

## **Topic: Gender bias in cover letters (CL) / letters of recommendation (LoR)**

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### **Discussion of other skills and tools:**

Lots of great resources here:

<http://www.ascb.org/career-development-resources/>

### **Where to find jobs in Ecology and Evolution (and more):**

FIRST, TALK TO YOUR PROFESSORS/COLLEAGUES AND NETWORK! Ask for informational interviews/call to learn about a program you want to work for.

<http://www.joshdaskinecology.com/jobs-in-ecology> (Many great listservs)

<https://www.esa.org/esa/careers-and-certification/job-board/>

<https://www.conservationjobboard.com/category/ecology-jobs>

[https://docs.google.com/spreadsheets/d/1J2M\\_tQgoqV4ivpfECIh9qs9f2KQN2O1G3Jpd\\_a2aoHfQ/edit#gid=0](https://docs.google.com/spreadsheets/d/1J2M_tQgoqV4ivpfECIh9qs9f2KQN2O1G3Jpd_a2aoHfQ/edit#gid=0) (Postdocs)

LinkedIn

Glassdoor

### **To learn more about bias in LoR and CLs:**

Easy reads:

<http://time.com/money/4521124/recommendation-letters-scientists-gender-bias/>

<https://physicsworld.com/a/gender-bias-found-in-recommendation-letters/>

<http://www.sciencemag.org/careers/2016/10/recommendation-letters-reflect-gender-bias>

Scientific articles:

<https://www.nature.com/articles/ngeo2819>

<http://link.springer.com/10.1007/s11199-007-9291-4>

<https://diversity.berkeley.edu/sites/default/files/exploring-the-color-of-glass.pdf>

<https://www.ncbi.nlm.nih.gov/pubmed/19916666>

### **Helpful guidelines for LoR in general:**

<http://science-professor.scientopia.org/2011/11/30/imperfectionist/>

<http://alumnus.caltech.edu/~natalia/studyinus/guide/recom/phrases.htm>