

## References Cited

- [1] Ahlqvist, S., London, B., & Rosenthal, L. (2013). How gender rejection sensitivity undermines the success of women in science, technology, engineering, and mathematics fields. *Psychological Science*. Online First: DOI: 10.1177/0956797613476048.
- [2] Azzimonti, M. and Wiczer, D. (2020) A Big-Data approach to estimating demand shocks during the COVID-19 Pandemic Recession. Working Paper.
- [3] Bhavya Ghai, Md Naimul Hoque, and Klaus Mueller. 2021. WordBias: An Interactive Visual Tool for Discovering Intersectional Biases Encoded in Word Embeddings. In CHI Conference on Human Factors in Computing Systems Extended Abstracts (CHI '21 Extended Abstracts), May 8–13, 2021, Yokohama, Japan. ACM, New York, NY, USA, 7 pages. <https://doi.org/10.1145/3411763.3451587>
- [4] Blodgett, S. L., Barcas, S., Daumé, H., & Wallach, H. (2020). Language (Technology) is Power: A Critical Survey of “Bias” in NLP. *Proceedings of the 58th Annual Meeting of the Association for Computational Linguistics*, pp. 5454-5476.
- [5] Clark, S.L., Dyar, C., Maung, N., & London, B. (2016). Psychosocial pathways to STEM engagement among Graduate students in the Life Sciences. *CBE Life Sciences Education*, 15(3), online first. DOI: 10.1187/cbe.16-01-0036.
- [6] Dupas, P, Sasser Modestino, A., Niederle, M. and Wolfers, J. (2021) Gender and the Dynamics of Economics Seminars. Working Paper (retrieved from <https://web.stanford.edu/~pdupas/Gender&SeminarDynamics.pdf>)
- [7] Dworkin, J. D., Linn, K. A., Teich, E. G., Zurn, P., Shinohara, R. T., & Bassett, D. S. (2020). The extent and drivers of gender imbalance in neuroscience reference lists. *Nature Neurosciences*, 23, 918-926.
- [8] Else, H. (2019). How to banish manels and manferences from scientific meetings. *Nature*, 573, 184-186.
- [9] Feldman 2016. WIREs Cogn Sci 2016, 7:330–340. doi: 10.1002/wcs.1406.
- [10] Ghai, B., Liao, Q. V., Zhang, Y., & Mueller, K. (2020). Measuring Social Biases of Crowd Workers using Counterfactual Queries. *ArXiv: 2004.02028* [Cs]. <https://arxiv.org/abs/2004.02028>
- [11] Guo, P., Ye, Z., Xiao, K., & Zhu, W. (2021). Weighted aggregating stochastic gradient descent for parallel deep learning. *IEEE Transactions on Knowledge and Data Engineering*. Accepted, Pre-print available at: <https://doi.ieeecomputersociety.org/10.1109/TKDE.2020.3047894>.
- [12] Hoppe, T. A., Litovitz, A., Willis, K. A., Meseroll, R. A., Perkins, M. J., Hutchins, B. I., Davis, A. F., Lauer, M. S., Valentine, H. A., Anderson, J. M., & Santangelo, G. M. (2019). Topic choice contributes to the lower rate of NIH awards to African-American/black scientists. *Science Advances*, 5 (10), eaaw7238. DOI: 10.1126/sciadv.aaw7238.
- [13] Jones, J. J., Amin, M. R., Kim, J., & Skiena, S. (2019). Stereotypical Gender Associations in Language Have Decreased Over Time. *Sociological Science*, 7, 1-35.
- [14] Leng L., & Zhu, W. (2020). Compound Regression and Constrained Regression: Nonparametric Regression Frameworks for EIV Models. *The American Statistician*. 74(3), 226-232.
- [15] Li M, Vitányi P. An Introduction to Kolmogorov Complexity and Its Applications. New York: Springer; 1997.
- [16] Madera, J. M., Hebl, M. R., Dial, H., Martin, R., & Valian, V. (2019). Raising Doubt in Letters of Recommendation for Academia: Gender Differences and Their Impact. *Journal of Business and Psychology*, 34, 287–303.
- [17] Md Naimul Hoque, Nazmus Saquib, Syed Masum Billah, and Klaus Mueller. 2020. Toward Interactively Balancing the Screen Time of Actors Based on Observable Phenotypic Traits in

- Live Telecast. Proc. ACM Hum.-Comput. Interact. 4, CSCW2, Article 154 (October 2020), 18 pages. <https://doi.org/10.1145/3415225>
- [18] Miao, J., & Zhu, W. (2021). Precision-Recall Curve (PRC) Classification Trees. *Evolutionary Intelligence*. To Appear.
  - [19] 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.
  - [20] Nielsen, M. W. & Andersen, J. P. (2021). Global citation inequality is on the rise. *PNAS*, 118 (7).
  - [21] Obermeyer, Z., Powers, B., Vogeli C., & Mullainathan, S. (2019). Dissecting racial bias in an algorithm used to manage the health of populations. *Science* 366 (6464), 447-453.
  - [22] O'Neill, C. (2016). *Weapons of Math Destruction*. New York: Broadway Books.
  - [23] Park, I. M., & Pillow, J. W. (2020). Bayesian efficient coding. *BioRxiv*. doi: <https://doi.org/10.1101/178418>
  - [24] Sarsons, H., Gérxhani, K., Reuben, E., and Schram, A. (2021) Gender Differences in Recognition for Group Work. *Journal of Political Economy*, 129(1), 101-147.
  - [25] Senior, A. W., Evans, R., John Jumper, J., Kirkpatrick, J., Sifre, L., Green, T., Qin,C., Žídek, A., Nelson, A. W. R., Bridgland, A., Penedones, H., Petersen, S., Simonyan, K., Crossan, S., Kohli, P., Jones, D. T., Silver, D., Kavukcuoglu, K., & Hassabis, D. (2020). Improved protein structure prediction using potentials from deep learning. *Nature*, 577, 706–710.
  - [26] Sober, E. (2015). *Ockham's Razors: A User's Manual*. Cambridge: Cambridge University Press.
  - [27] Song, B., Zhang, G., Zhu, W., & Liang, Z. (2014). ROC operating point selection for classification of imbalanced data with application to computer-aided polyp detection in CT colonography. *Int J Comput Assist Radiol Surg*. 9(1): 79-89.
  - [28] Uchida, H. (Jan. 16, 2021). Reducing and Widening Disparities with Blind Evaluations: Evidence from a Field Experiment. Available at SSRN: <https://ssrn.com/abstract=>
  - [29] Wallace, A. (2014). Agency through Development: Hausa Women's NGOs and CBOs in Kano, Nigeria. *Journal of Feminist Economics*, 4, 281-305.
  - [30] Wallace, A. (2018). Agency and Development, Hausa Women's CSOs in Kano Nigeria. In Ebru Kongar, Jennifer C Olmsted, & Elora Shehabuddin (Eds.), *Gender and Economics in Muslim Communities: A Critical Feminist and Postcolonial Analyses* (pp. 281-305). Routledge, New York.
  - [31] Wallace, A. (2016). Engineering our Own Futures: Lessons on Holistic Development from Muslim Women's Civil Society Groups in Nigeria, Ghana and Tanzania. *Africa Development*, 41(3), 25-47.
  - [32] Wang, J. & Mueller, K. (2016). The Visual Causality Analyst: An Interactive Interface for Causal Reasoning. *IEEE Trans. on Visualization and Computer Graphics*, 22(1), 230-239.
  - [33] Wu, S., Powers, S., Zhu, W., & Hannun, Y.A. (2016). Substantial contribution of extrinsic risk factors to cancer development. *Nature*. 529(7584):43-7.
  - [34] Wu, S., Zhu, W., Thompson, P., & Hannun, Y.A. (2018). Evaluating intrinsic and non-intrinsic cancer risk factors. *Nature Communications*. 9(1):3490.
  - [35] Zhang, S., Li, S., Hu, J., Xing, H., & Zhu, W. (2019). An iterative algorithm for optimal variable weighting in K-means clustering. *Communications in Statistics-Simulation and Computation*, 48(5), 1346-1365.
  - [36] Zhu, W., Wu, S., Hannun, Y.A. (2017). Contributions of the Intrinsic Mutation Process to Cancer Mutation and Risk Burdens. *EBioMedicine*. 24: 5-6.