

# Identifying the Prevalence of Gender Biases among the Computing Organizations

Sayma Sultana, London Ariel Cavaletto, and Amiangshu Bosu

Department of Computer Science, Wayne State University, Michigan, USA

## Objective

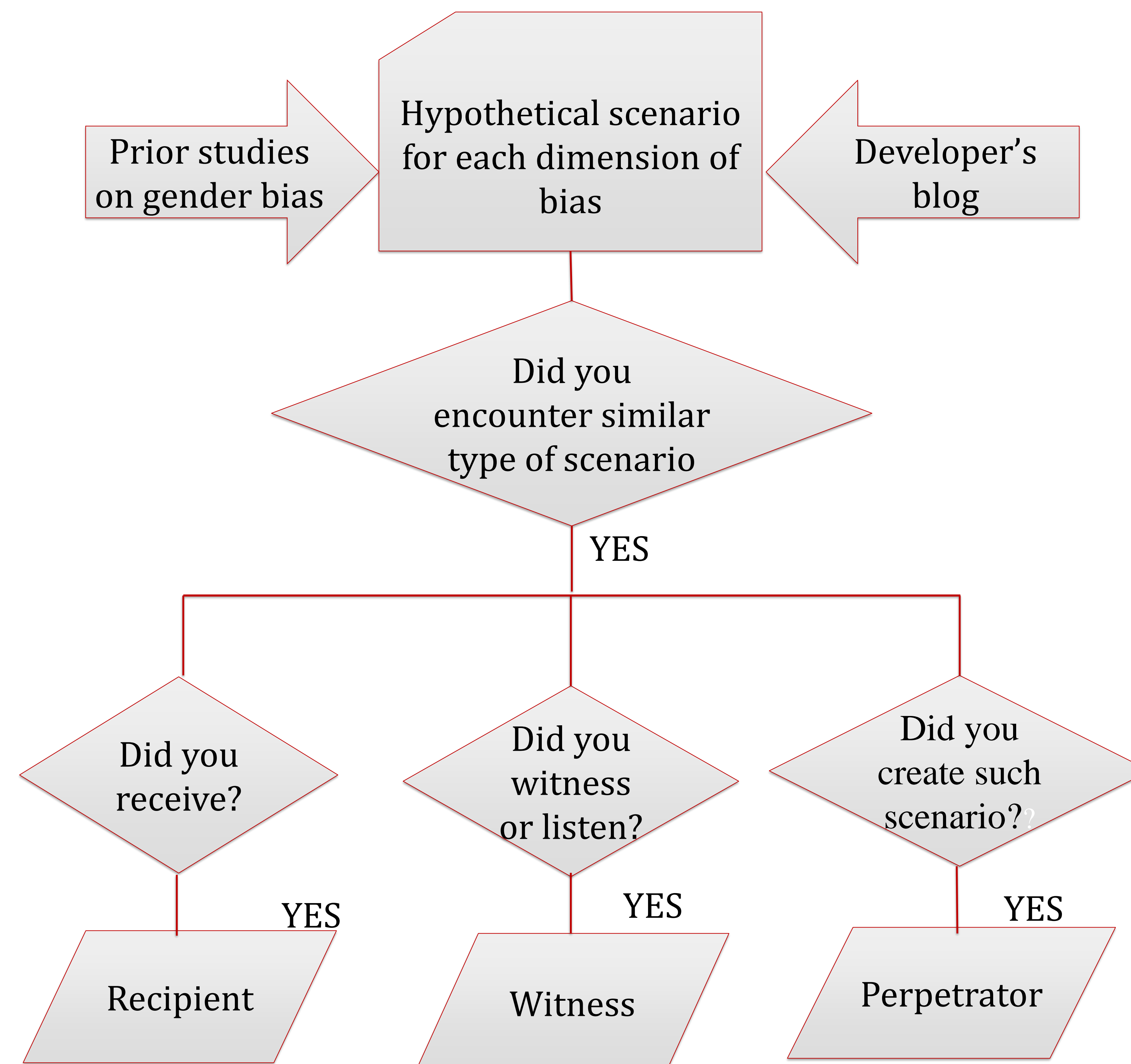
To understand the status quo of four dimensions of gender biases among the contemporary computing organizations

## Bias dimensions

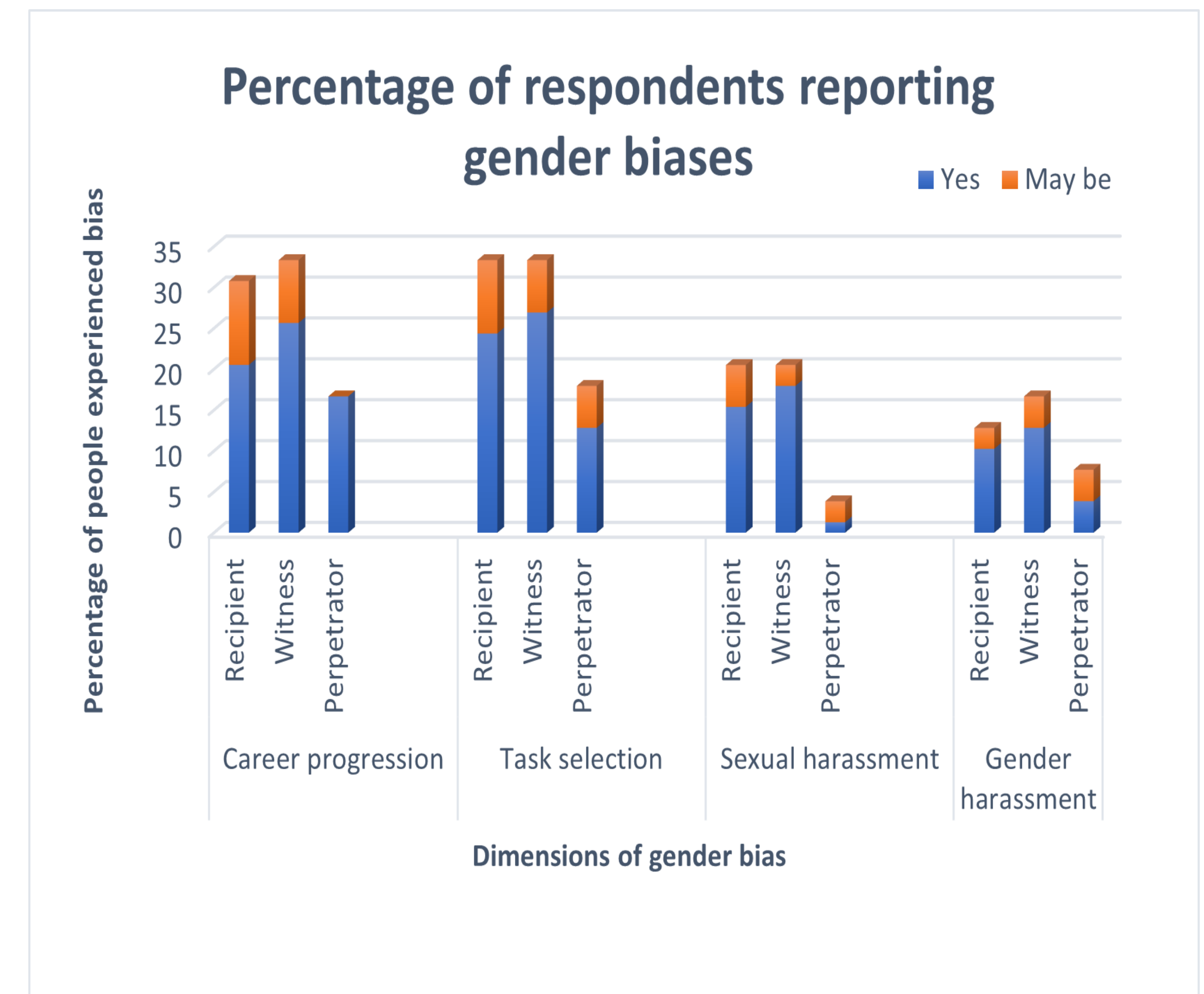
We have identified the following four dimensions of gender biases previous studies [1,2,3]:

- 1) Lack of career development opportunities
- 2) Project or task selection
- 3) Unwanted sexual attention
- 4) Harassment using misogynistic humor or gestures

## Research Method



## Preliminary Results



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College of Engineering

## Future works

- Recipients get frustrated and change career trajectory.
- Inclusion in workplace still out of focus
- We want to invite more software engineers to participate in the survey.

## References

1. {Heilman, Madeline and Okimoto, Tyler, Motherhood: A Potential Source of Bias in Employment Decisions. The Journal of applied psychology, 2008
2. Kuchynka, Sophie and Bosson, Jennifer and Vandello, Joseph and Puryear, Curtis.. Zero-Sum Thinking and the Masculinity Contest: Perceived Intergroup Competition and Workplace Gender Bias. Journal of Social Issues, 2018
3. Quinn, Beth A.. Sexual Harassment and Masculinity: The Power and Meaning of 'Girl Watching'. Gender & Society 16.2002.