



ENGENDERING SUCCESS IN STEM

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Welcome to our December 2020 ESS Consortium update.

Welcome from ESS Director



Welcome to the Winter 2020 installment of the Engendering Success in STEM Newsletter. The past six months have been eventful as all of us have tried to adjust our lives and work during the global pandemic. Given these unusual challenges, I am especially grateful for and inspired by the work done by our dedicated students, trainees, staff, researchers, and partnering organizations. We are excited to share several updates about the activities and accomplishments of the ESS Consortium. We want to take this opportunity to showcase how each project has adapted to the new COVID-19 protocols, the highlights from the November 2020 ESS Annual Meeting, and two new graduate training initiatives being spearheaded by the ESS Consortium and its members. In addition, we recently submitted our SSHRC Partnership Grant Midterm Report where we had the pleasure of highlighting all the achievements of the consortium over the last three and half years. I am incredibly proud of what we have collectively accomplished since ESS was formed in 2017 and look forward to seeing future accomplishments. We hope you and your families are and continue to be safe and healthy during these uncertain times.

SSHRC Partnership Grant Midterm Report (2017-2020)

RESEARCH OUTPUT AND KNOWLEDGE MOBILIZATION



43 Peer-Reviewed Articles
2 Textbooks
5 Book Chapters



141 Presentations
Knowledge Sharing Conference
3 Public Debates

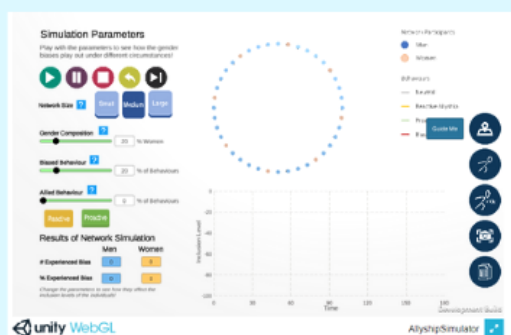


41 Media Mentions
2 Media Events
10 ESS Authored Articles

12 White Papers



6 Interactive Tools



Check out the SSHRC Midterm Report Appendix with a full list of outputs on the [ESS Website](#).

Project Group Updates



Project CLIMB has been busy continuing data collection on the development of science and math gender stereotypes in children. They have also recently published a paper on developmental differences in the malleability of implicit bias. Finally, they are working on developing online methods to conduct studies for virtual programs at Science World, a key ESS partner.

For a full update on Project CLIMB's research, watch a video update [here](#).



Project PRISM has been working hard to develop a new video intervention with university women in STEM that emphasizes different types of authenticity. Unable to collect data with summer camps this year, they are also creating an online camp intervention and prepping for a school intervention in 2021.

For a full update on Project PRISM's research, watch a video update [here](#).



Project SINC has innovatively adapted their research to the types of work environments that now exist for co-op students. They are also leveraging and creating open access tools (e.g., Experience Sampler and statistical packages) to assess the components of inclusiveness that they have identified as most relevant to academic and co-op environments.

For a full update on Project SINC's research, watch a video update [here](#).



In addition to analyzing the data collected from **Project RISE's** workshops earlier this year, the team has developed a Virtual Workshop Study delivered via Zoom, with a live brief gender-STEM implicit association test for participants. The team is currently collecting follow-up data from in-person and virtual workshop participants, and continuing to work on publishing papers.

For a full update on Project RISE's research, watch a video update [here](#).



New Research Members & Member Profile

We are excited to welcome the following graduate student to our Consortium!

- **Adam King**, Interdisciplinary Ph.D. Candidate and Founder/Managing Director of [bethink](#), University of British Columbia, Working with Dr. Toni Schmader
- **Grusha Agarwal**, Ph. D Candidate, University of Toronto, working with Dr. Sonia Kang
- **Jessica Trickey**, Graduate Student, University of Waterloo, working with Dr. Hilary Bergsieker
- **Katie Kroeper**, Post-Doctoral Researcher, Ohio State University, working with Dr. Steve Spencer
- **Louisa You**, Graduate student, University of Toronto, working with Dr. Liz Page-Gould
- **Marissa Traversa**, Masters Student, Simon Fraser University, working with Dr. Steve Wright

Consortium Member Profile



Dr. Sonia Kang

Associate Professor and Canada Research Chair in Identity, Diversity, and Inclusion, Department of Management, University of Toronto Mississauga, Rotman School of Management, University of Toronto

*We spoke with ESS Consortium Faculty Member **Dr. Sonia Kang** to learn more about her research.*

What was the path that led you to be interested in and to study Social Psychology/Organizational Behaviour?

My interest in identity, inequality, and injustice was awakened by growing up as a bicultural Indo-Canadian girl with three sisters in a predominately White community. I noticed prejudice and inequality everywhere, and have been interested in social justice and inclusion from a young age. I was and still am highly sensitive to seeing people be disrespected, excluded, or undermined because of their identity, whether because of their age, race, gender, social class, or anything else. My interest in many of the concepts I study now are rooted in these early experiences as part of a family with four daughters sandwiched between two cultures that devalues girls and women, one more explicitly and the other in a more hidden but equally pernicious way [...](#)

You were appointed as a Canadian Research Chair in Identity, Diversity, and Inclusion at the University of Toronto Mississauga earlier this year. Can you tell us a little bit about your research?

My research explores the challenges and opportunities of identity, diversity, and inclusion. Rather than focusing on changing individual's attitudes, I try to take a novel approach to these issues by harnessing the power of behavioral insights and organizational design to disrupt systems, processes, and structures that block the path toward diversity and inclusion for individuals, organizations, and society. I firmly believe that systemic problems require systemic solutions, and I work with organizations to identify and leverage opportunities for innovation in the diversity and inclusion space [...](#)

In partnership with Rogers, you have created a podcast called “For the Love of Work.” Could you share some information about the podcast and the topic(s) it addresses?

For the Love of Work is an exciting new podcast that explores the modern

employee experience. We start from the premise that it's possible to find fulfilment in your career and truly love what you do, and we explore ways to connect people back to the passion and love that brought them to their work in the first place. Everyone feels stuck at some point in their careers, and we designed the podcast to help people get “unstuck” by working through common workplace challenges and presenting practical solutions. The podcast covers universal themes that have become all the more relevant now as we learn to adapt and redefine what work looks like during a pandemic [...](#)

What are you currently working on within the ESS research team?

My PhD student Joyce He and I are working on several projects relevant to ESS that are focused on aligning gender and professional identities to increase gender diversity and feelings of inclusion in STEM. In one project ([profiled here on the ESS website](#)), we worked with a company looking to increase the number of women applying to a traditionally male-dominated job. This was a position that was continually posted by the company and had never been successful in attracting female applicants. We worked with the company to re-write the job advertisement for this position in a more gender-neutral way by replacing agentic/masculine language (e.g., words like entrepreneurial, confident, strong, aggressive) with gender-neutral language (e.g., willing to pursue new and creative ideas, competent, dedicated). After six months of using the new gender-neutral advertisement, the company saw a significant increase in the number of women applying for the position with no impact to the number of men applying for the job. We are also working on a project with other ESS SINC team members Dr. Will Hall and Jacklyn Koyama to examine how engineering students' conceptualization of engineering identity and their identification with engineering changes and shifts as they progress through university [...](#)

Read the whole interview [here](#).

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Recent Awards & Announcements



Here are a few of our team's recent successes:

Dennehy, Tara - Net-COVID research award from the Understanding and Exploring Network Epidemiology in the Time of Coronavirus workshop series

Hall, W. (PI) - SSHRC Insight Development Grant: "Climates of inclusion: Creating positive interpersonal dynamics in STEM." (with **Toni Schmader**)

He, Joyce - [Jenessa Shapiro Graduate Research Award](#) from the Society for Personality and Social Psychology

He, Joyce - Behavioural Economics in Action (BEAR) Ph. D. award.



Joyce is receiving this award for proposed research that tests the effectiveness of an "opt-out" intervention (one where applicants are automatically considered for promotions) to close the gender gap in likelihood of applying for promotions in a field experiment on an online labour market.

Kang, Sonia - Appointed as Canada Research Chair in Identity, Diversity, and Inclusion, University of Toronto

Koyama, Jackie - (With **Cyr, Emily** and Jones, Kim) McMaster NSERC Alliance COVID-19 Research Grant: "Ensuring Effective and Equitable Teamwork in Virtual Workplaces"

Kroeper, Katie - [President's Postdoctoral Scholar Fellowship](#) at Ohio State University.

Page-Gould, E. (PI) - SSHRC Insight Grant: Social Interactions and Relationships in the Context of a Diverse Society.

Schmader, Toni - Theory Innovation Award from European Association of Social Psychology



"This paper articulates how and why feelings of authenticity drive people to self-segregate into different spaces. I'm honoured to have this work recognized especially at a time when the topic seems so relevant to social and political divides."

Traversa, Marissa - British Columbia Graduate Entrance Scholarship

You, Louisa - SSHRC Joseph-Armand Bombardier CGS-M

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Partner Updates



Welcome to our newest partner:

- [McMaster University, Faculty of Engineering](#)

Partner Spotlight: Interview with ONWiE



Each newsletter we interview one of partners to share more details about their work. In this edition, we chatted with **Kim Jones** from the **Ontario Network of Women in Engineering (ONWiE)**.

Please let us a little bit about the Ontario Network of Women in Engineering (ONWiE).

The Ontario Network of Women in Engineering was formed in 2003 as a collaboration between all the faculties of engineering in Ontario, with a mission to improve the gender diversity in our undergraduate population. We have since expanded across the country, offering free workshops to girls to inspire them to consider engineering as a career.

How do ONWiE’s programs help to advance the goals of gender inclusion and diversity?

We have three flagship programs: Go ENG Girl and Go CODE Girl, which are hands-on workshops that reach approximately 3000 girls from grades 7-10 per year, and Girl Guide Badge Days, which offers an engineering badge to Girl Guides for participating in a hands-on workshop. Importantly, we engage with parents during Go ENG Girl, to enlist them as partners in their daughter's journey of career discovery. We also hold a bi-annual Summit, which brings together all our partners with experts (including from ESS) to guide our work.

As one of our key data collection partners, can you tell us about your involvement with Project SINC?

We recognize that unless we create a truly inclusive environment for all students, girls will not be attracted to engineering from high school. Thus, we have been working closely with McMaster engineering (ONWiE's current host institution) on two SINC projects. We have been collaborating with Jacklyn Koyama (Dr. Page-Gould's lab at UofT) and Emily Cyr (Dr. Bergsieker's lab at Waterloo) to determine the factors that create inclusive teamwork experiences in our large first-year project-based course, using physiological measures and social network analysis. As the course moved to exclusively online interactions, we also were granted support from McMaster's COVID-19 fund. We have also been helping Francine Karmali (Dr. Page-Gould's lab; also with Dr. Hall) collect data on our co-op students' first work experiences, looking at the importance of interactions with colleagues on stress and productivity.

With the current changes around social and physical distancing, how has programming changed at ONWiE?

With the support of GM Canada, we hired two summer students to develop completely virtual hands-on workshops that our partner institutions could use. We also hosted experts to share their best practices in online engagement with our partners. All our workshops for 2020/2021 have pivoted to online. Incredibly, with the incredible leadership of McMaster Engineering, this move has resulted in engaging with more than ten times the normal amount of Girl Guides (12,000 and counting!). We are looking forward to hosting a virtual Summit to inspire our partners later in 2021.



ESS Annual Meeting



On November 19th and 20th, the ESS Consortium held its **2020 Annual Meeting** virtually via Zoom



Resources presented and shared during the 2020 Annual Meeting include:

- [A Feminist Recovery Plan for Canada](#) was created by TWCA and GATE for "all governments to consider as the economy reopens." *Special thanks to ESS Faculty Member. Dr. Sonia Kang, for sharing this resource!*
- [Harvard's Outsmarting Human Minds \(OSM\)](#) shines light on our implicit biases. Explore the mind's blindspots with their episodes and tests, and apply insights from the science to make better decisions in life and at work. *Special thanks to Advisory Board Member, Dr. Mahzarin Banaji, for sharing this resource!*
- [Picture A Scientist](#) is a 93 minute long film that "chronicles the groundswell of researchers who are writing a new chapter for women scientists." *Special thanks to ESS Faculty Member. Dr. Hilary Bergsieker, for sharing this resource!*
- [Primer on the gendered impacts of COVID-19](#) by GATE summarizes the gendered impacts of the COVID-19 pandemic, including sharing key resources for further reading. *Special thanks to ESS Faculty Member. Dr. Sonia Kang, for sharing this resource!*

Special thanks to Susan Hollett for sharing the following childcare resources:

- [SOS Sitter](#)
- [Virtual Babysitters Club](#)

Please contact ESS@psych.ubc.ca if you are interested in learning more about the information presented at the meeting.

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Talks, Media, & Publications

Select Talks & Presentations



De Souza, L., & Schmader, T. - August 2020. [What inhibits male allyship? Examining the influence of \(mis\)perceptions of other men's beliefs.](#) Presentation at the Academy of Management.

Dennehy, T. C. - Vancouver, BC, September 2020. UBC Sauder School of

Business, Vancouver, BC. Presentation to Sauder's academic hiring committees on inclusive hiring practices.

Engstrom, H. R., Laurin, K., Zuroff, D. C., & **Schmader, T.**, - August 2020. Group gender affects leadership: A firm hand with men, but a gentle touch with women. Presentation at the Academy of Management.

Kang, S. – October 2020. Women's History Month Armchair discussion: Fifty years of Progress, the Impact of COVID-19, and Where We Go from Here. Organized by WAGE and the Government of Canada.

Kang, S.K. - June 2020. University of Michigan Centre for Positive Organizations, Race, Justice, and Equity in the Workplace Panel

Schmader, T. - November 2020. Project RISE: Realizing identity safe environments. Decision Insights for Behavioral Science. Vancouver, BC.

Schmader, T. - November 2020. Project RISE: Realizing identity safe environments. National Research Council of Canada. Ottawa, ON.

ESS in the Media

- "Here's how to create a more diverse and inclusive workplace" – **Sonia Kang**, CityLine, November 11, 2020



- Podcast with **Schmader, T.** and the [Association of Psychological Science](#) on The Future of Women in Psychological Science, October 2020
- “Implicit Bias,” Interview with **Andy Baron** by CBC News, September 13, 2020



- “Women’s mental health disproportionately affected by COVID-19 pandemic: study” - **Hilary Bergsieker**, [CTV News](#), August 13, 2020
- Interview with **Lesley Shannon** by [CBC’s North by Northwest](#) for a Scientist profile, June 14, 2020
- “How to talk to kids about Bias” - **Andy Baron**, [CBC News Vancouver](#), June 4, 2020
- “Psychologists say it’s time to rethink the ‘mental health day’” - **Sonia Kang**, [Inverse](#), March 8, 2020
- “Implicit gender bias: Overriding the mental shortcuts holding women back in STEM” - **Toni Schmader**, [Science Borealis](#), March 3, 2020.
- “Implicit Bias and Covid-19” - **Andy Baron**, City News Vancouver, February 8, 2020

The full list can be found [here](#).

Academic Publications

Bennett, E.H., **Bergsieker, H.B.**, Coe, I.R., Koch-Kraft, A., Langelier, E., **Morrison, S.**, Nikoleyczik, K., **Schmader, T.**, Trivailo, O., Twine, S., & Decker, J.E. (2020). Enacting workplace cultural change for excellence in research: A gender lens. *Facets*, 5, 228-233. [doi:10.1139/facets-2019-0026](https://doi.org/10.1139/facets-2019-0026) [Open Access]

Greenberg, J., **Schmader, T.**, Arndt, J., & Landau, M. (2020). *Social Psychology: The Science of Everyday Behavior*. (3rd Ed.) Worth Publishing, New York, NY. [Open Access Chapters - [Understanding Prejudice, Stereotyping, and Discrimination; Responding to and Reducing Prejudice](#)]

Gross, J.J., **Schmader, T.**, Martin Hard, B., & Anderson, A.K. (2020). *Interactive Psychology: People in Perspective*. Norton Publishing, New York, NY.

Gruber, J., Mendle, J., Lindquist, K.A., **Schmader, T.**.... Williams, L.A. (2020). The future of women in psychological science. *Perspectives in Psychological Science* 1-34. [doi:10.1177/1745691620952789](https://doi.org/10.1177/1745691620952789) [Open Access]

Gonzalez, A.M., Oh, H.J.J., & **Baron, A.S.** (2020). The hidden classroom: How gender stereotypes affect academic achievement. In F.C. Worrell, T.L. Hughes, & D.D. Dixon (Eds.), *The Cambridge Handbook of Applied School Psychology*, (pp. 295-313). Cambridge University Press.

Gonzalez, A.M., **Steele, J.**, **Baron, A.S.** (in press). Malleability of implicit race bias across development. *Developmental Psychology*

He, J.C. & **Kang, S.K.** (2020). Covering in cover letters: Gender and self-presentation in job applications. *Academy of Management Journal*. [doi:10.5465/AMBPP.2019.275](https://doi.org/10.5465/AMBPP.2019.275)

Kang, S.K. (2020). [Identity, Diversity, and Inclusion](#). In E. King, M. Hebl, & Q. Roberson (Eds.), *Research in Social Issues in Management*. Information Age Publishing.

Schmader, T., **Bergsieker, H.B.**, & **Hall, W.M.** (2020). Cracking the culture code: A tri-level model for cultivating inclusion in organizations. In Forgas, K., Fiedler, & W. Crano (Eds.). *Applications of Social Psychology: How Social Psychology Can Contribute to the Solution of Real-World Problems* (pp. 334-355). Routledge, New York, NY

The full list can be found [here](#).

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Exciting New Initiatives







Under the leadership of Dr. Elizabeth Page-Gould, the ESS consortium is launching the **Quantitative Training for Intersectional Diversity in Engineering (Quant-TIDE)** program. This 3-day workshop:

- provides engineering graduate students with interdisciplinary training in methods from the quantitative social sciences (e.g., statistical analyses, behavioural methods)
- is open to any Canadian graduate student in engineering with intersecting gender, race or ethnicity, LGBTQ, socioeconomic, or disability identities that are underrepresented in Canadian STEM

To learn more about the initiative and sign up for updates, click [here](#). The Quant-TIDE program is currently seeking STEM Experts, Advisory Board Members, and Graduate Student volunteers. If you are interested in being more involved in the initiative, please contact ess@psych.ubc.ca.

S_{ummer} R_{esearch} O_{pportunities} P^{@uoft}_{rogramme}

An immersive, 8-week programme to support BIPOC students who want to apply to graduate school in Psychology, Management, or Neuroscience.



Independent
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Project

Graduate
Applications
Prep

Stipend +
Research
Support

Community
And
Networking

Elizabeth Page-Gould and Sonia Kang (with Prof. Kelci Harris, UVic) have launched the **Canada Summer Research Opportunities Programme (Canada**

SROP) at the University of Toronto. During SROP, students will

- work on a research project under the mentorship of a UofT faculty member from Psychology, Management, or Neuroscience
- spent time engaging in professional development course focused on preparation of graduate school applications.

The deadline to submit an application is February 15, 2021. More details can be found at canadasrop.ca.

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