



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 policy enforcement
 - Share success
 - Share specific
 - Include gender
 - Adopt common practices and guidelines within and across institutions, establish reduce bias, and
 - Foster community environments
 - Establish and promote women and men
 - Provide women scientific work and have time for family life
 - Ensure diverse promoting early
- Human capital development and advancement
- Gender balance and reporting in research content
- Gender equity in representation
- Analytics and Institutional tracking
- Community building and engagement

The Elsevier Foundation



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



An Elsevier Foundation New Scholars Grant Sponsored the European Molecular Biology Meeting

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.

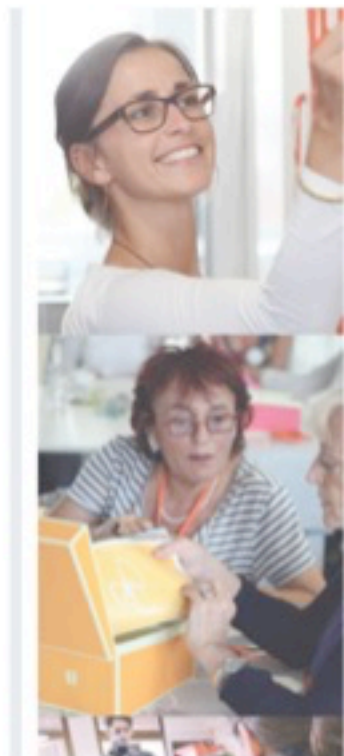


Anne Granger, Cell Press scientific editor and her children.

“The Elsevier Family Support Award”

In 2015, Cell Press launched \$500 awards for early career researchers to mitigate childcare expense and promote professional visibility.

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



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

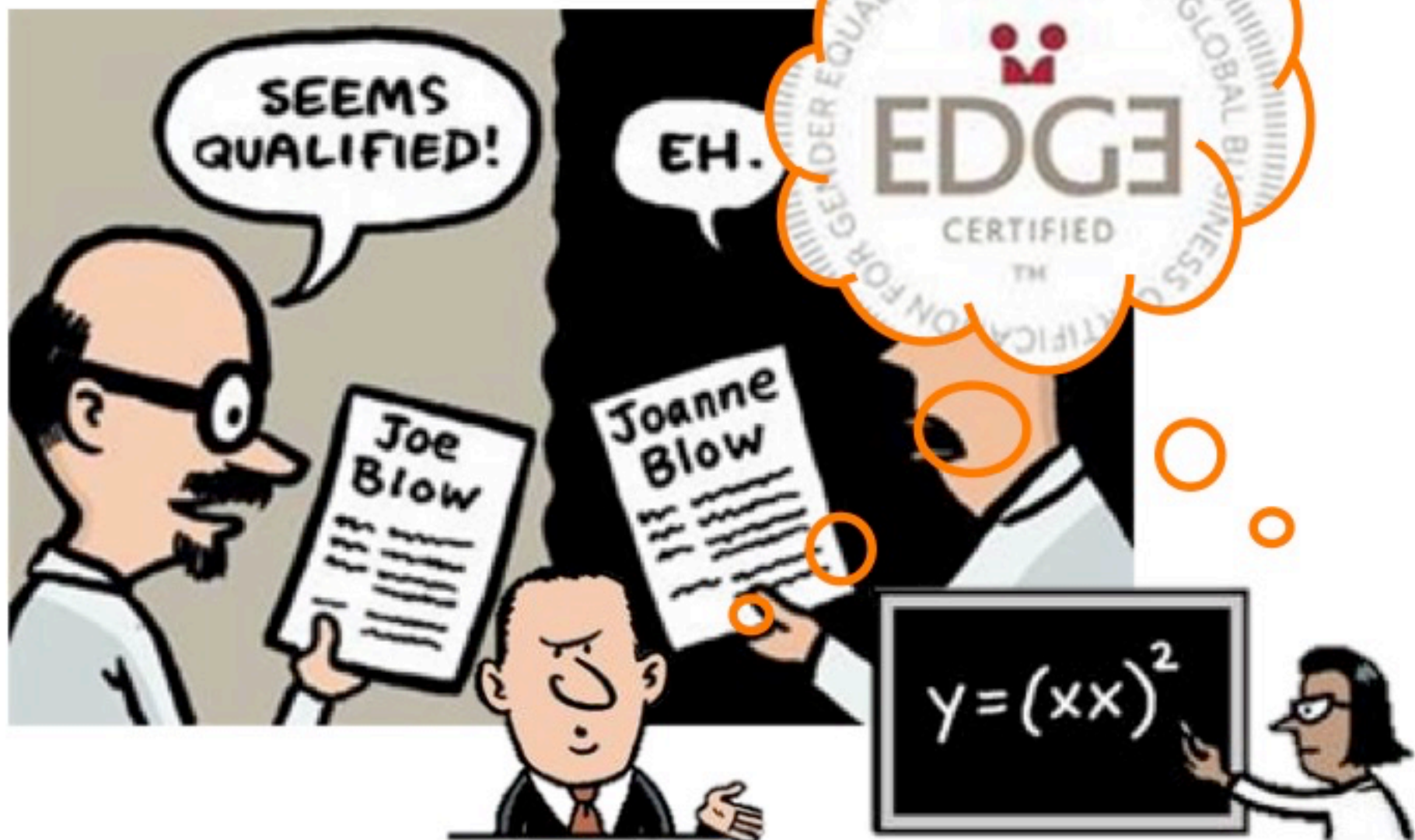


Communication



Evaluation

Reviewing diversity within Elsevier in the



Elsevier and EDGE: Next Steps



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 the Humanities and Social Sciences have the highest share of female researchers.
The largest increase in the number of female researchers was in the natural sciences.

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. Most 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: 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 policies 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

A large, stylized graphic on the left side of the slide. It features a dark grey silhouette of a plant with leaves and buds. The background is a collage of various geometric shapes and patterns in shades of yellow, blue, green, and grey. At the bottom, there are icons for an atom, a DNA double helix, and a network of nodes connected by lines.

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