

Concrete tips for increasing diversity and
inclusion in your research group

or

How to do better

Ericka Johnson

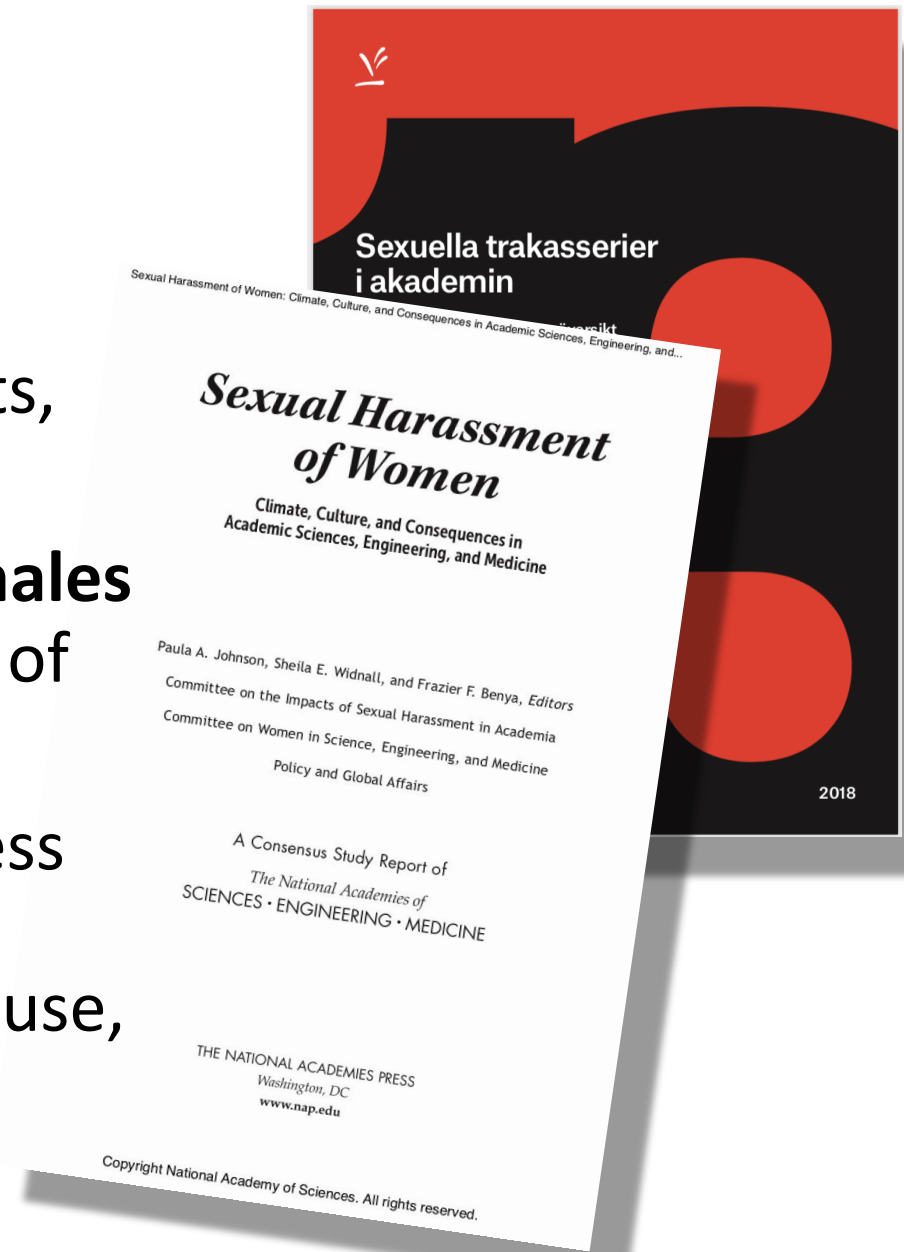
Opportunities for intervention

- Recruitment
- Evaluation
- Research content
- Retainment & promotion - Workplace issues

- Studies from research in a variety of fields:
 - organizational studies, psychology, science studies, gender studies, sociology, anthropology, history
 - state-funded or national agencies in Sweden, the EU level and the USA.
- References and further resources at the end of the presentation

#MeToo

- Sexual harassment **occurs in all disciplines in academia and is reported by all groups** (students, doctoral students, employees).
- In Swedish surveys, from **4 to 26 per cent of females and 2 to 6 per cent of males** report experiences of sexual harassment.
- Leads to depression, anxiety, post-traumatic stress disorder, physical pain, unwanted pregnancies, sexually transmitted diseases, increased alcohol use, **impaired career opportunities, reduced job motivation**, etc. (pgs 8-9)
- Addressed through organizational climate



Bondekam, F & Lundqvist, M (2018) *Sexuella trakasserier i akademien*. Vetenskapsrådet

Johnson, P. et al 2018 *Sexual Harassment of Women* National Academic Press

New



Gender Inequalities in Tech-driven Research and Innovation: Living the Contradiction

Edited by Gabriele Griffin

Copyright Date: 2022

Edition: 1

Published by: Bristol University Press

<https://doi.org/10.2307/j.ctv2ngx5c4>

Pages: 248

OPEN ACCESS

... in the Nordic countries

Table 1.3: Proportion (%) of women among doctoral graduates by broad field of study, 2016

Country	Education	Arts & Humanities	Natural Sciences, Maths & Statistics	Information & Communication Technologies (ICT)	Health & Welfare
EU-28	68	54	46	21	60
DK	-	53	37	-	63
FI	74	59	49	18	63
NO	64	58	40	15	61
SE	73	55	41	24	61

Source: adapted from SHE Figures (2018), Table 2.2, p 23.

Table 1.5: Proportion of researchers in the higher education sector working under 'precarious' working contracts, by sex, 2016

	DK	FI	NO	SE
Women	4.4	12.6	8.2	10.2
Men	3.2	6.9	5	6.1

Source: adapted from SHE Figures (2018), Figure 5.2, p 99.

Change in the Nordics...

Table 6.2: The use of GE measures in STEM-oriented universities

	Universities								
	NO1	SE1	SE2	NO2	SE3	FI1	FI3	FI2	
Targeted measures									
Funding for women to qualify for promotion	■	■	■	■	■				
Research leave for women in a shorter time compared to men				■	■				
Mentoring programme for women academic staff	(X)	■	■	■	■				
Promotion or tenure workshops for women academic staff	■	■	■	■	■				
Networking gatherings for women academic leaders	■	■	■						
Funding for women academics' participation in leadership development programs	■	■	■						
Amount	5	5	3	0	0	0	0	0	
Training measures									
Diversity training programme for academic staff	■					■			
Diversity training for department heads	■		■						
Diversity training for hiring or promotion committees		■		■	■	■			
Sexual harassment training for academic staff	■								
Written instructions for hiring or promotion committees about gender and diversity bias		■		■	■				
Promotion of equality part of the qualification for department heads	■		■	■					
Amount	4	2	2	2	1	2	0	0	

GENDER INEQUALITIES IN TECH-DRIVEN RESEARCH AND INNOVATION

- Silander, C et al (2022) Promoting Gender Equality in STEM-Oriented Universities:
- Institutional Policy Measures in Sweden, Finland and Norway. In *Gender Inequalities in Tech-driven Research and Innovation*.

Opportunity 1: Recruitment Finding the candidates

Examples for change:

- Chalmers: Proactive recruitment or candidate search
- Wallenberg: 40% of nominations form the under-represented gender.
 - 2017 – 50% women for the Fellows programme






**Knut och Alice Wallenbergs
Stiftelse**

A screenshot of the Chalmers University of Technology website. The header includes the Chalmers logo and navigation links for 'Utbildning', 'Forskning', 'Samverkan', and 'Om Chalmers'. There is a search bar and a language selector set to 'In English'. The main banner features the text 'Chalmers tekniska högskola' and a subtitle 'forskar, utbildar och samverkar inom teknik, naturvetenskap, sjöfart och arkitektur, med en hållbar framtid som vision.' Below the banner are three main content blocks: 'UTBILDNINGSPROGRAM' (Education Programs) with a description of 'Grundutbildning, masterprogram, nätbaserade kurser och vidareutbildning'; 'INSTITUTIONER' (Institutions) with an image of a person working in a lab; and 'FORSKNINGS-, UTBILDNINGS- OCH INNOVATIONSNYHETER' (Research, Education and Innovation News) with a featured article titled 'Världsunik metod för metallåtervinning tas i bruk' (World's unique method for metal recycling goes into use) published on May 13, 2019.

Practical tips

- Look harder
- Use societies
 - professional groups
 - Academia-Net.org;
 - SIV Uppsala
 - mentorship programmes
- Ask your networks for 2-3 potential candidates
- Advertise widely – including through special societies and social networks
- Evaluate job advertisements and web pages for gender norms

An initiative of the  in cooperation with  and 

AcademiaNet

SEARCH TERMS

ADVANCED SEARCH

Home News Search The Project Selection criteria Partners Newsletter AN-Clubs


AcademiaNet is in the process of being restructured.
In the meanwhile, the database can still be used to find excellent women in science!
However, profiles and content sites will not be maintained and might not be up-to-date.

AcademiaNet: Profiles of Leading Women Scientists

User name

Password

Why register?
Find your network?

Menu  LINKÖPINGS UNIVERSITET

Quintek | Kontaktperson

Tjejföreningar vid Linköpings universitet

- [DONNA](#) - Tjejföreningen på D-sektionen, Linköping
- EMMA - Tjejföreningen på Maskinteknik, Linköping
- [YVETTE](#) - Tjejföreningen på Teknisk fysik och elektroteknik, Linköping
- [Mette](#) - Tjejföreningen på Medieteknik, Norrköping
- NiKita - Tjejföreningen på Logistiksektionen, Norrköping
- [Elvira](#) - Tjejföreningen på Elektronikdesign, Norrköping
- Tingeling - Tjejföreningen för högskoleingenjörsutbildningar i Linköping
- [IRIS](#) - Tjejföreningen på Industriell ekonomi, Linköping
- [NORA](#) - Tjejföreningen på N-sektionen, högskoleingenjörer Byggnadsteknik, Norrköping
- [MatNatalie](#) - Tjejföreningen på MatNat-sektionen: kandidat- och masterprogram inom biologi, fysik, kemi och matematik, Linköping

Opportunity 2: Evaluation Selecting the candidates



Research excellence and equality

The unmarked category – man

Is 'researcher' an unmarked category?



Husu, L & Koskinen, P (2010) Gendering Excellence in Technological Research: A Comparative European Perspective. *Journal of Technology Management and Innovation* 5(1). 127-139

IVA 2019 *Teknisk obalans?*

Academic version

- Randomized, double blind, evidence based...
- Male candidates/CVs get hired more, higher starting salaries, offered more mentoring support
- Male candidates are thought to be more competent – even by women.
- Implicit bias

Science faculty's subtle gender biases favor male students

Corinne A. Moss-Racusin^{a,b}, John F. Dovidio^b, Victoria L. Brescoll^c, Mark J. Graham^{a,d}, and Jo Handelsman^a
^aDepartment of Molecular, Cellular and Developmental Biology, ^bDepartment of Psychology, ^cSchool of Management, and ^dDepartment of Psychiatry, Yale University, New Haven, CT 06520
Edited* by Shirley Tishman, Princeton University, Princeton, NJ, and approved August 21, 2012 (received for review July 2, 2012)

Despite efforts to recruit and retain more women, a stark gender disparity persists within academic science. Abundant research has demonstrated gender bias in many demographic groups, but has yet to experimentally investigate whether science faculty exhibit bias against female students that could contribute to the gender disparity in academic science. In a randomized double-blind study (n = 127), science faculty from research-intensive universities rated the application materials of a student—who was randomly assigned either a male or female name—for a laboratory manager position. Faculty participants rated the male applicant as significantly more competent and hireable than the (identical) female applicant. These participants also selected a higher starting salary and offered more career mentoring to the male applicant. The gender of the faculty participants did not affect responses, such that female and male faculty were equally likely to exhibit bias against the female student. Misattribution analyses indicated that the female student was less likely to be hired because she was viewed as less competent. We also assessed faculty participants' preexisting subtle bias against women using a standard instrument and found that preexisting subtle bias against women played a moderating role, such that subtle bias against women was associated with less support for the female student, but was unrelated to reactions to the male student. These results suggest that interventions addressing faculty gender bias might advance the goal of increasing the participation of women in science.

diversity | lifestyle choices | science education | science workforce

A 2012 report from the President's Council of Advisors on Science and Technology indicates that training scientists and engineers at current rates will result in a deficit of 1,000,000 workers to meet United States workforce demands over the next decade (1). To help close this formidable gap, the report calls for increased training and retention of women, who are starkly underrepresented within many fields of science, especially among the professoriate (2–4). Although the proportion of women degrees granted to women has increased (5), there is a persistent disparity between the number of women receiving PhDs and those hired as junior faculty (1–4). This gap suggests that the problem will not resolve itself solely by more generations of women moving through the academic pipeline but that actively impeded.

With evidence suggesting that biological sex differences in inherent aptitude for math and science are small or nonexistent (6–8), the efforts of many researchers and academic leaders to identify causes of the science gender disparity have focused instead on the life choices that may compete with women's pursuit of the most demanding positions. Some research has focused on these lifestyle choices (whether free or constrained) likely to contribute to the gender imbalance (9–11), but because the majority of these studies are correlational, whether lifestyle factors are solely or primarily responsible remains unclear. Still, some researchers have argued that women's preference for nongenomic disciplines and their tendency to take on a disproportionate amount of child- and family-care are the primary causes of the

gender disparity in science (9–11), and that it “is not caused by discrimination in these domains” (10). This assertion has received substantial attention and generated significant debate among the scientific community, leading some to conclude that gender discrimination indeed does not exist nor contribute to the gender disparity within academic science (e.g., refs. 12 and 13). Despite this controversy, experimental research testing for the presence and magnitude of gender discrimination in the biological and physical sciences has yet to be conducted. Although acknowledging that various lifestyle choices likely contribute to the unique imbalance in science (9–11), the present research is an independent effect on the gender disparity as students progress through the pipeline to careers in science. Specifically, the present experiment examined whether, given an equally qualified male and female student, science faculty members would show preferential evaluation, science faculty members student to work in their laboratory, and treatment of the male and related laboratory studies discussed below suggest that such bias is likely (contrary to previous arguments) (9–11), we know of no previous experiments that have tested for faculty bias against female students within academic science.

If faculty express gender biases, we are not suggesting that these biases are intentional or stem from a conscious desire to impede the progress of women in science. Past studies indicate that people's behavior is shaped by implicit or unintended biases stemming from repeated exposure to pervasive cultural stereotypes (14) that portray women as less competent but simultaneously emphasize their warmth and likeability compared with men (15). Despite significant decreases in overt sexism over the last few decades (particularly among highly educated people), these subtle gender biases are often still held by even the most egalitarian individuals (17), and are exhibited by both men and women (18). Given this body of work, we expected that the unintended bias against female undergraduate science students would be just as likely as male faculty to express an ‘The fact that these prevalent biases often remain undetected highlights the need for an experimental investigation to determine whether they may be present within academic science and, if so, raise awareness of their potential impact.

Whether these gender biases operate in academic science remains an open question. On the one hand, although considerable research demonstrates gender bias in a variety of other domains (19–23), science faculty members may not exhibit this

Author contributions: C.A.M.-R., J.F.D., V.L.B., M.J.G., and J.H. designed research; C.A.M.-R. performed research; C.A.M.-R. analyzed data; and C.A.M.-R., J.F.D., V.L.B., M.J.G., and J.H. wrote the paper.

The authors declare no conflict of interest.

*This Direct Submission article had a prearranged editor.

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1073.pnas.1211286109-DC1Supplemental.

16474-16479 | PNAS | October 9, 2012 | vol. 109 | no. 41

www.pnas.org/cgi/doi/10.1073/pnas.1211286109

Moss-Racusin et al 2012 Science faculty's subtle gender biases favour male students PNAS 109(41) 16474-79

Implicit bias

- Doctor
- Plumber
- Electrician
- Professional football player
- Garbage man
- Nurse
- Kindergarten teacher

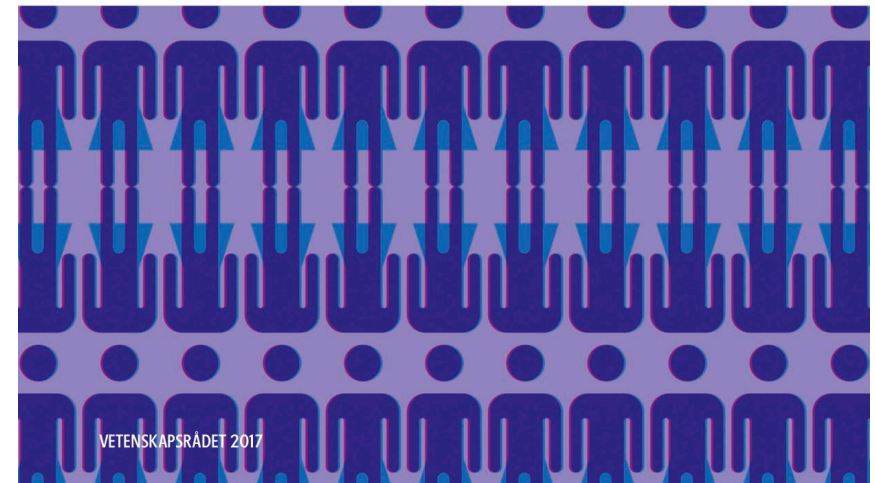
Evaluation processes – what can happen

- Neutral criteria seldom are neutral – they reflect the *status quo*
- Observers see:
 - Questioning female candidates' independence, leadership
 - Performance vs potential
 - Collaboration as a sign of weakness
 - Focus on the merits missing
 - Publications called 'reports'
 - Irrelevant personal information being discussed
- Who is evaluating and how
 - Roles, status and group dynamics
 - Networks – not insulting strong colleagues
 - Table placements



Vetenskapsrådet

EN JÄMSTÄLLD PROCESS
– JÄMSTÄLLDHETS-OBSERVATIONER I
VETENSKAPSRÅDETS BEDÖMNINGSGRUPPER 2016



VETENSKAPSRÅDET 2017

Practical tip 1: implicit bias awareness

- Remember that you are human; others have it, so do you
- Slow down your decision making
- Ask what your decision is based on
- Look for cultural stereotypes, learn about other groups
- Implicit bias is easier to see in others:
 - Call them out
 - Use an observer in evaluation committees – others do it. You can, too.

Understanding unconscious bias

17 November 2015

Understanding Unconscious Bias **INGROUP**

ALYSIS CONSCIOUS MIND UNCONSCIOUS MIND

Project Implicit

TRY A TEST Choose test topic

HOME ABOUT US FOR ORGANIZATIONS FOR RESEARCHERS PRODUCTS AND SERVICES CONTACT US DONATE

IMPLICIT SOCIAL COGNITION

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Project Implicit translates that academic research into practical applications for addressing diversity, improving decision-making, and increasing the likelihood that practices are aligned with personal and organizational values.

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- ✓ Lectures and workshops: Leadership, diversity, and innovation
- ✓ Consulting: Statistics, Research, and Evaluation

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Practical tip 2: Structured & transparent procedures

- Blinding strategies – when appropriate
- Predetermined evaluation criteria (not gut feelings)
- Systematic, written assessment of candidates

THE ROYAL SOCIETY

Home Fellows Events Grants, Schemes & Awards Topics & policy Journals Collect

Understanding unconscious bias

17 November 2015

Understanding Unconscious Bias INGROUP

ALYSIS CONSCIOUS MIND UNCONSCIOUS MIND

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Opportunity 3: Research content

2015- 2018 *Delredovisning av handlingsplan för jämställdhetsintegrering på Vinnova*

Practical tips: Research content

Gender & Diversity Issues at...

- Idea phase
 - Proposal phase
 - Research phase
 - Dissemination phase
-
- Norm Creative Design tips – NOVA
 - Engender 2009 *Toolkit. Gender in EU funded Research.* European Commission



Opportunity 4: The Workplace Academic Housekeeping

Local, low-status, time-consuming, important but invisible...

...nevertheless need to be done.

Lending a hand when needed

Committee work

Helping (and comforting) doctoral students

Teaching for sick colleagues

Organizing 'soft' departmental events

(Christmas parties, retirement events, 'fikas')

Filling up the seminar rooms

High alternative costs in a hard, "publish or perish"-related competitive academic culture.

SARA KALM

Om akademiskt hushållsarbete och dess fördelning¹

On academic housekeeping and its allocation

Academic housekeeping denotes the type of work tasks within university departments that are low-status, time-consuming, largely invisible, and that nevertheless need to be done. This article discusses academic housekeeping in a Swedish context, and holds that this topic has been overlooked in research. The aim is therefore to specify the meaning of the concept, to describe the gendered aspects of how academic housekeeping tasks are distributed, and to discuss possible explanations for the identified pattern. Through a close reading of current scholarship, the article finds that women carry out a disproportionate share of academic housekeeping tasks. This pattern is attributable to a complex set of factors, among them 'publish or perish'-related competitive academic culture, researcher ideals, and gender norms. The main argument of the article is that unbalanced academic housekeeping allocation may partially account for women's difficulties in advancing within academia, and therefore need to be taken seriously in research as well as in academic leadership.

Keywords: academic housekeeping, gender, work, university, division of labor

DET FINNS EN betydande forskning som syftar till att förstå varför kvinnors karriärmöjligheter inom akademien fortfarande är mindre än mäns. Trots att det fattats politiska beslut om att diskriminering inom akademien ska motverkas, och trots att det finns en uppsjö olika jämställdhets- och mångfaldsprojekt, kvarstår en vertikal arbetsdelning med förhållandevis få kvinnor inom högre tjänstekategorier. Det generella mönstret är att kvinnor dominerar på lägre nivåer (som studenter och doktorander) men att deras andel sedan minskar för varje steg upp på karriärstegen, och att de bara utgör en bråkdel av professorerna (UKÄ 2016; Husu 2005a:9). Många forskare intresserar sig nu för att kartlägga, förklara och ytterst förändra detta mönster. Denna artikel ägnas åt att förstå en avgränsad del av detta större problemområde, nämligen det som handlar om vikten av "tidsallokering" (Misa m.fl. 2011), och närmare bestämt det som emellanåt kallas "akademiskt hushållsarbete" (jfr Bird m.fl. 2004). Tanken

¹ Jag vill tacka Åsa Knaggård, Anna Lindqvist och Irina Schmitt för värdefulla kommentarer. Tack till Henrik Gundenäs för språkgranskning.

Sociologisk Forskning, årgång 56, nr 1, sid 5–26.
© Författaren och Sveriges Sociologförbund, ISSN 0038-0342, 2002-066X (elektronisk).

Kalm, Sara 2019 Om akademiskt hushållsarbete och dess fördelning *Sociologisk Forskning* 56(1):5-26

Opportunity 4: The Workplace

Distributing resources

“access to funds, laboratory resources and influence”

- Hire
- Retain
- Support
- Promote

‘A ton of feathers still weighs a ton.’

Recent article about the Salk Institute in the New York Times Magazine

Comment | Published: 06 March 2013

Laboratory life

Scientists of the world speak up for equality

Nature **495**, 35–38 (07 March 2013) | [Download Citation](#)

Eight experts give their prescriptions for measures that will help to close the gender gap in nations from China to Sweden.



Tokenism

“the practice of doing something (such as hiring a person who belongs to a minority group) only to prevent criticism and give the appearance that people are being treated fairly.” -Merriam Webster

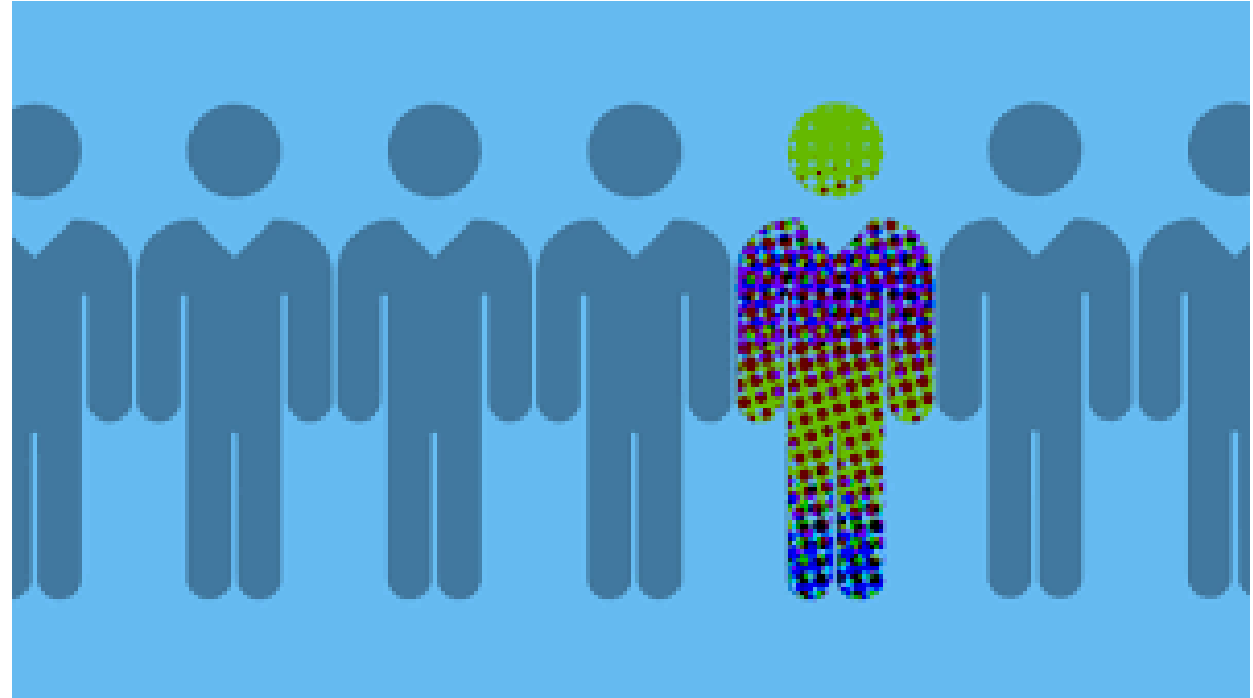
Costs:

- Can perpetuate stereotypes (esp in cultural sphere – which bleeds into other aspects of society)
- Representing a group, not an individual
- Weathering



Preventing tokenism

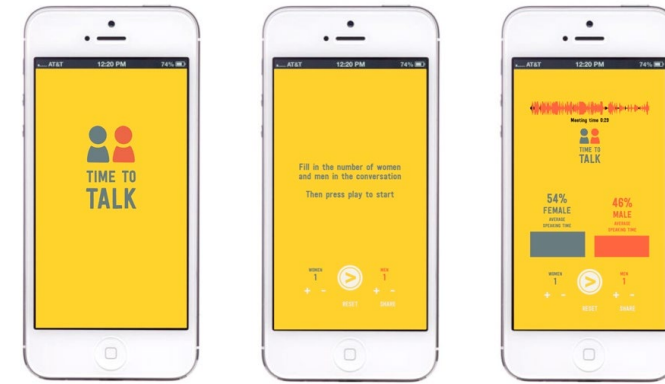
- diversity
- equity
- inclusion



Think Bechdel Test: whether a work features at least two women who talk to each other about something other than a man.

(Find support groups/build support groups)

Practical tips: Observe the workplace



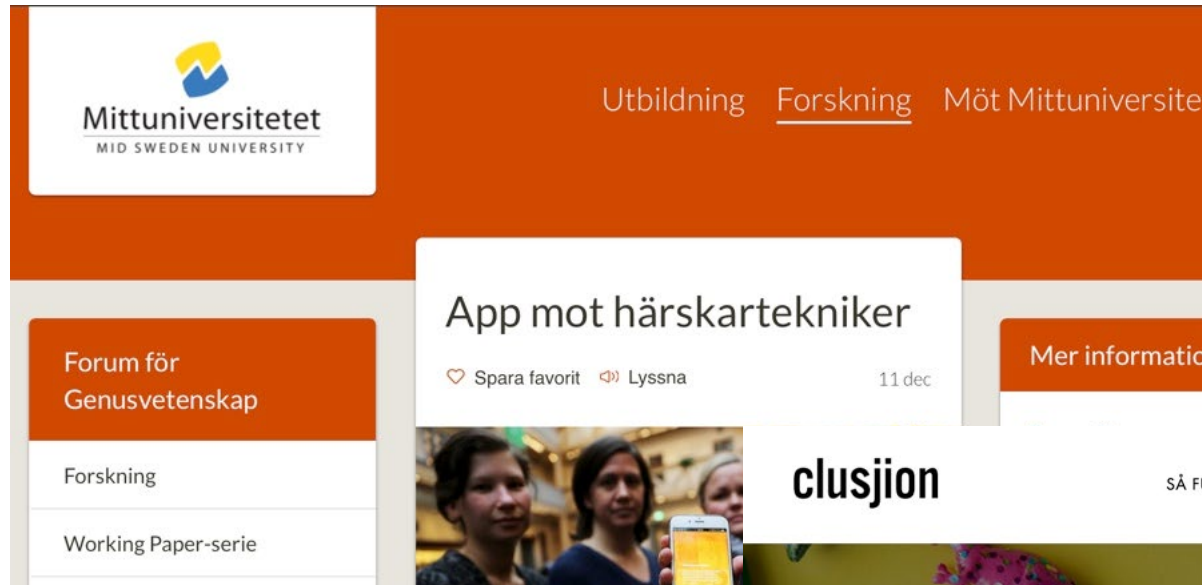
Thinking about:

- Seminar culture
- Visibility/invisibility
- Jargon
- Norms and silences
- Life outside the office
- Physical obstacles
- Routines - transparency



- Change the minority or change the organization? Wahl, A. 2014 Male Managers. Challenging and reinforcing the Male Norm in Management. *NORA* 22(2)

Practical tip: Hire in resources



Mittuniversitetet
MID SWEDEN UNIVERSITY

Utbildning Forskning Möt Mittuniversitetet

Forum för Genusvetenskap

Forskning

Working Paper-serie

App mot härskartekniker

♡ Spara favorit 🗣️ Lyssna 11 dec

Mer information

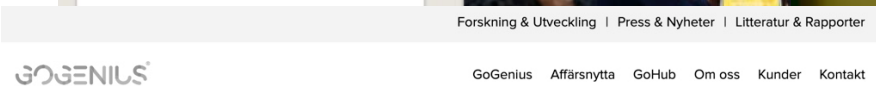
vkna!

Hem Erbjudande "Gör det själv" Om oss Blogg Kontakt [Nyhetsbrev](#)

Vkna webbverktyg i jämställdhet

Vkna har tagit fram en helhetslösning för ert arbete med jämställdhet och inkludering på arbetsplatsen. Vkna Webbverktyg är en interaktiv onlinetjänst där ni som verksamhet på ett enkelt och effektivt sätt kan kompetensutveckla er personal. Verktyget bygger på relevant forskning och har ett filmiskt upplägg. Materialet är upplagt som en utbildning med kortfilmer, animationer och diskussionsövningar där ni får möjlighet att relatera all kunskap till just er verksamhet.

Upplägget är kostnadseffektivt och bygger på forskning som visar att jämställdhets- och jämlikhetsarbete har större chans att lyckas och bli hållbart om initiativ kommer från chefer och ledning. Genom att använda Vkna webbverktyg får ni syn på vad just er organisation behöver.



GOGENIUS

Forskning & Utveckling | Press & Nyheter | Litteratur & Rapporter

GoGenius Affärsnytta GoHub Om oss Kunder Kontakt

GoHub - en del av GoGenius

För att verkligen lyckas gå från ord till handling erbjuder vi GoHub, ett digitalt verktyg för att aktivera strategier och en viktig del i GoGenius processmodell. Stödet underlättar för såväl ledning som chefer och medarbetare att bli delaktiga och bidra i det förändringsarbete som ledningen har beslutat om.

GoHub är ett webb- och molnbaserat aktiveringsverktyg som stärker samarbetet och levererar konkreta, mätbara resultat som ger ledningen möjlighet att följa arbetet i realtid. På så sätt kan ledningen hålla sig uppdaterad om hur långt arbetet har kommit, vad som är på gång och hur mycket som återstår att göra. GoHub har utvecklats i nära samverkan med vår partner Hubbster, och skapar ett viktigt nav för samarbete och engagemang inom organisationen.



clusjion

SÅ FUNKAR DET VARFÖR CLUSJION BEHAVIOR

Hur skapar vi en inkluderande kultur?



LULEÅ TEKNISKA UNIVERSITET

UTBILDNING FORSKNING MÖT UNIVERSITETET

STUDENT MEDARBETARE IN ENGLISH

Industriell design

Nyheter och aktuellt

Forskningsprojekt

Avslutade forskningsprojekt

Publikationer

Utbildning

Kontakta oss

Digitala verktyg för jämställdhet och inkludering

Publicerad: 11 mars 2019

What to do?

Think about making changes at:

- Recruitment – engage others, get help
- Evaluation – reflect on implicit bias
- Research content – what/who is absent?
- Retainment & promotion – Workplace environment

Further resources

- General studies of women in research/academia
 - Scientists of the World Speak Up for Eaulaity. *Nature*. 1476-4687, Vol. 495, nr 7439, s. 35-38
 - <https://publications.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en>
 - <https://hbr.org/2017/03/research-junior-female-scientists-arent-getting-the-credit-they-deserve>
 - <https://publications.europa.eu/en/publication-detail/-/publication/c17a4eba-49ab-40f1-bb7b-bb6faaf8dec8>
 - Sadker, D & K. Zottöe, *am Still Failing at Fairness* (New York: Schribner, 2009)
- Sexual Harassment
 - <https://www.nap.edu/catalog/24994/sexual-harassment-of-women-climate-culture-and-consequences-in-academic>
 - <https://www.vr.se/analys-och-uppdrag/vi-analyserar-och-utvarderar/alla-publikationer/publikationer/2018-10-15-sexuella-trakasserier-i-akademien.html>
- Workplace environment, power structures
 - <http://www.gdtoolbox.eu/read-more/>
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