

IMSA's Diversity Committee Presents

## Dr. Anna Kaatz

### **Gender Bias Under the Microscope: Broadening the Diversity of the Science and Medical Workforce**

May 3, 2017 - 11:30 am in IN2



Dr. Anna Kaatz is the Director of Computational Sciences at the University of Wisconsin-Madison. Her research focuses on broadening the diversity of the science and medical workforce, which is an evidence-based approach to promote research innovation and to address human health disparities. Dr. Kaatz's current projects seek to understand reasons why highly qualified women and racial/ethnic minorities tend to fare worse in peer review processes, such as for NIH grants and journal manuscripts, which limits their participation in research careers. This work applies research from social psychology and techniques from data and text mining, computational linguistics, and machine learning to mine text written by peer reviewers (e.g., reviewers' critiques of grants) for linguistic forms of bias (e.g., race and gender bias that may arise from the inadvertent influence of cultural stereotypes on judgment).

Dr. Kaatz is trained as a computational data scientist, statistician, clinical investigator, epidemiologist, linguist, and women's and public health professional. Dr. Kaatz has experience in the design, implementation and evaluation of evidence-based controlled trials to reduce stereotype-based race and gender bias in academic science, engineering, technology, mathematics and medicine fields. She also co-directs an evidence-based intervention focused on increasing women's leadership self-efficacy in medicine, science and engineering.