

Gender Equity in Wildlife Publishing

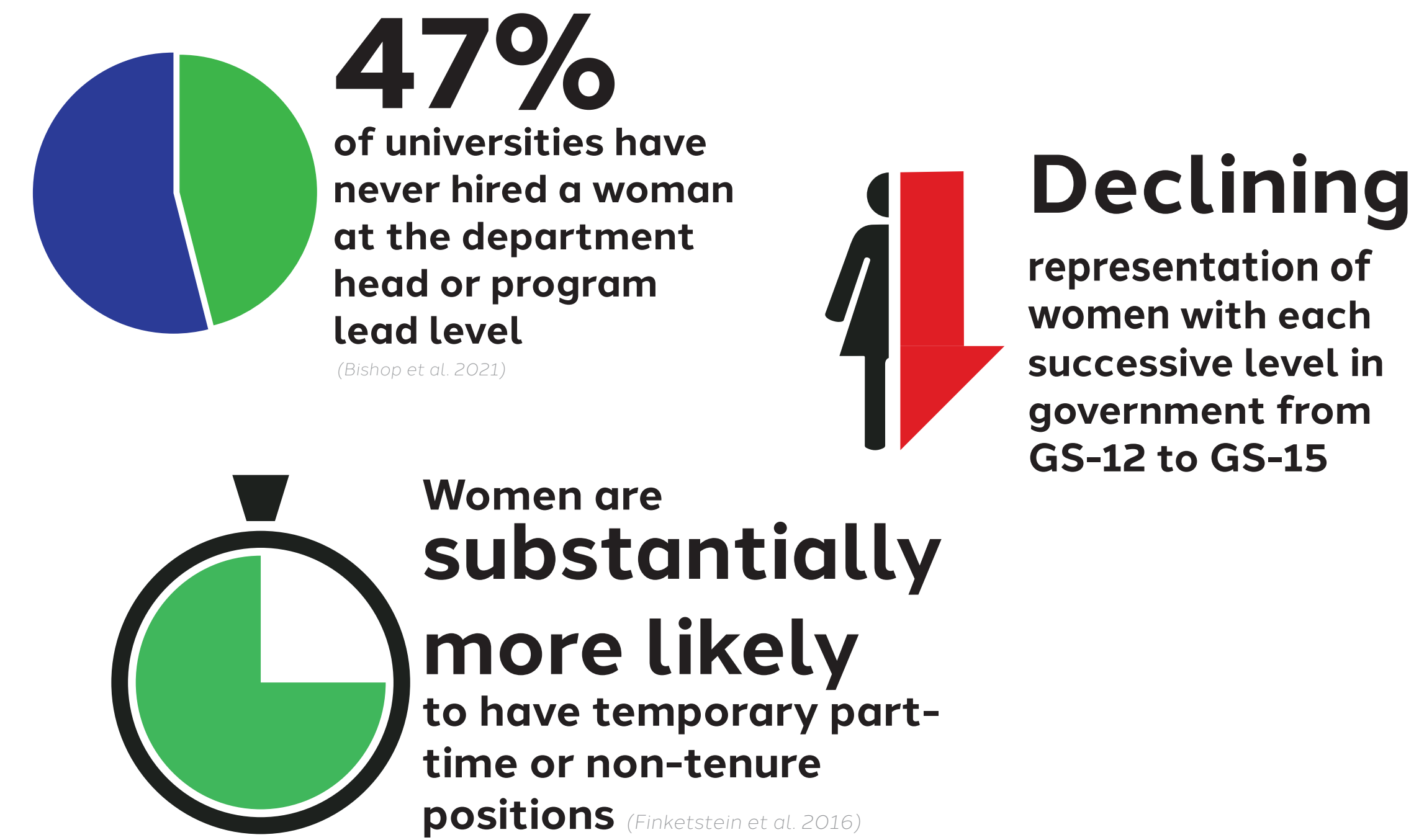
A census of 22 years of publishing in the *Journal of Wildlife Management*.

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The Problem

Though the percentage of women graduating with B.S and M.S degrees in wildlife-related disciplines exceeds that of men, gender equity has yet to reach higher level government and academic positions:



While the wildlife field is closing the gender gap, more data are needed to determine the representation of women in higher level positions.

Disparity in men:women first authors in scientific papers is a clear indicator of gender bias because it highlights women's representation in higher level positions. We see pervasive gender disparity in publishing in the natural sciences

Questions

What is the ratio of men:women first and co-authors in the past 2 decades?

Are there differences in the gender ratio across institutions, geographic regions, and study species taxa?

Data Collection

We conducted a literature review of all papers published in the *Journal of Wildlife Management* from 1999 to 2020.

13,565 Authors | **3,614** Papers

We recorded the author names, affiliations (country and institution type), and study species. We determined the author's gender with Genderize.io. Use of Genderize.io means this study is limited to establishing gender based on a first name analysis with a confidence level set at $\geq 80\%$. Note that Genderize.io is not able to parse data on gender non-conforming and non-binary authors.

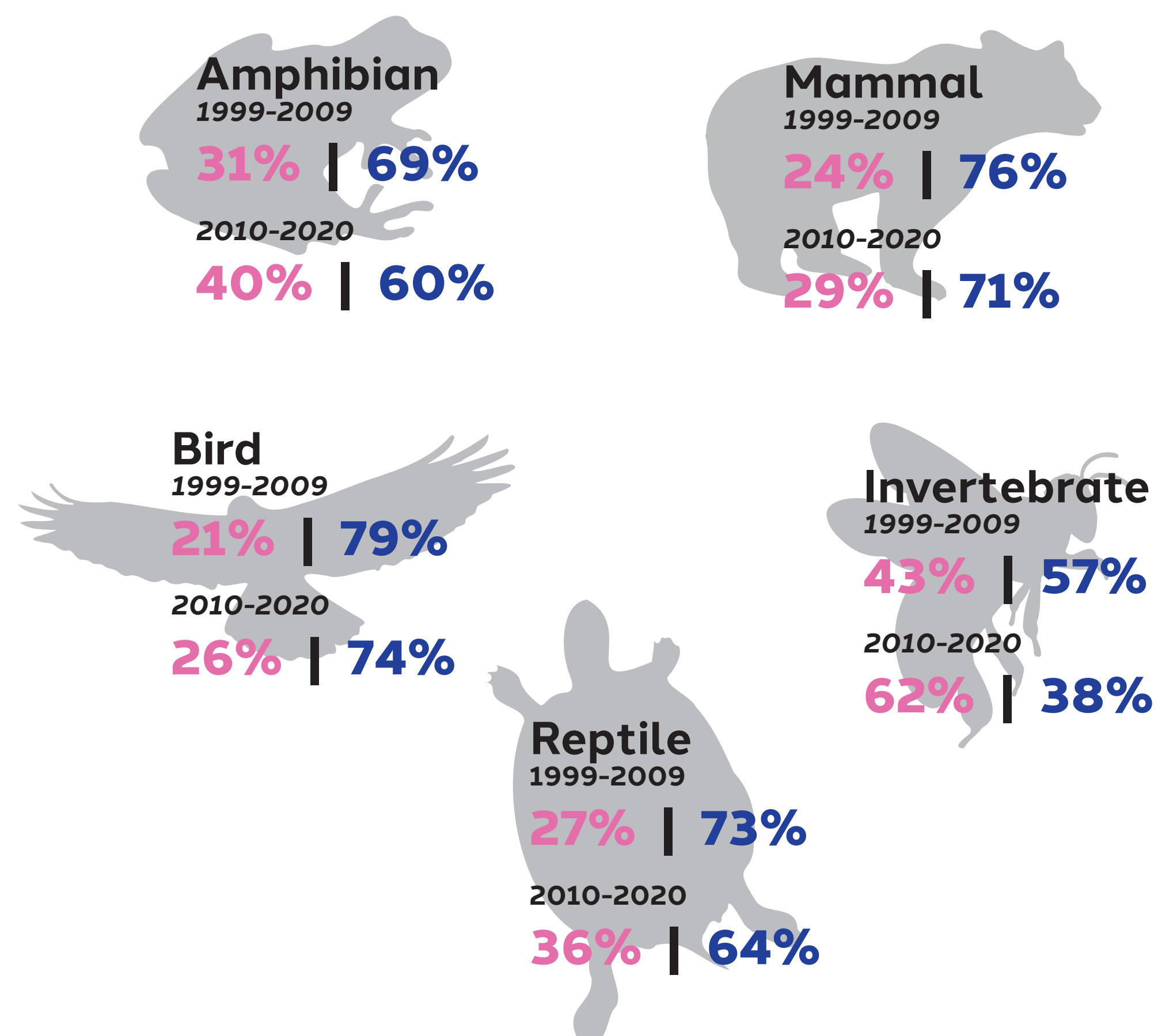
Analysis

- We calculated the ratio of men to women for first and co-authors for all years, then examined how this ratio has changed over time.
- We summarized author affiliations by region, institution type, and taxa.

Results

Men dominated authorship in 1999, with a men:women author ratio of 7.29 and 8.63 for first and co-authorships, respectively. The overall gender gap in authorship gradually narrowed until the mid-2010s. Since then, the men:women ratio has remained relatively constant at ~ 1.5 and ~ 3.0 for first and co-authorship, respectively (Figure 1).

First Authors by Taxa



First Authors by Institution Type

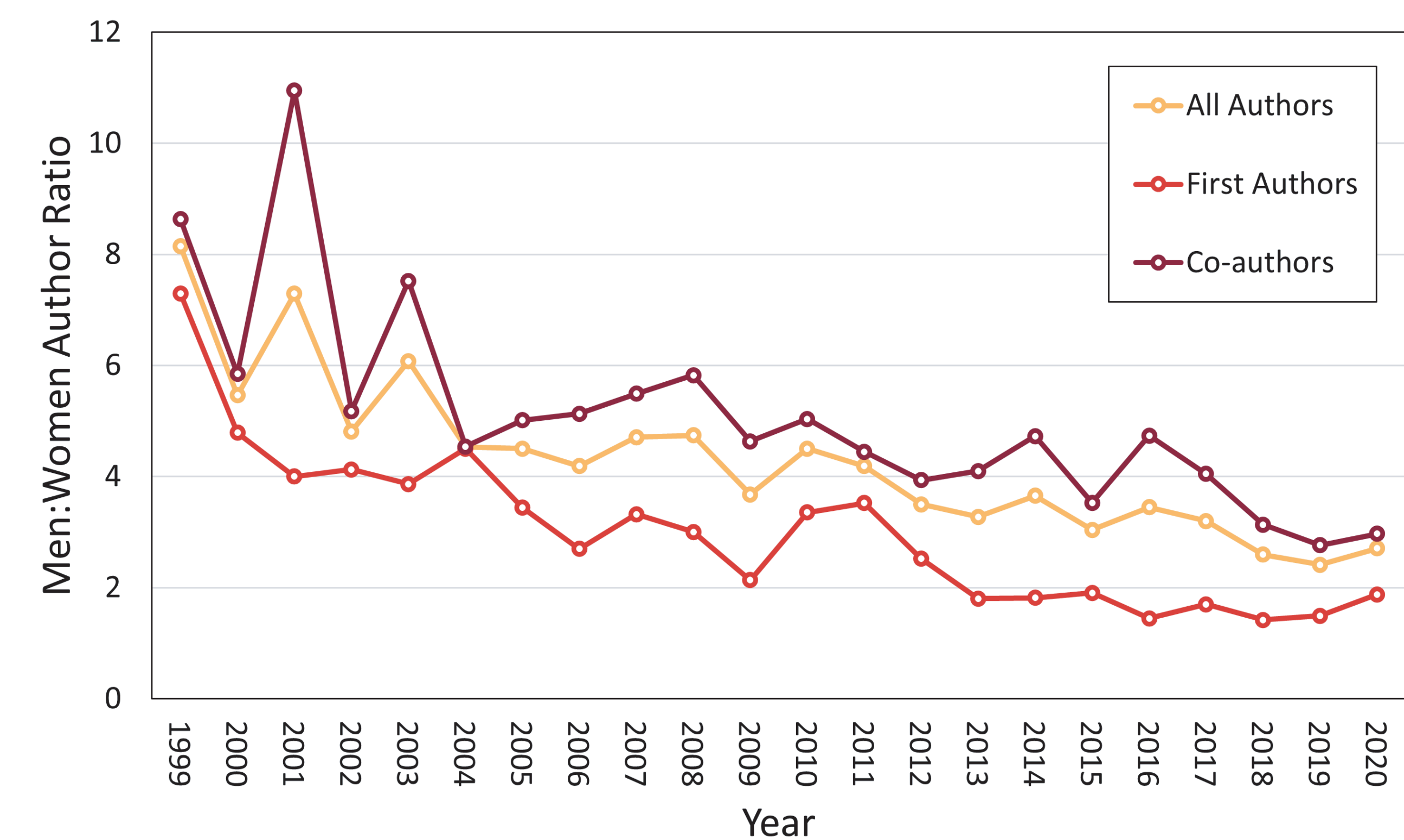
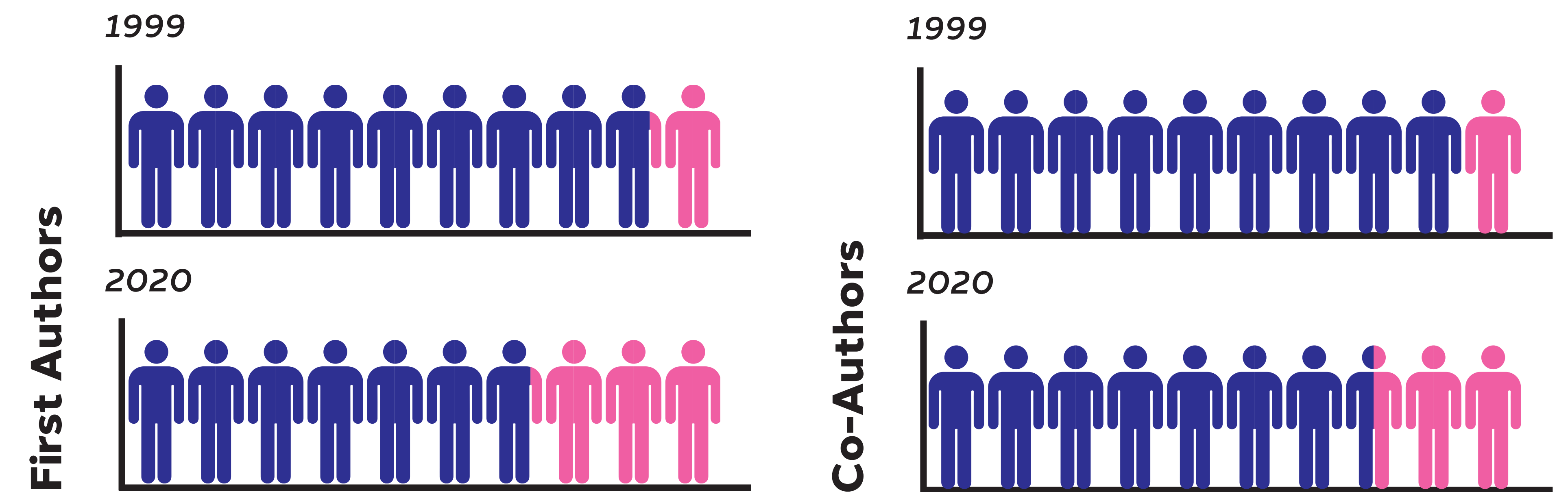
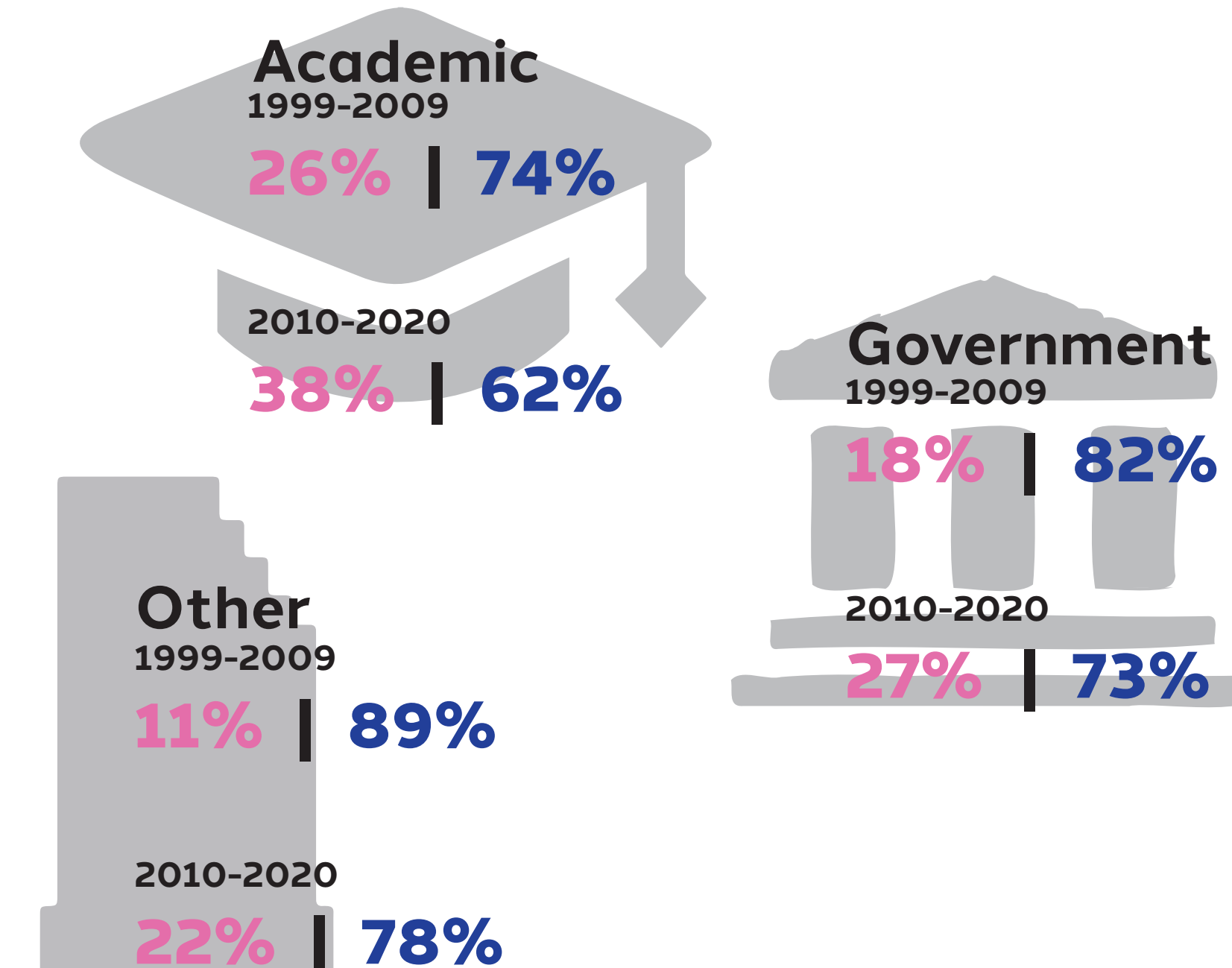


Figure 1. Ratio of men to women authors from 1999 to 2020.

First Authors by Country

