

WHERE ARE ALL THE WOMEN IN BIG SCIENCE?

Botulfshörnan at Stadshallen, Lund

Lunch debate with Anne-Charlotte Joubert (ESS), Tomas Brage (Lund University),
and Barbro Åsman (Stockholm University/CERN).

Free admission • Complimentary sandwich wrap (NB. limited number).

Wednesday, 31 January 2024 • 12:15–13:00

BACKGROUND

Where are all the women in Big Science?



Tomas Brage

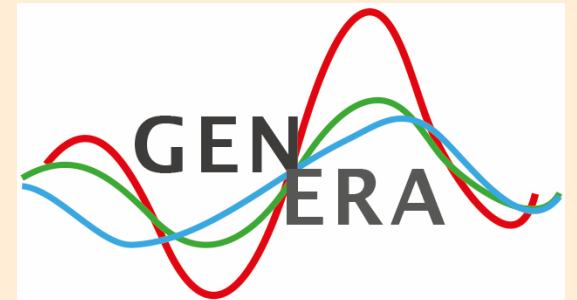
Professor of Physics
LUND UNIVERSITY

Women in Big Science

Tomas Brage
Professor of Physics
University of Lund



PUSHING
THE FRONTIERS
OF INNOVATIVE
RESEARCH



Levels of Change

Londa Schiebinger, Stanford University

1. Fix the numbers



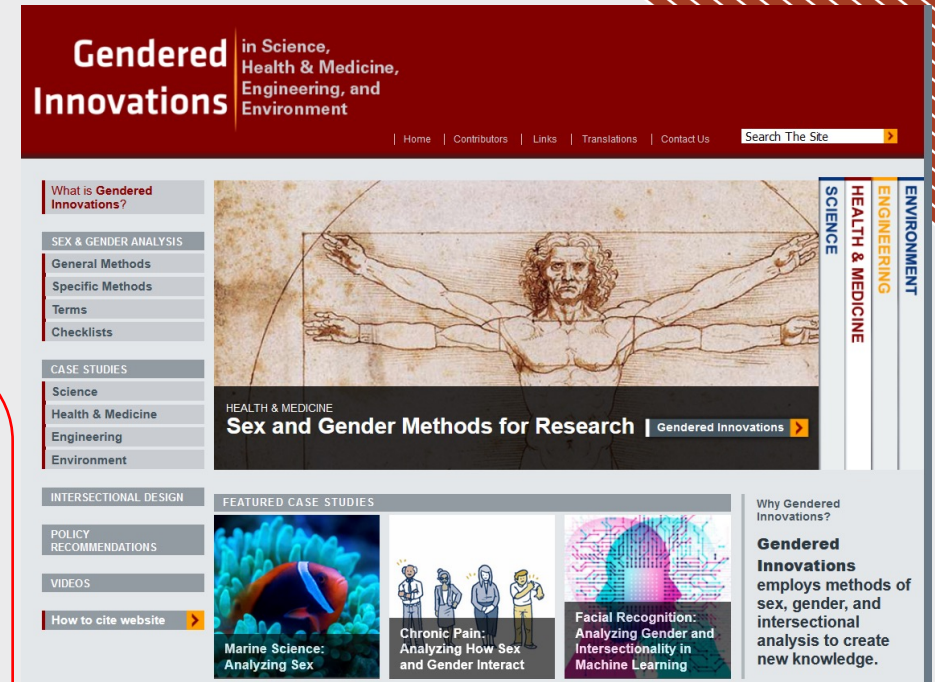
Fix the women

Indicator

Trap!

2. Fix the institutions – Culture

3. Fix the knowledge – Subject



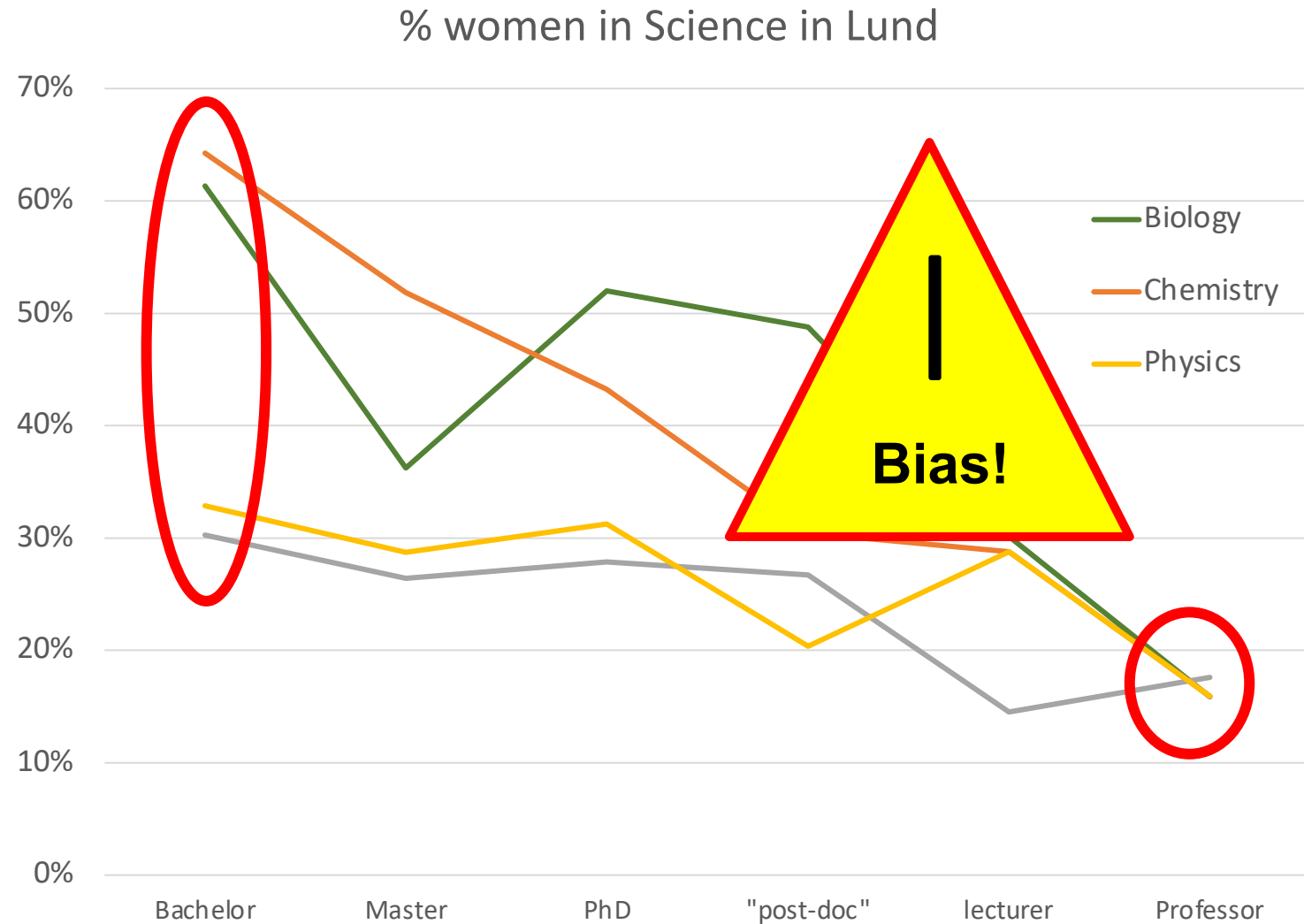
Focus!

Proof of culture-problem

Career paths in a typical Science faculty.

Many different curves –
but the same outcome

Weak dependence on
input!



So what is the problem?

BIAS!

- We are all bias – preconceived ideas of groups.

➤ Stereotypical thinking, micro-aggressions, harassment and discrimination.

SOLUTION: training, observers, transparency ...

Work-life balance/care leave

- Unequal share of parental leave,
- Pregnancy exclusion from labs, ...
- Other care leave.

➤ Behind in career ...

SOLUTION: Consider time available for research etc in evaluations.

Objectivity myth and Hercules culture.

- Non-critical evaluations, decisions, assessments ...
 - Micro-aggressions, harassment, discrimination, ...
- Feeling of non-belonging and exclusion.

SOLUTION: Training – bystanders, leadership...

Routledge Research in Gender and Society

THE GENDER-SENSITIVE UNIVERSITY

A CONTRADICTION IN TERMS?

Edited by
Eileen Drew and Siobhán Canavan

Inclusive Academy

Achieving Diversity and Excellence

Abigail Stewart and Virginia Valian



More about these topics

- *Stewart and Valian 2018, Inclusive Academy*
- *Drew and Caravan 2021, Gender-Sensitive ...*
- *Brage and Lövkrona 2016, Core values ...*

It is not easy...



WHERE ARE ALL THE WOMEN IN BIG SCIENCE?



Tomas Brage
Professor of Physics
LUND UNIVERSITY



**Anne-Charlotte
Joubert**
Grant Officer
ESS



Barbro Åsman,
Professor Emeritus
STOCKHOLM
UNIVERSITY/CERN

WHERE ARE ALL THE WOMEN IN BIG SCIENCE?

NEXT STEP **GET ENGAGED**

Women in Tech
Women in Big Science
Genera
Nordic Network for diversity