

Gender & Diversity at the IGFAE

IGFAE Retreat – July 5, 2022

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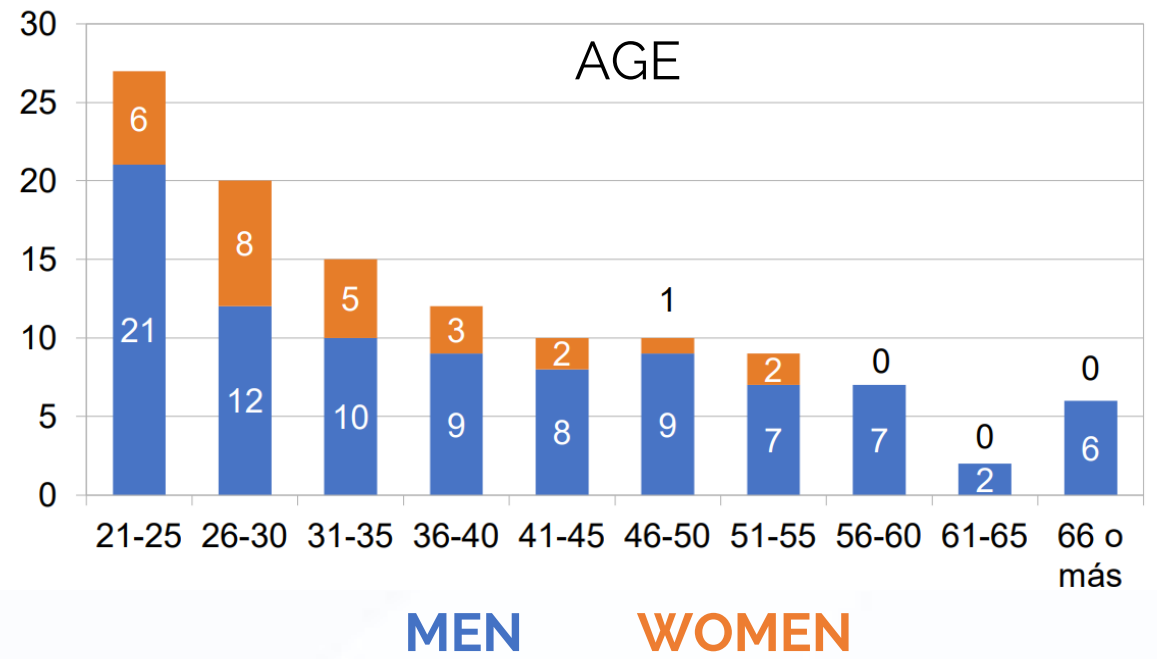
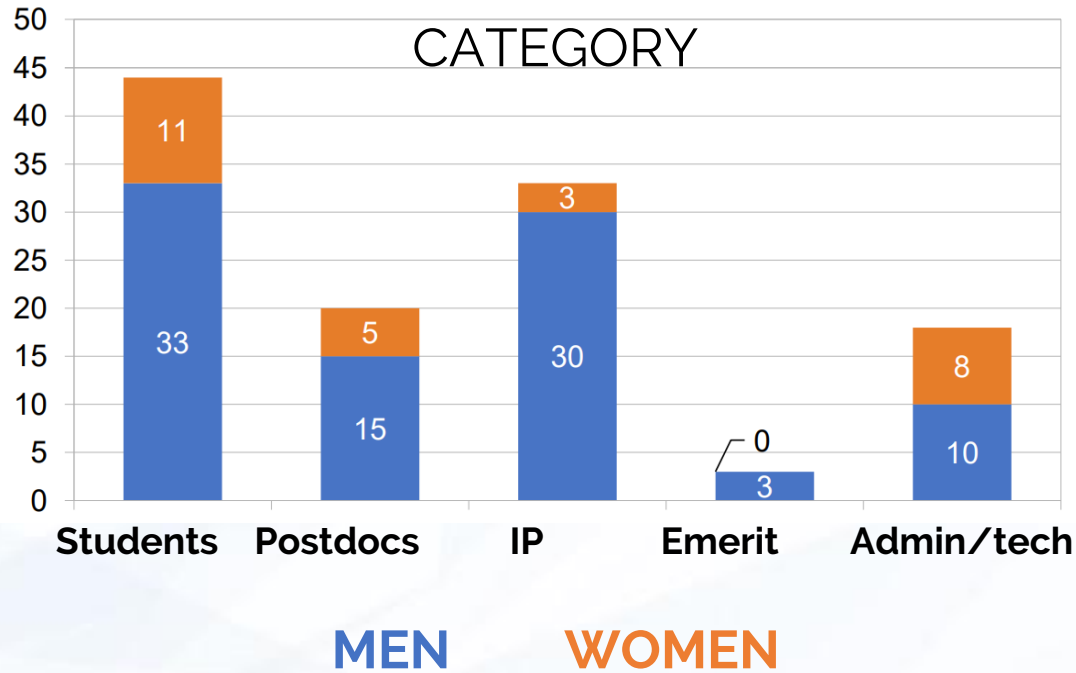
communication@igfae.usc.es



Gender & diversity at the IGFAE

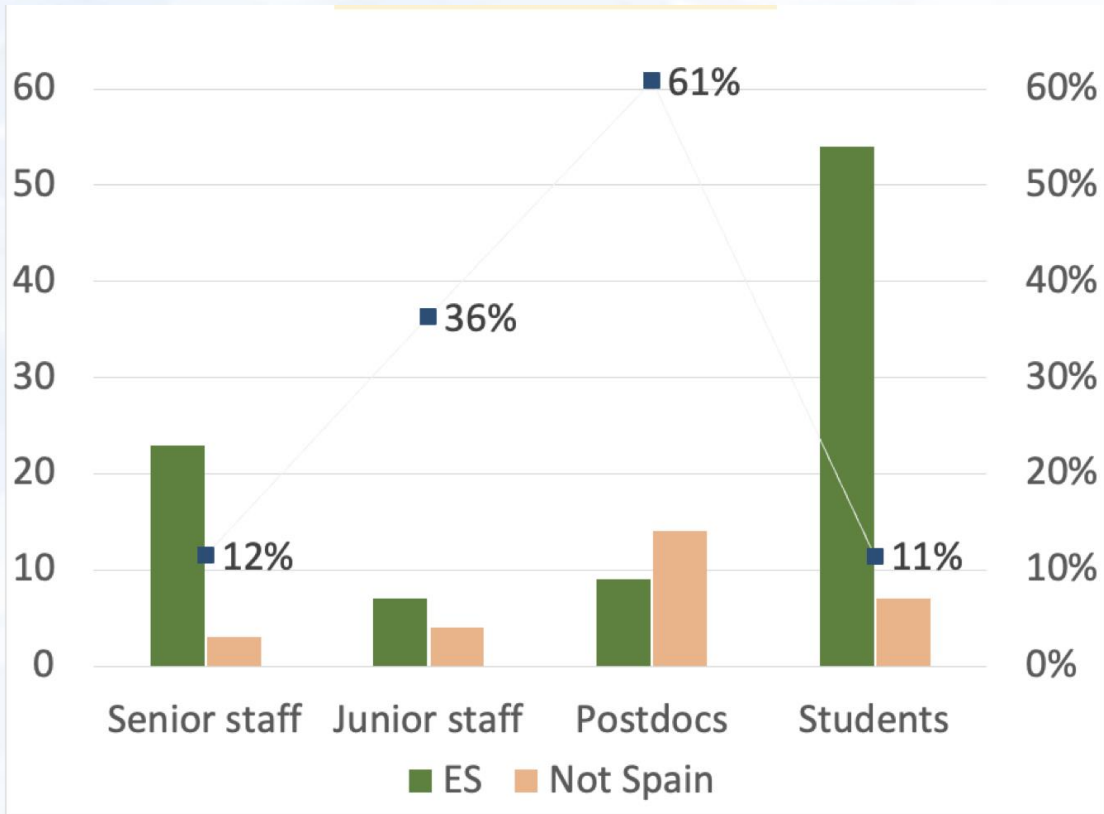
~ 150 people: 23% women

Only 18% are female researchers

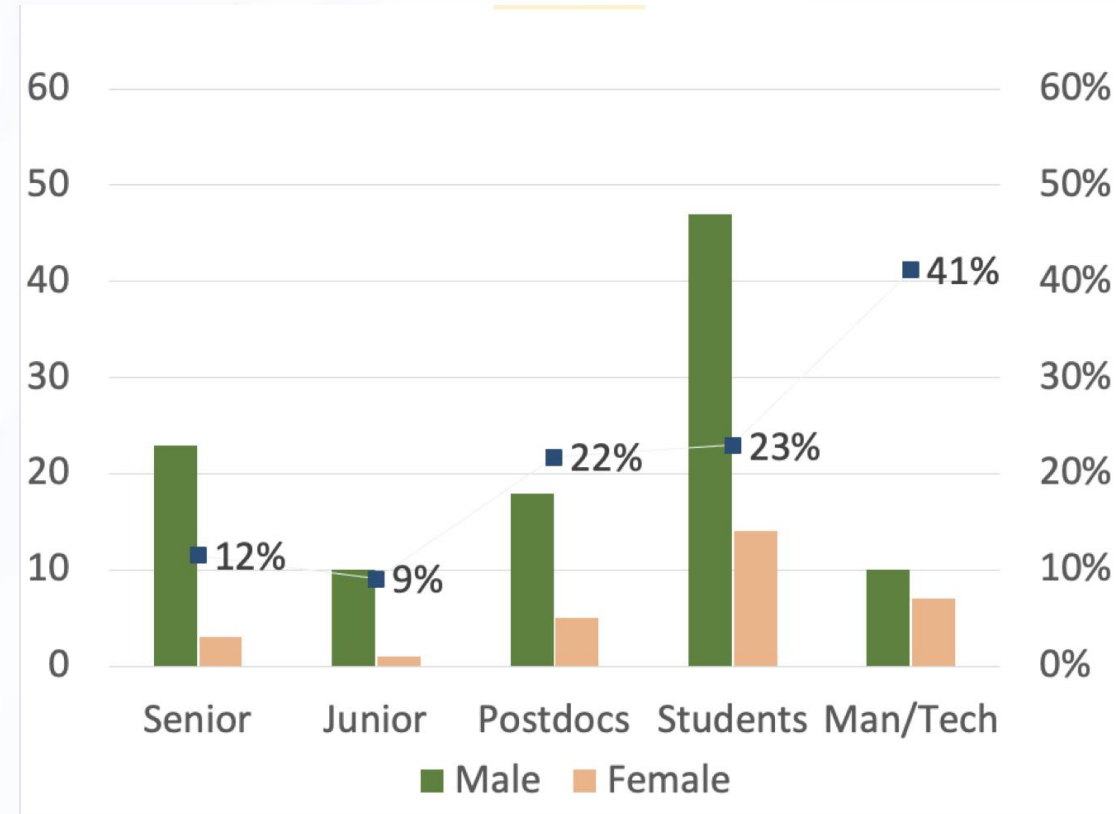


Gender & diversity at the IGFAE

International staff



Gender



Some questions:

Why some women leave the academia? What are we doing to prevent this?

Why some of them find the scientific career more hostile than men?

Why girls see themselves less prepared and intelligent than boys since school?

What can we do to at IGFAE improve the work-family balance?

And many more!

Some measures were taken during this time

- Inclusion of at least one woman among the members of the governance and selection **committees**.
- Adoption of measures to favour flexible working hours for **family reconciliation**.
- **Support from management unit** in the administrative procedures for family reconciliation.
- **Organisation of events** to raise awareness on gender inequality and the lack of diversity in Physics:
 - Conferences to promote STEM vocations among young women.
 - Round tables on the situation of women in this scientific field.

2019, 2020 e 2022: Masterclass for girls 120 female Galician students



2020-2021: Two online round tables. ~ 500 people



Mesa redonda virtual da Rede de Centros Singulares de Investigación da USC (RCSI)

“De nenas a investigadoras: o camiño da ciencia”

Participan:
María José Gómez, investigadora predoutoral (IGFAE).
Catarina Allegue, investigadora posdoutoral (CIMUS).
María Giménez, investigadora principal (CIQUS).
Paula López, directora adxunta (CITIUS).

Moderadora:
Elena Mora, responsable de comunicación do IGFAE.

Inscripcións:
bit.ly/11fingular

11Febrero
 Día Internacional da muller e a nai na ciencia








Os centros da RCSI (CIQUS, CIMUS, CITUS) e IGFAE contan con financiamento da Consellería de Cultura, Educación e Ordenación Universitaria a través do programa de apoio para a cualificación, innovación e mellora de centros de investigación singular e a súa capacidade investigadora incorporados ao Sistema Universitario de Galicia, cofinanciados polo IGFAE (programa operativo Feder Galicia 2014-2020).

2019: Informal chat in a bar in Compostela

MINORÍAS
 en *ciencia*

conversas sobre igualdade e inclusión entre
 viño e cervexas

por **Ágnes Mócsy**, física, cineasta e comunicadora

20:00 horas
 15 novembro 2019

O BESBELLO - BAR CULTURAL
 Rúa da Caldeirería, 28, Santiago de Compostela








What happens after these events

“Axudoume para sentirme máis parte do grupo das mulleres na ciencia, a **sentirme representada na ciencia.**”

“Eu quero facer arquitectura e xa estaba bastante motivada de antes pero **saber que é un campo no que hai poucas mulleres motivame máis**, non sei por que.”

“Motivou moito o feito de **ser tantas nenas xuntas e escoitar o que queren facer máis adiante**”

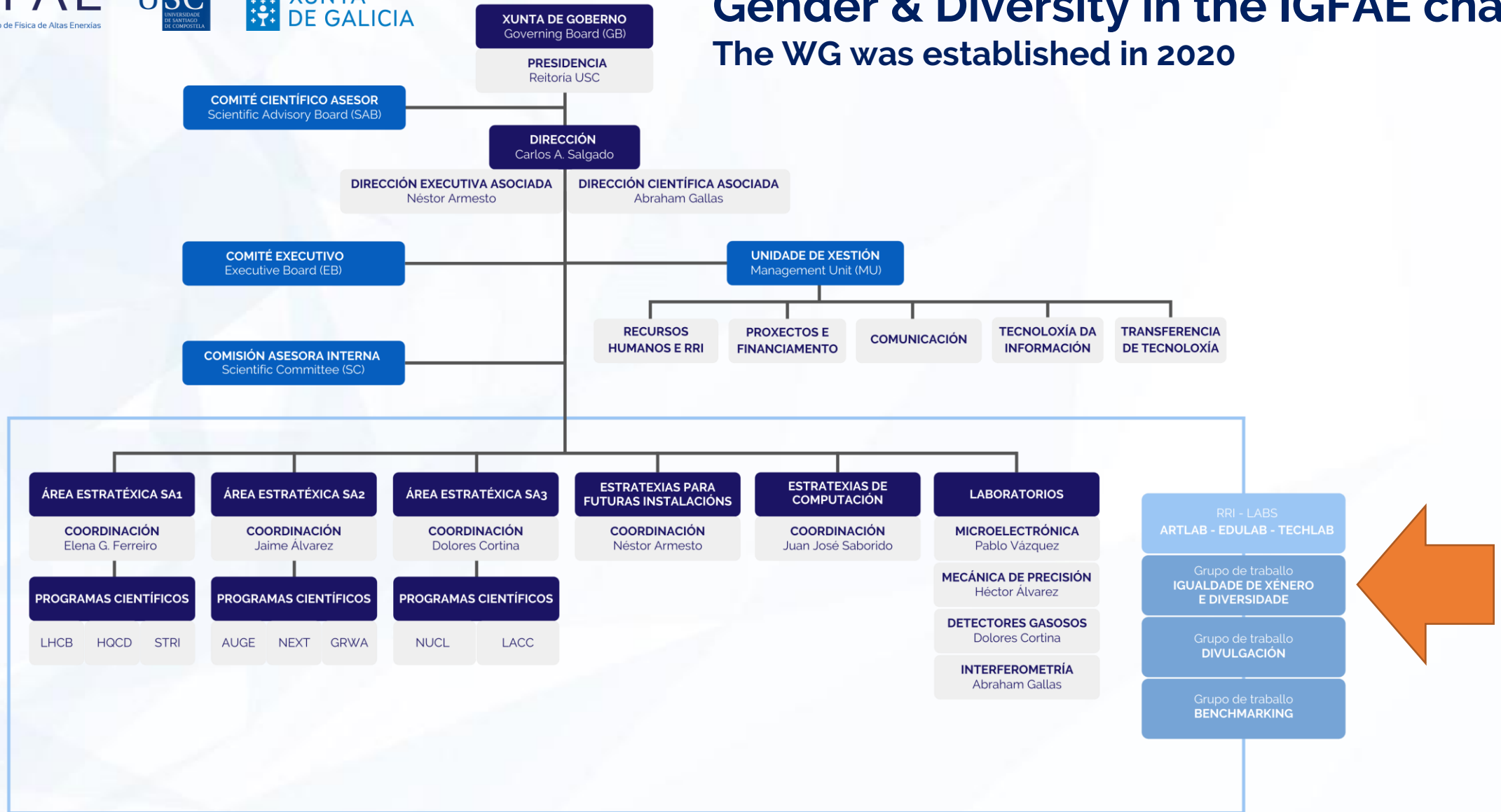
“Agora estou **máis aberta a outras opcións** (estaba pensando en facer maxisterio porque me gustaría facer a ciencia accesible para todxs)”

...but this wasn't enough to make a real change

- Training in gender equality and diversity among research staff is scarce
- Sometimes we can't implement measures because the USC regulates that specific topic, not us.
- The impossibility of intervening in staff selection processes based on gender criteria that depend on external calls for applications.
- The few IGFAE's female researchers are often saturated because they always participate in all governing and selection committees. This results in an extra workload.
- No international female captation in the last calls

Gender & Diversity in the IGFAE chart

The WG was established in 2020



The WG created a Strategy (or plan) to change this situation, based on the diagnosis, reality and available means of the IGFAE.

The measures of the IGFAE Strategy are divided according to the areas of the III Equality Plan of the University of Santiago de Compostela:

- 1. Institutional culture
- 2. Teaching, research and transfer
- 3. Presence, promotion and representation
- 4. Conciliation and co-responsibility

-> 13 actions for the next 4 years

Some actions implemented up to now

- Periodical **meetings** to do the follow up of the strategy
- Organization of **events** to promote gender equality
- Presentation of the **Strategy** to the IGFAE members
- **Training** on gender perspective in research
- **Parity** (40-60%) in the organization of activities
- IGFAE joined the **GENERA network** (Gender Equality Network in the European Research Area), a project of the H2020 Programme, on 11 June 2020.
- Information on gender and diversity in the bi-weekly **newsletters**.
- Creation of **specific indicators** with the gender variable

Some actions implemented up to now

- Use of **inclusive language** in all public documents, reports, news, etc.
- Inclusion of the IGFAE's **statement of commitment** to equality and diversity in all calls for applications.
- Creation of a model of **Code of Conduct** for conferences to making the meeting enjoyable for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, nationality or religion.



The poster features a purple header with logos for ICN2 (Institut Català de Nanociència i Nanotecnologia), EXCELENCIA MARIA DE MAEZTU, and SOMM EXCELLENCE ALLIANCE. The main title is 'III SOMMa Gender Equality Event'. Below the title is a photograph of a panel discussion with several women seated at a table on a stage. A list of participants is shown on a screen behind them. The event details, including the date and location, and a schedule of activities are listed at the bottom.

Participants:

- Prof. Laura M. Lechuga, Leader of the ICN2 Nanobiosensors and Bioanalytical Applications Group
- Dr. Monica Lira-Cantó, Leader of the ICN2 Nanostructured Materials for Photovoltaic Energy Group
- Dr. Baldo Ballesteros, Head of the ICN2 Electron Microscopy Division
- Dr. María José Espinilla, CSC, tenured scientist at the force probe microscopy and surface nanofabricating group
- Dr. Neus Gómez-Bastús, Senior researcher (I+D, fellow) at the inorganic nanoparticles group

Friday 17 June 2022
ICN2 · Bellaterra · Campus UAB

9h30 Registration
10h00 Welcome
10h15 Plenary session: **Gender and diversity dimension in research projects** by Jakob Feldtfos Christensen (Diversiunity)
12h15 Parallel discussions: **Effective communication of gender plans and actions**
14h00 Parallel discussions: **Using gender plans to effectively improve gender equality**
15h00 Parallel discussions: **Mentoring programmes**
16h00 Wrap up
16h45 Closing remarks

GENDER & DIVERSITY

HOME / GENDER & DIVERSITY



Gender Equality & Diversity Strategy

The IGFAE's Gender and Diversity Strategy seeks to implement and monitor the measures aimed at encouraging and promoting gender equality and diversity in access, presence, promotion and representation within the institute. This document was prepared by the IGFAE Gender and Diversity Working Group and was approved by the Governing Board on July 6, 2021. The plan, in Spanish, can be found at the following link.

[IGFAE's Gender Equality and Diversity Strategy \(PDF\)](#)

Other documents of interest:

[3rd Strategic Plan for Equal Opportunities between Women and Men of the USC](#)

Activities

- Particle Physics Masterclass for girls (International Day of Women and Girls in Science 2019)
- **Minorities in Science: friendly conversations about equity and inclusion over wine and beer**
- Particle Physics Masterclass for girls (International Day of Women and Girls in Science 2020)
- Debate: "Physics: a science without gender?"
- Round table: "From girls to researchers: the path of science" (International Day of Women and Girls in Science 2021)
- "Transfronteirizas: conversas de arte e ciencia" with Rosa Montero, Marta Macho & Anna Figueiredo.

Gender and Diversity Working Group members

Pedro Agostini (postdoc)

Néstor Armesto (senior)

Pablo Cabanelas (tech transfer)

Veronika Chobanova (junior)

Berta Mariño (project manager)

Elena Mora (communication)

Abraham Gallas (senior)

Ana Garbayo (PhD Student)

Beatriz García (PhD Student)

Marcos González (PhD Student)

Alba Martínez (administration)

Ricardo Rodríguez (HR manager)

Carlos Salgado (director)

Verónica Villa (PhD Student)

