



**POLITECNICO**  
MILANO 1863

## Supervisor Expression of Interest MSCA-IF Marie Sklodowska Curie Action-Individual Fellowship

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Department Name: Research topic: ( <a href="https://www.polimi.it/en/scientific-research/research-structures/departments/">https://www.polimi.it/en/scientific-research/research-structures/departments/</a> )	DIG (DEIB) <i>Applied Economics</i>  <b>The impact on gender-related biases on team and organizational outcomes in business and academic contexts: A quantitative approach</b>
MSCA-IF Research Area Panels	<input type="checkbox"/> CHE_Chemistry <input checked="" type="checkbox"/> ECO_Economic Sciences <input checked="" type="checkbox"/> ENG_Information Science and Engineering <input type="checkbox"/> ENV_Environmental and Geosciences <input type="checkbox"/> LIF_Life Sciences <input type="checkbox"/> MAT_Mathematics <input type="checkbox"/> PHY_Physics <input checked="" type="checkbox"/> SOC_Social Sciences and Humanities
Politecnico di Milano Areas:	<input type="checkbox"/> Cultural Heritage <input checked="" type="checkbox"/> Smart Cities <input type="checkbox"/> Territorial Fragilities <input type="checkbox"/> Health <input type="checkbox"/> Industry 4.0



**POLITECNICO**

MILANO 1863

<p>Brief description of the Department and Research Group (including URL if applicable):</p> <p><a href="http://www.dig.polimi.it">http://www.dig.polimi.it</a></p> <p><a href="http://www.dig.polimi.it/fileadmin/user_upload/docenti/massimo.../EFI_group.pdf">www.dig.polimi.it/fileadmin/user_upload/docenti/massimo.../EFI_group.pdf</a></p>	<p>The Department of Management, Economics and Industrial Engineering (DIG) of Politecnico di Milano was established in 1990. The Department's main mission is to impact on society by creating and sharing knowledge at the intersection between engineering, management and economics through outstanding research, top quality education and serving the community. DIG is one of the largest Departments of Politecnico di Milano, with around ninety tenured professors. DIG research aims to produce excellent science through a tailored approach characterized by multi-disciplinarity, mastering of multiple methodologies and intense connections with practitioners and policymakers.</p> <p>The Department is part of the School of Management of Politecnico di Milano, established in 2003 together with MIP Politecnico di Milano Graduate School of Business which focuses on post-experience education. The School is EQUIS and AMBA accredited and is ranked by Financial Times and QS among the best European Business Schools. The School is member of PRME, Cladea, ACE and QTEM.</p> <p>Prof. Rossi Lamastra from the DIG department will represent the research group for Entrepreneurship &amp; Innovation and thus provide the knowledge of the respective conceptual models as well as their implementation and empirical testing in various settings. The cooperation with Prof. Tanelli from the DEIB department will be specifically tailored to combine qualitative and quantitative methods to make the results objective and verifiable.</p>
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<p><b>Brief project description:</b> (max 1 page)</p>	<p>The behavior of human beings is often guided by stereotypes which they might be completely unaware of. Among other stereotypes, <i>gender prejudice</i> is often a result of implicit human and social cognitions. Despite the evident predisposition of human cognition to gender-related bias, reported gender differences are often attributed to innate, biological differences rather than seen as results of various social and cultural factors.</p> <p>The resulting gender-related biases are not always easy to detect, as they are mostly unconscious. For example, a gender-based skepticism towards a female applicant for a professorship or a position in investment banking may not come from malevolence, but rather from the perceived mismatch between her typical social role and the requirements of jobs that were historically held by males. This potentially results into unequal treatment of her profile by a possibly male-dominant selection committee and the related doubts about her suitability. Moreover, gender prejudice (un- or pre-conscious) not only affects the object of bias, but also undermines the functioning of working groups (or teams), organizations and communities in that they do not fully exploit the full potential and talents of all their members (gender is in general a continuum, which goes well beyond the male/female dualism).</p> <p>The problem of gender-related biases has been recognized by both practitioners and researchers as a source of degradation of sustainable development and innovation across industries and scientific fields at both team and organizational levels. To propose feasible actions to mitigate these biases, it is important to grasp and examine visible signs of this cognitive one-sidedness. Innovation- and diversity-driven EU initiatives such as the Marie Skłodowska-Curie Actions Individual Fellowship encourages researchers to look into the aforementioned gender-related matters and promote the use of interdisciplinary approaches to propose <i>indicators</i> of gender-prejudice. Specifically, the joint research project between DIG and DEIB will use expertise in theories and methods capable of: (i) formulating and detecting</p>
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	<p>visible/physical indicators of gender biases (<i>i.e.</i>, body-language or voice) and (ii) proposing policies to mitigate these biases. In doing so, quantitative methods and tools will be used to make these indicators <i>quantifiable</i> and, thus, easier to accept and assess. Furthermore, the application of theories and empirical evidence from <i>management</i> theory and social sciences will contribute to a better understanding of the factors leading to gender biases, thus guiding the selection of the most relevant features that should be considered in the indicators. In addition, leveraging on competences on <i>team</i> research (<i>e.g.</i>, team structure and characteristics, team leadership, emergent states as well as team performance measurement and management in creative and innovative settings), the research project aims at considering not only the organizational level of analysis, but also the group level, specifically focusing on the effects of gender-related biases on team outcomes.</p> <p>By building bridges between different scientific disciplines and research methods, the resulting multi-disciplinary approach will bring significant advancements by leveraging on the intelligible knowledge on antecedents to design effective indicators and propose potential solutions to the gender prejudice present in modern communities, leading to an eventual promotion of diversity and inclusion.</p>
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