

Grant Details

Funds were sought to support the travel and expenses of Associate Professor Cassidy Sugimoto from Indiana University who also currently serves as the Program Director for the Science of Science and Innovation Policy program of the National Science Foundation. Thanks to the assistance of the Gender Institute, along with funds from the Joint Colleges of Science Equity and Diversity Committee, A. Prof Sugimoto was able to visit ANU to deliver a lunchtime talk followed by a panel discussion with high-profile discussants from industry and government.

Event details

- *Talk title:* "Gendered Labour Roles and Rewards in Science".
- *Details:* 27th August from 1 – 2:30pm in the Finkel Lecture Theatre
- *Synopsis:* This talk examined multiple layers of gender disparities in science, triangulating data from scientometrics, surveys, and social media to provide a broader perspective on the gendered nature of scientific communication. The extent of gender disparities and the ways in which new media are changing these patterns were discussed. The talk ended with a panel discussion of interventions and innovations that are disrupting the scholarly ecosystem.
- Feedback from attendees at the refreshments afterwards indicated that the talk was very well received, informed and informative.

Speakers:

- **Cassidy R. Sugimoto** is an Associate Professor of Informatics in the School of Information, Computer Science, and Engineering at Indiana University Bloomington.
- **Professor Therese Jefferson** Executive Director for Social, Behavioural and Economic Sciences, Australian Research Council.
- **Anna-Maria Arabia** Chief Executive of the Australian Academy of Science,
- **Emeritus Professor Ian Chubb AC** was Chief Scientist for Australia from May 2011 to January 2016.

Impact

The event was very well attended with 105 people registering. Recording of the audience on the day showed the event attracted ANU staff and students, representatives from CSIRO and federal government employees. The event attracted wider interest from a representative of UNSW Sydney who wanted "a video/transcript of this event...[to] get a broader understanding of gender parity in STEMM" which would assist with her work towards the UNSW Sydney Athena Swan program. CPAS staff are facilitating this access.

Directors from across the College of Science have asked for the slides from this event to discuss in their schools.

The Academy of Science has indicated that this research will inform their current policy scoping and Decadal plan for women in STEM.

Cassidy Sugimoto is pleased to collaborate further with colleagues at ANU as we improve our own data collection and research in this area.



Anna-Maria Arabia @ayyemm · Aug 27

Replying to @csugimoto @ANU_CPAS and 7 others

Thanks @csugimoto for your insights, expertise and analysis. Outstanding presentation that needs to drive must needed behaviour change
[#DiversityandInclusion](#) @ANU_CPAS



↻ Cassidy R. Sugimoto Retweeted



Erin Schrieber @erin_schrieber · Aug 26

"it's struck me how unsophisticated we've been in our analysis of and approach to the low numbers of women in science." - Prof Ian Chubb responds to brilliant lecture by @csugimoto – at The John Curtin School of Medical Research



💬 1 ↻ 6 ❤️ 16

↻ Cassidy R. Sugimoto Retweeted



Erin Schrieber @erin_schrieber · Aug 26

Women researcher's lower levels of access to tools and resources (grant funding) is "definitely a contributing factor to attrition" - @csugimoto

💬 ↻ 3 ❤️ 6

↻ Cassidy R. Sugimoto Retweeted



Prof Jodie Bradby @JodieBradby · Aug 26

Amazing talk by @csugimoto . Notable pt that women do more of the technical / hands on science work and paradoxically value that work less. 🤔

💬 ↻ 2 ❤️ 5

↻ Merryyn McKinnon Retweeted



ANU CPAS @ANU_CPAS · Aug 19

27 AUG: Join @csugimoto and panel in examining multiple layers of gender disparities in science, triangulating data from scientometrics, surveys, and social media. Register now: anu.edu.au/events/gendere...



**A/PROF CASSIDY R.
SUGIMOTO**
**GENDERED LABOUR
ROLES AND REWARDS
IN SCIENCE**

with Prof Therese Jefferson,
Anna-Maria Arabia and
Emeritus Prof Ian Chubb AC

1-2:30pm, 27 August
Finkel Lecture Theatre

Sponsored by the ANU Joint Colleges of
Science Equity & Diversity Committee, the
ANU Gender Institute and ANU CPAS.

Cassidy R. Sugimoto, ARC, Anna-Maria Arabia and 5 others



↻ 18

♥ 24



Merryn McKinnon @MezMcK · Aug 26

Great talk by @csugimoto on gender and labour in #science. The work done is not valued, or rewarded, equally. Now Ian Chubb discussing how metrics can have good intent, but can be 'gamed' and not help at all. @ANU_CPAS @scienceANU @GenderANU



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Merryn McKinnon @MezMcK · Aug 26

To create change @csugimoto argues we need radical moments - things that could be unpopular and divisive but ultimately allow the system to shift to the desired state @ANU_CPAS @GenderANU @scienceANU



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Merryn McKinnon @MezMcK · Aug 26

Diversity in workforces creates better performance, better decision making, and is the right thing to do. @csugimoto @ayyemm Ian Chubb & Therese Jefferson answering why equity in science is important @ANU_CPAS @GenderANU



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Criteria for authorship

ICMJE

Authorship credit should be based on

- 1) substantial contribution to **conception and design**, or acquisition of data, or analysis and **interpretation of data**; AND
- 2) **drafting the article** or revising it critically for important intellectual content; and AND
- 3) **final approval** of the version to be published. Authors should meet conditions 1, 2, and 3. AND
- 4) Agreement to be **accountable** for all aspects of the work and identify which co-authors are responsible for specific parts of the work. Should have **confidence in the integrity** of the conclusions of their co-authors



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Template by Crystal Park



GENDER

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