

23rd November, 2021
Barcelona

Gender balance initiative at Earth Sciences Department



Equity4ES

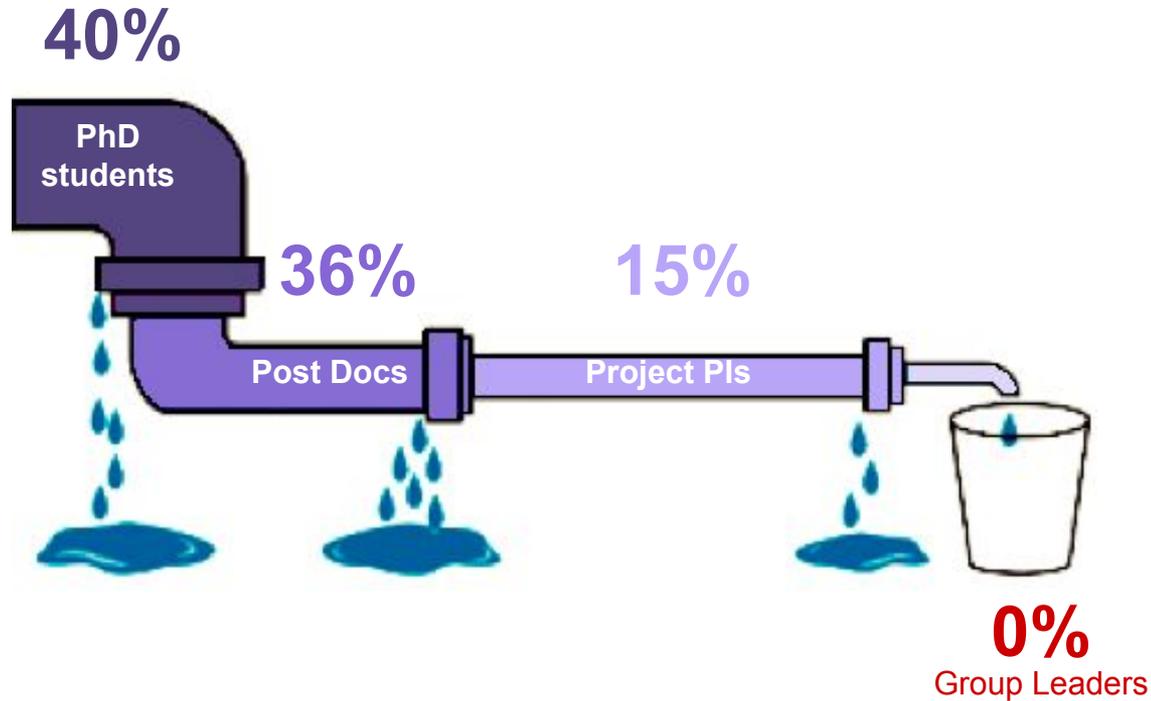
Eulalia Baulenas Serra, Elisa Bergas Massó, Dragana Bojovic, Aude Carréric, Konstantina Chouta, Enza Di Tomaso, Eleftheria Exarchou, María Gonçalves Ageitos, Cristina González Flórez, Nube González-Reviriego, Isadora Jimenez, Asun Lera St.Clair, Joan Llort, Saskia Loosveldt Tomas, Francesca Macchia, Andrea Manrique Suñén, Bianca Mezzina, Andria Nicodemou, Sara Octenjak, Andrea Orihuela Garcia, Froila M. Palmeiro, Stella Paronuzzi Ticco, Núria Pérez Zanón, Kim Serradell Maronda, Valentina Sicardi, Marta Terrado, Diana Urquiza, Ilaria Vigo, Elif Yilmaz

Equity4ES

Remember us?

- What have we been doing
 - Survey and data collection
 - Presentation at Department day
 - Initial meeting about joining forces with gender balance initiatives from other departments
- Who are we:
 - Anybody from ES is welcome to join!
Contact Aude or Sara for more info or subscribe directly to equity4es@bsc.es
- Our goals:
 - Making ES a more comfortable working environment for everybody
 - Improve gender balance in our department and eventually all of BSC
 - Raise awareness on gender issues in science

The “leaky pipeline” in our department

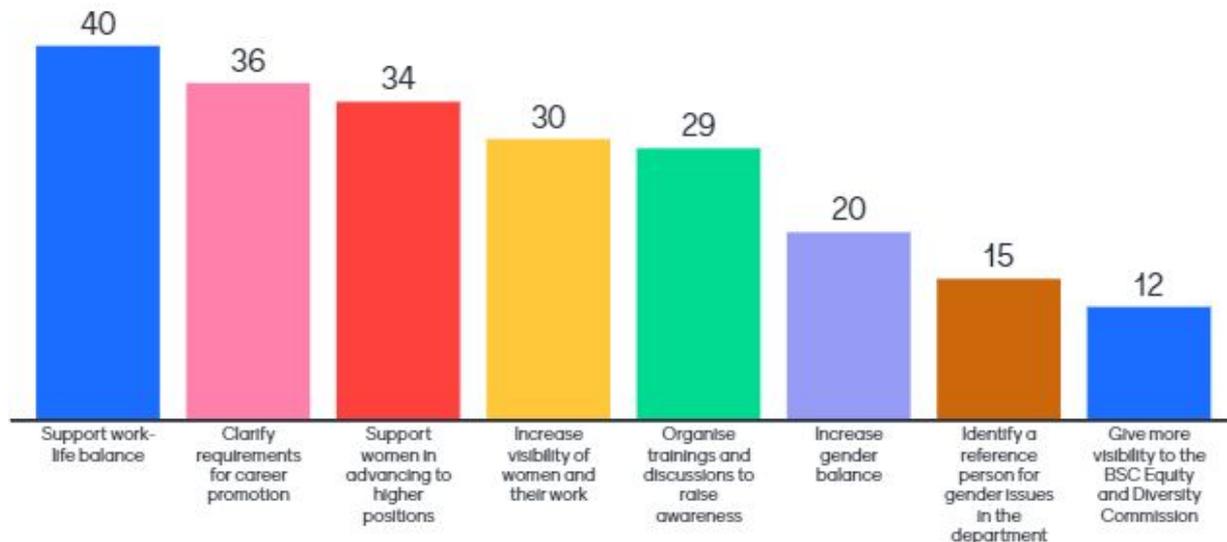


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What's new?

- What we're doing now:
 - New structure - semi permanent working groups
 - New ambitions - joining with other departments for the presentation at the BSC Annual meeting: **Vote for the video!**
 - New people - you can join our meetings any time to participate in the discussions (without obligations) or you can get involved in a working group and help us make a change
- Survey → 8 recommendations → working groups & discussions

Which future recommendations would you prioritise to improve gender equity in the ES department?



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Working groups



Awareness raising



More inclusive hiring process



Work-life balance



Newsletter group

Raising awareness



Newsletter group

Who are we?



Elisa



Eulàlia



Joan



Núria



Join us



What do we aim to do?

- 1 Keep you up-to-date of Equity4ES activities
- 2 Raise awareness about gender issues





What do we have planned?

- Monthly newsletters to ES starting in December
- To use the BSC communication template for newsletters
- Three sections in the newsletter
 - ★ Equity4ES news
 - ★ Debate of the month
 - ★ Resources





How can you contribute?

- Share topics you would like to know more about
- Share links and documentation (external initiatives, events, videos, books,...)

equity4es@bsc.es



become her/him/them



**Working
Group on a
more inclusive
hiring process**



Who are we?



Kim



Andrea



Aude



Enza

*WG on a more inclusive
hiring process*



Join us



WG on a more inclusive hiring process

Questions we ask ourselves

How to best write inclusive job offers and recommendation letters?

How are CVs assessed?

Are women invited to participate in the whole hiring process, or only to sit in interview panels?

They touch different aspects of the hiring process: interview panels, CV assessment, job advertisements, ...



Some of our planned tasks

with an initial focus on job offers and gender

- 1 Analyze the text in current job offers
- 2 Edit a list of recommendations/guidelines for editing job advertisements

*WG on a more inclusive
hiring process*



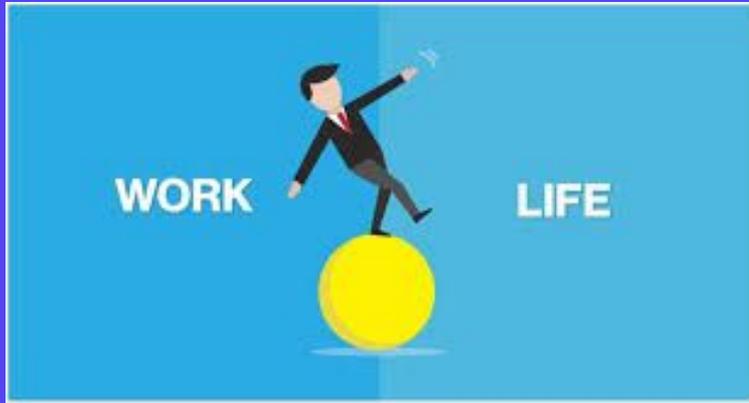


What do we aim for?

- 1 To publish gender-neutral job advertisements
- 2 Attract an increased number of applications from women

WG on a more inclusive hiring process





Working Group on improving work-life balance



WG on work-life balance

Who are we?



Join us

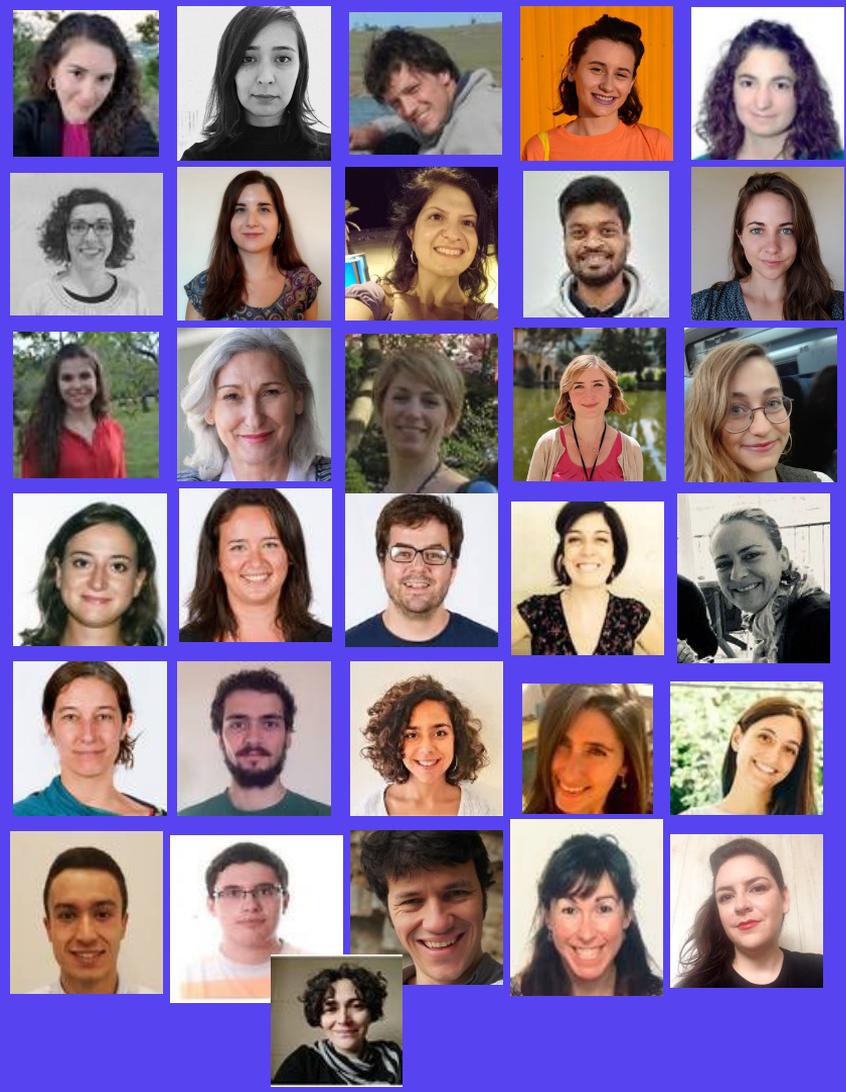
Goal:

- Document on Status Quo:
What is available?
How to ask for it?
Raise awareness

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What's next?

- BSC Annual meeting:
 - **Vote for the video!**
- Join us
 - Monthly meeting **every first Friday** of the month at **4pm**
 - presential: room 0-3-13
 - online: <https://rediris.zoom.us/j/6793792181>
 - slack channel #equity4es
 - **Friday coffee** at 11:30 every Friday at the 1st floor terrace with people from other departments



Any questions?

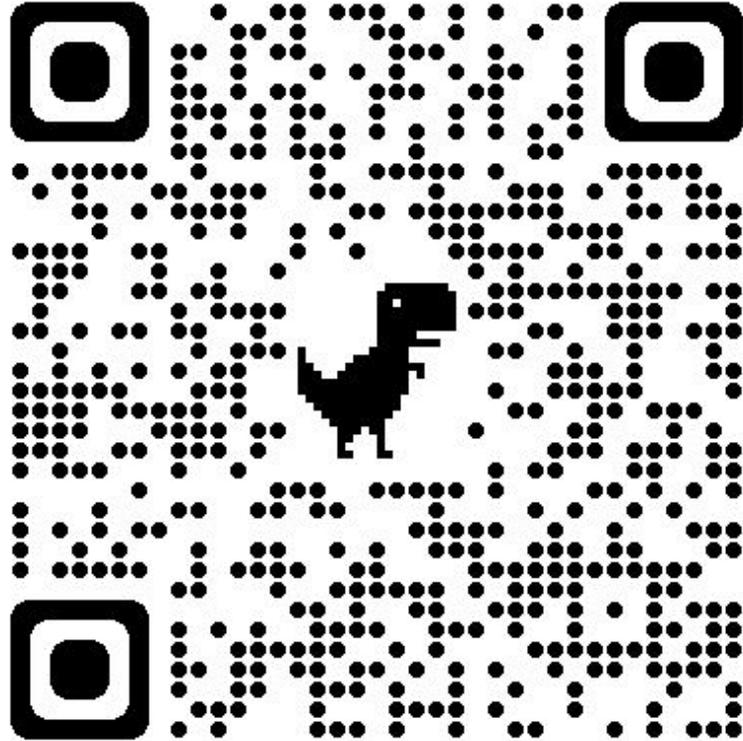
Thank you for your attention



Project Implicit®

Project Implicit

Implicit Association Test
on Science - Gender



<https://implicit.harvard.edu/implicit/takeatouchtest.html>

