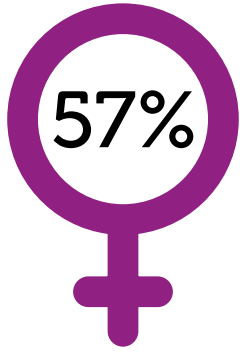


Breaking the bias for women in academia

Our global survey shows women face significant challenges when it goes to gender equality.

*416 responses from our survey, February 2022.

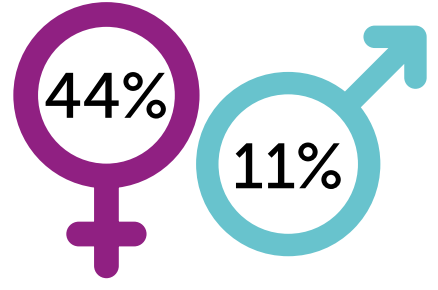
How many



Of female academics have been discriminated against in a professional setting.



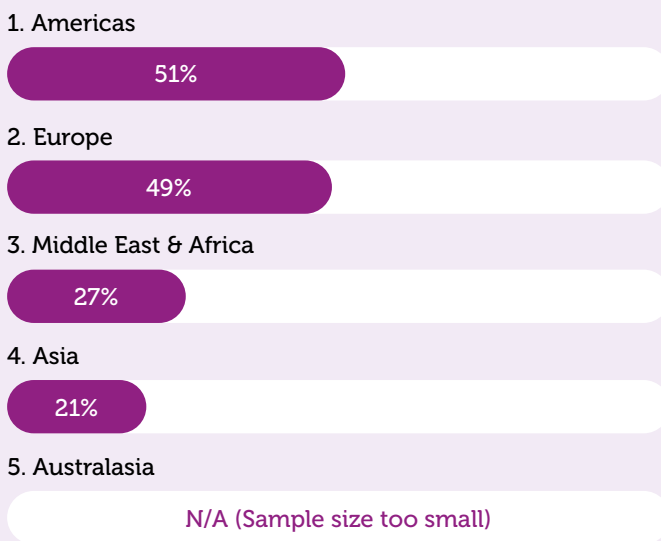
Four times as many female academics as male have been discriminated against in a professional setting.



44% of female academics compared to 11% of males feel they have been held back from progressing professionally because of their perceived gender.

Where in the world is bias most prevalent?

In a professional setting, have you ever felt you have been discriminated against because of your perceived gender? (female & male respondents combined)



“
I'm of an age that treated women as second class and considered it normal. I have been the token women many times.

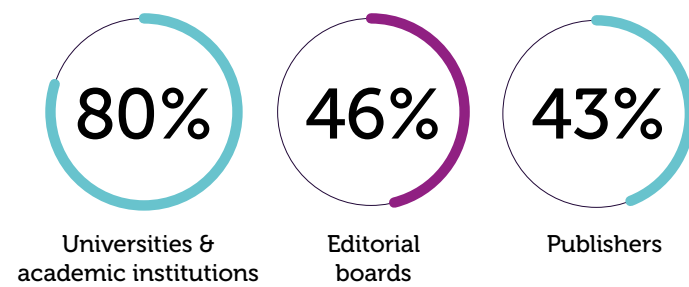
“
During my first job interview after graduation, the depressing question came: So you are a fresh graduate who is also newly married? Do you not see that you are likely to be on maternity leave soon?



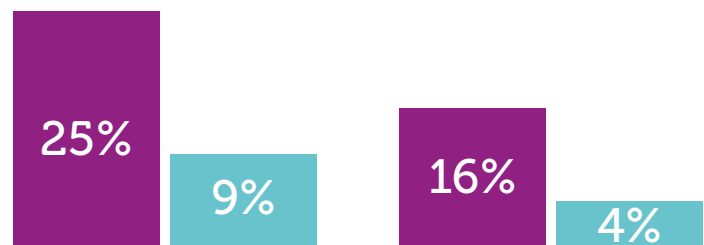
“
Everything is behind the scenes. One cannot clearly identify bias. It is just evident to all concerned.

How can we make change happen?

Whose responsibility do you think it is to make changes to improve diversity and get rid of bias in academia? (female respondents)



46% of female academics feel it's the responsibility of editorial boards to improve diversity and prevent bias in academia.



A quarter of female academics feel editorial boards are biased or very biased.

Four times more female academics say peer review is biased or very biased than male academics.

Are publishers doing enough to help female researchers publish and prevent gender bias?



The majority of females surveyed (61%) are unsure what publishers are doing to help female researchers publish which is why Emerald is making a public commitment and revealing their commitments.

Emerald is committing to equal representation on all its editorial boards by 2030, or sooner if possible.