

## Earth 194 DE Week Eight Reflections

### Week Eight: Gender Inequity in Higher Geoscience Academia

Gender differences in recommendation letters for postdoctoral fellowships in geoscience

*Nature Geoscience*, Dutt et al. 2016

A global survey on the perceptions and impacts of gender inequity in the Earth and space sciences

*Earth and Space Sciences*, Popp et al. 2019

1. Popp et al. used a survey to understand the perceptions of gender bias in geoscience. We have now seen multiple papers utilize large scale surveys - from these collective readings, what makes a successful and impactful survey study for DEI research in your opinion? How compelling was this survey dataset?
2. Popp et al. found polarizing opinions on the use of gender quotas for hiring faculty. Would you support or oppose this policy? What about quotas for other identities like race or ethnicity?
3. Dutt et al. argue in their introduction that "postdoctoral years are associated with the largest leak in the pipeline for female scientists." From our readings so far, where would you say is the largest leak for historically racially minoritized groups (i.e., for Black, Latinx, and/or Native scientists)?
4. Dutt et al. found that women were half as likely to receive "excellent" letters of recommendation from letter writers, regardless of the gender of the letter writer. Did this surprise you? Why or why not?
5. What paper would you like to present in class for the final presentation in two weeks? Please include the lead author, paper title, year, and journal.

\* *Serial Testimony: One round, Q1-4*