



Editorial

Sojourner Truth made the famous speech 'Ain't I A Woman?' as a critique of white suffragettes in the nineteenth century whose feminist campaigning was blinkered to the racist omission of non-white women from their political aims. Intersectionality is thus not a new concern, but it is astounding how much of the gender and STEM literature fails to engage with the multiple identities and interwoven discriminations that women encounter. The first paper in this issue, by Alegria and Branch, provides a welcome engagement with intersectionality, a perspective that has been missing in much of the gender and STEM research to date. While gender is still the primary concern of this journal, it is important to understand how additional demographic factors (known in the UK equalities legislation as 'protected characteristics') must be identified and acted upon in tandem with gender. In [Causes and Consequences of Inequality in the STEM: Diversity and its Discontents](#), the authors use data from the Integrated Public Use Microdata Series (IPUMS) as well as the American Community Survey from 2009, to show how a narrow focus on gender oversimplifies the racial and increasingly global dynamics of the scientific labor force in particular in the fields of Computing and Life Sciences.

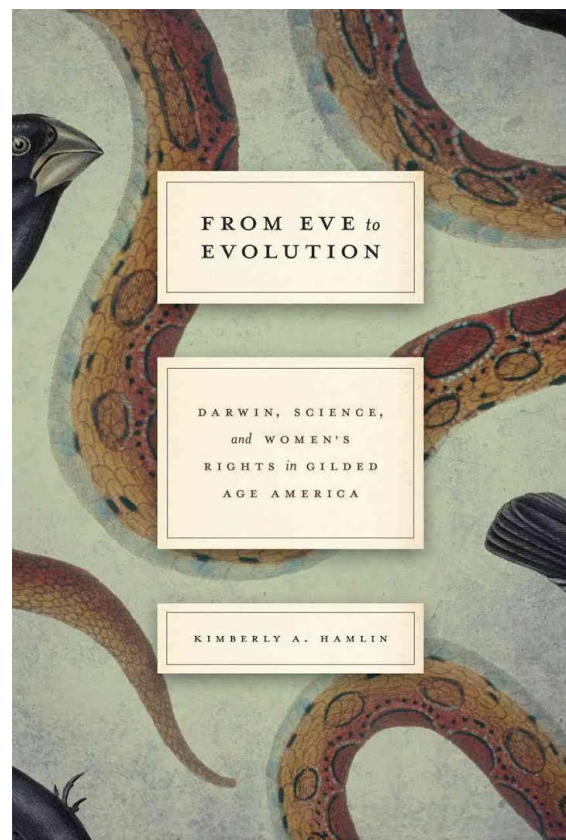
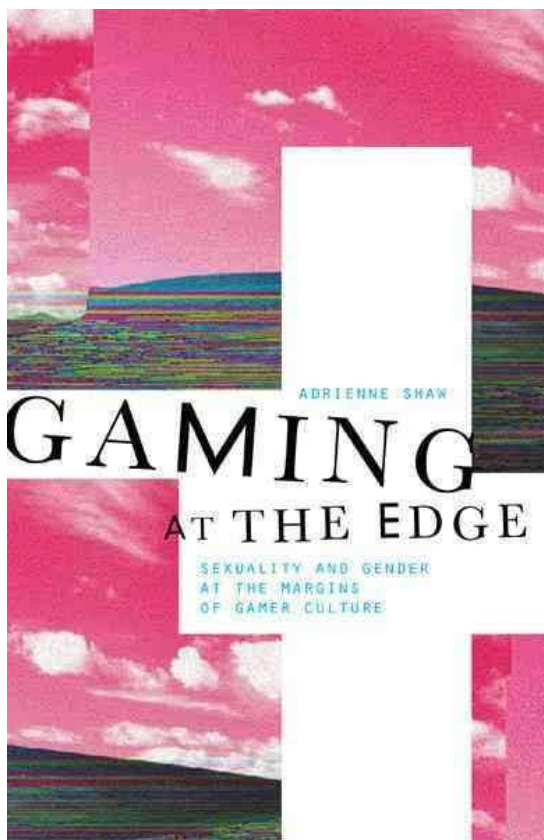
Many studies have shown that workplace climate and work-life balance are both important factors that influence women's decisions to leave (or indeed remain in) STEM employment. Archie, Kogan and Laursen, in their study entitled: [Do Labmates Matter? The Relative Importance of Workplace Climate and Work-Life Satisfaction in Women Scientists' Job Satisfaction](#) examine data from nearly 600 early-career geoscientists to look at workplace climate, work-life satisfaction, job satisfaction and productivity. The results include analytic path models comparing women to men, women professionals to women graduate students, and women professionals with child caregiving responsibilities to those without. For all groups, workplace climate—measured in terms of both interactions in the workplace and influence on decision-making—outweighed satisfaction with work-life balance in shaping job satisfaction. Not surprisingly they found that work-life balance increased in importance and became significantly more influential for women with caring responsibilities. Organisations looking to support gender equality should be encouraged by the findings which suggest that institutional efforts to improve workplace climate benefit all academics, not just women.



In their paper [The Impacts of Marriage on Perceived Academic Career Success: Differences by Gender and Discipline](#), Juraquolova, Byington and Kmec examine how the productivity and mobility of academics in thirteen US universities are affected by marriage. They conclude that married women feel greater limits to their mobility than men do, but that women report greater productivity as a result of marriage than do men. They also find that marriage increases men's and women's perception of social network opportunities in the profession, particularly if their partners are also employed in academia. So being already employed in academia opens social network ties for a woman, and if she is married and her husband is also an academic, it also expands her network ties.

The career pathways of women academics is also the focus of DeJonghe, Hacker and Nemiro whose case study [The ADVANCE Associates Program: An Intervention for Retaining Women Faculty Members in STEM](#) describes an intervention at one US university to increase recruitment and retention. At the end of the grant period, it was found that women who had participated in the scheme were much more likely to remain with the institution and reported reduced isolation and more confidence in speaking up for gender equity.

Two books featured in our review section offer insights into both past and future worlds. Hannah Marston's review of Adrienne Shaw's [Gaming at the Edge](#) uncovers some of the nuances of gender and sexuality, including the prevalence of abusive behaviour, within video gaming culture. The second review, by Farid Pazhoohi, of Kimberley A. Hamlin's [From Eve to Evolution](#), explores the influence of Darwinism on feminist thinking in the nineteenth century.



Our last article in this issue is a conference review by Liz Whitelegg of the [Opening Doors Conference](#), which offers an insight into the latest research on girls in physics as well some useful links to recent reports and resources for teachers from the UK's Institute of Physics.

Finally, we would like to take this opportunity to thank all of our reviewers who have contributed to the work of this journal in 2015.

Clem Herman, on behalf of the editorial executive: Helen Donelan, Barbara Hodgson, Victoria Pearson, Elizabeth Whitelegg