

Equal opportunities

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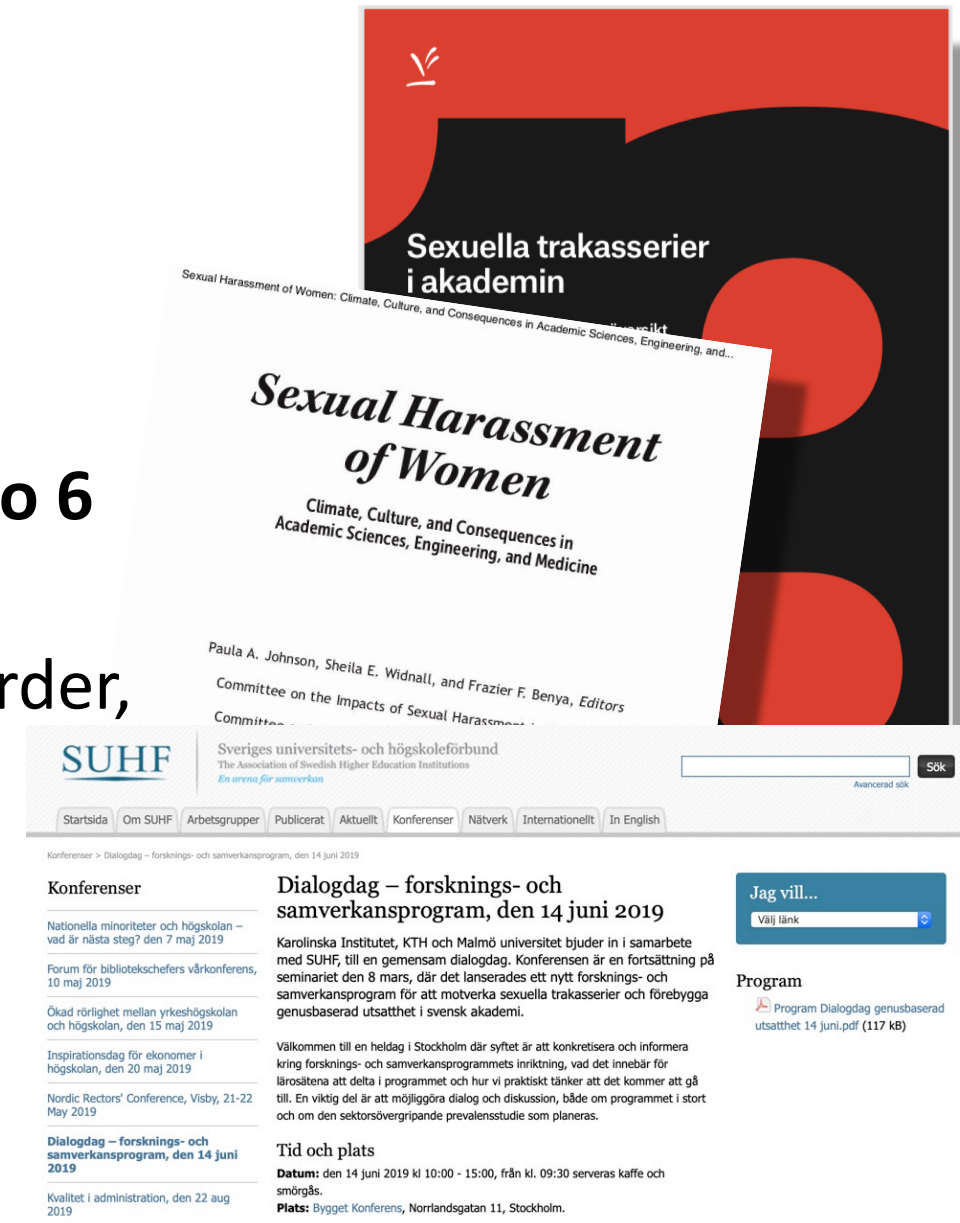
- Studies from research in a variety of fields:
 - organizational studies, psychology, science studies, gender studies, sociology, anthropology, history
 - state-funded or national agencies in Sweden, the EU level and the USA.
- References and further resources at the end of the presentation
- Slides with Igor Abrikosov and Ingrid Hotz

Opportunities for intervention

- Recruitment
- Evaluation
- Research content
- Retainment & promotion - Workplace issues

#MeToo

- **Occurs in all disciplines** in academia and is reported by **all groups**.
- In Sweden, **4 to 26 per cent of females** and **2 to 6 per cent of males**.
- Depression, anxiety, post-traumatic stress disorder, physical pain, unwanted pregnancies, sexually transmitted diseases, increased alcohol use, **impaired career opportunities, reduced job motivation**, etc.
- Addressed through organizational climate



Bondestam, F & Lundqvist, M (2018) *Sexuella trakasserier i akademien*.

Vetenskapsrådet

Johnson, P. et al 2018 *Sexual Harassment of Women* National Academic Press

EU statistics – She Figures 2018

- women made up 47.9 % of doctoral graduates at the EU level,
- over-represented in education (68 %), but under-represented in the field of information and communication technologies (21 %) and the fields of engineering and manufacturing and construction (29 %)
- one third of the EU's researchers were women
- In STEM: 15 % of grade A academic positions held by women
- Women employed in scientific R&D activities earned on average 17 % less than their male colleagues
- R&D expenditure per researcher seems to have an inverse relationship with the proportion of female researchers



Research excellence and equality

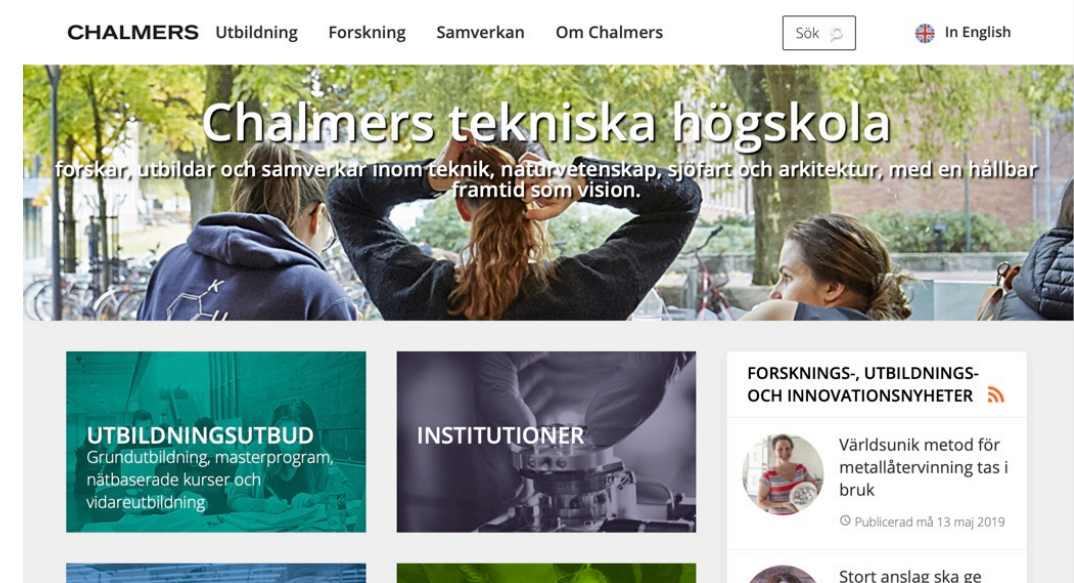


Husu, L & Koskinen, P (2010) Gendering Excellence in Technological Research: A Comparative European Perspective. *Journal of Technology Management and Innovation* 5(1). 127-139

IVA 2019 *Teknisk obalans?*

Opportunity 1: Recruitment

Finding the candidates



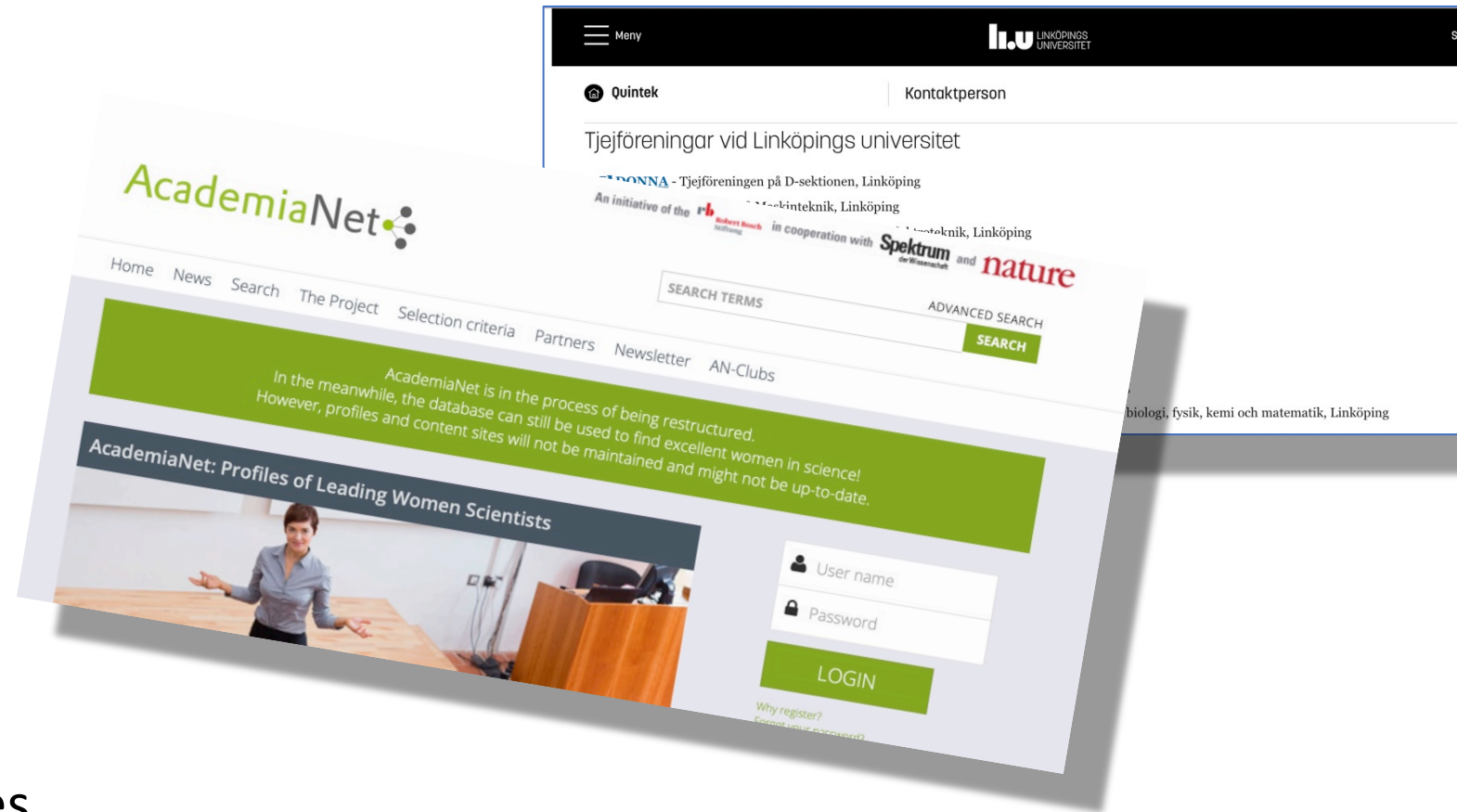
- Chalmers: Proactive recruitment or candidate search. Funding more when you find them
- Wallenberg: 40% of nominations from the under-represented gender.
- 2017 – 50% women for the Fellows programme



**Knut och Alice Wallenbergs
Stiftelse**

Practical tips

- Look harder
- Use societies
 - professional groups
 - Academia-Net.org;
 - SIV Uppsala
 - mentorship programmes
- Ask your networks for 2-3 potential candidates
- Advertise widely – including through special societies and social networks
- Evaluate job advertisements and web pages for gender norms



Opportunity 2: Evaluation

Selecting the candidates



Implicit bias

- Doctor
- Plumber
- Electrician
- Professional football player
- Garbage man
- Nurse
- Kindergarten teacher

Academic version

- Randomized, double blind, evidence based...
- Male candidates/CVs get hired more, higher starting salaries, offered more mentoring and support
- Male candidates are thought to be more competent – even by women.
- Implicit bias



Moss-Racusin et al 2012 Science faculty's subtle gender biases favour male students PNAS 109(41) 16474-79

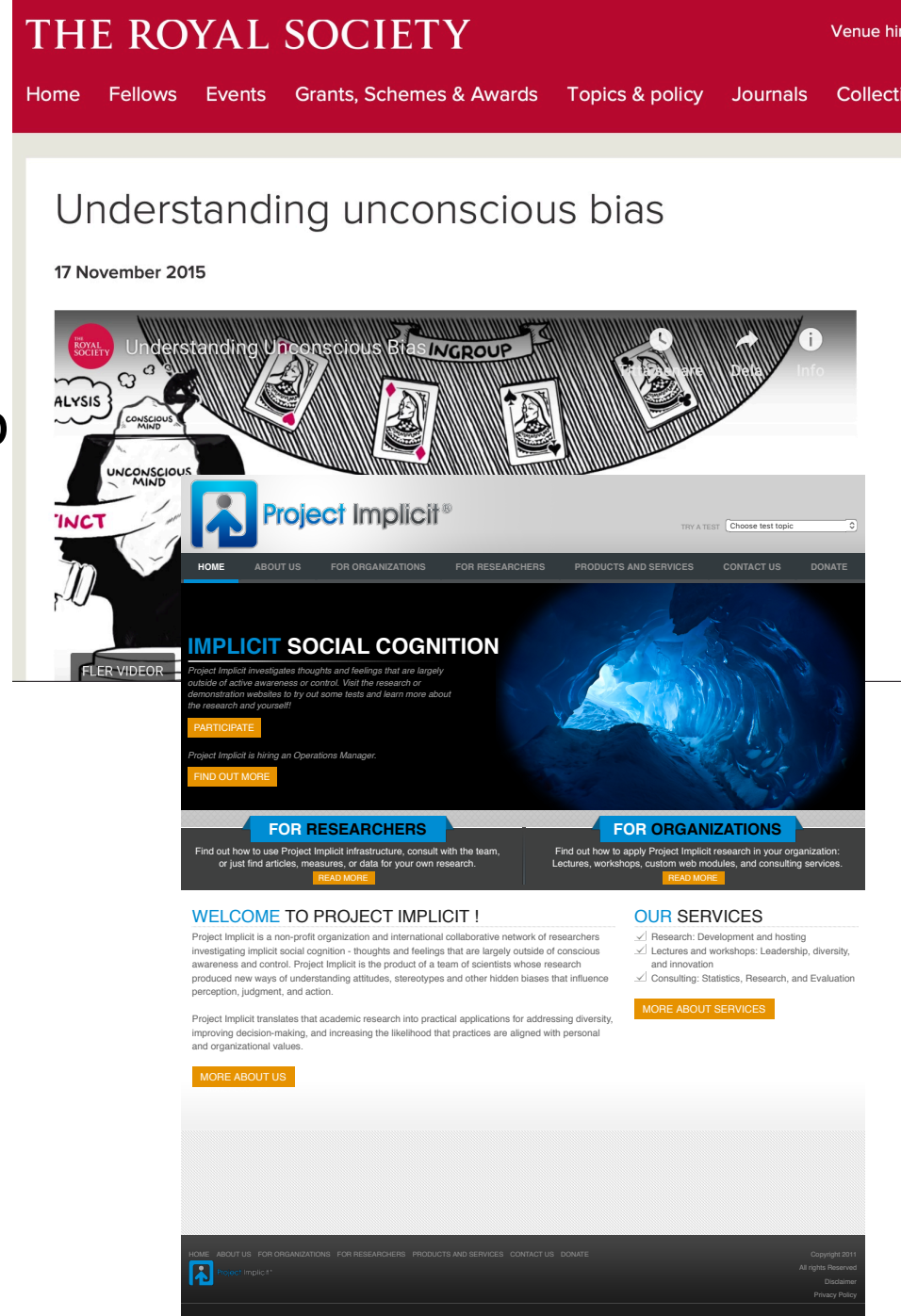
Evaluation processes – what can happen

- Neutral criteria seldom are neutral – they reflect the *status quo*
- Observers see:
 - Questioning female candidates' independence, leadership
 - Performance vs potential
 - Collaboration as a sign of weakness
 - Focus on the merits missing
 - Publications called 'reports'
 - Irrelevant personal information being discussed
- Who is evaluating and how
 - Roles, status and group dynamics
 - Networks – not insulting strong colleagues
 - Table placements



Practical tips: implicit bias

- Become aware
- Remember that you are human; others have it, so do you
- Slow down your decision making
- Ask what your decision is based on
- Look for cultural stereotypes, learn about other groups
- Implicit bias is easier to see in others:
 - Call them out
 - Use an observer in evaluation committees – others do it (VR, KAW). You can, too.



Opportunity 3: Research content



2015- 2018 *Delredovisning av handlingsplan för jämställdhetsintegrering på Vinnova*

Integrated analysis of cardiac function

Tino Ebbers and Ingrid Hotz

- "discriminating the alterations in the highly dynamic and complex blood flow in the heart."
- In which hearts? Big ones? Old ones? Male? Female? Where is the data coming from? How is it gathered? What is it missing? How does it relate to existing studies the show extreme variations in diagnoses, treatment and survival rates for cardiovascular problems between men and women?
- Where are the researchers who could help with this? What does not including them do to the algorithms being developed?

Practical tips: Research content

Gender & Diversity Issues at...

- Idea phase
- Proposal phase
- Research phase
- Dissemination phase



- Norm Creative Design tips – NOVA
- Engender 2009 *Toolkit. Gender in EU funded Research*. European Commission



Opportunity 4: The Workplace Academic Housekeeping

Local, low-status, time-consuming, important but invisible...

...nevertheless need to be done.

Lending a hand when needed

Committee work

Helping (and comforting) doctoral students

Teaching for sick colleagues

Organizing 'soft' departmental events

(Christmas parties, retirement events, 'fikas')

Filling up the seminar rooms

High alternative costs in a hard, "publish or perish"-related competitive academic culture.

A ton of feathers still weighs a ton.

SARA KALM

Om akademiskt hushållsarbete och dess fördelning¹

On academic housekeeping and its allocation

Academic housekeeping denotes the type of work tasks within university departments that are low-status, time-consuming, largely invisible, and that nevertheless need to be done. This article discusses academic housekeeping in a Swedish context, and holds that this topic has been overlooked in research. The aim is therefore to specify the meaning of the concept, to describe the gendered aspects of how academic housekeeping tasks are distributed, and to discuss possible explanations for the identified pattern. Through a close reading of current scholarship, the article finds that women carry out a disproportionate share of academic housekeeping tasks. This pattern is attributable to a complex set of factors, among them 'publish or perish'-related competitive academic culture, research norms, and gender norms. The main argument of the article is that unbalanced academic housekeeping allocation may partially account for women's difficulties in advancing within academia, and therefore need to be taken seriously in research as well as in academic housekeeping.

Keywords: academic housekeeping, gender, work, university, division of labor

DET FINNS EN betydande forskning som syftar till att förstå varför kvinnors karriärutveckling inom akademien fortfarande är mindre än mäns. Trots att det fattats politiska beslut om att diskriminering inom akademien ska motverkas, och trots att det finns en uppsjö olika jämställdhets- och mångfaldsprojekt, kvarstår en vertikal arbetsdelning med förhållandevis få kvinnor inom högre tjänstekategorier. Det generella mönstret är att kvinnor dominerar på lägre nivåer (som studenter och doktorander) medan män gör en brädd av professorerna (UKÄ 2016; Husu 2005a:9). Många forskare bara utgör en brädd av professorerna (UKÄ 2016; Husu 2005a:9). Många forskare intresserar sig nu för att kartlägga, förklara och ytterst förändra detta mönster. Denna artikel ägnas åt att förstå en avgränsad del av detta större problemområde, nämligen det som handlar om vikten av "tidsallokering" (Misra m.fl. 2011), och närmare bestämt det som emellanåt kallas "akademiskt hushållsarbete" (jfr Bird m.fl. 2004). Tanken

¹ Jag vill tacka Åsa Knaggård, Anna Lindqvist och Irina Schmitt för värdefulla kommentarer. Tack till Henrik Gundenäs för språkgranskning.

Sociologisk Forskning, årgång 56, nr 1, sid 5–26.
© Författaren och Sveriges Sociologförbund, ISSN 0038-0342, 2002-060X (elektronisk).

Kalm, Sara 2019 Om akademiskt hushållsarbete och dess fördelning *Sociologisk Forskning* 56(1):5-26

Opportunity 4: The Workplace

Distributing resources

“access to funds, laboratory resources and influence”

- Hire
- Retain
- Support
- Promote

Not doing this is the equivalent of the opposite

Recent article about the Salk Institute in the New York Times Magazine

[Comment](#) | [Published: 06 March 2013](#)

Laboratory life

Scientists of the world speak up for equality

Nature **495**, 35–38 (07 March 2013) | [Download Citation](#)

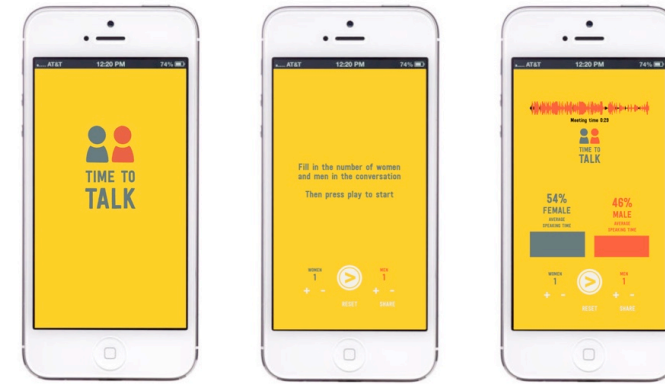
Eight experts give their prescriptions for measures that will help to close the gender gap in nations from China to Sweden.



Practical tips: Observe the workplace

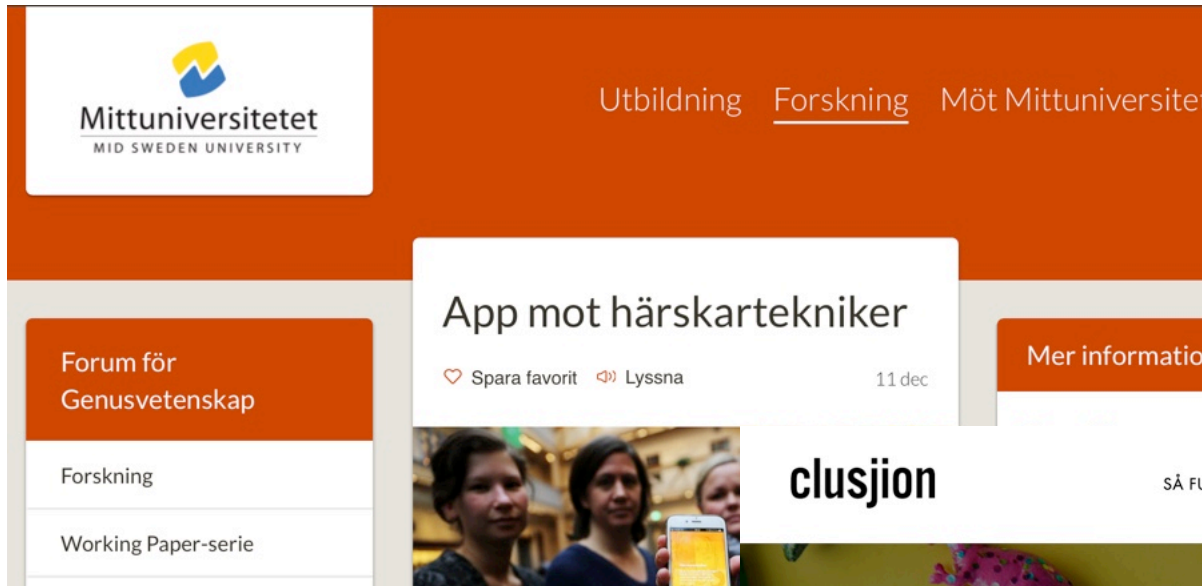
Thinking about:

- Assigning housework
 - Seminar culture
 - Visibility/invisibility
 - Jargon
 - Norms and silences
 - Life outside the office
 - Physical obstacles
 - Routines - transparency
-
- Change the minority or change the organization?



Wahl, A. 2014 Male Managers. Challenging and reinforcing the Male Norm in Management. *NORA* 22(2)

Practical tip: Hire in resources



Mittuniversitetet
MID SWEDEN UNIVERSITY

Utbildning Forskning Möt Mittuniversitetet

App mot härskartekniker

♥ Spara favorit ♫ Lyssna 11 dec

Forum för Genusvetenskap

Forskning

Working Paper-serie

Mer information

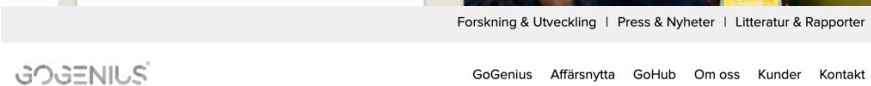
vkna!

Hem Erbjudande "Gör det själv" Om oss Blogg Kontakt Nyhetsbrev

Vkna webbverktyg i jämställdhet

Vkna har tagit fram en helhetslösning för ert arbete med jämställdhet och inkludering på arbetsplatsen. Vkna Webbverktyg är en interaktiv onlinetjänst där ni som verksamhet på ett enkelt och effektivt sätt kan kompetensutveckla er personal. Verktöget bygger på relevant forskning och har ett filmiskt upplägg. Materialet är upplagt som en utbildning med kortfilmer, animationer och diskussionsövningar där ni får möjlighet att relatera all kunskap till just er verksamhet.

Upplägget är kostnadseffektivt och bygger på forskning som visar att jämställdhets- och jämlikhetsarbete har större chans att lyckas och bli hållbart om initiativ kommer från chefer och ledning. Genom att använda Vkna webbverktyg får ni syn på vad just er organisation behöver.



GOGENIUS

Forskning & Utveckling | Press & Nyheter | Litteratur & Rapporter

GoGenius Affärsnytta GoHub Om oss Kunder Kontakt

GoHub - en del av GoGenius

För att verkligen lyckas gå från ord till handling erbjuder vi GoHub, ett digitalt verktyg för att aktivera strategier och en viktig del i GoGenius processmodell. Stödet underlättar för såväl ledning som chefer och medarbetare att bli delaktiga och bidra i det förändringsarbete som ledningen har beslutat om.

GoHub är ett webb- och molnbaserat aktiveringsverktyg som stärker samarbetet och levererar konkreta, mätbara resultat som ger ledningen möjlighet att följa arbetet i realtid. På så sätt kan ledningen hålla sig uppdaterad om hur långt arbetet har kommit, vad som är på gång och hur mycket som återstår att göra. GoHub har utvecklats i nära samverkan med vår partner Hubbster, och skapar ett viktigt nav för samarbete och engagemang inom organisationen.

clusjion

SÅ FUNKAR DET VARFÖR CLUSJION BEHAVIOR



Hur skapar vi en inkluderande kultur?



LULEÅ TEKNISKA UNIVERSITET

UTBILDNING FORSKNING MÖT UNIVERSITETET

STUDENT MEDARBETARE IN ENGLISH

Industriell design

Nyheter och aktuellt

Forskningsprojekt

Avslutade forskningsprojekt

Publikationer

Utbildning

Kontakta oss

Visa originalbild

Digitala verktyg för jämställdhet och inkludering

Publicerad: 11 mars 2019

What to do?

Think about making changes at:

- Recruitment – engage others, look further
- Evaluation – reflect on implicit bias
- Research content – what/who is absent?
- Retainment & promotion – Workplace environment

Further resources

- General studies of women in research/academia
 - Scientists of the World Speak Up for Eaulaity. Nature. 1476-4687, Vol. 495, nr 7439, s. 35-38
 - <https://publications.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en>
 - <https://hbr.org/2017/03/research-junior-female-scientists-arent-getting-the-credit-they-deserve>
 - <https://publications.europa.eu/en/publication-detail/-/publication/c17a4eba-49ab-40f1-bb7b-bb6faaf8dec8>
- Sexual Harassment
 - <https://www.nap.edu/catalog/24994/sexual-harassment-of-women-climate-culture-and-consequences-in-academic>
 - <https://www.vr.se/analys-och-uppdrag/vi-analyserar-och-utvarderar/alla-publikationer/publikationer/2018-10-15-sexuella-trakasserier-i-akademin.html>
- Workplace environment, power structures
 - <http://www.gdtoolbox.eu/read-more/>
 - http://www.gdtoolbox.eu/sv/files/2013/05/Projektträdet_folder.pdf
 - <https://www.tandfonline.com/doi/pdf/10.1080/08038740.2013.864702?needAccess=true>
- Recruitment and Hiring practices
 - <https://www.projectimplicit.net>
 - <https://www.pnas.org/content/pnas/109/41/16474.full.pdf>
- Promotions, grants and resource distribution
 - <https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/>
 - <https://www.vr.se/download/18.781fb755163605b8cd216f88/1529480568355/Jämställdhetsintegrering+vid+Vetenskapsrådet+2015-2018.pdf>
 - <https://www.vr.se/download/18.2412c5311624176023d25a75/1555332044503/En-jaemstaell-d-process-VRs-bedomningsgrupper VR 2017.pdf>
 - <https://www.nytimes.com/2019/04/18/magazine/salk-institute-discrimination-science.html>
 - <https://hbr.org/2017/03/research-junior-female-scientists-arent-getting-the-credit-they-deserve>
- Design, research content
 - <https://www.yellowwindow.com/genderinresearch/index.html>