NORDITA

Nordita Gender, Diversity & Inclusion Symposium

(indico.fysik.su.se/event/7636)

Organising committee: Maria Hermanns, István Máté Szécsényi, Beatriz Villarroel, Niels Obers.

Time: 9:30-12:45 CET (Stockholm Time)
Date: February 10th, 2022
Place: Zoom

Zoom details: Link
ID: 635 5167 0641
Passcode: 003210

Schedule

09:30-10:30 – Pernilla Wittung-Stafshede *(Female Faculty: Why so few and why care?)*
10:30-11:30 – Tinu Cornish *(The Double Bind of Gender Bias)*
11:30-11:45 – Coffee break
11:45-12:45 – Panel discussion

Talk 1

Title: **Female faculty: Why so few and why care?**

Pernilla Wittung-Stafshede, *Professor, Department of Biology and Biological Engineering, Chalmers University of Technology and Head of Genie Gender Initiative for Excellence.*

Sweden is one of the world's most gender-equal countries. But the fraction of female professors at Swedish universities is low. Female researchers in Sweden, like in the rest of the world, still experience unconscious bias and sometimes even harassment. There are many scientific studies that demonstrate bias against women in academic settings. In this seminar, I will bring up the most common misconceptions around gender equality and show, using scientific evidence, that those statements are wrong. I will also discuss possible solutions and a new gender equality initiative, Genie, that we started at my university.

Talk 2

Title: **The Double Bind of Gender Bias**

Tinu Cornish CPsychol, *Director of SEA-change Consultancy Ltd (www.sea-changeconsultancy.com).*

The way the brain operates to be fast and efficient means that we can all be affected by bias in direct opposition to our core values and beliefs. This is the case for gender bias. Evidence of the impact of bias on research and academic settings will be introduced. The challenges faced by people who contradict gender stereotyping will be explored. The presentation will finish with an explanation of why a commitment to meritocracy may make things worthwhile and why we need to turn to our skills as scientists if gender equality is to be designed into our organisations.

Pre-lecture exercise

The design of the presentation you will be attending has been guided by my review of the research evidence on the effectiveness of unconscious bias training. One of the key findings of the review was the benefit of asking participants to complete an implicit association test before the training.

One of the things we will be exploring during the workshop is implicit associations, and these can be measured by an implicit association test. If you wish, in advance of the presentation, you could do the following Gender career implicit association test: https://implicit.harvard.edu/implicit/user/agg/blindspot/indexgc.htm.

The test was developed by Project implicit. Project Implicit is a non-profit organisation and international collaboration between researchers who are interested in implicit bias. The tests are free to access and complete. Each IAT involves a series of tasks. In each task, the participant is asked to use the assigned 'left' and 'right' keys on the computer keyboard to categorise words or pictures rapidly. The test should take you no more than 10 minutes to complete. During the presentation you will be invited to share your results. You will of course be under no obligation to do so.

You may have come across the debate in some academic circles about the intense criticism the IAT has attracted. Details about the debate can be read in appendix 2 of my review of the research evidence for unconscious bias. If you are interested in my position on the controversy, please read a paper by John Jost (2019*)'The IAT Is Dead, Long Live the IAT: Context-Sensitive Measures of Implicit Attitudes Are Indispensable to Social and Political Psychology'*. Jost's paper should address many concerns you may have in this regard, and therefore the focus of the workshop will be on the impact of unconscious bias and not on the debate about the implicit association test.