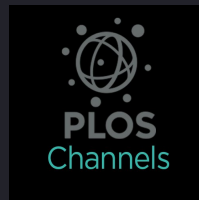
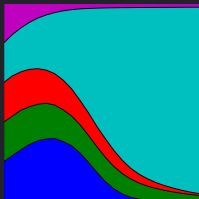


THE FALLACY OF MERITOCRACY

PyCon Balkan

@NikoletaGlyn

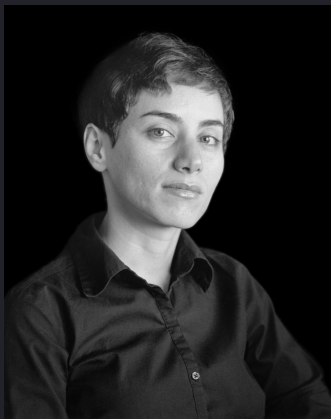




MERITOCRACY [mer-i-tok-ruh-see]

[noun]

1. government or the holding of power by people selected according to merit.



www.newyorker.com/tech/annals-of-technology/maryam-mirzakhani-pioneering-mathematical-legacy



en.wikipedia.org/wiki/List_of_black_Academy_Award_winners_and_nominees
www.eonline.com/news/836150/

EQUALITY VS EQUITY

EQUALITY

[ih-kwol-i-tee]

[noun]

1. the state of being equal, especially in status, or opportunities.

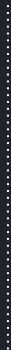
EQUITY

[ek-wi-tee]

[noun]

1. the quality of being fair and impartial.

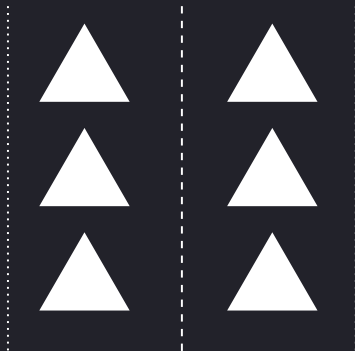
FINISH LINE



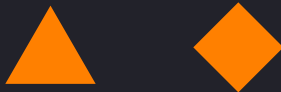
START LINE



FINISH LINE



START LINE



BIAS

[bahy-uhs]

[noun]

1. a particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned.

TYPES OF UNCONSCIOUS BIAS

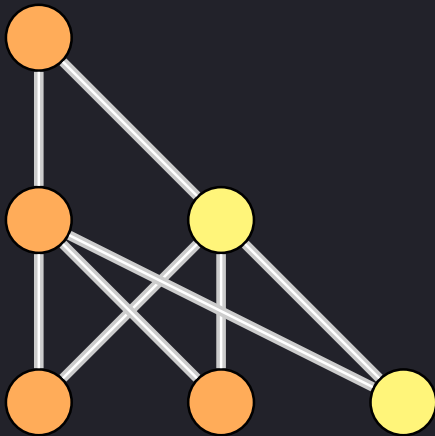
- ▶ Affinity Bias
- ▶ Halo Effect
- ▶ Horns Effect
- ▶ Attribution Bias
- ▶ Confirmation Bias

HOMOPHILY

[huh-mof-uh-lee]

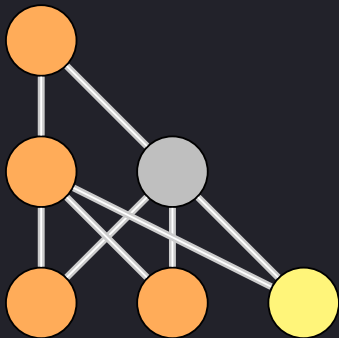
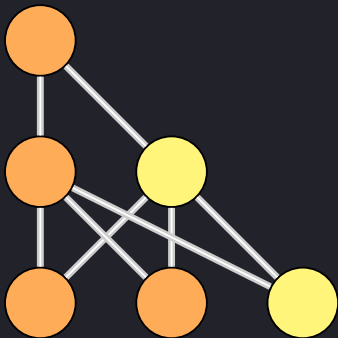
[noun]

1. the tendency for people to seek out those who are similar to themselves.

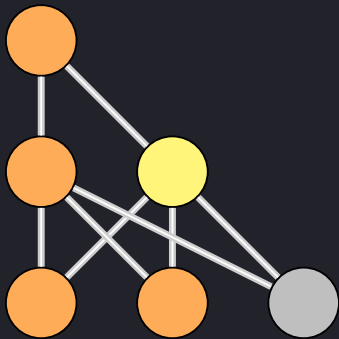
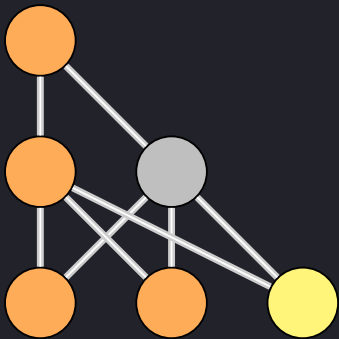


```
>>> import hierarchy as hrcy
>>> capacities = [3, 2, 1]
>>> list(
... hrcy.states.get_states(capacities)
... )
[((0, 3), (0, 2), (1, 0)),
 ((0, 3), (1, 1), (1, 0)),
 ((0, 3), (2, 0), (1, 0)),
 ((0, 3), (0, 1), (1, 0)),
 ((0, 3), (1, 0), (1, 0)),
 ((1, 2), (0, 2), (1, 0)),
 ((1, 2), (1, 1), (1, 0)),
 ...
]
```

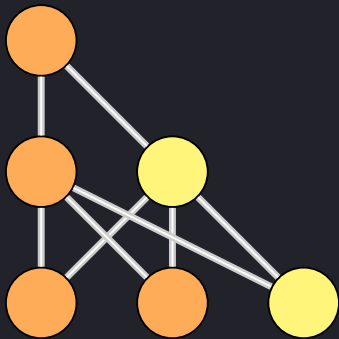
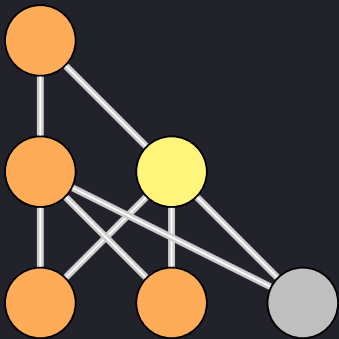
RETIREMENT



PROMOTION



HIRING



[illegible]

- ▶ μ_{ij}
- ▶ $\max(rs_{ij} + s_{i,\bar{j}}, 1)$
- ▶ λ_j

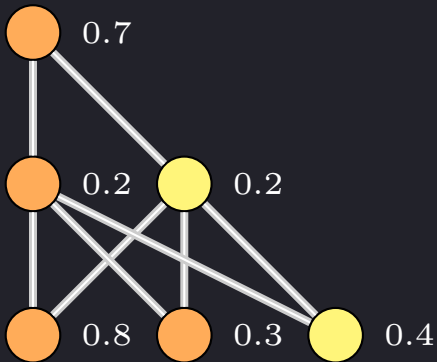
$$\bar{s}M = \bar{s}$$

COMPETENCE

UNCONSCIOUS BIAS

HOMOPHILY EFFECT

$$\bar{s}M = \bar{s}$$



```
>>> import hierarchy as hrcy
>>> capacities = [3, 2, 1]
>>>
>>>
>>>
>>>
```

BE **AWARE** OF YOUR
UNCONSCIOUS BIAS

BE AN ALLY

DO NOT BE LAZY

@NikoletaGlyn

@drvinceknight