

Invited Speakers & Session Chairs

- **Invited Speakers**

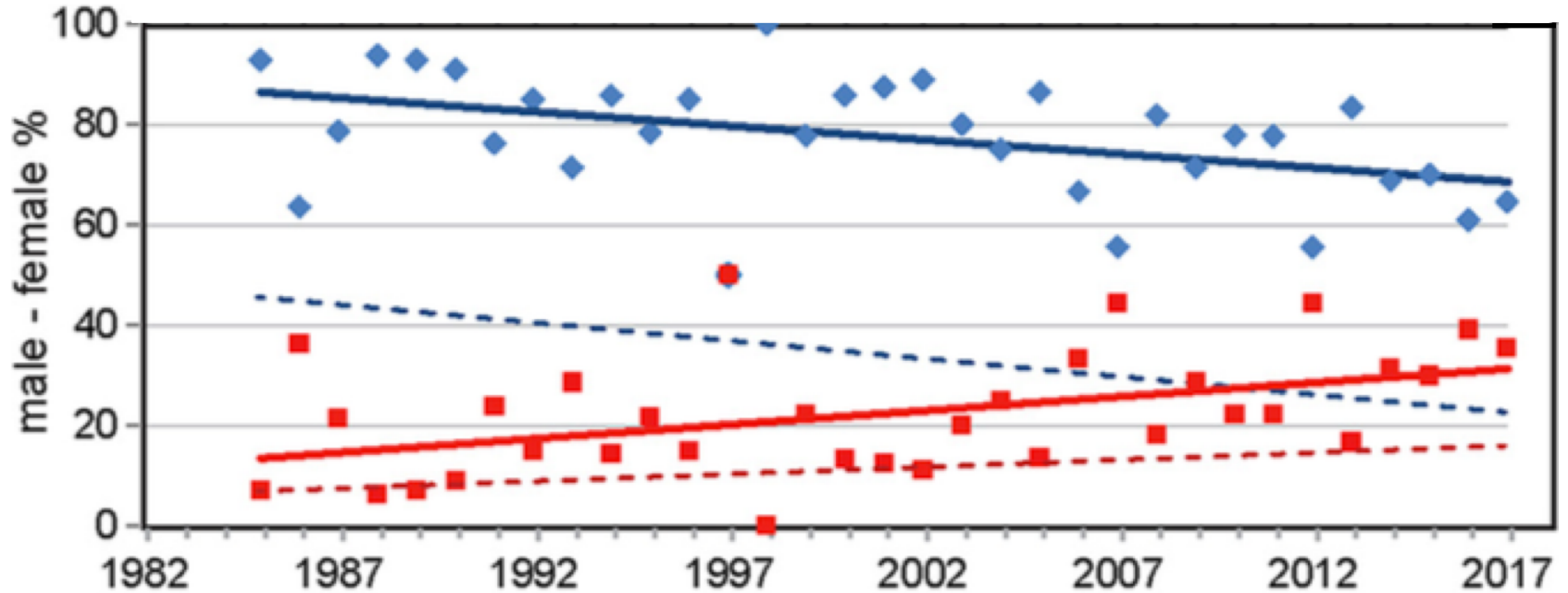
- Listed in program & on CV
- High visibility, helps professional advancement
- Important professional recognition

- **Session Chairs**

- Don't need to be as senior
- Also provides visibility
- Listed in program & on CV

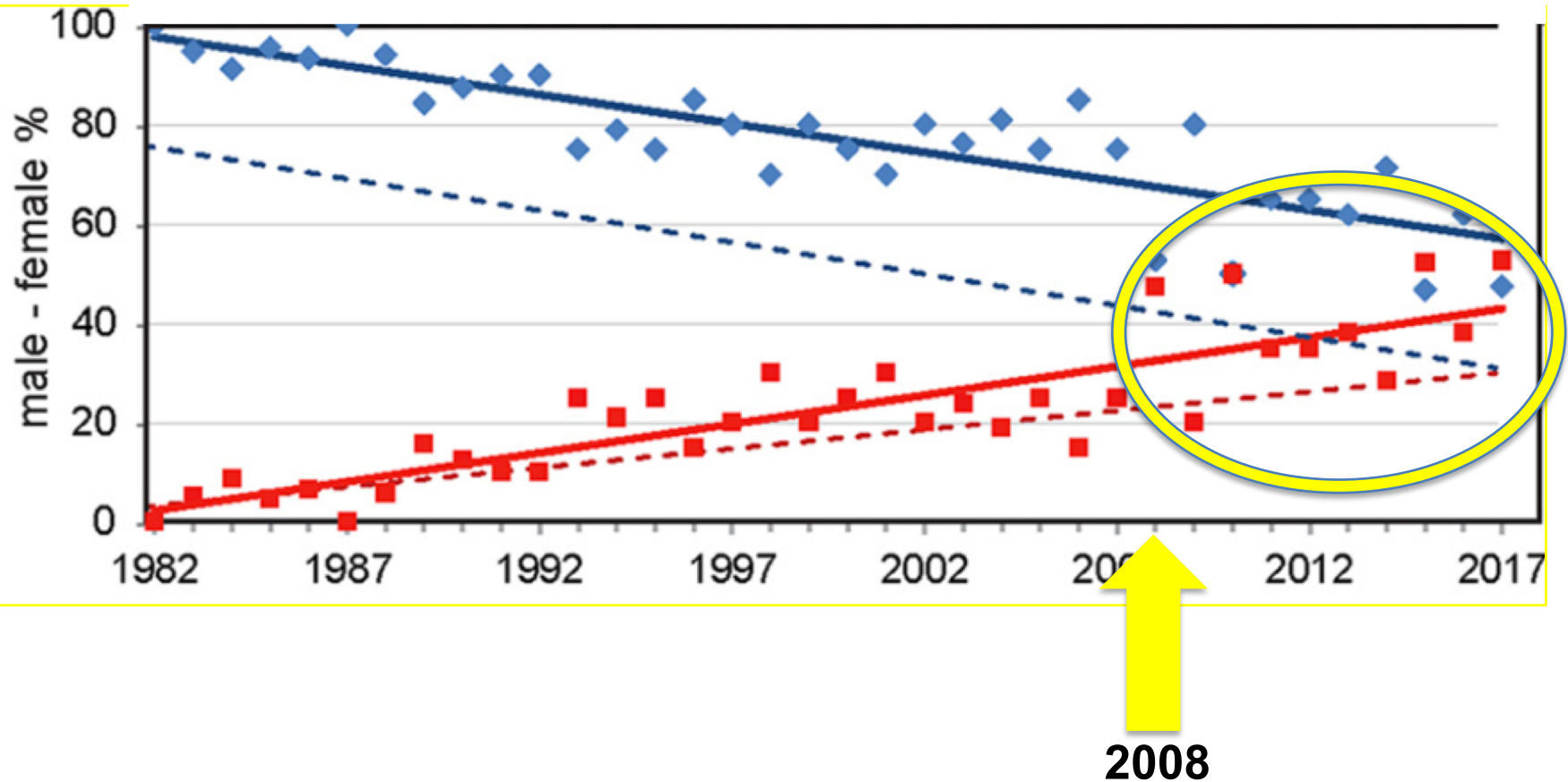
Invited Speakers – Virology Conference

RF Kalejta and A.C. Palmenberg, "Gender Parity Trends for Invited Speakers at Four Prominent Virology Conference Series," Journal of Virology, August 2017

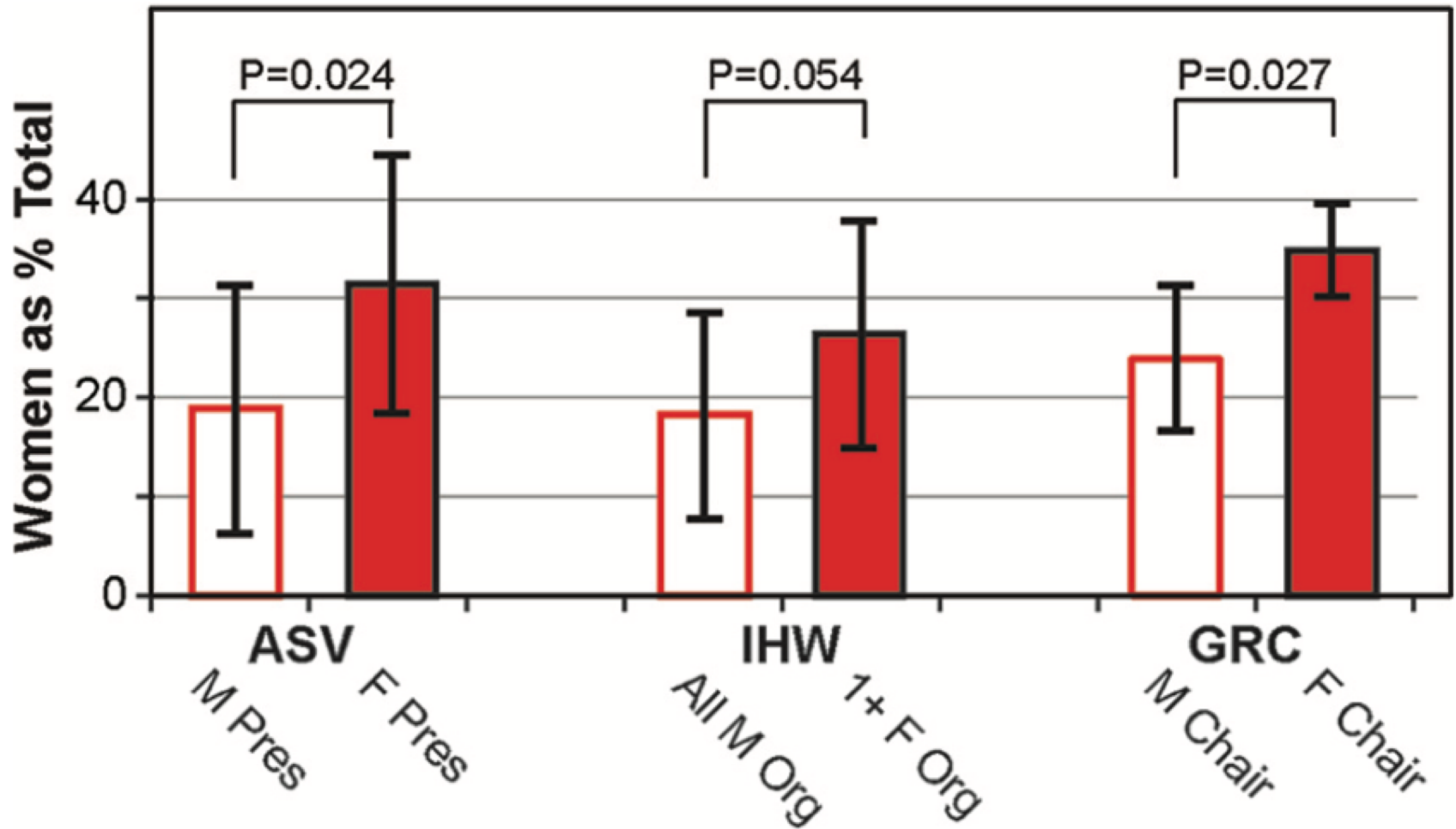


1. Bringing more first-time speakers is correlated with more women speakers

2. Capturing Data & Paying Attention is Correlated with Increased # of Women Speakers

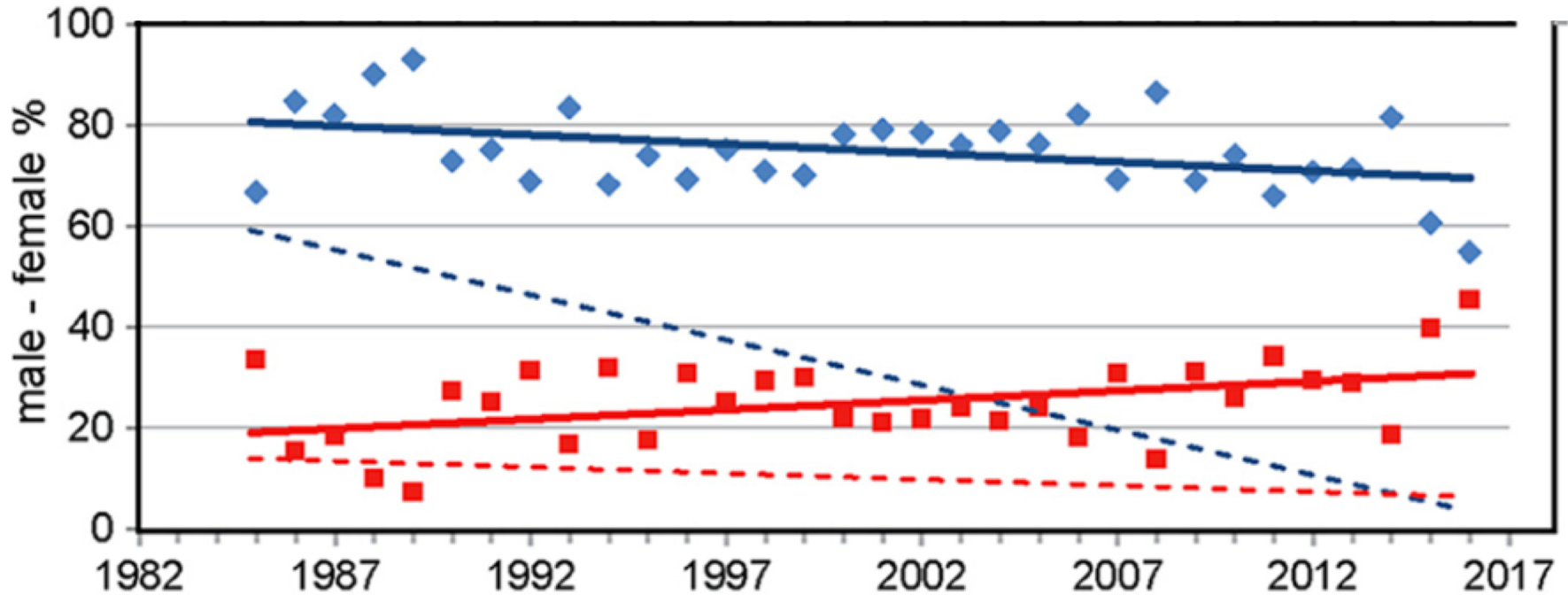


3. Having Women Organizers is Correlated with Increased # of Women Speakers



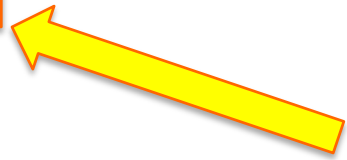
RF Kalejta and A.C. Palmenberg, "Gender Parity Trends for Invited Speakers at Four Prominent Virology Conference Series," *Journal of Virology*, August 2017

Session Chairs – Virology Conferences



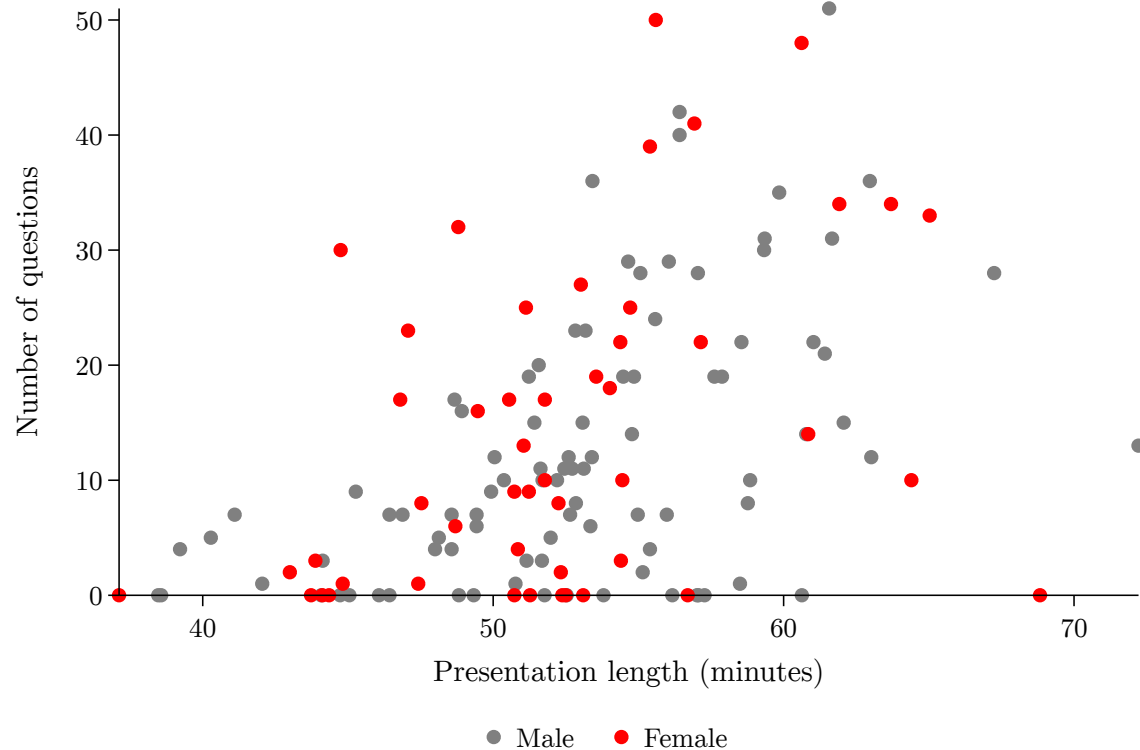
RF Kalejta and A.C. Palmenberg, "Gender Parity Trends for Invited Speakers at Four Prominent Virology Conference Series," Journal of Virology, August 2017

Recognition during Speaker Introductions

- Candidates interview for engineering faculty positions
 - **1-hour research seminar** open to faculty, students
-  **Job Talk**
- Are men and women introduced the same way?

My project did not start out that way...

- Questions and Interruptions during Job Talks
- 140 videos:
 - 91 men, 49 women
 - 2 universities, 6 engineering departments



Blair-Loy, Rogers, Glaser, Wong, Abraham, Cosman, "Gender in Engineering Departments: Are there Gender Differences in Interruptions of Academic Job Talks?," Social Science, 2017

Introductions: Research Awards

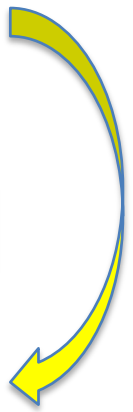
	Women	Men
Total # candidates	91	188
CV list research awards	65 (71%)	147 (78%)

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Video shows intro	55	120
Video shows intro & CV lists awards	37	97



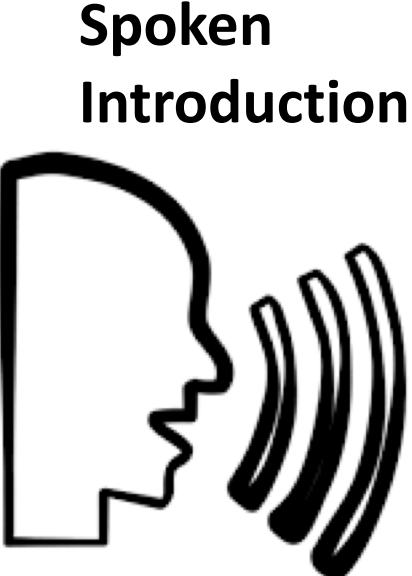
Introductions: Research Awards

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CV list research awards	65 (71%)	147 (78%)
Video shows intro	55	120
Video shows intro & CV lists awards	37	97
Intro mentions research award	12 out of 37 (32%)	53 out of 97 (55%)

From where does the Introducer choose words?

Candidate CV
Education
Awards
Papers

Introducer chooses words from CV



Candidate chooses words for flyer bio

FLYER

Talk Title
Name
Abstract:
Biography:
Degrees, awards...

Introducer chooses words from flyer bio

Flyers (1 department)

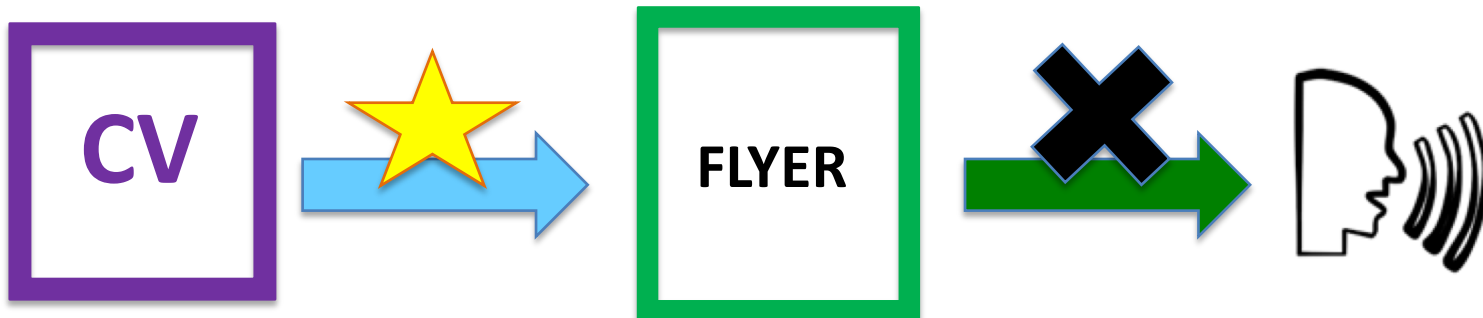
	Women	Men
Have research award on CV	8	29

Flyers (1 department)

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Have research award on CV	8	29
Also appears on flyer	7 (88%)	23 (80%)

Flyers (1 department)

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Have research award on CV	8	29
Also appears on flyer	7 (88%)	23 (80%)
Mentioned in intro	2 out of 7 (28%)	19 out of 23 (82%)

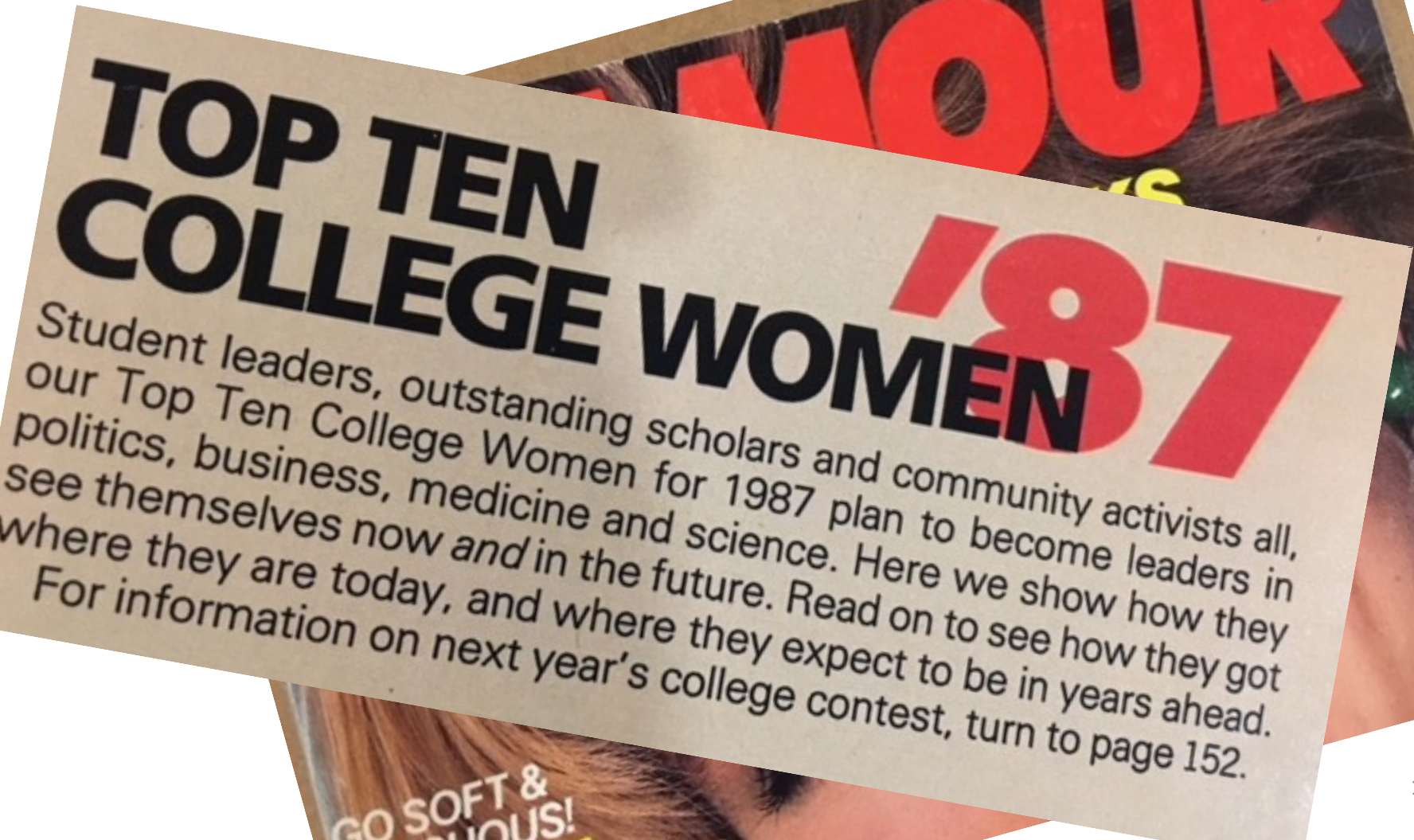


Introductions: Non-essential information

	Women	Men
Cases with Intro	55	120
Non-essential Information	17 (31%)	18 (15%)
Inappropriate Information	6 (35%)	1 (6%)

My Own Story of an Introduction...

- Stanford Biostatistics Colloquium, mid 1980s



Glamour, August 1987



PAMELA FELDMAN, '87
CALIFORNIA INSTITUTE
OF TECHNOLOGY



FUTURE BIOMEDICAL ENGINEER

RICK STRAUSS

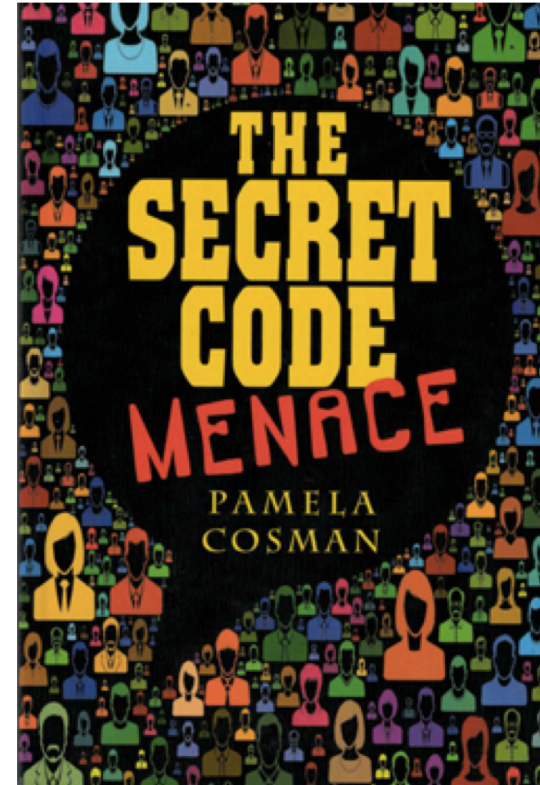
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Representation of Girls in a STEM Book

- Children's book (ages 9-11) that teaches a little about Electrical Engineering (error correction coding) through fiction
- *My attempt at social engineering:*
Both lead characters = girls
- *Publisher's idea of social reality:*
Don't even think about it

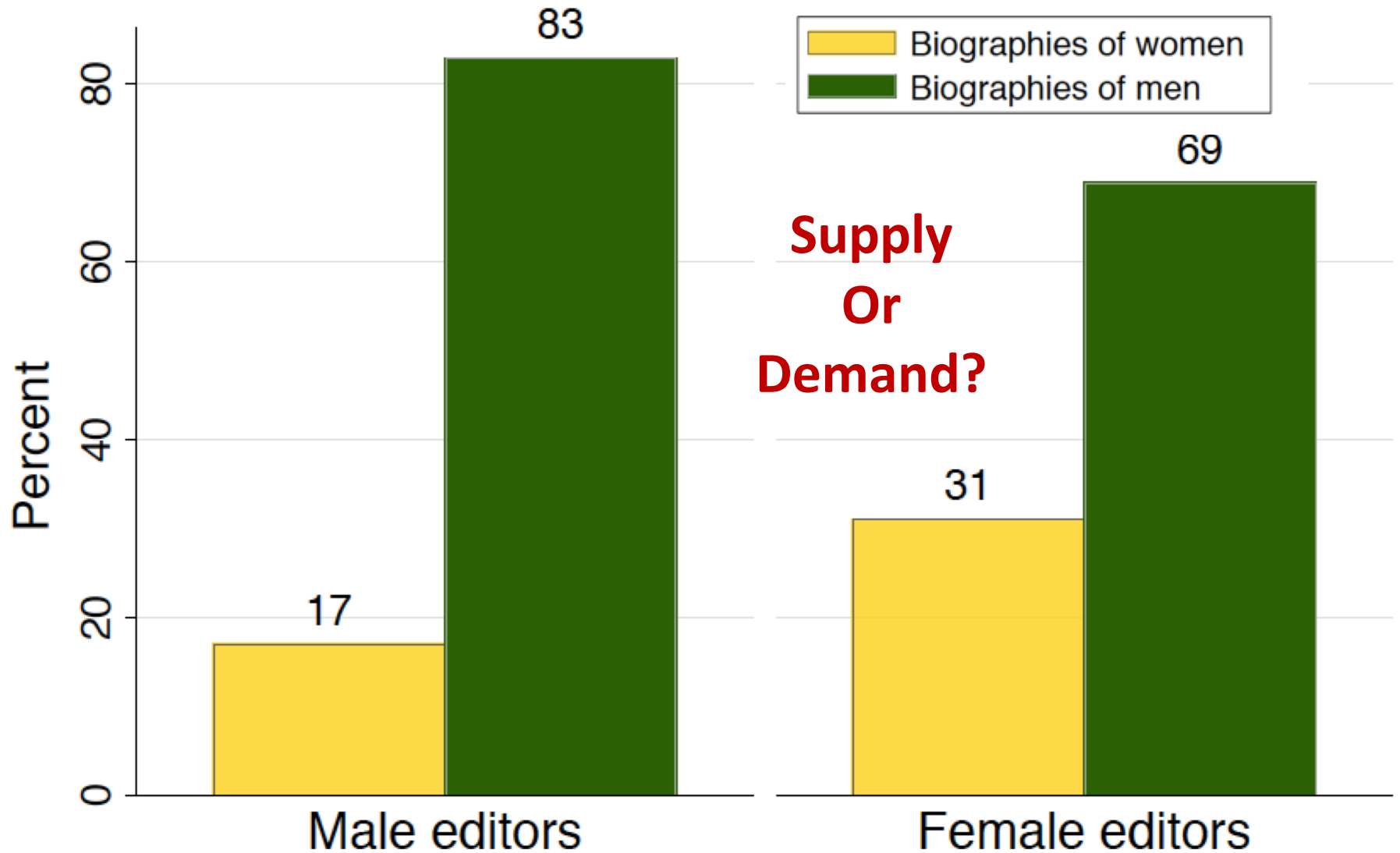
Delancey → Daniel



Wikipedia

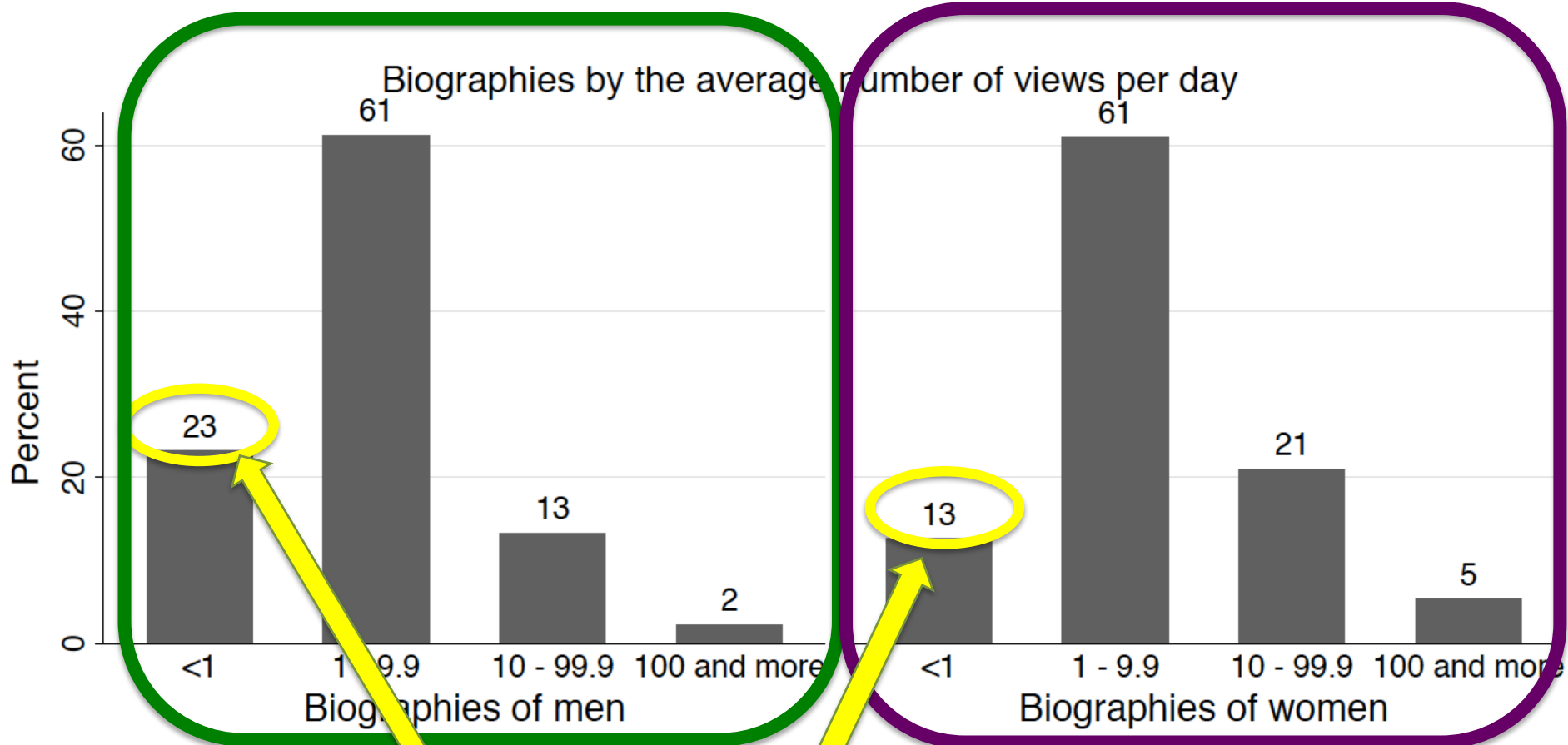
- 5th most popular web site
- 5.5 million articles in English
- 1.5 million are biographies
- 17% are about women
- https://en.wikipedia.org/wiki/Gender_bias_on_Wikipedia
- Lots of grammatical mistakes in this article... someone should edit it!
- Why so few biographies about women?
 - Only 8-16% of Wikipedia editors are female

Editors' contributions to biographies



Marit Hinnoaar, "Gender Inequality in New Media: Evidence from Wikipedia,"
Social Science Research Network, April 2019

Average # of views per day, by gender



Men's bios: 23% have zero views/day
Women's: 13% have zero

Last Thoughts

- The “Gender of Science” is a cultural construct that varies across
 - time
 - nations
 - socioeconomic levels
- Women in STEM get less recognition than men in many ways:
 - Awards
 - Invited speakers, session chairs
 - Introductions to technical talks
 - Wikipedia
- **Many things individuals can do to help**
- **Thank you for being here to edit Wikipedia!**