



What do we do to bridge the gender gap?

Lan Murdock
Taylor & Francis Group
lan.murdock@tandf.co.uk



The session I attended last year -

Mind the gap II: Gender and Beyond



Council of Science Editors



Taylor & Francis Group
an informa business

CouncilScienceEditors.org

Address the unspoken challenges



Council of Science Editors



Taylor & Francis Group
an informa business

CouncilScienceEditors.org

Recognize and overcome unconscious bias

Gender differences in conference speakers

Role	Males (M)	Females (F)
Speakers	70%	30%
Committee	50%	50%
Workshop Chairs	30%	70%
Panelists	83%	17%
Delegates	44%	56%

What are my biases?
What are the consequences of unconscious bias?

Kane, L. & Meadows, A. (2016) - From the podium to the boardroom: Encouraging gender parity in scholarly publishing. Learned Publishing, 29: 135-138. doi: 10.1002/leap.1022

Council of Science Editors
 Taylor & Francis Group
an informa business
 CouncilScienceEditors.org

From an individual's perspective...

- Accept opportunities to speak
- Ask for training on unconscious bias
- Challenge own bias and assumptions
- Get a mentor/mentors
- Networking

Council of Science Editors
 Taylor & Francis Group
an informa business
 CouncilScienceEditors.org

Thank you!

Council of Science Editors
 Taylor & Francis Group
an informa business
 CouncilScienceEditors.org
