

**Brain Scams, Neuro-Nonsense, Implicit Bias,  
...and why the Still Vexing Question of  
Women in Philosophy  
FILL IN YOUR PROFESSION**

**Is Everybody's Business**

**A MANIFESTO**

By Adèle Mercier

# What is a Manifesto?

Wikipedia, of course:

A **manifesto** is a public verbal declaration of the intentions, motives, or views of the issuer, be it an individual, group, or ... A manifesto usually accepts a **previously published** opinion or public consensus and/or promotes a new idea with prescriptive notions for carrying out changes the author believes should be made. It often is political or **artistic** in nature, but may present **an individual's life stance**.

N.B. Manifestos relating **to religious beliefs** are generally referred to as **creeds**.

\* **Everything herein has been lifted directly from others' mouths**  
(including most of the jokes, which are due to the very humorous Cordelia Fine. My own doing was simply to put it all together: think of this as "Philosophy as Architecture". Where I have adjusted some sentences to fit my purposes, I believe that I have maintained entirely the spirit of their authors. May they forgive me if not.)

\*\* **creed v. manifesto: the delusional and the non-delusional**

## Introduction

### The numbers:

- philosophy vs the humanities VERY BAD
- philosophy vs the sciences SUPER BAD
- philosophy vs engineering (*at par*) extraordinarily BAD

### The reasons?:

- philosophical arrogance ?  
“the people most convinced of their own objectivity discriminate the most: self-reported endorsement of sexist attitudes does not predict hiring bias; self-reported objectivity in decision-making does”
- philosophers as self-rationalizers ?
- philosophy as an old discipline ? (e.g. vs linguistics)

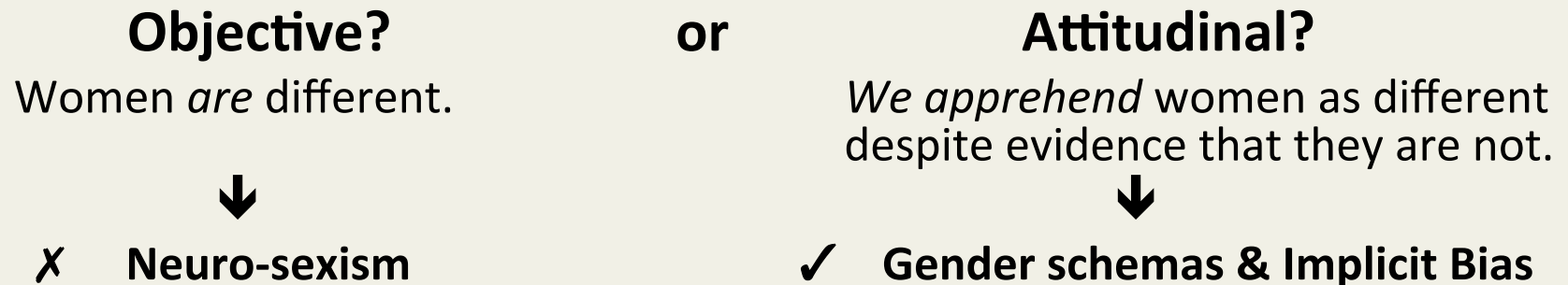
# Why So Slow? The Advancement of Women,

**Virginia Valian, 1998.** (psycholinguist at CUNY Graduate Center)

“The term *glass ceiling* has become a popular way of referring to the scarcity of women at the top levels of organizations. The phrase suggests that **invisible factors** –as much as, or more than, overt discrimination—keep women from rising to the top. It also assumes that those **hidden influences are unlikely simply to disappear over time**; a ceiling is not a structure that evanesces. Finally, the term suggests that women’s job performance is at least the equal of their male peers’; **a ceiling is something that keeps people down despite their competence.**

All three assumptions are correct. **There are invisible barriers; they will not go away on their own; any objective differences in performance are insufficient to explain existing sex differences** in salary, rank, and rates of promotion.

Even in apparently egalitarian environments, **women do not advance as far or as rapidly as men.** Something invisible limits their progress.



# Fairness

“Several problems are encountered in efforts to ensure fairness. One of them is **convincing ourselves that our judgments really are prone to error.**

Another is that **people find creative ways to justify their perceptions.** Eg. People point to professional women they admire and respect, or to women who are successful, as evidence that hiring and promotion practices are based on merit. And people use examples of incompetent women to explain women’s overall lack of success.

Examples that represent **exceptions do not refute general findings.** Invalidation of a general rule requires that the rule *typically* does not hold; it is not good enough to show that it *occasionally* fails to apply. The existence of successful women shows that *some* women are evaluated positively *some* of the time.\* **Fairness demands much more: the guarantee that there is no consistent advantage for members of one group relative to another.”**

- Indira Gandhi, et al. } - do not represent exceptions
- The Princess\* } - on the contrary, **are predicted by sexism**
- The Mother\* } - advanced as recompense for their service to men
- The Pet\* } **(including saving men from appearing sexist)**

vs

- The Woman On Her Own (WOHO)

## ***Delusions of Gender.***

### ***How our Minds, Society, and Neurosexism Create Difference,***

Cordelia Fine, 2010. (cognitive neuroscientist from Oxford and University London, now in Melbourne)

**“Pick a gender difference, any difference.**

**Now watch very closely as *–poof!*—it’s gone.”**

Manipulating the social context changes the mind that is performing the task:

#### **Mental rotation ability** (pièce de résistance of gender difference)

- gender-stereotype-primed men outperformed gender-stereotype-primed women

“men perform better than women in this test, probably for generic reasons”

“performance on mental rotation is linked with success in in-flight and carrier-based aviation engineering, nuclear propulsion engineering, undersea approach and evasion, and navigation”

- reverse gender-stereotype-priming drains male performance

“performance linked with facility for clothing and dress design, interior decoration and interior design, decorative creative needlepoint, creative sewing and knitting, crocheting and flower arrangement”

- men and women primed with irrelevant (geographical region-based) stereotype performed similarly

# Methodical Flaws: biased reporting of chance findings

as a general rule, psychologists report a difference between two groups as “significant” if the **probability that it could have occurred by chance** is 1 in 20, or less

even if males and females, overall, respond the same way on a task, **5% of studies** investigating any question will throw up a “significant” **difference between the sexes by chance**

**File-drawer phenomenon**: because it is more interesting to find a difference than to find no difference, the 19 **failures to observe a difference** between men and women **go unreported**, whereas the 1 in 20 finding of a difference is likely to be published

Researchers recently **scanned an Atlantic salmon while showing it emotionally charged photographs**:

The salmon –which **BTW “was not alive at the time of scanning”**—was “asked to determine what emotion the individual in the photo must have been experiencing.” Using standard statistical procedures, they **found significant brain activity in one small region of the dead fish’s brain** while it performed the empathizing task, compared with brain activity during “rest.” The researchers conclude not that this particular region of the brain is involved in postmortem piscine empathizing, but **that the kind of statistical thresholds commonly used in neuroimaging studies are inadequate because they allow too many spurious results through the net.**

# Male-Female Differences in Brain Lateralization: the Great Sexentific Hoax - 1

the “Teflon Pan of the scientific literature”:

- Norman Geschwin 1980’s: high level of fetal testosterone in males slows the growth of the left hemisphere, leaving **males with greater potential for superior right hemisphere talents (art, music, science, math)**
- Baron-Cohen & Connellan et. al. 1990-2000’s: low level of fetal testosterone makes **“female brain” better at communication, empathy, touchy-feely stuff**

***Plethora of disconfirming data*** simply slide off the Geschwind theory

- Ruth Bleier **2 decades ago**: very starting point of theory (higher male fetal testosterone leads to cramped left hemisphere) **inconsistent with large postmortem study** of fetal brains
- Recent neuroimaging study of 74 newborns found **no evidence** of a relatively smaller left hemispheres in males
- Meta-analyses (statistical technique for putting together all studies, taking account of the size of the study, to get a more accurate picture of empirical facts) found **“no significant sex difference** in functional language lateralization” –plus found that **studies that found sex differences tended to have smaller sample sizes than those that didn’t**



# Male-Female Differences in Brain Lateralization: the Great Sexentific Hoax - 2

Spotlight/Floodlight dichotomy (Simon Baron-Cohen, Ruben Gur, 200-2007)

“The **male** brain skew toward increased *local connectivity* makes it **better suited** to understanding and building **systems**. By contrast, the **female** brain skew toward *long-range* and *interhemispheric connectivity* is better structured for **empathizing**.”

Ruben Gur: “I can throw together a salad, but I can’t at the same time worry about whether this is in the microwave and that is in the skillet. When I do, something will burn.”

(his collaborator is his wife, Dr Raquel Gur: Guess Who’s Going to Make Dinner?)

Michael Gurian (Gurian Institute trains educators)

“because **boys’** brains have more cortical areas dedicated to **spatial-mechanical** functioning, males use, on average, half the brain space that **females** use for **verbal-emotive** functioning”

Allen and Barbara Pease:

“the female brain is **so unlocalized for spatial processing that it doesn’t even have a specific location for spatial ability**”

*Sexing the Body*, Anne Fausto-Sterling, 2000. (Prof of biology, Brown University);

Kathleen Bishop and D. Wahlsten, meta-analysis 1997 :

The supposedly larger female corpus callosum: **“a myth”, “untenable”**

# Male-Female Differences in Brain Lateralization: the Great Sexentific Hoax - 3

K.M. Bishop and D. Wahlsten,

[“Sex Differences in the Human Corpus Callosum: Myth or Reality?”](#),  
Neuroscience & Biobehavioral Reviews, 21(5) 581-601, 1997:

- It has been claimed that the human **corpus callosum** shows sex differences, and in particular that the splenium (the posterior portion) is **larger in women than in men**. Data collected **before 1910** from cadavers indicate that, **on average, males have larger brains than females and that the average size of their corpus callosum is larger**. A meta-analysis of 49 studies published **since 1980** reveals **no significant sex difference in the size or shape of the splenium of the corpus callosum, whether or not an appropriate adjustment is made for brain size** using analysis of covariance or linear regression. It is argued that a simple ratio of corpus callosum size to whole brain size is not an appropriate way to analyse the data and can create a false impression of a sex difference in the corpus callosum. The recent studies, most of which used magnetic resonance imaging (MRI), **confirm the earlier findings of larger average brain size and overall corpus callosum size for males**. **The widespread belief that women have a larger splenium than men and consequently think differently is untenable**. Causes of and means to avoid such a false impression in future research are discussed.

# Of Blobology and Bullshit - 1

*Amazon review of one such book:*

“[Why can't a woman be more like a man?](#)”

What is this thing called "feminine intuition"? Why are men better at reading maps, and women at other people's characters?

The answers lie in the **basic biological differences between the male and female brain**, which, say the authors, make **it impossible for the sexes to share equal emotional or intellectual qualities.**”

- [Why Men Don't Iron: The Fascinating and Unalterable Differences Between Men and Women](#) (2001) by **Anne Moir and Bill Moir**
- [Brainsex: The real difference between men and women](#) (1991), by Anne Moir and David Jessel, Mandarin.
- [The Female Brain](#) (2007), by Louann Brizendine, Bantam Press.
- [The Male Brain: A Breakthrough Understanding of How Men and Boys Think](#)
- [The Essential Difference: Men, women and the extreme male brain](#) (2004), by Simon Baron-Cohen, Penguin Books
- [Taking Sex Differences Seriously](#) (2005), by Steven E. Rhoads, Encounter Books.
- [Why Gender Matters](#) (2005), by Leonard Sax, Doubleday.
- [His Brain, Her Brain: How \[Divinely Designed Differences\]\(#\) Can Strengthen Your Marriage](#), by **Walt Larimore and Barb Larimore**

## Of Blobology and Bullshit - 2

What Could He Be Thinking?: How a Man's Mind Really Works (2004), Michael Gurian

Having studied how boys and girls develop differently, Michael Gurian turns his attention to adult men in this entertaining, informative, and groundbreaking book on the male brain. Following two decades of neurobiological research, *What Could He Be Thinking?* answers **the questions women and the world are asking about husbands, fathers, boyfriends, and coworkers**. Mixing neurobiology with Gurian's very readable style, anecdotes from everyday life, and a new vision of the male psyche, the book will satisfy the **tremendous curiosity women and our culture have about the roots of male behavior**.

**Women know intuitively that men are different from them**. What women are now just coming to realize is that the men they are married to, having sex with, working with, parenting with, and trying to fathom, act and think in very male ways, not only because they are socialized to do so, but **because they are built to--neurobiologically**.

The new field of brain science has revealed **wonderful** secrets about a man's mind.

Why Men Never Remember and Women Never Forget (2006), by Marianne Legato

Why won't he ask for directions? Why does she always want to talk about the relationship? These are the kinds of questions that are resolved at last in this fascinating book from the founder of gender medicine. Dr. Marianne Legato not only **confirms that men and women are different, but she uncovers the neuroscientific reasons behind the age-old disputes between the sexes**.

# Of Blobology and Bullshit... It Goes On and On...

[Why Men Don't Listen](#) and [Women Can't Read Maps](#): How We're Different and What to Do About It (2001), by **Allan Pease and Barbara Pease**

Read this book and **understand--at last!--why men never listen**, why women can't read maps, and why learning each other's secrets **means you'll never have to say sorry again.**

Why Men Don't Have a Clue and Women Always Need More Shoes: The Ultimate Guide to the Opposite Sex (2004), by **Allan Pease and Barbara Pease**

Already a **#1 bestseller** in the [United Kingdom](#), [Germany](#), [Japan](#), [Holland](#), [Spain](#), [Brazil](#), [Portugal](#), [Belgium](#), [Ireland](#), [France](#), [Czech Republic](#), [India](#), [Singapore](#), [Malaysia](#), [South Africa](#), [New Zealand](#), and [Australia](#), *Why Men Don't Have a Clue and Women Always Need More Shoes* is the answer to understanding the opposite sex.

And the prize goes to...

[Why Men Lie](#) and [Women Cry](#) (2006), by **Allan Pease and Barbara Pease**

## ...And just who the hell are Allan & Barbara Pease?

Allan Pease: Originally a musician, he became a **life insurance salesman**, and then started a career as a speaker and **trainer in sales**

Barbara Pease: CEO of the Pease's immensely successful company, Pease International, which produces books, videos, training courses and seminars for business and governments worldwide. She is **Australia's biggest selling female non-fiction author, having published 10 #1 Bestsellers and sold over 20 million books.**

Barbara was also a top **salesperson** who at age 22 broke through the million dollar ceiling selling advertising. She started her working life at the age of twelve as **a catwalk model** and entrepreneured her own modelling agency ...

Barbara has appeared on **most major TV programmes** in the UK and Europe, including **6 for BBC Science**. She is co-author of the **#1 European Box Office hit** movie "Why Men Don't Listen & Women Can't Park Cars."

# And why is their Bio-babble SO popular?

*Why Men don't Listen and Women can't read Maps* uses **biology and evolutionary psychology** to explain the differences between male and female. The author explains that **women** used to be the nest-defenders working together whilst the men went out hunting. This was a solitary role which **required superior angle judgment, hence the popularity of computer games, darts, football etc. with men.** **Thus** men tend to excel at map reading, while women tend to rely on landmarks. He also argues that hunters have less need of language than nest protectors. This is why **men** tend to develop speech later than women, **exhibit a preference for a few long words to several,** and why **men hate to be spoken to when concentrating.** Hunting is also why men tend to be better at imitating animal noises.

Among other differences, **women have a bigger corpus callosum** they are far better at **multitasking.** This is why men don't usually interrupt each other except aggressively. Women think aloud more than men, **use more indirect requests** (e.g. 'wouldn't it be nice to stop for coffee?') Men are attracted to the hourglass figure as they are the most fertile while women like men with broad shoulders best-ideal for carrying prey home..

**The main message of the book is that men and women cannot be made the same no matter how much politicians try and treating them identically causes problems. Our differences are biological and permanent and we would be happier if we accepted and adapted."**



# Memos Matter: Larry Summers

President of Harvard, **career economist**, served as treasury secretary under Clinton, at a private conference **on the position of women and minorities in science and engineering**:

**3 explanations for the shortage of women in senior posts in science and engineering:**

- (1) their reluctance to work long hours because of **childcare responsibilities**
- (2) boys outperform girls on high school science and maths scores because of **genetic difference**.

"Research in behavioural genetics is showing that things people previously attributed to socialisation weren't due to socialisation after all," he told the Boston Globe.

Dr Summers told the conference about giving his daughter two trucks.

She treated them like dolls, and named them mummy and daddy trucks, he said.

- (3) **played down the impact of sex bias** in appointments to academic institutions.

"The real issue is the overall size of the pool, and it's less clear how much the size of the pool was held down by discrimination."

**During Dr Summers's presidency**, the number of tenured jobs offered to **women** has **fallen from 36% to 13%**. Last year, **only 4 of 32** tenured job openings were offered to women.



Richard Freeman, who invited the Harvard president to speak at the conference:

"Some people took offence **because they were very sensitive**," said Dr Freeman, **an economist** at Harvard and the London School of Economics.

[and just what is it that they were sensitive TO \_\_\_\_\_?]

**"It does not seem to me insane** to think that men and women have biological differences."

[no, it's not insane, it's just FALSE!]

## Here's what IS insane:

Cf. humans' propensity for what I'll call "Metonymy Madness":

e.g. ingestion of rhinoceros horn enables harder erections

the idea that a localized *brain* should create a spotlight *mind* good at masculine tasks

the idea that a global, interconnected *brain* should create a floodlight *mind* better at feminine activities

Why should shorter circuits in the brain allow narrower focus in the mind?

Ian Gold: "might as well say that hairier bodies make fuzzier thinkers"

Sex differences in the brain may just as well do *the exact opposite*, namely prevent sex differences in overt functions and behaviour by compensating for sex differences in physiology: a smaller number of neurons in a particular brain region can be compensated for by greater neurotransmitter production per neuron, etc, etc, etc.

The obscurity of the relationship between brain structure and psychological function means that just-so stories can be all too easily written and rewritten

## And very uncrazy people are insane:

Eg. Steve Pinker: cf. <http://www.youtube.com/watch?v=FJCINSkFPwE>

- (1) notes a number of sex differences: - girls play with dolls, boys with trucks  
- women devote fewer hours to career than men  
- there are fewer women than men in science

- (2) notes a number of *highly contested* baby studies: girls=people vs boys=objects  
& *highly contested* brain facts: neonatal testosterone, mental rotation, ...

- (3) admits that “literature is contradictory and messy”; yet uses *contradictory and messy evidence* to explain sex differences in (1) via “*just-so*” ASSUMPTIONS:

[objects => mechanics => systematizing => science] → BOYS

[mental rotation => mathematics => science and professions careers] → BOYS

[face recog => emotions => empathizing => parenthood & community service] → GIRLS

- (4) ignores all well-known reasons that could explain (1)...

- (5) as well as counterevidence:

GIRLS → Now constitute 49% of high school calculus, and have better grades

GIRLS → Now constitute 47% of Math BAs, with equal grades

- (5) Then confirms his faulty reasoning by getting excited about hormones:

“Now we know that we have mechanisms!”

## What's behind the insanity?

**BUT we don't!**

*We don't know what hormonal mechanisms do,  
much less how they explain career choices.*

### Delusional Creed?

“In the nineteenth century, **when the seat of the intellect was thought to reside in the frontal lobes**, careful observation of male and female brains revealed that **this region appeared both larger and more complexly structured in males**, while the parietal lobes were better developed in women.

Yet **when scientific thought came to the opinion that it was instead the parietal lobes** that furnished powers of abstract intellectual thought, subsequent observations revealed that **the parietal lobes were more developed in the male, after all.**”

*The Metaphysical, Epistemic, Ethical question: Qui bono?*

# Insanity as wildfire! Meet Daniel J Hodgins:

*an exceptional, internationally renowned presenter and author two books. Daniel has done keynotes, workshops and seminars in over 38 states.*

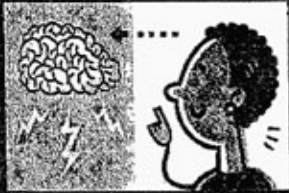
*As a consultant, Daniel works with educators, parents and other professionals, helping them to understand research based theory and how to adapt curriculum and environments that support the continued development of children and families. Daniel has a unique grasp of children and family issues learned from over 30 years of experience working as a teacher, director, educator and parent in both the private and public sector.*

*In addition to his work as a consultant, Daniel has worked as the Coordinator of Early Childhood Education, at Mott Community College, Flint, Michigan where he developed and received recognition for one of the most outstanding training programs in the country.*

*Daniel has designed and delivered presentations for the Government Services Bureau (GSA), National Head Start, National Association for the Education of Young Children, Fisher-Price, Starnet, Leadership Connections, High/Scope, State Departments of Education and a variety of nonprofit organizations.*

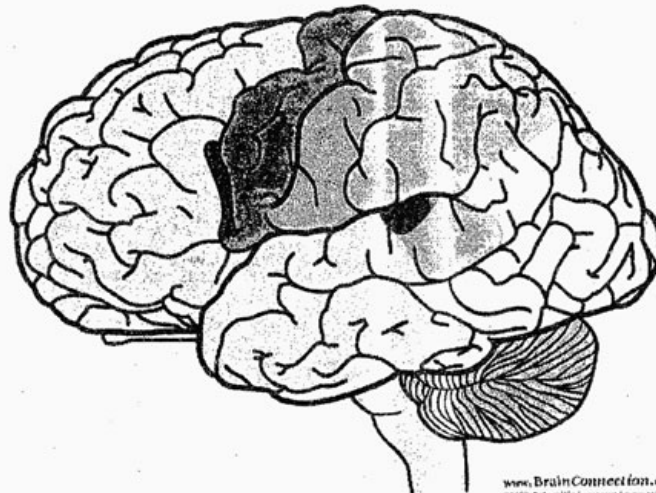
*Daniel has received the National Community Education Family Advocate Award, The Catalyst for Change Award, The National Community College Educator Award, Friend to Head Start and continues to be recognized.*

Girls see the  
details of  
experiences.....



The Crockus  
is Four times  
larger than  
boys

Boys Brains see the  
whole but not the  
details



There's no such thing as the Crockus!



# Stereotype Threat and Self-Fulfilling Prophecies

**Stereotype threat**: the real-time threat of, anxiety or concern about, being judged and treated poorly, by confirming a negative stereotype about one's group

(fear of “being the one to confirm your negative stereotypes about the likes of us”)

**Suppression is costly**: suppressing unwanted thoughts and anxieties (eg. Illogical- woman stereotype) depletes mental resources that could be put to better use elsewhere; places extra load on working memory to detriment of cognitive feat

**Going solo**: the more men there are taking a math test in the same room as a solo woman, the lower women's performance becomes (“*I don't belong here.*”)

[not to be confused with Being Sole Woman: having *one* woman in the group is usually acceptable...]

(EVERY GRADUATE WOMAN'S EXPERIENCE: “*the Male Usurped Comment Reward*”)

**Carol Dweck (Stanford psychologist)**: what you believe about intellectual ability

–whether you think it's a fixed gift, or an earned quality that can be developed, makes a difference to your behavior, persistence, and performance [*Duh.*]

**T. Morton (University of Exeter social psychologist)**:

the stronger the endorsement of biological theories of gender difference

→ the stronger the confidence that society treats women fairly

→ the less certainty that gender status quo is likely to, or should, change [*Duh.*];

plus → makes men feel better about themselves [*Double Duh.*]



# Is it time to call this insanity *Gender Bullying*?

- set of implicit, nonconscious, hypotheses about sex differences
- hypothesis formation is a natural and essential human activity (mental shortcuts are cognitively useful). We all form hypotheses about social groups. Such hypotheses may contain primarily positive characteristics, mostly negative ones, only neutral ones, or some combination of all three.
- schemas are psychologically real & affect cognition
- have been *extensively* studied empirically for four decades, with *robust* results:  
affect our expectations of men and women, our evaluations of their work, and their advancement as professionals
- both men and women hold the same gender schemas
- it appears that approx. two-thirds of men and two-thirds of women have trouble seeing past the schemas (eg. Doorframe, CVs, ....)
- we begin acquiring them in very early childhood
- gender schemas are usually unarticulated; their content may even be disavowed. Most men and women in the professions and academia explicitly, and sincerely, profess egalitarian beliefs.
- but gender schemas operate nonconsciously; our perceptions are skewed by nonconscious, unacknowledged beliefs.
- It is not the attempt to develop schemas that is wrong, but the errors that can inadvertently creep into the formation, maintenance, and application of schemas.
- Plus there is cognitive dissonance when schemas clash.

# Gender Schemas & Sexism

Observed sex differences



*due to nature?*

*due to division of labour?*

Explanation 1:



X neurosexism

✓ creates gender schemas



[ **imagined sex differences** ]



[                    ↓↓ ]



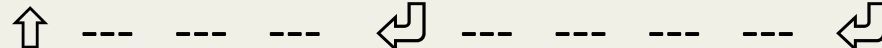
[                    feedback loop ]



[                    ↑↑ ]

[ **confirmation biases** ]

[ **reinforce** gender schemas ]



# Gender Schemas & Endocrination\*

## Observed sex differences



*due to nature?*

*due to division of labour?*

Explanation 2:



X neurosexism



✓ creates gender schemas



[ imagined sex differences ]



[                    ↓↓                    ]



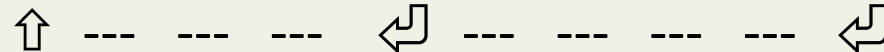
[                    feedback loop                    ]



[                    ↑↑                    ]

[                    confirmation biases                    ]

[                    reinforce gender schemas                    ]



\* Indoctrination by endocrinology

# Implicit Biases

Why So Slow? The Advancement of Women, Virginia Valian, 1998.

**White, Western, middle-class society gender schema**

for men includes:

- Being capable of independent, autonomous action (agentic), assertive, instrumental, task-oriented

for women includes:

- Being nurturant, expressive, communal, and concerned for others

**Gender schemas play a central role in shaping men's and women's professional lives**

- most importance consequence for professional life:

- **men are consistently overrated**

- **women are consistently underrated**

**whatever emphasizes a man's gender gives him a small advantage, a plus whatever accentuates a woman's gender results in a small loss for her, a minus mark**

# Expectations and Gender Traits:

## *Damned if you do, damned if you don't*

### The Cost for a Woman of Being Masculine

- Women who are agentic and assertive are seen as psychologically masculine, and they are penalized for it.
- A meta-analysis of studies concentrating on evaluations of women as leaders suggests that women are at a particular disadvantage when their leadership style is perceived as masculine (Eagly, Makhijani, & Klonsky 1992). ... A highly assertive style is incongruent with our conception of women and women are penalized if they adopt such a style.
- Women and men are held to different standards of politeness... Women will be considered rude in circumstances where men will be seen as neutral. Alternatively, we can say that rudeness is acceptable and sometimes appropriate in men but never is in women.
- The more psychologically masculine a woman appears to be the more antagonism she will arouse.

### The Cost for a Woman of Being Feminine

- The more a woman is perceived as a woman the less likely it is that she will be perceived as professionally competent (Heilman 1980; Heilman & Stopeck 1985). The qualities required of leaders and those required for femininity are at odds with each other.

# Expectations and Gender Traits:

## *Blubbering Bimbo* ~ *Handsome Hero*

### Physical Attractiveness

- In a professional setting, being attractive *helps men* and *hurts women*.
- The heightened awareness of an attractive man's maleness leads to impressions of competence and ability.
- Awareness of an attractive woman's femaleness, by contrast, leads one to see her as lacking in competence and ability. Women who are seen as attractive are at a distinct disadvantage.

### Emotional Expressivity ABC

- *Anger* is understood as moral outrage in men and increases their standing
- *Anger* is understood as unhinged rage in women and decreases their standing
- *Boasting* increases a man's standing ("he knows his own worth")
- *Boasting* decreases a woman's standing ("who does she think she is")
- *Crying* in public shows a man to be in control of a terrible situation
- *Crying* in public shows a woman to be out of control

## Expectations and Gender: “*respected OR liked*”

### Perceptions of Assertiveness

*Both women and men—nonconsciously but visibly—react negatively to women who take a leadership role in a group trying to solve a problem. People respond especially negatively to women’s attempts to be assertive*

When women attempt to be leaders they lose, relative to men, in 3 steps:

- (1) women are attended to less, even when they say the same things in the same way as men do; they have more difficulty than men do in gaining and keeping the floor.**
- (2) when women do speak and behave like leaders, they receive negative reactions from their cohorts, even when the content and manner of their presentations are identical to men’s. Men are encouraged to be leaders by the reactions of those around them, and women are discouraged from being leaders by the reactions of those same people.**
- (3) even observers with no overt bias are affected by negative reactions to women leaders and tend to go along with the group judgment.**

# Women can't be Leaders

**The extent to which we perceive men and women as leaders is relevant to women's chances of professional achievement. It is harder to be a leader if the people around you do not perceive or accept you as a leader.**

**The studies reviewed thus far –whether the evaluators are business managers, *heads of academic departments, or college students—converge.***

***Evaluators see leadership and professional ability as masculine traits that are valued more positively when displayed by men than when displayed by women.***



# Expectations and Gender Traits:

## The Male as Norm

**Males tend to be perceived as the norm against which females are measured:**

- **e.g. in studies: a man is a better example of a voter than a woman is being in a minority increases a woman's likelihood of being judged in terms of her difference from the male majority, rather than in terms of her actual performance. (Women law professors, for example, are more likely to be granted tenure in faculties with a higher proportion of tenured women than in faculties with a very low proportion of tenured women.**

**Men's tenure rates are unaffected by the proportion of women.)**

**even in sex-segregated occupations that do not require personality or cognitive traits thought to be differently distributed between the sexes:**

- **if a job is predominantly held by women, we see it as a feminine job and devalue the job (applied ethics, feminist philosophy)**
- **if a job is predominantly held by men, we see it as a masculine job and value it more highly (logic) (eg. Carol, Evelyn, ..)**

**male names of modestly successful professionals are remembered more than female names of equally successful professionals**

**(cf. gendered conferences)**

## Expectations and Gender Traits:      Some **Robust Findings**

- ‘**John**’ and ‘**Joan**’ differ in one letter.
- CV studies: graders of all sexes and ages (TA, assistant prof, full prof) consistently find *John’s articles better than Joan’s*
- bosses consistently find *John’s potential greater than Joan’s*
- women musicians improve their chances by auditioning behind a veil: [oh irony!]  
the case of the Montreal Symphony! [fired woman violinist rehired by same after auditioning behind veil]
- the existence of unconscious sexism has been repeatedly substantiated in laboratory experiments

*The Hidden Brain* (2010), S. Vedantam

“Bias is much harder to demonstrate scientifically in real life, which may be why large numbers of people do not believe that sexism and other forms of prejudice still exist. Many people think we live in a “post-racial” and “post-sexist” world where egalitarian notions are the norm. Indeed, if you go by what people report, we do live in a bias-free world, because most people report feeling no prejudice whatsoever.

What would be remarkably instructive in real life would be if women in various professions could experience life as men, and vice versa. If the same person got treated differently, we would be sure sexism was at work, because the only thing that changed was the sex of the individual and not his or her skills, talent, knowledge, experience, or interests.”

Meet...

**Joan Roughgarden** & **Ben Barres**



Formerly **Jonathan Roughgarden** & **Barbara Barres**

Both biologists at Stanford University, both transgendered later in life

**“Ben Barres gave a great seminar today, but, then, his work is much better than his sister’s.”**

Ben: **“I have had the thought a million times, I am taken more seriously.”** **“When it comes to bias, it seems that the desire to believe in a meritocracy is so powerful that until a person has experienced sufficient career-harming bias themselves they simply do not believe it exists ... By far, the main difference that I have noticed is that people who don’t know I am transgendered **treat me with much more respect**: I can even complete a whole sentence without being interrupted by a man.”**

## Roughgarden: John v. Joan in real life

“It was clear when I got the job at Stanford that it was like being on a conveyer belt. The career track is set up for **young men**. You are **assumed to be competent unless revealed otherwise**. You can speak, and people will pause and people will listen. You can enunciate in definitive terms and get away with it. You are taken as a player. You can use male diction, male tones of voice. ... You can assert. You have the authority to frame issues.”

“Once every month or two, **I will have some man shout** at me, try to physically coerce me into stopping ...When I was doing the marine ecology work, they did not try to physically intimidate me and say, ‘You have not read all the literature.’ They would not assume they were smarter. **The current crop of objectors assumes they are smarter.**”

Where Jonathan used to be a member of Stanford University’s senate, **Joan is no longer on any university or departmental committee.** Where (s)he was once able to access internal university funds for research, she said she finds it all but impossible to do so now. Before her transition, (s)he enjoyed an above-average salary at Stanford. But since her transition, “My own salary **has drifted down to the bottom** 10 per cent of full professors in the School of Humanities and Sciences, **even though my research and students are among the best of my career** and are having international impact.

Framing the Issue:  
The Normal and The Other

“You get interrupted when you are talking,  
you can’t command attention,  
but above all **you can’t frame the issues.**”

“Ben has migrated into the centre  
whereas I have had to migrate into the  
periphery.”

## MIT Study on the Status of Women Faculty in Science, 1999

a common finding **for most senior women faculty** was that the **women were "invisible", excluded from a voice** in their departments and from positions of **any real power**.

This **"marginalization"** had occurred as the women progressed through their careers at MIT, making their jobs increasingly difficult and less satisfying.

In contrast, junior women faculty felt included and supported in their departments. Their most common concern was the extraordinary difficulty of combining family and work.

An important finding to emerge from the interviews was that the difference in the **perception** of junior and senior women faculty about the **impact of gender on their careers** is a difference that repeats itself over generations. Each generation of young women, including those who are currently senior faculty, began by believing that gender discrimination was "solved" in the previous generation and would not touch them. Gradually however, their eyes were opened to the realization that the playing field is not level after all, and that they had paid a high price both personally and professionally as a result.

# Valian: Accumulation of (Dis)Advantage

## Cumulative effects of small-scale bias:

- even minute disadvantages can have substantial long-term effects

## Gender schemas at work: the typical scenario of a university department

During the past ten years, 15 men and 3 women were added to the faculty.

When he is queried about the ratio, the chair of the department explains that his only interest is to hire best, that quality is the only issue. He is sincere in his belief that he is gender-blind and confident in his ability to judge others' competence.

Since the people he chooses *are* able, he has no reason to doubt his judgment.

Even if he were to track the careers of the women he failed to hire, he would probably not question his decisions. Those **women are likely to have been undervalued** by other prospective and actual department chairs and to have, **as a result**, careers that are on average less stellar than those of the men he hired.

For the chair to see that the facts call for more self-doubt, he needs to learn that people are likely to misperceive men and women in professional settings, **to overrate the former and underrate the latter**. All CV studies show that the same marks of prestige are interpreted differently in a man and in a woman, in most settings, in the man's favour.



## Accumulation of Accumulation of (Dis)Advantage

Second, the chair needs to understand how errors of evaluation mount up over time and affect career trajectories. Data suggesting that **women must meet higher standards than men** to gain promotion, partnership and tenure demonstrate the **detrimental consequences of the accumulation of disadvantage**, showing for example, that only a few years after earning their degrees, young men and women with the same on-paper qualifications have different professional lives.

Finally, the chair needs to learn how differential perceptions and expectations of men's and women's achievements can **affect their advancement**, as well as **their aspirations**. He needs, in short, to see that **his confidence is misplaced**, that it is the product of ignorance.

He is unlikely to be exempt from the processes that affect everyone else, and unlikely to know how to change his perceptions and decisions **to adjust for the advantages men have incorrectly received**.

As a good scholar, he should entertain the possibility that his judgments are skewed and consider what steps he can take to make them more accurate



## Of Schema Clash and Backlash: The Great Double Binds

“Like interest on capital, **advantages accrue**; like interest on debt, **disadvantages** also **accumulate**. Very small differences in treatment can, as they pile up, result in large disparities. It is unfair to neglect even minor instances of group-based bias, because they add up to major inequalities.

If everyone understood that success comes from *creating and consolidating small gains*, no one would counsel women to ignore being ignored. The concept of accumulation of advantage lets us see that the well-meaning advice often given to women –not to make a mountain out of a molehill —is mistaken. That advice fails to recognize that mountains *are* molehills, piled one on top of the other.

**A woman who aspires to success *needs* to worry about being ignored; each time it happens she loses prestige and the people around her become less inclined to take her seriously.” (V.V.)**

Backlash the whinny bitch

he's competent & self-confident; she's bossy & domineering

# Summing Up Gender Schemas: Men

**Gender schemas for men include professional success & competence:**

- result in men's being more successful than their objective performance warrants
  - encourage men to think that they deserve their sometimes undeserved success
  - lead men to think they they are more capable than they are, and encourage them to have overly high aspirations:
    - Since it is part of the male gender schema that **men are realistic and objective** (while **women are unrealistic and subjective**), it is difficult for men to recognize that their overly high expectations of themselves are intellectually unjustified
    - Our tacit acceptance of gender schemas provide men with few opportunities to discover that **their advantages are not based on their actual abilities but on their sex**
    - Since everyone holds the same gender schemas, men's unrealistic expectations for themselves **are shared and reinforced** by the men and women around them
- ∴ Male-dominated professions are full of men not good enough to belong there but artificially bloated by gender bias: Remember this as the Bloat Effect**

## Summing Up Gender Schemas: **Women**

**Gender schemas for women clash with professional success & competence:**

- People perceive **women as less able than men** and give **women negative evaluations** when they should give positive ones (eg. for assertive leadership)
- results in **women's being less successful than their objective performance warrants**
- lead women to think that the successes they do have are undeserved, more due to luck or to unstable, uncontrollable factors:
  - normal cause-and-effect relationships hold more often for men than for women; men live in a more lawful world
  - women have more experiences than men do in which **good performance does not lead to success** (engenders feelings of hopelessness and helplessness)
  - as a result of the lower evaluations they receive, women may correctly perceive that **ability and effort do not pay off**: weakens the causal chain between ability and success
  - seeing success as random leaves women with nothing to learn from their success
  - the experience of things going wrong when one's judgment says they should have gone right **undermines women's feelings of effectiveness and confidence** in their judgment

# Women in Philosophy: Extreme schema clashes

## Philosopher schema

rational  
reason  
abstract (soul, spirit)  
mind, disembodied  
aggressive  
argumentative  
competitive  
logical  
clear, hard  
line, angle  
agentive  
analytical  
systematizing  
objective  
realistic  
easily persuasive  
bearded  
The norm  
First principles  
“Queen of the Sciences”  
Philosopher Kings & Rulers

## Woman schema

emotional  
intuition  
concrete (womb)  
matter, embodied  
submissive  
nurturing  
cooperative  
illogical  
fuzzy, soft  
curve  
patient  
passionate  
personalizing  
subjective  
unrealistic  
easily unhinged  
long-haired  
The exception  
Second sex  
“Nigger of the world” ...  
expendable (gynocide) ...



Philosopher Schema  $\supset$  Man Schema      Man Schema  $\cap$  Woman Schema  $\stackrel{\text{DEF}}{=} \emptyset$

Philosopher schema

Man Schema

Woman schema

rational

rational

emotional

reason

reason

intuition

abstract (soul, spirit)

concrete (womb)

mind

matter

aggressive

aggressive

submissive

argumentative

authoritarian

nurturing

competitive

competitive

cooperative

logical

logical

illogical

clear, hard

strong, hard

weak, soft

line, angle

line, angle

curve

agentive

patient

analytical

mathematical

verbal

systematizing

objets – systems

faces – persons

objective

objective

subjective

realistic

realistic

unrealistic

easily persuasive

persuasive

easily unhinged

bearded

short-haired, hairy

long-haired, hairless

norms

The Norm

The Exception

First principles

First Sex

Second Sex

# “prestige” hierarchy in Philosophy

(based on some relevant & some irrelevant factors)

[More Men ←→

Masculinized ]



[More Women

←→Feminized]



*Logic*

*Metaphysics, Philosophy of Science, Language, Mind*

*Epistemology*

*Theoretical Ethics, Political Philosophy*

*Applied Ethics, Socio. of Knowledge*

*Feminist Philosophy*

*Feminist Situational Ethics of Care...*

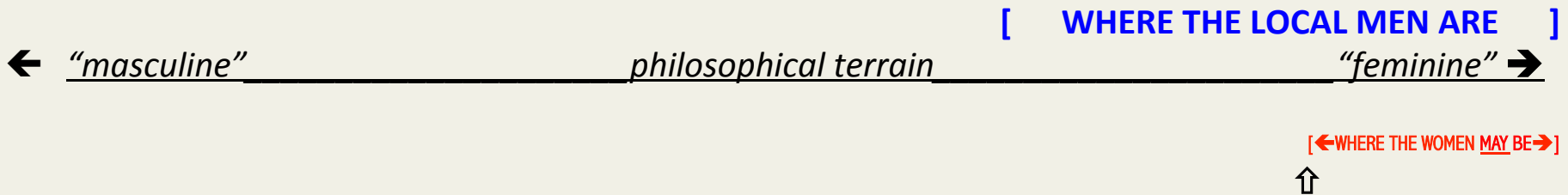
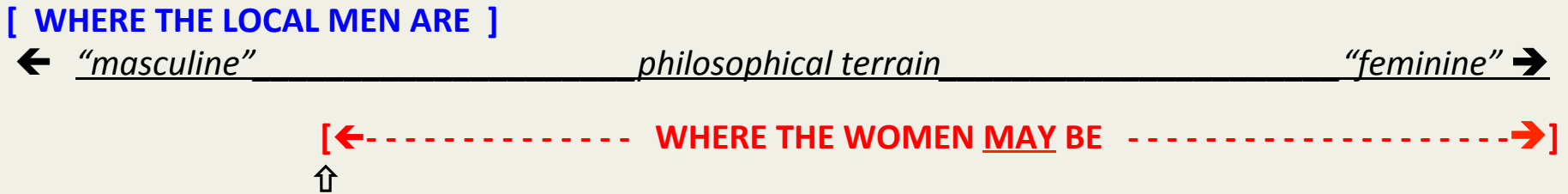
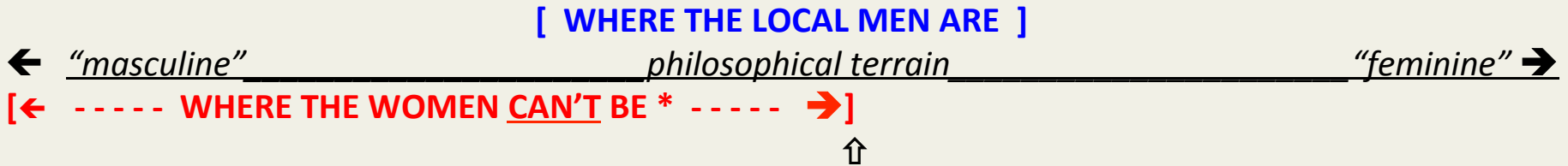


← dir of philo schema

dir of woman schema →

# Where is it *SAFE* to be a woman in Philosophy when?

BOLD EMPIRICAL HYPOTHESIS #1: ☠️💀👤 [women more masculine than men]



\* unless very nice (read: docile) and inconspicuous = unthreatening

# Short History of Philosophers: why the numbers can't catch up

BOLD EMPIRICAL HYPOTHESIS #2: as more women join the field,  
*so do more bloated men who are marginalizing out the women*

**[WHERE "THE GIANTS" USED MOSTLY TO BE]**

← "masculine" philosophical terrain "feminine" →

*Meanwhile, philosophy becomes professionalized (more and only men)...*

By the Bloat Effect:

1900 [WHERE MOST LOCAL MEN ARE]

[← --- WHERE THE WOMEN COULD HAVE BEEN --- →]

1950 [ WHERE MOST LOCAL MEN ARE ]

[← --- WHERE THE WOMEN COULD BE --- →]

Ruth **WHO?**  
*[cf. New York Times obituary issue!]*

Ms Anscombe

Philippa Foot

*Meanwhile, women enter academia...*

2000 [ WHERE MOST LOCAL MEN ARE ]

[← WHERE THE WOMEN CAN BE →]



# Why Philosophy More than...

## Linguistics?

← “masculine” *linguistic terrain* “feminine” →

formal semantics

theoretical syntax

socio-linguistics

= *young, ahistorical discipline*

= *more gay men (through language and anthropology), less “woman threat”*

## Law? Business?

← “masculine” *legal terrain* “feminine” →

corporate law

human rights law

= *independent contractors (more objective standards)*

= *ubiquitous objective needs*

## Sciences?

← “masculine” *scientific terrain* “feminine” →

math/physics

biology

= *ahistorical discipline*

= *more objective standards*

## Philosophy is oppressed:

- By the weight of history on the discipline, which has petrified gender schemas:

“It is the best for all tame animals to be ruled by human beings. For this is how they are kept alive. *In the same way the relationship between the male and the female is by nature such that the male is higher, the female lower, that the male rules and the female is ruled.*”

---Aristotle, *The Politics*.

- By scarcity of objective standards, which gives free rein to gender schemas
- By denial

# Why it will not, cannot, just won't change

(And ergo why women should be discouraged from going into Philosophy?)

Like racism, sexism is a ubiquitous mental illness.

It does not disappear.

It only becomes **more latent**, or **more manifest**.



Photo of editor of distinguished philosophical journal Synthese advertizing his logic class...

# BIG PROBLEM:

- To criticize, or solve, sexism, you have to talk about it.
- This renders it more manifest.
- Manifestation triggers reactions of enormous proportions.

## **What Happens When Women React:** **The META Double Bind**

**“What happens when schemas clash because they are associated with contradictory expectations?”**

**When this happens, interesting problems with highly emotionally charged overtones can arise. The more central a schema is to a person’s beliefs, the more painful the clash will be.” (Valian)**

## From Bullying to Genocide 1

*Just Us Justice – The Gentle Genocide of Workplace Mobbing*, Janice Harper.

Conflicts with bullies generally head in one of two directions.

Either you begin telling people about what the bully is doing to harass you, solicit their experiences, find that they, too, have had problems with the bully, and **together** you report your concerns to higher management [*because \*forget it\* if you're a woman and it's only happening to you*], an investigation ensues, and the bully is out the door.

Or the bully begins telling people about what *you are doing to annoy him or her, solicits their experiences, finds that they, too, have had problems with you, and together they report their concerns to higher management, an investigation ensues, and you are out the door.*

*Either way, bullying is no longer the issue. What you're dealing with is a mob.*

**Who has power in \_\_\_\_\_?**

FILL IN YOUR PROFESSION

So what is the fundamental difference between which one of you, the bully or yourself, is out the door?

**Power.**

**If the bully is someone with power or influence over others in the organization, even if not beloved by the workforce, *you will be out the door if you solicit support from others (and completely ignored, or still out the door, if you don't)***

In most work settings, it is fairly easy to eliminate an employee; they can be terminated for no reason at all. But when there is the possibility that doing so could lead to charges of discrimination or retaliation – such as when the target is a woman in a male-dominated work force ... a whistle-blower who has reported discrimination or sexual harassment, or if the worker is protected by a union, a contract or tenure, eliminating them is not so easy.



***If power determines *who will go*, then persuasion determines *how they will go*. It is fairly easy to eliminate a person from any group, and persuade others to share that objective, as long as the person in power understands that it is necessary to:***

- 1) shape perception that the target is different from others and that the difference is undesirable;**
- 2) frame the problem in a specific manner that places the responsibility for the conflict squarely on the shoulders of the person to be eliminated;**
- 3) elicit fear and loathing among the workforce toward the targeted employee; and**
- 4) diminish the social support and strategic capacity of the target to defend themselves.**

# Genocide: Justice vs Just Us

Warfare provides a framework for understanding how organizational hierarchies are structured in the workplace and allegiance to the employer is strengthened.

But genocide provides a framework for understanding how humans can be persuaded to act inhumanely and horrifically against the very people they once dined and danced with.

- Do not assume that if your conflict involves your status as a member of a group of people (by gender, race, ideology, whatever) that other members of the group will support you, no matter how blatant the discrimination. They will be courted by management, provided rewards, and they will be afraid. They will almost always turn against you.
- Do not expect that if you file a sexual harassment action, that feminists will support you – no matter how vocal they have been about their views on the topic.

- Do not expect that a person's political ideology, stated values, or religion will have any bearing on how they respond to your attack. The more they are committed to a moral framework, the more strongly they will likely condemn you so that they can persuade themselves that they are acting within their moral code.
- Bear in mind that the most effective accusations are those which are outlandish, and/or contrary to everything you openly believe in, a principle which Joseph Goebbels well understood when he advised Hitler that if you tell a lie big enough and often enough, people will believe it. This is because people tend to believe an accusation of such nature could not possibly be made unless there was some evidence to support it.

# Eliminating “non-docile” women

- Get out. No matter what the cost, mobbing is not something most survive. Leave before your reputation is destroyed, your finances wiped out by attorney fees, your spirit savagely attacked.
- **When you are at war, you can win. But mobbing is not a form of warfare, it is a form of genocide, and the only way to survive genocide is to flee.**

# The Divine Right of Kings : Qui Bono?

Learn about gender schemas. But do not expect this to imply that you are innocent of them. You are not.

Cultivate awareness of your and others' gendered mind.

**Notice:** gaze direction, talk time, emotional reactions,...

**Fight denial:**

**Don't take any of this lightly. It's no joke.**

No man has a divine right to be King.

No king simply gives up their divine right to be King.

***Don't flatter yourself: this is not a meritocracy.***

Yes, invisible barriers stand in women's way.

# Not Affirmative Action: **Affirmative Reaction**

***LIKE* the women you RESPECT.**

**Don't just LIKE "*NICE*" women.**

**"BAD" women are threats only to  
your own insecurities.**

Change your mind. → Change your behaviour. →  
→ **Change observed sex differences.** →  
→ Change gender schemas

- **Blind review EVERYTHING:**
  - student papers & exams
  - grant & job applications
  - journal & book submissions
- **Understand and minimize stereotype threat. Create a critical mass.**
- **Interview behind a veil.**
- **Assign weights blindly & don't backtrack.**
- **Yes, BOYCOTT GENDERED CONFERENCES.**
- **Raise & objectify standards.**
- **Stop flattering yourself. Get rid of bloat.**





## Special acknowledgments to:

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**Jennifer Saul**

**Virginia Valian**

All the bright philosophically-minded women **who have been pushed out,**

All the bright philosophically-minded women **who are struggling to stay in,**

All the men & women with gendered insight and integrity **who sustain them.**

# Why This is EVERYBODY's Business

“Everything's connected to everything else.”

Gender schemas



Gender bullying



“Genocide”



**Gendercide**

January 2010

Jiangxi province, China

140 boys :: 100 girls

in the 1-4 age group

**Gender schemas kill.**