

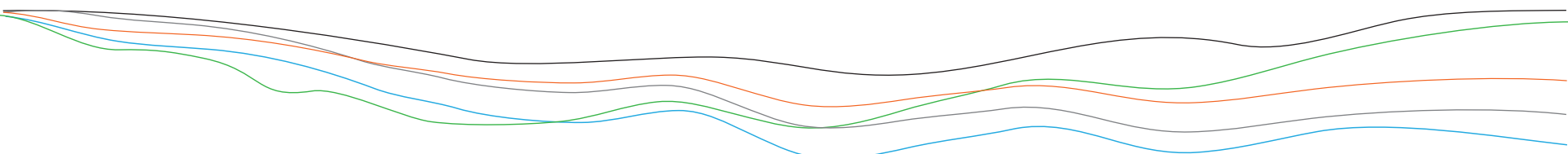
Forming an alliance addressing gender in physics (WP5)

Job de Kleuver

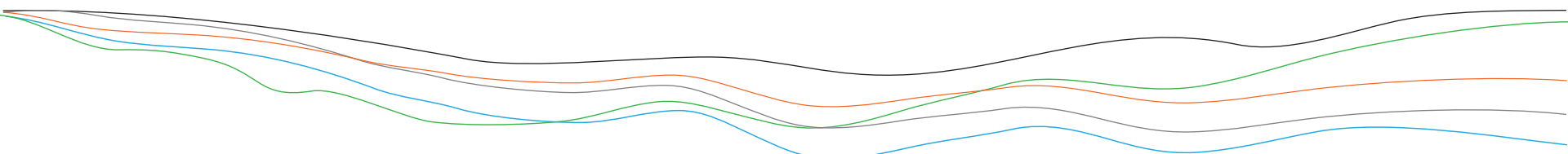
Programme manager international affairs
& large infrastructures



GENERA Kick-off meeting, 17 September 2015, Brussels



Gender bias



Gender bias

Science faculty's subtle gender biases favor male students

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Despite efforts to recruit and retain more women, a stark gender disparity persists within academic science. Abundant research has demonstrated gender bias in many demographic groups, but has yet to experimentally investigate whether science faculty exhibit a bias against female students that could contribute to the gender disparity in academic science. In a randomized double-blind study ($n = 127$), science faculty from research-intensive universities

gender disparity in science (9–11), and that it “is not caused by discrimination in these domains” (10). This assertion has received substantial attention and generated significant debate among the scientific community, leading some to conclude that gender discrimination indeed does not exist nor contribute to the gender disparity within academic science (e.g., refs. 12 and 13).

Despite this controversy, experimental research testing for the

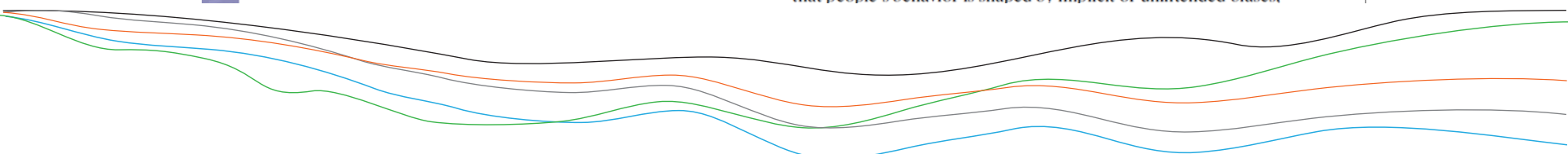
reactions to the male student. These results suggest that interventions addressing faculty gender bias might advance the goal of increasing the participation of women in science.

female student was less likely to be hired because she was viewed as less competent. We also assessed faculty participants' preexisting subtle bias against women using a standard instrument and found that preexisting subtle bias against women played a moderating role, such that subtle bias against women was associated with less support for the female student, but was unrelated to reactions to the male student. These results suggest that interventions addressing faculty gender bias might advance the goal of increasing the participation of women in science.

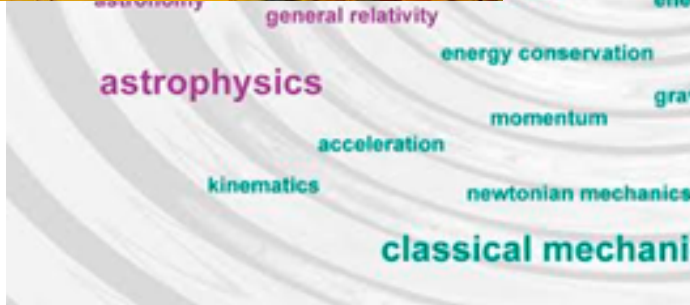
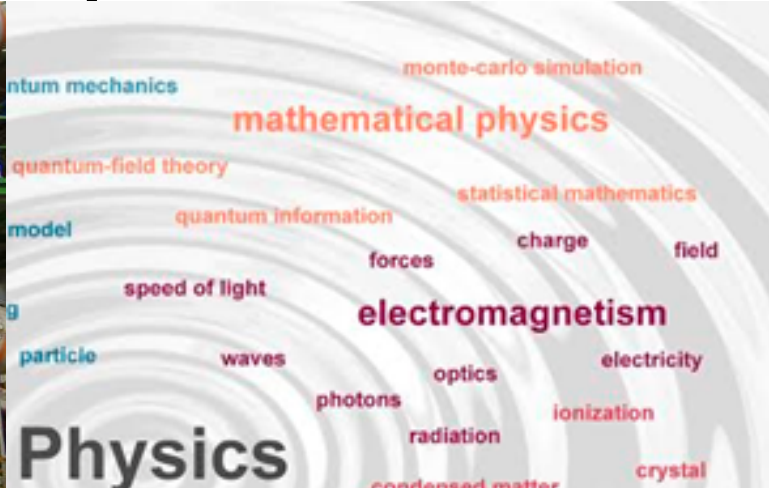
qualified male and female student, science faculty members would show preferential evaluation and treatment of the male student to work in their laboratory. Although the correlational and related laboratory studies discussed below suggest that such bias is likely (contrary to previous arguments) (9–11), we know of no previous experiments that have tested for faculty bias against female students within academic science.

If faculty express gender biases, we are not suggesting that these biases are intentional or stem from a conscious desire to impede the progress of women in science. Past studies indicate that people's behavior is shaped by implicit or unintended biases,

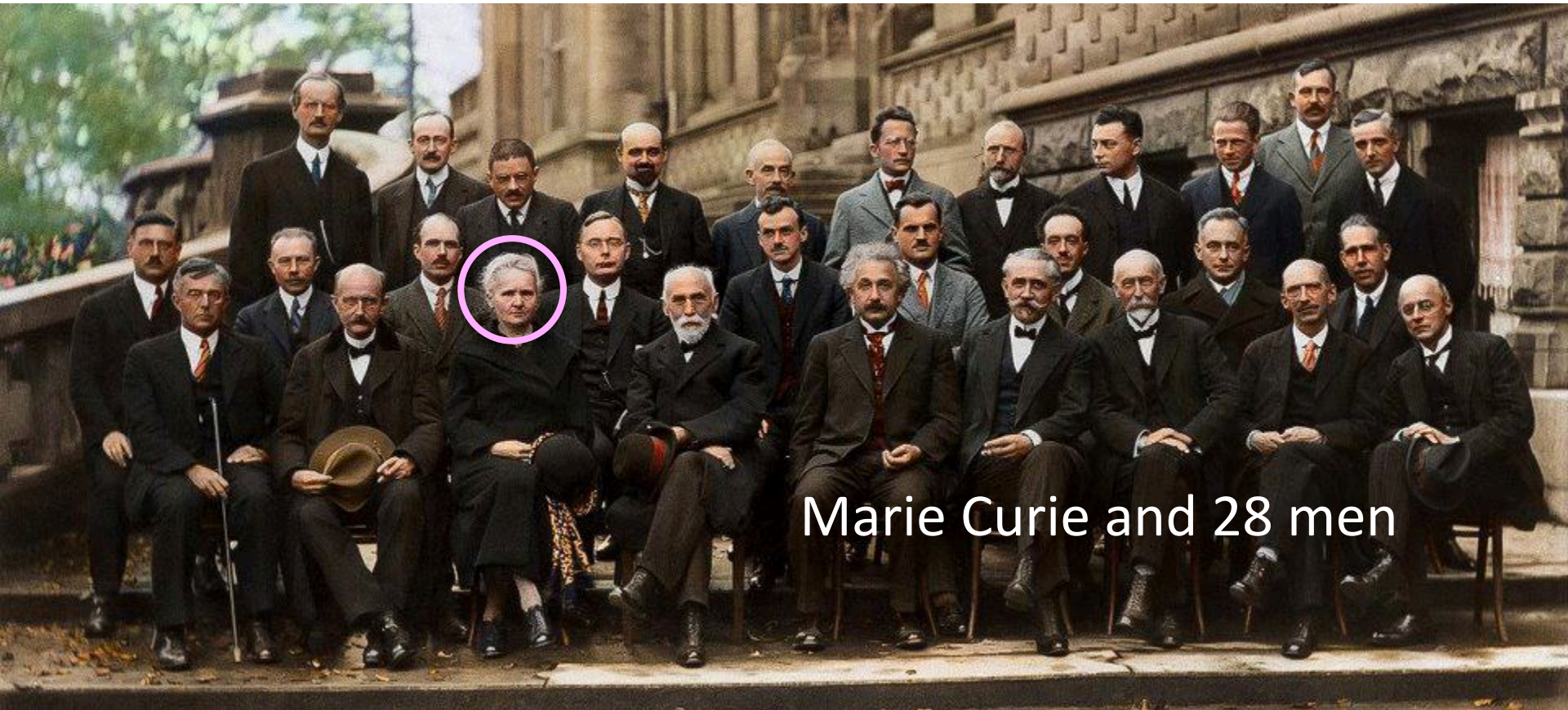
diversity | lifestyle choices | science education | science workforce



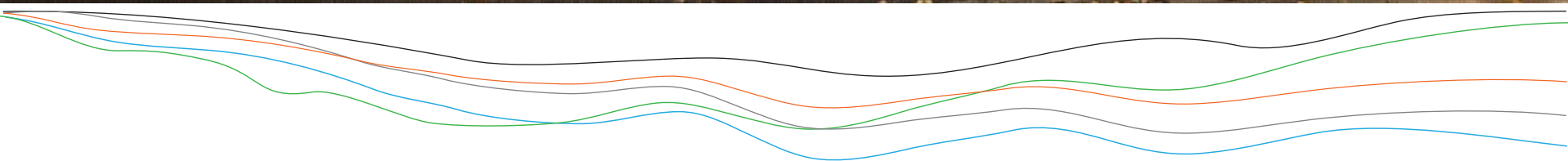
Physics



Brussels 1927

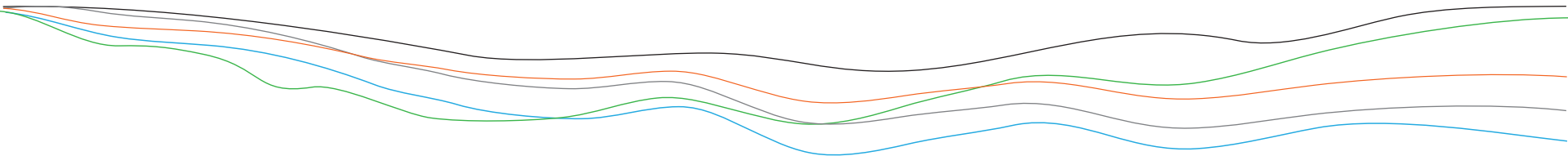


Marie Curie and 28 men



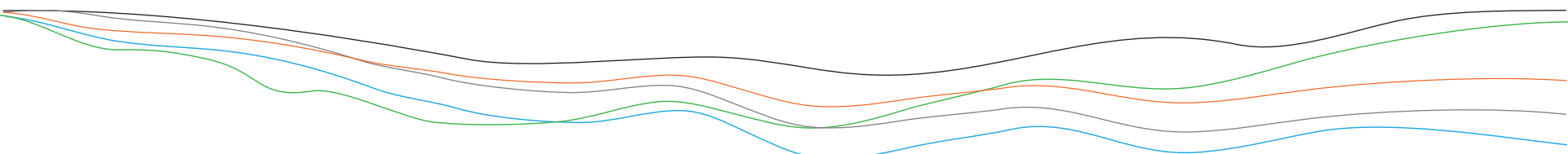
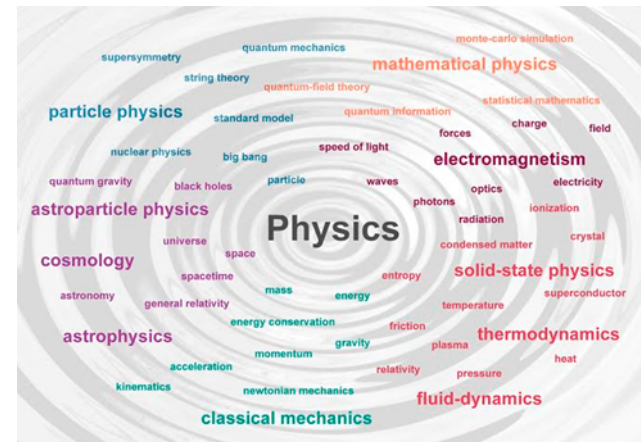


17 out of 135 (= 12,5%) women in physics research



WP5: main tasks

1. Forming a network of the GENERA project partners
2. Extension of the GENERA physics network
3. Preparation of a framework for a sustainable monitoring system (after the GENERA project)

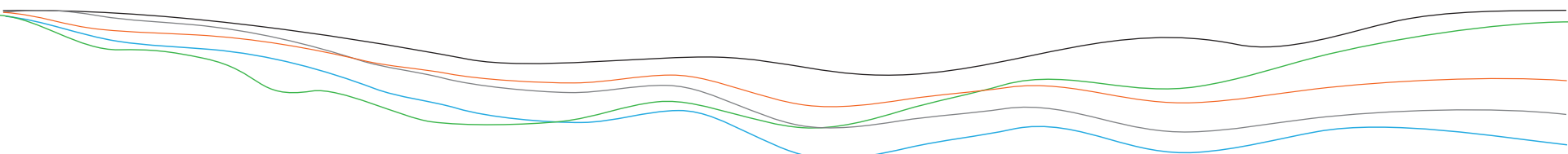


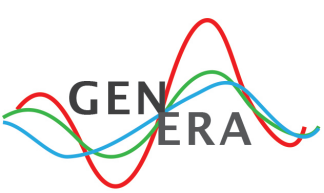
Forming the GENERA network

GENERA 2014



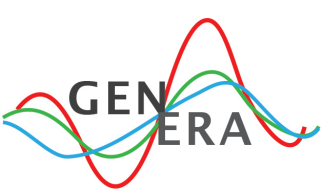
DESY	Germany
FOM	Netherlands
KIT	Germany
PORTIA	UK
INFN	Italy
MPG	Germany
JOANNEUM	Austria
CIEMAT	Spain
UNIGE	Switzerland
CNR	Italy
IFIN-HH	Romania
UJ	Poland
CNRS	France
HGF	Germany
DIAS	Ireland
DONNESCENZA	Italy
FRS/FNRS	Belgium
SNSF	Switzerland





Forming the GENERA network

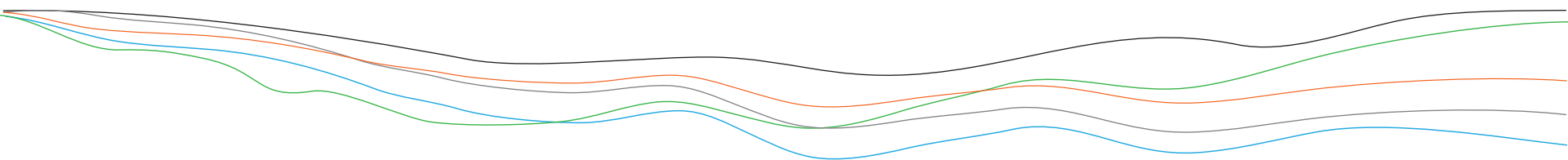
- Setup of a network structure of relevant representatives of the partners
- Management level, head of personnel departments, gender policy makers
- Exchange of management, HR and gender related data
- Mailing lists, communication tools, etc.



Extension GENERA network

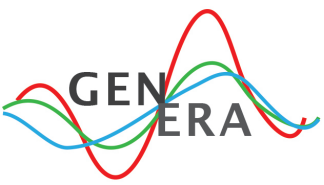


- Extension to *all* major RPOs and RFOs in physics in Europe
- Taskforce to identify new partners (CERN, EPSRC, STFC, CEA, NORDFORSK,)
- Contacts and/or visits to invite to join GENERA



Sustainable framework

- Annual one day European Gender-in-Physics events
 - network event for representatives of partners
 - promote the GENERA goals
 - inform partners about progress and results
- Prepare a framework for sustainable monitoring of the effectiveness of (tailored) GEP's beyond the GENERA project



Join GENERA!

More women in physics!

