

Beginning a career in waterfowl ecology: Challenges and strategies



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Background

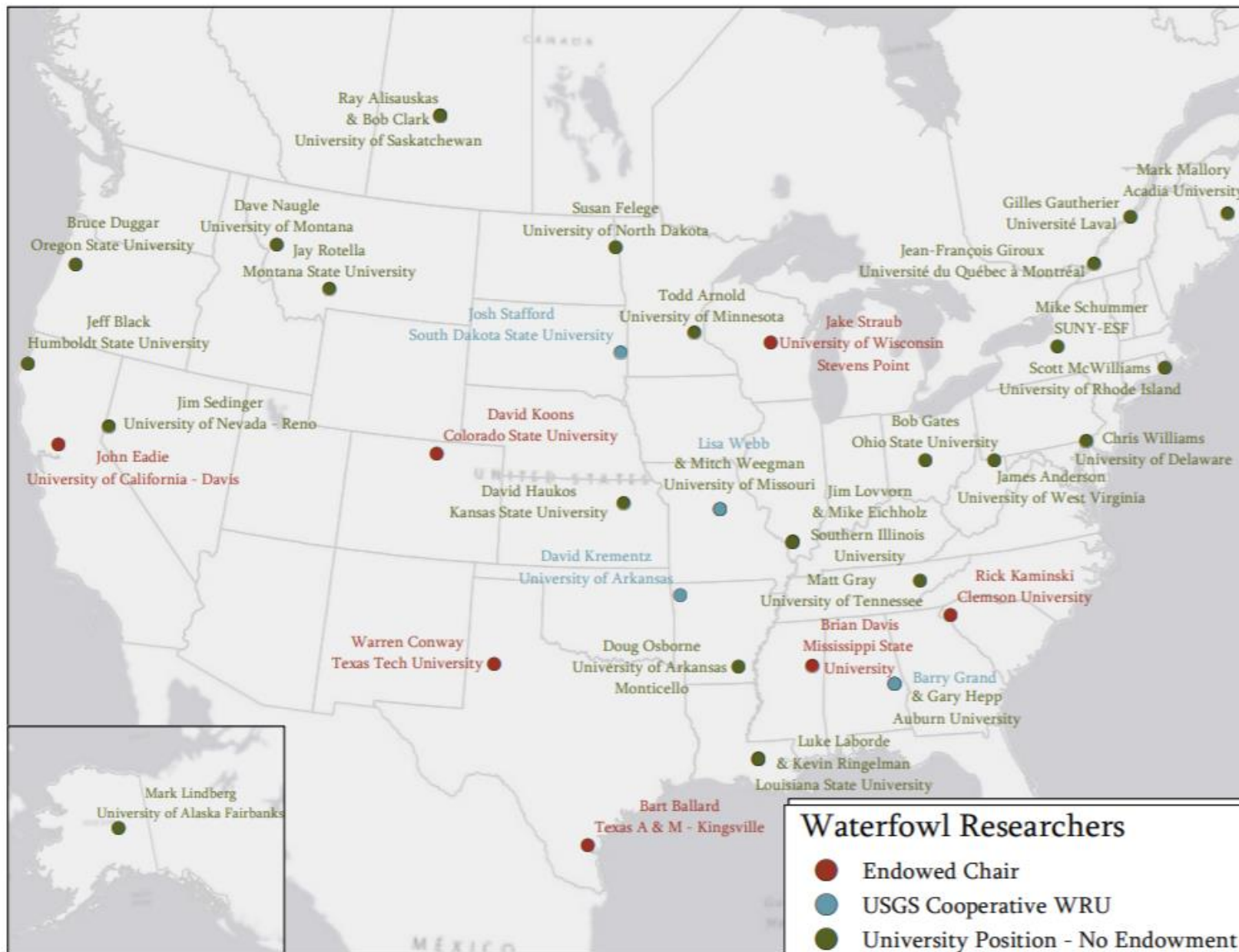
- Large cohort of young women entering science/ecology field
 - 56% of undergrads in STEM majors were women from 2004-2014
 - 2016 Zoology Graduate Students (via NSF):
 - 466 (57%) female, 349 (43%) male



California Waterfowl

Summary Statistics

Career Type	Ducks Unlimited, Inc.	Delta Waterfowl	Flyway Councils	Academia
Technicians	57%			
Graduate Students				32%
Biologists	19%	17%		
Conservation Experts	0%	0%		
Executive Staff/Board of Directors	9%	0%	13%	
Professors				5%



Outline

- Challenges
 - Salary Inequality and Negotiating
 - Formal Exclusion
 - Informal Exclusion
 - Harassment and Inadequate Response
 - Assumptions of Inadequacy
 - Assumptions of Wrongness
 - Relationships and Children
- Solutions
 - Structural Supports
 - Supportive Relationships
 - Specific Tools



What to Do When You're the Only Woman in the Room



By Dolly Chugh



Save for Later

Being the “only” can leave you feeling as an outsider when you just want to be in. Learn how to view your status as a strength, not a stigma.

Women Duck Hunters: Growing in Numbers, but Lagging in Independence?

Written by Holly A. Heyser



Ep. 171: Let Them Wear Pink



The New York Times

Account

News Analysis

Why Women Aren't C.E.O.s, According to Women Who Almost Were

It's not a pipeline problem. It's about loneliness, competition and deeply rooted barriers.

Challenges

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Challenges and supports for women conservation leaders

Megan S. Jones | Jennifer Solomon



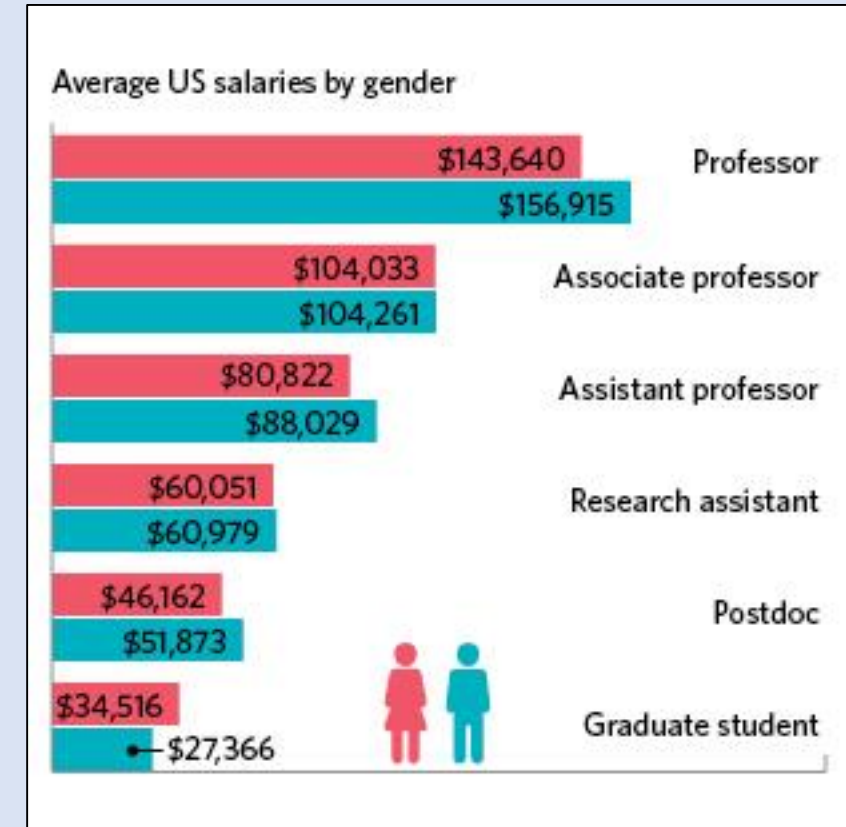


Challenges – General

- Waterfowl ecology is a competitive and “risky” field
- Female scientists are more likely to quit than women in other professions
 - 43% of women with full-time science jobs leave after having their first child (only 23% of men; Cech and Blair-Loy 2019)
- Complex problems
 - Bias shown by both men and women

Challenges – Salary Inequality and Negotiating

- Women make less at every level of an organization
 - Male undergraduate lab assistants more likely to be hired and paid more than females by both males and females (Moss-Racusin et al. 2012)
- Salary transparency
- Penalties for asking:
 - Women who negotiated for promotions were 30 percent more likely than men to be labeled intimidating, bossy, or aggressive (LeanIn/McKinsey and Company Survey)
 - Ask for raise or promotions equally as often as men
 - Women are a quarter less likely to obtain a raise after asking (Artz et al. 2018)



Challenges – Formal Exclusion

- Being denied opportunities to advance
- More junior men receiving promotions more frequently than more qualified women
- Publication rates
 - Research groups led by women published with over 60% female co-authors whereas those led by men published with less than 20% female co-authors (Salerno et al. 2019)

RESEARCH ARTICLE

Male principal investigators (almost) don't publish with women in ecology and zoology

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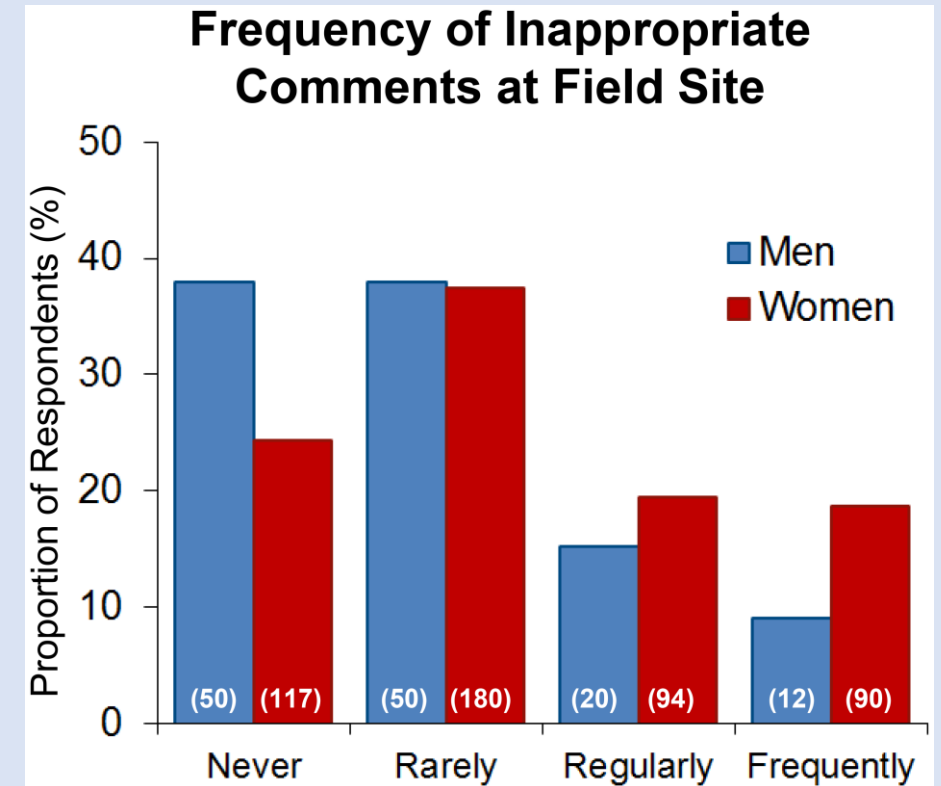
Challenges – Informal Exclusion

“You’re the only woman,” she said. “It’s very lonely. I was at a high level playing in a golf foursome with all high-level men. One said, ‘I didn’t know you knew how to play.’ I said, ‘You never asked me.’ I never drank with them. I never tried to be one of the guys. I spent more energy on performance.”

- Hunting trips among peers
- Gendered wording in job announcements
- Gendered wording in letters of recommendation
 - Length of letters of recommendation (Trix and Psenka 2013)
 - Standout compliments (Schmader et al. 2007)
- Friend groups impact number of publications and networks

Challenges – Harassment and Inadequate Response

- Harassment and assault at field sites overwhelmingly aimed at trainees
 - Harassment aimed at men = from peers
 - Harassment aimed at women = from superiors
- Lack of official harassment policies or codes of conduct
- Few ways to report incidents



Clancy et al. 2014

Microaggressions

Buying chains and rope for nest dragging from Home Depot and a man in line asks, “what’d your boyfriend do to deserve those?”

At waterfowl state convention. Head organizer asks, “you lost, little lady?” as soon as I entered the room.

At a conference with my partner (also in the waterfowl field) wearing a duck band as a necklace. Older biologist comments on it and states, “must be nice for you to get tokens like that, hanging out with a duck guy” even though I had found the band on a dead bird at my field site.

At a gun/bear safety training and the instructor asks people who are experienced with guns to pair up with people who are not experienced. He says to myself and my partner, “so which one of you has experience with firearms?” I replied, “I do.” He says, “Really??”

Waterfowl biologist says to my male friend, “I don’t understand why these women are in the waterfowl field. They don’t even hunt.”



Challenges – Assumptions of Inadequacy

- “Token” minorities are often held to higher standards
 - More difficult to take risks or fail
 - Women feel they have to work harder than men
 - Age matters
- Disbelief/surprise at women’s successes
- Assuming women cannot be authority figures
- Challenging right to a leadership position
- Assuming women lack field skills

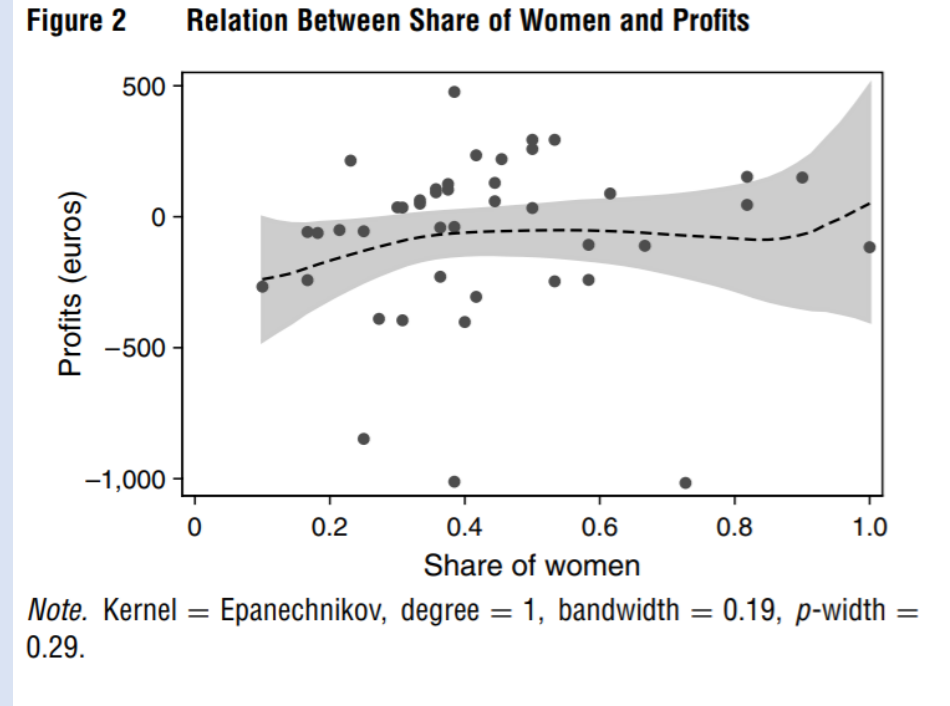
Challenges – Assumptions of Wrongness

- Women are told to be more assertive
- Assertiveness is perceived negatively
- Too old, too young, too overtly feminine
 - Common in field settings



Strategies and Solutions – Why Does it Matter

- Mission statements:
 - CA Waterfowl Values: Stewardship | Sustainability | Integrity | Accountability | Passion | Dedication | Community | Family | Inclusion | Diversity | Innovation
- Costs associated with failed retention
- Organizations with greater diversity have better performance and are more productive



Strategies and Solutions – Structural Supports



Skills training geared
towards women

Have value for men too



Organization changes
to improve equity

Sexual harassment
support system

Paid parental leave
policies

Daycare programs



Salary transparency and negotiation
trainings



Measures of
productivity

Take into account delays for
parental leave

Take self-citation into account
(Cameron et al. 2016)

Strategies and Solutions – Supportive Relationships

- Mentorship vs. Sponsorship
- Important behaviors:
 - Provide opportunities
 - Learn individual needs
 - Give feedback and guidance
 - Connect to their networks and champion work
 - Demonstrate confidence
 - Being role models/representation (age matters)





Gender analysis

Gender analysis provides the necessary data and information to integrate a gender perspective into policies, programmes and projects.



Gender audit

A gender audit is essentially a “social audit”, and belongs to the category of “quality audits”, which distinguishes it from traditional “financial audits”.



Gender awareness-raising

Awareness raising is a process which helps to facilitate the exchange of ideas, improve mutual understanding and develop competencies and skills necessary for social change.



Gender budgeting

Gender budgeting is a strategy to achieve equality between women and men by focusing on how public resources are collected and spent.

Strategies and Solutions - Tools

- Gendered wording in job advertisements
 - <http://gender-decoder.katmatfield.com/>
- Gendered wording in letters of recommendation
 - <https://www.tomforth.co.uk/genderbias/>
- Implicit bias tests
 - <https://implicit.harvard.edu/implicit/selectatest.html>
- Formal gender trainings



Conclusions for Early Career Ecologists

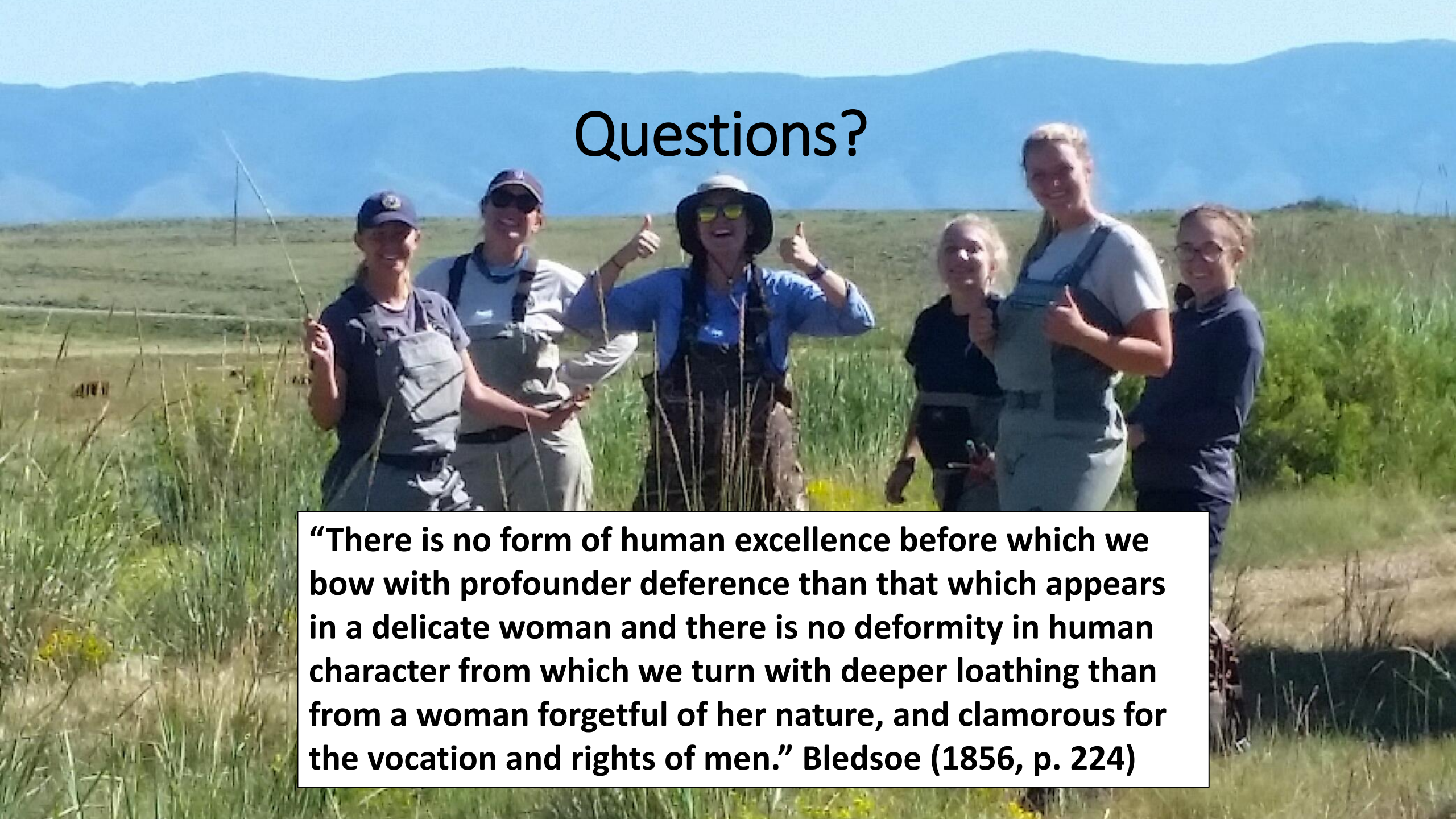
- What does success mean to you?
- Find a mentor
- Congratulatory accounting
 - Keep track of emails, mentees, successes
- Organizations
 - MANNRS, Women of Wildlife (TWS), Becoming an Outdoor Woman, Conservation Leaders for Tomorrow

Conclusions for Mentors

- Use the tools available to you
- Spread the word
- Take on leadership positions where you can affect change
- Think about who you're sponsoring
- Explicitly consider how race interacts with gender (Bowser et al. 2012)



Questions?



“There is no form of human excellence before which we bow with profounder deference than that which appears in a delicate woman and there is no deformity in human character from which we turn with deeper loathing than from a woman forgetful of her nature, and clamorous for the vocation and rights of men.” Bledsoe (1856, p. 224)