

Nikhef

GENDER ISSUES SESSION



Did this really happen?. 2018. *Did this really happen?*.
[ONLINE] Available at: <https://didthisreallyhappen.net/>.
[Accessed 01/12/2019].

CLARA NELLIST
PRONOUNS: SHE/HER

NIKHEF JAMBOREE, AMSTERDAM
16.12.2019

Radboud University

Nijmegen, the Netherlands



Congratulation on being accepted in this world-class PhD program!
As your master advisor, let me give you a few advice.

You need to improve your English, you should stop being shy...

... You have to discuss more, you have to be more competitive, you have to be better organised...

Anything positive you could say to me?

Well, you are a sympathetic, good-looking young woman.

ikhlef ER ISSUES SESSION

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WHAT WILL WE DISCUSS?

- ▶ The session uses sets of cards and evolves around six kinds of bias:
 - ▶ **Likeability bias**
 - ▶ **Attribution bias**
 - ▶ **Performance bias**
 - ▶ **Affinity bias**
 - ▶ **Maternal bias**
 - ▶ **Double discrimination & intersectionality**
- ▶ We will explore different settings such as everyday interactions, reviews and promotions, hiring and meeting dynamics.

Facilitators:

Clara Nellist

Patrick Koppenburg

Martijn van Calmthout

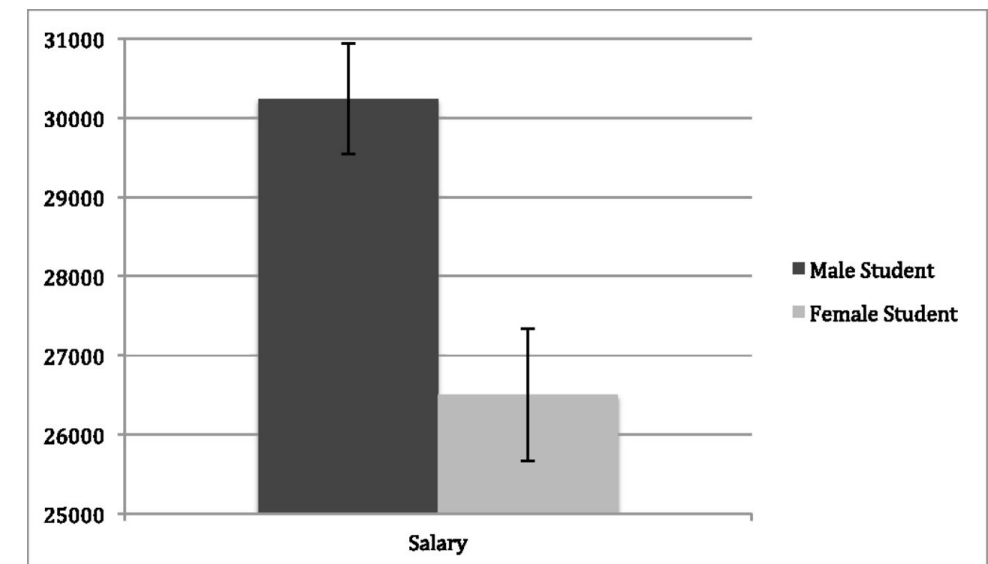
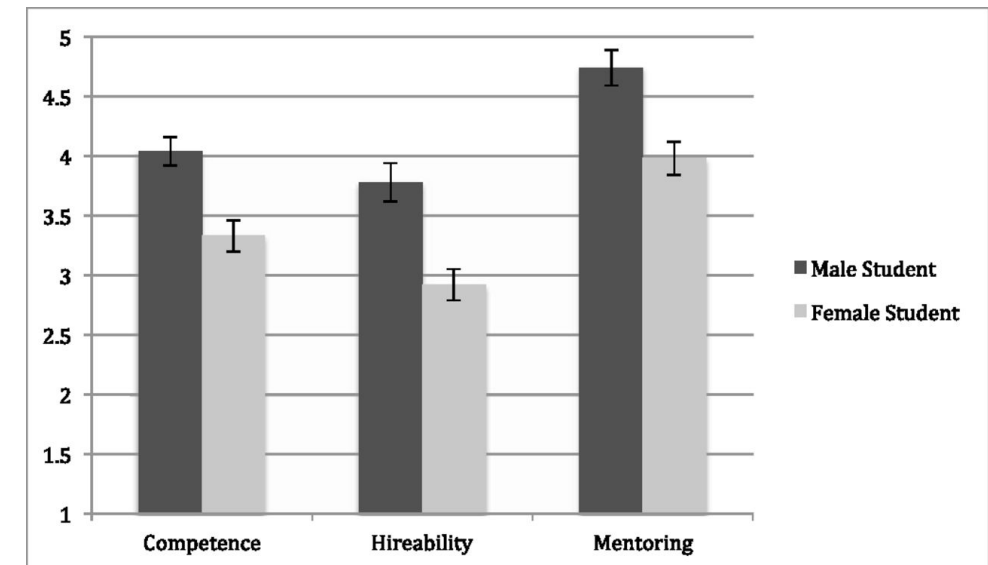
David Redeker

Martine Oudenhoven

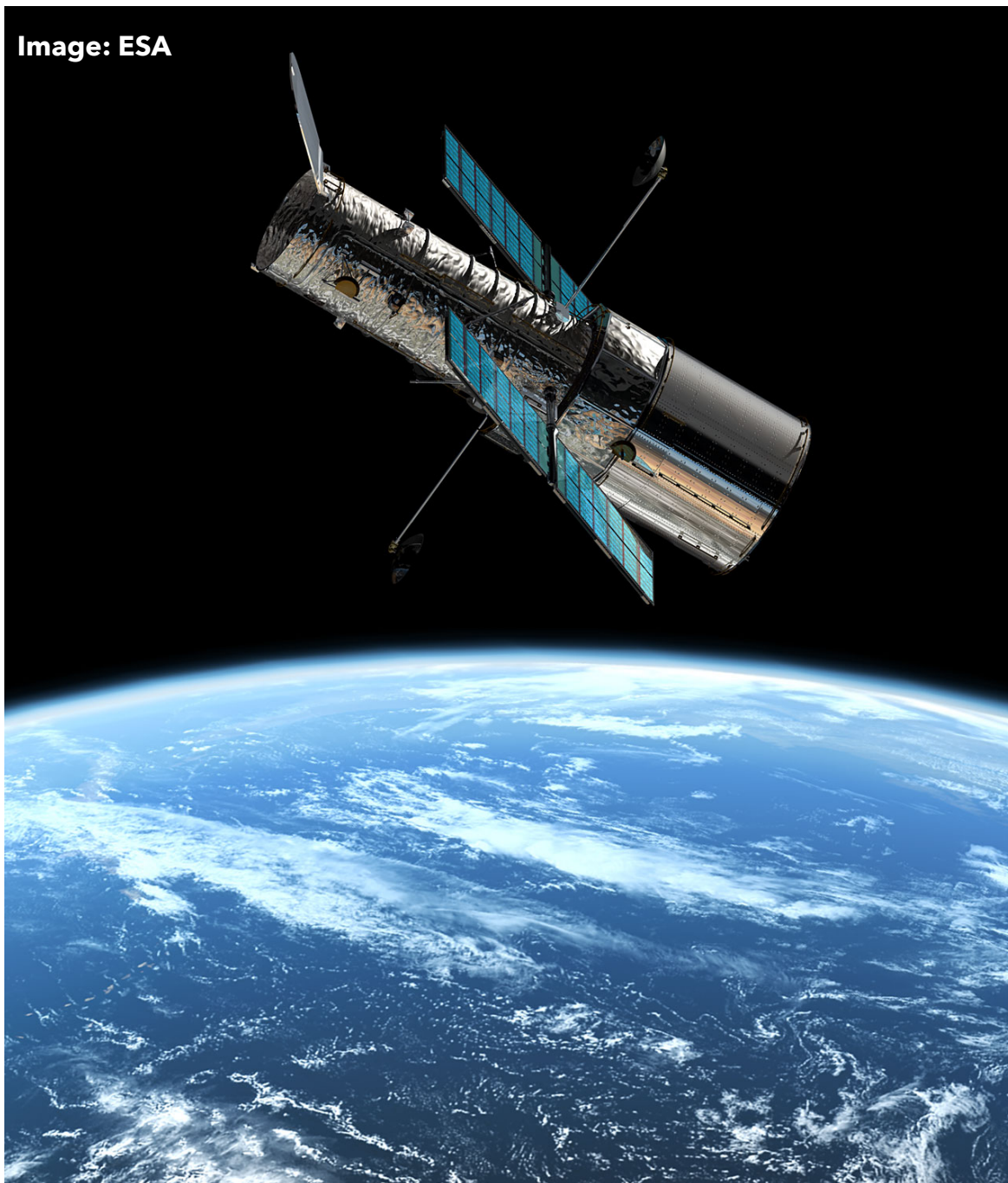


EXAMPLE: PERFORMANCE BIAS

- ▶ Many scientists believe we are unbiased, and therefore career progression is only based on merit.
- ▶ But, studies show that even getting a foot in the door is harder for women and other under represented minorities.
- ▶ Example: A study [1] asked science faculty from research-intensive universities to rate the application materials of a randomly assigned student (man/woman) for a laboratory manager position.
 - ▶ **The male applicant was rated as significantly more competent and hireable than the (identical) female applicant.**
 - ▶ They were also **offered a higher starting salary and more career mentoring.**

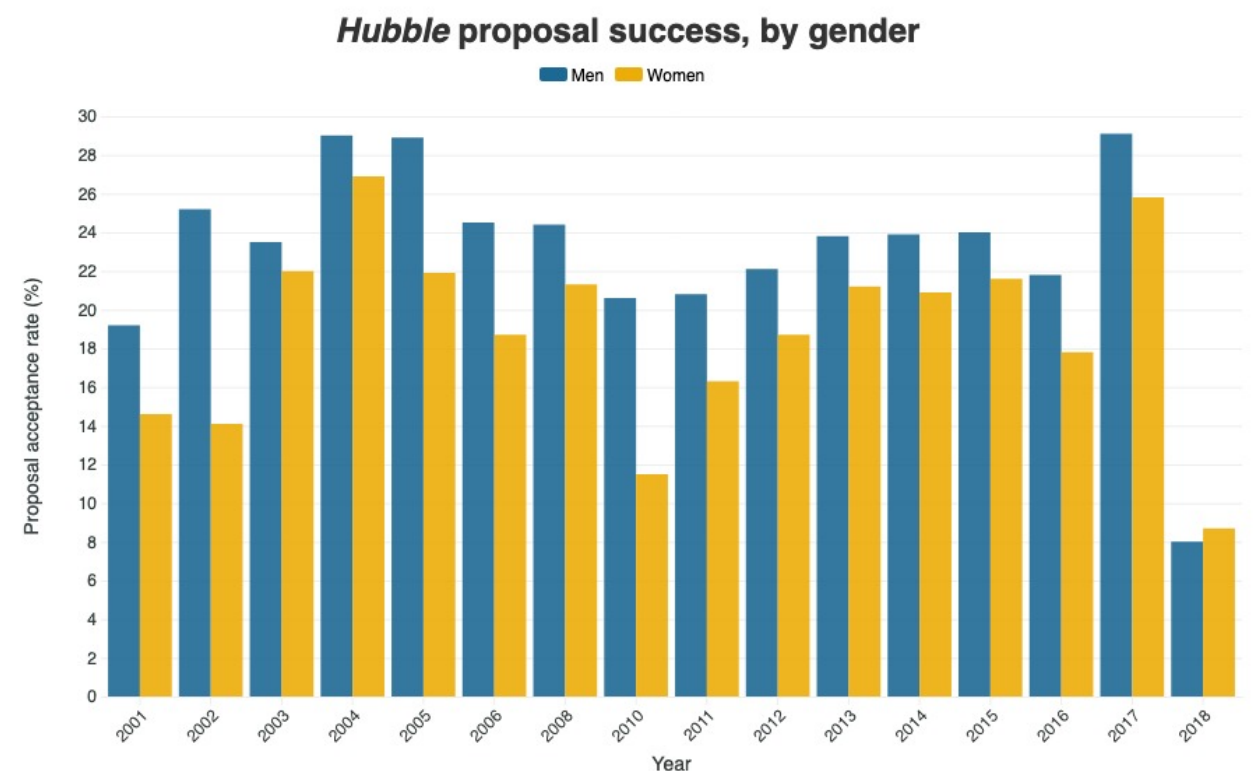


HOW CAN WE REDUCE PERFORMANCE BIAS?



Doling out Hubble time with dual-anonymous evaluation:
<https://physicstoday.scitation.org/doi/10.1063/PT.6.3.20190301a/full/>

- ▶ Access to time on the Hubble Space Telescope is competitive.
 - ▶ Only ~ 1/5th of proposals are selected.
 - ▶ From 2001 - 2012, the success rates was 19% on average for women PIs, compared to 23% for men.
- ▶ If you can't get time on the equipment, you can't publish.
- ▶ The Space Telescope Science Institute (STScI) implemented a dual-anonymous review system for the first time in 2018.
- ▶ As a consequence, **for the first time the success rate for women was higher than for men.**



SESSION GUIDELINES

- ▶ This is an open and welcoming place to discuss the various scenarios.
- ▶ Everyone should be allowed an opportunity to talk.
- ▶ Bias isn't limited to gender.
- ▶ We all fall into bias traps.
- ▶ Knowing that bias exists isn't enough.
- ▶ Stories should be anonymous.
- ▶ Give people the benefit of the doubt.
- ▶ **Please feel free to share what you've learnt, but keep stories anonymous.**

QUICK START INSTRUCTIONS

Read this out loud to the group before you get started:

- **Bias isn't limited to gender.** Women can also experience biases because of their race, sexuality, age, religion, and other aspects of their identity—and the compounding discrimination can be significantly greater than the sum of its parts. This concept is called intersectionality, and it applies to men, too.
- **We all fall into bias traps.** People of all genders can consciously or unconsciously make biased comments or behave in other ways that disadvantage women.
- **Knowing that bias exists isn't enough.** We all need to look for it and take steps to counteract it. That's why these cards outline specific examples of gender bias with clear recommendations for what you can do.
- **Stories should be anonymous.** When sharing stories about seeing or experiencing bias, don't use people's names.
- **Give people the benefit of the doubt.** Remember that everyone is here to learn and do better—and an open and honest exchange is part of that process.

SEE BACK →

LEAN IN

LET'S GET STARTED!

- ▶ Split into groups for 30 minutes to discuss the scenarios on the cards.
- ▶ At the end we will spend 5 minutes writing down one action that we will do in the near future.
- ▶ If you are happy for this action to be shared in the plenary summary, please write it on the board.

