

SCIENCES FOR WOMEN

Based on Marta Macho-Stadler seminar

Equity4CPG + Marta Macho-Stadler

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Internal CP Seminar

Before deciding what to study

1. Stereotypes

Gender toys? Dolls versus building toys, make-up versus Lego bricks

Girls/women are expected to dedicate themselves to a career in care rather than in STEM

“From the age of 6, girls think they are less smart than boys”

Even projects for empowering girls in science are reproducing these stereotypes

2. Lack of female referents - let's think about a scientific woman who is not Marie Curie...

After finishing STEM studies

1. Discrimination

Moss-Racusina et al. 2012 (PNAS): evaluation of the candidacy of a young graduate for the post of head of laboratory by changing the first name: John versus Jennifer

2. Less visibility

King et al. 2017: male researchers self-cite 56% more than female researchers

After finish STEM studies - In the workplace

(Sexual) **harassment**, bullying

Invisibility with respect to colleagues

Mansplaining & hepeating: men explaining and repeating what a woman knows/has already said

Impostor syndrome

Sticky floor: alludes to the tasks of care and dedication to the family to which women have traditionally been relegated.

Glass ceiling: subtle, invisible barrier, that describes a specific moment in a woman's professional career, when she is stagnating instead of progressing according to her preparation and experience.

Solutions?

- Create awareness
- Restructuring the system
- Always have the list of things to stop doing...

Some important concepts

Male corporatism - Men meet in some informal places where (without any bad intention) they decide important things and begin projects naturally. They understand each other really well and in this informal environments they talk about important work things leaving women out of the plan. Another example of this is when they take into account men's collaboration and not women's, maybe because they are not realizing or maybe because they are not appreciating women's work as valid (this last thing can be direct discrimination)

Paternalism - Men decide to leave some women out of meetings etc because they think they are too busy with family, instead of leaving this decision to women to make. (This might be with good intentions from men and might be thought as making the women a favor).

Women in leadership trainings - The consideration that women can overcome career obstacles by “behaving like a man”, or through what is known as toxic masculinity. “Toxic masculinity” in leadership is a career obstacle in many women since generally they are not used to being aggressive or to communicate things in public with loud voices in a masculine way, so more “loud” men are surpassing women

The 10 questions you can ask yourself

- 1) Have you ever seen a woman "jumped" for a task for which she was sufficiently trained, but which was assigned to a less qualified man?
- 2) Have you ever been told that the clothes you wear to work are not appropriate when your male colleagues are allowed to wear whatever they want?
- 3) Have you witnessed the lack of necessary accommodations based on the needs of all genders: bathrooms, laboratories, uniforms, etc.?
- 4) Have you ever been asked if you plan to become pregnant soon, with the hint that it will be a distraction to your professional development?
- 5) Have you ever been a victim or witness of harassment, and has the supervisor's reaction been to tell the victim, almost always a woman, that she needs to assess the facts, not the feelings?
- 6) Have you been told "Woman, calm down, you're hysterical", when you defended yourself to a man for his words or his a man because of his words or actions?
- 7) Have you ever witnessed a man being congratulated when a woman - a student of his, a trainee, a scholarship holder, a worker in his department... - achieves success, because he is the one "who made her successful"?
- 8) Have you experienced superiority and condescension from someone who has never put himself in your shoes, but who tells you what you are and what you think? Or some unpleasant experience you had, but they didn't, and tell you it's "water under the bridge" Some mansplaining?
- 9) Have you ever been left out of a discussion at work because you "weren't going to understand" instead of giving you the information you needed to participate in it?
- 10) Have you ever encountered any signs of retaliation after raising a concern about an accommodation, way of working, organisation, etc?