

Subject: [Bsc-es] Looking back on the year – Gazette #7 December 2023

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December 2023

Issue #7

Looking back on the year

7th 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.

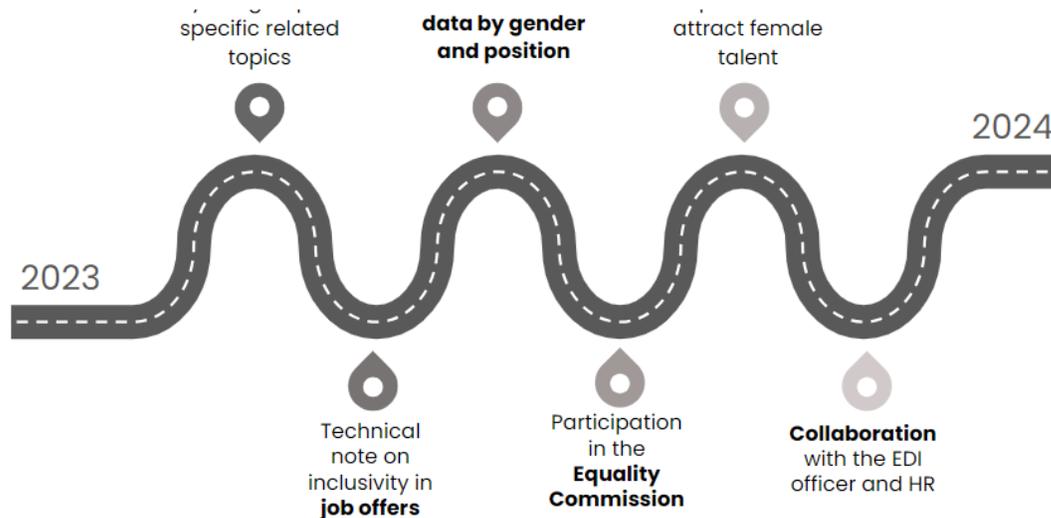
This seventh issue aims to reflect on all the accomplishments achieved this year by the EQ4ES group. Before going into detail about the various actions and initiatives we've undertaken, we'd like to highlight one of our greatest successes: **to have created and maintained a trusting, caring and safe space where people can talk freely about gender-related issues.**

ACHIEVEMENTS

Gazettes written
by our group on

Collect and
update of the

Open day of the
department to



- **Organized an [Open Day](#)** with the aim of attracting female talent to the Department. 6 women from the Department presented their research to Master students from the UB and UPC, followed by an informal discussion among the participants and presenters. It was also an opportunity to share open positions for internships and other opportunities that may interest the students.
- **Presented the EQ4ES** initiative for the first time outside of BSC, **in a conference** held in Tarragona in June, named **Excluded spaces: Gender, identity, and inequalities**.
- **Participated in the Equality Commission:** Valentina and Eneko are following the Equality Commission's meetings, participating in their decisions, and reporting back to the group. Latest news: there is Severo Ochoa budget available for bringing female researchers to BSC for an internship of 3-6 months.
- Sent a **regular Gazette** throughout the year on other relevant topics concerning gender equity. [Six issues of the Gazette](#) were sent to the whole department so far, in the form of a newsletter that focuses on a specific issue each time, such as the unconscious gender bias, parental leave, or the trans perspective on discrimination.
- Produced a technical note **advising how to write job offers in a gender neutral manner**. We met HR representatives in March and taking into account our suggestions and feedback, they will edit guidelines in recruitment next Spring for the attention of the whole BSC.
- **Raised awareness** on gender issues in science via our online presence, e.g. sent out an email to mark the International Day of Women and Girls in Science on the 11th February, advertising our actions and supporting other gender-related initiatives on our [X account](#), updating the department

- **Collected data by gender** within our department. Started to notice the [deconstruction of the “leaky pipeline”](#) in the department. Specifically, the number of women involved as Principal Investigator of projects increased and a woman was hired as a group leader (though not coming from an internal promotion).

wiki with interesting publications and initiatives on the topic.

HIGHLIGHT

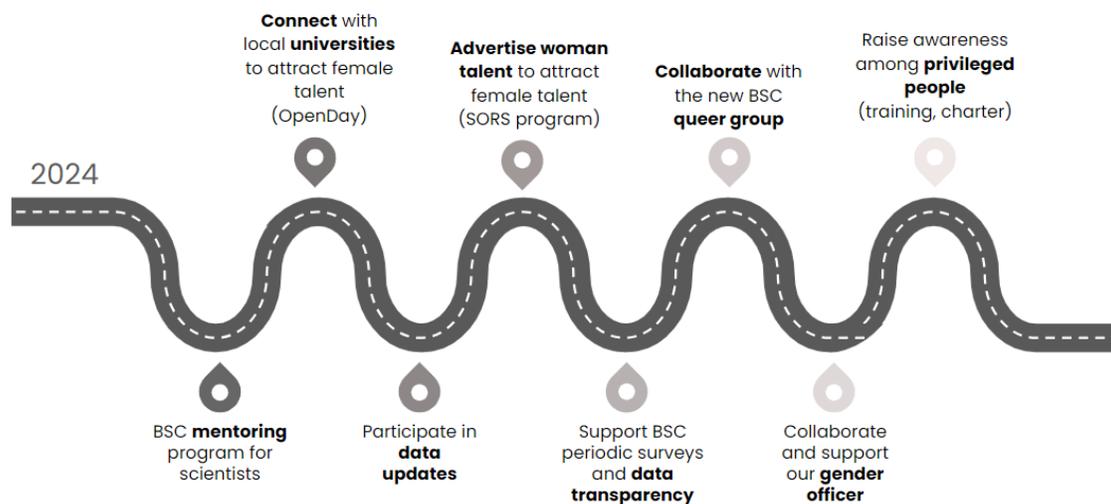
We can't really measure the benefits of the creation of this group in terms of indicators, but it seems to us that it has **encouraged collaboration** between women and between experienced researchers and students. Overall we've got people to accept that this is a topic that **deserves to be addressed** during our working hours. And even if it's not yet officially recognized, even if it's time-consuming, we have the impression that **mentalities are changing**.



BSC CULTURE

We benefit from significant **support** from a brand-new position: the **Equity, Diversity and Inclusion (EDI) officer**. Nataly Buslon managed, in less than a year, to change the institute's culture, in a top-down approach that complemented nicely our bottom-up initiative. Unfortunately she had to quit her job, which created a gap of several months when there was no EDI officer at BSC. However, a new EDI officer, Maria Gracia Puga Villanueva, was hired and successfully continued the work Nataly started, bringing her to establish an official BSC declaration of **zero tolerance towards cases of sexual and gender-based harassment** (signed by BSC Directors). The **BSC sexual and gender-based harassment protocol was also updated** last November at her instigation and with the support of the Equality commission. All [these documents](#) as well as the [Gender Equality Plan](#) are available in the [BSC website](#) dedicated to equity, diversity and inclusion resources.

FUTURE OBJECTIVES



We still have a long way to go. Here are some of our plans for 2024 that we hope to dedicate time and effort to:

- **Collaborate with the queer group of the BSC**, to learn from them and include their perspective.
- With the support of the BSC, we'd like to **implement a mentoring program**, for each level of responsibility.
- **Improve our collection of data**, to get more information on the salaries, the contract type and length for instance.
- Support the BSC for **more surveys and transparency**.
- Raise awareness more specifically **among the privileged and those in charge**, who are often the same people. We're thinking of drawing up a charter so that every researcher can ask themselves the question of their network and collaborators, but also to avoid appearing in all-male panels and events for instance.

We definitely need the support of our direction as well as the commitment of everyone. So, if you want to be part of the initiative, don't hesitate to enter the public Slack channel "equity4es", ask to be added to the mailing list or join our regular monthly meetings (details below).

Agenda

- **Monthly meetings** the **3rd Friday** of every month at **3 PM**. The next one is on January 19th. The meeting is hybrid, we usually meet in room 0-1-13 and online.

Zoom link: <https://rediris.zoom.us/j/6793792181>

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Our mailing address is: equity4es@bsc.es



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