



**Barcelona
Supercomputing
Center**
Centro Nacional de Supercomputación

The gender equality initiative in the Department: Equity4ES

17/04/2023

Department meeting

Where we started

Why wasn't I invited to the meeting?

Where are my role models?

Why is it so hard to start new collaborations?

How come it's mostly men making decisions about the future that affect us all?

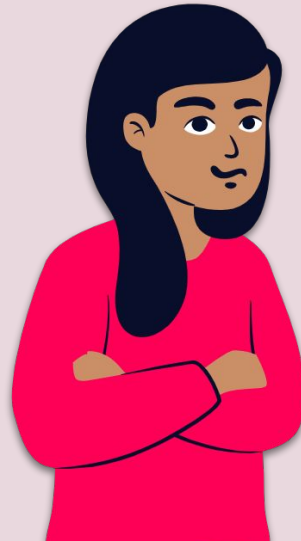
Why do they talk about my appearance, not my research?

It's freezing in this office !!

I'm the only female speaker again

How is THAT funny?!

Why do they second guess everything I say?



Motivation

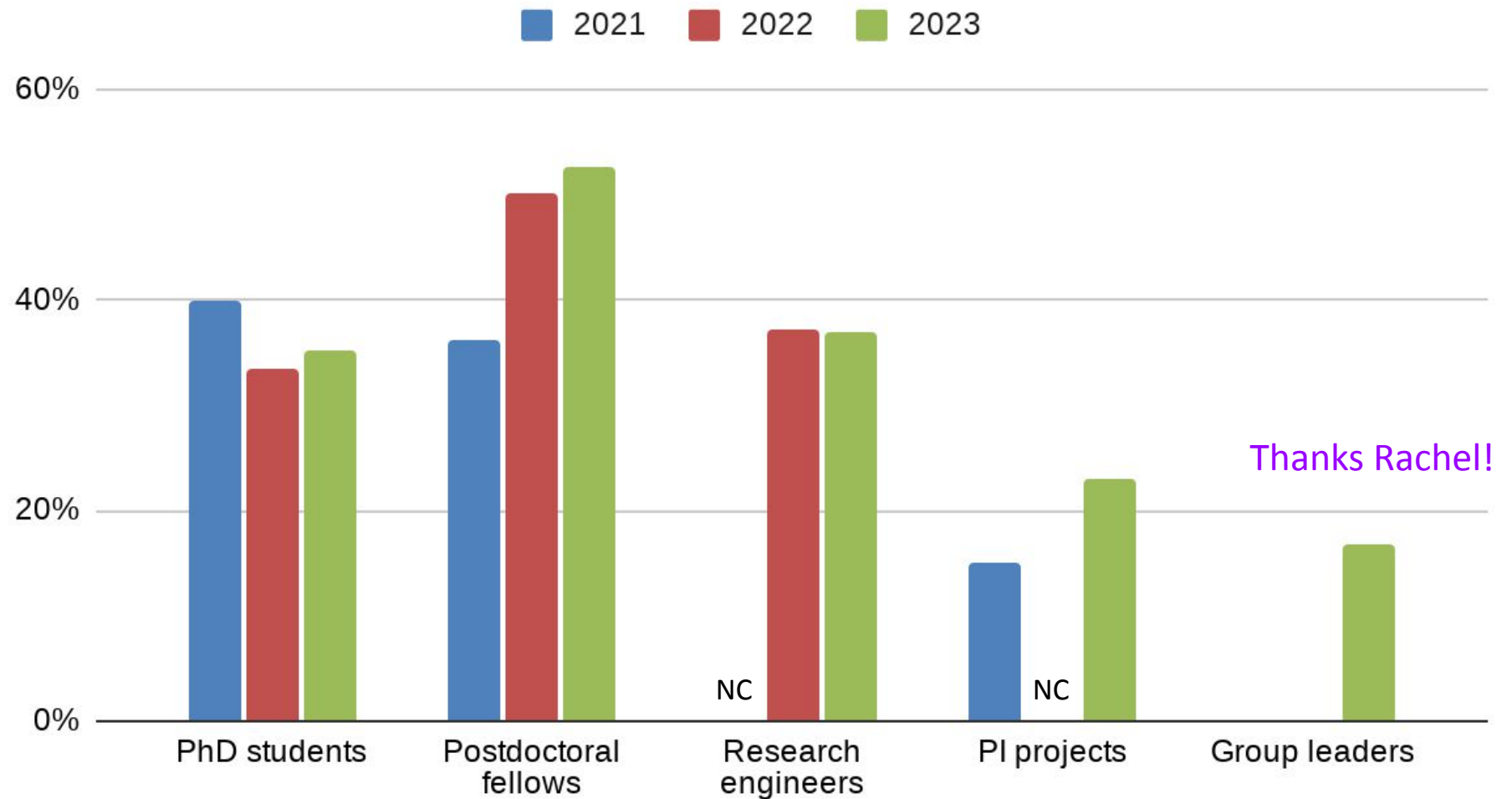
- Diversity brings a broader range of ideas and opens new perspectives¹
- Diversity creates a more comfortable working environment
- Very few women role models in the department
- The impact of the research made by women is lower²

1: Gender diversity leads to better science <https://www.pnas.org/doi/10.1073/pnas.1700616114>

2: Gender differences in the aims and impacts of research
<https://link.springer.com/article/10.1007/s11192-021-04171-y>

The evolution of the gender repartition

Evolution of women by position (in percent)



Gender-related context

At BSC level:

- Equity officer
- BSC Gender Equity Plan / Plan de Igualdad¹
- Harassment protocol reviewed
- Trainings in equity, diversity & inclusion
- SORS webinars and programs (e.g.exchanges of female scientists/speakers)

At European level:

- Obligation from the European Commission to have a Gender Equity Plan to apply to European calls

At Spanish level:

- Severo Ochoa Excellence also sets conditions on gender equity standards

1: <https://www.bsc.es/discover-bsc/equity-diversity-inclusion/gender-equity-plan>

Equity4ES now

What is Equity4ES?

Space for open discussions

A place for questioning ourselves

Resource sharing point

What do we work on?

BSC equality plan

Job offers technical note

Seminars

Gazettes

Visibility initiatives

Debates

Contact us

- Mailing list: equity4es@bsc.es
- Slack channel: [#equity4es](#)
- Wiki page: https://earth.bsc.es/wiki/doku.php?id=working_groups:equity4es

SORS/Equity4es webinars to come: on Thursday, 20th

- SORS/WomenInBSC: [IPCC AR6 Synthesis Report: Climate Change 2023](#), 10h30, Severo Ochoa
- SORS/WomenInBSC: [Using genomic and human mobility data to elucidate the long-range migration of Streptococcus pneumoniae](#), 15h, Severo Ochoa

Next meeting:

21st of April, 4pm, room 0-1-13 and online (link available in ES calendar)



**Barcelona
Supercomputing
Center**
Centro Nacional de Supercomputación



Thanks!