

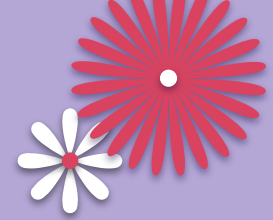


Invisible Women Project

Chapters 4 & 14

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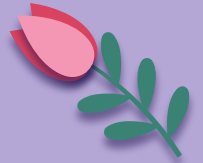
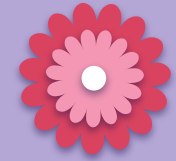


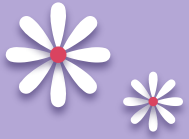
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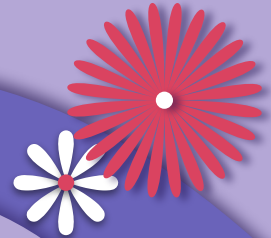
Brief Introduction of Book

"Invisible Women: Exposing Data Bias in a World Designed for Men" is a 2019 novel published by feminist advocate Caroline Criado-Perez. According to Perez's website, "Invisible Women shows us how, in a world largely built for and by men, we are systematically ignoring half the population. It exposes the gender data gap—a gap in our knowledge that is at the root of perpetual, systemic discrimination against women, and that has created a pervasive but invisible bias with a profound effect on women's lives". Reading this book is important for women all around the world because, the books raises important awareness to most societal problems. In our opinion, the book was created to empower women to advocate for their rights and push for change in certain policies that they felt were rude, offensive, and undermining.





Chapter 4 Information



Chapter 4 Summary



What does meritocracy mean? People selected based purely off of their ability.

In this chapter- Myth of Meritocracy

- In hiring promotions, performance, evaluation, men have the unintentional upper hand.
- Women's implied responsibilities are often overlooked.
- Women have the disadvantage starting from gradechool to the workplace.

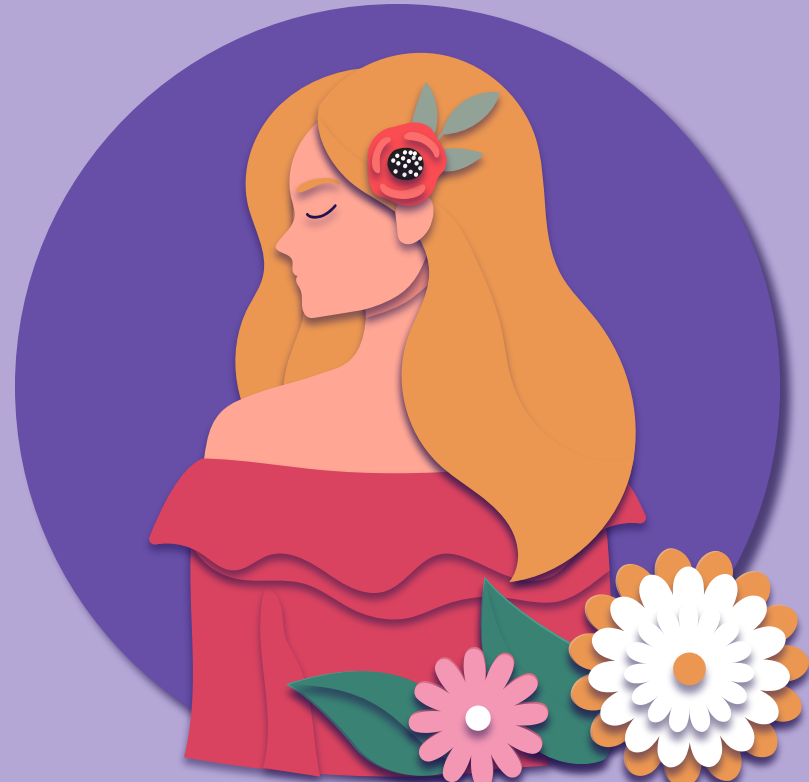


Analysis of Chapter 4

Male as the Default in Research and Design: Perez makes an argument that the male body is often treated as the normal in research with studies and policies typically designed based on male data. As a result women's health issues such as heart disease are often misdiagnosed or not researched enough. Medical research historically excludes women or they use male dominated samples.

The Workplace: The chapter touches on the gender bias in workplace designs particularly in terms of safety measures. Workspaces are often designed with the assumption that the average worker is a male which can lead to discomfort and inefficiency for women. The lack of policies or support systems that account for women's caregiving roles can put them at a disadvantage in the workplace.

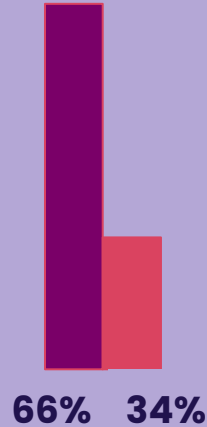
Gender Blind Policies: Perez talks about how policies whether in healthcare, urban design, or the workplace are often made with a gender blind approach. This lack of consideration for women's unique needs shows inequality and results in women being invisible in key decision making processes.



Discussion of Real World Applications

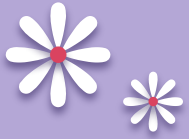


**% of women in the
STEM industry**

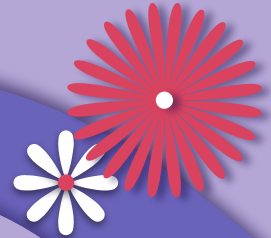


- ♥ The STEM field is dominated by men: personal reasons? Personal failure in the workplace? Inequalities? Myth of Meritocracy?
- ♥ Implicit biases cause less hiring, and leaving of the field leads to underrepresentation
- ♥ Balancing work and family, higher levels of service work
- ♥ In a study from 2021 found regardless of direct discrimination women still believe in meritocracy

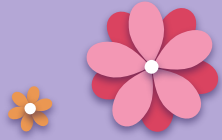




Chapter 14 Information



Chapter 14 Summary



❁ This chapter focuses on the disadvantages women face in the workforce, largely due to under-representation caused by the gender data gap. While the playing field may seem level, women still operate at a disadvantage compared to men- a consequence of creating systems that don't account for gender differences. The system is skewed toward electing men. The main argument is that we need to implement an evidence-based electoral system that is designed to ensure that a diverse group of people is in the room when it comes to deciding on the laws that govern us all.



Analysis of Chapter 14

Main Themes

- Women are under-represented due to the gender data gap.
- The practice of excluding women from decision making is widespread and is one of the most efficient ways that this system has flushed gendered data.
- Politics as it is practiced today is not a female-friendly environment.

Arguments

- Decades of evidence show that the presence of women in politics make a tangible difference in the laws that get passed.
- Democracy is not a level playing field; it is biased against electing women.
- Political abuse is a distinctly gendered occurrence.

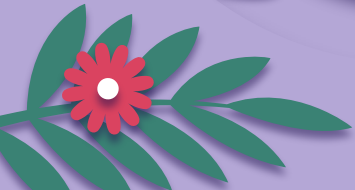




Discussion of Real-World Applications



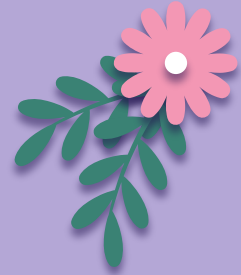
- Hillary Clinton was seen as too ambitious to be the first female president due to the media portraying women as consumerists, trivial, and irrational.
- A 2010 study found that both male and female politicians are seen as power-seeking but this is only a problem for female politicians.
- A 2015 study found that men were on average more than twice as likely to interrupt women as women were to interrupt men. Ex: During a televised debate in the 2016 US presidential election, Donald Trump interrupted Hillary Clinton 51 times, while she only interrupted him 17 times.



Q&A

Questions





Q and A Interactive Questions

- 1) Have you ever felt like you had to work harder to prove yourself because of your gender? Can anyone share an example ?
- 2) What does “fairness” in the workplace mean to you?
- 3) If you could change one thing about workplace culture to make it more inclusive for women, what would it be?



Thank you guys for listening to our presentation!! – Sincerely, Group 1

Citation:

- The STEM Gap: Women and Girls in Science, Technology, Engineering and Mathematics
- AAUW : Empowering Women Since 1881
- The Myth of Meritocracy in the Pharmaceutical Sciences | Molecular Pharmaceutics

