

# Is publishing in the chemical sciences gender biased?

TALENT

Our analysis of over 700,000 papers concludes:

*“Biases exist at each step of the publishing profile. Many of these appear minor in isolation, yet their combined effect puts women at a significant disadvantage.”*

We found a trend indicating decreasing opportunity for women in research publishing:



Papers written by women are cited\* on average 5.6 times; men are cited 7.2 times:

*“I’ve experienced times where my papers have not been cited. I reviewed a book where there are two chapters devoted to research in which I had published seminal papers. There are about 300 references in there and I’m not cited at all.”*

Author, reviewer and contributing editor

\* between RSC journals

Women are less likely to submit to journals with higher impact factors

*“I think women are much more careful about looking at the criteria. Men will say, ‘my paper doesn’t meet those 100% but I’ll go for it anyway’, whereas women tend to say: ‘I don’t meet that particular criterion, I should therefore moderate which journal I go for.’”*

Author, reviewer and guest editor

To combat gender bias in chemical science publishing we will:



## 1 Increase transparency

Undertake the most comprehensive analysis and reporting to date of our authors, reviewers and editorial decision makers by sub-discipline – and publish this annually. We call on other publishers to do the same.



## 2 Reflect our research community

Recruit and train reviewers, editorial board members and associate editors to reflect the current gender balance of our research community – the target is 36% women by 2022.



## 3 Empower and innovate

Provide new training and resources to empower our editors to eliminate bias. We will test new models throughout the publishing profile to address bias from submission to publication.



## 4 Encourage intervention

Partner with others and lead the development of a new *Inclusion & Diversity Framework for Action* to set the standard for driving change within the academic publishing industry.

Read our full report:



[rsc.li/gender-bias](https://rsc.li/gender-bias)

#ChemEquality