

# CENTER for VICTIM RESEARCH

*Building an evidence base for victim services*

## Racialized Sexual Harassment Scale

**Author(s) of Instrument:**

Nicole Buchanan

**Key References:** Publications related to this instrument

Citations related to the Racialized Sexual Harassment Scale (RSHS) are attached.

**Primary Use/Purpose:** This section describes what this instrument was designed to measure.

The Racialized Sexual Harassment Scale (RSHS; Buchanan, 2005) is a 21-item survey that measures experiences of racial harassment, sexual harassment, and a combination of both, called racialized sexual harassment (RSH). Respondents are asked about harassing behaviors they may have experienced during the past twelve months at school (e.g. “said things to insult people of your gender (for example, saying women/men aren’t good at a particular job)”, “made comments about your body that emphasized your gender and ethnicity (for example, for Black women, comments about one’s ‘Black ass’). For each behavior, they are asked if it occurred because of their ethnicity, because of their gender, or because of their ethnicity and gender. Responses are on a 5-point scale ranging from 0 (never) to 4 (many times), where greater scores correspond to more experiences of harassment.

**Background and Development:** How and why this instrument was developed.

Initially, the measure repeated the same question asking first they experienced that type of behavior based on gender, then ethnicity, and then gender AND ethnicity (RSH). This allowed us to isolate RSH as a separate, although related, phenomenon and compare its psychometric properties to sexual harassment and racial harassment. Some subsequent studies have used only the RSH subscale. The subscale functions well on its own and can be used without the racial or sexual harassment subscales depending on the purpose of a given study.

The items reported below were from a study of college students. As such, the stem asks about experiences they had within the past 12 months within the college environment. Other studies of working adults or high school students have varied the stem to focus on experiences in high school or their workplace. These variations to the scale do not change the integrity of the measure and appear to work equally well.

**Psychometrics (if applicable):** Any testing of this instrument.

Buchan reports the RSHS has a reliability coefficient of .86 and syntax for this calculation, as well as factor analysis, is included.

**Link to Instrument:** Link to the instrument if available.

[https://www.researchgate.net/publication/313902359\\_Racialized\\_Sexual\\_Harassment\\_Scale\\_Items\\_citations\\_and\\_terms\\_of\\_use](https://www.researchgate.net/publication/313902359_Racialized_Sexual_Harassment_Scale_Items_citations_and_terms_of_use) or see attached.

**Submitted by:** Nicole Buchanan submitted this instrument to the CVR Instruments Collection and certified permission to publicly share this instrument.

### **Racialized Sexual Harassment scale:**

The Racialized Sexual Harassment Scale (RSHS; Buchanan, 2005, 2016) is a 21-item survey that measures experiences of racial harassment, sexual harassment, and a combination of both, called *racialized sexual harassment* (RSH). Respondents are asked about harassing behaviors they may have experienced during the past twelve months at school (e.g. “said things to insult people of your gender (for example, saying women/men aren’t good at a particular job)”, “made comments about your body that emphasized your gender and ethnicity (for example, for Black women, comments about one’s ‘Black ass’). For each behavior, they are asked if it occurred because of their ethnicity, because of their gender, or because of their ethnicity and gender. Responses are on a 5-point scale ranging from 0 (never) to 4 (many times), where greater scores correspond to more experiences of harassment. Buchanan (2005) reported the RSHS reliability coefficient to be .86.

SPSS syntax is provided below from our College Experiences Survey. For this study, three different scales were created: rhtot, shtot, and rshtot. The “rhtot” scale reflects the total number and frequency of racial harassment items a participant endorsed, where higher scores indicated more frequent experiences of racial harassment. The “shtot” scale reflects the total number and frequency of sexual harassment items endorsed, while the “rshtot” scale reflects the total number and frequency of racialized sexual harassment items endorsed.

### **Variations in scale use:**

Initially, the measure repeated the same question asking first they experienced that type of behavior based on gender, then ethnicity, and then gender AND ethnicity (RSH). This allowed us to isolate RSH as a separate, although related, phenomenon and compare its psychometric properties to sexual harassment and racial harassment. Some subsequent studies have used only the RSH subscale. The subscale functions well on its own and can be used without the racial or sexual harassment subscales depending on the purpose of a given study.

The items reported below were from a study of college students. As such, the stem asks about experiences they had within the past 12 months within the college environment. Other studies of working adults or high school students have varied the stem to focus on experiences in high school or their workplace. These variations to the scale do not change the integrity of the measure and appear to work equally well.

### **Citations for the RSHS:**

Buchanan, N. T. (2016, October 20). Racialized Sexual Harassment: Living at the intersections of race, gender and victimization [Webinar]. In M. Paludi (chair), *Sexual harassment: 25 years of research, legislation, court cases and prevention strategies*. [http://media.wp.excelsior.edu/shrm\\_in-honor-of-the-25th-anniversary-of-anita-hill-testimony/](http://media.wp.excelsior.edu/shrm_in-honor-of-the-25th-anniversary-of-anita-hill-testimony/)

Buchanan, N. T. (2005, August). Incorporating race and gender in sexual harassment research: The Racialized Sexual Harassment Scale (RSHS). In N. T. Buchanan (Chair), *Expanding sexual harassment research to include diverse populations and intersecting forms of harassment*. Symposium presented at the meeting of the International Coalition Against Sexual Harassment, Philadelphia, PA.

**Additional readings on racialized sexual harassment:**

\*Please note that these readings are available from ResearchGate or by contacting me at nbuchana@msu.edu. [https://www.researchgate.net/profile/Nicole\\_Buchanan](https://www.researchgate.net/profile/Nicole_Buchanan)

Buchanan, N. T., Settles, I. H., Wu, I. H. C., & Hayashino, D. S. (in press). Sexual harassment, racial harassment and well-being among Asian American women: An intersectional approach. *Women & Therapy*.

Buchanan, N. T. (2005). The nexus of race and gender domination: The racialized sexual harassment of African American women. In P. Morgan & J. Gruber (Eds.), *In the Company of Men: Re-Discovering the Links between Sexual Harassment and Male Domination* (pp. 294-320). Boston: Northeastern University Press.

Buchanan, N. T., & Ormerod, A. J. (2002). Racialized sexual harassment in the lives of African American Women. *Women & Therapy*, 25, 107-124.

**Terms of use:**

I welcome widespread use of the scale with proper citation. I also request that you send me feedback on the scale (e.g. reliability statistic and sample information) and let me know about your papers (thesis, dissertations, chapters, and manuscripts, published or unpublished) that use the scale.

**Racialized Sexual Harassment Scale items:**

During the time that you have attended your school, were you ever in a situation in which any of your teachers, classmates, advisors, students, or staff:

	Never	Once or Twice	Sometimes	Often	Very Often
1. Said things to insult people of your <i>gender</i> (for example, saying women/men aren't good at a particular job)	0	1	2	3	4
2. Said things to insult people of your <i>ethnicity</i> (for example, saying people of your race/ethnicity can't handle certain jobs)	0	1	2	3	4

	Never	Once or Twice	Sometimes	Often	Very Often
3. Said things to insult people of your <i>gender and ethnicity</i> (for example, <i>Black women</i> are rude, <i>Asian men</i> are wimpy, <i>Latino men</i> are violent, <i>White women</i> are dumb, etc)	0	1	2	3	4
4. Told jokes or stories that described people of your <i>gender</i> negatively	0	1	2	3	4
5. Told jokes or stories that described people of your <i>ethnicity</i> negatively	0	1	2	3	4
6. Told jokes or stories that described people of your <i>gender and ethnicity</i> negatively	0	1	2	3	4
7. Displayed pictures or cartoons that showed people of your <i>gender</i> negatively	0	1	2	3	4
8. Displayed pictures or cartoons that showed people of your <i>ethnicity</i> negatively	0	1	2	3	4
9. Displayed pictures or cartoons that showed people of your <i>gender and ethnicity</i> negatively	0	1	2	3	4
10. Called you insulting names that referred to your <i>gender</i> (for example, “bastard” or “bitch”)	0	1	2	3	4
11. Called you insulting names that referred to your <i>ethnicity</i> (for example, “nigger,” “spic,” “cracker,” “white trash,” “chink,” etc)	0	1	2	3	4
12. Called you insulting names that referred to your <i>gender and ethnicity</i> (“black bitch,” “white whore,” “geisha,” “mamacita”)	0	1	2	3	4
13. Made comments about your body that emphasized your <i>gender</i> (for example, comments about the size of your breasts or penis)	0	1	2	3	4
14. Made comments about your body that emphasized your <i>ethnicity</i> (for example, comments on “kinky” hair, “slant eyes,” skin color)	0	1	2	3	4
15. Made comments about your body that emphasized your <i>gender and ethnicity</i> (for example, for Black women, comments about one’s “Black ass”, for Black men “large penis” “skinny white bitch,” etc)	0	1	2	3	4
16. Made comments about your clothing/accessories emphasizing your <i>gender</i> (for example, women wear skirts that are too revealing)	0	1	2	3	4
17. Made comments about your clothing/accessories emphasizing your <i>ethnicity</i> (e.g., covering one’s head with a	0	1	2	3	4

	Never	Once or Twice	Sometimes	Often	Very Often
scarf/turban, associating certain brands or styles of clothing with your ethnic group)					
18. Made comments about your clothing/accessories emphasizing your <i>gender and ethnicity</i> (for example, for Black women, comments about clothing with animal prints or lots of color, traditional dress for women of your ethnicity, for Black/Latino men, comments on gold necklaces/chains)	0	1	2	3	4
19. Said they expected you to behave certain ways because of your <i>gender</i> (for example, as a man, expected you to always control your emotions, or for a woman, expected you to wear make-up or smile a lot)	0	1	2	3	4
20. Said they expected you to behave certain ways because of your <i>ethnicity</i> (for example, as a Black person that you would be loud and rude, as a Latino speak poor English, as an Asian person that you would like math, or as a White person that you would be prejudiced, etc)	0	1	2	3	4
21. Said they expected you to behave certain ways because of your <i>gender and ethnicity</i> (for example, expected you as a Black or Latina woman to wear inappropriate clothes, expected you as an Asian man to be self-controlled and disciplined, as an Asian woman to try to please others, as a Latino man that you would be unfaithful in relationships, etc.)	0	1	2	3	4

### SPSS Syntax

#### \*\*Racialized Sexual Harassment Total.

```
COMPUTE rshstot = SUM(rshs1, rshs2, rshs3, rshs4, rshs5, rshs6, rshs7, rshs8, rshs9, rshs10, rshs11, rshs12, rshs13, rshs14, rshs15, rshs16, rshs17, rshs18, rshs19, rshs20, rshs21) .
```

```
EXECUTE .
```

```
variable label rshstot 'Sum of Racialized Sexual Harassment Items'.
```

#### \*\*Reliability of the Racialized Sexual Harassment Scale.

```
RELIABILITY
```

```
/VARIABLES=rshs1 rshs2 rshs3 rshs4 rshs5 rshs6 rshs7 rshs8 rshs9 rshs10 rshs11 rshs12 rshs13 rshs14 rshs15 rshs16 rshs17 rshs18 rshs19 rshs20 rshs21
```

```
/FORMAT=NOLABELS
```

```
/SCALE(ALPHA)=ALL/MODEL=ALPHA
```

```
/SUMMARY=TOTAL .
```

**Sexual Harassment Subscale:**

1. Said things to insult people of your *gender* (for example, saying women/men aren't good at a particular job)
4. Told jokes or stories that described people of your *gender* negatively
7. Displayed pictures or cartoons that showed people of your *gender* negatively
13. Made comments about your body that emphasized your *gender* (for example, comments about the size of your breasts or penis)
16. Made comments about your clothing/accessories emphasizing your *gender* (for example, women wear skirts that are too revealing)
19. Said they expected you to behave certain ways because of your *gender* (for example, as a man, expected you to always control your emotions, or for a woman, expected you to wear make-up or smile a lot)

**\*\*Total Frequency of Sexual Harassment.**

```
COMPUTE shtot = SUM(rshs1,rshs4,rshs7,rshs13,rshs16,rshs19) .  
EXECUTE .  
variable label shtot 'Sexual Harassment Subscale Total'.
```

**\*\*Reliability of the Sexual Harassment subscale.**

```
RELIABILITY  
/VARIABLES=rshs1 rshs4 rshs7 rshs10 rshs13 rshs16 rshs19  
/FORMAT=NOLABELS  
/SCALE(ALPHA)=ALL/MODEL=ALPHA  
/STATISTICS=CORR  
/SUMMARY=TOTAL .
```

**Racial Harassment Subscale:**

2. Said things to insult people of your *ethnicity* (for example, saying people of your race/ethnicity can't handle certain jobs)
5. Told jokes or stories that described people of your *ethnicity* negatively
8. Displayed pictures or cartoons that showed people of your *ethnicity* negatively
11. Called you insulting names that referred to your *ethnicity* (for example, "nigger," "spic," "cracker," "white trash," "chink," etc)
14. Made comments about your body that emphasized your ethnicity (for example, comments on "kinky" hair, "slant eyes," skin color)
17. Made comments about your clothing/accessories emphasizing your *ethnicity* (e.g., covering one's head with a scarf/turban, associating certain brands or styles of clothing with your ethnic group)
20. Said they expected you to behave certain ways because of your *ethnicity* (for example, as a Black person that you would be loud and rude, as a Latino speak poor English, as an Asian person that you would like math, or as a White person that you would be prejudiced, etc)

**\*\*Total Frequency of Racial Harassment.**

```
COMPUTE rhtot = SUM(rshs2,rshs5,rshs8,rshs11,rshs14,rshs17,rshs20) .
```

```
EXECUTE .
```

```
variable label rhtot 'Racial Harassment Subscale Total'.
```

**\*\*Reliability of the Racial Harassment subscale.**

```
RELIABILITY
```

```
/VARIABLES=rshs2 rshs5 rshs8 rshs11 rshs14 rshs17 rshs20
```

```
/FORMAT=NOLABELS
```

```
/SCALE(ALPHA)=ALL/MODEL=ALPHA
```

```
/STATISTICS=CORR
```

```
/SUMMARY=TOTAL .
```

**Racialized Sexual Harassment Subscale:**

3. Said things to insult people of your *gender and ethnicity* (for example, *Black women* are rude, *Asian men* are wimpy, *Latino men* are violent, *White women* are dumb, etc)

6. Told jokes or stories that described people of your *gender and ethnicity* negatively

9. Displayed pictures or cartoons that showed people of your *gender and ethnicity* negatively

12. Called you insulting names that referred to your *gender and ethnicity* ("black bitch," "white whore," "geisha," "mamacita")

15. Made comments about your body that emphasized your *gender and ethnicity* (for example, for Black women, comments about one's "Black ass", for Black men "large penis" "skinny white bitch," etc)

18. Made comments about your clothing/accessories emphasizing your *gender and ethnicity* (for example, for Black women, comments about clothing with animal prints or lots of color, traditional dress for women of your ethnicity, for Black/Latino men, comments on gold necklaces/chains)

21. Said they expected you to behave certain ways because of your *gender and ethnicity* (for example, expected you as a Black or Latina woman to wear inappropriate clothes, expected you as an Asian man to be self-controlled and disciplined, as an Asian woman to try to please others, as a Latino man that you would be unfaithful in relationships, etc.)

**\*\*Total Frequency of Racialized Sexual Harassment.**

```
COMPUTE rshtot = SUM(rshs3,rshs6,rshs9,rshs12,rshs15,rshs18,rshs21) .
```

```
EXECUTE .
```

```
variable namershtot 'Racialized Sexual Harassment Total'.
```

**\*\*Reliability of the Racialized Sexual Harassment subscale.**

```
RELIABILITY
```



```
/VARIABLES=rshs3 rshs6 rshs9 rshs12 rshs15 rshs18 rshs21  
/FORMAT=NOLABELS  
/SCALE(ALPHA)=ALL/MODEL=ALPHA  
/STATISTICS=CORR  
/SUMMARY=TOTAL .
```

### **Factor Analysis**

FACTOR

```
/VARIABLES rshs1 rshs2 rshs3 rshs4 rshs5 rshs6 rshs7 rshs8 rshs9 rshs10 rshs11 rshs12 rshs13  
rshs14 rshs15 rshs16 rshs17 rshs18 rshs19 rshs20 rshs21 /MISSING LISTWISE /ANALYSIS rshs1  
rshs2 rshs3 rsh s4 rshs5 rshs6 rshs7 rshs8 rshs9 rshs10 rshs11  
rshs12 rshs13 rshs14 rshs15 rshs16 rshs17 rshs18 rshs19 rshs20 rshs21  
/PRINT UNIVARIATE EXTRACTION ROTATION  
/FORMAT SORT  
/CRITERIA FACTORS(3) ITERATE(25)  
/EXTRACTION PC  
/CRITERIA ITERATE(25)  
/ROTATION VARIMAX  
/METHOD=CORRELATION .
```