When a big-city symphony wants to hire musicians, they do not judge the applicants on their appearance; they judge them only on their musical ability. That seems fair, doesn't it? But that hasn't always been the case. At one time, more men than women were hired to play in symphonies. For some reason, the judges preferred male musicians. Today, however, most symphonies listen to the musician applicants from behind a screen so they can't see what they look like. Sometimes the musicians even have to take off their shoes so the judges can't get hints from their footsteps about whether they are listening to a man or woman. Although that may seem unnecessary, it has been proven to be the fairest way to hire. Now, because of the practice of "blind auditions," the balance of men and women is more equal. This is how the symphony overcame a bias. It wasn't enough just to be aware they had a bias; they had to guarantee it with a "blind audition" so they wouldn't let their bias toward male musicians influence their decisions.