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Did this REALLY happen?!
 Yes, it really did.
 And it still does.
 And it will continue to...

...until we **STOP** it.



Is this **really** still happening?!

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Fighting against everyday sexism in science, one comic strip at a time

The "Did this REALLY happen?!" project aims to highlight and fight against everyday sexism in science through comics based on **real** testimonies submitted anonymously by members of the scientific community.

The Did This Really Happen?! project has been operating for over 7 years, documenting the real lived experiences of sexism in scientific environments, including (un)conscious biases and a range of micro- and macro- aggressions. It is run by an international team of earth scientists (Fig. 1), composed of 4 women and 1 man with diverse knowledge of geoscience and having experienced and witnessed gendered stereotypes throughout their careers.

Since 2017, we have received over **280** testimonies which have been turned into over **50** comics by 2 illustrators. We share our work via our website and social media platforms, articles and invited talks. Our project receives submissions from all career levels across academia and within industry, with the majority being early to mid career scientists (Fig 2). While women represent **95%** of our contributors (the remaining **4%** are men and **1%** prefer not to say), we know that sexism affects everyone and we encourage testimonies from all impacted, to help advocate for greater awareness and to take an active role in fighting against sexism in the workplace.



Fig.1: The DTRH team, in cartoon form. Left to right: Claire, Nico, Maëlis, Lucia and Kirstie

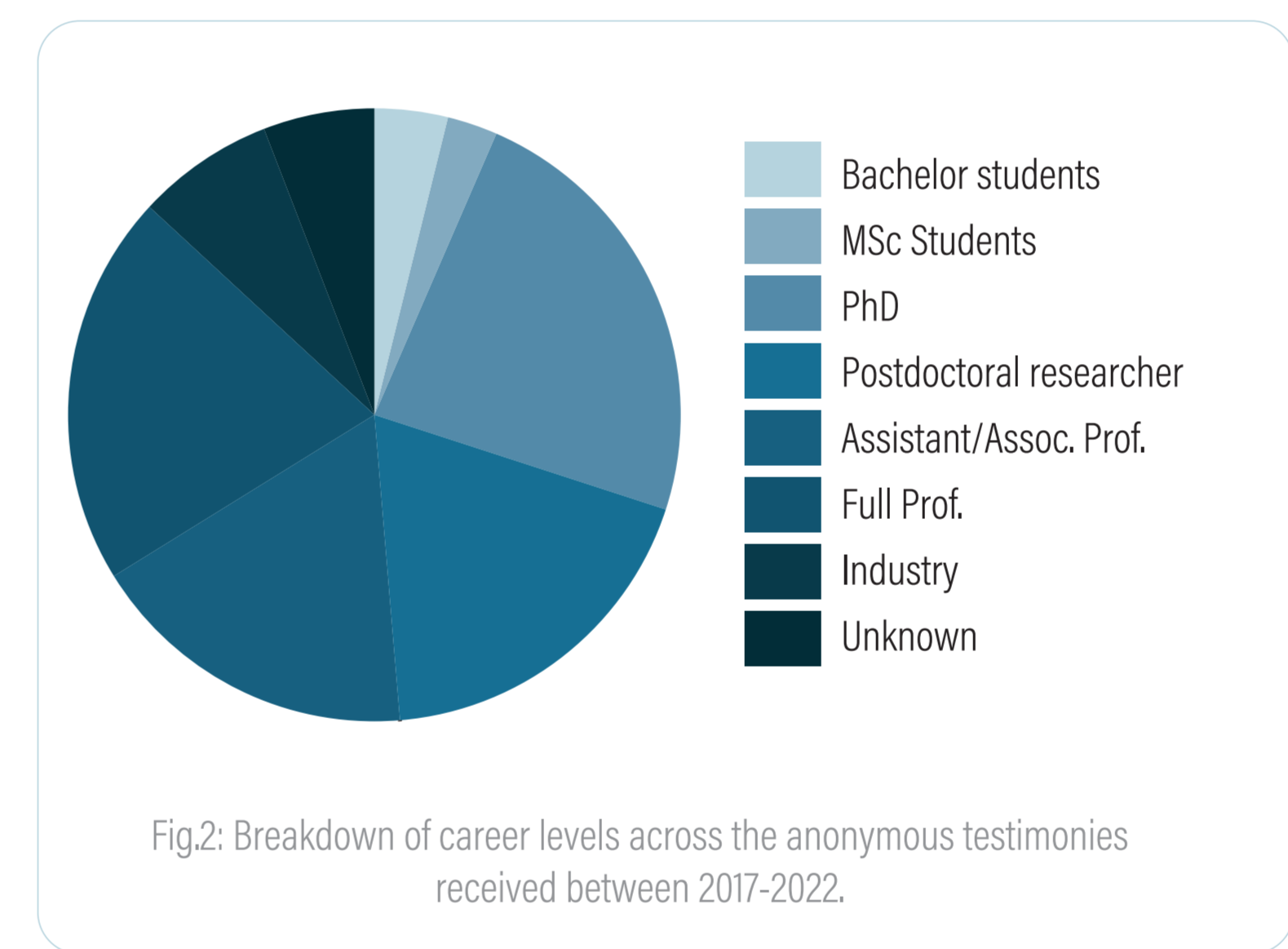


Fig.2: Breakdown of career levels across the anonymous testimonies received between 2017-2022.

Our project uses six non-exclusive categories of sexist biases that have been defined based on the testimonies we receive (Fig. 3). They range from treating women as objects to questioning female competencies and confining males to stereotypical roles (Bocher et al., 2020).

The data we have gathered suggests these potential emerging trends:

- Increasing numbers of testimonies concerning women as outsiders
- Decreasing numbers of testimonies that question female competence
- A relative consistent number of testimonies regarding the objectification of women

The remaining categories show no trends, with the numbers of testimonies received fluctuating from year to year.

While our sample size is small, every data point is a story of everyday sexism in the work place and the impact on that person is very real.

The continued submission of testimonies and the reoccurring sexist situations in which they can be categorised suggests that such behaviours are still widespread. Through comics, we have created an approachable method of communication to show challenging situations without the need for explanations or interpretations.

While our short term goal is to continue to document sexist situations through comics, our longer term aim is to expand the scope of our project, through engagement with other voices and collaboration with organisations to drive change.

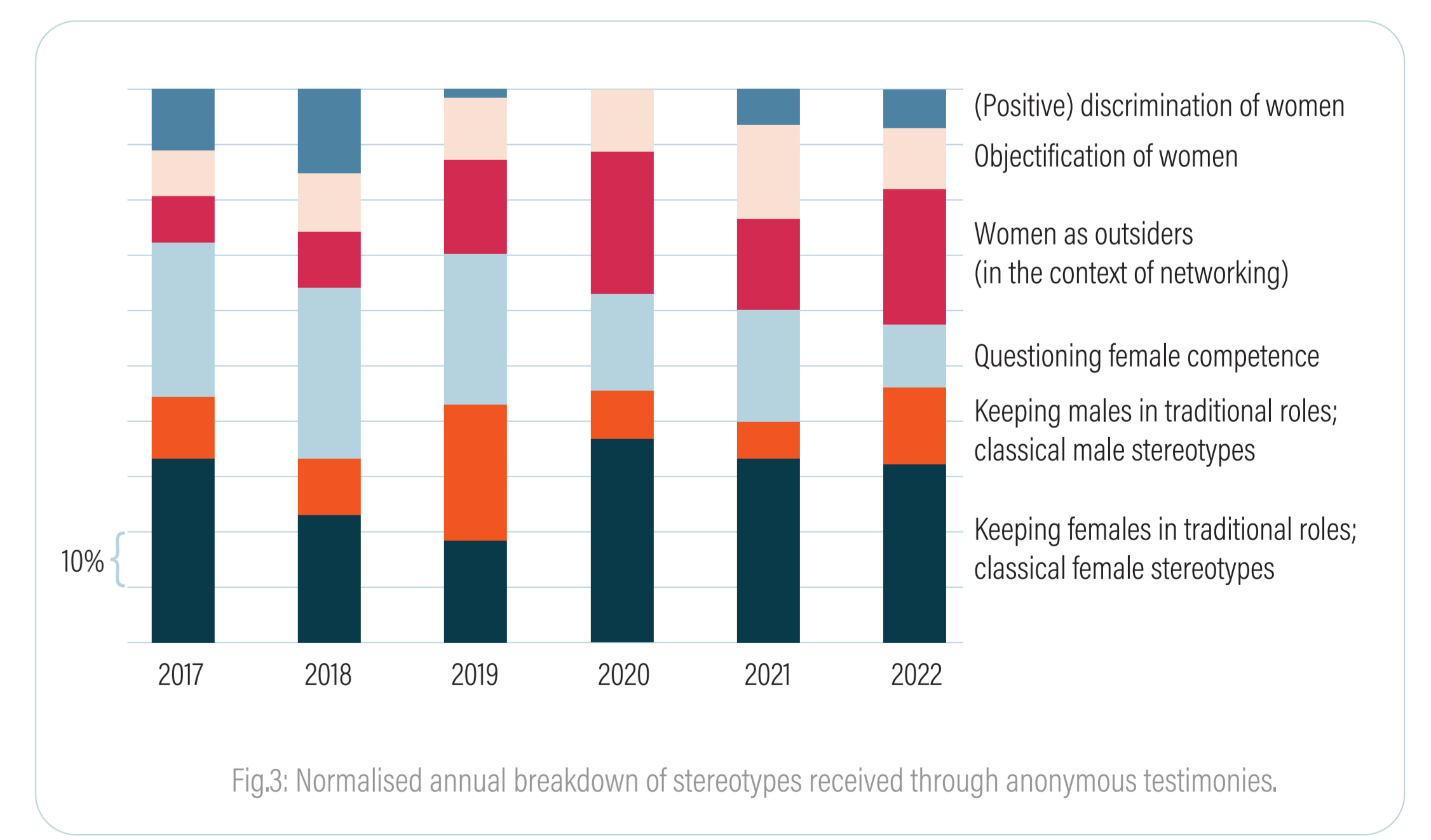


Fig.3: Normalised annual breakdown of stereotypes received through anonymous testimonies.

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Get involved:

Support our work by engaging with us on social media and sharing our comics!

Reference: Bocher, M., Ulvrova, M., Arnould, M., Coltice, N., Mallard, C., G rault, M., and Adenis, A. (2020). Drawing everyday sexism in academia: observations and analysis of a community-based initiative, *Adv. Geosci.*, 53, 15-31.