

GENDER EQUITY Recognising and Removing Bias from the Equation

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by **TARIQ TAHIR**

A PAEDIATRICIAN was locked out of the women's changing room at a gym because everyone with the title Dr was automatically registered as male.

Dr Louise Selby, 31, said she was given an eight-digit access code to get into the changing area after joining Pure Gym. But she was confused when she couldn't get inside.

After asking staff for help she became outraged when they said their security system had assumed she was a man because she had the title 'Dr'.

They said the system couldn't be changed and she would have to drop her title.

Dr Selby, who lives in Balsham, Cambridgeshire, was 'speechless' at

UK, March 2015

- Progress in the past 100 y... has made life significantly better for my daughters
- In my lifetime ... women make up ~half the workforce (and) are leading in every sectorGone are the days when you needed a husband to get a credit card.
- **BUT We are still boxed in by stereotypes about how men and women should behave.**

Pres Barack Obama June 2016



Gendered stereotypes

In a patriarchal society:

- Men are leaders; active; agentic
- Men valued for what they do

- Women adorn/care for children
- Women are “property” of men; passive
- Women valued for what they look like and their relationship to men

Mother of three poised to lead the BBC

Sept 2014

The Sunday Telegraph

“BRYCE Courtenay was one of Australia’s greatest storytellers, touching the hearts of millions of people around the world with 21 bestselling books including *The Power of One*. (2012)”

Yvonne Brill; rocket scientist NYTimes Obit 2013

First Para - “She made a mean beef stroganoff, followed her husband from job to job and took eight years off from work to raise three children. “The world’s best mom,” her son Matthew said.”



Women have to work harder than men to succeed

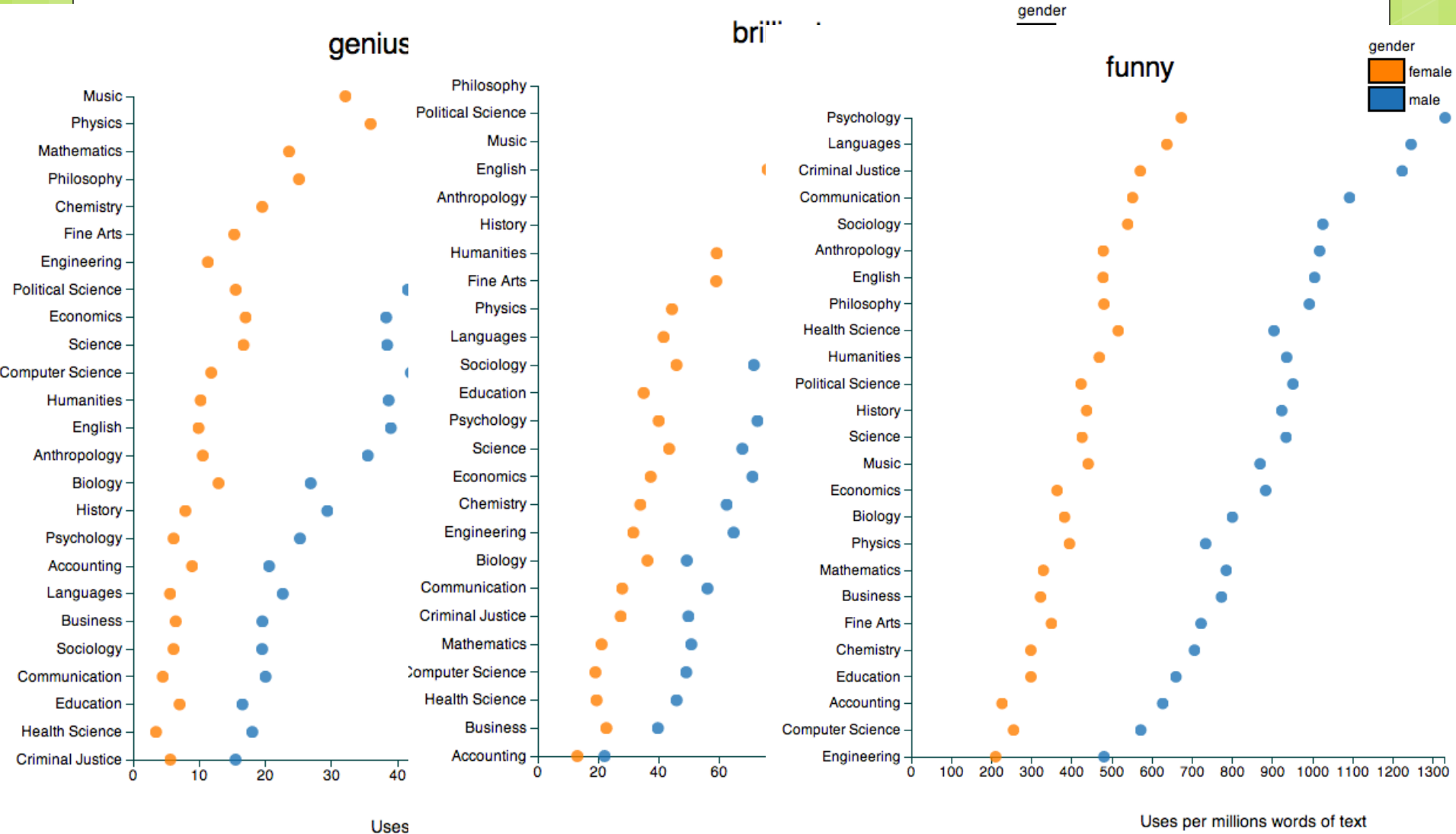
- Columbia Business School asked students to rate real CV:
- Entrepreneur worked at Apple, software co, and was a partner at VC firm.
- proficient networker, v powerful friends eg Bill Gates.
- Described as “catalyst” and “captain of industry”.
- Howard or Heidi Roizin – both were rated competent and deserving respect
- Students liked Howard.
- They didn't like Heidi.
- She was more selfish, less desirable as a colleague not "the type of person you would want to hire/work for."

Unconscious bias by u/g students?

Gendered language in Teacher reviews 2015

Rate My Professor – analysis of online reviews (Ben Schmidt)

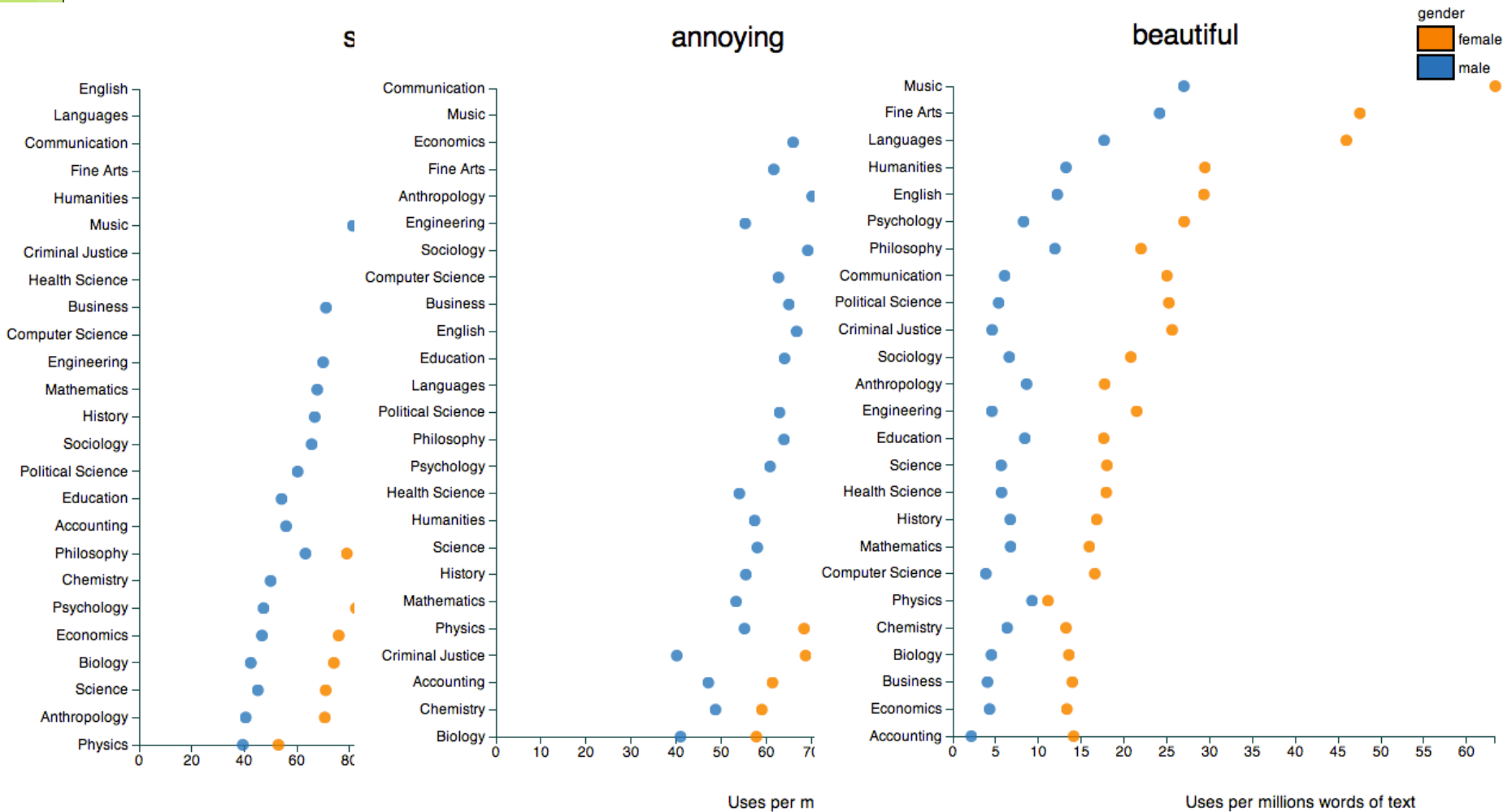
Male Profs are more brilliant, awesome, funny and knowledgeable.



Unconscious bias by u/g students?

Rate My Professor – analysis of online reviews (Ben Schmidt)

Female Profs are more strict/bossy, annoying, beautiful/ugly



Unconscious bias by Professors

Harvard study showed that the same CV for a student intending to go on to postgraduate research was:

Rated lower for competence (~15%)

Rated lower for hireability (~15%)

Rated lower for starting salary (\$4K or ~15% less)

Rated lower for amount of mentoring offered (~15%)

By men and women faculty

.....if the applicant's name was Jennifer not John

Moss-Racusin et al PNAS (2012)

Unconscious Gender Bias in Computer Programming

1.4 million computer programmers.

Analysis of submissions of new code revealed that

code written by women **accepted 78.6% of the time;**
code written by men **74.6% (5% more often than men)**

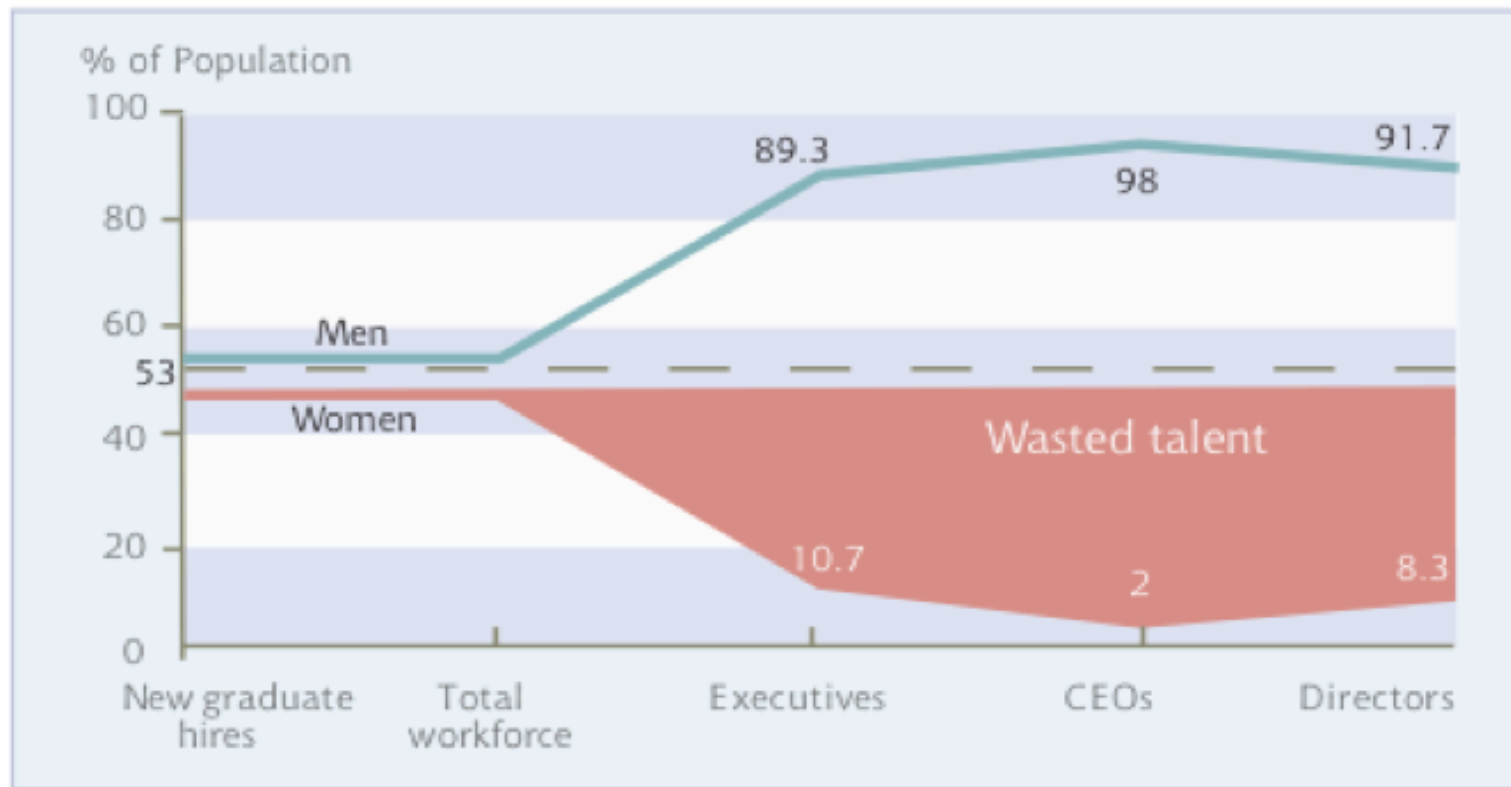
When female coders indicated their gender:
acceptance rate **62.5% (16% less).**

Suggest women coders face a persistent gender bias.

Why should we change things?

- Better for everyone [Athena SWAN UK](#)
- Higher investor returns [Credit Suisse](#)
- Different leadership strengths > competitive edge [Women Matter 2. McKinsey Report 2008](#)
- Increase collective intelligence [Science 2010](#)
- Diversity improves performance [Mike Fraser VP and Head HR, BHP Billiton 2014](#)

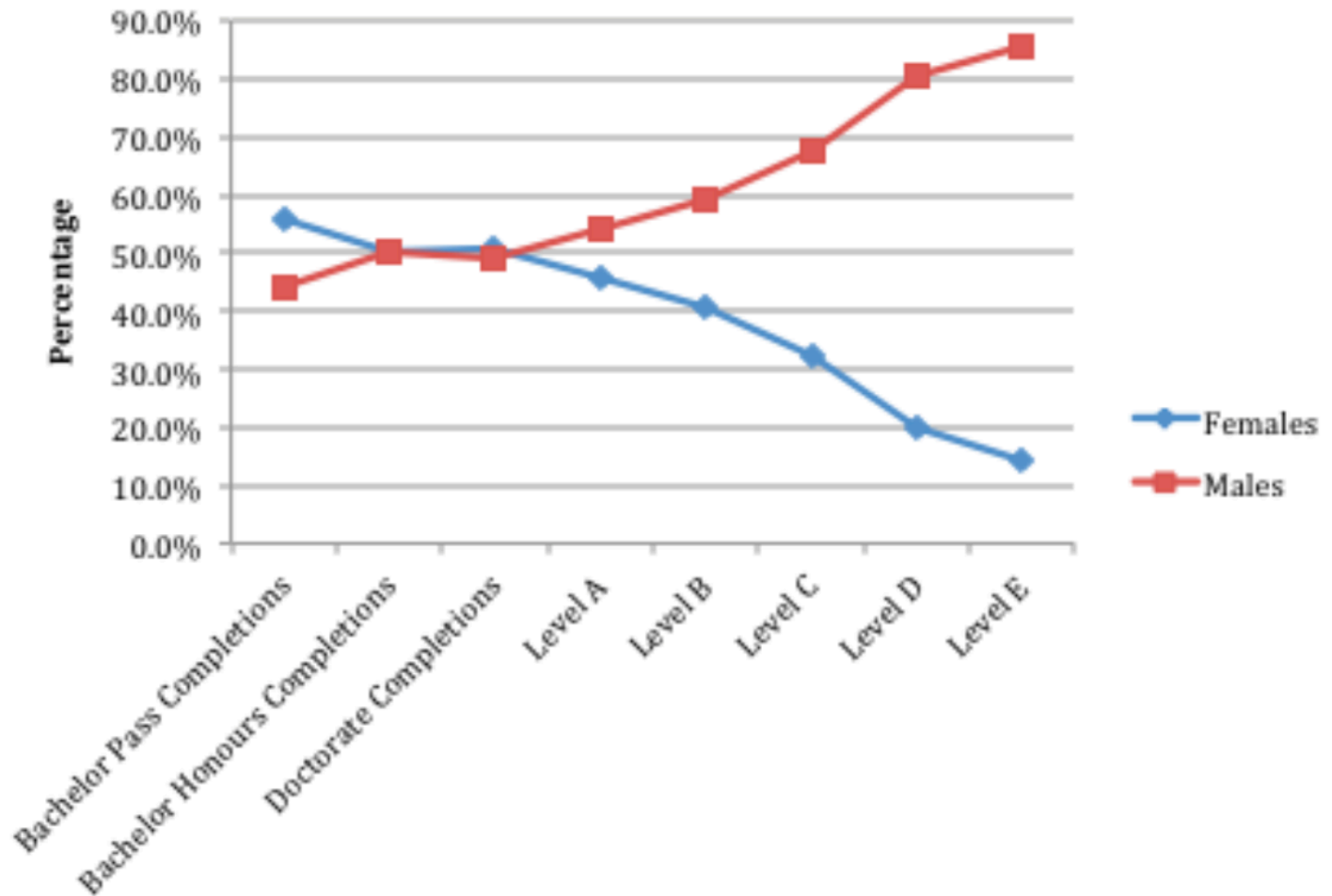
The “stupid curve” (coined by Mike Cook, DeLoitte) describes the over-representation of men in management



Source: The CEW CEO Kit edition 2, EOWA Australian Census of Women in Leadership 2008

Men and women graduates enter the workforce in about equal numbers, men have a nine times greater chance of reaching executive level than women (CEW, 2009, 2)

Bell S & Yates L
“Women in the
Scientific
Research
Workforce:
Identifying and
sustaining the
diversity
advantage”
ARC Linkage
project
2011-2014
(LP110200480)
University of
Melbourne



Source: DIISRTE Higher Education Statistics Collection, customised data, 2011

Attrition of women from the scientific professions impacts negatively on productivity and, through the consequent failure to achieve diversity, limits innovation

(Bell et al 2009; Hewlett et al 2008; NAS 2007)

How can we change this?

Leadership must come from the top:
The first step in fixing a problem is
recognising there's a problem



“gender bias in the advertising industry does not exist”
Kevin Roberts has now resigned from Saatchi & Saatchi

What can Institutions do? #1

- Lead from the top & make gender equity a priority
- Collect the data & publish workforce gender stats
- Appoint a Gender Equity Champion
- Highlight issues that must be addressed
- Set diversity goals, update annually, measure progress
- Include Equity and Diversity as an agenda item on all decision-making committees
- Publish rates of pay for men/women; address any gender pay gap

“Evidence-based research and decision-making is ingrained in our culture” June 2015

Female McMaster professors getting a pay boost to same level as men

Female faculty to get \$3,515 increase

CBC News | Posted: Apr 28, 2015 4:05 PM ET | Last Updated: Apr 30, 2015 11:27 AM ET

The study found a "systematic bias" in favour of male faculty over female faculty when it came to salaries.

Researchers looked at the average salaries of male and female faculty based on appointment type, department, rank and number of years in the rank. It found a difference of \$3,515 on average.

“The decision was clear: we had to close the unfair gap in pay between our female and male professors” VP David Wilkinson

What can Institutions do? #2

- Set up Departmental Gender Equity committee (men/women) that report to central committee
- Provide conference support for primary carers
- Establish new metrics that reward service, support, good mentoring, living University values
- Define core working day (school)
- Evaluate staff recruitment statistics – modify processes where necessary
- Institute women-only promotion and recruitment rounds to address historic imbalances

Melbourne University advertises female-only jobs in bid to remedy gender imbalance in maths

PM By [Lexi Metherell](#)

Updated 19 May 2016, 8:15am

"The Equal Opportunity Act specifically permits an organisation to engage in what is overtly a discriminatory act, but for the purposes of ensuring equal opportunity overall," Discrimination lawyer Mr Skinner said.



PHOTO: The University of Melbourne is advertising three academic positions for women applicants only. (ABC News)

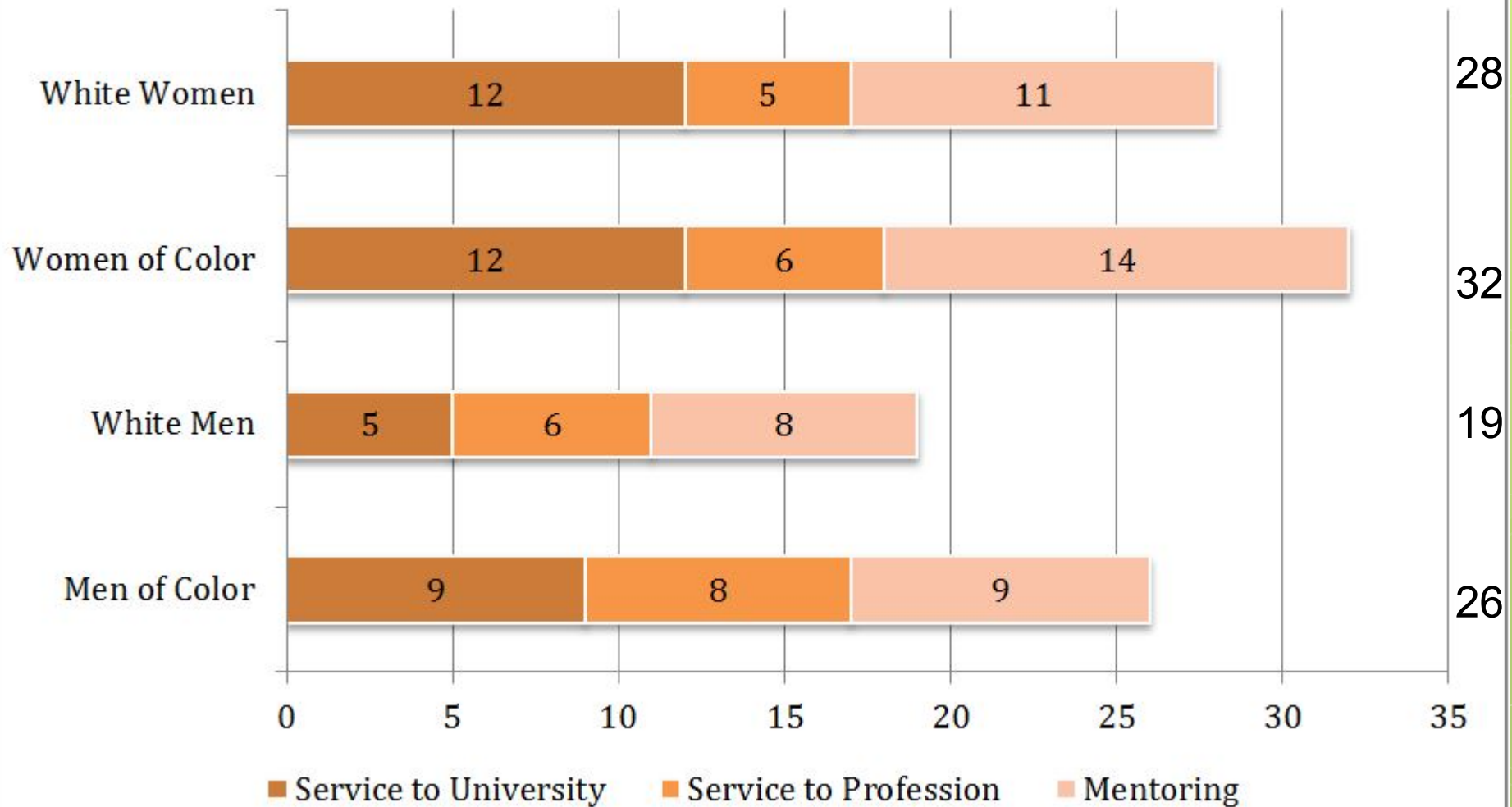
<http://www.abc.net.au/news/2016-05-18/melbourne-university-opens-up-jobs-to-women-applicants-only/7426704>

What can Institutions do? #3

- Look at images on website – male? Female?
- Train all decision makers in unconscious bias management – at regular intervals
- Check each other & panel/committee outcomes for unconscious bias
- Ensure sufficient, affordable, high quality childcare places
- Provide Family/Lactation rooms in buildings
- Develop central webpage highlighting support/info for progression of women
- Evaluate workforce patterns

Weekly Hours Associate Professors Spend on Service and Mentoring by Race and Gender

Source: UMass Work-Life Study



○ <https://www.insidehighered.com/advice/2015/06/26/essay-diversity-issues-and-midcareer-faculty-members>

What can Institutions do? #4

- **ENACT A PANEL PLEDGE**
- Male senior Execs pledge not to accept invitations to panels or conferences that are not gender balanced
- **Establish policy that University panels and committees are gender-balanced (eg UWA)**
- Don't support (with funds/in-kind) conferences without gender-balanced invited speaker lists
- **Ask why, when there are not enough women**
- Learn from successes elsewhere

eg Harvey Mudd College

Increased %women graduating from computer science from 12 to ~40% in 5 years through three major changes.

<https://www.hmc.edu/about-hmc/2015/03/26/new-report-on-women-in-stem-features-harvey-mudds-cs-program/>

%women graduating from computer science in 2016 was 54%

In 2014, HMC graduated more women than men in its engineering class

In 2016, HMC graduated more women than men in its physics class

Class of 2016 a Milestone for Women in Physics

May 17, 2016



Summary

- Diversity is good for business and science
- Stereotypes damage men and women
- We are all biased and old stereotypes die hard
- Be aware of your own biases (Harvard Implicit Association online test)
- Put gender equity first not last
- Challenge the status quo
- Don't tolerate sexism and harassment
- When there are few women - ask why
- Identify obstacles to progress
- Change the way we do things now
- Make the world a better place; where everyone has an equal chance to excel

More Info and Ideas (not exhaustive)

- Athena Swan UK <http://www.athenaswan.org.uk/>
- Male champion of change website
- “Lean In” – Sheryl Sandberg (COO Facebook)
- “6 Steps to Gender Equality” Curt Rice <http://curt-rice.com/>
- Diversity Council of Australia website
- UN Women website
- “Thinking, Fast and Slow” Daniel Kahneman
- AAS Early&Mid Career researcher forum “Gender Equity” Michelle Dunstone, Bob Williamson
- Workplace Gender Equality Agency www.wgea.gov.au
- Women’s Agenda website
- NHMRC women in health sciences committee website
- Annabel Crabb “The wife drought”
- Twitter
- Women in Science Australia