

Using evidence to spark progress in gender diversity

Youngsuk “YS” Chi
August 27, 2015

Women in science have played a vital part in pushing forth progress



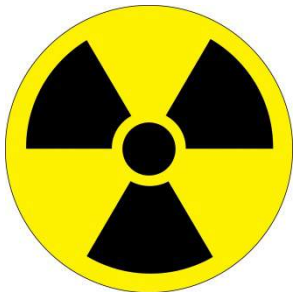
Marie Curie



Lise Meitner



Rosalind Franklin



The “Harvard computers”

Pickering's all-female team

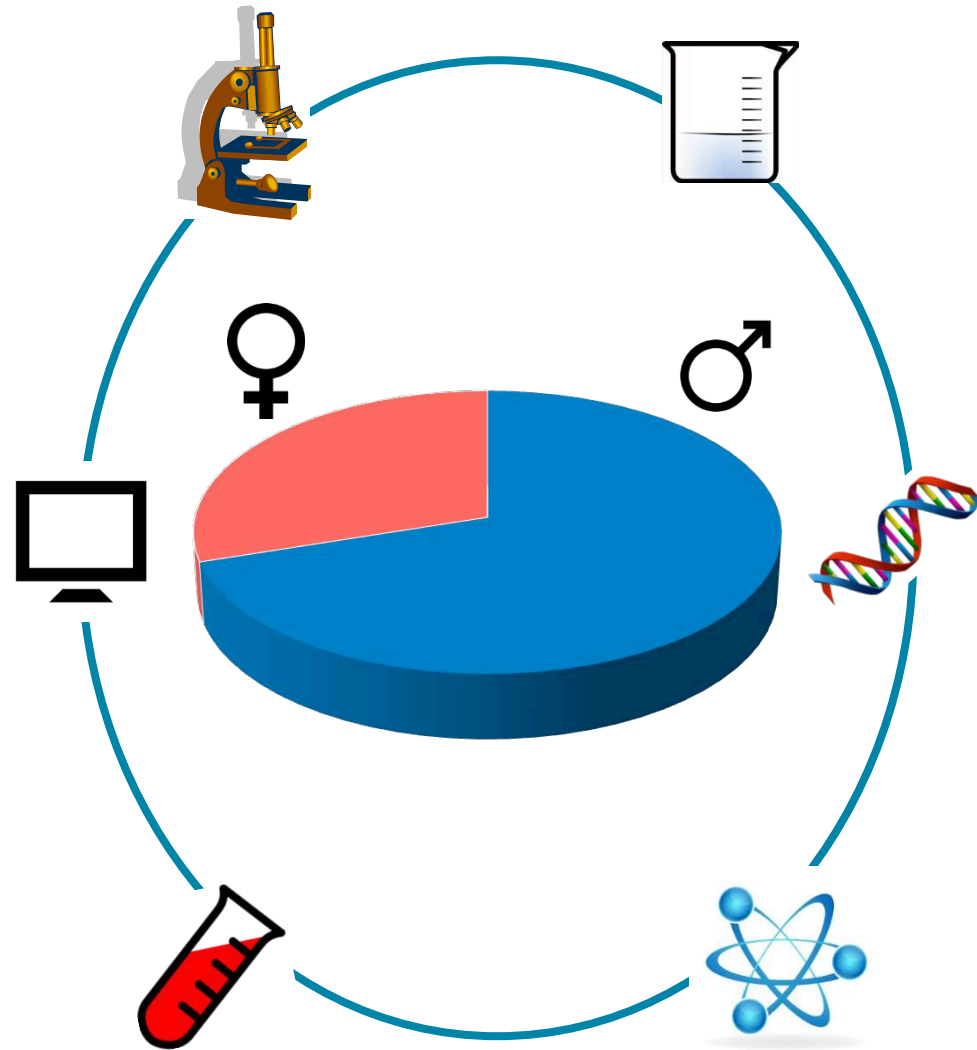


Stars discovered by the “Harvard computers”



Gender gaps continue to persist in the STEM community

The “Harvard computers”



3 areas with particularly severe gender gaps



Participation

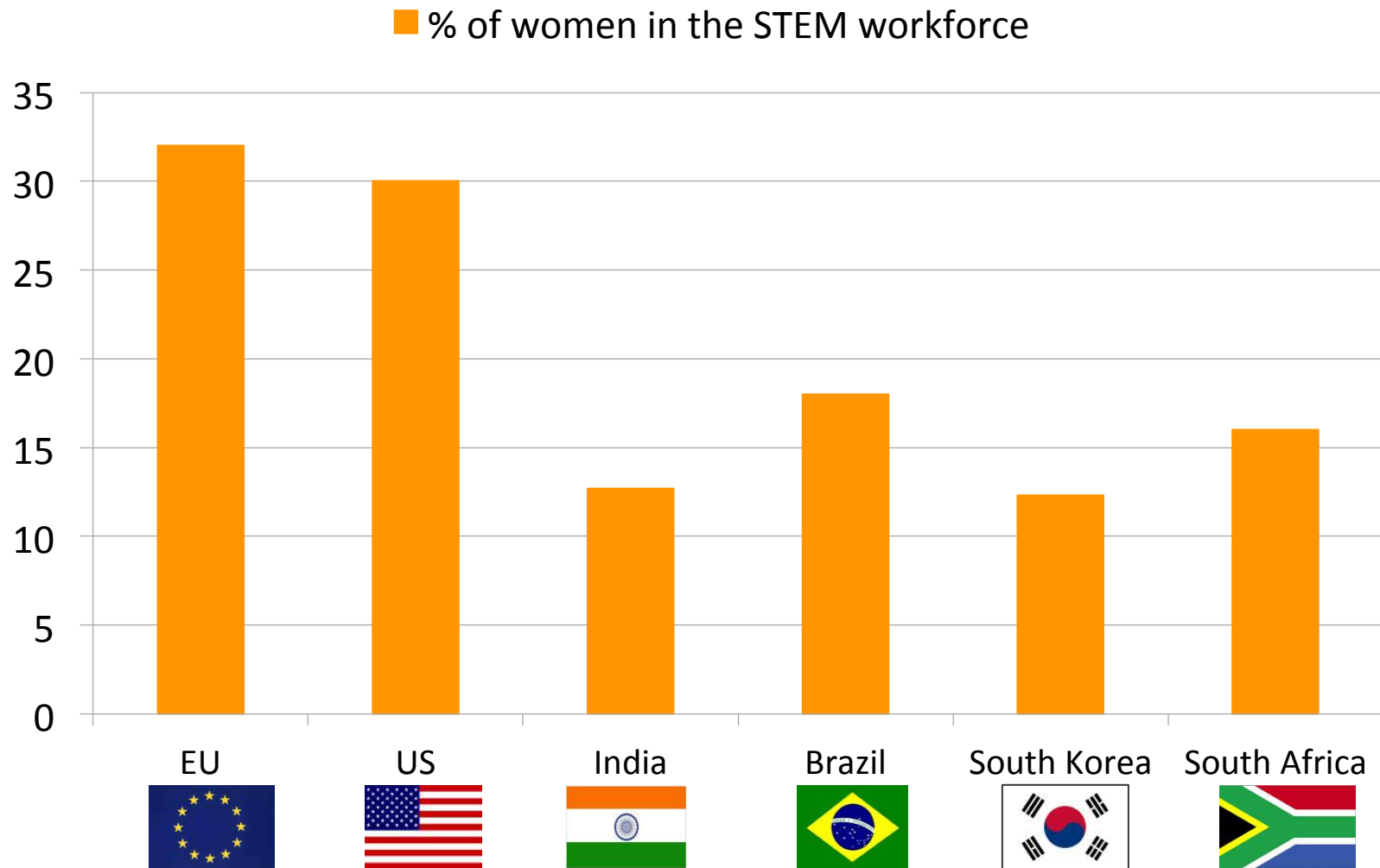


Productivity

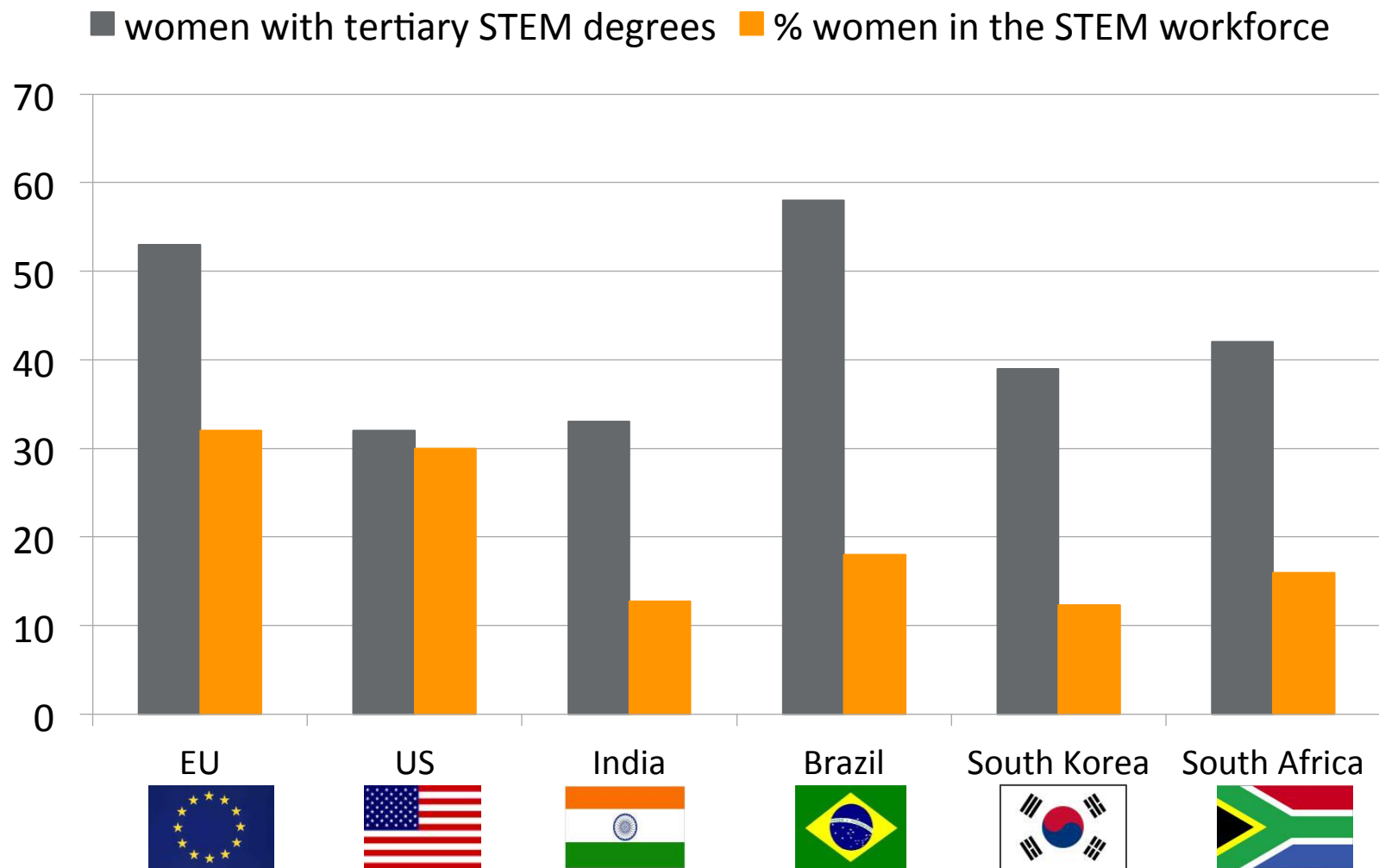


Recognition

Far fewer women participate in the STEM workforce than men



“Leaky pipeline” leads to low proportion of women in the STEM workforce



3 areas with particularly severe gender gaps



Participation

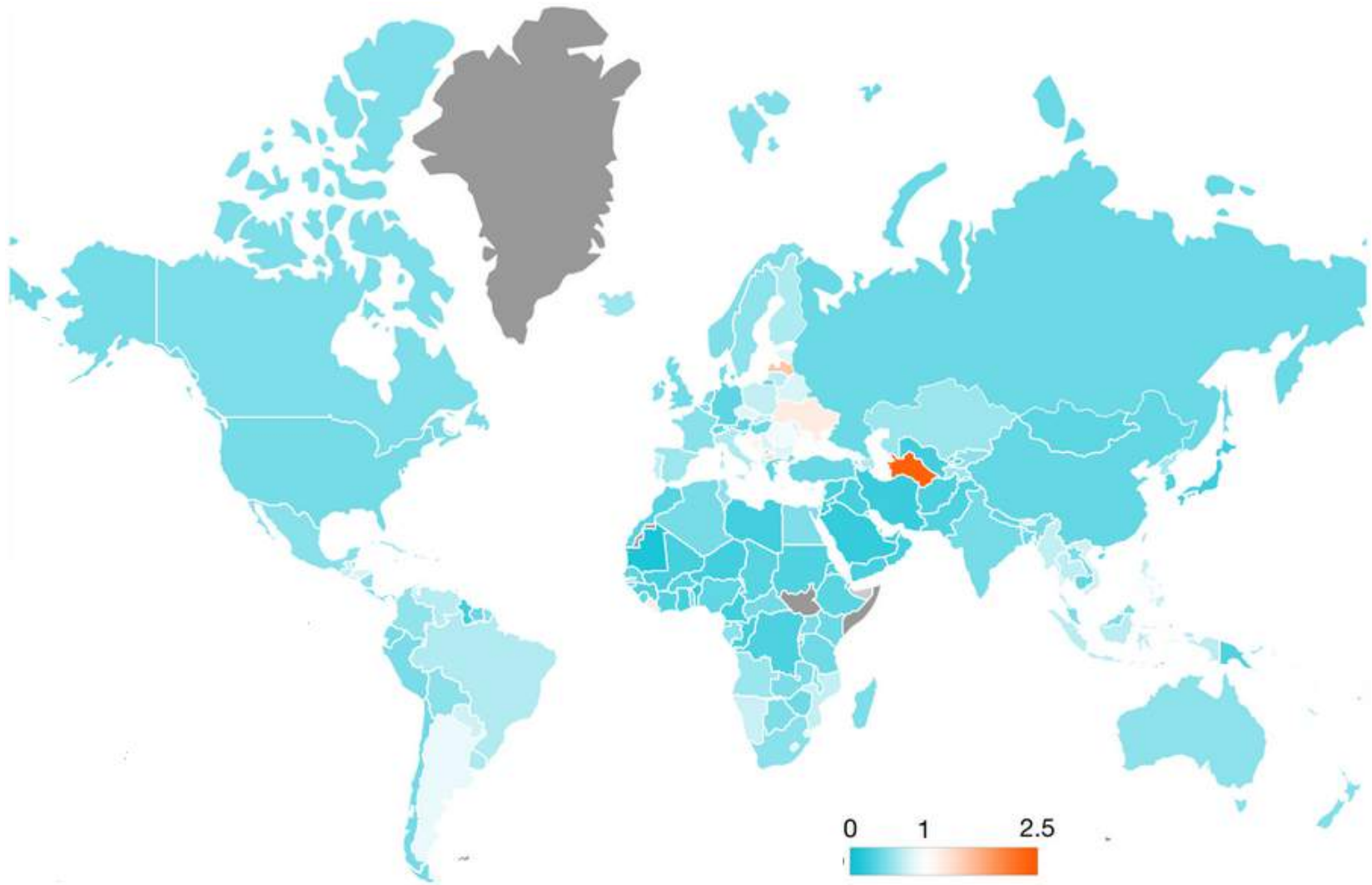


Productivity



Recognition

Gender gaps in research productivity



Ratio of female to male authorships

3 strategies to improve collaboration



Participation

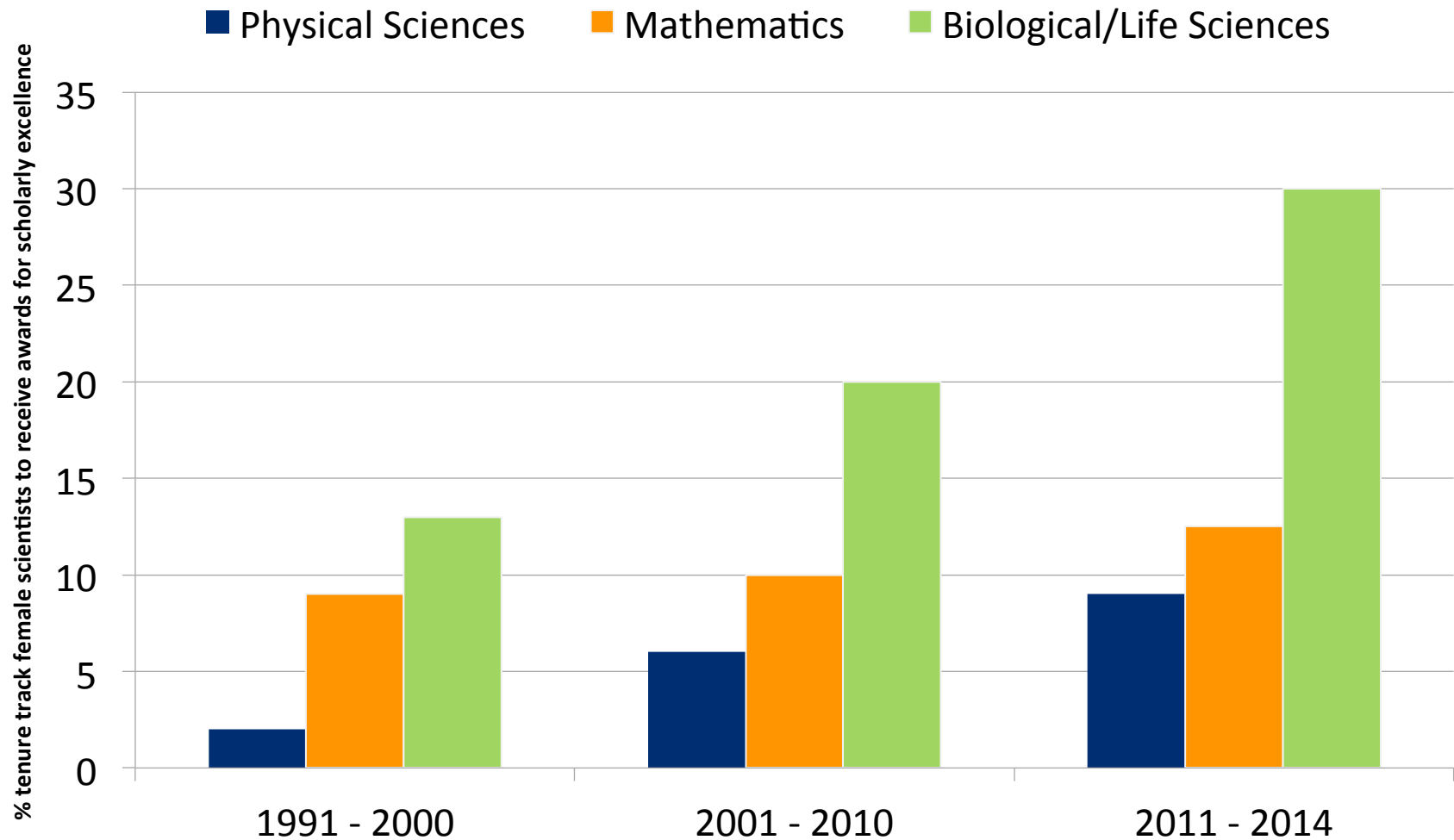


Productivity



Recognition

Gender gaps in awards for scholarly excellence



The shifting dialogue around gender issues

Making gender a central priority



Integrating gender into research design



What Elsevier does to promote diversity



ELSEVIER



Creating more opportunities to recognize women in science



Implementing policies to strengthen researchers' support network

Creating more opportunities to recognize women in science



twas

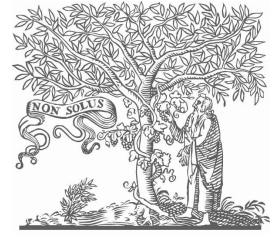
 AAAS
ADVANCING SCIENCE, SERVING SOCIETY

Elsevier Foundation Awards for Early Career Women Scientists in the Developing World



THE ELSEVIER FOUNDATION

What Elsevier does to promote diversity



ELSEVIER

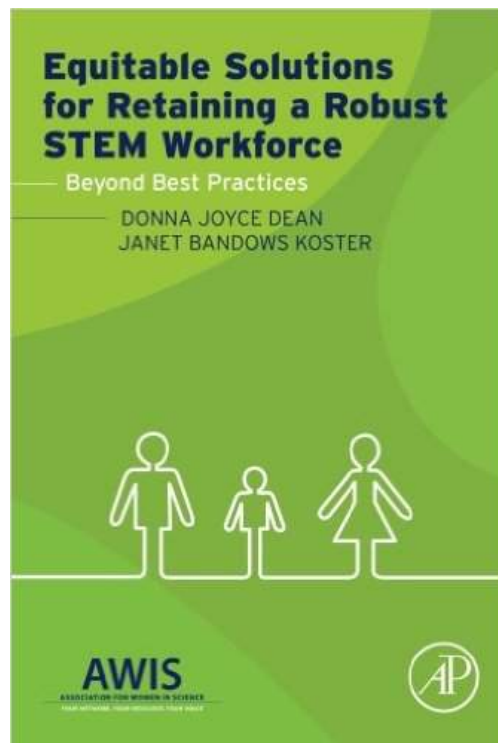
Creating more opportunities to recognize women in science

Implementing policies to strengthen researchers' support network

Implementing policies to strengthen researchers' support network

AWIS

ASSOCIATION FOR WOMEN IN SCIENCE



48%

of women surveyed were
unhappy with their jobs

39%

of men surveyed were
also unhappy with their
jobs

Why?

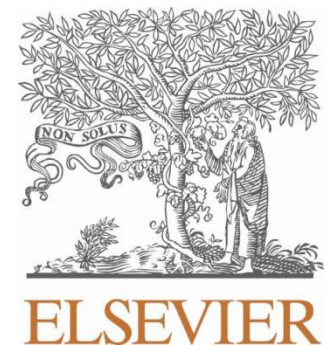
- Low salaries
- Limited career development opportunities
- Lack of flexibility
- Not “family friendly”

Implementing policies to strengthen researchers' support network

Elsevier Family Support Award

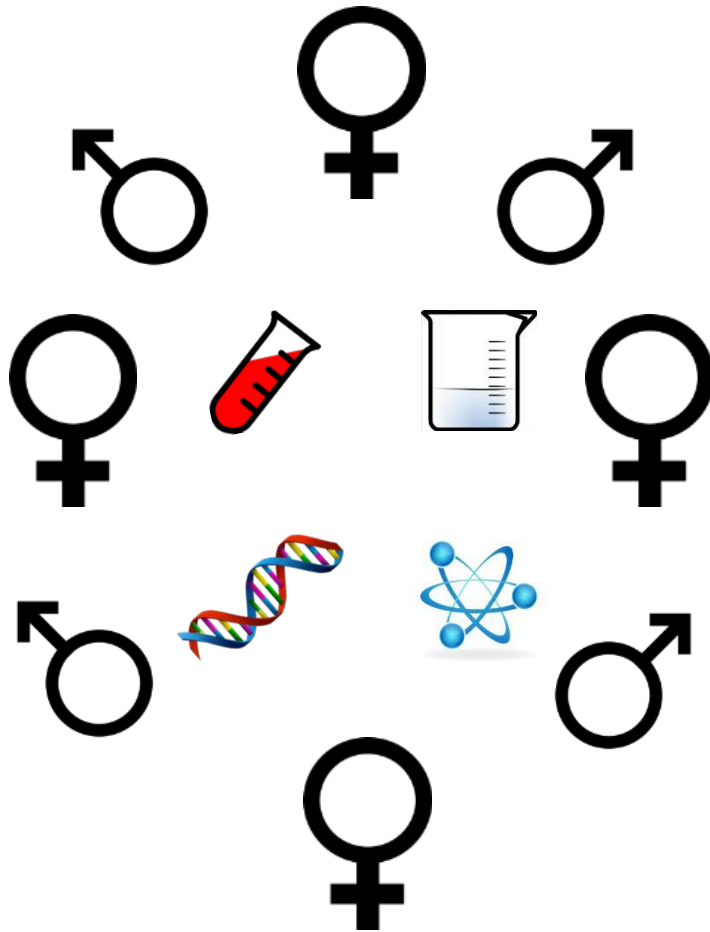


- Created as a response to *Equitable Solutions for Retaining a Robust STEM Workforce*
- Available to *all* researchers with young children attending *Cell Symposia*
- Provides up to **\$500** to cover **childcare costs**



Leveraging our own data to make a difference

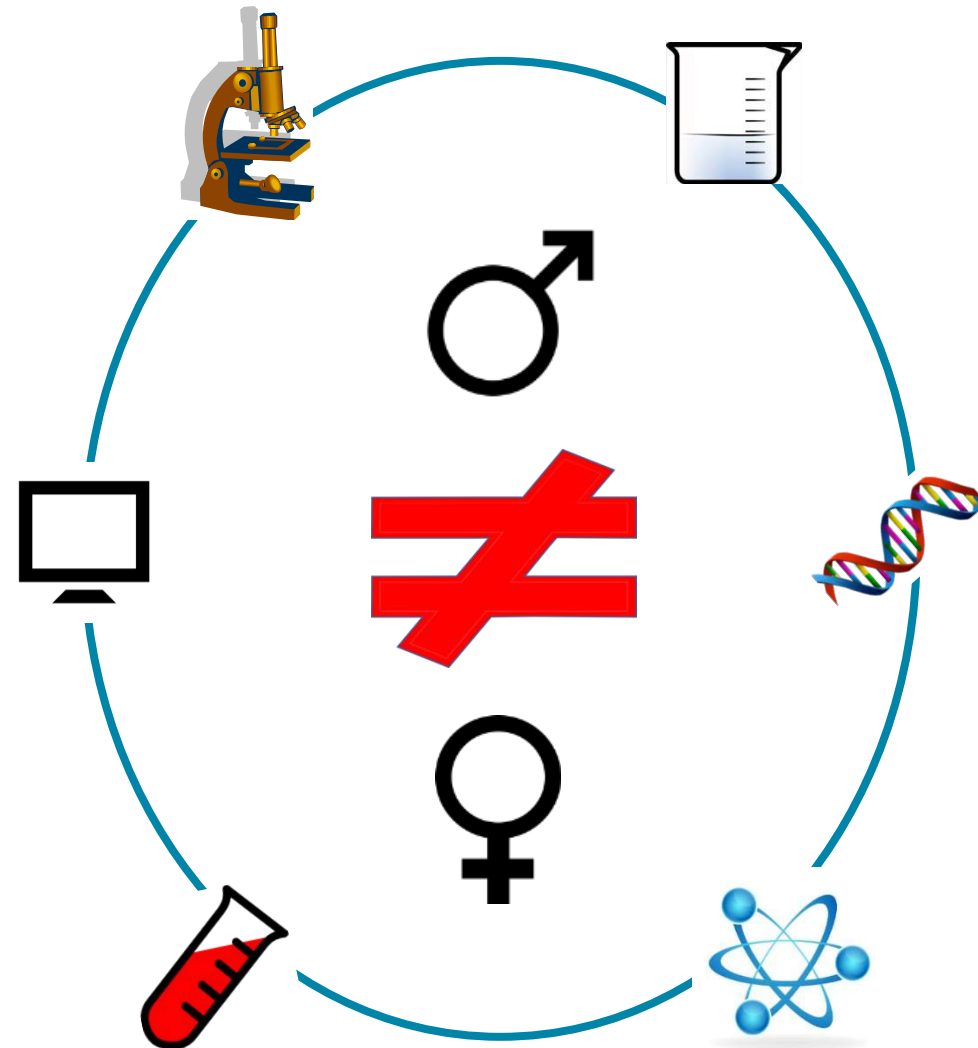
In our new report, we hope to determine:



1. The effect of female co-authors on **quality**
2. The effect of female co-authors on how **interdisciplinary** it is
3. Differences in **research topics** between single gender research teams and teams with both men and women

Major progress must be made to achieve gender equality in the STEM community

The “Harvard computers”



Overcoming tradition for progress

Chien Shiung Wu, “First Lady of Physics”



“

The **main stumbling block** in the way of any progress has, and always will be, unimpeachable **tradition**

”

Thank you!



ELSEVIER