

# ARE WE REACHING GENDER PARITY AMONG PALAEOLOGY AUTHORS?

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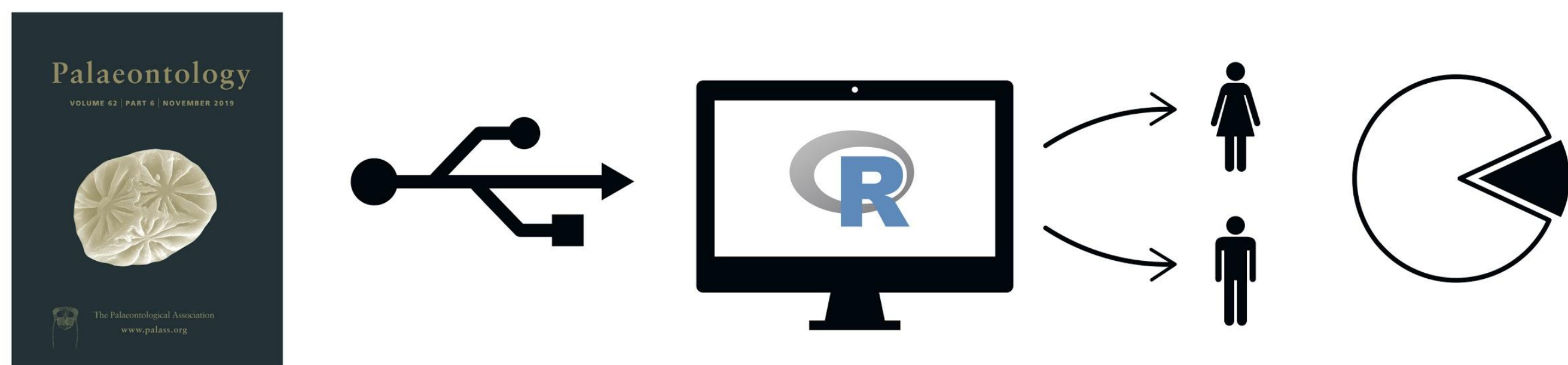


## Summary

We examine whether the proportion of women publishing in palaeontology is approaching parity, using data from the journal *Palaeontology* as a proxy for the discipline. We find that **<20% of authors are women**, and perhaps more surprisingly, insubstantial increase in the proportion of women contributing to the journal over the past 20 years. We provide recommendations to help improve representation of women and other underrepresented groups in palaeontology.

## Data and Methods

- Author information downloaded from *Palaeontology*
- Gender predicted based on first names
- Names that could not be assigned ♂ or ♀ above the 80% confidence level treated as “unknown”
- All code available to reproduce figs. available online

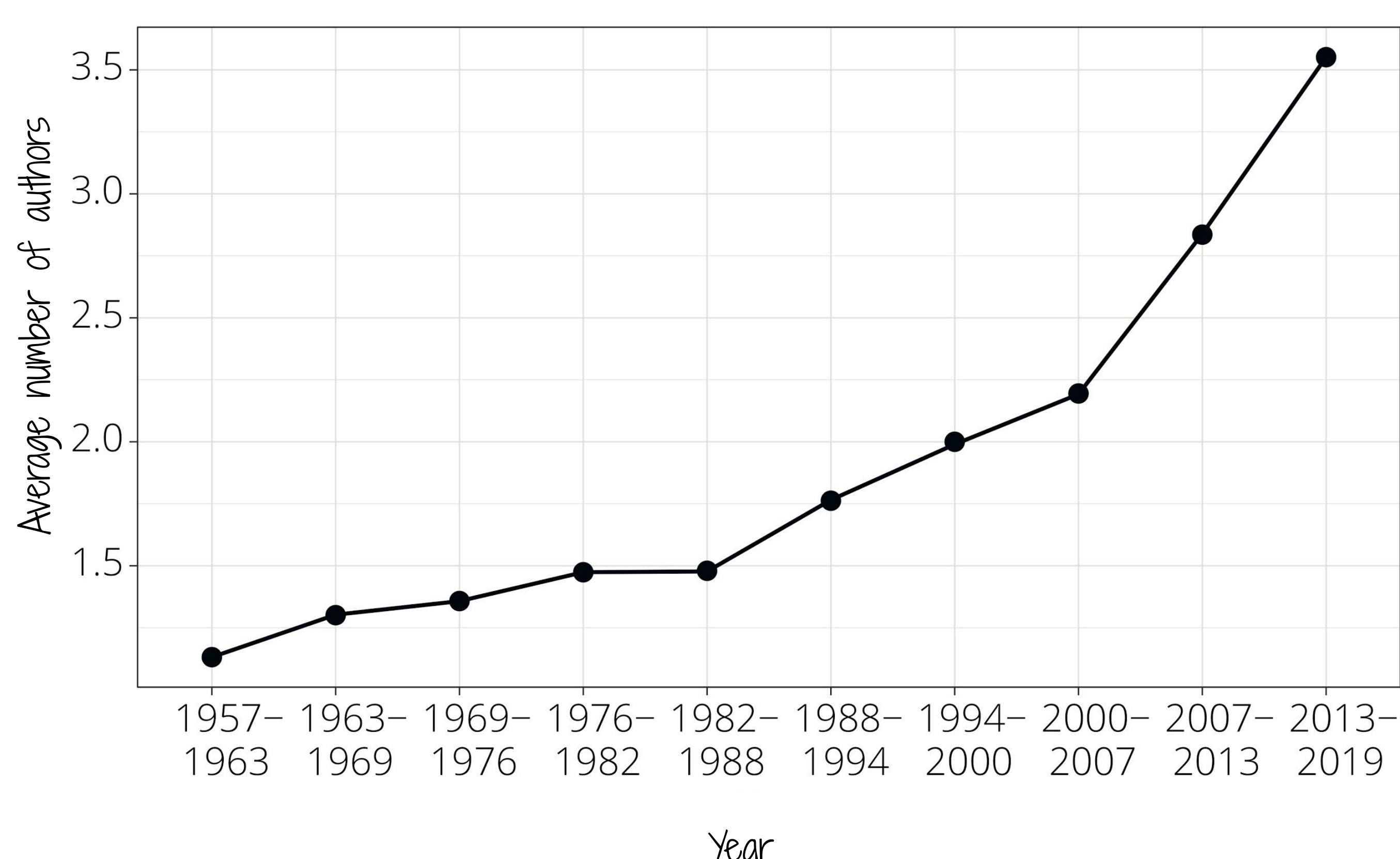


## Caveats

- Many unknowns attributed to first names = initials
- Name data biased towards N America and Europe
- Binary perspective of gender
- Other aspects of diversity not considered

## Results

Articles with NO women are decreasing... but no. of authors per article is also increasing



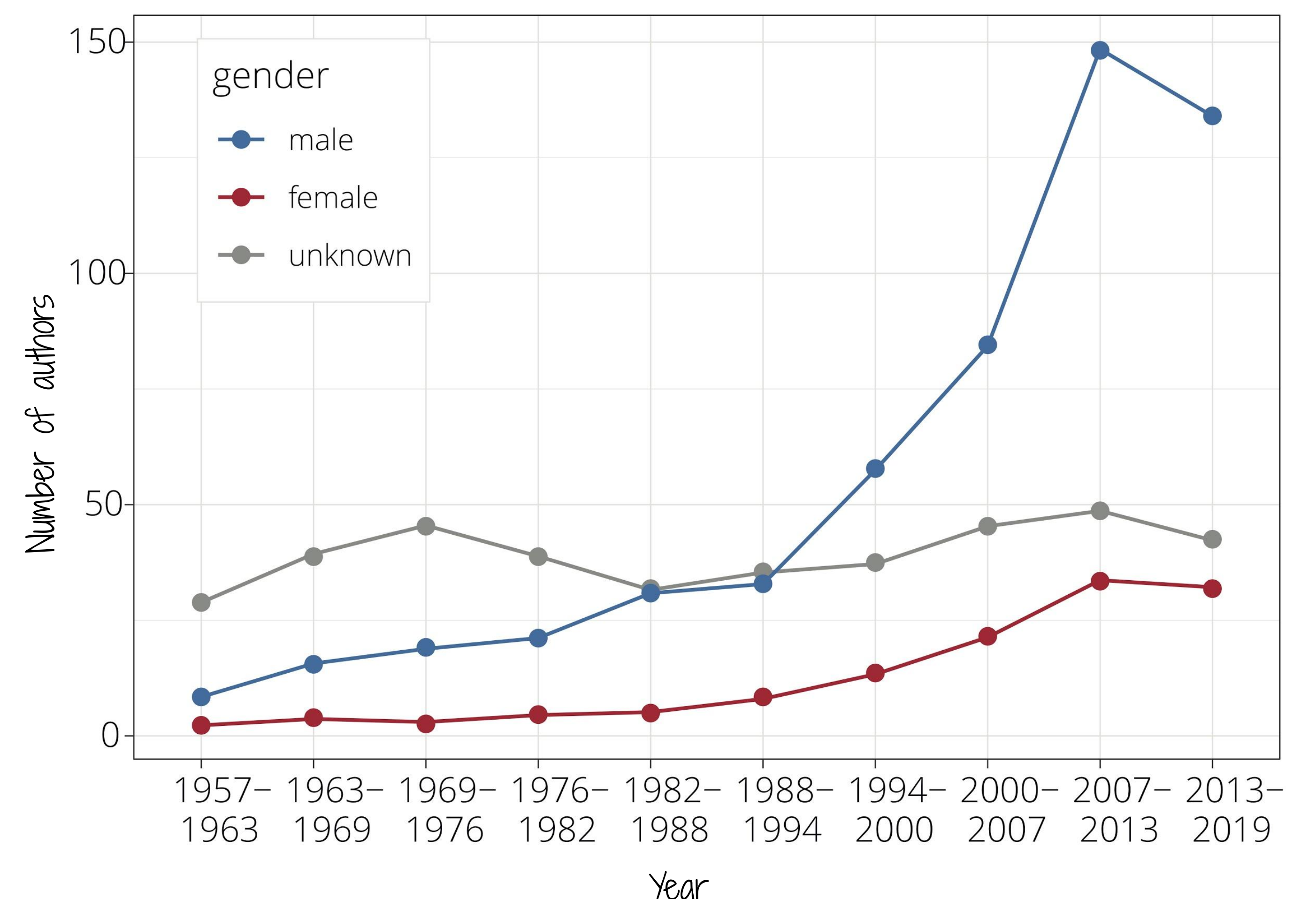
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**Code + data**

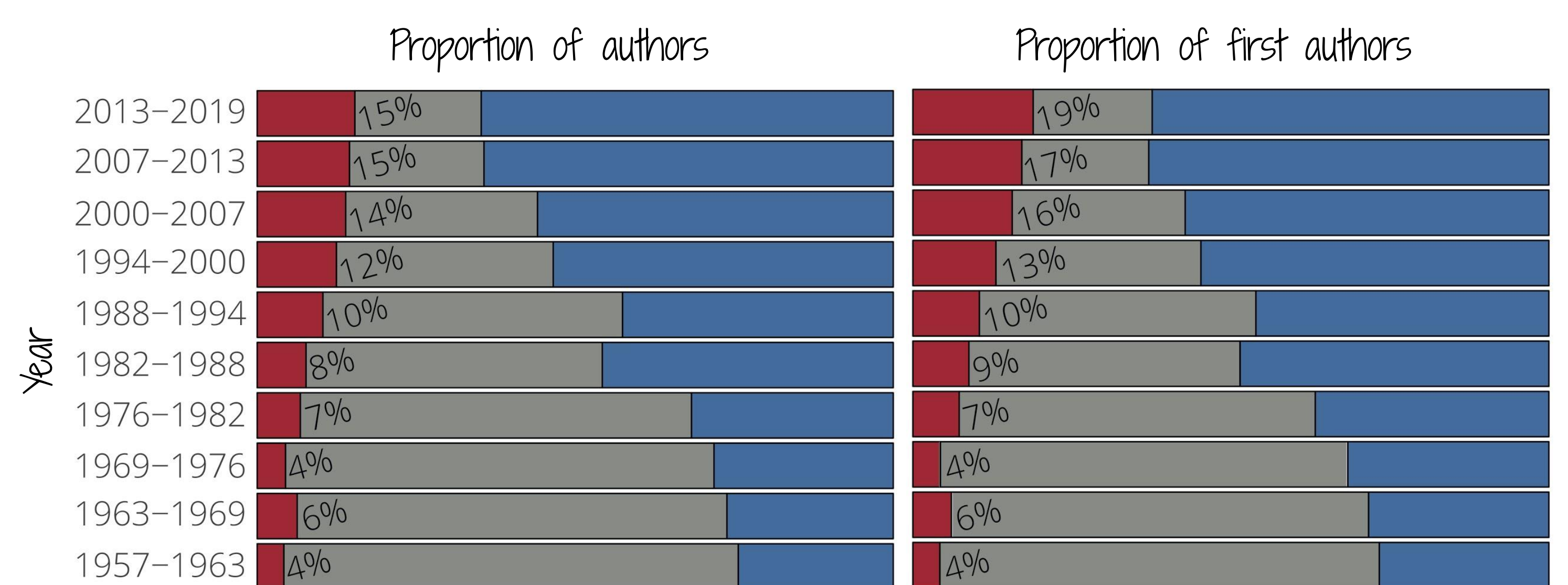


**Further reading** 1. Grogan 2019. How the entire scientific community can confront gender bias in the workplace. *Nature Ecology & Evolution*. 2. Clancy et al. 2017. Double jeopardy in astronomy and planetary science: Women of color face greater risks of gendered and racial harassment. *Journal of Geophysical Research*.

There is a HUGE increase in Palaeontology authors



The % of ♀ authors is rising... how long until we reach 50%?



## What next?

Take diversity issues seriously

Underrepresented groups currently do the majority of diversity work<sup>1</sup>. Get involved! Ask what is needed.

Involve more women + minorities in publishing

Think about who you invite to collaborate, review, edit. Acknowledge and cite their contributions.

Actively promote underrepresented groups

Consider diversity when you organise **any** event or make suggestions for seminars, working groups, meetings, fieldwork, awards, promotions or hiring.

Collect relevant data + different perspectives

Keep track of relevant data. Make it easier to collect. Monitor participation. Engage with individuals from underrepresented groups.

Be aware of intersectionality

Belonging to more than one underrepresented identity makes it even more challenging to succeed in science<sup>2</sup>.