

# Abstracts, GEODES workshop SGM2020

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## Angelika Kalt, SNSF

### The SNSF's voice for gender equality

In Switzerland, as almost everywhere in Europe, women scientists are seriously underrepresented. The SNSF decided several years ago to take decisive action against this. However, this is not an easy task. Firstly, with a poorly developed offer of childcare facilities, Switzerland is generally a difficult environment for gender equality. Secondly, as a research funding agency, the SNF can only have an indirect impact on university structures. Nevertheless, we can still make a contribution. By taking a clear public stance or by going a step further within the organisation and introducing gender quotas, for example.

## Claire Somerville, Uni GE

### Gendering STEM? Challenges and opportunities to gender inclusion and diversity in geoscience – cross-sector insights

Whilst all areas of academia and institutional research have faced challenges in moving the needle on gender inclusion and diversity, it is notable that the STEM sector and natural sciences more generally have been subject to particularly stubborn historical gender stereotypes. What do we mean when we think about gender, gender inclusion and diversity and what are the very real implications of inequities in the geosciences. What can we learn from an examination of progress in other sectors?

## Francesca Piccoli (Uni BE) and Giulia Guidobaldi (ETHZ)

### A report on gender diversity and equality in the Geosciences: an analysis of the Swiss Geoscience Meetings from 2013 to 2019

The analysis of the 17 years-dataset of the SGM reveals a positive trend towards a better gender balance since 2003. Nevertheless, data also show that strong disparity between men and women still exists in the advanced career positions and in the representation in prominent roles in public events (e.g. plenary speakers). A large fraction of female participants are students or PhD students, confirming the important drop out of female scientists in academia after the PhD. Another important finding is the prominent horizontal segregation observed among geosciences disciplines. Considering the large student participation at the SGM, it is

reasonable to think that diversifying session conveners and chair persons might be helpful to make female students feel more welcome, empowered, and overcome possible drop out.

A significant step forward is expected in the next years, after the introduction by the SCNAT of new guidelines for the SGM that explicitly recommend that diversity and gender balance should be considered when selecting keynote speaker and member of the local organization committee.

## **Arzu Çöltekin, HCI**

### **Illusion (and the exclusion) of talent**

This talk briefly examines dimensions of discrimination, and evidence of implicit bias against 'others' in all of us. Then, discusses how such biases lead to internalized self-discrimination (also known as the impostor syndrome) and its crippling effects.

Bonus: The talk includes at least one visual illusion.

## **Daniela Hansen, ETHZ**

### **Fix the Leaky Pipeline Programme (FLP) - a Career Building Programme in the ETH Domain**

The Fix the Leaky Pipeline programme addresses female doctoral students, postdocs and other female scientists in the ETH Domain (ETH, EPFL, PSI, WSL, Empa, Eawag). It offers coaching in groups, courses on career-relevant topics, networking events, mentoring (one-to-one and peer mentoring) and individual career advice sessions. This presentation also addresses topics like: Why such programmes are still necessary, shows results of an external evaluation, and shows the accessibility of the programme for female scientists.