

Subject: [Bsc-es] EQUITY4ES GAZETTE #3 - May 2022

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Issue #3

Welcome to the third issue of the Equity4ES gazette!

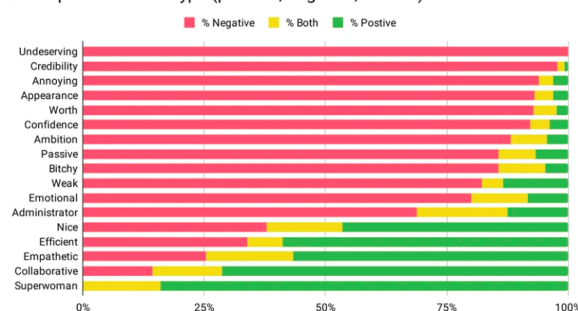
In these issues, we cover the latest debates on gender equity. We bring to the table arguments in favour and against topics, policies and initiatives that are being proposed around the world to address gender gaps in the workplace, science and the public sphere.

This third issue deals with the debate on the **online exposure of female scientists**.

Online exposure of female scientists

“With that mouth of hers, I’m surprised she needed a mic”, reads a comment in one of the videos on unconscious bias we shared in the last gazette. Apparently, when women are the target of online harassment, independently of the topic, the comments are more generally on their appearance and other [gender-based](#)

Perception of Stereotype (positive, negative, or both)



[stereotypes](#). It happens especially with female journalists, scientists and politicians. In fact, last month marked the one year mark since Ada Colau, mayor of Barcelona, quit Twitter, according to her (partially) because of “false and anonymous profiles which intoxicate and instigate hate (...) [like from] bots from the extreme right”. Independently of political preferences, we guess it did not help to be called a “[hysterical Spanish slut](#)”.

Online harassment does not only impact women, evidently, and in fact, two large independent surveys in Norway show that men might experience it [more often](#). The reason might be that hateful comments tend to be directed towards attitudes or opinions, and less on individual characteristics (such as appearance). For any gender, consequences are harmful. Whilst research on the situation in academia is relatively young, the impacts across genders in [the scientific community](#) ranged from anxiety and distress (69.2%), irritability (46.7%), difficulty concentrating (45.6%), and depressed feelings (44%), but also, professionally, loss of confidence in academic activities.

The personal impact of receiving disrespectful and negative comments is particularly acute among female experts in the STEM community. The results from this [article](#) suggest that women in STEM are in a more vulnerable situation when communicating publicly and are more often stereotyped, with adjectives such as ‘bossy’ or ‘emotional’.

This exposure exerts extra pressure on female STEM experts willing to be publicly visible. An important consequence is that, in the effort to bring more visibility and increase role models of women in science, institutions must remain vigilant that women representing them are not negatively impacted at the professional and personal levels. As a renowned female expert in ocean modelling recently [posted](#) on Twitter: “*Positive discrimination is positive at the global level, but not rewarding at the personal level.*”

Further resources

- This [article](#) shares tips on research integrity when having a persona on social media.
- Here we leave a Ted Talk on how technology can help combat these practices. [Enjoy!](#)
- [AI to the rescue!](#) A little bit like Minority Report, the crime perpetrator is being stopped before committing the crime.

Have you ever had a bad experience or received non-welcoming comments when acting as an expert online? Take our [survey](#) on this monthly gazette topic. Participation is 100% anonymous.

[Online Exposure Survey](#)

Unconscious bias: survey responses

Thanks to the people who participated in our survey! This time, we will be sharing the answers to the open-ended questions.

When asked about your opinion on unconscious bias, some of you answered that they represent a problem, especially if they impact rational decision-making or the professional chances in the case of diminishing confidence as a result of special (pejorative) treatment. It was relieving to see that no respondent experiences the impact of hidden biases in our Department often or more frequently.

On our plate

The equality group is working in four fronts at the moment, and you are most welcomed to join:

- [work-life balance](#)
- [writing gender neutral job openings](#)
- [awareness raising in social networks](#)
- [the newsletter team.](#)

Social Media



Agenda

- **Bi-monthly meetings:** next meeting is 3rd June, at 4 pm via [zoom](#).

[Seminar zoom link](#)

- [Open Doors:](#) Women in Computer Science @ BSC for female students, 25th May.

Next issue

[‘It would be like flu’ according to ministry sources](#) ...our next issue is on **women's periods & sick leave**. Also, if you would like that we cover the debate on a certain topic, please do not hesitate to contact us!

Public Mailbox

As part of the Equity4ES initiatives, we have opened a **public mailbox** to collect **anonymous testimonials** and experiences regarding gender issues in the workplace. We would like to share these testimonies publicly to raise awareness of these issues amongst our colleagues. Other aspects such as suggestions, ideas and feedback are also welcomed.

[Public Mailbox](#)

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