

Forskare i "automatic mode" – stereotyper och läckande rör



Sveriges första kvinnliga professorer

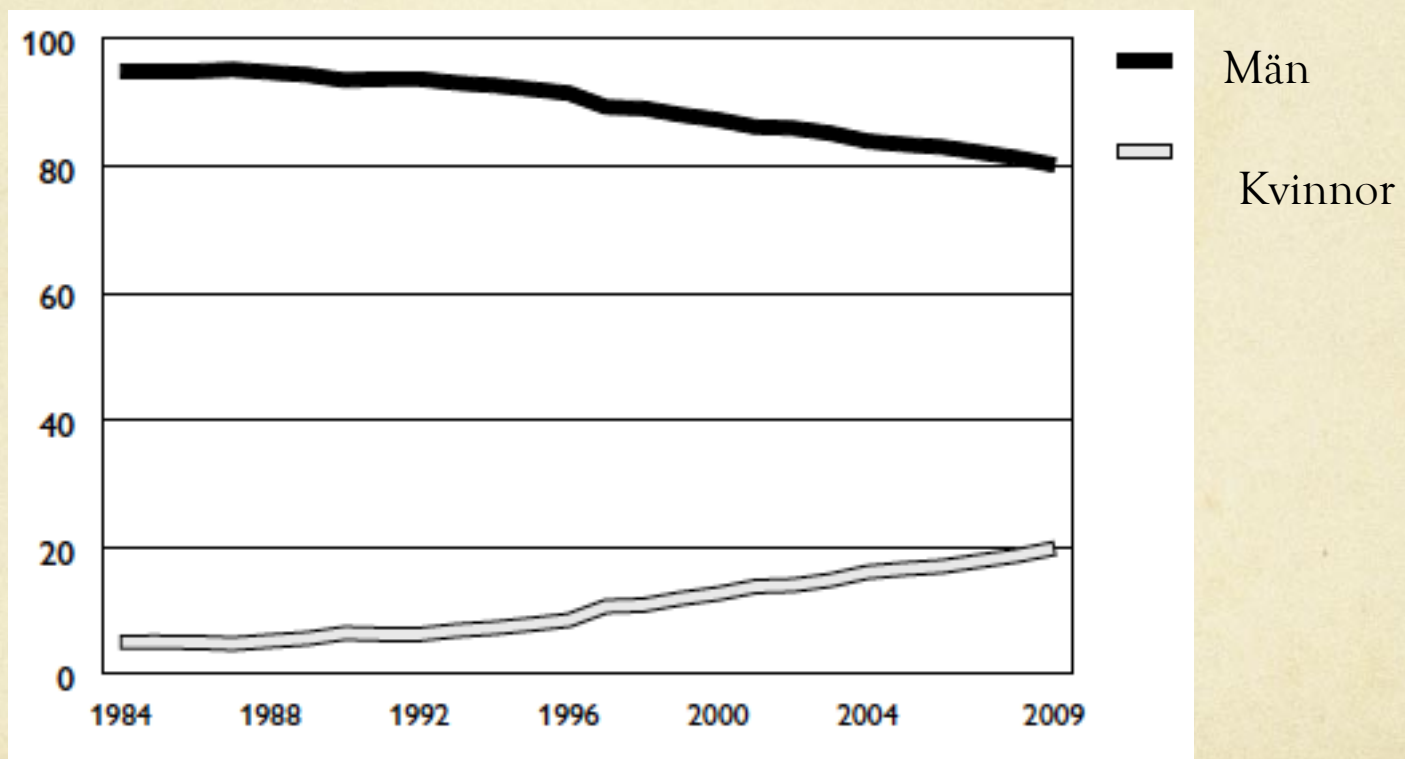


Sofia Kovalevskaja (1850 – 1891)



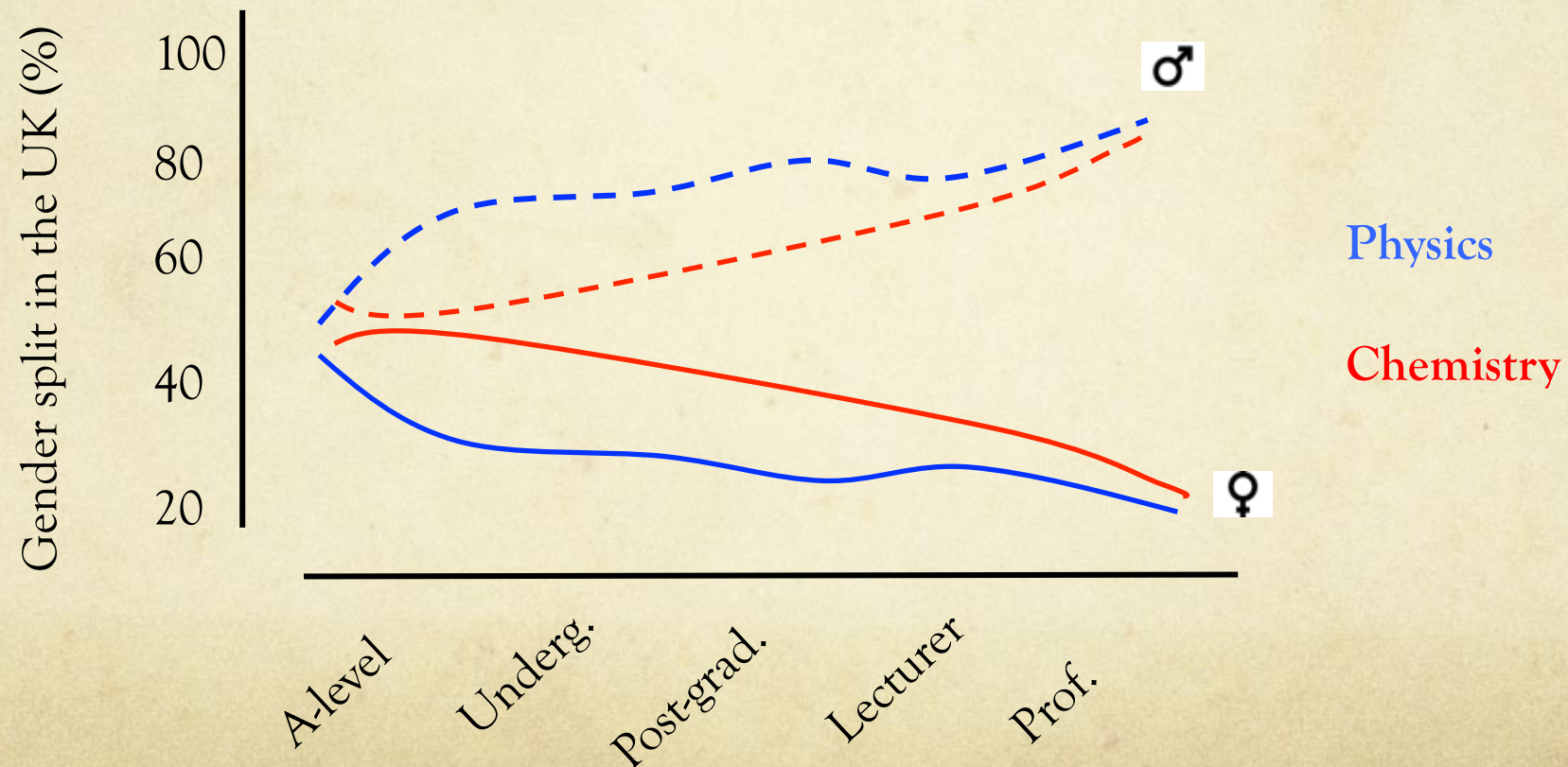
Gerd Enequist (1903 - 1989)

Professorer



”Det läckande röret” – vad är det?

Ett enormt slöseri med vetenskaplig talang?



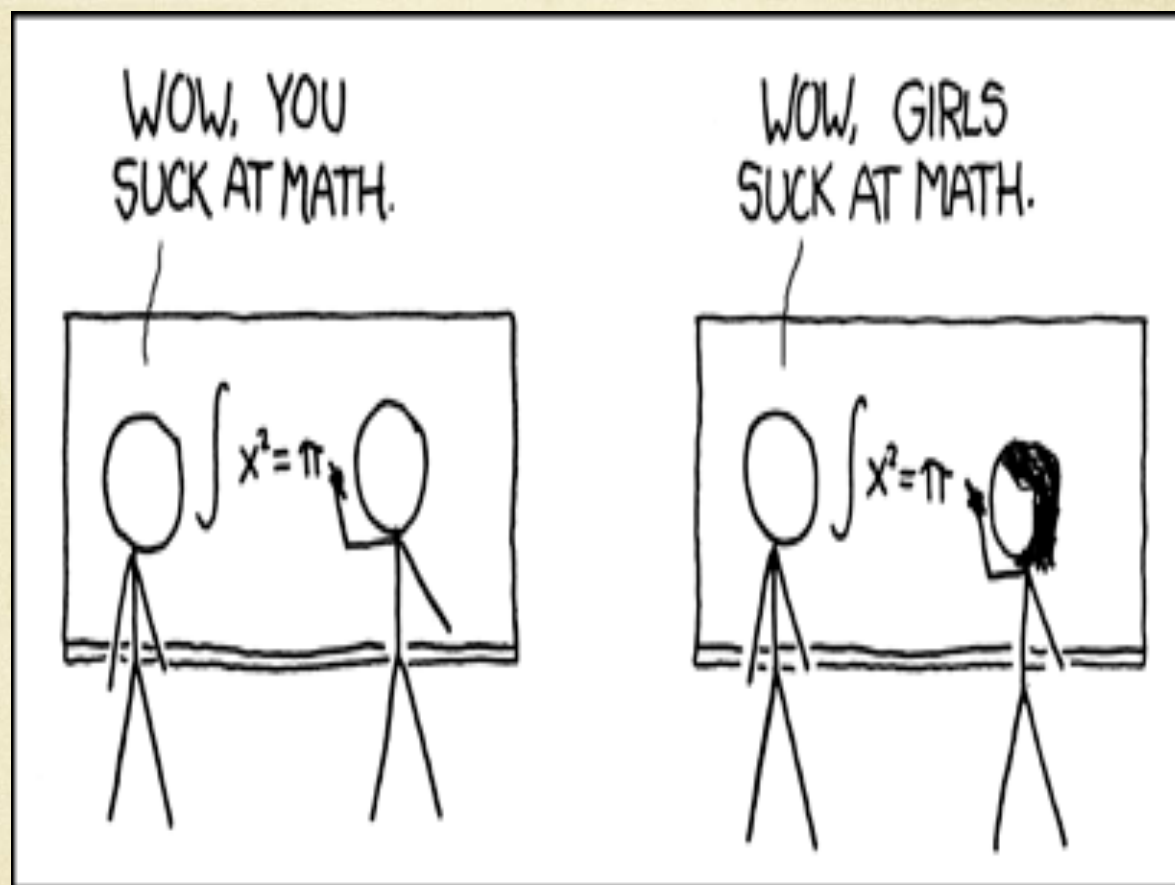
The female force

Evidence for a Collective Intelligence Factor in the Performance of Human Groups

Anita Williams Woolley,^{1*} Christopher F. Chabris,^{2,3} Alex Pentland,^{3,4}
Nada Hashmi,^{3,5} Thomas W. Malone^{3,5}



Varför?



Varför?

1. Biologiska skillnader
2. Attityder: matematik är för killar!
3. Rekrytering
- 4.Handledning
5. Kvinnor är mindre produktiva!
6. Högre refuseringsgrad
7. Löneskillnad

Refusering & Publicering

commentary

Nepotism and sexism in peer-review

In the first-ever analysis of peer-review scores for postdoctoral fellowship applications, the system is revealed as being riddled with prejudice. The policy of secrecy in evaluation must be abandoned.

Christine Wennerås and
Agnes Wold

between defined parameters of scientific productivity and competence scores.

In the peer-review system of the Swedish

male applicants on all three evaluation parameters: 0.25 fewer points for scientific competence (2.21 versus 2.46 points); 0.17 fewer

ed methodol-
fewer points

Nature's sexism

The editors of this publication need to improve how we reflect women's contributions to science. For this, we must inject an extra loop into our thinking.

Earlier this year, we published a Correspondence that rightly took *Nature* to task for publishing too few female authors in our News and Views section (D. Conley and J. Stadmark *Nature* 488, 590; 2012). Specifically, in the period 2010–11, the proportions of women News and Views authors in life, physical and Earth sciences were 17%, 8% and 4%, respectively. The authors of the Correspondence had taken us to task in 2005 with a similar analysis for the authorship of our Insight overview articles, and gave us slight credit for having improved that position.

Our minds were further focused on the problem by a much-discussed paper published in September (C. A. Moss-Racusin *et al. Proc. Natl Acad. Sci. USA* <http://doi.org/jkm>; 2012). The disturbing message of this blinded, randomized study was that US academics discriminated in hiring decisions and in salary against women who applied for a lab-manager position. Notably, female faculty members were as significantly discriminatory as males

about who is doing interesting or relevant work, for all of the social factors already mentioned, and possibly for psychological reasons too, men most readily come to editorial minds. The September paper speculated about an unconscious assumption that women are less competent than men. A moment's reflection about past and present

female colleagues should lead most researchers to correct any such assumption.

We therefore believe that there is a need for every editor to work through a conscious loop before proceeding with commissioning: to ask themselves, "Who are the five women I could ask?"

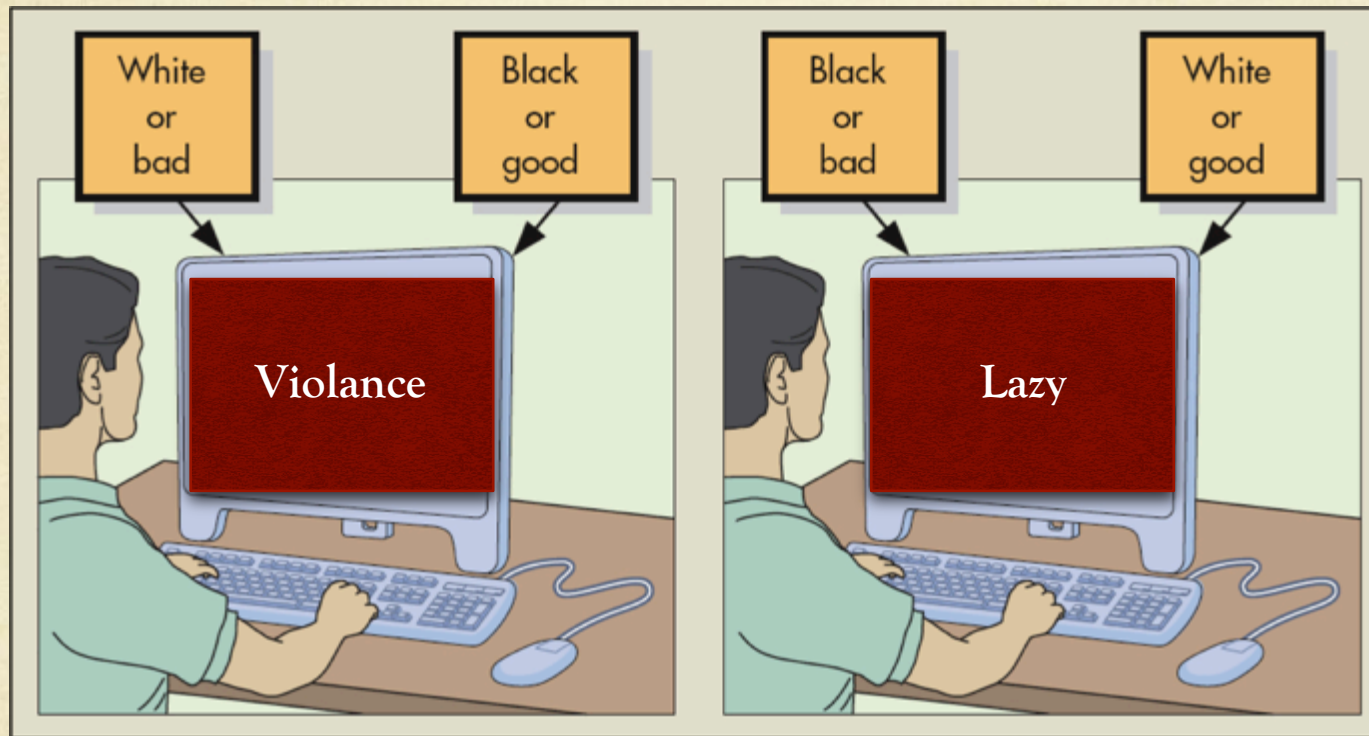
Under no circumstances will this 'gender loop' involve a requirement to fulfil a quota or to select anyone whom we do not know to be fully appropriate for the job, although we will set ourselves internal targets to help us to focus

"There is a need for every editor to ask themselves, 'Who are the five women I could ask?'"

Medveten & omedveten diskriminering

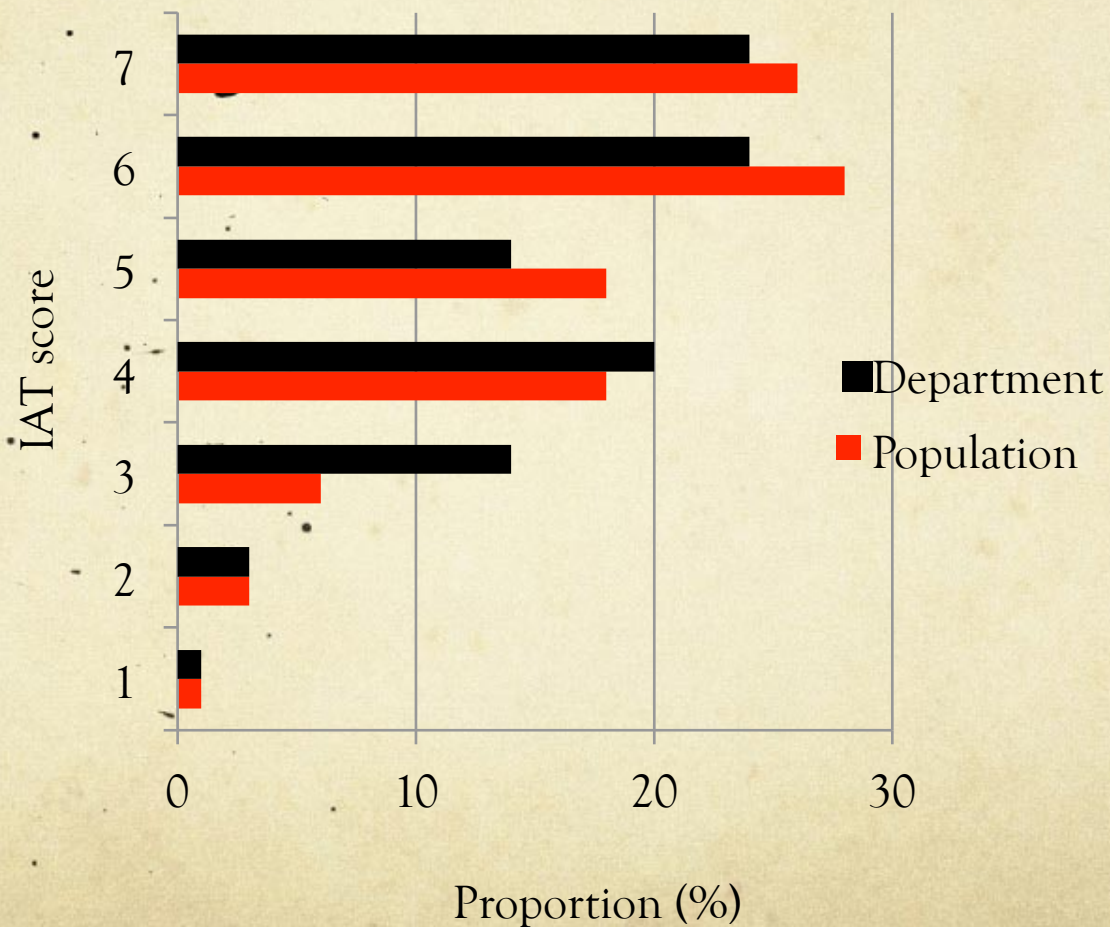
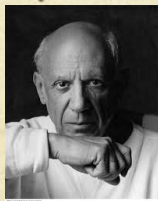
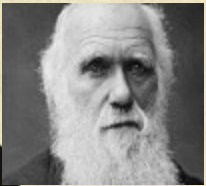


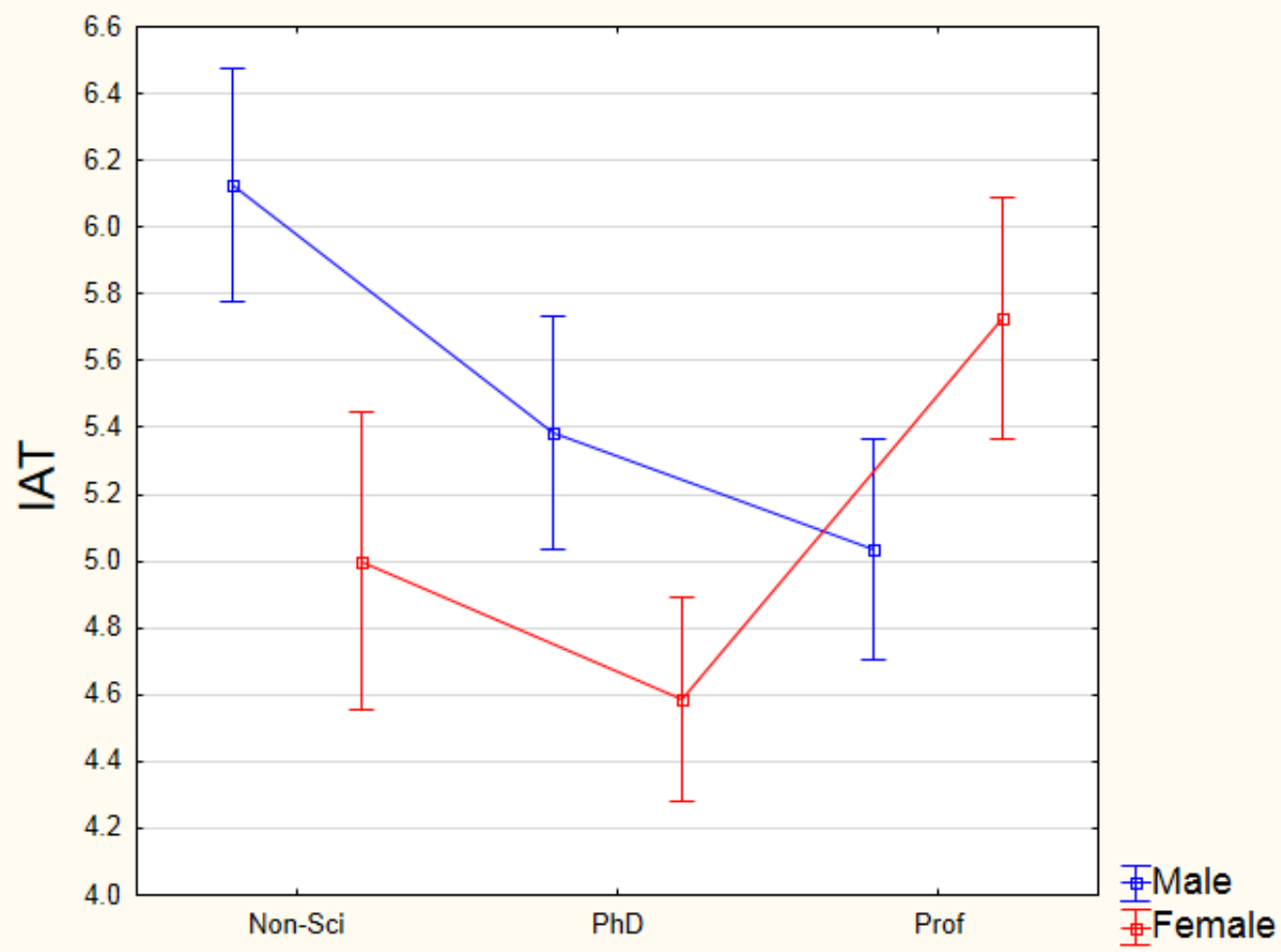
Implicit Association test



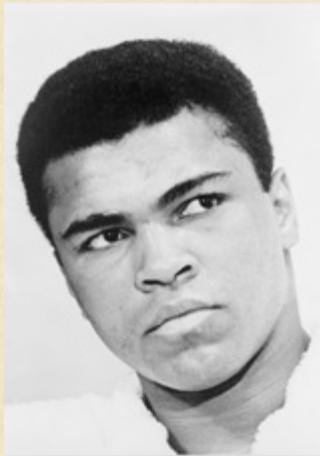
<https://implicit.harvard.edu/implicit/>

Gender-Science IAT





Rekrytering



P (Invite Arab-Muslim)

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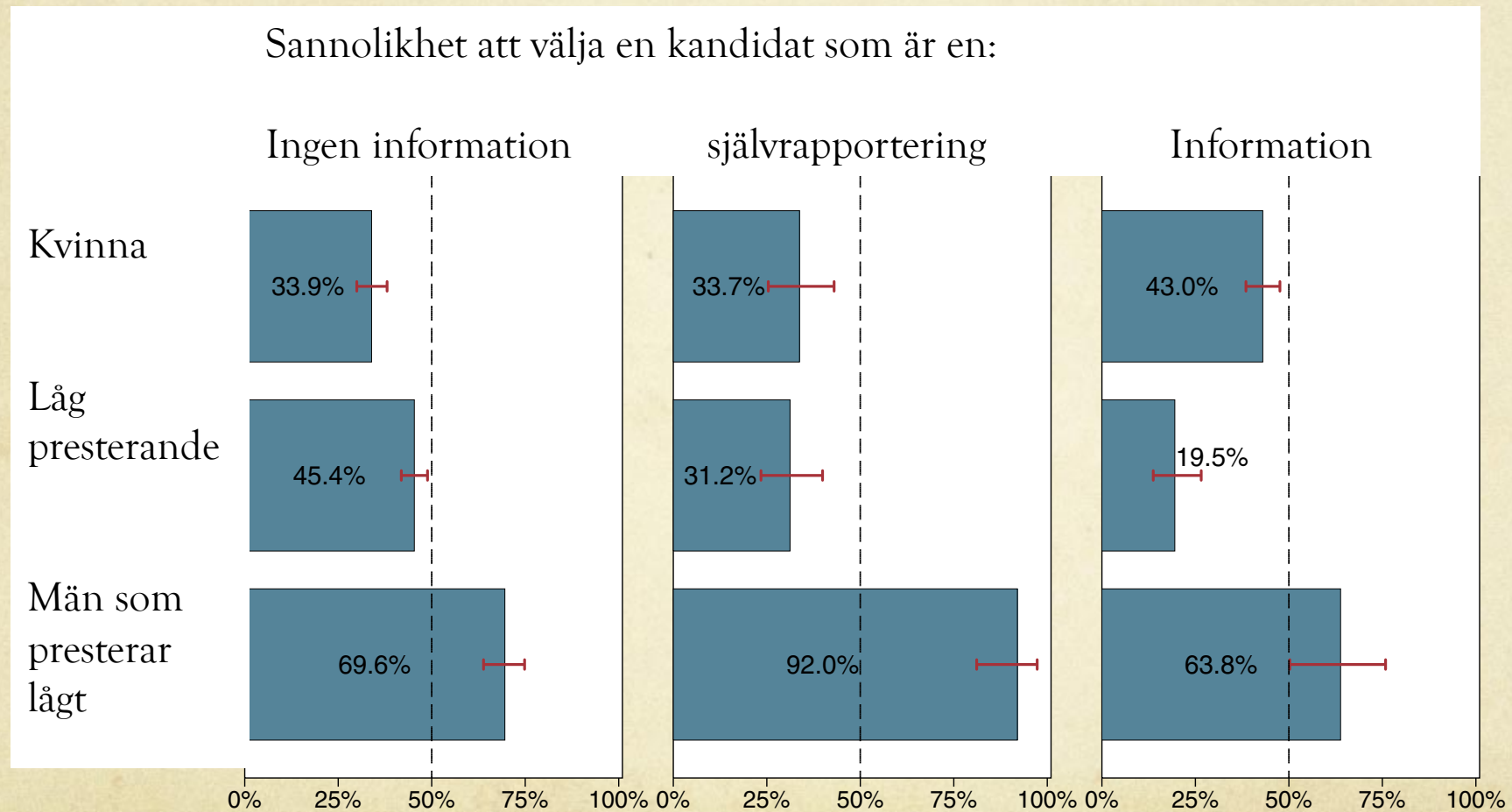
Explicit attitude

*

Implicit attitude (IAT)



Stereotyper kan vara ett hinder för kvinnliga forskare



Reuben et al. 2014, PNAS

Handledning

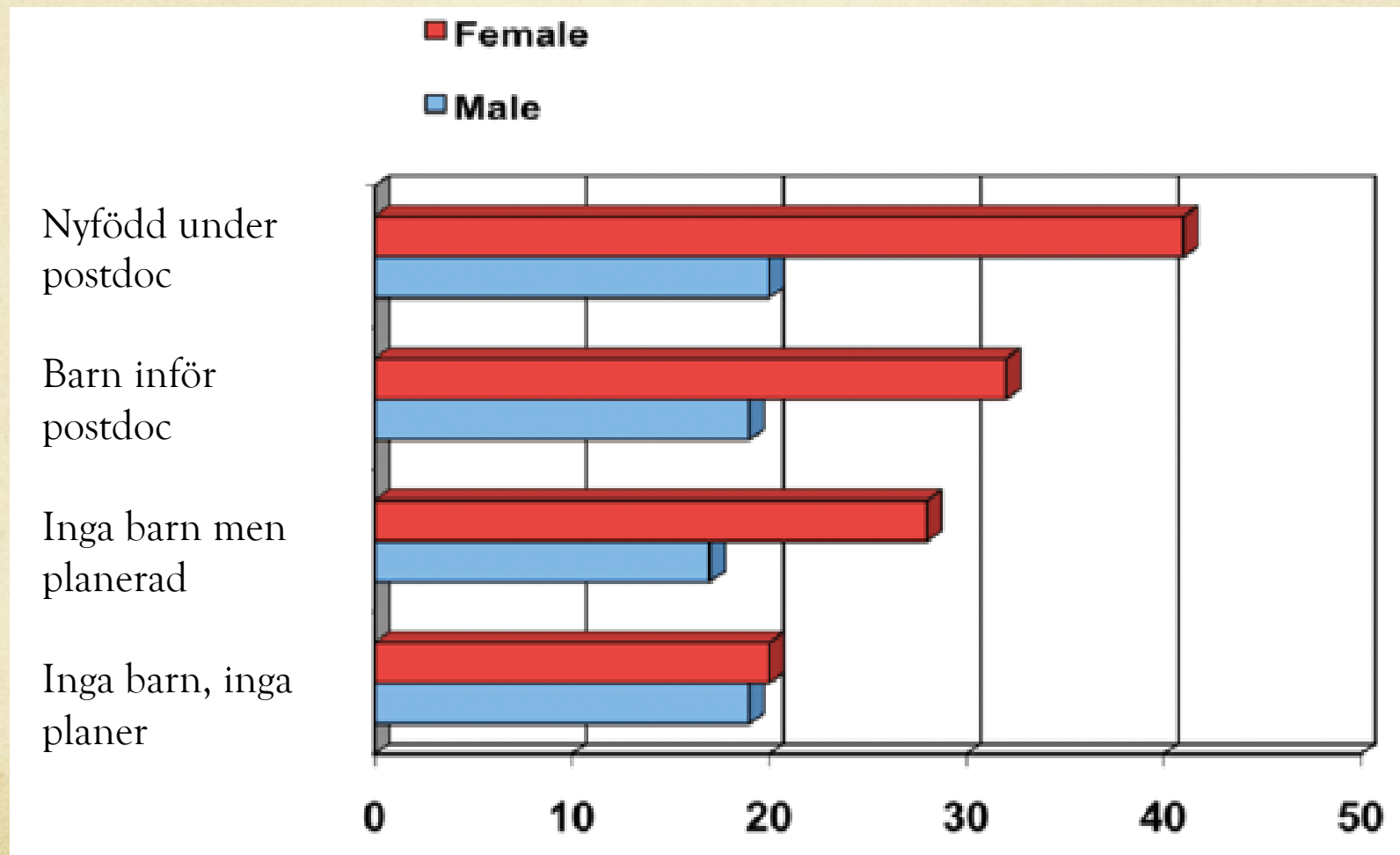
Uppmuntrar vi våra doktorander till att
fortsätta sin forskarkarriär?



Doktorandernas strävan efter en forskakarriär

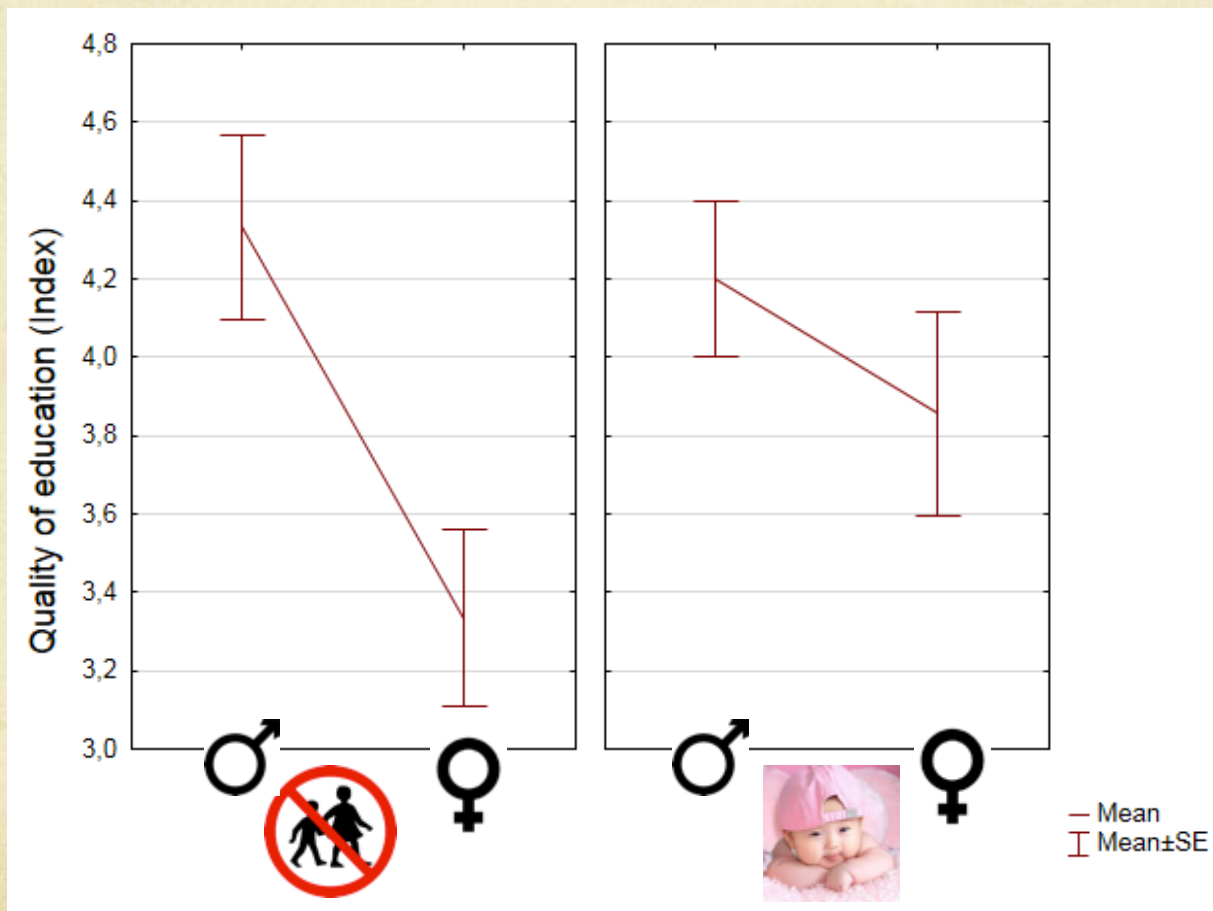


Unga forskare hoppa av

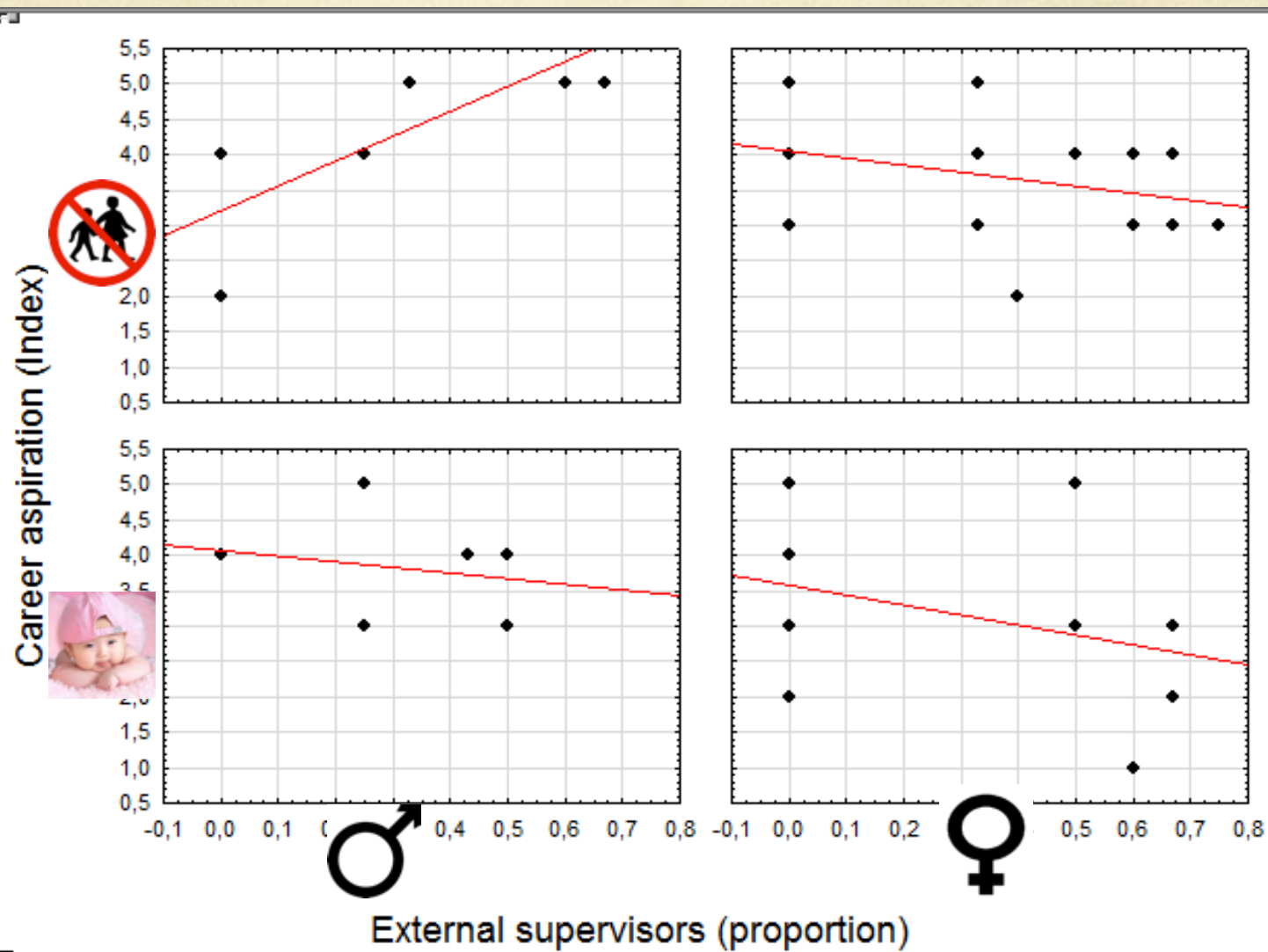


Goulden et al. 2009

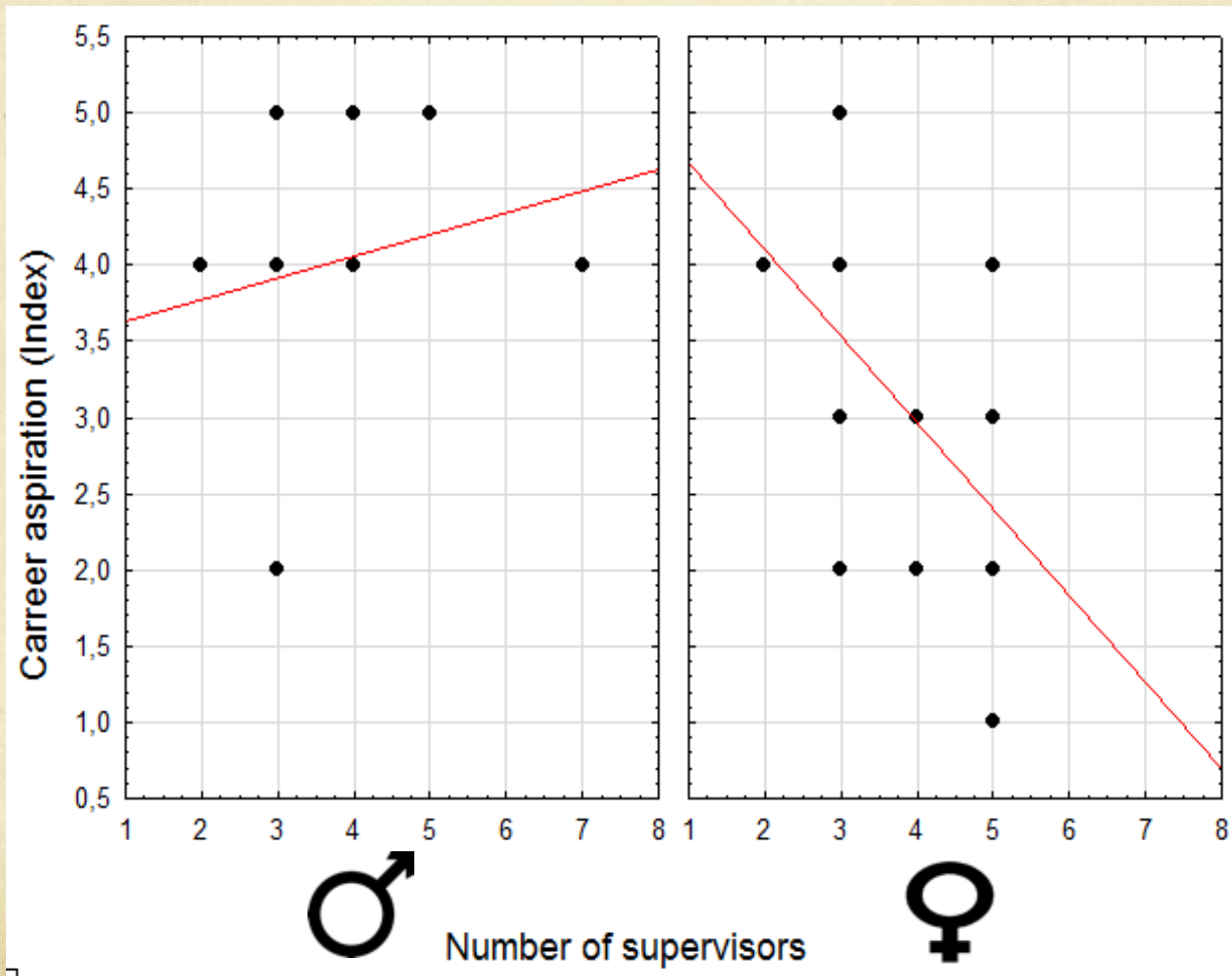
Forskarutbildningens kvalitet



Extern handledning



Antal handledare?



Hur kan vi bidra till att laga det läckande röret?

Använd system 2

Undvik intuition (Halo effekt)

Undvik grupper där en person dominerar

Skapar grupper med en hög grad av "social sensitivity" – mer kvinnor, mer diversitet!

Hur kan vi bidra till att laga det läckande röret?

Attraktiva anställningar tidigt i karriären

Tydligt karriärsystem

Uppmuntrar kvinnor!

Hur kan vi bidra till att laga det läckande röret?

Department of Ecology for equal opportunities Education

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1f Huru-phet
sight is righting

A NEW AGE OF DISCRIMINATION
the young for the old

CORPORATE
RECRUITER

STARTUP
RECRUITER

UNIB CHART

AGE DISCRIMINATION

Forskningspengar går oftare till män

Vetenskapsrådet fördelar årligen 6,4 miljarder. Rådets uppgift är att stödja de bästa forskarna, oavsett om de är kvinnor eller män. Men två nya rapporter har givit oss anledning att ifrågasätta om rådets nuvarande strategi verkligen främjar...

WWW.SVD.SE

58 people reached

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