



**Barcelona  
Supercomputing  
Center**  
*Centro Nacional de Supercomputación*



# Raising awareness on equity issues in science: an Earth Sciences department case study

Aude Carreric, Enza Di Tomaso, Sara Octenjak

Workshop - Excluded spaces: Gender, identity, and inequalities. 8th June 2023

Centros de Excelencia  
«Severo Ochoa» y Unidades  
de Excelencia «María de  
Maeztu»

2015 – 2021

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Ayuda  
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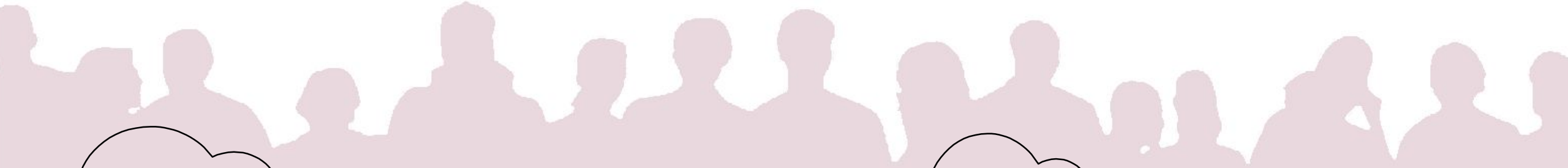


MINISTERIO  
DE CIENCIA  
E INNOVACIÓN



AGENCIA  
ESTATAL DE  
INVESTIGACIÓN

# Where we started



**Why wasn't I invited to the discussion?**

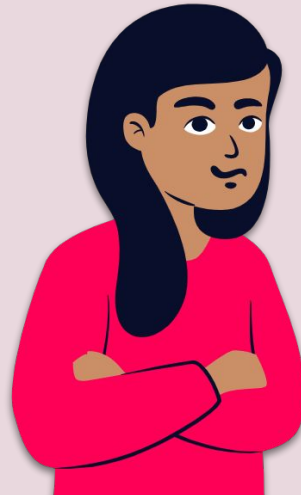
**I'm the only female speaker again**

**Where are my role models?**

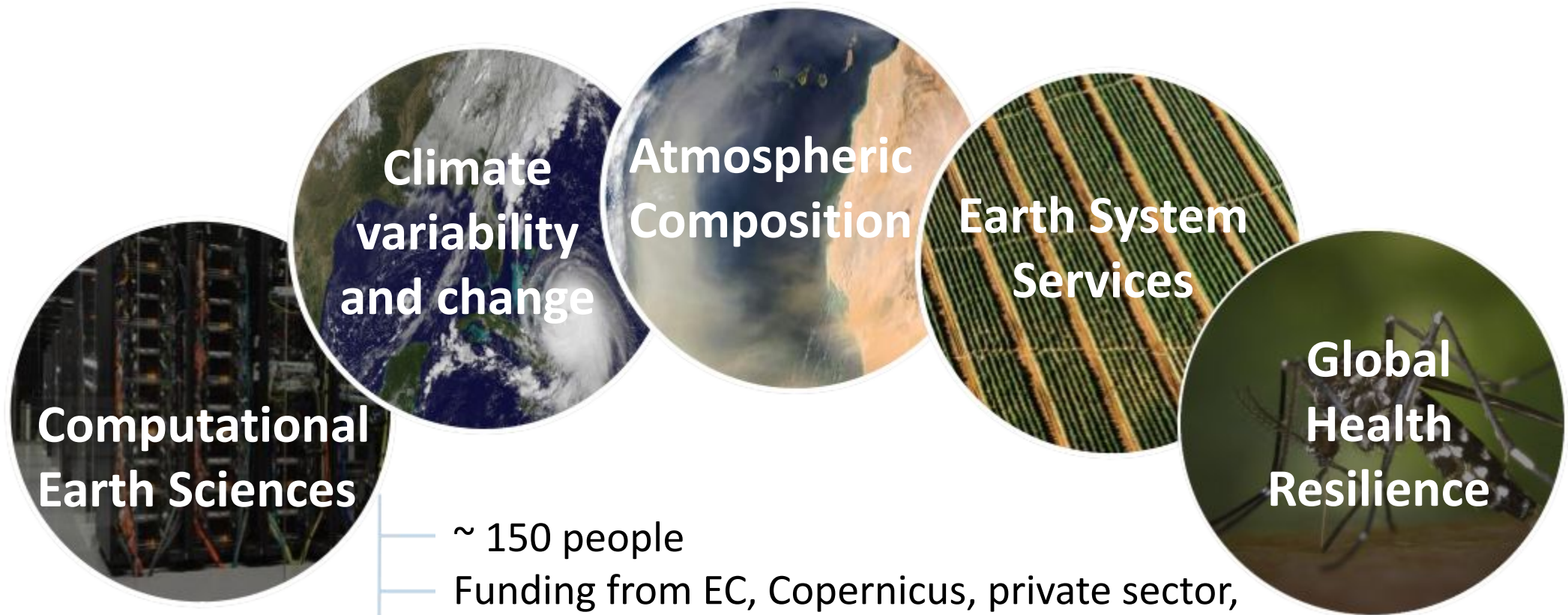
**Why is it so hard to start new collaborations?**

**Why do they talk about my appearance, not my research?**

**Why do they second guess everything I say?**



# Earth Sciences department



**Computational  
Earth Sciences**

**Climate  
variability  
and change**

**Atmospheric  
Composition**

**Earth System  
Services**

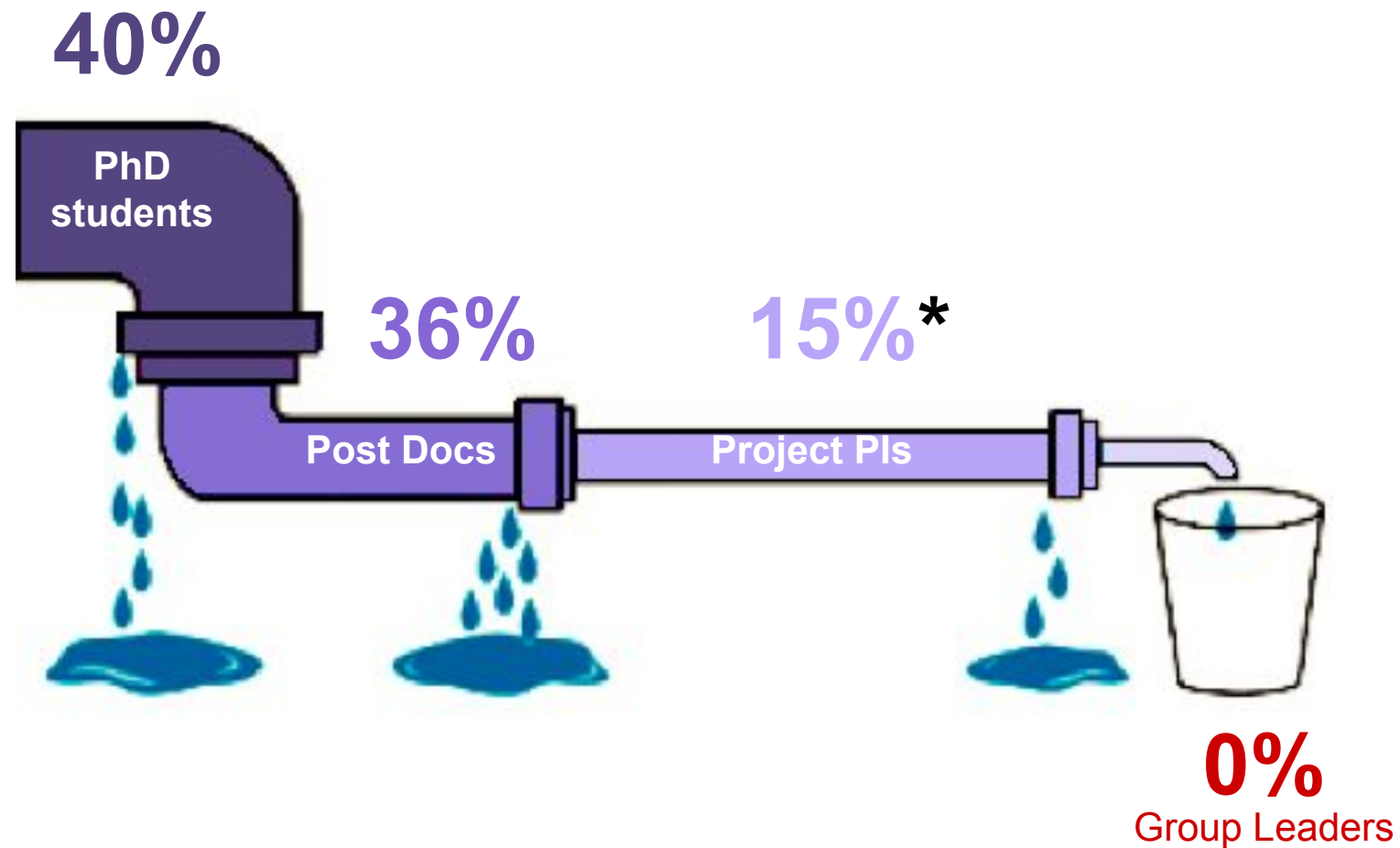
**Global  
Health  
Resilience**

~ 150 people

Funding from EC, Copernicus, private sector,  
ESA, Spanish and regional governments

Four ICREA, close link to local universities

# The “leaky pipeline” in our department - 2021





# Motivation

OPINION | BIOLOGICAL SCIENCES | 



## Gender diversity leads to better science


[Mathias Wullum Nielsen](#) , [Sharla Alegria](#), [Love Börjeson](#), [+6](#), and [Londa Schiebinger](#) [Authors Info & Affiliations](#)

February 21, 2017 | 114 (8) 1740-1742 | <https://doi.org/10.1073/pnas.1700616114>

## Earth's Future

Research Article |  Open Access |    

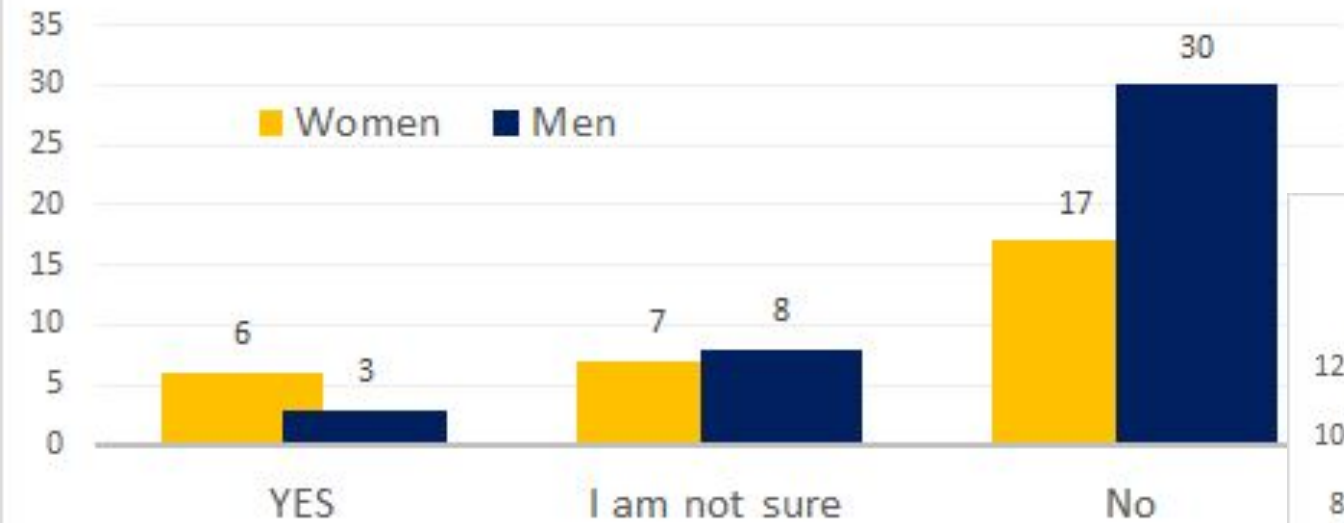
### Exclusionary Behaviors Reinforce Historical Biases and Contribute to Loss of Talent in the Earth Sciences

[Erika Marin-Spiotta](#) , [Emily J. Diaz-Vallejo](#), [Rebecca T. Barnes](#), [Allison Mattheis](#), [Blair Schneider](#), [Asmeret Asefaw Berhe](#), [Meredith G. Hastings](#), [Billy M. Williams](#), [Vicki Magley](#)

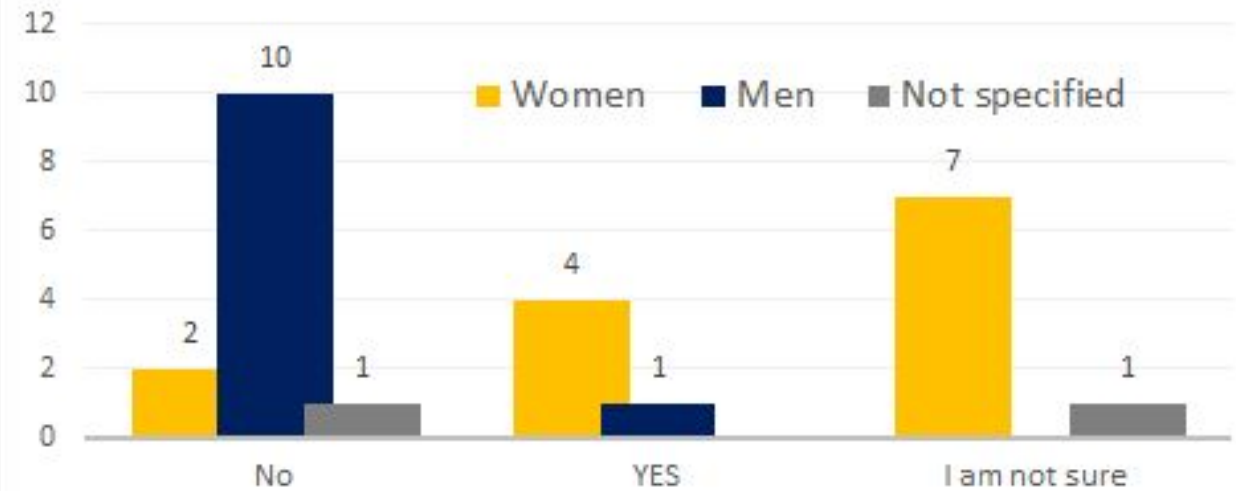
First published: 23 February 2023 | <https://doi.org/10.1029/2022EF002912> | Citations: 2

# The start: our survey

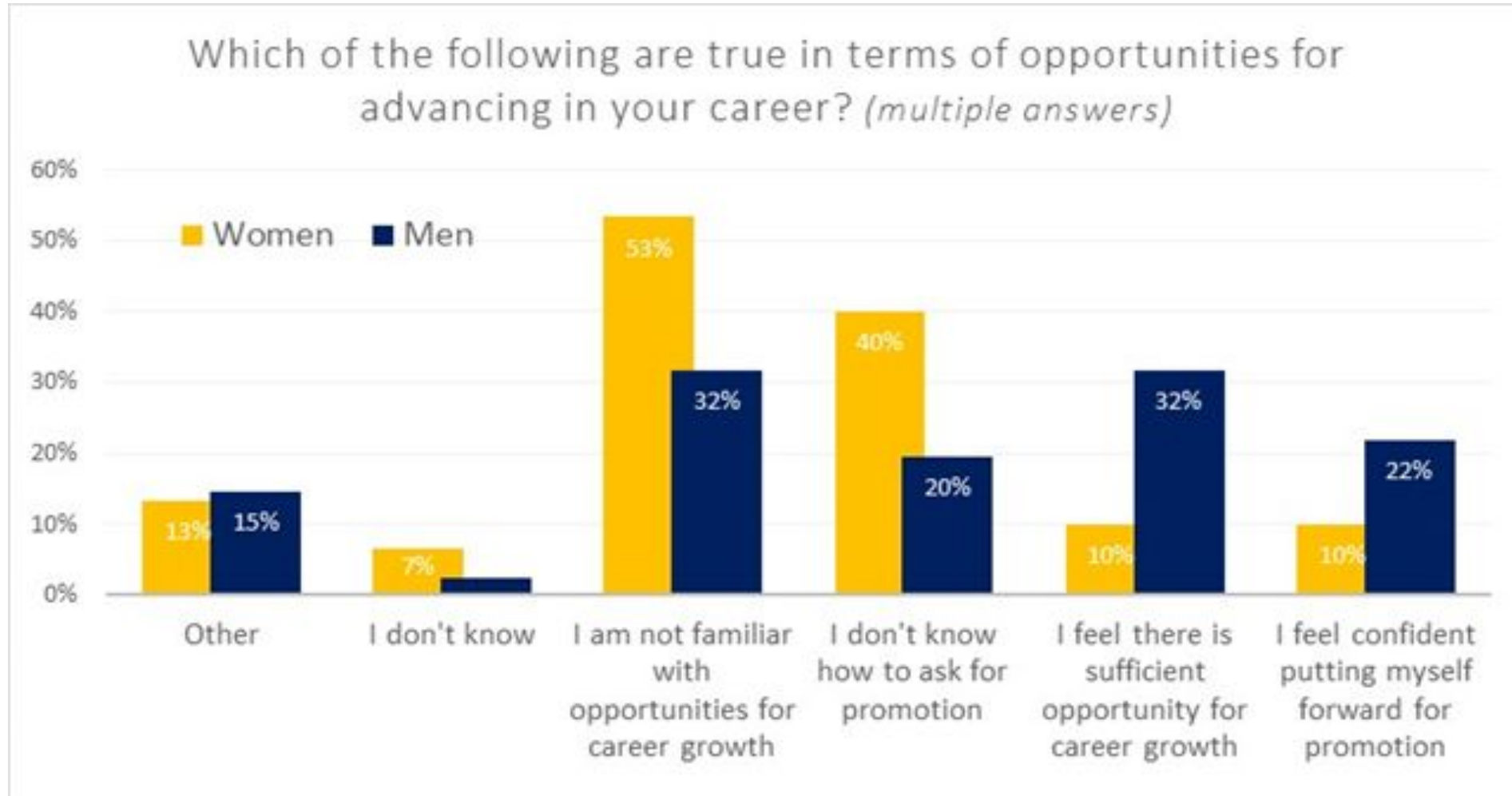
Have you ever witnessed a situation of gender discrimination at BSC?



Have you ever suffered from gender discrimination at BSC?

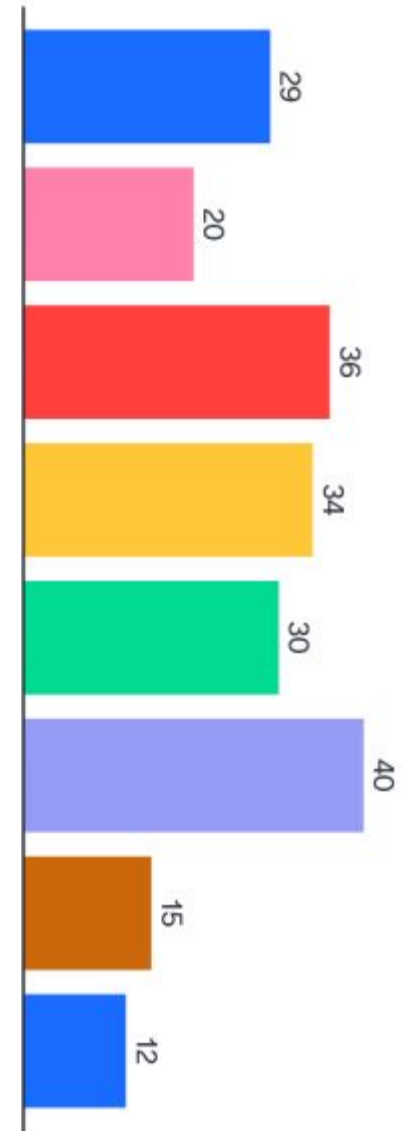


# The start: our survey



# Recommendations for the future

1. Organise trainings and discussions to raise awareness about gender issues
2. Increase gender balance in the department
3. Clarify requirements for career promotion
4. Support women in advancing to higher positions
5. Increase visibility of women and their work
6. Support work/life balance
7. Identify a reference person for gender issues in the department
8. Give more visibility to the existing Equity & Diversity Commission of BSC





# What we have done

## Connect

- provide a space for **open discussions**
- share **resources**
- exchange between researchers at **different career stages**

## Raise awareness

- organize **seminars**
- send **newsletters**



March 2022

Issue #2

### Welcome to the second issue of the Equity4ES gazette!

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 public sphere.

This second issue deals with the debate on hidden gender biases. By the way, have you had a chance to take the [Harvard implicit association test](#) on **implicit bias** that we suggested in the previous issue? If yes, are you surprised by the results?

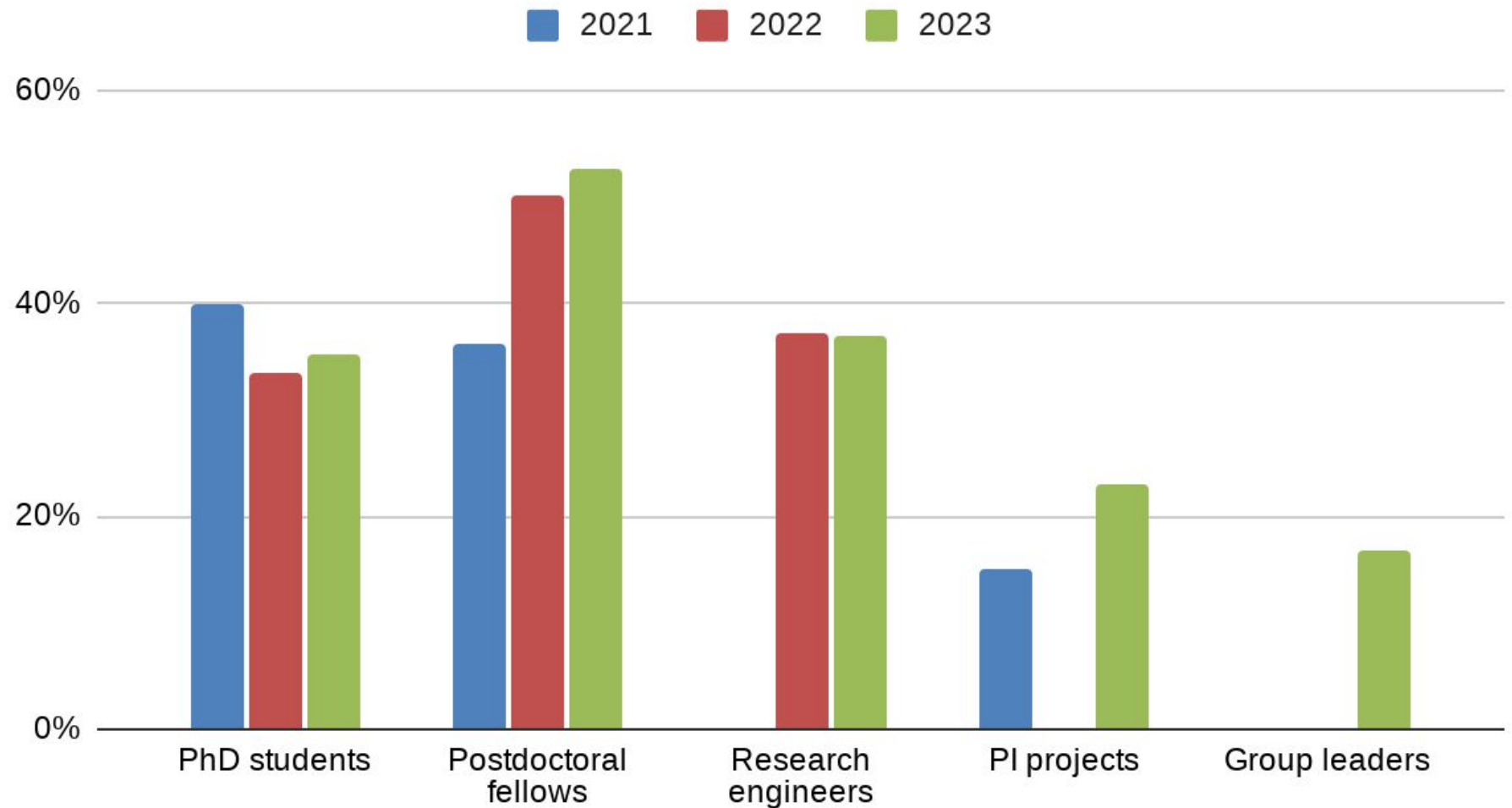
### Unconscious gender bias

## Take action

- **Data** collection
- Advice on inclusive language in **job offers**
- Contribution to the BSC **Equality plan**

# The evolution of the gender repartition

Evolution of women by position (in percent)



# What we will do

**Connect** with local **universities** to attract female talent (OpenDay)



**Advertise woman talent** to attract female talent (SORS program)



**Collaborate** with the new BSC **queer group**



Raise awareness among **privileged people** (training, charter)



BSC **mentoring** program for scientists



Participate in **data updates**



Support BSC periodic surveys and **data transparency**



Collaborate and support our **gender officer**







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**Any  
questions?**  

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**Thanks for your  
attention**

[aude.carreric@bsc.es](mailto:aude.carreric@bsc.es)  
[sara.octenjak@bsc.es](mailto:sara.octenjak@bsc.es)

# References

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<https://doi.org/10.1073/pnas.1700616114>