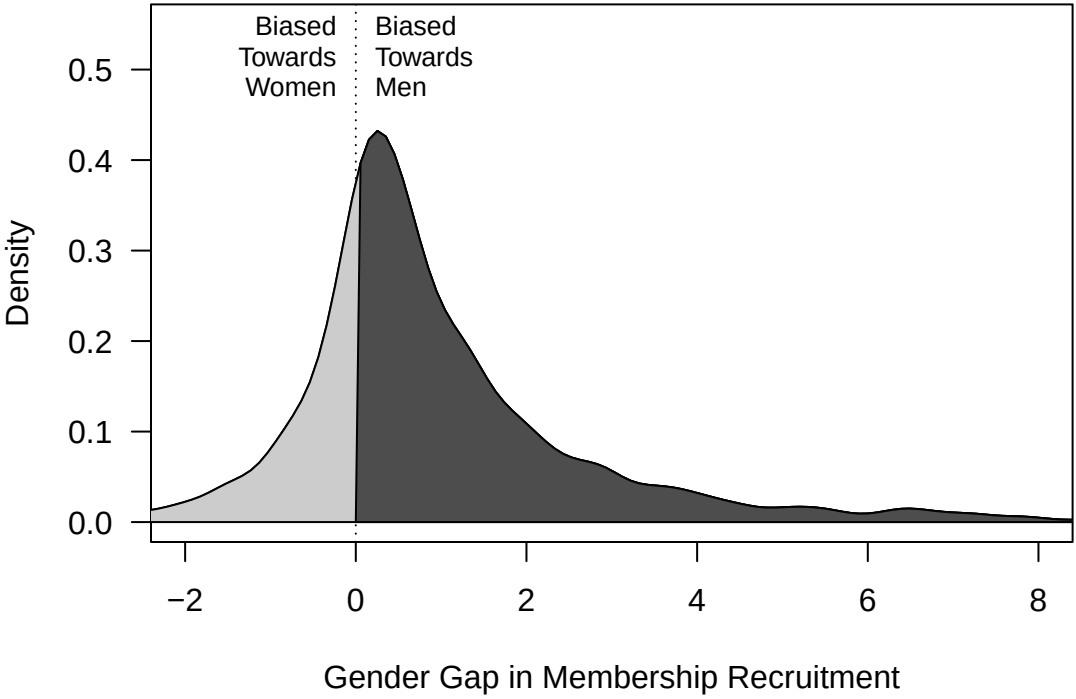
Biased
Towards
Women
Biased
Towards
Men
Density
0.5
0.4
0.3
0.2
0.1
0.0
−2
0
2
4
6
8
Gender Gap in Membership Recruitment