PROMOTING DIVERSITY IN QUESTION ASKING

But for every question asked by a woman, men ask 2-3 times as many

Visibility matters: people tend to judge whether they "belong" in a career based on who they see in it. Low visibility may lead to the attrition of women and other minorities in academia.

**FINDING:**
WHEN MORE QUESTIONS WERE ASKED, THE GENDER BALANCE IN THE QUESTIONS FROM THE AUDIENCE INCREASED*

**TIPS:**
- **Organisers:** Allow more time for questions after a seminar
- **Moderators:** Keep questions and answers short; intercept "showing off" questions or comments
- **Audience:** Ask questions after talks; save statements and comments for after the talk

**FINDING:**
WOMEN REPORT FEELING MORE NERVOUS THAN MEN ABOUT ASKING QUESTIONS, BUT MEN GET NERVOUS, TOO

**TIPS:**
- **Organisers:** Allow a small break for time to formulate questions
- **Moderators:** Be encouraging and keep an eye peeled for questions from less confidently-raised hands
- **Audience:** Recognise that many others feel the same way as you; it's OK to feel nervous!

**FINDING:**
PROPORTIONALLY MORE WOMEN ASKED QUESTIONS WHEN THE FIRST QUESTION CAME FROM A FEMALE*

**TIPS:**
- **Organisers:** State expectations for behaviour that supports inclusivity
- **Moderators:** Choose someone who would normally not ask a question first, if possible.
- **Audience:** Consider holding onto your question briefly, to provide an opportunity for someone whose voice is heard less often

*These data are correlational, but the tips can't hurt to implement, just in case

for more tips, go here: http://diversityinacademia.strikingly.com/