

Welcome!

Gender Bias and Diversity in Health Research

Wednesday, February 10, 12:00 – 1:00 pm (NST)

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GENDER BIAS AND DIVERSITY IN HEALTH RESEARCH

Karen Dickson, PhD

DIVERSITY TRAINING



CONTEMPORARY PREJUDICE

Explicit
Prejudice

*automatic,
unintentional,
effortless,
unconscious*

*well-learned
associations,
stereotypes,
evaluations*

*activation of
associations
despite
intentions*

*controlled,
intentional,
effortful,
conscious*

*personal
beliefs
about
social
groups*

*what we
endorse as
true*

Implicit
Prejudice



IMPLICIT ASSOCIATION TEST

[HTTPS://IMPLICIT.HARVARD.EDU/IMPLICIT/CANADA/](https://implicit.harvard.edu/implicit/canada/)

White
or
Negative

Black
or
Positive

rainbow

Black
or
Negative

White
or
Positive



CONTEMPORARY PREJUDICE

Aversive racists genuinely believe in equality, but unconsciously harbor racial prejudice.



CONTEMPORARY PREJUDICE

Aversive Racism

Ambivalent, conflicted feelings toward minorities

- Positive explicit racial attitudes but negative implicit attitudes

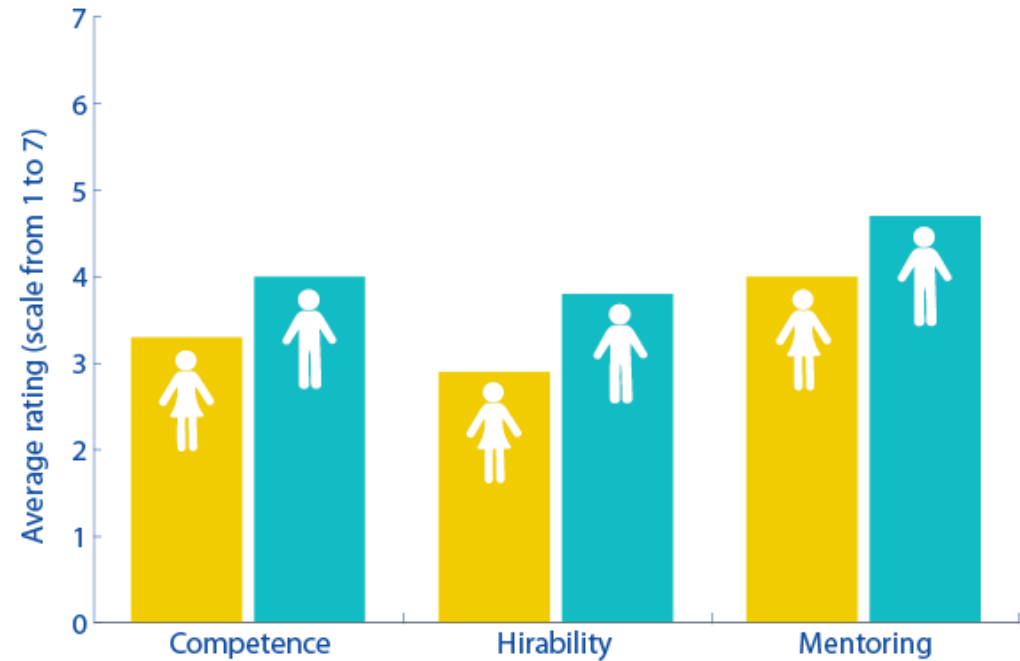
Will not be discriminatory when actions would clearly reflect prejudice

- Only discriminate when circumstances provide a non-prejudiced excuse for behaviour

AVERSIVE SEXISM



HOW EMPLOYERS RATE MALE AND FEMALE CANDIDATES WITH IDENTICAL RESUMES



AMBIVALENT SEXISM



Hostile sexism

- Sexist antipathy toward women based on stereotypes

Benevolent sexism

- Attitudes toward women that are subjectively positive but are also patronizing



AMBIVALENT SEXISM



BarryMayor

06/29/2011 01:48 AM

There is a simple solution to this: treat feminists like (equal to) men. With no more courtesy or deference than a man would get.

If you wouldn't do it for a man (be it open a door, pay for a dinner, help with a heavy parcel, etc.), don't do it for a feminist. That gives them the equality they want without the "sexism."

On the other hand, still offer chivalry to ladies. Everybody wins that way.

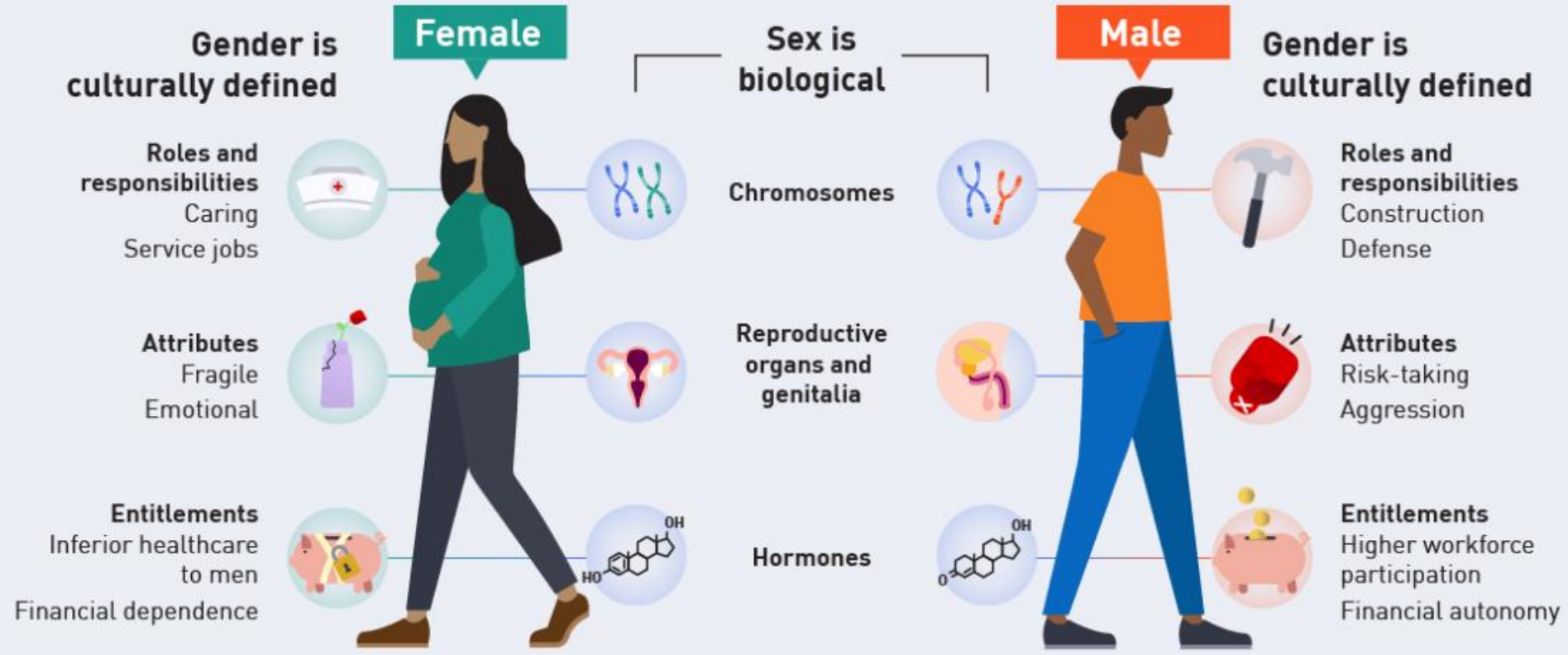
Hostile and benevolent sexism correlate with each other

- But imply opposite evaluations of women

Benevolent sexism is a crucial complement to hostile sexism

- Serves to pacify women's resistance to societal gender inequality

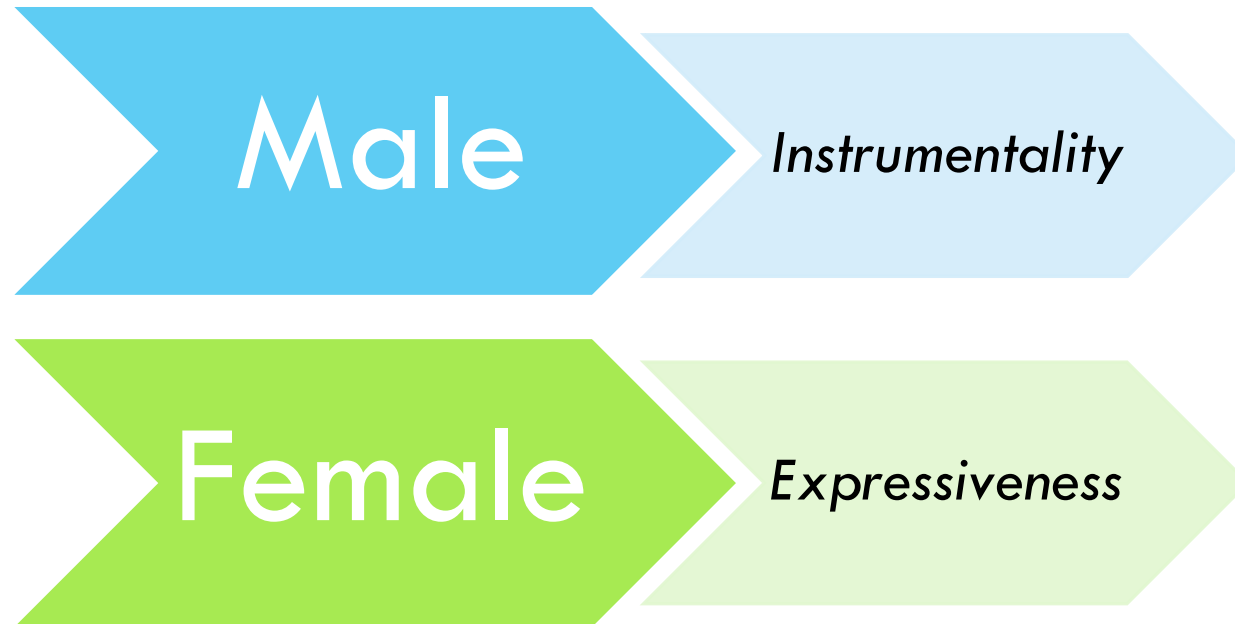
Sex vs Gender



THE LANCET

Source: Lancet Series on Gender Equality, Norms and Health. Paper 1, 2019

GENDER STEREOTYPES



GENDER STEREOTYPES	
Masculine	Feminine
Active	Artistic
Analytical	Aware of others' feelings
Athletic	Creative
Competitive	Devotes self to others
Financial provider	Emotional
Good at numbers	Gentle
Good at problem solving	Graceful
Independent	Kind
Physically strong	Soft voice
Self-confident	Takes care of children
Stands up to pressure	Tends the house
Takes a stand	Understanding

GENDER BIAS

Gender bias

- Men and masculine traits are valued over women and feminine traits

Androcentrism

- Men are the standard

Women's differences from men are viewed as deficiencies

RECOGNIZING SEXISM

Gender stereotypes are prescriptive

- Women should conform to stereotypes

Gender stereotypes are perceived as true

- Inequalities between gender are legitimate

Weaker social norms against sexism

- Sexist hate speech less offensive
- Discrimination against women less prejudicial

GENDER BIAS IN RESEARCH

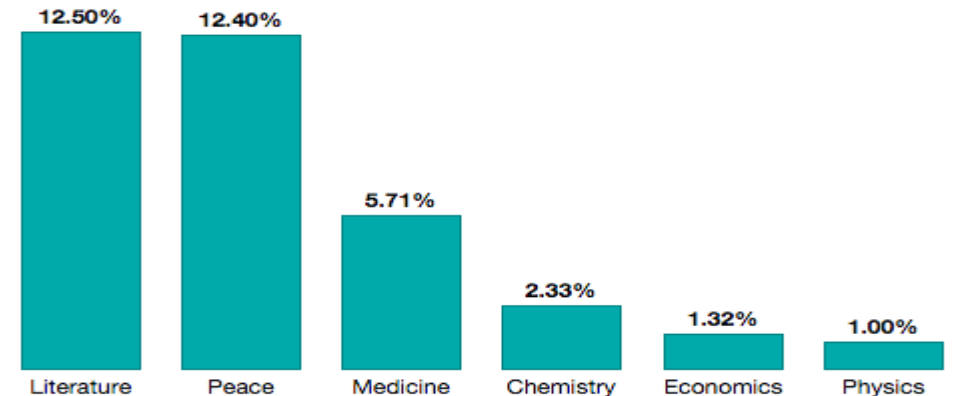
Indian-American MIT Prof Abhijit Banerjee and wife win Nobel in Economics



Number of Nobel Prizes awarded between 1901 and 2015,* by recipient category



Percentage of Nobel Prizes awarded to women between 1901 and 2015*



DRUG RESEARCH

2X RISK

Females have nearly double the risk to develop an adverse drug reaction compared to men.



Prescription Drugs withdrawn from the market January 1997 to December 2000 that posed greater risk to women

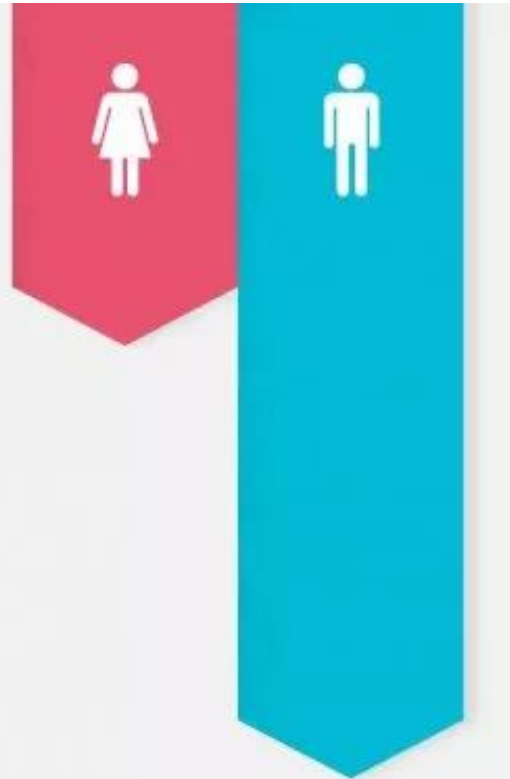
NAME	TYPE	DATE APPROVED	DATE WITHDRAWN	HEALTH RISK
Pondimin (fenfluramine hydrochloride)	Appetite suppressant	6/14/1973	9/15/1997	Valvular heart disease
Redux (dexfenfluramine hydrochloride)	Appetite suppressant	4/29/1996	9/15/1997	Valvular heart disease
Seldanea (terfenadine)	Antihistamine	5/8/1985	2/27/1998	Torsades de Pointes (potentially fatal irregular heartbeat)
Posicor (mibefradil dihydrochloride)	Cardiovascular	6/20/1997	6/8/1998	Lowered heart rate in elderly women and adverse interactions with 26 other drugs
Hismanal (astemizole)	Antihistamine	12/19/1988	6/18/1999	Torsades de Pointes
Rezulin (troglitazone)	Diabetic	1/29/1997	3/21/2000	Liver failure
Propulsidb (cisapride monohydrate)	Gastrointestinal	7/29/1993	7/14/2000	Torsades de Pointes
Lotronex (alosetron hydrochloride)	Gastrointestinal	2/9/2000	11/28/2000	Ischemic colitis (intestinal inflammation due to lack of blood flow)

DRUG RESEARCH

Acetaminophen is flushed
from a woman's body

60%

slower than in men.



How Women Process Drugs Differently Than Men



- 1 Body fat** - Women usually have more body fat than men, which means fat-soluble drugs might linger.
- 2 Liver** - Female hormones can affect how drugs are metabolized by the liver.
- 3 Kidneys** - Women's kidneys are smaller, which affects how drugs are eliminated from the body.
- 4 Heart** - Women's heart rhythms are slightly different from men's, so drugs affecting the heart might have different risks or results.

Weight - Women tend to be smaller than men, so the same dosage might have a bigger effect.

DRUG RESEARCH

64%

of all pregnant women
took a prescription
drug



GENDER BIAS IN RESEARCH

Opinion: Concussion Research Has a Troubling Patriarchy Problem

Survivors of intimate partner violence suffer traumatic brain injuries at alarming rates. Yet science overlooks us.

Women Are the Invisible Victims of PTSD

Research shows that women are up to twice as likely to develop PTSD, but research, treatments and laws are all designed with the combat veteran in mind.

CARDIAC RESEARCH



Ms. Understood

Women's hearts are victims of a system that is ill-equipped to diagnose, treat and support them

Heart & Stroke 2018 Heart Report



2/3 of heart disease clinical research focuses on men.



Early heart attack signs were **missed** in 78% of women.



Women are 50% less likely than men to participate in cardiac rehabilitation.



Heart attacks are more **deadly** for women.

SOLUTIONS

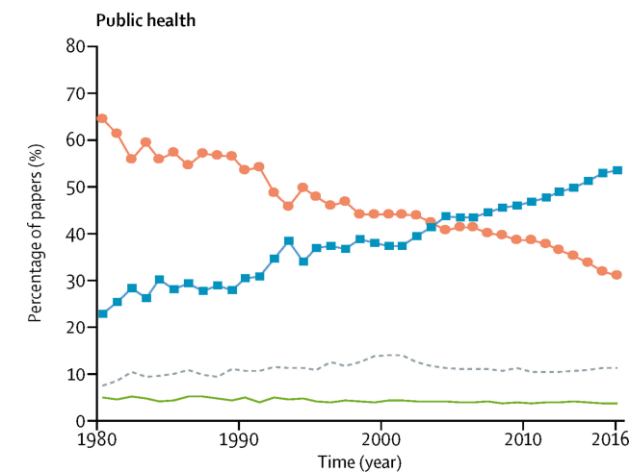
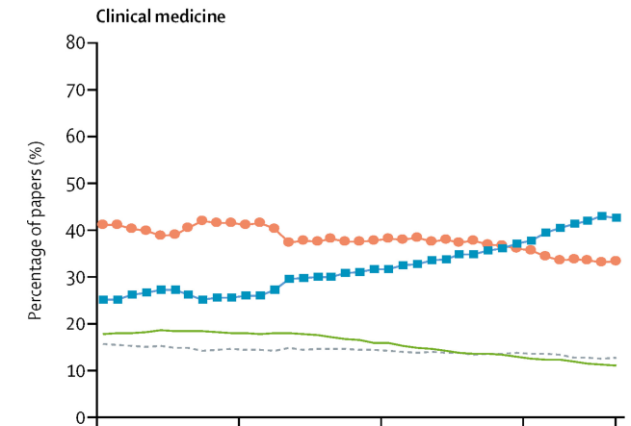
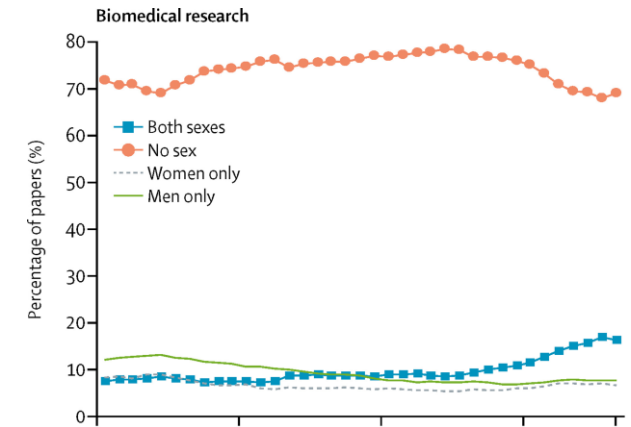
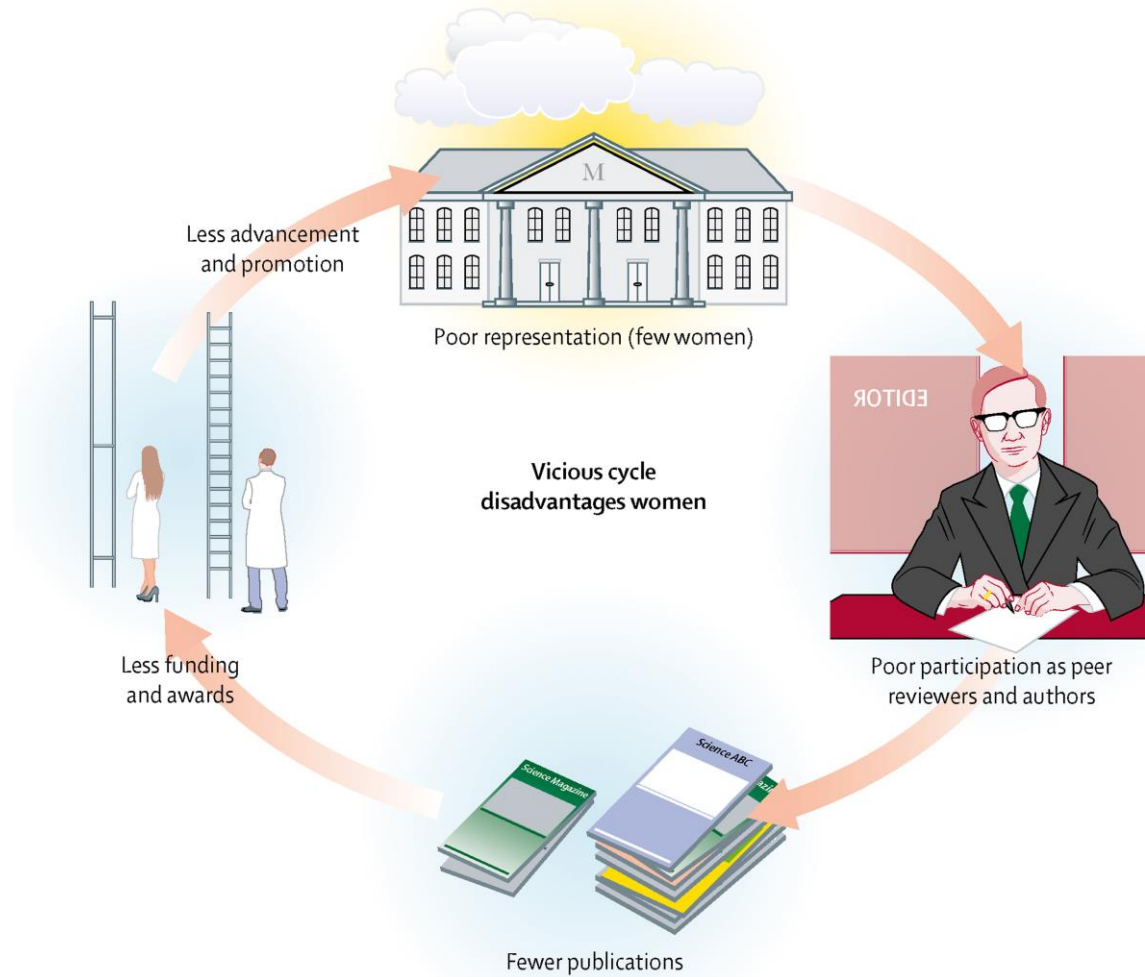
Is diversity/bias training effective?

- Implicit bias training
- Raise awareness of biases
- Teach techniques to reduce biases
- Mandatory vs. voluntary

Develop procedures to eliminate the opportunity for bias



SOLUTIONS



SOLUTIONS

