Promoting gender equity: the role of publishing

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

NOTE: Criteria for research I institutions based on 1994 Carnegie classification.
“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?
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
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
"We need to go after the institutional barriers that keep women in marginalized positions within science, in the United States and beyond.‘ – Shirley Malcolm