

2020

Global Gender Gap Project : Recommendations and SCGES



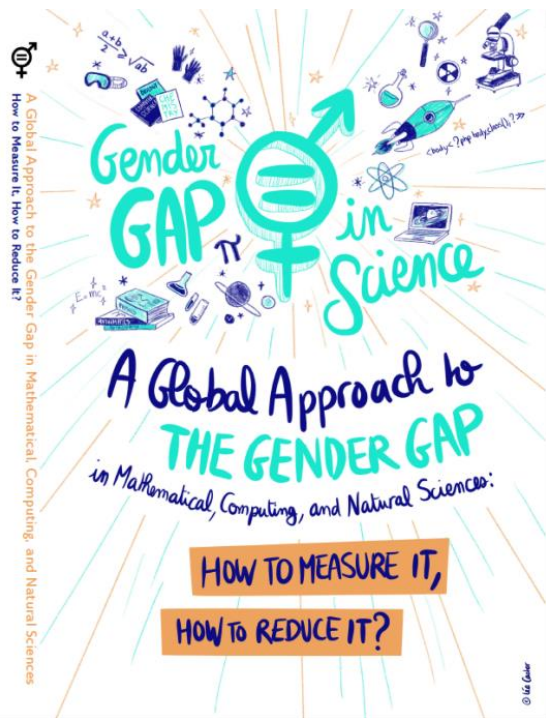
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Presented at US National Academies Webinar on the Gender
Gap Project, September 1, 2020



Recommendations



Instructors and Parents



Scientific or Educational Organizations



Scientific Unions

Gender Gap in Science Project: <https://gender-gap-in-science.org/>

Full report of the project: <https://doi.org/10.5281/zenodo.3697222>

Project booklet: <https://gender-gap-in-science.org/promotional-materials/>



Instructors and Parents

~~stereotype~~

Self-Confidence ✓

1. Avoid **gender stereotyping** and **unconscious gender bias** in interactions with female students and children.
2. Avoid **books and social media** that reinforce the gender gap in science. Use books and media **promoting gender balance** and highlighting the contributions of women in science.
3. Develop **gender awareness** in the **classroom** and encourage girls in their learning of scientific subjects.
4. Encourage **relevant single-sex activities** to raise and boost girls' **self-confidence** and possibilities for expressing themselves.



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Recommendation

~~Sexual harassment~~

Parenthood ✓



Scientific or Educational Organizations (1/2)

1. Promote a **respectful, collegial working atmosphere**. Monitor **support, well-being, and mentoring** of female academics.
2. Define best practices to **prevent, report, and address sexual harassment and discrimination** in professional spaces.
3. Address the **impact of parenthood** on the careers of women. Introduce proper accounting **for child care responsibilities** when evaluating candidates in hiring and promotions processes. Encourage provision of a research-only year after maternity or parental leave.
4. Ensure **transparency** of **statistics on salaries, course loads, bonuses, hiring and promotion, observing progress or difficulties experienced** by female academics. Encourage **policies** to help reduce gendered salary disparities.

Recommendation

Supporting systems ✓



Scientific or Educational Organizations (2/2)

5. Welcome families and provide **child friendly environments**. Provide improved **support systems for parents**.
6. Address **gender equality** in all **institutional policies**. Identify a person or a group in charge of gender equality inside the organization, looking at the gender balance in all kinds of activities.
7. In all outreach and educational programs, include the **aim of reducing the gender gap**.



● Recommendation



Scientific Unions (1/2)

~~Gender Gap~~

Healthy culture ✓

1. Work collectively to **change culture and norms** to reduce the various aspects of the gender gap. Share policy, toolkits and learnings to enable member organizations and members. Launch campaigns to increase **awareness of the benefits to society of reducing the gender gap**.
2. Define and advertise **best practices** to prevent, report and address sexual harassment and discrimination in professional spaces.
3. In order to address the disproportionate **impact of parenthood** on the careers of women, recommend and disseminate in the scientific community **proper accounting of child bearing/caring responsibilities** (18 months per child recommended) **when evaluating candidates in hiring and promotion processes**.
4. Actively promote **the visibility of female scientists**, in particular at conferences..





Recommendation



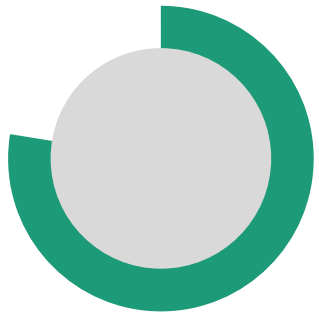
Scientific Unions (2/2)

~~Disproportion~~

Recognition ✓

5. Encourage **the diversification of scientific awards**, actively encouraging the nomination of women. Add 18 months per child to all age-limits in scientific awards for people having taken care of children.
6. Encourage the presence of **women in editorial boards** in your discipline and publish reports on the proportion of papers published by women.
7. **Welcome families** in scientific activities. For scientific meetings that you sponsor or support, encourage taking care of all issues of family attending with children and putting a budget in place to offer childcare solutions.
8. Create a **committee for women** and/or gender equality, with an assigned budget line.
9. Actively **promote gender balance** at every level of your organization.
10. In all outreach and educational programs, **raise awareness** about the gender gap and include specific actions that aim at reducing the gender gap.

Female scientists should **NOT** be the forgotten or hidden figures.



Next Steps

- ✓ Plans are under way to continue the work of the Gender Gap project to complete work on the major project tasks in 2020. Work will continue on collecting additional resources for good practices, as well as **making the raw data** from the global survey **available** to unions and interested scientists in a manner that assures confidentiality.
- ✓ **Standing Committee for Gender Equality in Science (SCGES)** is established to work on gender-transformative related projects and events.



● Standing Committee for Gender Equality in Science (SCGES)

Aims

Gender Equality ✓

- ✓ Act together to further promote **gender equality** in science by continuing and enlarging the work accomplished by this project
- ✓ Support **women and girls' equal access** to science education and fostering **equal opportunity and treatment** for females in their careers



ISC's Strategic plan and scientific priorities (4.1)

<Gender-transformative science> **Inclusivity and Diversity**

● Standing Committee for Gender Equality in Science (SCGES)



Structure and Role

Communication, Cooperation, Coordination, & Collaboration



- SCGES is composed of one representative and a deputy representative from each partner. A chair and a vice-chair are designated by agreement between these representatives; they serve for a term of two years.
- Help partners to **promote gender equality** within their organizations
- Follow the progress of the **implementation** by partners of the recommendations of the Gender Gap in Science Project
- Approve proposals for new partners to join SCGES
- **Endorse** projects and initiatives to promote gender equality in science
- Facilitate **communication** among partners, among other things by developing and maintaining a website.



● Standing Committee for Gender Equality in Science (SCGES)



Commitments of the Partners

- Each partner shall:
 - ✓ Endeavor to **promote gender equality** in its own structure, proceedings and scientific discipline
 - ✓ Appoint **a representative and a deputy representative** to SCGES
 - ✓ Make a contribution to SCGES's **common funds** decided on a year-by-year basis
 - ✓ **Share communications** relevant to gender equality in science with its members and through its networks, by all means at its disposal
 - ✓ Call upon its member organizations or its representatives, if relevant, to set up national or regional **initiatives to promote gender equality in science**.
 - ✓ Within the limits of its capacity, set up **projects and initiatives** to promote gender equality in science
- * The first meeting will be held on September 12, 2020.










Initiatives



● Standing Committee for Gender Equality in Science (SCGES)



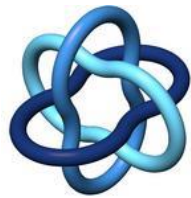
Founding Partners

- International Astronomical Union (IAU) 
- International Council of Industrial and Applied Mathematics (ICIAM) 
- International Mathematical Union (IMU) 
- International Union of Biological Sciences (IUBS) 
- International Union of History and Philosophy of Science and Technology (IUHPST) 
- International Union of Pure and Applied Chemistry (IUPAC) 
- International Union of Pure and Applied Physics (IUPAP) 
- Association for Computing Machinery (ACM) 
- Gender in Science, Innovation, Technology and Engineering (GenderInSITE) 



Acknowledgement

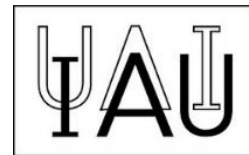
- International Science Council (ISC)
- 11 Scientific Unions /Organizations



IMU



ICIAM



- Cartoons were from the final report of the project created by Léa Castor.
- Thanks to US National Academies and Mark Cesa for organizing this webinar on Gender Gap Project.

Acknowledgement



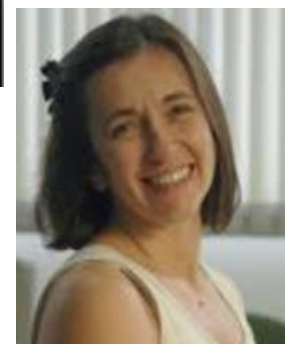
Marie-Francoise Roy
Chair of the Project



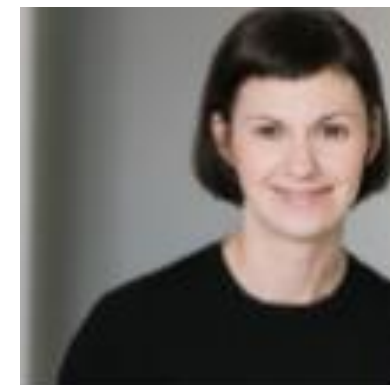
Rachel Ivie
at AIP



Mark Cesa
(Executive
Committee
Member)



Silvana Ponce-Dawson
(IUPAP/Argentina)



Helena Mihaljevic
(Task 2)



Merrilyn Goos
(Task 3)



Susan
White, AIP

I.M.A. Gledhill
(IUPAP/South Africa)



Regional workshop
Participants in Africa



Asian regional
workshop participants



Regional workshop participants
in Latin America

Chemical Societies
and individuals
who helped out on
the survey.



Celebration of the Conference of the Gender Gap in Science Project





2020



спасибо
danke 謝謝
ngiyabonga
teşekkür ederim
dank je
gracias
tapadh leat
hvala
mauruuru
dziękuje
sagolun
sukriya
kop khun krap
go raibh maith agat
arigato
takk
dakujem
merci
obrigado
bedankt
mochchakkeram
merci
ευχαριστώ
감사합니다
terima kasih