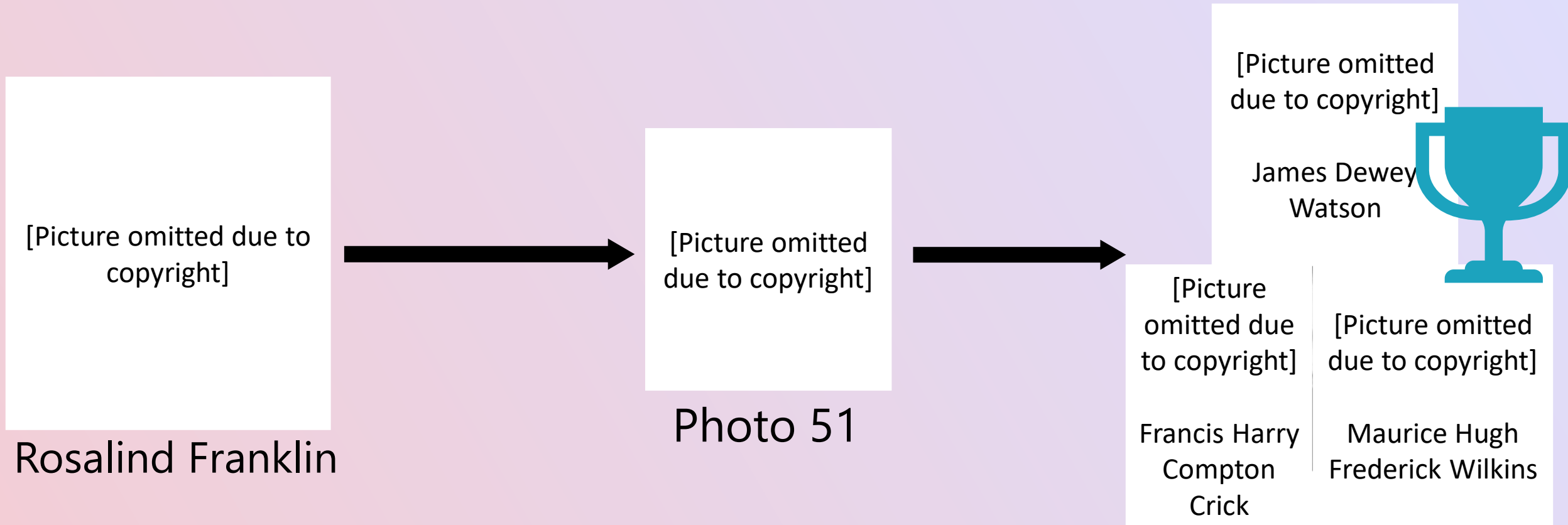


That's What She Said

Can amplifying women's ideas improve allocation of intellectual credit?

Jo Hernanto, Dr. Tara Dennehy, & Dr. Toni Schmader

A Series of (Un)fortunate Events



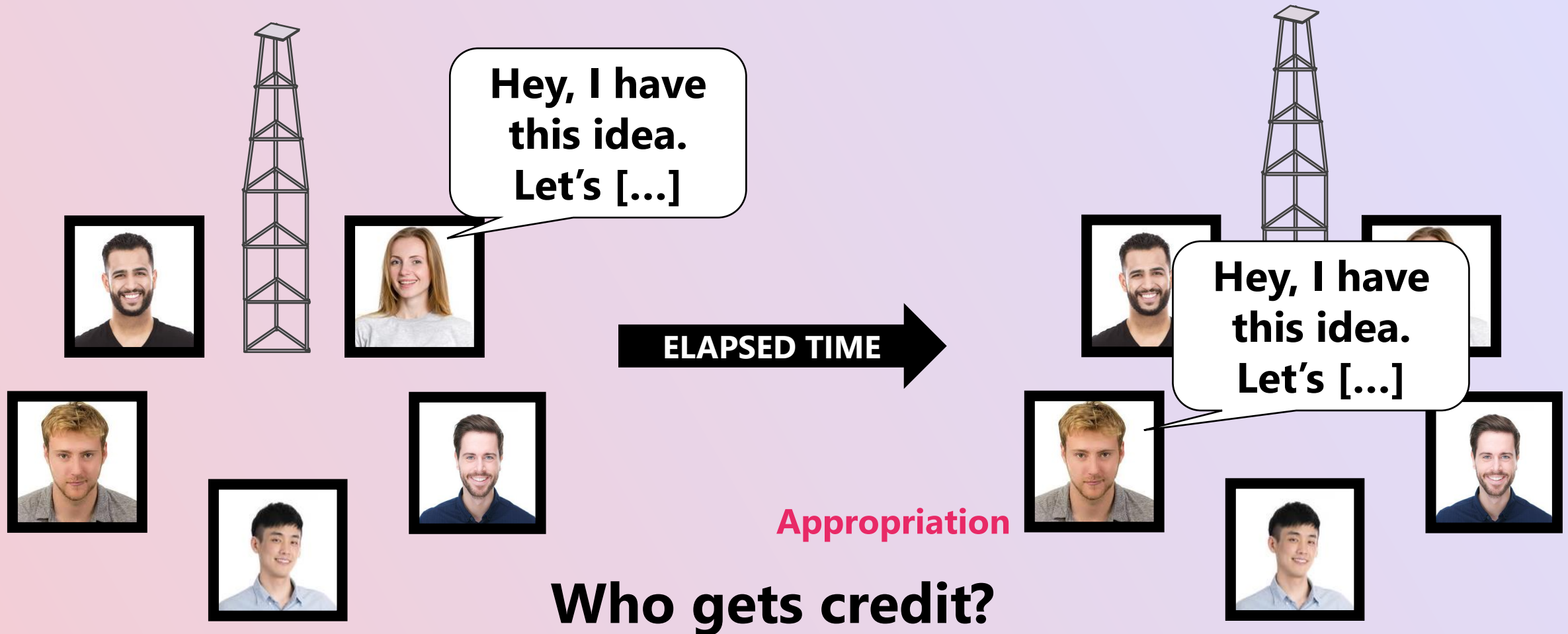
Overview

Study 1: Establishing baseline for source misattribution

Study 2: Amplification as potential intervention

Study 1

Establishing baseline for source misattribution



Does **appropriation** affect allocation of intellectual credit?

Does **target gender** matter?

[IDEA]



Jane

No ACTION

APPROPRIATION

ignored



I have a great idea. It is...

$N = 442$

[IDEA]



Tom

No ACTION

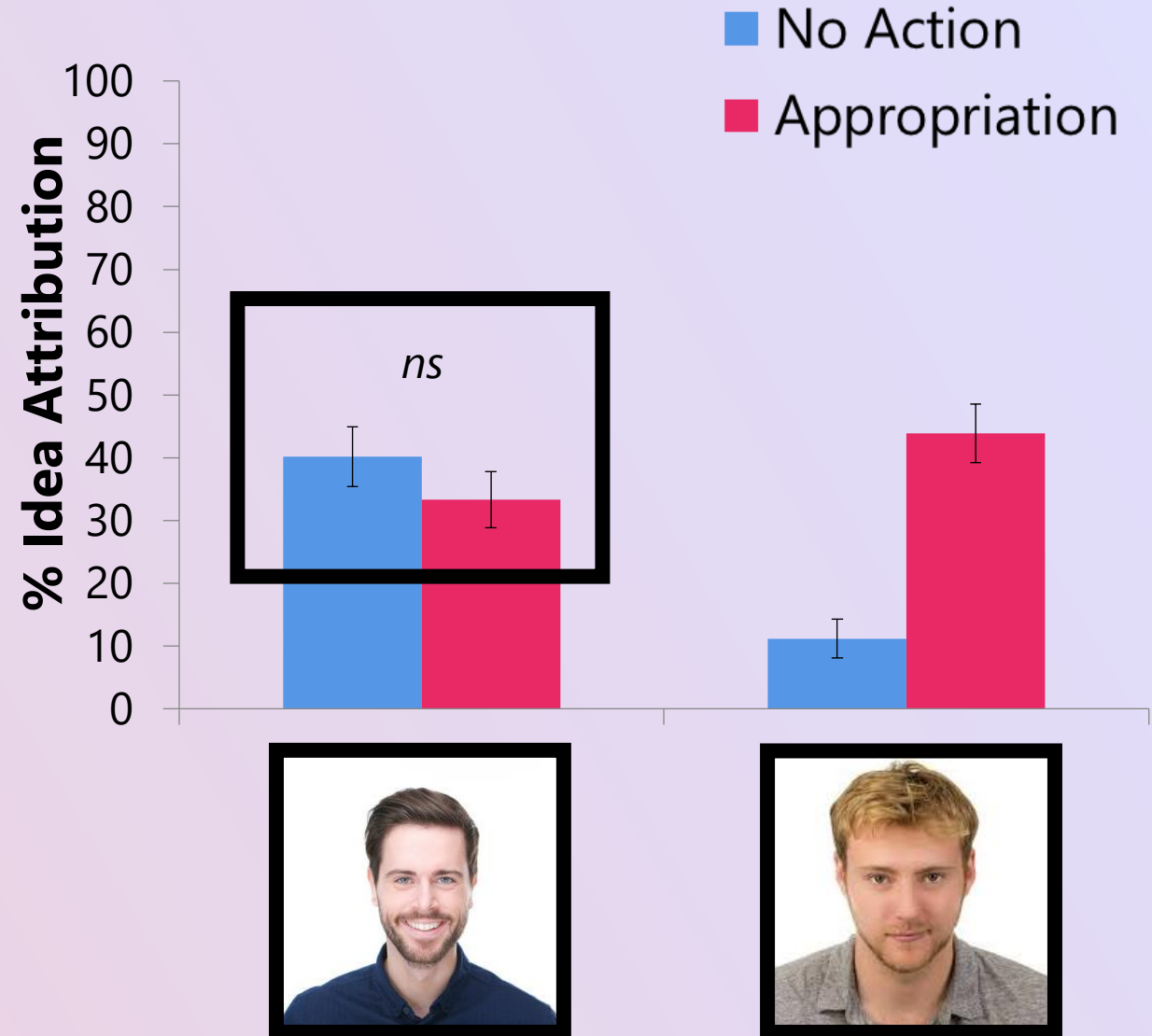
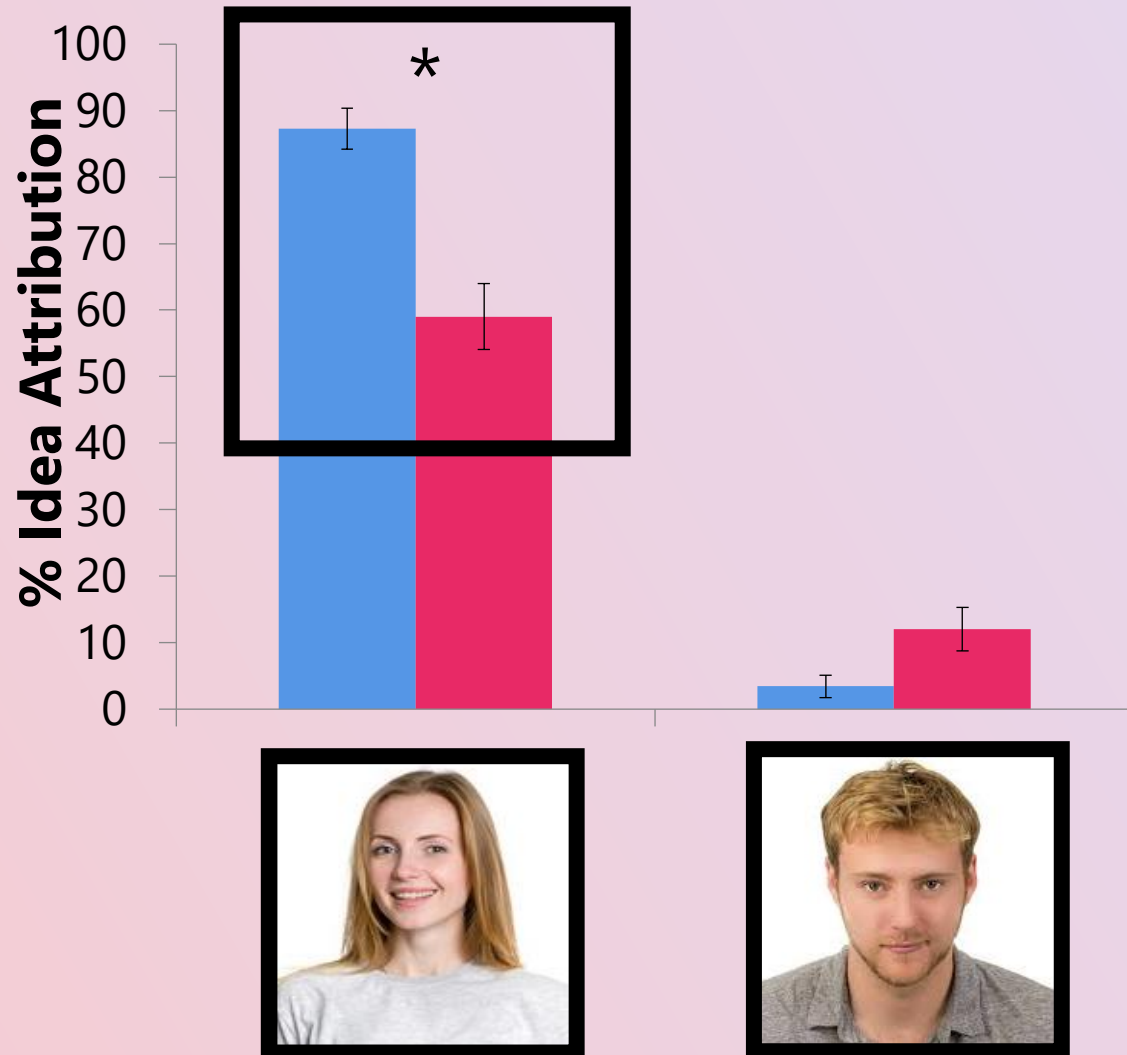
APPROPRIATION

ignored

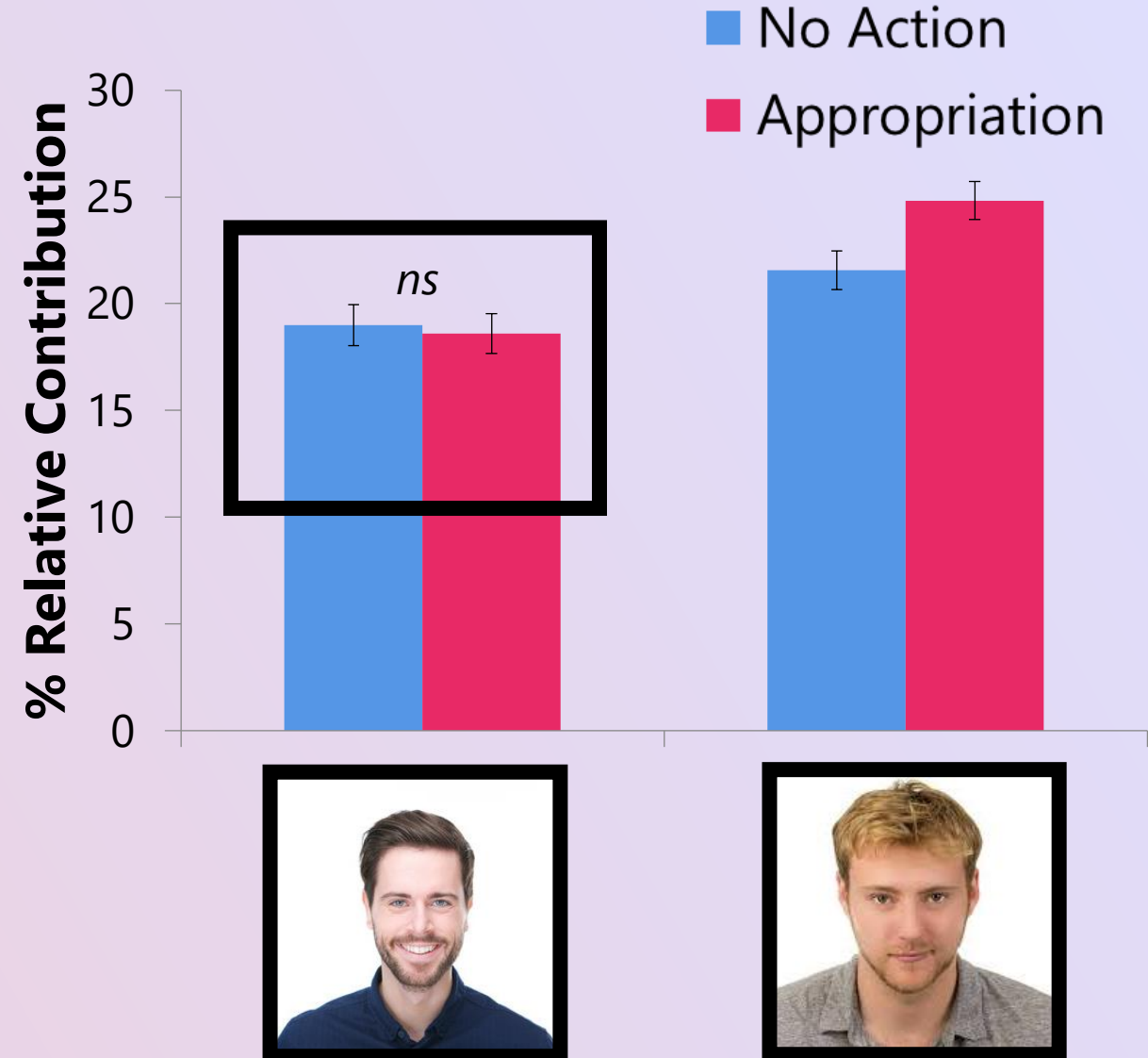
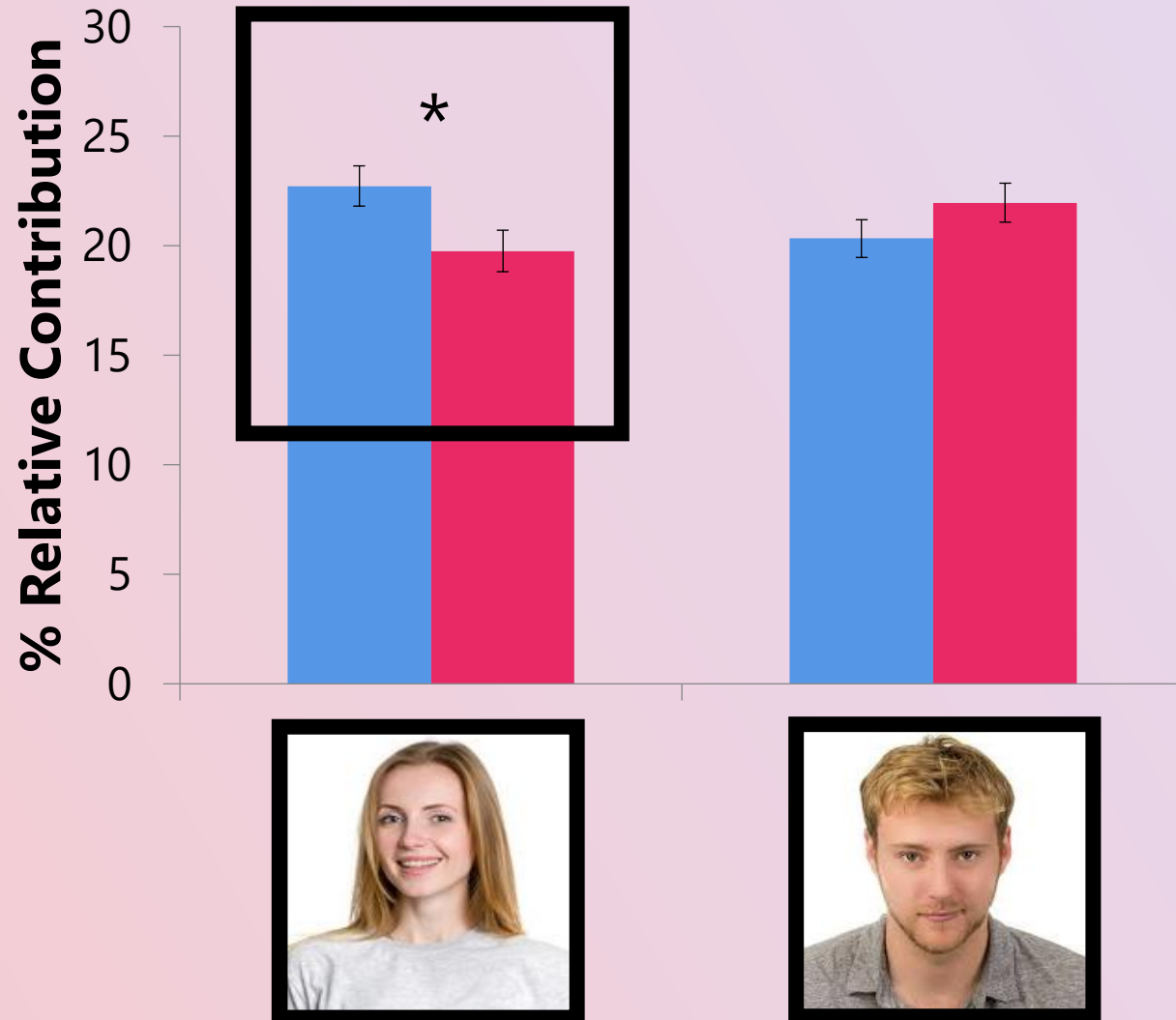


I have a great idea. It is...

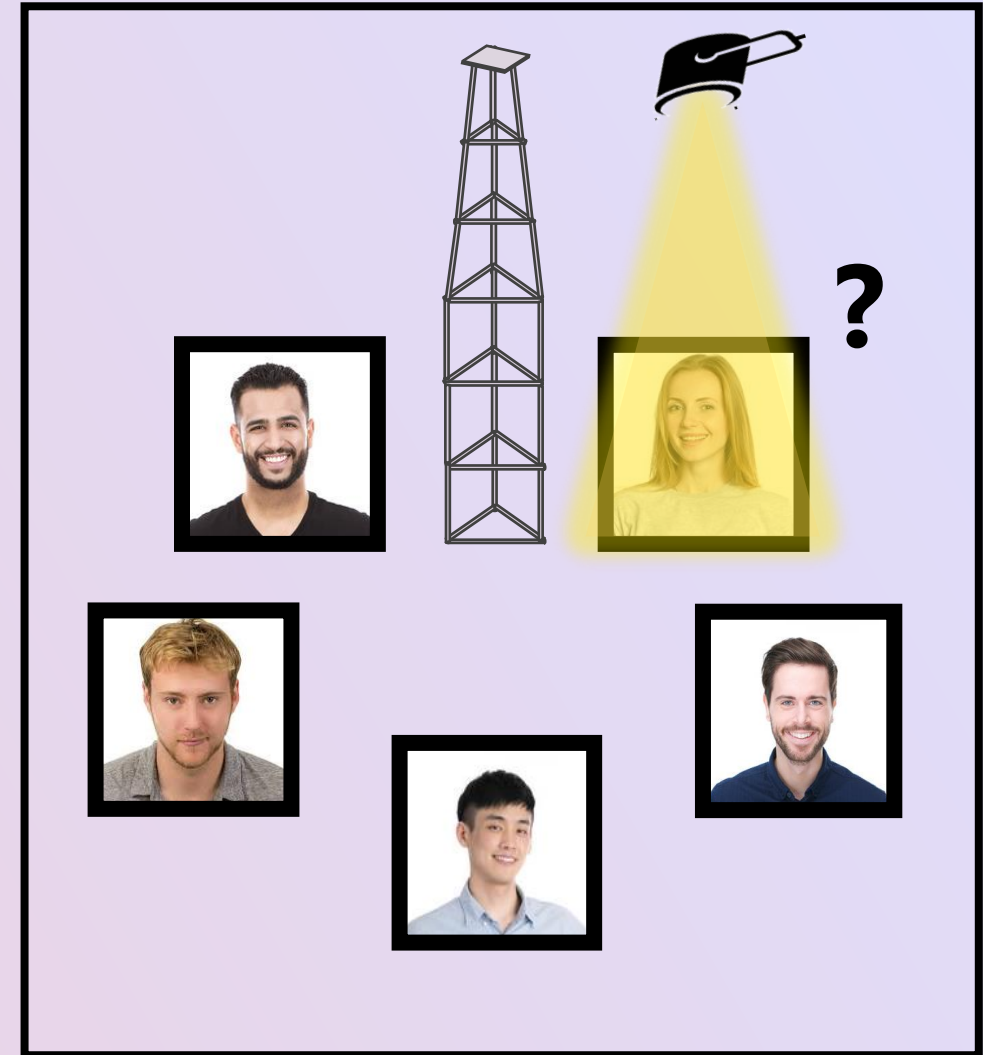
Would *appropriation* affect attribution of the target idea to Jane vs. Tom?



Would *appropriation* affect allocation of credit to Jane vs. Tom?



Perceptual spotlight effect?



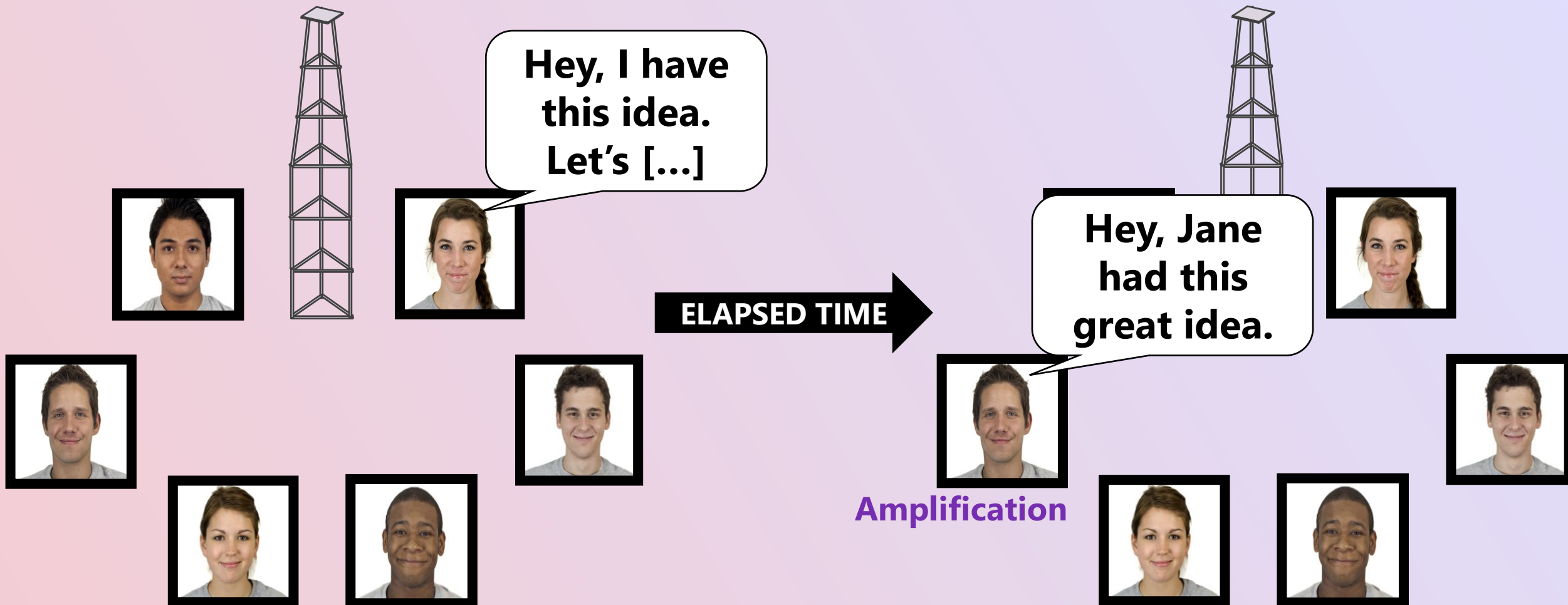
Overview

Study 1: Establishing baseline for source misattribution

Study 2: ***Amplification*** as potential intervention

Study 2

Testing *amplification*



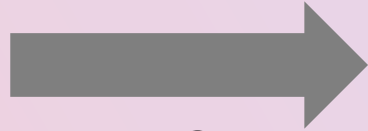
Would **amplification** effectively mitigate loss
of credit?



Jane

[IDEA]

$N = 427$



No ACTION

APPROPRIATION

★ AMPLIFICATION

ignored

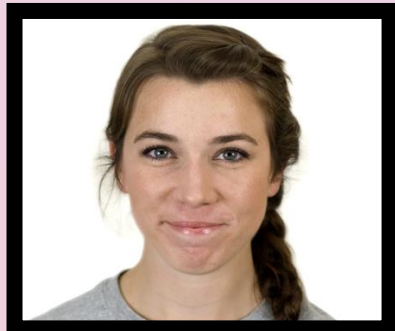
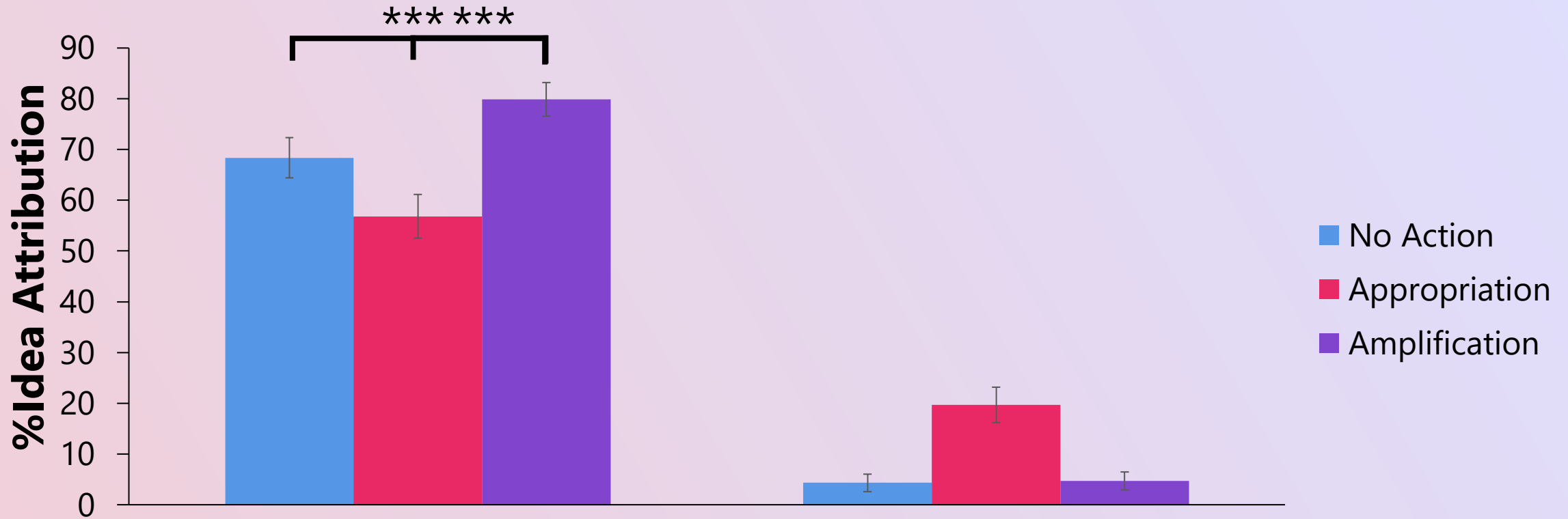


I have a great idea. It is...

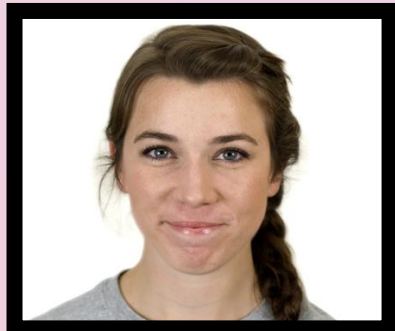
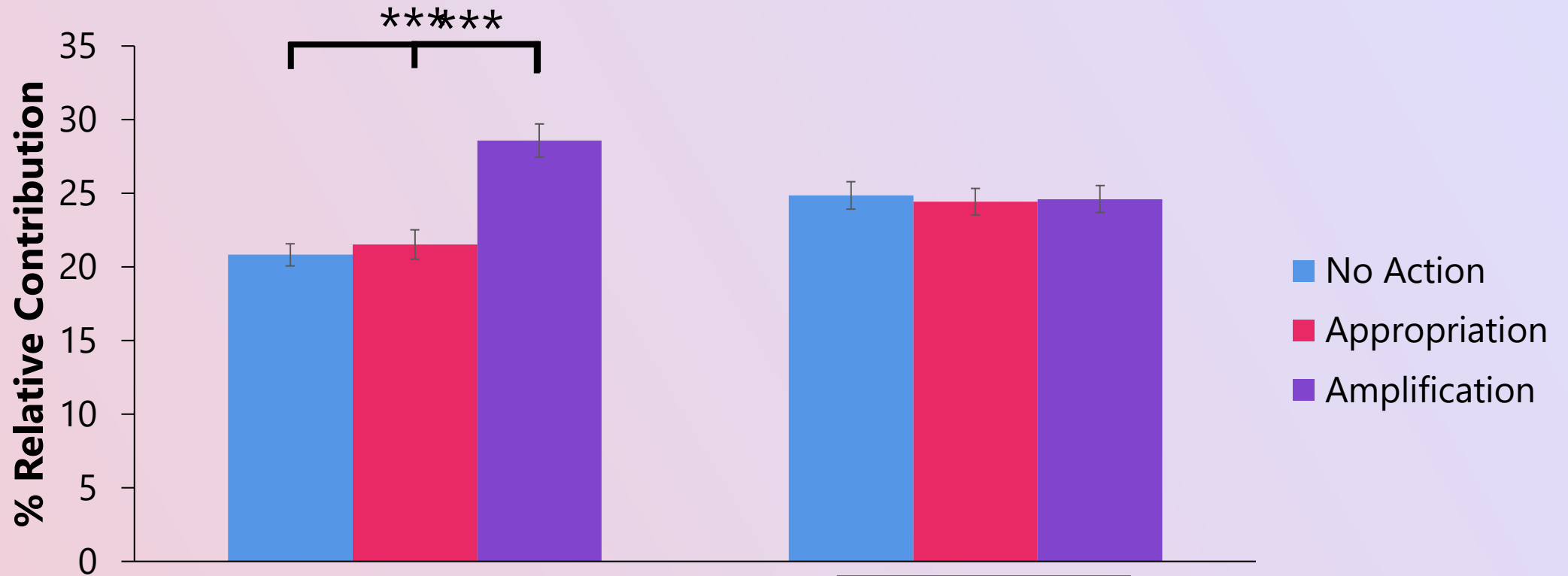


Jane – can you tell us more about your idea?

Would *amplification* increase attribution of the target idea to Jane?



Would *amplification* affect allocation of credit to Jane?



➤ **Study 1: Appropriation** increases source misattribution

➤ Women are more harmed by appropriation

➤ A concrete form of micro-aggression

➤ **Study 2:** Supportive evidence for **amplification** as intervention to mitigate loss of credit

➤ Diversity and gender-inclusive initiatives in collaborative spaces

➤ (e.g. businesses, organizations, university group projects and faculties)



Thank you!
Any questions? 😊

