



# GENDER BIAS BINGO



If you send us examples of three of these types of gender bias, you can win Gender Bias Bingo and receive a highly coveted Gender Bias Bingo t-shirt!  
Visit [www.genderbiasbingo.com](http://www.genderbiasbingo.com) to play!

Are women perceived negatively when they share their successes with colleagues or others?

**Double Binds**  
Sanctions for Self-Promotion

Do people assume that mothers are with their kids when they are working outside the office—or make other attributions driven by assumptions about mothers?

**Maternal Wall**  
Attribution Bias

Do women experience bias that is shaped by their race as well as their sex?

**Double Jeopardy**

Do women face assumptions that they can be serious professionals or good mothers—but not both?

**Maternal Wall**  
Role Incongruity

Are objective rules applied rigidly to women but leniently to men?

**Prove it Again!**  
Leniency Bias

Does gender bias against women produce conflict rather than support among women?

**Gender Wars**

Do colleagues or students remember women's mistakes longer than men's—or men's successes longer than women's?

**Prove it Again!**  
Recall Bias

Are fathers discriminated against when they play an active parenting role?

**Frigid Climate for Fathers**

Do women encounter hostility when they behave in ways traditionally associated with men (e.g. hard-driving, direct)?

**Double Binds**  
Hostile Prescriptive Bias





# Glossary of Terms for Gender Bias Bingo

This is a short summary of terms for Gender Bias Bingo. A more detailed glossary is found at [www.genderbiasbingo.com](http://www.genderbiasbingo.com)

## Sanctions for Self-Promotion

When women receive push-back for self promotion, reflecting traditional expectations that women should be modest and self-effacing.

## Attribution Bias

When maternal wall stereotypes that mothers are less committed and competent drive interpretations of behavior (e.g., when a delay in completing a task is attributed to a mother's lack of commitment instead of unexpected intellectual challenges).

## Double Jeopardy

When gender stereotypes differ by race/ethnicity, such as when African-American women are seen as "angry black women," Asian-American women are typed as "dragon ladies," and Latina women as "fiery, hot-blooded Latinas."

## Role Incongruity

Bias stemming from a clash between gender stereotypes and workplace norms, e.g. the "good mother" who is always available to her children and the "ideal worker" who is always available for work.

## Leniency Bias

When objective rules are rigidly applied to women but leniently to men.

## Gender Wars

When gender bias *against* women produces conflict *among* women.

## Recall Bias

When people remember stereotype-consistent information better than stereotype-inconsistent information.

## Frigid Climate for Fathers

Fathers who signal caregiving responsibility may trigger hostile prescriptive stereotyping (reflecting the assumption that men don't belong in caregiving roles.)

## Hostile Prescriptive Bias

Hostility expressed toward women who do not behave according to traditional expectations.

## DOUBLE BINDS

When women have to choose between being liked but not seen as competent – or seen as competent but not liked.

## MATERNAL WALL

The strongest form of workplace gender stereotyping, which reflects negative competence and commitment assumptions triggered by motherhood.

## PROVE IT AGAIN!

When women are held to higher performance standards than men due to assumptions about the "typical" woman.

## GENDER WARS

When gender bias *against* women produces conflict *among* women.