

# Download Male Bias In The Development Process

A vast body of research shows that the hiring process is biased and unfair. But there are steps you can take to recognize and reduce these biases. Bias—a tendency to believe that some people and ideas are better than others—wreaks havoc in the workplace. It keeps women and people of color out of the boardroom, limits job opportunities, prevents organizations from the true monetary and cultural benefits of a diverse workforce, makes it difficult for Baby Boomers to get jobs and more. “Gendered Innovations” means employing methods of sex and gender analysis as a resource to create new knowledge and stimulate novel design. The term was coined by Londa Schiebinger in 2005. This website features state-of-the-art “Methods of Sex and Gender Analysis” for basic and applied research. We illustrate how to apply these methods in case studies. The gender pay gap in the United States is the ratio of female-to-male median or average (depending on the source) yearly earnings among full-time, year-round workers. The average woman's unadjusted annual salary has been cited as 78% to 82% of that of the average man's. However, after adjusting for choices made by male and female workers in college major, occupation, working hours and ... - Male Bias In The Development Process