

Big Learning Event – Study Group:

Women and the STEM Fields – Fostering Opportunities in Higher Education and the Professions Session 2:

Assignments (please follow the order below)

1. Take the Implicit Association Test (IAT) on Gender and Science. Follow the instructions posted in the Moodle course. **Optional:** If you choose to do so, take the IAT on Gender and Leadership (note: you will have to consent to participate in our research study in order to access the Gender-Leadership IAT).
2. Valian, Virginia. 1999. "Gender Schemas at Work." In *Why So Slow: The Advancement of Women*, pp. 1-22. Cambridge, Massachusetts: The MIT Press. (Posted to Moodle course)
3. Moss-Racusin, Corinne, John F. Dovidio, Victoria L. Brescoll, Mark J. Graham and Jo Handelsman. 2012. "Science faculty's subtle gender biases favor male students." *Proceedings of the National Academy of Sciences of the United States of America* 109(41):16474-16479. (Full text and Supporting Information: <http://www.pnas.org.ezproxy.library.wisc.edu/content/109/41/16474.full.pdf+html?with-ds=yes>)
4. **NPR audio**
Vedantam, Shankar. "How Stereotypes can Drive Women to Quit Science. Radio (2012) National Public Radio: All Things Considered
<http://www.npr.org/2012/07/12/156664337/stereotype-threat-why-women-quit-science-jobs>

Discussion Guide:

1. After completing at least one IAT – Implicit Association Test, consider the following questions:
 - How was your experience taking the IAT -- was it fun? stressful? frustrating? interesting? boring? eye-opening?
 - What did it feel like to take the IAT? Did particular categorization tasks feel harder or easier?
 - What do you think the Gender-Science/Gender-Leadership IAT is testing?
 - What do you think about your IAT results? Did you expect that result, or was it a surprise? What do you think your results mean?
2. Read Chapter 1 of Virginia Valian's book, *Why So Slow: The Advancement of Women*. Think about some of the following questions as you read:
 - What do you think are common gender schemas about women in our society? What gender schemas do you yourself hold about women?
 - What do you think are common gender schemas about men in our society? What gender schemas do you yourself hold about men?
 - How could or how do gender schemas common in our society play out in the workplace? How have you seen them play out?
 - What happens when gender schemas and occupational roles are not well aligned? What does Valian say about this? Have you seen examples of this?
3. Turn next to the article by Corinne Moss-Racusin et al. and consider what factors may have influenced the results Moss-Racusin and colleagues present.
4. Finally, listen to the audio-clip on the NPR website. What assumptions about women and men did the study being discussed debunk? What assumptions did it confirm? What insights does the study shed on the influence of stereotype threat on women's advancement in science?