

Analysis of conference talks by gender

[See Natrass WWND2022 for details](#)

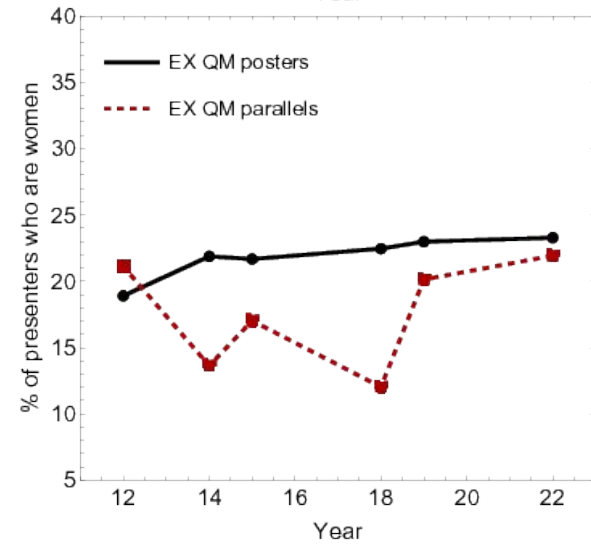
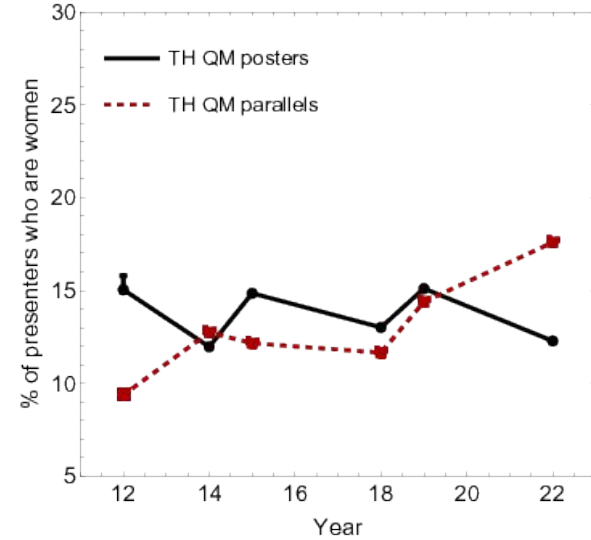
● Analysis

- Quark Matter, Initial Stages, Strangeness in Quark Matter, Hard Probes from 2011-2022
- Downloaded presenters' names, separated plenary and poster presenters, Manually identified gender of presenters

● Key findings

- Female theorists generally underrepresented among plenary speakers
- Female experimentalists systematically underrepresented among parallel speakers
- Women more likely to get a poster than a parallel talk at QM
- Multiple repeat plenary speakers
- The Quark Matter overview talk has never been given by a woman

This impedes scientific progress.



Recommendations

- Systematic tracking of demographics
 - Inspire has most functionality → push for more development
- Require proposals for hosting to include how they will address equity & inclusion as well as abstract submission & evaluation
- Double blind abstract evaluation, at least in the first stage
 - Women are more likely to get papers accepted [[TREE, 23\(1\), 01/08](#)]
 - Only ~50% of reviewers can identify author when they try [[TREE, 23\(1\), 01/08](#)]
 - Prominence significantly impacts acceptance [[Nobel and Novice: Author Prominence Affects Peer Review, 8/22](#)]
- Require a code of conduct, with enforcement mechanism
- Encourage the field to reconsider the structure - standing body to oversee organization?
- Consider rejecting unrepresentative speaker slates from collaborations or reducing the number of talks they get
- Plenary talk selection
 - Open call for nominations
 - Clear rules for repeat speakers

Request that the LRP suggest changes to major conferences to ensure equity and scientific integrity.