

Gender Discrimination?

- In 1972, 48 male bank supervisors were each given the same personnel file and asked to judge whether the person should be promoted to a branch manager job.
- The files were identical except that half of them indicated that the file was that of a female and the other half indicated that the file was that of a male.

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Gender Discrimination?

- The 24 male and 24 female files were randomly distributed to the 48 bank executives.
- The complete experiment is described in Rosen, B. and T. Jerdee (1974). Influence of sex role stereotypes on personnel decisions. *Journal of Applied Psychology* **59**, 9-14.

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Gender Discrimination?

	Promote	Do Not Promote
Male File	21	3
Female File	14	10

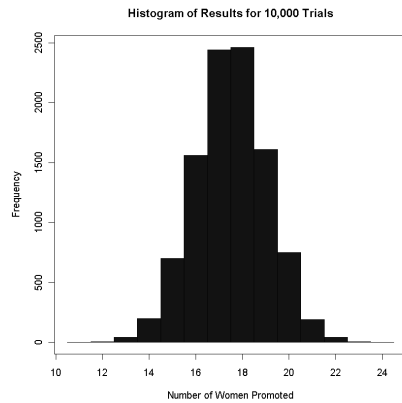
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- Note that 35 of the 48 bank supervisors recommended promotion.
- The files were randomly assigned to the bank supervisors. Perhaps it just happened by chance that the 35 “promoters” ended up with 21 male files and only 14 female files.

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- Design a simulation using a deck of cards that will help you determine the probability of seeing 14 or fewer females among the 35 promoted files.
- After you have discussed your plan with your instructor, conduct your simulation several times, keeping track of the number of females promoted in each trial.

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Gender Discrimination?

- 14 or fewer women were promoted in 244 out of the 10,000 random trials.
- If there was no discrimination, the probability that 14 or fewer women would end up being promoted is estimated to be about 0.0244.
- This is moderately strong evidence that gender discrimination took place.

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