



“Gender Issue” What Is That?

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Like many other young researchers I wasn't even concerned about the “gender issue” at all for a long time. However, after staying in the academic profession for a while I started re-thinking about this. Should we really not pay attention to the gender discrimination? Unfortunately, existing data do not suggest that. Undoubtedly, we have made significant progress but the subtle and sub-conscious biases that affect regular working women (not the chosen ones) to reach to their fullest potential still needs to be addressed. I shall present the situation of academic environment in North America that I am aware of through published studies and my own personal observations. I anticipate the situation is similar or may even be worse outside academia and around the globe. I will also provide my personal perspectives on how to move forward and make better policies so that we do not need to wait for the “luck” of having a conscientious leader to take the right decisions in every situation. Additionally, as a past president of Caucus for Women in Statistics (CWIS), I shall discuss some of the initiatives that we have taken to empower women in statistics.

Keywords: Caucus for Women in Statistics; Academic; Discrimination; North America.