

Notes on Gender Bias

Prof. Joe Hellerstein
UC Berkeley

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



Farhad Manjoo
STATE OF THE ART

MARCH 1, 2017



INFOWORLD TECH WATCH

By Caroline Craig, East Coast Site Editor, InfoWorld | FEB 24, 2017

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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

LILY HERMAN
APRIL 5, 2017, 9:00 AM

Disclaimer

OK, I'm not saying anything new.



Keegan Osinski
@keegzzz

Follow

Where do mansplainers get their water

From a well, actually

RETWEETS 7,420 LIKES 12,007

“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.



Study: Middle School Is Key to Girls' Coding Interest

10/20/2016

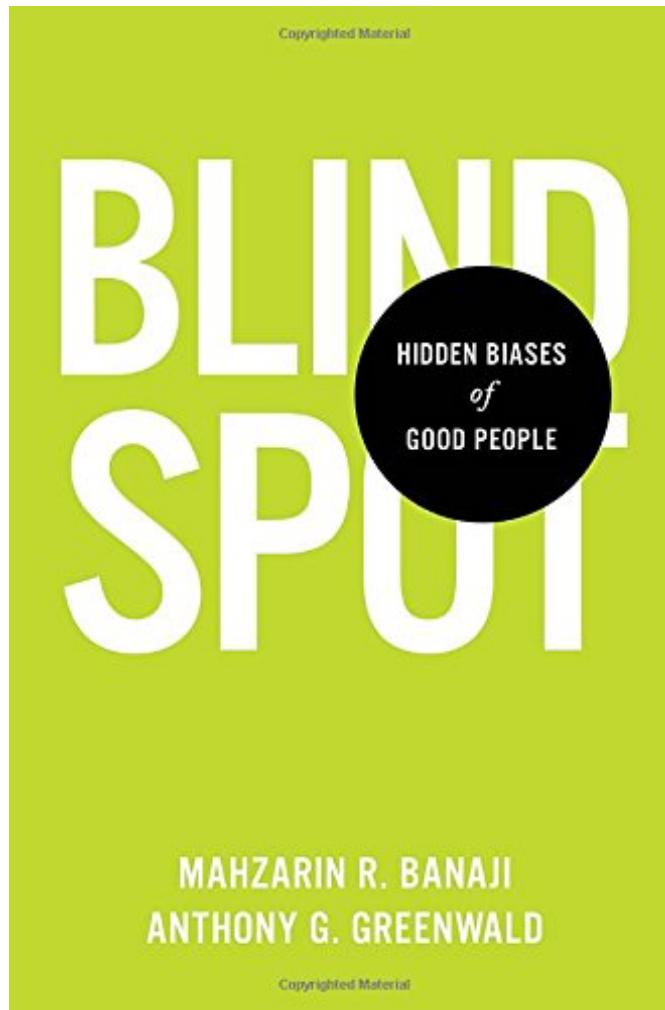
The [gender gap in computing jobs](#) has gotten worse in the last 30 years, even as computer science job opportunities expand rapidly, according to new research from Accenture and Girls Who Code.

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

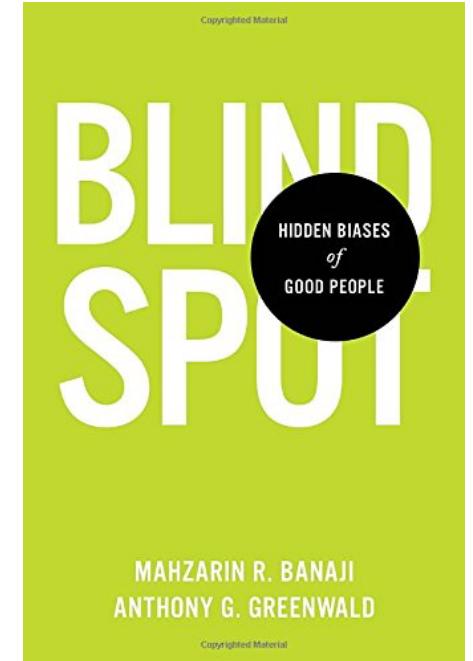
that women will hold only 20 percent of computing jobs by 2025.

This is Even Harder Than it Seems



Hidden Bias

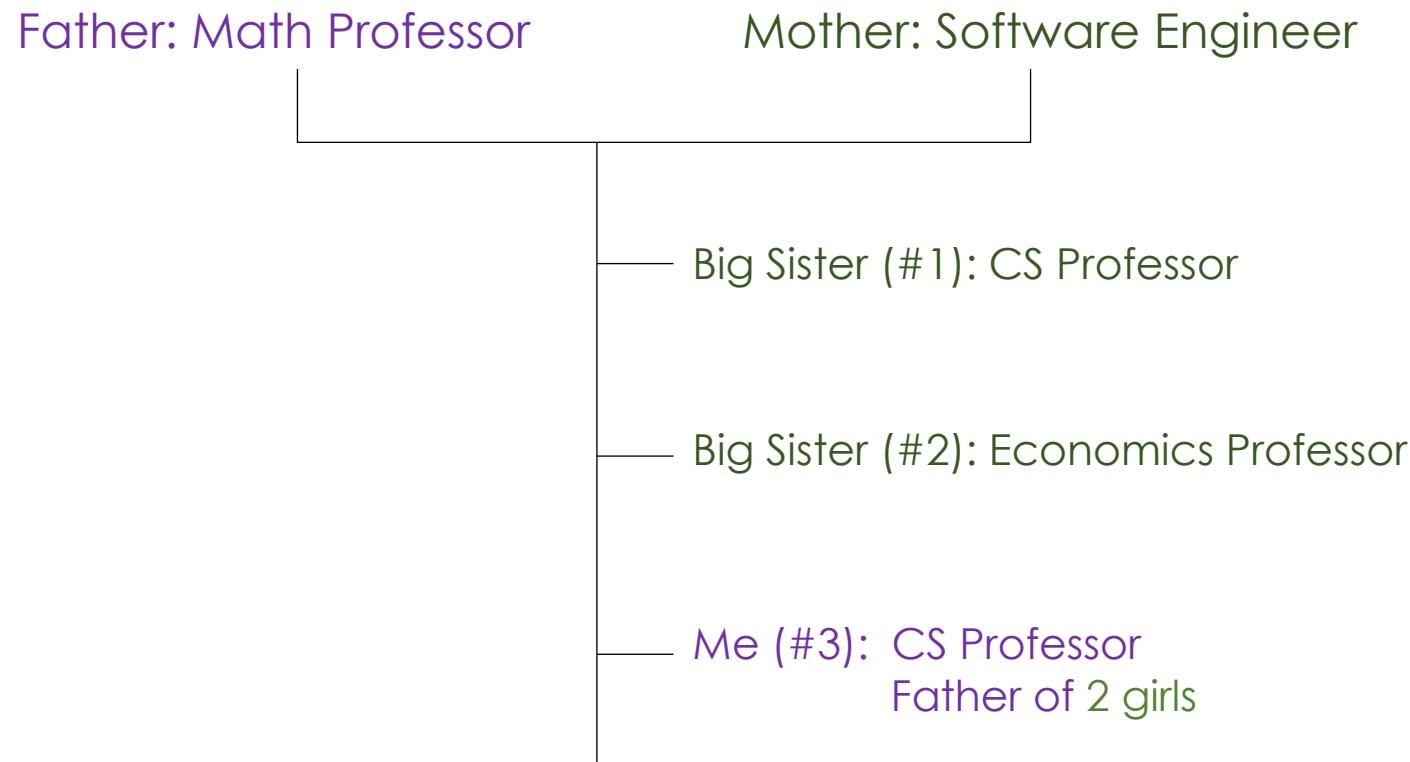
“ What are the hidden biases of this book’s title? They are—for lack of a better term—*bits of knowledge* about social groups. These bits of knowledge are stored in our brains because we encounter them so frequently in our cultural environments. Once lodged in our minds, hidden biases can influence our 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.”

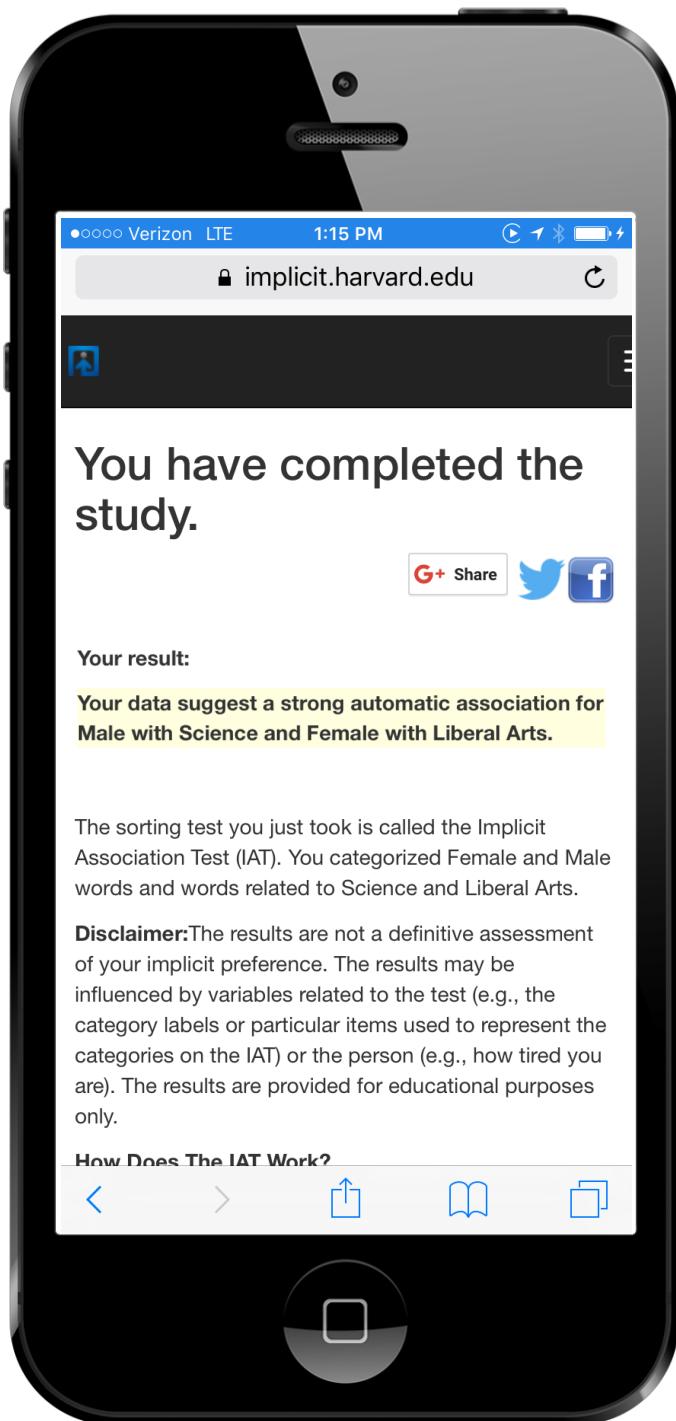


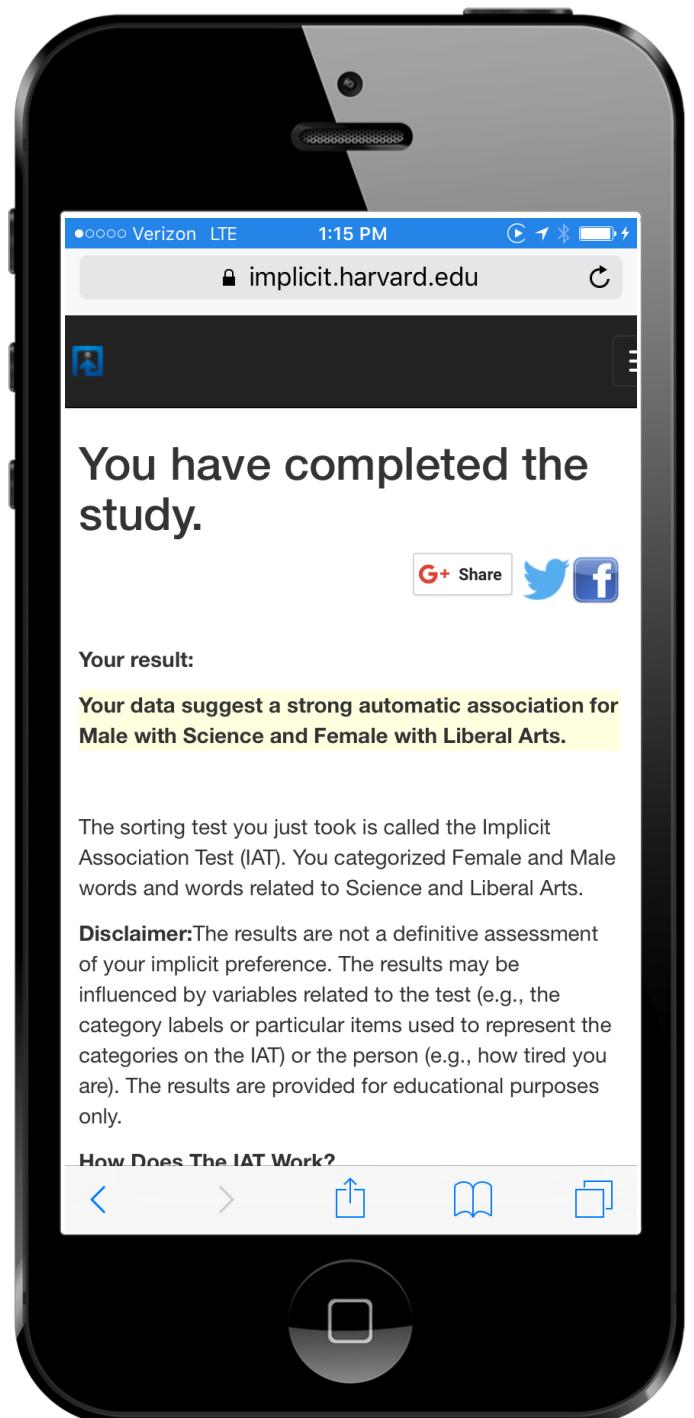


“ The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. For example, you may believe that women and men should be equally associated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

Who, me?







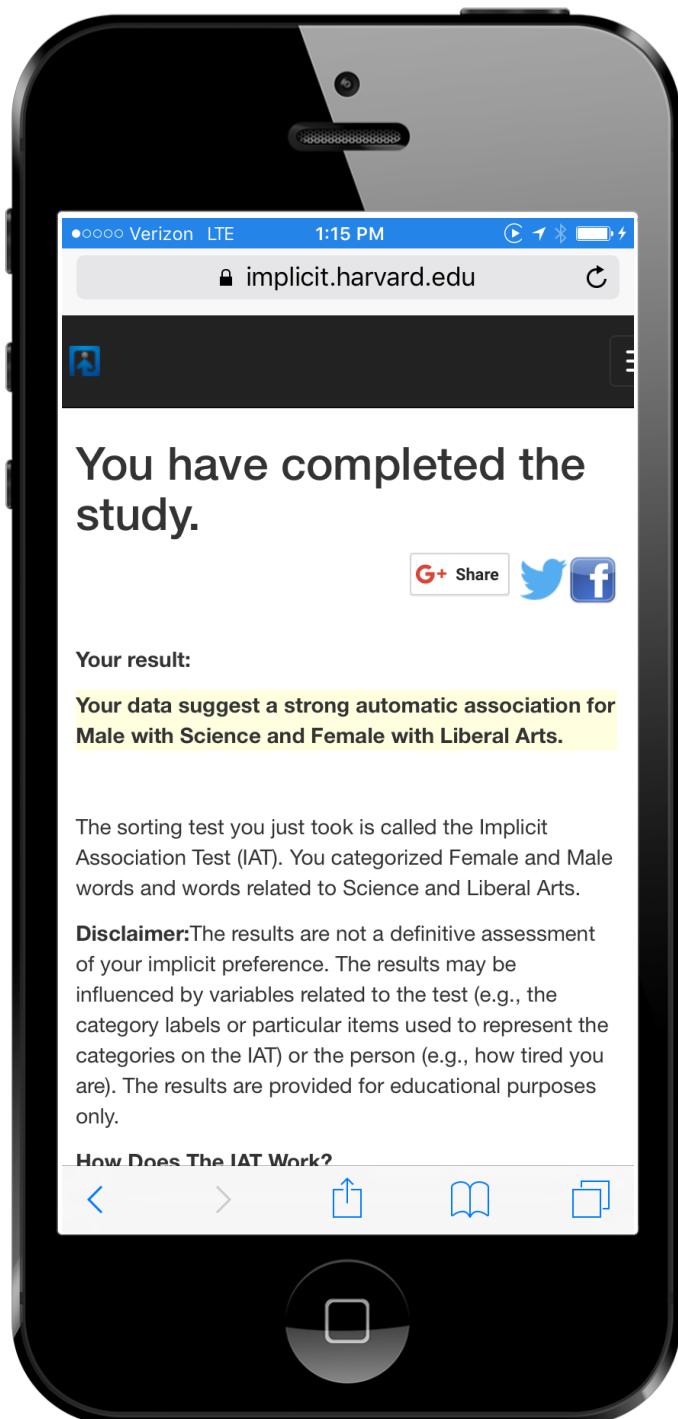
Your result:

**Your data suggest a strong automatic association for
Male with Science and Female with Liberal Arts.**

The sorting test you just took is called the Implicit Association Test (IAT). You categorized Female and Male words and words related to Science and Liberal Arts.

Disclaimer: The results are not a definitive assessment of your implicit preference. The results may be influenced by variables related to the test (e.g., the category labels or particular items used to represent the categories on the IAT) or the person (e.g., how tired you are). The results are provided for educational purposes only.

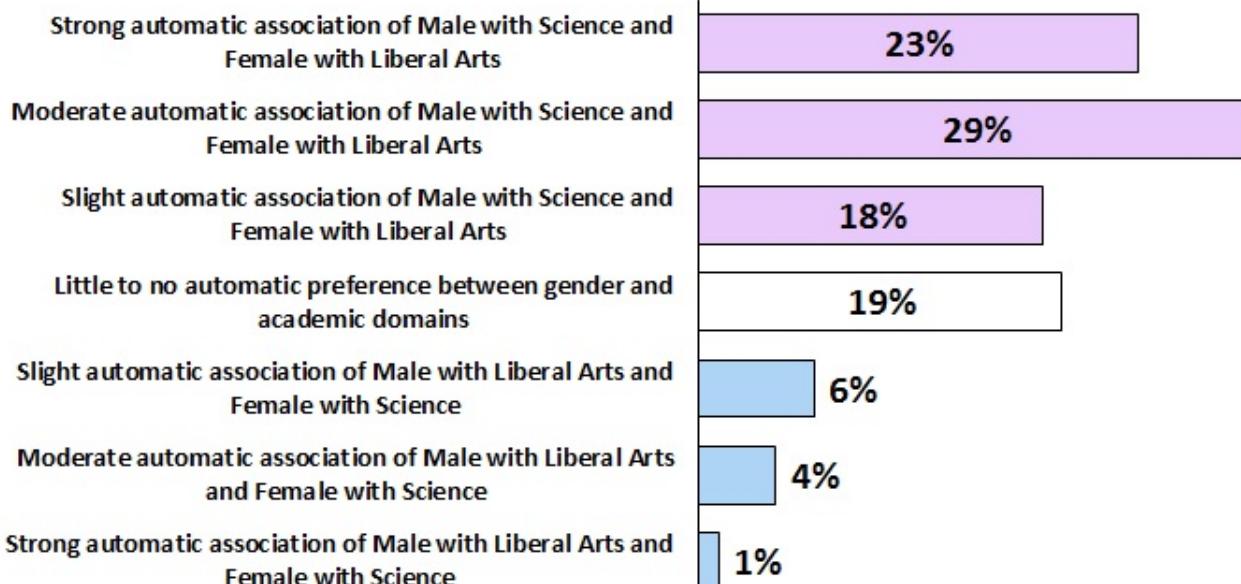
How Does The IAT Work?



Your result:

Your data suggest a strong automatic association for Male with Science and Female with Liberal Arts.

Percent of web respondents with each score



This distribution summarizes 628,295 IAT scores for the Gender-Science task completed between January 2003 and December 2015.

Explicit Bias and An Apology



Project Implicit®

Implicit Association Test

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
- Learn. Recognize implicit bias; address explicit bias.
- Initiate difficult conversations.
- Discuss.
- Listen.