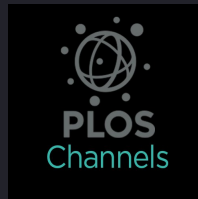
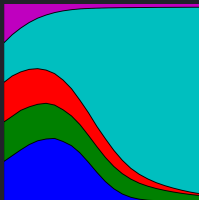


THE FALLACY OF MERITOCRACY

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]

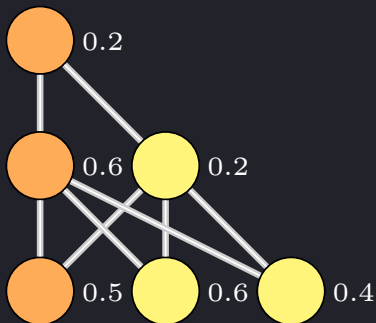
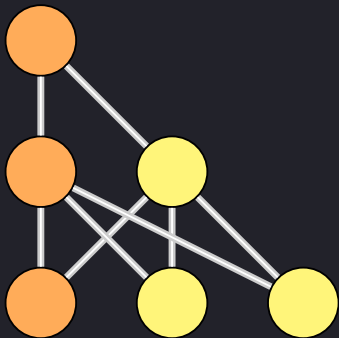
1. a particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned.

TYPES OF UNCONSCIOUS BIAS

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

The effect of unconscious bias in hierarchical systems

COMPETENCE



```

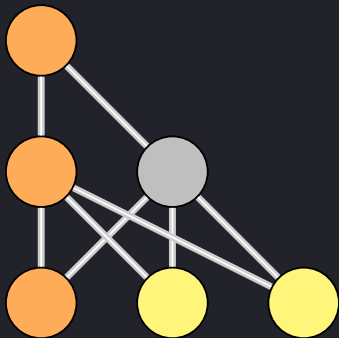
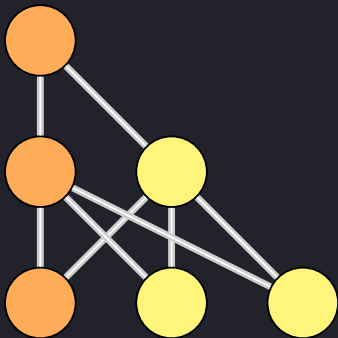
>>> import numpy as np
>>> import scipy.stats

>>> competence_distribution = scipy.stats.uniform(0, 1)
>>> retirement_rate = 0.2
>>> capacities = [3, 2, 1]

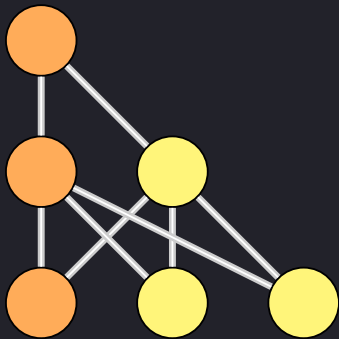
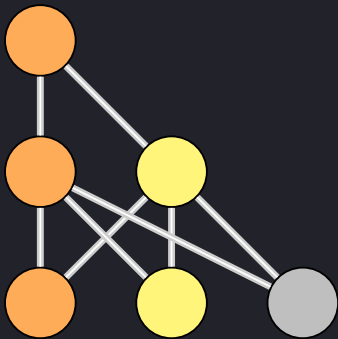
>>> np.random.seed(0)
>>> states = list(hrcy.states.get_competence_states(capacities,
...                                                  competence_distribution,
...                                                  retirement_rate))
>>> for level_index, level in enumerate(states[2]):
...     for individual in level:
...         print('Level %s: type %s with competence: %s' % (level_index,
...                                                             individual.individual_type,
...                                                             individual.competence))
Level 0: type 1 with competence: 0.5488135039273248
Level 0: type 1 with competence: 0.6027633760716439
Level 0: type 1 with competence: 0.4236547993389047
Level 1: type 0 with competence: 0.6667667154456677
Level 1: type 0 with competence: 0.2103825610738409
Level 2: type 0 with competence: 0.2088767560948347

```

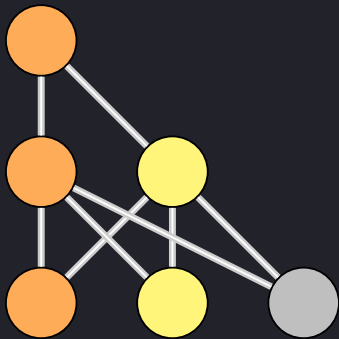
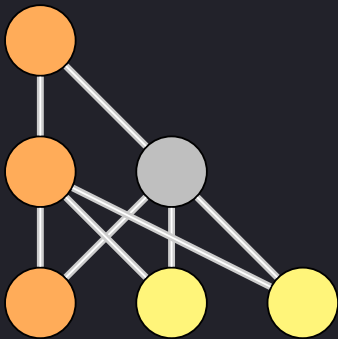
RETIREMENT



HIRING



PROMOTION



RETIREMENT

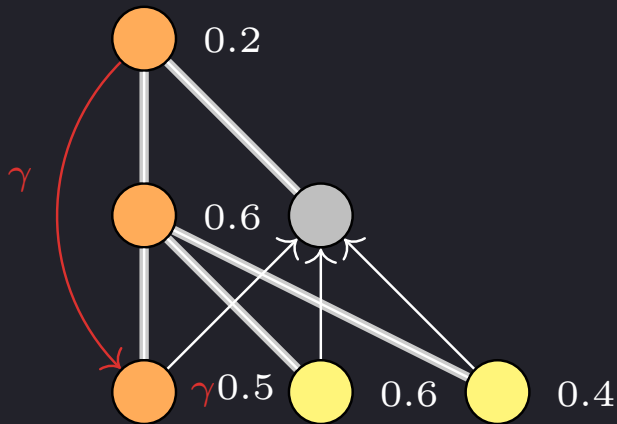


HIRING



PROMOTION





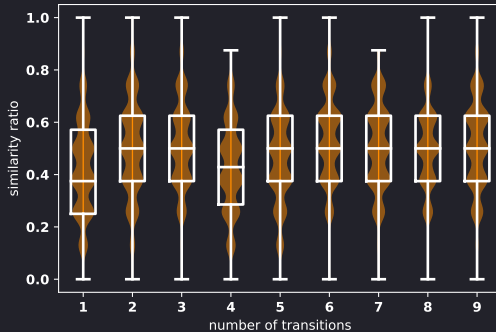
UNCONSCIOUS BIAS

HOMOPHILY EFFECT

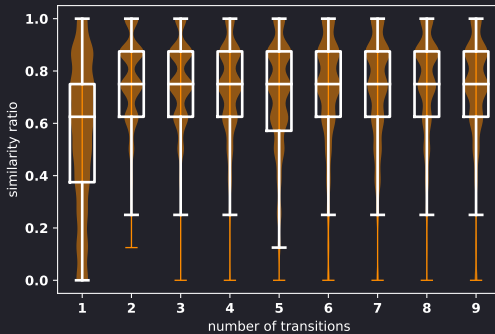
```
>>> capacities = [9, 6, 2, 1]

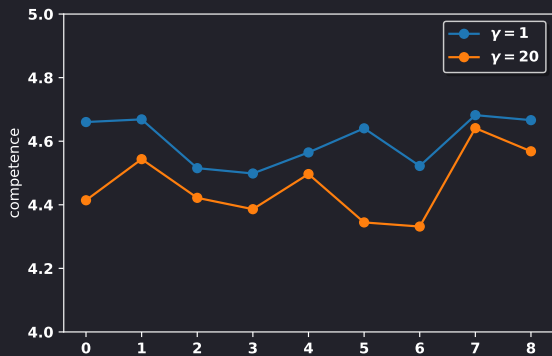
>>> competence_distribution = scipy.stats.uniform(0, 1)
>>> retirement_rate = 0.2
>>> last_retirement = 0
>>> lambda = [10, 10]

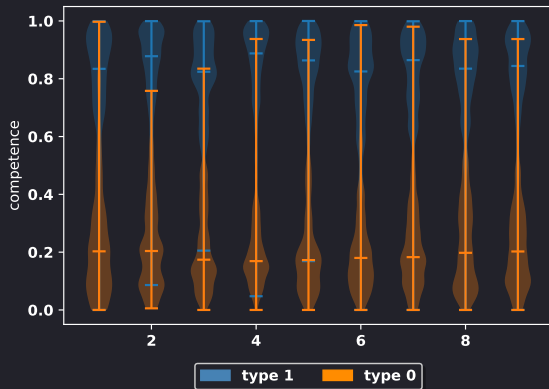
>>> gamma = 1
```



```
>>> gamma = 20
```








ANSWERS?

BE **AWARE** OF YOUR
UNCONSCIOUS BIAS

BE AN ALLY

DO NOT BE LAZY

@NikoletaGlyn
@drvinceknight

- vknight.org/unpeudemath/math/2017/11/10/the-fallacy-of-meritocracy.html
-  github.com/drvinceknight/HierarchicalPromotion