## The times they are a-changing? NZ Ecological Society diversity over 64 years



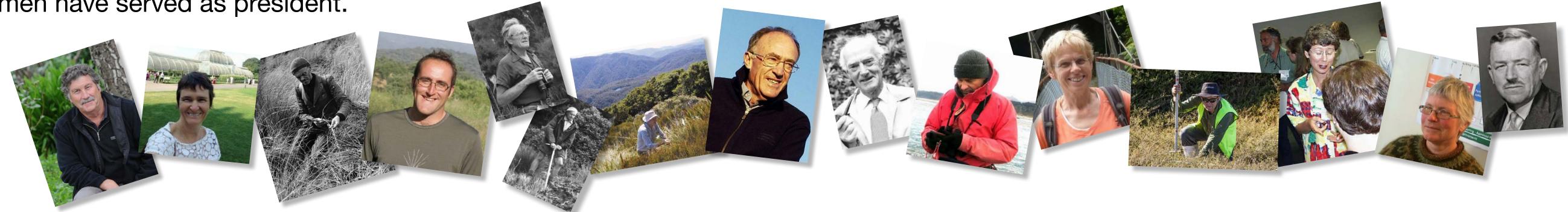
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Nei rā te reo, te tangi o tō tātou ngākau. Kua hinga tetahi tōtara i te wao nui a Tāne. E John e te rangatira, haere ki te Rerenga Wairua, haere haere. E kore e ngaro te mamae. Kei muri nei mātou te hunga ora kia mahi tonu ai te mahi kaitiaki whenua o ngā tūpuna.

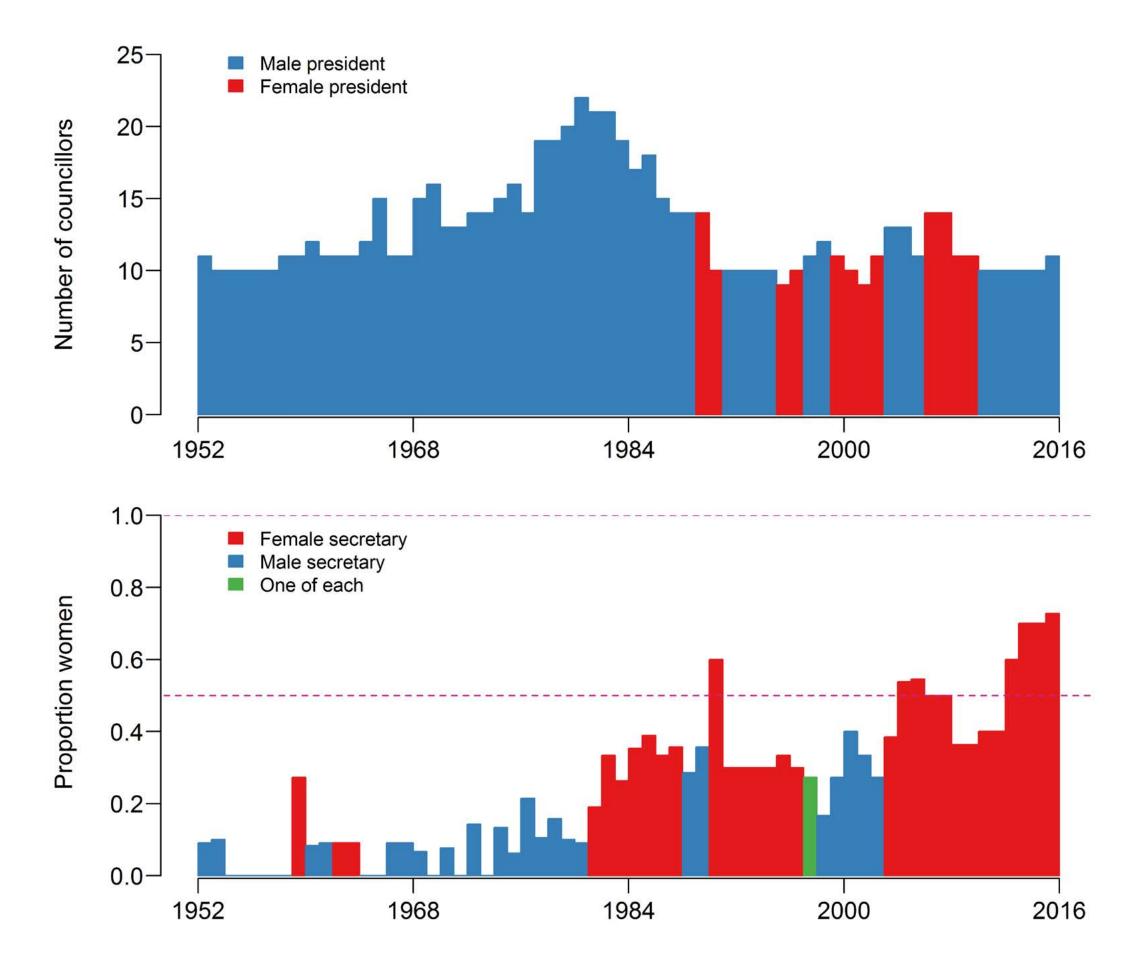
#### ALICE THROUGH THE LOOKING GLASS

• The first female president of the Society was Judith Roper-Lindsay in 1989, 37 years after the inaugural society meeting in 1951. Since then five women have served as president.



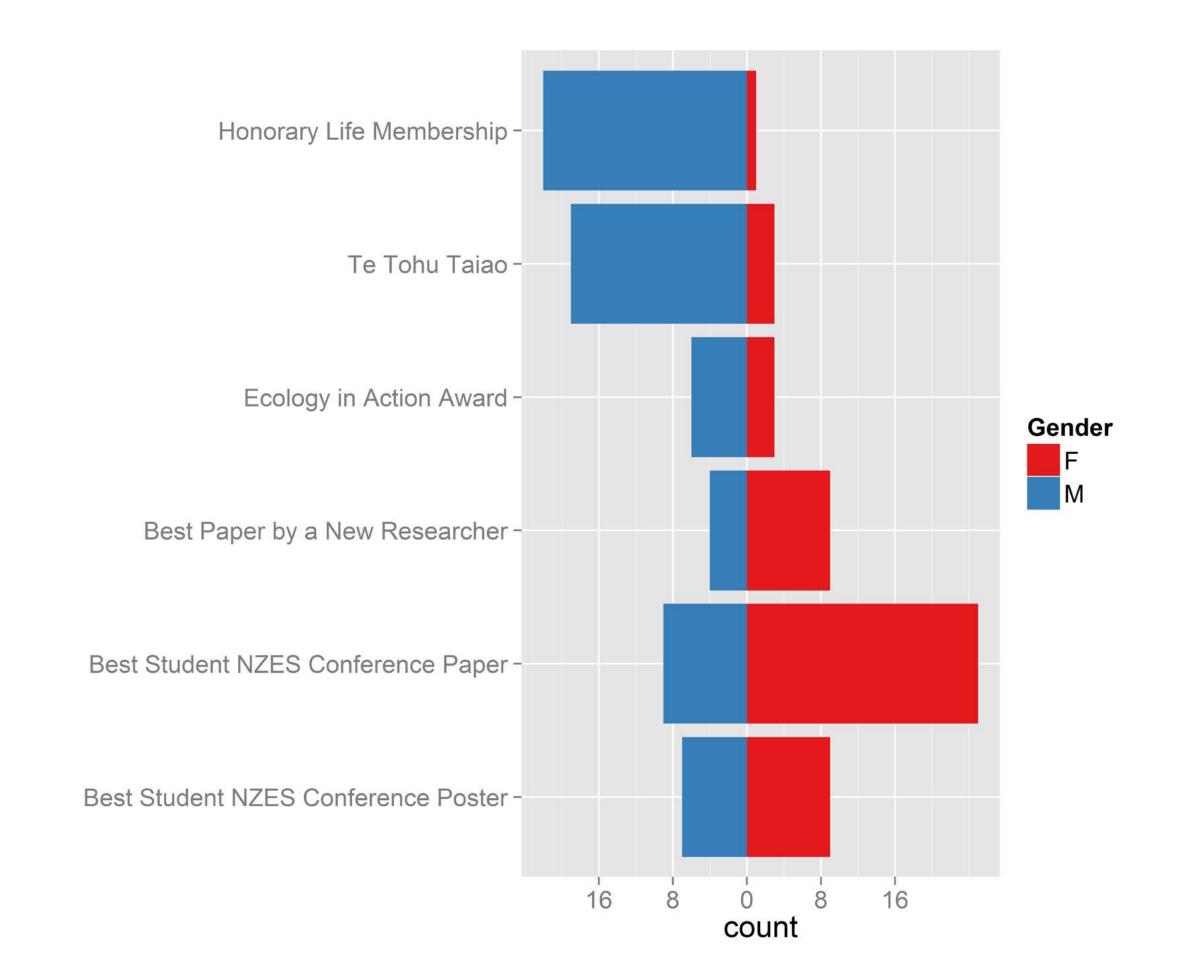
#### LOOK WHO'S SERVING

- Over the past 64 years 212 men and women have served on the NZ Ecological Society (NZES) Council
- Of these, 57 are women (26.8%) and 155 are men (73%)
- Six presidents (10%) in the history of the society have been women
- Similarly, few women have served as Treasurer (5.2%) or Journal Editor (3.5%)
- Almost one quarter of women councillors served as Secretary (22.8%), but only 9% of men
- All council officers (President, Vice President, Treasurer, Journal Editor), except for Secretary, are significantly more likely to have been male.



#### LOOK WHO'S WINNING

- Most Te Tohu Taiao award recipients have been male (86.4% recipients since 1990)
- Gender bias is more evident as career stage increases: student and early career awards are skewed towards women; late career awards are skewed towards men
- 'Best Student NZES Conference Presentation' winners are significantly more likely to be women (73.5% recipients)
- 'Best Student Conference Poster' and 'Best Paper by a New Researcher' awards have no significant gender differences.



#### DIVERSITY

- We have no data on diversity of NZES members
- Only 16 of 994 papers in the NZ Journal of Ecology included 'Māori' 'culture' and/or 'matauranga' as terms. Below are the most frequent words from the abstracts

#### LIFE MEMBERS

- 23 people have been awarded life membership of NZES
- Only one woman, Ruth Mason, has been made a life member - and that was more than 40 years ago

#### HELP NEEDED

### DO YOU REMEMBER ANY OF THESE PEOPLE?

- P Dickinson 1961–63
- S N Adams 1967–68
- D C Drummond 1978–79 and 1982–83

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#### WHAT DO YOU THINK WE SHOULD DO?

- Deliberate actions can counter implicit bias in decision-making and provide avenues for positive change so our Society can expand the diversity of its members
- Increased transparency in selection criteria and decision-making can encourage members who might hesitate to nominate others or apply for awards or positions
- A two-tier process for nominations, where the two highest ranked female and two highest ranked male nominees go through to a final decision-making process for awards could be instituted, as conducted by the British Ecological Society

PLEASE GIVE US YOUR SUGGESTIONS

#### ACKNOWLEDGEMENTS

This research was funded by the Royal Society of New Zealand via Rutherford Discovery Fellowships to BJA and PMW, and a Marsden grant to WGL. We have built on the inspired efforts of Dave Kelly, a long-time stalwart of the society, who has collated historical NZES data on leadership, governance, journal editors and award recipients, available on http://newzealandecology.org/ and at the Canterbury Museum Archive. Many thanks to Alan Mark for help identifying past councillors. This week, we particularly remember our vibrant colleague and past President John Sawyer, and his enormous contribution to ecology.

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