

Gender equity at scientific events

Florence Débarre



@flodebarre

Nicolas Rode



SPRINGER

@nico_o_ode

Line Ugelvig



SPRINGER

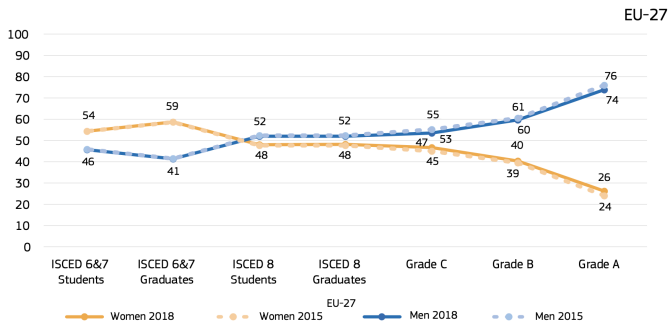
@Liiiiine



CBPG, May 2022

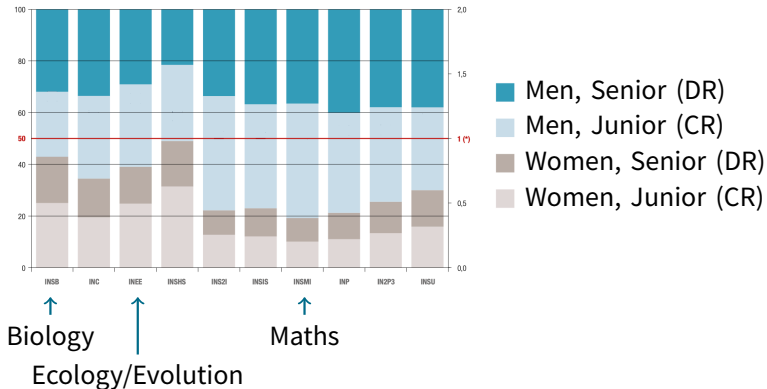
Women are underrepresented in academic science

Figure 6.1 Proportion (%) of men and women in a typical academic career, students and academic staff, EU-27 & EU-28, 2015-2018



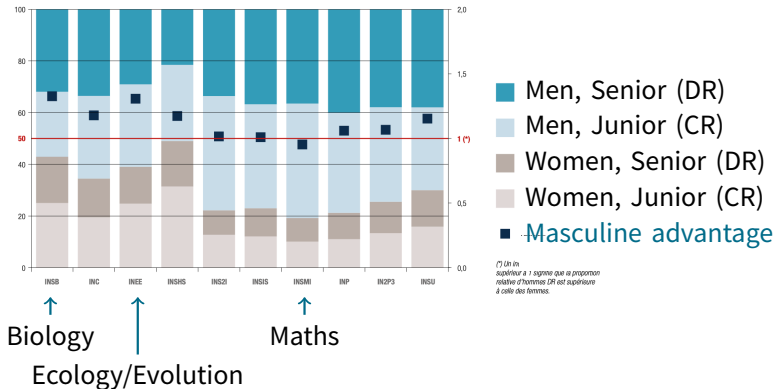
source: She Figures 2021, European Union

Women are underrepresented in academic science, in France as well



source: Rapport Social Unique 2020, CNRS

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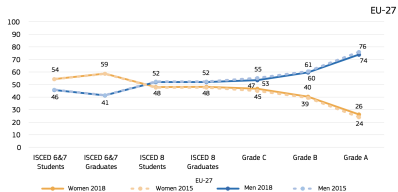


source: Rapport Social Unique 2020, CNRS

Why are women underrepresented in academic science?

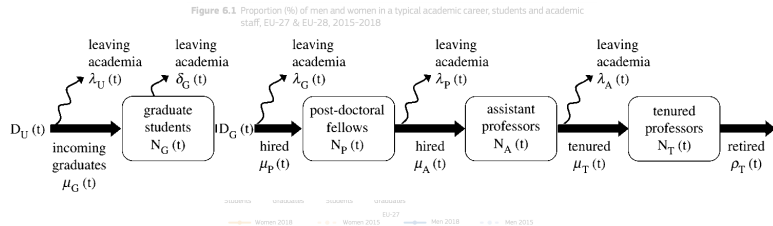
- ▶ Legacy of the past, or
- ▶ Leaky pipeline?

Figure 6.1 Proportion (%) of men and women in a typical academic career, students and academic staff, EU-27 & EU-28, 2015-2018



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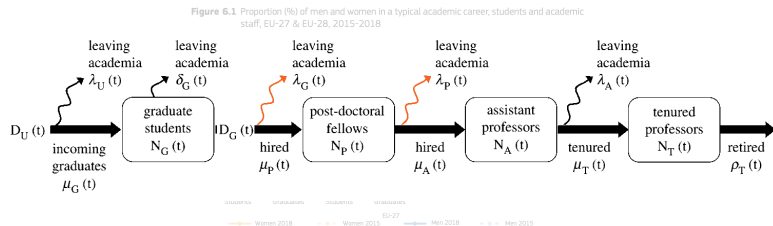
- ▶ Legacy of the past, or
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Shaw & Stanton (2012) Procs B (NSF data)

Why are women underrepresented in academic science?

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- ▶ Leaky pipeline?



Shaw & Stanton (2012) Procs B (NSF data)

Why do women leave more?

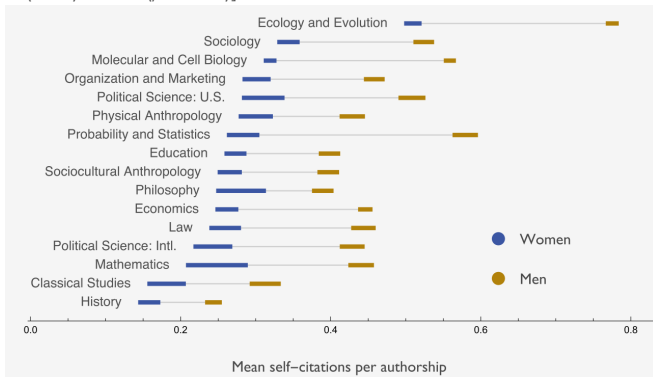
Deliberate choice or not,
personal decisions, or feel like forced out.

Why do women leave more?

Deliberate choice or not,
personal decisions, or feel like forced out.

Behavioral differences

[King et al. (2018) Socius (/bioRxiv)]



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Deliberate choice or not,
personal decisions, or feel like forced out.

Behavioral differences

Implicit bias

Recommendation letters [Trix & Psenka (2003) Discourse & Society]

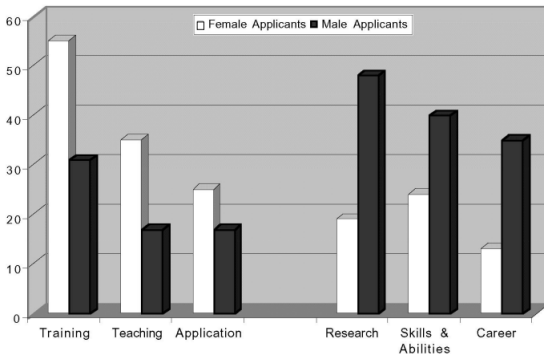


FIGURE 3. *Semantic realms following possessives. Rank-ordered within gender sets from equal numbers of letters 'her training'; 'his research'*

Why do women leave more?

Deliberate choice or not,
personal decisions, or feel like forced out.

Behavioral differences

Implicit bias

Perception of competence [Moss-Racusin et al. (2012) PNAS]

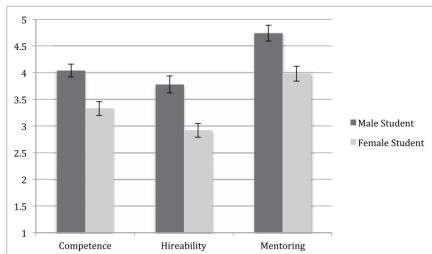


Fig. 1. Competence, hireability, and mentoring by student gender condition (collapsed across faculty gender). All student gender differences are significant ($P < 0.001$). Scales range from 1 to 7, with higher numbers reflecting a greater extent of each variable. Error bars represent SEs. $n_{\text{male student condition}} = 63$, $n_{\text{female student condition}} = 64$.

NB: the effect of faculty gender is not significant

Why do women leave more?

Deliberate choice or not,
personal decisions, or feel like forced out.

Behavioral differences

Implicit bias

Test yourself!

Experiment x

Secure | <https://implicit.harvard.edu/implicit/Study?tid=1>

Press "E" for

Male

or

Liberal Arts

Press "I" for

Female

or

Science

Part 3 of 7

Use the **E** key for **Liberal Arts** and for **Male**.
Use the **I** key for **Science** and for **Female**.
Each item belongs to only one category.

If you make a mistake, a red **X** will appear. Press the other key to continue.
Go as fast as you can while being accurate.

Press the **space bar** when you are ready to start.

Why should we care about the proportion of women among scientists?

- ▶ Fairness

Why should we care about the proportion of women among scientists?

- ▶ Fairness
- ▶ Better science, new ideas, diversity of approaches

Gender diversity leads to better science

Mathias Wullum Nielsen^{a,1}, Sharla Alegria^b, Love Börjeson^c, Henry Etkowitz^{d,e}, Holly J. Falk-Krzesinski^{f,g}, Aparna Joshi^b, Erin Leaheyⁱ, Laurel Smith-Doerrⁱ, Anita Williams Woolley^k, and Londa Schiebinger^e

Pick up any recent policy paper on women's participation in science and you will find assurances that gender diversity enhances knowledge outcomes. Universities and science-policy stakeholders, including the European Commission and the US National Institutes of Health, readily subscribe to this argument (1–3). But is there, in fact, a gender-diversity dividend in science?

The data suggest that there is. Under the right

"mechanisms for innovation" specifying why gender diversity matters for scientific discovery and what managers should do to maximize its benefits (Fig. 2). Encouraging greater diversity is not only the right thing to do: it allows scientific organizations to derive an "innovation dividend" that leads to smarter, more creative teams, hence opening the door to new discoveries.

Nielsen et al. (2017) PNAS

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Nielsen et al. (2017) PNAS

- ▶ Of Mice and Men

Olfactory exposure to males, including men, causes stress and related analgesia in rodents

Robert E Sorge^{1,2,8}, Loren J Martin^{1,8}, Kelsey A Isbester¹, Susana G Sotocinal¹, Sarah Rosen¹, Alexander H Tuttle¹, Jeffrey S Wieskopf¹, Erinn L Acland¹, Anastasia Dokova¹, Basil Kadoura¹, Phillip Leger¹, Josiane C S Mapplebeck¹, Martina McPhail³, Ada Delaney⁴, Gustaf Wigerblad⁴, Alan P Schumann², Tammie Quinn², Johannes Frasnelli^{5,6}, Camilla I Svensson⁴, Wendy F Sternberg³ & Jeffrey S Mogil^{1,7}

We found that exposure of mice to male but not female experimenters produces pain inhibition. Male-related stimuli induced a robust physiological stress response that results in stress-induced analgesia. This effect could be replicated with T-shirts worn by men, bedding material from gonadally intact and unfamiliar male mammals, and presentation of compounds secreted from the human axilla. Experimenter sex can thus affect apparent baseline responses in behavioral testing.

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Sorge et al. (2014) Nature Methods

The importance of being a speaker

► Recognition of expertise and leadership

Principal Investigators should also be able to demonstrate a promising **track record of early achievements** appropriate to their research field and career stage, including significant publications (as main author) in major international peer-reviewed multidisciplinary scientific journals, or in the leading international peer-reviewed journals of their respective field. **They may also demonstrate a record of invited presentations in well-established international conferences**, granted patents, awards, prizes etc. For further information please see the [ERC Work Programme 2018](#) and the 'Instructions for completing Part B of the proposal' in this document.

source: Information for Applicants to the Starting and Consolidator Grant 2018 Calls



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► Personal benefit of being invited speaker



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- Personal benefit of being invited speaker
- Same influences for other committees (hiring, prizes)



What previous studies have shown

DIFFERENCES IN THE PROPORTION OF WOMEN TO MEN INVITED TO GIVE SEMINARS:
IS THE OLD BOY STILL KICKING?

J. Gurevitch

OPEN ACCESS Freely available online

PLOS ONE

Stag Parties Linger: Continued Gender Bias in a Female-Rich Scientific Discipline

JOURNAL OF Evolutionary Biology

eseb

doi: 10.1111/jeb.12198

Los Angeles, California, United States of America, ²Department of Plant Biology, University of California, Los Angeles, California, United States of America, ³Department of Anthropology and Graduate Group in Biological Sciences, University of California, Los Angeles, California, United States of America

Fewer invited talks by women in evolutionary biology symposia

J. SCHROEDER^{1,2*}, H. L. DUGDALE^{1,3,4*}, R. F. THE PRESENCE OF FEMALE CONVENERS CORRELATES WITH A HIGHER
D. M. BUEHLER^{5,7}, J. SAUL⁵, L. PORTER⁵, A. PROPORTION OF FEMALE SPEAKERS AT SCIENTIFIC SYMPOSIA
P. J. JOHNSON¹¹, A. W. SANTURE¹, A. S. GRIFFIN¹

RESEARCH ARTICLE

Not "Pulling up the Ladder": Women Who Organize Conference Symposia Provide Greater Opportunities for Women to Speak at Conservation Conferences

Stephanie Sardelis*, Joshua A. Drew

Department of Biology, New York University, New York, New York, USA

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Speaking out about gender imbalance in invited speakers improves diversity

Robyn S Klein, Rhonda Voskuhl, Benjamin M Segal, Bonnie N Dittel, Thomas E Lane, John R Bethea, Monica J Carson, Carol Colton, Susanna Rosi, Aileen Anderson, Laura Piccio, Joan M Goverman, ETTY N Benveniste, Melissa A Brown, Seema Kaushalya Tiwari-Woodruff, Tajie H Harris & Anne H Cross

Omissions of qualified women scientists from major meeting programs continue to occur despite a surge in articles indicating persistent gender-discriminatory practices in hiring and promotion, and calls for gender balance in conference organizing committees.

Department of Infectious Diseases of the Albert Einstein College of Medicine, Bronx, New York, USA; ²Department of New Haven, Connecticut, USA; ³Department of Biology, University of Connecticut, Storrs, Connecticut, USA; ⁴Department of Biology, University of California, Los Angeles, California, USA; ⁵Department of Biology, University of California, Los Angeles, California, USA; ⁶Department of Biology, University of California, Los Angeles, California, USA; ⁷Department of Biology, University of California, Los Angeles, California, USA; ⁸Department of Biology, University of California, Los Angeles, California, USA; ⁹Department of Biology, University of California, Los Angeles, California, USA; ¹⁰Department of Biology, University of California, Los Angeles, California, USA; ¹¹Department of Biology, University of California, Los Angeles, California, USA

ER²¹, J4

Gender Parity Trends for Invited Speakers at Four Prominent Virology Conferences

Department of Virology, University of California, Los Angeles, California, USA; ²Department of Virology, University of California, Los Angeles, California, USA; ³Department of Virology, University of California, Los Angeles, California, USA; ⁴Department of Virology, University of California, Los Angeles, California, USA

What is the proportion of women in the field of evolutionary biology?

In previous studies

- ▶ All participants of a given congress
- ▶ Faculty members at a number of institutions

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Our estimate



Calculations already done



Computed from lists of members

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Calculations already done



Computed from lists of members

	Student	Postdoc	Other	Other+Postdoc	All members
ESEB	0.54 (461)	NA	NA	0.38 (983)	0.43 (1444)
SSE	0.52 (848)	0.51 (271)	0.31 (1414)	0.34 (1685)	0.40 (2533)
ASN	0.55 (428)	0.51 (108)	0.24 (688)	0.28 (796)	0.37 (1224)

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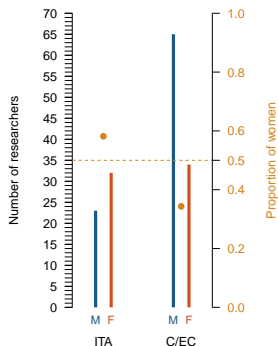
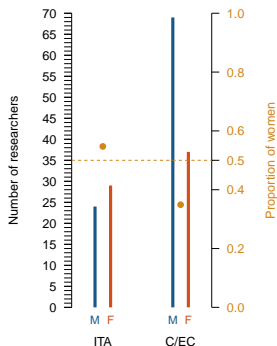
Computed from lists of members

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Overall, **32%** women.

(ESEB non-student, ASN post-Postdoc, SSE post-Postdoc)

In our UMRs



source: <https://annuaire.cnrs.fr/13c/owa/annuaire.recherche/index.html>,
accessed 2018-11-19 (iEES) and 2019-01-11 (ISEM)

Data sources: Evoldir ads

The screenshot shows a web browser displaying a list of conferences. The browser address bar shows 'evoldir.ads.cmu.edu'. The page title is 'Conferences:'. The table below represents the data visible in the screenshot.

Conference Name	Size	Date
NeuralNet_SigmaMullerWea_Small_14_NeuralNet	944 bytes	May 25 00:54
Practical_Experts_Adv3_28	800 bytes	May 23 07:51
Language_Modeling_Adv2_11	1 kb	May 23 00:51
Language_Modeling_Adv1_11	800 bytes	May 23 00:54
Practical_Experts_Adv2_28	1 kb	May 20 07:56
Practical_Experts_Adv1_28	1 kb	May 19 17:58
Practical_Experts_Adv3_28	1 kb	May 17 00:57
Practical_Experts_Adv2_28	1 kb	May 15 00:57
Practical_Experts_Adv1_28	1 kb	May 13 00:57
Practical_Experts_Adv4_28	1 kb	May 11 00:57
Practical_Experts_Adv5_28	1 kb	May 9 00:57
Practical_Experts_Adv6_28	1 kb	May 7 00:57
Practical_Experts_Adv7_28	1 kb	May 5 00:57
Practical_Experts_Adv8_28	1 kb	May 3 00:57
Practical_Experts_Adv9_28	1 kb	May 1 00:57
Practical_Experts_Adv10_28	1 kb	Apr 29 00:57
Practical_Experts_Adv11_28	1 kb	Apr 27 00:57
Practical_Experts_Adv12_28	1 kb	Apr 25 00:57
Practical_Experts_Adv13_28	1 kb	Apr 23 00:57
Practical_Experts_Adv14_28	1 kb	Apr 21 00:57
Practical_Experts_Adv15_28	1 kb	Apr 19 00:57
Practical_Experts_Adv16_28	1 kb	Apr 17 00:57
Practical_Experts_Adv17_28	1 kb	Apr 15 00:57
Practical_Experts_Adv18_28	1 kb	Apr 13 00:57
Practical_Experts_Adv19_28	1 kb	Apr 11 00:57
Practical_Experts_Adv20_28	1 kb	Apr 9 00:57
Practical_Experts_Adv21_28	1 kb	Apr 7 00:57
Practical_Experts_Adv22_28	1 kb	Apr 5 00:57
Practical_Experts_Adv23_28	1 kb	Apr 3 00:57
Practical_Experts_Adv24_28	1 kb	Apr 1 00:57
Practical_Experts_Adv25_28	1 kb	Mar 29 00:57
Practical_Experts_Adv26_28	1 kb	Mar 27 00:57
Practical_Experts_Adv27_28	1 kb	Mar 25 00:57
Practical_Experts_Adv28_28	1 kb	Mar 23 00:57

Data sources: Evoldir ads

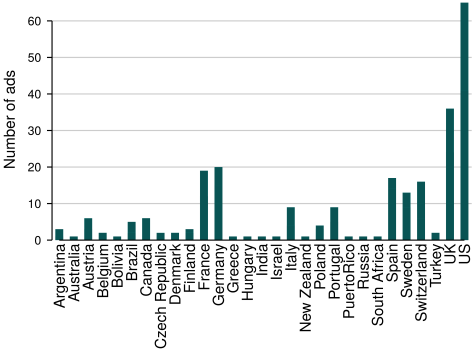
- ▶ April 2016–September 2017: Conferences and Workshops Courses
- ▶ 752 ads screened, 249 ads included.
- ▶ Two categories:
 - ▶ Conferences (Workshops, Conferences, Colloquia, ...)
 - ▶ Courses (teaching events)

Conference Title	Size	Date
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	944 bytes	May 25 08:54
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	898 bytes	May 23 07:51
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	May 23 06:54
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	898 bytes	May 28 07:26
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1045 bytes	May 28 17:28
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	May 18 17:38
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	May 23 08:57
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	May 15 08:57
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	898 bytes	May 15 08:57
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	May 4 09:42
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	May 3 09:08
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	898 bytes	May 2 09:08
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	898 bytes	May 1 09:26
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	898 bytes	May 1 09:26
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	898 bytes	Apr 28 09:58
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	Apr 28 11:38
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	Apr 18 08:55
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	898 bytes	Apr 18 08:55
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	Apr 18 08:56
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Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	245 bytes	Apr 6 09:21
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Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	Apr 2 09:51
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	Apr 28 09:51
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	Apr 28 09:58
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	Apr 29 09:53
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	Apr 28 09:57
Neuroscience Society Meeting, Seattle 14, Neuroscience Society Meeting, Seattle 14	1 kb	Apr 28 09:57

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Conference Title	Size (bytes)	Date
NorthEast...Small 14...Workshops	944	May 25 08:54
Workshops...Small 14...	888	May 23 07:51
Workshops...Small 14...	1	May 23 08:51
Workshops...Small 14...	838	May 23 08:54
Workshops...Small 14...	1	May 28 09:26
Workshops...Small 14...	1018	May 18 17:38
Workshops...Small 14...	1	May 18 17:38
Workshops...Small 14...	1	May 18 17:38
Workshops...Small 14...	1	May 15 09:57
Workshops...Small 14...	1	May 15 09:57
Workshops...Small 14...	638	May 15 09:57
Workshops...Small 14...	1	May 15 09:57
Workshops...Small 14...	1	May 15 09:57
Workshops...Small 14...	1	May 4 09:47
Workshops...Small 14...	1	May 4 09:47
Workshops...Small 14...	728	May 3 09:08
Workshops...Small 14...	888	May 2 09:51
Workshops...Small 14...	818	May 1 09:26
Workshops...Small 14...	1	May 1 09:26
Workshops...Small 14...	638	Apr 28 09:58
Workshops...Small 14...	1	Apr 28 11:38
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Workshops...Small 14...	1	Apr 15 09:51
Workshops...Small 14...	944	Apr 15 08:54
Workshops...Small 14...	268	Apr 12 09:25
Workshops...Small 14...	818	Apr 18 08:54
Workshops...Small 14...	1	Apr 18 08:54
Workshops...Small 14...	648	Apr 9 09:11
Workshops...Small 14...	248	Apr 8 09:25
Workshops...Small 14...	1	Apr 8 09:11
Workshops...Small 14...	1	Apr 8 09:11
Workshops...Small 14...	1	Apr 4 09:13
Workshops...Small 14...	1	Apr 2 09:51
Workshops...Small 14...	1	Mar 28 09:51
Workshops...Small 14...	1	Mar 28 09:51
Workshops...Small 14...	1	Mar 29 09:33
Workshops...Small 14...	1	Mar 29 09:33
Workshops...Small 14...	1	Mar 29 09:33
Workshops...Small 14...	1	Mar 29 09:33



Data sources (cont.): Symposia data

Symposia at ESEB, SMBE and Evolution congresses, summer 2017



▶ 67 symposia

Data sources (cont.): Symposia data

Symposia at ESEB, SMBE and Evolution congresses, summer 2017



► 67 symposia

Longitudinal data: ESEB and Evolution-SSE symposia, 2001-2017

EVOLUTION MEETINGS

General Meeting Information	Previous Meetings	Evolution 2017
HISTORY		
The Society for the Study of Evolution was founded in March of 1946 and held its first records of subsequent annual meetings (but hope to develop this) until the SSE first met on its own, or in conjunction with other societies, since 1983, annually ever since.		
We are building an historical record of past meetings, including programs (pdfs are in records of their meetings, the list below uses the annual meeting of the SSE as its information, corrections for the list below, or a copy of past program that is missing a records become incomplete and sometimes contradictory as early as the 1960's.		
2017 Portland, OR (1,735 attendees)	AS/N/SB/SSE	
2016 Austin, TX (1,786 attendees)	AS/N/SB/SSE	
2015 Guanajuato, Brazil (887 attendees)	AS/N/SB/SSE	
2014 Raleigh, NC (1,958 attendees)	AS/N/SB/SSE	
2013 Snowbird, UT (1,420 attendees)	AS/N/SB/SSE	
2012 Ottawa, Canada (2,450 attendees)	AS/N/SB/SSE & CSEE/ESEB	
2011 Norman, OK (1,150 attendees)	AS/N/SB/SSE	
2010 Portland, OR (1,967 attendees)	AS/N/SB/SSE	
2009 Moscow, ID (1,102 attendees)	AS/N/SB/SSE	
2008 Minneapolis, MN (1,450 attendees)	AS/N/SB/SSE	
2007 Christchurch, New Zealand	AS/N/SB/SSE	
2006 Stony Brook, NY	AS/N/SB/SSE	
2005 Fairbanks, AK	AS/N/SB/SSE	
2004 Fort Collins, CO (1,296 attendees)	AS/N/SB/SSE	
2003 Chico, CA	AS/N/SB/SSE	
2002 Urbana-Champaign, IL	SB/SSE (ASN met separately)	
2001 Knoxville, TN	AS/N/SB/SSE	

Protocol

- ▶ Data collection:
 - ▶ Number of announced invited speakers (total, women),
 - ▶ Number of organizers (total, women),
 - ▶ Country, ...

and for contemporary data:

- ▶ Data collection:
 - ▶ Number of announced invited speakers (total, women),
 - ▶ Number of organizers (total, women),
 - ▶ Country, ...

and for contemporary data:

- ▶ Survey of Organizers
- ▶ Questionnaire

EO study

Barcelona Physics Of Evolution Jan15-18

Based on the information available in the [evoldir](#) email sent on Oct 14, and on the [conference website](#), we counted:

#Invited_Total	#Invited_Women	#Organizers_Total	#Organizers_Women	#Scientists/Committee_Total	#Scientists/Committee_Women
23	4	1	0	4	1

Q0 Are these numbers correct?

(Invited = invited and accepted the invitation, i.e., people actually coming to the conference)

Yes

No

If there are errors, please change the entries of the table above.

Q1 When you finalized the list of invited speakers, were you aware of what was the proportion of invited women (17.39 % according to our census) ?

Yes

No

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A given proportion of women was imposed

A given proportion of women was suggested

No specific guidelines

Q4 If there were EO guidelines (suggested or imposed), please detail them in the text box (e.g., what proportion of women):

Q5 The raw data of the study will be shared on the digital repository Dryad. Do you accept your replies to Questions Q1, Q2, Q3, Q4 to be included in the analysis and hence shared on Dryad?

Yes

No

The study will run until July 2017. Please check this box if you wish to be informed about its outcome.

Please click on Submit when you are done.

We are:

Francesc Dobson,
Nicolas Rivin,
Sandra de Oliveira,
Lisa Uppelink

You can contact us at
evoldir2017@gmail.com.

This project is funded by the Equal Opportunity Initiative Fund of the European Society for Evolutionary Biology (EISEB).

- ▶ Data collection:
 - ▶ Number of announced invited speakers (total, women),
 - ▶ Number of organizers (total, women),
 - ▶ Country, ...

and for contemporary data:

- ▶ Survey of Organizers
 - ▶ Questionnaire
 - ▶ 1 reminder email

EO study

Barcelona Physics Of Evolution Jan15-18

Based on the information available in the [evoldir](#) email sent on Oct 14, and on the [conference website](#), we counted:

#Invited_Total	#Invited_Women	#Organizers_Total	#Organizers_Women	#Scientists/Committee_Total	#Scientists/Committee_Women
23	4	1	0	4	1

Q0 Are these numbers correct?

(Invited = invited and accepted the invitation, i.e., people actually coming to the conference)

Yes

No

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 - ▶ Overall reply rate: 65.8%.

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Please click on Submit when you are done.

We are:

Francesc Dobson,
Nicolas Roiné,
Sara de Oliveira,
Lisa Uppelvig

You can contact us at
evoldir2017@gmail.com.

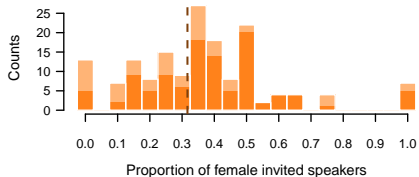
This project is funded by the Equal Opportunity Initiative Fund of the European Society for Evolutionary Biology (EISEB).

Results

Proportions of female invited speakers

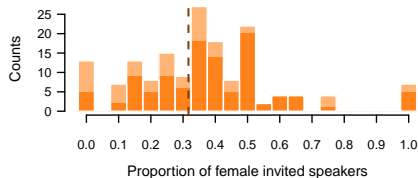
Proportions of female invited speakers

Conferences: Not different from 32% baseline

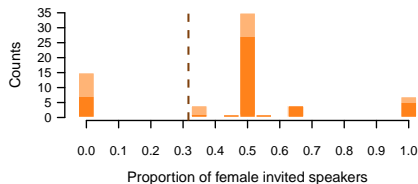


Proportions of female invited speakers

Conferences: Not different from 32% baseline

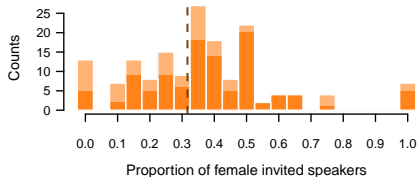


Congress symposia: Higher than 32% baseline

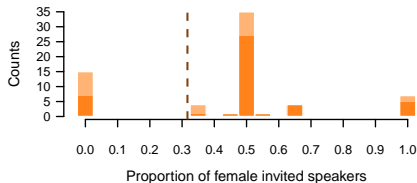


Proportions of female invited speakers

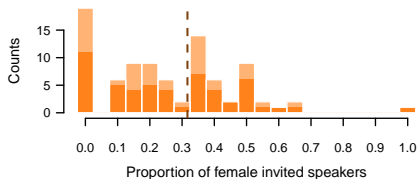
Conferences: Not different from 32% baseline



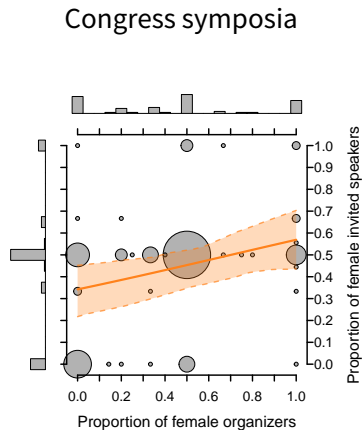
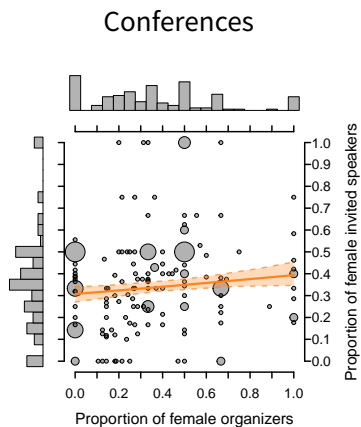
Congress symposia: Higher than 32% baseline



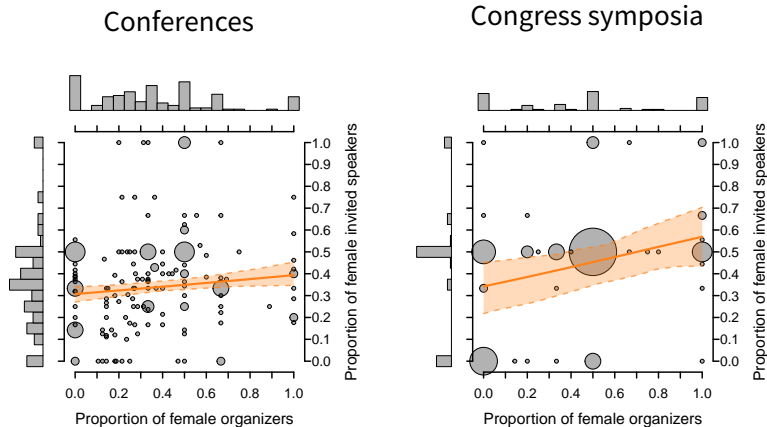
Courses: Lower than 32% baseline



Positive effect of the proportion of women among organizers on the proportion of female invited speakers



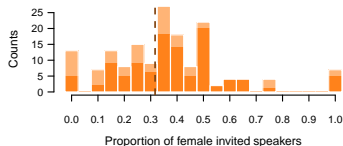
Positive effect of the proportion of women among organizers on the proportion of female invited speakers



Interpretation: conscious or unconscious; men favoring men...

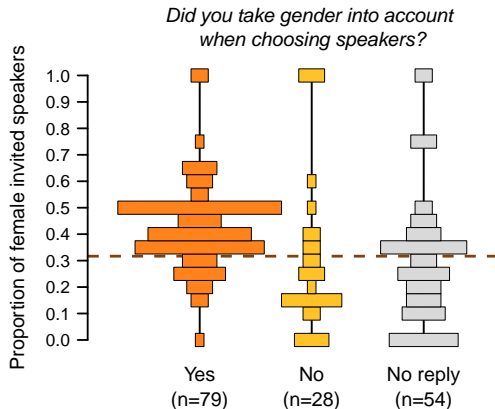
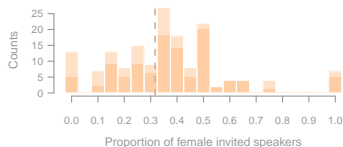
Taking gender into account when choosing whom to invite has a positive effect on the proportion of female invited speakers

Conferences: Not different from 32% baseline



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Diversity of perception of guidelines for congress symposia

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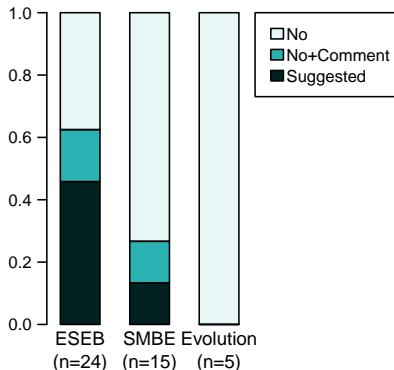
“Were there Equal-Opportunity [EO] guidelines that you had to follow regarding the number or proportions of invited women?”

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Diversity of perception of guidelines for congress symposia

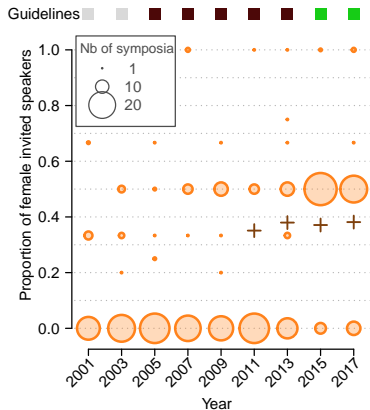
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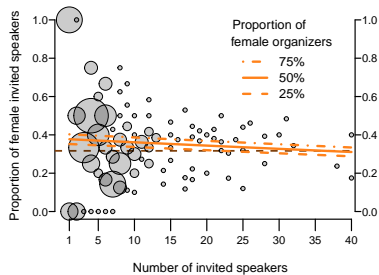
Diversity guidelines have a positive effect on the proportion of female invited speakers

ESEB



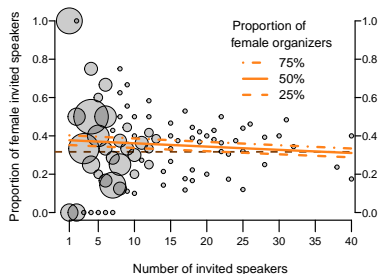
Another small effect

Conferences



Another small effect

Conferences



A possible solution:

Public lists of female scientists,
e.g. Diversify EEB

<https://diversifyeeb.com>

University of EEB Academic ...
<https://diversifyeeb.com/members/>

SEARCHING FOR PEOPLE

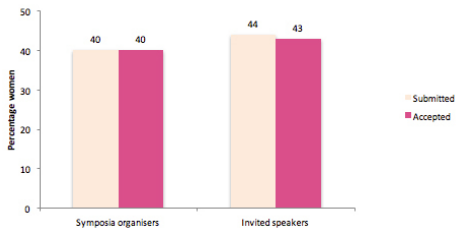
Name	Affiliated Institution	Email Address	Website
Abigail Cahill	Albion College	acahill@albion.edu	https://search@diversify.com/
Aditi Sengupta	University of Arizona	asengupta@email.arizona.edu	http://biosphere2.org/research/directory/aditi_sengupta
Adria C LeBlond	Washington Institute of Science	adria.leblond@gmail.com	http://adiblondeof.com/
Adriana Britton	University of California - Irvine	abritton@uci.edu	http://biology.uci.edu/Adriana_Britton/Britton_Lab.html
Adriana Lopez-Villalobos	Queen's University	lopez.adriana@gmail.com	
Aerin Jacobs	Uten University of Victoria	aejac@uvm.net	http://www.aerinjacobson.com

What about quotas?

- ▶ Most diversity statements are not about quotas;

What about quotas?

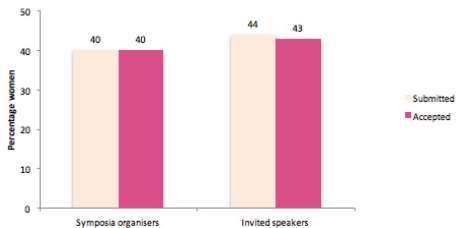
- ▶ Most diversity statements are not about quotas;
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source: <http://evolutionmontpellier2018.org/equal-opportunity>

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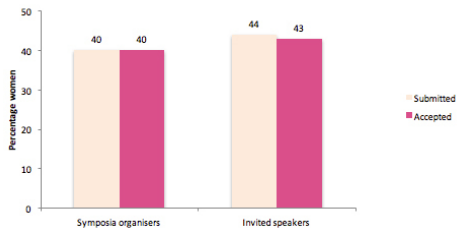


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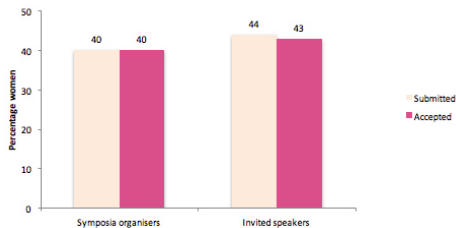


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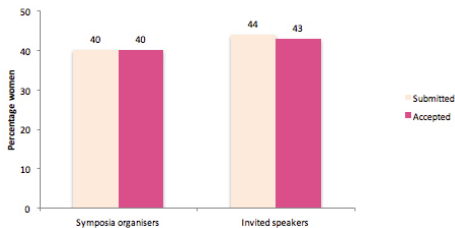


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- ▶ “Choosing the best people irrespective of gender”
 - ▶ Defining “best”
 - ▶ Excellence never the sole criterium (network, sociability...)
(Gheaus (2015) J. Applied Philosophy)

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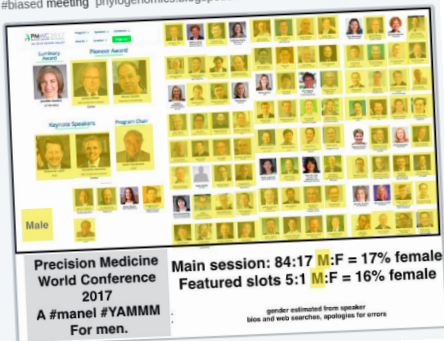
- ▶ “Choosing the best people irrespective of gender”
 - ▶ Defining “best”
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(Gheaus (2015) J. Applied Philosophy)
- ▶ Token women

Men can help as well



Jonathan Eisen @phylogenomics · 14 Sep 2016

No thanks #PMWC2017 - I don't want to go to your \$&*@(#@(#manel #yammm #biased meeting phylogenomics.blogspot.com/2016/09/no-tha...



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Iain Couzin @icouzin · May 14
I have just written to the organizers to see if they can clarify, and that I will cancel my appearance if so. #PINC2018

Iain Couzin @icouzin · May 14
However now that I look at the website I realize there appear to be no female speakers!!???? WTF?? #PINC2018

Netherlands PINC.19
pincexperience.com

Men can help as well

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Antoine Petit @antoine_petit_ · May 15
Accueil des responsables des bureaux internationaux du @CNRS à @univbordeaux. Beaucoup de sujets à traiter avec nos partenaires universitaires autour de formation, recherche et innovation. Et des gros progrès à faire sur la parité....

Translate Tweet

2 17 29

Iain Couzin
I have just w my appeara

Iain Couzin
However not speakers!??

Antoine Petit @antoine_petit_ [Follow](#)



10:01 AM - 15 May 2018

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Stephen Curry @Stephen_Curry
I have declined an invitation to speak on 'Foresighting Open Science' at the French Académie des Sciences in April next year because I would have been one of nine male speakers. Help me suggest alternatives (they are looking for someone with a UK link) 1/2

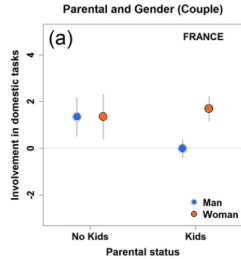
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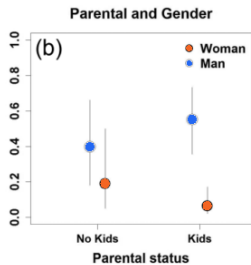
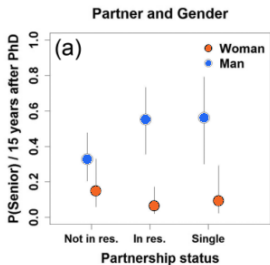
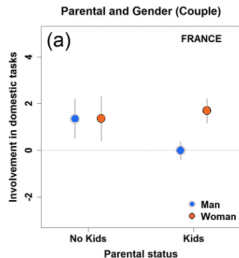
10:01 AM - 15 May 2018

The collage also includes a photo of a group of men in suits standing on a stage with water bottles, and a 'Follow' button next to Stephen Curry's tweet.

Society issues



Society issues

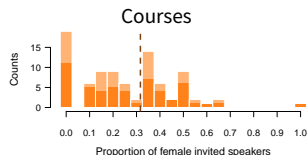
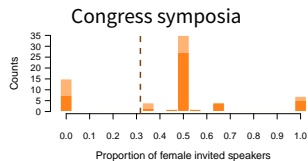
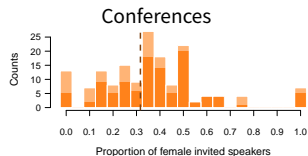


Loison et al. (2017) European Educational Research Journal

Take-home messages

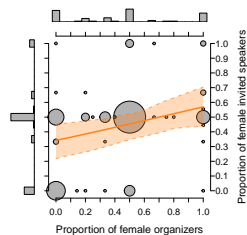
Take-home messages

- ▶ Disparity of proportion of women across types of events:
 - ▶ Conferences: Not different from 32% baseline,
 - ▶ Congress Symposia: Higher than 32% baseline,
 - ▶ Courses: Lower than 32% baseline;



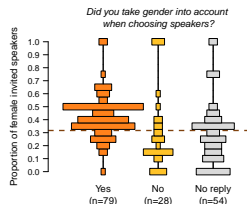
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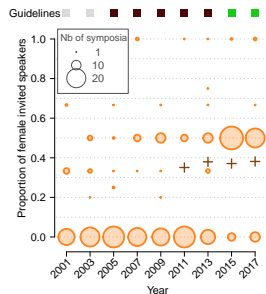
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- ▶ Disparity of proportion of women within Conferences, depending on whether gender was taken into account by the organizers;
- ▶ Diversity guidelines have a positive effect on the proportion of female invited speakers.





Françoise Héritier
(1933–2017)

“La question de l’inégalité des sexes est éminemment politique. Ce modèle inégal est la matrice de tous les autres régimes d’inégalité.”



Françoise Héritier
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“La question de l’inégalité des sexes est éminemment politique. Ce modèle inégal est la matrice de tous les autres régimes d’inégalité.”



Lilian Thuram
(1972–)

Vous citez souvent l’anthropologue et féministe Françoise Héritier. Pourquoi ?

« L’inégalité des sexes est la matrice de tous les autres régimes d’inégalité. » En me questionnant sur la couleur de peau, j’ai découvert que la problématique de domination culturelle était la même avec les femmes. Et c’est pareil avec l’homophobie. Tout est une question d’éducation.

source: Entretien avec L. Thuram, Le Monde, octobre 2016

https://www.lemonde.fr/la-matinale/article/2016/10/23/lilian-thuram-a-l-ecole-on-m-appelait-la-noirarde_5018739_4866763.html

LETTER | [Open Access](#) 

Gender equity at scientific events

F. Débarre , N. O. Rode, L. V. Ugelvig

First published: 21 April 2018 | <https://doi.org/10.1002/evl3.49>

 SECTIONS

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 TOOLS

 SHARE

Thanks for your attention!