

# IMPACT ON NOVELTY



Phillips, K. W. et al., 2006. Group Processes & Intergroup Relations. Vol 9 No.4. pp. 467–482 Available from DOI: [10.1177/1368430206067557](https://doi.org/10.1177/1368430206067557)

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Galinsky, A. D., Todd, A. R., Homan, A. C., Phillips, K. W., Apfelbaum, E. P., Sasaki, S. J., ... Maddux, W. W. (2015). Maximizing the Gains and Minimizing the Pains of Diversity: A Policy Perspective. *Perspectives on Psychological Science*, 10(6), 742-748. Available from DOI: [10.1177/1745691615598513](https://doi.org/10.1177/1745691615598513)

Martin & Phillips, 2017. Organizational Behavior and Human Decision Processes. Vol. 142. Pages 28-44 <https://doi.org/10.1016/j.obhdp.2017.07.004> Available from SDUB

Lee, Y. S., Chang, J. Y. and Choi, J.N. (2017) Why Reject Creative Ideas? Fear as a Driver of Implicit Bias Against Creativity. *Creativity Research Journal* Vol. 29 (3) pp. 225-235

# Surface-Level Diversity and Decision-Making in Groups: When Does Deep-Level Similarity Help?

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## Abstract

We examined how surface-level diversity (based on race) and deep-level similarities influenced three-person decision-making groups on a hidden-profile task. Surface-level homogeneous groups perceived their information to be less unique and spent less time on the task than surface-level diverse groups. When the groups were given the opportunity to learn about their deep-level similarities prior to the task, group members felt more similar to one another and reported greater perceived attraction, but this was more true for surface-level homogeneous than surface-level diverse groups. Surface-level homogeneous groups performed slightly better after discovering deep-level similarities, but discovering deep-level similarities was not helpful for surface-level diverse groups, who otherwise outperformed surface-level homogeneous groups. We discuss the implications of this research for managing diversity in the workplace.

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# Reporting of sex as a variable in cardiovascular studies using cultured cells

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## Abstract

**Background:** Chromosomal complement, including that provided by the sex chromosomes, influences expression of proteins and molecular signaling in every cell. However, less than 50% of the scientific studies published in 2009 using experimental animals reported sex as a biological variable. Because every cell has a sex, we conducted a literature review to determine the extent to which sex is reported as a variable in cardiovascular studies on cultured cells.

**Methods:** Articles from 10 cardiovascular journals with high impact factors (*Circulation*, *J Am Coll Cardiol*, *Eur Heart J*, *Circ Res*, *Arterioscler Thromb Vasc Biol*, *Cardiovasc Res*, *J Mol Cell Cardiol*, *Am J Physiol Heart Circ Physiol*, *J Heart Lung Transplant* and *J Cardiovasc Pharmacol*) and published in 2010 were searched using terms 'cultured' and 'cells' in any order to determine if the sex of those cells was reported. Studies using established cell lines were excluded.

**Results:** Using two separate search strategies, we found that only 25 of 90 articles (28%) and 20 of 101 articles (19.8%) reported the sex of cells. Of those reporting the sex of cells, most (68.9%; n = 31) used only male cells and none used exclusively female cells. In studies reporting the sex of cells of cardiovascular origin, 40% used vascular smooth-muscle cells, and 30% used stem/progenitor cells. In studies using cells of human origin, 35% did not report the sex of those cells. None of the studies using neonatal cardiac myocytes reported the sex of those cells.

**Conclusions:** The complement of sex chromosomes in cells studied in culture has the potential to affect expression of proteins and 'mechanistic' signaling pathways. Therefore, consistent with scientific excellence, editorial policies should require reporting sex of cells used in *in vitro* experiments.

# Maximizing the Gains and Minimizing the Pains of Diversity: A Policy Perspective

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## Abstract

Empirical evidence reveals that diversity—heterogeneity in race, culture, gender, etc.—has material benefits for organizations, communities, and nations. However, because diversity can also incite detrimental forms of conflict and resentment, its benefits are not always realized. Drawing on research from multiple disciplines, this article offers recommendations for how best to harness the benefits of diversity. First, we highlight how two forms of diversity—the diversity present in groups, communities, and nations, and the diversity acquired by individuals through their personal experiences (e.g., living abroad)—enable effective decision making, innovation, and economic growth by promoting deeper information processing and complex thinking. Second, we identify methods to remove barriers that limit the amount of diversity and opportunity in organizations. Third, we describe practices, including inclusive multiculturalism and perspective taking, that can help manage diversity without engendering resistance. Finally, we propose a number of policies that can maximize the gains and minimize the pains of diversity.

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# What “blindness” to gender differences helps women see and do: Implications for confidence, agency, and action in male-dominated environments

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## Abstract

The ways in which we discuss gender (embracing vs. downplaying difference) has implications for women’s workplace confidence and behavior, especially in male-dominated environments and positions of power. In five total studies ( $N = 1453$ ), across a variety of samples, we found that gender-blindness—the belief that gender differences should be downplayed—is a more adaptive strategy for increasing female workplace confidence than gender-awareness—the belief that gender differences should be celebrated. In addition to increasing confidence, gender-blindness was related to actions necessary for reducing gender disparities (e.g., risk-taking, negotiation). We found that perceived gender differences in agency (i.e., assertiveness, independence) accounts for gender differences in workplace confidence, especially in male-dominated environments (e.g., business school) and positions of power (managerial positions). Finally, we found that gender-blindness either lessened or had no effect on men’s confidence, demonstrating the unique positive effect of gender-blindness on women’s confidence. Together, this research highlights the potential for downplaying differences, instead of emphasizing them, to combat the confidence gap.

Martin & Phillips, 2017. *Organizational Behavior and Human Decision Processes*. Vol. 142. Pages 28-44

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# Why Reject Creative Ideas? Fear as a Driver of Implicit Bias Against Creativity

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## Abstract:

Biases against creativity seem to be activated when people are motivated to reduce uncertainty. Drawing on the appraisal model of emotion, this study tested whether and how emotions with varying levels of uncertainty appraisals affect biases against creativity. This experimental study showed that fear, characterized by a high-uncertainty appraisal, promoted implicit, but not explicit, biases against creativity more strongly than low-uncertainty emotions such as anger and happiness. Compared with individuals who experienced anger and happiness, those who experienced fear provided lower creativity ratings because of their implicit biases against creativity. These results highlight the importance of considering emotions to understand the individuals' biases against creativity and their recognition of creative ideas.

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