

Initiatives in statistics and data science for increasing the visibility of women and gender minorities and highlighting their contributions to the field

The statistics and data science communities suffer from an underrepresentation of minority genders (including but not limited to cis/trans women, trans men, non-binary, genderqueer, agender) in every role and area of participation. This talk will provide an overview of initiatives in these communities for increasing participation and visibility of women and gender minorities and highlighting their contributions to the field. The discussion will particularly focus on organizations like R-Ladies, whose mission is to “to achieve proportionate representation by encouraging, inspiring, and empowering people of genders currently underrepresented in the R community”. Since its founding in 2012 by Gabriela de Queiroz, R-Ladies has grown to 138 chapters in 44 countries and 39000 members, with the work of organisers and community participants. In addition to describing how R-Ladies works and how to participate, this talk will also highlight other initiatives with similar goals from community members as well as professional societies and discuss how institutional and structural support and changes can sustain these initiatives and help amplify their success.