TeamUp5G Workshop on Ethics and Inclusiveness for Telecommunications Engineers

Implicit bias about gender

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uc3m

Implicit / unconscious bias

▸ We use the term "implicit bias" to describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge

▸ Often product of associations learned through past experiences, education and environment

▸ Implicit biases may affect our behaviors and judgments and impact decision making

▸ Implicit bias can persist even when an individual rejects the bias explicitly

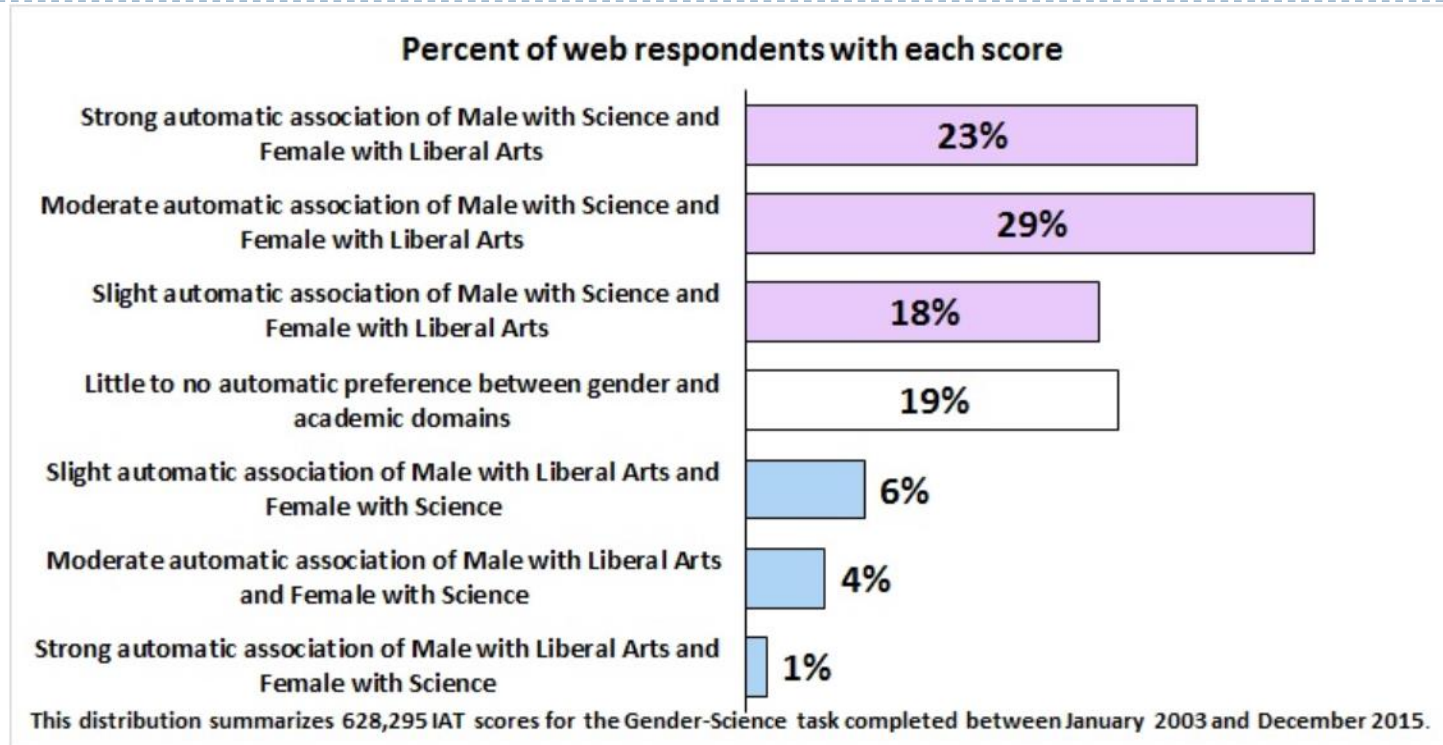▸ Being aware of our own biases helps

Let's take a test

▸ Implicit Association Test (IAT)
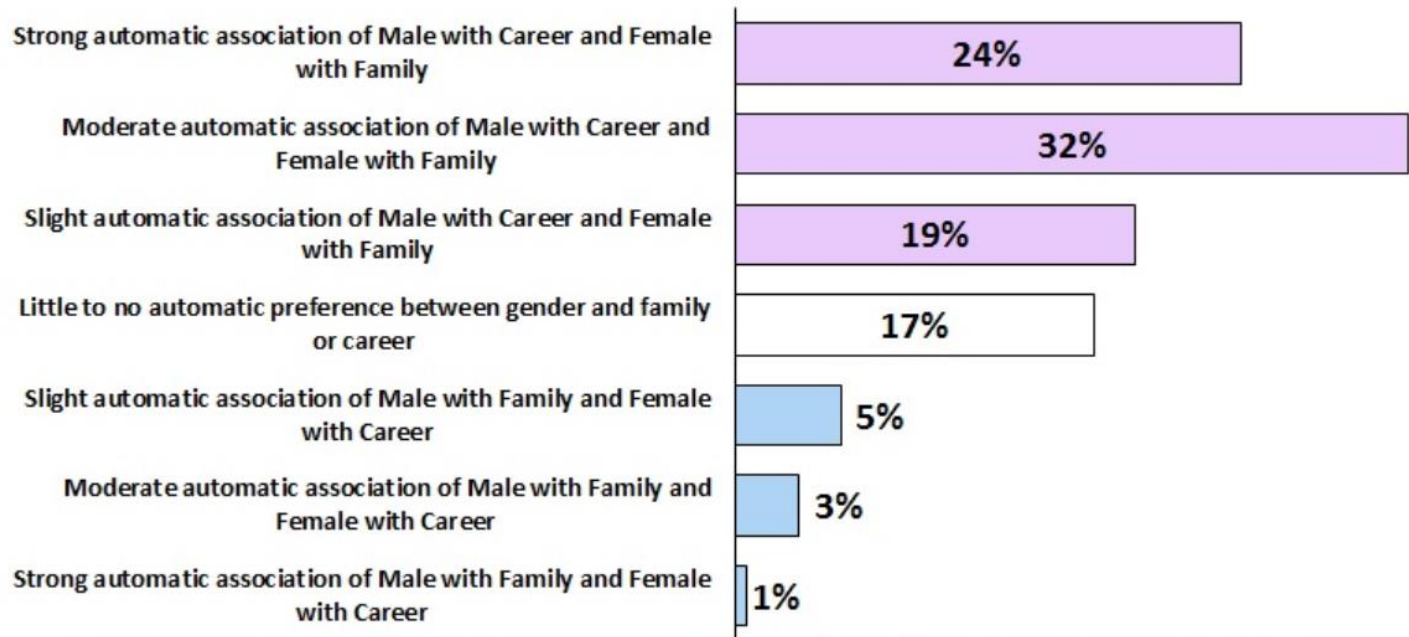https://implicit.harvard.edu/implicit/takeatest.html

Surprised?

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Some results

Percent of web respondents with each score

Strong automatic association of Male with Science and Female with Liberal Arts	23%
Moderate automatic association of Male with Science and Female with Liberal Arts	29%
Slight automatic association of Male with Science and Female with Liberal Arts	18%
Little to no automatic preference between gender and academic domains	19%
Slight automatic association of Male with Liberal Arts and Female with Science	6%
Moderate automatic association of Male with Liberal Arts and Female with Science	4%
Strong automatic association of Male with Liberal Arts and Female with Science	1%

This distribution summarizes 628,295 IAT scores for the Gender-Science task completed between January 2003 and December 2015.

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Percent of web respondents with each score

Strong automatic association of Male with Career and Female with Family — 24%

Moderate automatic association of Male with Career and Female with Family — 32%

Slight automatic association of Male with Career and Female with Family — 19%

Little to no automatic preference between gender and family or career — 17%

Slight automatic association of Male with Family and Female with Career — 5%

Moderate automatic association of Male with Family and Female with Career — 3%

Strong automatic association of Male with Family and Female with Career — 1%

This distribution summarizes 846,020 IAT scores for the Gender-Career task completed between January 2005 and December 2015.

New RAN TEchniques for 5G UltrA-dense Mobile networks - TeamUp5G

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