

2021

PSAI GENDER AUDIT

Political Studies
Association of
Ireland

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INTRODUCTION

Gender Audit 2021

The PSAI Executive Committee began the Gender Audit at the start of 2015. It was a three-year report, which gave the first analysis of gender in the Association. After the 2015-2018 report, the EC decided to make the Gender Audit an annual report. This report on gender equality within PSAI for 2021 continues those aims.

The Gender Audit was imperative to begin to examine the extent to which women were included in PSAI. However, it is equally important to examine inclusion/exclusion based on race and ethnicity, gender identity and expression, sexuality, socioeconomic status, age, and ability. While the methodology section details limitations in examining these other categories, it is the goal of PSAI to consider, analyse, and improve the inclusion of various marginalised groups, not just women.

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METHODOLOGY

Data come from conference agendas, a membership list provided by Taylor & Francis, and website data on leadership and prize winners. Comparative data come from the 2018 ECPR Gender Report and the 2017 ISPA Diversity Report.

PSAI does not collect any demographic data. The lack of data creates three primary issues: 1.) an inability to report data on marginalised groups other than women, 2.) a conflation of sex and gender, and 3.) a presumption of one's sex/gender. This report uses a person's name and, in the cases of gender-neutral names, an online search for a confirmed pronoun use or photograph. Without self-identified measurement, this is the only way to produce data. However, it also makes assumptions that one's gender and presumed sex align, presenting a gender binary and sex binary methodology. Future changes in data collection efforts during membership enrollment, along with a regular diversity survey could provide more accurate and inclusive data.



MEMBERSHIP OF THE ASSOCIATION for 2021

BRIEF SUMMARY OF 2021 BY THE NUMBERS

Percent PSAI members who are women:

28%

Women's representation on the Executive Committee

2020-21: 30.7%

2021-22: 54%

Women as Conveners of Specialist Groups

46.4%

Women Prize Winners

1 out of 5 recipients

Women's representation as annual conference chairs

48%

Women's representation as first authors in Irish Political Studies

34.7%

The membership of the Association is overwhelmingly male. Taylor & Francis supplies a list of all dues-paying members during the year 2021. Out of the 141 members of PSAI in 2021, 102 of the members are male (72 per cent) and 39 (28 per cent) are female. This represents a 14.3 percentage-point increase (5 members) in women's membership from 2020.

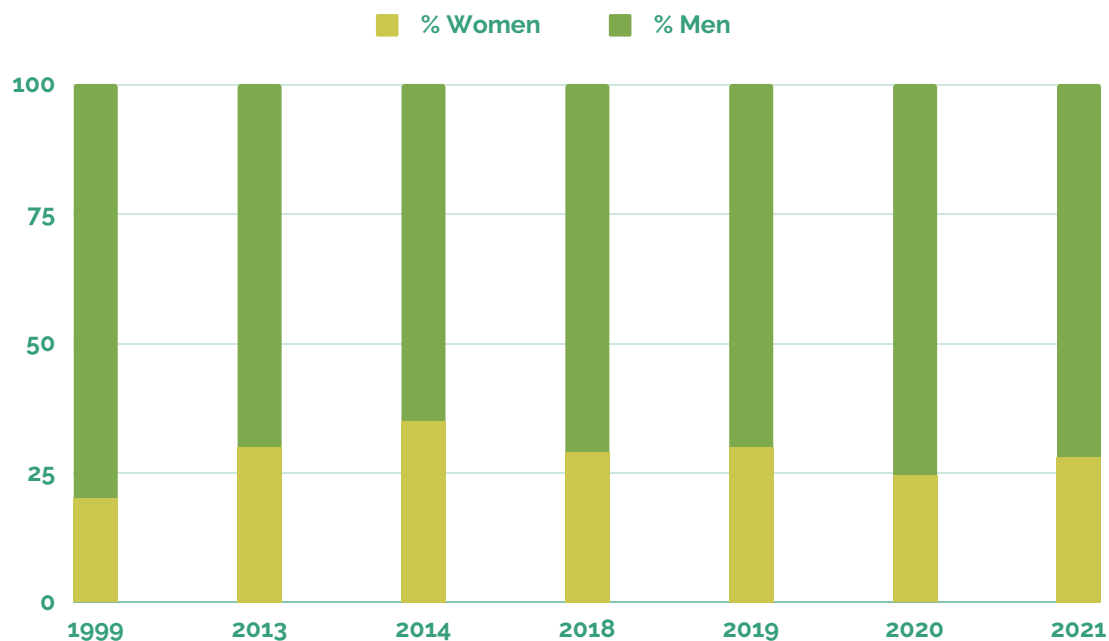
In comparison, 48 per cent of the European Consortium of Political Research (ECPR) account holders in 2018 are female. Women make up between 12.3 per cent and 47.8 of members in the member associations of the International Political Science Association in 2017, the latest report with available data. The Association with the lowest percentage of women is the Japanese Political Science Association (JPSA), while the Icelandic Political Science Association has the most. Women represent 33.7 per cent of members in the American Political Science Association and 31.2 per cent of members in the UK Political Studies Association. To compare PSAI with the largest PSAs, PSAI only outranks JPSA in terms of the percentage of women members.

GENDER & MEMBERSHIP 1999 - 2021

Looking at multiple years, little growth has occurred in women's membership in PSAI. Previous gender audits found that in 1999, women made up 20 per cent of members. Women's membership reached a height in 2014 at 35 per cent. Membership for women and men decreased significantly after 2014, with women's membership remaining relatively stable at 29 per cent and 30 per cent during 2018 and 2019, respectively. Membership for women dropped in 2020, perhaps due to Covid-19's impact on the annual conference or other general instability due to the pandemic. Numbers went back up almost to pre-pandemic levels in 2021.

Although women's membership is higher than in 2020, women's membership in PSAI has not reached over 35 per cent in any year.

Figure 1. Gender & Membership, 1999-2021



THE EXECUTIVE COMMITTEE

Women's share of seats on the executive committee for 2020-2021 was 30.7 per cent and 54 per cent for 2021-2022.

The Executive Committee (EC) remained unchanged from 2019 - 2020. Election for members occurs every two years at the annual conference. Not all positions of the EC are elected. The Diversity and Equality Officer and the Postgraduate Officer are appointed positions.

The 2021-2022 EC saw a substantial rise in membership, with women making up 54 per cent (7 out of 13) of members. Two of the women are appointed and five are elected.



SPECIALIST GROUPS

- Women are progressively moving toward parity as conveners.
- Some groups have more consistently all-male or all-female conveners, but most are gender diverse.

Out of 28 conveners for 11 specialist groups, 13 (46.4 per cent) are women. All specialist groups have more than one convener, with a maximum of four. Women are dispersed among the specialist groups as at least one convener in all groups except Public Policy, European Studies, and Voters, Parties, and Elections. This represents an improvement over 2020 and all previously audited years. In 2020, 42.31 per cent of conveners were women. The Gender and Politics specialist group had no male conveners in 2021.

Table 1. Sex & Specialist Group Conveners

Specialist Group	Female Conveners	Male Conveners
Big Data, Text Analysis, and Methodology	1	1
Environmental Policies	1	1
European Studies	0	2
Gender and Politics	2	0
International Relations and Area Studies	1	1
Participatory and Deliberative Democracy	2	2
Peace and Conflict	2	1
Political Theory	1	1
Public Policy	0	2
Teaching and Learning in Politics	2	2
Voters, Parties and Elections	0	2
Total	13	15
Percent	46.4	53.4



Since at least 2018, no more than one woman has been a prize recipient each year.

PRIZES

**The Basil Chubbs Prize
The Brian Farrell Book Prize
The Elizabeth Meehan Prize for Best Paper
The Teaching & Learning Prize**

PSAI grants four awards at the annual conference. Two awards are named after men (the Brian Farrell Book Prize and the Basil Chubbs Prize for Best PhD Thesis), one is named after a woman (the Elizabeth Meehan Prize for Best Paper), and one is not named after a person (the Teaching and Learning Prize).

In 2021, four prizes were given to five recipients. One woman won a prize - the Basil Chubbs Prize for Best PhD Thesis. Available data from 2018 to 2021 indicates that each year no more than one woman has been a prize recipient in a single year.

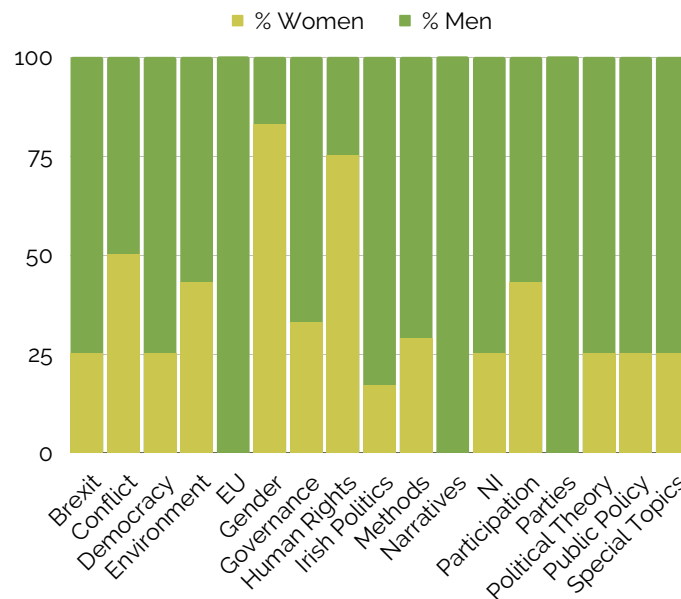
ANNUAL CONFERENCE

University College Dublin
October 8-9, 2021

Excluding roundtables and speakers, there were 28 panels at the 2021 PSAI Annual Conference. Out of those panels, 6 (21.4 per cent) were male-only panels. These occurred in panels on methodology, EU politics, voters, elections, and party politics. One panel was female-only, gender politics. The sex-segregated panels largely mimic the trends on sex and specialist group conveners of the corresponding field. Figure 2 shows the proportion of women and men in each panel area. Panels with a clear common theme have been combined. Chairs for panels at the 2021 Annual Conference were generally even. There were 15 male chairs and 13 female chairs. Of the 100 presenters, 33 were women.



Figure 2. Percent of Female and Male Presenters by Panel Topic





IRISH POLITICAL STUDIES

A gender gap exists between men and women as first authors and as authors of published articles.

PSAI publishes the journal *Irish Political Studies*. It has two co-editors. In 2021, there was one man and one woman serving as editors of the journal. Out of the 39 editorial board members, 11 (28 per cent) are women.

Irish Political Studies publishes four issues a year, including one issue as the Data Yearbook. Excluding the Data Yearbook issue and book reviews, *IPS* published in print 23 articles with 44 authors. Out of the 23 first authors, 8 (34.7 per cent) were women. Women represented 36.3 per cent of all authors on all articles published in print during 2021.

CONCLUSIONS

A Reflection on Gender in 2021



STEADY INCREASES

- PSAI has made steady increases to its gender composition in some areas. Women now make up the majority of the Executive Committee, almost half of the Annual Conference chairs, and almost half of specialist group conveners.

PRIMARY GAPS

- Women are consistently low prize winners.
- Women represent a smaller portion of first authors in IPS.
- Some sex-segregation in conference panels and specialist groups occurs.

RECOVERY FROM 2020

- Membership rates for women have improved close to previous rates since the sharp decline in 2020.

MOVING FORWARD

- PSAI can convert the Gender Audit into the Diversity Report, which would include analysis on an array of marginalised groups via a membership survey.
- PSAI can determine which institutional norms impede marginalised groups from participating fully.
- Specialist groups can work to increase the diversity of their groups, which could increase conference panel diversity.
- Prize committees should proactively seek to diversify applicants.