

[BIAS INTERRUPTERS] *small steps big change*

MASTER BIBLIOGRAPHY

Allen, T. D. (2006). Rewarding good citizens: The relationship between citizenship behavior, gender, and organizational rewards. *Journal of Applied Social Psychology, 36*(1), 120-143. doi: 10.1111/j.0021-9029.2006.00006.x

Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P., & Kruse, D. (2015) The disability employment puzzle: A field experiment on employer hiring behavior. *The National Bureau of Economic Research Working Paper, 21560*. doi: 10.3386/w21560

Banaji, M. R., & Greenwald, A. A. (2013). *Blindspot: Hidden biases of good people*. New York, NY: Bantam Books.

Bauer, C. C., & Baltes, B. B. (2002). *Reducing the effects of gender stereotypes on performance evaluations*. *Sex Roles, 47*(9), 465-476. doi: 10.1023/A:1021652527696

Benard, S., & Correll, S. J. (2010). Normative discrimination and the motherhood penalty. *Gender & Society, 24*(5), 616-646. doi: 10.1177/0891243210383142

Berdahl, J. L., & Min, J. A. (2012). Prescriptive stereotypes and workplace consequences for East Asians in North America. *Cultural Diversity and Ethnic Minority Psychology, 18*(2), 141-152. doi: 10.1037/a0027692

Berdahl, J. L., & Moon, S. H. (2013). Workplace mistreatment of middle class workers based on sex, parenthood, and caregiving. *Journal of Social Issue, 69*(2), 341-366. doi: 10.1111/josi.12018

Berger, J., Fisek, M. H., Norman, R. Z., & Zelditch, M. (1977). *Status characteristics and social interaction: An expectation states approach*. New York, NY: Elsevier.

Bertrand, M. & Mullainathan, S. (2004). Are Emily and Greg more employable than Lakisha and Jamal? A field experiment on labor market discrimination. *American Economic Review, 94*(4), 991-1013. doi: 10.1257/0002828042002561

Biernat, M., Fuegen, K., & Kobrynowicz, D. (2010). Shifting standards and the inference of incompetence: Effects of formal and informal evaluation tools. *Personality and Social Psychology Bulletin, 36*(7), 855-68. doi: 10.1177/0146167210369483

Biernat, M., & Kobrynowicz, D. (1997). Gender- and race-based standards of competence: Lower minimum standards but higher ability standards for devalued groups. *Journal of Personality and Social Psychology, 72*(3), 544-557. doi:10.1037/0022-3514.72.3.544

Bowles, H. R., Babcock, L., & McGinn, K. L. (2005). Constraints and triggers: Situational mechanics of gender in negotiation. *Journal of Personality and Social Psychology, 89*(6), 951-965. doi: 10.1037/0022-3514.89.6.951

[BIAS INTERRUPTERS] *small steps big change*

Bowles, H. R., & Gelfand, M. (2010). Status and the evaluation of workplace deviance. *Psychological Science, 21*(1), 49-54. doi: 10.1177/0956797609356509

Brescoll, V. L., & Uhlmann, E. L. (2005). Attitudes toward traditional and nontraditional parents. *Psychology of Women Quarterly, 29*(4), 436-445. doi: 10.1111/j.1471-6402.2005.00244.x

Brescoll, V. L., & Uhlmann, E. L. (2008). Can angry women get ahead? Gender, status conferral, and workplace emotion expression. *Psychological Science, 19*(3), 268-275. doi: 10.1111/j.1467-9280.2008.02079.x

Brewer, M. B. (1999). The psychology of prejudice: Ingroup love and outgroup hate? *Journal of Social Issues, 55*(3), 429-444. doi:10.1111/0022-4537.00126

Brewer, M. B., & Gardner, W. (1996). Who is this "we"? Levels of collective identity and self representations. *Journal of Personality and Social Psychology, 71*(1), 83-93. doi: 10.1037/0022-3514.71.1.83

Carbado, D. W., & Gulati, M. (2013). *Acting white?: Rethinking race in post-racial America*. New York, NY: Oxford University Press.

Castilla, E. J., & Benard, S. The paradox of meritocracy in organizations. *Administrative Science Quarterly, 55*(4), 543-576. doi: 10.2189/asqu.2010.55.4.543

Correll, S. J., Benard, S., & Paik, I. (2007). Getting a job: Is there a motherhood penalty? *American Journal of Sociology, 112*(5), 1297-1338. doi: 10.1086/511799

Costrich, N., Feinstein, J., Kidder, L., Marecek, J., & Pascale, L. (1975). When stereotypes hurt: Three studies of penalties for sex-role reversals. *Journal of Experimental Social Psychology, 11*(6), 520-30. doi: 10.1016/0022-1031(75)90003-7

Crosby, F. J., Williams, J. C., & Biernat, M. (2004). The maternal wall. *Journal of Social Issues, 60*(4), 675-682. doi: 10.1111/j.0022-4537.2004.00379.x

Cuddy, A. J., Fiske, S. T., & Glick, P. (2004). When professionals become mothers, warmth doesn't cut the ice. *Journal of Social Issues, 60*(4), 701-718. doi: 10.1111/j.0022-4537.2004.00381.x

Cuddy, A. J. C., Fiske, S. T., & Glick, P. (2008). Warmth and competence as universal dimensions of social perception: The stereotype content model and the BIAS map. *Advances in Experimental Social Psychology, 40*, 61-149. doi: 10.1016/S0065-2601(07)00002-0

Cuddy, A. J. C., Wilmoth, C. A., & Carney, D. R. (2012). The benefit of power posing before a high-stakes social evaluation. *Harvard Business School Working Paper, 13-027*.

Cuddy, A. J. C., Norton, M. I., Fiske, S. T. (2005). This old stereotype: The pervasiveness and persistence of the elderly stereotype. *Journal of Social Issues, 61*(2), 265-283. doi: 10.1111/j.1540-4560.2005.00405.x

[BIAS INTERRUPTERS] *small steps big change*

Dale, S. B., & Krueger, A. B. (2002). Estimating the payoff to attending a more selective college: An application of selection on observables and unobservables. *The Quarterly Journal of Economics*, *117*(4), 491-1527. doi: 10.1162/003355302320935089

Dale, S., & Krueger, A. B. (2011). Estimating the return to college selectivity over the career using administrative earnings data. *Journal of Human Resources*, *49*(2), 323-358. doi: 10.3386/w17159

Daubman, K. A., Heatherington, L., & Ahn, A. (1992). Gender and the self-presentation of academic achievement. *Sex Roles*, *27*, 187-204. doi: 10.1007/BF00290017

Davison, H. K., & Burke, M. J. (2000). Sex discrimination in simulated employment contexts: A meta-analytic investigation. *Journal of Vocational Behavior*, *56*(2), 225-248. doi: 10.1006/jvbe.1999.1711

Deaux, K., & Emswiller, T. (1974). Explanations of successful performance on sex-linked tasks: What is skill for the male is luck for the female. *Journal of Personality and Social Psychology*, *29*(1), 80-85. doi: 10.1037/h0035733

Deaux, K., & Major, B. (1987). Putting gender into context: An interactive model of gender-related behavior. *Psychological review*, *94*(3), 369-389. doi: 10.1037/0033-295X.94.3.369

Derks, B., Van Laar, C., Ellemers, N., & de Groot, K. (2011). Gender-bias primes elicit queen-bee responses among senior policewomen. *Psychological Science*, *22*(10), 1243-1249. doi: 10.1177/0956797611417258

Duguid, M. (2011). Female tokens in high-prestige work groups: Catalysts or inhibitors of group diversification? *Organizational Behavior and Human Decision Processes*, *116*(1), 104-115. doi: 10.1016/j.obhdp.2011.05.009

Duguid, M. M., Loyd, D. L., & Tolbert, P. S. (2012). The impact of categorical status, numeric representation, and work group prestige on preference for demographically similar others: A value threat approach. *Organization Science*, *23*(2), 386-401. doi: 10.1287/orsc.1100.0565

Eagly, A. H., & Karau, S. J. (2002). Role congruity theory of prejudice toward female leaders. *Psychological Review*, *109*(3), 573-598. doi: 10.1037//0033-295X.109.3.573

Ellemers, N., van den Heuvel, H., de Gilder, D., Maass, A., & Bonvini, A. (2004). The underrepresentation of women in science: Differential commitment or the queen bee syndrome? *British Journal of Social Psychology*, *43*(3), 315-338. doi: 10.1348/0144666042037999

Ely, R. J. (1994). The effects of organizational demographics and social identity on relationships among professional women. *Administrative Science Quarterly*, *39*(2), 203-238. doi: 10.2307/2393234

Epstein, C. F. (1981). *Women in Law*. New York: Basic Books

Fiske, S. T. (1998). Stereotyping, prejudice, and discrimination. In: S. T. Fiske, D. T. Gilbert, & G. Lindzey (Eds.), *The handbook of social psychology* (pp. 357-411). Hoboken, NJ: John Wiley & Sons, Inc.

[BIAS INTERRUPTERS] *small steps big change*

Fiske, S. T., Cuddy, A. J. C., Glick, P., & Xu, J. (2002). A model of (often mixed) stereotype content: Competence and warmth respectively follow from perceived status and competition. *Journal of Personality and Social Psychology, 82*(6), 878-902. doi: 10.1037//0022-3514.82.6.878

Fiske, S. T., Xu, J., Cuddy, A. C., & Glick, P. (1999). (Dis)respecting versus (dis)liking: Status and interdependence predict ambivalent stereotypes of competence and warmth. *Journal of Social Issues, 55*(3), 473-489. doi: 10.1111/0022-4537.00128

Fleming, M. A., Petty, R. E., & White, P. H. (2005). Stigmatized targets and evaluation: Prejudice as a determinant of attribute scrutiny and polarization. *Personality and Social Psychology Bulletin, 31*(4), 496-507. doi: 10.1177/0146167204271585

Foschi, M. (1996). Double standards in the evaluation of men and women. *Social Psychology Quarterly, 59*(3), 237-254. doi: 10.2307/2787021

Foschi, M. (2000). Double standards for competence: Theory and research. *Annual Review of Sociology, 26*, 21-42. doi: 10.1146/annurev.soc.26.1.21

Fuegen, K., & Endicott, N. F. (2010). Evidence of shifting standards in judgments of male and female parents' job-related ability. *Current Research in Social Psychology, 15*(5), 52-61.

Fuegen, K., Biernat, M., Haines, E., & Deaux, K. (2004). Mothers and fathers in the workplace: How gender and parental status influence judgments of job-related competence. *Journal of Social Issues, 60*(4), 737-754. doi: 10.1111/j.0022-4537.2004.00383.x

Fyock, J. & Stangor C. (1994). The role of memory biases in stereotype maintenance. *British Journal of Social Psychology, 33*(3), 331-343. doi: 10.1111/j.2044-8309.1994.tb01029.x

Garcia-Retamero, R., & López-Zafra, E. (2006). Prejudice against women in male-congenial environments: Perceptions of gender role congruity in leadership. *Sex Roles, 55*(1), 51-61. doi: 10.1007/s11199-006-9068-1

Glick, P., Diebold, J., Bailey-Werner, B., & Zhu, L. (1997). The two faces of Adam: Ambivalent sexism and polarized attitudes toward women. *Personality & Social Psychology Bulletin, 23*(12), 1323-1334. doi: 10.1177/01461672972312009

Glick, P., & Fiske, S. T. (2001). An ambivalent alliance: Hostile and benevolent sexism as complementary justifications for gender inequality. *American Psychologist, 56*(2), 109-118. doi: 10.1037/0003-066X.56.2.109

Gould, R. J., & Slone, C. G. (1982). The "feminine modesty" effect: A self-presentational interpretation of sex differences in causal attribution. *Personality and Social Psychology Bulletin, 8*(3), 477-485. doi: 10.1177/0146167282083014

Greenhaus, J. H., & Parasuraman, S. (1993). Job performance attributions and career advancement prospects: An examination of gender and race effects. *Organizational Behavior and Human Decision Processes, 55*(2), 273-297. doi: 10.1006/obhd.1993.1034

[BIAS INTERRUPTERS] *small steps big change*

Hall, E. V., & Livingston, R. W. (2012). The hubris penalty: Biased responses to “Celebration” displays of black football players. *Journal of Experimental Social Psychology*, 48(4), 899-904. doi: 10.1016/j.jesp.2012.02.004

Halpert, J. A., Wilson, M. L., & Hickman, J. L. (1993). Pregnancy as a source of bias in performance appraisals. *Journal of Organizational Behavior*, 14(7), 649-663. doi: 10.1002/job.4030140704

Haselhuhn, M.P., & Kray, L.J. (2012). Gender and negotiation. In B. Goldman & D. Shapiro (Eds.), *The Psychology of Negotiations in the 21st Century Workplace* (pp. 293-318). New York, NY: Routledge.

Heatherington, L., Daubman, K. A., Bates, C., Ahn, A., Brown, H., & Preston, C. (1993). Two investigations of “female modesty” in achievement situations. *Sex Roles*, 29(11), 739-754. doi: 10.1007/BF00289215

Hebl, M. R., King, E. B., Glick, P., Singletary, S. L., & Kazama, S. (2007). Hostile and benevolent reactions toward pregnant women: complementary interpersonal punishments and rewards that maintain traditional roles. *Journal of Applied Psychology*, 92(6), 1499-1511. doi: 10.1037/0021-9010.92.6.1499

Heilman, M. E. (1983). Sex bias in work settings: The Lack of Fit model. *Research in Organizational Behavior*, 5, 269-298.

Heilman, M. E. (1984). Information as a deterrent against sex discrimination: The effects of applicant sex and information type on preliminary employment decisions. *Organizational Behavior and Human Performance*, 33(2), 174-186. doi: 10.1016/0030-5073(84)90019-9

Heilman, M. E. (2012). Gender stereotypes and workplace bias. *Research in Organizational Behavior*, 32, 113-135. doi: 10.1016/j.riob.2012.11.003

Heilman, M. E., Block, C. J., & Martell, R. F. (1995). Sex stereotypes: do they influence perceptions of managers? *Journal of Personality and Social Behavior* 10(6), 237-252.

Heilman M. E., & Chen J. J. (2005). Same behavior, different consequences: Reactions to men’s and women’s altruistic citizenship. *Behavior Journal of Applied Psychology*, 90(3), 431– 441 doi: 10.1037/0021-9010.90.3.431

Heilman, M.E., Martell, R.F. & Simon, M.C. (1988). The vagaries of sex bias: Conditions regulating the undervaluation, equivaluation, and overvaluation of female job applicants. *Organizational Behavior and Human Decision Processes*, 41(1), 98-110. doi: 10.1016/0749-5978(88)90049-0

Heilman, M. E., & Okimoto, T. G. (2008). Motherhood: A potential source of bias in employment decisions. *Journal of Applied Psychology*, 93(1), 189-198. doi: 10.1037/0021-9010.93.1.189

Heilman, M. E., Wallen, A. S., Fuchs, D., & Tamkins, M. M. (2004). Penalties for success: Reactions to women who succeed at male gender-typed tasks. *Journal of Applied Psychology*, 89(3), 416-427. doi: 10.1037/0021-9010.89.3.416

[BIAS INTERRUPTERS] *small steps big change*

Hewstone, M. (1990). The 'ultimate attribution error'? A review of the literature on intergroup causal attribution. *European Journal of Social Psychology, 20*(4), 311-335. doi: 10.1002/ejsp.2420200404

Hoyt, C. L. (2010). Women, men and leadership: Exploring the gender gap at the top. *Social and Personality Psychology Compass, 4*(7), 484-498. doi: 10.1111/j.1751-9004.2010.00274.x

Igbaria, M., & Baroudi, J. J. (1995). The impact of job performance evaluations on career advancement prospects: An examination of gender differences in the IS workplace. *Management Information Systems Quarterly, 19*(1), 107-123. doi: 10.2307/249713

Judge, T. A., Livingston B. A., & Hurst, C. (2012). Do nice guys--and gals--really finish last? The joint effects of sex and agreeableness on income. *Journal of Personality and Social Psychology, 102*(2), 390-407. doi: 10.1037/a0026021

Jussim, L., Coleman, L. M., & Lerch, L. (1987). The nature of stereotypes: A comparison and integration of three theories. *Journal of Personality and Social Psychology, 52*(3), 536-546. doi: 10.1037/0022-3514.52.3.536

Kalev, A., Dobbin, F., & Kelly, E. (2006). Best practices or best guesses? Assessing the efficacy of corporate affirmation action and diversity policies. *American Sociological Review, 71*(4), 589-617. doi: 10.1177/000312240607100404

Kanter, R. M. (1977). Some effects of proportions on group life: Skewed sex ratios and responses to token women. *American Journal of Sociology, 82*(5), 965-990. doi: 10.1086/226425

Kellerman, B., Rhode, D. L., & O'Connor, S. D. (2007). *Women and leadership: The state of play and strategies for change*. San Francisco, CA: Jossey-Bass.

Koenig, A. M., Eagly, A. H., Mitchell, A. A., & Ristikari, T. (2011). Are leader stereotypes masculine? A meta-analysis of three research paradigms. *Psychological Bulletin, 137*(4), 616-642. doi: 10.1037/a0023557

Knobloch-Westerwick, S., Glynn, C. J., & Huge, M. (2013). The Matilda effect in science communication: An experiment on gender bias in publication quality perceptions and collaboration interest. *Science Communication, 35*(5), 603-625. doi: 10.1177/1075547012472684

Kulich, C., Trojanowski, G., Ryan, M. K., Alexander Haslam, S., & Renneboog, L. D. (2011). Who gets the carrot and who gets the stick? Evidence of gender disparities in executive remuneration. *Strategic Management Journal, 32*(3), 301-321. doi: 10.1002/smj.878

Landau, J. (1995). The relationship of race and gender to managers' ratings of promotion potential. *Journal of Organizational Behavior, 16*(4), 391-400. doi: 10.1002/job.4030160409

Linville, P. W., & Jones, E. E. (1980). Polarized appraisals of out-group members. *Journal of Personality & Social Psychology, 38*(5), 689-703. doi: 10.1037/0022-3514.38.5.689

[BIAS INTERRUPTERS] *small steps big change*

Livingston, R., & Pearce, N. A. (2009). The teddy-bear effect: does having a baby face benefit black chief executive officers? *Psychological Science*, *20*(10), 1229-1236. doi: 10.1111/j.1467-9280.2009.02431.x

Livingston, R. W., Rosette, A. S., & Washington, E. F. (2012). Can an agentic Black woman get ahead? The impact of race and dominance on perceptions of female leaders. *Psychological Science*, *23*(4), 354-358. doi: 10.1177/0956797611428079

Lubrano, A. (2004). *Limbo: Blue-collar roots, white-collar dreams*. Hoboken, NJ: John Wiley & Sons, Inc.

Martell, R. F., Lane, D. M., & Emrich, C. (1996). Male-female differences: A computer simulation. *American Psychologist*, *51*(2), 157-158. doi: 10.1037/0003-066X.51.2.157

Morgan, W. B., Gilrane, V. L., McCausland, T. C., & King, E. B. (2011). Social stigma faced by female leaders in the workplace. In M. Paludi, Coates, B. E. (Eds.), *Women as Transformational Leaders: From Grassroots to Global Interests* (27-50). Santa Barbara, CA: ABC_CLIO, LLC.

Moss-Racusin, C. A., Dovidio, J. F., Brescoll, V. L., Graham, M. J., & Handelsman, J. (2012). Science faculty's subtle gender biases favor male students. *Proceedings of the National Academy of Sciences*, *109*(41), 16474-16479. doi: 10.1073/pnas.1211286109

Norton, M.I., Vandello, J.A., & Darley, J. (2004). Casuistry and social category bias. *Journal of Personality and Social Psychology*, *87*, 817-831

Parks-Stamm, E. J., Heilman, M. E., & Hearn, K. A. (2012). Motivated to penalize: women's strategic rejection of successful women. *Personality and Social Psychology Bulletin*, *34*(2), 237-245. doi: 10.1177/0146167207310027

Phelan, J. E., Moss-Racusin, C. A., & Rudman, L. A. (2008). Competent yet out in the cold: Shifting criteria for hiring reflect backlash toward agentic women. *Psychology of Women Quarterly*, *32*(4), 406-413. doi: 10.1111/j.1471-6402.2008.00454.x

Prentice, D. A., & Carranza, E. (2002). What women and men should be, shouldn't be, are allowed to be, and don't have to be: The content of prescriptive gender stereotypes. *Psychology of Women Quarterly*, *26*(4), 269-281. doi: 10.1111/1471-6402.t01-1-00066

Reeves, A.R. (2014). *Yellow Paper Series: Written in Black and White: Exploring Confirmation Bias in Racialized Perceptions of Writing Skills*. Nextions.

Rhode, D. L. (2017). *Women and leadership*. New York, NY: Oxford University Press.

Rivera, Lauren. 2015. *Pedigree: How Elite Students Get Elite Jobs*. Princeton University Press, Princeton, New Jersey.

Roth, P. L., Purvis, K. L., & Bobko, P. (2012). A meta-analysis of gender group differences for measures of job performance in field studies. *Journal of Management*, *38*(2), 719-739. doi: 10.1177/0149206310374774

[BIAS INTERRUPTERS] *small steps big change*

- Rothbart, M., Evans, M., & Fulero, S. (1979). Recall for confirming events: Memory processes and the maintenance of social stereotypes. *Journal of Experimental Social Psychology, 15*(4), 343-355. doi: 10.1016/0022-1031(79)90043-X
- Rudman, L. A. (1998). Self-promotion as a risk factor for women: The costs and benefits of counterstereotypical impression management. *Journal of Personality and Social Psychology, 74*(3), 629-645. doi: 10.1037/0022-3514.74.3.629
- Rudman, L. A., & Fairchild, K. (2004). Reactions to counterstereotypic behavior: the role of backlash in cultural stereotype maintenance. *Journal of Personality and Social Psychology, 87*(2), 157-176. doi: 10.1037/0022-3514.87.2.157
- Rudman, L. A., & Glick, P. (1999). Feminized management and backlash toward agentic women: the hidden costs to women of a kinder, gentler image of middle managers. *Journal of Personality and Social Psychology, 77*(5), 1004-1010. doi: 10.1037/0022-3514.77.5.1004
- Rudman, L. A., & Glick, P. (2001). Prescriptive gender stereotypes and backlash toward agentic women. *Journal of Social Issues, 57*(4), 743-762. doi: 10.1111/0022-4537.00239
- Rudman, L. A., & Mescher, K. (2013). Penalizing men who request a family leave: Is flexibility stigma a femininity stigma? *Journal of Social Issues, 69*(2), 322-340. doi: 10.1111/josi.12017
- Rudman, L. A., Moss-Racusin, C. A., Phelan J. E., & Nauts, S. (2012). Status incongruity and backlash effects: Defending the gender hierarchy motivates prejudice against female leaders. *Journal of Experimental Social Psychology, 48*(1), 165-179. doi: 10.1016/j.jesp.2011.10.008
- Scherer, R. F., Owen, C. L., & Brodzinski, J. D. (1991). Rater and ratee sex effects on performance evaluations in a field setting: A multivariate analysis. *Management Communication Quarterly, 5*(2), 174-191. doi: 10.1177/0893318991005002002
- Scopelliti, I., Loewenstein, G., & Vosgerau, J. (2015). You call it "self-exuberance"; I call it "bragging": Miscalibrated predictions of emotional responses to self-promotion. *Psychological Science, 26*(6), 1-12. doi: 10.1177/0956797615573516
- Snyder, K. (2014, August 26). The abrasiveness trap: High-achieving men and women are described differently in reviews. *Fortune*. Retrieved from <http://fortune.com/2014/08/26/performance-review-gender-bias/>
- Steele, C. M., & Aronson, J. (1995). Stereotype threat and the intellectual test performance of African-Americans. *Journal of Personality and Social Psychology, 69*(5), 797-811. doi: 10.1037/0022-3514.69.5.797
- Stone, P., & Hernandez, L. A. (2013). The all-or-nothing workplace: Flexibility stigma and "opting out" among professional-managerial women. *Journal of Social Issues, 69*(2), 235-256. doi:10.1111/josi.12013

[BIAS INTERRUPTERS] *small steps big change*

Swim, J. K., & Sanna, L. J. (1996). He's skilled, she's lucky: A meta-analysis of observers' attributions for women's and men's successes and failures. *Personality and Social Psychology Bulletin*, 22(5), 507-519. doi: 10.1177/0146167296225008

Taylor, S.E. (1981). A Categorization Approach to Stereotyping. In D. L. Hamilton (Ed.), *Cognitive Processes in Stereotyping and Intergroup Behavior* (pp. 83-114). New York, NY: Psychology Press.

Taylor, S. E., Fiske, S. T., Etcoff, N. L., & Ruderman, A. J. (1978). Categorical and contextual bases of person memory and stereotyping. *Journal of Personality and Social Psychology*, 36(7), 778-793. doi: 10.1037/0022-3514.36.7.778

Thorndike, E. L. (1920). A constant error in psychological ratings. *Journal of Applied Psychology*, 4(1), 25-29. doi: 10.1037/h0071663

Tilcsik, A. (2011). Pride and prejudice: Employment discrimination against openly gay men in the United States. *American Journal of Sociology*, 117(2), 586-626. doi: 10.1086/661653

Trades Union Congress. (2008, February 21). Single women in their 30s do more unpaid overtime than anyone else. Retrieved from <https://www.tuc.org.uk/equality-issues/childcare/equal-pay/single-women-their-30s-do-more-unpaid-overtime-anyone-else>

Van Laar C., Bleeker D., Ellemers N. and Meijer E. (2014), Ingroup and outgroup support for upward mobility: Divergent responses to ingroup identification in low status groups. *European Journal of Social Psychology*, 44(6), 563-577, doi: 10.1002/ejsp.2046

Vandello, J. A., Hettinger, V. E., Bosson, J. K., & Siddiqi, J. (2013). When equal isn't really equal: The masculine dilemma of seeking work flexibility. *Journal of Social Issues*, 69(2), 303-321. doi: 10.1111/josi.12016

Wang, W., Parker, K., & Taylor, P. (2013). *Breadwinner Moms Mothers Are the Sole or Primary Provider in Four-in-Ten Households with Children; Public Conflicted about the Growing Trend*. Washington, D.C.: Pew Research Center.

Weber, R., & Crocker, J. (1983). Cognitive processes in the revision of stereotypic beliefs. *Journal of Personality and Social Psychology*, 45(5), 961-977. doi: 10.1037/0022-3514.45.5.961

Williams, J. C. (2010). *Reshaping the work-family debate: Why men and class matter*. Cambridge, MA: Harvard University Press.

Williams, J. C., & Dempsey, R. W. (2014). *What works for women at work: Four patterns working women should know*. New York, NY: New York University Press.

WorkLife Law, UC Hastings College of the Law. (2014). *Double jeopardy? Gender bias against women of color in science*. San Francisco, CA: Williams, J. C., Phillips, K. W., & Hall, E. V.