



Gender Equality In Academia

Robert H Logie



The Psychonomic Society University of Edinburgh

Research Funding in the UK Social Sciences

(Boyle et al., Nature, Sept 2015)

	Applications	Success	Total	Mean
UK ESRC 2008-2013				
Women	861 (30% Prof)	18%	£52.5M	£0.239M
Men	1224 (70% Prof)	18%	£74.6M	£0.488M

Nature Editorial – Response to Tim Hunt

(June 15, 2015)

- Recognize and address unconscious bias. Graduate students given grants by the US National Institutes of Health required to undergo ethics training. Gender-bias training for scientists,
- Encourage universities and research institutions to extend the deadlines for tenure or project completion for scientists (women and men) who take parental leave
- Events organizers and others must invite female scientists to lecture, review, talk and write articles. And if the woman asked says no — for whatever reason — then ask others.
- Do not use vocabulary and imagery that support one gender more than another. Words matter. Ensure that photographs and illustrations feature women.
- In communication and promotional materials, highlight women who have made key contributions to previous work.
- Be aware of the importance of informal settings and social activities to workplace culture. Senior scientists can, where possible, make such events inclusive.



Checklist for a gender-balanced meeting

Masur, Cell Biology, August, 2015

Organizers: Insist that the percentage of keynote or pre-invited women speakers is at least proportional to the percentage of women in the field including those in training. Speakers should be established women scientists in addition to women trainees.

Women scientists: When possible accept an invitation to show off your excellent work. If you cannot say 'Yes', suggest the names of two or three excellent women in your field, especially junior women. Accept invitations to be one of the organizers and take advantage of the expert resources available to help you identify outstanding women speakers.

Web Resource/Presentations

<http://www.hunter.cuny.edu/gendertutorial>

Virginia Valian – Tutorials for Change
City University of New York

Athena Swan- Equality Challenge Unit, UK <http://www.ecu.ac.uk> principles within policy, practice, action plans, culture

1. Academia cannot reach its full potential unless it can benefit from the talents of all.
2. Commit to advancing gender equality in academia, in particular addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.
3. Commit to addressing unequal gender representation across academic disciplines:
 - women in senior roles in arts, humanities, social sciences, business and law
 - loss rate of women in science, technology, engineering, mathematics and medicine (STEMM)
4. Commit to tackling the gender pay gap.
5. Commit to removing obstacles for women at major points of career development and progression including transition from PhD into a sustainable academic career.
6. Commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women.
7. Commit to tackling the discriminatory treatment often experienced by trans people.
8. Acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.
9. Commit to sustainable structural and cultural changes to advance gender equality. Initiatives and actions that support individuals will not sufficiently advance equality.
10. All individuals have identities shaped by several different factors. Commit to considering the intersection of gender and other factors wherever possible.

Athena Swan- Equality Challenge Unit, UK

Bronze and Silver Awards

Bronze Award

- department awards recognise that in addition to institution-wide policies, the department is working to promote gender equality and to identify and address challenges particular to the department and discipline. The department must also plan future actions. This includes:
 - = an assessment of gender equality in the institution, including quantitative (staff and student data) and qualitative (policies, practices, systems and arrangements) evidence and identifying both challenges and opportunities
 - = a four-year plan that builds on this assessment, information on activities that are already in place and what has been learned from these
 - = the development of an organisational structure, including a self-assessment team, to carry proposed actions forward

Silver Award

- In addition to the future planning required for Bronze department recognition, Silver department awards recognise that the department has taken action in response to previously identified challenges and can demonstrate the impact of these actions.

The Psychonomic Society

General Policy on Committee Membership

- Each committee will seek to engage the full cross-section of members (e.g., in terms of age, gender, geography, professional status, etc.) as they work to fulfill their roles and responsibilities.

Leading Edge Workshop Participants

- It is expected that the majority of funded workshop participants will be members of the Psychonomic Society (any category of membership), and will include (both male and female) individuals at different career stages.



The Psychonomic Society

- Governing Board – 7 Women, 5 Men
- All other Committees – 28 Women, 29 Men
- Equality and Diversity Committee to start in 2016
- Journal Editors – 1 Woman, 5 Men
- Associate Editors - 13 Women, 22 Men
- Best paper awards – 2015: 3 Women 3 Men
- Early Career Awards – 2015: 2 Women 2 Men
- PS/WICS Travel and Networking Award for Junior Scientists

