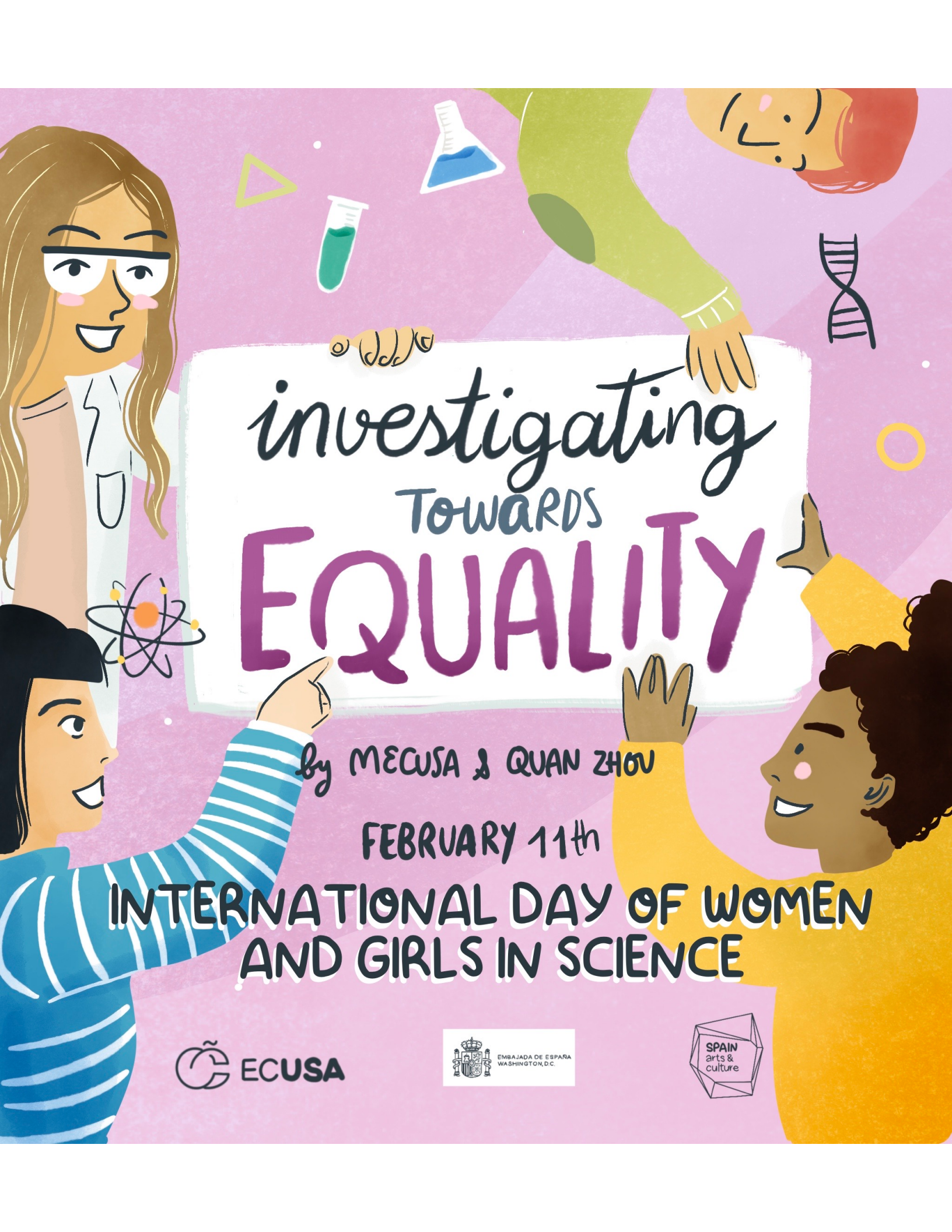




investigating TOWARDS EQUALITY

by MECUSA & QUAN ZHOU

FEBRUARY 11th

INTERNATIONAL DAY OF WOMEN
AND GIRLS IN SCIENCE



ONLY 30% OF RESEARCHERS WORLDWIDE
ARE WOMEN

(UNESCO 2020)

IF YOU ARE A FEMALE SCIENTIST, YOUR
WORK IS UNDERVALUED AND THE
STANDARDS ARE HIGHER THAN THOSE FOR
A MALE SCIENTIST

WITH AN IDENTICAL CV, A WOMAN IS PERCEIVED AS LESS
COMPETENT, IS OFFERED A LOWER SALARY AND IS GIVEN LESS
OPPORTUNITIES FOR PROFESSIONAL GROWTH. (MOSS-RACUSIN
ET AL., 2012)

IN SPAIN THERE IS A GENDER GAP IN TERMS
OF RESEARCH AND TEACHING ACTIVITY
RECOGNITION, AND R+D FUNDING
OPPORTUNITIES

(WOMEN AND SCIENCE UNIT, SPANISH MINISTRY OF SCIENCE
AND INNOVATION, APRIL 2021)

BEING A WOMAN IN SCIENCE IS AN
EXTRA CHALLENGE. AND FOR WOMEN
BELONGING TO MINORITIES (RACIAL,
LGTBIQ+, ETC...) IT IS EVEN HARDER.

EXAMPLE: IN THE US, BLACK OR HISPANIC WOMEN WORKING
IN STEM EARN 14% LESS THAN WHITE WOMEN IN THE SAME
POSITIONS (PEW RESEARCH CENTER, 2019)



FEMALE SCIENTISTS OFTEN FEEL THEIR MALE PEERS DO NOT TAKE THEM SERIOUSLY



OR THEY ASSUME THEY DON'T HOLD LEADERSHIP POSITIONS



THIS MAKES SOME SHY AWAY FROM DISPLAYING ATTITUDES CONSIDERED "FEMININE", SO THEY ARE TAKEN SERIOUSLY.



It would Help



THE CREATION OF:

1. FEMALE ROLE MODELS
2. PROGRAMS TO EMPOWER WOMEN SCIENTISTS
3. NEUTRAL SPACES AND PSYCHOEDUCATIONAL TOOLS TO ENSURE A SAFE WORKPLACE

FOR WOMEN, IT IS DIFFICULT TO GET PROMOTED TO SCIENTIFIC LEADERSHIP POSITIONS



AND WHEN THEY ARE IN THOSE POSITIONS, THEY FEEL HEAVILY JUDGED FOR EVERYTHING THEY DO

AND ALSO, THAT THEY NEED TO PROVE THEMSELVES MORE THAN THEIR MALE PEERS



➡ It would Help ⬅



IF LEADERS BECAME AWARE OF THIS SITUATION, AND HAD THE WILL TO PROMOTE AND IMPLEMENT GENDER EQUALITY POLICIES IN R&D



THIS HOSTILE ENVIRONMENT AFFECTS BOTH THE SELF-CONCEPT AND THE SELF-ESTEEM OF WOMEN SCIENTISTS

I HAVE A HARD TIME
BELIEVING IN MYSELF
AND TRUSTING MY
DECISION-MAKING
AT WORK

MY COLLEAGUES PAY
MORE ATTENTION TO
WHAT I WEAR THAN
TO MY WORK

I FEEL I DON'T
DESERVE THE AWARDS
I GET AND THAT I
JUST GOT LUCKY

THIS CONTRIBUTES TO TALENT
BURNOUT SIMPLY DUE TO BEING
A WOMAN

||
Ciao
Ciencia!


An illustration featuring two hands shaking in a firm grip. The hand on the left is purple, and the hand on the right is white. A white sine wave is drawn across the hands. Surrounding the hands are various scientific icons: a yellow triangle, a test tube with green liquid, an atom with an orange nucleus and black orbits, a beaker with blue liquid, and a DNA double helix. A yellow circle is also visible on the right side.

Neither science nor talent
have
-GENDER-

THAT IS WHY WE MUST CONTINUE
FIGHTING FOR INCLUSIVE, EQUITABLE
AND SAFE WORKPLACES IN SCIENCE.