

What is Equity?

DIVERSITY



Presence of range of people with various racial, ethnic, socioeconomic, and cultural background, each of whom offer a mix of lifestyles, experiences, interests and ideas

EQUITY



Recognising and understanding each person's unique circumstances and needs, and in turn providing the resources, opportunities and support necessary to ensure all can thrive

INCLUSION

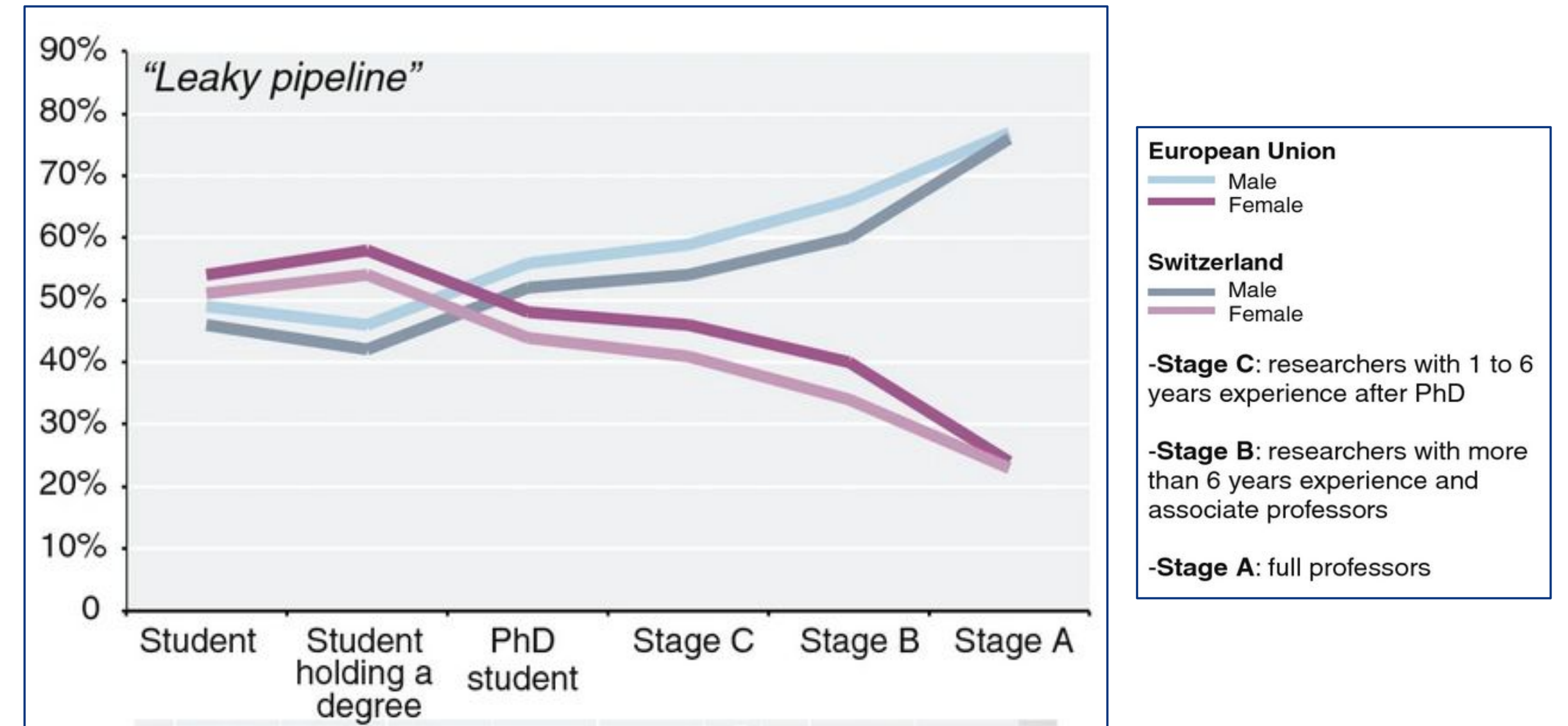


Practice of creating an environment in which any person or group can be and feel safe, welcome, respected, supported, encourages and valued

Figure from : Brookhaven National Laboratory

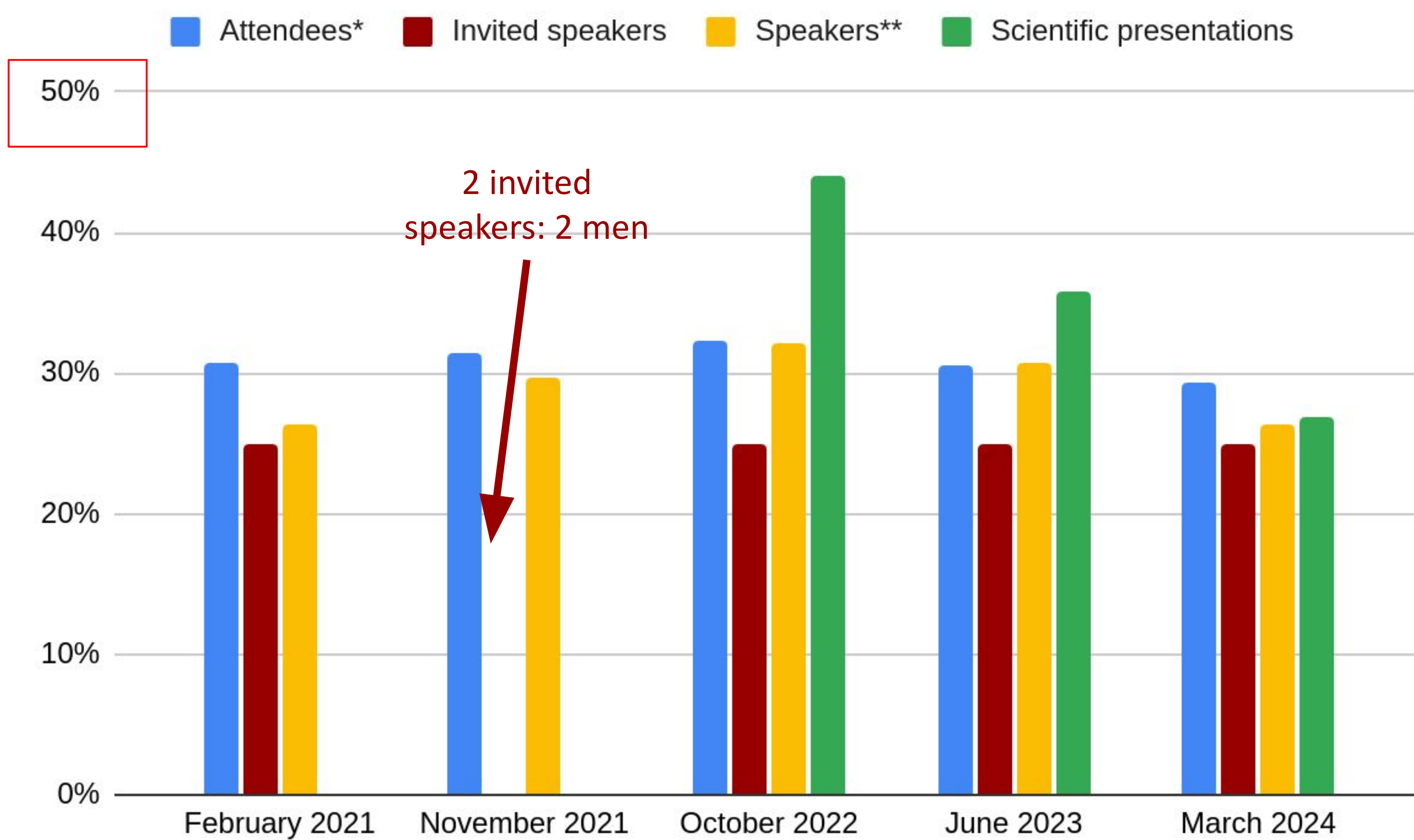
The "scissor effect"

The "scissor effect" metaphor is used to describe the decrease of the percentage of female researchers progressively as we advance from the undergraduate to the professorship level.

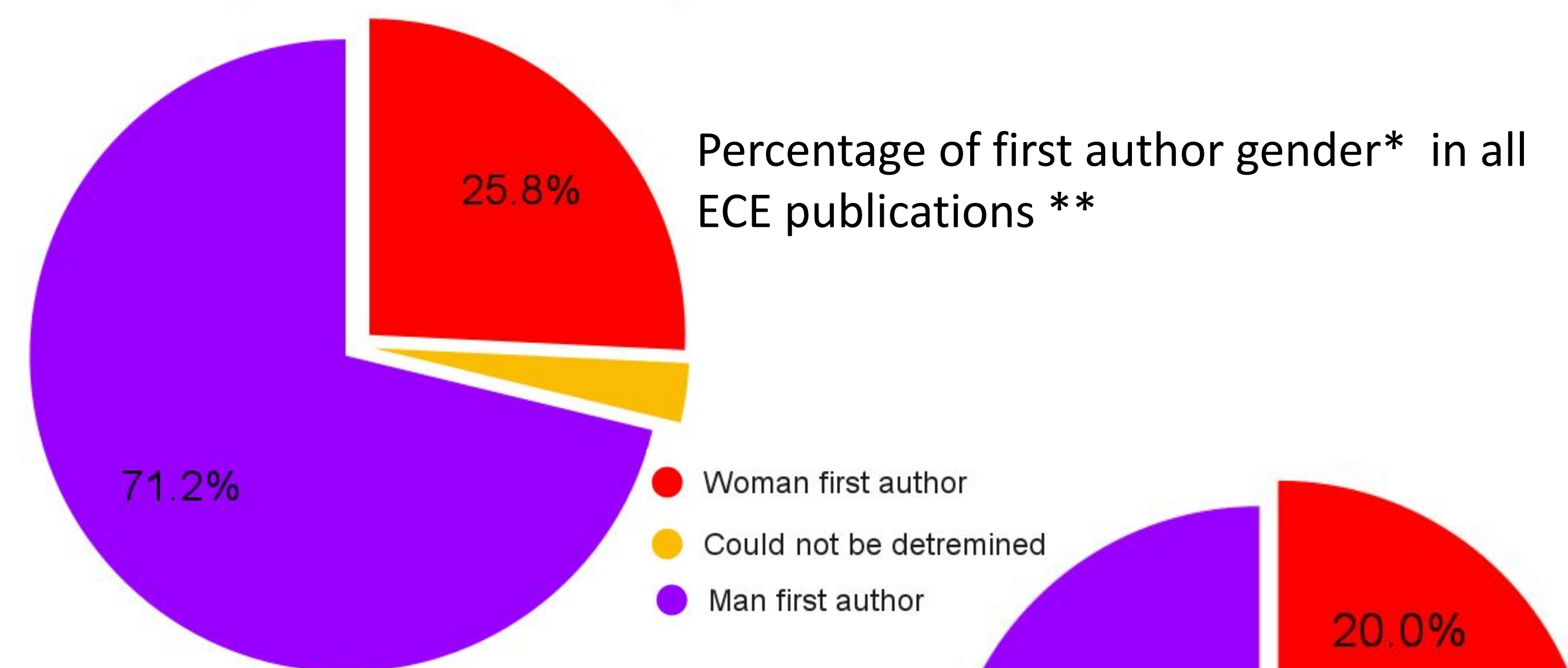


The *Leaky pipeline*, scissor-shaped curve representing the percentage of women and men in academic careers in Switzerland and the European Union in 2016 (Piccoli and Guidobaldi, Swiss J Geosci, 2021)

EC-Earth women in figures

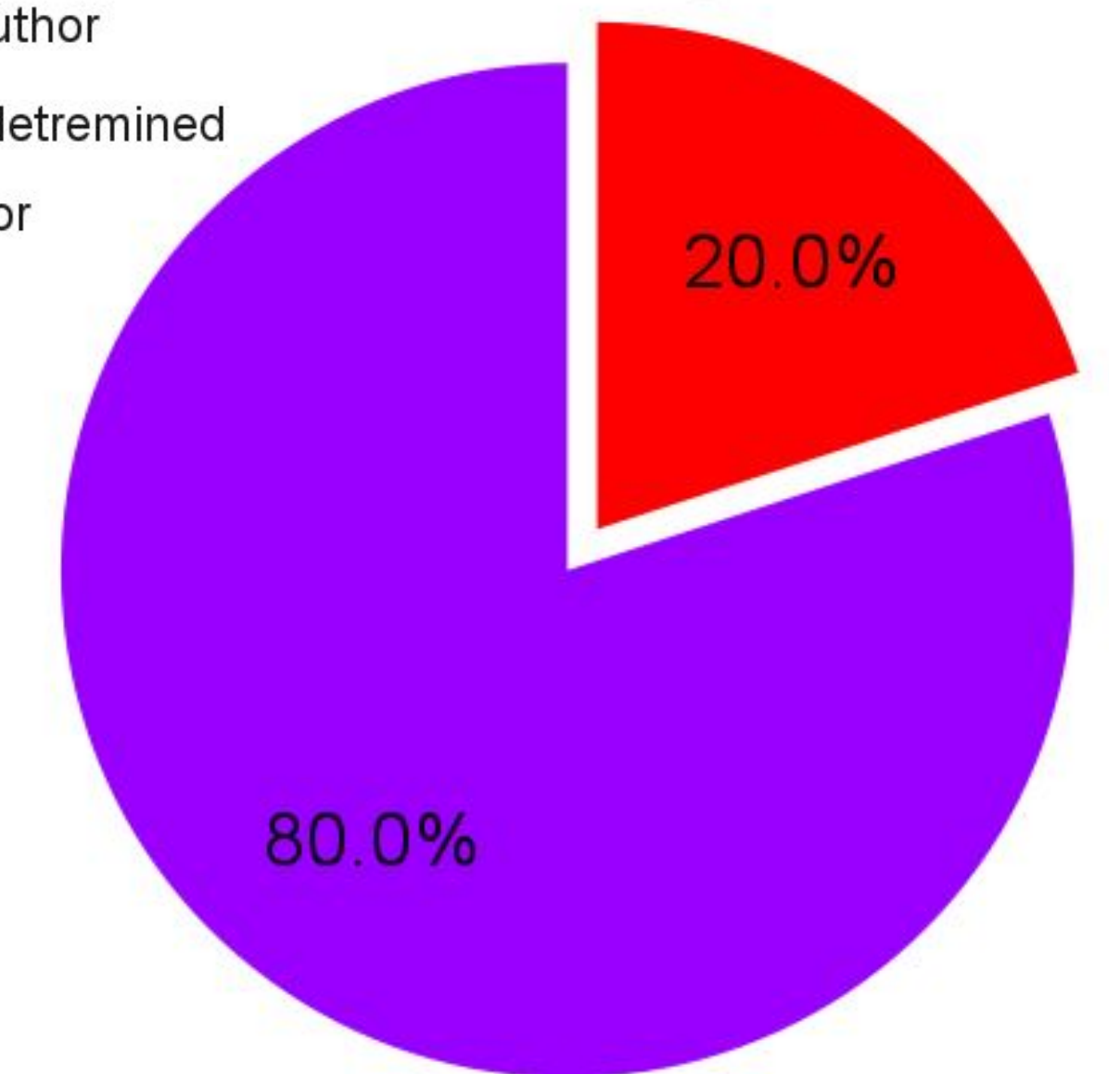


* attendees: only whose gender has been identified
** included WG sessions and project presentations
Scientific presentations: analyses done only for the last 3 G.A.



Percentage of first author gender* in top10 ECE publications **

* perceived gender
** registered in official ECE Google scholar profile (last update 2022)



Gender perspective in science

Why does it matter?

- [Gender diversity leads to better science](#), Nielsen et al., *PNAS Opinion*, 2017
Diversity brings a **broader range of ideas and opens new perspectives.**

Discrimination in numbers

- [Towards women-inclusive ecology: representation, behavior and perception of women at an international conference](#), Lupon et al., *PLoS ONE*, 2021
Only 32% of the questions were asked by women [while the audience was gender-balanced], yet **the number of questions raised by women increased when the speaker or the convener was a woman.**

- [Women are credited less in science than men](#), Ross et al., *Nature*, 2022
There is a **well-documented gap between the observed number of works produced by women and by men in science.** The reason [...] is **because their work is often not known, is not appreciated or is ignored.**

What are the consequences?

- [Exclusionary behaviors reinforce historical biases and contribute to loss of talent in the Earth Sciences](#), Marin-Spiotta et al., *Earth's Future*, 2023

A majority of geoscientists reported avoiding their colleagues and **almost a third considered leaving their institution or a career change.**

What are (some of) the solutions?

- [A global survey on the perceptions and impacts of gender inequality in the Earth and Space sciences](#), Popp et al., *Earth and Space Science*, 2019
- [Gender differences in the aims and impacts of research](#), Zhang et al., *Scientometrics*, 2021. Female researchers more often value and engage in **research mainly aimed at contributing to societal progress.** Our findings have **implications for evaluation and funding policies and practices.**
- [How the entire scientific community can confront gender bias in the workplace](#), Grogan, *Nature Ecol Evol*, 2019

Collect and publish **data** ; set **clear and specific goals and guidelines** for gender and minority representation ; identify and offer **effective training in unconscious bias.**

Iceberg of gender harassment



Figure from : Review of the Picture a Scientist Documentary, Lynne S. Taylor, Molecular Pharmaceutics 2022



Let us know what you think about it.
Fill in the survey using the QR code or send us an e-mail:

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