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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

We all have biases. We hear this repeatedly. But specifically, **unconscious gender bias** is [defined](#) as “**unintentional and automatic mental associations based on genders** (...) enabling a quick assessment of an individual according to gender and gender stereotypes”. It is also referred to as subtle, implicit or hidden and it also intersects with [other biases](#).

There are plenty of examples of how this bias works. A [study](#) conducted within the STEM community showed how male candidates were perceived as more competent, hireable and offered a higher

In any case, just because our [amygdala](#) is such an efficient labelling machine adding up to internally-held stereotypes, it does not mean that we can not undertake **actions**:

- Talk with our in-house experts from Life Sciences who investigate [this topic](#)
- One of the Equity4ES working groups is on unbiased job offers: [join us <3](#)
- When collaborating with a female colleague, think whether your approach would be the same with

salary compared to identical female counterparts. Interestingly enough, both genders were equally prone to this bias. Other [studies](#) show that women with characteristics considered typical for leaders are considered unpleasant, or the outcome of the “draw-a-scientist” experiments, in which children tend to draw male scientists.

There are [critiques](#) too, arguing that the empirical evidence on gender bias in academia is not sufficient and lacks association with lesser career opportunities. However, let’s not [gaslight](#) anyone because people experience it anyway. For instance, female IPCC contributors [reported](#) several issues, amongst them being accused of having that position due to their gender.

a male colleague.

- And get inspired by listening to [ted talks](#), seriously.

Have your say on gender bias. Have you ever experienced it? Take our survey on this monthly gazette topic.

Gender Bias Survey

We will report on the results in our next issue. All your answers will be treated anonymously.

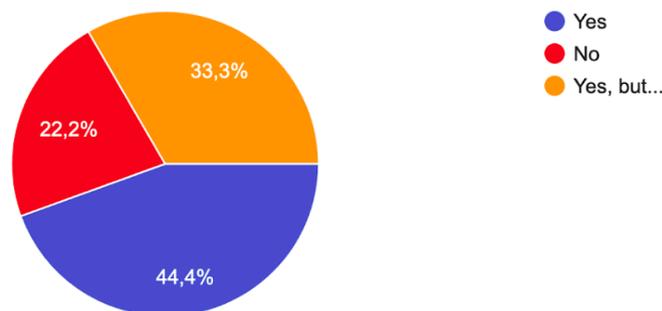
Gender quotas: survey responses

Thanks to all the people who participated in our survey on gender quotas!

It was interesting to see such a broad range of opinions and views. The results from the first question show a well-balanced representation of this diversity, as the figure shows:

1. Do you think gender quotas can help reduce current inequalities?

18 responses



Amongst the people supporting quotas implementation the arguments were that, despite not being a magical solution, it can help achieve a critical and representative mass of women at all levels of seniority. However, participants also expressed their concerns that the implementation would need to be carefully thought through and that these measures always need to be accompanied by additional strategic and long-term measures. **Participants against the implementation of quotas argued** that it can

jeopardize meritocracy and that it is an imposed solution, hence likely to be unfair and not supported by workers.

Interestingly, the answers for the other two questions ("2. Do you think gender quotas are important to produce better Science?" and "3. Do you think gender quotas, and in the particular female leading roles, are important to face the Climate Crisis?") received an overwhelmingly positive response from the majority of participants.

- **72% of participants think that gender quotas can be beneficial for the research work environment.** The proposed reasons for that are the increase in diversity and the promotion of a workplace that is more inclusive and collaborative.
- **82% of participants agreed that more women leading the Climate Crisis would be beneficial too.**

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.](#)

8M International Women's Day

We celebrated this date by inviting [Sophie Nicholas](#) to give us an interactive presentation on "Women's meaningful participation at work". Thank you all for joining what has been a very inspiring event.

Some of us joined the demonstration in Barcelona ([Twitter](#)) :



Agenda

- **Seminar by Anna Lupo, CEAB-CSIC scientist-** "gender bias and its (absence of) perception in academia". The seminar will be held in the Severo Ochoa room on **Tuesday 5th at 12:30 pm** but you can follow it online.

Seminar zoom link

- **Bi-monthly meetings:** next meeting is on 1st April, at 4 pm

Bi-monthly zoom link

NEW! 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