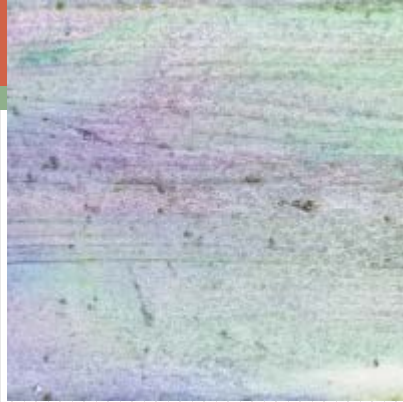
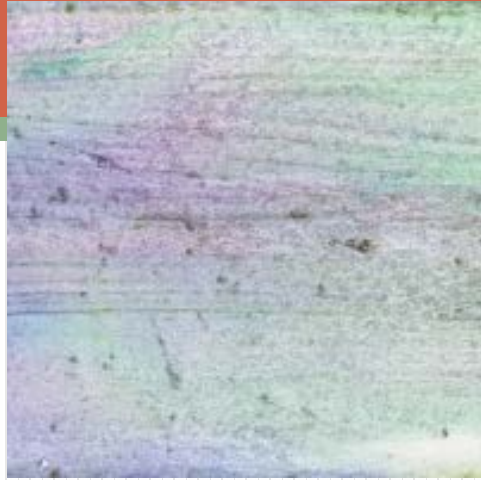


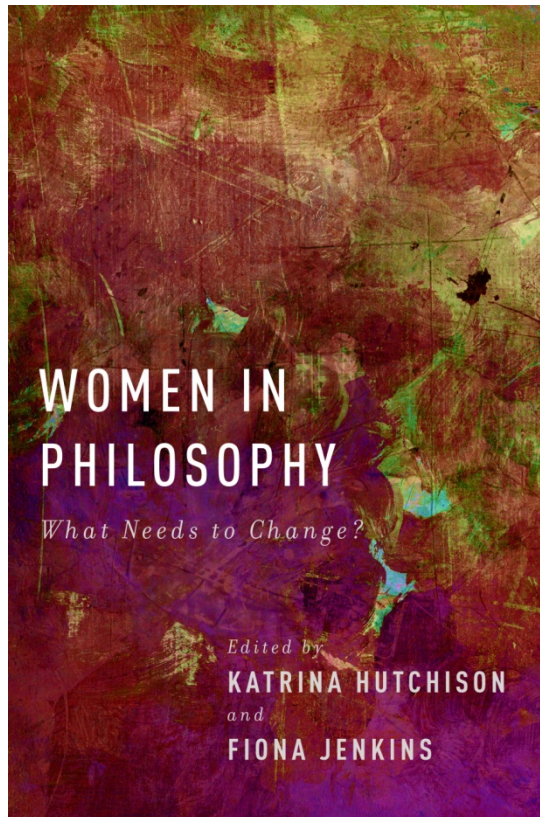
Gendered Excellence in the Social Sciences: Comparing Disciplines



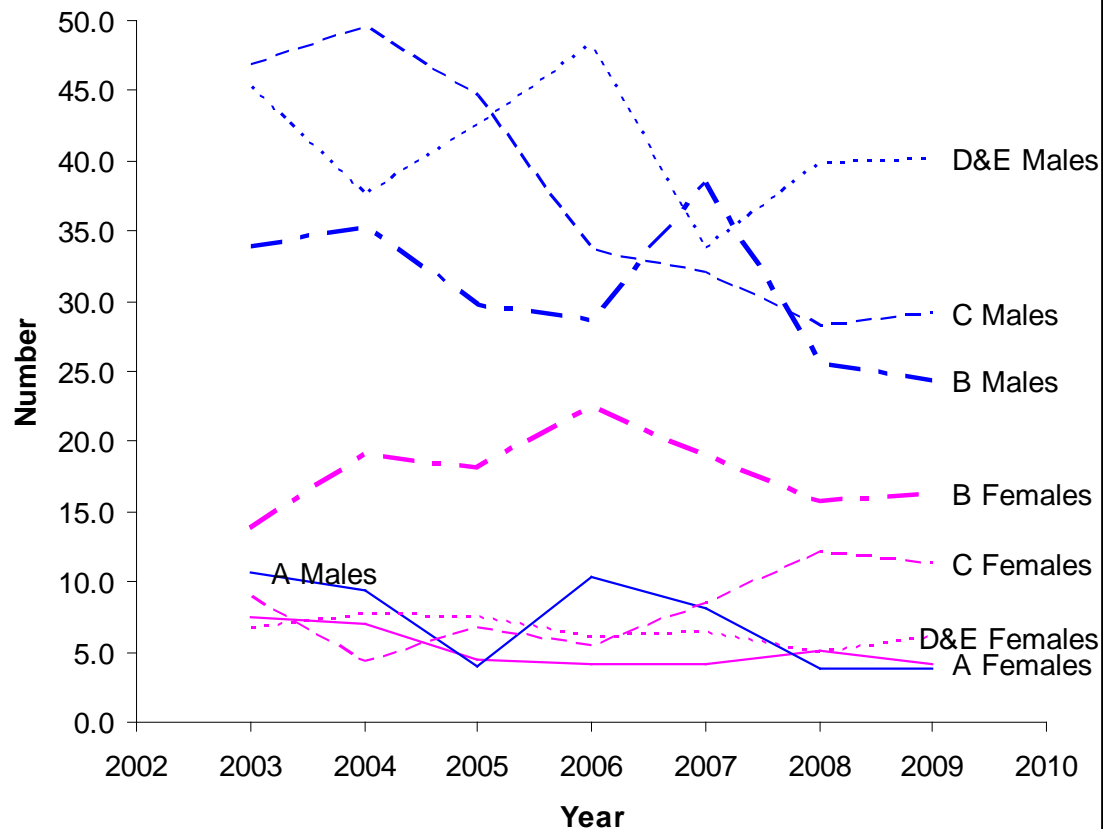
Dr Fiona Jenkins:
Convenor, ANU Gender Institute

WOMEN IN PHILOSOPHY, what needs to change?

Oxford University Press 2013,



Why are professional philosophers today still overwhelmingly male? Despite its place in the humanities, the career prospects and numbers of women in philosophy much more closely resemble those found in the physical sciences and engineering. This book explores why and offers discussion and concrete reflections on the way in which philosophy needs to change, in order to accommodate and benefit from the important contribution women's full participation makes to the discipline.



Men dominate numerically & have much higher success

FTE for Fulltime and Fractional Fulltime Philosophy Teaching and Research staff in Australian universities by level and gender Data Source: AAP Benchmarking Collection (Philosophy)

ARC Discovery Project 2015: Dr Fiona Jenkins, Dr Helen Keane, Emeritus Professor Marian Sawer and Dr Claire Donovan

- *Gendered Excellence in the Social Sciences*

“Gender equity has still not been realised, despite decades of activism, policy and research. In some of the social sciences, women make up less than 15 per cent of the professoriate. Yet these are the disciplines that should most aid our understanding of how gender works in society. The project asks **what impact women's limited influence and status in these key fields of research has upon our capacity to grapple with the social and political changes necessary for progress toward gender equality.** In doing so, it builds persuasive arguments about how and why gender matters in the social sciences. By examining how we judge excellence in social science research, the project aims to contribute to advancing women in all fields.”

Contributions of diversity

Social sciences: a neglected area

- Much discussion of women in STEM but little public interest in areas such as Political Science and Philosophy
- **Social sciences provide fundamental knowledge of social, economic and political areas of life where gender has a major bearing**

Case studies: a gender lens

- Research on institutions, economic processes or ethics often lack a gender lens
- **how ‘unpaid’ and ‘waged’ economies interact = work conducted by female economists**
- .

Tracking Excellence & Equity

The 'business case'

- Diverse teams are more innovative
- Plurality of perspectives has epistemic benefits: it is harder to reach easy consensus
- Under-utilisation of women's talent wastes resources

Evidence from Academia

- Provide case studies showing importance of gender lens & *how diversity facilitates it*
- Ask: *Do the **proxys** for measuring research quality adequately capture the **value** of diversity?*

“Gendered Excellence in Social Science”

Reasons to worry

Role played by established elites in determining quality

Disciplinary variables in determining forms of value – are these gender-neutral?

Evidence

- Daniel B. Klein describes **academic economics**:
- “a self-organizing, self-validating club, into which you are initiated through graduate training, similar at top schools throughout the world.”

PhD production and placement shows that top economics departments dominate and arguably set the tone of the profession

- a conformist political culture,
- a culture shaped by male values

(The Ph.D. Circle in Academic Economics. Econ Journal Watch 2(1): 2005, 145)

Men's work v. Women's work?

High Value/ 'Hard'

- Objective
- Knowledge
- Abstract-theoretical
- Serious

Well-established problem areas

- Not answerable to 'soft' questions

Low Value/ 'Soft'

- Subjective
- Interpretation or Evaluation
- Applied; socio-political ends

Interrogation of assumptions constituting well-established fields

- Critical-transformative goals



Can we afford to be complacent about disciplinary cultures?