WOMEN IN SCIENCE

The gender gap

Presentation by Gender & Science AIL Group
THE GENDER GAP IN SCIENCE

There is a consistent underrepresentation of women in STEM researchers across the world.

Women as a share of total researchers, 2017 or latest year available
(Source: UNESCO, Fact Sheet No. 55; June 2019, FS/2019/SCI/55).
Underrepresentation of women increases along the academic career, what is known as the *leaky pipeline*. The graph showing the leaky pipeline is known as a *scissors diagram*.

(Source: Adapted from SHE FIGURES 2018, European Comission; doi: 10.2777/936)


THE LEAKY PIPELINE: POSSIBLE CAUSES

Girls & Boys:

• Have the **same interest in science**
  (Baram-Tsabari et al 2006, DOI 10.1002/sce.20163)

• **Perform the same good** at math and science at school
  (OECD (2010), PISA 2009 Results),

• Yet, when asked of drawing a scientist, they both normally **draw a male scientist**

Why?

• Early experience
  (Nosek et al 2009, DOI: 10.1073/pnas.0809921106)

• Biological factors
  (Williams & Ceci 2012, DOI: 10.1511/2012.95.138)

• Educational policies
  (Miller & Linn 2015, DOI: 10.1037/edu0000005)

• Personal preferences

• Bias in the staff selection process
  (Moss-Racusin et al 2012, DOI: 10.1073/pnas.1211286109)
THE GENDER EQUITY ICEBERG

Explicit bias
(visible and illegal)

Sexual assault or harassment
Coercion
Overt Discrimination

Implicit bias
(hidden and not illegal)

Microaggressions
(hostility, subtle exclusions, obscene gestures…)

Stereotypical Thread
The Meritocracy Myth
(questioning competence, not getting credit, …)

Benevolent sexism
(patriarchal gender attitudes)
GRASSROOT INITIATIVES IN THE FIELD: MOVING FORWARD FOR A CHANGE

Earth Science
WOMEN’S NETWORK

https://eswnonline.org/

Women in Science – Ecology Virtual Conference
November 4th-6th, 2020
https://www.wisecology.net/

https://www.limnetica.com/en/genderscience
THANKS FOR YOUR INTEREST!

Any comment or question?

Contact us at: genderscienceail@gmail.com

We want to know your opinion:

Do you think the scientific system offers equal opportunities for different genders?

What could be improved to advance to equality in academia?

Answer on menti.com with the code 86 60 45 9

ACKNOWLEDGMENTS