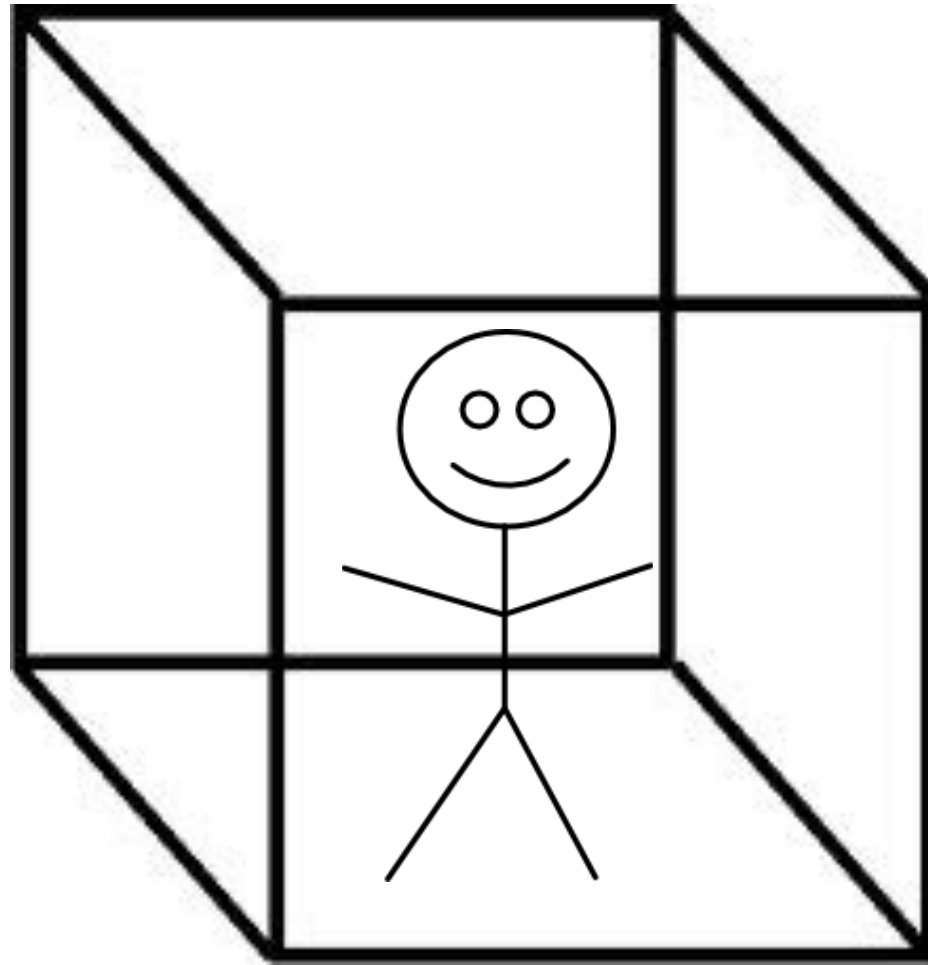


The walls of my invisible box



Dr Corina Logan

Leverhulme Early Career Research Fellow

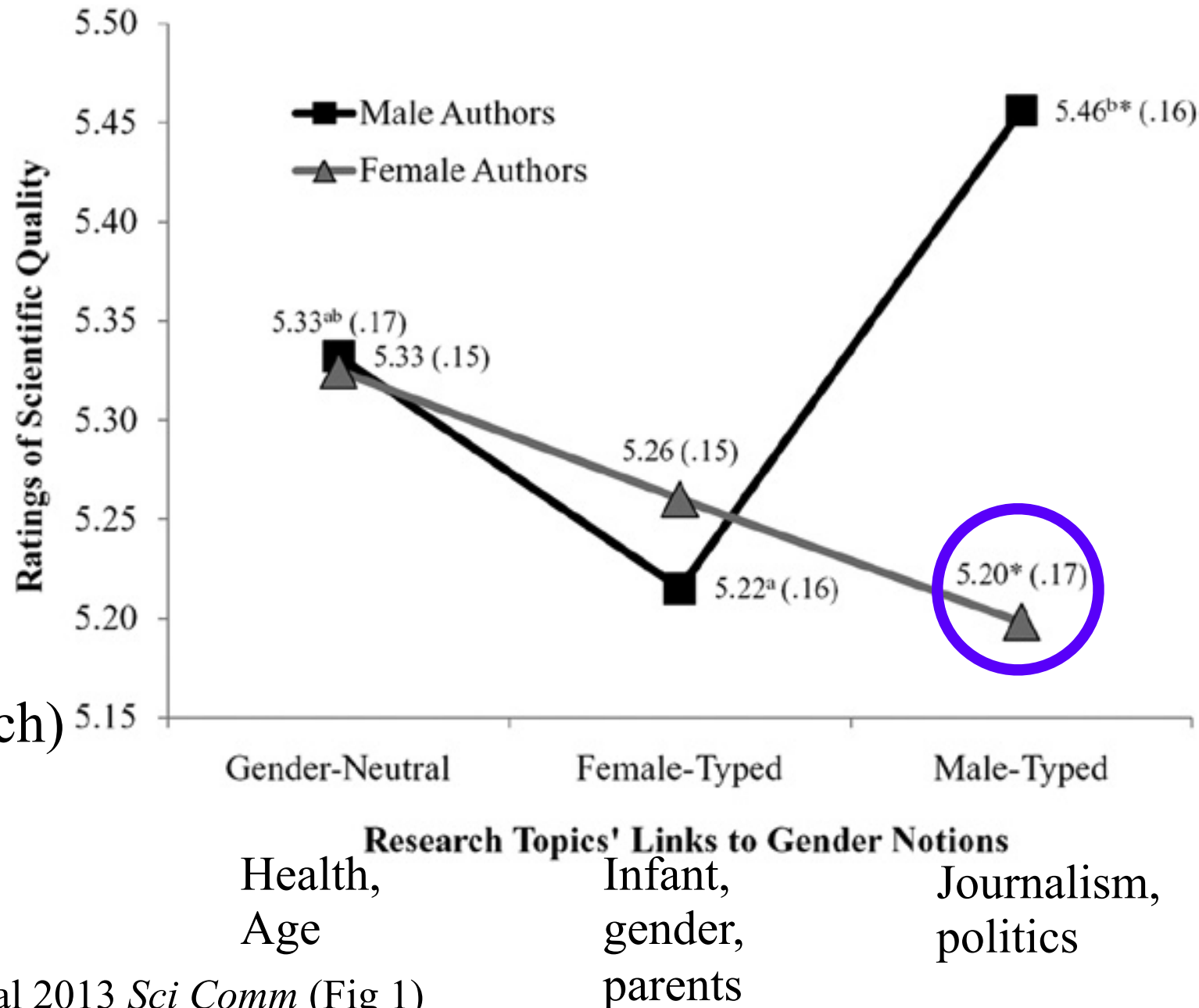


The Leverhulme Trust

ISAAC NEWTON TRUST

Challenges I've faced as a woman in science

Women's research **rated lower quality**

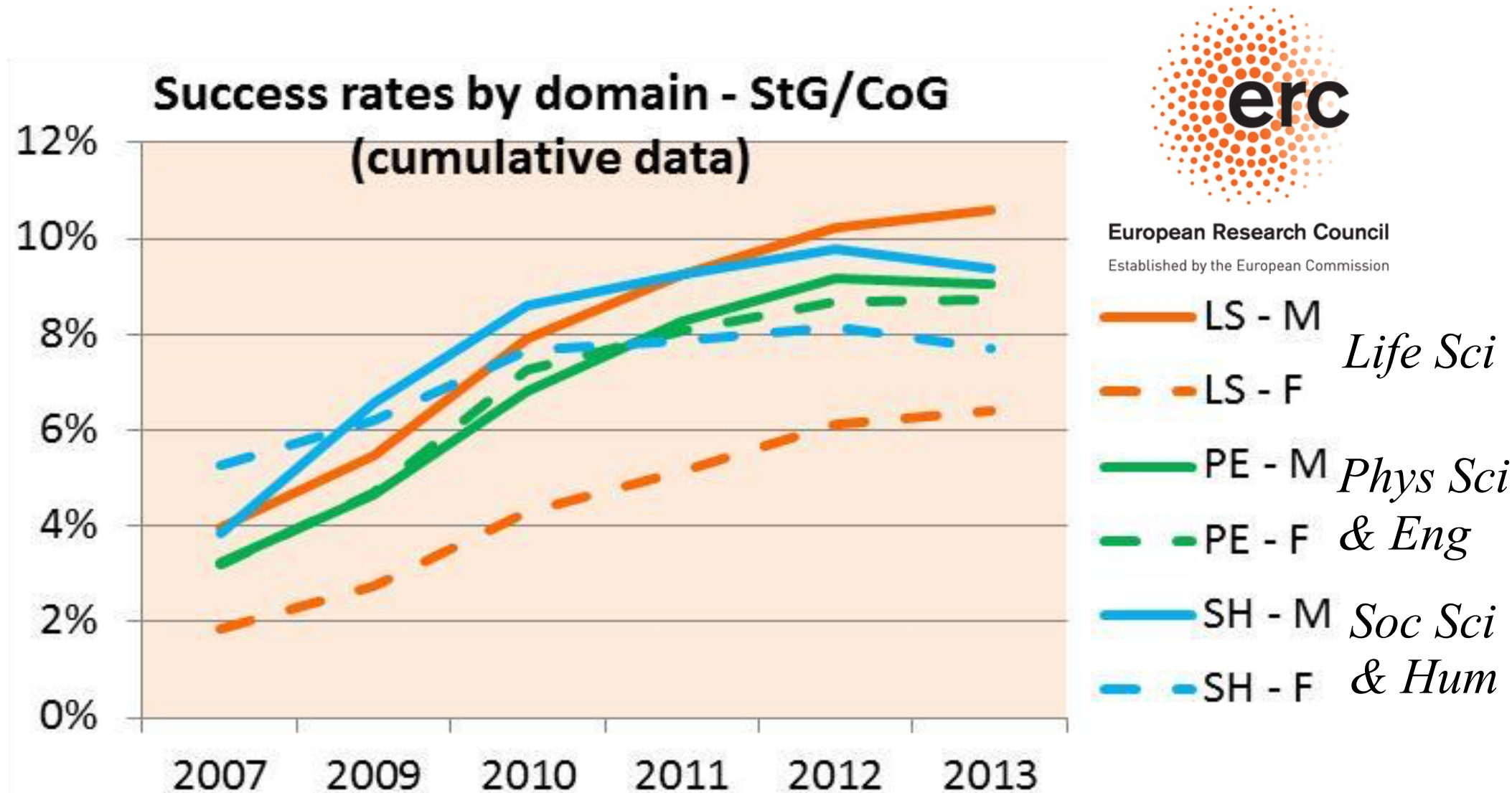


Risk taking
(publishing research)
is **more costly for women**
(lower payoff)

Knobloch-Westerwick et al 2013 *Sci Comm* (Fig 1)

Challenges I've faced as a woman in science

Discrimination in success rates for **GRANTS**

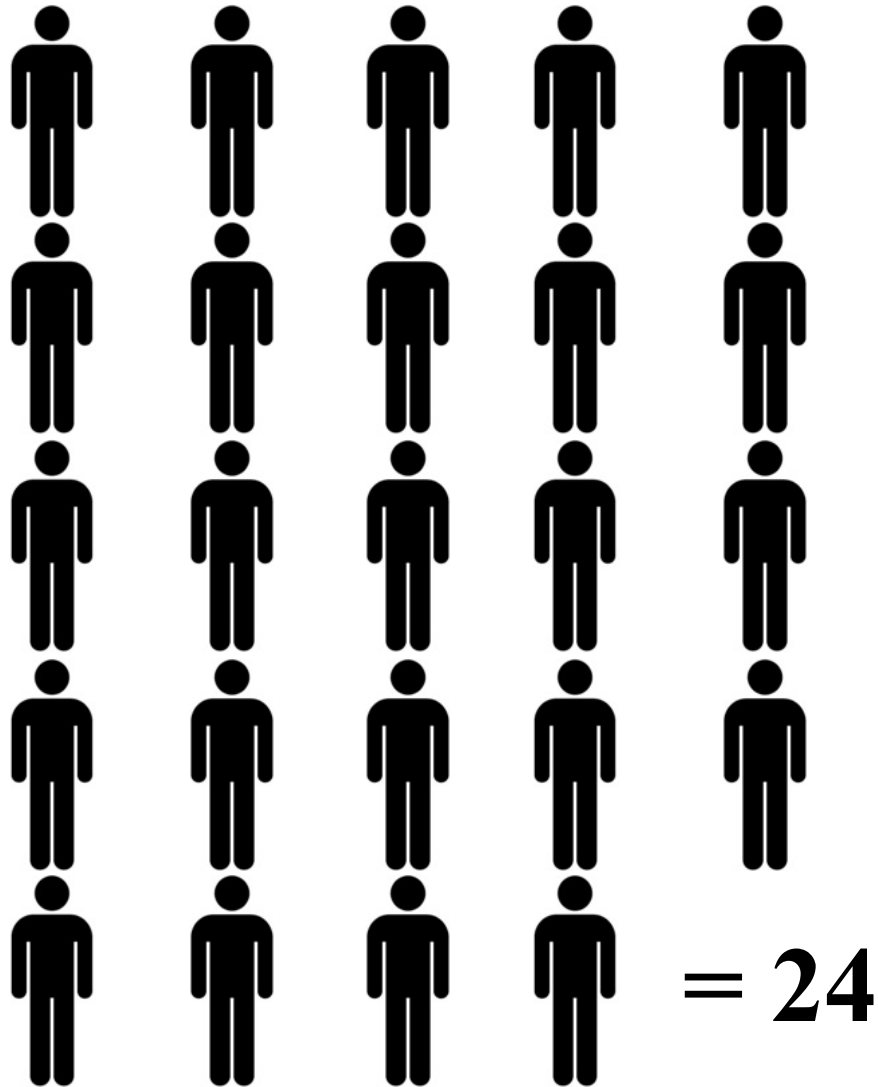


Risk taking (applying) is **more costly for women** (lower payoff)

Challenges I've faced as a woman in science

Discrimination in success rates for **JOBS**

Permanent faculty in Zoology, University of Cambridge (as of June 2017)



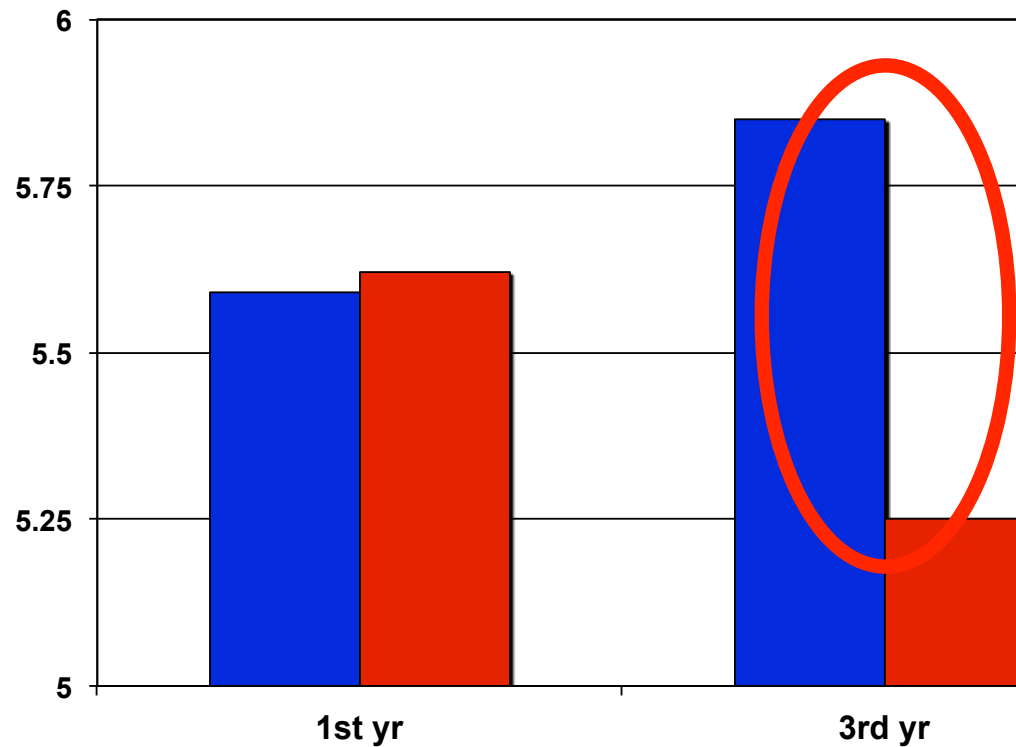
Risk taking (applying/interviewing)
is **more costly for women**
(lower payoff)

Or are women are more risk
averse than men?

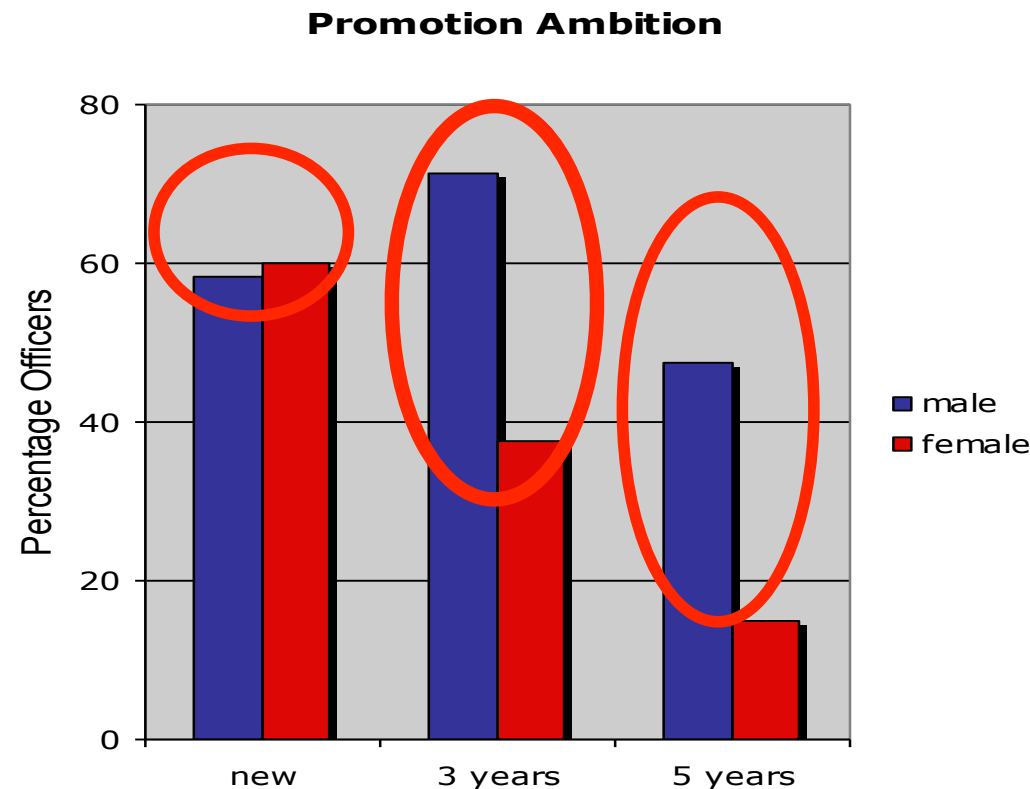
Women are **NOT** more risk averse than men

Differences in Ambition?

Surgeons



The Police service



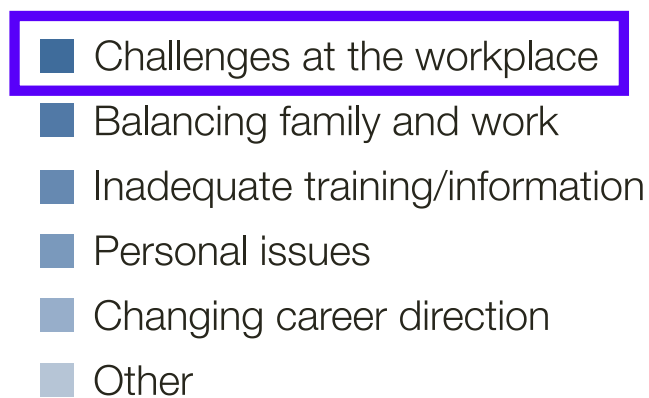
Women are **NOT** more risk averse than men

Women are less likely to take risks

(apply, interview, do research, ask for promotion, etc.)

because they are **less likely to receive a reward** for such efforts

“the underrepresentation of women at the top in terms of voluntary decisions not to pursue leadership may be a **strategic response** to discrimination” (Ryan et al. 2007 *Soc Pers Psych Compass*, p. 267)



*Non-supportive
workplace culture*

n=954 female alumna of
Murray Edwards College 2014

Tackling implicit biases:

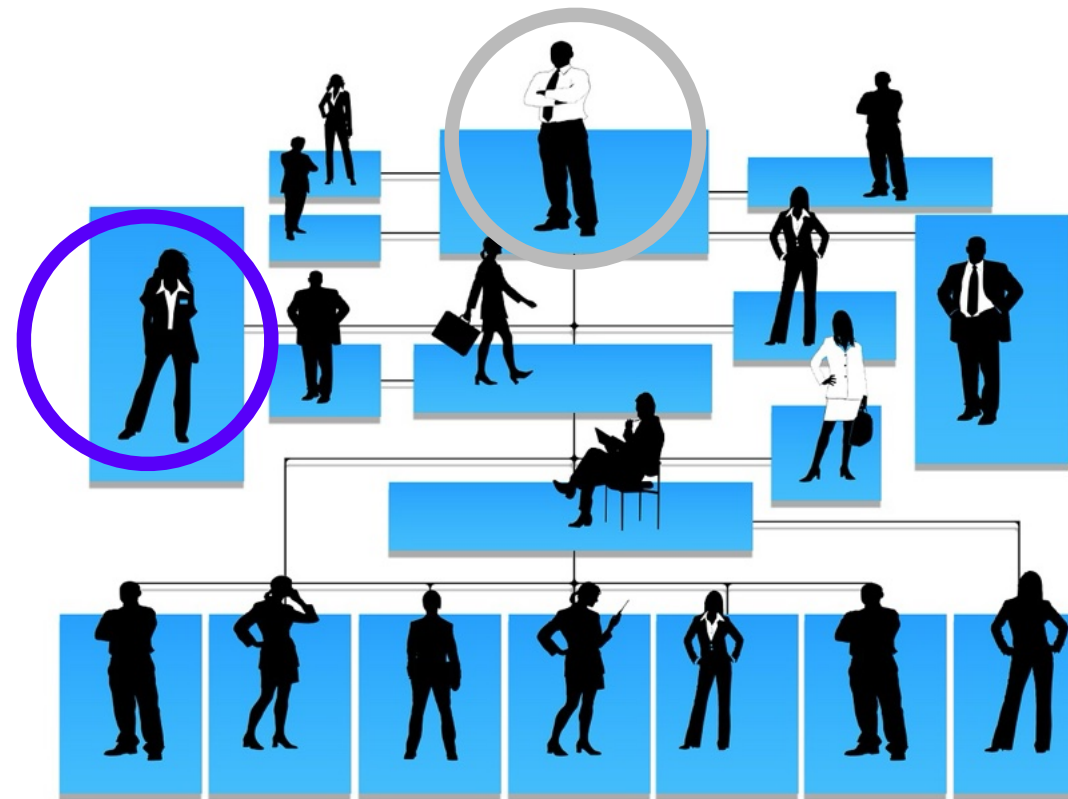
changing my behavior

My biases

- **Discover** your implicit biases:
<https://implicit.harvard.edu>
- Gender language **calculator**
<http://gender-decoder.katmatfield.com/about>
- Talking time **calculator**
<http://arementalkingtoomuch.com>
- See someone who doesn't look like you?
Retrain your brain - label them: medical doctor, professor, something prestigious
- Ensure **50% female speakers** in seminars/conferences (need to see role models).
ALWAYS well qualified women, just need to stop and think
- Consider the **evidence** before judging a top woman harshly

Others' biases about me

- Use **initials** on CVs/applications
- **Don't put photos** on CVs



Tackling implicit biases: about women

Associate women with the image of a high quality researcher so junior women think “I fit in at the top”

- Prof Michelle Ryan (in prep.), She Talks Science May 2017

Send me your tips!

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Slides at: CorinaLogan.com

500 WOMEN SCIENTISTS

In response to the anti-science sentiments and sexism expressed repeatedly during the 2016 US presidential election, five women scientists wrote an open letter re-affirming their commitment to stand up for women and science, pushing to build an inclusive and diverse scientific enterprise.

Read the pledge at 500womenscientists.org

...join the Cambridge 500WS pod

<https://goo.gl/q3y7Dm>

We often feel **pressured** into taking actions against our ethics to pursue an academic career (e.g., publishing in particular journals)



Early career researchers:
urge institutions to take **8**
actions to better support us

Sign the petition to help us change academic culture:

http://cambridge.eu.qualtrics.com/jfe/form/SV_6S9OXAYdIFZz8cR