

Addressing Gender Disparity at Gambling Studies Conferences - Time to Shuffle the Deck

Eva Monson

Département des sciences de la santé communautaire
Université de Sherbrooke

eva.monson@usherbrooke.ca



EXCESSIVE GAMBLING: PROMOTING AND PROTECTING HEALTH IN A DIGITALISED WORLD

5th International Multidisciplinary Symposium

18th - 20th June 2025

Caux • Montreux

Declaration of Financial Interests or Relationships

I have no financial interests or relationships to disclose regarding the subject matter of this presentation.

Problem

RESEARCH ARTICLE

Gender disparity in prestigious speaking roles: A study of 10 years of international conference programming in the field of gambling studies

Eva Monson^{1☯*}, Kimberly Ng^{2‡}, Hannah Sibbick^{1‡}, Djamal Berbiche^{3‡},
Adèle Morvannou^{1☯}

1 Faculty of Medicine and Health Sciences, Université de Sherbrooke, Longueuil, Québec, Canada,

2 Independent Researcher, Montreal, Quebec, Canada, **3** Faculté de Médecine et des Sciences de la Santé, Département des Sciences de la Santé Communautaire, Université de Sherbrooke, Sherbrooke, Canada

☯ These authors contributed equally to this work.

‡ These authors also contributed equally to this work

* Eva.Monson@USherbrooke.ca



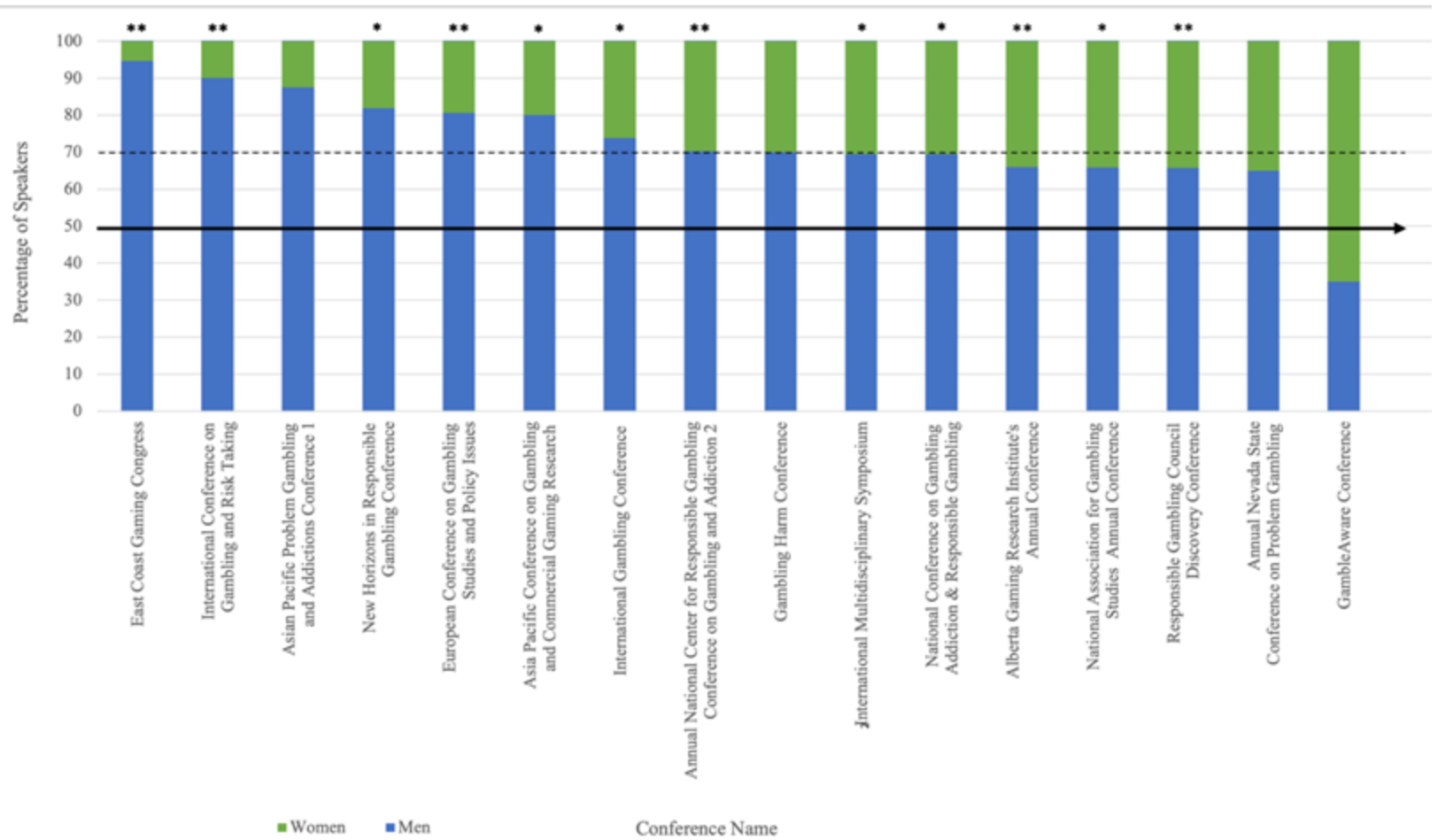
Sample

16 international gambling studies conferences

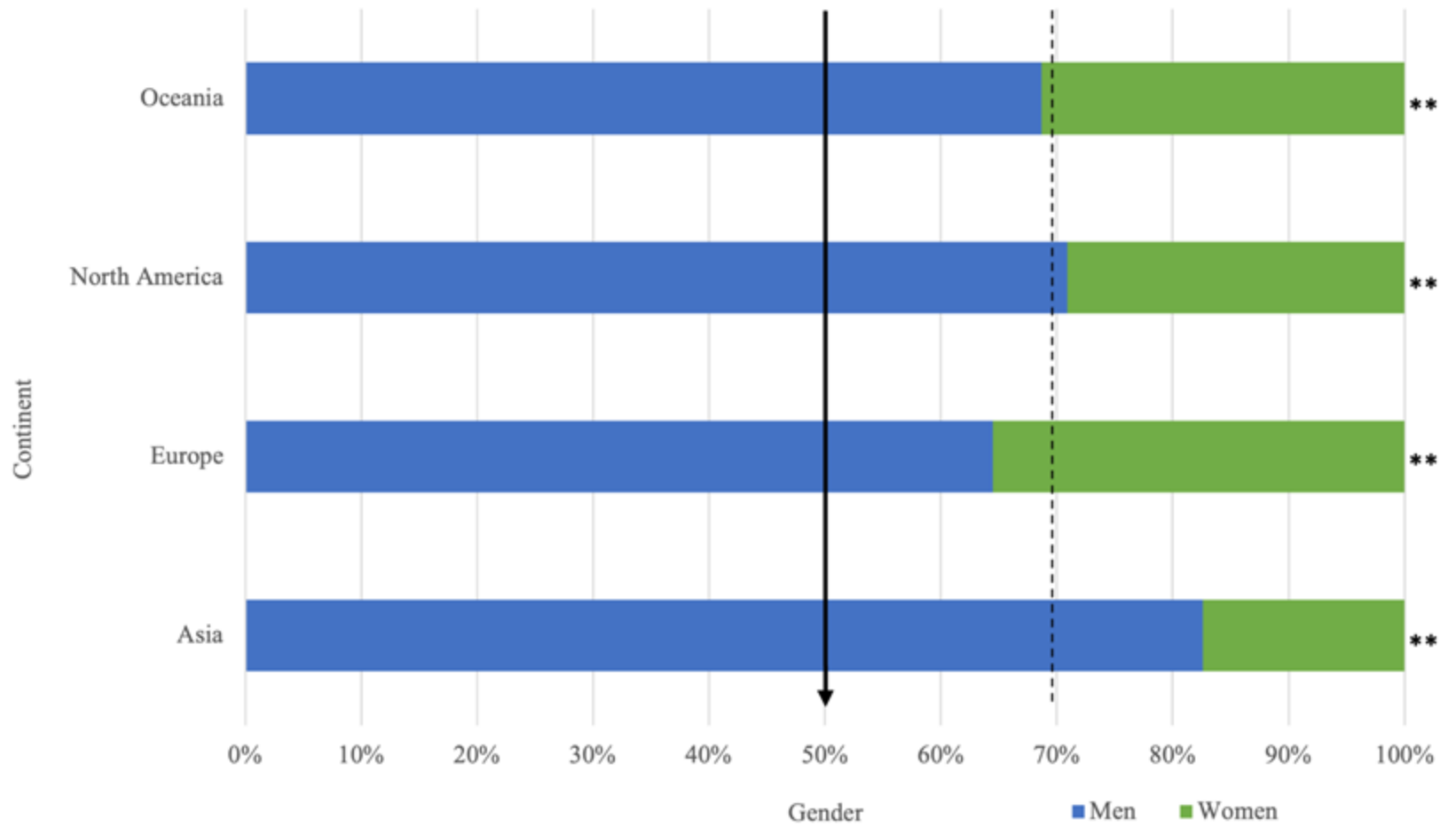
- 101 programs included
- 882 prestigious speaking opportunities

529 distinct speakers analysed

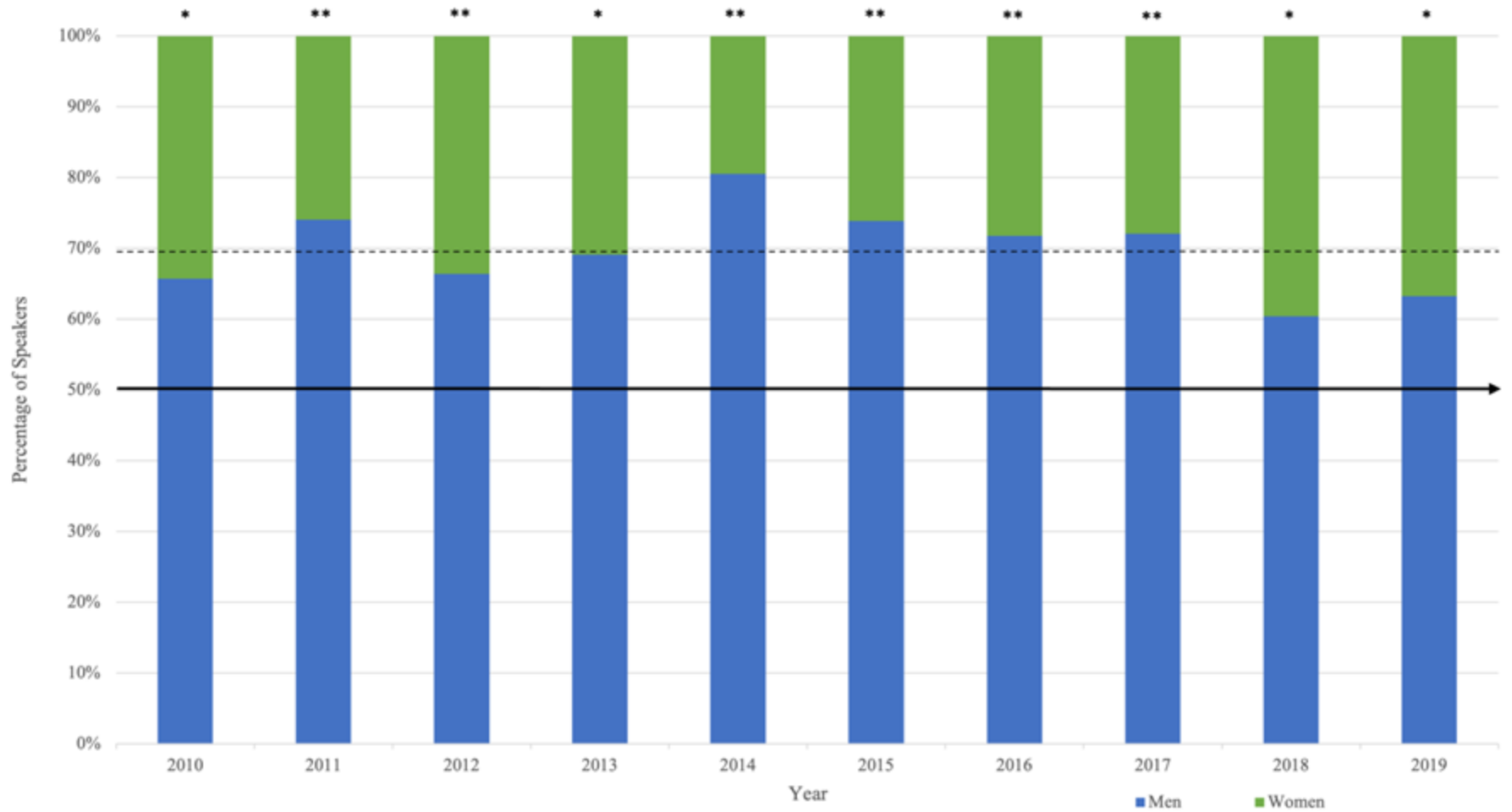
- 179 women and 350 men
- 0 other



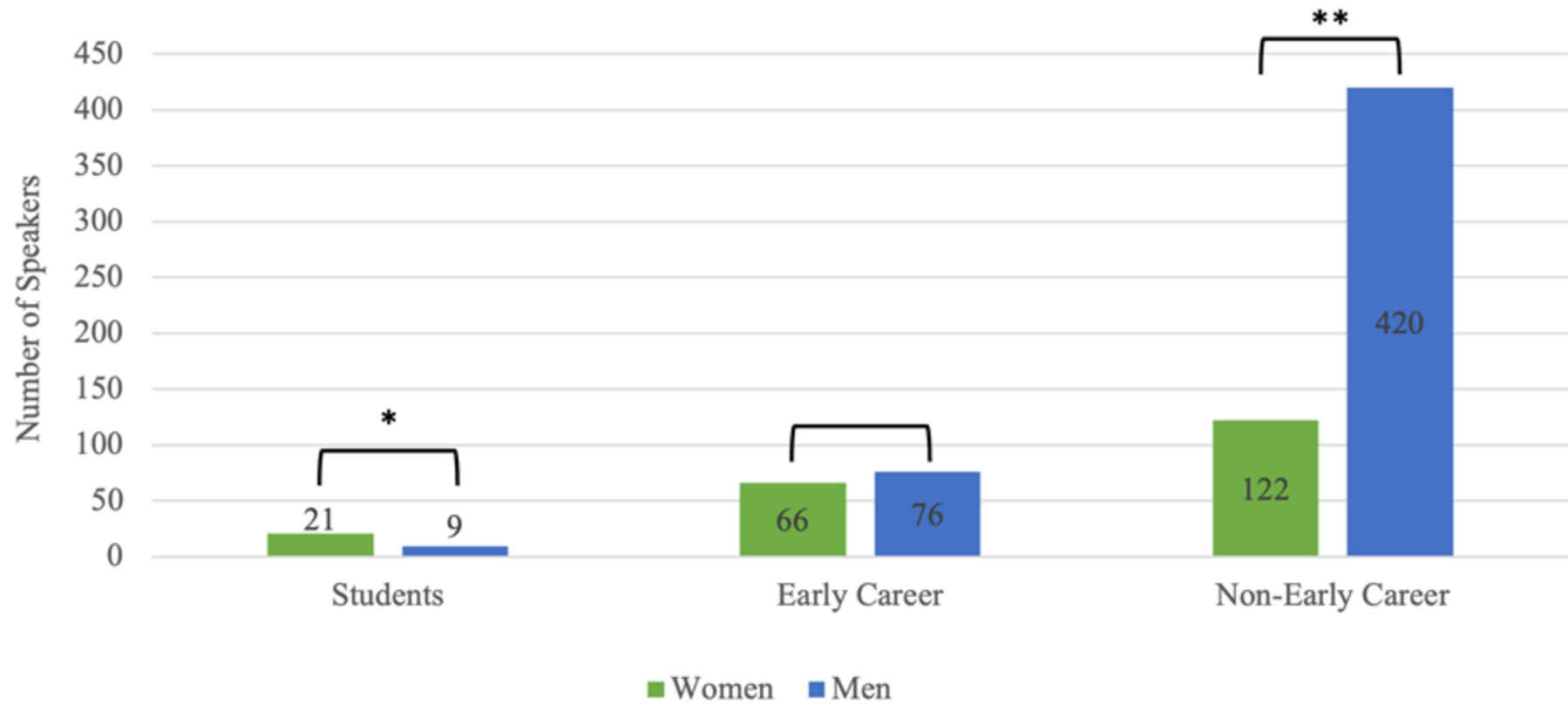
Results



Results



Results



Results



Results

Solutions

Critical Gambling Studies

Vol. 5, No. 2



Time to Shuffle the Deck: Recommendations to Improve Gender Representation at Gambling Studies Conferences

Eva Monson^{id},^{a1} Nicole Arsenault, Annie-Claude Savard^{id},^b Adèle Morvannou^{id},^a
Carling M. Baxter^{id},^c Tara Hahmann^{id}, Catherine Hitch^{id},^d Viktorija Kesaite^{id},^e Katie
Palmer du Preez^{id},^f Andrée-Anne Légaré^{id}^a

^a Université de Sherbrooke

^b Université Laval

^c Greo Evidence Insights, Canada

^d Swansea University

^e University of Glasgow

^f Te Pou, New Zealand

Collective Impact Framework...

“approach to achieving large-scale social change”

- Hanleybrown, Kania, & Kramer, 2012

Five “conditions of collective success” :

- common agenda,
- shared measurement,
- mutually reinforcing activities,
- continuous communication, and
- backbone support

Recommendations

Recommendations

1. Guiding principles and code of conduct
2. Acknowledgment of the issues and relevant training
3. Representation within organizing committees
4. Representation among speakers
5. Equitable and accessible conferences
6. Representation over time and evaluation of conference experiences
7. Active allyship

1. Guiding principles and code of conduct

Guiding principles:

- Clear and unambiguous definition of gender equity
- Mandate for gender inclusion and specific equity objectives
- Commitment to transparency of past and ongoing efforts

Code of Conduct :

- Anti-oppression policy to support the safety, respect, and wellbeing
- Stipulate expected behaviors (e.g., use appropriate academic titles)
- Discourage unacceptable behaviors (e.g., harassment)
- Simple and confidential procedure for reporting misconduct

2. Acknowledgment of the issues and relevant training

Organizing Committees:

- Must be mindful of gender inequalities and strategies for improvement
- Familiar with and capable of upholding code of conduct and guiding principles

Mandatory training for committee members:

- E.g., unconscious bias, gender and sex equity
- Encourage those involved in the day-to-day activities of the conference to attend these types of training
- Undertake and provide updated relevant training

3. Representation within organizing committees

Ensure equitable representation on organizing committees

- Inviting women first to achieve equity before filling other positions
- Replace women members with other women if they choose to leave
- Actively encourage and support the nomination and appointment of women to leadership roles
- maintain an equitable distribution of workload among *all* members
 - Avoiding the overload of women with “invisible work”

4. Representation among speakers

Ensure equitable gender representation among all types of speakers (speakers, workshops, posters, panels)

- Special attention to prestigious roles
- Prioritize inviting women as speakers first and facilitate their attendance
- Replace any woman who withdraws with another woman
- Avoid panels composed entirely of men
- Equitable promotion of presentations in conference programs and promotional materials

5. Equitable and accessible conferences

Reduce barriers and create more inviting/supportive environments

- Take women's realities into account
- Offer flexible formats:
 - Registration for single day, hybrid opportunities
 - Accommodate specific scheduling needs (e.g., family obligations)
- Offer sufficient and equitable financial support:
 - Travel reimbursements for children/partner if necessary
 - Offer on-site childcare

6. Representation over time and evaluation of conference experiences

Regular monitoring of gender representation within and across different conference iterations

- Data collection (e.g. gender, pronouns) upon registration
 - Opportunity to provide feedback and suggest avenues for improvement at the end of the conference
- Continuous adjustment of practices to strengthen gender equity:
 - Research on women's lived experiences (e.g., obstacles, refused invitations)
- Research more broadly on the subjective experiences of gender disparity at conferences (qualitative studies)

7. Active allyship

Collective responsibility:

- All members of the field
- Essential role for men in positions of power.

Engagement and training:

- Sign petitions for inclusive conferences.
- Take training on bias and anti-oppression.

Concrete actions:

- Promote female representation and avoid exclusively male panels.
- Support equity policies and encourage women in leadership roles.

Remerciements

Merci de votre attention !



SSHRC  CRSH

Social Sciences and Humanities Research Council of Canada
Conseil de recherches en sciences humaines du Canada



Fonds
de recherche

Québec 

IUD INSTITUT
UNIVERSITAIRE SUR LES
DÉPENDANCES

Questions?
