Advancing Women in IT: Recognizing Unconscious Gender Bias

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Higher Ed Tech Leadership Gender Gap

2017 Higher Education Tech Leaders

Equalism

All human beings regardless of any socially defined identity category are of equal value and deserve equal access, treatment, rights, opportunity, and freedom in all realms of society

(Diehl & Dzubinski, 2016)
Unconscious Bias
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“Barriers arising from cultural beliefs about gender as well as workplace structures, practices, & patterns of interaction that inadvertently favor men” (Ely et al, 2011)

Unconscious Gender Bias
Gender Barriers

Societal
- Control of Women’s Voices
- Cultural Constraints on Women’s Own Choices
- Gender Stereotypes
- Gender Unconsciousness
- Leadership Perceptions
- Scrutiny

Organizational
- Devaluing of Communal Practice
- Discrimination
- Exclusion from Informal Networks
- Glass Cliff
- Lack of Mentoring
- Lack of Sponsorship
- Lack of Support
- Male Gatekeeping
- Male Organizational Culture
- Organizational Ambivalence
- Queen Bee Effect
- Salary Inequality
- Tokenism
- Two-Person Career Structure
- Unequal Standards
- Workplace Harassment

Individual
- Communication Style Constraints
- Conscious Unconsciousness
- Personalizing
- Psychological Glass Ceiling
- Work-Life Conflict

Diehl & Dzubinski, 2016
https://goo.gl/SlGrRe
Control of Women’s Voices
Cultural Constraints on Women’s Own Choices
Gender
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Conscious Unconsciousness
Personalizing
Queen Bee Effect
Psychological Glass Ceiling
What can be done?
Fix the women
Celebrate differences
Create equal opportunity
Revise work culture
What does revising work culture look like?
Some ideas

- Learn about bias
- Teach others
- Be a workplace ally
- Give women credit
- Share office housework
- Examine overwork cultures
- Mentor & sponsor women
- Other???
How can you or your organization promote equitable work environments for women?
Questions & Answers

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Journal Article

References

