



Challenging homophily and male bias in academic research and publishing

Tuesday 8 March

#BreakTheBias





Gender equality and representation
within and beyond the University
of the Highlands and Islands

*A book in celebration of International Women's Day
2021 (Edited by Alexandra Walker)*



IWD2021

Distancing the (privileged) male from the machine: supporting gender balance and representation through acts of allyship in academic processes and practices

A ~~male perspective~~ perspective from a male

<https://omp.uhi.ac.uk/uhim/catalog/book/iwd2021>

Patriarchy Printing Publishing



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It started at the beginning



[Hypatia](#)

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Women Philosophers in the Ancient Greek World: Donning the Mantle

Published online by Cambridge University Press: 11 March 2020

Kathleen Wider

Article

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Abstract

This paper argues that there were women involved with philosophy on a fairly constant basis throughout Greek antiquity. It does so by tracing the lives and where extant the writings of these women. However, since the sources, both ancient and modern, from which we derive our knowledge about these women are so sexist and easily distort our view of these women and their accomplishments, the paper also discusses the manner in which their histories come down to us as well as the histories themselves. It discusses in detail the following women: the Pythagorean women philosophers of the 6th and 5th centuries B.C., Aspasia and Diotima of the 5th century B.C., Arete, Hipparchia, Pamphile and the women Epicureans—all from the 4th century B.C. the five logician daughters of a famous Stoic philosopher of the 3rd century B.C., and finally Hypatia who lived in the 4th century A.D.

Women and the cultural politics of printing

Stevenson, J. (2009) 'Women and the cultural politics of printing'. *The Seventeenth Century*, 24 (2), 205-237.

Numbers of publications by women authors in 16th century Europe

- ▶ 20 publications Scotland and England
- ▶ 20 Spain
- ▶ 23 Germany and Netherlands
- ▶ 32 France
- ▶ 221 Italy

Prevailing practices

Biological Conservation 251 (2020) 108767



Contents lists available at [ScienceDirect](https://www.sciencedirect.com)

Biological Conservation

journal homepage: www.elsevier.com/locate/biocon



Pervasive gender bias in editorial boards of biodiversity conservation journals

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Review bias(es)

FUNDING

Gender bias tilts success of grant applications

But it goes away when reviewers focus on the science.

BY GIORGIA GUGLIELMI

Women lose out when reviewers assess the researcher, rather than the research, according to a study on gender bias. But training reviewers to recognize unconscious biases seems to correct this imbalance, despite previous work suggesting otherwise.

The findings were first posted in December on the bioRxiv¹ preprint server and are currently in review at a journal. They

came out of a 2014 decision by the Canadian Institutes of Health Research (CIHR) to phase out conventional grant programmes, in which reviewers evaluated both the science and the investigator. Instead, the CIHR started one programme that focused its evaluation on the applicants and another that focused mostly on their research. This created a natural experiment that allowed the scientists to analyse the outcomes of nearly 24,000 grant applications and to test whether funding differences were due to the quality of the applicants' research

or to factors related to the applicant, such as gender.

Past studies have looked at gender inequalities in grant funding, but most examined grant programmes that didn't separate their application pool as the CIHR programmes did. Some also didn't consider other factors, such as whether research fields had different ratios of male to female scientists². The new analysis, which took into account applicants' research areas and age — a proxy for career stage — allowed the study authors to draw "more robust conclusions", says Holly Witteman, a health-informatics researcher at Laval University in Quebec City, Canada, who led the study.

Witteman and her colleagues calculated that, of all the applications submitted to CIHR grant programmes between 2011 and 2016, 15.8% were likely to be successful. And in the conventional grant programmes, the success rate for male applicants was 0.9% higher than the rate for female applicants. When the team analysed the CIHR grant programme that

Citation, authoring and co-authoring bias

Original Article

Men Set Their Own Cites High: Gender and Self-citation across Fields and over Time

Molly M. King¹, Carl T. Bergstrom², Shelley J. Correll¹,
Jennifer Jacquet³, and Jevin D. West²

Abstract

How common is self-citation in scholarly publication, and does the practice vary by gender? Using novel methods and a data set of 1.5 million research papers in the scholarly database JSTOR published between 1779 and 2011, the authors find that nearly 10 percent of references are self-citations by a paper's authors. The findings also show that between 1779 and 2011, men cited their own papers 56 percent more than did women. In the last two decades of data, men self-cited 70 percent more than women. Women are also more than 10 percentage points more likely than men to not cite their own previous work at all. While these patterns could result from differences in the number of papers that men and women authors have published rather than gender-specific patterns of self-citation behavior, this gender gap in self-citation rates has remained stable over the last 50 years, despite increased representation of women in academia. The authors break down self-citation patterns by academic field and number of authors and comment on potential mechanisms behind these observations. These findings have important implications for scholarly visibility and cumulative advantage in academic careers.



Keywords

authorship, citations, gender, careers, networks, sociology of science

Socius: Sociological Research for
a Dynamic World
Volume 3: 1–22
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sagepub.com/journalsPermissions.nav
DOI: 10.1177/2378023117738903
srd.sagepub.com


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Effects of Inferred Gender on Patterns of Co-Authorship in Ecology and Evolutionary Biology Publications

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Distortion
Disproportion
Disenfranchisement



Male-dominated editorial boards 'hold back psychology'

Audit of top psychology and neuroscience titles highlights relative lack of female editors and US dominance that may be harming science, say authors

February 24, 2022

[Jack Grove](#)

Twitter: [@jgro_the](#)

Male-dominated editorial boards are still the norm at most top psychology journals despite women representing the majority of academics within the discipline, a study has found.

Of the 50 most-cited journals in psychology, three-quarters (76 per cent) had editorial boards where men outnumbered women – with the proportion of female editors dropping below 10 per cent at one publication, US and UK researchers found.



Source: Getty

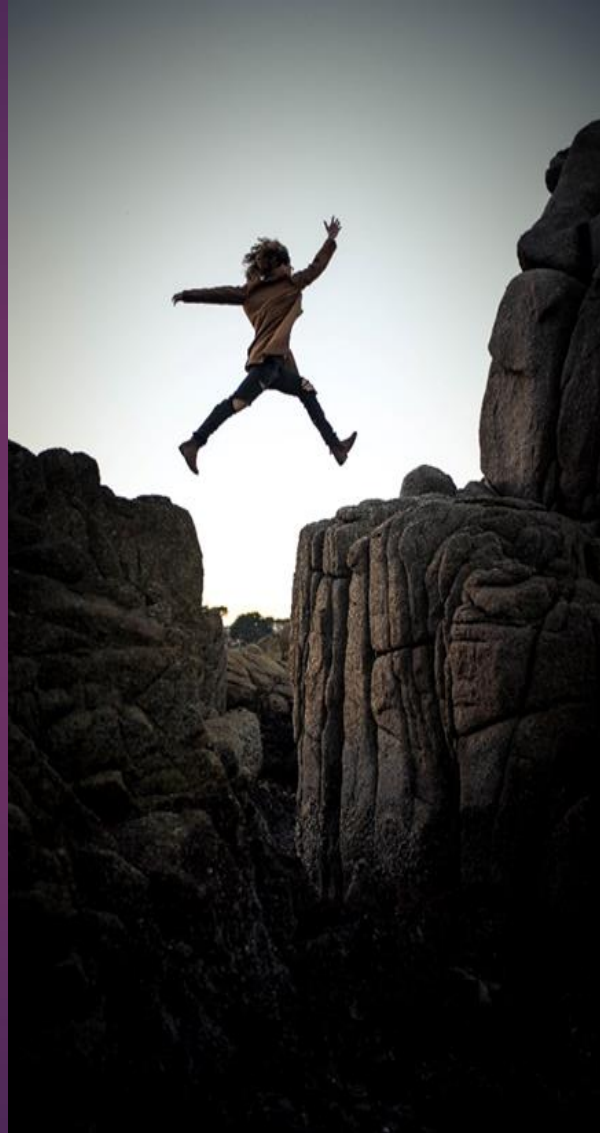


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Gender Differences in First and Corresponding Authorship in Public Health Research Submissions During the COVID-19 Pandemic

Michelle L. Bell, PhD, and Kelvin C. Fong, PhD

 See also Pinho-Gomes, p. 15.

Objectives. To investigate the rate of manuscript submission to a major peer-reviewed journal (*American Journal of Public Health*) by gender, comparing periods before and during the pandemic.

Methods. We used data from January 1 to May 12, 2020, and defined the start of the pandemic period by country as the first date of 50 or more confirmed cases. We used an algorithm to classify gender based on first name and nation of origin. We included authors whose gender could be estimated with a certainty of at least 95%.

Results. Submission rates were higher overall during the pandemic compared with before. Increases were higher for submissions from men compared with women (41.9% vs 10.9% for corresponding author). For the United States, submissions increased 23.8% for men but only 7.9% for women. Women authored 29.4% of COVID-19–related articles.

Conclusions. Our findings suggest that the pandemic exacerbated gender imbalances in scientific research. (*Am J Public Health*. 2021;111:159–163. <https://doi.org/10.2105/AJPH.2020.305975>)

Pragmatic responses to breaking male homophily



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For editorial and review boards



- ▶ Balance in editorial board membership
- ▶ Rotation of editorial leadership roles
- ▶ Balance and representation in reviewer pools and in reviewer recruitment
- ▶ CPD in inclusive editorial practices
- ▶ Inclusive submissions/acceptance policies
- ▶ Direct action e.g. through Special Issues

For senior and experienced academics



- ▶ Construction of balanced academic/professional teams
- ▶ Scaffolding engagement in research leadership
- ▶ Sharing of research leadership
- ▶ Providing equitable flexible conditions to engage in scholarly and research activities
- ▶ Additional support for early career/part-time colleagues
- ▶ Seek to influence pathways for career development

DANKE!
THANK YOU!
MERC I!
GRAZIE!
GRACIAS!
DANK JE WEL!

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For research supervisors/leads

- ▶ Construction of teams
- ▶ Sharing research leadership
- ▶ Equity of opportunities to engage
- ▶ Supporting criticality of sources
- ▶ Accept acknowledgement over seeking or expecting co-authorship

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https://unsplash.com/photos/L04Kczg_Jvs



Mentoring and peer support

- ▶ To increase engagement in scholarship and research
- ▶ Distribute and ‘pass forward’ experience and expertise
- ▶ Foster balanced collaborations
- ▶ Support engagement in peer review and editorial work

Photo by [Retha Ferguson](#) on Pexels

<https://www.pexels.com/photo/woman-writing-in-paper-3810788/>



For those who teach

- ▶ Consider who and what we cite
- ▶ Ensure balance and representation in readings and subject materials
- ▶ Ensure balance in group work and leadership of group working
- ▶ Enable and scaffold student engagement in research and equal opportunities to lead research tasks

Photo by [Katerina Holmes](https://www.pexels.com/photo/black-woman-explaining-biology-to-kids-5905932/) on Pexels <https://www.pexels.com/photo/black-woman-explaining-biology-to-kids-5905932/>

Take the issues to our male colleagues



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Proposal Form – Special issue on ‘Breaking the gender bias in academia and academic practice’

The next special issue of the Journal of Perspectives in Applied Academic Practice (JPAAP) will be published in early autumn 2022. The focus of this issue is on ‘Breaking the gender bias in academia and academic practice’, and we are producing the issue to tie in with the theme for International Women’s Day 2022 which is #BreakTheBias.

In aligning the above theme with the contexts of academia, academic practice, and academic institutions, we are welcoming proposals for submissions that consider gender equality within the work of our colleges and universities through a lens of **#BreakTheBias**, and which is focused on creating learning and teaching, professional development, student support and research environments that are:

- Free of gender bias, stereotypes, and discrimination.
- Gender diverse, equitable, and inclusive.
- And where difference is valued and celebrated.



We all have a role to play in challenging male bias and enabling more equitable engagement in academic research and publishing, but there is a challenge and need to help those in positions of privilege and leadership (especially male colleagues) to recognise where they are complicit and can take direct action.