**Panel discussion**

**Welcome**

1. Survey the room - what discplines are ppl here from. What career stage.
2. State the objective of the panel.

**Introductions (10 mins)**

Welcome everyone to the workshop. I’d like to start by acknowledging that this meeting is taking place on the traditional lands of the Noongar people and so we pay our respects to them and their cultures; and to elders both past and present.

I hope that we can generative some positive and constructive discussion around gender diversity in STEM and the career development of ECRs. This workshop has been organised to coincide with the Australian Mathematical Psychology conference which starts tomorrow so we’ve really lucky to be joined by 3 research leaders in that field. Prof Amy Criss – who is head of school at Syracuse in the states. Assoc Prof Amy Perfors who is co-director of the complex human data hub at university of Melbourne and Associate Prof. Chris Donkin from the cognitive sciences lab at UNSW.

A lot of what we talk about will have particular relevance psychology but many of the issues and barriers that women in particular face are relevant across all STEM fields.

People are publishing articles on gender attendance and ratios in spoken sessions at conferences. Vision society published one and the rations there are around 2.5 males to females. Psychonomics again somewhere around 2.5 to 1. I then looked at Mathematical Psychology and this is 7.5 to one. That’s set against the backdrop that Psychology is regarded as a female dominated science say compared to engineering. Pipeline effect and these issues are clearly magnified in the subfield of mathematical psychology. One of the differences is the skill set that is involved. Technical and mathematical skills, advanced statistical methods and computer programming. A key focus for today is to discuss how individuals, particularly women, can gain (technical) skills necessary to reach senior levels of research and better understand the barriers for the individual and the system.

**1. Diversity discussion (<30 mins)**

Speakers 5-10 mins

uneven work loads, unconscious biases, work life balance, harassment, visibility.

**Role models**: Ask Amy Criss about her role as a tutor on the computational modelling summer school.

**Visibility and bias**: **Amy P**: We have been having a string a bad luck at journals in my lab. Lack of good will. What is in common? The papers given the roughest treatment have women as first authors. I wonder if I previously did the same?

**Amy C**: involvement in the early years.

PRIDE initiative at Syracuse (diversity more broadly).

**Chris**: Caring responsibilities.

**Audience questions**

**2. Your own skill development (20 mins)**

I’ll then ask some questions around topics such as:

Training opportunities available to you as an ECR (US or Australian systems)

Do you think the US system leads to more equality in skill development? Do we need to formalise this?

Any particular skills you found it more difficult to acquire and how did you manage that?

Any external barriers you came across?

**Audience questions**

**3. Training/mentoring ECRs (<45 mins)**

I’ll ask you each to speak briefly about how you run your labs and support skill development of your early career researchers.

**Amy P**: Advertises to PhD students – need some skills but also to contact on how to gain these skills – what led you to say this?

**Chris:** How can we relieve some of the pressure of the individual relationship? How could we ensure all undergrads are taught advanced stats and programming?

**Amy C:** As HoS advice onmanaging difficult relationships with supervisors.

Sponsorship vs. mentorship – what do you see the role as for each of these?

With things as they stand - what do current ECRs need to be doing?

Can people learn skills (e.g. comp modelling) at a later stage in their career - how can this be achieved?

**Audience questions**

**Final remark: Before we finish up and then they’ll be morning tea for everyone -**

Notes for me:

Progression/promotion

Gender diffs in how we promote ourselves.

With the questions - ask the next person a related question or for a Concrete example.

would you like to answer this one

Thanks, X. Y, do you share X’S opinion?"

"X, would you like to add anything to y’s comment

So, if I understand correctly, you are saying that . . .

In that case, then, wouldn't you agree that . . .

Before we move to another aspect, any more questions related to . . .

X, do you have a two-minute answer to this one?