

Excellence through

**EDI**

Equity, Diversity, Inclusion

# Jr. QA Test Engineer Position

## Responsibilities

- Review and analyze web app's requirements
- Execute testing steps manually on web app
- Report and document defects using MS Word

Is this you?

## Who will the successful candidate be?

He will have...

- training in computer science (2 or 4 year degree)
- 15 years work experience  
(need not be related to computer science or testing)
- strong oral and written communication skill
- a keen interest in team building activities  
(Wednesdays 4pm-8pm)

Is this you?

How is this unfair?

EDI is about removing unfairness from the process

Experience in construction or firefighting a bonus for team fit!

# Why care about EDI?

- EDI is about.. **excellence**:
  - Hiring the best person; not selecting for some irrelevant characteristic.
- EDI is about.. **removing unfairness**:
  - Not judging someone based on factors beyond their control
  - **Ex**: Only hiring MIT grads filters on ability to pay \$53,450 US / year tuition, 2019
- EDI is not at the expense of excellence: it's about.. **consciously defining what we want** and not being affected by bias.



# Topics

- 1) What **gets in the way** of recognizing value of a person?
- 2) How do we **unintentionally marginalize people**?
- 3) How is **CS** doing with **gender in EDI**?
- 4) What can **each of us do**?

# Implicit Bias

# Implicit Bias

- **Evaluating Abilities**
  - We must evaluate a person base on their abilities, ..**not their perceived association with a group.**
  - Don't judge competence by perception of another (physical) quality.

# Implicit Bias

- Entrepreneurial ventures pitched by men preferred over.. **identical pitch by women (68% to 32%)**
- Gendered names randomly assigned to applications for lab manager position at major institutions.  
(ex Alex vs Alexis)

## Male names were

- “rated significantly more .. **competent and hireable**”
- “offered a.. **higher starting salary** and more career mentoring”



# Implicit Bias

- **Assertiveness**
  - **Assertiveness** in men seen as.. **strong leadership**
  - **Assertiveness** in women seen as.. **bossy**
- **Asking for a raise**
  - Women asking for higher pay seen as **less nice** and **more difficult to work with**; men not perceived negatively.
- Perceiving oneself as unbiased.. **correlates with showing more bias.**



# Implicit Bias

- **Examples**

- SFU removing some flexibility in salaries to reduce gender differences
- Anecdote of bias in hiring committee's valuing of interdisciplinary research experience
- Blind auditions for orchestras; needed carpet!
- I catch myself speaking to male TAs differently than female TAs.

# Types of Bias

- **Halo Effect**
  - Forming a positive impression a person  
.. **based on another characteristic.**
  - **Ex:** Judging ability to code based on clothing, drink choice, and Sci-fi knowledge
- **Gender / Racial Bias**
  - Judging a person based on their gender or race.
- **Affinity Bias / Similarity Bias**
  - Favour people with whom we are similar/connected.
  - **Ex:** Us hiring only SFU grads!
- **Prestige Bias**
  - Placing (too much) value on the judgment of  
.. **a highly regarded person or institution.**

# What Type of Bias is most likely?

- **Statement 1**

“I know Bert from my tennis club; he’s really nice to work with. We should hire him.”

- **Statement 2**

“All the applicants are very qualified. I think we should go with Bert because he has a masters degree from MIT.”

- **Statement 3**

“I was impressed how the candidate was comfortable talking in front of the whole team. I think she’ll be a great developer.”

- **Statement 4**

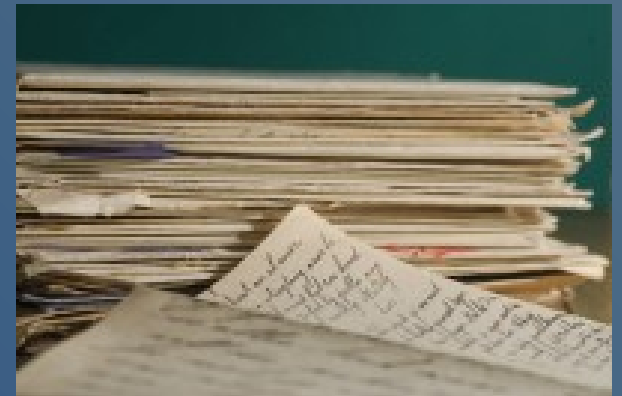
“I don’t think we should hire Susan. She has a masters degree, so it’s likely her skills are more theoretical.”

# Bias Mitigation

- Recognize Bias in Criteria
  - .. Is there bias in the criteria we are using?
  - Ex: Black scholars are less likely to win awards, so don't use just awards to pick best
- Sufficient Time
  - The faster you go the more bias contributes;  
..must objectively consider merits

# Bias Mitigation (cont)

- **Inclusive decision making process**
  - Think about.. **why someone should be hired/promoted** vs looking for reasons to not
  - Biases give us reasons to exclude someone
- **Conscious of Biased Language**
  - Different language **used to describe women and men** doing the same job equally well.
  - **Ex:** Reference letters  
for women focus on social values:  
    **"tried"** or **"cared"**  
for men focus on accomplishments:  
    **"excellent"** or **"lead"**



How do we  
unintentionally marginalize people?

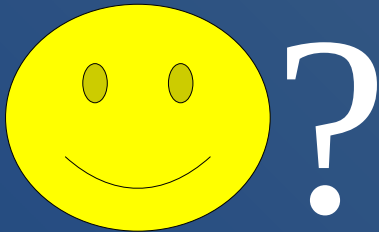
Micro Aggressions

# Micro Aggression

- **Micro Aggression...**  
A casual degradation of a marginalized group.
- **Examples**
  - “Wow, you are good at programming for a woman!”
  - “I was pleasantly surprised your portfolio was written in full sentences.”
- **It Adds Up**
  - Single one not monumental;  
many each day over the years add up!
  - Often done below level of consciousness

# How should we react?

A coworker comes into the lunch room and tells you and four others a joke about gay men; everyone else laughs.



- a. Brush it off; they meant no harm.
- b. “Could you clarify what you mean by that?”
- c. “I know you meant no harm, but that statement is a little disrespectful.”
- d. “I used to think that, but I know I realize it is hurtful...”
- e. “That is a horrible thing to say! Please never say that again.”



# How should we react?

*“You’ll fail. Why don’t you take keyboarding instead?”*

My high school counselor, explaining why he wouldn’t let me take computer science even though I had an A+ in all the prerequisites.

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- b. “Could you clarify what you mean by that?”
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# How should we react?

“So, are you in sales  
(for one of the vendors at  
the conference)?”

Asked to a female researcher  
at a robotics conference,  
who had just  
won best paper award.

... and at numerous other  
conferences and networking events.

**Creative solution:**

She now enters her first name  
in the registration system as  
“**Dr. Angelica**”

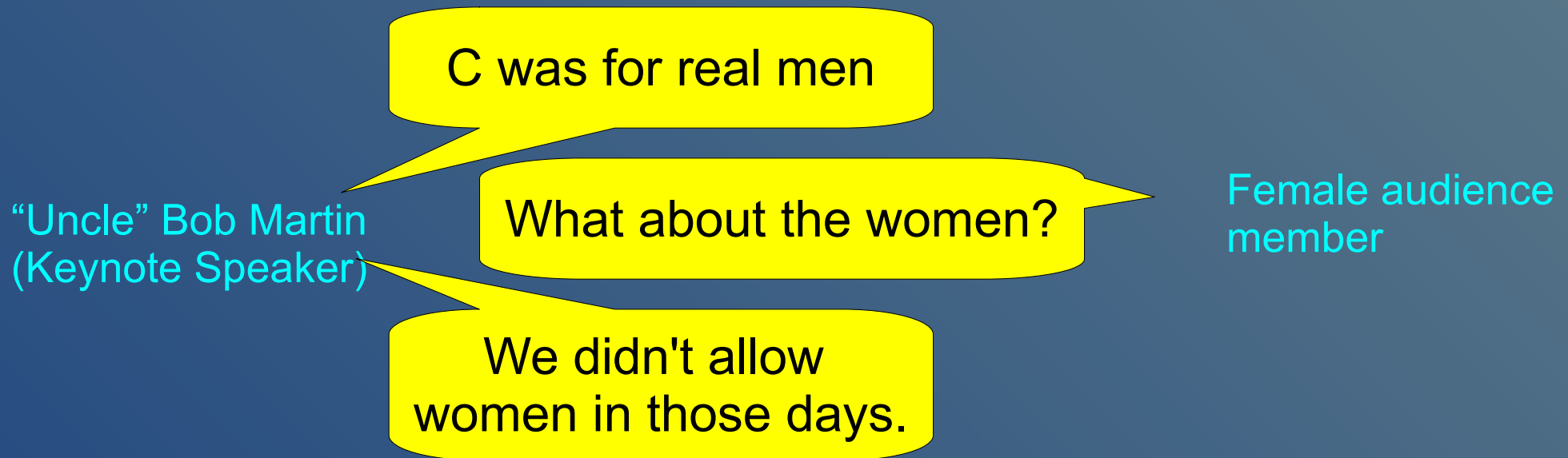
HELLO

my name is

Dr. Angelica Lim

# Actual Example

- At ACCU 2012 conference keynote address  
from his apology posted to GitHub: <https://gist.github.com/unclebob/2508746>



- **Comment Section Response**

"Dear Uncle Bob, you should not apologize. It is time to stop this non-existent anti sexism thing and start caring about real problems."

# On being thick skinned

- Should we be thick skinned and not let it bother us?
  - Do insults bother you?  
If it's **funny**, does it make a difference?
  - Do I have the right to  
**make someone feel bad so I can feel good?**  
Or, does someone else have a right to  
**control me just because they are offended?**
- **I feel:**
  - It is not the responsibility of the target of an insult to accept it without complaint.
  - **I cannot decide for others** what they should tolerate and to what they should object