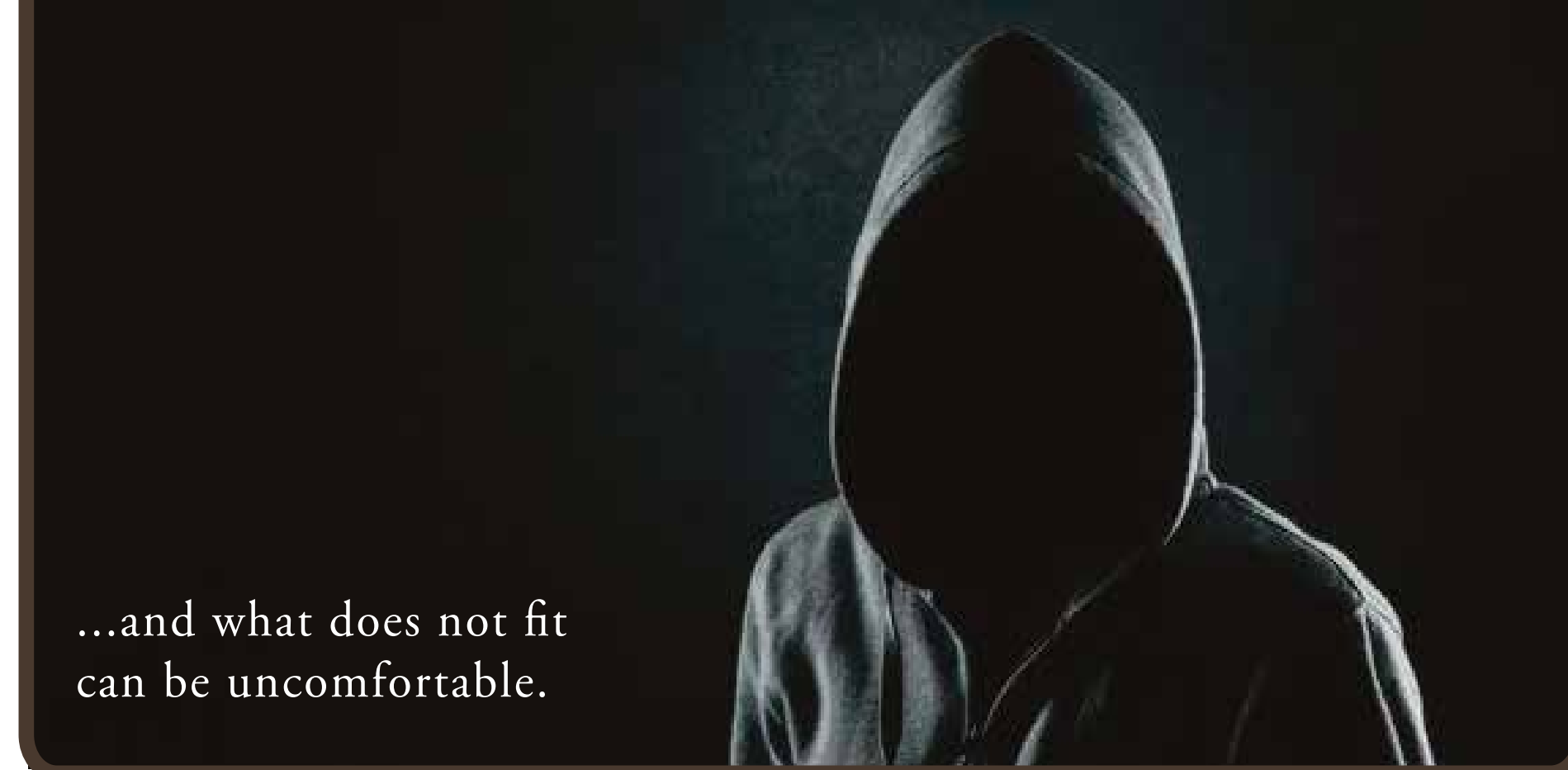


Beyond stereotypes

- counteracting particularly gender biases in teaching, learning and assessment

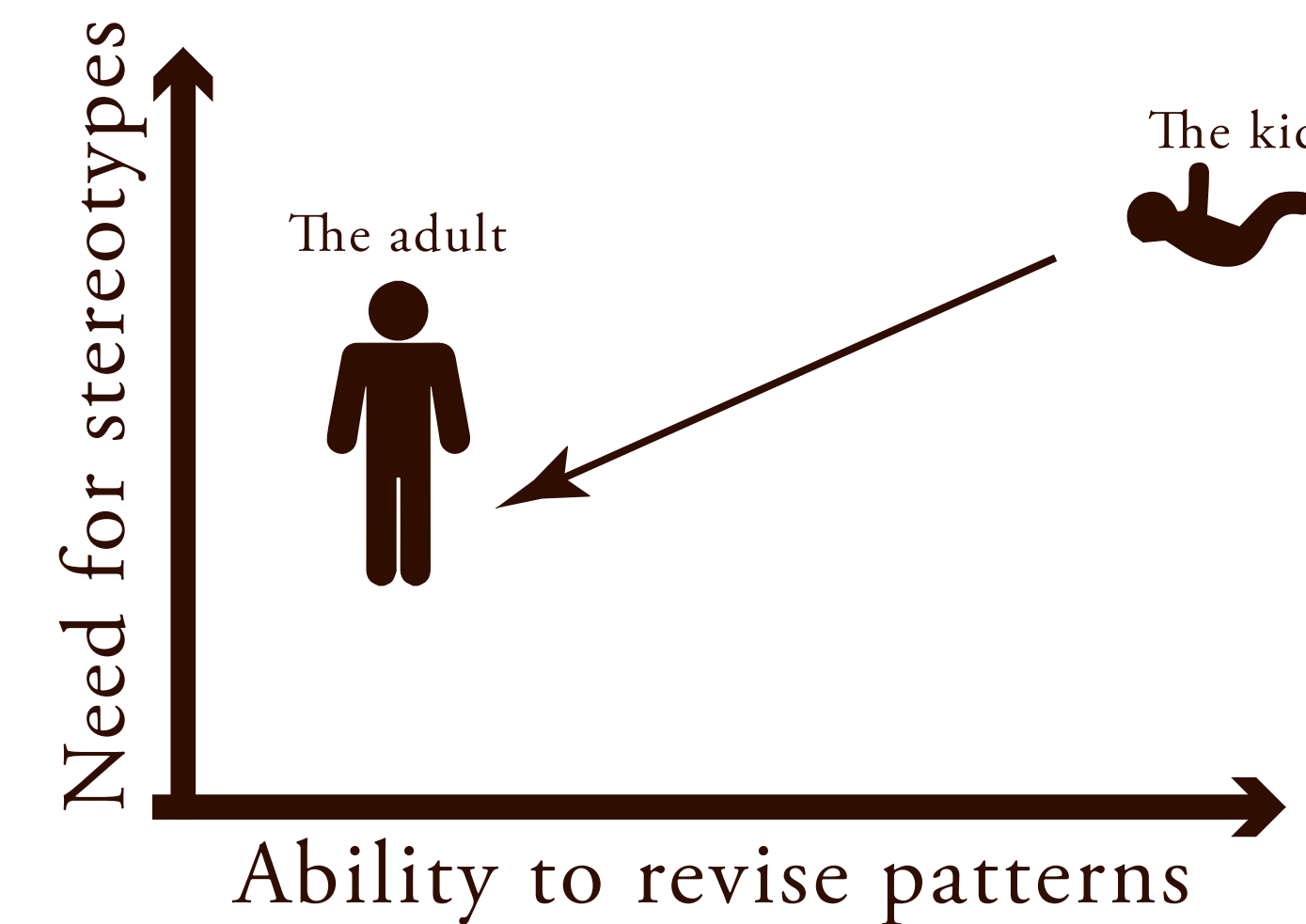
Apparently, we all try to match impressions with **patterns** and classifications



To classify the world is useful and...



But then what?



After learning to live, we stiffen without noticing

So implicit biases quietly shape actions and future - for ourselves & others

e.g.



School kids perform better on math when allowed to sign tests with a boy's name¹ and teachers give boy name tests a higher grade². A similar stereotype threat is noted for women.³



University students grade their online teacher higher if they think it is a man.⁴



University teacher grading is influenced by gender and race.^{5,6}

Timely Publication of Articles

Allen Clark, Jill Stigleman-Jackson, and Ben Newman

Peer review of manuscripts⁷ and grants^{8,9} c.f.¹⁰ applications are harsher if the reviewers think the author is female, while double-blind peer review increases the number of female first authors.¹¹



Institute leaders (psychology)¹² and labmanagers¹³ (both men and women) prefer John over Jennifer despite identical CVs; and evaluations are plastic after gender.^{14,15}



Award procedures are gender biased, compared to the gender pools among active candidates.¹⁶



Blind orchestra auditions (behind a curtain and without shoes) dodge gender and race biases.¹⁷



Just as biology adapts to its environment so do we^{18,19}, e.g the **stereotype threat** as when students are told their skills are insufficient, they perform worse than if told their skills are good.

Oops, I'm biased too

A recent and painful realization of mine. Test yourself at <https://implicit.harvard.edu/implicit/>

[Why care?

Fairness or funding?

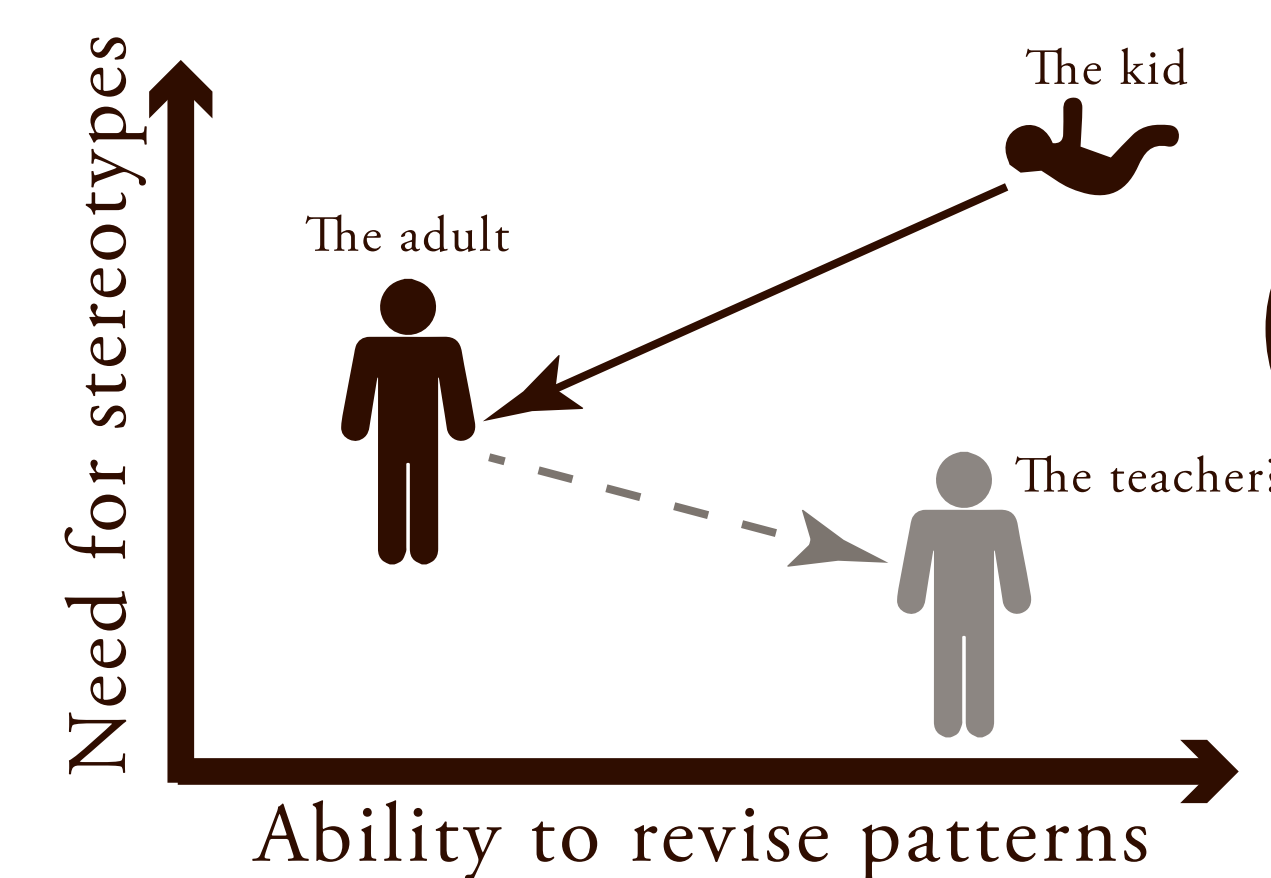
harvest brainpower to save the world?

To improve students' performance & **potential** to better manage an exciting and rewarding career?]

OK then, what can I do?

To teach in a gender aware way for the balanced and efficient learning. And to increase the chance of making **new** connections, revelations and **science?**

Evolving further...



In class:

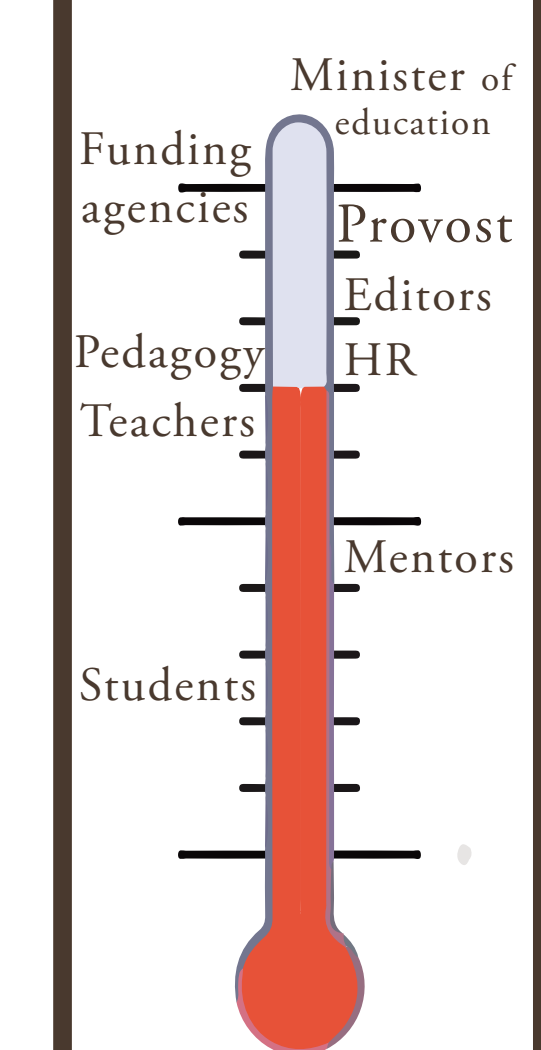
- * Anonymous exams ●
- * Consider pictures and assumptions in slides & textbooks ●
- * Groupwork management to avoid stereotypic team roles ●
- * Managing airtime in class ●
- * Develop a respectful arena²⁰ ●
- * Identify implicit biases with students ●
- * Discuss barriers and behaviour ●
- * Consider non-verbal feedback ●
- * Consider what pronouns we use ●

Within academia:

- * Talent management:
 - PhD mentorship programs with mentoring bias awareness ●
 - Coaching and career development for Postdocs ●
 - Awareness policy decision at universities and funding agencies ●
- * Sensitivity training for staff and lecturers ●
- * Broad and anonymous recruitment procedures ●
- * Double-blind peer review procedures (e.g. optional at Nature) ●

Easier than peeling a banana (●), holding a scorpion (●), building a cello (●)

Who can do the most?



The **quality of leadership** decides the competitiveness

I dare SDU to implement talent management & gender aware actions - and the leaves will grow back. A cheap investment for elevated student numbers, increased external funding, reputation, happy people & better chances for a sustainable future.

LTP Poster session 9th of Dec 2015

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Postdoc
Biased
Pattern dependent
Professor-to-be²¹

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The photo of Emma Hammarlund is a work of art by Michael Rasmussen. © 2015 Michael Rasmussen. All rights reserved.

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