

Stratification/ Discrimination

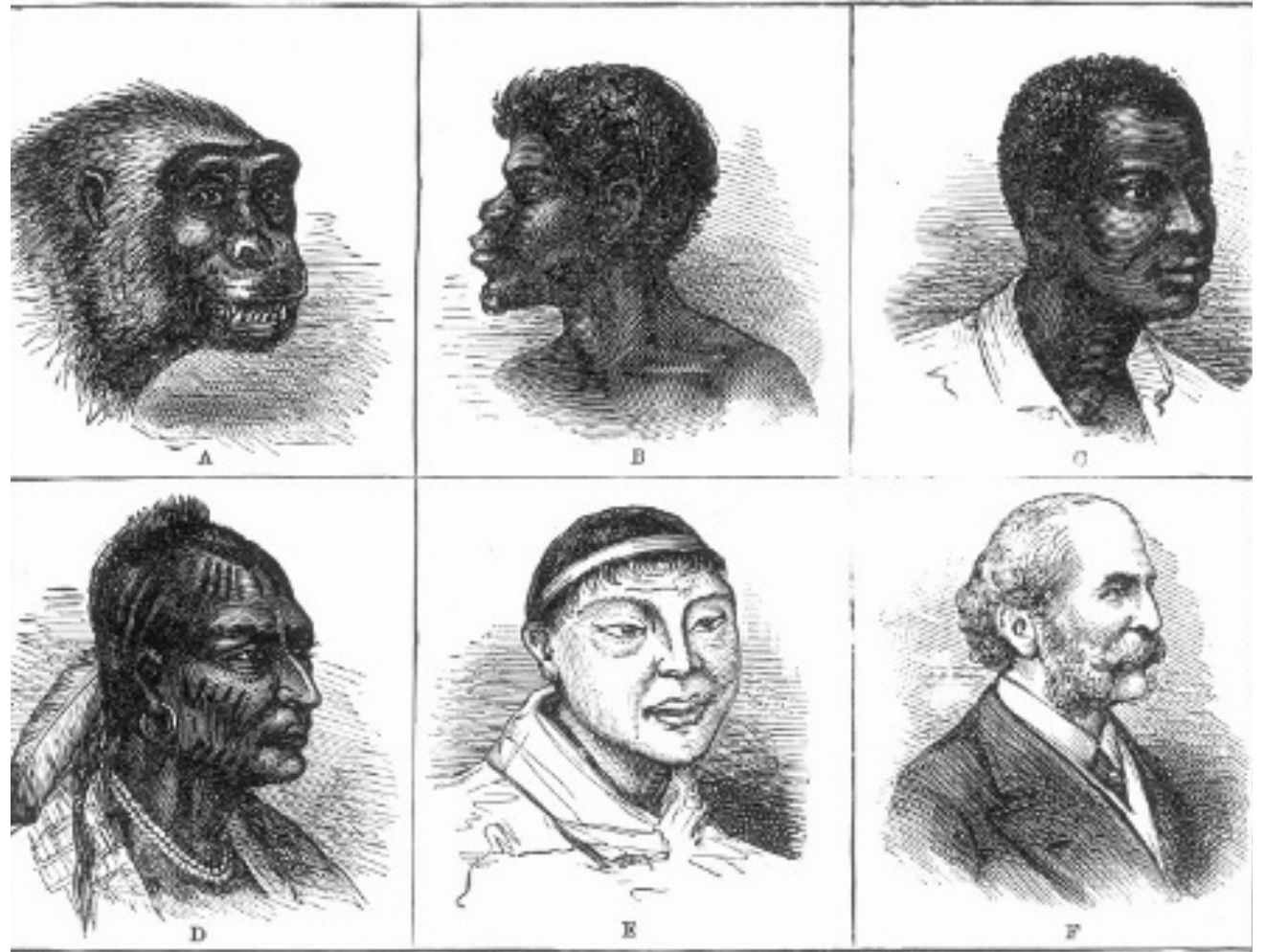
Measures of 'Merit'



STRATIFICATION AND DISCRIMINATION

**THE SORTING OF
PEOPLE INTO
HIERARCHICALLY
ARRANGED
GROUPS...**

**AND TREATING THEM
ACCORDING TO THE
PLACE THEIR GROUP
OCCUPIES IN THE
HIERARCHY**



MERIT = ELITISM?

The 'successful' scientist

PUBLICATION

CITATIONS

NETWORKS



PROFILES OF SUCCESS IN SCIENCE

“...is **driven**, has **a strong ego**, has a history of **acting autonomously**, plays with ideas, tolerates ambiguity, is at home with abstractions, is **detached from non-scientific social relations**, reserves mornings for writing, works on routinized problems, is relatively young, **went to a prestigious graduate school**, had a **prestigious mentor**, is currently at a **prestigious place of employment**, has considerable freedom to choose their own problems, has a **history of success**, and has had previous work cited.”

(Fox, “Publication and Productivity”, 1983)

(Sismondo, 38 -39)



PROFILES OF SUCCESS IN SCIENCE

“Persistent, smart, civil, creative, entrepreneurial, aggressive, tasteful, confident, and adaptable.”

(Hermanowicz, “What Does It Take To be Successful?” 2006)

(Sismondo, 38 -39)



Discrimination

- **GENDER** (< 15% of researchers in STEM are women- in India)
- **RACE**
- **CLASS**
- **CASTE**
- **COMMUNITY**

**Family networks school tuitions
language skills**

college

job opportunities networks

facilities housework

household responsibilities friends

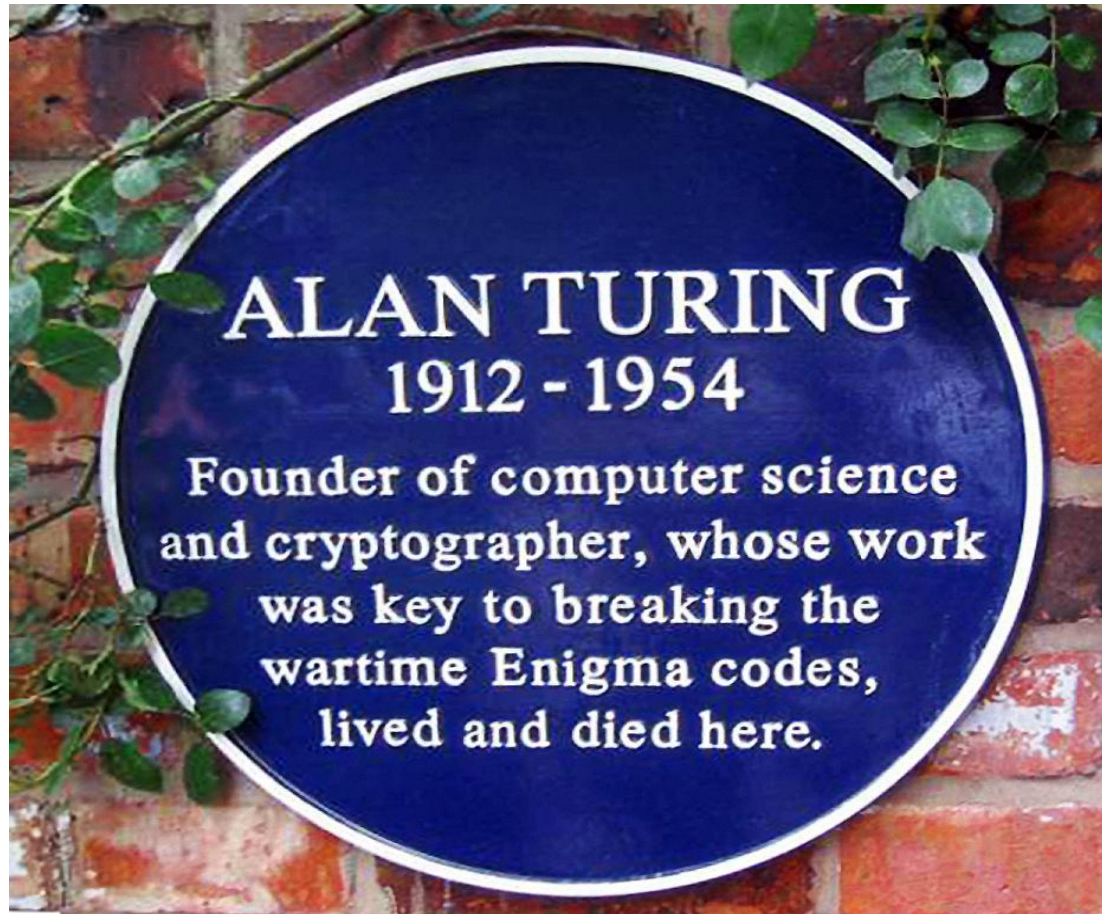
sexual harassment

casual comments/'jokes' on caste/community



Histories of Discrimination

The Imitation Game



Hidden Figures

Black women at NASA



Discrimination

...based on Gender (also class, race, caste)

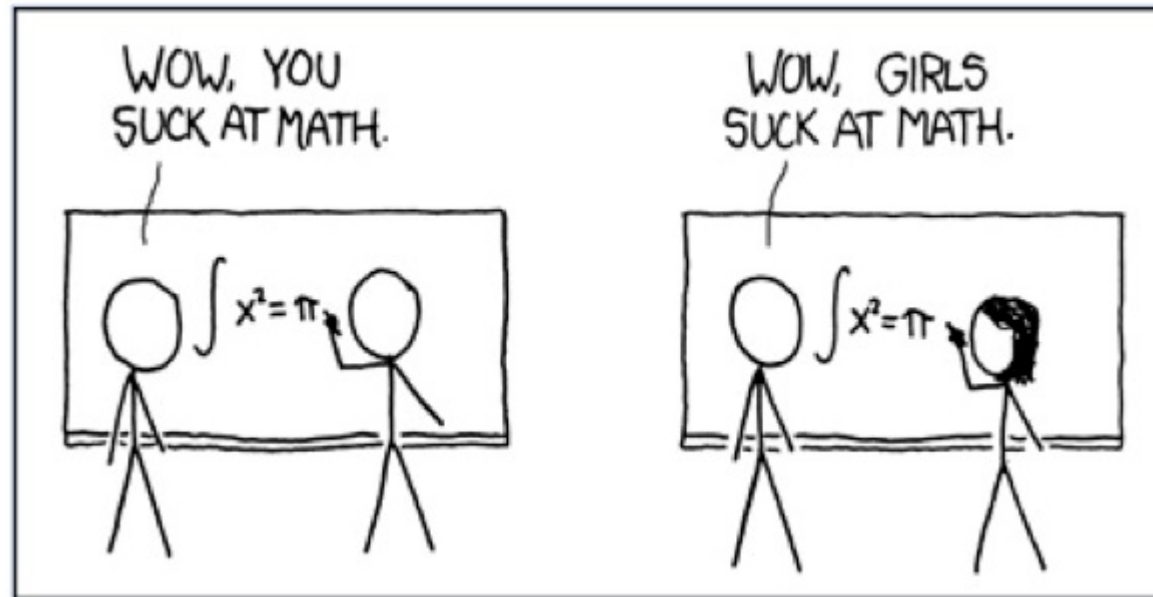
Getting In

Staying In

Getting On



How Stereotypes Work...



The Case of the Missing Vaccine Data

- ✓ Women seem to suffer more side-effects from the Covid vaccines. **Why?**
- ✓ **Speculation:** Women have stronger immune responses; men are trained to repress pain/reactions; women's hormones have a role to play; the doses are based on the male body.
- ✓ We do not know for sure, because most of the world has not factored gender/sex into vaccine studies.

