</b>	<b>1.522</b>	<b>.230</b>
	Groups					
	Within Groups	<b>774.654</b>	<b>42</b>	<b>18.444</b>		
Total		<b>830.800</b>	<b>44</b>			
ESR	Between	<b>26.229</b>	<b>2</b>	<b>13.114</b>	<b>1.653</b>	<b>.204</b>
	Groups					
	Within Groups	<b>317.399</b>	<b>40</b>	<b>7.935</b>		
Total		<b>343.628</b>	<b>42</b>			
IA	Between	<b>18.454</b>	<b>2</b>	<b>9.227</b>	<b>.945</b>	<b>.397</b>
	Groups					
	Within Groups	<b>410.124</b>	<b>42</b>	<b>9.765</b>		
Total		<b>428.578</b>	<b>44</b>			

### *Gender*

An ANOVA revealed that gender was a significant predictor of the ATG with males having more negative attitudes towards non-heterosexual males than females. Males had a mean score of 16.03 while the females had a mean score of 13.53 ( $p = .022$ ). Higher scores indicated greater negative attitudes towards gay participants. Gender was not a significant predictor of the ATL, the MBS, nor any of the subscales on the MBS. The complete ANOVA table can be found on Table 7.

### *Education Level*

An ANOVA did not reveal any significant results as a predictor of the MBS nor any of its subscales nor the ATL and ATG. There was no significance either when participants were grouped by educational attainment. The groups were those who have received either a bachelor's degree or master's degree and those who have received either some high school education, some college education or have an associate's degree. Full tables of the ANOVA test can be found on Tables 8 (participants are not grouped) and 9 (participants are grouped).

### *Race*

An ANOVA revealed that race was not a statistically significant predictor of the MBS nor its subscales, the ATL, or the ATG. A full ANOVA report can be seen on Table 10.

Table 7

*ANOVA (Gender)*

		Sum of				
		Squares	df	Mean Square	F	Sig.
MBS	Between	<b>9.613</b>	<b>1</b>	<b>9.613</b>	<b>.119</b>	<b>.732</b>
	Groups					
	Within Groups	<b>3151.900</b>	<b>39</b>	<b>80.818</b>		
Total		<b>3161.512</b>	<b>40</b>			
ATL	Between	<b>64.710</b>	<b>1</b>	<b>64.710</b>	<b>2.899</b>	<b>.096</b>
	Groups					
	Within Groups	<b>915.197</b>	<b>41</b>	<b>22.322</b>		
Total		<b>979.907</b>	<b>42</b>			
ATG	Between	<b>121.539</b>	<b>1</b>	<b>121.539</b>	<b>5.679</b>	<b>.022</b>
	Groups					
	Within Groups	<b>898.893</b>	<b>42</b>	<b>21.402</b>		
Total		<b>1020.432</b>	<b>43</b>			
SD	Between	<b>1.866</b>	<b>1</b>	<b>1.866</b>	<b>.146</b>	<b>.704</b>
	Groups					
	Within Groups	<b>535.316</b>	<b>42</b>	<b>12.746</b>		
Total		<b>537.182</b>	<b>43</b>			
RE	Between	<b>26.133</b>	<b>1</b>	<b>26.133</b>	<b>1.397</b>	<b>.244</b>
	Groups					
	Within Groups	<b>804.667</b>	<b>43</b>	<b>18.713</b>		
Total		<b>830.800</b>	<b>44</b>			
ESR	Between	<b>1.057</b>	<b>1</b>	<b>1.057</b>	<b>.126</b>	<b>.724</b>
	Groups					
	Within Groups	<b>342.571</b>	<b>41</b>	<b>8.355</b>		
Total		<b>343.628</b>	<b>42</b>			
IA	Between	<b>7.170</b>	<b>1</b>	<b>7.170</b>	<b>.732</b>	<b>.397</b>
	Groups					
	Within Groups	<b>421.407</b>	<b>43</b>	<b>9.800</b>		
Total		<b>428.578</b>	<b>44</b>			

Table 8

*ANOVA (Education)*

		Sum of Squares	df	Mean Square	F	Sig.
MBS	Between Groups	<b>562.268</b>	<b>4</b>	<b>140.567</b>	<b>1.947</b>	<b>.124</b>
	Within Groups	<b>2599.24</b>	<b>36</b>	<b>72.201</b>		
	Total	<b>3161.51</b>	<b>40</b>			
ATL	Between Groups	<b>105.674</b>	<b>4</b>	<b>26.418</b>	<b>1.148</b>	<b>.349</b>
	Within Groups	<b>874.233</b>	<b>38</b>	<b>23.006</b>		
	Total	<b>979.907</b>	<b>42</b>			
ATG	Between Groups	<b>114.922</b>	<b>4</b>	<b>28.731</b>	<b>1.237</b>	<b>.311</b>
	Within Groups	<b>905.510</b>	<b>39</b>	<b>23.218</b>		
	Total	<b>1020.43</b>	<b>43</b>			
SD	Between Groups	<b>24.807</b>	<b>4</b>	<b>6.202</b>	<b>.472</b>	<b>.756</b>
	Within Groups	<b>512.374</b>	<b>39</b>	<b>13.138</b>		
	Total	<b>537.182</b>	<b>43</b>			
RE	Between Groups	<b>93.800</b>	<b>4</b>	<b>23.450</b>	<b>1.273</b>	<b>.297</b>
	Within Groups	<b>737.000</b>	<b>40</b>	<b>18.425</b>		
	Total	<b>830.800</b>	<b>44</b>			
ESR	Between Groups	<b>33.295</b>	<b>4</b>	<b>8.324</b>	<b>1.019</b>	<b>.410</b>
	Within Groups	<b>310.333</b>	<b>38</b>	<b>8.167</b>		
	Total	<b>343.628</b>	<b>42</b>			
IA	Between Groups	<b>66.161</b>	<b>4</b>	<b>16.540</b>	<b>1.826</b>	<b>.143</b>
	Within Groups	<b>362.417</b>	<b>40</b>	<b>9.060</b>		
	Total	<b>428.578</b>	<b>44</b>			

Table 9

*ANOVA (Education grouped)*

		Sum of	df	Mean Square	F	Sig.
		Squares				
MBS	Between Groups	<b>611.400</b>	<b>1</b>	<b>611.400</b>	<b>9.350</b>	<b>.004</b>
	Within Groups	<b>2550.112</b>	<b>39</b>	<b>65.387</b>		
	Total	<b>3161.512</b>	<b>40</b>			
ATL	Between Groups	<b>58.750</b>	<b>1</b>	<b>58.750</b>	<b>2.615</b>	<b>.114</b>
	Within Groups	<b>921.157</b>	<b>41</b>	<b>22.467</b>		
	Total	<b>979.907</b>	<b>42</b>			
ATG	Between Groups	<b>58.548</b>	<b>1</b>	<b>58.548</b>	<b>2.556</b>	<b>.117</b>
	Within Groups	<b>961.883</b>	<b>42</b>	<b>22.902</b>		
	Total	<b>1020.432</b>	<b>43</b>			
SD	Between Groups	<b>51.877</b>	<b>1</b>	<b>51.877</b>	<b>4.490</b>	<b>.040</b>
	Within Groups	<b>485.304</b>	<b>42</b>	<b>11.555</b>		
	Total	<b>537.182</b>	<b>43</b>			
RE	Between Groups	<b>7.889</b>	<b>1</b>	<b>7.889</b>	<b>.412</b>	<b>.524</b>
	Within Groups	<b>822.911</b>	<b>43</b>	<b>19.137</b>		
	Total	<b>830.800</b>	<b>44</b>			
ESR	Between Groups	<b>36.871</b>	<b>1</b>	<b>36.871</b>	<b>4.928</b>	<b>.032</b>
	Within Groups	<b>306.757</b>	<b>41</b>	<b>7.482</b>		
	Total	<b>343.628</b>	<b>42</b>			
IA	Between Groups	<b>20.268</b>	<b>1</b>	<b>20.268</b>	<b>2.134</b>	<b>.151</b>
	Within Groups	<b>408.310</b>	<b>43</b>	<b>9.496</b>		
	Total	<b>428.578</b>	<b>44</b>			

Table 10

*ANOVA (Race- Grouped)*

		Sum of Squares	df	Mean Square	F	Sig.
MBS	Between Groups	<b>31.356</b>	<b>1</b>	<b>31.356</b>	<b>.440</b>	<b>.511</b>
	Within Groups	<b>2493.725</b>	<b>35</b>	<b>71.249</b>		
	Total	<b>2525.081</b>	<b>36</b>			
ATL	Between Groups	<b>10.771</b>	<b>1</b>	<b>10.771</b>	<b>.532</b>	<b>.470</b>
	Within Groups	<b>748.972</b>	<b>37</b>	<b>20.242</b>		
	Total	<b>759.744</b>	<b>38</b>			
ATG	Between Groups	<b>16.177</b>	<b>1</b>	<b>16.177</b>	<b>.732</b>	<b>.398</b>
	Within Groups	<b>839.423</b>	<b>38</b>	<b>22.090</b>		
	Total	<b>855.600</b>	<b>39</b>			
SD	Between Groups	<b>43.406</b>	<b>1</b>	<b>43.406</b>	<b>3.591</b>	<b>.066</b>
	Within Groups	<b>459.369</b>	<b>38</b>	<b>12.089</b>		
	Total	<b>502.775</b>	<b>39</b>			
RE	Between Groups	<b>2.542</b>	<b>1</b>	<b>2.542</b>	<b>.131</b>	<b>.719</b>
	Within Groups	<b>756.482</b>	<b>39</b>	<b>19.397</b>		
	Total	<b>759.024</b>	<b>40</b>			
ESR	Between Groups	<b>4.521</b>	<b>1</b>	<b>4.521</b>	<b>.730</b>	<b>.398</b>
	Within Groups	<b>229.222</b>	<b>37</b>	<b>6.195</b>		
	Total	<b>233.744</b>	<b>38</b>			
IA	Between Groups	<b>2.270</b>	<b>1</b>	<b>2.270</b>	<b>.237</b>	<b>.629</b>
	Within Groups	<b>373.535</b>	<b>39</b>	<b>9.578</b>		
	Total	<b>375.805</b>	<b>40</b>			

*League*

An ANOVA indicated that when individualized, the leagues showed statistical significance in the means on the ATG. The mean of the heteronormative league was 17.38. The mean of the non-heteronormative flag football team was 13.45 and the non-heteronormative soccer team was 13.36 ( $p = .029$ ). Tukey's HSD (honest significant difference) Test revealed that the heteronormative league was statistically significantly

different in means with the non-heteronormative soccer team ( $p = .049$ ) but not with the non-heteronormative football team ( $p = .104$ ). Higher scores indicate a more negative attitude towards gay participants. There were no other statistically significant differences.

When categorized as either heteronormative or non-heteronormative, an ANOVA revealed that there were statistically significant differences in the mean scores for the ATL and the ATG but not the MBS nor its subscales. The means for the ATL were 16.76 for the heteronormative league and 13.57 for the non-heteronormative league ( $p = .030$ ). The means for the ATG were 17.38 for the heteronormative league and 13.73 for the non-heteronormative league ( $p = .012$ ). Higher mean scores in the ATL indicate more negative attitudes towards lesbian participants. Tables for these ANOVA tests can be found in Tables 11 (individualized) and 12 (heteronormative & non-heteronormative).

## DISCUSSION

### Discussion on Research Questions

The researcher will discuss the research questions in order.

#### Research Question 1

*Are perceptions of masculinity related to attitudes towards lesbians and gay men?*

As reported in the results section, there was no statistically significant relationship between the participants' beliefs on masculinity and their attitudes towards gay and lesbian people. Although there is much published research in the area of masculinity and how it relates to sexual orientation and sexuality, there is a dearth of evidence on how perceptions of masculinity influence attitudes towards gay and lesbian people.

Table 11

*ANOVA (League)*

		Sum of		Mean Square	F	Sig.
		Squares	df			
MBS	Between Groups	<b>300.411</b>	<b>2</b>	<b>150.206</b>	<b>1.995</b>	<b>.150</b>
	Within Groups	<b>2861.101</b>	<b>38</b>	<b>75.292</b>		
	Total	<b>3161.512</b>	<b>40</b>			
ATL	Between Groups	<b>120.825</b>	<b>2</b>	<b>60.412</b>	<b>2.813</b>	<b>.072</b>
	Within Groups	<b>859.082</b>	<b>40</b>	<b>21.477</b>		
	Total	<b>979.907</b>	<b>42</b>			
ATG	Between Groups	<b>161.176</b>	<b>2</b>	<b>80.588</b>	<b>3.845</b>	<b>.029</b>
	Within Groups	<b>859.255</b>	<b>41</b>	<b>20.957</b>		
	Total	<b>1020.432</b>	<b>43</b>			
SD	Between Groups	<b>31.642</b>	<b>2</b>	<b>15.821</b>	<b>1.283</b>	<b>.288</b>
	Within Groups	<b>505.539</b>	<b>41</b>	<b>12.330</b>		
	Total	<b>537.182</b>	<b>43</b>			
RE	Between Groups	<b>40.202</b>	<b>2</b>	<b>20.101</b>	<b>1.068</b>	<b>.353</b>
	Within Groups	<b>790.598</b>	<b>42</b>	<b>18.824</b>		
	Total	<b>830.800</b>	<b>44</b>			
ESR	Between Groups	<b>8.375</b>	<b>2</b>	<b>4.187</b>	<b>.500</b>	<b>.611</b>
	Within Groups	<b>335.253</b>	<b>40</b>	<b>8.381</b>		
	Total	<b>343.628</b>	<b>42</b>			
IA	Between Groups	<b>10.320</b>	<b>2</b>	<b>5.160</b>	<b>.518</b>	<b>.599</b>
	Within Groups	<b>418.258</b>	<b>42</b>	<b>9.959</b>		
	Total	<b>428.578</b>	<b>44</b>			

Table 12

*ANOVA (Leagues- Grouped)*

		Sum of Squares	df	Mean Square	F	Sig.
MBS	Between Groups	<b>4.106</b>	<b>1</b>	<b>4.106</b>	<b>.051</b>	<b>.823</b>
	Within Groups	<b>3067.494</b>	<b>38</b>	<b>80.724</b>		
	Total	<b>3071.600</b>	<b>39</b>			
ATL	Between Groups	<b>106.881</b>	<b>1</b>	<b>106.881</b>	<b>5.048</b>	<b>.030</b>
	Within Groups	<b>846.952</b>	<b>40</b>	<b>21.174</b>		
	Total	<b>953.833</b>	<b>41</b>			
ATG	Between Groups	<b>143.428</b>	<b>1</b>	<b>143.428</b>	<b>6.940</b>	<b>.012</b>
	Within Groups	<b>847.316</b>	<b>41</b>	<b>20.666</b>		
	Total	<b>990.744</b>	<b>42</b>			
SD	Between Groups	<b>13.664</b>	<b>1</b>	<b>13.664</b>	<b>1.107</b>	<b>.299</b>
	Within Groups	<b>506.011</b>	<b>41</b>	<b>12.342</b>		
	Total	<b>519.674</b>	<b>42</b>			
RE	Between Groups	<b>1.455</b>	<b>1</b>	<b>1.455</b>	<b>.075</b>	<b>.786</b>
	Within Groups	<b>819.727</b>	<b>42</b>	<b>19.517</b>		
	Total	<b>821.182</b>	<b>43</b>			
ESR	Between Groups	<b>1.420</b>	<b>1</b>	<b>1.420</b>	<b>.168</b>	<b>.684</b>
	Within Groups	<b>337.723</b>	<b>40</b>	<b>8.443</b>		
	Total	<b>339.143</b>	<b>41</b>			
IA	Between Groups	<b>5.114</b>	<b>1</b>	<b>5.114</b>	<b>.507</b>	<b>.480</b>
	Within Groups	<b>423.318</b>	<b>42</b>	<b>10.079</b>		
	Total	<b>428.432</b>	<b>43</b>			

Currently, there is no quantitative test in existence that will directly examine the relationship between perception of masculinity and attitudes towards the LGBTQ population. Qualitative work has attempted to draw inferences and conclusions about the impact perceptions of masculinity have on attitudes towards lesbian and gay men, although no statistically significant research has come through. When masculinity has been found to be a statistically significant modifier of attitudes towards lesbian and gay men, it was in the context of being related to gender, gender roles, and gender performance (Theodore & Basow, 2000). However, these conclusions were drawn on the notion that masculinity and femininity have no correlation and are mutually exclusive of one another (Theodore & Basow, 2000). Theodore and Basow write “Despite administering different measures of homophobia and gender ideology on separate samples, both sets of researchers suggest that the variance in homophobia among males may be due to the difference in men’s anxiety regarding their ability to behave within a perceptually stringent set of gender role expectations” (2000, p. 32). Therefore masculinity has not been tested as an individual characteristic, but instead as an aspect of one’s personality. Therefore there is no concrete way of testing perceptions of masculinity with attitudes towards homosexual persons.

Perceptions of masculinity are inextricably linked with sexuality and sexual orientation. Based on notions of masculinity and virility, it has been theorized that homosexuals are not able to be as masculine as heterosexuals (Adams et al., 2010; Connell, 1995; Elling & Janssens, 2009; Plummer, 2006). Hegemonic masculinity and its reproduction through sport create a situation where participation by gays and women is incompatible with the sport culture (Connell, 1995; Elling & Janssens, 2009; Plummer,

2006). However, these notions are not based on masculinity, but on the culture significance that masculinity has with sexuality and sexual orientation. Examining masculinity as an entity on its own is difficult because of the performance aspects of masculinity, and how inextricable masculinity is from notions of sexuality and sexual orientation.

Connell explored how masculinity is a performance (2005) and that notion has influenced feminist theorists who are interested in masculinity studies for the past 20 years. Connell also notes that notions of masculinity are oftentimes expressed through competing forms of masculinity (2005). Performance of masculinity falls within gender expression. Gender expression refers to characteristics that are external and perceivable to the outside world. Gender expression is different than gender identity and sexual orientation; gender identity is internal and focuses on how individuals experience their gender, as identifying as a man or a woman, and sexual orientation is the term used for an individual's physical or emotional attraction to another person. Typically gender expression is a reflection of the culture of which the individual is a part. Gender expression influences people's perceptions of others and impacts how that person is labeled. For instance, a woman who dresses in masculine attire can be perceived to be a lesbian, although her masculine attire is just clothing and not reflective of whom she is.

#### Research Question 2

*Do non-heterosexual participants have different ideas about perceptions of masculinity and sexuality in comparison to heterosexual participants?*

Yes, consistent with literature heterosexual participants differentiated from non-heterosexual participants in their attitudes towards gay participants, but not towards

lesbian participants (Roper & Halloran, 2007; Anderson & Mowatt, 2013).

Heterosexual participants and homosexual participants had no difference in perceptions of masculinity. Reasons as to why this is are discussed in this section.

The easiest explanation is that heterosexuals and homosexuals in fact have no differences in their beliefs about masculinity and what it means to be masculine. Research has shown that gender roles have pervaded gay culture and that gay men who identify as ‘bottoms’ (penetrated during sex) are more submissive and associated with effeminate traits whereas gay men who identify as ‘tops’ (penetrators during sex) have more masculine traits (Tskhay & Rule, 2012). Thereby sexual orientation and masculinity should not be related because masculine norms and ideals transcend into the gay community. Masculinity and sexual orientation are continually viewed as incompatible because gay men are not able to be as masculine as straight men, regardless of their beliefs on masculinity. Professional athletes routinely use gay slurs and believe that they “Can’t be with that sweet stuff” (Rosenthal, 2013) in order to differentiate themselves from homosexuals further proving their masculinity. Although there is no evidence that sexual orientation is linked to masculinity, people still orient themselves to think that way and therefore homosexual men cannot conceivably be more masculine than heterosexual men.

Using Lefebvre’s theories on space it is important to consider the change in social space when comparing adult recreation leagues to professional leagues. The perceived space is the same for professional and adult recreational; a football field is a football field wherever it may be. Conceived space, or space that remains in our thoughts and through discourse is expressed through the culture of the sport and team (Lefebvre, 1991). For the

purposes of this study, this space is the significance of the sport to the individual and the social culture of the team. A weekly football game carries more significant for a professional football player than it does for an adult recreational player. Similarly, the social culture of a professional team is going to be more serious about the sport than for an adult recreational team. Lived space is the space that is being experienced in that moment and is a combination of perceived and conceived spaces. It is a combination of the physical space and the cultural aspects and is where homophobia and marginalization are produced and enforced (van Ingen, 2003).

These cultural aspects are the difference between professional and recreational leagues. The motivations behind participation for these two separate spaces are completely different. Motivations for participation in adult recreation leagues center on sport and skill mastery, leisure pursuits, general health, and social outlets (Place & Beggs, 2011). Motivations for participation in professional leagues include fame, fortune, and drive for being the best. The athletic identity is more salient for the professional athlete compared to the recreational one. The athletic identity itself may be more homophobic due to the fact that gay athletes will typically drop out of more masculine sports such as football (Adams et al., 2010). By the time someone reaches the NFL it may be assumed that everyone around you is also heterosexual. For gay athletes, they must negotiate their gay identity alongside their athletic identity (Anderson, 2002). The negotiation process for gay adult recreation athletes can be assumed to be less difficult.

### Research Question 3

*How do age, education level, gender, sport, race, and league choice impact the participants' beliefs about masculinity and their attitudes towards lesbians and gay men?*

Data reveals that the ATL is modified significantly by league choice (grouped), ATG by league choice, gender, and sexual orientation. The MBS and two subscales (ESR & SD) are modified significantly by age (grouped). Sport, race, and education were not found to be significant modifiers of ATL, ATG, or the MBS and any of its subscales.

Age has been shown to be a modifier of MBS and that is indicative of changing norms surrounding masculinity. Older individuals have a different idea of what it means to be masculine than younger people. As mentioned in the Results section, higher scores on the ESR and SD subscales of the MBS indicate a greater belief that women should not be in control of their own lives and personal dedication to success. When the results were grouped, it was found that participants over 30 had statistically significant differences in their mean scores of ESR and SD compared to people under 30.

Changing ideals of masculinity could mean that sexuality is being separated from masculinity and the bipolarity of masculinity and femininity is reduced. New forms of masculinity blur the lines of masculine and feminine expression through clothing. McNair notes that young men left behind traditionally masculine clothes and opted instead for tighter shirts, pants that revealed their underwear, and started utilizing hair gel (2002). Playing with masculinity through clothing can be traced recently through the decline of the metrosexual (male who pays a great deal of attention to his grooming and clothing) (Shugart, 2008) and the rise of the lumbersexual (metrosexual that gives the illusion of masculinity) (Brown, 2014). These changing norms in men's fashion can be a reflection of their changing beliefs on masculinity (Anderson, 2013).

Another element for consideration when thinking about the Success Dedication subscale of the MBS being predicted by age is the economic recession that has been

occurring for several years and the cost of living now compared to 30 years ago. The cost of living has gone up, student loan debt is rampant, and jobs are hard to come by resulting in a situation that young people today are having a difficult time surmounting (Palmer, 2012). Given that young people are struggling for economic freedom, young people may have new ideas of what success looks like in comparison to older people.

The attitudes towards lesbians and gay men were modified by league choice, gender, and sexual orientation. These results are not surprising not only because of the small sample size, but also because a principal divider between the leagues is that one has strong ties to the LGBTQ community and the other does not. Past research has shown that women are more accepting of LGBTQ people than men (Herek, 1988) and it is predicted that the LGBTQ community has more positive feelings about themselves than the heterosexual community has about them. Because league choice, gender, and sexual orientation have been shown to be predictors of attitudes towards lesbian and gay men, it isn't surprising to find them in this study.

Attitudes towards lesbians and gay men were modified significantly by league choice. When grouped, more negative attitudes were found towards lesbian and gay participants in the heteronormative leagues when compared to the non-heteronormative leagues. Although statistically significant this is not a surprising fact – The non-heteronormative league appeals to the LGBTQ community and is also consistent with previous literature (Elling et al., 2003; Place & Beggs, 2011). Gay athletes have reported that the cultures of sport teams aren't explicitly homophobic and discriminatory, just overall very heterosexual (Elling et al., 2003) and have been surprised when they weren't met with violence and hostility (Anderson, 2002).

Motivation factors for joining an LGBTQ sport club vary on the individual, but Place and Beggs found several characteristics in common – satisfying curiosity exploring new ideas, learning about oneself, develop close relationships, be active, using physical abilities, and relieve stress and tension (2011). Although some of the characteristics can be found as reasons for joining a heteronormative league as well, some such as stress and tension relief can only be achieved in a non-heteronormative league environment (Jones & McCarthy, 2009; Meyer, 1995).

Philadelphia has made strides to be a worldwide leader in issues of sexual orientation equality (McDonough, 2013). Philadelphia is a major metropolitan city and one can assume that people are more accepting of LGBTQ individuals here than they may be in the more rural areas of the country. Although the culture is more accepting of LGBTQ individuals, homophobia and violence still follow closely on the heels of LGBTQ identifying individuals- in September 2014 two gay men were put in the hospital after they were brutally attacked by a group of people (Ring, 2014). Although the culture may be becoming more accepting of the LGBTQ community, individuals still don't necessarily feel safe or free to express themselves. The development of LGBTQ sports leagues and teams has allowed LGBTQ individuals the freedom to pursue a sport without fear of physical harassment, and has provided the LGBTQ community with a space other than gay bars and clubs that is welcoming and relaxed (Jones & McCarthy, 2009). LGBTQ sports leagues have also offered the LGBTQ population a venue where sport can be played without the hegemonic masculinities that dominate other sport cultures.

## General Discussion

This study was originally intended to also include a qualitative section that focused on the gendered aspects of language within sport as they related to masculinity and sexuality. Unfortunately the study could not be completed as such due to the fact that teams and leagues that fit the criteria for being defined as ‘heteronormative’ were not willing to partake in the research. The researcher made initial contact with several leagues and teams in the fall of 2014 and was continually not given an answer. This went on for several months and eventually the leagues either stopped responding or gave a no response without an explanation given. Although a reason why was not given, the researcher felt as though it was because the organizations were afraid of being labeled as homophobic. Finally, in the last hour, a league that fit the criteria of being heteronormative agreed to let the researcher conduct his study.

In order to prevent being labeled as homophobic, the sport leagues instead refused to participate. The refusal to participate is in and of itself homophobic because the basis of refusal was centered on the topic of the research. Although a microaggression, it brings about an interesting thought on how can a conversation be held on LGBTQ acceptance if people are scared of the consequences of potentially being labeled as homophobic?

Alec Baldwin wrote a piece for Vulture Magazine in where he speaks to the media’s portrayal of him as homophobic (Baldwin, 2013). He writes, “I’m not a homophobic person at all. But this is how the world now sees me. I haven’t changed, but public life has.” (Baldwin, 2013, para. 10). He also speaks on how microaggressions can be taken out of context and how they can change an individual’s public identity.

Individual's who refuse service to gay people have found themselves on the wrong side of public attention many times in the recent years. Social media websites such as Facebook, Yelp, and Twitter have become sources of leaving negative reviews, comments, and spreading bad press when these situations arise. Sweet Cakes by Melissa, a bakery in Gresham, Oregon was forced to close their doors after refusing to make a wedding cake for a lesbian wedding (Hallowell, 2014). Negative reviews and press resulted in so much business lost that they were not able to keep the business open for very much longer.

Although Alec Baldwin did not mean to be homophobic, his actions and words were homophobic in nature. His intent wasn't homophobic but his actions were, highlighting the importance of socialization in sexual orientation relations. Calling the paparazzi a 'cock sucking faggot' is homophobic but Alec was reacting to the paparazzi member being too close to his pregnant wife and was responding out of anger. In an effort to prove his manliness and that he has more masculine capital than the paparazzi, he used a homophobic epithet without understanding the cultural and historical context.

Situations like this have occurred throughout the country and now people may be scared into a position where conversations about sexual orientation cease to exist. Incorporating heterosexist beliefs, we can assume that identifying homosexuals as 'the other' allows heterosexuals the ability to elevate their own social and cultural status. From an alternative perspective, over 70% of Americans live in a state where marriage equality is legal (Human Rights Campaign, 2015). The areas of the country where marriage equality is not recognized are in the middle of the country and in the southern states. It is a process of acceptance that the country is going through, but fortunately the

United States Supreme Court has agreed to hear arguments for a national law in regard to marriage equality and will have a decision in June, 2015 (Human Rights Campaign, 2015).

We should take caution when using these results and applying them to the general public; a majority of the respondents were white, educated, employed, and under the age of 35, and living on the east coast. This population is not reflective of the entire United States and therefore drawing general conclusions for all people is ill-advised.

#### Implications for Research

The researcher had a difficult time in finding a heteronormative league that would agree to participate. He finally found one after reaching out to six other leagues. The researcher learned that heterosexual people could be reluctant to talk about issues surrounding homosexuality for fear of being labeled as homophobic. Additionally, the organizations may not have wanted to participate for the same fear. Finally, from the standpoint of the organization, if no person had complained about the organization being intolerant of gay participants, then why would they do research into their level of acceptance? It is recommended that more research be performed into organizational cultures in regard to acceptance of LGBTQ people and attitudes directed towards them.

The researcher also recommends either using a different masculinity scale or the development of a new masculinity scale that may be a better reflection of current perceptions of masculinity. The Masculinity Behavior Scale, although updated in 2013, may still not be reflective of current attitudes surrounding masculinity and therefore might not be the best masculinity scale to utilize.

The researcher recommends that future research incorporate a qualitative aspect where the perceptions of masculinity and how they relate to sexual orientation can be explored from the perspectives of the LGBTQ community. Qualitative research can give new insight into the interaction of masculinity and sexual orientation that some quantitative research cannot examine.

The researcher recommends examining the issues of masculinity and femininity within the lesbian community in more depth. The experience of lesbian athletes is more than likely vastly different compared to the experiences of gay male athletes. In addition, more research should be completed in this area due to the historical and cultural silencing that lesbian women have had to endure.

Finally, the researcher suggests doing the study again with a much larger population. Due to the limiting population size, exploratory factorial analysis could not be completed. It is recommended that the study be completed again with a large sample size so the variables can be analyzed more thoroughly.

#### Implications for Practitioners

The first recommendation is to be aware of your language and providing too much information when recruiting participants, teams, and leagues. It isn't the intention of the researcher to suggest misleading future participants; withholding information pertaining to the exact nature of the sexual aspects of the study resulted in obtaining participants. When proposing the research to the heteronormative league, the researcher withheld words and phrases such as 'homosexual' or 'attitudes towards gay people'. Instead, he phrased it as a study in the relationship between perceptions of masculinity and sexuality.

The researcher recommends that practitioners be aware of their language and aware of the culture of the leagues through which they research. Microaggressions against LGBTQ individuals aren't always evident and can have a lasting negative impact on the person. For instance, not using gendered language when working with LGBTQ populations is advisable because a person's gender identity might not match their gender expression. Although referring to a group of people as "you guys" might seem appropriate, people struggling with gender identity might take offense.

The researcher also recommends that when conducting a study like this in the future, using multiple masculinity scales is more advisable than just using one. Not only would using multiple scales allow for more variables and interactions to be examined, it would also give the researcher new insights into the reliability of each model. Additionally, correlating the models together may give additional insight into the characteristics of masculinity that people today feel are most representative.

The researcher finally recommends that teams should be encouraged to be diverse, welcoming, and inclusive of all participants. Through this is it expected that the culture of the team will change and expectations of masculinity performing behaviors will decrease, as well heterosexual hegemony.

## CHAPTER 5

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS FOR FUTURE  
RESEARCH

## Summary

The purpose of this study was to examine the relationship between perceived masculinity and attitudes towards gay and lesbian sport participants. The researcher used adult recreational sport leagues in the Philadelphia, PA area and surrounding areas as the basis of this study. Teams and leagues that were used were defined as either heteronormative or non-heteronormative, depending on the population to which they appealed and from which they drew a majority of their participants. Flag football and soccer were the sports that were used in this study because they were sport choices in both leagues.

Modified versions of Herek's Attitudes Towards Lesbian and Gay Men Scale (1984) and Snell's Masculinity Behavior Scale (2013) and a demographic form were distributed via email to interested participants. Forty-seven participants were utilized of a potential 79 resulting for a return rate of 59%. Demographically, the respondents were primarily white, educated, employed, and under the age of 35. These characteristics are not reflective of the entire country and therefore it isn't suggested to extrapolate the results to other populations.

The results of this study don't reveal any new information that hasn't already been documented, however, this is the first study to be done with an adult recreational league in relation to perceptions of masculinity and attitudes towards gay and lesbian participants. The results demonstrate that age is a predictor of one's beliefs about

masculinity, drive for success, and exaggerated self-reliance and control. The results also support past research in the findings that attitudes towards gay men are predicted by sexual orientation, league selection, and gender. Attitudes towards lesbian women are predicted by league selection. The population from which they recruit a majority of their players is a defining factor in what separates the leagues: the LGBTQ community and the population at large.

### Conclusions

The following conclusions are based on the study

#### Research Question 1

*Are perceptions of masculinity related to attitudes towards lesbians and gay men?*

No, perceptions of masculinity, as tested by the Masculinity Behavior Scale, are not related to attitudes towards lesbians and gay men.

#### Research Question 2

*Do non-heterosexual participants have different ideas about perception of masculinity and sexuality in comparison to heterosexual participants?*

Sexual orientation was found to be a statistically significant predictor of one's attitudes towards gay participants but not on perceptions of masculinity nor attitudes towards lesbian participants. As a result, the heterosexual population has more negative attitudes towards gay participants than the homosexual population. This result is not surprising, although in an ideal situation, heterosexuals would feel as positive about homosexuality as they do about heterosexuality.

#### Research Question 3

*How do age, education level, gender, sport, race, and league choice impact the participants' beliefs about masculinity and their attitudes towards lesbians and gay men?*

Age was found to be a statistically significant predictor of perceptions of masculinity and therefore we can conclude that norms surrounding masculinity are changing. This is consistent with previous literature suggesting that masculine norms are changing and being expressed through clothing and styling. Gender and league selection were found to be statistically significant predictors of attitudes towards gay men, and league was found to be a statistically significant predictor of attitudes towards lesbians. As discussed previously, the population from which they draw a majority of their participants separated the leagues.

#### Recommendations for Future Research

1. Conduct study again with much large sample of participants and greater emphasis on experience of lesbian women.
2. Development of a new masculinity scale that more effectively addresses issues related to masculinity and performance.
3. Expand the research to cover attitudes towards lesbian participants in more depth.
4. Qualitative research into non-heterosexual's perceptions of masculinity would be recommended.

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## APPENDICES

- A. Demographic Form
- B. Modified ATLG Scale (Anderson & Mowatt, 2013)
- C. Modified MBS (Snell, 2013)

## APPENDIX A

The following demographic form was provided to the participants online and therefore the format below does not match the one online. All responses were fill-in-the-blank. For the purpose of this paper, the league names are removed as to aid in anonymity.

League/Team:	\$150,000+
Sport:	
Flag/Touch Football	
Soccer	
Gender:	Race
Male	American Indian
Female	Hawaiian or Pacific Islander
	Asian or Asian-American
	Black or African-American
	Hispanic or Latino
Age:	Caucasian
21-25	Other
26-30	
31-35	Highest Education Attainment
36-40	High School
41-45	Some College education
46-50	Vocational/Trade School
50+	Complete College
	Master's Degree
	Doctoral Degree
Sexual Orientation:	
Straight	
Gay	Currently employed?
Lesbian	Full Time
Bi-Sexual	Part Time
Prefer not to Say	Unemployed and looking for work
Other	Unemployed and not looking for work
Annual Income	Retired
0-\$14,999	
\$15,000-\$29,999	
\$30,000-\$49,999	
\$50,000-\$74,999	
\$75,000-\$99,999	
\$100,000-\$119,999	
\$120,000-\$149,999	

APPENDIX B  
ATTITUDES TOWARDS LESBIANS AND GAY MEN

STATEMENT	STRONGLY DISAGREE	DISAGREE	AGREE NOR DISAGREE	AGREE	STRONGLY AGREE
Gay male couples should be allowed to adopt children the same as heterosexual couples					
The think gay males are disgusting					
Gay males should not be allowed to teach in school					
Male nonheterosexuality is a perversion					
Just as in other species, male nonheterosexuality is a natural expression of sexuality in men					
If a man has nonheterosexual feelings, he should do everything he can to overcome them					
I would not be upset if I learned that my son was a gay male					
Nonheterosexual behavior between two men is just plain wrong					
The idea of gay marriage seems ridiculous to me					
Male nonheterosexuality is merely a different kind of lifestyle that should not be condemned					
Lesbian couples should be allowed to adopt children the same as heterosexual couples					
I think lesbians are disgusting					
Lesbians should not be allowed to teach school					
Female nonheterosexuality is a perversion					
Just as in other species, female nonheterosexuality is a natural expression of sexuality in human women					
The idea of lesbian marriage seems ridiculous to me					
If a woman has nonheterosexual feelings, she should do everything she can to overcome them					
I would not be too upset if I learned that my daughter were a lesbian					
Nonheterosexual behavior between two women is just plain wrong					
Female nonheterosexuality is merely a different kind of lifestyle that should not be condemned					

APPENDIX C  
MODIFIED BEHAVIOR SCALE

STATEMENT	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE
I spend a great deal of time pursuing a highly successful career					
I don't usually discuss my feelings and emotions with others					
I don't devote much time to intimate relationships					
I try to be in control of everything in my life					
I am very ambitious in the pursuit of a success-oriented career					
I am not the type of person to self-disclose about my emotions					
I don't involve myself too deeply in loving, tender relationships					
I make sure that I "call all the shots" in my life					
I devote extensive time and effort to the pursuit of a professional career					
I don't often talk to others about my emotional reactions to things					
I don't become very close to others in an intimate way					
I don't take orders (or advice) from anybody					
I do whatever I have to in order to work toward job success					
In general, I avoid discussions dealing with my feelings and emotions					
I don't often tell others about my feelings of love and affections for them					
I don't let others tell me what to do with my life					
I work hard at trying to ensure myself a successful career					
I don't often admit that I have emotional feelings					
I tend to avoid being in really close, intimate relationships					
I don't allow others to have control over my life					