Quality through equality – outcomes of a workshop on gender issues in hydrology

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What did we do?
- One-day workshop in Bristol in February 2019 targeted at UK-based hydrologists
- Invited speakers
- Unconscious bias training including presentation
- Group discussions

Suggestions for EGU:
- Publish statistics on gender ratio of attendees, speakers, awardees
- Encourage balanced and diverse award nominations
- Include outreach activities and honorary posts in award criteria
- More funding for early-career scientists from developing countries

Material and contact:
Additional material is available from our website:
https://tinyurl.com/qualitythroughequality
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What did we learn?
- Achieving a good work-family-life balance is possible!
- Men want to be included in such events, but we should try to attract people who do not yet care about these issues.
- Many people found the presentation on unconscious bias particularly interesting.

What’s next?
- Run more such events, specifically focused on people in higher positions
- Give feedback to university administration and try to initiate an internal debate or concrete measures
- Society has achieved a lot, so let’s be optimistic while trying to further promote gender equality

Define success in a more flexible and more holistic way (let’s get rid of the “publish or perish” mentality).

Diversifying social activities leads to a more inclusive environment.

Start to raise awareness at early levels (e.g. undergrad).

Be aware of opportunities (e.g. baby-sitting costs included in conference expenses).

If role models don’t exist you have to develop them as a community.

Thanks to all the attendees for a great event and for the ideas which led to this poster!

Most people enjoyed the group discussions in an informal environment.

Many people found the invited talks inspiring.

22 PhDs, 11 others
We should try to encourage people in higher positions to attend as they can have a higher impact (e.g. hiring).

23 female, 10 male
Men want to be included in such events, but we should try to attract people who do not yet care about these issues.

The Bristol Water Engineering Group members are trying to diversify their social activities.