



On the path to (gender) equity at the Earth Sciences Department

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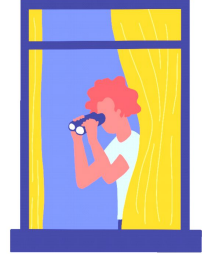
Less than 30% of the world's researchers are women. (UNESCO)

What about Earth Sciences?

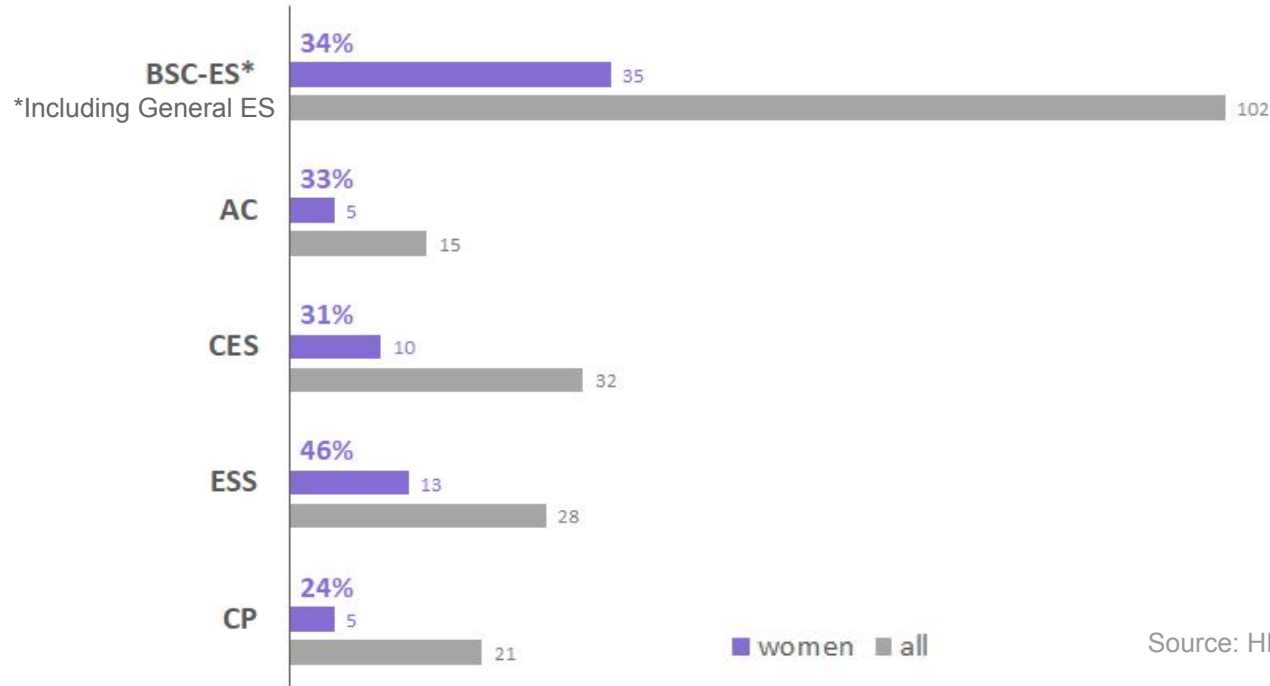


34%

A closer look at our Department



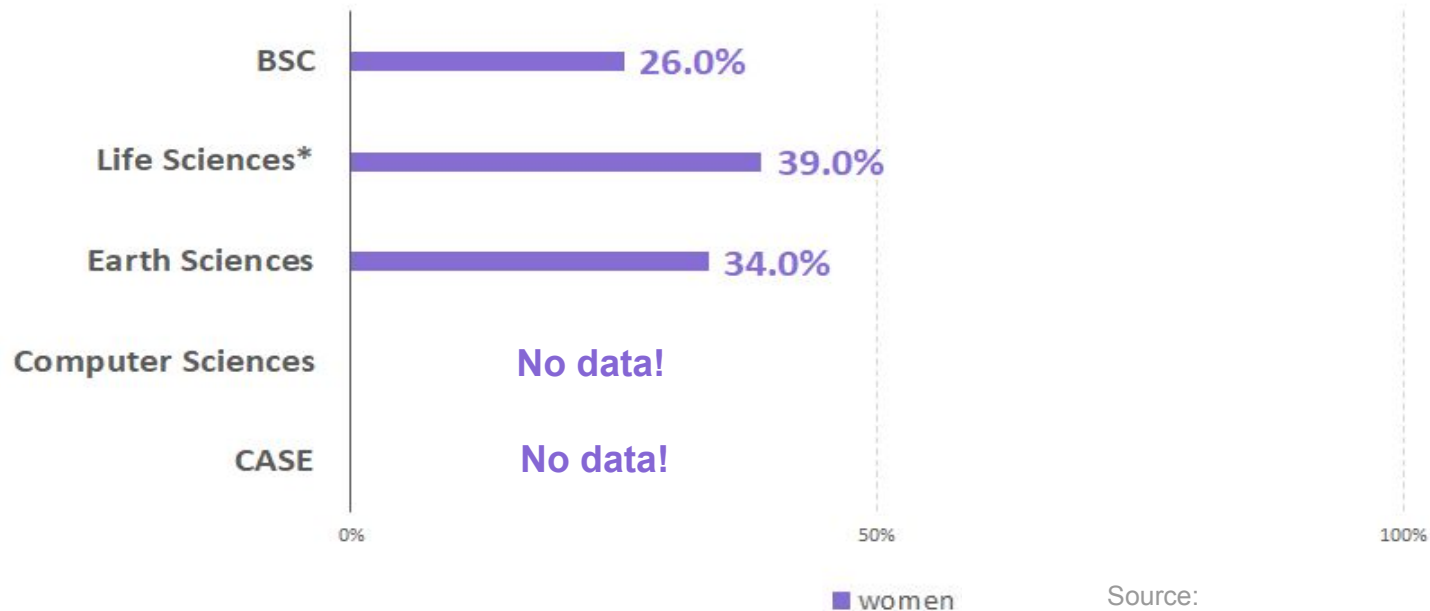
What is the number of women in BSC-ES?



Source: HR (personal communication)
Updated: 2021

Comparison with other departments at BSC

What is the number of women in BSC?



Source:
HR (personal communication)
*BioInfo4Women

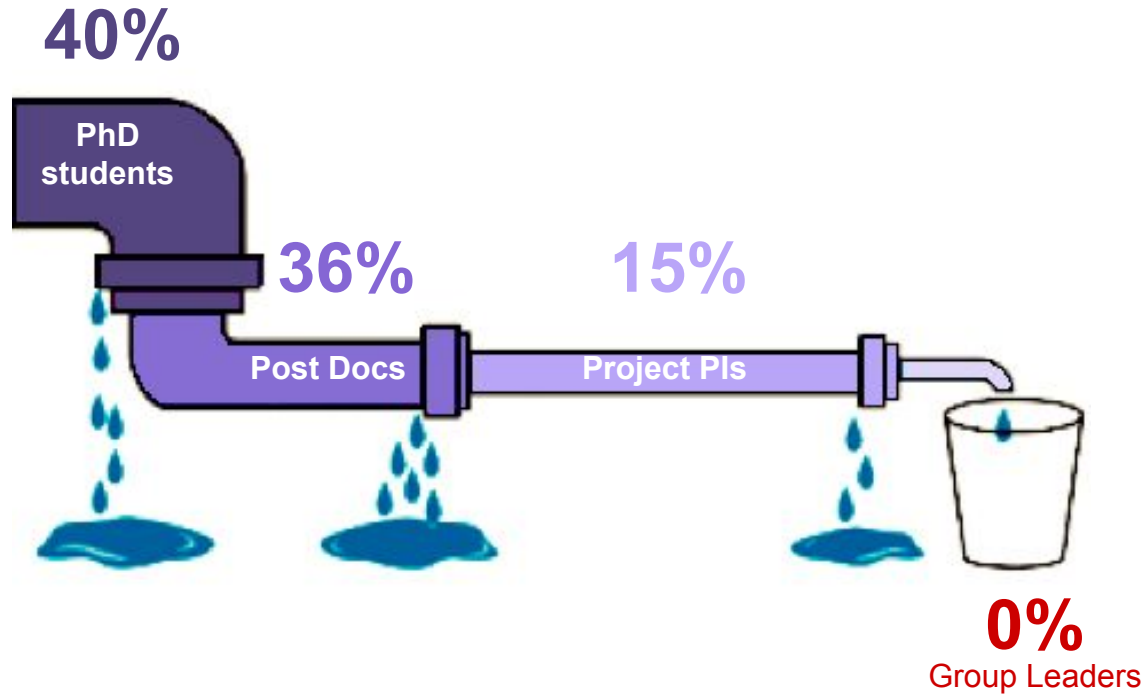
Comparison with other research institutes

What is the number of women in different research institutes?



Source:
Personal communication
Institutes' official web pages

The “leaky pipeline” in our department





*Diversity and equity
foster resilience,
creativity and talent in
the Department*

It's not only about the numbers...



34%

... it's about diversity.



Current and
former employees

Survey Results & Insights

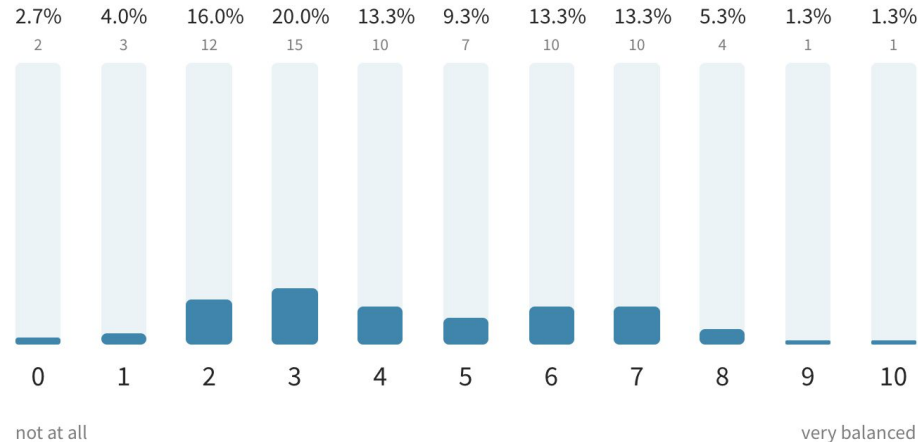
Current
employees



Former
employees

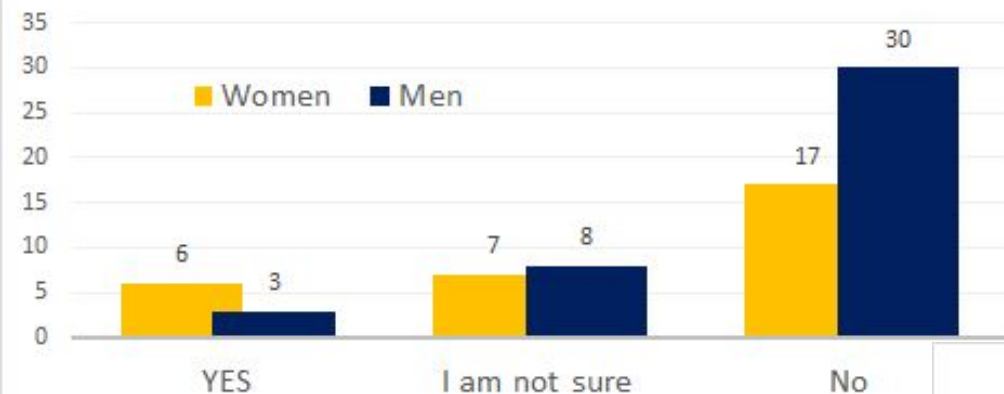
To what extent do you think ES is gender balanced?

4.4 Average rating

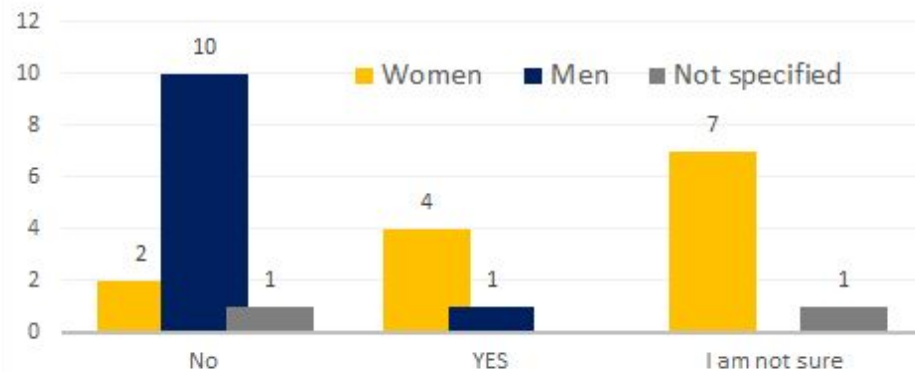


Average for:
Men: 4.65
Women: 4.35

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

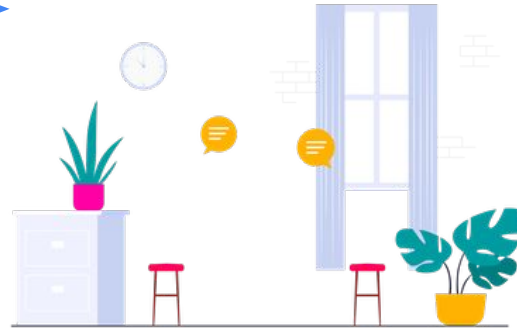


Have you ever suffered from gender discrimination at BSC?



Most of the time is indirect discrimination. People are not aware of acting in a discriminating way.

“Sometimes at meetings, the comments that come from men are taken more seriously”



"there are many small details that I do consider related to gender discrimination"

What could our department do to promote more women in higher positions?

"Recruit more women"

"Require at least 1 woman to be formally interviewed for senior positions, and the interview committee to be gender-balanced."

"Since we mainly have co-leadership of groups shared by two people it would be interesting to ensure that each group has a man and a woman in that position."

"Provide more job stability and/or higher pay, better management and discussion of career pathways"

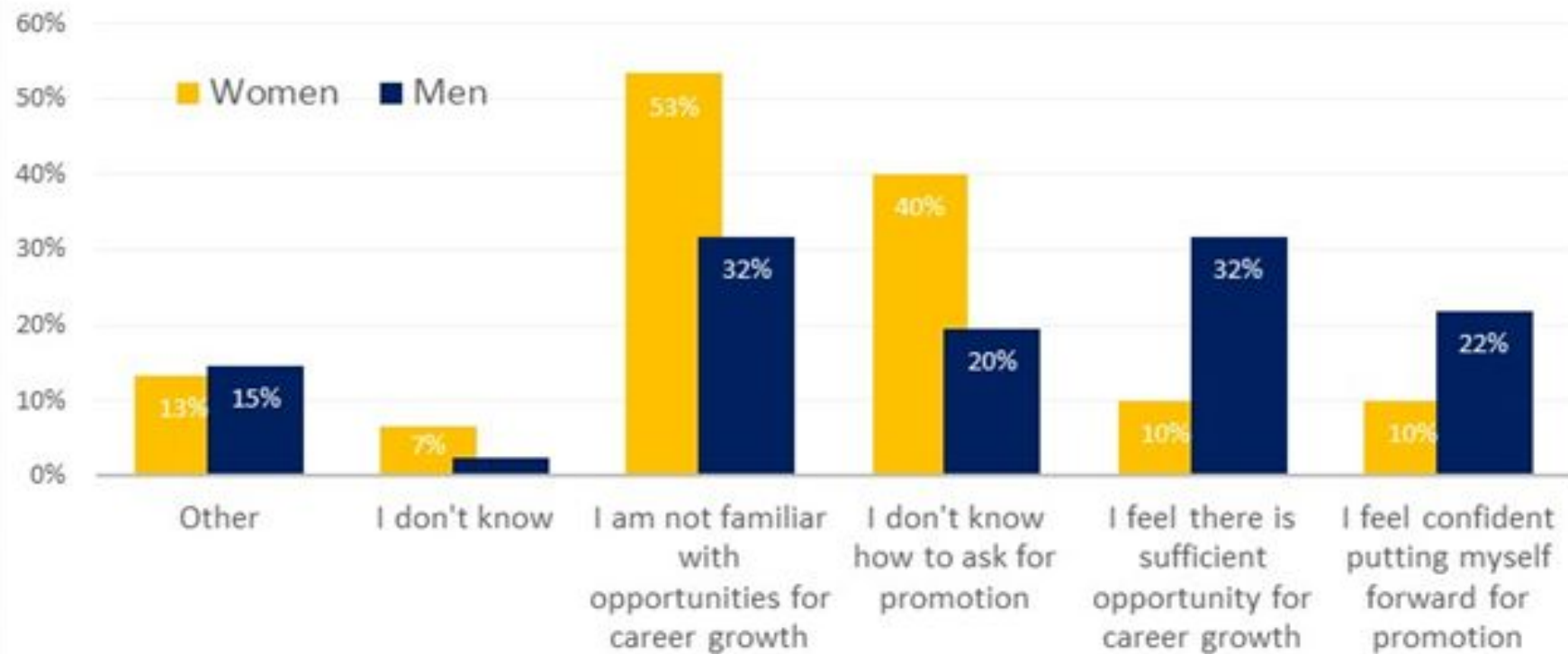
"Give space to different approaches of seeing our objectives, way of working."

One way to have at least the option to include women in high-level decision is to open group-leader meetings to include one woman from each group

"Hire a professional in gender issues to address properly the situation (ICM example)"

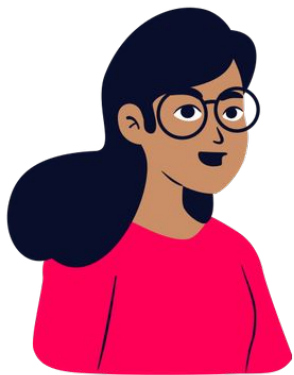


Which of the following are true in terms of opportunities for advancing in your career? *(multiple answers)*

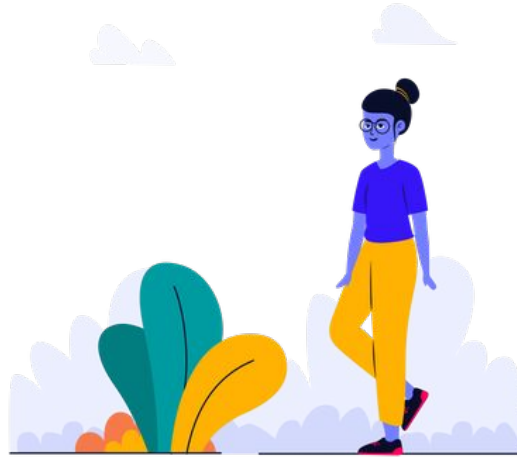


Are you familiar with the existing BSC mechanisms to address gender and other discriminations?





**Former
employees**



Common theme

No/few women group leaders - Unbalanced ratio women/men - BSC not proper work/family balance.

Only 1 reported “our department (ES) is doing quite well in terms of gender equality”

Did they experience discrimination?

3/11 ex-female workers felt discriminated against because their technical skills were undervalued, or because social skills were valued much more than research/technical skills.

3/11 ex-female workers feel that gender balance issues exist (for example no work/life balance that can disproportionately affect women with children)

2/11 women reported that they felt that gender issues are dealt at a superficial PR level rather than to have these issues really addressed.



Comments on discrimination



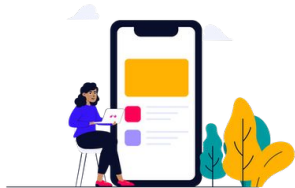
Comments/skills coming from men taken more seriously (women have to prove more)

Indirect discrimination (unconsciously not same behaviour depending on gender)

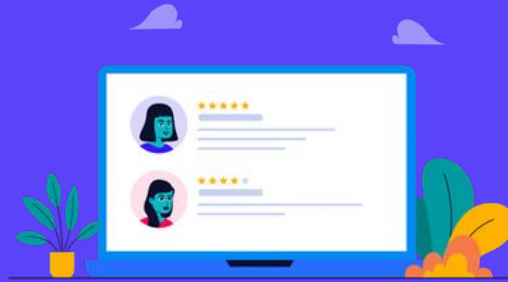
Current experience

3/11 reported similar experience in their current positions (i.e. same gender imbalance, same no opportunities for promotion)

5/11 report better conditions in current job : more women, more opportunities for promotion/better career prospects, more communication for gender imbalance, better work/family life balance and more freedom.



“There is definitely more communication with regards to gender equity not equality, which I think is an important distinction to make. This communication in turn helps to normalize and progress towards getting opportunities that are currently denied or "unseen"

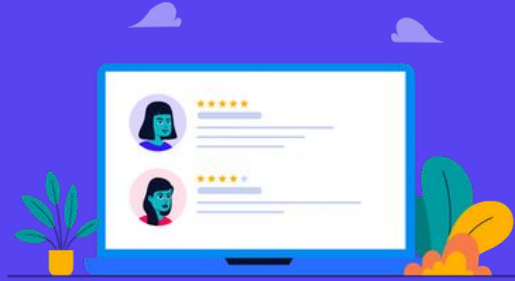


Recommendations for the future

Gender Equality Plans as an eligibility criterion in Horizon Europe

Mandatory requirements for a Gender Equality Plan (GEP) according to the European Commission's gender equality strategy:

- **Be a public document:**
 - The GEP demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them
- **Have dedicated resources (\$\$\$) such as:**
 - Equality Officers or Gender Equality Teams
 - Working time for academic, management and administrative staff
- **Include arrangements for data collection and monitoring:**
 - GEPs must be evidence-based



Recommendations for the future

Go to **menti.com** and use
code **35544510**

(Select 3 options)

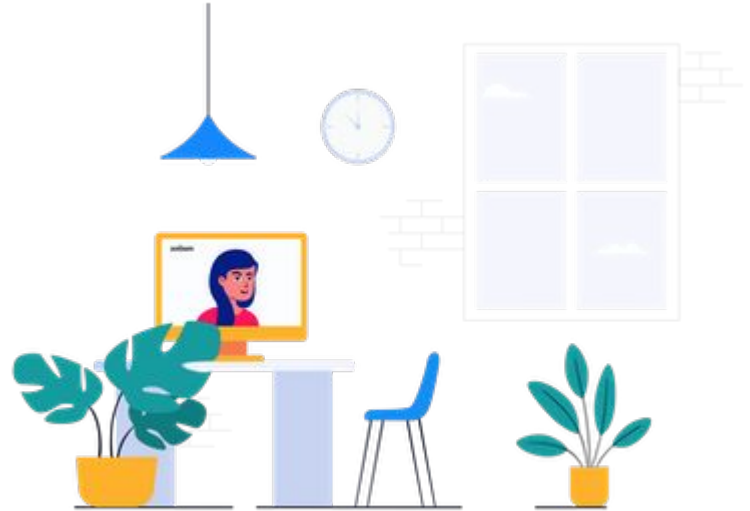
<https://www.mentimeter.com/s/ca56ce29d667dc7760e6f45510107189/0950bf849258>

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

1. Organise trainings and discussions to raise awareness on gender issues

- Training on how to write vacancy descriptions able to target women applicants
- Send regular newsletters to the department mailing list
- Have department seminars about gender equity issues (e.g. lack of women in STEM)
- Organize regular informal meetings to share experiences and career advice
- Make gender perspective training mandatory for all staff



Back

2. Increase gender balance in the department

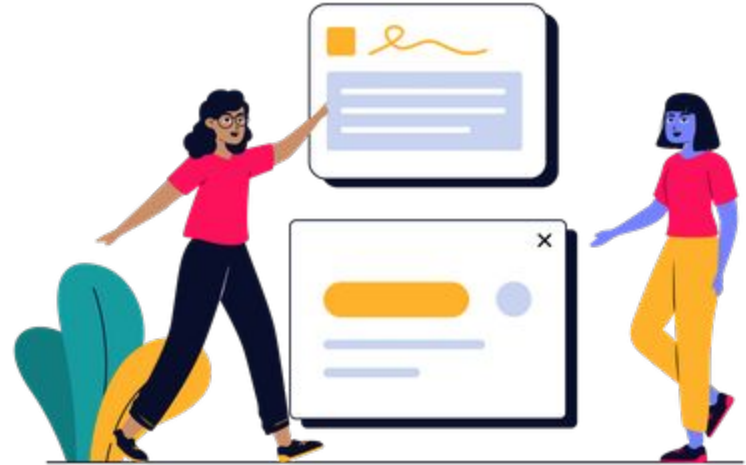


- Make sure that the descriptions of the job offers take into consideration gender perspectives in order to encourage women to apply
- Have examples and testimonies of women at the department's website
- Ensure gender balance in panels

Back

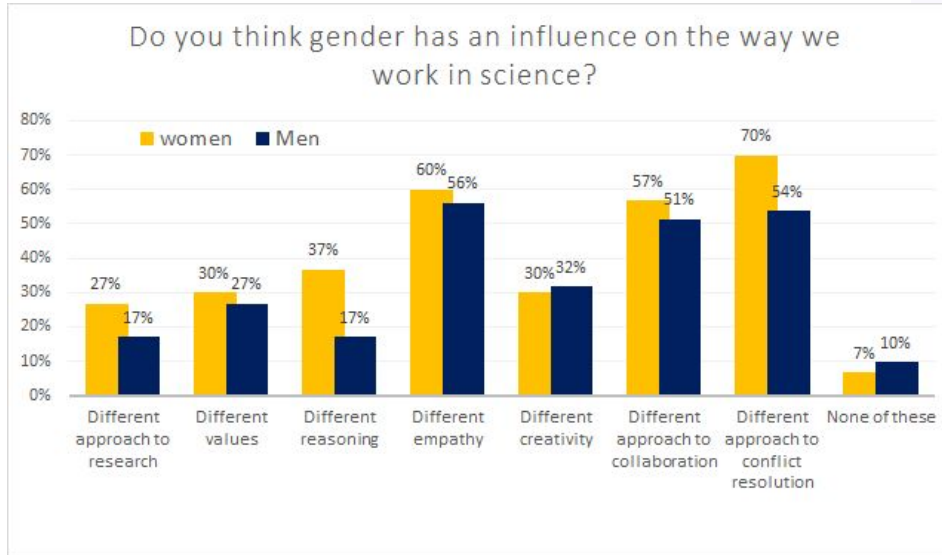
3. Clarify requirements for career promotion

- Establish a clear career path that is available to anyone working at Earth Sciences - this path would be a simple text of bullet points explaining the requirements for passing from one research category to another



[Back](#)

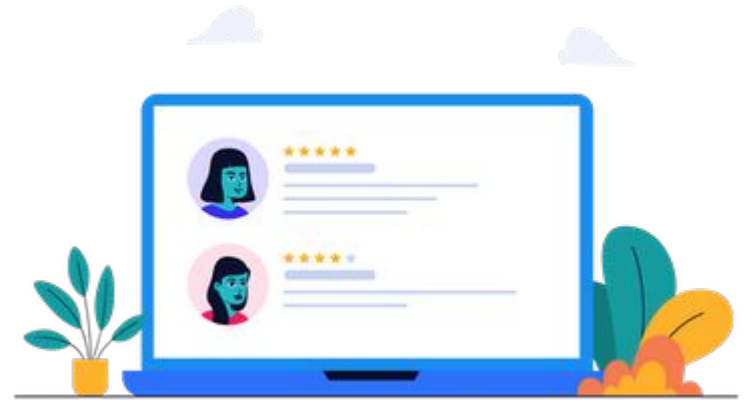
4. Support women in advancing to higher position



- Set up work dynamics that support work-family balance
- Give more value to characteristics that female leaders would bring
- Favour group co-leadership including a men and a women
- Require at least 1 woman to be formally interviewed for senior positions, and the interview committee to be gender-balanced.

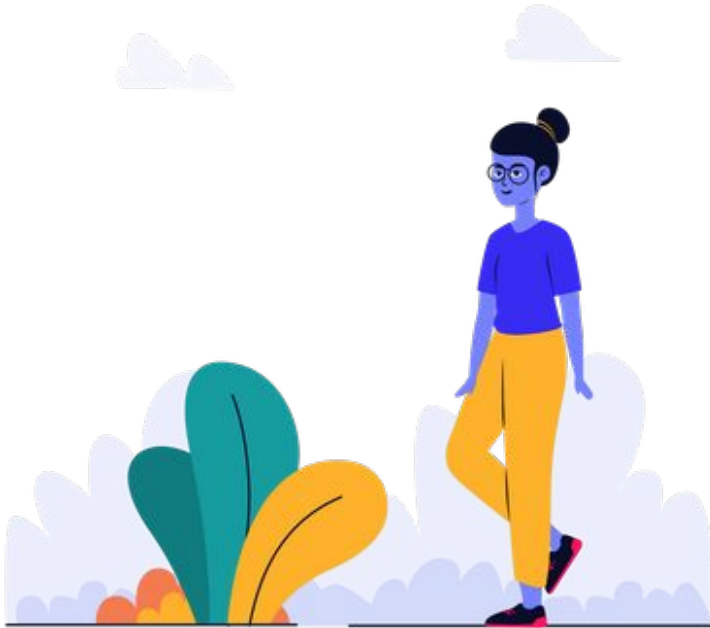
5. Increase visibility of women and their work

- Ensure gender balance in panel discussions
- Have examples and testimonies of women at the department's website
- Showcase what women in ES already do, as mirror for future generations



Back

6. Support work/life balance



- Favour continuous and flexible working schedules
- Provide facilities for motherhood
- Establish school-friendly times for meetings
- Find more grants that support caretakers economically (so they can hire nannies, for example)

[Back](#)

7. Identify a reference person for gender issues in the department

- This person can be a (part-time) expert hired for this purpose specifically or somebody who already works in the Department
- If it is someone who is already employed by BSC, a percentage of their time should be devoted to this activity, without increasing the amount of their workload
- Offer opportunities for trainings about this topic for the reference person



Back

8. Give more visibility to the existing Equity & Diversity Commission of BSC



- Encourage employees to read and contribute to the Equity Plan proposed by the committee
- Organize interesting interactive presentations given by the Equity Commission at BSC level
- Organize a meeting between the Equity Commission and EQ4ES

Back

Thanks for your attention!

Questions/comments?

