

Gender in EU project

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Problems/themes



General principle of the solution



In practice (including some tips)

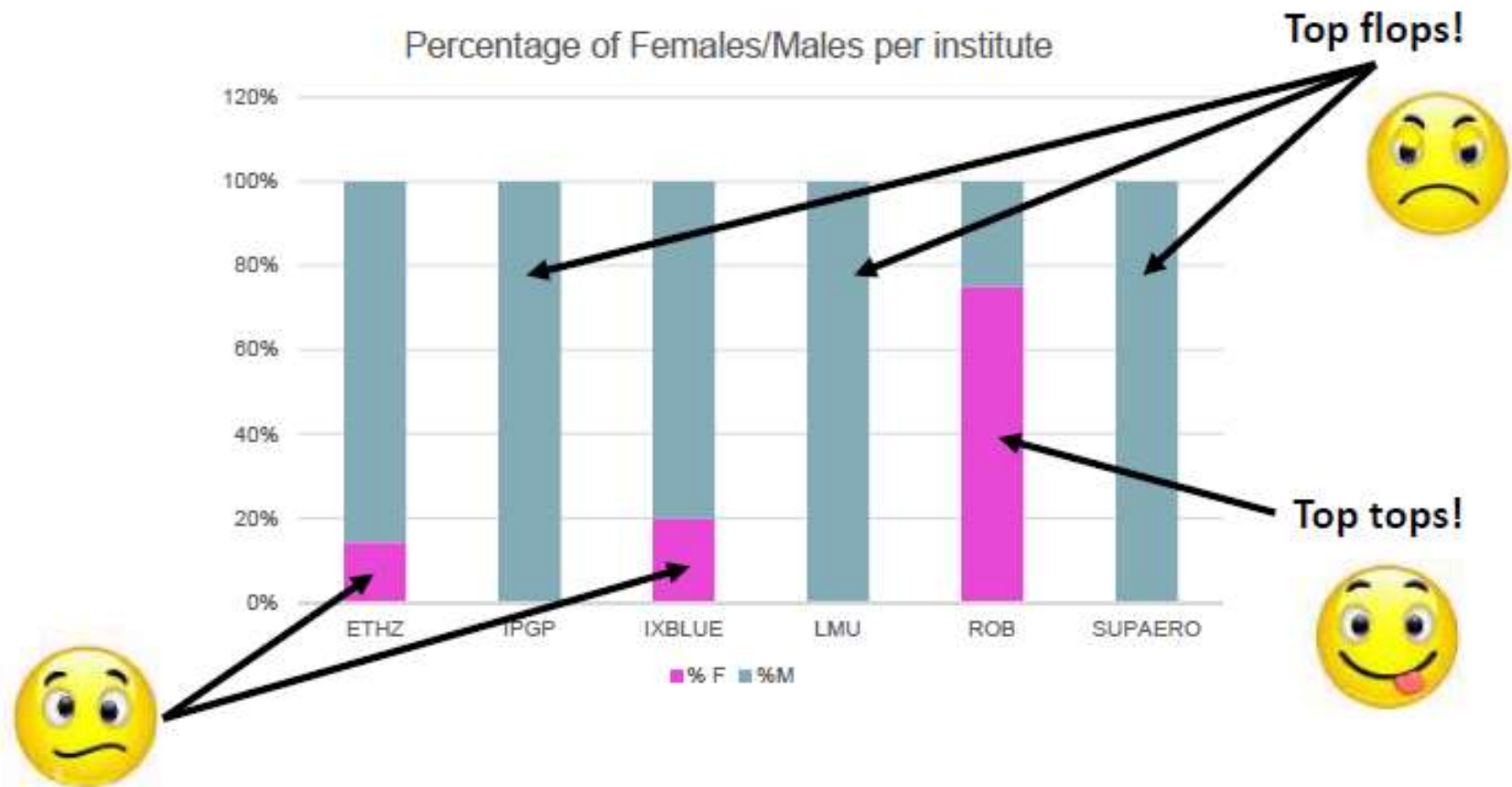
Content

- Gender equilibrium – **percentage** of females and males in the teams
- Gender equilibrium – **percentage** of females and males at responsibility levels
- But Gender is not only about statistics...
(1) about **mentalities**
- But Gender is not only about statistics...
(2) **discussions** around particular themes
- (3) Gender needs **promotion and inspiration**
- But Gender is not only about statistics...
(4) **Biases**
- Be aware that women and men are often held to **different standards in the workplace**

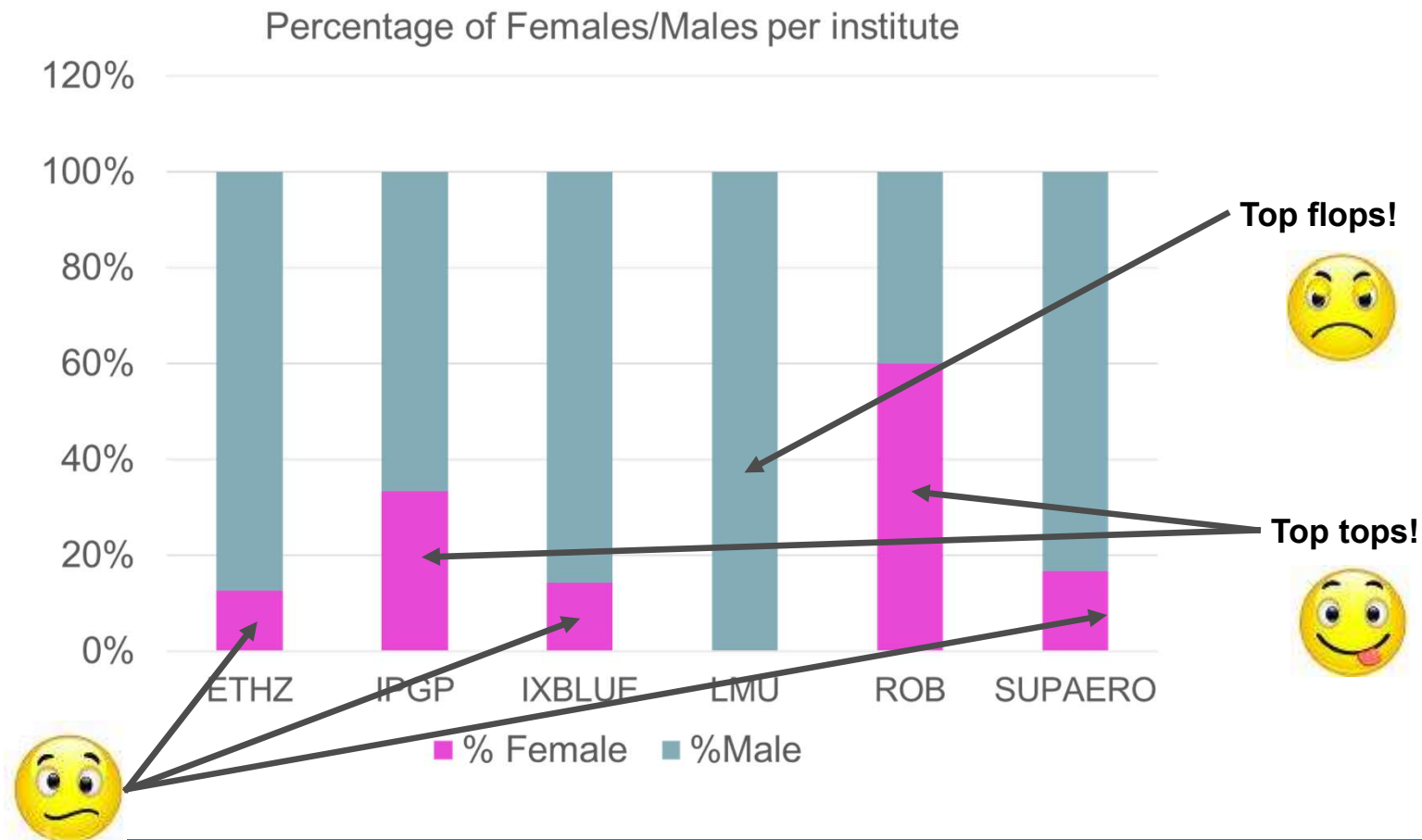
Gender equilibrium – percentage of females and males in the teams

- Depends on the theme
 - Space business, engineering → less female than male
- Depends on the starting point
 - ERC Synergy Grant starting with more female than male → trend to keep it
 - Following another project → trend to keep same number
- Solution:
 - Try to reach 50-50% at recruitment level
 - Encourage all over the project
- In practice:
 - Document with recruitment tips
 - Encourage with newsletters
 - Follow the numbers
 - “Top flop”, “Top top” and their evolution

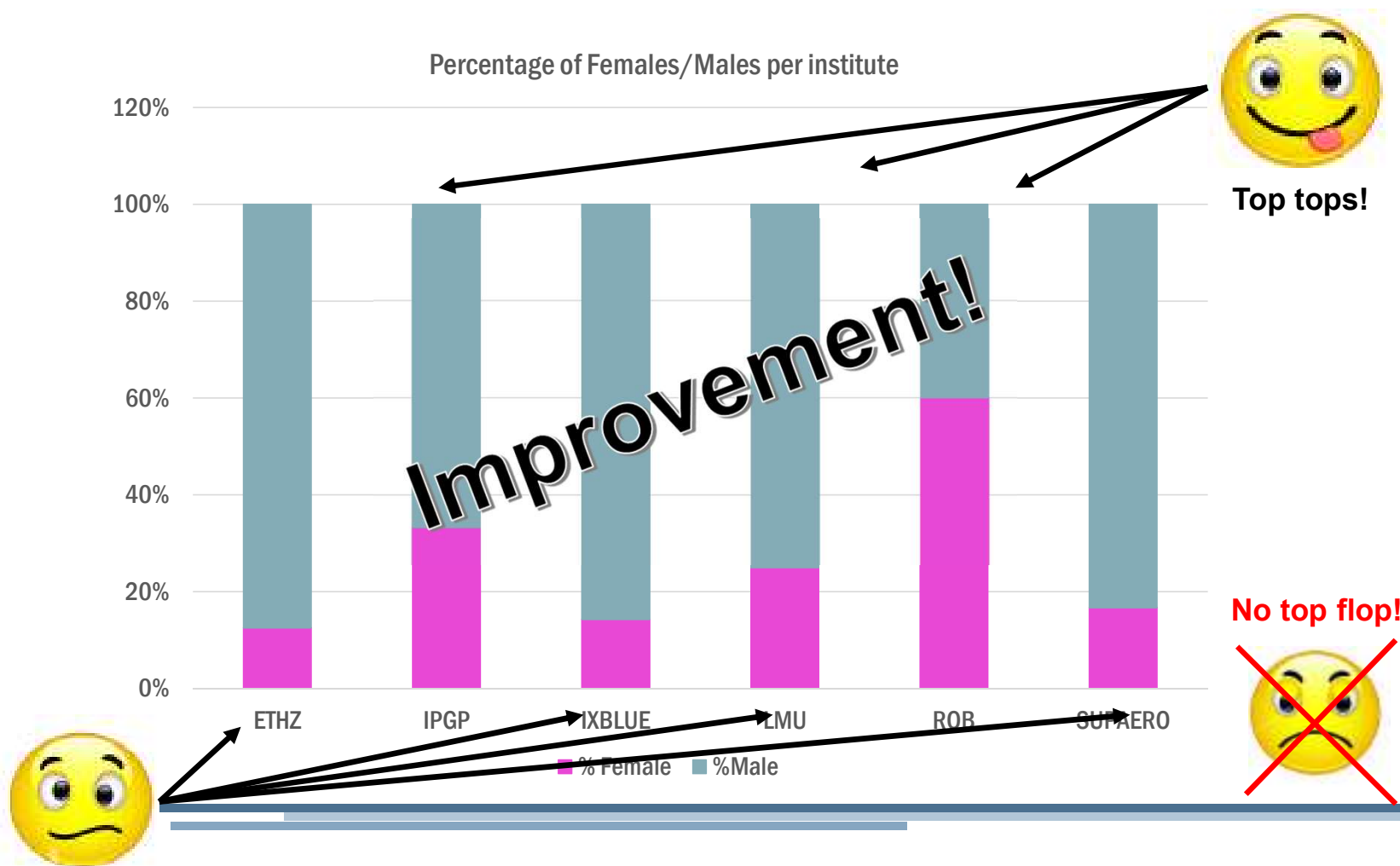
Gender equity - First statistics Jan. 2019



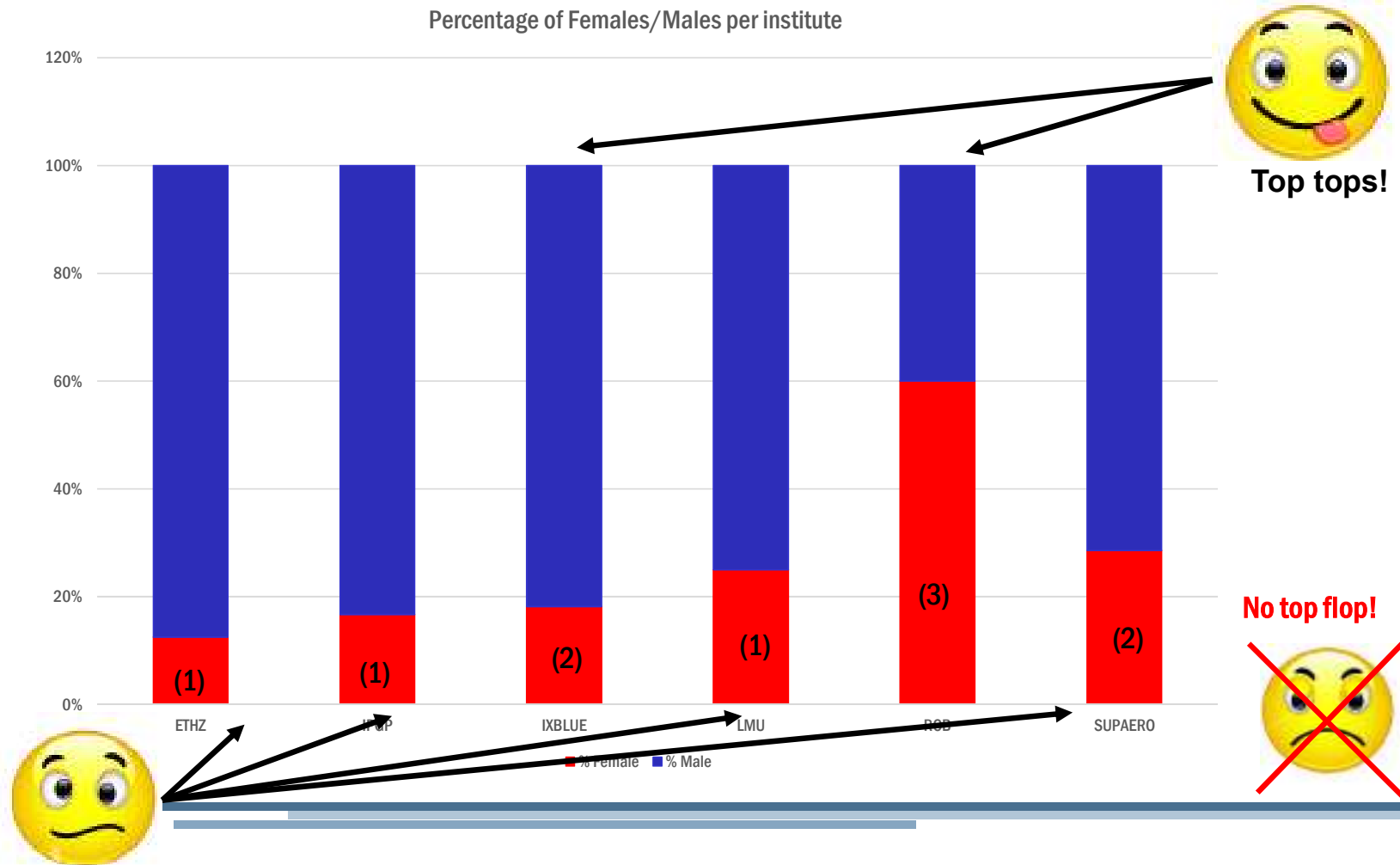
Gender equity - Updated statistics *Nov. 2019*



Gender equity - New statistics *June 2020*



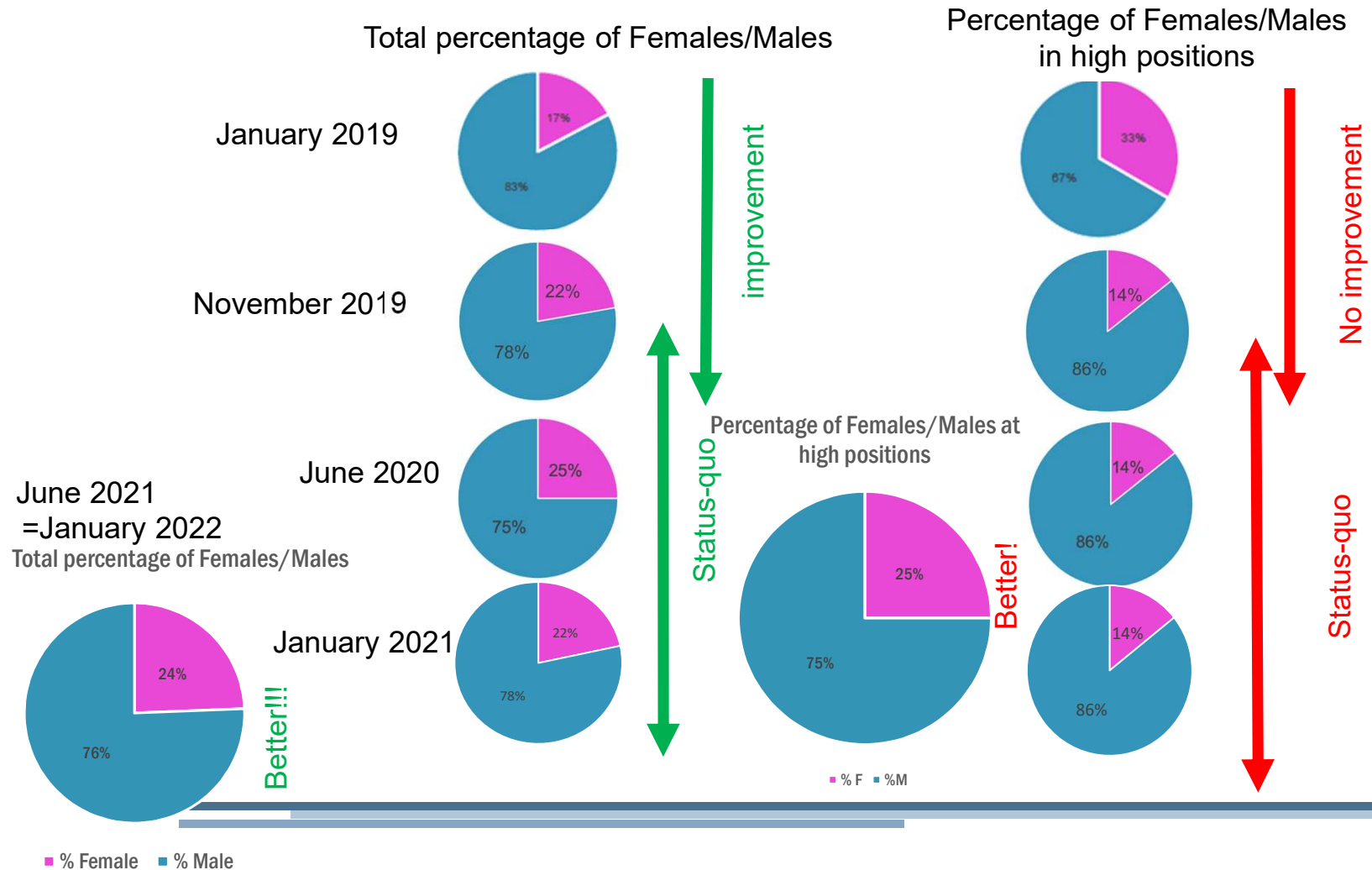
Gender equity - New statistics Jan. 2022



Gender equilibrium – percentage of females and males at responsibility levels

- Depends on the starting point as it follows the percentage of males and females in the teams
- Solution:
 - Try to reach 50-50% at responsibility level
 - Encourage all over the project
- In practice:
 - Follow the numbers
 - “Top flop”, “Top top” and their evolution
 - Encourage with newsletters
 - Nominate or push to nominate women for awards or prizes or responsibilities

Gender equity - Development



But Gender is not only about statistics...

(1) about mentalities

- The team must become **gender sensitive**, i.e. aware of how gender plays a role in work and life through their treatment of others.
- The team must have **equal respect** to all, regardless of gender identity, marital status, sexual orientation, or even age; so it is not only percentage.
- The team must integrate an **in-depth understanding of both genders' needs, behaviors, and attitudes**.
- The team must **admit gender differences**, promote it, and see the benefit of it.
- The team must understand that gender dimension brings a **vision that goes beyond the line of sight**
- **Solution:**
 - Encourage all over the project
- **In practice:**
 - Documents
 - Newsletters
 - Presentations
 - Seminars

But Gender is not only about statistics...

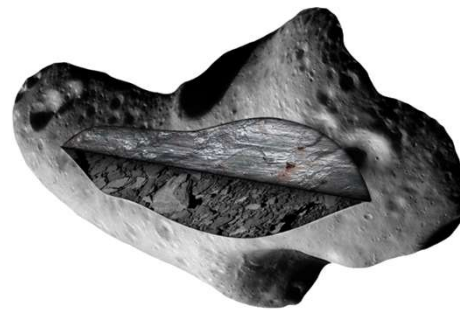
(2) discussions around particular themes

- The team needs sometimes discussions, in particular females.
- **Solution:**
 - Provoke these discussions/exchanges all over the project
- **In practice:**
 - Mentorship program
 - Facilitate networking
 - Facilitate access to information
 - Organize/participate in panels, debates or discussions around a table of particular subjects such as
 - Work/life balance
 - Towards a Gender-Balanced Science Culture to Foster Innovation
 - ...

(3) Gender needs promotion and inspiration

- promoting our science/sector to young girls at the level of schools or universities
 - inspiring a new generation of women in space (or your subject).
 - **Solution:**
 - Speak to the young girls, researchers
 - Convey passion and inspire
 - **In practice:**
 - Dedicated conferences in schools, universities, planetarium
 - Organize dedicated events using didactic material in special places
 - Movie with e.g. portraits of women
- <https://www.youtube.com/watch?v=-3fY6re0p4&t=2s>
Search "'Science needs you!' BeWiSe Documentary" and you will find it.

Outreach – STEM (Science, Technology, Engineering, and Mathematics)



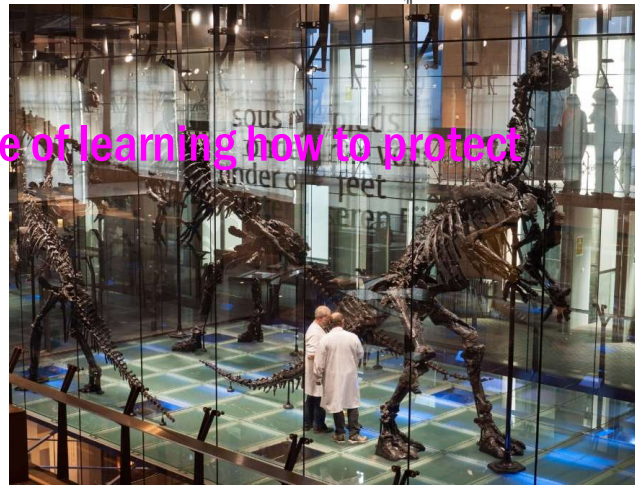
Inside?



DART impact in September



STEM event at the
Dinosaurs Museum and
at the Planetarium in
Brussels



But Gender is not only about statistics...

(4) Biases

- There are a lot of unconscienced biases (backup slide) such as affinity biases, beauty biases, ageism, gender biases.
- Solution:
 - Point to them
 - Make the unconscious conscious
- In practice:
 - Question yourself about them
 - Consider how you converse with your employees.
 - At your workplace, try to adopt a gender-neutral style of conversation.
 - Present and discuss them
 - Don't make the list yourself but you may point to website (in newsletters or presentations)
 - Manage how others view you (and how you view yourself), (attention on the fact that women often take on more in an effort to be seen by people on the executive team, but then end up overloaded...),
 - Find allies, and be an ally
 - Avoid to stick to what is often expected from women (see next slide)

Be aware that women and men are often held to different standards in the workplace

(<https://internal.ucar.edu/sites/default/files/files/attachments/2018-08-08/Gender%20Bias%20in%20the%20Workplace.pdf>).

- Women are often expected to do **“office housework”**: jobs in the office that are not part of their job description, e.g. planning parties, cleaning up after events, taking notes during meetings.
- Women (and other minorities) are disproportionately asked to serve on committees, and expected to **contribute to “service”** aspects of departmental/workplace life. This puts extra pressure on their time not experienced by many men.
- Women are often expected to **do the emotional work** in a department, and are less able to “get away” with rude behavior than men. If women are assertive or refuse to agree to the roles expected of them, they are often labeled as “bitchy” and seen as less likeable.
- Women are often **judged on their appearance** - either clothing, weight, attractiveness, or all of the above. Men are rarely judged by appearance, and their appearance is rarely seen as being correlated with competence.
- Women tend to get **promoted on performance**, while **men get promoted on potential**.
- Women with children are **seen as** less like “leadership material” and **less dedicated to their jobs** (the “motherhood penalty”); men with children are seen as better leaders (the “fatherhood bonus”).
- When women express anger in the workplace they are seen as volatile and **emotionally unstable**. When men express anger they are often seen as strong.
- ...

Be aware that women and men are often held to different standards in the workplace

(<https://leanin.org/education/introduction-to-what-works-for-women-at-work>).

Very nice presentation by Joan Williams where four points that I really feel like very important are mentioned;

- **Prove it again:** Women often have to prove themselves over and over again.
- **The Tightrope:** they have to work with tightrope between being seen as too feminine, and so not taken much seriously, and as too masculine, and so not liked upon.
- **The maternal wall:** when you become a mom, there are negative ideas about commitment assumptions on you.
- **The tug of war:** when women have to fight to be respected and liked at work.

Further references if you need on EU website

- <https://data.consilium.europa.eu/doc/document/ST-14846-2015-INIT/en/pdf>
- https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en
- https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

Other nice references

- Like a girl : <https://youtu.be/U0795X0XFTE>
- Open your mind : <https://www.pwc.co.uk/who-we-are/our-purpose/case-studies/opening-minds-diversity-case-study.html>
- Queen rules social experiment : <https://youtu.be/Jcy2j5Mq8Tk>
- Unconscious biases/stereotypes : https://www.csa.be/egalitediversite/2020/10/28/vincent-yzerbyt-new/?fbclid=IwAR3OiaSsb_1ioCIDNg1BPZITzw4Z6OxSt36007F8hltWqDES71o9NytMZyo

There can be several forms of biases (<https://builtin.com/diversity-inclusion/unconscious-bias-examples>), which we would need to consider in any choice:

1. **Affinity bias**, also known as similarity bias, is the tendency people have to connect with others who share similar interests, experiences and backgrounds.
2. **Confirmation bias** is the inclination to draw conclusions about a situation or person based on your personal desires, beliefs and prejudices rather than on unbiased merit.
3. **Attribution bias** is a phenomenon where you try to make sense of or judge a person's behavior based on prior observations and interactions you have had with that individual that make up your perception of them.
4. **Conformity bias** is the tendency people have to act similar to the people around them regardless of their own personal beliefs or idiosyncrasies — also known as peer pressure.
5. **The halo effect** is the tendency people have to place another person on a pedestal after learning something impressive about them.
6. **The horns effect** is the tendency people have to view another person negatively after learning something unpleasant or negative about them.
7. **Contrast effect** is when you compare two or more things that you have come into contact with — either simultaneously or one after another — causing you to exaggerate the performance of one in contrast to the other.
8. **Gender bias** is the tendency to prefer one gender over another gender. Several studies found that both men and women prefer male job candidates. So much so that, in general, a man is 1.5 times more likely to be hired than a woman when both are equal-performing candidates.
9. **Ageism** in the workplace is the tendency to have negative feelings about another person based on their age.
10. **Name bias** is the tendency people have to judge and prefer people with certain types of names — typically names that are of Anglo origin.
11. **Beauty bias** is a social behavior where people believe that attractive people are more successful, competent and qualified.
12. **Height bias** or heightism is the tendency to judge a person who is significantly short or tall.
13. **Anchor bias** or expectation anchor bias is when someone holds onto an initial, singular piece of information to make decisions.
14. **Nonverbal bias** is analyzing nonverbal communication attributes such as body language and letting it affect a decision or opinion.
15. **Authority bias** refers to when an idea or opinion is given more attention or thought to be more accurate because it was provided by an authority figure.
16. **Overconfidence bias** refers to a person's tendency to be more confident in their capabilities than they should be.