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

- **57%**
  - Of female academics have been discriminated against in a professional setting.
- **44%**
  - Four times as many female academics as male have been discriminated against in a professional setting.
- **11%**
  - 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)*

1. Americas  **51%**
2. Europe  **49%**
3. Middle East & Africa  **27%**
4. Asia  **21%**
5. Australasia  **N/A (Sample size too small)**

### 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)*

- **80%** Universities & academic institutions
- **46%** Editorial boards
- **43%** Publishers

- **25%** A quarter of female academics feel editorial boards are biased or very biased.
- **9%**
  - 4% of female academics say peer review is biased or very biased than male academics.
- **16%**
  - 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?

- **14%** yes
- **24%** no
- **61%** unsure

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.

#breakthebias