

Gender Bias in the Workplace

The following examples are ways in which women and men are often held to different standards in the workplace. They come from a combination of research-based findings, and a deep history of anecdotal data reported by women, especially in male-dominated environments like STEM fields. How many of these do you see at UCAR|NCAR? Does your identity (gender or otherwise) affect whether/how you see these types of incidents taking place? Do similar things happen to other minorities?

- Women are often expected to do “office housework”: jobs in the office that are not part of their job description, e.g. planning parties, cleaning up after events, taking notes during meetings.
<http://www.nytimes.com/2015/02/08/opinion/sunday/sheryl-sandberg-and-adam-grant-on-women-doing-office-housework.html>
- Women (and other minorities) are disproportionately asked to serve on committees, and expected to contribute to “service” aspects of departmental/workplace life. This puts extra pressure on their time not experienced by many men.
https://www.insidehighered.com/news/2011/01/12/new_study_finds_unequal_distribution_by_gender_in_academic_service_work
- Women are often expected to do the emotional work in a department, and are less able to “get away” with rude behavior than men. If women are assertive or refuse to agree to the roles expected of them, they are often labeled as “bitchy” and seen as less likeable.
- Women are often judged on their appearance - either clothing, weight, attractiveness, or all of the above. Men are rarely judged by appearance, and their appearance is rarely seen as being correlated with competence.
- Women are often talked over or interrupted in meetings by men **and** other women. Men interrupt people about twice as often as women, and are three times as likely to interrupt women as other men. 87% of the time that women interrupted someone in a conversation, that person was a woman.
(<http://nytlive.nytimes.com/womenintheworld/2015/03/19/google-chief-blasted-for-repeatedly-interrupting-female-government-official/>)
- Women making suggestions in meetings can find that no-one responds, and their ideas go unheard. In many cases, a man in the room will later repeat those same ideas and have them acknowledged to general praise. This is often completely unnoticed by people in the room.

- Women are less likely to get credit during group projects, especially when working alongside men. When women try to claim the credit that is due to them, they are seen as “immodest” and less deserving of success than men who do the same.
http://www.tandfonline.com/doi/abs/10.1207/s15324834basp1802_8
- Women tend to get promoted on performance, while men get promoted on potential.
- Women and men are mentored differently – women get **mentored**, while men get **sponsored**, and sponsorship leads to more promotions and more extensive networks. <https://hbr.org/2010/09/why-men-still-get-more-promotions-than-women>
- Women with children are seen as less like “leadership material” and less dedicated to their jobs (the “motherhood penalty”); men with children are seen as better leaders (the “fatherhood bonus”).
http://www.nytimes.com/2014/09/07/upshot/a-child-helps-your-career-if-youre-a-man.html?_r=0
- When women express anger in the workplace they are seen as volatile and emotionally unstable. When men express anger they are often seen as strong.
- While men are almost always initially introduced by their full and correct title during conferences/seminars and during kickoff meetings, women often have their titles dropped or misused (e.g. “this is Sarah” or “this is Ms. Field”).
- Women are often “erased” from the room by language that assumes that a whole group is male. E.g. “hey, guys” or “what kind of manpower do we need for that?”