

## **Online Appendix: Women's Psychological Standing in Relation to an Initiative Focusing on Men**

We argue that men choose not to participate in gender-parity initiatives because they lack psychological standing. At the same time, our theoretical arguments highlight a more generic idea that a person's membership in a social group might prevent him or her from speaking up for or participating in initiatives that only largely affect other social groups. Hence, to establish such generalizability of our theoretical model, we examined whether asking women to participate in an initiative that is framed to putatively affect men will produce the same effects. In other words, we sought to establish that women too would be susceptible to low psychological standing on initiatives that they are told only impact men they are working with (cf., Ratner and Miller 2001, Study 3). We utilized similar material to Study 3a, but changed the vignette such that it refers to an organizational initiative dealing with men's depression at the workplace (cf., Oliffe and Han 2014).

### **Sample and Procedure**

**Sample.** We recruited 200 working adults from Mturk (56% Female;  $M_{Age} = 38.64$ , 56% male, 73% currently holding a full or part time job)

**Procedure.** The study was scenario-based, similar in procedure to Study 3a, but presented an initiative that was framed to mainly affect men at the workplace. All participants read the following:

You work for a Fortune-500 company called ENS technologies. During a team meeting, your manager highlights the CEO's priority of promoting employee health and wellbeing. The CEO has decided to create different task forces to tackle health problems faced by men and women in the organization. One issue that is of particular concern to the CEO is psychological depression in male employees. In recent years, there has been growing recognition that men frequently suffer from depression. In fact, more than 6 million men in the U.S. suffer from clinical depression each year. However, due to masculinity norms in larger society, men are less likely to acknowledge their emotional problems and recognize symptoms of depression.

Depression in men can have negative effects not only for them personally, but also for their work environment. Depressed men are more likely to abuse alcohol and other substances, be irritable, aggressive, and sometimes hostile to others, and to commit suicide. ENS has recently suffered the consequences from a few cases and would like to help the men in its workforce overcome this disease.

Therefore, the CEO has requested volunteers to form a special taskforce called "Enabling mental health for men." The taskforce will examine in detail unique psychological experiences men go through at different stages in their personal and professional lives that makes them especially prone to depression. The taskforce will then make recommendations to the CEO regarding policy changes such as support for psychological counseling that might help men at ENS deal with this specific health problem.

You know from the past that volunteering for such a taskforce involves a lot of extra work that might take time away from your core responsibilities but will be important for your company.

Participants then answered questions about their psychological standing and given a choice to volunteer for the taskforce (all measures were identical to those used in Study 3a).

## **Results and Discussion**

A MANOVA analysis with gender as the IV and psychological standing as the DV revealed a significant main effect for gender on psychological standing such that *women felt less standing than men* ( $M_{\text{Male}} = 2.87$ ,  $M_{\text{Female}} = 2.46$ ;  $F[1, 198] = 6.39$ ,  $p = .012$ ,  $\eta_p^2 = .03$ ). Further, indirect effects analysis using PROCESS macro (Hayes 2013, Model 4) indicated a significant indirect effect of gender on choice to volunteer in the task force via psychological standing ( $B = 1.08$  [ $SE = .47$ ], 95% CI: .19, 2.02). In addition, open-ended responses by women in this study also reflected their lack of psychological standing. For example, women explained their decisions not to participate in a taskforce that examined an issue that is primarily of interest to men at the workplace in the following ways:

*I am female and this is a men's group.*

*I am female so I do not think I should be working on men's health.*

*As a woman, this isn't an area where I feel I want to put in extra work effort. Perhaps there would be a committee with a topic that would impact me more.*

*I'm a woman so I'm not sure I'm the best person to be part of this team.*

Overall, the evidence from this study indicated that women reported less willingness to participate in the taskforce on men's health because they were experiencing low psychological standing on the issue. Thus, our results indicate support for the contention that standing is *issue related* and that women, similar to men, can experience lower standing if the issue does not correspond with their identity or vested interest. This further supports our arguments that psychological standing plays as an important role in explaining participation in workplace initiatives that make employees' social identities salient.

## **References not Included in Manuscript**

Oliffe, J. L., C. S. E. Han. 2014. Beyond workers' compensation: Men's mental health in and out of work.

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