

# INDEX

- Abbate, Janet, 96  
Abrasive-ness, 107  
Accountability factor, 111, 112  
Adobe, 20  
Adoption, 73–74  
ADVANCE, 19, 42  
ADVANCE Center for Institutional Change (Univ. of Washington), 19  
Advanced Research Projects Agency Network (ARPANET), 141  
African Americans and other women of color  
    collective organizing, 128  
    collective reproductive aspirations, 25  
    computer programming positions, 12  
    computing degrees, 12  
    discrimination in hiring practices and compensation, 12  
    Hispanic Americans (*see* Latinas)  
    leaving home to pursue career in predominately white communities, 122  
    nuclear family unit vs. extended family and community ties, 73  
    self-efficacy, 111  
    separating reproduction from their economic lives, 76  
    sexual harassment, 52  
    *Transforming the Trajectories for Women of Color*, 143  
    white supremacy and white privilege, 128  
    work-life balance, 12  
Age of Reason, 70  
Ahmed, Sara, 154n2  
AI Now Institute, 143, 155n5  
Algorithmic infrastructure, 6  
Allies, 116–118  
All-male cabals, 7  
Allocation harm, 23  
Alphabet Workers Union, 141  
Altruistic aspirations, 58, 61, 77  
Altruistic identity, 59  
Amazon.com, 20  
Ambient belonging, 37  
American Association of University Women, 19  
American Dream, 35  
American Indian Movement, 140  
American Society for Engineering Education, 19  
Amrute, Sareeta, 14  
Analytical challenges, 105  
Ancient Greeks, 70  
Anders, Katie, 39  
Anderson, Ruth, 84

- Anita Borg Institute, 19, 128  
 Apple, 142  
 ARPANET. *See* Advanced Research Projects Agency Network (ARPANET)  
 Arrogant perception, 47, 56  
 Aspirations to contribute to society, 129  
 Ass clowns, 90–91  
 Attrition, 11, 39, 43, 97  
 Author. *See* Carrigan, Coleen  
 Authoritarianism, 16
- Ballmer, Steve, 137  
 Barres, Ben, 36, 69  
 Barth, Brian, 132  
 Best and the brightest, 35  
 Bias, 38–40  
 Big Tech, 20, 78, 131. *See also* Computer workspaces and other high-tech firms  
 Biomedicine, 60  
 Black boxing, 84  
 Black Power Movement, 140  
 Black women. *See* African Americans  
 Blickenstaff, Jacob Clark, 37  
 Blonde hair, 124  
 Book. *See* *Cracking the Bro Code* (Carrigan)  
 Borg, Anita, 127  
 Bourdieu, Pierre, 36  
 Bourgeois politics, 134  
 Bragging, 107–108, 114  
 Breaking the rules, 125–126  
 Bro Code  
   competitiveness, combativeness, hazing, bullying, 107  
   cultural problem (no an individual one), 3  
   impeding racial justice, 6  
   legitimizing domination of men, 104  
   logic is superior to emotions, 106  
   what is it?, 6  
   white male hegemonic culture, 27
- Bro Code enforcers  
   Creep, 137–138  
   High Priest of Tech, 139  
   Ladder Kicker, 135–136  
   Obstructionist, 136–137  
   Troglodyte, 138–139  
 Broussard, Meredith, 15  
 Burack, Cynthia, 44  
 Burden of cultural baggage, 65, 66  
 Bush, George, 142
- Capitalist organization of labor, 45  
 Capitalist patriarchy, 46  
 Care, 23, 31  
 Career persistence. *See* Persistence in computing  
 “Caretaking” tasks, 70  
 Carlone, Heidi, 59  
 Carrigan, Coleen. *See also* *Cracking the Bro Code* (Carrigan)  
   action-oriented anthropologist, 79  
   anthropologist of science and technology, 19  
   conference participant, 19  
   employment at ADVANCE Center for Institutional Change, 19  
   I-am-married-to-everyone-I-sit-beside story, 2  
   insider/outsider perspective, 18–19, 279  
   litigious, getting, 123  
   member of National Science Foundation’s ADVANCE community, 19  
   participant observation, 19, 20  
   part of social movement to broaden participation in computing, 132  
   screaming-while-pounding-his-hand-on-the-table story, 96  
   “studying up,” 23  
   whiteness, 11, 111  
 Cech, Erin, 45  
 Centering reproduction, 22, 26

- Chapter map, 24–26
- Checks and balances, 9
- Cheryan, Sapna, 43
- Chilly climate, 40
- Chilly Climate activism, 38, 41, 42
- Choice and agency, 125
- Christian religious sects, 85
- Chu, Hyejin Iris, 104
- Cisco, 20
- Citation politics, 23
- Clancy, Kathryn, 52
- Clinton, Bill, 35
- Coalition-building, 126–129, 140.  
*See also* Persistence in computing
- Codes of silence, 91–92
- Coercion, 51
- Collective altruistic aspirations, 77.  
*See also* Altruistic aspirations
- Collective organizing, 126–129
- Collective reproductive aspirations, 25
- Collective social imagination, 30
- Collective “spinning,” 18
- Colonialism, 70, 75
- Colossus, 3
- Combative cultural norms, 93–95, 107
- Competitive jockeying and peer oversight, 93
- Computer workspaces and other high-tech firms. *See also* Men; Women
- algorithmic lords of capitalist accumulation, 140
- always being connected (endless accessibility), 67
- avoiding civic responsibilities, 131
- bond between masculine identity and technical competency, 71
- common stereotype of individual computer scientist, 65
- computers-are-critical-means-to-renew-participatory-democracy myth, 57
- conservative reproductive politics, 64
- contradiction of care, 58
- core values, 5–6, 25, 92, 93
- culture of overwork, 64–66
- “cuz you’re a girl” (*see* Female computing technologists)
- fundamental systems of belief
- undergirding computing, 92–93
- gendered organization of social reproduction, 64
- lacking reputation for altruism, 60
- lagging behind in terms of workplace civility and representational justice, 25
- “magic” panacea to social problems, 15
- makers of culture, 106
- militarization in the workplace, 141
- mind-body schism, 70
- myth that computer’s origins being solely patrilineal, 7
- naturalizing pernicious segregation problem in computing, 36
- negative effects on society, 14
- objectivism, 14
- organizations collectivizing for equity and justice in computing, 151–152
- planned obsolescence, 66
- presumed competence that gives men unearned respect, 68
- regressive and oppressive behaviors, 101
- regressive reproductive politics, 78
- ritualized sites of initiations for elite class, 100
- rituals, 7
- structural racism and sexism, 66
- symbolic violence, 69
- tolerating discrimination and harassment, 6
- transformational changes, 143–144
- transforming computing culture from hostile to welcoming and collegial, 101

- Computer workspaces and other high-tech firms (cont.)
  - ubiquity of computing, 77
  - undermining, objectifying, and harassing women, 92
  - uneven in distribution of opportunity and resources, 6
  - value system, 83
- Computing culture, 101. *See also*
  - Computer workspaces and other high-tech firms
- Computing pioneers, 7, 69
- Conference on Diversifying the Science and Engineering Workforce (2005), 36
- Configurations of inequality, 72
- Consciousness-raising, 40, 41, 109–110, 127, 129, 133
- Conservative reproductive politics, 64
- Contradictions of care (social good/ social harms), 25, 57–78
  - Big Tech failing to live up to widely publicized altruism while trying to conceal its social harms, 59
  - computing workspaces, 58
  - containing threats posed by Big Tech, 146
  - cultural baggage of family, 72–74
  - culture of overwork, 64–66
  - double standard, 69–70
  - four underlying arguments, 57–58
  - gender ideologies in tech work, 70–72
  - glamour of the social good, 61–64
  - having goals in direct contradiction to their organization’s deepest-held values, 76
  - Larry Summers hypothesis, 67–69
  - left behind and integrated, 66–67
  - potential of computers to serve humanity vs. actual work performed, 63
  - reproduction rendered invisible, 64–66
  - reproductive justice issue, as, 58, 59, 77, 78
  - two significant problems, 25
  - yearning to give back, 59–61
- Corporatism, 76
- Covering, 99
- COVID-19 pandemic
  - furloughing/firing, 12
  - work-life balance, 12
- Cracking the Bro Code* (Carrigan)
  - aim of book, 11
  - author (*see* Carrigan, Coleen)
  - blending feminist critiques of computing with political and economic ones, 26
  - centering reproduction, 22, 26
  - central critique, 27
  - contribution to social movements
    - reckoning with costs of high-tech, 27–28
  - conversations with both author’s peers and our predecessors, 24
  - cross-sectional design, 18
  - helping to transform cultural norms and moral codes, 131
  - high-tech workers as allies to both dominant class and those who challenge dominant class rule, 22
  - interventions blending feminist critiques of computing with political and economic ones, 26
  - levels of violence, 17
  - making lived experiences of dispossessed visible, 33
  - minding the gaps between actions and words, 14
  - organizations collectivizing for equity and justice in computing, 151–152
  - “outside within” standpoints, 21
  - overview (chapter map), 24–26
  - political economic critique, 26
  - portraits of people at various points of time in computing career, 18

- proposed transformational changes, 143–144
- questions asked, 10
- sexual harassment, 53
- social architecture of labor, 14
- spotlight on dominant group members' values and behaviors, 32
- study participants (*see* Research participants)
- terminology, 20
- three bodies of literature, 29
- three dimensions of technical knowledge and labor, 24
- underlying central question, 32
- Creep, 137–138
- Cross-gender sponsors, 115–116
- Cultural anthropology, 2
- Cultural identity of engineers, 44–47
- Cultural sexism, 75
- Cultural vacuum (culture of no culture), 49
- Culture, 40–43
- Culture of overwork, 64–66, 76, 107, 145
- “Cuz you’re a girl.” *See* Female computing technologists
- Daly, Mary, 17, 154n1
- Damore, James, 139
- Davis-Floyd, Robbie, 81–82, 153n3
- Davis-Floyd’s rites of passage, 82, 93
- Dean, Jeff, 77
- Defunding of social resources, 76
- Digital capitalism, 58, 59, 140
- Digital commodity, 16
- Discrimination, 55, 89, 101
- Dominant class rule, 56
- Dominant group culture, 43–44
- “Double bind,” 60
- Double standard, 69–70
- Drama, manufacturing, for attention and accolades, 118
- Economic independence, 10
- Economic injustice, 10
- Ego problems, 90
- Egotism, 88
- Eldercare, 73
- Encoding Race, Encoding Class* (Amrute), 14
- Endless accessibility (always being connected), 67
- Engineering identity, 44–47
- Engineering schemas, 45
- Enlightenment era, 126
- Epistemic pluralism, 99
- Epistemic violence, 17, 98
- Epstein, Jeffrey, 154n1
- Equity in STEM scholarship, 30, 37, 43, 48
- Ethico-political processes, 49
- Euphemized violence, 17
- Exclusionary practices, 29, 31, 37
- Facebook, 13, 20
- Faculty hiring process, 39
- Family, 72–74, 118–120
- Far-right politics of reproduction, 72
- Far-right-wing extremism, 139
- Faulkner, Wendy, 47, 56
- Feelings of isolation, 43
- Female computing technologists, 25–26, 79–101
  - cementing of social identity and technical prowess, 85–87
  - codes of silence, 91–92
  - combative cultural norms, 93–95
  - competitive jockeying and peer oversight, 93
  - conscious and permanent visibility, 93
  - covering, 99
  - “cuz you’re a girl,” 87–89
  - Davis-Floyd’s rites of passage, 82, 93
  - ego problems, 90
  - encoding and reproducing technocratic rule, 81–83

- Female computing technologists (cont.)
- enduring and withstanding derision and hostility in workplace, 94
  - feminist anthropology of reproduction, 81
  - Geek mystique, 83–85
  - hazing candidates in interview process, 93–94
  - “heroes,” 96–97
  - hooded figure, 86
  - naked parade of power, 89–90
  - oppositional consciousness, 94
  - “other-ing” of femaleness, 97–100
  - “outsider within” perspective, 99
  - precision and rigor, 94
  - ritual making, 92–93
  - scratching-his-testicles story, 91
  - screaming-while-pounding-his-hand-on-the-table story, 96
  - sexual and gender harassment, 89–91
  - software engineers vs. hardware engineers, 96
  - speaking out against sexism, 91
  - undermining, objectifying, and harassing women, 92
  - war team meetings, 94
- Female ethnography, 87
- Feminine-coded caring services, 25, 77
- Feminist activism, 77
- Feminist anthropology, 79, 81
- Feminist consciousness, 26
- Feminist cultural studies of science, 44
- Feminist discourse, 146
- Feminist ethnography, 18
- Feminist labor activism, 56
- Feminist science and technology studies (STS), 23, 30, 31, 48–49, 80
- Field of computing. *See* Computer workspaces and other high-tech firms
- Fieldwork-based scientists, 52
- Fisher, Allan, 32
- “Fix the woman” deficit theory of change, 32
- Floyd, David, 66
- Fouad, Nadya, 39
- Fowler, Susan, 133
- Fragility, 7
- Franks, Suzanne, 44
- Frickel, Scotty, 153n4
- Fundamentalism, 16
- Gay Liberation, 140
- Gebru, Timnit, 77, 123
- Geek mystique, 83–85
  - definition 15–16, 108
  - geek being transformed from unpopular to powerful, 100
  - material and symbolic power/social awkwardness, 83
  - power to refuse culturally devalued labors of care, 65
- Geek ruling class, 139
- Geek stereotype, 83–85, 86
- Gender agnostics, 9, 11
- Gendered organization of social reproduction, 64
- Gendered racial stereotypes, 52
- Gender equity studies, 42
- Gender harassment, 11, 51, 55
- Gender identity, 100
- Gender inequality, 12–13
- Gender segregation, 75
- Gender stereotypes, 25, 59
- Gender violence, 5, 70
- Georgia Institute of Technology, 20
- Ginsburg, Faye, 17
- God complex, 87
- God trick, 50
- Google
  - Alphabet Workers Union, 141
  - fanciful rhetoric connoting service and magnanimousness, 63
  - far-right-wing extremism, 139
  - I/O conference (2014), 63
  - research participants, 20
  - retaliation against whistleblowers, 77

- search engine, 13
- walkout protesting sexual harassment/  
systemic racism, 130
- Grace Hopper Celebration of Women in  
Computing, 71, 89, 109, 128
- Gross, Neil, 153n4
- Gryzzl, 90
  
- Hair color, 124
- Harassment, 55
- Haraway, Donna, 49
- Hard skills, 44–45
- Harstock, Nancy, 100
- Hazing candidates in interview process,  
93–94
- HCI. *See* Human computer interaction  
(HCI)
- Hearns, Krystle, 136
- Heilman, Madeline, 136
- “Heroes,” 96–97
- Hewlett-Packard, 20
- “High-IT core” workforce, 20
- High Priest of Tech, 139
- High-tech corporations. *See* Computer  
workspaces and other high-tech  
firms
- Hill, Anita, 50
- “Himpathy,” 32
- Homophobic discrimination and  
harassment, 40
- Homosocial community of powerful  
professionals, 47
- Hooded figure, 86
- hooks, bell, 42, 130
- Hopkins, Nancy, 41, 56
- Hubristic control over paradigms of  
reality, 85
- Human computer interaction (HCI), 59
- Hyperrationality, 120
  
- IEEE Women in Engineering and  
Google events, 19
- Implicit bias, 38
  
- Impostor syndrome, 9, 109
- Incivility, 33
- Inclusivity, 118, 146
- Income achievement gap, 35
- Independence of mind, 125
- Individualism, 34
- Individuation of workers, 58
- Informal and formal networks of  
support, 130. *See also* Persistence in  
computing  
“innovation,” 155n3
- Institutional ethnography, 103–104
- Institutional sexism, 74
- Institutional transformation, 55, 56
- Intel, 20
- Intersectionality, 18
- Interviewee stories. *See* Research  
participants—data
- Interview process, 93–94
- Isolation, feelings of, 43
  
- Jarrett, Valerie, 1
- Johnson, Angela, 59
- Jorgenson, Jane, 45
- JP Morgan, 6
  
- Kidder, Tracy, 98
- Kilbourne, Jean, 154n3
- Kin, 118–120
- Kinect skeletal tracking team, 63
- “King Leer,” 138
- Kinship studies, 48
- Klawe, Maria, 1, 131
  
- Ladder Kicker, 135–136
- Larry Summers hypothesis, 36, 67–69,  
106, 139
- Laseck, Walter, 138
- Latinas  
computer programming positions, 12  
discrimination in hiring practices and  
compensation, 12
- Latinas in Computing, 128

- Latour, Bruno, 31–33
- Latter-day priesthood of nerds, 97
- Lean In: Women, Work, and the Will to Lead* (Sandberg), 91
- Leaving home, 121–122
- Level Playing Field Institute, 143, 155n4
- Lewis, Colleen, 84
- Life history interviews, 26. *See also*  
 Research participants—personal stories
- Litigious, getting, 123
- Lone genius stereotype, 126
- Lugones, Maria, 47
- Macho behavior, 107–108
- Male-dominated institutions, 85
- Male hegemony in computing, 85
- Male partner, 118–119
- Male partners, 118–119
- Male violence, 80, 90
- Manne, Kate, 32
- Marcotte, Amanda, 142
- Margolis, Jane, 32
- Martin, Emily, 143
- Martin, Trayvon, 86
- Massachusetts Institute of Technology (MIT), 20, 42
- Material violence, 17
- Math achievement gap, 68
- Matters of care, 22–23, 32, 54
- McClintock, Anne, 46
- Men  
 allies, 116–118  
 bond between masculine identity and technical competency, 71  
 common stereotype of individual computer scientist, 65  
 drama, manufacturing, for attention and accolades, 118  
 egotism, 88  
 gender identity, 100  
 “heroes,” 96–97  
 “high priests of IT,” 97  
 “latter-day priesthood of nerds,” 97  
 male-bonding rites of passage, 90  
 passion for their work, 106  
 peremptory attitudes toward others, 87  
 presumed competence that gives men unearned respect, 68  
 presumption of technical superiority, 87  
 same-gender sponsors, 112–115  
 spouses who encourage women to take up computing as a career, 118–119  
 triumphalism, 114
- Mentoring, 112, 113, 116
- Meritocracy, 34–36
- #MeToo movement, 2, 5, 37
- Michelle R. Clayman Institute for Gender Research (Stanford University), 43
- Microaggressions, 69, 90, 139
- Microsoft, 20, 141
- Microsoft Research, 61, 63
- Military-industrial complex, 141–142
- Miller, Faye, 32
- Mind-body schism, 70
- MIT. *See* Massachusetts Institute of Technology (MIT)
- Mitchell, Margaret, 77
- Moss-Racusin, Corrine, 38, 39, 41
- Mullings, Leith, 103, 130
- Multiple identities, 47
- Mythification, 16, 114
- Myth-making, 114
- Naked parade of power (“naked in the office” boss), 89–90, 138
- National Academies (2018) consensus study report, 51–52, 54. *See also* *Sexual Harassment of Women* (2018)
- National Academies (2022) report, 143, 155n6



- National Center for Women & Information Technology (NCWIT), 12, 19, 116
- National Science Foundation (NSF), 19, 42, 128
- National Science Foundation ADVANCE PI (Principal Investigator) conferences, 19
- Naturalization of reproductive labor, 16–17
- NCWIT. *See* National Center for Women & Information Technology (NCWIT)
- Neoliberal austerity measures, 27, 145
- Neoliberal economy, 57
- Neoliberalism, 22, 76
- Neoliberal politics, 59
- Neoliberal regimes, 141
- Newsom, Jennifer Siebel, 154n3
- Nietfeld, Emi, 123
- Noblesse oblige, 61
- NSF. *See* National Science Foundation (NSF)
- Obama, Barack, 1, 2, 142
- Objectivism, 14
- Objectivity, 49
- Obstructionist, 136–137
- Occupational segregation, 17
- On-the-ground emic perspectives, 55
- Ontological pluralism, 99
- Oppositional consciousness, 94
- “Other-ing” of femaleness, 97–100
- “Outsider within” perspective, 99
- Overwork, culture of, 64–66, 76, 107, 145
- Oxfam, 145
- “Pale male,” 86
- Papert, Seymour, 99
- Parks-Stamm, Elizabeth, 135
- Participant observation, 19, 20
- Participants in author’s study. *See* Research participants
- Passion, 105–107
- Patriarchal politics, 66
- Patriarchy, 57
- Persistence in computing, 26, 103–130
  - accountability factor, 111, 112
  - allies, 116–118
  - aspiration for social justice, 129, 130
  - bragging, 107–108
  - breaking the rules, 125–126
  - choice and agency, 125
  - collective organizing, 126–129
  - cross-gender sponsors, 115–116
  - emotions and creative costs, 105–107
  - impostor syndrome, 109
  - independence of mind, 125
  - kin, 118–120
  - leaving home, 121–122
  - macho behavior, 107–108
  - male partners, 118–119
  - passion, 105–107
  - rupture, 104, 107, 120, 130
  - same-gender sponsors, 112–115
  - sponsors, 112–116
  - strategies for persistence, 122–126
  - “tough skin,” 124
  - transformative work, 130
  - venting, 123, 127, 129
  - woman-centered network of support, 126–129
- Persistence mechanism, 9
- Personal responsibility, 34
- Personal stories. *See* Research participants—personal stories
- Phallocratic institutions and ideologies, 100
- Pinker, Steven, 154n1
- Planned obsolescence, 23, 66
- Plaut, Victoria, 41
- Pluralism, 47
- PNAS. *See* *Proceedings of the National Academy of Sciences* (PNAS)
- PodCon conference (March 2013), 90–91
- Political engagement, 56

- Positivism, 22, 23  
 Positivist science, 49  
 Precision questioning, 136  
 Predation, 53  
 Privatization of social systems of support, 58  
*Proceedings of the National Academy of Sciences* (PNAS), 38  
 Public welfare aspirations, 26, 146  
 Puig de la Bellacasa, Maria, 31, 32  
  
 Race. *See* African Americans and other women of color  
 Racialized gender violence, 30  
 Racialized sexism, 133  
 Racial stereotyping, 85  
 Racism, 153n1  
 Radical labor organizing, 56  
 Rapp, Rayna, 17  
 Reactionary politics, 138  
 Reagan, Ronald, 140  
 Regressive reproductive politics, 78  
 Relational politics, 32  
 Representational harm, 23  
 Representational parity, 1  
 Reproductive aspirations, 8  
 Reproductive control, 76  
 Reproductive injustice, 10  
 Reproductive labor, 16–17, 75  
 Reproductive politics, 26, 66  
 Research participants  
   aspirations for justice in computing worksites, 143  
   aspirations to contribute to society, 129  
   collectivization, 9  
   conflict between their personal values and organization's values, 101  
   courage and grit, 11  
   criticism, 9  
   desensitization, 9  
   extracurricular activities, 123  
   internalizing, 9  
   oversensitive, 71  
   pseudonyms, 20 (*see also* Research participants—data)  
   responsibility of building infrastructure of globalized capital, 21  
   tech persists, 132  
 Research participants—data  
   Ada, 90–91  
   Agnes, 117  
   Alisha, 105, 111, 113, 118, 121  
   Anita, 68  
   Anne, 71  
   Ava, 73, 88–89  
   Beatriz, 127  
   Becca, 60, 84, 88, 108, 112, 137–138  
   Brandy, 105  
   Carla, 64  
   Carol, 69, 74, 93, 98, 99, 106, 113, 114, 119, 129  
   Corrine, 124  
   Cynthia, 73, 88–89, 127–128  
   David, 63  
   Diane, 74, 94, 97, 106, 110, 115, 123, 126, 136  
   Elena, 124  
   Emmanuel, 86  
   Evelyn, 87  
   Faith, 72  
   Helen, 119  
   Janice, 94, 107–108, 109, 119–120, 125, 136  
   Jason, 118  
   Jessica, 119  
   Joe, 106, 107  
   Josephine, 92  
   Joy, 117, 124  
   Julie, 87–88, 90, 105, 116, 139  
   Kara, 117  
   Karen, 68, 84  
   Kate, 122, 123  
   Kathy, 67  
   Kelly, 65, 66, 103, 141  
   Linda, 123

- Lynn, 60, 61–62, 93  
 Olivia, 59, 111, 116, 118, 122  
 Pei, 64, 66  
 Rajasree, 66  
 Regina, 60, 74, 111  
 Renee, 137  
 Sharon, 87  
 Shawna, 62, 70, 73–74, 75, 84–85, 88, 110, 114, 139  
 Susan, 98  
 Suzanne, 13  
 Sylvia, 60, 105, 109–110, 113, 121, 125  
 Tara, 68, 69, 70–71, 74, 108, 119, 125–126, 136  
 Theresa, 94, 99, 109, 141–142  
 Tony, 67, 84, 106  
 Valerie, 65  
 Wendy, 115  
 Whitney, 112
- Resiliency, 10  
 “revolution,” 155n3  
 Right-wing economic politics, 58  
 Rigorous/easy dichotomy, 44–45  
 Risk aversion, 42  
 Rites of passage, 82, 90, 101, 122  
 Rituals, 25  
 Ritzke, Dawn, 39  
*Roe v. Wade*, 72  
 Role allocation in family labor, 72–74  
 Rosser, Sue, 37, 42–43, 48, 141  
 Rupture, 104, 107, 120, 130
- Same-gender sponsors, 112–115  
 Sandberg, Sheryl, 71, 91  
 “Science as culture” argument, 41  
 Science-minded women, 127  
 Scratching-his-testicles story, 91  
 Screaming-while-pounding-his-hand-on-the-table story, 96  
 Search engines, 13  
 Self-advocacy, 111  
 Self-doubt, 111
- Self-efficacy, 111, 126  
 Self-promotion, 118  
 Sense of security, 13  
 Sexism, 64, 66, 69, 71, 88  
 Sexist bias, 38–40  
 Sexist ideology, 69  
 Sexual harassment, 50–54, 89–91  
   algorithmic business model, 153n1  
   *Cracking the Bro Code (Carrigan)*, 53  
   defined, 55  
   delineating between gender equity and sexual harassment literature, 153–154n2  
   denying people opportunity to do meaningful work, 17  
   discrimination vs. harassment, 55  
   fieldwork-based scientists, 52  
   forms, 51  
   gender harassment, 51, 55  
   National Academies (2018) consensus study report, 50, 51–52  
   Uber, 133  
   unrelenting nature of, 15  
   women of color, 52  
*Sexual Harassment of Women* (2018), 30, 50. *See also* National Academies (2018) consensus study report  
 Sexual quid pro quo, 51  
 Shiebinger, Londa, 42  
 Shirley, Stephanie, 138  
 Silicon Valley, 145  
 Siri, 141, 142  
 Smith, Dorothy, 103–104  
 Social and humanistic knowledge, 129  
 Social change, 105  
 Social change activism, 8  
 Social change aspirations, 8  
 Social constructivist criticisms, 31  
 Social good/social harms. *See* Contradictions of care (social good/social harms)  
 Social identity, 46, 47, 48, 86, 100  
 Social justice, 143

- Social matrix, 80, 82, 93, 101
- Social movements, 140
- Social psychology, 43, 80
- Social purpose, 26
- Social reproduction, 72–73
- Society of Women Engineers, 19
- Soft skills, 44–45
- Software engineers vs. hardware engineers, 96
- Speaking out against sexism, 91
- Sponsors, 112–116
- Spooking, 17
- Stanford, 20
- Star, Susan Leigh, 17
- Steinpreis, Rhea, 39, 41
- Structural inequality, 38
- Structural racism, 66
- Structural violence, 75
- Study's research participants. *See* Research participants
- Summers, Larry, 36
- Symbolic violence, 36, 69
- Systematic injustices, 48
  
- Tech defectors, 132–135
- Tech fetish (technofetism), 16–17, 77
- Technically, “You’re Different,” 79–101. *See also* Female computing technologists
- Technical prowess, 47, 86, 129
- Technical/social divide, 45
- Technochauvinism, 15
- Technocracy, 10, 15, 23, 81–82, 100
- Technocratic neoliberal order, 10
- Technological acumen, 79
- Technology, 49
- Tech persists, 132–135
- Tech workspaces, 59. *See also* Computer workspaces and other high-tech firms
- Thwarting, 136
- Tinkering, 46
- “Tools gal,” 106
  
- “Tough skin,” 124
- Transformational changes, 143–144
- Transformative work, 103, 130
- Transforming the Trajectories for Women of Color*, 143
- Transparency and public oversight, 144
- Transphobia, 153n1
- Triumphalism, 114
- Troglodyte, 138–139
- Trump, Donald, 142
- Turkle, Sherry, 99
- “Turn the other cheek” advice, 124
- 2018 National Academies report, 54. *See also* National Academies (2018) consensus study report
  
- Uber, 133
- Ubiquity of computing, 77
- Unconscious bias, 38
- Unexamined bias, 38, 40, 50, 80, 90
- Unexamined bias theory, 69
- University of Washington, 20
- University of Washington ADVANCE Center for Institutional Change, 19, 45
- University of Wisconsin at Madison, 20
- US economy, 140
  
- Venting, 123, 127, 129
- Victim-blaming techniques, 71
- Victorian era, 46
  
- Warrantless searches of US citizens, 142
- War team meetings, 94
- White House Forum on Women in the Economy (2012), 1
- White male superiority, 44
- White supremacy, 11
- White supremacy and white privilege, 128
- Whittaker, Meredith, 139
- Why So Few?* (AAUW, 2010), 36, 37
- Williams, Joan, 135

- “Woman as deficit” model, 37
- Woman-centered network of support, 126–129
- Women. *See also* Female computing technologists
  - ad hoc solutions, 127
  - attrition in technical fields, 11
  - bifurcated nature of their workplace role, 8
  - “caretaking” tasks, 70
  - choice between job security and social aspirations, 146
  - choosing life sciences over physical sciences and engineering, 35
  - collective organizing, 126–129
  - computing pioneers, 7, 69
  - conforming to masculine norm in workplace, 99
  - critical mass of women in STEM, 10
  - desiring to be accepted as “one of the guys,” 47
  - discrimination in computing, 13
  - early-career stage, 97
  - economic independence, 10
  - feminine-coded caring services, 25, 77
  - grappling with three intersecting phenomena, 58
  - having a “voice at the table,” 54
  - interview process, 93–94
  - moving away from home, 121–122
  - nuclear family unit vs. extended family and community ties, 73
  - persistence (*see* Persistence in computing)
  - personal stories (*see* Research participants—personal stories)
  - “to complain is dangerous,” 123
  - token representation vs. critical mass of women’s representation, 72
  - underrepresentation in STEM disciplines, 12
- Women in Engineering Pro-Active Network, 19
- Women of color. *See* African Americans and other women of color
- Women’s Liberation Movement, 140
- Workaholism, 107
- Work-life balance, 12. *See also* Culture of overwork
- Workplace exploitation, 8
- World Economic Forum annual meeting (2013), 91
- Wylie, Alison, 137
- Yasuhara, Ken, 84
- Yoshino, Kenji, 99



This is a section of [doi:10.7551/mitpress/14883.001.0001](https://doi.org/10.7551/mitpress/14883.001.0001)

# Cracking the Bro Code

**By: Coleen Carrigan**

## **Citation:**

*Cracking the Bro Code*

**By: Coleen Carrigan**

**DOI: 10.7551/mitpress/14883.001.0001**

**ISBN (electronic): 9780262377157**

**Publisher: The MIT Press**

**Published: 2024**

The open access edition of this book was made possible by generous funding and support from MIT Press Direct to Open



**The MIT Press**

© 2024 Massachusetts Institute of Technology

This work is subject to a Creative Commons CC-BY-NC-ND license.

This license applies only to the work in full and not to any components included with permission. Subject to such license, all rights are reserved. No part of this book may be used to train artificial intelligence systems without permission in writing from the MIT Press.



The MIT Press would like to thank the anonymous peer reviewers who provided comments on drafts of this book. The generous work of academic experts is essential for establishing the authority and quality of our publications. We acknowledge with gratitude the contributions of these otherwise uncredited readers.

This book was set in Stone Serif and Stone Sans by Westchester Publishing Services.

Library of Congress Cataloging-in-Publication Data

Names: Carrigan, Coleen, author.

Title: Cracking the bro code / Coleen Carrigan.

Description: Cambridge, Massachusetts : The MIT Press, [2024] | Series: Labor and technology | Includes bibliographical references and index.

Identifiers: LCCN 2023028854 (print) | LCCN 2023028855 (ebook) |

ISBN 9780262547055 (paperback) | ISBN 9780262377164 (epub) |

ISBN 9780262377157 (pdf)

Subjects: LCSH: Women computer industry employees—United States. |

Sexual harassment of women—United States. | Sex discrimination against

women—United States. | Male domination (Social structure)—United States.

Classification: LCC HD6073.C65222 U533 2023 (print) | LCC HD6073.C65222 (ebook) | DDC 331.4/80040973—dc23/eng/20230817

LC record available at <https://lcn.loc.gov/2023028854>

LC ebook record available at <https://lcn.loc.gov/2023028855>