

DEAR ABBY

Write to Dear Abby online at [dearabby.com](mailto:dearabby.com) or by mail at P.O. Box 69440, Los Angeles, CA 90069



**Dear Abby:** I've been separated from my wife for about four years, at her request. It was justified. I wasn't the best husband. I wasn't abusive, but I was sad and feeling sorry for myself, like now.

I took her for granted and didn't show her the affection she deserved, but I have been going to therapy to work through issues that I had suppressed for decades that contributed to me being a bad husband. I wanted to try counseling with her, but she was done and refused, which I'm still saddened by.

As of today, she has a new boyfriend but still hasn't filed for divorce. I'm struggling because she and her new boyfriend hang out with people I grew up with. It's my own hang-up, I know, but it makes me feel embarrassed and like I can never hang out with my friends again. I get upset when I see posts on Facebook with her and her boyfriend that my family have added heart emojis or nice comments to.

Am I wrong for feeling betrayed in some way? Is my estranged wife belittling me by not filing for divorce and

hanging out with my friends and a new boyfriend? Are my friends and family betraying me by being friends with them?

— Broken Beyond Repair

**Dear Broken:** Marriages end for many reasons. If I read your letter correctly, your wife left because she could no longer cope with someone who was in a chronic state of depression, not because you were a "bad husband" or had some flaw in your character.

You are doing your best to improve your mental state, and for that I applaud you. You should not feel embarrassed or humiliated because she has found a new relationship. Please discuss these feelings with your therapist so you can move beyond them.

It may also be time to take the initiative and file for the divorce. Quit avoiding your longtime friends. If you haven't started dating, some of them may know women to introduce you to. And because posts on the internet about your almost-ex and her boyfriend cause you pain, block or delete them rather than obsess.

# Study: Facebook algorithm shows biased job ads skewed by gender

BY MATT O'BRIEN AND BARBARA ORTUTAY  
The Associated Press

Facebook is showing different job ads to women and men in a way that might run afoul of anti-discrimination laws, according to a new study.

University of Southern California researchers who examined the ad-delivery algorithms of Facebook and LinkedIn found that Facebook's were skewed by gender beyond what can be legally justified by differences in job qualifications.

Men were more likely to see Domino's Pizza delivery driver job ads on Facebook, while women were more likely to see Instacart shopper ads.

The trend also held in higher-paying engineering jobs at tech firms like Netflix and chipmaker Nvidia. A higher fraction of women saw the Netflix ads than the Nvidia ads, which parallels the gender breakdown in each company's workforce.

No evidence was found of similar bias in the job ads delivered by LinkedIn.

Study author Aleksandra Korolova, an assistant professor of computer science at USC, said it might be that LinkedIn is doing a better job at deliberately tamping down bias, or it might be that Facebook is simply better at picking up real-world cues from

its users about gender imbalances and perpetuating them.

"It's not that the user is saying, 'Oh, I'm interested in this,' Facebook has decided on behalf of the user whether they are likely to engage," she said. "And just because historically a certain group wasn't interested in engaging in something, doesn't mean they shouldn't have an opportunity to pursue it, especially in the job category."

Facebook said in a statement Friday it has been taking meaningful steps to address issues of discrimination in ads.

"Our system takes into account many signals to try and serve people ads they will be most interested in, but we understand the concerns raised in the report," it said.

Facebook promised to overhaul its ad targeting system in 2019 as part of a legal settlement.

The social network said then it would no longer allow housing, employment or credit ads that target people by age, gender or ZIP code. It also limited other targeting options so these ads don't exclude people on the basis of race, ethnicity and other legally protected categories in the U.S., including national origin and sexual orientation.

Endlessly customizable ad targeting is Facebook's bread and butter, so any limits placed on its process could

hurt the company's revenue.

The ads users see can be tailored down to the most granular details — not just where people live and what websites they visited recently, but whether they've gotten engaged in the past six months or share characteristics with people who have recently bought new sneakers, even if they have never expressed interest in doing so themselves.

But even if advertisers can't do the targeting themselves, the study shows what critics have stressed for years — that Facebook's own algorithms can discriminate, even if there is no intent from the job advertisers themselves.

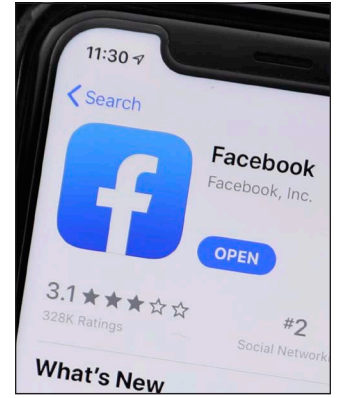
"We haven't seen any public evidence that they are working on the issues related to their algorithms creating discrimination," Korolova said.

Since it isn't possible to show every user every advertisement that is targeted at them, Facebook's software picks what it deems relevant. If more women show interest in certain jobs, the software learns it should show women more of these sorts of ads.

LinkedIn said the study's findings align with its internal review of job ads targeting.

"However, we recognize that systemic change takes time, and we are at the beginning of a very long journey," the company said in a statement.

U.S. laws allow for ads to



Amr Alfiky/AP

University of Southern California researchers who examined the ad-delivery algorithms of Facebook and LinkedIn found Facebook's were skewed by gender.

be targeted based on qualifications but not on protected categories such as race, gender and age. But anti-discrimination laws are largely complaint-driven, and no one can complain about being deprived of a job opportunity if they didn't know it happened to them, said Sandra Wachter, a professor at Oxford University focused on technology law.

"The tools we have developed to prevent discrimination had a human perpetrator in mind," said Wachter, who was not involved in the USC study. "An algorithm is discriminating very differently, grouping people differently and doing it in a very subtle way. Algorithms discriminate behind your back, basically."

## YOUR HOROSCOPE By Madalyn Aslan

Stars show the kind of day you'll have

★★★★★ DYNAMIC | ★★★★★ POSITIVE | ★★★★★ AVERAGE | ★★★★★ SO-SO | ★★★★★ DIFFICULT

**HAPPY BIRTHDAY FOR SATURDAY APRIL 10, 2021:** Excitable, enthusiastic and mischievous, you love to stir the pot. This year, you could transform a beloved hobby into a small business. Money will come in surprisingly fast, but unless you are prudent, it could flow out just as quickly. If single, you will be drawn to more serious types than usual. If attached, spend more time together. TAURUS keeps you calm.

**ARIES (March 21-April 19)**

★★★★ You are kind and sweet, but don't be a pushover. A family member needs to outgrow childish behavior, and it could be up to you to call it out. You have more allies than you know. Tonight: Let someone hold you.

**TAURUS (April 20-May 20)**

★★★★ Take a day off from your hyperactive schedule. Value time reflecting on where you've been and where you'd like to go in the future. Get outdoors to take in the beauty of nature. Tonight: Accept an invitation.

**GEMINI (May 21-June 20)**

★★★★ Gather outdoors with a group you've missed seeing. Taking a short hike with friends or planning a community event will reward you with a comforting sense of belonging. An outdoor cleanup effort could make you feel good all over. Tonight: Gourmet cooking.

**CANCER (June 21-July 22)**

★★★ Step back and appreciate what you've achieved. Whether you pull a corporate coup or a spring-cleaning marathon, celebrate your success. Friends and family already know how brilliant you are. Now you can believe it, too. Tonight: Let someone pamper you.

**LEO (July 23-Aug. 22)**

★★★ Your sense of adventure overrides your homebody tendencies today. Plan for a future trip, or at least call that friend who has great stories to tell. Tonight: Taste something ethnic.

**VIRGO (Aug. 23-Sept. 22)**

★★★★ You will hit a brick wall negotiating a loan or business transaction. Put it on hold and enjoy the weekend. Spend time with someone who appreciates you. The chemistry is irresistible, so enjoy the passion. Tonight: Love dictates your moves.

**LIBRA (Sept. 23-Oct. 22)**

★★★★ Work out the knots in a relationship with compassion and care. No one is perfect, so focus on those things you can't help but love. Do something active that keeps your mind from thinking too much. Tonight: Open your heart.

**SCORPIO (Oct. 23-Nov. 21)**

★★★★ Physical activity clears out cobwebs and puts you in a happier frame of mind. Return to a warm weather exercise that's been on ice since before spring arrived. Keep your eyes peeled for new and like-minded people. Tonight: Stretch yourself.

**SAGITTARIUS (Nov. 22-Dec. 21)**

★★★★ Bust out of your isolation and contact a group of close pals. Organize a watch party for an action movie and catch up on gossip. Give yourself permission to be silly around those who know you well. Tonight: Finger foods.

**CAPRICORN (Dec. 22-Jan. 19)**

★★★★ Your fast-paced life often leaves your living space in disarray. Take time to clear the clutter and see how good that makes you feel. When a visitor arrives, you'll be glad your abode is all clean. Tonight: Family Zoom call.

**AQUARIUS (Jan. 20-Feb. 18)**

★★★★ Light up your mind today. Learn a skill from an online course or forum that won't interfere with your schedule. This is the perfect venue for sharing ideas. Tonight: Clear the air.

**PISCES (Feb. 19-March 20)**

★★★ Go shopping with someone who understands your style choices. Be daring and indulge a whim. Find a flea market or garage sale where you can pick up great bargains. Tonight: True confessions.

## Taxes

Continued from A5

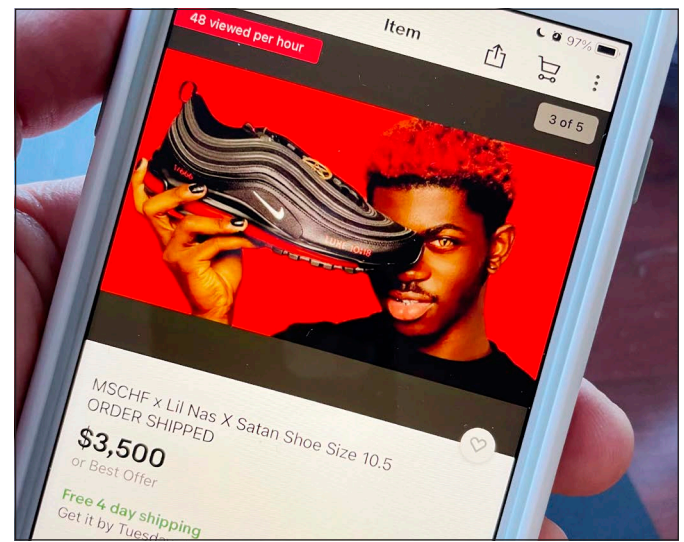
Some employers forecast they would have to pay an average of several hundred dollars more, per employee, in each of the next three years.

HB 3389 would allow employers who faced a tax hike of at least 0.5 a percentage point this year to defer up to a third of this year's tax obligation until June 2022. Those with higher increases can have a portion of this year's increase forgiven.

The bill would also exclude layoffs that took place in 2020 and 2021 when calculating employers' unemployment insurance tax rate, meaning their rate will be set based on any layoffs they had in prior years. And it would change the time period used to determine whether the fund is solvent from 10 years to 20 years.

Altogether, the changes stand to save Oregon employers \$2.4 billion over the next decade, according to legislative estimates.

That's also \$2.4 billion less for the unemployment insurance trust fund, but lawmakers and the employment department has concluded that the fund can easily withstand that lost revenue.



Nike has settled a lawsuit over Lil Nas X 'Satan Shoes' with human blood in soles.

STRF/STAR MAX/IPX/ via AP file

## Shoes

Continued from A5

The sneakers, priced at \$1,018 and decorated with a bronze pentagram pendant and a drop of human blood, quickly drew outrage online.

Days after opening the lawsuit, Nike obtained a temporary restraining order blocking MSCHF from fulfilling any ad-

ditional orders. MSCHF said more than 600 orders had already been shipped at the time of the restraining order.

The shoes were tied to the release of a song from Lil Nas X, "Montero" (Call Me By Your Name), and the music video that accompanied it where the rapper attempts to seduce the devil. The song debuted at No. 1 on the Billboard Hot 100 this week.

## Union

Continued from A5

The union said it would file an objection with the NLRB charging the company with illegally interfering with the union vote. It will seek a hearing with the labor board to determine if the results "should be set aside" after it accused Amazon of spreading disinformation about the unionization effort at meetings that workers were required to attend.

"Amazon has left no stone unturned in its efforts to gaslight its own employees. We won't let Amazon's lies, deception and illegal activities go unchallenged," said Stuart

Appelbaum, the president of the union.

Amazon said in a statement that it didn't intimidate employees.

"Our employees heard far more anti-Amazon messages from the union, policymakers, and media outlets than they heard from us," the company said. "And Amazon didn't win — our employees made the choice to vote against joining a union."

The union push was the biggest in Amazon's 26-year history and only the second time that an organizing effort from within the company had come to a vote. But Bessemer was always viewed as a long

shot since it pitted the country's second-largest employer against warehouse workers in a state with laws that don't favor unions. Alabama is one of 27 "right-to-work" states where workers don't have to pay dues to unions that represent them.

That the labor movement in Bessemer even got this far was unexpected. Amazon has an undefeated record of snuffing out union efforts before they can spread. And at a time when the economy is still trying to recover and companies have been eliminating jobs, it is one of the few places still hiring during the pandemic, adding 500,000 workers last year alone.

But the pandemic also revealed inequities in the workforce, with many having to report to their jobs even while the coronavirus was raging, leading to concerns over health and safety.

The organizing efforts in Bessemer coincided with protests happening throughout the country after the police killing of George Floyd, raising awareness around racial injustice and further fueling frustration over how workers at the warehouse — more than 80% who are Black — are being treated, with 10-hour days of packing and loading boxes and only two 30-minute breaks.

**TRINITY EPISCOPAL CHURCH**

Love God,  
Love Your Neighbor,  
Love Yourself

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