



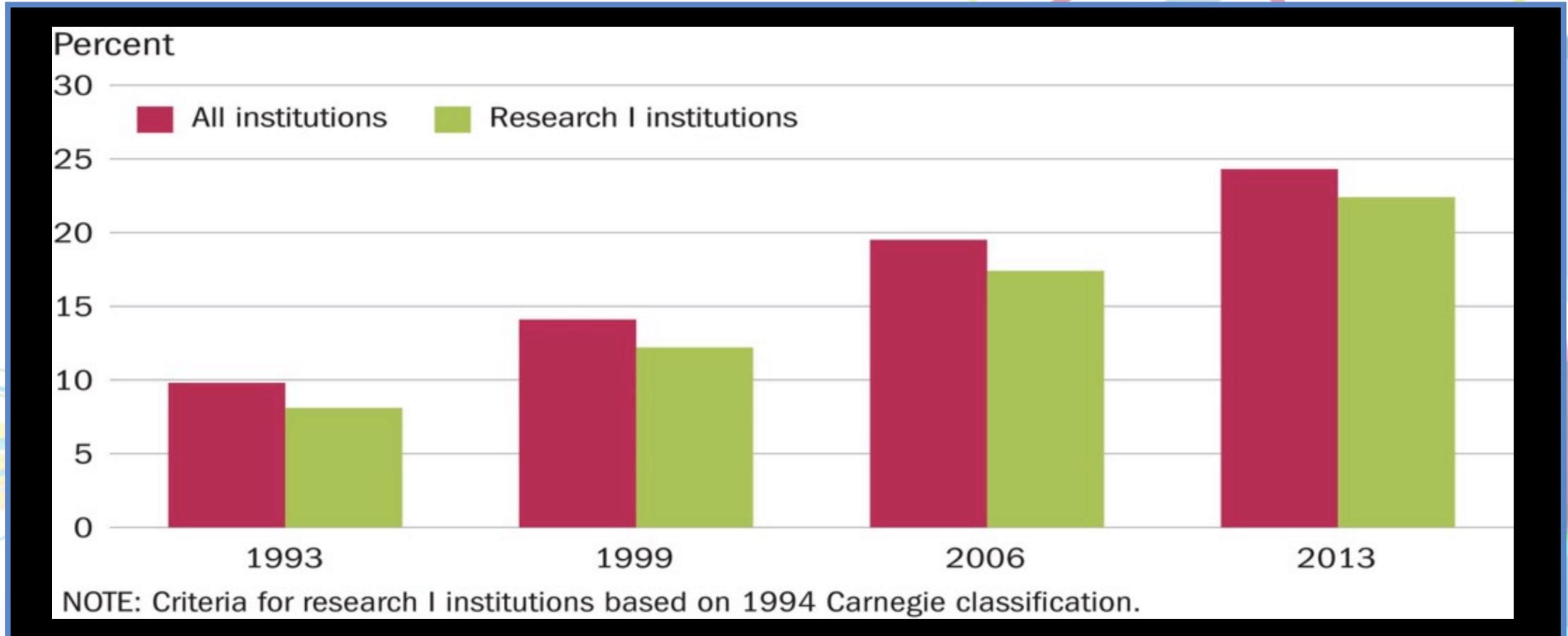
Promoting gender equity: the role of publishing

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Science



Women as a percentage of full-time, full professors with science, engineering, and health doctorates, by employing institution: 1993–2013



“The future strength of the global scientific enterprise depends on boosting the influx of diverse and talented researchers into science and engineering fields. Subtle bias, even unintended, in advancing this cohort can be more damaging than outright bias, because it is more difficult to detect and correct.” Marcia McNutt

Where can publishers play a role?

Consider diversity within

- our own organization
- authors
- advisors and reviewers
- content



Where we are

- Gender distribution of our Board of Reviewing Editors
43 of 99 advisors are women (22%)
- 20 of our 100 top-cited papers from 2014 have a female corresponding author.
- Percentage of PS/PF/Book Review Corresponding Authors
23%/30%/36%

We are reflecting the scientific establishment but can we do more?

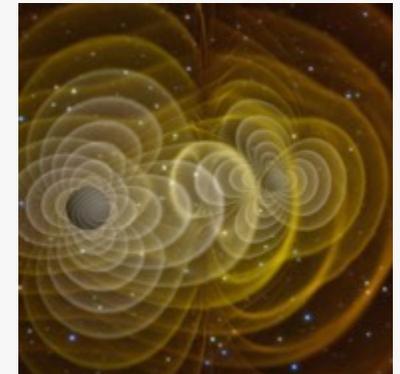
Authors

- Increase engagement with female scientists.

AAAS administers the L'Oréal USA Fellowships for Women Science Program.

AAAS recently established the Marion Milligan Mason Awards for Women in the Chemical Sciences.

We have launched a video series the XX Files to highlight the importance of work done by female scientists – one of my favorites is a profile of Nergis Mavalvala of the Laser Interferometer Gravitational-Wave Observatory.



- Work toward greater diversity in authorship of solicited pieces: editorials, perspectives and policy forums.



- A taxonomy may be helpful in working toward a more granular acknowledgement of author contributions

Advisors and Reviewers

- Move toward greater diversity on our editorial board.
- Consider options to make the review process more inclusive.

Policies to improve diversity

Policies to decrease bias

• HIV/AIDS in Women: An Expanding Epidemic
Thomas C. Quinn and
Julie Overbaugh
Science 10 June 2005: 1582-1583.
Science 10 June 2005: 1582-1583.
Science 10 June 2005: 1582-1583.

Content

Science that addresses diversity



Reviews on eg.

HIV/AIDS in Women

Molecular and cellular basis of cardiovascular
gender differences

Gender in study design, analysis and reporting

Broadly we are looking at recommendations and requirements in the context of reproducibility, gender issues will be part of this discussion. Can be addressed through

Author information

Author forms

Author checklists

We pay great attention to community standards

Content that directly relates to diversity

- Research content
- Solicited content
 - Editorials
 - Perspectives
 - Policy forums
- Highlighting content elsewhere

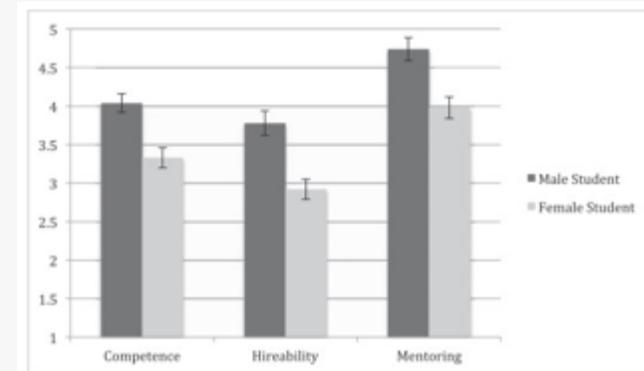


Fig. 1. Competence, hireability, and mentoring by student gender condition (collapsed across faculty gender). All student gender differences are significant ($P < 0.001$). Scales range from 1 to 7, with higher numbers reflecting a greater extent of each variable. Error bars represent SEs. $n_{\text{male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

PNAS: 10.1073/pnas.
1211286109

"We need to go after the institutional barriers that keep women in marginalized positions within science, in the United States and beyond." – Shirley Malcolm