

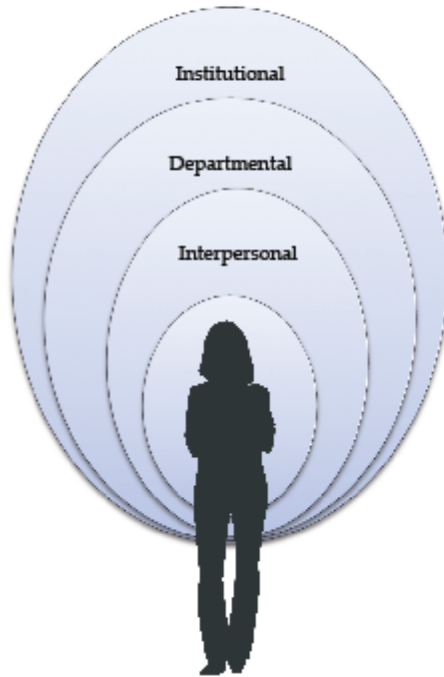


**Development of a Subtle Gender Bias Index (SGBI)  
to better understand micro-inequities within academic settings**



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University of Massachusetts Lowell & University of Massachusetts Worcester

Women in academic STEM fields face subtle gender biases that are often difficult to pinpoint and measure. Our current NSF ADVANCE PAID project is designed to remedy this situation. Analysis of 19 individual interviews with STEM women at 2 universities reveal subtle biases pertaining to attitudes, visibility of women's work, access and allocation to resources (formal & informal), mentoring, clarity of and assistance with promotion & tenure, and hostile cultural climates. Interview results have informed the development of index items across multiple levels: institutional, departmental, interpersonal, and individual.



**Sample Index Items by Contextual Level**

**Institutional** – Policies & procedures, infrastructure, & higher administration

- “My institution supports policies that ensure everyone is treated fairly regardless of race, gender, and sexual orientation.”\*
- “There are opportunities to attend skill building workshops (e.g., grant writing).”
- “At my institution, there are predominantly White males in charge.”

**Departmental** – Department culture, general day-to-day work relationships, collegiality; assistance with promotion & tenure, relationship with department chair

- “There is a clear power hierarchy that you must follow within my department.”
- “Men in my department are unsure how to treat women faculty.”
- “Men and women in my department are equally likely to be recommended for tenure.”\*

**Interpersonal** – Women’s interactions with others in their work environment

- “Men in my institution are comfortable interacting with women.”\*
- “Male faculty in my institution are hesitant to mentor female mentees because of the potential appearance of intimacy.”
- “Some of my male colleagues are only superficially supportive of women’s struggles with inequities, not in a productive, useful way.”

**Individual** – Individual supports & exposure to possible bias

- “I have co-workers who buffer me from negative colleagues.”\*
- “I have been taken advantage of by others at my institution.”
- “I have observed other colleagues experiencing bias.”

\* Endorsement generally indicates bias. Therefore, this item is reverse coded.

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<http://uml.edu/ADVANCE>

<http://www.umassmed.edu/ofa/equity/advanceTeam.aspx>