

**Diversity in the European Association of Social Psychology: A Preliminary
Report**

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with

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Executive Summary

- This report was commissioned by the EC in October 2016. It was intended as a preliminary piece of work charting "*the past and present situation regarding diversity within the organization across all our activities (awards, grants, meetings, etc.)*". The aim was to identify those issues which need to be addressed in a further, more extensive, piece of work.
- The work was based on an analysis of existing datasets and therefore limited by the information available in those datasets. It was also limited by the resources (principally time) available for the analysis.
- The analysis, conducted in early 2017, looked at the overall development of EASP membership over our 50 years of existence. It then addressed three dimensions of diversity: gender, geographical region, thematic/methodological orientation.
- For each of these dimensions we analysed (a) membership; (b) activities (meeting attendance and presentations); (c) recognition (membership of Editorial Boards, membership of the EC, grants and prizes).
- In terms of *overall membership*, EASP grew rapidly from its inception until approximately 2008, since when it has stabilised at around 1100 members. New categories of postgraduate and affiliate membership have been created and here too the numbers have fluctuated but remained broadly constant since 2008.
- In terms of *gender*, EASP was heavily male dominated at the start but has equalised over the years. There is now a slight majority of women in membership (635 vs. 539 men in 2017) and a strong majority of women as postgraduate members (140 vs. 55 men in 2017). Women are now in the majority in both General and Medium/Small Group Meetings, and they are over-represented in these meetings compared to the overall numbers in membership. In recent years, women have also been in the majority on the EC and the EJSP Editorial Board. Nonetheless there are remaining areas of concern. Women are more likely to drop out of membership than men. They are also under-represented in some of the most prestigious areas of the Association. Women remain a minority on the ERSP Editorial Board. Women remain in a minority amongst prize winners. At the last three general meetings (before Granada) 20 medals have been awarded to men and 9 to women. Out of 11 recipients of the Tajfel Medal, only two have been women, in 1993 and in 2011.
- In terms of *region*, EASP was heavily dominated by members working in Western Europe at the start and this has remained true over the years. In 2017, as defined by their institutional affiliation (the only metric available in the records), there are 687 (58.5%) members in Western Europe, 180 (15.3%) in Southern Europe, 130 (11.1%) in Eastern Europe, 31 (2.6%) in Northern Europe, and 146 (12.4%) out of Europe. Even against this baseline, people working in Western Europe were over-represented at the 2014 General Meetings (there were 388 EASP members working in Western Europe present and 113 (22.6%) members working in the rest of Europe. Of the 17 current members of the EJSP Editorial Board, 13 (76.5%) work in Western Europe, 2 (11.8%) work in the rest of Europe and 2 (11.8%) work outside Europe. On the current EASP EC there are 5 members who work in Western Europe, 1 who works in Southern Europe and 1 who works in Northern Europe. In 2011, 8 out of 10 Medal winners worked in Western Europe and in 2014 the figure was 6 out of 9.
- In terms of thematic/methodological orientation, an analysis of symposia at the 2014 General Meeting shows domination by mainstream topics and approaches and an absence of other approaches such as social representations, societal psychology, constructivist psychology or critical psychology. Looking at the papers cited in prize nominations at the last two General Meetings (2011 and 2014), out of 21 that were listed, 20 used laboratory experimentation and one used a survey.
- Overall, there is a gap between the aspiration of EASP to be an Association of all social psychologists in all of Europe and the reality that it is primarily an Association of mainstream

social psychologists working in Western Europe. This makes the case for further research into why this is so and how it can be addressed.

Introduction

Diversity has always been at the very core of our mission in EASP. As Carl Graumann explains on the website, the first goal of those who founded the Association in the 1960s was to bring together social psychologists from every part of Europe, East as well as West. Of course, in the midst of a continent divided by the cold war, the idea that the European Association of Experimental Social Psychology (as it was then called) was an Association of social psychologists throughout Europe was necessarily an aspiration rather than a reality. But still, this idea was a crucial declaration of intent.

What is more, the use of the term ‘Experimental’ was not meant to be exclusive. As Graumann also explains, the use of this term was very liberal. The work promoted by the association was never restricted to experimental psychology, our outputs have addressed a wide range of phenomena studied through a wide range of methods - everything from social cognition to societal psychology. Indeed this is encapsulated in the work of our first President, Serge Moscovici, whose work on social representations and on social influence employed a diversity of methodological approaches. In short, the aspiration of our Association has not only been to regroup social psychologists in all of Europe but also to regroup all social psychologists in Europe.

These ideals and aspirations have endured over the years. Successive executive committees have sought ways of implementing them. There has been a particular emphasis on involving young scholars through the summer schools, the creation of postgraduate membership, innovations in terms of new awards and in terms of seedcorn grants. Researchers from diverse traditions and from every location have been encouraged to take advantage of the growing number of funding opportunities which the Association offers. Membership fees have been made flexible in order to address the wide economic disparities across the continent. Last, but not least, the funding of 6000 Euros for this report was agreed by the EC in 2016.

This project was overseen by Torun Lindholm from the EC and Stephen Reicher (who had been liaising with the EC on this matter following the large diversity open meeting at the 2014 Amsterdam General Meeting). Following an open advertisement, a team from Eotvos Lorand University in Budapest was selected to conduct the work. This team consisted of the first authors—Ph.D students Nora Lantos and Boglarka Nyul—under the supervision of Anna Kende. The remit for the project, as outlined in the advertisement, was as follows:

In promoting excellence of the European social psychology research, the EASP aims to ensure that the association and its resources are accessible to qualified scholars and students from all regions of Europe. The EASP is committed to promote and support all types of diversity within the association—gender, geographic, thematic, and methodological—, and to facilitate a supportive and inclusive environment for members from a diverse membership.

As a first step towards a systematic work promoting diversity within the organization, the EASP Executive committee now initiate a project aiming at providing an overview of the past and present situation regarding diversity within the organization across our all activities (awards, grants, meetings, etc.).

Three important points, which flow from this remit, are worth underlining. First, this is a project of limited scope. The funding was intended to provide for approximately three months work. This gave no time for the collection of new data. Nor did it allow for exhaustive analysis of large data sets (e.g. detailed analysis of presentations at General Meetings over the years). Rather, we relied on existing data sets (e.g. membership records) and had to be selective in what we analysed. Specifically, our examination of activities at the General Meetings was restricted to the 2014 event in Amsterdam.

These constraints meant that we were restricted to examining those forms of diversity for which there are simple existing records. There were three of these. The first is gender, which was the most straightforward. The second was region. Here, we have records of where people work (institutional affiliation) but not their country of origin. The relationship between the two is something we will discuss further. For now it should be noted that region refers to where people are not where they come from. The third was thematic/methodological orientation. This is more problematic and hence we do not address it in the same detail as the gender and regional dimensions of diversity. With adequate time and resources it would be possible to conduct a thorough analysis of all the papers selected for/rejected from EASP meetings and EASP journals. However, given the lack of such time and resources, we employed more restricted datasets - drawn from the Amsterdam meeting and from prize citations - to provide a preliminary insight into this issue. Beyond gender, region and thematic/methodological orientation, this report is necessarily silent. For issues such as disability, sexuality and ethnicity we have no records. It is not that these are less important, but simply that we are not in a position to address them here.

These constraints also meant that we could not go into any depth in terms of explaining such issues as we uncovered. If certain groups dominate or else are largely absent, if certain social psychologists in Europe feel that EASP is not their home, we certainly were

not able to ask them why. Hence this project is primarily descriptive (although we will offer some speculations along the way). Its remit is to map evidence of diversity issues within EASP such that we have knowledge of the issues that continue to confront us, of how near or far we are from meeting our aspirations, and of what we need to address both in terms of understanding and practical initiatives.

The second point, then, is that this is a preliminary piece of work. As described in the advertisement, it was always intended '*as a first step towards a systematic work promoting diversity within the organization*'. Hence, unless we were to find absolutely no issues of diversity (which, without giving too much away, was definitely not the case), then the present report is primarily addressed at highlighting areas of concern and hence targeting future efforts towards where work needs to be done. To put it slightly differently, the success of this report will be measured by its ability to make the case for larger, more systematic work in the future, and also by its help in signposting exactly where we should be going.

Finally, and perhaps most critically, the purpose of this analysis is not to identify or to allocate blame. To the extent that we uncover lack of diversity in the Association that does not indicate that anyone supports or else is unconcerned by lack of diversity. It is not to underplay the many efforts that have been made in the past to encourage everybody - especially those who have been historically under-represented - to participate at all levels of the Association. This work - like this introduction - starts from the premise that we are all equally committed to building an Association that includes all social psychologists in all of Europe. Its aim is to facilitate an aspiration in which we all share: to make EASP larger, more inclusive, more representative. It is by working together with these assumptions and these aims that we are most likely to be successful.

Method

As explained in the Introduction, this analysis is based on information about the membership of EASP which is already available in the public domain. In this section, we first outline the areas of information that we analysed and then describe how we sought to ascertain diversity of gender, geographical region and thematic/methodological approach in these various areas.

Areas of analysis: First of all, we examined the composition of the membership and of those holding different types of membership status (full member, postgraduate member, affiliate member). Such membership information is available from 1968 to 2017.

Next we examined the activity of members. This involved an examination of presentations at the last General Meeting of EASP (Amsterdam 2014) divided by type of presentation (symposium, thematic presentation, poster). We also examined participation in small and medium sized meetings in 2015 and 2016 and participation at the Lisbon 2014 and Exeter 2016 Summer Schools. These choices were dictated partly by the availability of data and partly by the limited time available for our analysis. Given this latter constraint we focused on recent activities.

Finally we examined 'recognition' within the Association by analysing those who occupied positions of influence or else received grants/awards from the Association. Thus we examined EC membership from the start of the Association (1966) until today, Editors/Consulting Editors of the European Journal of Social Psychology (EJSP) from 1990-2017 and the Editorial Board of the European Review of Social Psychology from ERSP at five yearly intervals from 1992 to 2017 (this interval was chosen because ERSP board membership changes less regularly than EJSP). We then examined the grants introduced in 2015: postgraduate and postdoctoral travel grants, postdoctoral and summer school 'seedcorn' research grants, grants for pre-registered research, research knowledge transfer scheme grants, and extraordinary grants. Finally, we examined the awards given by the Association (not including awards in 2017). These consist of the EJSP Early Career Best Manuscript Award introduced in 2003, and offered for the best paper published in EJSP first-authored by a researcher within three years of their doctoral degree; the Jos Jaspars Medal awarded to young scholars who make an outstanding research contribution; the Jean-Paul Codol Medal recognizes the service to the EASP; the Kurt Lewin Medal is awarded to mid-career full members for their outstanding scientific contribution, and finally the most prestigious award, the Henri Tajfel Medal recognises a distinguished lifetime achievement contribution by a full member of the association. There is now a new Moscovici Award, but we did not include this since it was only introduced for 2017. Recipients of awards are selected by the Executive Committee, and, apart from the first (which is awarded annually) all the others are awarded ever three years at the General Meeting.

Diversity criteria: Addressing the first of our diversity criteria, gender, was straightforward given that gender is recorded as membership data.

Region is more problematic given that we only have records of institutional affiliation for members rather than place of origin. Hence, as mentioned in the introduction, this is a measure of current location rather than origin. Given the geographical mobility of members, especially in recent years, the two are clearly not the same. Some with an affiliation in one

region, may originate from another region. The extent of this mobility between regions is unclear but, by some indices, is relatively limited. Membership records indicate that, out of 359 EASP members who were affiliated in Southern or Eastern European regions and who were still members in 2017, only 4 had moved to the West and one had moved out of Europe.

Using the affiliation data, we created two types of classification for region: first, we categorised locations into Western Europe, Eastern Europe, Northern Europe, Southern Europe, and out of Europe (for the list of countries in each region, see Appendix A). Secondly, for a simpler comparison, we grouped all non-Western European countries together and compared them to Western Europeans, leaving out members from countries which are out of Europe.

The third diversity criterion - thematic/methodological approach - was most problematic given our practical constraints. We did not have time for an exhaustive analysis of the papers published in our journals or the papers/posters presented at general meetings. Accordingly, as a preliminary analysis we sought simple proxies for theme and method. On the one hand, then, we did a thematic analysis of the keywords included in abstracts for the 109 symposia at the Amsterdam General Meeting in 2014. This provided an indication of the areas of work that were presented. However they tell us less about methodological orientation. For this, we analysed the papers which were cited as key publications for awards (this is only done for the Lewin and the Jaspars) at the last two General Meetings (Stockholm 2011 and Amsterdam 2014). Excluding books, review articles and meta-analyses, we then categorised the methodological approach into experimental, survey and other.

The full sources for the following analyses are presented in Appendix B. The accuracy of these analyses reflects the accuracy of these databases.

Analysis

Overview

Our analysis is divided into two main sections. The first section contains a general analysis of the membership of EASP. It examines the numbers in membership and the numbers of members who take part in the activities of the Association. The second, and larger, section examines diversity in the Association. It examines whether particular groups predominate or else are absent from the various facets of the Association. Thus we examine issues relating, respectively, to gender, to regional location, and to thematic/methodological orientation. We also examine some of the interactions between these factors. In each case we

look at both participation in the various activities of the Association and different forms of recognition within EASP (selection for positions of influence and the award of grants/prizes). Where appropriate we compare the participation and recognition figures of different groups to their figures in EASP membership.

Membership

The first members of the Association included those who were invited to participate at the first three European Conferences on Experimental Social Psychology, held in Sorrento (1963), Frascati (1964), and Royaumont (1966). The most important criterion for becoming a member was "active participation in qualified experimental research or quasi-experimental social psychological research of a fundamental nature." In 1967, 18 new members were accepted, resulting in the first official membership list of EASP.

In 1981 a separate category of affiliate membership was added (this was available to social psychologists working outside Europe, although since 2012 these have had the option of full membership) and in 1988 a further category of postgraduate membership was created.

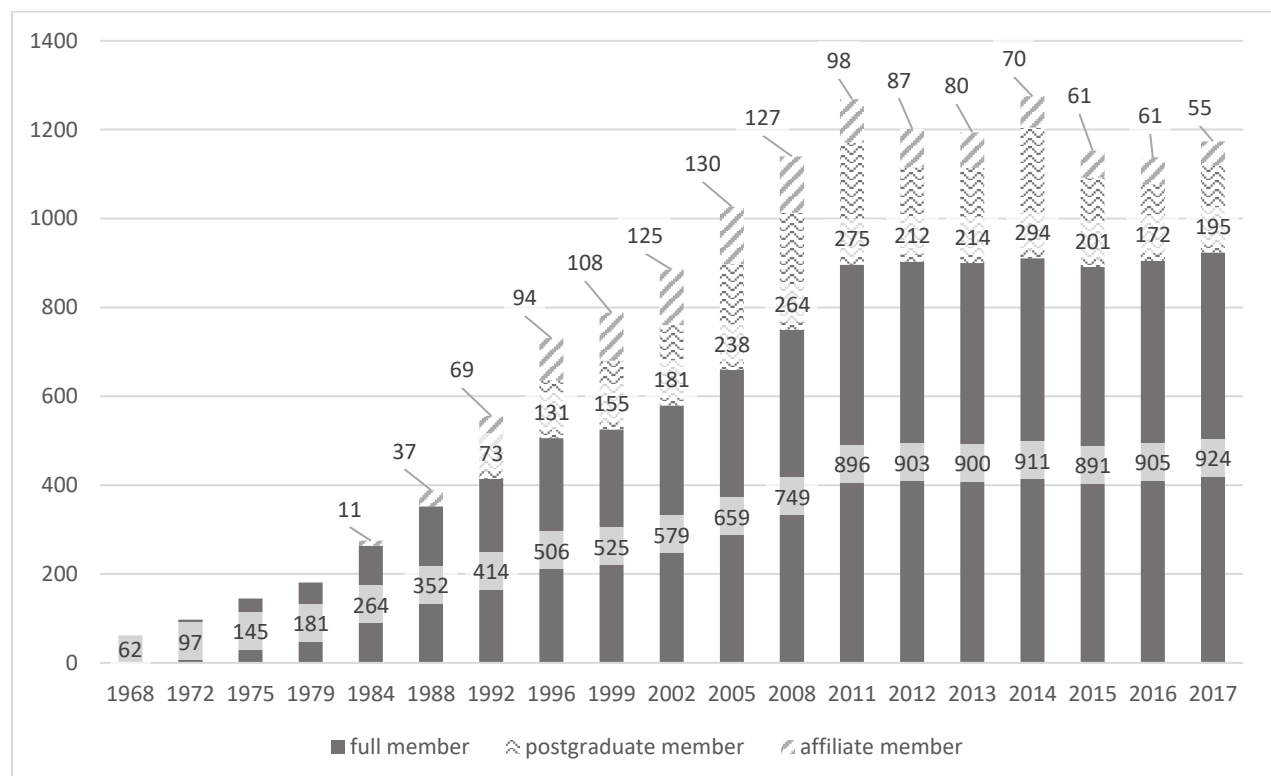


Figure 1. EASP Membership development 1968-2017.

Membership rose rapidly from 1968 to 2008 after which it has stabilised at between 1100-1300 people. In the years of the General Meetings, there is a peak in membership with

about an additional 100 members. Although the total number of members is relatively stable, individual membership is more volatile. Out of 1265 members in 2011, 823 were still members in 2017, indicating a 35% fluctuation. Or put differently, out of 1174 current members, 823 (67%) were 'old' members and 351 (33%) were not yet members in 2011.

The proportions of those in different membership categories has stayed fairly constant over the years. Currently, out of the 1174 members, 924 (78.7%) hold full membership, followed by 195 (16.6%) holding postgraduate membership and 55 (4.7%) holding affiliate membership. Out of 275 postgraduate members in 2011, 90 (32.7%) were full members in 2017. Out of 896 full members in 2011, 655 (73.1%) remained full members, and 5 (0.6%) became affiliate members. Out of 98 affiliate members in 2011, 50 (51%) remained affiliate members, and 21 (21.4%) became full members by 2017.

At the time of the last General Meeting (2014) there were 1275 members, out of whom 545 (42.7%) participated in Amsterdam. They represented 38% of the total number of participants which stood at 1434. In 2015 five small or medium size meetings took place in Austria, Germany, UK, Poland, Hungary, Italy, and Greece. A total of 106 members attended one or more of these meetings, representing 9.2% of the total membership of 1153 in that year. In 2016 three small or medium sized meetings were organized, two in Germany and one in the UK. Out of the 1138 members that year, only 45 members (4.0%) participated in these meetings.

Seventy five people attended the Lisbon summer school in 2014. Twenty three of these were EASP members, representing 7.8% of the total postgraduate membership of 294. Sixty three people attended the Exeter summer school in 2016. Nineteen of these were EASP members, or 11.0% of the total postgraduate membership of 172 in that year.

In sum, EASP membership seems to have ceased growing and has stayed constant for almost a decade - perhaps reflecting the austerity politics and declining funding for Higher Education since the crash of 2008. While we are attracting new membership, that is paired with the loss of existing members - an issue that needs addressing in more depth. Moreover, there appears to be a relatively low level of participation in any of the meetings of the Association. While, unsurprisingly, the General Meeting attracts the highest activity by members, still only a minority attend while participation in small and medium sized meetings is negligible. What is more, little over a third of the attendance at the General Meeting was by actual members. So, membership does not translate into activity and activity does not translate into membership. These are also issues of concern that require closer attention.

Diversity

Gender

Membership: In 1967, out of the 62 members, 54 were male (87%) and 8 female (13%). Today, there is a slight majority of women. Out of 1174 members in 2017, 635 (54.1%) are women and 539 (45.9%) are men. Between 2011 and 2017 the number of female members was consistently higher than the number of male members. Despite the female majority, drop-out rate was higher among women than men: between 2011 and 2017, 432 (70.7%) men, but only 391 (59.8%) women remained members.

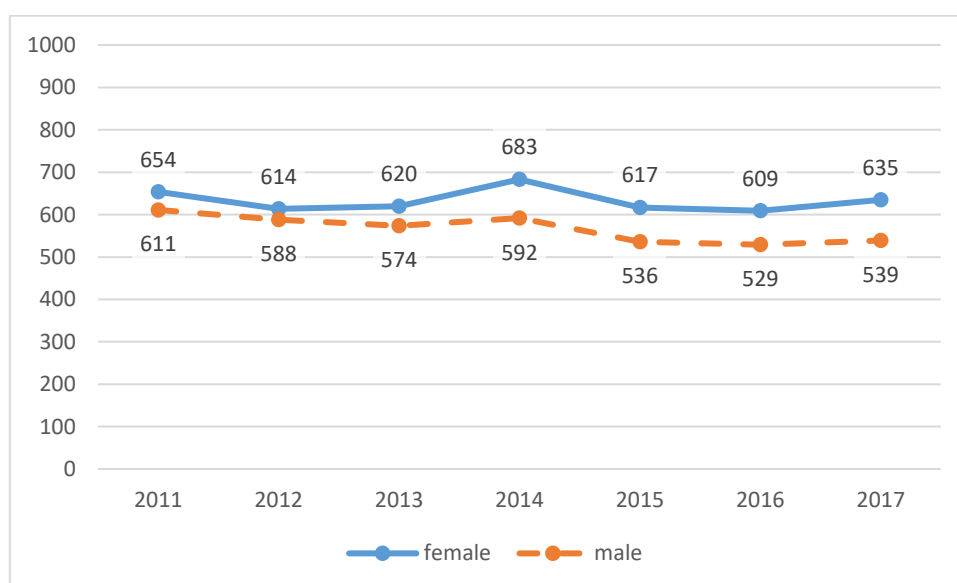


Figure 2. Gender in membership between 2011 and 2017.

Amongst postgraduate members there were twice as many women than men in 2011 - 186 (67.6%) vs. 89 (32.4%). In 2017 the discrepancy was even greater - 140 (71.8%) vs. 55 (28.2%). This difference virtually disappears when it comes to full membership. Among the full members there were 431 (48.3%) women, and 461 (51.7%) men in 2011, and in 2017 there were 476 (51.5%) women, and 448 (48.5%) men. It can be seen, however, that the number of women rose slightly while the number of men fell slightly over the period.

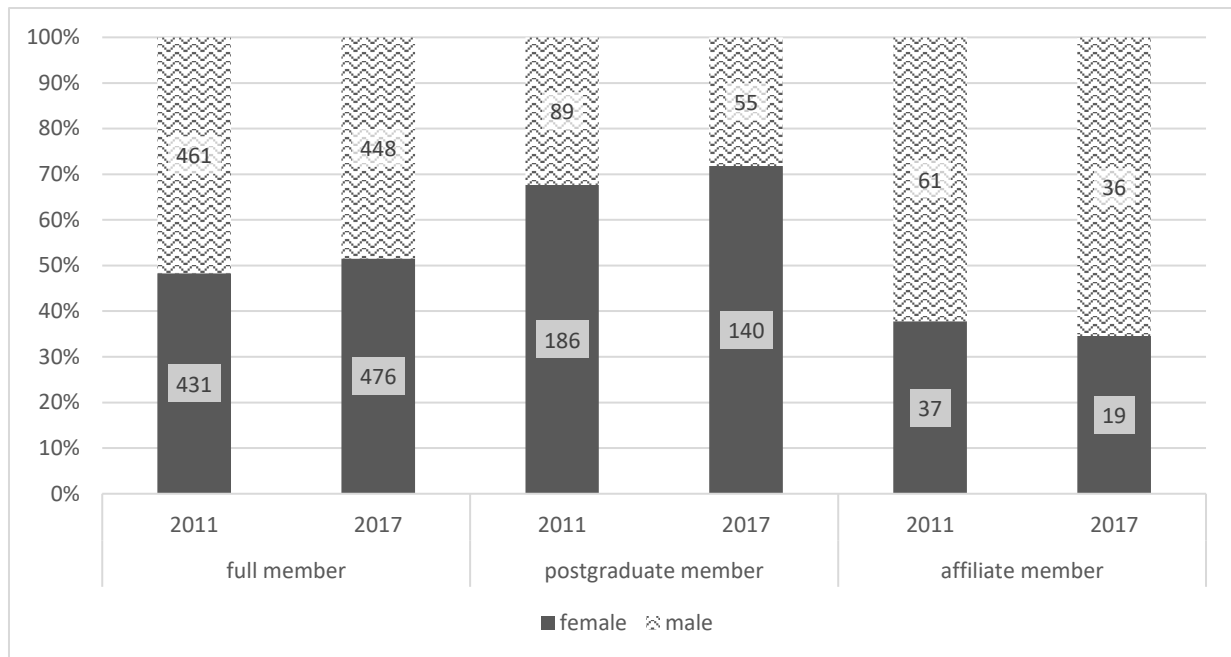


Figure 3. Membership status and gender between 2011 and 2017.

Activities: At the 2014 General Meeting in Amsterdam more female members than male members participated (313 (57.4%) female vs. 232 (42.6%) male). When this is compared to the gender balance in the overall membership in 2014 (683 (53.6%) female vs. 592 (46.4%) male) women are still significantly over-represented at the meeting ($\chi^2(1) = 5.71$, $p = .017$). However there was no such over-representation amongst the postgraduate or full members taken separately. Although more women than men did attend from both categories this was proportional to their representation in the membership. Amongst postgraduates there were 123 (66.8%) women, and 61 (33.2%) men who participated compared to 200 (68%) women, and 94 (32%) men overall ($\chi^2(1) = .31$, $p = .575$). Amongst full members there were 185 (52.9%) women and 165 (47.1%) men who participated compared to 461 (50.6%) women and 450 (49.4%) men overall ($\chi^2(1) = 1.16$, $p = .283$).

Looking at the types of presentations given at the meeting, women were under-represented in symposia compared to their numbers present overall. Thus 107 (50.5%) women and 105 (49.5%) men presented in symposia compared to 313 (57.4%) women and 232 (42.6%) men, who attended the meeting ($\chi^2(1) = 6.87$, $p = .009$). However the proportions of men and women in thematic sessions and poster presentations did match the overall numbers. Thus 70 (63.1%) women and 41 (36.9%) men had a thematic presentation, which is similar to the proportion of 313 (57.4%) women to 232 (42.6%) men, who attended the meeting ($\chi^2(1) = 1.81$, $p = .179$). Equally 136 (61.3%) women and 86 (38.7%) men presented a poster, which is

also similar to the proportion of 313 (57.4%) women to 232 (42.6%) men, who attended the meeting ($\chi^2(1) = 2.25, p = .134$).

Turning now to small and medium sized meetings, 106 members participated in 2015 of whom 69 (65.1%) were women and 37 (34.9%) were men. Compared to the overall gender balance in membership that year (617 (53.5%) women vs. 536 (46.5%) men), women were over-represented in these meetings ($\chi^2(1) = 6.29, p = .012$). However, there was no such over-representation in 2016. In total, 45 people participated in these meetings, 23 (51.1%) women and 22 (48.9%) men. This compares with an overall membership of 609 (53.5%) women and 529 (46.5%) men that year ($\chi^2(1) = 0.11, p = .741$).

As concerns the summer schools, there were 75 participants in the Lisbon summer school in 2014, out of which 46 (61.3%) were women and 29 (38.6%) were men. Out of these participants 23 were members of EASP, 16 (69.6%) were women and 7 (30.4%) were men, which is similar to the proportion of 200 (68%) female to 94 (32%) male postgraduate members of EASP in that year ($\chi^2(1) = 0.27, p = .869$).

There were 63 participants in the Exeter summer school in 2016, out of which 45 (71.4%) were women and 18 (28.6%) were men. Out of these participants 19 were members of EASP. 15 (78.9%) were women and 4 (21.1%) were men compared to 123 (71.5%) female, and 49 (28.5%) male postgraduate members in that year ($\chi^2(1) = 0.58, p = .446$). In both years then, the summer schools were predominantly comprised of women, but this reflected the overall gender distribution of the postgraduate membership.

Finally, on grants, there were 27 awards in 2015 across three categories: travel grants, seedcorn grants, and extraordinary research/travel grants to members of EASP. Altogether 22 (81.5%) women and 5 (18.5%) men received grants in comparison with 617 (53.5%) female and 536 (46.5%) male members that year ($\chi^2(1) = 8.69, p = .003$). That is, more women received grants than would be expected given the gender distribution of the membership. Nineteen grants were awarded in 2016 in all five categories. In that year 14 (73.7%) women and 5 (26.3%) men received grants. This compares with 609 (53.5%) female and 529 (46.5%) male members that year ($\chi^2(1) = 3.16, p = .075$). Again, though this is now only marginally significant, women were over-represented among grant recipients.

Recognition 1 (editorial boards): Between 1990 and 2017, there were 74 positions on the Editorial Board of EJSP (i.e. Chief Editors and Associate Editors combined). Of these 28 (37.8%) were filled by women and 46 (62.2%) by men. Of the 11 Chief Editors over the period, 4 (36%) were women and 7 (64%) were men - a similar ratio to the full board. However, as can be seen from Figure 4, there is a clear shift towards greater gender equality

over time. Thus, from 1990-2008 positions on the Editorial Board were split 9 (25.7%) women and 26 (74.3%) men. For the period 2009 to the present, the figures are 19 (48.7%) women and 20 (51.3%) men. Equally, women and men are equally represented amongst the current consulting editors of the journal. Out of 65 people, 33 (50.8%) are women and 32 (49.2%) are men.

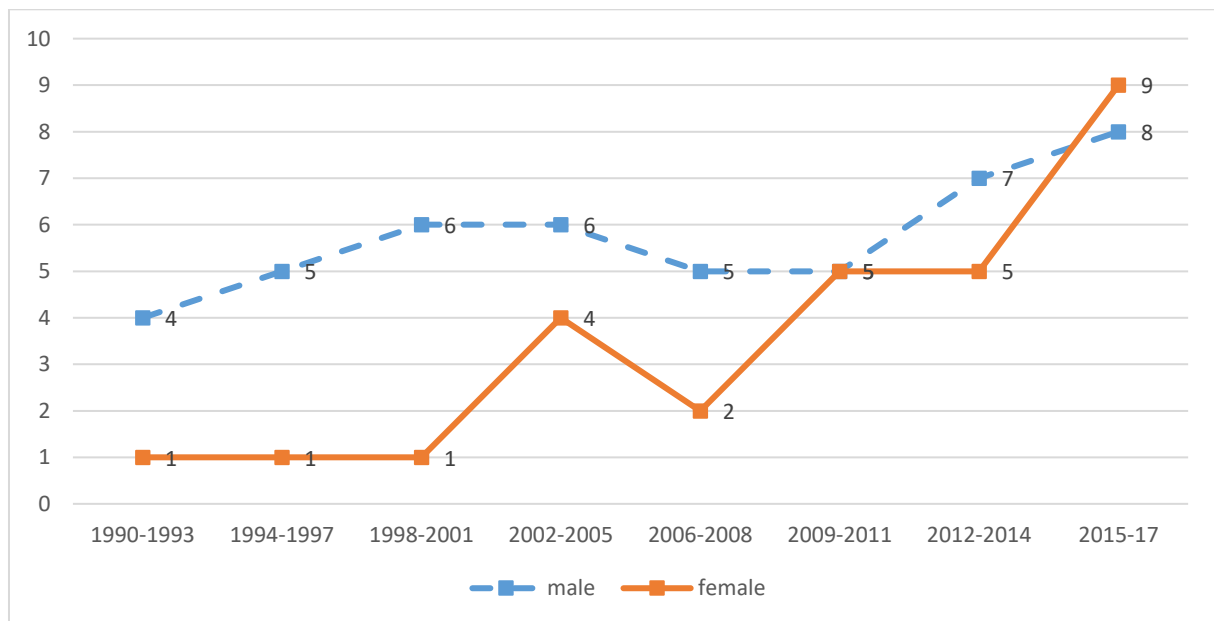


Figure 4. Gender in EJSP Editorial Boards between 1990 and 2017.

The picture for the European Review of Social Psychology is somewhat similar. That is, based on sampling the Editorial Board (including the Chief Editors) at 5 yearly intervals from 1992 to 2017, there are a total of 154 positions of which 37 (24%) were held by women and 117 (76%) held by men. However the most recent board in 2017 has a larger (albeit still not equal) proportion of women (11 (39.2%) compared to 17 (60.7%) men).

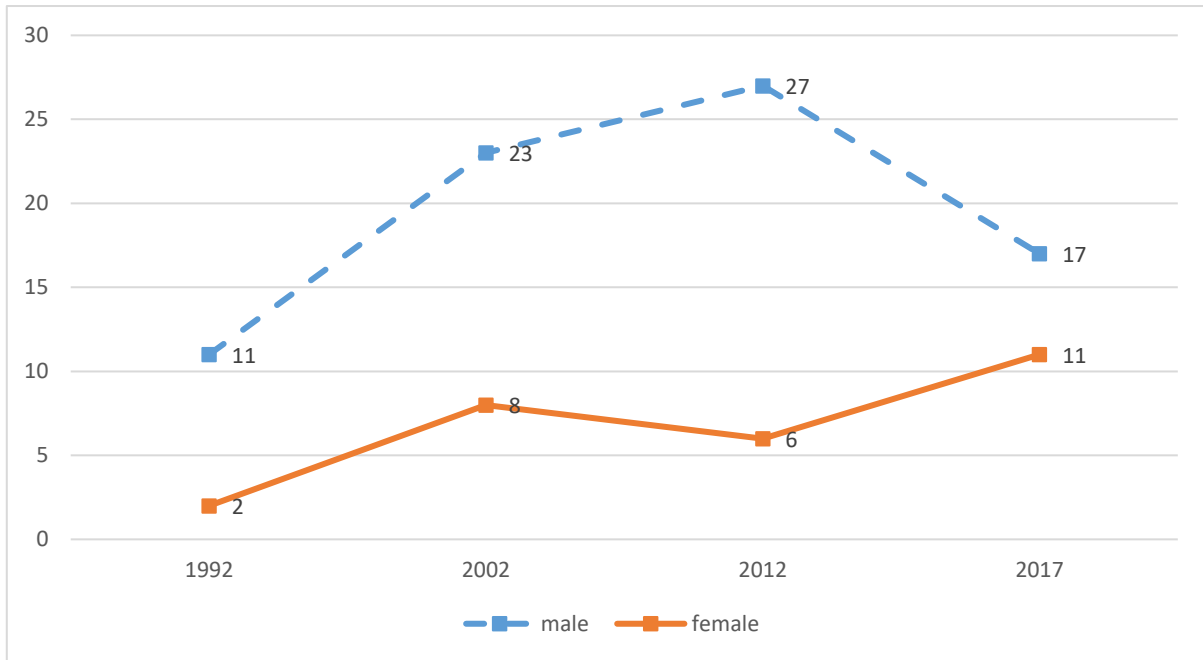


Figure 5. Gender in ERSP Editorial Boards between 1990 and 2017.

Recognition 2 (EC membership): From the foundation of the Association until the 1990s the Executive Committee was almost exclusively made up of men. This changed in 1996 and 1999, but again, from 2002-2008 men were predominant. The last two ECs (2011 and 2014) have had a 4:3 majority of women. So, while there has been a shift towards equality, this remains fragile.

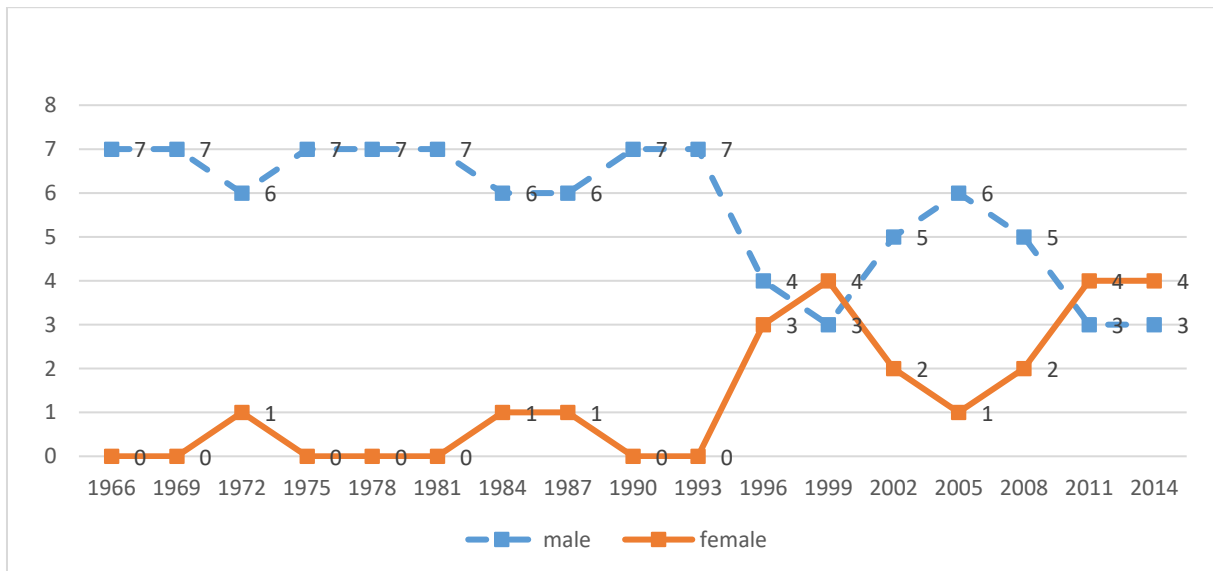


Figure 6. Gender in EC membership between 1966 and 2014.

Recognition (3) (awards): The Early Career Best Manuscript award was introduced in 2003. It is offered to the first author of selected EJSP articles and therefore can be awarded to

non-members as well as members. Of the awards to date 10 (76.9%) were given to women and 3 (23.1%) to men. While the numbers are too low for a meaningful comparison, this is roughly in line with the current proportion of postgraduate members who are women (71.8% vs. 28.2% men).

Among EASP award recipients (i.e. Jaspars, Codol, Lewin, Tajfel awards), there are more men than women. Between 1984 and 2014 49 people received awards from EASP, 11 (22.4 %) of them were women and 38 (77.6 %) were men. The first award was the Tajfel, from 1984 followed by the Jaspars in 1990. In 2005 the number of awards was greatly expanded, with more Jaspars awards (three) being made and the Codol and Lewin awards being introduced. In effect, this gives rise to two periods. From 1984 to 2002, 2 (18.2%) women and 9 (81.8%) men received awards. From 2005 to 2014, 9 (23.7%) women and 29 (76.3%) men received awards. Even in the last two meetings, women remain in the minority - 6 (31.6%) vs. 13 (68.4%) men. While the numbers are small, this is clearly discrepant with a membership which has a majority of women. Perhaps the clearest indication of this discrepancy can be seen in the allocation of the Tajfel medal - the most long-lasting and senior of all the awards. Out of 11 recipients in total, only two have been women, in 1993 and in 2011.

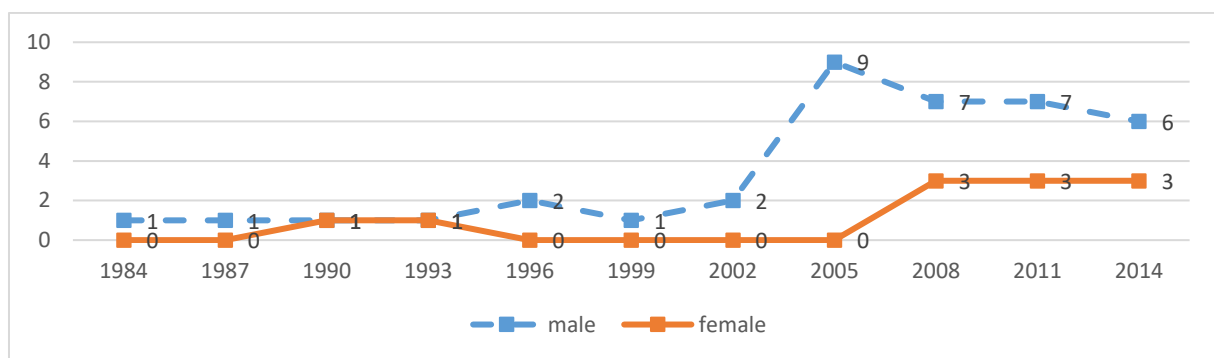


Figure 7. Gender amongst award winners between 1984 and 2014 (without The Early Career Best Manuscript award).

Region

Membership: In 1967, out of the 62 members 45 (72.5%) were in Western Europe, 3 (4.8%) from Southern Europe, 6 (9.7%) in Eastern Europe, 4 (6.5%) in Northern Europe, and 4 (6.5%) out of Europe. Today members work in 44 countries, however the regional distribution still reflects the dominance of people working in Western Europe within the Association. In 2017, out of 1174 members 687 (58.5%) are in Western Europe, 184 (15.7%)

in Southern Europe, 130 (11.1%) in Eastern Europe, 31 (2.6%) in Northern Europe, and 142 (12.1%) out of Europe. These figures have remained relatively stable since 2011.

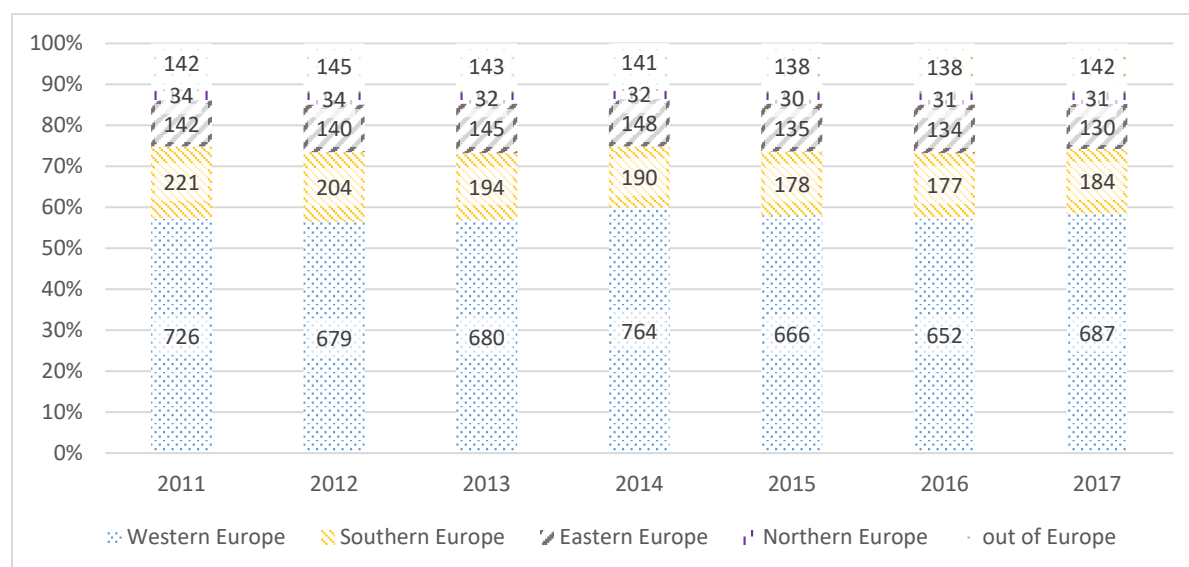


Figure 8. Regions in membership between 2011 and 2017.

If we break the figures down, we see further discrepancies within regions, where a small number of countries predominate. In Western Europe, three countries stand out. Using the 2017 figures, there were 176 members in the UK, also 176 in Germany and 140 in the Netherlands. This makes a total of 492 - 71.6% of the regional total, 47.9% of the European membership and 41.9% of the total membership (i.e. including affiliates) of EASP. In Southern Europe, two countries dominate. In 2017 there were 84 members in Italy and 53 in Spain. The total of 137 represents over three quarters (74.5%) of the regional total. In Eastern Europe, Poland stands out, with 66 members in 2017 who represent over half (50.8%) of the regional total. Of the 142 members from outside Europe in 2017, 78 work in the US, 22 work in Australia, 19 in Israel and 12 in Canada. Together these countries make up 92.3% of the non-European members. No other country has more than 5 members.

If we now look at the different categories of membership, it can be seen that discrepancies are particularly acute at the postgraduate level. Thus, using a simple division between members in Western Europe (WE) and those in the rest of Europe (RE) the figures amongst members as a whole in 2017 are 687 (66.6%) WE vs. 345 (33.4%) RE; amongst full members the figures are 528 (63.3%) WE vs. 306 (36.7%) RE; and amongst postgraduate members the figures are 157 (80.5%) WE vs. 38 (19.5%) RE. In 2011 the corresponding figures for postgraduates were 208 (75.6%) WE vs. 67 (24.4%) RE. If anything, then, both the

number and proportion of non-Western European postgraduates is declining. This does not bode well in terms of increasing the representation of non-Westerners in EASP over the coming years.

There is one further finding worth noting here. That concerns the interaction of region and gender in relation to categories of membership. To be more specific, and as illustrated in Table 1 below, the ratio of postgraduates to full members is significantly higher for women than for men, but only in Western Europe ($\chi^2(1) = 26.04, p < .001$), not in the rest of Europe ($\chi^2(1) = 3.61, p = .057$).

	Western			Non-Western		
	Full member	Postgraduate member	Total	Full member	Postgraduate member	Total
Female	258(69.5%)	113(30.5%)	371(100%)	175(86.6%)	27(13.4%)	202(100%)
Male	270(86%)	44(14%)	314(100%)	131(92.3%)	11(7.7%)	142(100%)

Table 1. Interaction of region and gender in membership categories in 2017

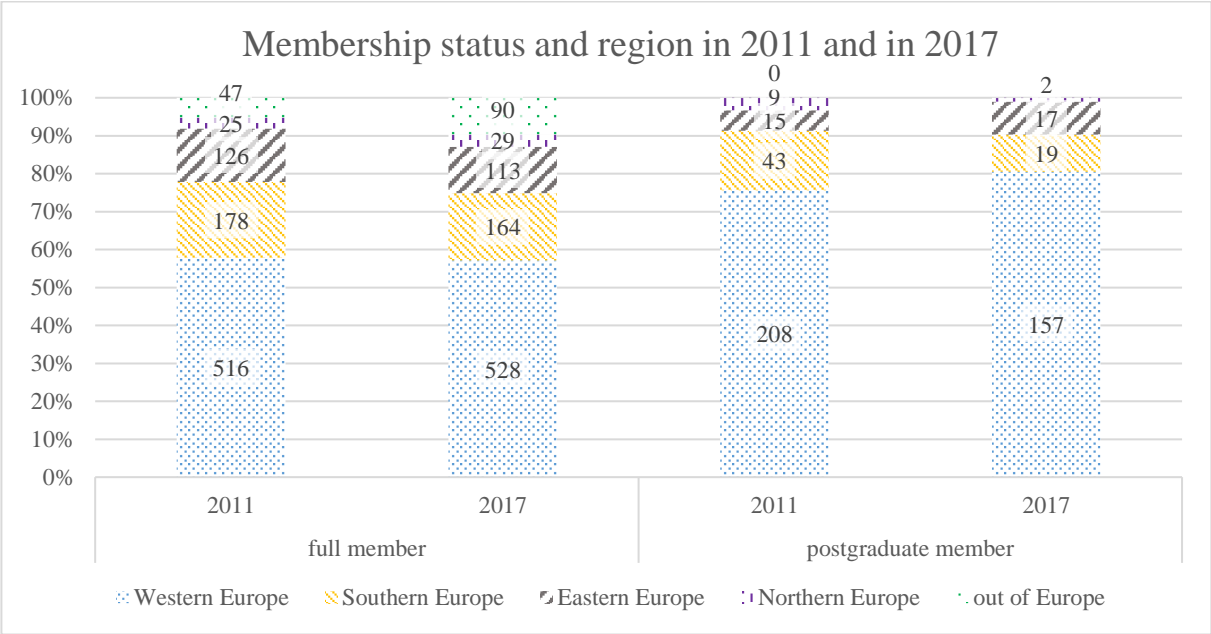


Figure 9. Membership status and region between 2011 and 2017.

Activities: Amongst attendees at the 2014 General Meeting in Amsterdam 390 (71.7%) members work in Western Europe, 74 (13.6%) in Southern Europe, 34 (6.3%) in Eastern Europe, 3 (0.6%) in Northern Europe, and 43 (7.9%) out of Europe. If we omit those working

outside Europe and divide those working in Europe between those in Western countries and the rest, then the 388 in the West represent 77.3% of the total, and the 114 not in the West represent 22.7%. This compares to figures of 764 (67.4%) in the West and 370 (32.6%) in other parts of Europe amongst EASP membership as a whole. Thus, even against the baseline of membership figures, people working in the West of Europe are over-represented at the General Meeting ($\chi^2 (1) = 40.31, p < .001$).

These discrepancies become even more acute when one looks at the different types of presentation at the GM. Among symposium presenters, 158 (86.3%) work in Western European countries and 25 (13.7%) in non-Western European countries. This difference is greater than one would expect from the differences in overall membership figures ($\chi^2 (1) = 45.27, p < .001$). Likewise, the difference amongst presenters in thematic panels (81 (77.1%) in Western Europe; 24 (22.9%) in non-Western European countries) is greater than the differences in overall membership figures ($\chi^2 (1) = 4.75, p = .029$). Only in the case of posters does the regional difference in conference presentations (149 (69.6%) from Western Europe; 65 (30.4%) from non-Western European countries) match the regional difference in overall membership ($\chi^2 (1) = 0.46, p = .497$).

	Western	Non-Western	Total
Total membership	764(67.7%)	366(32.3%)	1130
Symposium	158(86.3%)	25(13.7%)	183
Thematic panel	81(77.1%)	24(22.9%)	105
Poster	149(69.6%)	65(30.4%)	214

Table 2. Presentation type at the EASP Amsterdam General Meeting (2014) by region

If these figures are not stark enough, they become yet more extreme if one compares Western Europe not with the whole of the rest of Europe, but with other single regions in Europe. For instance, the proportion of different types of presentations amongst scholars working in Western Europe was 158 symposia papers, 81 papers in thematic panels and 149 posters (or 239 (61.6%) papers vs. 149 (38.4%) posters). The corresponding proportions for scholars working in Eastern Europe were just 2 symposium papers in total, 7 papers in thematic panels and 27 posters (or 9 (25%) papers vs. 27 (75%) posters).

If we now analyse participation in the small and medium sized meetings, the total of 106 participants in 2015 breaks down into 47 (44.3%) working in Western Europe, 30 (28.3%) working in Southern Europe, 19 (17.9%) working in Eastern Europe, 0 working in

Northern Europe, and 10 (9.4%) working out of Europe. If we omit the people working outside Europe, the proportion of participants working in Western Europe (47, 49.0%) was lower than that of participants in non-Western Europe (49, 51.0%). This compares with 666 (66.0%) EASP members working in Western Europe and 343 (34.0%) working in non-Western Europe. For 2015, then, there was an under-representation of people working in Western Europe when set against the membership baseline ($\chi^2(1) = 13.74, p < .001$).

The pattern was different in 2016 when all 3 small or medium size meetings were held in Western Europe. Out of the 45 participants 39 (86.7%) worked in Western Europe, 1 (2.2%) in Southern Europe, 0 in Eastern Europe, 2 (4.4%) in Northern Europe, and 3 (6.7%) out of Europe. The proportion of participants working in Western Europe (39, 92.9%) was higher than that of participants working in non-Western Europe (3, 7.1%). When set against the baseline of overall membership figures in 2016 (652 (65.7%) members in Western Europe; 340 (34.3%) members in non-Western Europe) this time there is an over-representation of Western Europeans ($\chi^2(1) = 14.33, p < .001$).

Turning next to the Summer Schools, eighteen have been organized to date, 12 (66.7%) in Western Europe, 5 (27.8%) in Southern Europe and 1 (5.5%) in Eastern Europe. If we look more closely at the two most recent events, of the 75 participants in the Lisbon summer school in 2014, 44 (58.6%) were enrolled in a PhD programme in Western Europe, 14 (31.1%) in Southern Europe, 4 (8.9%) in Eastern Europe, 2 (4.4%) in Northern Europe, and 11 (24.4%) out of Europe. Out of these participants 23 were members of EASP, 20 (87%) in Western countries and 3 (13%) in non-Western countries which is not significantly different from the proportion of 237 (81.4%) EASP postgraduate members in Western and 54 (18.6%) in non-Western Europe that year ($\chi^2(1) = 0.50, p = .479$).

Out of 63 participants in the Exeter summer school in 2016, 35 (55.6%) were enrolled in a PhD programme in Western Europe, 10 (15.9%) in Southern Europe, 5 (7.9%) in Eastern Europe, 4 (6.3%) in Northern Europe, and 9 (14.3%) out of Europe. Out of these participants 19 were members of EASP, 16 (84.2%) were in Western European countries and 3 (15.8%) in non-Western European countries which, again, is not significantly different from the proportion of 137 (79.7%) EASP postgraduate members in Western and 35 (20.3%) in non-Western European countries that year ($\chi^2(1) = 0.97, p = .324$).

Last, out of the 27 grants awarded in 2015, 16 (59.3%) were received by members working in Western Europe, 2 (7.4%) by members working in Southern Europe, 7 (5.2%) by members working in Eastern Europe, none by members working in Northern Europe, and 2 (7.4%) by members working outside Europe. The regional proportions of recipients (16

(64.0%) in Western Europe vs. 9 (36.0%) in non-Western Europe) was no different from the corresponding proportions amongst members as a whole in that year (666 (66.1%) in Western Europe vs. 341 (33.9%) in non-Western Europe) ($\chi^2 (1) = 0.05, p = .819$).

Out of the 19 grants awarded in 2016, 15 (78.9%) were received by members in Western Europe, 1 (5.3%) by a member in Southern Europe, 2 (10.5%) by members in Eastern Europe, none by members in Northern Europe, and 1 (5.3%) by a member outside Europe. The regional proportions of recipients (15 (83.3%) in Western Europe vs. 3 (16.7%) in non-Western Europe) showed a tendency to be more skewed than the corresponding proportions amongst members as a whole in that year 652 (65.7%) in Western Europe vs. 340 (34.3%) in non-Western Europe) but this did not reach significance ($\chi^2 (1) = 2.52, p = .112$).

Recognition (1) (editorial boards): There has been a long term and (unlike gender) continuing skew in terms of the regional membership of the EJSP Editorial Board (Chief editors and Associate editors combined). Of the 74 positions on the Board between 1990 and 2017, 50 (67.6%) were held by people working in Western Europe, 8 (10.8%) in Southern Europe, 4 (5.4%) in Eastern Europe, none in Northern Europe and 12 (16.2%) out of Europe. Currently, out of the 17 positions, 13 (76.5%) are occupied by people working in Western Europe, 1 (5.9%) by a member in Southern Europe, 1 (5.9%) by a member in Eastern Europe, none by a member in Northern Europe, and 2 (11.8%) by members outside Europe. Broadening out to the 65 current consulting editors of EJSP, there are 34 (52.3%) in Western Europe, 10 (15.4%) in Southern Europe, 2 (3.1%) in Eastern Europe, 1 (1.5%) in Northern Europe and 18 (27.7%) out of Europe.

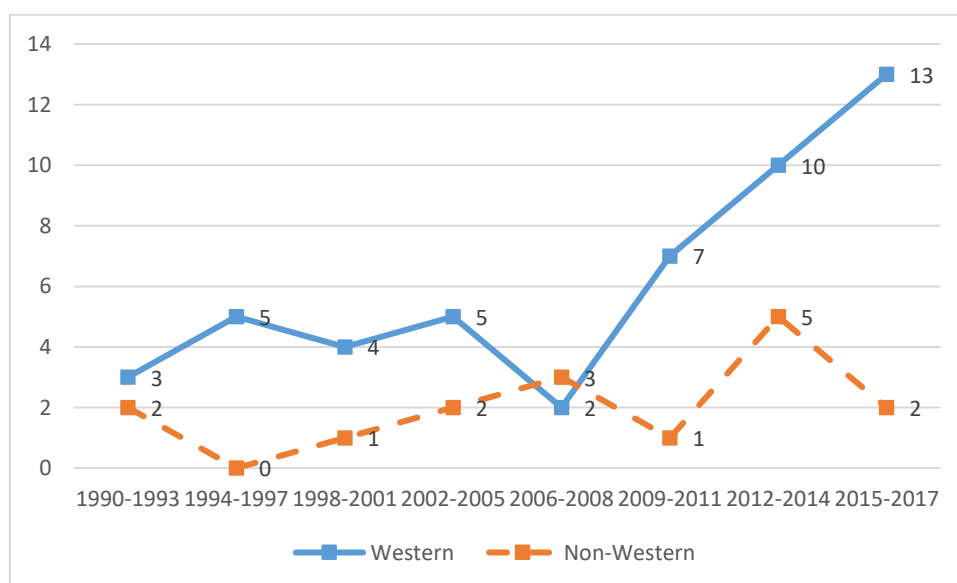


Figure 10. Western Europeans and Non-Western European amongst Editors of EJSP

The regional distribution of editors and members of the editorial board of ERSP is yet more uneven. Looking back from 2017 to 1992 in five yearly intervals, the highest proportion of editors working in non-Western Europe was at the start. At that point, there were 5 (38.5%) editors in Western Europe, 5 (38.5%) outside Europe (all from the USA) and one person working in each of Southern, Eastern and Northern Europe. Thereafter there has never been another editor in Eastern or Northern Europe, there have never been more than two editors in Southern Europe and editors in Western Europe have always comprised the absolute majority of members. Even more narrowly, if one takes members in Germany, the Netherlands and the English speaking world (by which we mean the UK, US, Canada and Australia - the latter three countries accounting for all the non-European Editorial Board members throughout ERSP's history) then, since 1997 to the present day, then this 'triad' has constituted a minimum of 77.4% (24/31 in 2007) and a maximum of 93.9% (31/33 in 2012) of Board members. At present, the board is made up of 17 members in Western Europe, one in Southern Europe, 7 in America, one in Canada and two in Australia. The 'triad' constitutes 92.9% (26/28) of the Board.

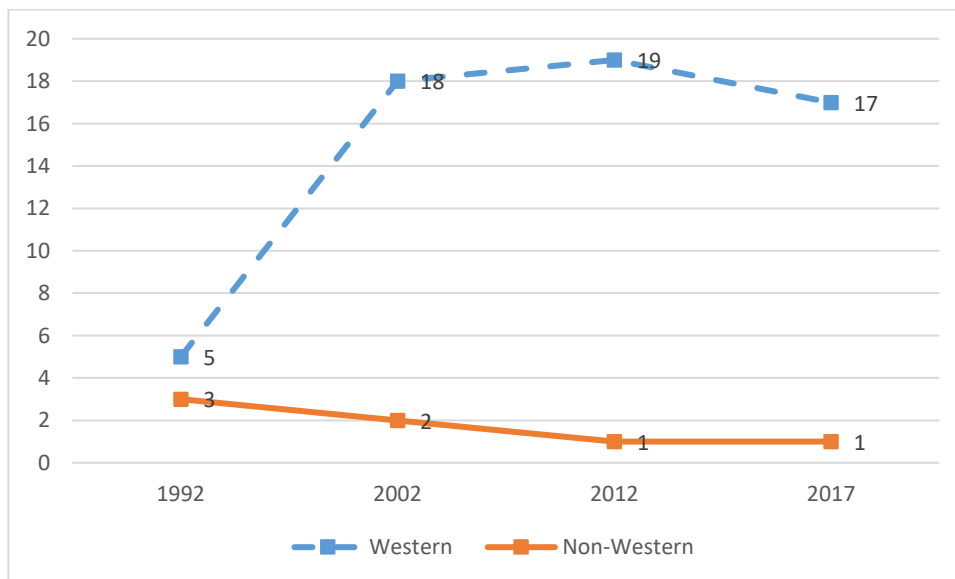


Figure 11. Western Europeans and Non-Western Europeans amongst Editors of ERSP

Recognition 2 (EC membership): The Executive Committee has consisted predominantly of members in Western Europe since the foundation of EASP. Out of the 119 positions over 17 3 year terms held between 1966 and 2014, 87 (73.1%) were occupied by members working in Western Europe, 18 (15.1%) in Southern Europe, 12 (10.1%) in Eastern

Europe, and 2 (1.7%) in Northern Europe. What is more, this Western European domination has not appreciably reduced over time. The current Executive Committee consists of 5 (71.4%) members in Western Europe, 1 (14.3%) in Southern Europe, and 1 (14.3%) in Northern Europe, and no members from the other regions. It is, however, worth noting here that the current President, while working in a Western European origin, comes from Southern Europe.

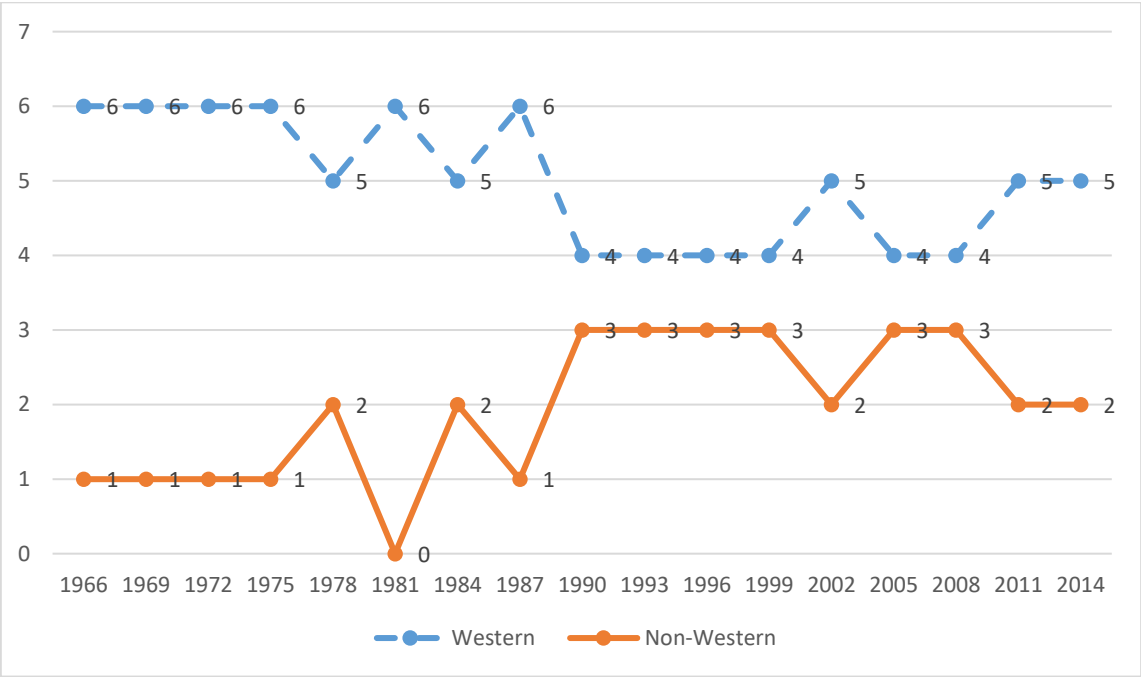


Table 12. Western Europeans and Non-Western Europeans amongst EC members between 1966 and 2014

Recognition 3 (awards): Of the 13 people who have received The Early Career Best Manuscript award since its inception in 2006, 11 (84.6%) work in Western Europe, and 2 (15.4%) out of Europe, and no recipient worked in other regions. Out of the 49 other awards of EASP, 39 (79.6%) went to people working in Western Europe, 4 (8.2%) working in Southern Europe, 2 (4.1%) working in Eastern Europe, none working in Northern Europe, and 4 (8.2%) working out of Europe. Taking just the Tajfel award, of the 11 recipients, 9 (81.8%) worked in Western Europe, 1 (9.1%) worked in Southern Europe, and 1 (9.1%) worked out of Europe. This Western European domination has not decreased in recent years. In 2011, 8 out of 10 recipients were from this region and in 2014 the figure was 6 out of 9.

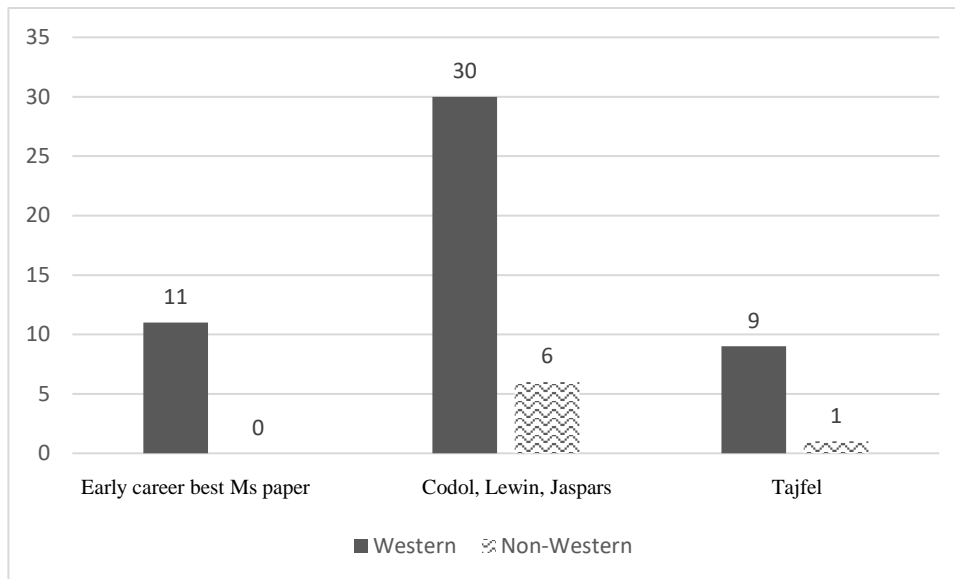


Table 13. Western Europeans and Non-Western Europeans amongst award winners

Thematic/Methodological orientation

Thematic orientation: A thematic content analysis was undertaken using the keywords used in the abstracts for the 109 symposia at the 2014 General Meeting in Amsterdam. In some cases, specific expressions arose repeatedly and could therefore be used as codes (e.g. *social cognition, collective action, gender*). In other cases, expressions of similar meaning were grouped together to form a code (e.g. *methodology, applied research*). This resulted in a total of 11 codes: *applied research, collective action, contact, emotion, gender, intergroup relations, interpersonal relations, methodology, self, social cognition, social identity*. Clearly, these codes are not mutually exclusive: one could take a social identity approach to collective action, conduct applied research on contact and so on. The analysis was led by how authors of the conference abstracts characterized their work and the keywords they chose to prioritise in describing it. So, for instance, if a symposium abstract stressed that it was using a social cognition approach while addressing emotion, it would be coded under social cognition and not emotion. Or again, if the stress was on analyzing collective action, even if social identity variables were included in the analysis, then it would be coded as collective action. Where abstracts explicitly flagged several of the codes then these were all included in the analysis. In total, the 109 symposia yielded 247 keywords. The data was coded by one author of this report, and any uncertainties were resolved by discussion among all the authors.

The most common category was *social cognition* that was present in 71(28.7%) symposia. This was followed by intergroup relations (32/13.0%), self (31/12.6%) and social identity (26/10.5%). The least used categories were method and emotion (both 8/3.2%)

followed by contact (10/4%) – although contact was notable in occurring in other symposia which emphasized other keyword categories (social identity, intergroup relations).

As well as presences, there were a number of notable absences. No symposia emphasized approaches that are current in European social psychology such as social representations, narrative psychology, rhetorical psychology, discursive psychology, conversational analysis or critical psychology (which is not to say that these were not present, simply that they were not highlighted). The almost universal emphasis was on psychological models, processes, theories and concepts rather than focusing on specific contexts of study. Indeed in only 7 (6.4%) of the 109 symposia was the location of study even mentioned and such mentions were more likely the further this location was from Western Europe. Thus of 20 countries explicitly mentioned, 5 (23.8%) were Western European, 6 (18.6%) were other European and 9 (42.9%) were non-European (of which 7 were non-Western countries).

When these overall figures are broken down by gender, and including only those symposium presenters who were members of EASP, then one clear difference emerges when examining topics related to gender. Twelve women and no men made presentations addressing this topic. Beyond this, there are no particularly striking gender differences. Somewhat more men than women presented on emotion (6 vs.2) and interpersonal relations (12 vs. 3). Somewhat more women than men presented on the self (19 vs. 12).

	Man	Woman	Total
1 social cognition	36(29.8%)	35 (27.8%)	71(28.7%)
2 emotion	6(5.0%)	2(1.6%)	8(3.2%)
3 intergroup relation	17(14.0%)	15(11.9%)	32(13.0%)
4 collective action	6(5.0%)	8(6.3%)	14(5.7%)
5 social identity	11(9.1%)	15(11.9%)	26(10.5%)
6 applied	12(9.9%)	8(6.3%)	20(8.1%)
7 gender	0(0.0%)	12(9.5%)	12(4.9%)
8 method	5(4.1%)	3(2.4%)	8(3.2%)
9 self	12(9.9%)	19(15.1%)	31(12.6%)
10 interpersonal relation	12(9.9%)	3(2.4%)	15(6.1%)
11 contact	4(3.3%)	6(4.8%)	10(4.0%)
Total	121(100.0%)	126(100.0%)	247(100.0%)

Table 3. Thematic focus of symposia at the EASP Amsterdam General Meeting (2014) by gender

When the figures are then broken down by region, and, for the sake of simplicity, into presenters working in Western and non-Western Europe (omitting those working outside Europe) then, amongst the remaining 217 presenters who were EASP members, another set of differences emerges.

	Western	Non-Western	All presenters
1 social cognition/emotion	39 (23.4%)	23 (46.0%)	62 (28.6%)
2 emotion	6 (3.6%)	2 (4.0%)	8 (3.7%)
3 intergroup relations	17 (10.2%)	12 (24.0%)	29 (13.4%)
4 collective action	8 (4.8%)	1 (2.0%)	9 (4.1%)
5 social identity	19 (11.4%)	4 (8.0%)	23 (10.6%)
6 applied	19 (11.4%)	0 (0.0%)	19 (8.8%)
7 gender	10 (6.0%)	1 (2.0%)	11 (5.1%)
8 method	7 (4.2%)	0 (0.0%)	7 (3.2%)
9 self	24 (14.4%)	3 (6.0%)	27 (12.4%)
10 interpersonal relations	11 (6.6%)	2 (4.0%)	13 (6.0%)
11 contact	7 (4.2%)	2 (4.0%)	9 (4.1%)
Total	167 (100%)	50 (100%)	217 (100%)

Table 4. Thematic focus of symposia at the EASP Amsterdam General Meeting (2014) by region

In overall terms, as has been previously noted, there are far more presenters from Western (167/77%) than non-Western Europe (50/23%) and this is reflected in every category. However, amongst the relatively few presenters from non-Western Europe, they are particularly likely to present in the most popular categories. So, 23 (46.0%) of the 50 presenters from non-Western Europe presented under the category *social cognition*, and 12 (24.0%) under intergroup relations – in total over two thirds (70.0%) in these two categories alone. By contrast 29 (23.4%) of presenters in Western Europe presented under social cognition and 17 (10.2%) under intergroup relations – in total, only a third (33.6%) in the two categories combined. It seems, then, that those working in non-Western Europe who do present in symposia are working in particularly popular domains.

Methodological orientation: In order to examine methodological orientation, we turned from an analysis of conference presentations to an analysis of those papers which

either obtained awards (i.e. the Early Career Best Manuscript Award) or which were cited in the allocation of awards (which is the case for the Jaspars and Lewin medals). On the one hand, this provides a contained database which was possible to analyse thoroughly within the resources available. On the other hand it provides a good overview of the type of work which is valued within EASP.

Out of the 13 papers which gained the Early Career Best Manuscript between its inception in 2003 and 2015, 9 (69.2%) relied on experimental methods only, 1 (7.7%) was based on both experimental and survey methods, 1 (7.7%) was based on both experimental method and content analysis, 1 (7.7%) relied on a field experiment, and 1 (7.7%) was based on survey method only. No other methods were used.

Of the 12 publications cited in the award of Jaspars (early career) medals in 2011 and 2014 (in each year there were three awards, and two publications cited for each award), 11 (92%) relied on experimental methods and 1 (8%) reported a meta-analysis. These 12 articles were published in 7 journals: 4 in the Journal of Personality and Social Psychology (JPSP), 2 in the Journal of Experimental Social Psychology (JESP), 2 in Psychological Science, 1 in the European Review of Social Psychology (ERSP), 1 in Organizational Behaviour and Human Decision Processes (OBHDP), 1 in Psychological Bulletin, and 1 in Social Psychological and Personality Science (SPPS).

Of the 18 publications cited in the award of Kurt Lewin (mid career) medals in 2011 and 2014 (in each year there were three awards, and two publications cited for each award), 9 (50%) relied on experimental methods, 6 (33%) were reviews or books, 2 (11%) were meta-analyses and 1 (6%) was a survey study. These 18 publications appeared in 12 journals and in one book: 4 in JPSP, 2 in JESP, and 2 in OBHDP, 1 in the Advances in Experimental Social Psychology (AESP), 1 in Personality and Social Psychology Bulletin (PSPB), 1 in Communication Research, 1 in Science, 1 in Proceedings of the National Academy of Sciences, 1 in Journal of Applied Psychology, 1 in Psychological Bulletin, 1 in Psychological Review, and 1 in the Annual Review of Psychology.

Taking the Jaspars and Lewin medals together, then, and omitting those publications that review multiple sources (reviews, meta-analyses, books), we are left with 21 papers, twenty of which are experimental and one of which involves a survey. Only one is published in a European outlet, none in the European Journal of Social Psychology.

Discussion

The implications of our analysis, albeit preliminary and subject to caution given limitations in the data available to us, are nevertheless rather clear.

In the case of gender diversity, there has been much progress over the years. From an Association which, at its origins, was predominantly male, and where all the senior positions (on Editorial Boards, on the EC) were dominated by men, we have become much more equal. Women are in a slight majority as members and now predominate amongst postgraduate members. For the last three years women have been in the majority on the EJSP Editorial Board and they have been the majority on the EC for the last six years. Nonetheless, there is no room for complacency. These achievements are relatively new and fragile. Thus, although women achieved effective parity on the EC in 1996 and 1999, for the next 9 years men were either in a 5:2 or a 6:1 majority. We cannot relax and assume that hard won advances will endure. Such concerns are compounded by the fact that women members are more likely to drop out of the Association than men. What is more, there are still areas of inequality - arguably the areas of highest prestige. Thus, membership of the editorial Board of the *European Review of Social Psychology* (defined as 'distinguished' and 'international') remains male dominated despite recent improvements. Perhaps most obviously, the prizes of the Association are still given mainly to men. So, all in all, we have come a long way, but there is still work to be done in assuring gender diversity.

In the case of geographical diversity, the balance sheet is much less positive. EASP is and has always been a predominantly an association of individuals working in Western Europe (and within that region, just three countries - the UK, Netherlands and Germany - are dominant). This is true in terms of membership, in terms of conference activities, in terms of Editorial Board membership, in terms of EC membership (remarkably there has never been a President of the Association who was not affiliated to a Western European University) and in terms of awards (50 of the 62 prizes and medals awarded by the Association in its history have gone to Western Europeans).

This domination is not reducing over time, but in some ways is increasing. To a certain extent, these low levels of activity and influence reflect the low level of membership from members working in Eastern Europe - and more generally, from people working in non-Western European - countries. But as the analyses reveal, there is under-representation even taking this low baseline into account. One of the most telling analyses concerns presentations at the last General Meeting in Amsterdam. There, amongst EASP members, 87% of presenters in symposia and 77% of presenters in thematic sessions were in Western Europe (who make up 72% of the overall membership). Only in the case of posters were members in

Western Europe not over-represented. If there was just one figure in the entire analysis that we would highlight, it is that only two EASP members working in Eastern Europe presented in a symposium in the 2014 General Meeting.

Finally, moving on to thematic/methodological orientation, two points stand out. The one relates to the themes that were not present in our analysis of Amsterdam symposia. Various traditions did not appear - at least in terms of being prioritised in abstracts. Societal phenomena were absent as were critical and constructionist traditions. Clearly these are in the minority in Europe, and one would not expect substantial representation. But one might expect some. The other point relates to method (which overlaps with, but is not identical to theme). When it comes to the papers that are cited as representing the work of our prize winners, these are 100% quantitative and 95% experimental (and it is also intriguing to note that none of those who get European Association medals cite work in European journals). Once again, the mainstream does not just dominate, it is hegemonic.

In sum, then, and to be blunt, our findings to date suggest that EASP has not yet realised its aspiration to be an Association for all social psychologists in all of Europe. Rather, as things stand, we are still an Association for mainstream social psychologists in Western Europe.

We stress 'to date' since it is important to acknowledge those limitations in our analyses which mean that any conclusions must be treated with some caution. We have already pointed out some of these limitations, rooted in the data sources available to us. In particular the bases on which we define 'region' and 'thematic/methodological orientation' are indirect and hence imperfect.

As concerns region, we have evidence for where members are situated now, but not where they have been before. Hence many of those who are now in Western Europe may have come from elsewhere. To take one pertinent example, we have noted that all EASP Presidents have had institutional affiliations in Western European Universities. But, of the 18 incumbents, 6 were born or else trained elsewhere (Moscovici, Tajfel, Jaspars, Semin, Butera, Barreto). How much mobility there is overall remains to be determined - and, as previously argued, looking at the membership as a whole, it may not be that high. But even if it is, it raises the question of why those outside Western Europe cannot thrive and be recognised without having to emigrate. What does this mean in terms of building thriving centres of social psychology and developing students throughout the continent? At the very least, then, there is sufficient evidence to make a *prima facie* case for a problem of regional

representation in EASP, but there are more data to be collected in order to clarify the exact nature of the problem and hence the nature of the measures needed to resolve it.

Similar issues relate to thematic/methodological orientation - although here the problem is more a matter of the limited data sources we have used. For reasons of time, we have looked at one aspect (symposia abstracts) of one General Meeting (Amsterdam) to define themes, and one very specific form of evidence (prize citations) to define method. It is perfectly possible that we would find different things if we looked more systematically at different forms of presentation (thematic sessions/posters) at different General Meetings or at small/medium sized meetings. Equally, the papers cited for prizes may be atypical of the work of the recipients and of the papers which, more generally, are published in the journals of the Association. It has, for instance, been suggested to us that people may cite those things which they believe others see as prestigious rather than things which are representative of their work. Perhaps. There are many possibilities. But this would still leave the question of why there is a meta-perception that certain methods are of value. The nature of the issue - rather than the existence of an issue - would change.

In addition to the limitations which our data sources placed on what we did do, they also affected what we didn't do. Some of these issues have already been flagged: we had no way of looking at ethnicity, religion, sexuality within the Association. In addition we have no data at all relating to the situation outside the Association. In particular, we are in no position to say how many social psychologists there are in the various regions of Europe, nor who they are and where they are. So, while we were able, where relevant, to assess activities and recognition in the association against a baseline of membership in the Association, we are unable to examine membership in the Association against a baseline of numbers of social psychologists. More simply put, do we represent most of the potential pool of membership or are there large numbers of potential members out there in Europe who are not members? Do the proportions of male and female EASP members reflect the proportions of male and female social psychologists in Europe? Do the low numbers of members outside Western Europe reflect the low numbers of social psychologists outside Western Europe are there distinctively large pools of untapped potential members in these regions?

The fact is that we don't know. Still less do we know why people don't join, don't participate or else leave the Association. In particular, we don't know if it is an issue of motivation (they don't want to be party of our community) or of practicality (they are unable to be part of our community). Effective policy initiatives depend upon the answer to these questions.

So, we necessarily end with that most common and most bland conclusion. More work is needed. However, this initiative was set up precisely in order to determine whether more work is needed and to delineate the issues it must address. In that sense, the first stage of the Association's diversity initiative has been a success and is concluded. But whether that success means anything depends upon what happens next. Having made the case that there are diversity issues which EASP needs to address, the next stage is to investigate these issues more fully and to address their causes. The immediate focus of our debate (notably, at the special session on diversity at the July 2017 General Meeting in Granada) needs to be on how precisely we do that and to generate concrete proposals that can be put to (and supported by) the Executive Committee. Of course, that will not be the end of the story. The point of research into causes is to generate effective solutions. Hence the results of that second stage of research will still need to be translated into new policies and practices of the Association. That will be a debate for the future. For now, we have only just started on the path to make EASP what it aspires to be – an Association for all social psychologists in all of Europe. It is an ambitious goal, one worth spending the time and effort to get it right.

Appendices

Appendix A: Categorisation of Countries into regions

Western Europe:

Austria
Belgium
The Netherlands
UK
France
Germany
Ireland
Switzerland
Luxemburg

Southern Europe:

Italy
Spain
Portugal
Greece
Turkey

Eastern Europe

Albania
Bosnia/Herzegovina
Bulgaria
Croatia
Czech Republic
Estonia
Hungary
Latvia
Lithuania
Macedonia
Moldova
Montenegro
Poland
Romania
Russia
Serbia
Slovakia
Slovenia
Ukraine

Northern Europe

Sweden
Norway
Finland
Denmark

Appendix B: Sources of information used in this report

Type of Information	Source
2011-2017 membership information (status, sex, residence)	EASP
1968-2017 membership information	EASP
Presenters and symposium abstracts at 2014 General Meeting in Amsterdam	2014 General Meeting in Amsterdam Program
Participants in small and medium size meetings in 2015 and 2016	Organisers
Participants in summer school in Lisbon, 2014 and in Exeter, 2016	Organisers
Grants	https://www.easp.eu/news/?kwKeyword=1
Executive Committee	https://www.easp.eu/about/executive-committee/
EJSP editorial board	https://www.easp.eu/publications/ejsp/
ERSP editorial board	Hard copies of ERSP and information from the current Editors
Awards and key publications of awardees	https://www.easp.eu/about/awards/