Gender and Diversity Issues in Research Management

a panel discussion

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Gender and Diversity Poll

Using Slido

- App address: sli.do
- Event Code: 7112
Poll Question #1

• What gender do you identify with?
Join us for an up close and personal panel discussion about issues we face achieving success in research management

Does gender matter? What is our unconscious biases and how do we learn to recognize and deal with them?

We will focus on how this matters and how they impact success. The discussion will be informative and interactive, as we share our stories and explore the barriers to success together

• The wage gap
• The unconscious bias
• The hiring and career path
Objectives

Participants will be able to:

• Evaluate and examine the impact of gender and diversity issues in the research management arena

• Recognize bias, break the cycle, and help ourselves and others achieve success
Poll Question #2

- What’s your age group?

Framework for Workplace Generations

From the book, Forgotten Respect, 2015, Dennis E. Gilbert

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* Experts’ positions vary slightly, especially in the definition of Millennials and Generation 9/11 (Gen Z)
The Gender Wage Gap

White men had higher hourly earnings than all except Asian men in 2015

Median hourly earnings of men and women from each race/ethnicity

Note: Figures are rounded to the nearest dollar. Based on civilian, non-institutionalized, full- or part-time workers with positive earnings. Self-employed workers are excluded. Hispanics are of any race. Whites, blacks, and Asians include only non-Hispanics. Asians include Native Hawaiian and Pacific Islanders. Source: Pew Research Center tabulations of 2015 Current Population Survey data.

PEW RESEARCH CENTER
The gender pay gap is narrower among young adults than among workers overall

Median hourly earnings of U.S. women as percentage of men’s median among ...
In 2016, median weekly earnings were $749 for women age 16 and older who were full-time wage and salary workers. For men 16 and older, median weekly earnings were $915.

Poll Question #3

• What is your weekly (annual) earnings?

Salary range for a Research Administrator

$50,560 to $63,758
The Gender Wage Gap

Research Administrator Salary in the United States

How much does a Research Administrator make in the United States? The average Research Administrator salary in the United States is $56,680 as of September 26, 2019, but the salary range typically falls between $50,560 and $63,758. Salary ranges can vary widely depending on many important factors, including education, certifications, additional skills, the number of years you have spent in your profession. With more online, real-time compensation data than any other website, Salary.com helps you determine your exact pay target. View the Cost of Living in Major Cities

Popular jobs: Data Scientist I, Electrical Engineer I, Financial Analyst I

Research Administrator

Review the job openings, similar jobs, level of education, and experience requirements for the Research Administrator job to confirm that it is the job you are seeking.

See user submitted job responsibilities for Research Administrator.

https://www.payscale.com/research/US/Job=Research_Administrator/Salary
https://www.salary.com/research/salary/posting/research-administrator-salary
Recognizing Bias

• **Unconscious Bias**
  • Stereotypes that impact our views, actions and decision making
  • It effects how we think every day
  • Everyone is biased

• **Descriptive Bias**
  • Visual queues, themes, patterns to process what we experience
Micro-Aggressions

• Small things – said or acted, not meant to be offensive, but the cumulative effect can be negative to the person hearing/experiencing them
  • Men are more athletic than women
  • Women are better cooks than men
  • Doctors are tall, usually white men

• Stereotypes can be forms of micro-aggressions
Recognizing your Bias

- **Education**
  - The more you know, the more aware you are how your bias impacts your decision making

- **When you see something, say something!**
  - When someone exhibits bias, ask why, ask if they are aware – ask lots of questions

- **Expand Comfort Zones**
  - The more you experience outside of your current comfort zone, the more growth happens
RMA – a woman’s job?

RMA – a woman’s job?

Stacked Bar Percent of Define your current RA role by What Sex are you

Define your current RA role

Percent

What Sex are you

Male
Female
Prefer not to provide

Leader
Manager
Operational

Contact information

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Tell us what you think – submit the evaluation survey