

Gender Summit 7 Parallel 4: Chair Claartje Vinkenburg
“Gender bias in career development, sources and effects”

Questions to contributors (in advance):

- Bias 1.0
 - What is gender bias (according to you)?
 - How is gender bias evident in your organization/study?
- Bias 2.0
 - Why should we (or should we?) do something about gender bias?
- Bias 3.0
 - What can we do to interrupt or mitigate the (side-) effects of gender bias on career development in science?

Collected ideas

- Bias awareness training + behavioral intentions
 - Awareness unfortunately is not enough (Pendry et al., 2007)
 - Skills-based, include practice (Kalinowski et al., 2014)
 - Address concern about discrimination (Devine et al., 2012)
- Bias interventions (institutional change)
 - Bias interrupters (Williams, 2014)
 - Bias literacy programmes (Carnes et al., 2012, 2015)
 - Diversity interventions to target bias (Moss-Racusin et al., 2014)
- Bias mitigation tactics in performance evaluation
 - The evaluation nudge (Bohnet et al., 2015)
 - Bias reduction strategies (Anderson et al., 2015)
 - Breaking bias – COST-model (Lieberman et al., 2014)
- Paradoxically, accepting that we are all biased and viewing implicit bias training as the “cure-all” does not challenge academic ideals of objectivity and meritocracy – any intervention should be part of a larger conversation

References

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