

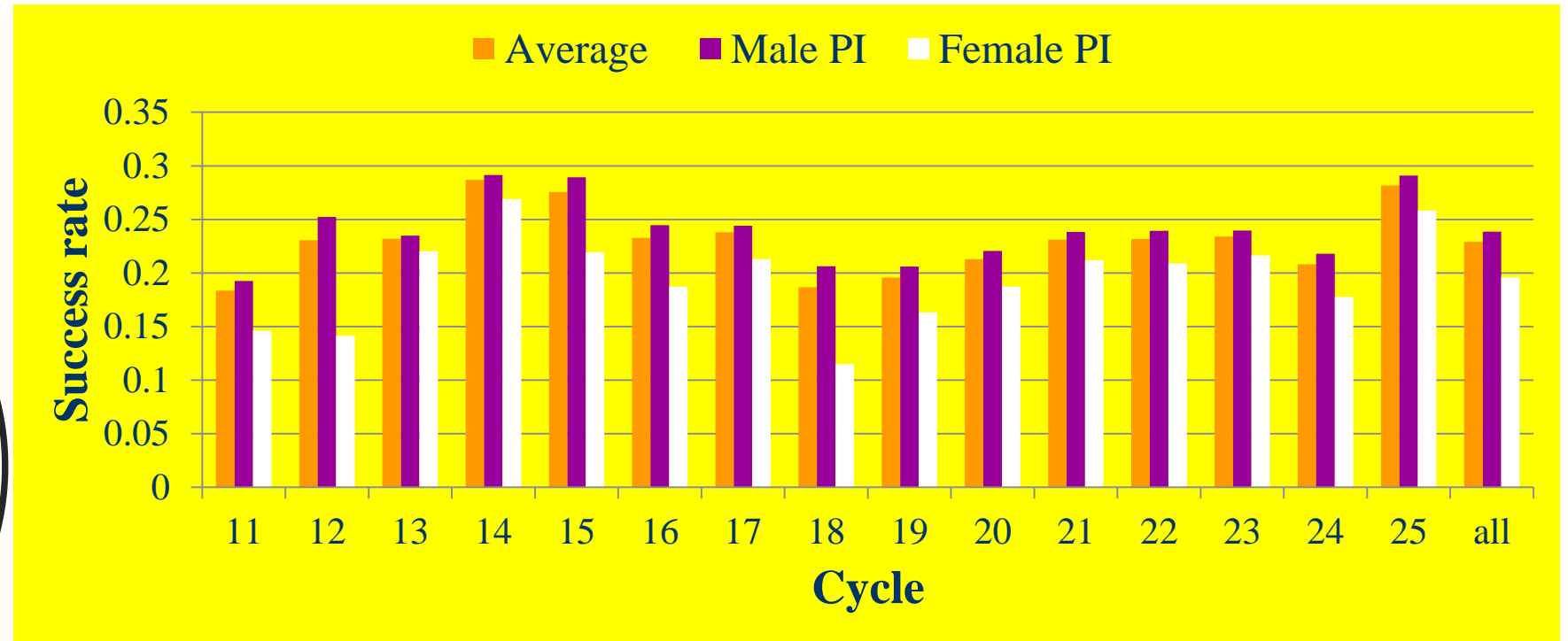
# Allocation of INTEGRAL time by gender

Lorraine Hanlon

IUG #22 ESOC June 11-12, 2019

Motivation:

HST



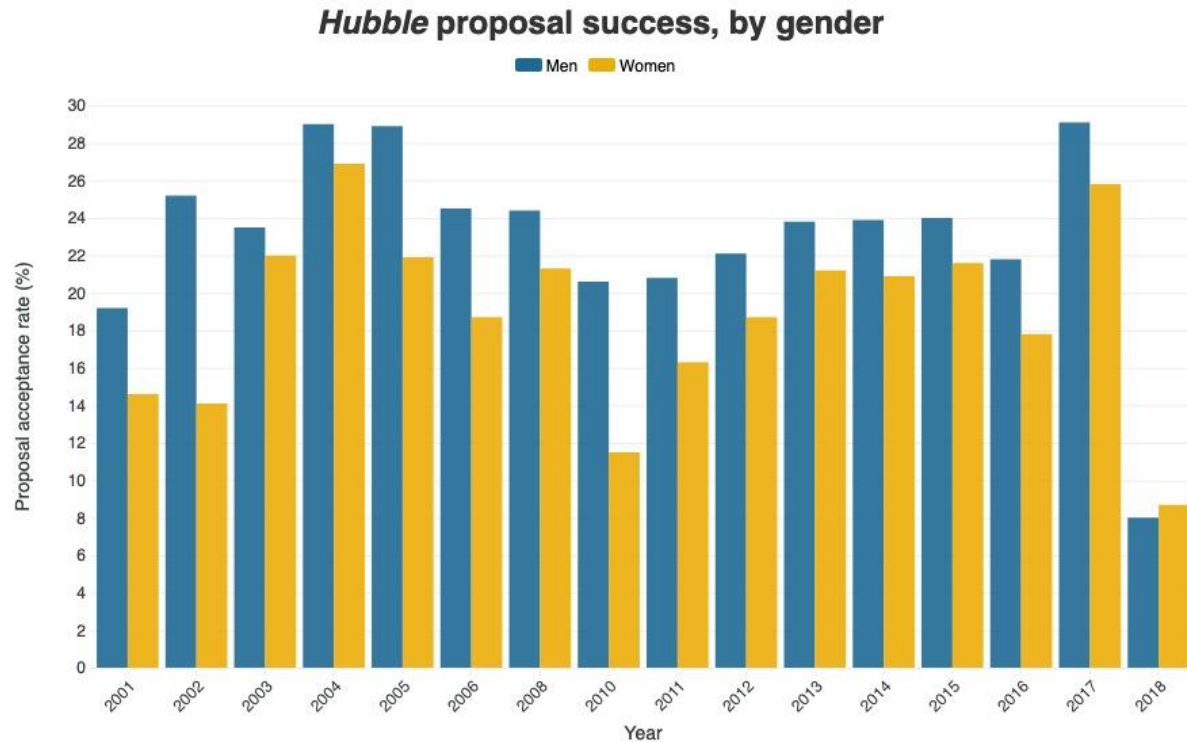
- Analysis of HST data (Reid et al., PASP, 126:923–934, 2014)
- Consistent offset of 2-3% for male PIs – equivalent to 6-10 proposals/cycle
- Reid: “Look at this as the canary in the coalmine...something that we can measure that might hint at underlying unconscious bias in the review”

# Actions taken

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- Removed first names in 2017; good gender balance on TAC
- Observers present during TAC discussions (Stefanie K. Johnson, University of Colorado-Boulder)
- 50% of conversations include some mention of the PI or team e.g.
  - *“He [referring to the author] is very well qualified”*
  - *“My group has benefitted a lot from previous work from this team”*
- No change in outcomes
- Recommendation to move to a dual anonymous peer review system

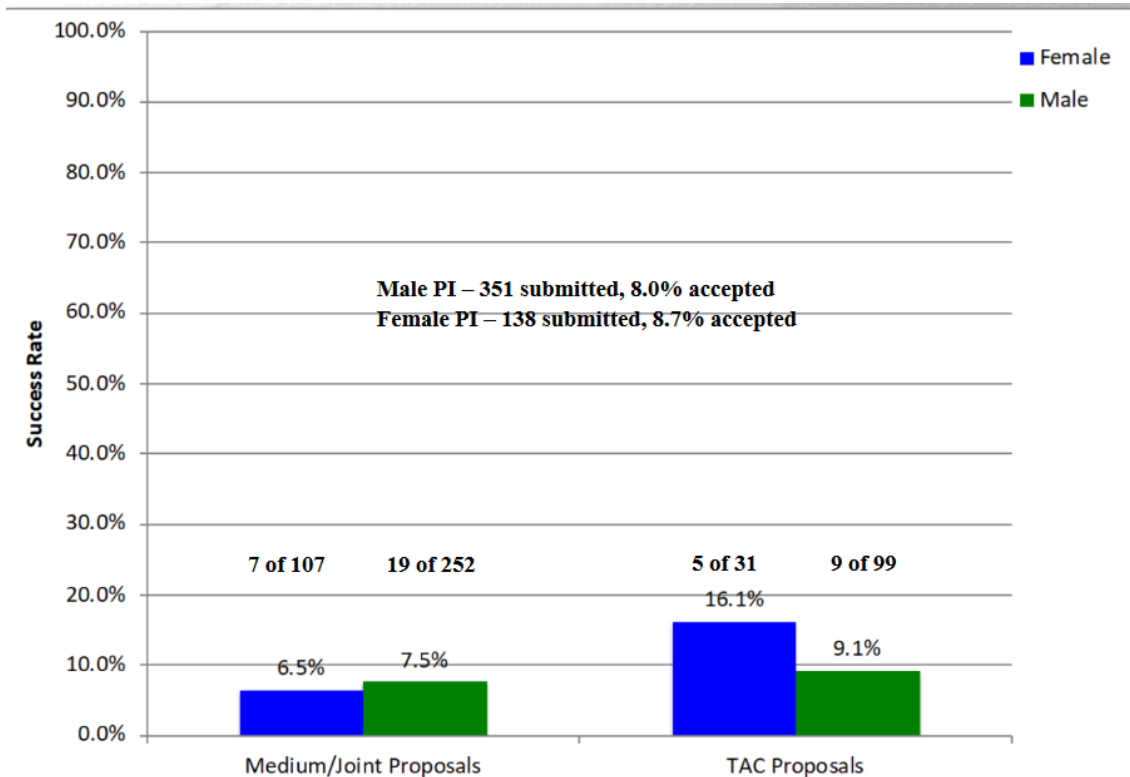
# Dual Anonymous Evaluation in 2018 (Cycle 26)



Data: STScI

- Significant consultation with the community before implementing change
- No identifying information (neither name nor institution) until after evaluation
- “There was a noticeable shift in the depth of discussions....focus on science”

# Dual Anonymous Evaluation in 2018 (Cycle 26)



Data: STUC

- Presence of “levellers” at TAC meetings
- *“In implementing a fully anonymous proposal review, I believe we have taken a positive step forward in **ensuring that scientific merit is the primary focus of the review process**”*
- STScI Director, Ken Sembach

# INTEGRAL Data (up to AO16)

- Thanks to Celia Sanchez for data
- Women submit 20.7% of INTEGRAL proposals, while men submit 79.2% of proposals
- 73.6% success for women (58% completed; 15.6% on-going)
- 66% success for men (55.8% completed; 10.2% on-going)
- Pursue further analysis, resources permitting?
- Other ESA Science missions?