




AWIS

ASSOCIATION FOR WOMEN IN SCIENCE

YOUR NETWORK, YOUR RESOURCE, YOUR VOICE

Networking Lunch Evolution 2014

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Mission

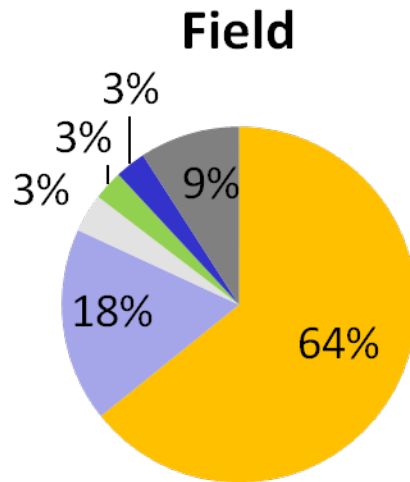
AWIS is a national advocacy organization championing the interests of women in science, technology, engineering, and mathematics (STEM) across all disciplines and employment sectors. Founded in 1971, AWIS is the only all-inclusive multi-disciplinary membership organization for women in STEM.

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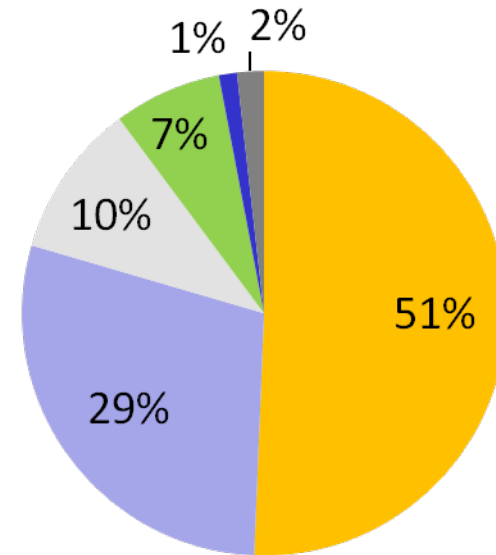
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AWIS Represents Women in All Sectors of Science



- Life Sciences
- Physical Sciences
- Engineering
- Math & Computer Science
- Social Sciences
- Other

Employment Sector



- Academia
- Industry
- Government
- Non Profit
- K-12 Education
- Other

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AWIS has a broad reach

- 50 chapters engage members in outreach, professional development, and advocacy
- Based in DC, we are active on Capital Hill (America Competes Act, Paycheck Fairness Act) and work with government agencies (NIH, NSF, Department of Justice)
- We offer workshops and STEMinars on work-life balance
- We are working with scientific societies to examine their practices that may disadvantage women

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What is implicit bias?

Unequal access to resources, prestige, recognition, etc that results from unconscious devaluation of individuals according to a group with which they are associated

Implicit bias produces outcomes “microinequities” that can be at variance with our values

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What is implicit bias?

Implicit bias operates in virtually every arena of our society: education, healthcare, business, penal system, entertainment ...

Implicit bias disadvantages women, non-whites, the elderly, those with visible disabilities: it is the polar opposite of privilege

All of us show implicit bias: projectimplicit.org

kirwaninstitute.osu.edu/implicit-bias-review/

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Implicit bias against women

- Operates in our daily lives
- Valian developed the concept of **gender schemas**
 - Unconscious perspectives about males and females held by both men and women
 - Formed from our experience
 - Causes us to underestimate heights for women and overestimate heights for men
 - Also causes us (*all of us*) to devalue women's contributions in professional spheres

Valian, V. 1998 *Why so slow?*
AAUW 2010 *Why so few?*

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Implicit bias in the news

Nicholas Kristof commentary: Unconscious biases shape our world



Saturday June 14, 2014 4:04 AM

Comments: 0 [Share](#) 20 [Tweet](#) 1 [ShareThis](#) 42

Here's a riddle: Why would a Hurricane Alexandra be deadlier than an identical Hurricane Alexander?

WOMEN ON BUSINESS

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BIASES AGAINST WOMEN IN BUSINESS IN THE WORDS OF GOOGLE VP MEGAN SMITH [VIDEO]

OCTOBER 27, 2013 by SUSAN GUNELIUS

Equality

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At the Fortune Summit for Women 2013, Megan Smith, of Google[x] talked about the biases against women in business, particularly in the engineering field, in a video interview.

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Here's How Unconscious Biases Cloud Your Judgement



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JAN. 10, 2014, 5:43 PM [1,522](#)

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Everyone suffers from "unconscious bias," favoring certain kinds of people based on their upbringing, experience, and values.

You may prefer to hire people who were graduates of your alma mater, for example, or date someone with a similar family background as you.

Although hidden bias is common, it can affect hiring, promotions, evaluations, and dismissals, which is extremely harmful for companies trying to grow and diversify.



Sodanie Chea via flickr

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Can we counteract implicit bias?

Absolutely!!

- Allow sufficient time to make measured decisions
- Clarify criteria, standards as much as possible
- Talk about its effects at every meeting where it might operate
- Prime yourself before situations where bias may operate

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Discussion Roundtables

- Each table has been assigned a leading question, as we sent out via email
- Talk among yourselves for 10 minutes and identify 2-3 best ways to answer your question
- Identify a table spokesperson
- Table spokespeople for each question then convene
- Each convening group collates answers to report to the society leadership

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1. Does the classroom environment differ for male and female instructors? If so, how can we ensure that teaching is fairly assessed?
2. How can we ensure civility in our departments, especially the inclusion of differing opinions?
3. What are the most important worklife or family-friendly policies for institutions to promote?
4. What are the most important issues for department chairs and deans to consider to ensure equitable workloads?
5. What is the role of professional societies in achieving gender equity for evolutionary biologists?

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Discussion roundtable thoughts

Your responses are noted in the Lunchtime
Summary Document!

Thank you for participating!

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Stay in touch

- We are trying to mount a website to post content and allow for discussions – watch your email for further developments!
- We are considering a proposal to the NSF ADVANCE program to help evolution societies move towards gender equity
- Please consider joining AWIS, which is in the vanguard of these issues

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