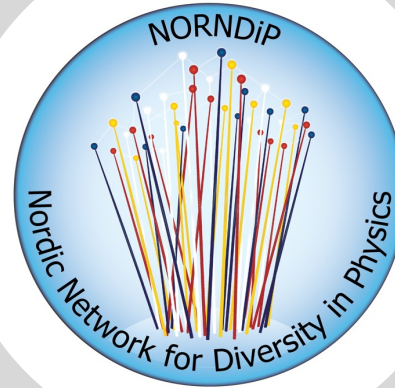
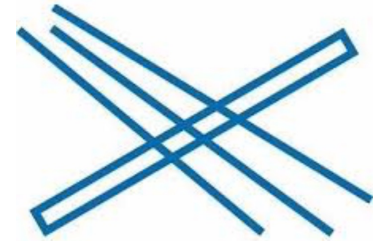


DARK



Kvinder i Fysik
Fairness Equity Visibility

Denmark: Moving beyond the gender fatigue

Christa Gall & Maren Malling

DARK, Niels Bohr Institute, University of Copenhagen

Kvinder i Fysik

DANISH SOCIETY FOR WOMEN IN SCIENCE
DANWISE
▲



INTERVIEWS ▾

EVENTS ▾

KIF PRIZE ▾

SUGGESTED READING ▾

ABOUT US ▾

MEMBERSHIP

KIF Board 2020/21

KIF is managed by a board of 5-10 members who are elected for one year at a time at the general assembly. Board members may be reelected. Currently, the board consists of:



Maren Malling – Chair Woman
DFS representative (Dansk Fysisk Selskab/Danish Physical Society)
Communication Team



Gillian Keiko Drake
Events Team



Sara Loric
Communications Team



Rajika Kuruwita
Treasurer



Louise Kindt
Webmaster
Events Team



Rayssa Bruzaca de Andrade
Events Team

Kvinder i Fysik is sponsored by



FOLLOW US ON FACEBOOK



The Danish Society for Women in Science (DANWISE) is a non-profit organization committed to **BRIDGING THE GENDER GAP** in the STEMM, humanities and social sciences fields in Denmark,
 by increasing gender inequality awareness,
 by reducing gender biases
 and improving hiring and promotion of women.



DANWISE has a new structure

by Juliane | Feb 9, 2022 | Uncategorized | 0 comments



Board of Directors



Vanessa Hall



Christine Parsons



Nathalie Krauth

DANWISE circles



Athena Swan consultant: Ida Vogel

New DANWISE Advisory Board

by Juliane | Mar 7, 2022 | Uncategorized | 0 comments

DANWISE ADVISORY BOARD



Henriette Laursen
 Director of KVINFO



Anders Lund
 Director of BRIC, UCPH



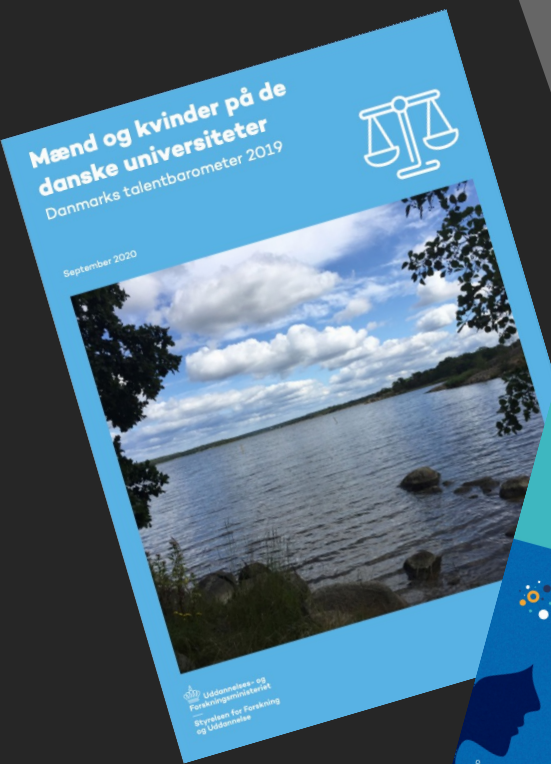
Jens Hjort
 Professor at UCPH, Board of Carlsberg foundation



Bente Rosenbeck
 Emeritus Prof. at UCPH, Author of "Har videnskab køn?"



Agnete Larsen
 Assoc. Professor Aarhus University



Proportion (%) of women among researchers in the higher education sector

	Jordbrugs- og veterinærvidenskab	Teknisk videnskab	Humaniora	Natural Sciences	Samfundsvidenskab	Sundhedsvidenskab
Island	66	Rumænien 44	Letland 70	Hercegovina 59	Letland 70	Rep. Nordmakedonien 68
Letland	60	Bulgarien 42	Bosnien-Hercegovina 64	Serbien 54	Litauen 64	Letland 65
Finland	60	Montenegro 39	Rusland 63	Portugal 51	Estland 60	Estland 64
Slovenien	60	Spanien 39	Litauen 63	Litauen 49	Finland 60	Island 63
Schweiz	57	Letland 38	Rep. Nordmakedonien 62	Montenegro 49	Luxembourg 59	Finland 63
Storbritannien	57	Serbien 38	Bulgarien 60	Rumænien 49	Rumænien 58	Litauen 62
Rusland	56	Rep. Nordmakedonien 37	Estland 60	Kroatien 48	Island 57	Irland 62
Norge	56	Grækenland 35	Kroatien 59	Italien 45	Rusland 57	Montenegro 62
Portugal	56	Litauen 35	Finland 59	Bulgarien 45	Kroatien 56	Storbritannien 60
Østrig	55	Kroatien 35	Serbien 57	Tyrkiet 45	Portugal 55	Portugal 60
Danmark	55	Tyrkiet 34	Montenegro 56	Slovakiet 44	Holland 54	Norge 60
Litauen	54	Slovakiet 33	Østrig 55	Rep. Nordmakedonien 44	Bulgarien 53	Bulgarien 59
Montenegro	53	Bosnien-Hercegovina 31	Storbritannien 52	Letland 43	Slovakiet 53	Serbien 59
Polen	52	Cypern 31	Irland 52	Spanien 43	Irland 52	Rumænien 59
Irland	52	Portugal 31	Portugal 52	Polen 42	Norge 52	Polen 58
Rumænien	51	Holland 29	Luxembourg 52	Rusland 42	Sverige 52	Slovakiet 58
Slovakiet	50	Polen 29	Schweiz 52	Grækenland 40	Serbien 52	Slovenien 57
Tyskland	50	Rusland 29	Slovenien 51	Holland 40	Belgien 52	Sverige 55
Kroatien	50	Finland 28	Island 51	Storbritannien 38	Slovenien 50	Rusland 55
Sverige	49	Irland 28	Holland 51	Estland 38	Østrig 50	Kroatien 55
Serbien	47	Estland 27	Belgien 50	Irland 38	Polen 50	Luxembourg 55
Estland	47	Sverige 27	Tyskland 50	Island 38	Schweiz 49	Danmark 54
Holland	45	Italien 27	Sverige 50	Belgien 37	Ungarn 48	Belgien 53
Italien	44	Østrig 26	Polen 49	Cypern 34	Bosnien-Hercegovina 48	Tyskland 50
Tjekkiet	42	Norge 26	Norge 49	Norge 34	Rep. Nordmakedonien 47	Tyrkiet 49
Spanien	42	Danmark 25	Italien 49	Finland 33	Danmark 47	Ungarn 48
Rep. Nordmakedonien	42	Schweiz 25	Danmark 48	Tyskland 32	Storbritannien 45	Østrig 48
Bulgarien	42	Slovenien 24	Slovakiet 48	Schweiz 32	Italien 45	Schweiz 48
Ungarn	42	Storbritannien 23	Ungarn 46	Danmark 31	Tyskland 45	Malta 48
Grækenland	42	Ungarn 23	Spanien 44	Østrig 31	Cypern 45	Bosnien-Hercegovina 46
Bosnien-Hercegovina	39	Tjekkiet 22	Grækenland 43	Syd Korea 31	Tyrkiet 44	Tjekkiet 45
Belgien	38	Belgien 22	Cypern 42	Malta 30	Spanien 44	Syd Korea 44
Cypern	33	Tyskland 20	Tyrkiet 42	Sverige 30	Malta 43	Spanien 44
Tyrkiet	33	Island 20	Tjekkiet 42	Slovenien 30	Tjekkiet 43	Cypern 43
Syd Korea	28	Malta 16	Syd Korea 41	Ungarn 29	Grækenland 41	Holland 43
Malta	25	Luxembourg 15	Rumænien 39	Tjekkiet 29	Montenegro 40	Italien 43
Japan	21	Syd Korea 14	Japan 36	Luxembourg 26	Syd Korea 36	Grækenland 41

Denmark Statistics

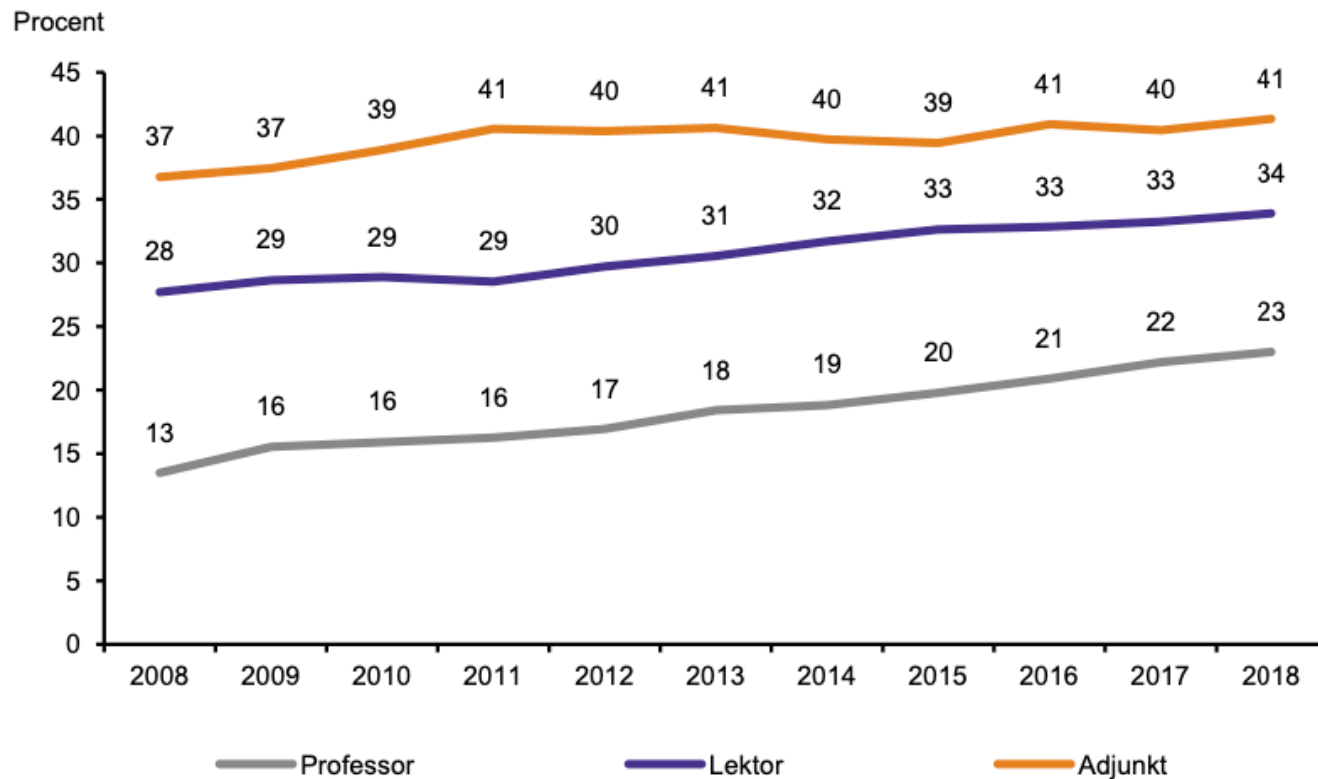
<https://ufm.dk/publikationer/2020/filer/talentbarometer-2019.pdf>

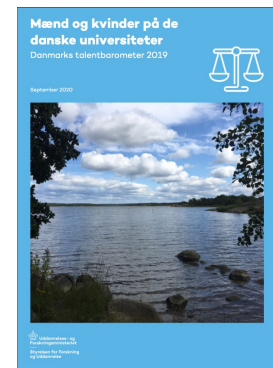
<https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/67d5a207-4da1-11ec-91ac-01aa75ed71a1>

Not so current situation...

<https://ufm.dk/publikationer/2020/filer/talentbarometer-2019.pdf>

Number of women at Adjunkt, Professor and Associate Professor level, all Danish universities 2008--2018

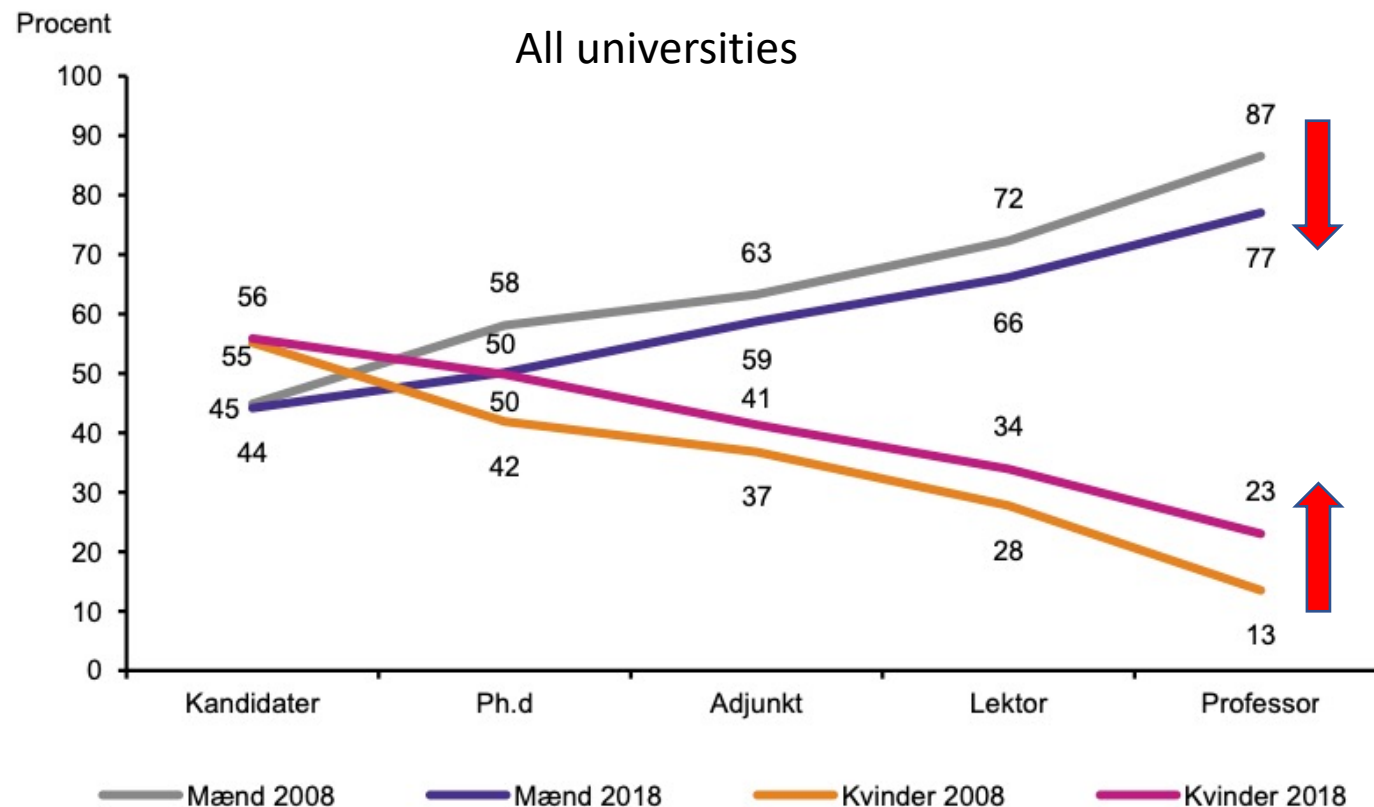




Not so current situation...

<https://ufm.dk/publikationer/2020/filer/talentbarometer-2019.pdf>

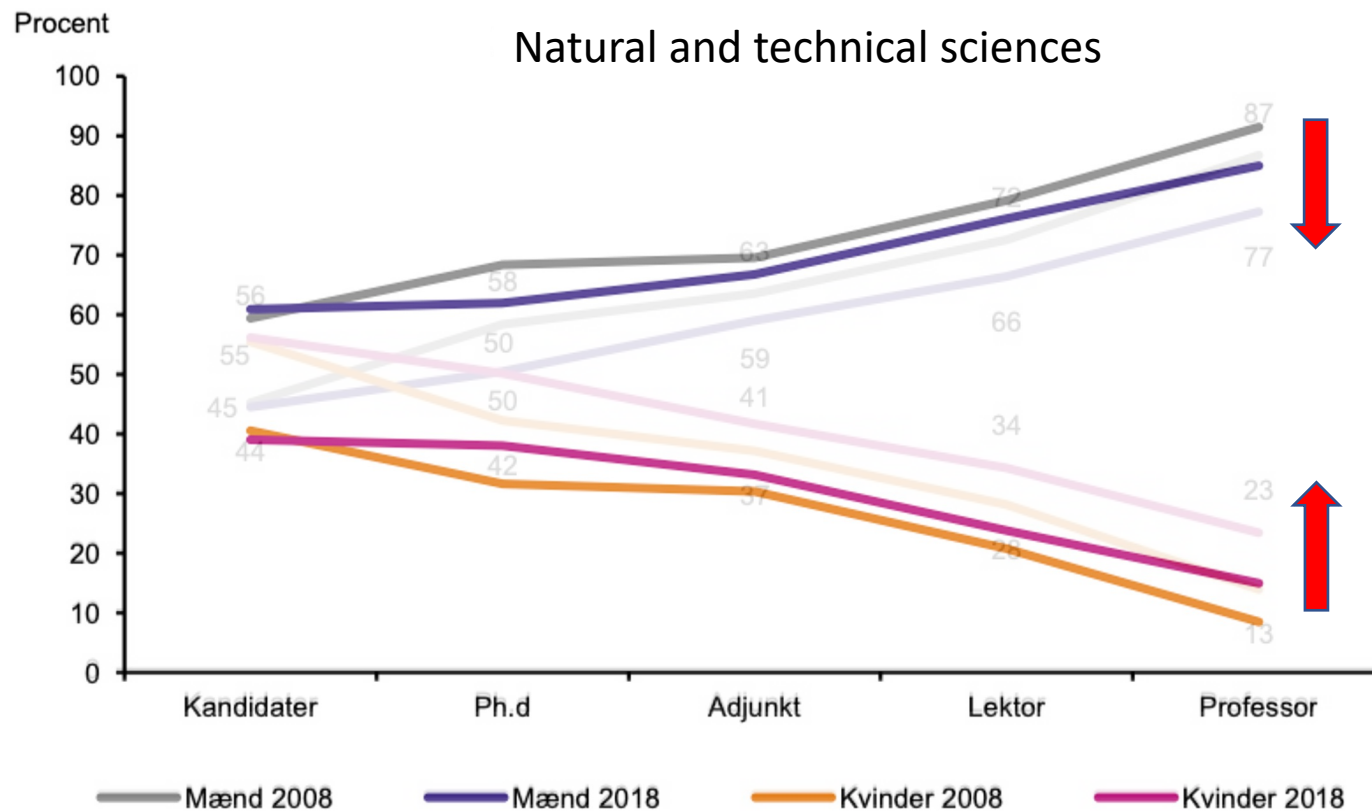
Women and men in a typical career progression, 2008--2018



Not so current situation...

<https://ufm.dk/publikationer/2020/filer/talentbarometer-2019.pdf>

Women and men in a typical career progression, 2008--2018



Successes & Failures

Good Intentions and Opportunities



1997—2003 FREJA

Female researchers in Joint Action
78 MDKK to 16 women (327 applicants)

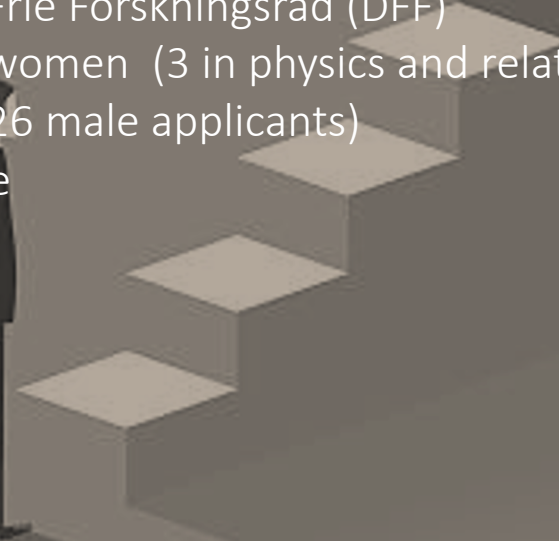
~2010 FREJA Fellowship

A two-year postdoc stipend in a tenure track and which aims thereafter to employ the FREJA Fellow as a tenured Associate Professor.



2014 YDUN, Det Frie Forskningsråd (DFF)

110 MDKK to 17 women (3 in physics and related areas)
(527 female and 26 male applicants)
=> 5% successrate





KIF Library

and Male Medical Faculty

• *Wennerås et al*, 1997, title: [Nepotism and sexism in peer-review](#)

Recommended books

- *Naja Lind Rasmussen, Rikke Kristine Østergaard*, 2022 [Den Utålmodige Feminist](#)
- *Birgitte Possing*, 2021 [Argumenter imod kvinder](#)
- *Einersen et al*, 2021 [Sexism in Danish Higher Education and Research](#)
- *Caroline Criado Perez*, 2020 [Invisible Women](#)
- *Eileen Drew, Siobhán Canavan*, 2020 [The Gender-Sensitive University](#)
- *Judy Robertson*, 2018 [EqualBITE – Gender Equality in Higher Education](#)
- *Melissa M. Terras*, 2018 [Picture-Book Professors](#)
- *Angela Saini*, 2018 [Inferior](#)



Don't want change

See no problems

Active actions are seen as
discrimination against men

Gender Fatigue!

Action in the grey:
Denmark's unique landscape of Foundations
is moving beyond debating

Need change

See a lot of problems

Pro gender
equity/equality

Active programs

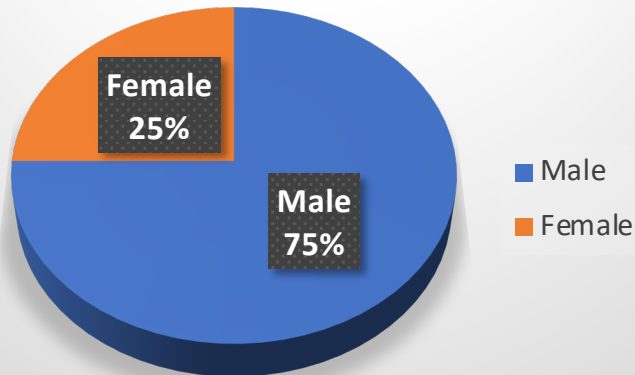
Danish Research Centers



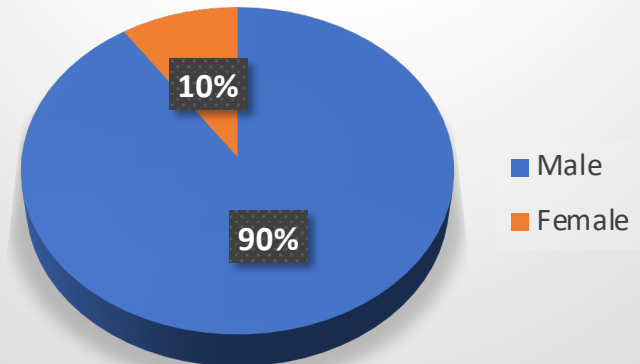
Danish National Research Foundation (DNRF) Centers of Excellence

2019

Active Center Leaders



Physics



20% and 22% women in 2016, 2017

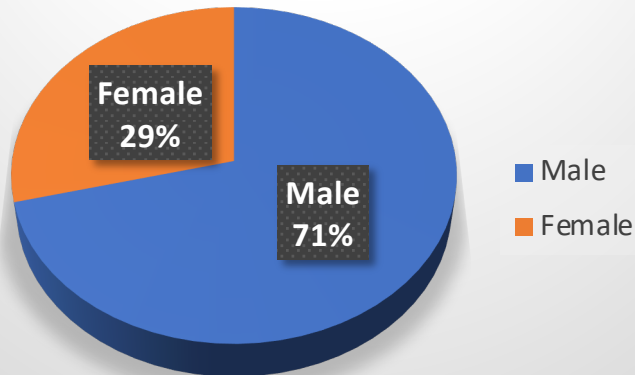
Danish Research Centers



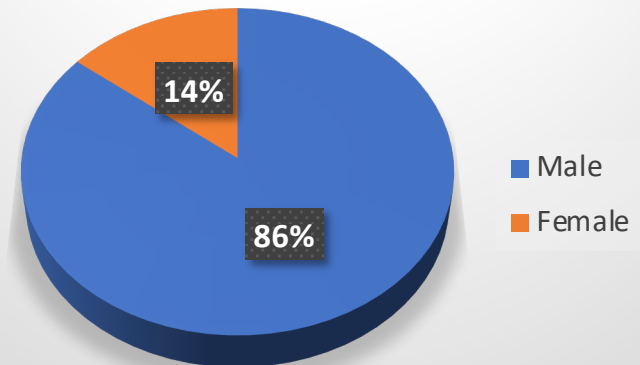
Danish National Research Foundation (DNRF) Centers of Excellence

2022

Active Center Leaders



Physics



20% -> 22% -> 29% women in 2016, 2017, 2022

Fondens virkemidler 2021

Dyk ned i succesrater, antal ansøgninger og kønsbalancer her på siden eller se mere på side 26 og frem.

	Antal ansøgninger	Antal bevillinger	Succesrate antal	Succesrate antal ♂/♀%	Ansøgt beløb, mio. kr.	Bevilget beløb, mio. kr.	Succesrate beløb	Succesrate beløb ♂/♀%
DFF-Forskningsprojekt1	1.276	149	12%	11 / 14	3.408,6	399,0	12%	11 / 14
DFF-Forskningsprojekt2	643	52	8%	8 / 7	3.780,7	298,0	8%	8 / 7
Sapere Aude: DFF-Forskningsleder	404	43	11%	11/ 10	2.424,8	260,0	11%	11 / 10
DFF-International Postdoc	215	34	16%	14 / 19	298,4	46,9	16%	14 / 19
Eksplorativt netværk Kultur og Kommunikation	12	6	50%	50/ 50	7,7	3,7	48%	47 / 49
Tidsskrifter Kultur og Kommunikation	18	7	39%	45 / 29	2,0	0,8	39%	46 / 30
Forskningsophold i udlandet Samfund og Erhverv	18	6	33%	27 / 43	4,8	1,2	24%	16 / 38
Delestillinger Sundhed og Sygdom	24	9	38%	23 / 55	19,8	6,0	30%	16 / 44
Skolarstipendier Sundhed og Sygdom	51	17	33%	34 / 32	6,4	2,1	33%	35 / 30
Inge Lehmann-programmet	143	39	27%	11 / 28	390,5	108,3	28%	12 / 29
Forskeruddannelse uden for universiteterne (ph.d)	56	9	16%	12 / 18	143,1	23,0	16%	12 / 18
DFF-Dansk ERC-støtteprogram	3	3	100%	100 / 100	1,0	0,9	98%	100 / 98
Tematisk forskning – Grøn omstilling	479	61	13%	12 / 15	2.417,5	307,0	13%	13 / 13
I alt	3.342	435	13%	12 / 16	12.905,2	1.456,8	11%	11 / 13

Danish Research Grants



DANMARKS FRIE
FORSKNINGSFOND

Fondens virkemidler 2021

Dyk ned i succesrater, antal ansøgninger og kønsbalancer her på siden eller se mere på side 26 og frem.

DFF Kultur og Kommunikation	Samlet	♂	♀
Antal ansøgninger	465	243	222
Antal bevillinger	60	25	35
Succesrate målt i antal	13%	10%	16%
Ansøgt beløb, mio. kr.	1.870	983	887
Bevilget beløb, mio. kr.	189	76	114
Succesrate målt i beløb	10%	8%	13%

DFF Natur og Univers	Samlet	♂	♀
Antal ansøgninger	626	486	140
Antal bevillinger	78	53	25
Succesrate målt i antal	12%	11%	18%
Ansøgt beløb, mio. kr.	2.430	1.919	511
Bevilget beløb, mio. kr.	277	196	81
Succesrate målt i beløb	11%	10%	16%

DFF Teknologi og Produktion	Samlet	♂	♀
Antal ansøgninger	668	509	159
Antal bevillinger	76	53	23
Succesrate målt i antal	11%	10%	14%
Ansøgt beløb, mio. kr.	2.700	2.092	608
Bevilget beløb, mio. kr.	283	213	71
Succesrate målt i beløb	10%	10%	12%

DFF Samfund og Erhverv	Samlet	♂	♀
Antal ansøgninger	348	191	157
Antal bevillinger	42	19	23
Succesrate målt i antal	12%	10%	15%
Ansøgt beløb, mio. kr.	1.264	714	550
Bevilget beløb, mio. kr.	133	65	69
Succesrate målt i beløb	11%	9%	12%

DFF Sundhed og Sygdom	Samlet	♂	♀
Antal ansøgninger	673	390	283
Antal bevillinger	111	60	51
Succesrate målt i antal	16%	15%	18%
Ansøgt beløb, mio. kr.	1.899	1.144	755
Bevilget beløb, mio. kr.	248	152	96
Succesrate målt i beløb	13%	13%	13%

DFF Det Tværrådslige Udvalg*	Samlet	♂	♀
Antal ansøgninger	83	50	33
Antal bevillinger	7	3	4
Succesrate målt i antal	8%	6%	12%
Ansøgt beløb, mio. kr.	325	206	119
Bevilget beløb, mio. kr.	19	9	10
Succesrate målt i beløb	6%	4%	9%

* Ansøgninger til det Tværrådslige Udvalg er behandlet af to råd i fællesskab og fremgår derfor alene af det Tværrådslige Udvalgs opgørelse og ikke af de enkelte råds opgørelser.

DFF Tematiske midler – Grøn omstilling	Samlet	♂	♀
Antal ansøgninger	479	373	106
Antal bevillinger	61	45	16
Succesrate målt i antal	13%	12%	15%
Ansøgt beløb, mio. kr.	2.417	1.887	530
Bevilget beløb, mio. kr.*	307	241	66
Succesrate målt i beløb	13%	13%	13%

https://dff.dk/aktuelt/dff_aarsrapport_2021.pdf

Danish Research Grants



DANMARKS FRIE
FORSKNINGSFOND



Earmarked research funding for women

25.06.2019

A new VILLUM FONDEN programme aims to support the advancement of talented postdoc women in international research careers.

“Danish women earn master’s degrees and PhDs, but they don’t move any further up the academic career ladder.

That’s a problem. In the first place, these talented women don’t get the chance to contribute.

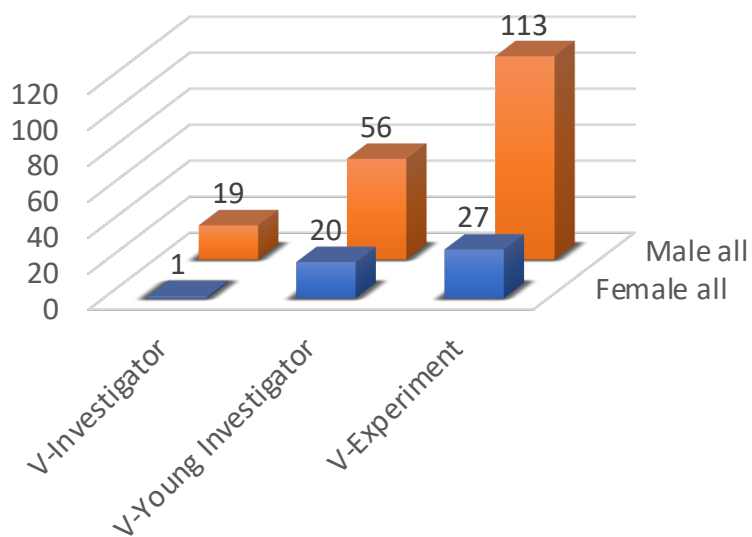
Secondly, it means less diverse workplaces and research environments,” says Thomas Bjørnholm, Executive Chief Scientific Officer for VILLUM FONDEN.

Initiatives by
Foundations

THE VELUX FOUNDATIONS

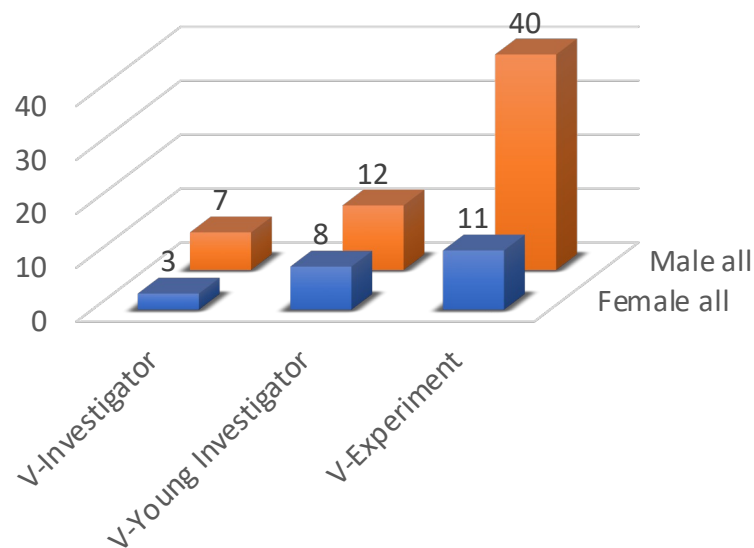
VILLUM FONDEN  VELUX FONDEN

Grant periode 2015-2019



■ Female all ■ Male all

Grant periode 2021



■ Female all ■ Male all

Initiatives by Foundations

THE VELUX FOUNDATIONS

VILLUM FONDEN ✕ VELUX FONDEN

Initiatives by Foundations



Working towards diversity in technical and natural sciences

There is ample scientific evidence to suggest that diversity within research leads to more creativity and innovation. At VILLUM FONDEN, we seek to support an increasingly diverse and inclusive scientific community within the technical and natural sciences at Danish universities, and we have chosen to focus mainly on addressing female representation.

Hence, we are committed to:

- Promote gender balance within Danish Science
- Support the advancement of talented women in university research careers
- Motivate female researchers to apply for funding
- Act on reducing career barriers for female researchers
- Support initiatives that promote a more inclusive research environment.

VILLUM FONDEN recognises persons with all gender perceptions and gender identities.

Initiatives by Foundations



Gender policy

Our targets

- The gender distribution among applicants and grantees within our programmes should match the gender distribution in the pool of overall potential applicants
- Our committees should include at least 30-40% women.

Our initiatives

Below you find examples of how we actively address our support to a more gender balanced scientific community.

Funding instruments

- [Villum International Postdoc Programme](#) is earmarked for women (5 years): we give women with academic career ambitions an international experience.
- [Family packages](#) support family related needs of researchers.

Initiatives by Foundations

Today in Denmark, there is an equal number of men and women in PhD research positions, whereas less than a third of associate professors are women and only a fifth of professorships are held by women.

The Carlsberg Foundation specifically wants to remove this barrier.

CARLSBERG FOUNDATION



The Carlsberg Foundation removes gender barrier by covering maternity costs

Carlsberg Foundation and Research

26/08/2019

As the first Danish foundation, the Carlsberg Foundation has decided to reimburse additional costs to the universities when a research fellow supported by the foundation takes maternity leave.

Initiatives by Foundations

CARLSBERG FOUNDATION



Carlsberg Foundation and Research

Carlsberg Foundation awards record grants for Danish basic research

07/12/2021

292 of Denmark's most imaginative and visionary researchers are today receiving a research grant from the Carlsberg Foundation. A total of DKK

<https://www.carlsbergfondet.dk/en/News/News-from-the-Foundation/News>

Focus on female researchers

In the Call for Applications 2021, the Carlsberg Foundation indicated that it is working to promote gender diversity in Danish research and therefore generally invites all qualified researchers, but especially women, to apply for the Foundation's research funding.

In connection with this year's awards, the Foundation received 183 applications from female researchers. This corresponds to 31 percent, compared to 36 percent last year.

In total, 88 female research applicants have been awarded a grant this year. This gives a success rate for applications with a female main applicant of 48 percent.

Of the total sum awarded, male applicants received DKK 291 million and female applicants DKK 165 million. This means that female applicants received 36 percent of the total sum awarded.

As the Carlsberg Foundation has a long-term ambition to achieve a more qualified equal gender distribution among grant recipients, the Foundation's Board of Directors will evaluate this year's awards with a focus on gender distribution and identify any potential initiatives for increasing the number of applications from qualified female researchers.

Initiatives by Foundations

CARLSBERG FOUNDATION

PROMOTING DIVERSITY IN DANISH RESEARCH

Mission Statement

Since the Carlsberg Foundation was founded in 1876 by brewer J.C. Jacobsen, the Foundation has supported excellent basic research within natural sciences, social sciences, and the humanities, and one of our main purposes is to "brew knowledge for a brighter future". Excellent research requires academic freedom, unique infrastructure, academic leadership, and promoting the very best talents at Danish universities. Consequently, the entire talent pool ought to be considered - regardless of gender.

One of the four strategic principles of the Carlsberg Foundation's Strategy 2019-2023 is **to promote gender diversity in Danish research**, as female researchers continue to be underrepresented, particularly in senior positions, and face several gender related career barriers.

Action plan

The Carlsberg Foundation grants research funding to the best and most visionary researchers and has a special focus on talent development and succession planning in Danish research. The quality of the research, and not the gender of the researcher, will always be decisive for who receives a grant from the Carlsberg Foundation.

Never diverging from this principle, the Foundation seeks to help promote gender diversity in Danish research and ensure gender balance in all its grant making through implementation of the following measures:

Calls for applications

- The Foundation will actively encourage female researchers to apply for research grants before the annual call for applications through targeted communication.
- Applicants of larger grants must describe in their recruitment plan how they plan to ensure diversity and gender balance in their research team.

Initiatives by Foundations

novo nordisk
foundation

Diversity Policy for the Novo Nordisk Foundation

The Foundation's diversity policy is based on a comprehensive analysis regarding the gender distribution among committees, applicants and grantees.

The share of applicants awarded a grant is equal for men and women.

The Foundation continuously monitors the diversity in our activities and strives to improve the way we work.

Principle 1.

Broaden the access to global talent: We will actively work to encourage a diverse base of talent to pursue careers within research, education and innovation as well as within our commercial activities.

Principle 2.

Secure diversity of thinking: Boards, scientific expert committees, advisory bodies and the employees of the Novo Nordisk Foundation should have targets and action plans for diversity.

Principle 3.

Ensure fair processes: Irrespective of gender, nationality, cultural background, religion, age, sexual orientation etc., all applicants, employees and grant holders must always be treated and evaluated on a fair and equal basis in all processes.

Principle 4.

Promote an inclusive culture: We will formulate specific expectations not only to ourselves but also to all key stakeholders, including research institutions, to explain how they and their organization promote diversity and inclusion. The individual applicant will not need to explain this in the application process.

Initiatives by Foundations

DM's
Forskerforum

Novo Nordisk Fonden vil trække lod om bevillinger

I et forsøg over tre år vil Novo Nordisk Fonden bruge lodtrækning til at udvælge en del af de forskningsprojekter, der får støtte.

“I see a certain tendency towards conservatism when distributing funds”, says Lene Oddershede

17. marts 2022



Over the next three years, as an experiment, the foundation will distribute a total of DKK 270 million to research projects, some of which will be selected by lottery – **a process also called partial randomization**. The purpose is to optimize the scientific yield of the funds.

“This is the consequence of us constantly critically assessing committee processes and trying to become better at supporting research”, says Lene Oddershede

“It targets the applications that are of sufficient quality, but where the committee does not agree on the prioritization and where there are not funds for all. This is where the fight usually arises to select those who are to receive a grant. But in this heap we will now run two parallel processes. The committee selects some of them as it usually does. Next to that, we also choose the same number by lottery”, explains Lene Oddershede

GENDER DIVERSITY IN DANISH RESEARCH

RESULTS FROM A
2020 SURVEY BY
THE CARLSBERG
FOUNDATION

CARLSBERG FOUNDATION

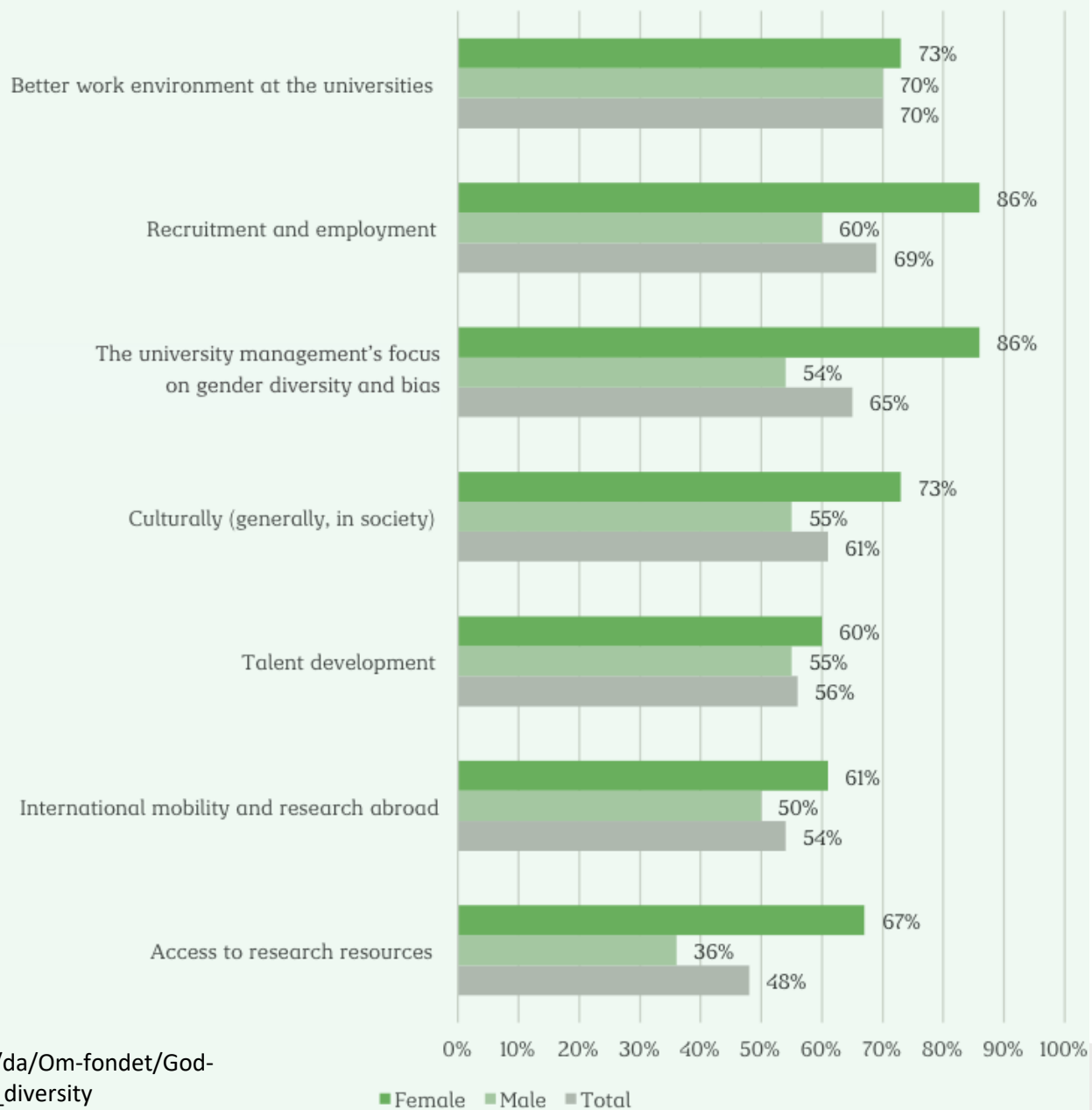
FOREWORD

By Professor Flemming Besenbacher

CHAIRMAN OF THE CARLSBERG FOUNDATION

For far too many years the Danish academic society has been discussing how to improve the gender diversity at Danish universities, where female researchers continue to be underrepresented, particularly in senior positions. In 2018, the share of women at assistant professor level was 41% - the same as in 2011 - while the share of women in associate professor positions had increased by 1% since 2015 to 33%. Furthermore, the number of female professors is only 23%, up from 13% in 2008 (Ministry of Higher Education and Science 2020). Relative to countries we normally compare ourselves with, we are sadly trailing behind.

SIGNIFICANT OR VERY SIGNIFICANT CHANGES IN DIFFERENT AREAS, TOTAL AND BY GENDER



Good Intentions

11. marts, 2021 — 08:00

ARBEJDSMILJØ

Uniavisen Københavns Universitet

U.

Lederen af Københavns
Universitets berømteste
institut vil fordoble antallet af
kvindelige forskere



Interview: “If we don’t do anything then in ten years, there won’t be any women at NBI” .. Says Jan Thomsen, Head of the Niels Bohr Institute

...’Goal is to reach 35% of women until 2030 at the Associate Professors level and 30% at the Professor level... currently there are 20,6% and 13% ... so this is a long way to go.’

In numbers: 36 professor and 34 associate professor -> 5 and 7 women.
10 more positions until 2030... Need to hire 8 women 🤔

Good Intentions

11. marts, 2021 — 08:00

ARBEJDSMILJØ

Uniavisen Københavns Universitet

U.

Lederen af Københavns
Universitets berømteste
institut vil fordoble antallet af
kvindelige forskere



Interview: “If we don’t do anything then in ten years, there won’t be any women at NBI” .. Says Jan Thomsen, Head of the Niels Bohr Institute

...’Goal is to reach 35% of women until 2030 at the Associate Professors level and 30% at the Professor level... currently there are 20,6% and 13% ... so this is a long way to go.’

In numbers: 36 professor and 34 associate professor -> 5 and 7 women.
10 more positions until 2030... Need to hire 8 women 🤔

Darkmatterwomen ?

$$N_{Women}^{now} + N_{Women}^{new} + \Omega_{DMWomen}$$

In summary.....



Some progress over the past view years
although numbers are only slowly changing



Foundations are acting



Universities slowly catching up



So, patience, patience patience



Every small success is a step into the right
direction!



THANK YOU!

For taking an active part in changing into a more
diverse,
inclusive
and
transparent future!