

2022

INTERNATIONAL WOMENS  
DAY

# Breaking the Bias

## 02 IMPLICIT BIAS

People can act on the basis of prejudice and stereotypes without intending to do so

## 04 CARER BIAS

Discrimination against those who have carer responsibilities

## 06 FUNDING AND PUBLISHING BIAS

Lack of publications and grant success by women damages knowledge integrity and leadership in the sector

## 08 INVISIBILITY

Lack of career opportunities, inclusion in networks decreasing motivation and increasing helplessness and apathy

## 10 ACADEMIC CAREER DISTINCTION BIAS

Refers to the evaluation of academic track records not based on merits but biased by gender

## 12 DOUBLE STANDARDS

A rule or principle which is unfairly applied in different ways to different people or groups

## 14 UNCONSCIOUS LEADERSHIP BIAS

Our tendency to judge or classify others through characteristics that are not valid. E.g. that a man is a better leader or researcher

## 16 BIAS AGAINST SINGLE YOUNG FEMALES

Refers to the society's marginalisation of single, young females who have different beliefs to the "common" expectations

## 01 UNTITLING

When women academics are not addressed by their title

## 03 INVISIBLE LABOUR IN THE WORKPLACE

Refers to unpaid work that goes unnoticed, unacknowledged, and thus, unregulated

## 05 DIVERSIFYING SENIOR ROLES

Diversity in senior roles creates an inclusive workforce and relatable mentors and leaders for all

## 07 LIKABILITY BIAS

The tendency to find women less likable when they don't meet the expectations of traditional gender roles

## 09 DISCOMFORT

Creates an unsafe and non-inclusive working environment

## 11 STEROTYPING AND ASSUMPTIONS

This often involves subconsciously singling out a person and monitoring them more closely than others

## 13 CAREER PROGRESSION BIAS

Lack of transparency, discussions, and associating productivity relative to the stage of career in the assessment of academic achievements

## 15 GRANT FUNDING DISPARITIES

Men outnumber women in grant funding numbers and outcomes contributing to the disproportionate representation of men leaders and mentors