

# Economics Needs Inclusiveness. Let's Make That Happen!

Sarah Jacobson

March 2019

I. We Have a Problem.

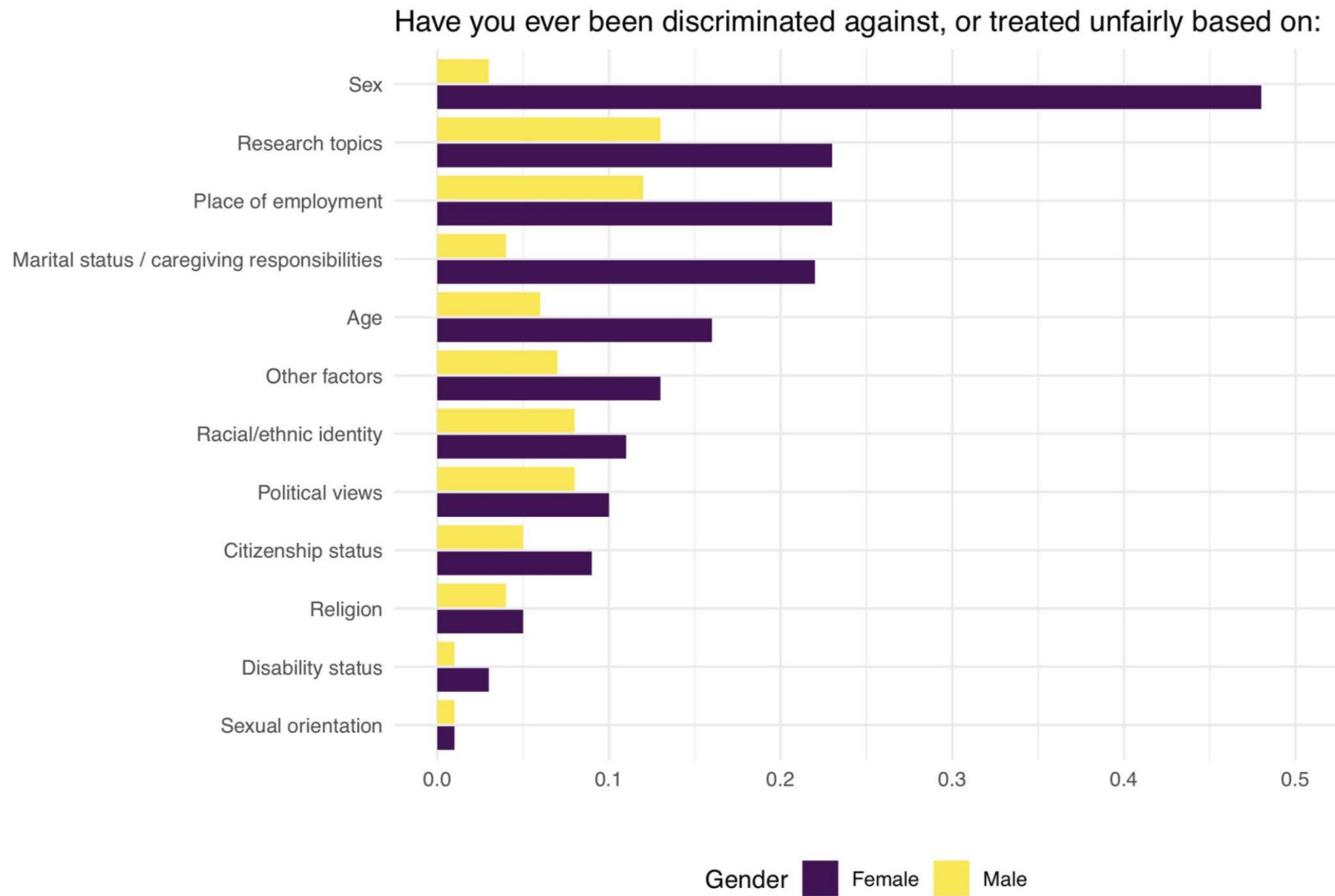
## AEA Member Announcements (March 18, 2019)



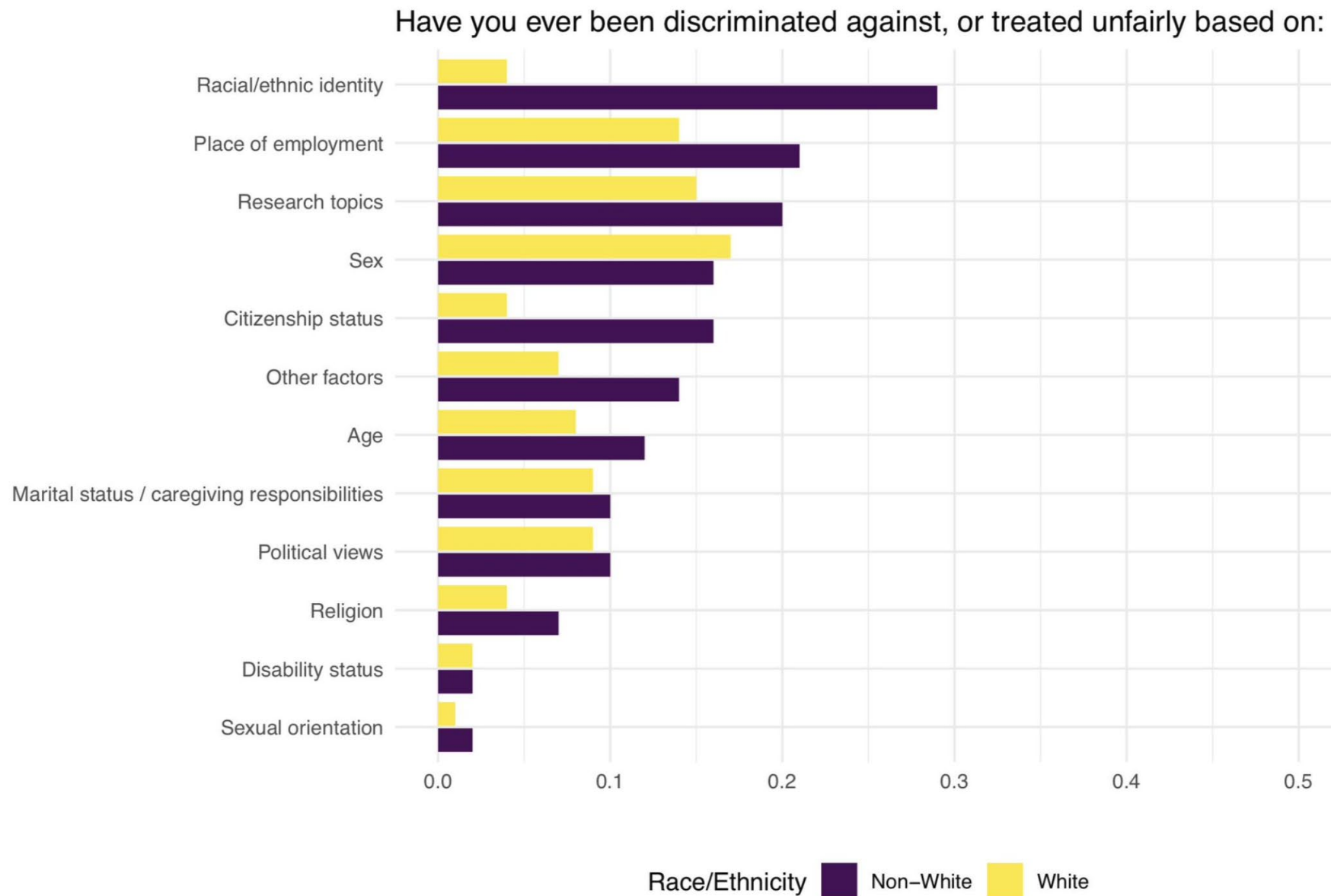
March 18, 2019

To the members of the American Economic Association:

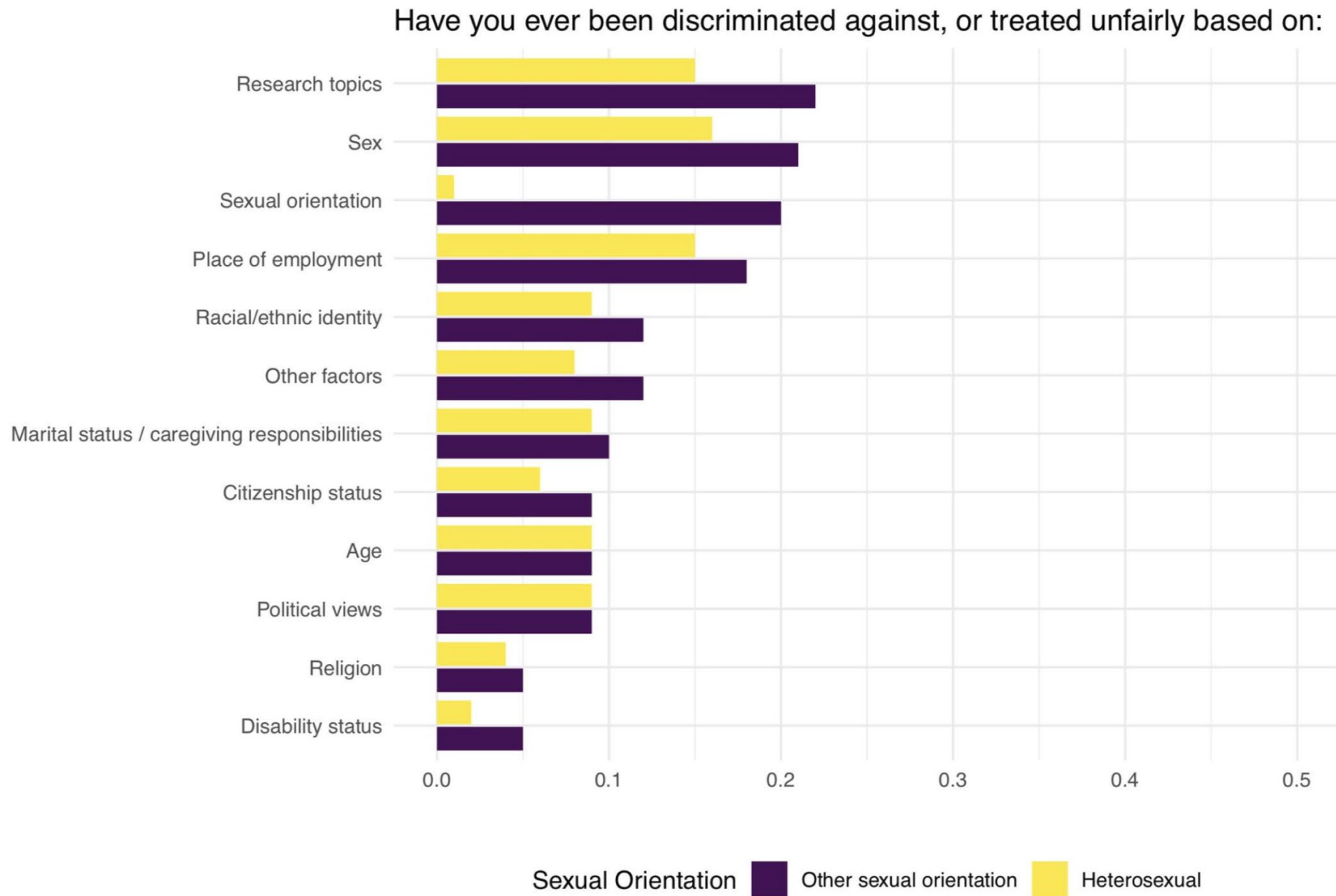
The American Economic Association is today releasing results from a survey of current and former members about the professional climate in economics, conducted under the auspices of the AEA's recently created standing [Committee on Equity, Diversity, and Professional Conduct \(CEDPC\)](#). For the Committee's summary report of the survey results, see [here](#).



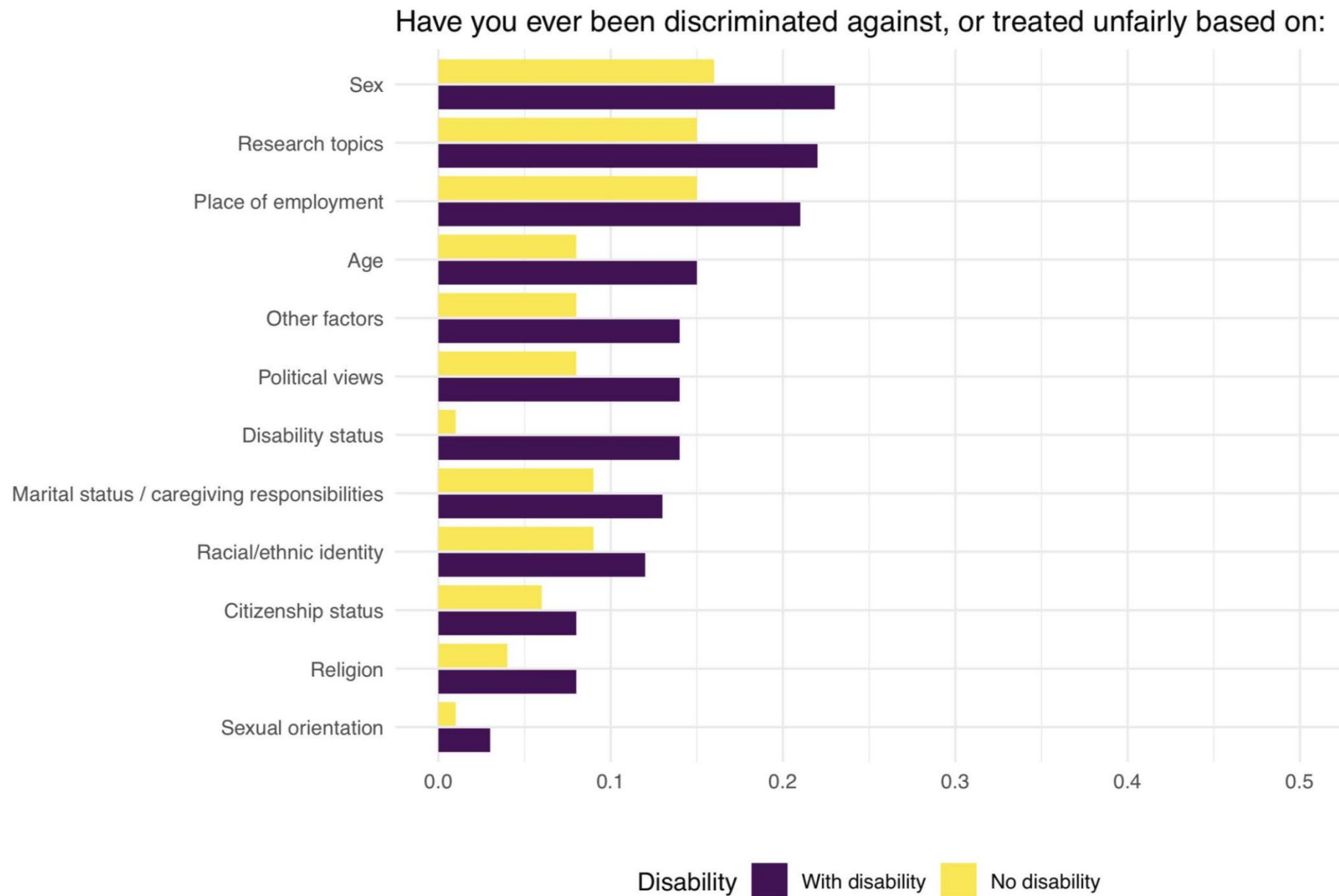
*Data from the AEA climate survey report, curated by Olivier Simard-Casanova; graphs created by Paul Goldsmith-Pinkham*



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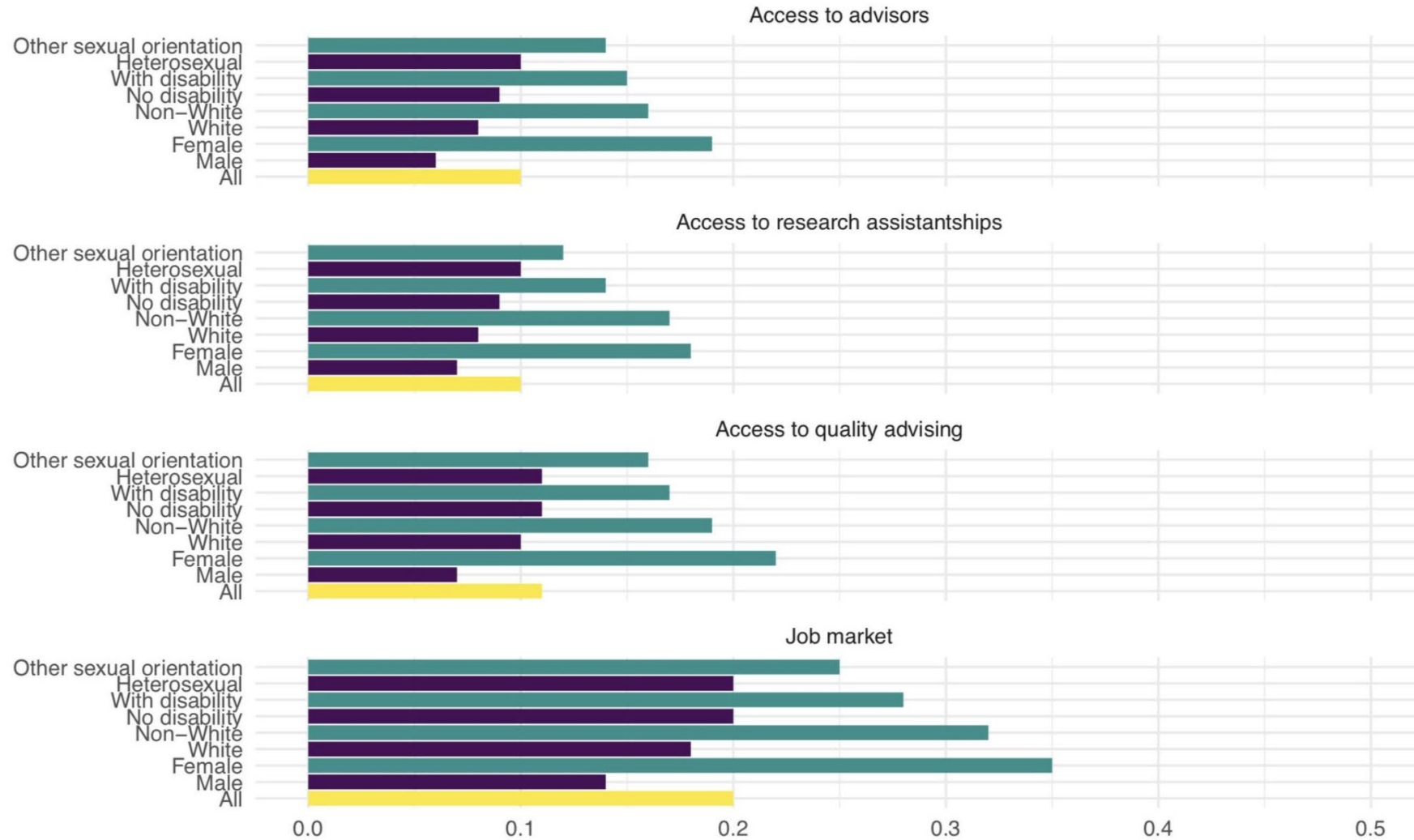


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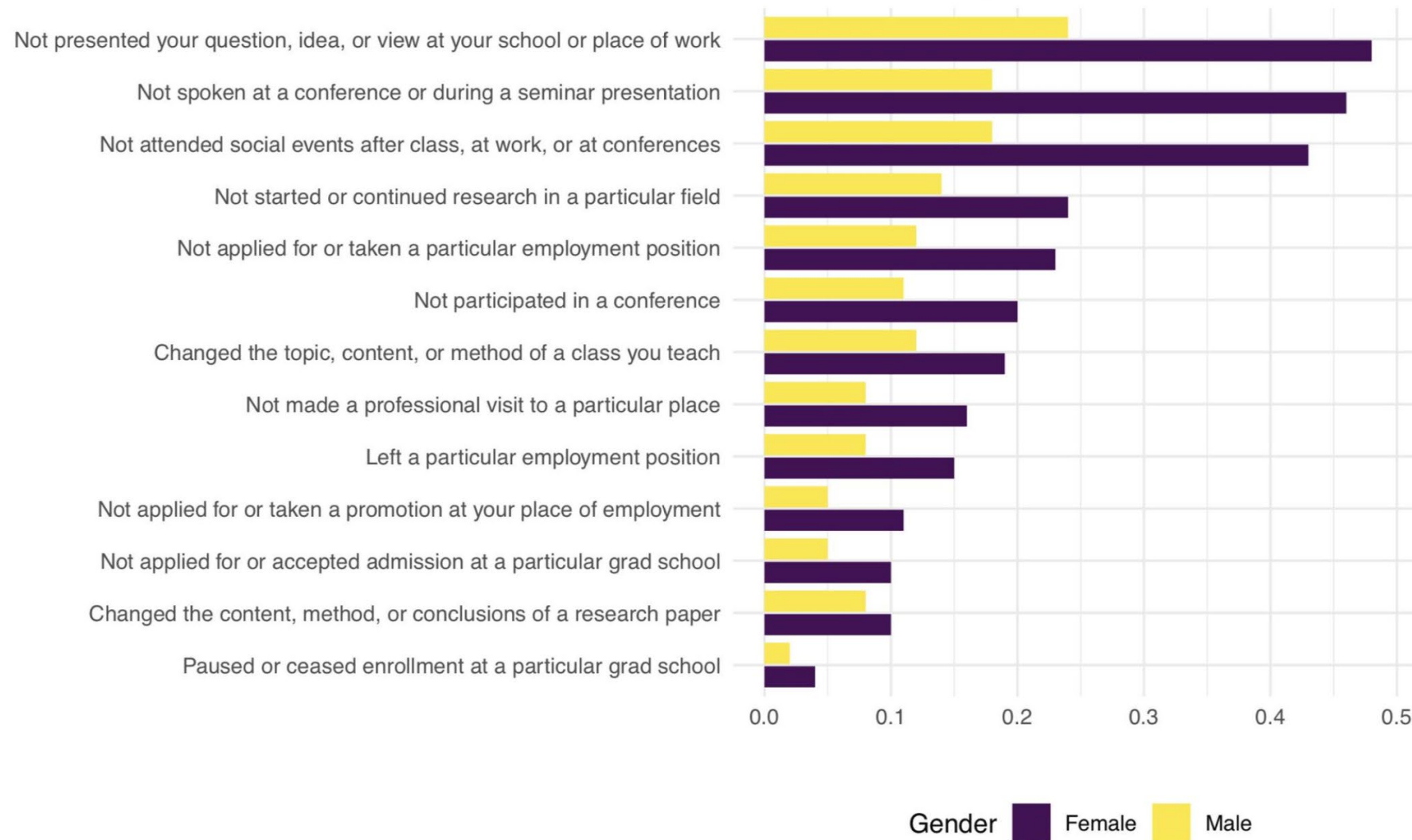
During your time as a student studying economics,  
have you personally experienced discrimination or unfair treatment with regard to:



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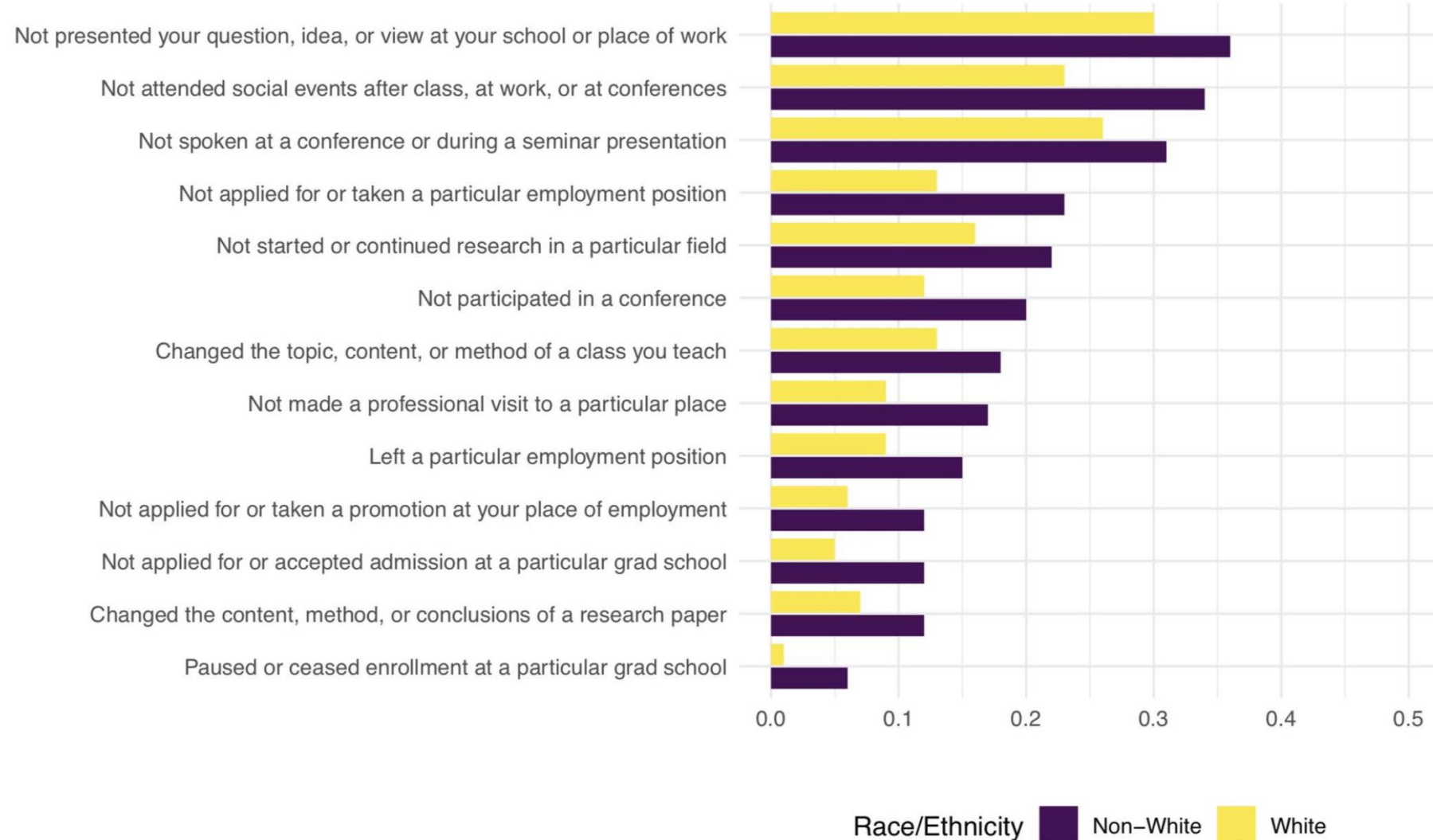


Have you ever done any of the following to avoid possible harassment, discrimination, or unfair or disrespectful treatment:

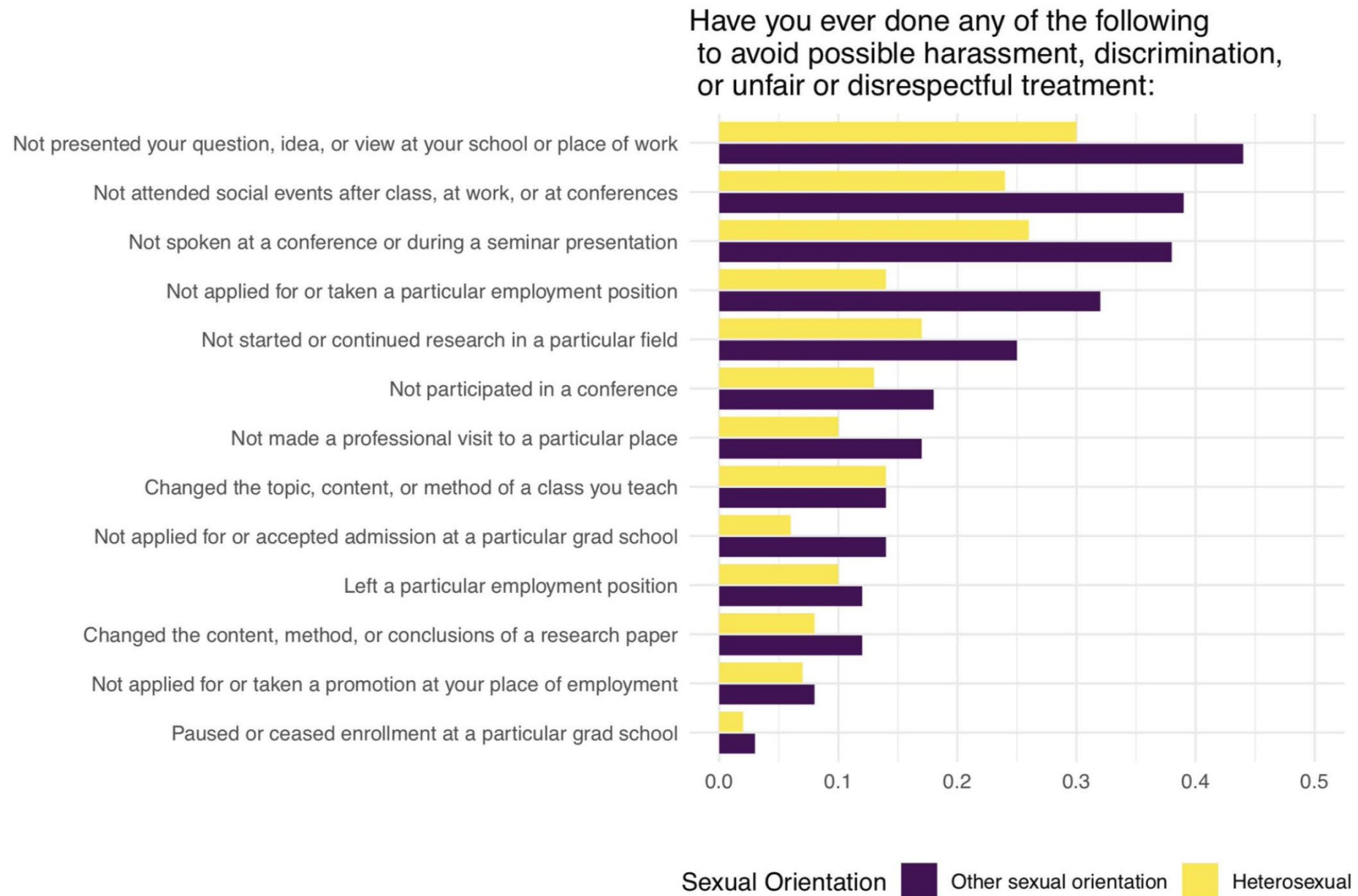


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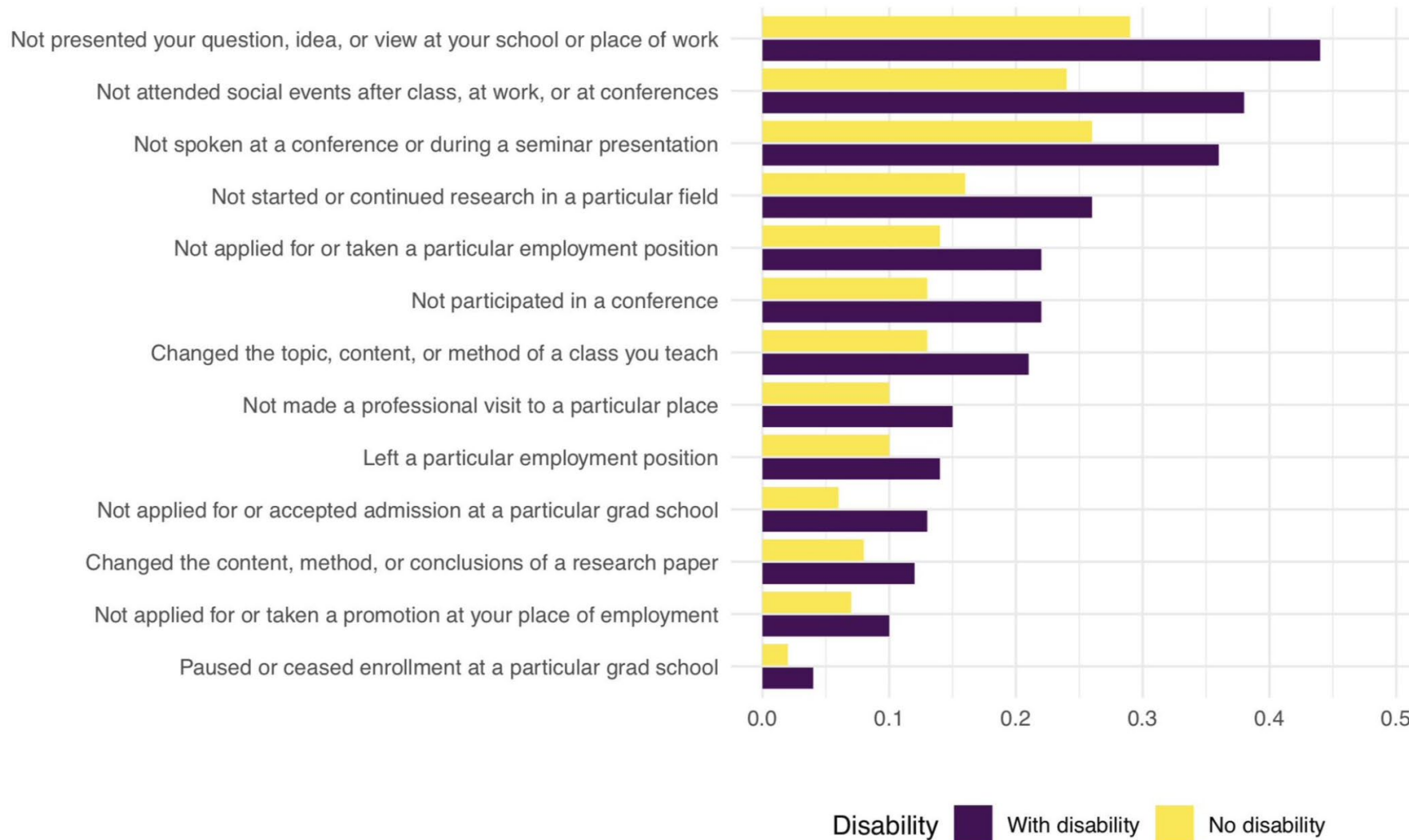


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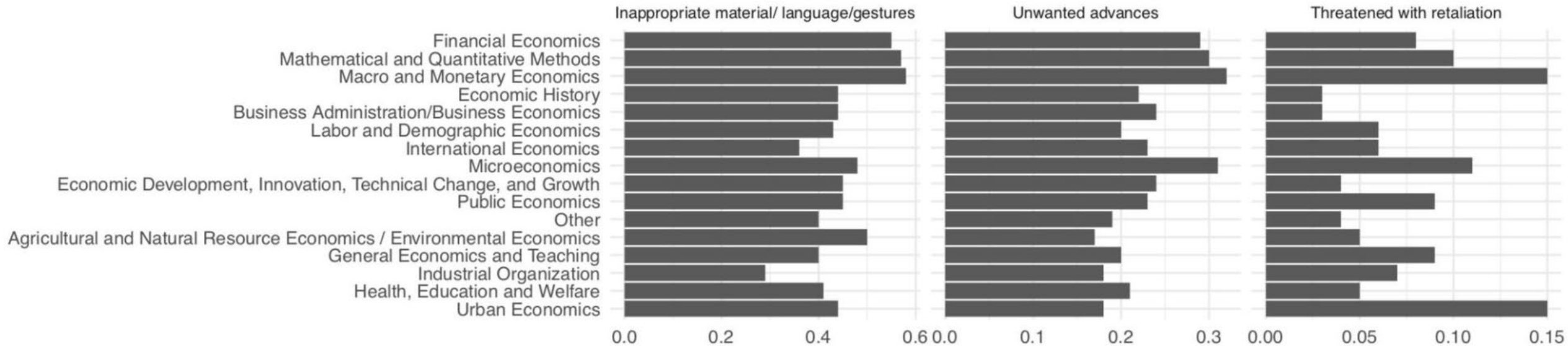
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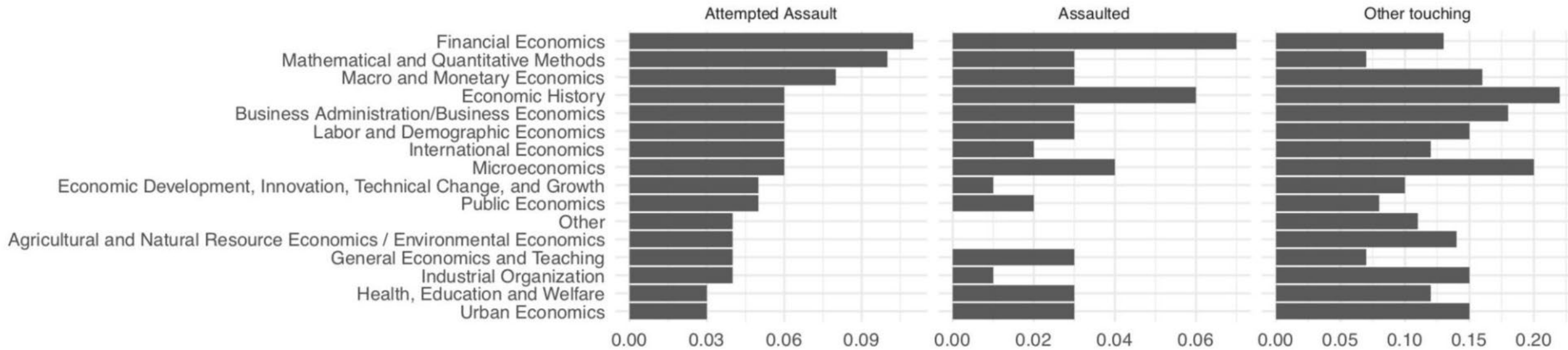


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## Explicit harassment experienced by women by field

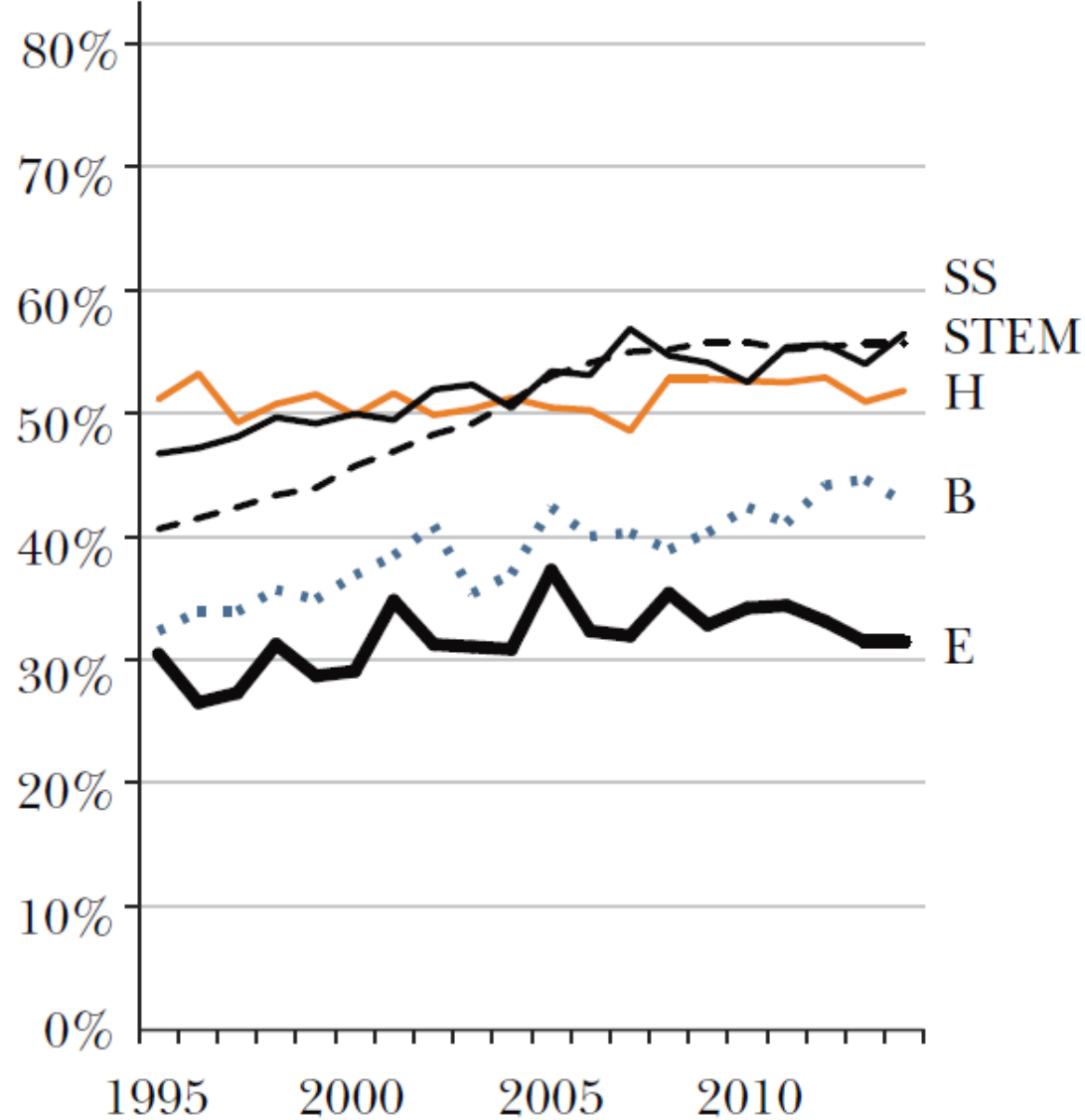


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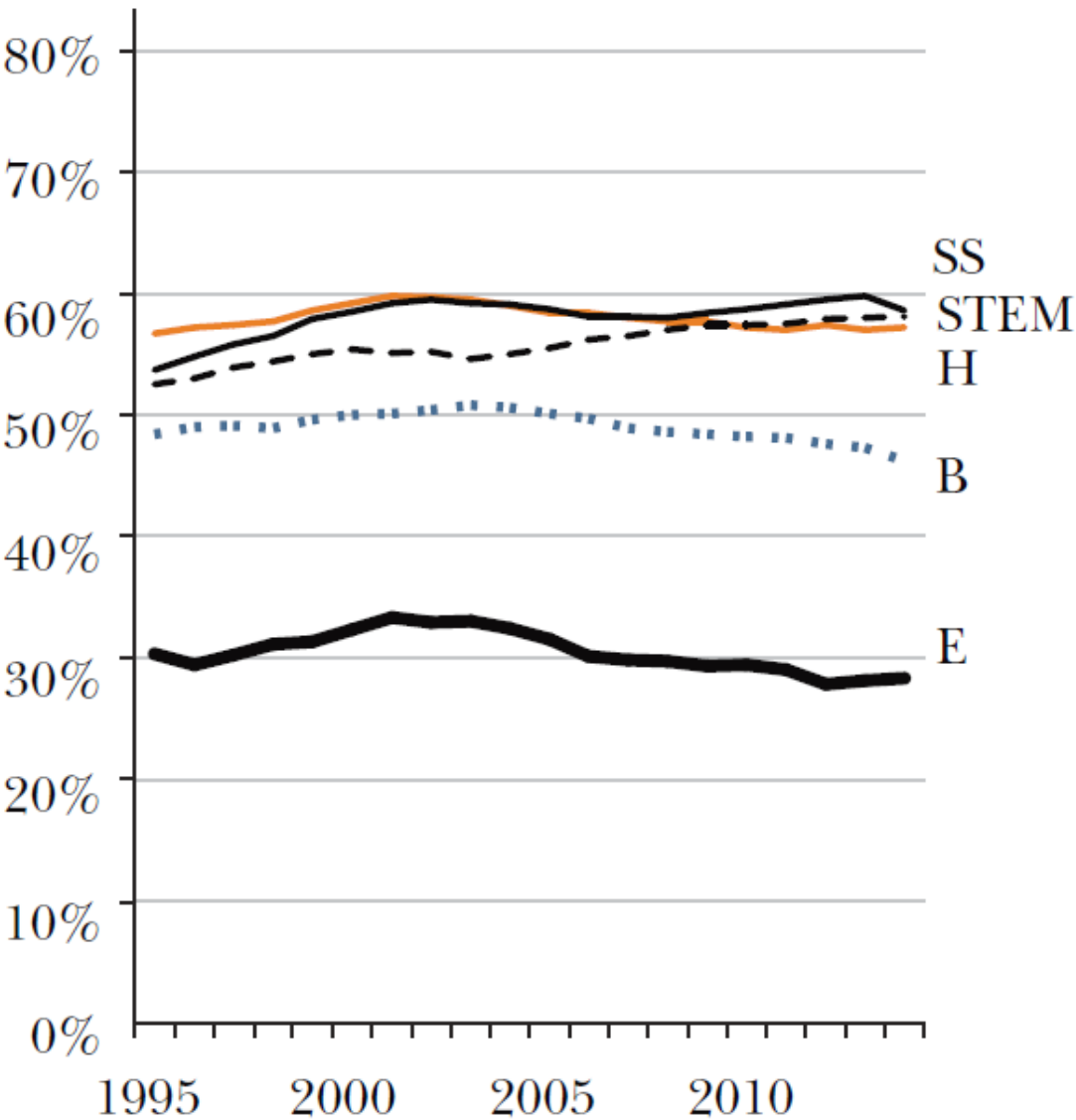


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A: Percentage of Doctorate Degrees  
Awarded to Women



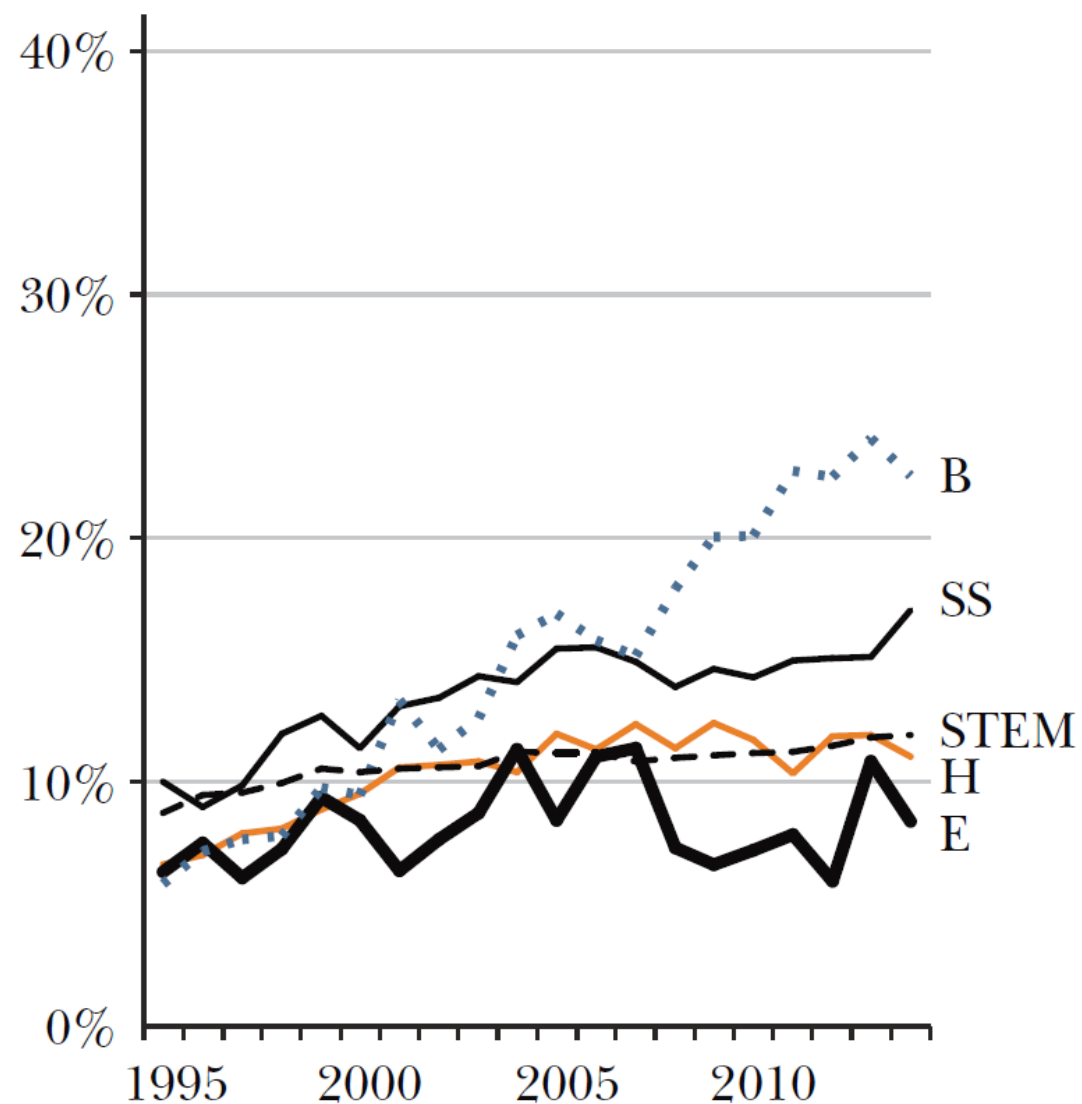
B: Percentage of Bachelor's Degrees  
Awarded to Women



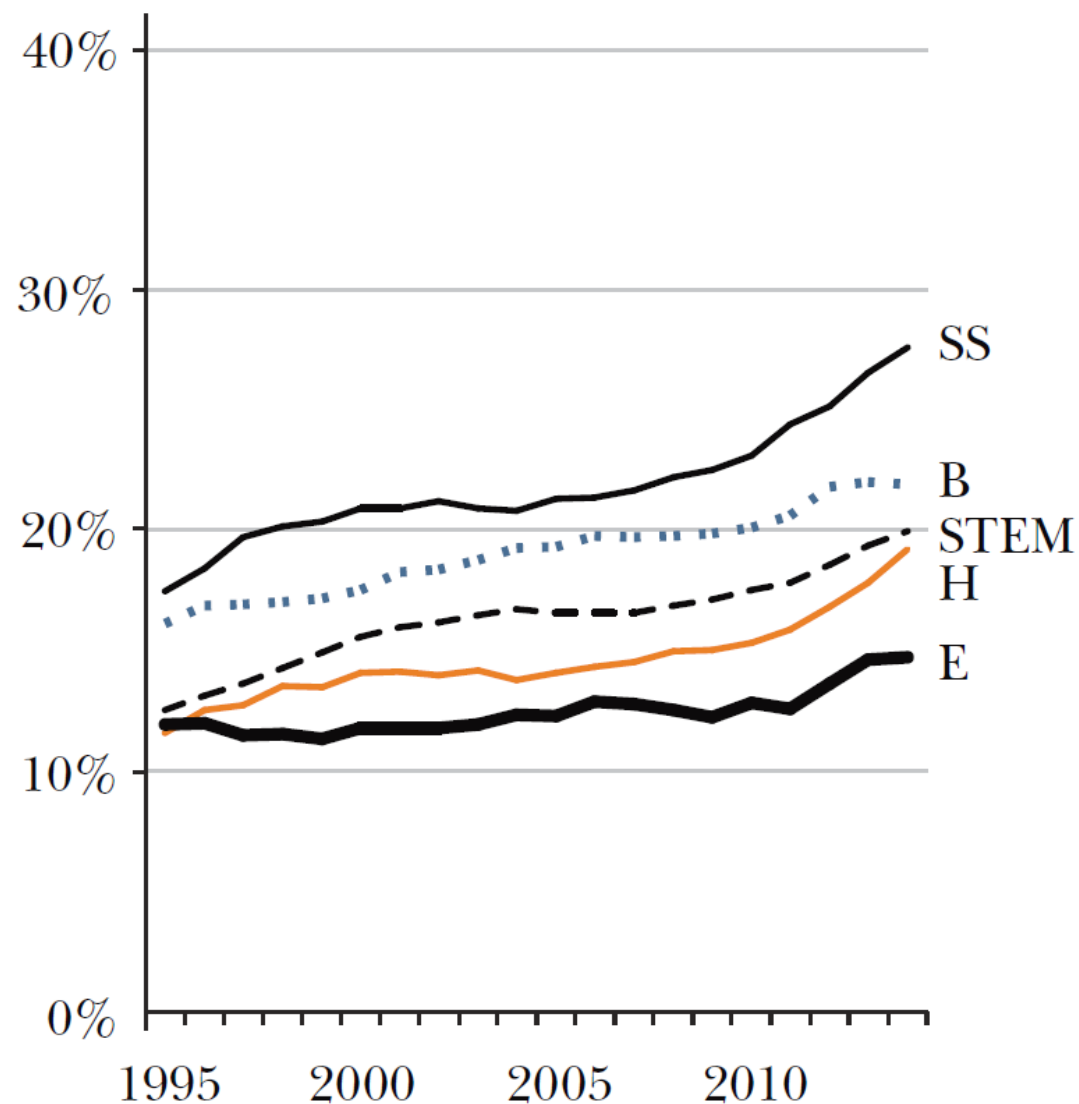
Source: Bayer and Rouse (2016)



C: Percentage of Doctorate Degrees Awarded to Minority Students



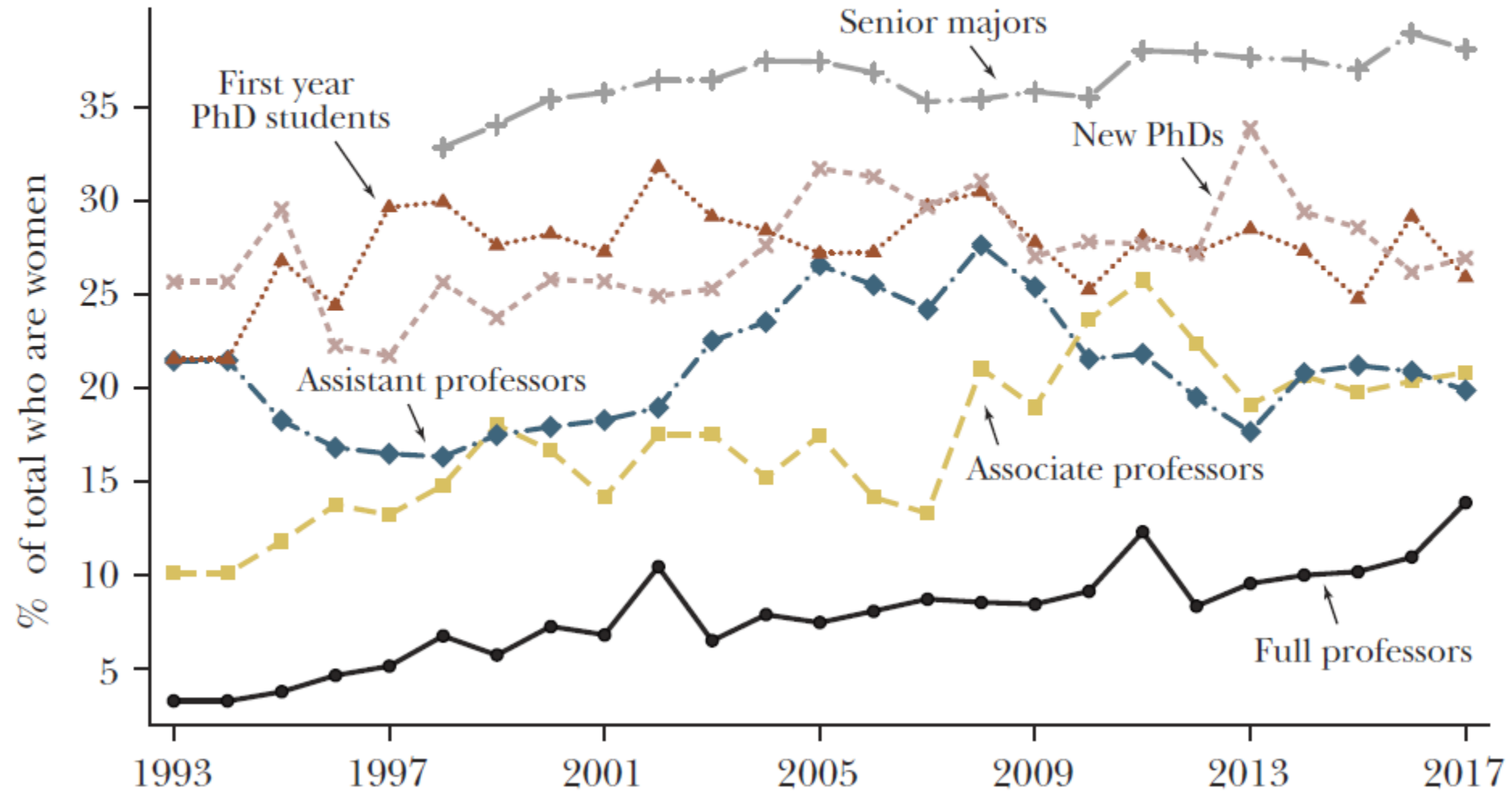
D: Percentage of Bachelor's Degrees Awarded to Minority Students



Source: Bayer and Rouse (2016)



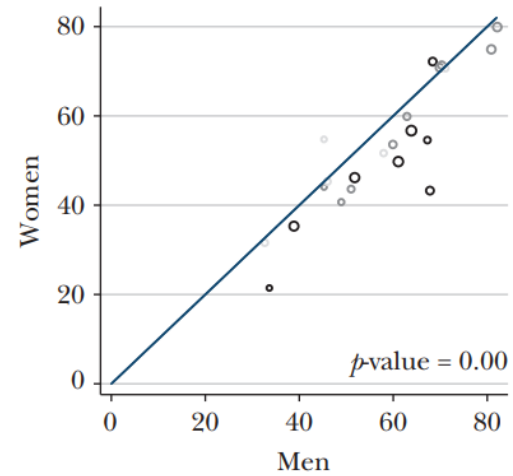
# Representation of Women among First-Year PhD Students, New PhDs, and Faculty by Rank: Top 20 Economics Departments, 1993–2017



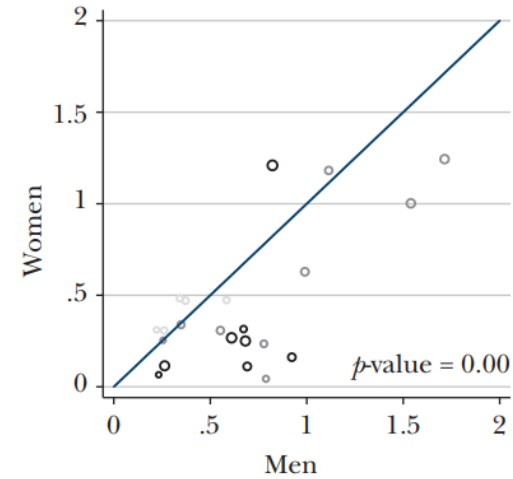
Source: Lundberg and Stearns (2019)

## Post-Graduation Outcomes for Men and Women, PhD Economists by Graduate Department

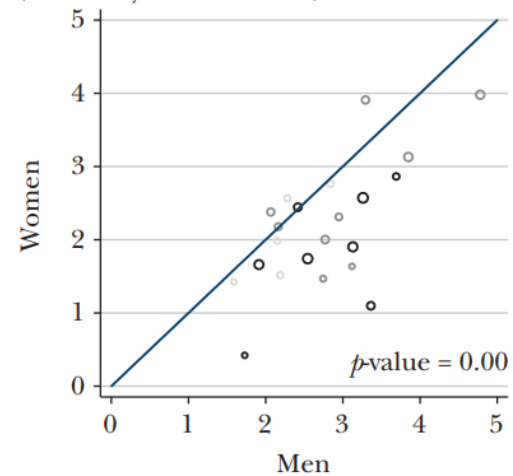
A: Average Rank of 1st Placement  
(rank = 100 - [2017 US News ranking];  
better departments have higher scores)



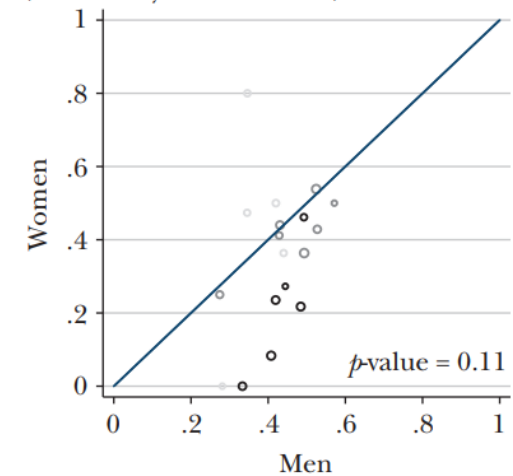
B: Top 5 Publications  
(in first 7 years after PhD)



C: Top 55 Publications  
(in first 7 years after PhD)



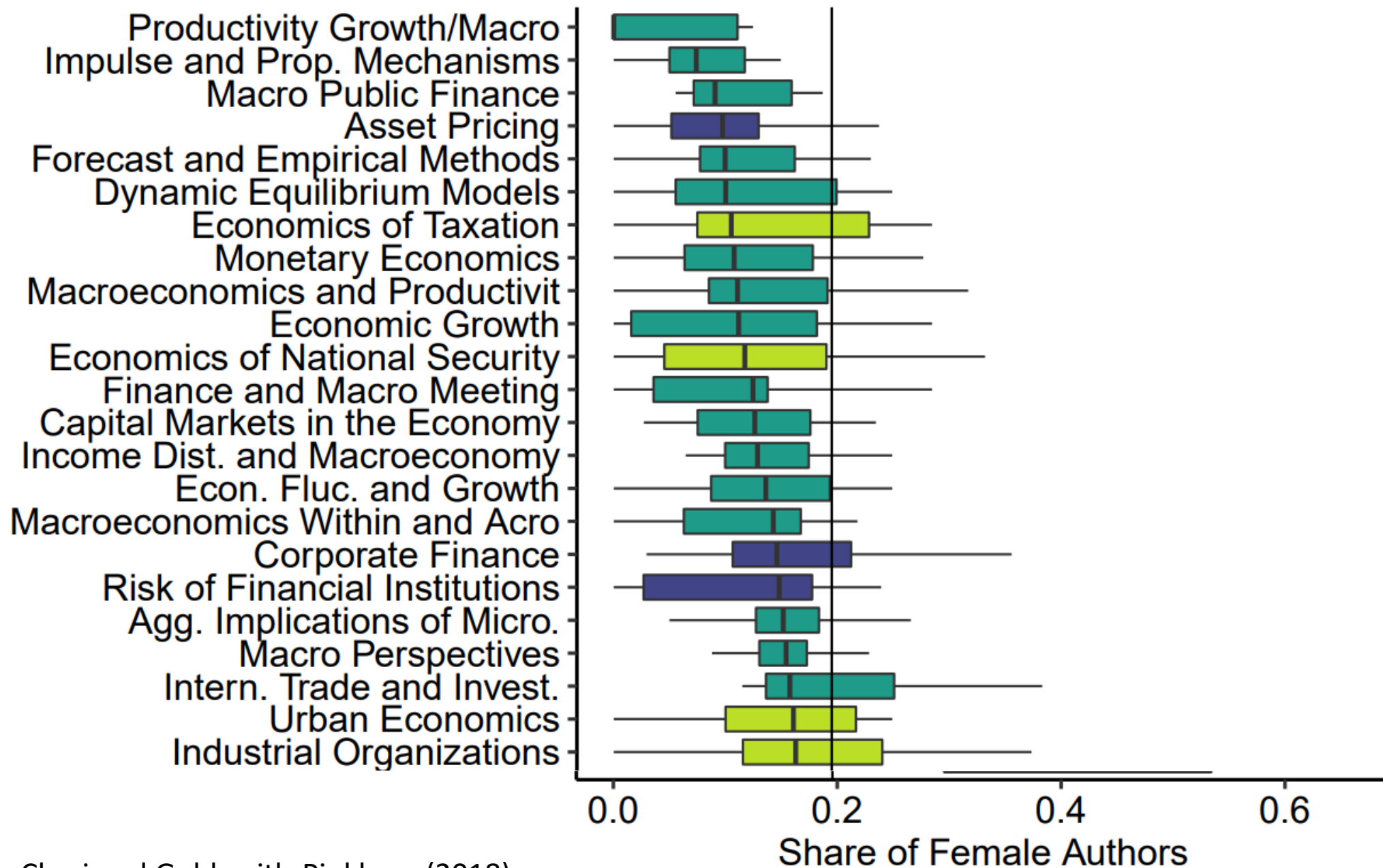
D: Ever Promoted  
(in first 10 years after PhD)



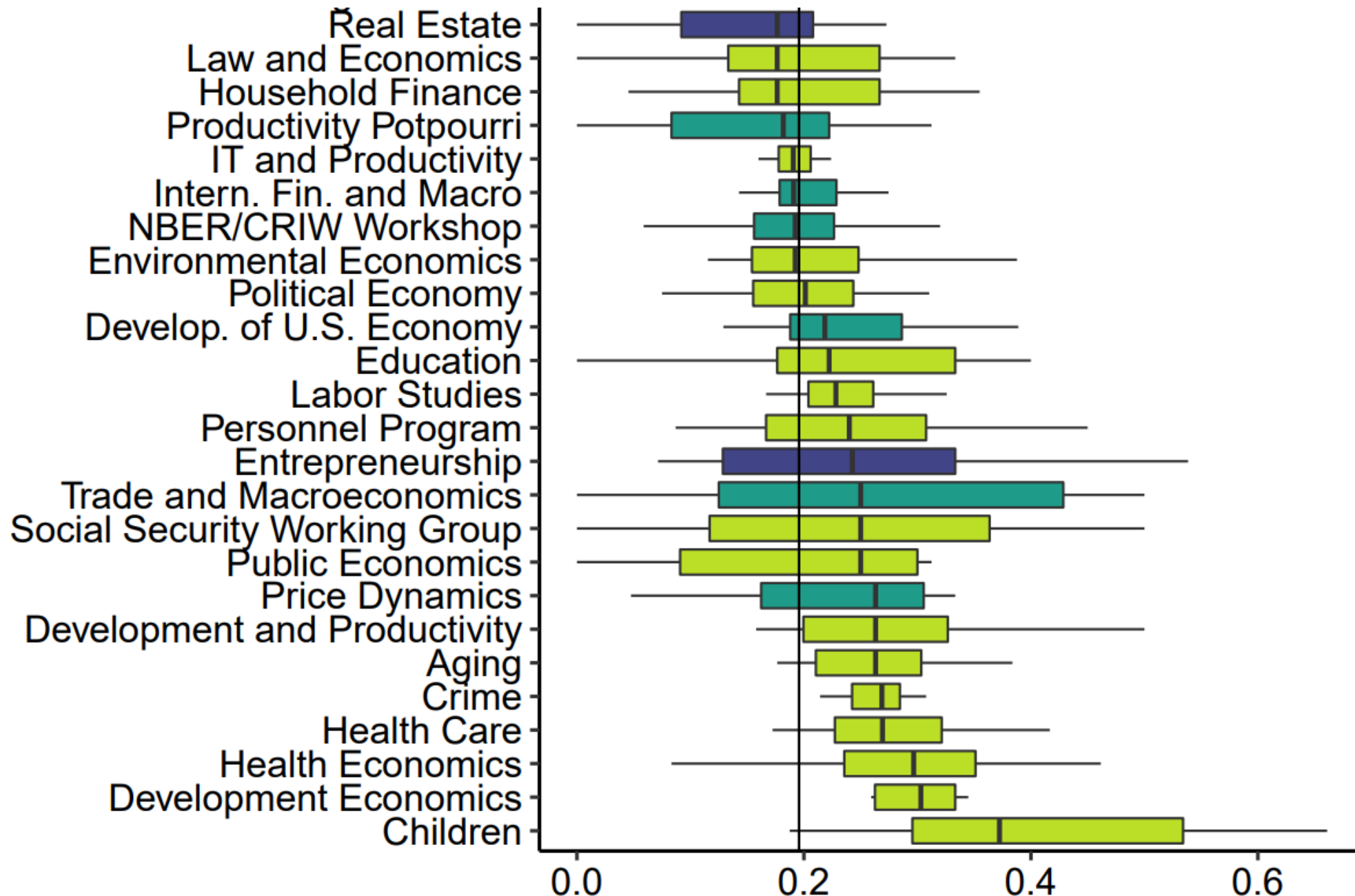
Source: Boustan and Langan (2019)

○ Less equal    ○ Neutral    ○ More equal

## II. Exclusion Affects the Work We Do



Source: Chari and Goldsmith-Pinkham (2018)



Source: Chari and Goldsmith-Pinkham (2018)

Share of Female Authors

**Group 2 Proposition: Market  
Solutions and Government  
Interventions  $N = 122$**

	<b>Gender</b>	<b><math>E(R/\bar{X})</math></b>
The European Union has an excessive amount of government regulation of economic activity	Female	3.11*** (0.15)
	Male	3.65*** (0.12)
The United States has an excessive amount of government regulation of economic activity	Female	2.38*** (0.14)
	Male	2.93*** (0.14)
The United States should drill for oil in the Arctic National Wildlife Refuge	Female	2.21*** (0.18)
	Male	2.75*** (0.20)
Parents should be given educational vouchers which can be used at government-run or privately run schools	Female	2.99*** (0.18)
	Male	3.75*** (0.16)
A Wal-Mart store typically generates more benefits to society than costs	Female	3.30*** (0.14)
	Male	4.07*** (0.13)

Source: May, McGarvey, and Whaples 2014

Group 3 Proposition: Government Spending, Taxing, & Redistribution $N = 115$	Gender	$E(R/\bar{X})$
The distribution of income in the United States should be made more equal	Female	3.86*** (0.16)
	Male	3.14*** (0.16)
Increases in the minimum wage will increase unemployment among unskilled workers	Female	2.91*** (0.17)
	Male	3.85*** (0.12)
The United States should link import openness to the labor standards of its export partners	Female	3.34*** (0.17)
	Male	2.41*** (0.14)
Employers in the United States should be required to provide health insurance to their full-time employees	Female	3.31*** (0.17)
	Male	2.39*** (0.14)
The United States should implement a tax on consumption and rely less on income taxes for revenue	Female	2.51*** (0.16)
	Male	3.31*** (0.16)
The size of government in the United States is 1 = much too large, 2 = too large, 3 = about right, 4 = too small, 5 = much too small	Female	2.80*** (0.11)
	Male	2.34*** (0.12)
The U.S. tax structure should be: 1 = made less progressive, 2 = kept at its current level of progressivity, 3 = made more progressive	Female	2.81*** (0.08)
	Male	2.11*** (0.11)

amples 2014

Source: May, McGarvey, and Whaples 2014

# III. But WE Can Be Part of the Solution!



# Let's Make a Better Climate

- **Before you engage, ask yourself:**  
**Are you being rigorous or are you just being a jerk?**

# Police Our Own Biases

- Recommendation letters – check for bias
- Honor diverse scholars for their work
- If this was written by a scholar of a different identity, would I be responding differently to it?
- When putting together a session, workshop, seminar series, leadership team, reading group, etc.: check the demographics! Can you do better? Think beyond your own networks.

# Circumvent the Gatekeepers

- EconSPARK instead of ... that other thing
- Organize your own sessions and workshops
- Guest edit a journal issue

# Mentoring Programs Work

- CeMENT
- AEA Pipeline Mentoring Program
- Show up, be mentored, spread the word, and mentor others

# Diversity Begets Diversity

- Role models matter
- Peer support networks matter
- Let's be there for each other and for the next generation!

# Step Up for Others – Lifting as We Climb!

- Amplify voices that are not being heard
- Take your share of service burdens – no less and no more
- Teach in inclusive ways (see Diversifying Economic Quality website), and diversify your reading list
- Listen and care

# WiER at Williams!





# References

- Bayer, A., Rouse, C.E., 2016. Diversity in the Economics Profession: A New Attack on an Old Problem. *Journal of Economic Perspectives*, 30(4), 221-242.
- Boustan, L., Langan, A., 2019. Variation in Women's Success across PhD Programs in Economics. *Journal of Economic Perspectives*, 33(1), 23-42.
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- <http://diversifyingecon.org/>
- Paul Goldsmith-Pinkham's Twitter thread on the AEA climate survey report: <https://twitter.com/paulgp/status/1108564236857298944>
- Lundberg, S., Stearns, J., 2019. Women in Economics: Stalled Progress. *Journal of Economic Perspectives*, 33(1), 3-22.
- May, A.M., McGarvey, M.G., Whaples, R., 2014. Are Disagreements among Male and Female Economists Marginal at Best?: A Survey of AEA Members and their Views on Economics and Economic Policy. *Contemporary Economic Policy*, 32(1), 111-132.