

Slide 1

Title Page

Slide 2

What are schemas? Schemas are broad-based ideas that we use to group people, objects, and events in our environment into categories. So, schemas are like working hypotheses; we develop schemas about every aspect of the world because that is how we organize information and function. Schemas are useful. They allow us to categorize, orient ourselves, know what to expect, and make predictions. *The use* of schemas is inevitable because it is part of normal cognition. However, *the content* of schemas constantly changes – schemas are updated as we receive new information.

Slide 3

When schemas become activated, they direct and limit our perception – we see some things and do not see other things. Schemas also bias our judgment to be in the direction of the activated schema, often unconsciously and subtly

Slide 4

Gender schemas are hypotheses about what it means to be male or female. Whether we are male or female, we all have gender schemas. Gender schemas assign different psychological traits to males and females.

We think --

males

- capable of independent action
- oriented to the task at hand
- doing things for a reason
- *that is --- men act (e.g., like the firefighters on the left)*

females

- nurturant
- expressive
- behaving communally
- *that is -- women feel and express their feelings (like the good mother on the right)*

When gender schemas are activated, we do not see others simply as people; we see them as males or females. The categorization as female/male directs and skews what we see and how we behave toward others, usually without our realizing it.

Slide 5

Virginia Valian posed several questions (see slide)

She looked at many studies to answer these questions

Slide 6

The answer she found to both questions was YES.

Slide 7

Moreover, Valian found the patterns across diverse disciplines and professions.

Slide 8

So there area sex disparities in salary & the rate of career advancement.
...And they are a consequence of gender schemas.

Slide 9

...looking at data on gender and salary...

Slide 10

These data are for PhD scientists.
The horizontal axis shows years since PhD.
Figures for women are in yellow, men in blue.
Data show: Men and women are paid similarly in early career,
women are paid less over time.

Slide 11

Data for men and women in humanities show same pattern:
Similar pay in early career, and sex disparity grows over time.

Slide 12

These data are for doctors.
Figures are adjusted for number of hours worked, specialty, practice setting, etc.
Again, a sex disparity grows as years of experience increase.

Slide 13

Data for attorneys are in a different format.
But the circled numbers indicate the % greater pay for males over three decades.
You can see that the male advantage decreased slightly from 1969 to 1979 to 1989.
But the sex disparity remained.

Slide 14

So looking at data on gender and rate of career advancement...

Slide 15

Among scientists, rank is an important measure of advancement.
This shows that men are promoted to full professor more quickly than women.

Slide 16

Data for rank in humanities show same pattern:

Dark blue indicates % at rank of full professor.

The horizontal axis shows years since PhD.

For each interval of years since PhD, the right-hand column is women, and the left-hand column is men.

The pattern shows that at 16-25 years and at 26+ years, more men than women have been promoted to full professor

Slide 17

This slide shows the proportion of medical school faculty in each rank after 11 years, separately by sex, with women on the right.

Light blue is full professor

Kelly green is assistant professor.

The pattern is the same – medical school women faculty lag behind men faculty in promotion.

Slide 18

Among lawyers, becoming a partner is an important measure of advancement.

These are data for 8 Manhattan law firms over a 12-year period.

The horizontal axis shows years since hire.

Data for women, in yellow, indicate that a lower % of women became partners.

Slide 19 In summary ---

Women are paid less

Women advance more slowly

Similar problem across diverse disciplines/professions

SOME evidence of progress –

- less disparity in early career, suggests it is not deliberate bias at hiring
- decreasing sex disparity in pay among lawyers across 3 decades

Slide 20

Why?

Slide 21

Common Explanations. Many possible explanations have been discussed.

Without taking time to answer them here, we'll just say that none adequately explain the sex disparities.

Slide 22

A Better Explanation of Sex Disparity

Relies on *Two key concepts*:

1. gender schemas - cause all of us to underrate women and overrate men.
2. accumulation of advantage
 - gender schemas create many small instances of advantages for men
 - many small advantages add up (i.e., accumulate)
 - hence, men accumulate professional advantages relative to women over time

We will review some of the studies that support this explanation

Slide 23

One Example (Egan & Bendick, 1994)

Two economists measured 17 factors that contribute to income in business people, e.g.,

- kind of degree
- hours worked per week
- years of experience
-

For 14 of 17 factors, men accrued more salary benefit than women

e.g. BA contributed \$28,000 to man's salary, 9,000 to woman's.

- Some factors actually *added to* men's salary but detracted from women's
- e.g., having lived outside the United States added \$9,200 for men but subtracted \$7,700 for women
- e.g., speaking another language added \$2,600 for men but subtracted \$5,100 for women
- employers interpreted speaking another language and living outside the US differently for males and females.
- Due to gender schemas, employers interpreted as *career preparation* for men, signaling career commitment to activities that lead somewhere
- Gender schema for women caused employers to view same activities as for enjoyment, signaling indifference to a career
- gender schemas influence employers perceptions

Slide 24

Conclusion of authors

Other studies in law, academia, and medicine show similar pattern:

- Women's salaries benefit less than men's from qualifications
- Women's achievements and qualifications appear to be worth less than men's.

Slide 25

Another study was done because someone noticed Swedish Medical Research Council
Received 46% applicants from women; Gave 20% of fellowships to women.
(see slide)

This study was for medical fellowships.

Slide 26

Among musicians, gender schemas have a similar effect... (See slide)

Slide 27

Yet another study was done looking at the effect of gender schemas on evaluation of faculty for psychology department positions...
(see slide)

BTW, this study demonstrated bias in faculty, same thing is found in college students
Students evaluated a research article with either a woman's or man's name. They rated it more positively with a man's name attached to it.

Slide 28

Why do we rate women less positively than men?
(see slide)

Slide 29

Job performance always includes ambiguous, subjective aspects...
For example, "Is the person a good leader?"
(see slide)

Slide 30

(read slide)

The important point about this study is that a genuinely objective characteristic ---height --- is not immune from the effects of gender schemas.

Slide 31 – read slides

Slide 32

Slide 33

Slide 34