

Establishing a Framework to Address Gender in Scientific Publishing

Sex and gender knowledge driving Sustainable Development

Ylann Schemm, Program Director,
Elsevier Foundation

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Establishing a framework for advancing gender within Elsevier

- As a leading scientific information solutions provider, Elsevier has a **responsibility** to apply a gender lens to our core business.
- The goal of our **Framework for Advancing Gender** is to examine key processes and principles and provide targeted interventions to ensure that Elsevier produces the most robust research possible in the most equitable and inclusive way.
- Ultimately we hope to serve as an industry leader by helping to establish best gender practises in editorial policies, board recruitment and researcher capacity building around the world.
- These realizations and goals represent a decade long journey taken by both Elsevier and the Elsevier Foundation.

THE ELSEVIER FOUNDATION



New Scholars

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.



Innovative Libraries in Developing Countries

10 years, 50 grants, ca \$2.5 million

Research capacity-building grants in STM; training, education, infrastructure, digitization and preservation of information.



Publishers without Borders

2014-2018; 4-8 volunteers a month each per year

Embedding publishers in with African academic and publishing communities. Goal: build research capacity and offer our employees with a unique opportunity to contribute to the African research ecosystem.



The National Assessments: Benchmarking Gender Across Key Geographies 2011 - 2016

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Women in Science

Study: Women encounter inequality in science & technology fields

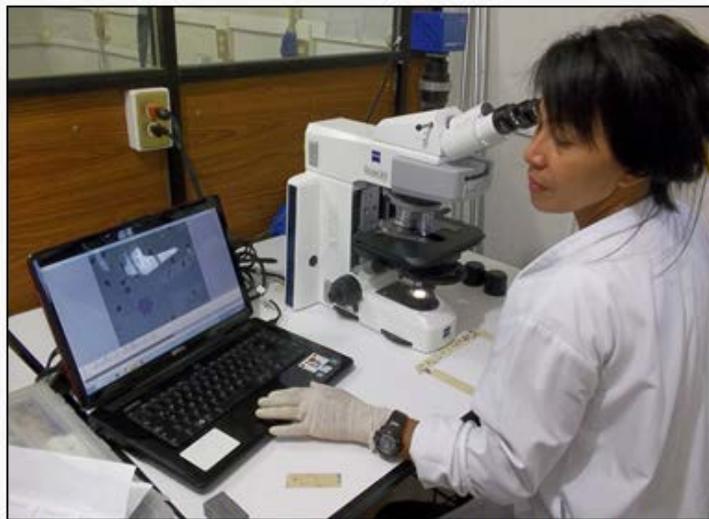
Perseptive barriers restrict women's participation even in the wealthiest nations, a new study finds

By Susan Ryan | Posted on 1 October 2012

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Dr. Jeane Rimbun Indry of Indonesia is Lecturer in Genetic and Aquaculture at the Faculty of Fisheries and Marine Sciences, Sam Ratulangi University. Here she is carrying out her 2010 TWAS-CONACYT post-doctoral fellowship at the Centro de Investigaciones Biológicas del Noroeste, in La Paz, Baja California, Mexico.

New Gender Benchmarking Study Finds Numbers of Women in Science and Technology Fields Alarming Low in Leading Economies

Supported WISAT and OWSD to undertake a series of gender benchmarking reports mapping the opportunities and obstacles faced by women in science across the US, EU, South Africa, India, Korea Indonesia, Brazil, Argentina and Mexico.

GenderInSITE

Gender in science, innovation,
technology and engineering

Our Partners:



THE ELSEVIER FOUNDATION

wisat
women in global science & technology



United Nations
Educational, Scientific and
Cultural Organization



UNESCO Regional Chair
Women, Science and Technology
in Latin America



- Raises awareness of policy-makers in science institutions, academies and other decision-making bodies about the gender dimension of science, innovation, technology and engineering (SITE) for sustainable development.
- Demonstrates how a gender analysis of SITE can improve developments in energy, water and sanitation, climate change, food security and transportation.
- Promotes the use of national gender assessment to reveal the differential impact of SITE on the lives of women and men.

www.genderinsite.net

Creating Futures In Science

Career-development toolkit for institutions boosting early career women scientists' career trajectories.

GS8 workshop for early career Mexican women scientists!

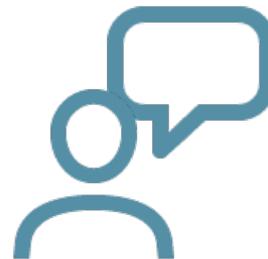




Engaging with the Gender Summits



Mastering gender in research
performance, contexts, and outcomes



Mapping Sustainability Science in a Global Landscape



- Elsevier and [SciDev.Net](#), conducted a bibliometric review of the sustainability science research landscape based on Scopus data from 2009 and 2013 looking at research output, citations, and collaborations.
- Launched on the eve of the signing of the SDG's and maps the gaps and strengths of sustainability science around the world.
- Top five countries for research in sustainability science: USA, UK, China, Germany and Australia.
- South Africa and East Africa are network hubs connecting other African countries to the USA, Canada, and Western Europe.
- Collaborations with developed countries essential for low-income countries and represent the majority of their research output in sustainability science.
- *Planet* is the largest theme, second in growth only to *Prosperity*, Annual growth rate of 10.7 percent in research output.
- Need more interdisciplinary research on pollution, health, water, and energy and fuels—this is below average, but a rising trend 2009-13.



Key Issues on Gender in Publishing at Elsevier

- 1. Editorial policies and guidance to authors on reporting sex and gender in research**
- 2. Gender diversity for editors and reviewers in journals**
- 3. Gender diversity for speakers at Elsevier conferences**
4. Adapt internal data systems to capture gender metrics
5. Address unconscious bias during peer review
6. Promote research and publishing studies on i) sex & gender in research and ii) diversity in STEM
7. Seek gender balance in internal/external communications & outreach
- 8. Enhance gender diversity within Elsevier management and gender parity across the organization**
- 9. Apply analytics to gender in research and publishing**



Guiding authors & 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.
- ☑ Partnering with Stanford Gendered Innovations to draft policy brief on empirically-derived best recommendations for the industry bodies ICMJE and CSE to consider adopting.
- ☑ Internal Inventory of information from Elsevier health publishers re: journals that have already adopted gender in their editorial policies.
- ☑ Based on ICMJE/CSE recommendations, Elsevier enhancing our own Guide for Authors and preparing publishers to roll this out with the editors of relevant journals.

Piloting gender-balanced recruitment in editorial boards



Gender parity in Colloids & Surfaces B editorial board



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

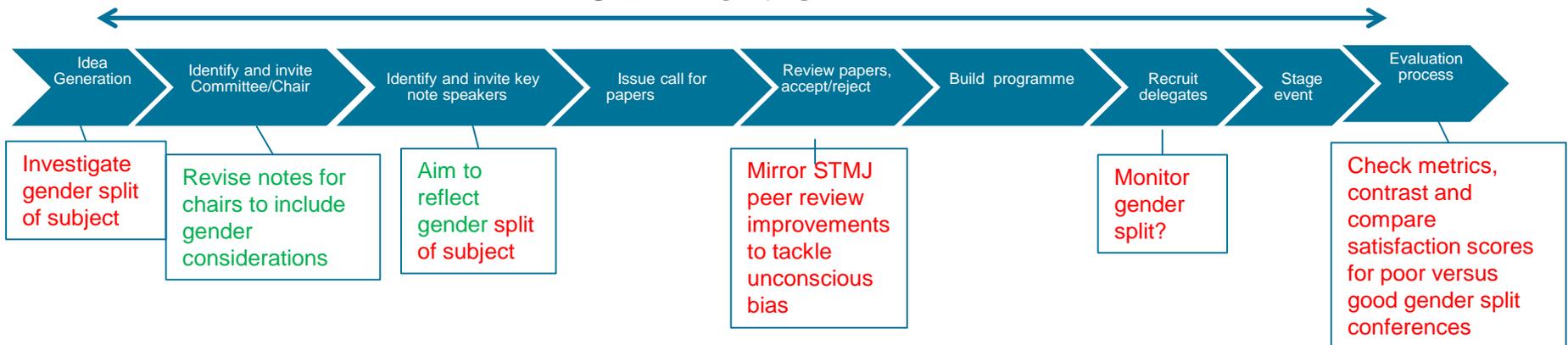
Gender diversity for panelists at Elsevier conferences

- Step 1: Get the numbers
 - Since 2010 a fairly balanced split 61% to 39% attendees male to female.
 - Speakers however: 83% male
- Step 2: Slice and dice the data in the most meaningful way.
- Step 3: Discuss targets and engagement with publishers and chairs on speaker line ups and unconscious bias.
- Step 4: Roll out interventions.



Conference stakeholder touch-points and opportunities to address gender imbalance

18-24 months





EDGE Initiative at Elsevier

EDGE Global Action Plan for Gender Diversity		
Focus Area	Action	Why?
Recruitment & Promotion 	<p>Aim for gender diverse candidate pools for all senior management positions</p> <p>Aim to ensure all candidates for senior management positions are interviewed by both male and female managers</p>	<p>Some policies and practices are in place, but need to be implemented on a regular and structured basis.</p> <p>Arranging for a more balanced male: female ratio of interviewers in the hiring process would help make hiring managers more conscious and more engaged in the gender diversity issues and ensure a more balanced approach to candidate assessment.</p>
Leadership Development 	<p>Ensure equal access to leadership development training for men and women</p>	<p>Some practices are in place but not implemented consistently</p> <p>This will help provide equal opportunities to development for everyone</p>
Equal Pay 	<p>Review, communicate and manage a global policy on equal pay for equal work</p>	<p>Need to standardise application of policy globally with regards to pay equity</p> <p>Need to better communicate the policy more clearly to managers and employees</p>
Flexible Working 	<p>Review and communicate our approach to flexible working to ensure optimal environment for business success and employee engagement</p>	<p>Form a company point of view about flexible working and provide guidance to managers and employees</p> <p>A global alignment with regards to approach and application would help create a more inclusive and supportive environment for everyone</p>
Company Culture 	<p>Explore viability of awareness training on potential gender (other) biases for senior leaders and employees</p> <p>Include diversity as a strategic goal</p>	<p>Adding diversity as part of the company's strategic goal would be important to create accountability for results and thereby accelerate progress</p>
<p>Other actions</p> <p>We will continue the 3 year commitment to the EDGE action and certification process.</p> <p>We will engage with employees through Employee Resource Groups, because we would like to partner with the groups for cross sharing and better engagement with employees globally around diversity.</p> <p>We will create a company Diversity and Inclusion Statement, because we would like to make diversity more prominent in internal and external communications.</p>		

3 year commitment to gender benchmark Elsevier and make data driven interventions for a more gender balanced and inclusive organization.

- Measure
- Benchmark
- Certify
- Communicate



Gender & Work

Transparency | Accountability | Certification

MAPPING GENDER

A case study of the German research arena

Distribution of female researchers

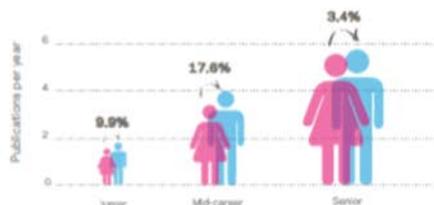
The number and proportion of female researchers in Germany is increasing.



In general, Agriculture, Medicine, and Health-related subject areas have the highest share of female researchers. Subject areas in the Natural Sciences and Engineering have the lowest shares.

Research productivity

The differences between publication productivity and citation impact between female and male researchers in Germany are smaller for more senior researchers.



International collaboration

In Germany, female-only publications are the most internationally collaborative. Mixed-gender publications are more interdisciplinary but less internationally collaborative than mono-gender publications.



Female only publications internationally collaborative



Male only publications internationally collaborative



Mono-gender publications internationally collaborative



Mixed-gender publications internationally collaborative

Gender Analytics: Pioneering and Partnering for a new methodology

Mapping Gender in the German Research Arena 2015

- Launched at European Gender Summit:
- Report uses innovative new methodology linking 2 sources of Big Data: Scopus and a major social media networking service.
- Germany has one of the lowest % of female researchers in Europe, but the number has risen by 30.9% over the past 5 years.
- Offers new evidence to support interventions by German policymakers and research leaders to retain midcareer women scientists.

Global Gender & Research Analytics Report 2016

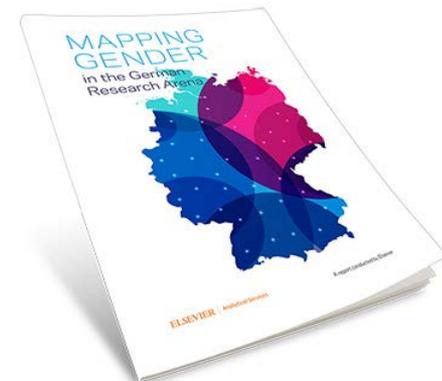
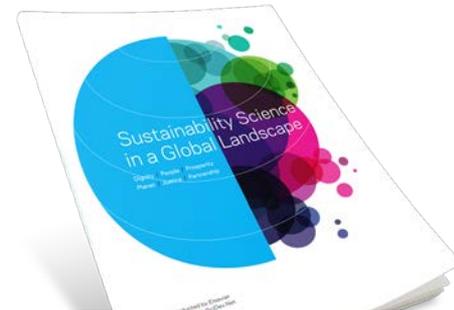
- Include comparator countries/regions worldwide: US, Canada, Mexico, Brazil, EU28, Australia/New Zealand, South Africa, Japan, Korea, China.
- Partners including: Stanford University, Gendered Innovations, Reed College, Harvard University, Japan Science & Technology Agency, Australia National University Gender Institute, European Commission Joint Research Centre (JRC), ALLEA, ongoing discussion: [UNESCO](http://unesco.org).
- Include additional analyses on productivity across a researcher's career, mobility by gender, network reach by gender, impact of author position by gender, fields over represented by either gender.
- Interviews with experts providing additional context and insights.

"Ultimately, science needs to be fully integrated to address the world's grand challenges."

Publishers have a responsibility to produce the most robust research possible in the most equitable and inclusive way for both North and South, men and women.

How?

- Gender in Editorial policies
- Balanced Editorial boards
- Capacity building
- Analytics
- Seed grants to promote the participation of women in STEM and support innovative pilots and reports.



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