Identifying the Prevalence of Gender Biases among the Computing Organizations

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Objective
To understand the status quo of four dimensions of gender biases among 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
Prior studies on gender bias

Hypothetical scenario for each dimension of bias

Developer’s blog

Did you encounter similar type of scenario

YES

Did you receive?

YES

Recipient

Did you witness or listen?

YES

Witness

Did you create such scenario?

YES

Perpetrator

Preliminary Results

Percentage of respondents reporting gender biases

<table>
<thead>
<tr>
<th>Percentage of people experienced bias</th>
<th>Recipient</th>
<th>Witness</th>
<th>Perpetrator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career progression</td>
<td>35</td>
<td>30</td>
<td>25</td>
</tr>
<tr>
<td>Task selection</td>
<td>30</td>
<td>25</td>
<td>20</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>25</td>
<td>20</td>
<td>15</td>
</tr>
<tr>
<td>Gender harassment</td>
<td>20</td>
<td>15</td>
<td>10</td>
</tr>
</tbody>
</table>

Dimensions of gender bias

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