

Panelists:

Robert Greenlee

Tracy Lieu

Karen Margolis

Lucy Savitz

Gregory Simon

Claudia Steiner

Moderators:

Aruna Kamineni

Suma Vupputuri

Women in Research: *Best Practices and Changes Needed to Promote Gender Equity*

April 8, 2019

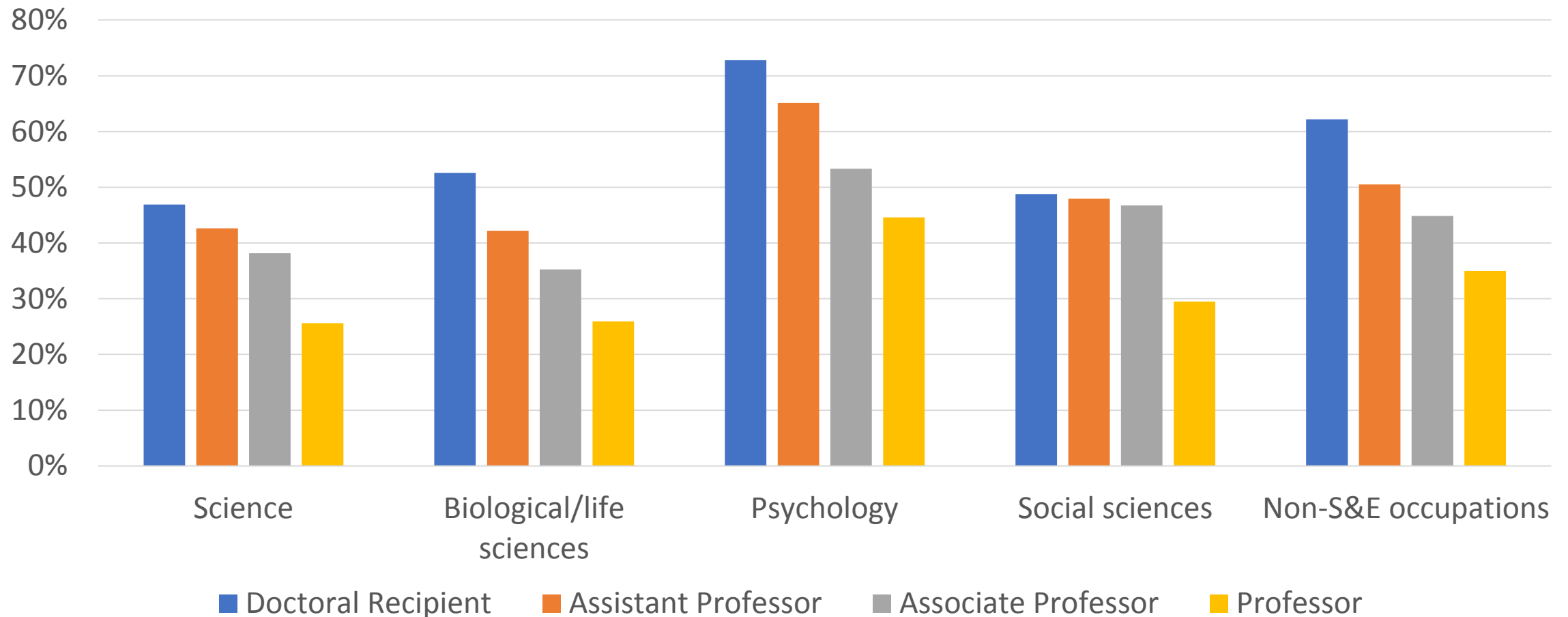
25th HCSRN Conference | Portland, OR

“Gender equality ... does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.”

– ABC Of Women Workers’ Rights And Gender Equality, International Labour Organization, Geneva, 2000

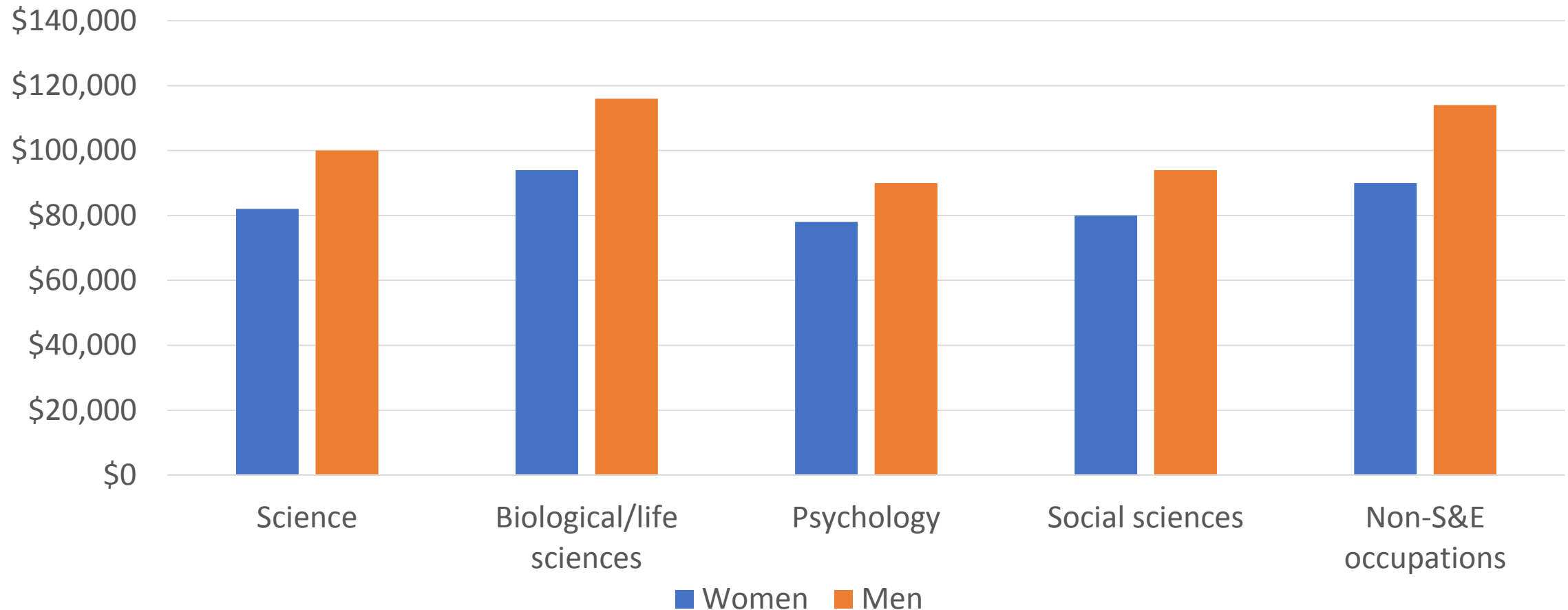
National Science Foundation 2019 Data

Proportion of Women Doctoral Recipients (2016) and Faculty by Rank (2017)



National Science Foundation 2019 Data

Median Annual Salary of Doctoral-Level Scientists Employed Full-Time by Gender (2017)



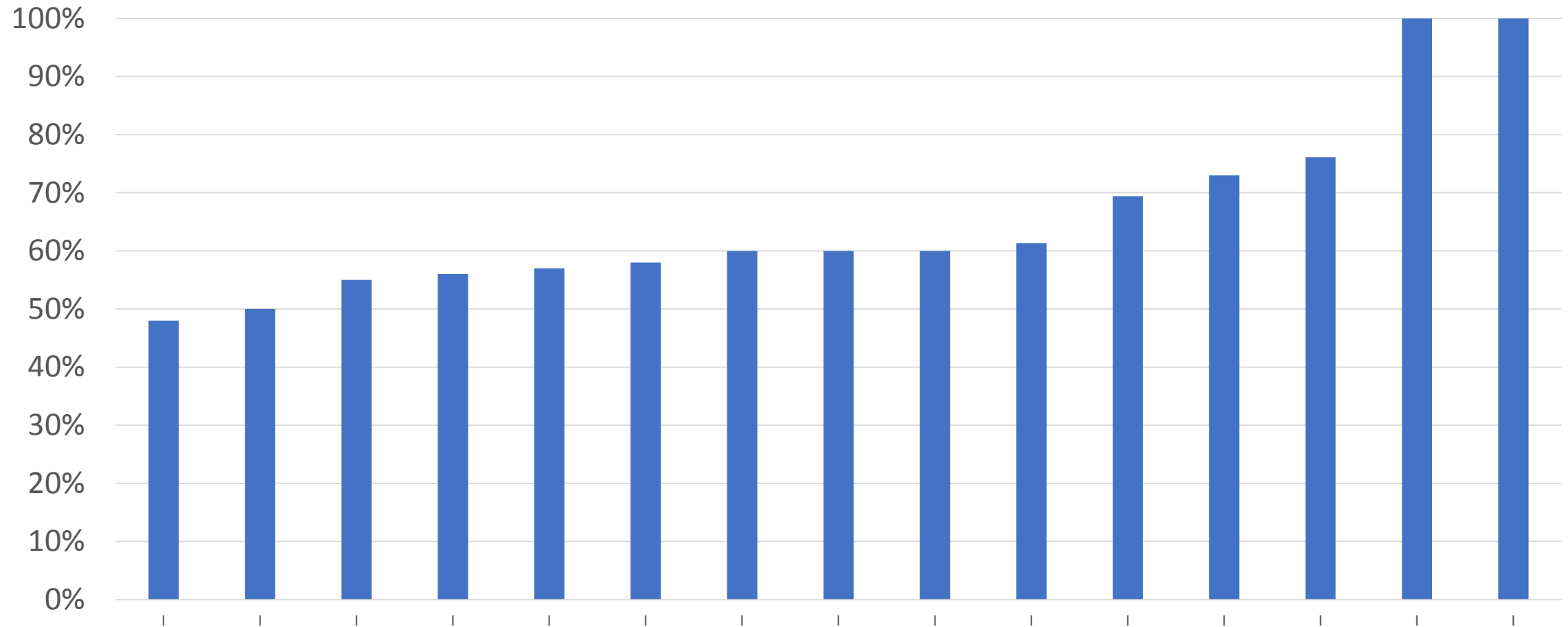
Data Request:

1. Identify all research faculty/scientists as of December 2018
 - Include only faculty with $\geq 50\%$ research effort
 - Include biostatistician investigators (but not consultants)
2. Identify faculty/scientists by rank
 - Group by junior, mid, or senior levels
3. Provide gender distribution of faculty/scientists, overall and by rank

Response Proportion: 83% (15/18)

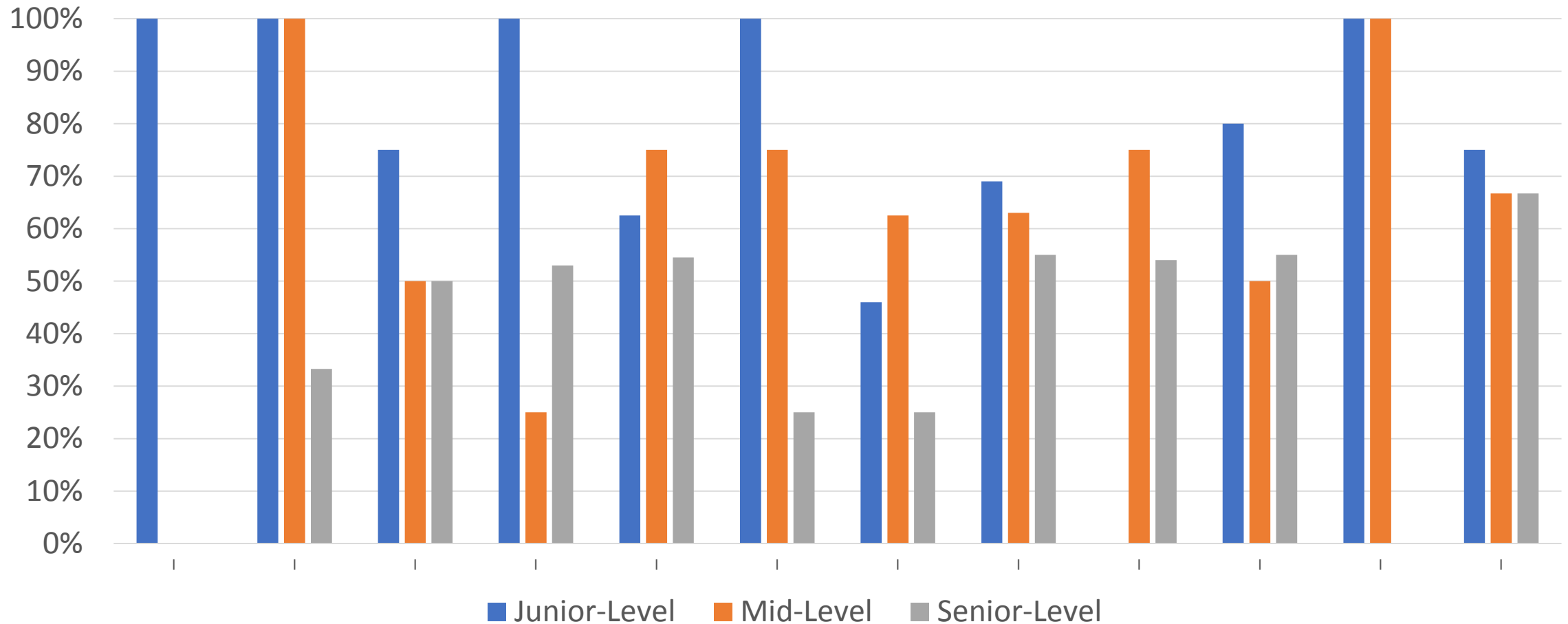
HCSRN Survey Results (n=15)

Proportion of Women Research Faculty/Scientists by HCSRN Member Organization



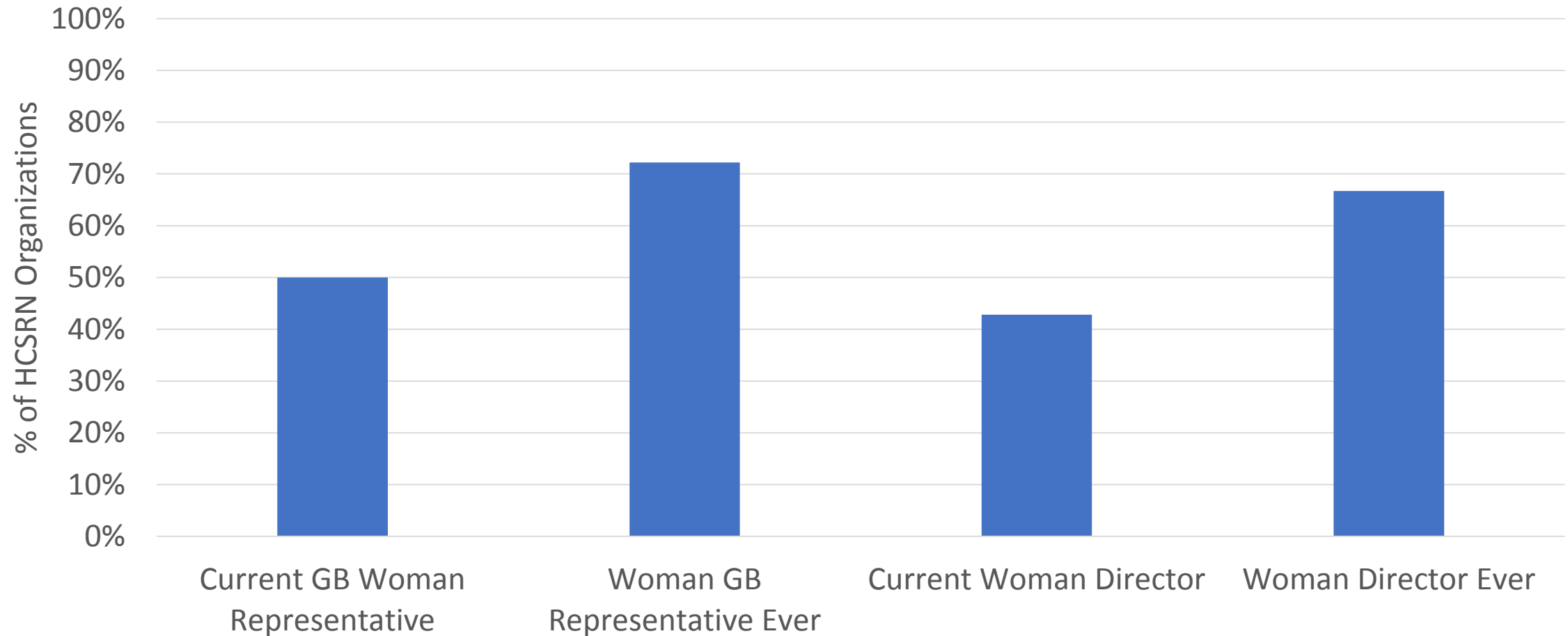
HCSRN Survey Results (n=12)

Proportion of Women Research Faculty/Scientists by HCSRN Member Organization by Rank



HCSRN Survey Results (n=18)

Leadership Representation Across HCSRN Member Organizations



How Do We Make Progress?

Equality



Equity



Justice



Questions for Panelists

1. In your experience, what are organizational practices that have helped to ensure gender equity in hiring, promotion, and pay?
2. How has your perspective on the above been shaped by observations or experiences in your past?
3. In your leadership role, please highlight any challenges/barriers you have encountered or anticipate encountering for implementing organization-level changes to promote gender equity.

Conclusions

- Initiating this conversation to address gender equality at the organizational level is important and timely
- HCSRN demonstrates good representation of women researchers at junior levels, but less so at senior levels
- Panelists highlighted structural and cultural issues related to gender equity and identified opportunities and challenges to promote organizational change

Key Next Steps

- Report on panelists remarks and themes that emerged from the discussion
- Conduct a survey of HCSRN researchers
- Conduct a survey of HCSRN Directors/Leaders
- Continue the conversation on equity, inclusion, and diversity at HCSRN 2020

Acknowledgements:

Panelists

HCSRN Governing Board

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HCSRN Governing Board, 2018