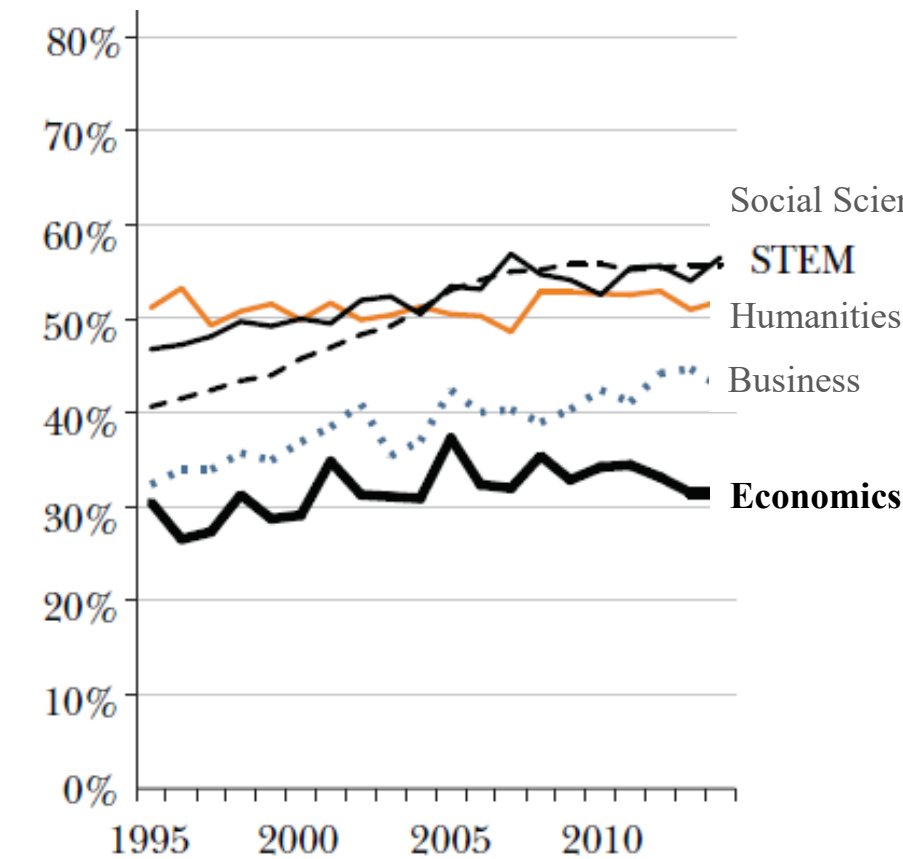


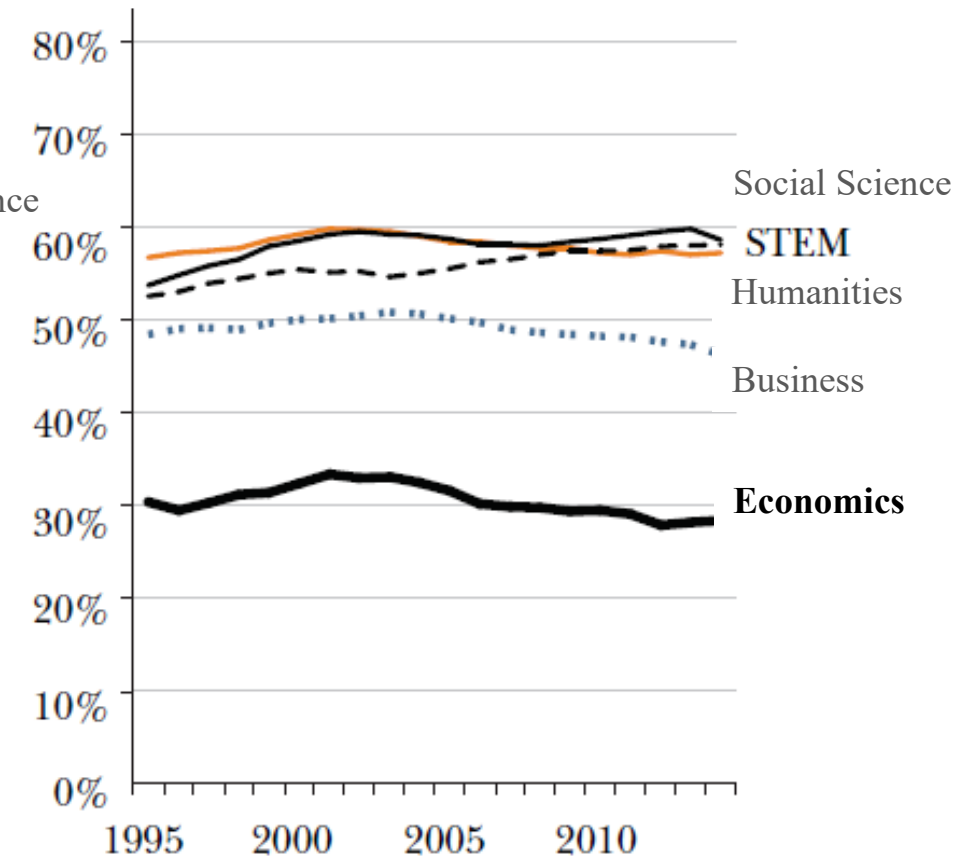
WHERE WE ARE

Women are under-represented in economics, with no improvement in recent decades

Doctoral Degrees to Women percent



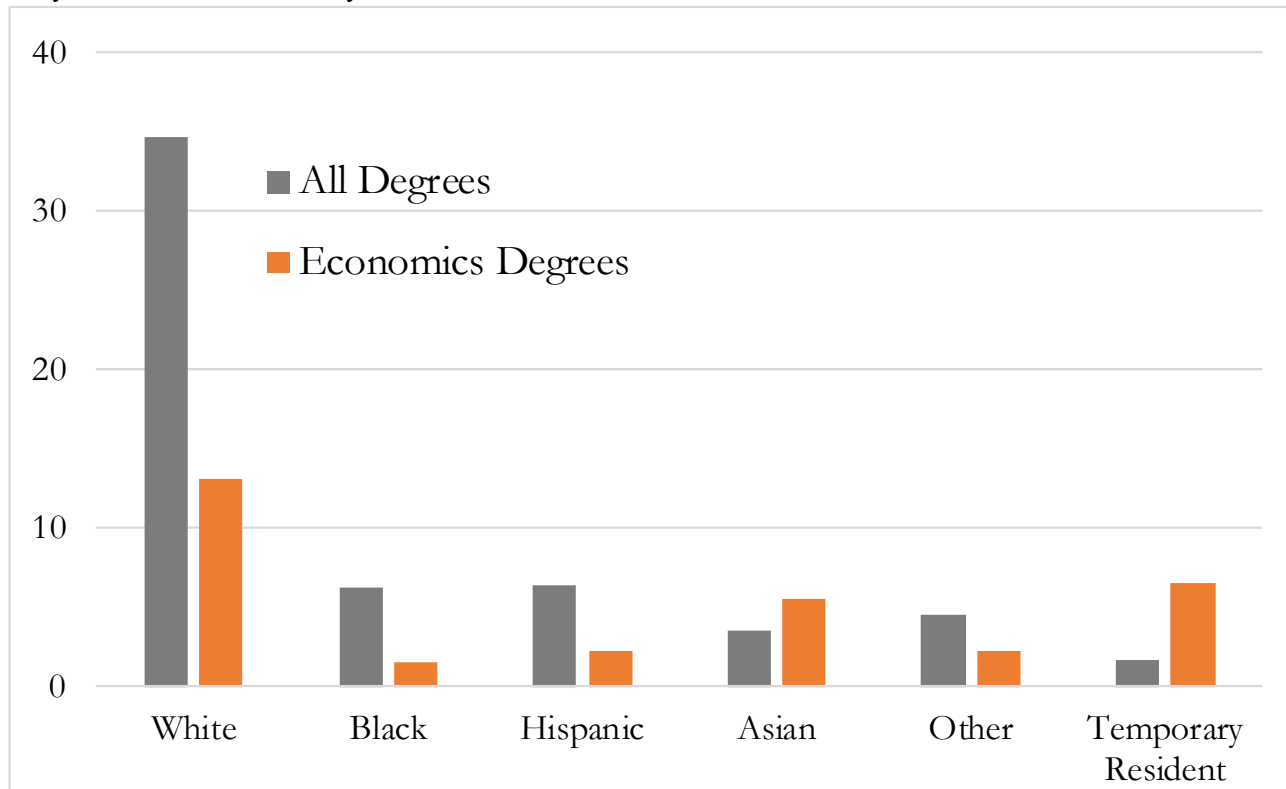
Bachelor's Degrees to Women percent



Source: “[Diversity in the Economics Profession: A New Attack on an Old Problem](#)” by Amanda Bayer and Cecilia Rouse (2016), Figure 1. Note: Authors’ tabulations of Integrated Postsecondary Education Data System and include U.S. citizens and permanent residents only. Social Science excludes economics and STEM is Science, Technology, Engineering, and Math.

WHERE ECONOMICS IS MISSING WE ARE Black, Hispanic, and Native American women to a much greater extent

Percent of Bachelor's Degrees Earned by Women
by Race, Ethnicity, and U.S. Resident Status

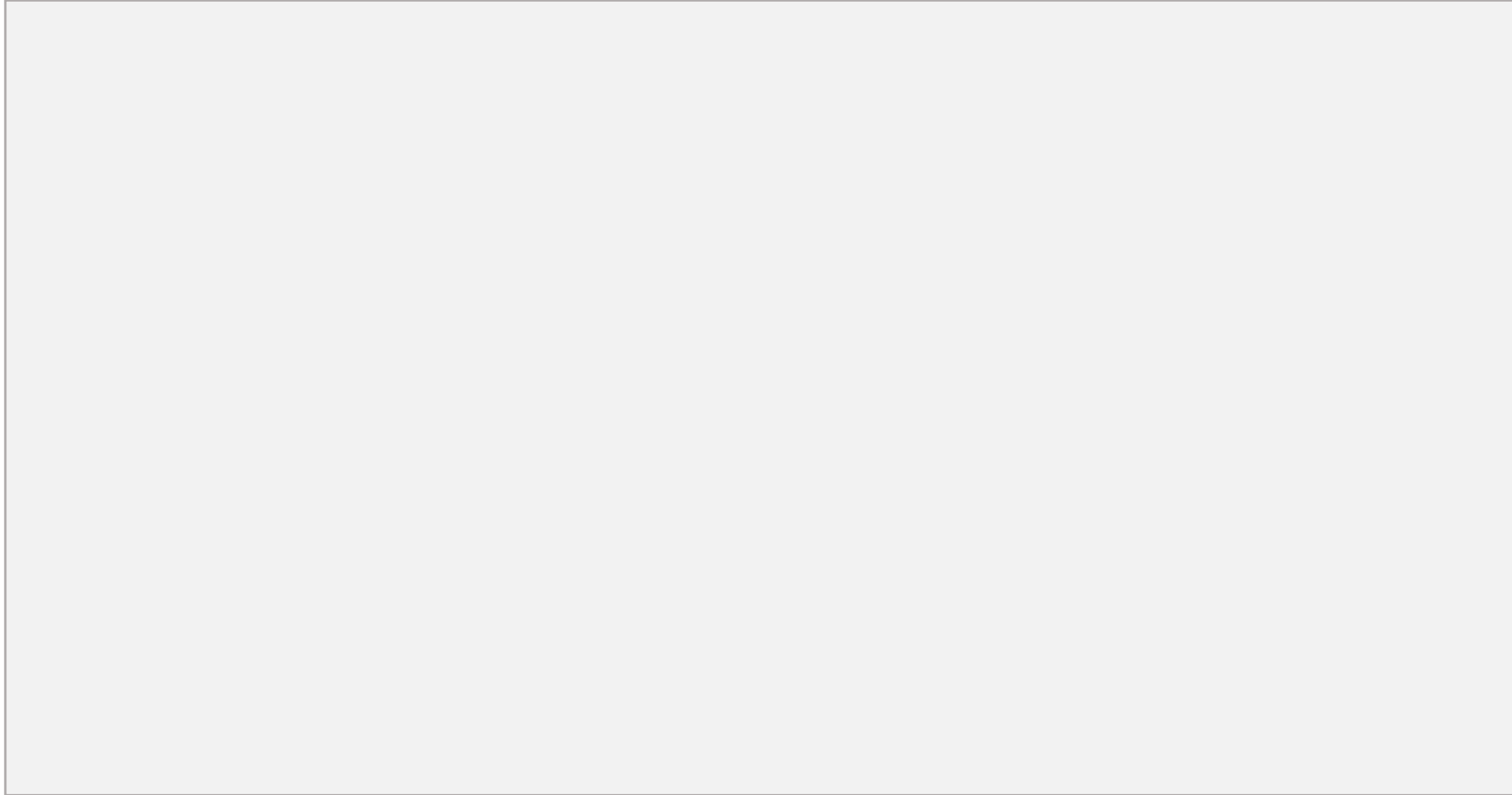


- Women earn almost 60% of bachelor's degrees and 30% of economics degrees.
- Black, Hispanic, and Native American women are less likely than White women to earn degrees in economics.
- Among Asian and temporary resident women, economics is more common.

Source: "[The Unequal Distribution of Economic Education](#)" by Amanda Bayer and David Wilcox (2017), Table 1. Note: tabulations of Integrated Postsecondary Education Data System for four-year, not-for-profit colleges and universities in the US, 2011-2015. See also the AEA's [Committee on the Status of Minority Groups in the Economics Profession](#) (CSMGEP) for more resources.

**WHERE
WE ARE**

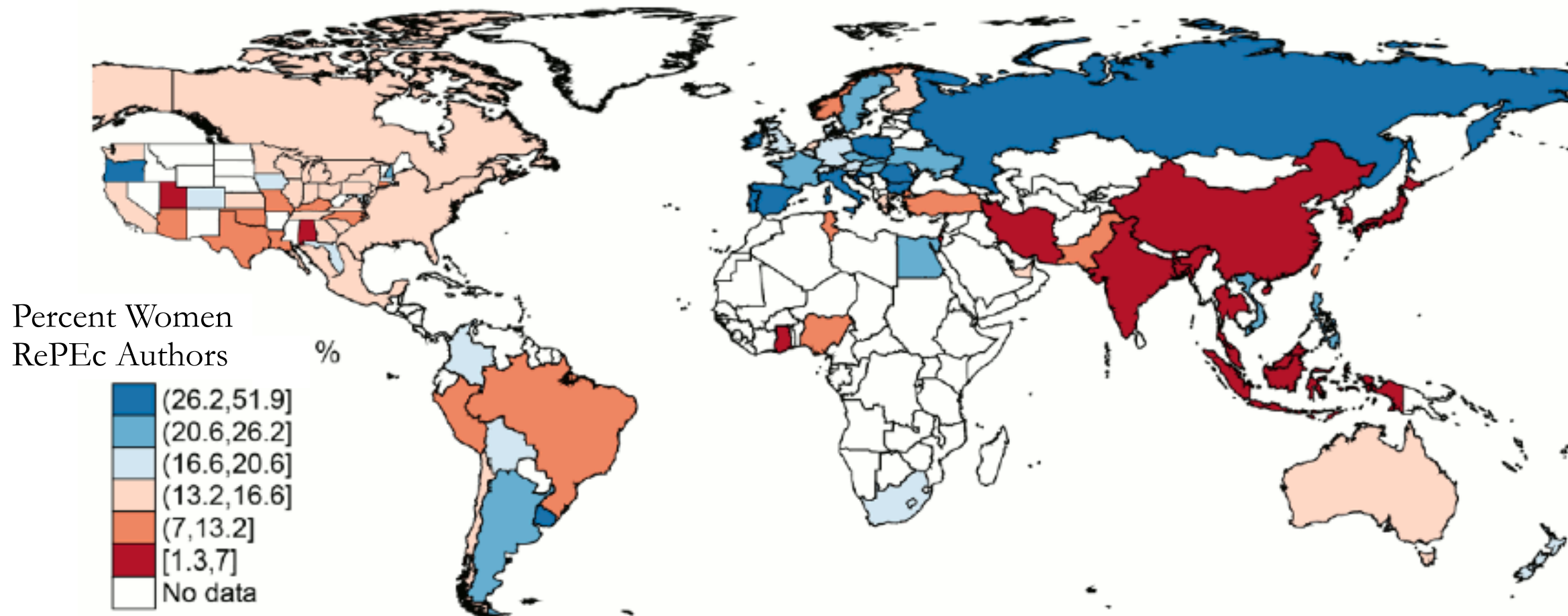
We don't even have data on lesbian, gay, bisexual, transgender, queer, + women in economics



Note: See the AEA's new [Committee on the Status of LGBTQ+ Individuals in the Economics Profession](#) and newsletter, [Maynard's Notes](#).

WHERE WE ARE

Share of women in economics varies across the world

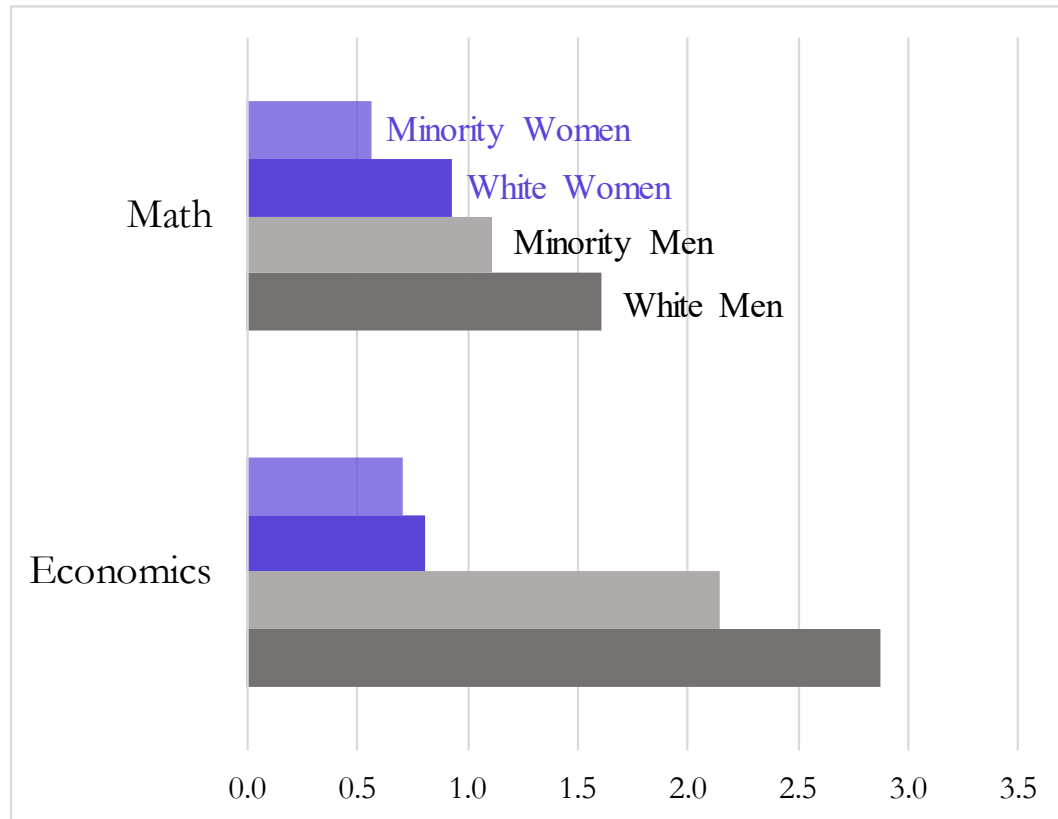


Source: "[Economics: where are the women?](#)" by Anne Boring and Soledad Zignago, analyzing researcher profiles from Research Papers in Economics ([RePEc](#)), an online database of working papers, journal articles, and other research output. The data on registered authors are from January 2018. The overall share of women among 50,000 authors in RePEc is 19 percent.

HOW WE GOT HERE

Math is not source of gender gap in economics

Rate of Graduating with a Major
Men and Women, Under-Represented Minority and White



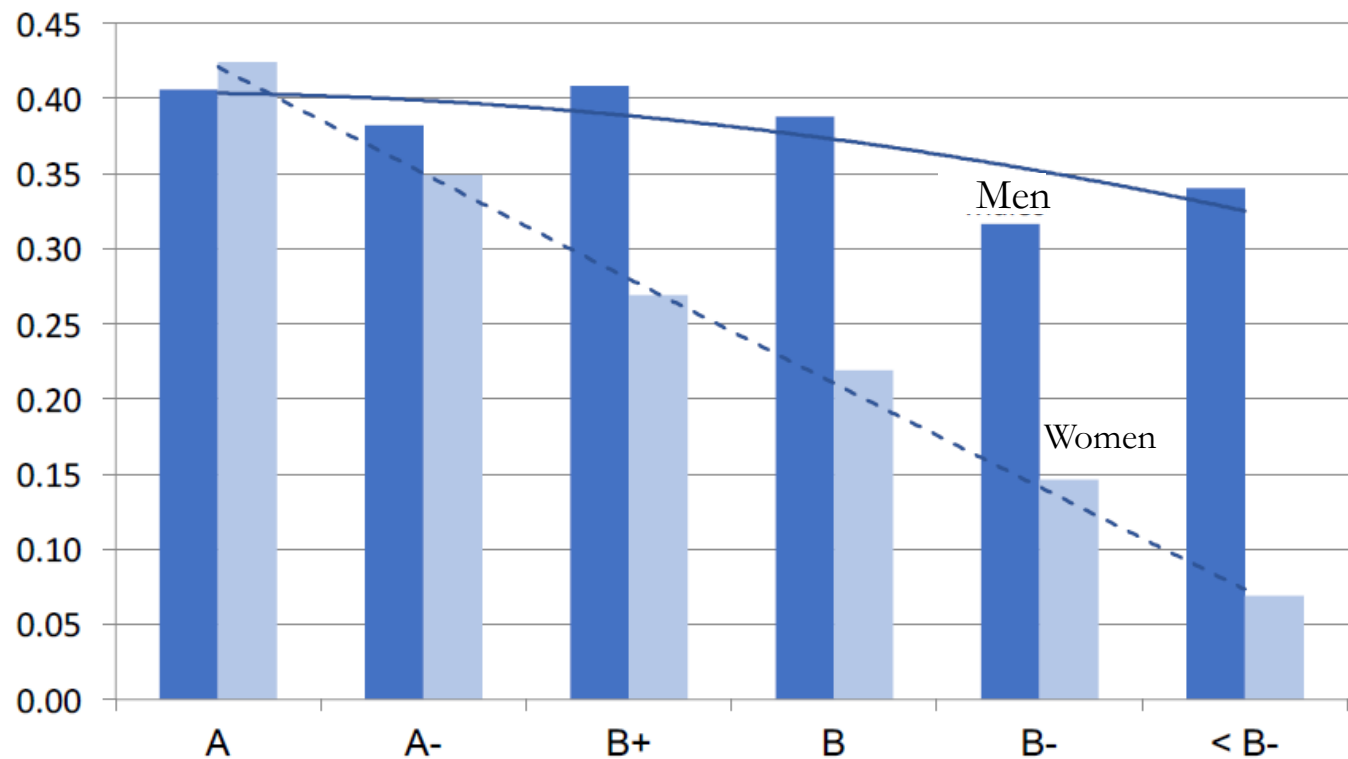
- Rate of majoring in math or statistics differs less by gender and race than in economics.
- White women are more likely to major in math than economics, despite math being a less common major.
- In 2015, women were 48% of math majors versus 28% of econ majors.

Source: “[The Unequal Distribution of Economic Education](#)” by Amanda Bayer and David Wilcox (2017), Figure 5. Note: Tabulations of Integrated Postsecondary Education Data System for four-year, not-for-profit colleges and universities in the US, average rates 2001-2015. Minority in the chart is defined as Black, Hispanic, and Native American and White is White, non-Hispanic.

HOW WE GOT HERE

Women enter college with less interest in economics and many leave after intro course

Fraction Majoring in Economics
by Grade in Principles Economics Class



- Women receiving B+ or lower less likely than men with same grades to major in economics.
- Could relate to few women entering college with a strong interest in economics.
- Leaves open question of why women are less interested.

Source: “[What Can UWE Do for Economics?](#)” by Tatyana Avilova and Claudia Goldin (2018), Figure 2. Note: Administrative data from institution in 2005-2013 referred to as “Adams College” where 35 percent of majors are women, similar to peer institutions, such as Stanford, Princeton, and Harvard. Trend lines are second-degree polynomials.

HOW WE GOT HERE

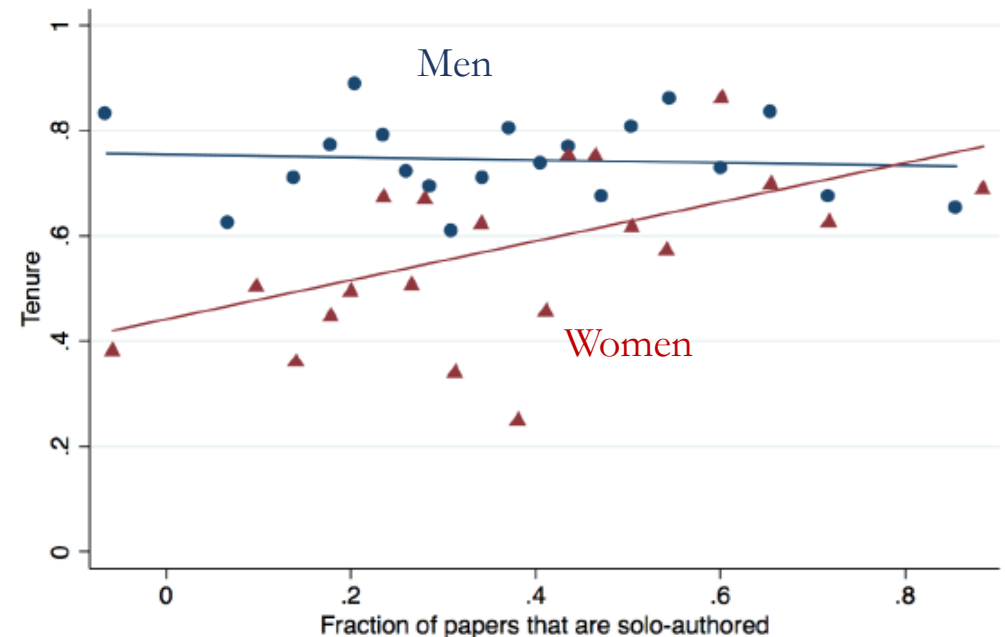
Sexism, aggression, and implicit bias may discourage women from being economists

Words Predicting Gender in EJMR Posts

| Most “female” | | Most “male” | |
|---------------|-----------------|-------------|-----------------|
| Word | Marginal Effect | Word | Marginal Effect |
| hotter | 0.388 | homosexual | -0.237 |
| hot | 0.285 | homo | -0.228 |
| attractive | 0.260 | philosopher | -0.204 |
| pregnant | 0.252 | keen | -0.182 |
| gorgeous | 0.251 | motivated | -0.171 |
| beautiful | 0.249 | fieckers | -0.164 |
| tits | 0.247 | slides | -0.160 |
| lesbian | 0.242 | nordic | -0.156 |
| bang | 0.229 | filling | -0.152 |
| horny | 0.224 | textbook | -0.148 |

Source: “[Gender Stereotyping in Academia: Evidence from Economics Job Market Rumors Forum](#)” by Alice Wu (2017), Table 1.

Tenure Rates by Gender and Co-Authoring



Source: “[Gender Differences in Recognition for Group Work](#)” by Heather Sarsons (2017), Figure 4

- Large research literature (see Rebecca Thornton’s [website](#)) and many personal experiences (see this [CSWEP newsletter](#), and my [macromom blog](#)) show that economists often create toxic and unwelcoming environments for women and minorities.

**WHERE DO WE
GO FROM HERE?**

NEXT STEPS

Organize, learn, mentor, and encourage



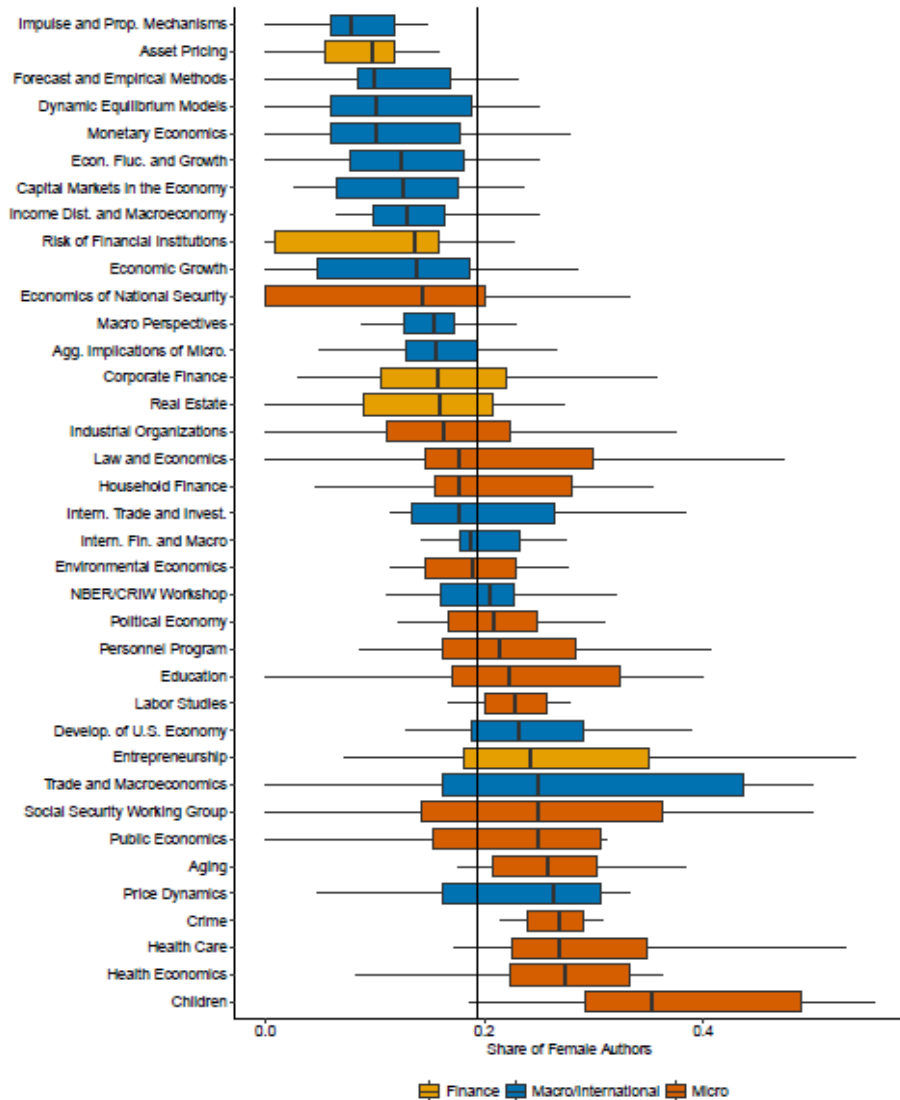
- Form a student group, such as [Women in Economics at Berkeley](#).
- Learn about economists, such as on [Women in Economics Podcast Series](#).
- Find mentors and ways you can support and encourage others.

For some additional resources and ideas, see the AEA's [Committee on the Status of Women in the Economics Profession](#) (CSWEP); their [newsletter](#) is a wealth of information on economics, regardless of gender. Also "[Diversifying Economic Quality: A Wiki for Instructors and Departments](#)." Note: Photo from *New York Times* "[Wielding Data, Women Force a Reckoning Over Bias in the Economics Field](#)"

NEXT STEPS

Do economics!

Women Researchers at NBER Summer Institute by Field



- Women research every field. Find your passion.
- Economists are small, privileged group; widespread [economic disparities](#) deserve research.
- Share your research, such as at the [Women in Economics Research Conference](#) at Williams.
- **Diversity makes the economics better.**

Chart source: “[Gender Representation in Economics across Topics and Time](#)” by Anusha Chari and Paul Goldsmith-Pinkham. Note: data from National Bureau of Economic Research (NBER) Summer Institutes from 2001 to 2016.

NEXT STEPS

Change economics, **YOU** will

- Aug 2017: [Alice Wu's undergrad thesis](#) is featured in the New York Times.
- Dec 2017: 1000+ economists [sign a petition](#) to demanding that American Economics Association (AEA) address misogyny on EJMR.
- Jan 2018: AEA [announces](#) new committees (here and here); goal of climate survey; drafts code of conduct and asks for member feedback (see my comments [here](#) and [here](#)); soon [EconSpark](#).
- Feb 2018: 1st Annual Women in Economics Symposium, [Mary Daly keynote](#).
- Apr 2018: AEA publishes [code of professional conduct](#) (see my comments)
- Sept 2018: Graduate Student [Summit for Diversity in Economics](#). [resulting takeaways](#).
- Dec 2018: 250+ PhD students signed [#AEAletter](#) on harassment and discrimination.

Timeline does not capture all the efforts and does not show the [history](#) of earlier advocates.

NEXT STEPS

Change economics, **YOU** will – continued

- January 2019: Kathryn Holston and Anna Stansbury, PhD students, widely circulate [memo](#) against standard practice of using hotel rooms with beds for first-round job interviews.
- Winter 2019: AEA members take survey on professional climate, [initial findings](#).
- Feb 2019: Inaugural [Sadie T.M. Alexander Conference](#) for black women.
- Feb 2019: 2st Annual Women in Economics Symposium, [Loretta Mester keynote](#).
- June 2019: AEA [updates](#): new [policy on harassment and discrimination](#) including penalties; [ombudsperson](#) to report incidents to; two new, related taskforces [here](#) and [here](#); new [Committee on the Status of LGBTQ+ Individuals in the Economics Profession](#).
- August 2019, AEA announced [new arrangements](#) at the 2020 annual meeting to discourage use of hotel rooms with beds in them to interview candidates.

CHANGE NEVER HAPPENS ON ITS OWN!

Thank You!