[*[VN1]*](https://aarhusuniversitet-my.sharepoint.com/personal/au757887_uni_au_dk/Documents/revision-v4.docx?xsdata=MDV8MDJ8Z2luYS5uaWNob2xzQGFncm8uYXUuZGt8ZjczMThiMmNhOWZlNGZmM2IyOTMwOGRjZTNkY2U5ZDF8NjFmZDFkMzZmZWNiNDdjYWI3ZDdkMGRmMDM3MGExOTh8MXwwfDYzODYzNTc4NzQ4MTg5MTYyN3xVbmtub3dufFRXRnBiR1pzYjNkOGV5SldJam9pTUM0d0xqQXdNREFpTENKUUlqb2lWMmx1TXpJaUxDSkJUaUk2SWsxaGFXd2lMQ0pYVkNJNk1uMD18MHx8fA%3d%3d&sdata=ejZLTDhtTEo2ZC83TlNpNHRpalZTLzVTZ0wyTmwvYVQ5aVhNU3A4eUl5UT0%3d#_msoanchor_1)*Note to self: Inequities cause inequalities. Inequity is the driver and inequality is the result. This is a good way to frame it.*

[*[VN2]*](https://aarhusuniversitet-my.sharepoint.com/personal/au757887_uni_au_dk/Documents/revision-v4.docx?xsdata=MDV8MDJ8Z2luYS5uaWNob2xzQGFncm8uYXUuZGt8ZjczMThiMmNhOWZlNGZmM2IyOTMwOGRjZTNkY2U5ZDF8NjFmZDFkMzZmZWNiNDdjYWI3ZDdkMGRmMDM3MGExOTh8MXwwfDYzODYzNTc4NzQ4MTkwNzQ5MHxVbmtub3dufFRXRnBiR1pzYjNkOGV5SldJam9pTUM0d0xqQXdNREFpTENKUUlqb2lWMmx1TXpJaUxDSkJUaUk2SWsxaGFXd2lMQ0pYVkNJNk1uMD18MHx8fA%3d%3d&sdata=R0NaRzNCWWdQRC9hSVNOMmRzUnhmak92NzhONi95ZEZRZ2d1UjducFdoWT0%3d#_msoanchor_2)*I have imbalance here, just because the words inequity and inequality scare me as a scientist, because I know I don’t understand their nuances. For me ‘imbalance’ felt a little gentler and eased me into thinking about this, but it might be too gentle. You know your audience! I think it is ok.*

[*[VN3]*](https://aarhusuniversitet-my.sharepoint.com/personal/au757887_uni_au_dk/Documents/revision-v4.docx?xsdata=MDV8MDJ8Z2luYS5uaWNob2xzQGFncm8uYXUuZGt8ZjczMThiMmNhOWZlNGZmM2IyOTMwOGRjZTNkY2U5ZDF8NjFmZDFkMzZmZWNiNDdjYWI3ZDdkMGRmMDM3MGExOTh8MXwwfDYzODYzNTc4NzQ4MTkxODcyNHxVbmtub3dufFRXRnBiR1pzYjNkOGV5SldJam9pTUM0d0xqQXdNREFpTENKUUlqb2lWMmx1TXpJaUxDSkJUaUk2SWsxaGFXd2lMQ0pYVkNJNk1uMD18MHx8fA%3d%3d&sdata=Z3dqdEw4Mmx2eGlwOVJaV1VwQXBRZmNQeHRMOFNnNTlQbGthTGt0L05GST0%3d#_msoanchor_3)*ANGIE, is this fair to do/say? I had never heard of that book until you added it to the table, and it would have helped me earlier in my education, for sure. YES, this is fair to say. I love citing Sachs' Invisible Farmers book because it's from 1983 (and is still very well cited in inequality research in ag, as it's a foundational work) but makes the point that BUDDY, THIS IS NOT NEW NEWS 😆 Also, an aside, this is a book that was read by farmers, too -- Denise O'Brien has told me how validated she felt reading it and it really spoke to the experiences she was having/recognizing that other women farmers were experiencing, too.*

[*[VN4]*](https://aarhusuniversitet-my.sharepoint.com/personal/au757887_uni_au_dk/Documents/revision-v4.docx?xsdata=MDV8MDJ8Z2luYS5uaWNob2xzQGFncm8uYXUuZGt8ZjczMThiMmNhOWZlNGZmM2IyOTMwOGRjZTNkY2U5ZDF8NjFmZDFkMzZmZWNiNDdjYWI3ZDdkMGRmMDM3MGExOTh8MXwwfDYzODYzNTc4NzQ4MTkyOTU0MHxVbmtub3dufFRXRnBiR1pzYjNkOGV5SldJam9pTUM0d0xqQXdNREFpTENKUUlqb2lWMmx1TXpJaUxDSkJUaUk2SWsxaGFXd2lMQ0pYVkNJNk1uMD18MHx8fA%3d%3d&sdata=TjIwNzVhZlFrK1N4OUppUlhWYzQ3R2RpTjRCdFRvNDFtdWdHWm9HdHo5bz0%3d#_msoanchor_4)*ANGIE et al., I want to make sure it doesn’t sound like woman are BAD at farming. Right! I don't think you do. But maybe instead of "The USDA has discriminated based on gender when granting credit28, and after controlling for farm size and type farming still has one of the largest (40%) gender-wage gaps in the US29*[*[VN4]*](https://aarhusuniversitet-my.sharepoint.com/personal/au757887_uni_au_dk/Documents/revision-v4.docx?xsdata=MDV8MDJ8Z2luYS5uaWNob2xzQGFncm8uYXUuZGt8ZjczMThiMmNhOWZlNGZmM2IyOTMwOGRjZTNkY2U5ZDF8NjFmZDFkMzZmZWNiNDdjYWI3ZDdkMGRmMDM3MGExOTh8MXwwfDYzODYzNTc4NzQ4MTk0MDI3MXxVbmtub3dufFRXRnBiR1pzYjNkOGV5SldJam9pTUM0d0xqQXdNREFpTENKUUlqb2lWMmx1TXpJaUxDSkJUaUk2SWsxaGFXd2lMQ0pYVkNJNk1uMD18MHx8fA%3d%3d&sdata=V2lWSm1hQyswWlRvdXU4UmFuaWlhL00vR29RRkFBVlFVS3ZoL1VtUG94MD0%3d#_msocom_4) *" you could make the structural barriers (rather than individual inadequacy) clearer by stating "The USDA has discriminated based on gender when granting credit. Effects of such discrimination (e.g., wealth accumulation, type of agricultural production, and cultural validity of who is/isn't a "farmer") continue; after controlling for farm size and type, farming still has one of the largest (40%) gender-wage gaps of US professions" Is that too long? But makes clearer that it's the continued normalization of this discrimination / discrimination hangover that continues to contribute to this gap today. Maybe you don't need/have space for those examples*

[[VN5]](https://aarhusuniversitet-my.sharepoint.com/personal/au757887_uni_au_dk/Documents/revision-v4.docx?xsdata=MDV8MDJ8Z2luYS5uaWNob2xzQGFncm8uYXUuZGt8ZjczMThiMmNhOWZlNGZmM2IyOTMwOGRjZTNkY2U5ZDF8NjFmZDFkMzZmZWNiNDdjYWI3ZDdkMGRmMDM3MGExOTh8MXwwfDYzODYzNTc4NzQ4MTk1MzQ1NHxVbmtub3dufFRXRnBiR1pzYjNkOGV5SldJam9pTUM0d0xqQXdNREFpTENKUUlqb2lWMmx1TXpJaUxDSkJUaUk2SWsxaGFXd2lMQ0pYVkNJNk1uMD18MHx8fA%3d%3d&sdata=Wk93Sm9TRjBZNWRadG10MmlyczJCZjZKbG9RSVU1MWxJK0JIYnBucEZpWT0%3d#_msoanchor_5)I really want to include something about this. It bothers me immensely when researchers say ‘he’ when they mean a generic farmer. I can only find general studies on how pronoun usage impacts how people perceive the world, nothing specific to agriculture…do any of you know of a citation? I do NOT know of a citation specific to ag but absolutely pronouns in ag, but you are right that this is one obvious and easy-to-see way in how the symbolic and material power of dominant masculinity continues to perpetuate/normalize (certain types of--eg, cisgender, straight, white) men as "natural" farmers and women and everyone else as exceptions to the rule -- there's a lot of literature about this broadly, but not using pronouns as examples. There are also a lot of cultural examples like Old MacDonald had a Farm, The Farmer in the Dell, etc. that illustrate the normalization of the farmer as a (white, family) man. There have been analyses, like the earlier one you cite in the table, about the dominance of male representation in farm materials, but again that is not specific to pronouns. I think though you don't need to get into all that, and your general citation you have now is enough. Andres Lopez and I wrote an article that has a lit review of much of the lit about how and why ag has become normalized as masculine, and a specific type of masculinity at that -- I attach it here but I don't think you need all or any of this lit! just more for your own interest if you want to look at it. Sachs also writes about this in her 1983 book -- about how women are erased from ag as soon as their production contributions are commodified (case in point, the devaluation of the "egg money" women used to tend to with poultry and that saved many a farm!, but as soon as there was $ to be made in poultry, then poultry farming was no longer seen as "ladies" work) and they are relegated to production types that are less profitable/less "important", thus we end up with more women involved in smaller farms, CSAs, etc. because they've been excluded from most commodity production due to these discriminatory practices. But, again, I think what you have suffices/is enough.

[[VN6]](https://aarhusuniversitet-my.sharepoint.com/personal/au757887_uni_au_dk/Documents/revision-v4.docx?xsdata=MDV8MDJ8Z2luYS5uaWNob2xzQGFncm8uYXUuZGt8ZjczMThiMmNhOWZlNGZmM2IyOTMwOGRjZTNkY2U5ZDF8NjFmZDFkMzZmZWNiNDdjYWI3ZDdkMGRmMDM3MGExOTh8MXwwfDYzODYzNTc4NzQ4MTk2NTU4OXxVbmtub3dufFRXRnBiR1pzYjNkOGV5SldJam9pTUM0d0xqQXdNREFpTENKUUlqb2lWMmx1TXpJaUxDSkJUaUk2SWsxaGFXd2lMQ0pYVkNJNk1uMD18MHx8fA%3d%3d&sdata=THlpVWthRkl1eldSVjltdGMva3dPSGpYaS9aNVdEV0VnSzBOd0RSUFlvbz0%3d#_msoanchor_6)Again this is not the right word, but it feels more approachable...ugh this is hard. It's ok!

[[VN7]](https://aarhusuniversitet-my.sharepoint.com/personal/au757887_uni_au_dk/Documents/revision-v4.docx?xsdata=MDV8MDJ8Z2luYS5uaWNob2xzQGFncm8uYXUuZGt8ZjczMThiMmNhOWZlNGZmM2IyOTMwOGRjZTNkY2U5ZDF8NjFmZDFkMzZmZWNiNDdjYWI3ZDdkMGRmMDM3MGExOTh8MXwwfDYzODYzNTc4NzQ4MTk3NjY1M3xVbmtub3dufFRXRnBiR1pzYjNkOGV5SldJam9pTUM0d0xqQXdNREFpTENKUUlqb2lWMmx1TXpJaUxDSkJUaUk2SWsxaGFXd2lMQ0pYVkNJNk1uMD18MHx8fA%3d%3d&sdata=cXJDb3ovV05jMU9NSVN5emJhUmE2SVIwMnZQSEJCMU9mM3dHZGd2UGpSVT0%3d#_msoanchor_7)New based on an excellent suggestion by Angie, please read.

I have a hard time following what is "it":

"To help cement framing as an inherent component of all agricultural research endeavors, here we discuss the barriers to acknowledgement difficulty in acknowledging it, as well as the implications of such an acknowledgement. These sections are designed to help researchers reflect on their training, as well as the values of their institutions. [[VN7]](https://aarhusuniversitet-my.sharepoint.com/personal/au757887_uni_au_dk/Documents/revision-v4.docx?xsdata=MDV8MDJ8Z2luYS5uaWNob2xzQGFncm8uYXUuZGt8ZjczMThiMmNhOWZlNGZmM2IyOTMwOGRjZTNkY2U5ZDF8NjFmZDFkMzZmZWNiNDdjYWI3ZDdkMGRmMDM3MGExOTh8MXwwfDYzODYzNTc4NzQ4MTk4NzQzNnxVbmtub3dufFRXRnBiR1pzYjNkOGV5SldJam9pTUM0d0xqQXdNREFpTENKUUlqb2lWMmx1TXpJaUxDSkJUaUk2SWsxaGFXd2lMQ0pYVkNJNk1uMD18MHx8fA%3d%3d&sdata=eVUvU09ydGhBV202OUVtdGd0SnR2UFJpTndsaUNmYzZIb1dCeGNiMTdoZz0%3d#_msocom_7)"

What if instead it was "To help cement (or integrate?) framing as an inherent component of all agricultural research, here we discuss the barriers to and difficulty in acknowledging the frames shaping agricultural research, as well as the implications of such acknowledgment. These sections are designed to help researchers reflect on their training, as well as the values of their institutions."