Ingredients for success
Listen to learn

Encourage all opinions
Problems are best solved when there is diversity of opinion and experience in the process

(1) Problem identification

(2) Structuring the problem

(3) Looking for possible solutions

(4) Making a decision

(5) Implementation
Diversity: The case for improved performance

There's evidence from other industries that if you have just a male team, you can have a flawed product.

- **Air bags:** Early air bags based on the male body as the norm, were often deadly to women and children.

- **Heart valves:** Early heart valves were sized to fit male hearts.

- **Voice-recognition systems:** Early voice recognition systems were calibrated to selected voices, leaving other voices largely unheard.
Define expectations and roles
Battle the biases
Battle the biases

Sherry Boger

Head of Intel Products Vietnam, HCMC
Battle the biases

Kumud Srinivasan

President, Intel India, Delhi, India
Inherent Bias Test

Are these table tops the same dimensions?

YES!

But your brain “tricks” you into thinking they’re different.

From Brian Nosek, University of Virginia.
Inherent Bias Test

Are these table tops the same dimensions?

From Brian Nosek, University of Virginia.
Implicit Association Test

So let’s try a test to see if we as scientists have inherent biases about gender and science.
Grandpa
<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Girl</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Aunt
Wife
Male

Female

Uncle
Grandma
Son
Male

Female

Daughter
<table>
<thead>
<tr>
<th>Female</th>
<th>Son</th>
<th>Male</th>
</tr>
</thead>
</table>
Female

Aunt

Male
<table>
<thead>
<tr>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Father</td>
<td></td>
</tr>
</tbody>
</table>
Grandma
Female  Male

Father
Female

Wife

Male
Female
Male

Brother
Philosophy
Liberal Arts

Science

English
Humanities
Liberal Arts  Engineering  Science
Astronomy
Liberal Arts

Latin

Science
Philosophy
Biochemistry
Neuroscience
Male or Science

Female or Liberal Arts

Boy

(Practice)
Male or Science

Female or Liberal Arts

English

(Practice)
Aunt

Male
or
Science

Female
or
Liberal Arts

(Practice)
Male or Science
Female or Liberal Arts
STOP
Male or Science

Man

Female or Liberal Arts
Male or Science

Female or Liberal Arts

Chemistry
Male
or
Science

Female
or
Liberal Arts

Grandpa
Male
or
Science

Female
or
Liberal Arts

Humanities
Male
or
Science

Female
or
Liberal Arts

Aunt
Male
or
Science

Female
or
Liberal Arts

History
Male
or
Science

Female
or
Liberal Arts

Latin
Male
or
Science

Female
or
Liberal Arts

Sister
Male or Science
Female or Liberal Arts

Astronomy
Male or Science

Female or Liberal Arts

Father
Male
or
Science

Female
or
Liberal Arts

Engineering
Male or Science

Female or Liberal Arts

Biology
Male or Science

Female or Liberal Arts

Mother
<table>
<thead>
<tr>
<th>Male or Science</th>
<th>Female or Liberal Arts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boy</td>
<td></td>
</tr>
</tbody>
</table>
Male
or
Science

or

Female
or
Liberal Arts
Male or Science

Female or Liberal Arts

History
Male or Science

Female or Liberal Arts

Husband
Male or Science
Female or Liberal Arts

Biochemistry
Male or Science

Female or Liberal Arts

Girl
Male or Science

Female or Liberal Arts

Zoology
Male or Science

Female or Liberal Arts

Wife
Male
or
Science

Female
or
Liberal Arts

Latin
Nephew

Male or Science

Female or Liberal Arts
Male or Science

Female or Liberal Arts

Geology
Male
or
Science

Female
or
Liberal Arts

Philosophy

STOP
Female or Science

Male or Liberal Arts

Chemistry
Female or Science

Male or Liberal Arts

Girl
Female or Science
Male or Liberal Arts
Latin
Female or Science

Male or Liberal Arts

Uncle
Female or Science

Male or Liberal Arts

History
Female or Science
Male or Liberal Arts

Biology
Female or Science

Male or Liberal Arts

English
Female or Science
 Male or Liberal Arts

Son
Female or Science

Male or Liberal Arts

Father
Female or Science

Male or Liberal Arts

Engineering
Husband

Female or Science

Male or Liberal Arts
Female or Science

Male or Liberal Arts

Grandpa
Female or Science

Male or Liberal Arts

Music
Humanities

Female or Science

Male or Liberal Arts
Female or Science

Male or Liberal Arts

Neuroscience
Female or Science

Male or Liberal Arts

Uncle
Physics

Female or Science

Male or Liberal Arts
Mother

Female or Science

Male or Liberal Arts
Female
or
Science

Male
or
Liberal Arts

Niece
Female or Science
Male or Liberal Arts

Dance
Female or Science
Male or Liberal Arts

Economics
Female or Science

Man

Male or Liberal Arts
Female or Science

Male or Liberal Arts

Music

STOP
Female
or
Liberal Arts

Male
or
Science

History
Female or Liberal Arts

Male or Science

Statistics
Female or Liberal Arts

Male or Science

Biochemistry
Female or Liberal Arts

Male or Science

Woman
Female
or
Liberal Arts

Male
or
Science

Philosophy
<table>
<thead>
<tr>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>or Liberal Arts</td>
<td>or Science</td>
</tr>
</tbody>
</table>

Husband
Female
or
Liberal Arts

Male
or
Science

Biochemistry
Female or Liberal Arts

Male or Science
Female or Liberal Arts

Son

Male or Science
Female or Liberal Arts

Male or Science

Arabic
Female or Liberal Arts

Male or Science

Mathematics
Grandma

Female or Liberal Arts

Male or Science
Nephew

Female or Liberal Arts

Male or Science
Female or Liberal Arts

Male or Science

Biology
Female
or
Liberal Arts

or

Male
or
Science

Astronomy
Female or Liberal Arts

Male or Science

Mother
Female
or
Liberal Arts

Male
or
Science

Arts
Daughter

Female
or
Liberal Arts

Male
or
Science
Female or Liberal Arts

Male or Science

Engineering
Female or Liberal Arts

Male or Science

Husband
Female or Liberal Arts

Male or Science

Physics
Female or Liberal Arts

Male or Science

Religion
Female or Liberal Arts  
Male or Science
Female or Liberal Arts

Male or Science
Niece

Female or Liberal Arts

Male or Science

STOP
Male or Liberal Arts

Female or Science

Art History
Male
or
Liberal Arts

Female
or
Science

Brother
Male
or
Liberal Arts

Female
or
Science

Biochemistry
Grandpa

Male
or
Liberal Arts

or
Science

Female
or
Science
Male or Liberal Arts

Female or Science

English
Male
or
Liberal Arts

Female
or
Science

Physics
Male or Liberal Arts

Female or Science

Uncle
Male or Liberal Arts

Female or Science

Mother
Male
or
Liberal Arts

Female
or
Science

Engineering
Male or Liberal Arts

Female or Science

Latin
Male
or
Liberal Arts

Female
or
Science

Grandma
Male or Liberal Arts

Female or Science

Biology
Daughter

Male
or
Liberal Arts

Female
or
Science
Male or Liberal Arts

Female or Science

Chemistry
Male or Liberal Arts
Female or Science

Nephew
Male or Liberal Arts

Female or Science

Neuroscience
Male or Liberal Arts or Music
Female or Science
Aunt

Male
or
Liberal Arts

Female
or
Science
Male or Liberal Arts

Female or Science

Philosophy
Male
or
Liberal Arts

Female
or
Science

Architecture
Male
or
Liberal Arts

Female
or
Science

Uncle
Male
or
Liberal Arts

Female
or
Science

Engineering
<table>
<thead>
<tr>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>or</td>
</tr>
<tr>
<td>Liberal Arts</td>
</tr>
<tr>
<td>or</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>or</td>
</tr>
<tr>
<td>Science</td>
</tr>
<tr>
<td>Music</td>
</tr>
</tbody>
</table>
Daughter

Male
or
Liberal Arts

Female
or
Science
Female or Liberal Arts
Male or Science

Theatre

STOP
Build trust
Celebrate successes!
Thank you!