

# SEXISM RESPONSE WORKSHOP

How to Respond to **Micro-aggressions**,  
**Biases**, and **Other Nonsense**

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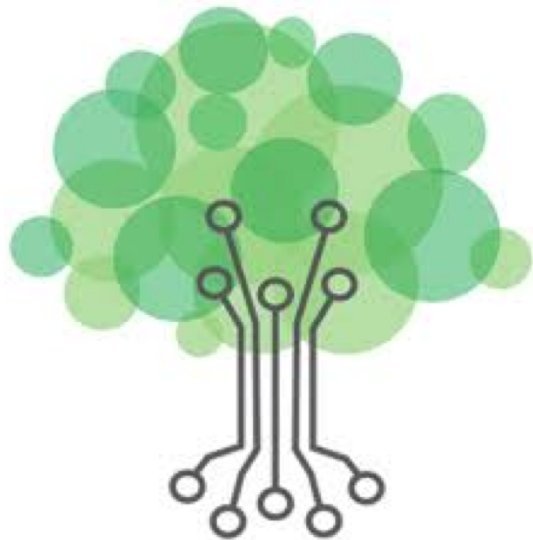
University of Waterloo



In support of

**HeForShe**

UN Women Solidarity Movement  
for Gender Equality



**CSTeachingTips.org**

Scenario cards and many of the scenarios and sample responses come a NCWIT Summit workshop run by Colleen Lewis, from Harvey Mudd University.

Slides are a combination of hers and mine, with attribution where appropriate.

# Unconscious Bias

*“Really? You don’t look like a computer scientist.”*

# Slights

*“Congratulations on your job offer from <BigTechCompany>!  
They have a great diversity hiring program!”*

# Micro-aggressions

*“You got into Waterloo because you are a girl.”*

# Provocation

*“WICS is sexist!”*

# Trolling

```
20:10 cylinder Trump won. Doesn't respect women. Not a systemd kind of guy. How does it feel?
20:10 cylinder Pros for Trump: sexually assaults women (grabs em in the pussy)
20:10 cylinder likes Russia and Putin (who murders feminist women)
20:10 cylinder Will allow Russia to infiltrate europe and take it over (perhaps together) and install all the misogynistic right wing parties
20:10 cylinder some of you SJWs will fight them and be killed
20:10 cylinder Trump won. Doesn't respect women. Not a systemd kind of guy. How does it feel?
20:11 cylinder I VOTED FOR TRUMP (known as Druummppppfffftttttkwkwkwdkwd to you)
20:12 -- cylinder is now known as mikeeusa
20:19 <-- mikeeusa (~cylinder@ool-457f20fa.dyn.optonline.net) has quit (Quit: Lost terminal)
```

# Report Incidents

Please report

- All incidents of provocation and trolling
- All incidents of slights and bias that are committed by a UW employee (instructor, TA, co-op tutor, coach)





Graphic Credit: American Medical Women's Association (*Photo Credit: U.S. Army*)

Colleen Lewis, "What would you say if", NCWIT Summit 2018

# Let's build a toolkit of generic responses

And see what works best for you!

# Clarification

*[Nonsense]*

What makes you  
say that?

# Clarification

*[Nonsense]*

I'm sorry. Can you say that again? I didn't quite hear you.

Wit

*[Nonsense]*

I think you may  
need a refresher on  
sensitivity training

# Honesty

*[Nonsense]*

When you say [X], it suggests to me that you believe [Y]. Is this what you are saying?

# Round 1 Nonsense: Stereotypes

# Scenarios



[www.clipart.com/cliparts/b/x/9/4/7/G/hand-with-card-hi.png](http://www.clipart.com/cliparts/b/x/9/4/7/G/hand-with-card-hi.png)

Colleen Lewis, "What would you say if", NCWIT Summit 2018



# Scenarios

- Someone starts as the “judge”
- The judge reads the scenario (at top of card)
- In clockwise order, players answer how they would respond (players can pass)
- After 150 seconds or hearing all answers, the judge picks their favorite answer
- The winner keeps the question card
- The role of judge rotates clockwise with each question

# Debrief



[www.clker.com/cliparts/b/x/9/4/7/G/hand-with-card-hi.png](http://www.clker.com/cliparts/b/x/9/4/7/G/hand-with-card-hi.png)

Colleen Lewis, "What would you say if", NCWIT Summit 2018

# Round 2 Nonsense:

Backlash against Diversity Initiatives

# Ask for Evidence

*[Nonsense]*

Why do you  
believe that is true?

# Reason

*[Nonsense]*

Actually, studies suggest otherwise...

## Janet Garcia

**NCWIT**  
National Center for Women & Information Technology  
1010 North 17th Street, Suite 200  
Cary, NC 27513  
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**Workshop**  
What would you say if?  
How can we reduce unconscious bias?  
What are the benefits of diversity?  
How can we create a more inclusive environment?  
What are the challenges of diversity?  
How can we overcome these challenges?  
What are the best practices for diversity?  
How can we measure diversity success?  
What are the next steps for diversity?  
How can we sustain diversity efforts?

## John Garcia

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# Harvard Implicit Bias Test

Humanities

Science

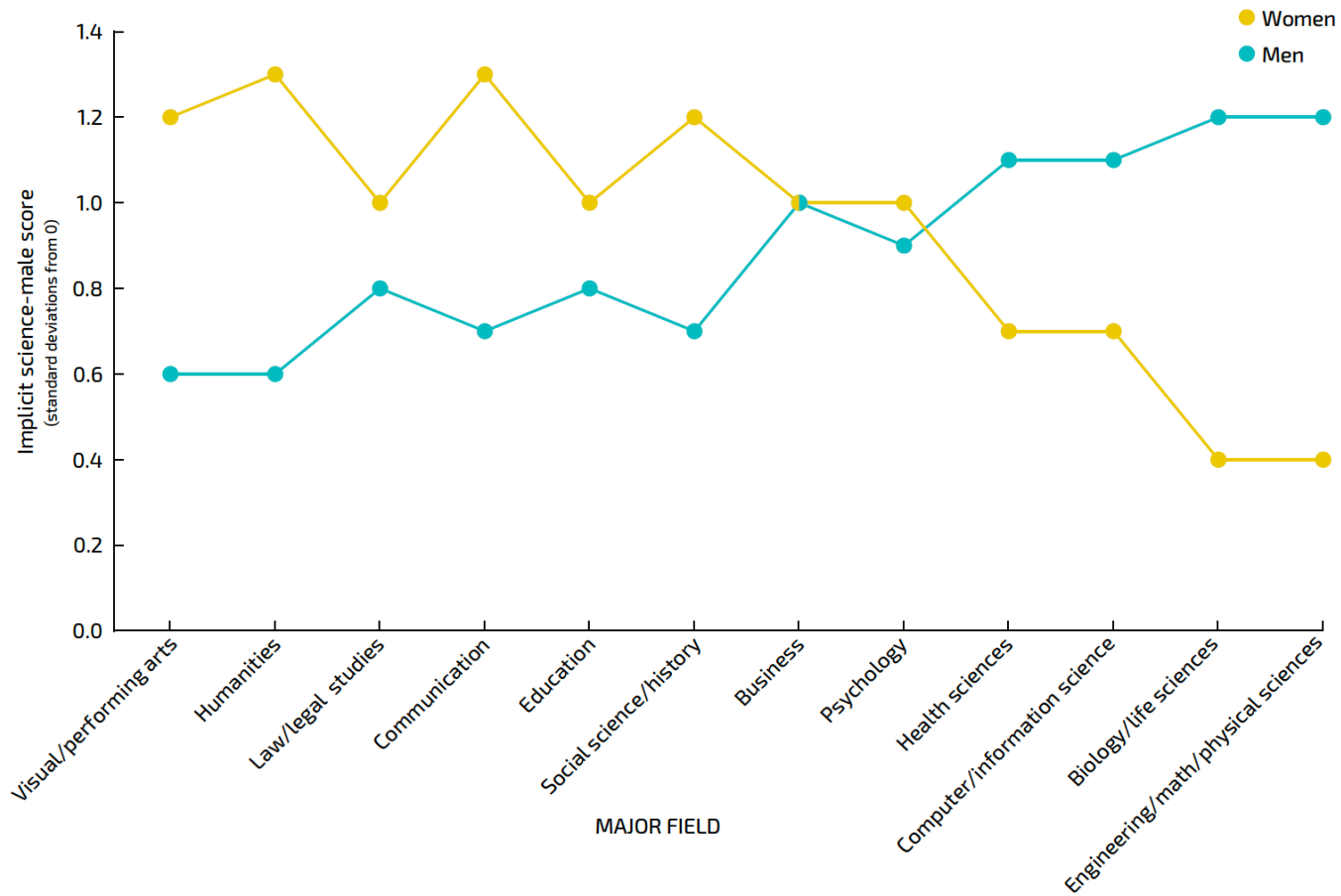
Put your middle or index fingers on the **E** and **I** keys of your keyboard. Words or images representing the categories at the top will appear one-by-one in the middle of the screen. When the item belongs to a category on the left, press the **E** key; when the item belongs to a category on the right, press the **I** key. Items belong to only one category. If you make an error, an **X** will appear - fix the error by hitting the other key.

This is a timed sorting task. **GO AS FAST AS YOU CAN** while making as few mistakes as possible. Going too slow or making too many errors will result in an uninterpretable score. This task will take about 5 minutes to complete.

**Press the spacebar  
to begin.**

**If you move away from the task, you may need to click inside the white border to continue.**

**FIGURE 16. AVERAGE SCIENCE-MALE IMPLICIT ASSOCIATION TEST SCORE, BY GENDER AND COLLEGE MAJOR**



*Notes:* Majors are ordered from left to right by ratings of science content. A score of 0 indicates no science-male implicit bias. Lower numbers on the y axis represent lower science-male implicit bias scores.

Source: Smyth, Greenwald et al. (2015). Adapted with permission from Frederick L. Smyth.



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**“Quit whining.  
It’s the same distance”**





**Diverse problem solvers**

**outperform**



**High-achieving similar problem solvers**

- McKinsey & Company, “Women Matter” series, 2007, 2008, 2010, 2011, 2012, 2013, 2014
- Herring, “Does Diversity Pay? Race, Gender, and the Business Case for Diversity”, *American Sociological Review*, 2009
- Dezsö et al., “Does Female Representation In Top Management Improve Firm Performance”, *Strategic Management Journal*, 2012
- Joy et al., “The Bottom Line: Corporate Performance and Women’s Representation on Boards”, *Catalyst* 2007
- Catalyst, “The Bottom Line: Connecting Corporate Performance and Gender Diversity, 2004.
- Scott Page, *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies*, Princeton University Press, 2007
- Hewlett et al, “Innovation, Diversity, and Market Growth”, Center for Talent Innovation, 2013 Hong and Page, “Groups of Diverse Problem Solvers can Outperform Groups of High-ability Problem Solvers”, *National Academies of Science*, 2004
- Woolley et al., “Evidence for a Collective Intelligence Factor in the Performance of Human Groups”, *Science*, 2010.

# Round 2



# Debrief



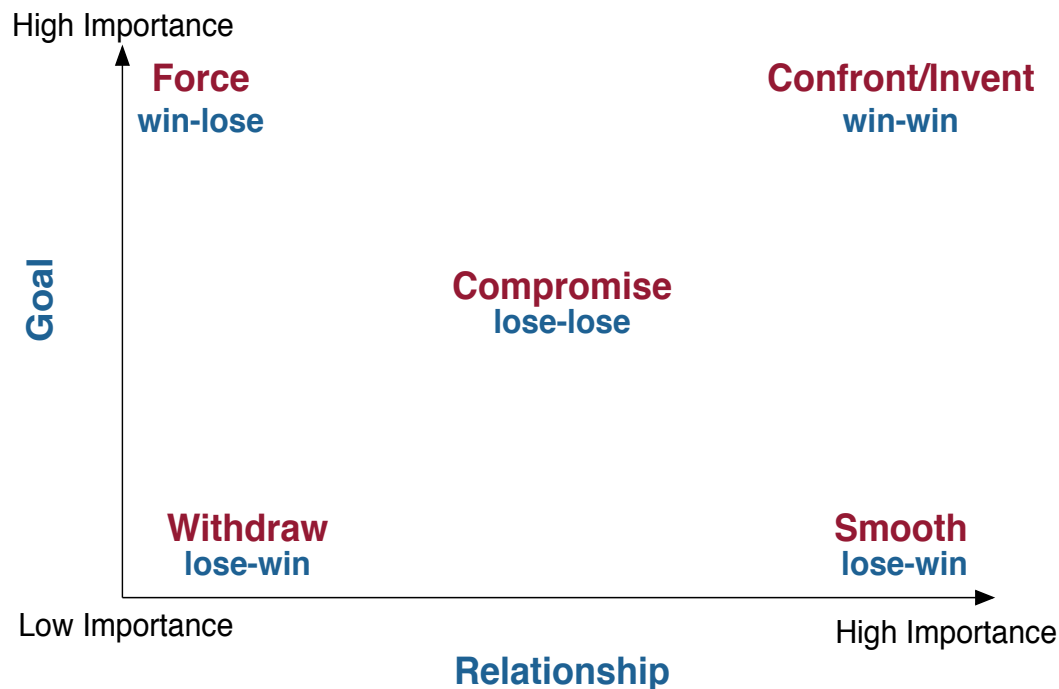
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Colleen Lewis, "What would you say if", NCWIT Summit 2018

**Power  
dynamics  
matter!**

Colleen Lewis, "What would you say if", NCWIT Summit 2018

# Whether / How Extensively to Respond?



**Withdraw** - withdraw from the interaction

**Smooth** – look the other way

**Force** - use all your energy to make your point

**Compromise** – agree to disagree

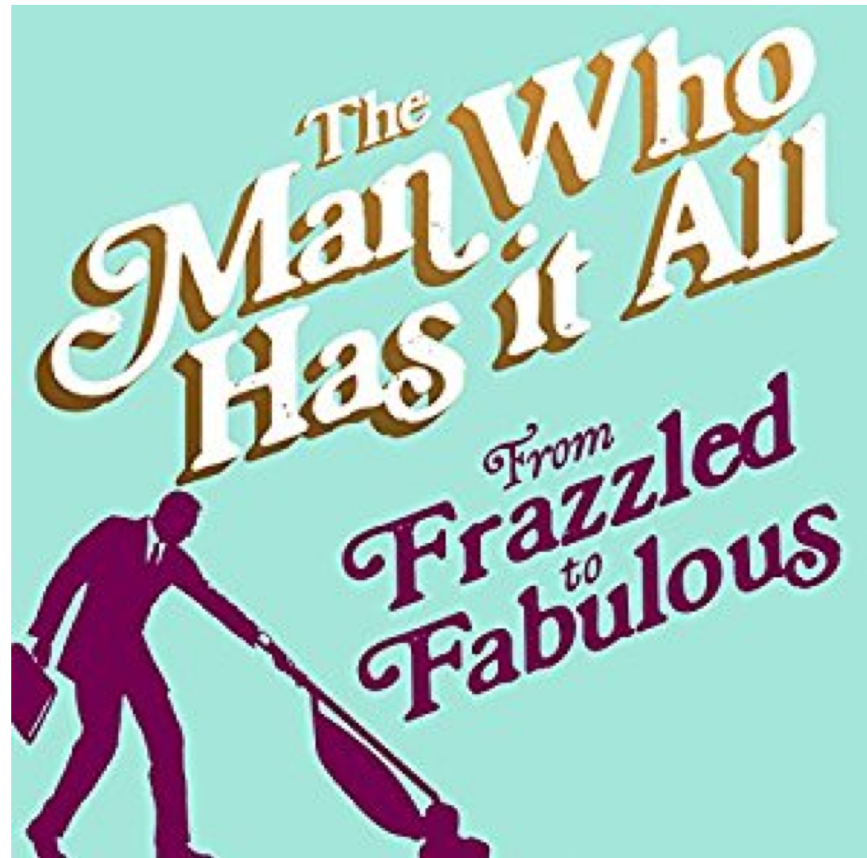
**Confront** – engage in discussion of interpretation, impact and intent

# Flip it to Test it

*[Nonsense  
about women]*

Does this mean that  
you believe *[nonsense  
about men]*?

@ManWhoHasItAll



Colleen Lewis, "What would you say if", NCWIT Summit 2018





**manwhohasitall**

@manwhohasitall

Following



**MY DREAM:** That one day boys will become anything they want to be – male oarswomen, men writers, male spacewomen, men poets and gentleman doctors.

6:00 AM - 12 May 2018

[Colleen Lewis, "What would you say if", NCWIT Summit 2018](#)



**manwhohasitall**

@manwhohasitall

Following



**TODAY'S DEBATE: How many men in total do we need on boards?**

12:00 PM - 15 May 2018

[Colleen Lewis, "What would you say if", NCWIT Summit 2018](#)

# Round 3



# Round 4:

Relationships / Dating

Flirting

vs.

**Harassment**

Can I help you  
with your  
homework?

I know more than you do.

# Intent vs. Impact

Colleen Lewis, "What would you say if", NCWIT Summit 2018

You offended me.

I'm sorry.



# Round 4



# Summary of Strategies

- **Clarification** – ask them what they meant, where they got their ideas
- **Wit** – make a joke of what they said; apply their statements to them
- **Honesty** – communicate the impact of their statements on you
- **Reason** – fight myths with research results
- **Withdraw** – walk away
- **Smooth** – look the other way (might not work if problem persists)
- **Compromise** – agree to disagree
- **Confront** – explain how their statements can be (are) offensive
- **Flip it to Test it** – flip the gender of a statement to test its absurdity

# Resources



national center for  
women &  
INFORMATION  
TECHNOLOGY

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## Critical Listening Guide: Just Because You Always Hear It, Doesn't Mean It's True



Use this guide to help identify common misunderstandings that surface when people talk about how to increase the participation of women. Learn to spot "red flags" that indicate a particular discussion is headed in a direction that may not be research-based or effective.

[View online.](#)

SHARE

### Resources & Tools

- NCWIT Resources
- Recursos en Español
- Member Activity &