



IPSA Gender and Diversity Monitoring Report 2022

Umut Korkut and Mathieu St-Laurent



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Umut Korkut and Mathieu St-Laurent

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Introduction

The International Political Science Association (IPSA) has been monitoring the number of women members of IPSA since 1995 and, since 2011, IPSA has been reporting on gender representation, membership and practices of its affiliated regional and national political science associations (PSAs) (for a list of the PSAs responding to the 2022 survey see Appendix 1). A new IPSA gender and diversity survey has been prepared and carried out during the tenure of the Committee on Gender and Diversity Monitoring (2021-2023) to also include disability and LGBT+ related diversity, along with the gender representation focus of the IPSA surveys thus far.

Previous gender monitoring reports were presented at the 2012 IPSA World Congress of Political Science in Madrid, the 2014 IPSA World Congress in Montreal and the 2018 IPSA World Congress in Brisbane. The present report was undertaken for presentation at the 2023 IPSA World Congress in Buenos Aires and concerns itself with both gender and diversity monitoring.

Earlier, Abu-Laban, Sawyer and St-Laurent (2017) noted that as both political science as a profession and the sphere of official politics (in the form of elected or appointed heads of state and government, legislatures and political parties) have traditionally been male-dominated, it should be a priority to assess how the discipline of political science has been diversified including gender and diversity attributes. The current survey moves from the earlier IPSA reports in this regard and presents the most up-to-date review of how gender and diversity issues are tackled by PSAs that are IPSA collective members.

IPSA has prioritized the study of women's political participation from its earliest research project (Duverger 1955), but it took more than 40 years from its founding in 1949 for IPSA to actually have a woman serve as President of IPSA itself. In 2021, for the first time, a new woman president was elected to succeed an outgoing woman president as Professor Dianne Pinderhughes (2021-2023) was elected after the end of Professor Marianne Kneuer's tenure as president (2018-2021).

The gender monitoring process, along with periodic surveys of PSAs, has been one of the key ongoing responsibilities of IPSA's Committee on Membership and Participation. While the current survey and report build on the preceding ones by maintaining the critical focus on gender, it broadens the lens to also consider issues such as disability and sexual orientation, while harnessing data relating to race, ethnicity, religion, and Indigeneity. The move to include LGBT+ and disability within the 2022 survey was unanimously supported by the IPSA's Executive Committee. The gender and diversity monitoring scope of IPSA has received further substance as during the 2021-2023 term of its EC, a new subcommittee was created to refresh and deliver the Gender and Diversity Monitoring survey chaired by Professor Umut Korkut.

Whilst endorsing the earlier moves to broaden the scope of the survey, we believe this move to include LGBT+ and disability alongside other dimensions of diversity is important for various reasons.

The 2017 Gender and Diversity report by Abu-Laban, Sawyer and St-Laurent noted the importance of three aspects of understanding gender diversity in the practice of political science globally.

First, contemporary research on gender and feminist scholarship is highly attuned to the fact that the experience of women can vary considerably by virtue of lines of identity and differences (such as those relating to class, or race/ethnicity amongst many other factors). Second, attention to gender and practices in relation to promoting equal opportunity may take from, or contribute to, supporting other marginalized groups in the profession, and therefore it is pertinent to begin to consider such synergies. Finally, a central goal of IPSA in reporting on gender has been to track the changing situation in the profession from a comparative perspective attuned to regional and national variations, and to enhance discussion and awareness of gender equality. By broadening out to consider both gender and other forms of diversity, the conversation can include discussion of how to promote equal opportunities for different groups who may have been historically marginalized.

As indicated above, the current report includes reflections on how various diversity issues have been tackled by the PSAs. To this extent, we looked at whether they collect data from their members and any good practice that we could foreground for the global political science community to follow. The reason why we included LGBT+ as well as disability related issues in the 2022 survey is due to their featuring prominently in building inclusive, safe, and accessible workplaces for all, equality directives particularly in access to jobs and job security, trade union representation as well as in collective movements in general. Therefore, we considered it also of utmost importance to understand if IPSA member PSAs have collected data on such characteristics of their members and, moving forward, if these could open any routes of representation for their members coming from increasingly diverse backgrounds.

Following the tradition of earlier reports, we seek to inform the international political science community about good practices that might be considered to promote equal opportunities. As this report shows, there may be differences in relation to region and size of association, with large associations able to undertake more initiatives. This is not consistent, however, and it is our hope that this year's report can contribute to an ongoing dialogue and exchange about who we are, what we do in the profession, and what we can learn from each other to make the discipline inclusive for all.

The 2022 Survey

The 2022 survey was conducted by IPSA in early 2023. Of the 59 PSAs that are affiliated to IPSA, responses were received from 34. This showed a slight increase from the earlier survey. However, having missed data from the South African PSA this time has adversely affected representativeness of the data even if we had responses from other members in Africa. Noteworthy also is that the 2022 survey lacks data from Russia. Although not all PSAs responded, it should be noted that responses come from all continents and from most of the large associations, providing a comprehensive picture of gender and diversity as part of the global political science community.

We would like to thank all the PSAs that took the time to complete the survey. Without their support, we would not have the information about the state of the discipline in relation to gender and diversity in international and comparative terms.

The 2022 survey maintained all questions from the 2017 survey pertaining to gender and diversity balance in relation to membership, leadership positions in the PSA, conference participation, and where relevant, in the editorships of journals published through PSAs. This is due to the necessity to generate comparative data on gender and diversity monitoring within the global political science community. As we indicated above, there were only two new additions, that is, LGBT+ and disability when it comes to understanding if the PSAs collected membership data on these characteristics of their members or not.

Similar to the 2017 survey, the responses overall show unevenness, as in some countries, issues relating to gender and other forms of diversity have yet to be addressed. Moreover, the national collection of information on members of the association/discipline is also uneven. Having said that, Ecuador appears to be a trend setter when it comes to the importance that the association pays to gender and diversity issues. The Ecuadorian PSA collects data on all instruments of diversity. Furthermore, it also hosts an LGBT+ member's caucus. Below, we will also present other cases of good practices.

We start below with presenting women's participation as members and leaders of PSAs.

Women’s Participation as Members and Leaders of PSAs

Table 1 indicates the total number of members for the largest associations responding to the 2022 survey, and the number and percentage of women amongst members. Large associations are defined as having 400 or more members.

Table 1. Membership of the Largest PSAs - 2022 Survey

Name of association	Total membership	Number of women	% women
American PSA	14,191	4,842	34.1
German PSA	1,905	645	33.9
Japanese PSA	1,852	295	15.9
Brazilian PSA	1,620	716	44.2
UK PSA	1,600	800	50.0
Argentina PSA	1,500	700	46.7
Canadian PSA	1,176	470	40.0
Korean PSA	1,131	196	17.3
Mexico PSA	700	300	42.9
Polish PSA	640	221	37.9
Icelandic PSA	554	267	45.5
Spanish PSA	500	273	54.6
TOTAL/AVERAGE	27,369	9725	38.58

As evident from Table 1, on average across all large PSAs that responded, women constitute a little over one third of members. Argentina has just joined the list of large PSAs in 2023 with 1,500 members. Moreover, except for the Japanese and Korean PSAs, all large associations have at least one third of women members. In fact, the number of women members of the Korean PSA has even decreased from the 2017 survey (32%) to the current 17.3%. According to the 2017 survey, it was the Russian and Icelandic PSAs that stood out amongst large associations for having almost achieved gender parity amongst members with 47.1% and 47.8% women respectively. In 2023, the Russian PSA has not responded to the survey, and it looks as if the number of women members at Icelandic PSA has slightly decreased.

In the 2022 survey, it appears that in terms of women membership, the UK and Spanish PSAs have made further improvements with both going beyond 50% their 2017 figures that were 31% and 40%, respectively. Also, the Argentine and the Brazilian PSAs are now reaching almost parity with men. Women members comprise 46.7% and 44.2% of the total membership in Argentine and Brazilian PSAs.

At the time of the 2017 survey, there were two associations where women formed a majority: women made up 57.5% of the membership of the Tunisian PSA (formed in 2011, with a total of 45 members) and 53.6% of the Turkish PSA (formed in 1970, with a total of 190 members) (Abu-Laban, Sawyer, St-Laurent 2017). In 2022, Tunisia PSA did not respond to the survey and the ratio of women members to men in the Turkish PSA decreased to 46%. This can be explained by an increase in their membership from 190 (2017) to 263 (2022).

Women in Leadership Roles in PSAs

Women continue to make up a healthy component of membership of most PSAs as the table above shows. To understand their presence in PSA research activities and leadership, we asked questions in relation to the ratio of women vice-presidents, executive committee members, advisory board members along with more scientific roles that women carry in their associations including editorial and co-editorial roles within PSAs’ journals as well as conference participants.

At the time of the 2022 survey, women were presidents of 50% of the 34 reporting PSAs. As a comparison, this was 39% of the 33 reporting PSAs in 2017. Specifically, women were presidents of the following 15 PSAs namely Portugal, US, South Korea, Brazil, Germany, the Nordic PSA, Ecuador, Finland, Uruguay, Switzerland, Poland, Australia, Bolivia, Bulgaria and Iceland. Yet, Argentina, Denmark, Ecuador, Mexico, Colombia, China (Taipei), Nepal, Japan, Slovakia as well as the African Political Science Association are still to have their first woman presidents. What is noteworthy is that some of these associations date all the way back to the 1930s to 1960s, and they are still to have their first woman presidents. Please also note that not having a woman president is not a constraint limited to the geographical area of PSAs.

Table 2 concerns all PSAs that responded to the 2022 survey. The table provides information on the year of establishment, the year when the first woman became president, as well as the total number of women presidents. If there is no response to the question, the value is inserted as data missing. If there was no woman chair, the date of first woman president/ chair is left as N/A.

Table 2. First and Total Women PSA Presidents or Chairs, 2023 Survey

Association Name	Date PSA established	Date first woman president/chair	Total women president/chair
Associação Portuguesa de Ciência Política	1998	2012	2
American Political Science Association	1903	1989	13

Table 2. First and Total Women PSA Presidents or Chairs, 2023 Survey (cont'd)

Sociedad Argentina de Análisis Político	1993	N/A	0
Korean Political Science Association	1953	2023	1
Associação Brasileira de Ciência Política	1987	1996	7
Asociación Española de Ciencia Política y de la Administración	1993	2017	1
German Political Science Association	1951	1988	5
Canadian Political Science Association	1912	1959	14
Danish Political Science Association	1960	N/A	0
Philippine Political Science Association	1962	1981	6
Nordic Political Science Association	1975	1999	3
Asociacion Ecuatoriana de Ciencia Política	2013	N/A	0
Società Italiana di Scienza Politica	1981	2015	2
The Slovak Association for Political Science	1993	N/A	0
Finnish Political Science Association	1935	2006	6
Asociación Uruguaya de Ciencia Política	2006	2009	3
Swiss Political Science Association	Data missing	2011	2
Polish Political Science Association	1957	1997	3
Asociación Mexicana de Ciencias Políticas	2012	N/A	0
African Association of Political Science	1973	N/A	0

Table 2. First and Total Women PSA Presidents or Chairs, 2023 Survey (cont'd)

Colombian Political Science Association	2015	N/A	0
Chinese Association of Political Science (Taipei)	1932	N/A	0
Hungarian Political Science Association	1982	2016	2
Political Science Association of Nepal	1990	N/A	0
Australian Political Studies Association	1951	1975	18
Japanese Political Science Association	1948	N/A	0
Asociación Boliviana de Ciencia Política	2002	2008	1
Bulgarian Political Science Association	1975-1976	Data missing	Data missing
New Zealand Political Science Association	Data missing	Data missing	Data missing
Turkish Political Science Association	1973	2013	2
Czech Political Science Association	1990	2000	Data missing
Latin American Political Science Association	2002	2013	Data missing
Icelandic Political Science Association	1995	Data missing	Data missing
Political Studies Association of the UK	1950	1993	3
Slovenian Political Science Association	1968	2000	3

Overall, it appears that the founding presidents of PSAs have all been men, and that most presidents of PSAs have also been men. While it looks as if it took the longest for the American and the Finnish PSAs to progress having their first woman president, a few other countries have progressed to having women presidents much faster after their foundation. To name a few, they are the Czech, Uruguay, Germany, Brazil and Portugal PSAs, among others. It seems as if the newer the association, the fastest women have

become presidents although Australia and Canada are outliers as they are both older associations and have progressed more comfortably to having women presidents. It is the Australian Political Studies Association that still stands out as having had the largest number of women presidents followed by the Canadian and the American Political Science Associations. The others have reported several women presidents but still in single digits.

Moreover, at the time of the 2022 survey, almost half of PSAs (17 of 34) indicated that their Association had one or more of a women's caucus, specialist group or working group on issues relating to gender. These were the US, South Korea, Brazil, Spain, Germany, Canada, Ecuador, Italy, Switzerland, Poland, Mexico, Colombia, Australia, Japan, New Zealand, Latin American, and the UK PSA. Most of them have already had their first women presidents as well.

Beyond the presidential roles, at the time of the 2022 survey, women were represented in other leadership positions as follows:

- 39% of Vice Presidents;
- 40% of Executive members;
- 58% of Advisory Board members.

This shows an increase from the 2017 figures, particularly for the executive committee and advisory board members. Of those associations that reported having an Executive Director/ Secretary General, women made up 50%. This also shows a comfortable increase from the 2017 survey when the figure was 37%.

In 2022, a total of 24 out of 34 PSAs reported that they publish their own journal(s). This shows an increase from the 2017 figure, with a total of 20 of the 33 reporting PSAs publishing their own journal(s) (Abu-Laban, Sawyer, St-Laurent 2017). Where PSAs have journals, women were involved across the board as editors (or co-editors) and/or on editorial boards, although men still fill the majority of such positions. In 2023, except for Poland (*Polish Political Science Yearbook*), the Philippines (*Philippine Political Science Journal*), and Ecuador (*Revista Ecuatoriana de Ciencia Política*), men still dominate as editors and co-editors. In the previous 2017 report, the *Canadian Journal of Political Science/Revue canadienne de science politique* had all female editors/co-editors and now, in 2023, they have reported to have all-male editors/co-editors. This can also be taken as a sign of diversity if it was an intentional shift from an all-female to an all-male editorship. Within the journal editorial boards, we see UK, Ecuador and Spanish journals having 50% or more women representation, while the Czech PSA journal has the worst women representation with only 2 women out 15 amongst the editorial board members. Increasing representation of women in leadership roles did not necessarily affect having women editors or co-editors in political science journals.

In the 2022 survey, the respondents indicated healthy numbers of women as participants, panel chairs and/or paper presenters at their last conference. Some of them, such as Australia, Portugal and Argentina, were at near 50%, whereas Colombia, the African Association and Hungary performed badly with 25% or less. In total, however, women chair less panels than men at annual conferences. The overall figure for women participation at conferences were as follows:

- 44% of panel chairs;
- 40% of participants;
- 54% of paper presenters.

Data Collection and Diversity

The data provided by PSAs in response to the 2022 survey suggest that women are not only members, but increasingly active and present in PSA research and leadership activities. This makes it relevant to look at data collection practices that may not only cater to gender equality but also inclusion for other groups who may have historically faced marginalization. More than 60% of PSAs indicated, for example, that their country had an Indigenous population, yet only two (the Australian and Ecuadorian PSAs) systematically collect information concerning Indigenous members as can be seen in Table 3. While the American PSA stated that they collected data on indigeneity in the 2017 survey, in 2023 they stated that they did not.

Table 3a. PSAs Indicating an Indigenous Population, 2023 Survey

PSA indicating Indigenous population in their country	
Associação Portuguesa de Ciência Política	No
American Political Science Association	Yes
Sociedad Argentina de Análisis Político	Yes
Korean Political Science Association	No
Associação Brasileira de Ciência Política	Yes
Asociación Española de Ciencia Política y de la Administración	No
German Political Science Association	No
Canadian Political Science Association	Yes
Danish Political Science Association	Yes
Philippine Political Science Association	Yes
Nordic Political Science Association	Yes
Asociacion Ecuatoriana de Ciencia Política	Yes
Società Italiana di Scienza Politica	No
The Slovak Association for Political Science	No

Table 3a. PSAs Indicating an Indigenous Population, 2023 Survey (cont'd)

Finnish Political Science Association	Yes
Asociación Uruguaya de Ciencia Política	No
Swiss Political Science Association	No
Polish Political Science Association	Yes
Asociación Mexicana de Ciencias Políticas	Yes
African Association of Political Science	Yes
Colombian Political Science Association	Yes
Chinese Association of Political Science (Taipei)	Yes
Hungarian Political Science Association	No
Political Science Association of Nepal	Yes
Australian Political Studies Association	Yes
Japanese Political Science Association	Yes
Asociación Boliviana de Ciencia Política	Yes
Bulgarian Political Science Association	No
New Zealand Political Science Association	Yes
Turkish Political Science Association	No
Czech Political Science Association	No
Latin American Political Science Association	Yes
Icelandic Political Science Association	No
Political Studies Association of the UK	Yes
Slovenian Political Science Association	No

Table 3b. PSAs Indicating Collection of Data on Specific Dimensions of Diversity, 2023 Survey

PSA indicating collection of data on specific dimensions of diversity	Race/Ethnicity	Religion	Language	Indigeneity	LGBT+	Disability
Associação Portuguesa de Ciência Política	No	No	No	No	No	No
American Political Science Association	Yes	No	No	No	Yes	Yes
Sociedad Argentina de Análisis Político	No	No	No	No	No	No

Table 3b. PSAs Indicating Collection of Data on Specific Dimensions of Diversity, 2023 Survey (con't)

Korean Political Science Association	No	No	No	No	No	No
Associação Brasileira de Ciência Política	Yes	No	No	No	No	No
Asociación Española de Ciencia Política y de la Administración	N/A	N/A	No	N/A	N/A	N/A
German Political Science Association	No	No	No	No	No	No
Canadian Political Science Association	No	No	Yes	No	Yes	No
Danish Political Science Association	No	No	No	No	No	No
Philippine Political Science Association	No	No	No	No	No	No
Nordic Political Science Association	No	No	No	No	No	No
Asociacion Ecuatoriana de Ciencia Política	Yes	Yes	Yes	Yes	Yes	Yes
Società Italiana di Scienza Política	No	No	No	No	No	No
The Slovak Association for Political Science	No	No	No	No	No	No
Finnish Political Science Association	No	No	No	No	No	No
Asociación Uruguaya de Ciencia Política	No	No	No	No	No	No
Swiss Political Science Association	No	No	No	No	No	No
Polish Political Science Association	No	No	No	No	No	No
Asociación Mexicana de Ciencias Políticas	No	No	No	No	No	No
African Association of Political Science	No	No	No	No	No	No
Colombian Political Science Association	No	No	No	No	No	No

Table 3b. PSAs Indicating Collection of Data on Specific Dimensions of Diversity, 2023 Survey (con't)

Chinese Association of Political Science (Taipei)	No	No	No	No	No	No
Hungarian Political Science Association	No	No	No	No	No	No
Political Science Association of Nepal	No	No	No	No	No	No
Australian Political Studies Association	N/A	N/A	N/A	Yes	N/A	N/A
Japanese Political Science Association	No	No	No	No	No	No
Asociación Boliviana de Ciencia Política	No	No	No	No	No	No
Bulgarian Political Science Association	No	No	No	No	No	No
New Zealand Political Science Association	No	No	No	No	No	No
Turkish Political Science Association	No	No	No	No	No	No
Czech Political Science Association	No	No	No	No	No	No
Latin American Political Science Association	No	No	No	No	No	No
Icelandic Political Science Association	No	No	No	No	No	No
Political Studies Association of the UK	Yes	Yes	No	No	Yes	Yes
Slovenian Political Science Association	N/A	N/A	N/A	N/A	N/A	N/A

Before turning to the question of institutional mechanisms of supporting diversity more fully, we note that in response to the question of whether and when data was collected on attributes other than gender (specifically along the lines of race/ethnicity, religion, language, Indigeneity, LGBT+ and disability), only Ecuador collected data on all attributes of diversity. In 2022, only American, Australian, Canadian, UK and Ecuadorian PSAs collected data on LGBT+ and only American, UK and Ecuadorian PSAs collected data on disability. As these attributes have entered the 2022 survey for the first time, we considered this as noteworthy.

The frequency within which the PSAs collect data on which attributes of diversity are as follows:

- American PSA collects information on race/ethnicity and LGBT+ and disability every one to two years;
- Brazilian PSA collects information on race/ethnicity every one or two years;
- Australian PSA collects information on indigeneity at the time of application of membership. They did not respond to other diversity related questions;
- Canadian PSA collects information on language and LGBT+ every one or two years;
- UK PSA collects information on race/ethnicity, religion, LGBT+ and disability every one or two years;
- Ecuador PSA collects information on all instruments of diversity about every five years.

We have also asked if PSAs have policies or standing committees dealing with issues of diversity other than gender. The PSAs with standing committees on other diversity attributes are as follows:

- LGBT+: American, Brazil, Canada, Ecuador, Poland, Australia, UK;
- Race/Ethnicity: Brazil, New Zealand;
- Indigeneity: Canada, Australia;
- Language: Philippines;
- Religion: Italy;
- Disability: American, UK.

Notice that except for Poland, Italy, and the Philippines, all these associations collect some data on diversity attributes. All the PSAs that collect data on attributes other than gender indicated that they had a women's caucus and/or specialist group or working group on issues relating to gender. This underscores the relationship between addressing gender and addressing diversity more broadly. However, while Germany, Philippine, Colombia, New Zealand have a women's caucus and/or a specialist group or working group on issues relating to gender, they stated that they do not collect any data on diversity.

Institutional Structures and Good Practices

In PSAs around the world, there has been significant institution-building in recent decades to promote a more inclusive discipline. This has taken the form of bodies created to promote the status of designated groups in the profession, and also specialist groups on gender, race and diversity. The American PSA, the world's largest as well as oldest, led the way in 1969 with Committees on the Status of Women and the Status of Blacks in the Profession, as well as a Women's Caucus (Abu-Laban, Sawyer, St-Laurent 2017).

In the *2017 IPSA Gender and Diversity Monitoring Report*, Abu-Laban, Sawyer, St-Laurent (2017) wrote that the 2011 IPSA survey found that 13 PSAs had some institutional structure such as a specialist group on gender and politics and/or a body such as a women’s caucus or working group focusing on professional issues (Matonyte et al. 2012). The 2013 survey found 14 PSAs had either a specialist group or women’s caucus or both types of body (Lindroos et al. 2014). The 2017 survey found that the number of associations with either a specialist research group or a women’s caucus/working group dealing with diversity in the profession had risen to 19. A number of these bodies had been established since the 2013 survey, including new bodies in the Brazilian, Italian, Japanese, Korean and Spanish PSAs. The Japanese Research Group on Gender and Politics was established in 2015 and resulted in gender and politics being added for the first time as a sub-category of political science in Japan. The 2022 survey showed that among the respondents, there were 17 PSAs with either working groups on gender and politics, feminism and politics or a women’s caucus. Brazil set up its working group on gender representation in 2018. Colombia has its working group on gender representation since 2020 and the UK PSA established its working on gender representation in 2019.

In Table 4 we present a first look at the pattern of institution-building within PSAs.

Table 4. Institution-building for a More Inclusive Political Science – Selected Examples

	Women’s Caucus; Status C’tees	Gender research group
American PSA	C’tee on the Status of Women in the Profession, 1969; C’tee on the Status of Blacks in the Profession, 1969; followed by Latino (1970); LGBTI (1992); Asian-Pacific (2003); Status Committees Women’s Caucus, 1969 (followed by other caucuses)	Women and Politics Research Section, 1986
UK PSA	Women’s Caucus, 1977 Diversity and Equality Working Group 2009 Equality and Diversity Sub-Committee 2017 Working Group on Gender Representation 2019	Women and Politics Specialist Group, 1979

Table 4. Institution-building for a More Inclusive Political Science – Selected Examples (con’t)

Canadian PSA	Women’s Caucus, 1978	Women and Politics Section 2000
	Diversity Taskforce, 2006	Women, Gender and Politics Section 2006
	Reconciliation C’tee, 2016	
Australian PSA	Women’s Caucus, 1979	
Irish PSA		Women and Politics Specialist Group, 1992;
		Gender and Politics Specialist Group, 2010
New Zealand PSA	Women’s Caucus, 1986	Gender and Politics Research Network, 2014
Japanese PSA	Working Group on Women in the Profession, 2015	Research Group on Gender and Politics, 2015
German PSA	Women’s Caucus 1995 Taskforce on Status of Women, 1995	Research C’tee on Women and Politics, 1992; Gender and Politics 2010
South African PSA	Women’s Caucus 2001	Specialist Group on Women and Politics, 2001
	Working group on Women in the Profession, 2001	
Brazil PSA	Working Group on Gender Representation, 2018	Women’s caucus, 2018
	Committee on Race, Gender and Sexual Diversity, 2018	
Colombia PSA	Working Group on Gender Representation, 2020	Women’s caucus 2019

The 2022 report also presented some good practice from various PSAs. The Finnish PSA sought ways to accommodate the linguistic diversity of Finland with their journal *Politiikka* publishing articles in both Finnish and Swedish. They have also stated that the linguistic diversity has been something that they tried to promote in the communication of the association by using Finnish, Swedish and English. Promoting regional (ethno-linguistic) diversity has also been a commitment for the Philippine PSA. They have stated that they made sure that their executive members were drawn from universities outside the capital and other than the top Universities offering Political Science as a degree. Collaborative projects, that is, book and regional workshops and the rotational hosting of the annual conference were further instruments for increasing diversity of participation from a diverse set of political scientists in the Philippines from regions outside the capital.

To take diversity further, the Brazilian PSA has introduced a quota policy in the submission of works to National Congresses starting in 2022. Since 2018, they have also had statutory provision for the Committee on Race, Gender and Sexual Diversity with the aim to subsidize initiatives for the promotion of equality and respect for diversity in Brazilian political science.

There have been a mix of informal and formal ways of supporting diversity in Australia and the African Political Science Association. The former noted a mixture of initiatives led by the executive committee, such as the formation of a First Nation caucus, and the member-driven ones particularly the LGBTQI+ caucus established by members. They have reinstated the importance of all elements of the association to be engaged and involved in promoting equity and inclusion. Similarly, the African Association stated that they encourage women to participate with their call for papers for conferences or publication.

The American PSA started an APSA Mentor Programme in 2003:

[to] connect undergraduate, graduate students, and junior faculty from all backgrounds to experienced and senior members of the profession for professional development support on academic and career topics. During the 2022-2023 academic year, 163 matches were completed. Mentors are matched with mentees via email based on the needs, interests and preferences of mentees. Mentees can request mentors who have direct experience mentoring individuals from a variety of groups such as women, individuals from racial/ethnic underrepresented backgrounds, military veterans, individuals with disabilities, first-generation students, international students, and individuals from the LGBT community. Mentees can also specify preferences for mentors in specific academic fields and across a variety of professional development topics (<https://www.apsanet.org/mentor>).

Finally, the New Zealand PSA was self-reflective stating that not much has been done and that their data collection needed to be more accurate. Still, there is a constitutional commitment to the principles of *Te Tiriti o Waitangi* (the constitutional cornerstone of New Zealand) but this is very much in the early stages of figuring out what that means in practice. Yet, they also indicated their openness to hear from indigenous colleagues on how practice of inclusiveness in political science should look like.

Below, we present further good practices from three big associations, American Political Science Association (APSA), the Canadian Political Science Association (CPSA), and the Political Studies Association of the UK (PSA), in terms of the background of their institutionalising multiple forms of diversity.

The American Political Science Association (APSA)

The American Political Science Association (APSA) has the longest history of institutionalising multiple forms of diversity and inclusion programs, committees, and task forces within the broader discipline. Beginning in the wake of the Civil Rights Movement and the Women's Movement, this was done in response to member requests for a commitment to support the research and professional development of scholars from underrepresented and marginalized backgrounds.

Status Committees

In 1969, APSA established the Committee on the Status of Blacks in the Profession and the Committee on the Status of Women in the Profession, followed in 1970 by the Status Committee on Latinos y Latinas, in 1992 by the LGBT (Lesbian, Gay, Bisexual and Transgender) Individuals Status Committee, and in 2003 by the Asian Pacific Americans Status Committee. In 2015 the Association added three new [Status Committees](#): one on Community Colleges, one on Contingent Faculty, and one on First Generation Scholars in the Profession. In 2016, APSA established the Contingent Faculty Status Committee. Most recently, in 2023, the APSA Council approved the establishment of the Committee on the Status of Disability in the Profession.

Task Forces

In 2005, APSA President Margaret Levi appointed an APSA Minority Program Review Committee, to review programs dating back to 1969. Two years later, APSA President Dianne Pinderhughes established a Task Force to assess whether political science was adequately positioned to address the political and governance issues arising from increased demographic change, multicultural diversity and disparities of wealth. The Task Force Report, [Political Science in the 21st Century](#), was published in 2011. It found political science to be often ill-equipped to explain processes of political marginalization or to address issues of gender, race and diversity. It endorsed existing practices such as the Minority Fellows Program (now known as the Diversity Fellowship Program) but recommended doing more to promote access and inclusion and prepare political scientists to engage with diversity (Fraga et al. 2011: 6).

One of the primary recommendations of the Task Force was to put in place more systematic data collection. To achieve this, the demographic items on APSA's membership form were made mandatory and, in 2016, a public-facing demographic database was created providing gender, race and ethnicity data on membership and organized sections. In addition, the theme of its 2015 Annual Meeting was "Diversities Reconsidered: Politics and Political Science in the 21st Century". Short courses relating to the theme included *Coalition building to advance diverse leadership and Diversity, inclusion, access and equity: Strategies for incorporating diverse approaches and themes*.

On the fifth anniversary of the Task Force Report, a review was initiated to evaluate the presence of gender, race, ethnicity and diversity in APSA's own publications (Pinderhughes and Kwakwa 2017). It found that while some important steps had been taken, barriers contributing to marginalization continued to exist. Meanwhile, to address such barriers, the promotion and encouragement of diversity and inclusion in the profession became one of the American PSA's six long-term strategic goals issued in 2016, and again in 2019, in its strategic plan.

In 2018, the APSA's Senior Director of Diversity, Equity and Inclusion, Kimberly Mealy, presented the demographic dashboard data now collected via the membership form in the inaugural [Diversity and Inclusion Report](#) (Mealy 2018). It showed that Hispanic and Black Americans were greatly underrepresented in APSA membership compared with their presence in the American population, while Asian Americans were slightly overrepresented. Native Americans were also significantly underrepresented (0.23 % of membership). Women continued to be underrepresented, with men making up 63% of APSA membership. This data is presented visually on an online data dashboard that can be used to view trends by race, gender and ethnicity across APSA's membership and across major fields of interest and organized sections. Since then, the *Diversity and Inclusion Report* has been updated annually. The data show modest increases in the representation of a number of racial and ethnic underrepresented group categories.

In 2018, APSA President Kathy Thelen established the Task Force on Women's Advancement in the Profession. The task force report, *Would I Do This All Over Again? Mid-Career Voices in Political Science*, was published in 2019. The report includes data from personal and confidential semi-structured interviews with individuals from three graduate programs who entered graduate school around the same time (the early 1990s) about their educational and career experiences from the decision to pursue the PhD to the present.

In 2020, APSA President Paula D. McClain established a *Task Force on Systemic Inequality in the Discipline*. The task force report (2022) addresses the many issues of concern for marginalized members of our discipline, such as racial and ethnic minority scholars, women of all races and ethnicities, LGBTQ scholars and graduate students. It examines how systemic systems of inequality that have manifested themselves overtime in the discipline affect the career trajectories and experiences of scholars pushed to the margins of the discipline. The report includes recommendations for increasing equity in the citation and publication process, tenure and promotions process, graduate education, and recommendations for creating a more inclusive and welcoming climate in departments and across the profession. The task force has held a series of roundtables for the discipline, including a convening in Washington, D.C. (USA) in March 2023.

Council Committees

In 2022, the APSA Council approved the creation of the Diversity, Equity and Inclusion (DEI) Council Policy Committee. The purpose of the committee is to 1) Assist the Council in its governance and leadership of the Association as it pertains to diversity, equity, and inclusion leadership; 2) Develop and recommend to the Council policies relating to DEI in the profession, and review and advise the Council on the implementation of related Council decisions; and 3) Advise, consult with, and accept proposals related to diversity, equity and inclusion from Membership and Standing committees of the Association.

APSA RESPECT

In 2018, the Diversity and Inclusion Department established the [APSA RESPECT Campaign](#) which encourages “professional respect” by and towards all APSA annual meeting attendees and participants at all times. Respect stands for Respectful, Equitable, Safe, Professional, and Ethical Conduct Towards All. The *APSA Sexual Harassment Survey Report* (published in 2018) and *Anti-Harassment Policy (code of conduct)* (2018) address the importance of facilitating a climate of respect at the annual meeting. APSA resources like the APSA Meetings Ombuds (2018), the Bystander Intervention training at the annual meeting, and the association’s online complaint and grievance reporting platform (2018), also embody this message.

Ethics

In February 2022, the APSA Council approved an update to the *Guide to Professional Ethics in Political Science* (originally published in 1968). The update, completed by the APSA Ethics Committee with support from the APSA staff, provides additional guidance on policies and procedures regarding sexual harassment, professional misconduct, and discrimination. The guide provides important information and guidance on professional ethics topics for political scientists.

Development

In 2021, APSA announced that the 2.5 million development goal of the APSA Ralph J. Bunche Fund was reached. The Ralph J. Bunche Fund, established in 2013, will support the expansion of the APSA Bunche programming and ensure the long-term continuity of the Ralph Bunche Summer Institute (RBSI), established in 1986, which introduces undergraduate students, especially those students from historically underrepresented racial and ethnic groups, to doctoral study in political science and provides education and training in research methods.

Programs and Grants

APSA Diversity, Equity and Inclusion Programs include the longstanding Diversity Fellowship Program (1969), the Ralph Bunche Summer Institute (1986), the Diversity Student Recruitment Program (1989), and the Mentor Program (2003), created to provide mentoring to women and Scholars of Color, in particular). In 2020, APSA established two new grants, the APSA Diversity and Inclusion Advancing Research Grant for Indigenous Politics and the Advancing Research Grant for Early-Career Professionals. These grants support research projects and the professional development of scholars from historically underrepresented backgrounds and minoritized groups, and those whose research aims to broaden participation in political science and focuses on issues affecting underrepresented racial and ethnic groups, racial and social justice, systemic racism, inequality and inequity, gender, sexuality and politics, LGBTQ+ politics, accessibility politics or issues of tribal sovereignty and governance.

Between 2020 and 2022, the APSA Diversity, Equity and Inclusion, and Membership Staff conducted a comprehensive project to update the APSA membership database by coding over 1,000 faculty who teach at Minority Serving Institutions (MSIs). These updates were a part of APSA's strategic plan and will provide increased ability for direct outreach. Beginning in the spring of 2022, APSA collaborated with a team of faculty who plan and host Virtual Book Workshops to support faculty who teach at Minority Serving Institutions, such as Historically Black Colleges (HBCUs), and who are working on book projects.

The Canadian Political Science Association (CPSA)

The Canadian Political Science Association (CPSA) is only about one tenth of the size of APSA and has far fewer resources. In 2006, however, it also created a Diversity Taskforce. This was to consider all groups explicitly designated under the Canadian *Employment Equity Act*, as well as issues relating to sexual, linguistic, generational, and religious diversity. The groups designated under the *Employment Equity Act* are women, persons with disabilities, Aboriginal people, and members of visible minorities (defined as racial minorities other than Aboriginal people).

In the *2017 IPSA Gender and Diversity Monitoring Report*, Abu-Laban, Sawyer and St-Laurent noted that:

Canadian universities are already required to monitor the representation of these groups, if they hold federal contracts. Nonetheless, the Diversity Taskforce had a disappointing response to their survey; only a quarter of Canadian political science departments submitted returns although this did include eight of the largest departments. The Diversity Taskforce also did a survey of CPSA members, which had a much higher response rate – equivalent to a third of members. Combined, the results of these two surveys show that there is underrepresentation of designated

groups – especially persons with disabilities and Indigenous peoples – particularly at senior levels, and members of designated groups often feel they have experienced discrimination within the profession.

The CPSA continues to pursue understanding of diversity and inclusion in the profession. In 2016, it created a Reconciliation Committee to deliberate on how political science and political scientists in Canada could advance a reconciliation agenda addressing Canada's Indigenous peoples. Reconciliation is a major challenge given Canada's status as a settler-colony (Abu-Laban 2016) and the CPSA Reconciliation Committee is considering issues relating to teaching, research and ongoing monitoring. In Australia and New Zealand, which are also settler societies, Indigenous scholars tend to migrate to interdisciplinary centres (Sawer and Curtin 2016).

To take the issue of diversity further, the Canadian Political Science Association signed the Federation of Humanities and Social Sciences' Charter on *Equity, Diversity, Inclusion, and Decolonization* (EDID) in July 2021 after a unanimous vote of its Board. It has incorporated the Charter's commitment into hiring practices and in developing a strategic plan. The Charter commitment to concrete steps toward EDID informs its Strategic Directions 2023 document, which was ratified by the Board of Directors at its May 2023 meeting and, therefore, informs the priorities of the current President.

The key points of this Charter are as below:

- This Charter calls for a "*resolute effort to achieve equity, diversity, inclusion, and decolonization in our disciplines*", and works with its commitment to reconciliation and decolonization as established with the 2016 Reconciliation Committee.
- As a signatory to this Charter, the CPSA is publicly committed to working to ensure that all of its activities are evaluated with respect to realizing EDID. As CPSA has reported, the work to make good on this commitment has begun around hiring, salaries, and other HR issues and around the call for proposals for the new English Language Editorial Team for CJPS. It continues through the annual conference, including pre-conference.
- The 2023 Equality, Diversity and Inclusion (EDI) Committee of the CPSA focused its attention on the pre-conference EDID workshops. The CPSA has reported that since the introduction of the EDID, the last few conferences have been much more diverse and inclusive, indeed welcoming. This can be attributed to the work of the EDI Committee as well as the Reconciliation Committee and its members.
- The collaboration between the annual conference program chair(s) and the Reconciliation Committee has been excellent in view of organising roundtables and selecting keynote speakers.

- The Reconciliation Committee has also generated over the last few years an English syllabus of Indigenous scholarship and scholarship on Indigenous issues, reconciliation, decolonization, and resurgence. However, there currently remains some work to develop a francophone syllabus.

- In terms of gender diversity in line with the membership practices, the call for proposals for the 2024 CPSA academic conference will include voluntary self-identification for gender.

The Political Studies Association of the UK (PSA)

Promoting EDI is core to the mission of the Political Studies Association of the UK (PSA) and its membership as its Promoting Equality, Diversity and Inclusion document (<https://www.psa.ac.uk/promoting-equality-diversity-inclusion>) notes. As well as working to ensure this value is enshrined in how the association itself operates, the PSA has also continued to look at the discipline overall. From its journals and conferences through to its prizes and governance, it has taken steps to make its work more inclusive and welcoming to scholars, students and practitioners from all backgrounds, while recognising there is still much to do to increase representation and opportunities in the PSA and beyond. The PSA has a number of policies in place especially around its annual conference and the appointment of staff and trustees, which enshrine EDI principles (<https://www.psa.ac.uk/legal-and-governance-documents>).

Further to the recommendations in the PSA's 2017 strategic plan, the association co-funded a study in 2021 as a first step in determining the key EDI challenges in University Politics and IR departments in its Career Trajectories in UK Departments of Politics and International Relations report (Hanretty 2021). This report brings together data relating to gender, ethnicity, and other characteristics of those working in Higher Education departments, and draws the following conclusions:

- Senior positions in politics and international relations continue to be heavily dominated by White men;
- The available data was not sufficient to allow the identification of clear differences based on sex, ethnicity, or other characteristics when it comes to promotions and therefore needs to be enhanced to understand this matter;
- There is a particular paucity of Black, Asian and Minority Ethnic (BAME) staff at senior levels in Politics and International Relations departments. The likelihood of BAME staff occupying senior academic ranks is shown to be lower in Politics and International Relations than other social science disciplines.
- Staff from ethnic minorities have a higher risk than their White counterparts of exiting UK Higher education.
- At the current rate of progression, UK will not reach gender equality in senior ranks within Politics and International Relations departments until 2045-2046.

The PSA has also established an EDI Working Group to challenge practices, provide oversight and drive positive change. A number of PSA trustees are members as well as representatives of the wider association's Specialist Groups including Women & Politics and Race, Migration & Intersectionality.

The PSA surveys its members regularly, which generated complimentary findings to this study. This led to the creation of a pilot scheme, *Diverse Voices*, to support PhD students and Early-Career Researchers from Black and other ethnic groups underrepresented in our discipline. So far, it has supported five PhD students and three researchers with small grants, conference attendance, training and mentoring and will be evaluating its success over the autumn.

Awards and prizes

Awards have become an important feature of PSAs, celebrating achievement and symbolizing excellence and academic success. In the past, women were often excluded from this kind of professional recognition. Greater awareness of such gendered patterns has led to increased recognition of women's contribution to knowledge, both through the award of prizes and through their naming (GESS 2017). While there is great variability across PSA in regard to such recognition measures, and also across sub-fields of political science, some important steps have been taken to address the issue.

Drawing attention to persistent gender imbalance can itself have beneficial effects. For example, the IPSA Gender Monitoring Surveys of 2011 and 2013 found that the Karl Deutsch Award, one of the highest honours in inter-disciplinary research, had only ever been awarded to men. As noted in the next section, in 2014, the eminent political scientist Pippa Norris became the first woman to receive this award. This sequence of events indicates the power of tracking and publishing data on the status of women to bring about change.

In the UK, the Sir Isaiah Berlin Prize for lifetime contribution to political studies was not awarded to a woman until 2013. Since then, in a significant act of historical redress, it has been awarded to a woman for four years in a row. The UK PSA has also played a trail-blazing role in promoting recognition of women's scholarship through the naming of new 'mainstream' prizes. It had been awarding academic prizes for almost 30 years, 'exclusively named after white men' before the Elizabeth Wiskemann Prize was awarded for the first time in 2016, followed in 2017 by three more new prizes named after women (Kenny 2017).

Similarly, the Irish PSA introduced its first prize named after a woman following the first Gender Audit of the Association in 2015. The Irish PSA cites three-yearly gender audits of the association as the strategy it has found most successful – acting to 'focus the minds' (Irish PSA).

In addition to 'mainstream' prizes, some associations provide awards recognising excellence in gender and politics or other forms of diversity research. For example, the American PSA has presented the Victoria Schuck Award for the best gender and politics book since 1988, and its Race, Ethnicity and Politics section has presented best book, dissertation and conference paper awards since 1998. IPSA itself initiated the Wilma Rule Award for best paper on gender and politics at its 2000 Congress.

IPSA research on the status of women in political life and women's participation in IPSA

The global gender monitoring surveys, now being undertaken by IPSA, are part of a long history of gender initiatives. Since its foundation, IPSA has encouraged women to participate in its scientific projects, research committees and world congresses, and has also paid particular attention to the subject of women and politics. As noted in the introduction, one of IPSA's very first projects, initiated by a request from the UN Commission on the Status of Women and directed by Maurice Duverger, was an examination of the participation of women in political life. This study (Duverger 1955) was the first cross-national survey-based research on women's electoral participation and a pioneering work, despite subsequent criticism from a feminist perspective of its failure to distinguish between sex and gender.

The involvement of women in politics, the study of politics by women and the integration of feminist critiques into political science are, of course, separate matters. By the 1970s, IPSA was responding to the arrival of the 'second wave' of the feminist movement and claims by women for a greater voice both within politics and regarding the way politics was conceptualized within political science. A Study Group on Sex Roles and Politics was established in 1976 and became a Research Committee in 1979. As Drude Dahlerup has observed, "*this opened up new opportunities for global research co-operation on introducing gender perspectives to political science*" (2010: 89).

Not surprisingly, IPSA also took up concerns about the status of women in political science and, in 1978, commissioned a report on the subject from its study group on Sex Roles and Politics. This was later followed by the creation of a special subcommittee of the Executive Committee (EC) with terms of reference designed to promote the role of women in the association. At the time, the IPSA EC was an all-male body; the only woman to have served on it was Sirkka Sinkkonen in 1973–1976.

The creation of the subcommittee was prompted by Carole Pateman's report on the status of women in IPSA and she went on to chair the new Committee on Women's Issues. Its objectives were to monitor the position of women in IPSA and to recommend ways to improve the situation.

In 1985, the era of all-male ECs came to an end. With the election of Carole Pateman to the EC, and then as First Vice-President in 1988, change was under way. She became the first woman IPSA President in 1991. The number of women on the EC continued to rise thereafter. In 1995, IPSA began monitoring the level of involvement of women in IPSA and providing regular reports with gender-disaggregated data on its membership.

In 1998, the Committee on Women's Issues was replaced by the Committee on the Status of Women and Diversity of Participation (known in abbreviated form as the Committee on

Participation). This was a continuation of the former committee, but with extended terms of reference, and was chaired by Renato Boschi. The Committee on Participation aimed to encourage the participation of women in the association and beyond, with a view to facilitating contacts between women political scientists throughout the world.

In July 2006, at the EC meeting No. 96, the Committee on Participation was merged with the Committee on Membership to form the new Committee on Participation and Membership, the name still in use today.

Since 2011, this committee has been given responsibility for regular gender monitoring surveys to provide comparative data on the representation of women and gender equality issues among member associations. IPSA has used this process to identify best practices and areas requiring further action. In 2017, the monitoring survey was expanded to cover diversity issues other than gender.

Following her election as IPSA President at the IPSA World Congress of July 2018, Marianne Kneuer named Yasmeen Abu-Laban Chair of the Committee on Membership and Participation and Special Representative on Gender. When she became President in 2021, Dianne Pinderhughes withdrew the responsibility of the gender and diversity monitoring survey from the Committee on Membership and Participation to a brand-new committee dedicated entirely to it, the Committee on Gender and Diversity Monitoring chaired by Umut Korkut. This year's survey now also covers LGBT+ and disability as further categories of diversity.

IPSA Council

The Council is the General Assembly of IPSA and its highest decision-making body. It is composed of representatives from each collective member, who have an assigned number of votes in the Council. Council representatives from each country are nominated by their regional or national association. The number of women representatives rose from around 15-20% in the 1990s to 25-30% in the first decade of the new millennium. In 2012, the percentage rose spectacularly to 52.9%, only to drop back to 29.8% in 2014 and up again to 40.5% in 2016 (see Table 5). Even though there has been fluctuation, due to the fact that PSAs were encouraged (rather than required) to ensure gender balance among their representatives to the IPSA Council, the long-term trend reflects a general improvement in women's status in PSAs around the world. In 2016, the IPSA Executive Committee adopted a motion designed to increase gender balance and other forms of diversity in collective member delegations to the IPSA Council. This motion seems to have helped stabilized the percentage of women's participation in the Council with 38.2% and 39.3% in 2018 and 2021, respectively.¹

¹ In 2018, 21 of 55 national association representatives were women, in 2021, 24 of 61.

IPSA Executive Committee

Since the election of Carole Pateman in 1985, more than 30 years ago, there have been impressive improvements in women's participation in the IPSA EC. Since 2006, women have made up at least one third of the EC, crossing for the first time the 40% barrier in 2016 up to an unprecedented 57.9% in the 2021-2023 term (see Table 5).

Moreover, from 2018 to 2022, women increasingly held key positions in the EC. In 2018–2020, three out of six key positions in the EC were held by women: Marianne Kneuer (President), Yasmeen Abu-Laban (Vice-President) and Yuko Kasuya (Vice-President). In 2021–2022, four out of seven key positions in the EC were held by a woman: Dianne Pinderhughes (President), Marianne Kneuer (Past President), Hasret Dikici Bilgin (Vice-President) and Madalena Resende (Vice-President).

IPSA Secretariat

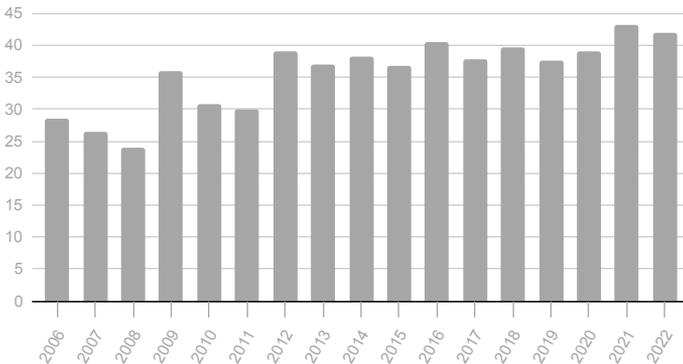
Another key position in IPSA leadership is that of Secretary General, the head of the IPSA Secretariat. During the Administrative Reform initiated by President Ilter Turan (2016-2018) and continued under the leadership of President Marianne Kneuer in (2018-2021), the position of Secretary General was abolished to be replaced by the position of Executive Director. This change was in line with the need to professionalize IPSA, which had grown significantly under the mandate of Guy Lachapelle, the last IPSA Secretary General (2000-2020). As a result, Executive Director Kim Fontaine-Skronski became the first female head of the Secretariat in IPSA's 70-year history. By 2021, IPSA leadership was composed of all women: Past President, President, and Executive Director. Moreover, the Secretariat team is, in 2023, composed of 58% of women (7 out of 13 staff).

IPSA Membership

In 2021, IPSA reached its highest proportion of women members to date with women forming 43.1% of members, an astonishing 20 percentage points higher than two decades earlier. This stabilised at 42% in 2022 (see Figure 1).

Since 2012, the proportion of women members has averaged 39.1% of IPSA membership, an increase of more than 10 percentage points when we compare it with the previous seven-year period (2005–2011: 28.7%).

Figure 1. Percentage (%) of women in IPSA 2005–2022



As the individual membership in IPSA had more than tripled during this period (from 1084 in 2005 to 4,068 in 2021, and 3,260 in 2022) this represents hundreds (if not thousands) of women political scientists joining IPSA for the first time.

IPSA Gender Research Committees

IPSA currently sponsors two Research Committees (RC) with a specific interest in applying a gender lens to politics. In 1976, the study group on Sex Roles and Politics was established. In 1979, it was given RC status as RC19. In 2003, after a vote by its members, RC19 changed its name to Gender Politics and Policy.

Another initiative was the creation in 1988 of a study group on Women, Politics and Developing Nations, which became an RC in 1992 as RC07. In 2015, after approval by the EC, RC07 changed its name to Women and Politics in the Global South.

The two gender-oriented RCs have been collaborating in running pre-Congress workshops on different themes for many years. In 2018, RC07 and RC19 ran a one-day pre-Congress workshop in Brisbane (Australia) under the theme “What happens to feminist claims in politically turbulent times?”. The COVID-19 pandemic temporarily halted this collaboration until the 2021 IPSA virtual World Congress.

In the more general grand scheme of IPSA RCs, women were less than 20% of RC chairs between the late 1980s and 2011. This figure rose to 35.4%² from 2012 to 2022 (see Table 5). This enhanced role in IPSA’s RCs is also closely related to the rise in women’s role as panel convenors at IPSA Congresses.

² In 2018–2020, 20 of 61 research committee’s chairs were women, 23 of 65 in 2021–2022.

IPSA World Congress of Political Science

Participation of women in IPSA World Congresses has been on a continuous rise over the last decade. From a low 15 to 20% from 1988 to 2003, participation of women started to rise, reaching 26% at the 2006 Fukuoka Congress, and 37% at the Santiago Congress in 2009. This rise continued and stabilized at around 42% in Madrid in 2012, Poznan in 2016, and Brisbane in 2018, to then reach an all-time high of 46.6% at the 2021 Virtual Congress (see Table 5). This represents a substantial upswing in women's participation.

Additionally, the percentage of women panel convenors that reached all-time highs of 41.9% in Montréal in 2014 and 45.1% in Poznan in 2016, slightly declined to 35.8% in Brisbane in 2018 and 38.7% during the Virtual Congress of 2021.³ This still represents a considerable rise from the 24% in Québec in 2000 and the average 16% registered during the 1990s.

IPSA Awards

Wilma Rule Award

In 2000, IPSA introduced an award for best Congress paper on gender and politics – the Wilma Rule award – to recognize and highlight the contribution of gender scholarship to the discipline. The award was established in honour of the pioneering work by Wilma Rule on the impact of electoral systems on women's legislative representation. To date, it is the only IPSA award named after a woman.

Since 2000, twelve women have received the award, the most recent recipients being Ki-Young Shin, Jackie F. Steele and Mari Miura for their paper on "*Does 'Constituency Facetime' Reproduce Male Dominance? Insights From Japan's Mixed-Member Majoritarian Electoral System*" (2018) and Nayia Kamenou for "*Feminism Hijacked: Women, Gender and Political Agency in the Golden Dawn and the National Popular Front*" (2021).

Other IPSA awards

Many women have won IPSA awards in recent years but until 2014, no women had been awarded the most prestigious IPSA awards, such as the Karl Deutsch Award and the Prize of the Foundation Mattei Dogan.

Of the ten recipients of the Karl Deutsch Award, which honours a prominent scholar engaged in cross-disciplinary research, Pippa Norris (2014) and Jane Mansbridge (2021) are to date the only woman to have been honoured.

3 At the Brisbane Congress in 2018, 186 of 519 panel convenors were women, while at the Virtual Congress in 2021, 233 of 602 panel convenors were women.

Theda Skocpol (2016) was the first and only woman to date (out of seven recipients) to be awarded the Prize of the Foundation Mattei Dogan awarded by IPSA for High Achievement in Political Science.

Women's share of other IPSA awards has been as follows:

- *Stein Rokkan Award*: 15 out of 44 recipients (34.1%) since 1982;
- *Francesco Kjellberg Award*: 4 out of 11 recipients (36.3%) since 1988;
- *Global South Award*: 2 out of 5 recipients (40%) since 2009;
- *Meisel-Laponce Award*: 1 out of 7 recipients (14.3%) since 2011;
- *APSA-IPSA Theodore J. Lowi First Book Award*: 6 out of 7 recipients (85.7%) since 2016;
- *Juan Linz Prize*: 0 out of 4 recipients (0%) from 2014 to 2021.

Women's share of awards presented by IPSA Research Committees has been as follows:

- RC01 Award for Concept Analysis in Political Science: 3 out of 8 recipients (37.5%) since 2003;
- RC01 Best C&M Working Paper Award Recipients: 0 out of 3 recipients (0%) of recipients from 2011 to 2014;
- RC27 Charles H. Levine Memorial Book Prize: 6 out of 22 recipients (27.2%) since 2004;
- RC27 Ulrich Kloeti Award: 1 out of 7 recipients (14.3%) from 2009 to 2017;
- RC28 Publius: The Journal of Federalism Distinguished Scholar Award: 0 out of 3 recipient (0%) since 2016.

International Political Science Review (IPSR)

In 1995, 15 years after its creation, the *International Political Science Review* (IPSR) announced its first woman co-editor, Nazli Choucri (1995–2001). Since then, four more women have served as editors of *IPSR*: Kay Lawson (2001–2009), Yvonne Galligan (2007–2012), Marian Sawyer (2012–2019) and Theresa Reidy (2016–2023). The percentage of women as *IPSR* authors has fluctuated with no discernible trend (see Table 5), but it is notable that there was, for the first time, a 40% plateau for three consecutive years (2014–2016), before hitting a record breaking 48% in 2019 and 42.7% in 2021. This is due, in part, to the publication of special issues on gender politics. As we have seen, the first *IPSR* special issue on a gender topic appeared in 1985, the second in 2000, and then in 2014, 2016 and 2021. The 2021 issue was on Populism and feminist politics.

Table 5. Percentage (%) of women in various IPSA activities

Year	IPSA members	Congress participants	Congress convenors	Council members	RC chairs	IPSR authors	EC members
1988	N/A	14.2	15.6	13.8	13.3	6.0	11.1
1991	N/A	18.4	14.9	15.3	16.3	14.3	27.8
1994	N/A	20.3	19.3	20.8	12.2	17.3	27.8
1995	N/A	-	-	-	12.2	19.2	27.8
1996	19.4	-	-	-	10.0	7.1	27.8
1997	22.7	20.2	13.1	14.9	12.0	7.7	27.8
1998	19.0	-	-	-	14.0	19.2	16.7
1999	20.3	-	-	-	14.6	16.0	16.7
2000	24.2	20.1	23.5	28.6	N/A	31.0	33.3
2001	23.0	-	-	-	N/A	27.3	33.3
2002	23.1	-	-	-	N/A	35.5	33.3
2003	26.2	20.0	N/A	24.0	19.4	10.0	23.5
2004	20.6	-	-	-	19.4	8.4	23.5
2005	25.6	-	-	-	19.4	17.5	23.5
2006	29.7	26.0	N/A	31.9	N/A	16.7	33.3
2007	26.4	-	-	-	N/A	13.8	33.3
2008	23.9	-	-	-	N/A	17.6	33.3
2009	36.0	37.0	N/A	27.9	16.0	24.3	38.8
2010	30.8	-	-	-	16.0	32.6	38.8
2011	29.9	-	-	-	16.0	18.4	38.8
2012	39.1	42.0	32.6	52.9	33.3	29.2	33.3
2013	37.0	-	-	-	33.3	33.3	33.3
2014	38.2	40.4	41.9	29.8	34.6	45.5	33.3
2015	36.7	-	-	-	34.6	40.0	35.3
2016	40.4	42.0	45.1	40.5	36.5	40.2	44.4
2017	37.7	-	-	-	36.5	24.6	44.4
2018	39.7	41.8	35.8	38.2	32.8	29.0	27.8
2019	37.5	-	-	-	32.8	48.0	27.8
2020	39.1	-	-	-	32.8	33.3	27.8
2021	43.1	46.6	38.7	39.3	35.4	42.7	57.9
2022	42.0	-	-	-	35.4	35.9	57.9

* It should also be noted that the data are indicative rather than definitive, in that in many cases, analysis is based on probabilistic assumptions about gender based on first names. In the case of 'IPSR authors', the data refer to the proportion of articles authored by women, making appropriate allowance for multi-authored articles.

** It is also important to note that the methodology for Congress convenors changed starting in 2012. The percentage calculated based on the total number of panels managed by women versus the total number of panels. Before 2000, it is the number of women convenors versus the total number of convenors.

Conclusion

Our analysis of the 2022 survey and trends in PSAs, as well as IPSA, suggests that there has been progress in the representation of women and diversity as members in professional associations of political science, in addition to their presence in the discipline as active and recognized researchers and leaders. Since the 2017 report, there is an increase in leadership roles that women came to occupy in PSAs. However, their leadership numbers are still not in parity with their male counterparts, and there are numerous associations that have still not elected their first women president. Similarly, while women's participation in conferences has increased, there are still more men serving as panel chairs than women. PSAs around the world need to guarantee gender parity in panel set-ups and avoid panels composed solely of men when they create their conference programmes.

As IPSA and many PSAs are increasingly considering such diversity issues as race/ethnicity and Indigeneity as well as LGBT+ and disability characteristics, the time is ripe for an expanded and ongoing global discussion. The associations should consider collecting better data on who their members are and what kinds of diversity characteristics they represent. The findings of this fourth IPSA Gender and Diversity Monitoring Report are important for highlighting the ways in which attention to gender and gender equality is interconnected with the building of an inclusive discipline globally. While the noted successes have been uneven, the trend toward greater inclusion has clearly benefited from discussion and implementation of institutional mechanisms attuned to gender and diversity equality. The findings and analysis in this report provide guideposts for ways both IPSA and PSAs may foster greater inclusion in the years ahead.

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Appendix 1. Associations responding to the 2022 IPSA Gender and Diversity Monitoring Survey (in English)

Africa

African Association of Political Science

Asia and Pacific

Australian Political Studies Association

Chinese Association of Political Science (Taipei)

Japanese Political Science Association

Korean Political Science Association

New Zealand Political Studies Association

Philippine Political Science Association

Political Science Association of Nepal

Europe

Bulgarian Political Science Association

Czech Political Science Association

Danish Political Science Association

Finnish Political Science Association

German Political Science Association

Hungarian Political Science Association

Icelandic Political Science Association

Italian Political Science Association

Nordic Political Science Association

Political Studies Association (UK)

Polish Political Science Association

Portuguese Political Science Association

Slovak Association for Political Science

Slovenian Political Science Association

Spanish Association of Political and Administrative Science

Swiss Political Science Association

Turkish Political Science Association

North America

American Political Science Association

Canadian Political Science Association

Mexican Political Science Association

South America

Argentine Society of Political Analysis

Bolivian Political Science Association

Brazilian Political Science Association
Colombian Political Science Association
Ecuadorian Political Science Association
Latin American Political Science Association
Uruguayan Political Science Association

Appendix 2. Survey questionnaire



Gender and Diversity Monitoring Survey 2022

Name of your political science association *

Your E-mail *

ex: myname@example.com

Only used if multiple submissions for the same association

1. How many members did your association have in 2022? How many women? *

	Total	Women
Members in your association	<input type="text"/>	<input type="text"/>

2. How many women currently hold a leadership position in your association?

	Total	Women
President/chair	<input type="text"/>	<input type="text"/>
Vice president	<input type="text"/>	<input type="text"/>
Members of executive	<input type="text"/>	<input type="text"/>
Members of advisory board (if existing)	<input type="text"/>	<input type="text"/>
Secretary General/Executive Director	<input type="text"/>	<input type="text"/>

3. In what year was your association established?

In what year did the first woman become President of your association? (state clearly if your association has never had a woman President)

How many women have held the positions of President and Secretary General/Executive Director since your association was established?

	Total	Women
President	<input type="text"/>	<input type="text"/>
Secretary General/Executive Director	<input type="text"/>	<input type="text"/>

4. Does your association have:

- A women's caucus (a group concerned primarily with the status of women in the discipline)
- A specialist research group on gender and politics, or feminism and politics
- A working group on gender representation

If yes, when was it established? (Year)

If yes to a women's caucus, is it represented on the executive of the association?

- Yes No

5. If your association has specialist groups or research committees, how many women hold leadership positions (convenor, chair etc.) in these? Please fill in the numbers if you have the data.

	Total	Women
Leadership positions in specialist groups/research committees	<input type="text"/>	<input type="text"/>

6. How many women participated in your last national conference? How many chaired a panel? How many presented a paper? Please fill in the numbers if you have the data.

	Total	Women
Participants	<input type="text"/>	<input type="text"/>
Panel chairs	<input type="text"/>	<input type="text"/>
Paper presenters	<input type="text"/>	<input type="text"/>

7. Does your association publish scholarly journal(s)?

- Yes No

If so, what is the name of the journal(s)? How many women are current editor/co-editor of each journal? How many are members of the editorial board?

	Name of journal	Total editor/co-editor	Women editor/co-editor	Total members of the editorial board	Total women on the editorial board
Journal 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Journal 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Journal 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

When was the first woman editor or co-editor appointed? (state clearly if your association has never had a woman editor or co-editor)

8. Does your association undertake one or several of the following strategies to promote equal opportunities for men and women? Please check more than one box if appropriate.

- Commitment to gender representation and other related issues in a code of conduct (e.g. sexual harassment, equal opportunities for women and men, policy on the representation of women)
- Convention that women and men alternate in leadership positions (such as President)
- Commitment to gender representation and other related issues in the association's statutes
- Tools or mechanisms for the promotion of gender representation and equality and other equity issues
- Monitoring or regular reporting on gender representation and other related issues in the discipline
- Mentoring system for women including for female students
- Encouraging women to participate in call for papers for conferences or publications
- Provision of childcare at conferences
- Awards, scholarships or fellowships for women or for gender / feminist research

9. Among the strategies you use to promote gender equality in your association, which do you regard as most successful? Which would you recommend to other associations?

10. Does your country have Indigenous people?

- Yes No

11. Do you collect information on any of the following specific dimensions? If so, how often do you collect these information?

	Do not collect information	At time of application for membership only	About every 1 or 2 years	About every 5 years	About every 10 years	No pattern
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indigeneity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGBT+	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Does your association have policies or standing committees dealing with issues of diversity other than gender?

- Yes No

If yes, do they relate to any of the following (you may check more than one if applicable)

- Race/ethnicity
- Religion
- Language
- Indigeneity
- LGBT+
- Disability

13. Among the strategies you use to promote equity in relation to forms of diversity other than gender in your association, which do you regard as most successful? Which would you recommend to other associations?

Thank you very much for your kind cooperation.

International Political Science Review

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