



ENGINEERING DEANS GENDER EQUITY WEBINAR SHOWCASE SERIES

Virginia Valian EDGE Webinar (Nov. 14, 2019)

Key Point Markers

- 0:01:30 Getting to Know You Polls
- How long have you served as a College of Engineering dean?
 - How long have you engaged in gender equity work?
 - Have you signed the ASEE Deans Diversity pledge?
 - If so, do your colleagues know you have signed the pledge?
- 0:03:47 Dr. Virginia Valian
- 0:05:17 Example of Angus Deaton & Ann Case
- 0:07:27 (2018) Nitttrouer et al—Men most likely to be selected as colloquium speakers even after controlling for gender and rank of available speaker. Why?
- 0:09:50 Gatekeepers influence opportunities for white women, and women and men of color
- 0:10:06 Environment influences women’s decisions: When we attribute the scarcity of women in leadership and academic position to primarily to lack of interest on women’s part, we fail to appreciate the influence of environment on these decisions
- 0:10:29 (2009) Cheryan et al.
- 0:11:00 Environment shapes sense of belonging
- 0:12:35 Key Take Away
- 0:13:40 Schemas
- 0:16:00 Poll: How might schemas influence recruitment of women and men in engineering
- 0:17:14 Poll: Once people communicate their belief that they ARE fair and impartial, they do a much better job of being unbiased in selection of people for a position in engineering, regardless of the sex of the person seeking the job (True or **False**)
- 0:17:40 (2010) Merritt et al.
- 0:18:55 Key Take Away—Thinking that one IS fair is impartial, is different than reminding oneself before you make a decision, that you will strive to Be fair and impartial. Thinking one is impartial leaves you free to be partial, striving to be impartial acknowledges that you might not be and means you will take more care in this decision.
- 0:19:28 Implications for merit principle and moral licensing commonly found in academia
- 0:20:14 (2019) ASEE EDGE Deans Research
- 0:21:06 Poll: What % of deans would you predict say they hold faculty leaders accountable for fair and equitable teaching loads?

- 0:21:50 Poll: What % of deans would you predict say they hold faculty leaders accountable for fair and equitable service loads?
- 0:23:20 Poll: What % of deans would you predict say they track teaching loads by gender?
- 0:24:20 Poll: Poll: What % of deans would you predict say they track service loads by gender?
- 0:24:55 Key Take Away—It is difficult to hold people accountable for assigning fair and equitable teaching and service loads if one isn't collecting and reporting the data.
- 0:25:16 Poll: What % of deans say they track award nominations by gender?
- 0: 25:50 Poll: What % of deans track salary by gender?
- 0:27:06 Key Take Away—Accountability requires data collection
- 0:28:00 Poll: What % of deans would you predict say that students tend to evaluate male instructors more positively than female instructors?
- 0:29:02 (2015) MacNell et al.
- 0:31:03 Key Take Aways—It is important that deans and other decision-makers understand that the indicators that we are using may not be valid measures of accomplishment.
- 0:32:03 Accumulation of Disadvantage
- 0:32:36 (1968) Merton
- 0:32:46 (1996) Martell et al.
- 0:33:55 Key Take Aways—Schemas we all use result in our overvaluing men and undervaluing women, and even when the bias is small scale, these advantages for white men, and disadvantages for white women and people of color, accumulate over time.
- 0:34:25 Common fixes of inequity, tend to help individual URG members but don't change the core problem of how we tend to be biased in our evaluations.
- 0:35:39 2-part EDGE College Self-Assessment Tool
- 0:38:30 Value proposition for the benefits of diversity
- 0:40:34 Question: We are seeking to hire the "best," and typically we look for faculty that are from certain institutions—can you please address how this orientation tends to bias against women and people of color?
- 0:40:57 Decrease use of "proxy" (e.g., what school the person went to) indicators, increase use of direct information
- 0:42:20 Recommendations to Search Committees
- 0:44:12 Question: Do you know of a search committee "checklist?"
- 0:44:32 Recommendation checklist

0:46:16 (2019) PNAS Chang et al.
0:46:42 Key finding—even one-off training has some positive effect
0:47:07 Question: Disaggregation of data
0:49:43 Recommendations: Universal solutions
0:51:37 Question: Search for diverse representation
0:51:51 Recommendations
0:53:40 Question: Multiple authorship to give the candidate proper credit for their work
0:53:52 Recommendations