

## **Resources on gender equality in science, higher education and research**

### Web portals and online tools

**AAUW (American Association of University Women) The STEM gap. Women and Girls in Science, Technology, Engineering and Math** <https://www.aauw.org/resources/research/the-stem-gap/>

**EIGE (European Gender Equality Institute) Gender mainstreaming toolkit for academia and research**

<https://eige.europa.eu/gender-mainstreaming/toolkits/gear>

**EIGE Gender budgeting toolkit**

<https://eige.europa.eu/publications/gender-budgeting-step-step-toolkit>

**Gendered Innovations in Science, Health & Medicine, Engineering, and Environment portal**

<https://genderedinnovations.stanford.edu/>

**Gender in SITE (Science, Innovation, Technology and Engineering)**, a programme unit of UNESCO hosted by The World Academy of Sciences (TWAS). <https://genderinsite.net/>

**GENPORT portal. Community sourced internet portal on gender and science**

<https://www.genderportal.eu/>

**GENSET Recommendations for Actions on the Gender Dimension in Science,**

[https://gender-summit.com/images/genSET Recommendations for Action on the Gender Dimension in Science.pdf](https://gender-summit.com/images/genSET_Recommendations_for_Action_on_the_Gender_Dimension_in_Science.pdf)

Lindberg, Malin (2019) *Digitala verktyg för jämställdhet och inkludering*. Luleå tekniska universitet. [https://www.ltu.se/cms\\_fs/1.185681!/file/Digitala%20verktyg%20fo%CC%88r%20ja%CC%88msta%CC%88ldhet%20och%20inkludering.pdf](https://www.ltu.se/cms_fs/1.185681!/file/Digitala%20verktyg%20fo%CC%88r%20ja%CC%88msta%CC%88ldhet%20och%20inkludering.pdf)

**Jämställ.nu** Swedish Gender Equality Authority (Jämställdhetsmyndigheten, JÄMY) portal <https://www.jamstall.nu/>

**The Yesway** – jämställt och inkluderande innovationsfrämjande [www.theyesway.se](http://www.theyesway.se)

## Statistical and other public reports (Swedish, Nordic, European)

Andersson, J., Han Berg, C. & Kolm, C. (2012) Jämställdhetsobservationer i fyra beredningsgrupper vid Vetenskapsrådet 2011. *Vetenskapsrådets lilla rapportserie* 3: 2012.

Ahlqvist, V., Andersson, J., Söderqvist, L. & Tumpane, J. (2015) En jämställd process? – en kvalitativ undersökning av bedömningen av forskningsbidragsansökningar 2014. *Vetenskapsrådets rapporter* 2015.

Bergman, S. & Rustad, L. (2013) *The Nordic region – a step closer to gender balance in research? Joint Nordic strategies and measures to promote gender balance among researchers in academia*. Nordic Council of Ministers, TemaNord 2013:544.

European Commission (2019): *She Figures 2018*. [https://ec.europa.eu/info/publications/she-figures-2018\\_en](https://ec.europa.eu/info/publications/she-figures-2018_en)

European Commission (2017) *Implicit Gender Biases During Evaluations: How to Raise Awareness and Change Attitudes?* Workshop Report, Brussels, 30-31 May, 2017.

[http://ec.europa.eu/research/swafs/pdf/pub\\_gender\\_equality/report\\_on\\_implicit\\_gender\\_biases\\_during\\_evaluations.pdf](http://ec.europa.eu/research/swafs/pdf/pub_gender_equality/report_on_implicit_gender_biases_during_evaluations.pdf)

European Commission (2009) *Women in Science and Technology. Creating Sustainable Careers*. Luxembourg: Publications Office of the European Union.

[https://www.genderportal.eu/sites/default/files/resource\\_pool/wist2\\_sustainable-careers-report\\_en.pdf](https://www.genderportal.eu/sites/default/files/resource_pool/wist2_sustainable-careers-report_en.pdf)

European Commission (2004) (Addis, E. & Brouns, M., ed.) *Gender and Excellence in the Making*. Luxembourg: Publications Office of the European Union.

[https://www.researchgate.net/publication/258050514\\_Gender\\_and\\_Excellence\\_in\\_the\\_Making](https://www.researchgate.net/publication/258050514_Gender_and_Excellence_in_the_Making)

Jämställdhetsmyndigheten (2020) *Jämställdhet i akademien*.

<https://www.jamstalldhetsmyndigheten.se/jamstalldhet-i-akademien-20206>

LERU (League of European Research Universities) (2018) Implicit bias in academia: a challenge to meritocratic principle and women's careers – and what to do about it. *LERU Advice Paper 23*: 2018.

<https://www.leru.org/files/Women-Research-and-Universities-Excellence-without-Gender-Bias-Full-paper.pdf>

LERU (League of European Research Universities) (2015) Gendered research and innovation. Integrating sex and gender analysis into the research process. *LERU Advice Paper 12*: 2015.

<https://www.leru.org/files/Gendered-Research-and-Innovation-Full-paper.pdf>

Royal Society (2015) Understanding unconscious bias briefing. <https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/>.

SOU 2011:1. *Svart på vitt – om jämställdhet i akademien. Delegationen för jämställdhet i högskolan*, slutbetänkande.

Stening, Eva (2020). Uppföljning av rekryteringsmål för professorer 2017–2019. Universitetskanslersämbetet.

<https://www.uka.se/download/18.224b0bb7171ac322a8ee693/1591250510175/rapport-2020-06-04-Uppf%C3%B6ljning%20av%20rekryteringsm%C3%A5l%20f%C3%B6r%20professorer%202017-2019.pdf>

Söderqvist, L., Baard, P., Hellström, A. & Kolm. C (2017) En jämställd process – jämställdhetsobservationer i Vetenskapsrådets bedömningsgrupper 2016. Stockholm: Vetenskapsrådet.

UKÄ (Robin Moberg, Ellinor Alvesson) (2020) Bedömning av jämställdhet i forskarutbildningar. En analys av metod och resultat i UKÄ:s utvärderingar, *UKÄ Rapport 2020:04*.

<https://www.uka.se/download/18.5ace3eaf170f3903c053d87/1585574714868/rapport-2020-03-30-Bed%C3%B6mning%20av%20j%C3%A4mst%C3%A4lldhet%20i%20forskarutbildningar.pdf>

UKÄ: Kvinnor och män i högskolan. *UKÄ Rapport 2016:16*.

<https://www.uka.se/download/18.5d85793915901d205f9a852/1487841854015/rapport-2016-10-14-kvinnor-och-man-i-hogskolan.pdf>

## Research literature

Al-Gazali, L., Valian, V., Barres, B., Andrei, E. Y., Wu, L. A., Moss Racusin, C., Handelsman, J & Husu, L. (2013) "Laboratory life: Scientists of the world speak up for equality", *Nature*, 495(7439), 35-38.

Britton, DM. (2017) "Beyond the chilly climate: The salience of gender in women's academic careers", *Gender & Society* 31 (1), 5-27.

Callerstig, A-C & Lindholm, K. (2011) "Det motsägelsefulla arbetet med jämställdhetsintegrering", *Tidskrift för Genusvetenskap*, nr 2–3.

Callerstig, A-C., (2014) *Making equality work: Ambiguities, conflicts and change agents in the implementation of equality policies in public sector organisations*. Dissertation. Linköping University Press. <https://www.diva-portal.org/smash/get/diva2:704692/FULLTEXT01.pdf>

Caprile, M. & al. (red.) (2012): Meta-analysis of gender and science research. *Synthesis report*. Luxembourg: Publications Office of the European Union.

[https://ec.europa.eu/research/swafs/pdf/pub\\_gender\\_equality/meta-analysis-of-gender-and-science-research-synthesis-report.pdf](https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/meta-analysis-of-gender-and-science-research-synthesis-report.pdf).

Drew, Eileen and Siobhan Canavan (eds.) *The Gender-Sensitive University. A Contradiction in Terms?* Routledge 2020. Open access: <https://www.taylorfrancis.com/books/e/9781003001348>.

Faulkner, W., 2007. Nuts and Bolts and People' Gender-Troubled Engineering Identities. *Social studies of science*, 37(3), pp. 331-356.

Faulkner, W., 2009. Doing gender in engineering workplace cultures. I. Observations from the field. *Engineering studies*, 1(1), pp.3-18.

Faulkner, W. (2009) Doing gender in engineering workplace cultures. II. Gender in/authenticity and the in/visibility paradox, *Engineering Studies*, 1 (3), 169-189.

Fox, M.F., Bunker Whittington, K. & Linkova, M. (2017) "Gender, (in)equity and the scientific workforce", i Felt, U., Fouché, R., Miller, C. & Smith-Doerr, L. (red.) *The Handbook of Science and Technology Studies*. Cambridge – London: MIT Press.

Hearn, Jeff. "Men and masculinities in academia: Towards gender-sensitive perspectives, processes, policies and practices." In Drew, Eileen and Siobhan Canavan (eds.) *The Gender-Sensitive University*, pp. 97-109. Routledge 2020.

Husu, Liisa, and Paula Koskinen (2010) "Gendering excellence in technological research: a comparative European perspective." *Journal of technology management & innovation* 5, no. 1 (2010): 127-139.

Husu, L. (2005) Dold könsdiskriminering på akademiska arenor – osynligt, synligt, subtilt, *Högskoleverkets rapportserie* 2005:41 R.

<https://www.uka.se/download/18.12f25798156a345894e2960/1487841895063/0541R.pdf>

Husu, L. (2004) "Gate-keeping, gender equality and scientific excellence". I E. Addis & M. Brouns (red.) *Gender and Excellence in the Making*. Luxembourg: Office for Official Publications of the European Communities, s. 69–76.

Husu, Liisa. "On metaphors on the position of women in academia and science." *NORA: Nordic Journal of Women's Studies* 9, no. 3 (2001): 172-181.

Husu, L. (2001) *Sexism, support and survival in academia: academic women and hidden discrimination in Finland*. Social psychological studies 6. Department of Social Psychology, University of Helsinki.

Kalm, Sara (2019) Om akademiskt hushållsarbete och dess fördelning. *Sociologisk forskning*, 56(1), pp.5-26.

Meulders, D., D'Orchai, S., Plasman, R., & Rigo, A. (2010) Gender wage gap and funding. Meta-analysis of gender and science research – Topic report.

<https://www.researchgate.net/publication/254454648> Gender Wage Gap and Funding

Miner, K.N., January, S.C., Dray, K.K. and Carter-Sowell, A.R. (2019), "Is it always this cold? Chilly interpersonal climates as a barrier to the well-being of early-career women faculty in STEM", *Equality, Diversity and Inclusion*, Vol. 38 No. 2, pp. 226-245. <https://doi.org/10.1108/EDI-07-2018-0127>

Moss Racusin, C.A., Dovidio, J.F., Brescoll, V., Graham, M., Handelsman, J. (2012) "Faculty's subtle gender biases favor male students", *Proceedings of the National Academy of Sciences* Oct 2012, 109 (41):16474-16479. <https://www.pnas.org/content/109/41/16474>

Mählck, P. (2012) "Differentiering och excellens i det nya forskningslandskapet. Om kön, tystnad och performativa vithetshandlingar", *Tidskrift för genusvetenskap* 1–2: 25–48.

National Academy of Sciences (2007) *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*. Washington D.C.: National Academies Press.

O'Brien, K.R., McAbee, S.T., Hebl, M.R. and Rodgers, J.R. (2016) The impact of interpersonal discrimination and stress on health and performance for early career STEM academicians. *Frontiers in Psychology*, 7, p.615. <https://www.frontiersin.org/articles/10.3389/fpsyg.2016.00615/full>

O'Connor, Pat, Clare O'Hagan, Eva Sophia Myers, Liv Baisner, Georgi Apostolov, Irina Topuzova, Gulsun Saglamer, Mine G. Tan, and Hulya Caglayan (2020). "Mentoring and sponsorship in higher education institutions: men's invisible advantage in STEM?." *Higher Education Research & Development* (2020): 1-14.

Sandström, U., Wold, A., Jordansson, B., Ohlsson, B., & Smedberg, Å. (2010) *Hans Excellens: om miljardsatsningarna på starka forskningsmiljöer*. Stockholm: Delegationen för jämställdhet i högskolan. [https://www.forskningspolitik.se/files/dokument/Hans\\_Excellens.pdf](https://www.forskningspolitik.se/files/dokument/Hans_Excellens.pdf)

Van den Brink, Marieke, and Yvonne Benschop. "Gender in academic networking: The role of gatekeepers in professorial recruitment." *Journal of Management Studies* 51, no. 3 (2014): 460-492.

van den Brink, M. & Benschop, Y. (2012) "Slaying the Seven-Headed Dragon: The Quest for Gender Change in Academia", *Gender, Work & Organization* 19 (1): 71–92.

Van den Brink, Marieke, and Yvonne Benschop. "Gender practices in the construction of academic excellence: Sheep with five legs." *Organization* 19, no. 4 (2012): 507-524.

Van den Brink, Marieke, Yvonne Benschop, and Willy Jansen. "Transparency in academic recruitment: a problematic tool for gender equality?." *Organization Studies* 31, no. 11 (2010): 1459-1483.