



LEAN IN

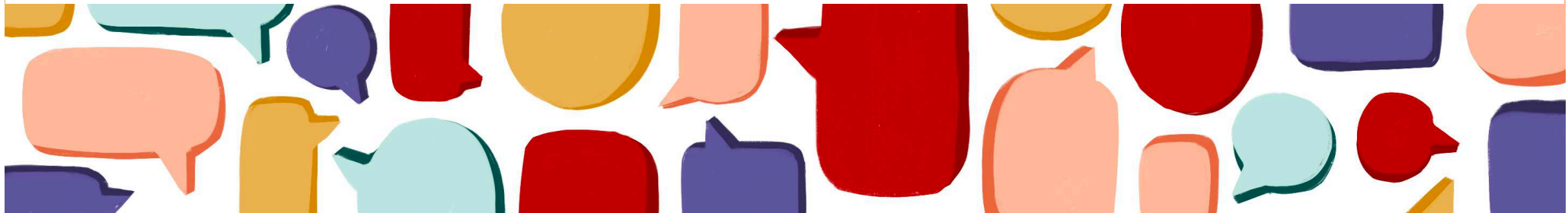
50 WAYS TO FIGHT BIAS

An activity that helps you combat the biases women face at work

June 22 , 2023
MuCol Annual Meeting

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Facilitated by E.J. Bahng
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WHY WE ARE HERE

- ▶ Bias—whether deliberate or unconscious—is holding women back in the workplace.
- ▶ It makes it harder for women to get hired and promoted and negatively impacts their day-to-day work experiences.
- ▶ This hurts women and makes it hard to level the playing field.
- ▶ Today, we'll learn concrete steps to address the biases women face head-on.

TODAY'S AGENDA

- 1 Set the tone**
- 2 Learn about biases women face at work**
- 3 Dive into specific situations and solutions**

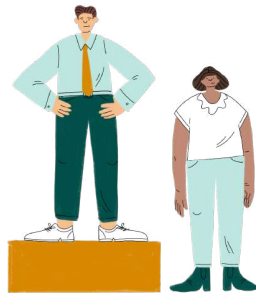
SETTING THE TONE

- 1 Women face biases due to their race, sexuality, and other aspects of their identity.**
- 2 Intersectionality can be at play in any situation.**
- 3 We all fall into bias traps.**
- 4 Knowing that bias exists isn't enough—commit to take action.**

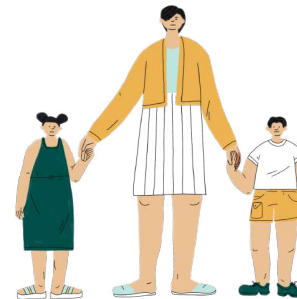
COMMON TYPES OF BIASES WOMEN FACE AT WORK



Likeability bias



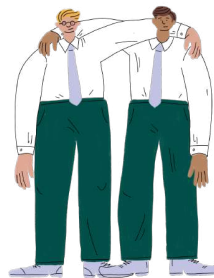
Performance bias



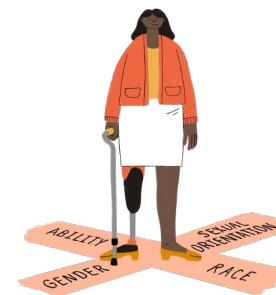
Maternal bias



Attribution bias



Affinity bias



Intersectionality



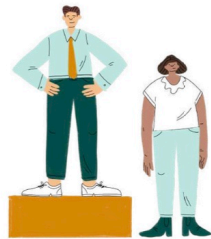
Watch the video:
"Introduction to the Common
Biases Women Experience"

COMMON TYPES OF BIASES WOMEN FACE AT WORK



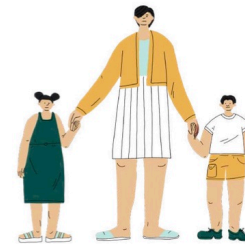
Likeability bias

Likeability bias is rooted in age-old expectations. We expect men to be assertive, so when they lead, it feels natural. We expect women to be kind and communal, so when they assert themselves, we like them less.¹¹



Performance bias

Performance bias is based on deep-rooted—and incorrect—assumptions about women’s and men’s abilities. We tend to underestimate women’s performance and overestimate men’s.⁹



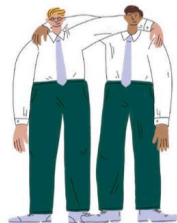
Maternal bias

Motherhood triggers false assumptions that women are less committed to their careers—and even less competent.¹²



Attribution bias

Attribution bias is closely linked to performance bias. Because we see women as less competent than men, we tend to give them less credit for accomplishments and blame them more for mistakes.¹⁰



Affinity bias

Affinity bias is what it sounds like: we gravitate toward people like ourselves in appearance, beliefs, and background. And we may avoid or even dislike people who are different from us.¹³



Intersectionality

Bias isn’t limited to gender. Women can also experience biases due to their race, sexual orientation, a disability, or other aspects of their identity.

OVERVIEW: MICROAGGRESSIONS

Microaggressions are comments and actions that demean or dismiss someone based on their gender, race, or other aspects of their identity.



MEETING DYNAMICS

You're in a meeting and a woman colleague is spoken over or interrupted.

REVIEWS & PROMOTIONS

Someone suggests that a woman on your team be given a big, high-profile project, and a colleague says, "I don't think this is a good time for her since she just had a baby."

EVERYDAY INTERACTIONS

Intersectional card

In a private conversation, a coworker expresses resentment about “special treatment” for a woman with a disability who is allowed to work flexible hours.

EVERYDAY INTERACTIONS

Intersectional card

Your team holds regular happy hours after work for networking and bonding at a local bar. You realize that one colleague, a Muslim woman, has never come.

MEETING DYNAMICS

In a meeting, a woman strongly disagrees with a man about how to approach a problem. He says, "We can't talk about this anymore. She's getting too emotional."

MENTORSHIP & SPONSORSHIP

Your manager, who is a man, often meets the men on his team for dinner or drinks—but rarely meets with the women outside of work.

SUMMARY: STRATEGIES TO COMBAT BIAS

When bias occurs, there are a number of ways to respond, some of which we discussed today. Below is a summary of the strategies you can use to combat bias.

- ▶ Speak up for someone in the moment
- ▶ Ask a probing question
- ▶ Stick to the facts
- ▶ Explain how bias is in play
- ▶ Advocate for policy or process change

Any MuCol members, individually or in a group, can contact me
for further discussions and elaborations!

By appointment would be more convenient.

ejbahng@iastate.edu

<https://iastate.zoom.us/j/4936993912>

Thank you for your time.