



An Australian Government Initiative

Women in STEM
Ambassador

Anonymous review of proposals

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UNSW
SYDNEY

Success rate



for **men**
than women

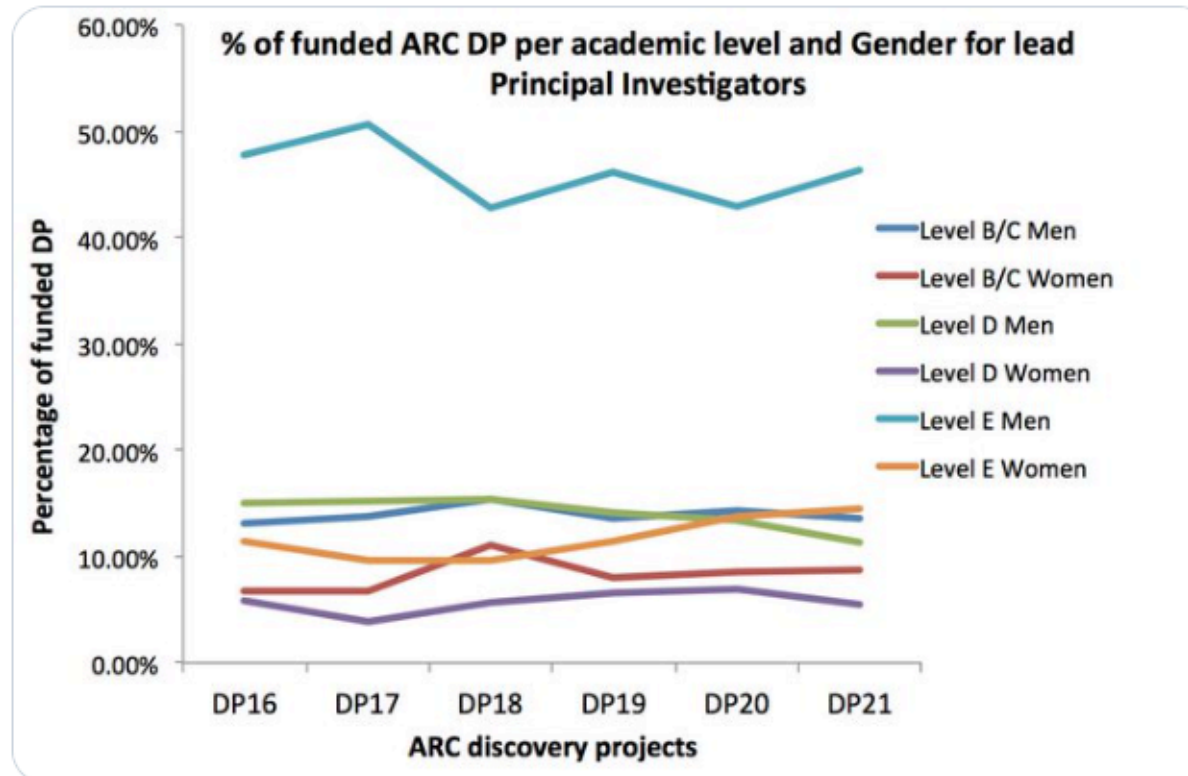
(percentage AND proportionally)



Dr Gaetan Burgio, MD, PhD.
@GaetanBurgio

...

The [#ARC](#) DP came out yesterday. I've looked at the %projects funded from the last 6 years per academic level and gender for lead CI. Globally unchanged. Level E men share > 40% of funded DP [#EMCRs](#) ~ 21%. Women still largely under-represented ~ 28%



9:48 AM · Nov 14, 2020 · TweetDeck

(Australian Research Council, 2020)



in-part linked to

unconscious bias

in review and allocation processes

(Reid 2014; Strogler and Natarajan, 2019;
Tomkins, Zhang & Heavlin 2017)

unconscious biases

gender
cultural / ethnic
performance

(Moss-Racusin et al. 2012; Roberts and Verhoef 2016;
Link 1998; Nylenna et al. 1994)

one solution

blind review

(Reid 2014; Strogler and Reid, 2019;
Strogler and Natarajan, 2019; Wittman et al. 2018)

aim

not to achieve complete **anonymity**



shift the focus



from the scientists to the **science**

blind review adopted by

HST

(Space Telescope Science Institute for Hubble Space Telescope)

ALMA

(Atacama Large Millimeter/submillimeter Array)

ESO

(European Southern Observatory)

example

NASA Hubble study



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key findings



in success rates of **women investigators**

for the first time in the 18 years of relevant record-keeping **women** PIs had a **higher success rate** than men (8.7% versus 8.0%, respectively)

key findings

 in % of awards to **new investigators**

(30 % compared to 6%, 21% and 5% in previous rounds, respectively)

key findings



in proportion of **proposals led by women**

(by 0.5% per year since implementation of blind review)

study

anonymising review of research proposals



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Australian Government

organisations involved

ADVANCING WOMEN IN STEM

- CSIRO
- ANSTO
- AAL (Astronomy Australia Limited)
- NCI (National Computational Infrastructure)



what we are doing

look at grant outcomes from **previous years**



blind review



compare blind to previous years to measure any differences

what ATNF are doing

look at grant outcomes from **previous years**



semi-blind review



compare semi-blind to previous years to measure any differences

semi-blind

remove names of PI and CoIs from front page of proposal



remove affiliations, email and identifying information from proposals



list all investigators in random order on last page of proposal

proposers

not list their team members in the justification of proposal



PIs asked to give permission for de-identified results to be part of study

reviewers

review semi-blind proposals



refrain from looking at the list of investigators on last page

future → blind review



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