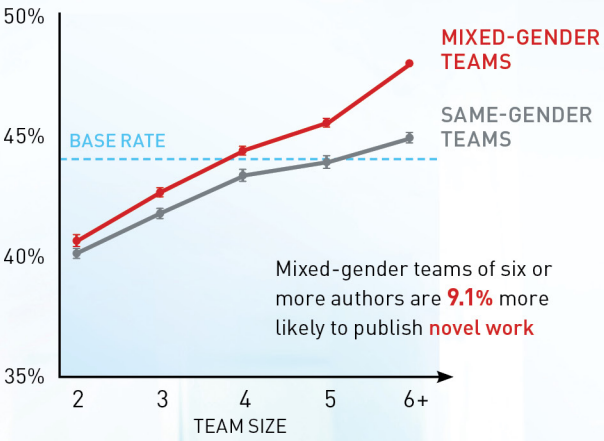
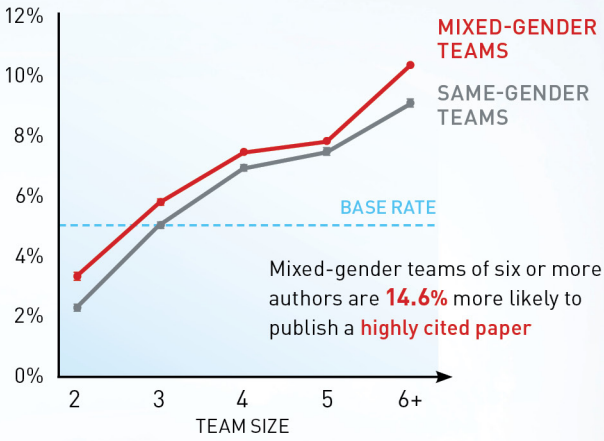
Mixed-Gender Teams:
Producing High-Impact Science

A recent analysis of 6.6 million published papers from more than 15,000 medical journals worldwide found that gender-diverse teams produce more novel and highly cited papers than all-men or all-women teams. Here we look at some of the key findings from the study, published in PNAS in August 2022. For more on diversity in the workplace, see this month's cover story (p. 30).

NOVEL PAPER PROBABILITY*



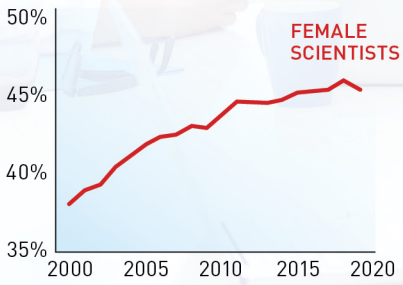
HIGHLY CITED PAPER PROBABILITY*



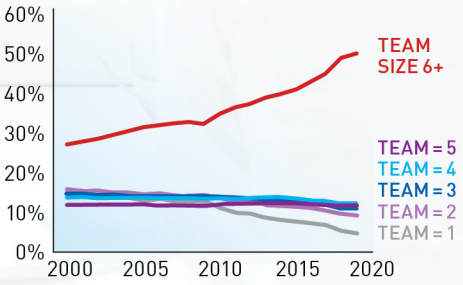
Preliminary analysis of an additionl ~26 million journal articles published from 2000 to 2019 in 19 scientific fields showed the results hold for all sciences: Papers by mixed-gender teams of 6+ were 5% more novel and 10.7% more highly cited

UNDERREPRESENTATION: When the increase in number of female scientists and growth of average team size over the past 20 years are considered, mixed-gender teams are significantly underrepresented compared with what would be expected by chance.

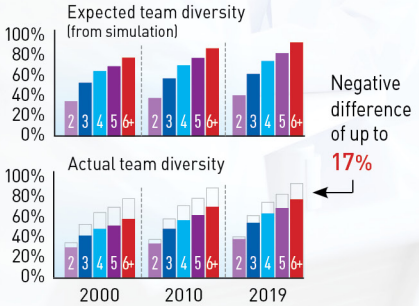
PERCENTAGE OF FEMALE SCIENTISTS



PERCENTAGE OF PAPERS BY TEAM SIZE



PERCENTAGE MIXED-GENDER TEAMS



Source: PNAS, doi.org/10.1073/pnas.2200841119 / Image: Getty Images / Infographic: Alessia Kirkland