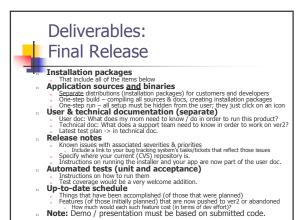
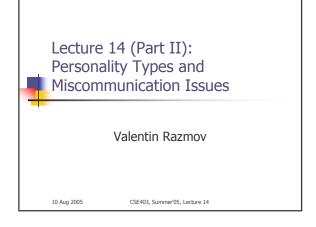
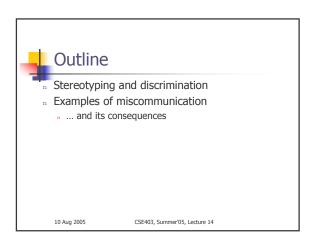
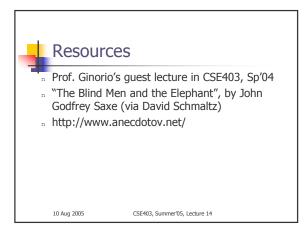


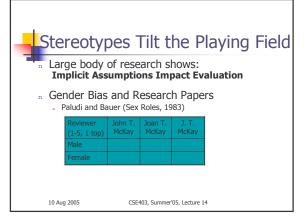
n Send Selection













Stereotypes Tilt the Playing Field

- Large body of research shows: Implicit Assumptions Impact Evaluation
- Gender Bias and Research Papers
 Paludi and Bauer (Sex Roles, 1983)

Reviewer (1-5, 1 top)	John T. McKay	Joan T. McKay	J. T. McKay
Male	1.9		2.7
Female	2.3		2.6

- _n Gender Bias and Performance Evaluation
 - n Orchestra try-outs behind curtains
 - n Stereotype threat on exam performance
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(Implicit) Discrimination

- Lower expectations
- n Uneven evaluation
- n Narrow view of excellence
- Exclusion from informal networks
- n Other people feel uncomfortable
- n ...

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(Implicit) Discrimination

- Lower expectations
- _n Uneven evaluation
- n Narrow view of excellence
- n Exclusion from informal networks
- n Other people feel uncomfortable
- **n** Accumulation of Disadvantage

$$\left(\frac{0.49}{0.51}\right)^{10} = \frac{2}{3}; \ \left(\frac{0.48}{0.52}\right)^8 = \frac{1}{2}$$

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The Blind Men and the Elephant

- How does this relate to software engineering?
- How does it relate to the discussion on personality types?

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The Blind Men and the Elephant

"And so these men of Indostan Disputed loud and long, Each in his own opinion Exceeding stiff and strong, Though each was partly in the right, And all were partly in the wrong!" John Godfrey Saxe

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Project (Mis)communication

 1. What the project manager proposed



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