



Workshop Activity for Gender Equity Simulation (WAGES)

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“Patterns, not single incidents, are the most visible indicators of gender inequity in the workplace.”

National Science Foundation ADVANCE Program

Increase the representation and advancement of women in academic science and engineering careers, thereby contributing to the development of a more diverse science and engineering workforce.

http://www.nsf.gov/funding/pgm_summ.jsp?pims_id=5383

WAGES*

- brief experiential activity designed to illustrate the sources and cumulative effects of subtle gender bias in the academic workplace
- facilitates participants' active learning of concepts and processes relevant to gender equity issues

*ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PAID) award #0820212



Why Do We Need WAGES?

Persistence of Gender-based Inequity

- Many incidents ambiguous or seem trivial
- Stereotypes → Unconscious biases
- Cannot see what's really going on by looking at individual incidents
- Gender inequity only revealed through patterns



How WAGES Works

- Board game-type activity followed by discussion
- Goal: move through the academic ranks to be the first to achieve Distinguished Professor
- Individuals are assigned to Green or White team
- To advance, players draw cards describing typical situations that might happen to assistant, associate, and full professors
 - Cards determine advancement and number of credit chips for that turn
 - Green cards describe situations as might be experienced by female faculty, whereas the white cards as experienced by male faculty
 - All items based on published empirical research and national statistics

Experimental Study of WAGES' Effectiveness

Spring 2009

- WAGES is effective in
 - Raising awareness of gender inequities
 - Reducing endorsement of sexism and system justification
 - In promoting acting on perceived sexism
- WAGES was effective on all participants, notably
 - No difference between men and women
 - No difference between low and high endorsers of sexism
- WAGES was equally effective across facilitators
 - Facilitators of WAGES do not need any prior expertise or special training and thus is a tool available for anyone interested

Thank you!

For more information on WAGES-Academic or WAGES-Business, contact sashiels@psu.edu