Gender Summit 7 Parallel 4: Chair Claartje Vinkenburg
“Gender bias in career development, sources and effects”

Questions to contributors (in advance):

• Bias 1.0
  – What is gender bias (according to you)?
  – How is gender bias evident in your organization/study?

• Bias 2.0
  – Why should we (or should we?) do something about gender bias?

• Bias 3.0
  – What can we do to interrupt or mitigate the (side-) effects of gender bias on career development in science?
Collected ideas

- Bias awareness training + behavioral intentions
  - Awareness unfortunately is not enough (Pendry et al., 2007)
  - Skills-based, include practice (Kalinoski et al., 2014)
  - Address concern about discrimination (Devine et al., 2012)
- Bias interventions (institutional change)
  - Bias interrupters (Williams, 2014)
  - Bias literacy programmes (Carnes et al., 2012, 2015)
  - Diversity interventions to target bias (Moss-Racusin et al., 2014)
- Bias mitigation tactics in performance evaluation
  - The evaluation nudge (Bohnet et al., 2015)
  - Bias reduction strategies (Anderson et al., 2015)
  - Breaking bias – COST-model (Lieberman et al., 2014)
- Paradoxically, accepting that we are all biased and viewing implicit bias training as the “cure-all” does not challenge academic ideals of objectivity and meritocracy – any intervention should be part of a larger conversation
References


