EUROBIC Gender in Science

6 Questions

1. As a researcher have you ever encountered obstacles because of your gender?
   - 37/127 A Yes
   - 83/127 B No
   - 7/127 C Prefer not to say

2. A gender quota for hiring, in committees etc. is a good thing
   - 47/123 A Yes
   - 18/123 B No
   - 2/123 C Prefer not to say
   - 63/123 D It's complicated

3. Which do you think is the main obstacle for following an academic career?
   - 23/124 A environment
   - 35/124 B having a family
   - 31/124 C competition
   - 38/124 D short term contracts
   - 61/124 E uncertainty
   - 6/124 F other

4. Do you have a mentor?
   - 75/124 A Yes
   - 50/124 B No

5. Which one do you think is the biggest challenge in a successful academic career?
   - 81/123 A gaining research grants
   - 24/123 B academic salary
   - 27/123 C combined teaching and research
   - 15/123 D other
6. Do you have something to share with this panel, a question, or comment?

Anon anon9c8b7764cc984904
The inclusion of nonbinary people was really nice, this is a topic that should be discussed more in the context of gender in science. In term of ameliorations, I am aware of a lot of resources/associations for women in science but not for nonbinary people in science, maybe it would be nice to start some...

Anon anon48ee910c53ed4584
Great talk. thank you

Anon anon05abe7f877854a64
Gender issues are insidious and not something easy to identify. The quota system for ungratifying tasks (member of jury for instance) is paradoxically weight a lot on the women career. This should be balanced by a more equal recruitment. Quota could be a transient solution although complicated...

Anon anon133902b7cd4246a2
great to talk about that! thanks for that!

Anon anon0bcf5c464130445d
What's about sustain equity between M and F in taking care of family? Maybe more M would be willing to do that.

Anon anon8f487acf8d78464c
provide concrete actions for euribic and sbic to follow towards the next euribic. let's have an equality action plan and attempt to do something concrete.

Anon anon145965ab437e40ac
it's good we discuss. it's better we understand there is a problem

Anon anon246551f9df84b9c
do you think the publish or perish culture of academia negatively impacts on gender balance?

Anon anone92af606f09f4365
Gender is a huge issue - I fully agree. However, I think at least and equally big problem ethnic etc. diversity!

Anon anon691d351faba04e2b
especially the family environment is the biggest obstacle in career researcher

Anon anon5afb64e9a53d4e01
Well, at this point of view at my home university I do not have any female woman because... women are usually lectures or teachers and do not pursue research so I had to be my own model from time to time... but change of the environment help me during my exchange to understand while having a female mentor that having academic career and family is not impossible... but it strongly depends on the environment...

Anon anon51cb4387b63e4252
I appreciate the inclusion of nonbinary gender and the explanation of sex versus gender. I am nonbinary and it is great to see things improving. Thank you for this event. I have one comment for the first speaker: 'men and women' refers to gender, while 'male and female' refers to sex.
How do you think a woman could combine a university career and having a family and still be young?

equality at lower levels/ranks in science really takes a long time to propagate vertically. Getting a 50/50 ratio among junior faculty will mean that maybe in 30 years we will have a 50/50 ratio in senior and high-level positions. This is important to recognize when analyzing current data across fields and countries.

Changes of academic life in a way to communicate with your mentor/professor/boss

How would you address the structural issues that keep women out of science? Can individual actions really combat an entrenched system?

science should be treated bases on its quality, not based on who is doing that

The fact that there are more female in higher position makes me wonder if it really reflects gender equality or is it for statistic? Does that mean in future, people will start fighting for men's right when there are too many women in higher position?

The partner should not be a "support" for the family life, he should be an active parent as well!!

In the end the problem is stereotypes but how to combat stereotypes since they are a basics of Human psychology?

for job adverts, diversity should mean much more than achieving gender parity and promotion of women. diversity and people and of diverse backgrounds includes not only gender, but nationality, socioeconomics, education, etc

the obstacle question: It's all if them together

- great to see examples of women at different stages in their career!

- in the future please broaden the view of gender to a spectrum, not only a men/women binary...

- what concrete measures can be taken at an institute/institution level to improve career opportunities and environment for women and non-binary people?
Anon anon912eb0a2db43452a
great advises from the panel, but none of the advises is specific for women or men. It seems to me that these advises hold for everyone the same.

Anon anonf33016a061d14d23
Women still have to give 200% to succeed compared to men, at least in Germany.

Anon anon8195f9a67a794172
N/A

Anon anondf505e7694ed4337
/

Anon anon19b35bdf7aea491f
great presentation!

Anon anon3ddf2788b72d4155
nop

Anon anon8b9c558acc2d4a65
Do you think that males have less troubles with imposter syndrome?

Anon anonade1c786e7a64030
On the topic of conferences, child care is something that should be offered more frequently to make conferences more accessible for parents.