

FINAL PROJECT – GENERAL INSTRUCTIONS

- Imagine that you are the head of company, institution, or public role (such as you are in charge of Cambridge's Public schools, Head of the MIT Department of mathematics, CEO of Google, President of MGH, etc). Eg.: CEO of the NFL
- Identify one specific mechanism that is a barrier for gender equality in your community (in terms of students or leadership). Eg.: only 6% of Head Coaches are African-American (despite majority of players being African-American)
- Develop one intervention that you would implement to address that specific issue and explain what impact you expect it to have. Eg.: request that at least one African-American coach be interviewed in every search. This will mitigate the effect of African-American coaches not being considered for these positions due to the impact of unconscious bias in the previous referral system

Additional clarifications:

- Focus on gender inequality (even though the example in the previous slide was about race)
- Be specific about ONE issue you will target. For example, focus on a recruiting problem, a specific step in the pipeline (eg: tenure-track to tenure), etc.
- Develop a specific intervention in detail. What mechanism do you hope this intervention will address? How do you think it will work? What kind of impact do you expect?

FINAL PRESENTATION

All presentations should be submitted on **Wednesday May 6th before class**. There will be a random draw and 4 students will present that day, with the rest of the students presenting on Monday May 11.

Prepare a presentation on one intervention that you will implement in a specific company or institution to address one mechanism that creates gender inequality in that institution. Your presentation to the class should last 15 minutes that will be followed by a 5 minutes Q&A. Prepare a Power Point presentation to support your argument using up to 10 slides including the following:

- **Context:** describe the company/institution that you have chosen and their current statistics regarding gender
- **Issue:** describe the specific mechanism that you will target that is causing gender inequality inside the company. Explain how exactly this mechanism is generating that inequality and provide data to back up your assumptions
- **Intervention:** describe one intervention that you will put in place to address this issue. Describe in detail how it would work, how it would address the mechanism described above and what impact you expect it to have in the percentage of women in that area. Use data from that company or from a case study of a similar intervention elsewhere to support your projections for impact

Grading criteria (Total: 15 points)

- Identification of issue and mechanism leading to gender inequality
- Development of intervention that would successfully address the issue described
- Use of data (from that company/institution or from a case study in a different company) to support why this intervention would work
- Effectiveness of Power Point presentation in supporting your argument
- Professional formatting of presentation
- Effective and compelling delivery of your recommendation

FINAL PAPER (Wed, May 13 – 2:30pm)

Write a 8 - 10 pages final paper on one intervention that you will implement in a specific company or institution to address one mechanism that creates gender inequality in that institution. Your paper should include the following sections and be based on the presentation you do to the class, including any feedback/ideas collected during Q&A. Specifications: 8 – 10 pages, font: Times New Roman 12; spacing: 1.5; standard margins

- **Context:** describe the company/institution that you have chosen and their current statistics regarding gender
- **Issue:** describe the specific mechanism that you will target that is causing gender inequality inside the company. Explain how exactly this mechanism is generating that inequality and provide data to back up your assumptions
- **Intervention:** describe one intervention that you will put in place to address this issue. Describe in detail how it would work, how it would address the mechanism described above and what impact you expect it to have in the percentage of women in that area. Use data from that company or from a case study of a similar intervention elsewhere to support your projections for impact

Grading criteria (Total: 15 points)

- Identification of issue and mechanism leading to gender inequality
- Development of intervention that would successfully address the issue described
- Use of data (from that company/institution or from a case study in a different company) to support why this intervention would work
- Clear and compelling articulation of your arguments
- Professional formatting of document

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WGS.150 Gender, Power, Leadership and the Workplace
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