(p. 134). Barres provides much anecdotal evidence of the way women are discriminated against in this male-dominated field. Barres notes that simply putting a male name rather than a female name on an article or résumé increases its perceived value. He also describes research showing that men and women do equally well in gender-blind academic competitions but that men win disproportionately in contests where gender is revealed. As Barres says, "the bar is unconsciously raised so high for women and minority candidates that few emerge as winners" (p. 134). In one study reported by Barres, women applying for a research grant needed more than twice the productivity of men in order to be considered equally competent. As a female-to-male transgendered person, Barres has personally experienced discrimination when trying to succeed in the science and math fields. When in college, Barres was told that her boyfriend must have done her homework, and she later lost a prestigious fellowship competition to a male even though she was told her application was stronger and she had published "six high-impact papers," while the man that won only published one. Barres even notices subtle differences, such as the fact that he can now finish a sentence without being interrupted by a male.

Barres (2006) urges women to stand up publicly against discrimination. One woman he particularly admires as a strong female role model is MIT biologist Nancy Hopkins, who sued the MIT administration for discrimination based on the lesser amount of lab space allocated to female scientists. The evidence from this study was so strong that even the president of MIT publicly admitted that discrimination was a problem. Barres wants more women to follow Hopkins's lead. He believes that women often don't realize they are being discriminated against because they have faith that the world is equal. Barres explains this tendency as a "denial of personal disadvantage" (p. 134). Very few women will admit to seeing or experiencing discrimination. Until discrimination and sexism are addressed, women will continue to be oppressed.

As a society, we should not accept Lawrence Summers's hypothesis that biological differences are the reason women are not found in high-prestige tenured jobs in math and science. In fact, in another generation the gap between men and women in math and science might completely disappear. In 2003–2004, women received close to one-third of all doctorates in mathematics, up from fifteen percent of doctorates in the early 1980s ("Women in Mathematics," 2005). Although more recent data are not yet available, the signs point to a steadily increasing number of women entering the fields of math, science, and engineering. Blaming biology for the lack of women in these fields and refusing to fault our culture is taking the easy way out. Our culture can change.