Inclusion in academia: The facts

YAG ECR Lunch
An inclusive research culture is key to make optimal use of potential talent.
The Netherlands has the lowest percentage (25.4%) of women in research out of 28 EU-countries.

Only 5 other EU-countries have a lower percentage of women full professors.

The Netherlands scores low on perceived inclusiveness in comparison to reference countries according to a recent in-depth analysis by the Dutch Royal Academy of Arts and Sciences (KNAW).

While there is ample data on the representation of women in research, information on the numerical representation of ethnic minorities in research and in academia is difficult to collect and to find, partly due to privacy regulations.
Groningen

We are not doing well: numbers from 2018 (LNVH)
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We are not doing well: numbers from 2018 (LNVH)
Academic Pipeline (SBE Maastricht)
We're not alone in not doing well

Public sector organizations

• Police force
  • Whistleblowers Carel Boers & Fatima Aboualla

• Universities nationally and internationally
  • Gender Summit (October 2019)
  • Special issue The Lancet (February 2019)

• Public administration (Foley & Williamson, 2018)
We're not alone in not doing well

Private sector organizations

Reasons for not doing well (yet):

- Radical change of academic culture is needed
- Strong and inclusive leadership is missing
- Meritocracy is not meritocratic
- Old boys network
- Inadequate response to complaints by universities
Radical change of academic culture is needed

- Naomi Ellemers (Gender Summit):
  - Academic culture is white & male
  - No room for diversity
Radical change of academic culture is needed

• LNVH report “Harassment in Dutch Academia” (Naezer et al., 2019)

• Highly hierarchical, competitive, and individualistic culture causes many of the problems
  • Dependence on superiors
  • Self-silencing
  • Stardom of individuals who appear to stand above moral conduct
Strong and inclusive leadership is missing

• Stephen Curry, Imperial College
  “Leadership is absolutely crucial for equality, diversity, and inclusion: A premium must be on put on people management skills – you cannot become a Dean or Head of department if you can’t show us your people skills!”

• But: SBE good example!

Professor Peter Møllgaard, Dean SBE Maastricht Confronts Head of Departments with their gender bias
Meritocracy is not meritocratic

• Huge body of research shows that meritocracy (the belief in objective, gender-neutral evaluation criteria) is a myth: women are held to different standards, have to work harder, and get less than men

• Women academics have to work harder for the same promotion and are not credited the same as men for the same performance (Hengel, 2017; Heilman, Manzi & Caleo, 2019; Sarsons, 2017)

• Gendered selection and promotion of professors in The Netherlands (van den Brink, 2012)

• Managers’ recognition of bias does not translate into support for affirmative action, which is seen by many managers to be an unacceptable violation of merit (Foley & Williamson, 2019)
Informal networks

• Limited access to crucial knowledge about the organization seriously limits access to important resources for those excluded from informal networks

• Homophily leads to reproduction of networks (“cloning” new members, e.g. by hiring own PhDs), as only people similar to those in the network are deemed trustworthy → excludes women and foreigners

• Women see networking as a taboo trade-off: exchanging personal relationships for benefits is seen as not done (Greguletz, Diehl, & Kreutzer, 2019)
Inadequate response to complaints

- Failure of universities to enforce code of conduct and zero tolerance statements
- Victims of harassment often bullied further

Dr. Marieke Naezer
Independent Gender Expert & Researcher

Dr. Fredrik Bondestam,
Director of the Swedish Secretariat for Gender Research at the University of Gothenburg
Inadequate response to complaints

- Often leads to further victimization (Naezer et al., 2019)
  - Self-silencing (LNVH rapport)
  - Being silenced by supervisors, colleagues, and HR (Fernando & Prasad, 2018; Hoepner, 2019; Romani, Holck, & Risberg, 2019)
- Problem also acknowledged in private sector
  - Attribution to lack of policy
Inadequate response to complaints

• Massive **underreporting** is a problem (Bondestam, 2019)

• National-level reports appear because **universities suppress** their individual reports

• “Existing policy does not decrease the prevalence of sexual harassment, there is no data to support that. We need to start making policies based on the needs of the victims.”
What can we do to go from diversity to inclusion?

• Radical change of academic culture, including the old boys network’s exclusive access to crucial information and evaluation criteria that are only ostensibly based on merit

• Strong and inclusive leadership

• Adequate complaint management by universities

• Solidarity
  • Support each other
  • Document the unreported, be persistent
  • Change the little things (manels)
  • Get male change champions on board
  • Don’t leave!
Concluding quotes from Gender Summit

Lisa Harvey Smith, Astrophysicist & First Women in STEM ambassador of the Australian Government

**Gender equity is not rocket science: it’s much harder than that.***

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Stop fixing women.

Stephen Curry, Assistant Provost for Equality, Diversity and Inclusion at Imperial College London

**Words were a good start – now it’s time for action.**