

# Notes on Gender Bias

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## Recent News

**Uber Investigating Sexual Harassment Claims by Ex-Employee**  
By MIKE ISAAC FEB. 19, 2017

**Uber Case Could Be a Watershed for Women in Tech**  
By Farhad Manjoo MARCH 1, 2017

**Uber ugliness unmasks Silicon Valley's bro culture**  
Recent revelations about sexual harassment and gender discrimination at Uber are the tip of the iceberg for a 'bro culture' run amok.

**WE WANT MORE**  
What Even Woke Men Get Wrong About Silicon Valley's Bro Culture  
APRIL 3, 2017, 8:30 AM

## Disclaimer

OK, I'm not saying anything new.



"First, when it comes to talking about issues of 'bro culture,' we should remain skeptical of the Christopher Columbus effect (also known as [Columbusing](#)), when someone from a privileged group (to be honest, it's usually a white guy) treats a subject as though he's the first person to 'discover' new territory."

- Lily Herman, "What Even Woke Men Get Wrong About Silicon Valley's Bro Culture", Refinery29.com, 4/5/2017

## Gender Bias in CS: A real problem.

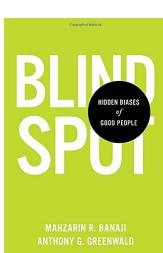
**USNews** Study: Middle School Is Key to Girls' Coding Interest 10/20/2016

The [gender gap in computing jobs](#) has gotten worse in the last 30 years, even as computer science job opportunities expand rapidly, according to new research from Accenture and Girls Who Code.

In 1984, 37 percent of computer science majors were women, but by 2014 that number had dropped to 18 percent, according to the study. ... [if trends continue, the study estimates that women will hold only 20 percent of computing jobs by 2025.](#)

"Cracking the Gender Code: Get 3x More Women in Computing"  
<https://www.accenture.com/us-en/cracking-the-gender-code>

## This is Even Harder Than it Seems



## Hidden Bias

“ What are the hidden biases of this book's title? They are—for lack of a better term—*bits of knowledge* about social groups. These bits of knowledge are stored in our brains because we encounter them so frequently in our cultural environments. Once lodged in our minds, hidden biases can influence our behavior toward members of particular social groups, but we remain oblivious to their influence. In talking with others about hidden biases, we have discovered that most people find it unbelievable that their behavior can be guided by mental content of which they are unaware. ”

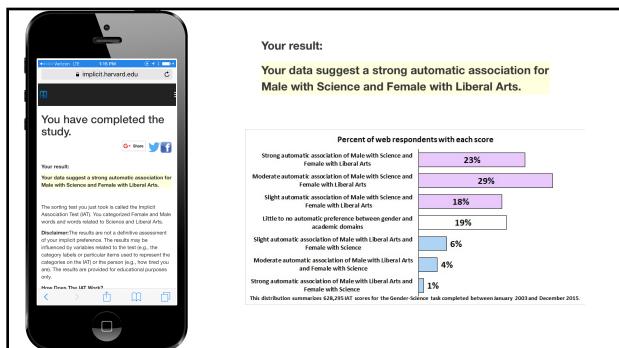
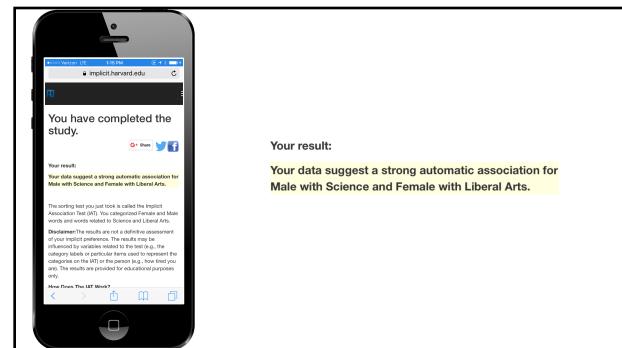
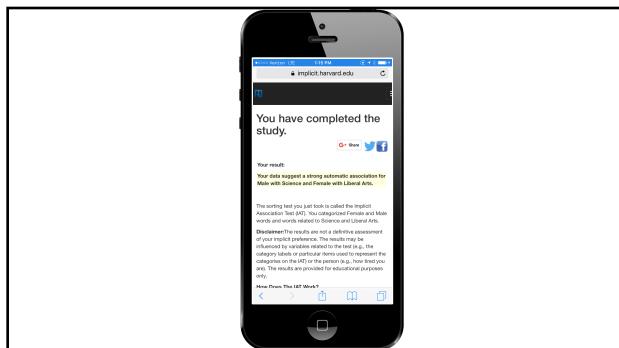
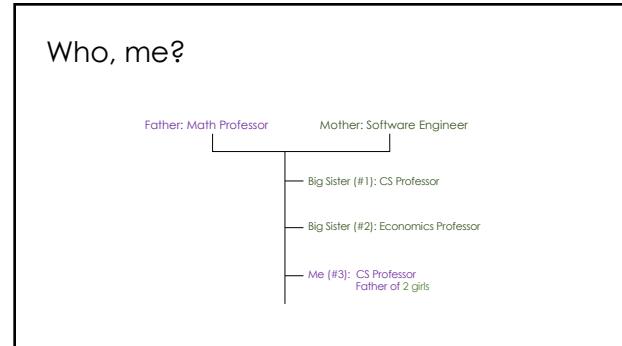




**Project Implicit®**

The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. For example, you may believe that women and men should be equally associated with science, but your automatic associations could show that you (like many others) associate men with science more than you associate women with science.

<https://implicit.harvard.edu/>



### Explicit Bias and An Apology

## Moving Forward



### What can I do about an implicit preference that I don't want?

There is not yet enough research to say for sure that implicit biases can be reduced, let alone eliminated.... Therefore, we encourage people not to focus on strategies for reducing implicit preferences, but to focus instead on strategies that deny implicit biases the chance to operate.

\* \* \*

It is important to know...that implicit biases can predict behavior. If we want to treat people in a way that reflects our values, then it is critical to be mindful of hidden biases that may influence our actions.

<https://implicit.harvard.edu/implicit/faqs.html>

## A To-Do List: For Me and Others

- Take IAT tests. [implicit.harvard.edu](https://implicit.harvard.edu)
- Learn. Recognize implicit bias; address explicit bias.
- Initiate difficult conversations.
- Discuss.
- Listen.