

**15:45-16:55**

**Panel discussion: Women in economics – current statistics and promising solutions**

Moderator: Amanda Bayer, Federal Reserve Board, Swarthmore College, and Committee on Equity, Diversity, and Professional Conduct (CEDPC) and Committee on the Status of Minority Groups in the Economics Profession (CSMGEP) of the American Economic Association (AEA)

Panelists:

- Sarah Smith, University of Bristol and Royal Economic Society's Women's Committee
- Guido Friebel, Goethe University Frankfurt and Standing Committee on Women in Economics (WinE) of the European Economic Association (EEA)
- Renée Adams, University of Oxford and AFFECT
- Rhonda Sharpe, Women's Institute for Science, Equity and Race (WISER)

**15:45-16:10**

**Introduction**

- 5 of us, each with a different perspective and set of data to offer,
- divide time roughly in thirds, first describing problems, then identifying solutions, and then time for q&a and audience comments at the end.

**What is the nature of the problem/challenge? Why does it matter? (3-4 min each)**

- quick introduction of the recent AEA survey
- each talk on the situation of women in economics from the perspective of your data and organization
- opportunity for brief follow up points

**16:10-16:35**

**What solutions are promising? What concrete interventions are most necessary or exciting from your perspective? (3-4 min each)**

- AEA data to make a transition to our discussion of solutions
- each outline one or two productive steps for individuals or organizations to take
- opportunity for brief follow up points

**16:35-16:55**

**Questions from the audience**

- using Mentimeter to collect questions from audience members here and those watching the live stream.
- Karen Pence will relay two or three of those questions at a time

**Time permitting, each offer one sentence as a final thought or message**

From Amanda Bayer, AEA: The American Economic Association's survey on the professional climate in economics documents that many members of our profession have suffered exclusion, harassment, discrimination, and unfair treatment during their careers and that these conditions harm the development of economic knowledge by pushing out valuable people and perspectives. It also offers some good news, finding that many in the profession—including white men, who constitute a majority of economists and survey respondents—believe it is time for change. A minority of survey respondents—and just 17 percent of women of all races—is satisfied with the overall climate within the field of economics, and over two-thirds of all survey respondents believe that economics would be a more vibrant discipline if it were more diverse. The AEA is taking action to address these issues with new urgency and understanding.

First, the American Economic Association's survey on the professional climate in economics documents that many members of our profession have suffered exclusion, harassment, discrimination, and unfair treatment during their careers

- **48% of all women responding reported discriminated against or treated unfairly on the basis of gender**
- (black economists, 52 %, report having been discriminated against or treated unfairly on the basis of their racial/ethnic identity, and a majority of Latinx economists report feeling that their work is not taken as seriously as that of their colleagues)

Second, Women and other economists from underrepresented groups take costly actions in attempts to avoid further harassment, discrimination, and unfair and disrespectful treatment:

- **24% of women Not applied for or taken a particular employment position**
- **43% Not attended social events after work, class, conference**

These facts document the harmful effects of problems in the profession on the development of economic knowledge. As economists attempt to navigate a biased, unwelcoming, and/or hostile professional climate, the discipline misses out on critical perspectives and insights. For example,

- **47% of women Not presented their question, idea, or view at their school or place of work**
- **25% Not started or continued research in a particular field to avoid possible harassment, discrimination, or unfair or disrespectful treatment**
- 21% have not participated in a conference
- (40 % of underrepresented minority economists have not presented a question, idea, or view; nearly a quarter have not started or continued research in a particular field.)

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The AEA's survey revealed some good news. Many in the profession—including white men, who constitute a majority of economists and survey respondents—believe it is time for change.

**A minority of survey respondents—and just 17 (20) percent of women of all races—is satisfied with the overall climate within the field of economics.**

Few, including only 15 percent of white men, believe that discrimination is rare within the field of economics today, and even fewer think that it is *not* important for the field to be inclusive toward people with different backgrounds.

**The benefits of a more inclusive profession are widely acknowledged: over two-thirds of survey respondents believe that economics would be a more vibrant discipline if it were more diverse.**

**Many economists appear to want to make the field more diverse and inclusive but need better knowledge of what to do differently and better appreciation of the lived experiences of individuals who are being excluded.**

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The AEA is taking action to address these issues with new urgency and understanding. The new initiatives focus on changing the profession to identify and remove biased and hostile behaviors—not merely to help diverse economists adapt to a flawed profession, as many previously established programs had to do.