

# Do You Feel Welcome? Gendered Experiences in International Security Studies

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## Abstract

Unlike in the broader field of international relations, relatively little research on gender representation and gendered experiences exists within the subfield of security studies. This article begins to fill that gap by sharing the results of a 2019 survey of members of the International Security Studies Section (ISSS) of the International Studies Association (ISA). The survey results show striking gender differences in members' experiences, with women more likely than men to describe ISSS as "insular," "clubby," and an "Old Boys' Network"; more likely to report experiences of hostility and exclusion; and more likely to believe that diversity initiatives are needed. Our analysis reveals that women in the ISSS report (1) harassment, (2) negative experiences participating in various section activities, (3) more significant barriers to attending and being selected for the section's ISA program, and (4) a sense of feeling unwelcome at ISSS meetings, all at higher rates than male respondents.

**Keywords:** diversity, security studies, survey, gender, professional development

## Introduction

Research on gender representation and experiences within the discipline of international relations has flourished in the past two decades. Institutionally, the International Studies Association (ISA) has surveyed its membership three times (in 1995, 2006, and 2015), through its Women's Caucus for International Studies and Committee on the Status of Women, to document and understand differences in the experiences of the organization's male and female members. Scholars have investigated various aspects of the gendered nature of international relations, including faculty composition (Maliniak et al. 2008), lived experiences (Henehan and Sarkees 2009; Fattore 2019), publishing (Breuning and Sanders 2007; Williams et al. 2015; Teele and Thelen 2017; Nedal and Nexon 2018), citations (Maliniak, Powers, and Walter 2013; Mitchell, Lange, and Brus

2013), networking (Barnes and Beaulieu 2017), syllabi (Colgan 2017; Hardt et al. 2019; Phull, Cifikli, and Meibauer 2019; Smith et al. 2019), research agendas (Key and Sumner 2019), promotions (Kim and Grofman 2019), and service (Mitchell and Hesli 2013).

Within the subfield of security studies, however, there is little research on gender representation.<sup>1</sup> Some evidence indicates that security studies is less diverse

- 1 The only relevant peer-reviewed articles examine peace studies or intelligence studies. See Østby et al. (2013); Van Puyvelde and Curtis (2016); and Bright and Gledhill (2018). For non-peer-reviewed works, see Goddard et al. (2017), as well as the unpublished manuscript by Jack Hoagland, Amy Oakes, Eric Parajon, and Susan Peterson called "The Blind Men and the Elephant: Comparing the Study of International Security Across Journals."

than other areas within international relations (Buhr and Sideras 2015), for example in publications (Goddard et al. 2017) and syllabi (Colgan 2017; Phull, Ciflikli, and Meibauer 2019). The 2015 ISA Gender Climate of the Discipline Survey found that, among all ISA respondents, the largest number of complaints about nonequal treatment came from those in the security studies field (Fattore 2019, 59). Within the International Security Studies Section (ISSS) of ISA, anecdotal complaints about equal treatment of women scholars reinforced this impression. For example, members raised concerns about the recipient list of the ISSS Distinguished Scholar award; despite the fact that the award had been given thirteen times as of 2015, it had only been awarded to men.<sup>2</sup> Despite these indications, no studies have specifically focused on the experiences of women within security studies.

This article directly addresses this research gap by examining the results of a 2019 ISSS membership survey. While the survey included general questions about member satisfaction with section initiatives, approximately half of the survey addressed issues of diversity and inclusion. In this article, we analyze these questions by gender to give insight into the climate for women in security studies. Given the results of limited prior research and anecdotal reports, our expectations were that women would report less positive experiences and perceptions than men, as well as the desire for more opportunities in the section. Our findings confirm these expectations: we report striking gender differences, with women more likely than men to report experiences of hostility and exclusion, less likely to report feeling welcome in the section, and more likely to believe that diversity initiatives are needed.

## Methods

With more than 1,600 members from around the world, ISSS is the largest section within ISA and the largest security studies organization globally. In response to concerns about diversity and inclusion in the section, ISSS in 2018 created a diversity task force to examine these issues.<sup>3</sup> The diversity task force created and fielded an

online membership survey for ISSS between February 27 and April 5, 2019. Approximately half of the questions addressed diversity and inclusion issues; the other half asked about general section matters, such as participation in the ISSS annual conference, section communication, and more (see Appendix 1 for the list of survey questions). Of the 1,613 ISSS members surveyed, 313 responded to at least one question on the survey for a response rate of 19.4 percent. The gender balance within the pool of survey respondents was roughly representative of the broader ISSS membership: women represented 35 percent of survey respondents and 37.9 percent of ISSS members.<sup>4</sup> Almost 60 percent of the respondents were male, 5.5 percent responded “prefer not to answer,” and 0 percent identified as “transgender or other.” Because this survey is the first of its kind, there is little extant information on other demographic aspects of the ISSS.

In addition to gender, the survey collected data on respondents’ academic rank, geographic region, race/ethnicity, epistemological commitment, and primary theoretical approach. The sample is more evenly divided among full, associate, and assistant professors. The majority of respondents are currently affiliated with a US institution, although a significant proportion (43 percent) work outside the United States. Despite conventional wisdom that ISSS is a section for positivist and realist scholars, only 58 percent of respondents identified as positivist, and about as many respondents selected constructivism (27 percent) as realism (24 percent) as their main theoretical approach. Appendix II provides a full demographic breakdown of survey respondents. This article focuses on important findings related to gendered experiences within international security studies, but the diversity task force continues data collection and analysis on other important aspects of diversity, including race, geographic location, sexuality, and intellectual perspectives (such as epistemology and methods).

further research and interventions for ISSS. Comprised of both junior and senior section members from around the world, the task force presented its initial findings and recommendations to the ISSS Governing Council in March 2019 (see below). In addition to diversity research, the task force runs a number of efforts to increase diversity and inclusion in ISSS, including arranging conference panels and running a pay-it-forward mentoring workshop.

2 The first female recipient, the fourteenth awardee, was selected in 2016.

3 ISSS Chair Maria Rost Rublee created the ISSS Task Force on Diversity in Security Studies in April 2018 to complete three key tasks: to conduct initial research on key issues related to diversity in security studies (both demographic and intellectual diversity), to discuss and explore key areas of concern, and to recommend areas for

4 Data on ISA membership by gender from <https://www.isanet.org/ISA/About-ISA/Data/Gender>.

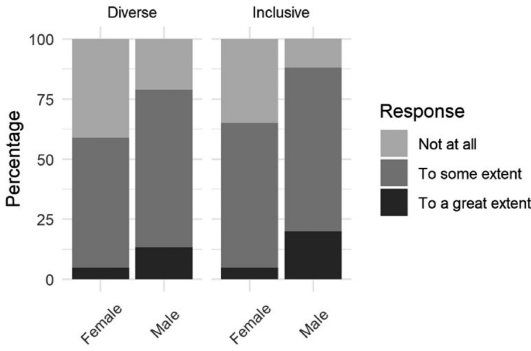


Figure 1. To what extent do “diverse” and “inclusive” describe ISSS? by gender.

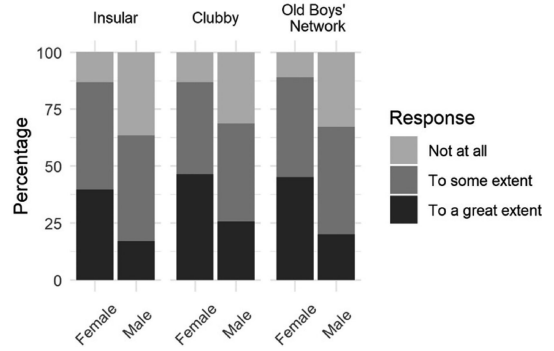


Figure 2. To what extent do “insular,” “clubby,” and “Old Boys’ Network” describe ISSS? by gender.

### Findings

At first glance, respondents reported high levels of satisfaction with their experiences in both the ISSS and the ISA. They reported that they regularly attend ISA meetings, although a much smaller cohort regularly participates in ISSS conferences and events. When we break the results down by gender, however, we find that women and men experience ISSS very differently.

#### ISSS Climate

The survey asked ISSS members whether they feel welcome in the section. Overall, a majority of respondents (68.6 percent) said they feel welcome in ISSS always or most of the time, and only 6.2 percent reported that they never feel welcome. However, a gender breakdown shows the differences in climate for men and women. Men are more than three times as likely as women to say that they “always” feel welcome in ISSS (44.4 percent of men versus 13.8 percent of women). The finding that women reported feeling welcome at a lower rate than men is statistically significant at the 99 percent confidence interval.<sup>5</sup> Additionally, there was no meaningful difference between tenured and untenured women or men in the degree to which they felt welcome or unwelcome.

Gender differences also emerge in respondents’ perceptions of the environment within ISSS. The survey asked to what extent the section is diverse, inclusive, insular, an Old Boys’ Network, and clubby. Figures 1 and 2 illustrate the degree to which male and female respondents diverge in their impressions of the ISSS. Only

59 percent of women stated that the ISSS is diverse “to some extent” or “to a great extent,” compared to 79.1 percent of men. Sixty-five percent of women describe ISSS as inclusive, a far lower proportion than the 87.9 percent of men who do. The differences are most apparent in the extremes: more than double the percentage of men said that the section was diverse “to a great extent” as compared to women (13.4 versus 4.8), and more than quadruple the percentage of men said the section was inclusive to a great extent as compared to women (19.9 versus 4.8). Women were also much more likely than men to say that “clubby” (62.5 versus 32.4 percent), “insular” (50 versus 25.7 percent), and “Old Boys’ Network” (63.2 versus 28.3 percent) describe the ISSS “to a great extent.” These differences are all statistically significant at the 99 percent confidence level.

#### Engagement with ISSS

The survey also investigated how members engaged with ISSS, including presenting papers on the ISSS program at the annual ISA conference, participating in ISSS events at the ISA annual convention, and attending the annual security studies conference sponsored by ISSS. Again, gender differences are noticeable, suggesting that women experience greater barriers to participation than men.

One of the benefits of ISA sections is that they provide an avenue for members to present at the annual ISA conference. When members submit a proposal, they select the sections through which they want to be considered. Sections are then in charge of determining which proposals are selected for the overall program. When respondents were asked about their experiences getting on the ISSS program at ISA’s annual conference, a large majority (67.5 percent) of respondents said it is “easy” or “somewhat easy.” This, too, has a gendered

5 To determine statistical significance, we converted responses to numeric values and ran ordinary least squares (OLS) linear regressions that included a dummy variable for gender in the model.

dimension: nearly 46 percent of women, but only 24.7 percent of men, find it “difficult” or “somewhat difficult” to get on the ISSS program.

Male and female respondents report participating in the ISA annual conference at similar rates, but women report participating in ISSS events at the ISA annual conference at slightly lower rates than men. A chilly climate for women may be the reason for lower participation rates: women are much more likely than male respondents to say they do not feel welcome at ISSS events. For example, among respondents who do not always attend the ISSS Business Meeting at the annual ISA conference, women are almost twice as likely than men to say that this is the case because they do not feel welcome (22.0 percent versus 11.4 percent). For the ISSS Distinguished Scholar reception at ISA, more than double the percentage of women as men report that they do not always attend because they do not feel welcome (18.9 percent versus 7.7 percent). In open response fields, scholars detailed a variety of negative experiences at ISSS events, including being physically pushed at a business meeting, experiencing “mansplaining” while attempting to network at the distinguished scholar reception, and experiencing a “bro-like atmosphere.” One female scholar noted, “[b]eing ignored or worse patronized about my own expertise (when I’m well published on topic X) makes me eager to leave the reception as quickly as possible. I usually make myself stay for [a] half-hour so that I hear the comments and awards and then I leave. It’s depressing.”

Significant gender differences appear with regards to ISSS-IS, the annual security studies conference ISSS jointly sponsors with the International Security Section of the American Political Science Association. Men are almost twice as likely as women to participate in ISSS-IS at least once every two years (21.6 percent versus 11.6 percent), and more than half of women (55.8 percent) have never attended ISSS-IS, as compared to 37.7 percent of men. Disinterest in the conference does not account for the different participation rates; similar (low) percentages of men and women report “lack of interest” as a reason for not attending ISSS-IS every year (10.5 versus 10.8 percent). Women are almost five times more likely than men, however, to say that they do not always participate because of a poor experience with a previous conference (9.7 percent versus 2.0 percent). Open responses on the survey show that such negative experiences at ISSS-IS include being ignored at panels (with neither discussants nor audience members offering any feedback or asking questions) and witnessing borderline inappropriate attention toward a young female scholar.

## Harassment

Another indicator of climate is whether scholars experience discrete incidents of harassment and exclusion. The survey asked respondents whether they had experienced “verbal or nonverbal behaviors that convey hostility, objectification, exclusion, or second-class status” at ISA and ISSS events. More than 19 percent of all respondents reported such harassment, but women were more than twice as likely as men to do so. Nearly 30 percent of women have endured such negative experiences, as compared to only 12.7 percent of male respondents. Among women who reported having faced these situations, 96.2 percent believe that the hostility, objectification, or exclusion that they experienced was due, at least in part, to their gender. Male respondents who reported feeling hostility were more likely to attribute their experiences to ethnicity, employment status, or research approach; only 5 percent indicated that gender was a factor. Almost 20 percent of respondents who reported experiencing hostile behavior had experienced a single instance, but the majority (52.9 percent) reported that they have experienced such behavior two to three times. Women are twice as likely as men to have experienced hostile or other negative treatment four or more times at an ISA or ISSS event during their careers. Multiple women report being asked about their husbands instead of their own work, and others note being openly excluded based on gender. One female respondent, for example, wrote, “[a]fter a panel, a guy came up to the front and invited all the male presenters to go out. He said, ‘[a] bunch of the security guys are going out—want to come?’ I and the other female presenter looked at each other in shock.”

## The Role of ISSS in Professional Advancement

Men and women report different experiences with ISSS; they also see different roles for the section in their professional development. Women are more interested than men in potential benefits provided by ISSS, and they are far more likely to see a need for, and to participate in, diversity initiatives by ISSS.

As noted earlier, in addition to concerns about diversity and inclusion, the ISSS survey investigated broader membership issues. For example, the survey included a question about the benefits of ISSS membership, and clear gender differences emerged among respondents to this question. The survey asked about the importance of, and opportunities for, five potential membership benefits: a community of like-minded individuals, feedback on research, mentoring, networking, and the opportunity to present research. Across all five potential benefits, the majority of men responded that they felt they had

sufficient opportunities to pursue benefits. In contrast, the majority of women reported that they wanted more opportunities for four of the five benefits (all except opportunities to present research).

Even with respect to presentation opportunities, 22.7 percent more women than men responded that they wanted increased opportunities. Female respondents were also more likely to say that mentoring is an important benefit of ISSS membership; 58.5 of women as compared to 45.5 of men valued mentoring as a membership benefit. Women's higher demands for specific membership benefits suggest that either women have a greater interest in expanding membership opportunities, or that there are sufficient benefits, but women are less likely to access them.

The survey also revealed clear gender differences when respondents were asked specifically about diversity initiatives. Women were much more likely than men to say that diversity initiatives were needed "to a great extent" (69.2 percent versus 46.5 percent), and men were more than twice as likely as women to say that diversity initiatives were not needed at all (11.9 percent versus 4.4 percent). Additionally, women were considerably more likely than men to report an interest in participating in diversity initiatives: More than 93 percent of women said that they are at least "somewhat" interested, as compared to only 73.4 percent of male respondents. Interestingly, while only 11.9 percent of male respondents said they do not feel that diversity initiatives are needed, 26.6 percent of men reported that they would not be willing to participate in such initiatives. This suggests some disparity between men's recognition of a problem and their willingness to participate in a solution—and/or their perception of their ability to contribute to such a solution.

Preliminary analysis of free response questions offers some support for the second explanation. A follow-up question to the query about whether respondents would be willing to participate in diversity initiatives asked, "[w]hat initiatives would be valuable to you?" Multiple male respondents expressed overall support for initiatives but were unclear how they as male scholars could best contribute. Several responses from female ISSS members raised the possibility of pay-it-forward mentoring programs in which senior male scholars, traditional gatekeepers of success in the field, could act as "gate-openers" for underrepresented junior scholars and leverage their positions and privileges by lending junior scholars credibility in navigating networking or research events.

### Comparison to the Broader Field

How do women's experiences in international security studies compare with women in international relations

more broadly? The 2015 survey of ISA members by the Women's Caucus in International Studies (WCIS) and the Committee on the Status of Women in International Studies looked specifically at climate issues (Fattore 2019). Some results from our ISSS survey parallel experiences reported by ISA women; in particular, questions on the ISA survey about experiencing a "chilly" climate and facing harassment speak to questions on the ISSS survey about feeling welcome and experiencing hostility. The ISA survey reported bleaker results: 95.8 percent of women reported witnessing a "chilly" climate toward women, and 62.1 percent of women reported experiencing sexual harassment in the past ten years (Hudson, Haight, and Fattore 2016). The questions are not directly comparable, though, as the ISSS survey questions specifically referred to feeling welcome *in ISSS* and experiencing harassment *at ISA or ISSS events*, not within home departments or in academia at large. In other words, the ISA survey asked about harassment and a chilly climate in all aspects of a scholar's professional life, whereas the ISSS survey only asked about harassment and chilly climate at ISA or ISSS functions.

Results of an American Political Science Association (APSA) sexual harassment survey, conducted in 2017, are more comparable. The APSA survey asked if members had experienced a variety of negative interactions at an APSA annual meeting within the past four years; these experiences included condescension, inappropriate looks or language, and unwanted sexual touches or advances. The survey found that 51 percent of women and 74 percent of men had not experienced any of these behaviors at an APSA annual meeting between 2013 and 2016 (Sapiro and Campbell 2018). In contrast, the ISSS survey found that 70 percent of women and 87 percent of men reported that they had not experienced verbal or nonverbal behaviors that conveyed hostility, objectification, exclusion, or second-class status at ISA or ISSS functions, without a time limit specified. Thus, the APSA findings indicate a more negative environment than the ISSS findings.

One reason for this divergence may be that APSA's survey included "experiencing condescension," which may be interpreted more broadly than the ISSS survey criteria; in other words, a person experiencing condescension may not see it as conveying hostility, objectification, exclusion, or second-class status. A broader criteria will typically include the experiences of more respondents. In addition, the ISSS survey asked about specific ISA and ISSS events such as panels and receptions, whereas the APSA survey asked about respondents' experiences in all activities that occurred over the course of an annual APSA meeting, including officially sponsored events as well as informal dinners, happy hours, and walks back to the hotel at night. More generally, while the survey



**Table 1.** List of recommendations approved by ISSS Governing Council (2019)

<i>Area of concern</i>	<i>Approved action</i>
Supporting diverse members and scholarship	ISSS-sponsored informal networking opportunities at ISA conferences (networking spaces, mentoring cafés for women scholars, critical security studies scholars, etc.) Formal commitment for ISSS program to roughly represent the proportion of submissions regarding demographic and intellectual diversity Funding to update journal authorship data each year, for five years Funding to support voluntary syllabi diversification assistance (database, hashtags) ISSS statement of expectations on conference conduct, discussant conduct (in conjunction with ISA)
Encouraging conversations within security studies	ISSS-sponsored flagship panels at conferences that purposefully bring together scholars from different intellectual orientations Continued commitment to cosponsor panels with other sections for ISA conferences
Changing organizational procedures to support inclusion	Extend ISSS Taskforce on Diversity in Security Studies for an additional two years Update ISSS website to acknowledge commitment to diversity, including adding lists of award winners, adding information about the Diversity Taskforce, and updating the ISSS purpose statement to reflect the broader conceptualization approved in 2016 Provide ISSS award committees with basic information on ISSS membership (both demographic and intellectual diversity)

results from ISA and APSA are useful, a direct comparison with the ISSS survey does not allow us to draw conclusions about whether women in security studies experience a chillier climate than women in international relations or political science generally. All three surveys, however, clearly underline the disparate experiences of male and female scholars in the field.

**Conclusion**

Our findings indicate that security studies is not an equally welcoming place for all ISSS members. Because the ISSS survey is not directly comparable to ISA’s gender climate survey or APSA’s sexual harassment survey, making comparisons between the different groups is difficult. This analysis has nevertheless uncovered different layers of the chilly climate for women, identifying not only harassment, but also negative experiences in participating in various section activities, being selected for the section’s ISA program, and feeling a sense of unwelcomeness. In addition, our findings on section benefits and diversity initiatives highlight female scholars’ desire for more opportunities for professional development and advancement at much higher rates than male scholars. Despite, or perhaps because of, their more critical view of the ISSS, women also reported greater interest in and demand for membership benefits such as feedback, networking, and opportunities to present. These findings suggest that women experience security studies far differently than their male colleagues.

The ISSS can help address these disparate perceptions and experiences. In April 2019, based on preliminary findings from the survey (which had just closed at the time), the ISSS Governing Council voted to approve a number of recommendations from the ISSS Taskforce, which we summarize in [Table 1](#). In addition, the ISSS Taskforce has identified a number of key research gaps, which we summarize in [Table 2](#). However, based on our further analysis of survey data, we see the need for refinement in a number of these items. For example, even though almost 30 percent of female respondents reported experiencing harassment at ISA or ISSS events, no ISSS action item addresses this issue. This is particularly important given that ISSS has approved the sponsorship of informal networking opportunities at which harassment may take place. ISA, ISSS’s parent organization, has a code of conduct that addresses sexual harassment; ISSS could begin a dialogue on this issue or remind members of the expectations of professional behavior before its annual security studies conference. Although ISSS is a voluntary organization organized to serve its members, its sheer size means that it sets the tone for global security

**Table 2.** Research gaps identified by ISSS Taskforce on Diversity in Security Studies (2019)

<i>Research gap</i>	<i>Specific tasks</i>
Diversity in security studies journals	Expand data collection on security studies journals to add geographic location, race, and intellectual orientation Expand data collection on security studies journals to include intelligence, terrorism, and weapons of mass destruction journals Seek data on submission rates and reviewers (according to gender, geographic location, race, and intellectual orientation) Seek data on desk rejections (according to gender, geographic location, race, and intellectual orientation) Investigate the role and purpose of editorial boards, including comparison of professional association journals with stand-alone journals Provide template for journals to fill out and publish on diversity statistics each year
Other diversity analyses	Book presses: major security studies collections Security-related awards in the profession Major postdoctoral awards in security studies Security studies syllabi, both within the United States and globally
Lived experiences of security studies scholars	Focus groups and/or interviews at ISA annual conferences and international conferences

studies, and its record and reputation have ramifications around the world.

**Acknowledgments**

Funded by a grant from the International Security Studies Section of the International Studies Association. The research was also supported in part by the Carnegie Corporation of New York.

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## Appendix I: ISSS membership survey questions

### ISSS Survey of Membership

Thank you for your interest in the ISSS membership survey. Your voluntary participation in this anonymous survey is greatly appreciated.

Most people will finish the survey in less than seven minutes. The attached explanatory statement provides more information about the survey; you should read it in full before deciding whether to participate in this research. Your completed submission is taken as your con-

sent to participate and have the data used as part of this research project.

Do you wish to continue with the survey?

- Yes (proceed)
- No (end)

**First, we would like to ask you about your participation in the International Studies Association annual conference.**

How long have you been a member of ISA?

- 0–1 year
- 2–5 years
- 6–10 years
- More than 10 years
- Not a member

How often do you participate in ISA's annual conference?

- Every year
- Most years
- Occasionally
- Rarely
- Never

What factors limit your participation in ISA's annual conference (check all that apply)?

- Geographic location of conference
- Timing of conference
- Cost of travel
- Visa requirements
- Poor experience with previous ISA annual conference
- Lack of interest
- Other (please specify) \_\_\_\_\_

**Now, we would like to ask you some questions about your participation in the International Security Studies Section (ISSS) of ISA.**

How long have you been a member of ISSS?

- 0–1 year
- 2–5 years
- 6–10 years
- More than 10 years
- Not a member

Which of the following best describes your experience getting on the ISSS program at ISA's annual conference?



- Easy
- Somewhat easy
- Somewhat difficult
- Difficult

In those years in which you attend the ISA annual conference, how often do you attend the following events (use two columns)?

ISSS business meeting

- Every year
- Some years
- Rarely
- Never
- I do not attend the ISA conference

ISSS distinguished scholar reception

- Every year
- Some years
- Rarely
- Never
- I do not attend the ISA conference

(Conditional on previous question) If you do not attend the ISSS business meeting, which of the following best describes why (check all that apply)?

- Not aware
- Held at an inconvenient time
- Conflicting obligations
- Do not feel welcome
- Not interested
- Other

(Conditional on earlier question) If you do not attend the ISSS distinguished scholar reception, which of the following best describes why (check all that apply)?

- Not aware
- Held at an inconvenient time
- Conflicting obligations
- Do not feel welcome
- Not interested
- Other

People join ISA sections for a number of reasons. What is important to you about joining ISSS, and are you receiving what you hoped to? For each question, select either “important” or “not important” and “sufficient opportunities” or “want more opportunities.”

- Networking
- Community of like-minded individuals
- Mentoring
- Opportunity to present research
- Feedback on research
- Other (please specify) \_\_\_\_\_

How often do you participate in the ISSS/ISAC security studies conference?

- Every year
- Every other year
- Every 3–4 years
- Rarely
- Never

What factors limit your participation in the ISSS/ISAC conference (check all that apply)?

- Geographic location of conference
- Timing of conference
- Cost of travel
- Visa requirements
- Poor experience with previous ISSS/ISAC annual conference
- Lack of interest
- Other (please specify) \_\_\_\_\_

In recent years, some scholars have raised questions about diversity and inclusion within the security studies field. To what extent do you feel the following terms describe ISSS in particular (not the field as a whole) (to a great extent, to some extent, not at all)?

- Insular
- Clubby
- Old Boys’ Network
- Diverse
- Inclusive
- Other (please specify)

To what extent do you feel the following terms describe the field of security studies as a whole (to a great extent, to some extent, not at all)?

- Insular
- Clubby
- Old Boys’ Network
- Diverse
- Inclusive
- Other (please specify)

Do you feel welcome in ISSS?

- Always
- Most of the time
- Some of the time
- Never

At ISA/ISSS events and functions, have you ever experienced verbal or nonverbal behaviors that convey hostility, objectification, exclusion, or second-class status?

- Yes
- No

(Conditional on previous question)

How many times have you experienced verbal or nonverbal behaviors that convey hostility, objectification, exclusion, or second-class status at ISA/ISSS events and functions?

- Once
- 2–3 times
- 4–5 times
- More than 5 times

(Conditional on previous question)

Do you believe that the hostility, objectification, exclusion, or second-class status you experienced was due to your (please check all that apply):

- Gender
- Sexuality
- Ethnicity
- Country of origin
- Country in which you received your PhD
- Country in which you currently work
- Age
- Employment status
- Preferred methodological approach
- Preferred theoretical approach
- Preferred epistemological approach
- Other (please specify) \_\_\_\_\_

(Conditional on earlier question) If you would like to share any examples of verbal or nonverbal behaviors that you believe conveyed hostility, objectification, exclusion, or second-class status that you experienced at ISA/ISSS events, please feel free to do so here (free response).

Currently, ISSS has an active twitter feed and an occasional email newsletter. Is this enough communication from the section, or would you prefer more or less communication?

- I prefer more communication from ISSS
- I am happy with this amount of communication
- I prefer less communication from ISSS

ISSS is considering new initiatives for members. Would you be interested in any of the following (yes, somewhat, no)?

- Regular newsletter
- Workshops on policy-related skills
- Workshops on academic-related skills
- Pay-it-forward mentoring workshops
- Formal mentoring program
- Other (please specify)

ISSS is considering initiatives to promote inclusiveness and diversity in security studies.

To what extent do you feel such initiatives are needed (yes, to a great extent; yes, somewhat; no)?

Would you be interested in participating in such initiatives (yes, to a great extent; yes, somewhat; no)?

What types of initiatives would be valuable for you (free response)?

**Finally, we would like to ask a few questions about you and your work.**

What is your age?

What is your highest degree earned?

- Ph.D.
- MA
- Other (please specify)

In what country did you receive your highest degree earned?

What is your country of origin?

What is your race/ethnicity?

What is your current status within your home department?

- Chaired Professor or equivalent
- Full Professor or equivalent
- Associate Professor or equivalent
- Assistant Professor or equivalent
- Instructor
- Adjunct or Visiting Instructor/Professor
- Graduate Student
- Other (specify)

In what country is your current institution located?

How would you characterize your work in epistemological terms?

- Positivist
- Post-positivist
- Non-positivist

In your research, what methods do you primarily employ (check up to 3)?

- Quantitative analysis
- Qualitative analysis
- Case studies
- Formal modeling
- Experimental
- Counterfactual analysis
- Pure theory
- Legal or ethical analysis
- Policy analysis
- Other (specify)

Which of the following best describes your approach to the study of international security?

- Constructivism
- Realism
- English school
- Liberalism
- Feminism
- Critical theory
- Post-structuralism
- Marxism
- Other (specify)
- I do not use paradigmatic analysis

Do you identify as:

- Gay/Lesbian
- Bisexual
- Transgender
- Queer/Non-binary
- Straight/Heterosexual
- Other
- Prefer not to answer

Are you:

- Male
- Female
- Transgender or other
- Prefer not to answer

Do you have any other comments about ISSS that you would like to share (open response)?

**Appendix II: Demographic characteristics of ISSS survey respondents**

<i>Characteristic</i>	<i>Count</i>	<i>Percentage</i>
<b>Gender</b>		
Male	163	59.5
Female	96	35.0
Prefer not to answer	15	5.5
<b>Race/Ethnicity</b>		
Asian	18	8.3
Black	5	2.3
Hispanic	14	6.5
Indian	1	0.5
Mixed	5	2.3
White	173	80.1
<b>Academic rank</b>		
Chaired/full professor	64	23.4
Associate professor	64	23.4
Assistant professor	60	22.0
Graduate student	39	14.3
Other	46	16.9
<b>Region of current institution</b>		
United States	143	57.0
Other	108	43.0
<b>Epistemology</b>		
Positivist	148	57.8
Nonpositivist	49	19.1
Postpositivist	59	23.0
<b>Paradigm</b>		
Constructivism	72	26.6
Nonparadigmatic	59	21.8
Liberalism	18	6.6
Realism	66	24.4
Other <sup>6</sup>	56	20.6

6 The full breakdown of responses represented here as “other” is 3.3 percent critical theory, 5.2 percent English school, 2.6 percent Feminism, 0.4 percent Marxism, 3.3 percent poststructuralism, and 5.9 percent other.