The Role of Publishers: Applying the Gender Lens in Research

The European Gender Summit, Berlin

Emilie Marcus,
CEO Cell Press and Editor in Chief, Cell
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Is the gender gap a gender issue?

“People often ask how I “broke through the glass ceiling” to succeed in a field that is predominantly male and have overcome the barriers women face in science. They don’t always like my answer, because it’s not about gender. It’s about learning how to be effective as a member of a minority in different contexts, understanding the peculiar structure of academic research, and accepting the choices and trade offs facing both women and men in balancing work and life in this field.”

(March 2013. CEO: Is the gender gap a gender issue? On Elsevier Connect)
Engaging with the Gender Summits

Mastering gender in research performance, contexts, and outcomes
GS3 NA Roadmap for Action

Roadmap

- Include gender lens in policy enforcement
- Share success stories
- Share specific strategies
- Include gender parity in research content
- Adopt common practices and guidelines within and across institutions, establish networks, reduce bias, and promote diversity
- Foster community-serving environments
- Establish and provide resources and support for women and men
- Provide women with an equitable balance of scientific work and have time for family life
- Ensure diversity, equity, and inclusion in promoting early career development

Human capital development and advancement

Gender balance and reporting in research content

Gender equity in representation

Analytics and Institutional tracking

Community building and engagement
New Scholars Program: 10 years, 50 grants, ca $2.5 million
Advancing women scientists: grants for family friendly policies, career skills, dual career issues, recognition awards, benchmarking studies, and boosting professional visibility through childcare grants.
Elsevier Foundation childcare – professional visibility grants

The Elsevier Foundation 2006-2015 supported 16 childcare grants for $800,000 at universities and societies to offer parents optimum flexibility to balance networking, collaboration and childcare.

“The Elsevier Family Support Award” In 2015, Cell Press launched $500 awards for early career researchers to mitigate childcare expense and promote professional visibility.

Anne Granger, Cell Press scientific editor and her children.
Elsevier Foundation and Portia—Scenario Building Workshops

Creating Futures In Science

Career-development toolkit for institutions boosting early career women scientists’ career trajectories.
Guiding authors and editors on sex and gender in research

Publishers can play a critical role by engaging with their editors to establish formal guidance on sex/gender reporting of scientific research

- Best practice recommendations for peer-reviewed journals from Gendered Innovations
- Working with ICMJE to enhance editorial recommendations
- Enhancing recommendations in our Guide for Authors and preparing publishers to roll this out with the editors of relevant journals
Piloting gender-balanced recruitment in editorial boards

- **Analysis**: Determining the number of female and male editors
- **Strategic implementation**: Set a realistic but aspirational short and mid-term target for gender balance
- **Communication**
- **Evaluation**

*Gender parity in Colloids & Surfaces B editorial board*
Reviewing diversity within Elsevier in the lab.
Elsevier and EDGE: Next Steps

- Equal Pay for Equivalent Work
- Recruitment & Promotion
- Leadership Development/ Training &Mentoring
- Flexible Working
- Company Culture
Gender Analytics: A Case Study for the German Research Arena

- Germany has one of the lowest % of female researchers in Europe.
- New Elsevier report uses innovative new methodology linking 2 sources of Big Data: Scopus and a major social media networking service.
- Offers new evidence to support interventions by German policymakers and research leaders to retain midcareer women scientists.
- Report is a case study for future, international studies on women in science.
The Publishers Roadmap:

Publishers are key stakeholders in the Gender Summit, and we need to work together to achieve gender balance in STEM

Short term
- Developing polices to build diversity for reviewers etc
- Editorial policies and guidance to authors on sex and gender in research
- Gender diversity for panelists at Elsevier conferences
- Gender awareness in our social media outreach

Mid term
- Publishing studies on sex and gender in research studies and diversity
- Analytics on gender in research and publishing (German gender report is short term but there is more we want to do that is mid-term)
- Following up on EDGE outcomes to ensure gender diversity within Elsevier as an organization

Longer-term
- Achieving balance of representation in ed boards, reviewers etc
- Unconscious bias during peer review
Emilie Marcus,
CEO Cell Press and
Editor in Chief of Cell
eMarcus@cell.com