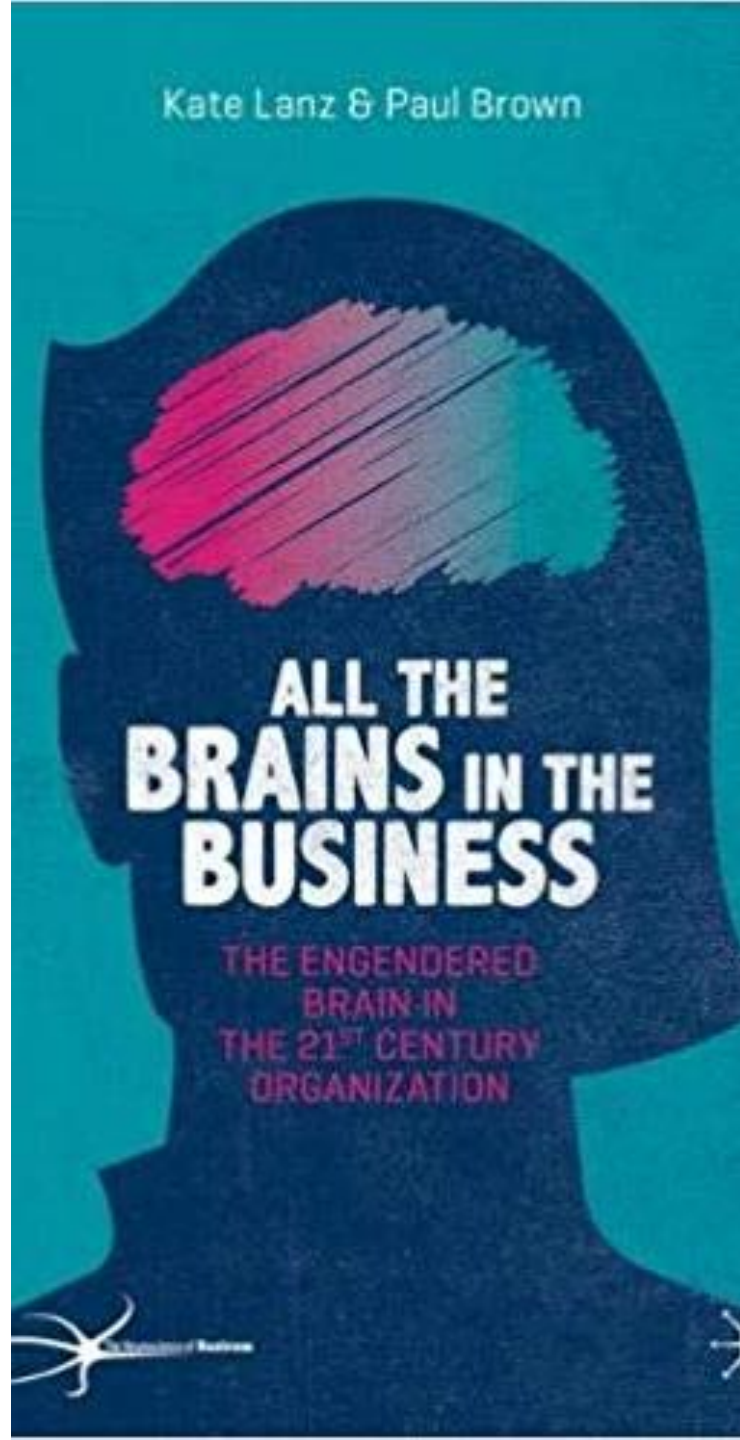




The Myths of our Gendered Minds

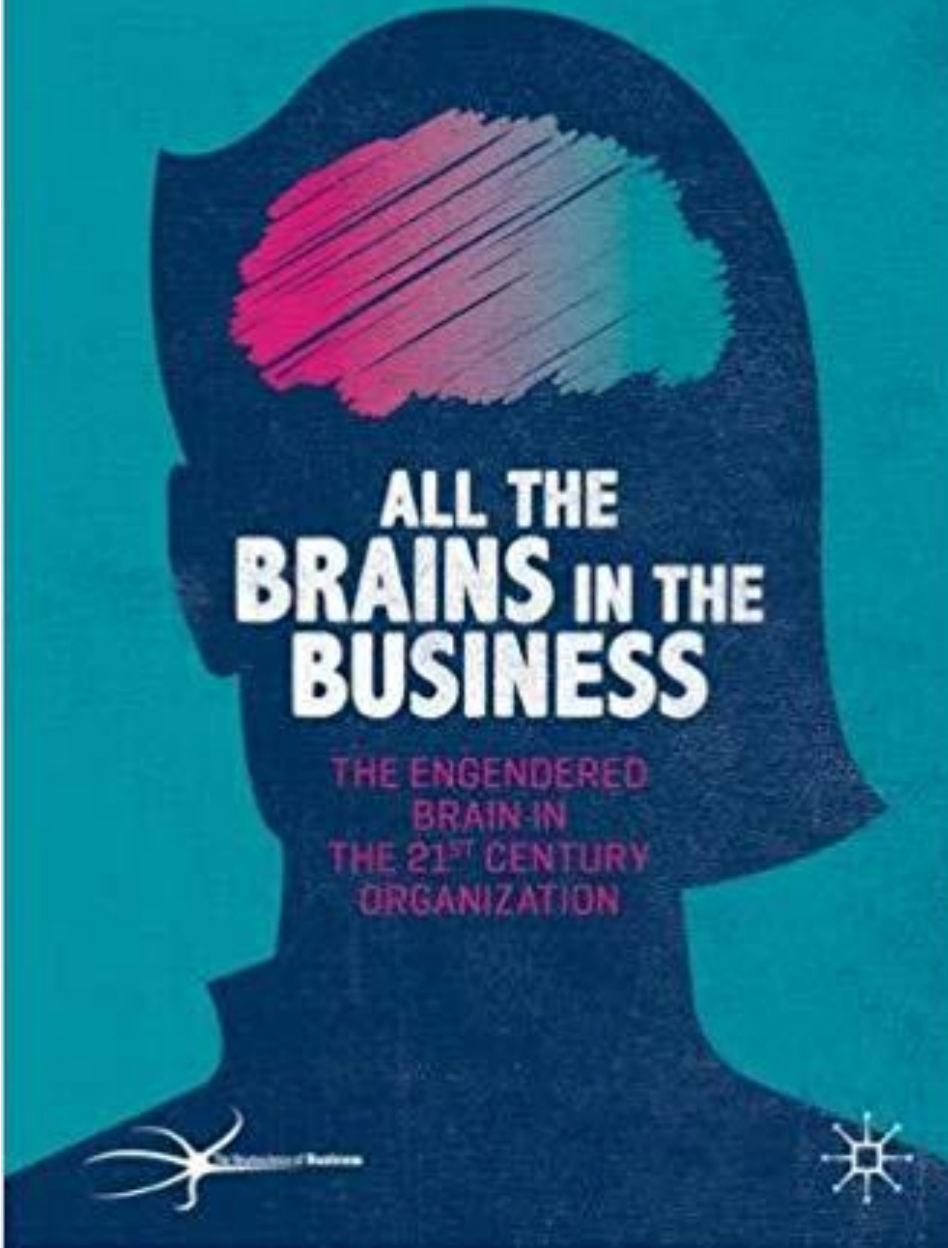
Cordelia Fine

cordelia-fine.com



“The way men and women see their worlds is fundamentally different; and that difference comes from their basic reproductive biology.”

Kate Lanz & Paul Brown



“Properly valuing brain gender diversity in the workplace is one of the biggest and largely untapped sources of competitive advantage for modern businesses. Recent advances in neuroscience provide the key to unlocking it.”



- The evidence for ‘business case’ benefits
- In conflict with the science of sex differences
- Psychological effects of gender essentialism
- Distracts from matters of justice

Social Issues and Policy Review, Vol. 0, No. 0, 2019, pp. 1-36
DOI: 10.1111/sipr.12064

Why Does Workplace Gender Diversity Matter? Justice, Organizational Benefits, and Policy

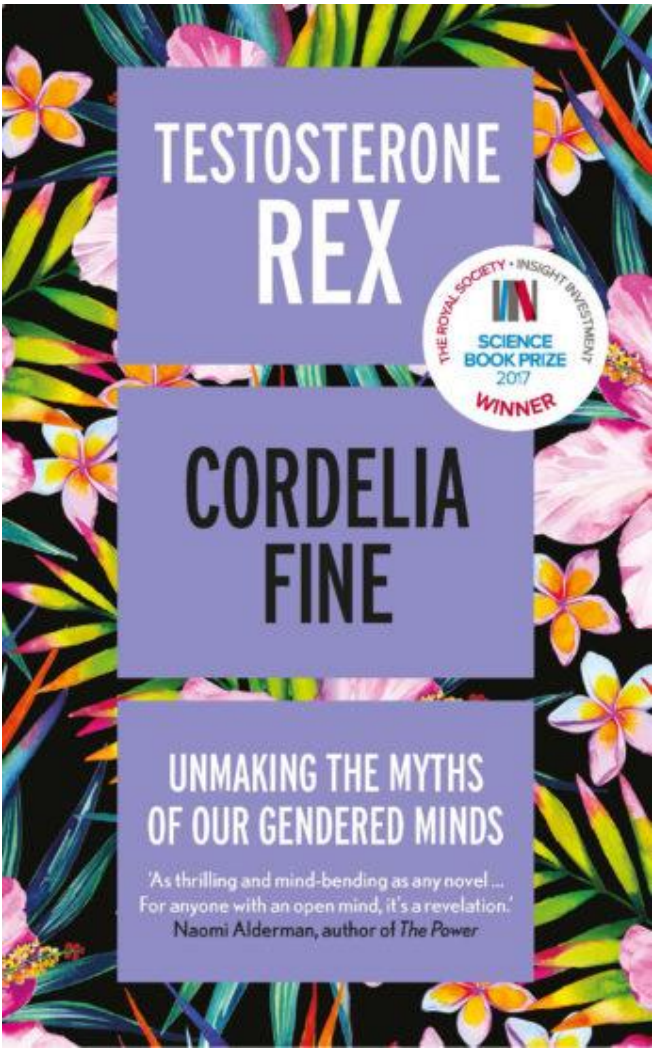
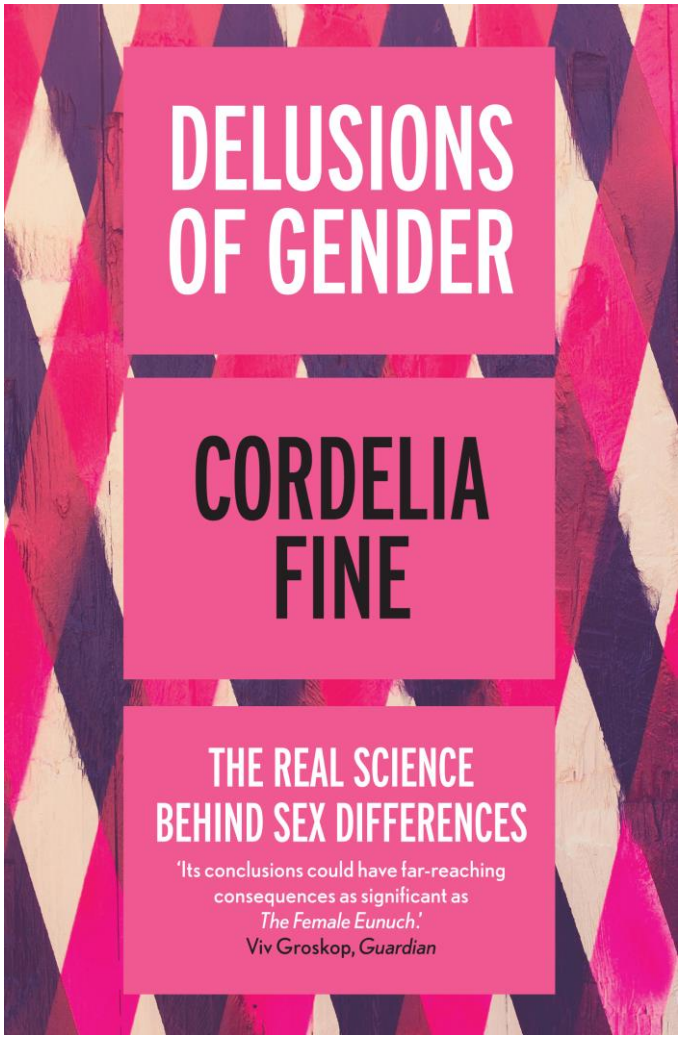
Cordelia Fine*, Victor Sojo, and Holly Lawford-Smith

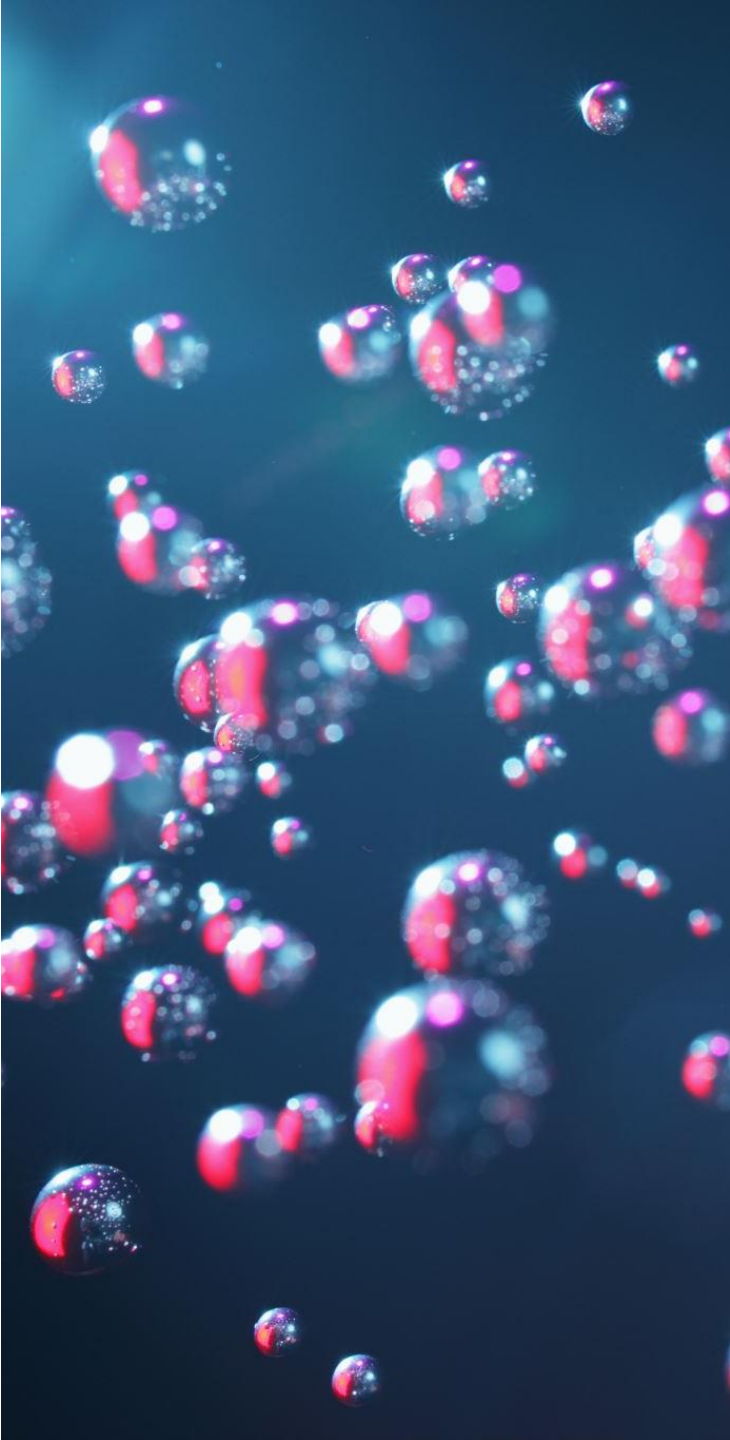
The University of Melbourne

Email: cfine@unimelb.edu.au



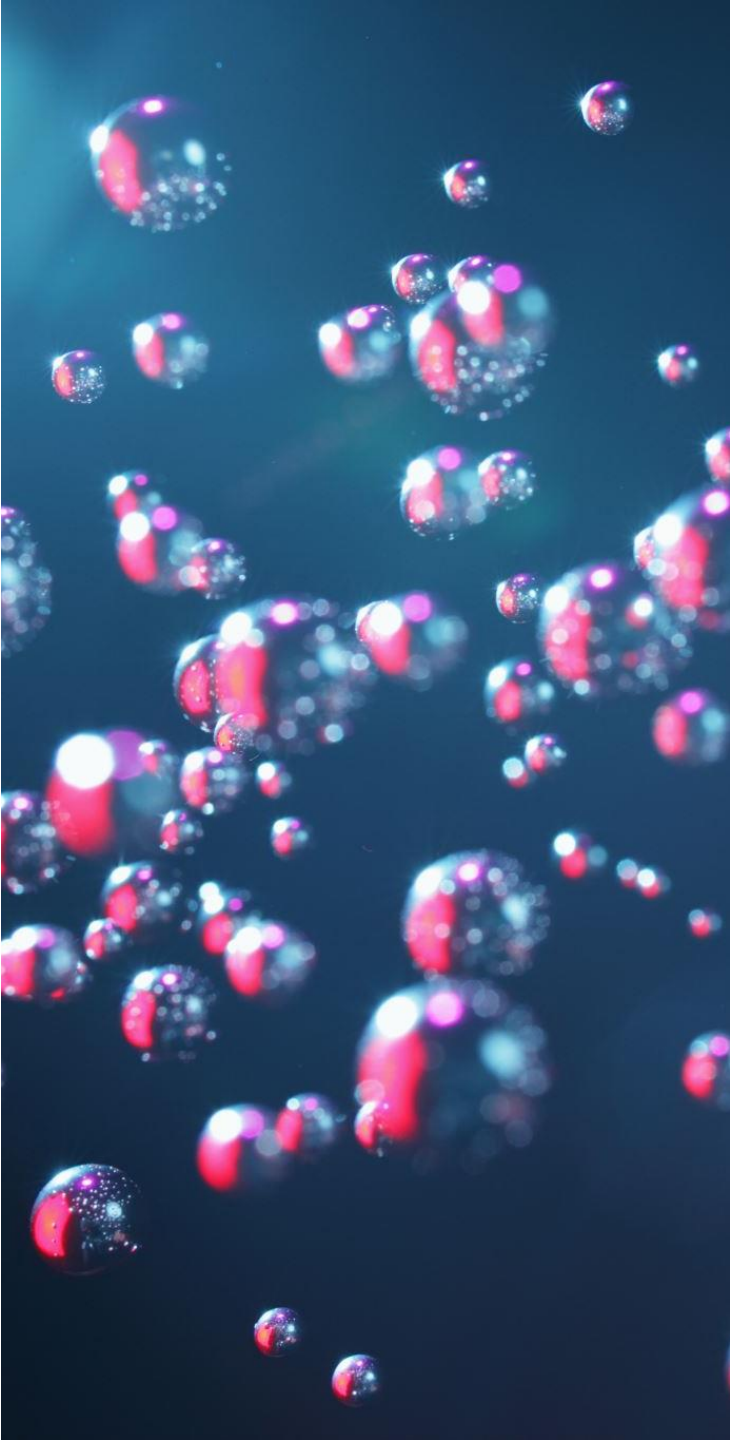
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The science of sex differences

- The size of differences
- Differences at the 'extremes'
- How characteristics combine in individuals
- 'Things' versus 'people'



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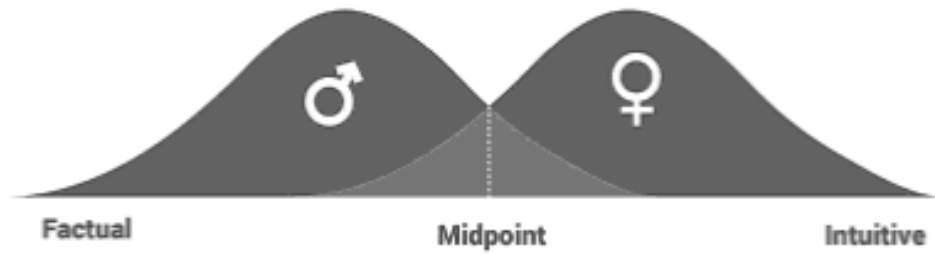
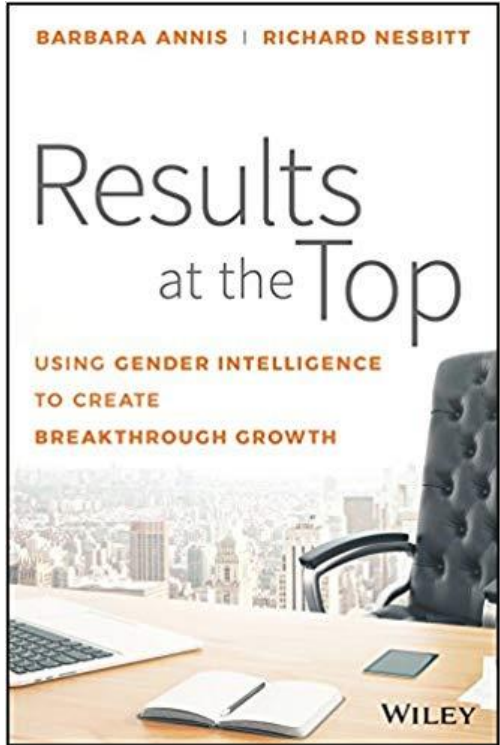
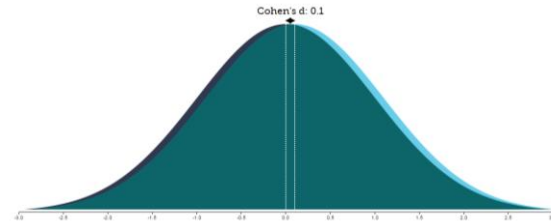


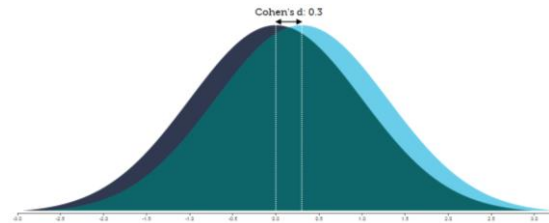
Figure 3.1 The Bell Curve of Gender Tendencies

A 2005 review of 46 meta-analyses of 'basic building blocks' of behaviour (Hyde 2005):

30% were very small
($d = 0$ to 0.1)



48% were small
($d = 0.11$ to 0.35)



15% were medium
($d = 0.36$ to 0.65)

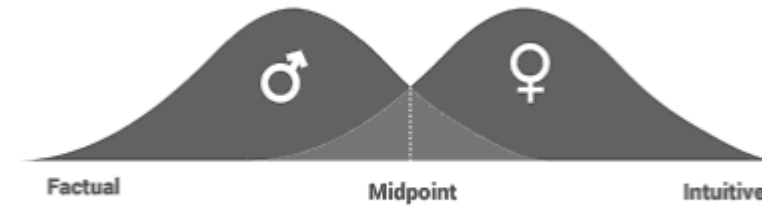
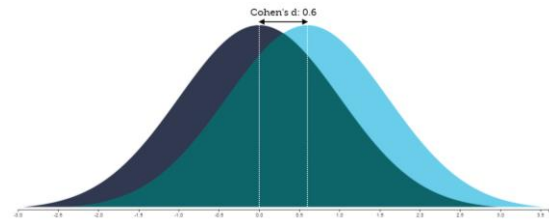


Figure 3.1 The Bell Curve of Gender Tendencies

Tool created by Kristoffer Magnusson, available at <http://rpsychologist.com/d3/cohend/> licensed under a Creative Commons Attribution 4.0 International license.



Leadership style



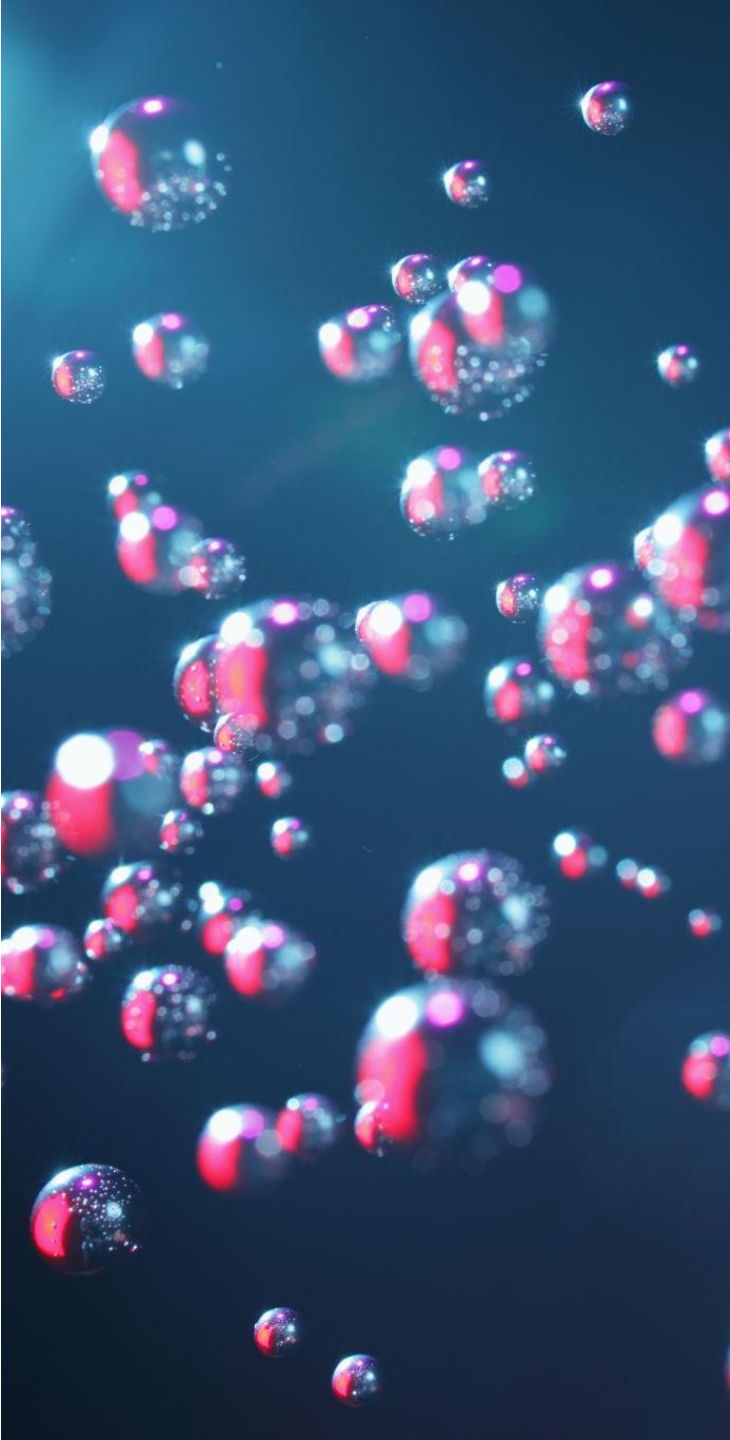
Favoring ethical
business practices



'Masculine' values
(social status,
prestige, control and
dominance, personal
success)



'Feminine' caring
values





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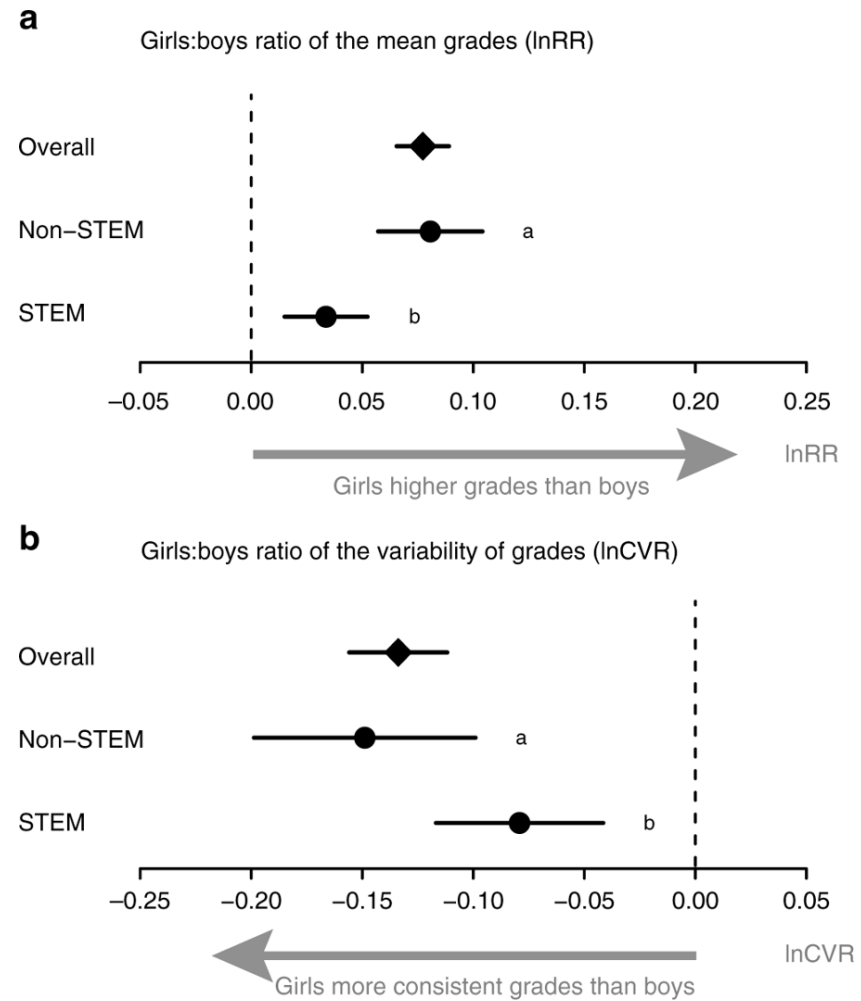
MENU ▾

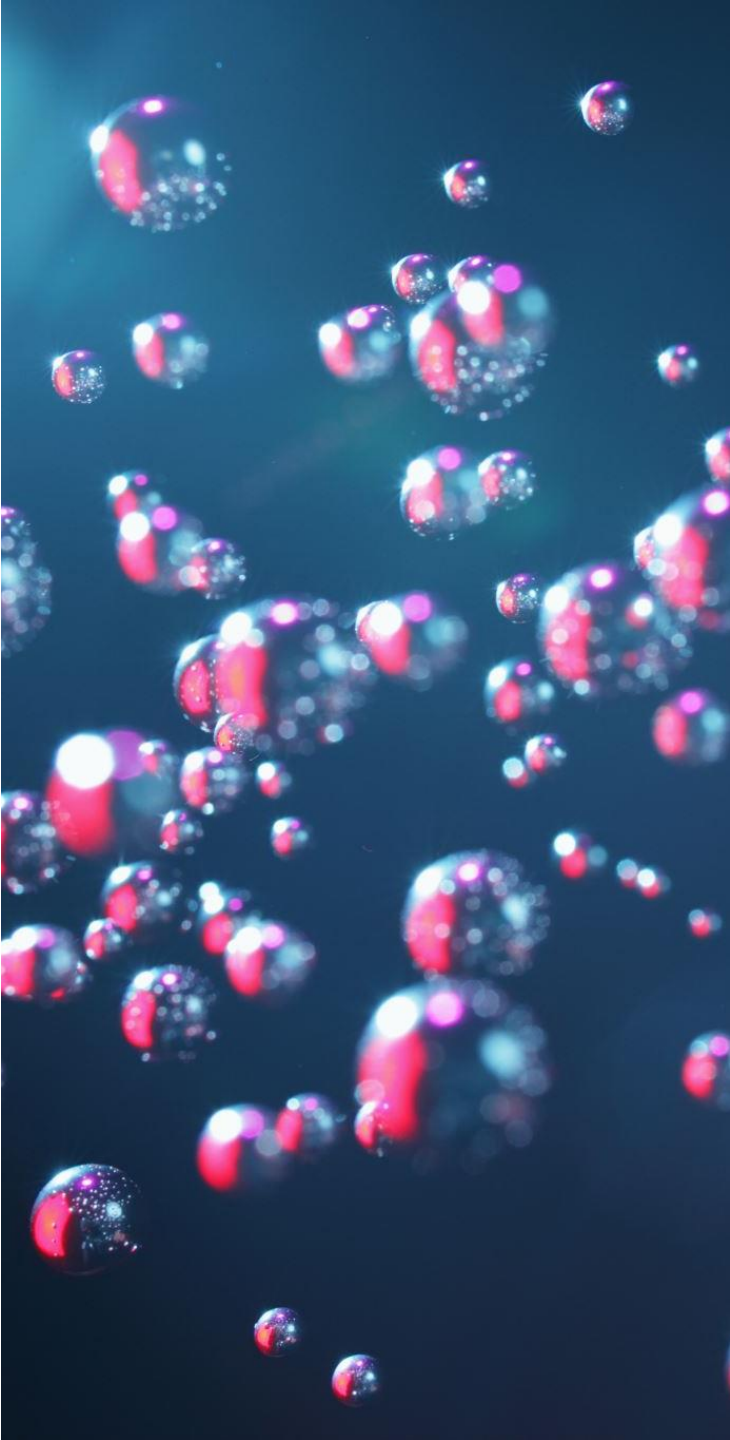
Article | OPEN | Published: 25 September 2018

Gender differences in individual variation in academic grades fail to fit expected patterns for STEM

R. E. O'Dea , M. Lagisz, M. D. Jennions & S. Nakagawa 

Nature Communications 9, Article number: 3777 (2018) | [Download Citation](#)





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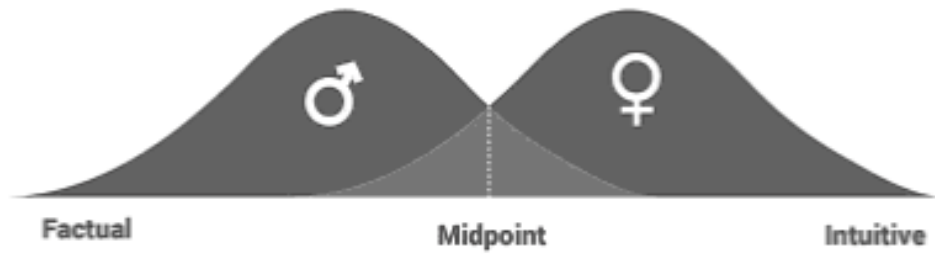
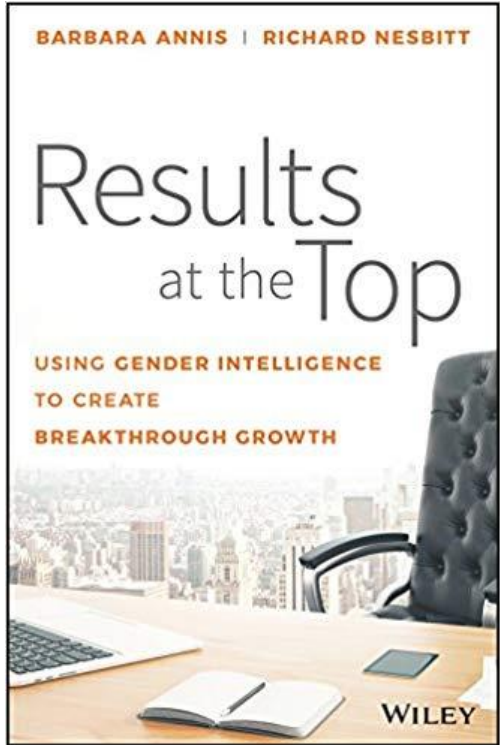


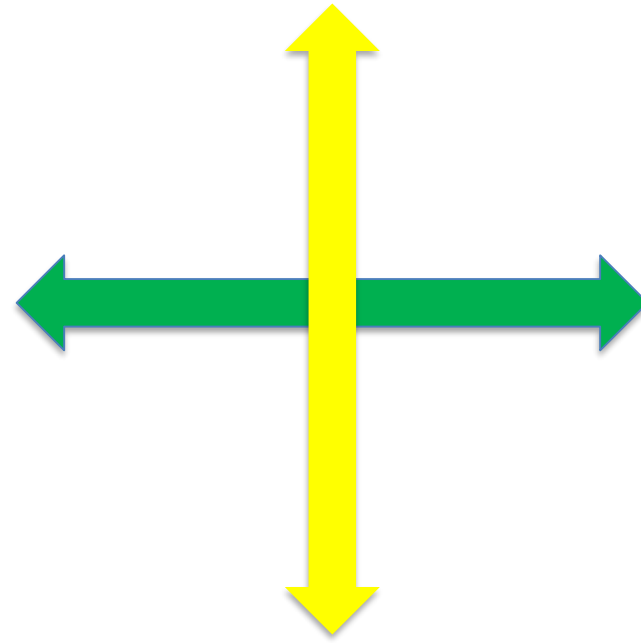
Figure 3.1 The Bell Curve of Gender Tendencies

Testing the Empathizing–Systemizing theory of sex differences and the Extreme Male Brain theory of autism in half a million people

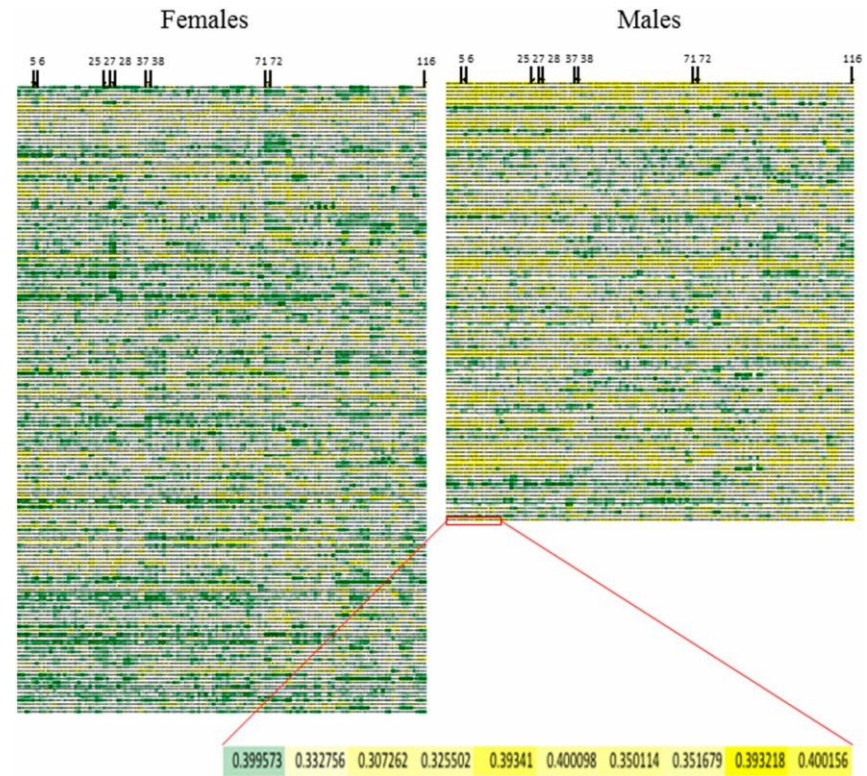
David M. Greenberg^{a,1,2}, Varun Warriar^{a,1}, Carrie Allison^a, and Simon Baron-Cohen^{a,2}

^aAutism Research Centre, Department of Psychiatry, University of Cambridge, Cambridge CB2 8AH, United Kingdom

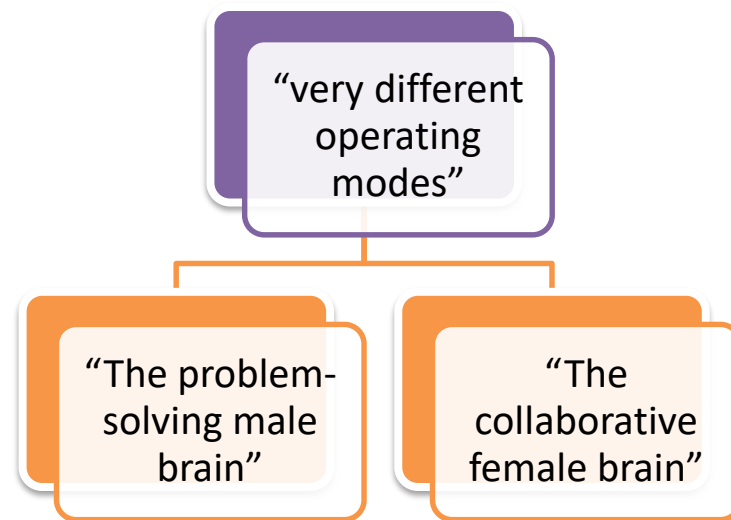
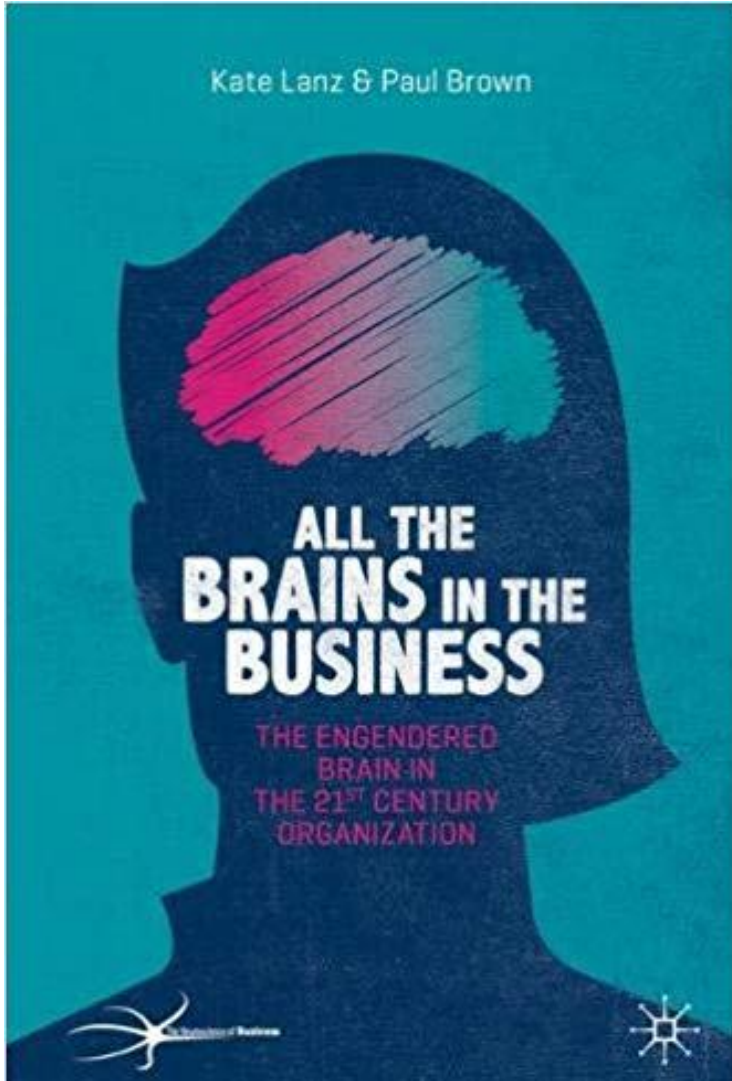
Edited by Leda Cosmides, University of California, Santa Barbara, CA, and accepted by Editorial Board Member Michael S. Gazzaniga September 27, 2018
(received for review June 27, 2018)



The human brain mosaic.



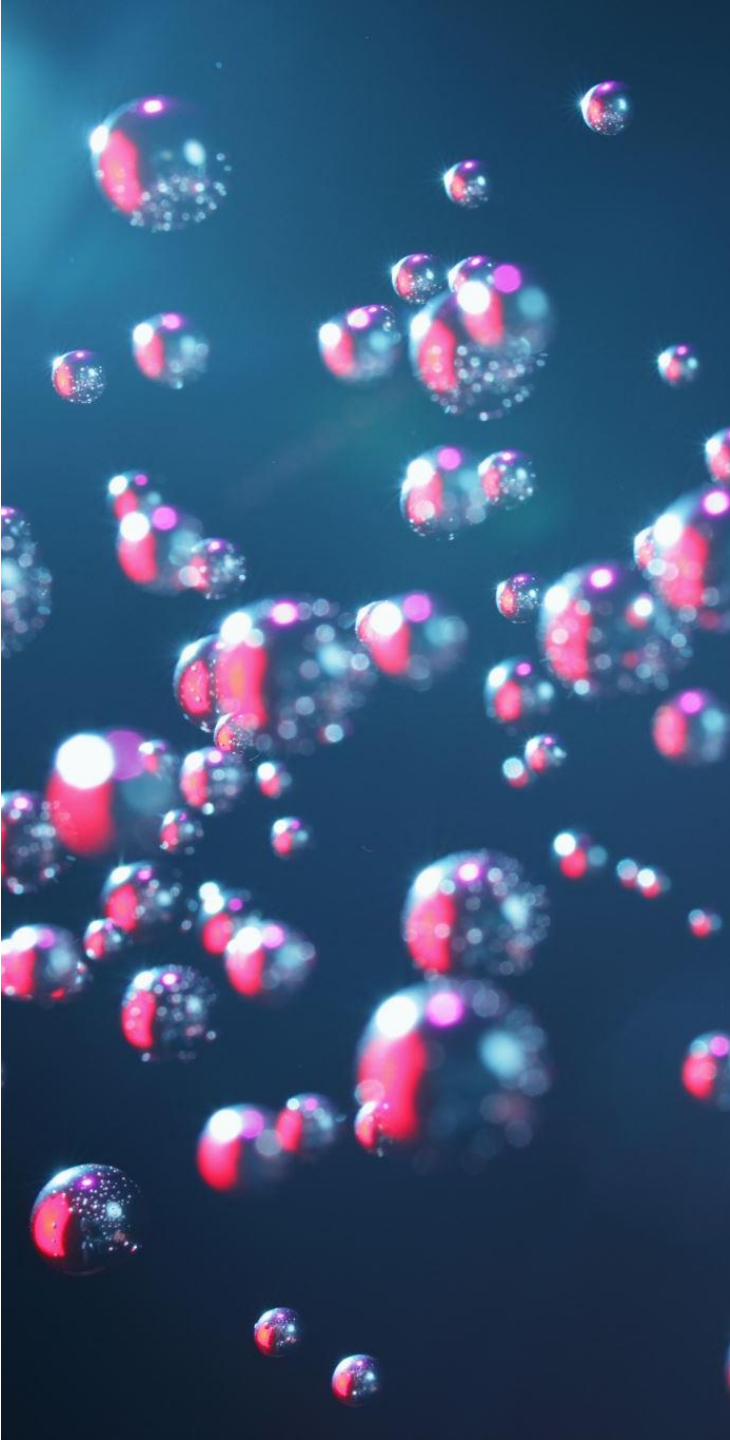
Daphna Joel et al. PNAS 2015;112:15468-15473





-
- You can predict with good accuracy whether someone is male or female based on the combination of brain characteristics / psychological attributes they have.
 - But you *can't* do the opposite.
 - And it is a person's particular combination of attributes that tells you what they are like, and how different or similar they are to someone else.

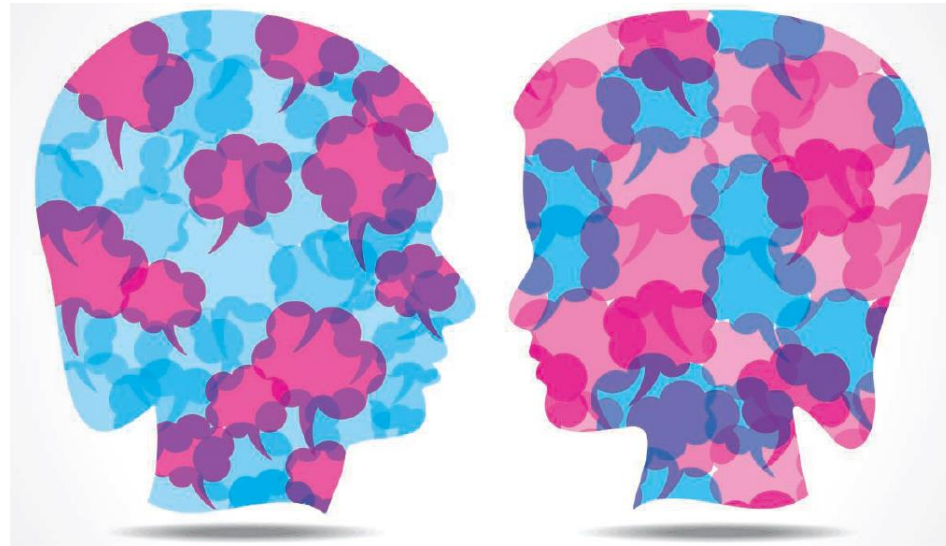
See Joel & Vihanski (2019), *The Gender Mosaic*



The science of sex differences

- The size of differences
- Differences at the 'extremes'
- How characteristics combine in individuals
- 'Things' versus 'people'

- Sex differences in 'empathizing' and 'systemizing' modest in size
- What *are* 'things'?
 - Biased by gender schemas?
- Interests are not bipolar
- Interests are not fixed



From Fine (2014), *Science* 346

TOPICS SEARCH **Los Angeles Times**

As UC Santa Barbara enrolls more students from China, professors complain about...  India's richest man throws the wedding to end all weddings, with Beyonce an...  His Big Sur wedding ran afoul of coastal regulators. So tech billionaire Sean...

The futility of gender-neutral parenting

By DEBRA W. SOH JAN 06, 2017 | 4:00 AM



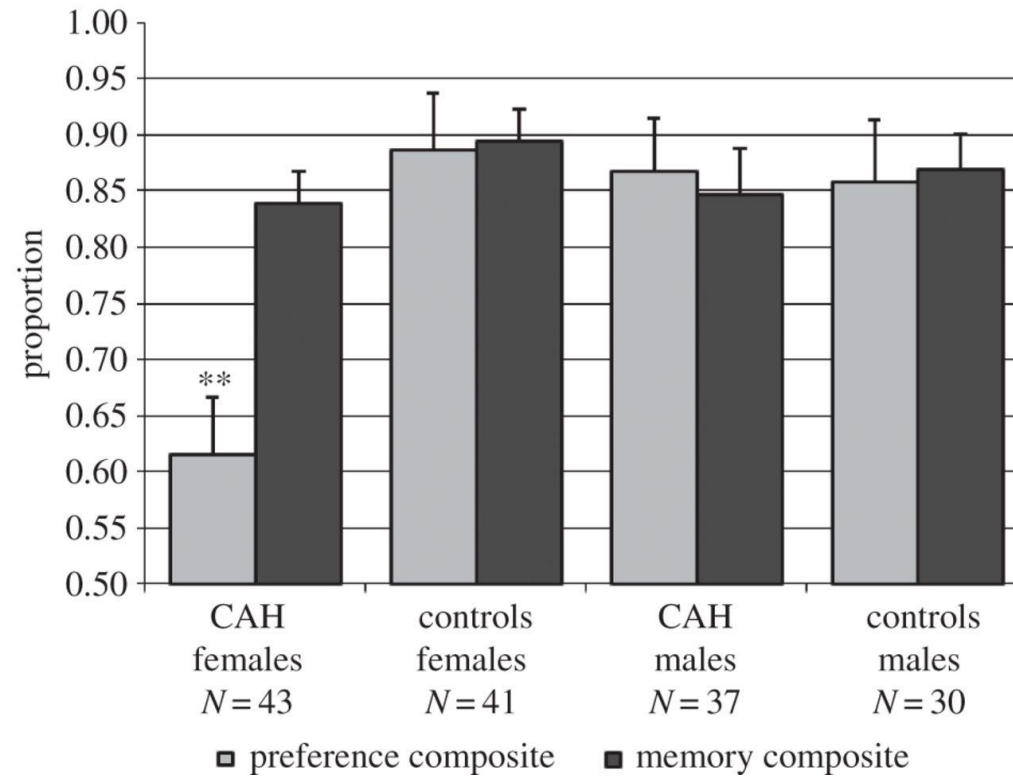
A woman watches her daughter play with a doll in Bedford Hills, N.Y. on April 12, 2016. (Julie Jacobson / Associated Press)

“a large and long-standing body of research literature shows that toy preferences, for example, are innate, not socially constructed or shaped by parental feedback.

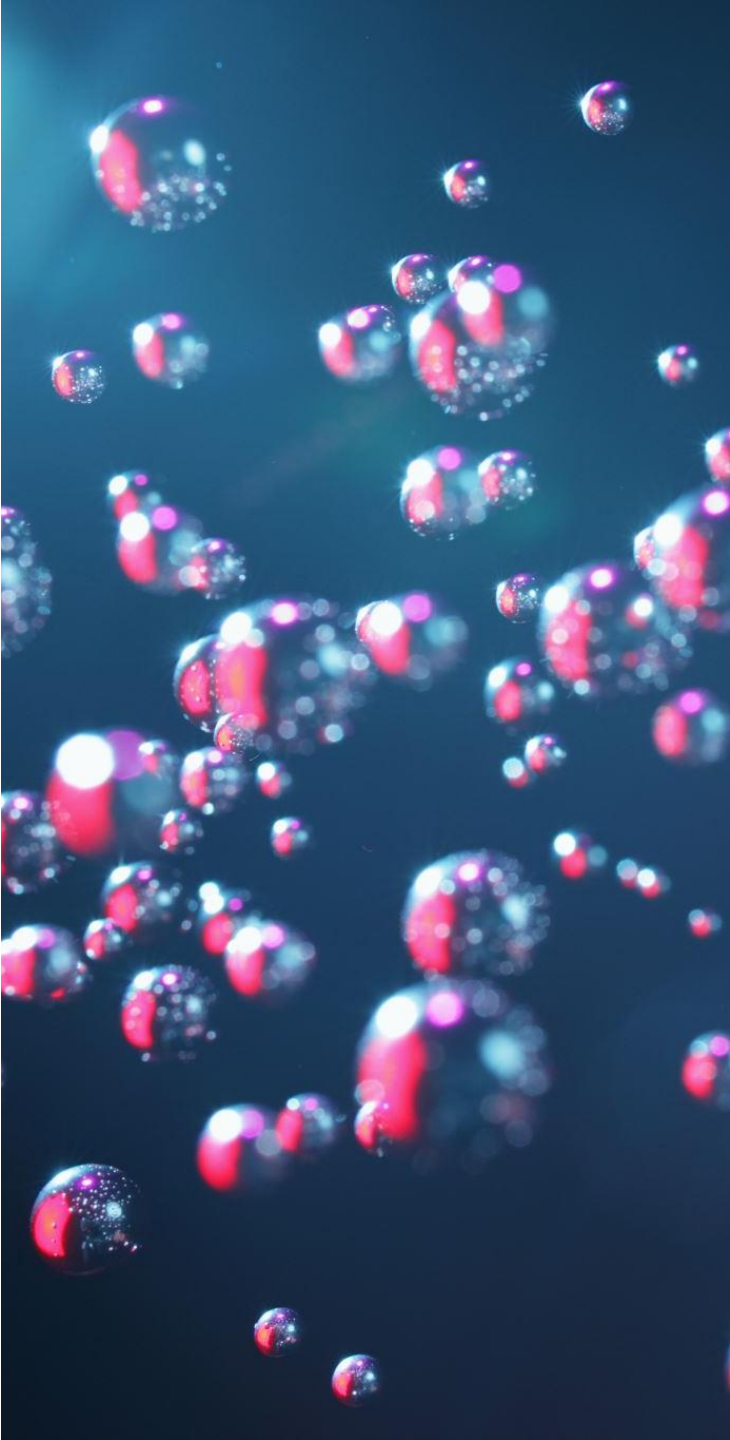
...

“Girls with CAH tend to be gender nonconforming, and will prefer toys that are typical to boys, even when their parents offer more praise for playing with female-typical ones. This speaks to the vital role of hormones in developing gender preferences and sex differences in behavior, more broadly.”

Composite scores for preferences and memory for gender-appropriate objects assessed using labelling and modelling paradigms.



Melissa Hines et al. *Phil. Trans. R. Soc. B*
2016;371:20150125



Conclusions

- There *are* average differences in brain/behavioural attributes.
- But these don't support making generalizations on the basis of sex:
 - What an individual (brain) is like because they are male or female
 - What 'males are like' or 'what females are like' (or 'male brains' or 'female brains')

And Cautions

Maybe average differences do sometimes contribute to occupational inequalities. But:

- Average differences aren't fixed
- Most roles allow for a variety of combinations of attributes to be successful
- We rarely know exactly what merit does or can look like
- We tend to assume that what is more common in men is what you need for male-typical jobs, and vice versa





- The evidence for ‘business case’ benefits
- In conflict with the science of sex differences
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WHAT WE THINK ABOUT DIFFERENCE MAKES A DIFFERENCE

Both endorsement of 'gender essentialist' accounts of gender differences, and/or exposure to them, associated with:

- Greater endorsement of gender stereotypes
- More stereotypical self-perception
- Increased stereotype threat
- Increased tolerance for the status quo and sex discrimination
- Greater gender system justification and preference for traditional roles
- Greater preference for male primary breadwinner and work-family trade-offs that reinforce the gender wage gap
- Stronger parental endorsement of gender prescriptions regarding jobs and activities

 OPEN ACCESS  PEER-REVIEWED

RESEARCH ARTICLE

Beyond Mars and Venus: The role of gender essentialism in support for gender inequality and backlash

Lea Skewes, Cordelia Fine , Nick Haslam

Published: July 24, 2018 • <https://doi.org/10.1371/journal.pone.0200921>

Gender essentialists

- Less in favour of egalitarian roles in relationships, parenting, work and education
- More supportive of discriminatory work practices
- More likely to perceive contemporary workplaces as nondiscriminatory
- More likely to show backlash against gender non-conforming politicians





15. Myten om våra könade hjärnor

- Cordelia Fine, psykolog och författare, University of Melbourne

MODERATOR: Vesna Prekopic, frilansjournalist

Följ med i diskussionen! **#forumjämställdhet**



Forum Jämställdhet



forumjamstalld



forumjamstalld

Onsdag 5 februari 2020
Hammar skjöldsalen