



consortium and how its work is being seen in the world. Let's get started. All right, Dr. Toni Schmader and Dr. Hilary Bergsieker, thank you so much for joining me today.

DR. TONI SCHMADER

Thanks so much for having us here.

DR. HILARY BERGSIEKER

Yeah, thank you.

VANESSA

I would love to start with some basics. What is social identity threat as mentioned on the engendering success in STEM website?

TONI

Sure, I can give an answer to that. Hilary, feel free to chime in on anything that I say. The social identity threat we define as something that arises in any situation where someone feels that they're being evaluated or judged through the lens of a group identity that they have, and the stereotypes that are attached to that group. So one of the ways in which social identity threat has been studied is in terms of a more specific phenomena called stereotype threat where when you're performing at some complex cognitive, task or activity, and if you are a member of a group that has a negative stereotype attached to that activity that you might underperform or not be able to perform up to your true potential.

VANESSA

So it's definitely there is there's it's a bit of an external and internal thing happening there.

TONI

Yeah, it's definitely we think about, yeah, we think about social identity threat as something that's queued from the environment. And that creates an awareness of an identity you have the stereotypes



if their social connections and so forth, to develop a better understanding of those day to day factors that affect people's well being, commitments, and a desire to persist in their field.

VANESSA

Wow. So it is you were talking about how you're not just looking at the general atmosphere of their work, but you kind of are at the same time, because you're literally asking them, hey, do you go out for coffee together? It's not just about how you're relating to somebody on particular work, duties, maybe, but also, how it just how people are relating to each other in the workplace. So that's really interesting.

HILARY

Yeah, I think it partly goes beyond just looking at counting head counting and composition in sort of a very sort of superficial way of doing diversity, where we're just trying to get the right people in the room that it's actually looking at sort of who's at the table who's involved in the conversation. And in, you know, in terms of, you know, what companies we're working with are doing, you know, many of them are already conscious of it, for example, maybe not trying to avoid isolating women, on otherwise on almost all male teams, and instead giving people the opportunity for some same gender connections. But not as many people have really rigorously looked at the quality of those connections. Because you could very well imagine a situation where there are plenty of women, but there's still a very hostile work environment, or very male norms for a sort of traditionally male expectations for what the ideal worker looks like. Or, a situation where maybe there aren't that women, but it's an incredibly inclusive environment where women feel really valued and have, you know, great opportunities to contribute on par with men. So we've kind of we think separately about just kind of diversity in terms of representation, which is obviously incredibly important and a goal of some of the work we're doing, but also the kind of the quality based inclusion that helps foster that that kind of diversity in the longer run.

VANESSA

Right. Yeah, that's great. Toni, you wanted to say something?

TONI

I was gonna say that it might be nice for you, Hilary to describe the paper that we have under review at PNAS.

HILARY

Yeah, I would be delighted to so my, one of the PhD students in my lab, Emily Seer is the lead author on that paper. And what we've looked at in that paper is the associations between men and women and

American full time stuff for STEM professionals, they did tend to think, on average more have an easier time associating male names with STEM concepts than women's names. But we were looking at the connection between men think male think STEM bias and the extent to which they did or did not socialize with the women on their teams. And what we found was is that negative relationship there that the more implicit bias or the stronger or I should say the stronger the implicit association that men reported, or that actually I shouldn't say they reported it was that they demonstrated it right like that we computed this association from the speed with which they did this task. So I'll just back up and say, to the extent that men showed a STEM equals male bias, they also reported socializing less with their female teammates. So fewer of those informal chats or grabbing coffee together at work, and so forth. That and then in turn, when we sort of turned to look at the women's side of the equation, we looked at the women in our data set, and looked at the extent to which they perceived men seeking them out for social connections, chatting with them, etc, at work, and linked that up with the extent to which they felt social identity threat, whether they felt that they were engaged and their work felt meaningful to them, they felt inspired at work, and so forth. If they felt efficacious at work, and so forth, and felt that their workplace wasn't an inclusive one, we found that for women, that being socially excluded by men was linked to worse outcomes on all of those measures. So women who reported receiving fewer cross gender social connections from the men on their teams, were then in turn more likely to report experiencing more social identity threat, less engagement, less efficacy, and feeling like it was a less inclusive and supportive work environment, and so forth. So and we do a variety of controls and robustness checks, to try to make sure that we really are identifying associations that are, you know, attributable to these variables, even though it's a correlational sample. But we're excited about the insights that that provides for thinking about the importance of, again, not just getting people in the door, but really encouraging the opportunities for informal chats, mentoring, etc, all the things that can happen when people get along and connect well as people in the work environment.

VANESSA

That's so interesting, because it really just underscores the need for connection. In general, in a workplace. And like you were saying a little while ago, it we kind of think of it maybe as datasets numbers only, or, like you said, getting people included, but are sort of trying to look like it's inclusive, or even maybe even trying but not quite hitting the mark and really having to engage people where they are and engage the sort of cross gender connection and that kind of thing. That's just so interesting, because I don't know if we think about that much when we think about diversity inclusion, like just getting down to the nitty gritty basics there are like, so that's very interesting, it's really teaching me something too.

HILARY

Well, I forgot one thing that might be interesting, too, which is that, for men to these kinds of cross gender connections are associated with positive outcomes but are more associated for women. So it's not that, you know, it's not that this is something where we're talking about women. But these are just general effects that are observed for everybody. Like, we do see that women in particular show especially strong linkages with their experiences of less social identity threat and greater work engagement when they experience these positive criss cross gender social ties between men and women, on their team. But even for men, having those kinds of positive cross gender relationships are associated, you know, with that in a positive way with their their experiences too. So it's not a zero sum situation by any means. That it's something or sort of a rising tide lifts all boats to some extent.



Applied Sciences Building 9861  
Simon Fraser University  
8888 University Drive  
Burnaby BC Canada V5A 1S6

VANESSA

Yeah, yeah, totally. Yeah, it's go











doing today back to that early experience and thinking like, wow, there's a real phenomenon there. Not just what the task measures but how it makes people understand themselves and maybe motivate them to you know to be a force for change that afterwards.

VANESSA

That must have been an amazing moment. That's cool. Yeah. Awesome. I wanted to just ask as we wrap up, if there's any way for organizations or individuals even to become partners with ESS or be involved in some way, because this is just such important work, and there might be some interest out there.

TONI

Yeah, absolutely. Um, over this past year, obviously, we haven't been doing in person workshops, while the pandemic has kind of kept us all working remotely and working from home. But we have been spending the time retooling our inclusive innovation workshop for virtual delivery that will allow us also to just bring together a greater number of people not constrained by geoa9T1(23(96r9e)0(h)1a)(k)0ionoo ju