

Comissió d'Igualtat

Martine Bosman

Institut de Física d'Altes Energies

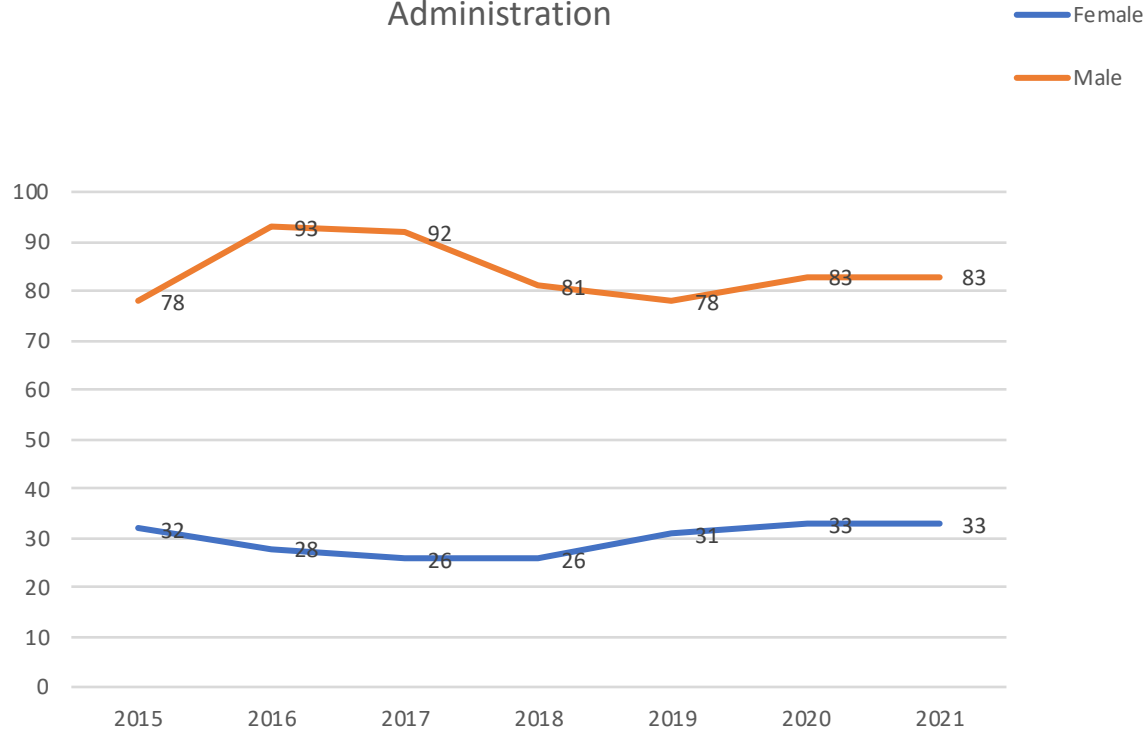
15 Juny 2022

Agenda

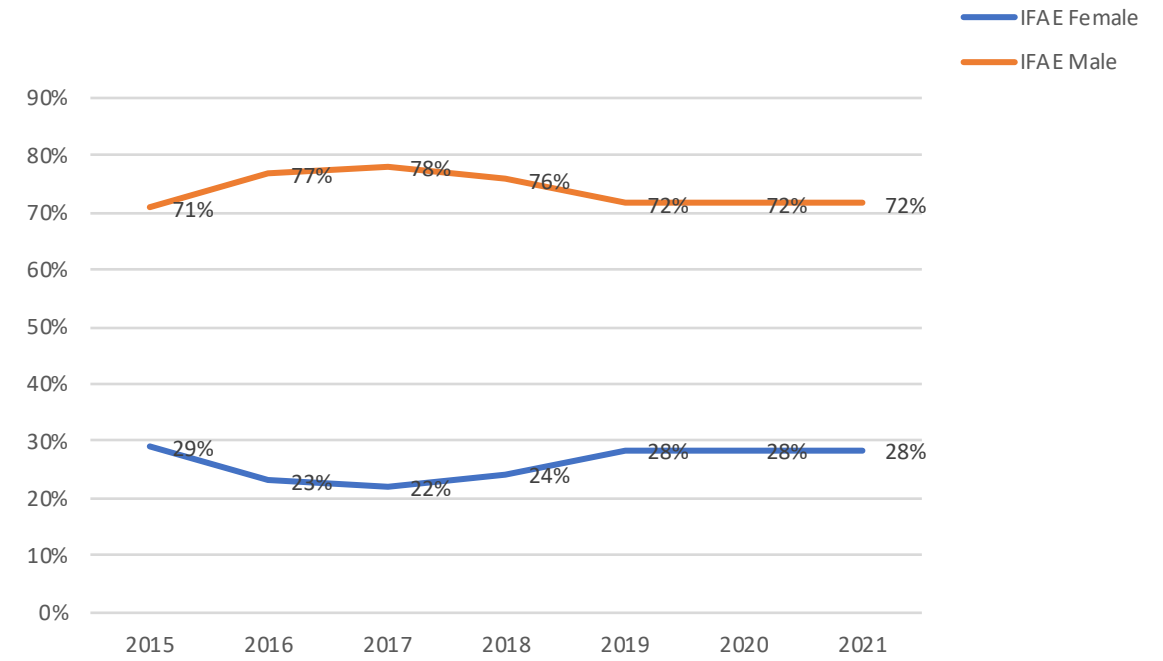
- Approval of last year minutes
- Review of statistics
- Review of past activities
- Discussion about possible new initiatives

IFAE personnel

IFAE personnel all categories Research, Technical, Management, Administration

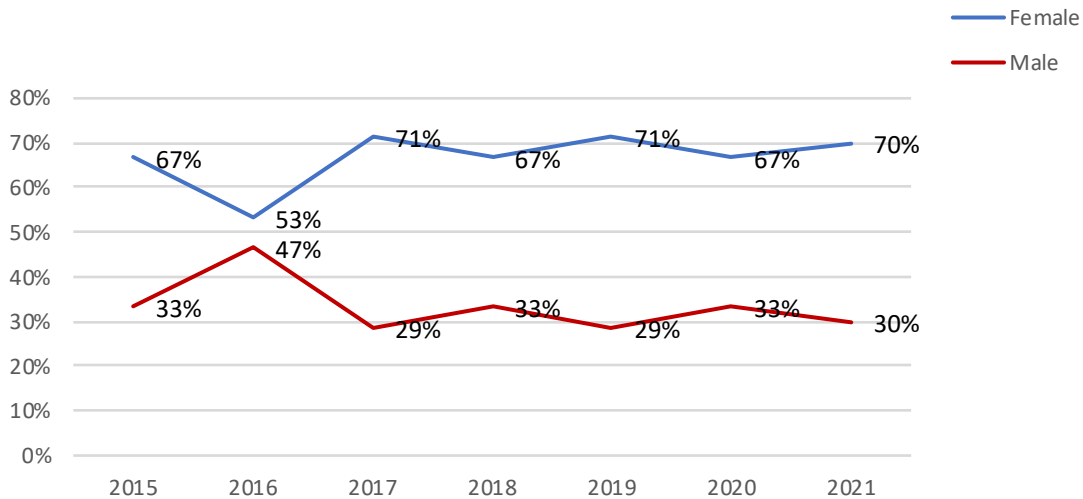


IFAE personnel all categories (percentage) Research, Technical, Management, Administration

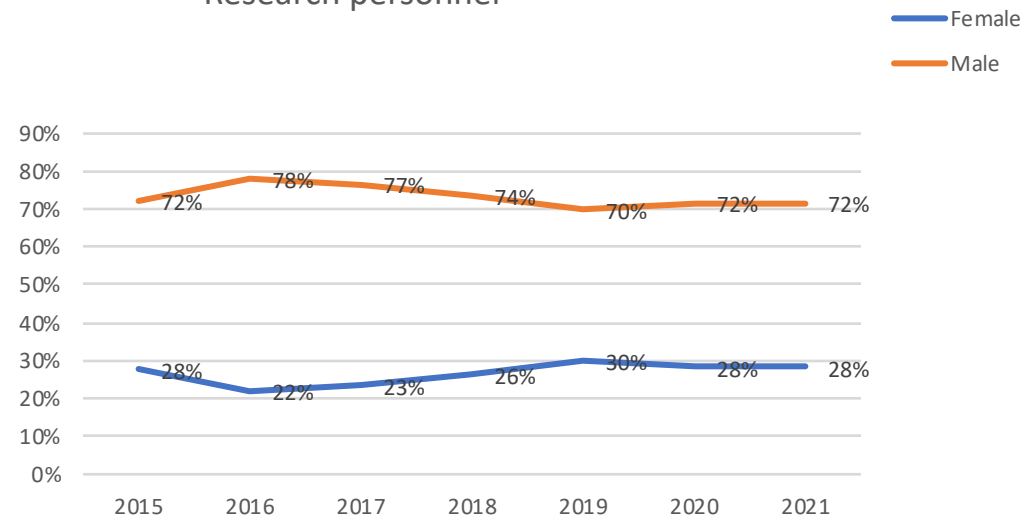


IFAE personnel

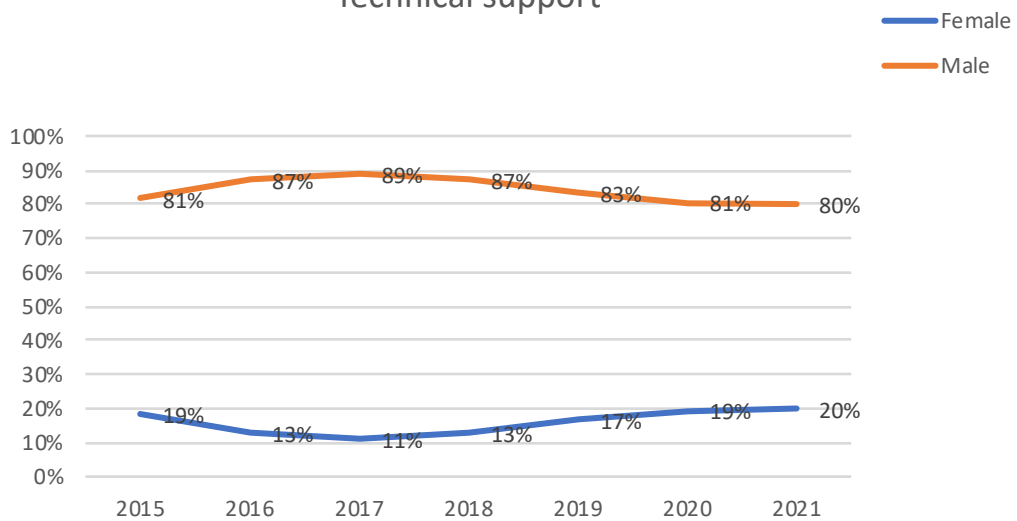
Administration



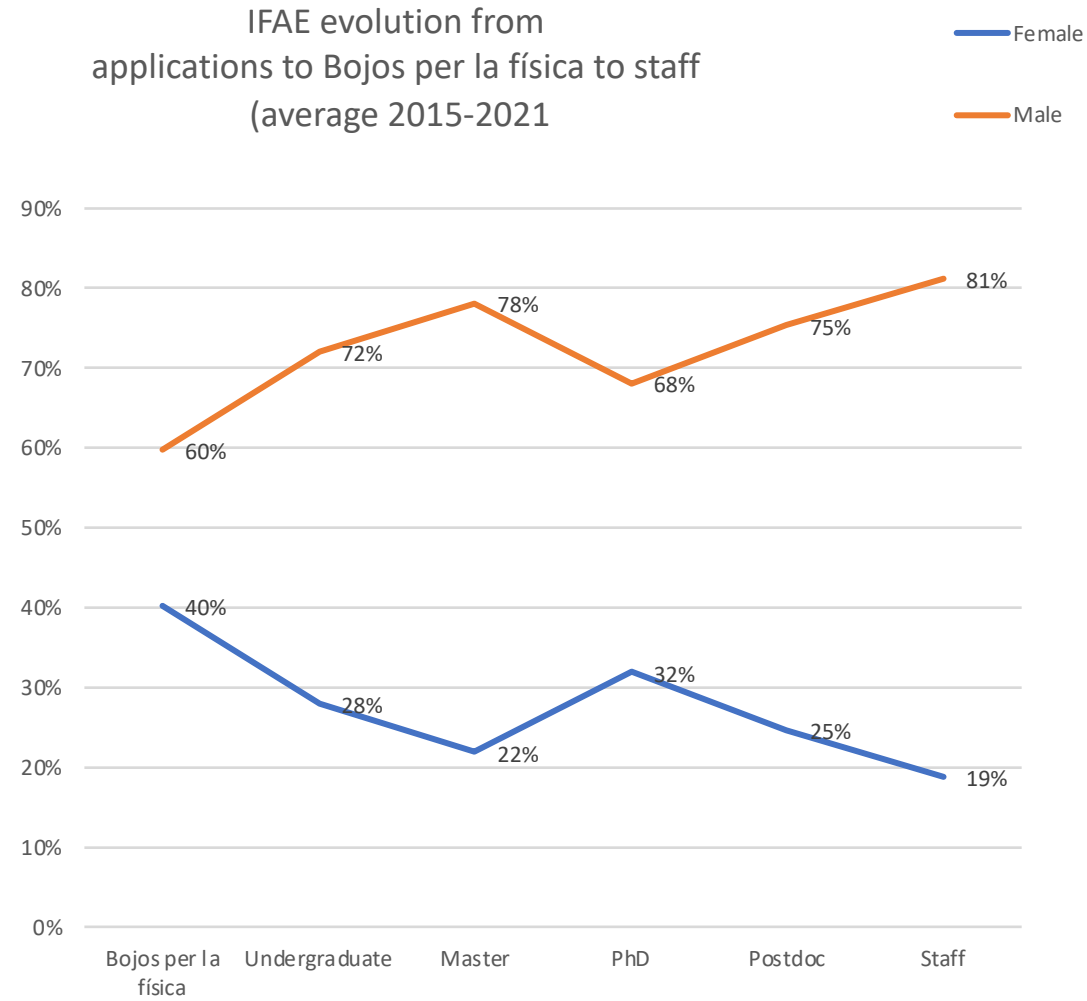
Research personnel



Technical support

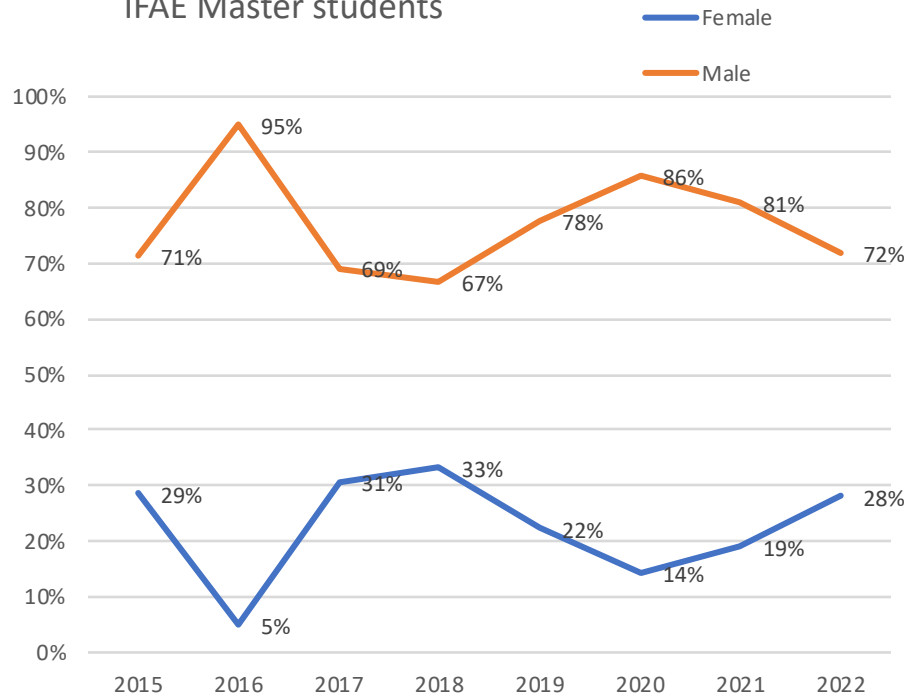


IFAE evolution from undergraduate to staff

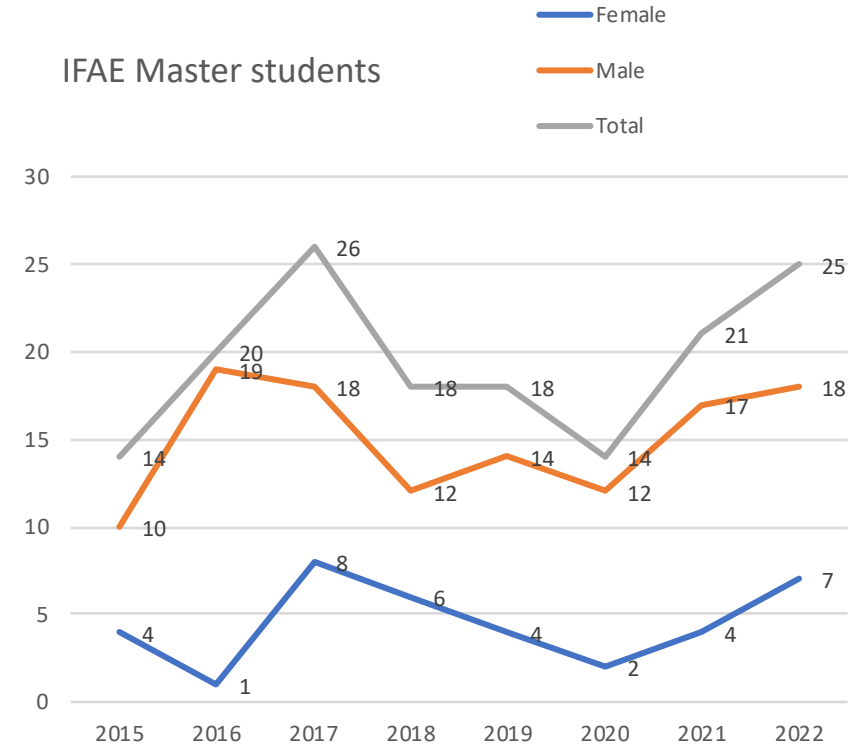


IFAE Master

IFAE Master students



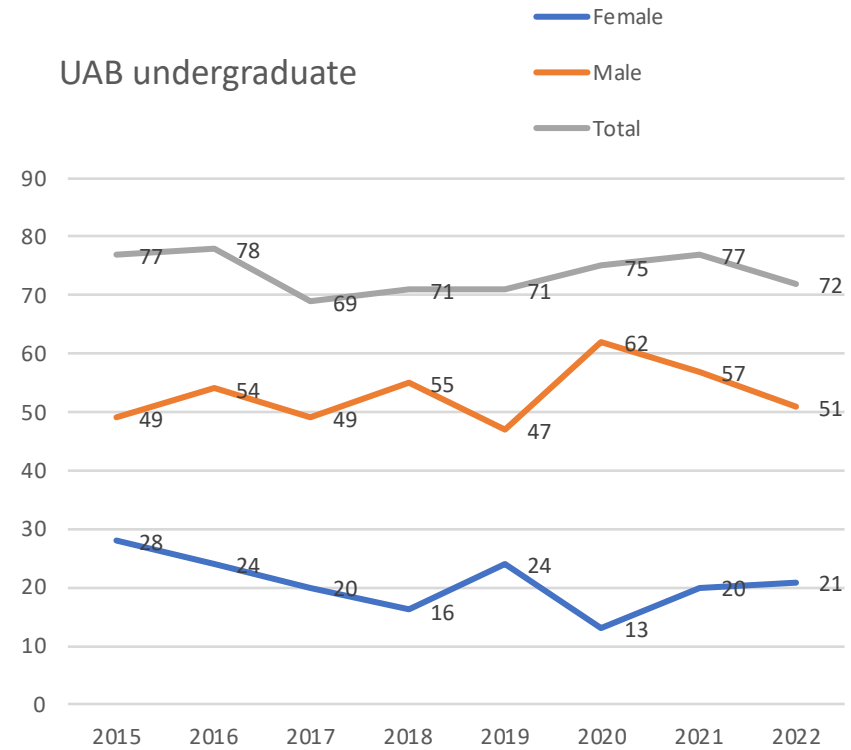
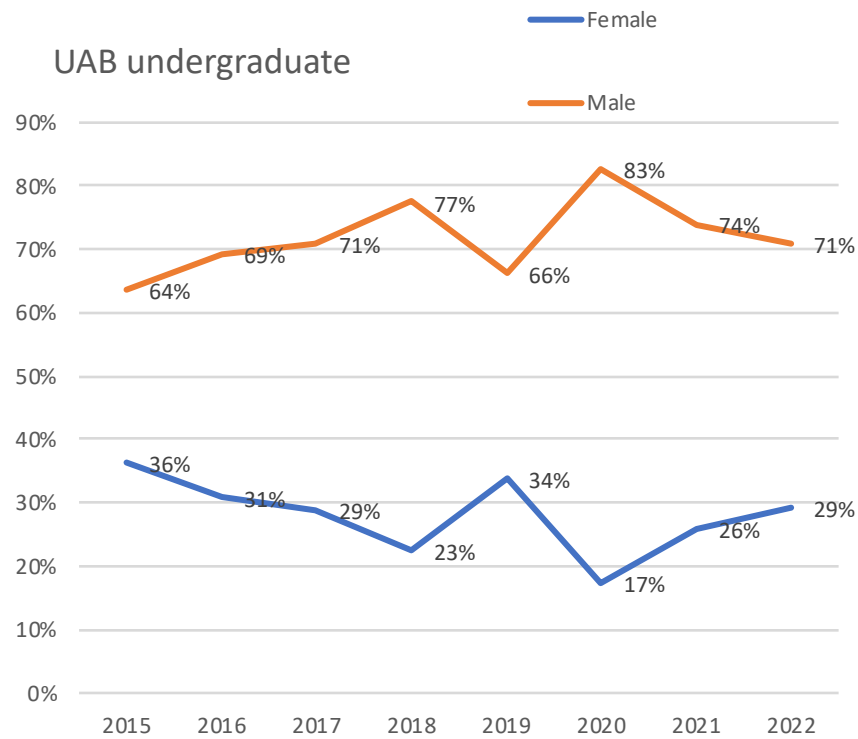
IFAE Master students



IFAE Master. Discussion

- Remarks from Pere Masjuan, coordinador during the last 4 years (new coordinator is Diego Blas)
- Para mi la pregunta principal, y más importante, es qué podemos ofrecer en el futuro: podríamos preguntar cuantas personas que han iniciado el PhD en IFAE vienen del máster. Os dareis cuenta que entrar en IFAE no tiene que ver con el máster, normalmente se escoge gente de fuera. Tener el másetr IFAE no implica "tener más puntos" en frente de otras personas. Mi impresión como coordinador durante estos cuatro últimos años es que a las mujeres les preocupa más el plan a futuro, y a los hombres menos. Ellos harán el máster porque les gusta, sin pensar qué pasará después. Ellas se lo miran más, y si encuentran otra opción, la tomarán.
- Además, el perfil que tenemos de estudiantes es más inclinado a teoría que a experimento, viendo qué optativas tienen más alumnado. Podríamos proponer ampliar la oferta experimental a ver si así atraemos a personas más interesadas en este perfil.

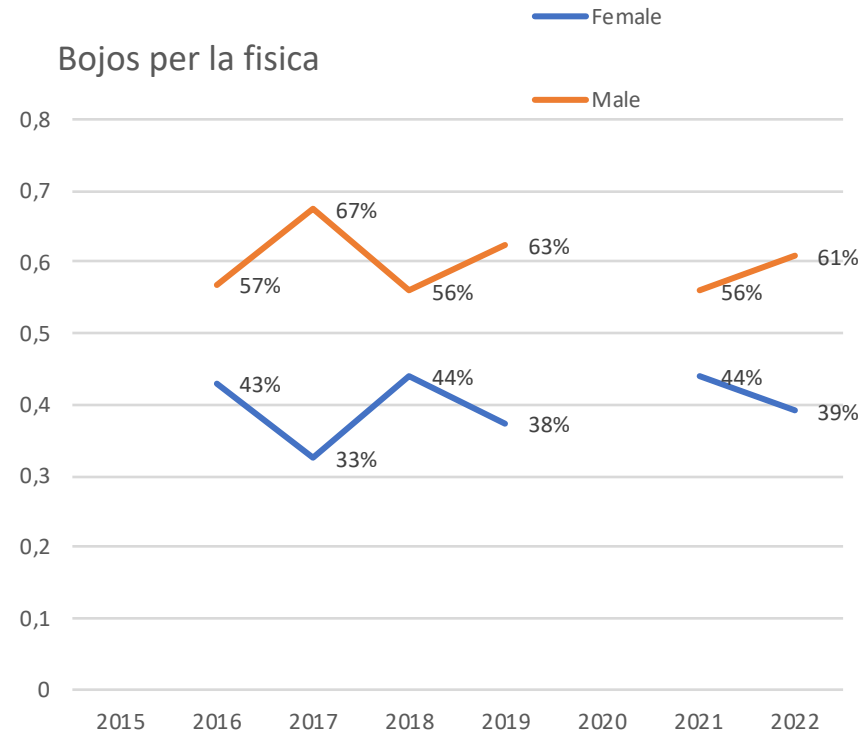
UAB undergraduate (entry year)



IFAE Master. Discussion

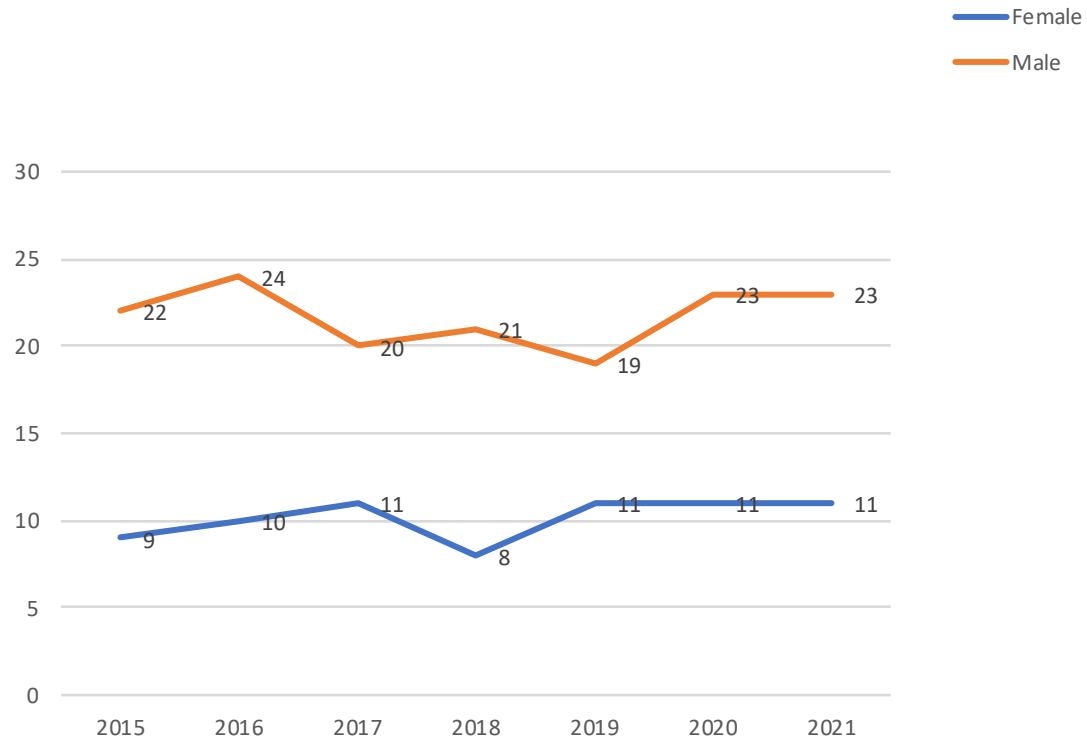
- Remarks from Pere Masjuan,
- creo que sería interesante hacer un estudio real, de campo, y preguntar a los estudiantes en cada uno de los niveles, como se sienten, qué piensa, etc sobre la desigualdad de sexo. Hay varios estudios publicados sobre el tema que permitirían pensar las preguntas adecuadas. Y estoy seguro que la facultad tendría algo de dinero para poder pagar a una o dos personas para que puedan hacer el seguimiento.
- Me informaré. Sé que es algo que al decanato le preocupa (no solo en física)

Bojos per la física



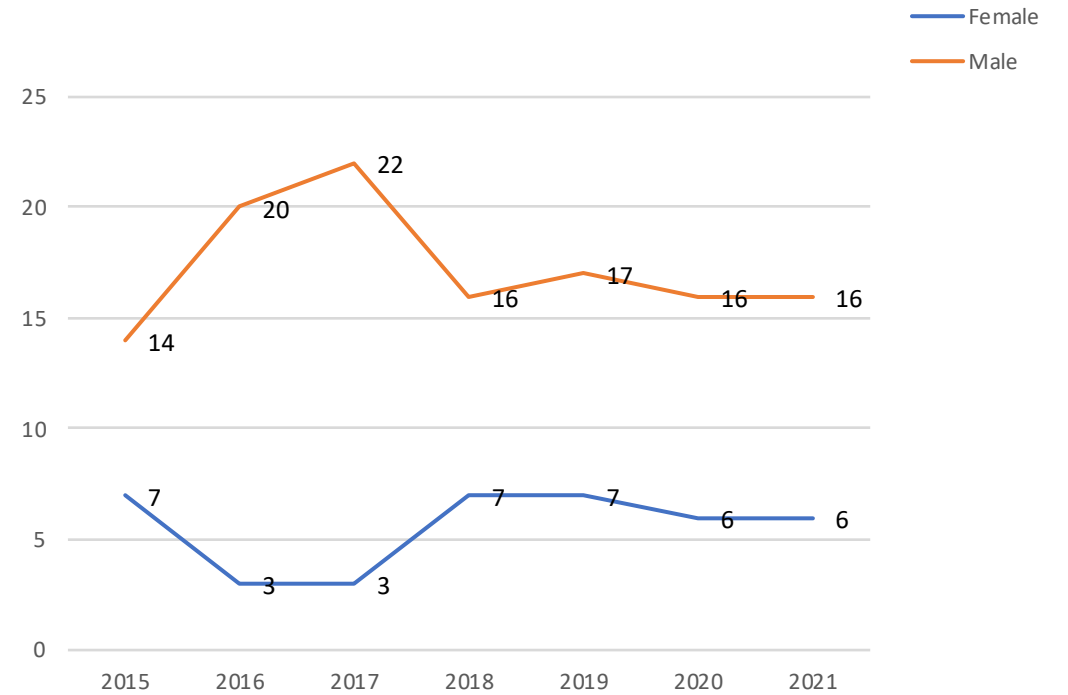
PhD students

IFAE Research PhD students



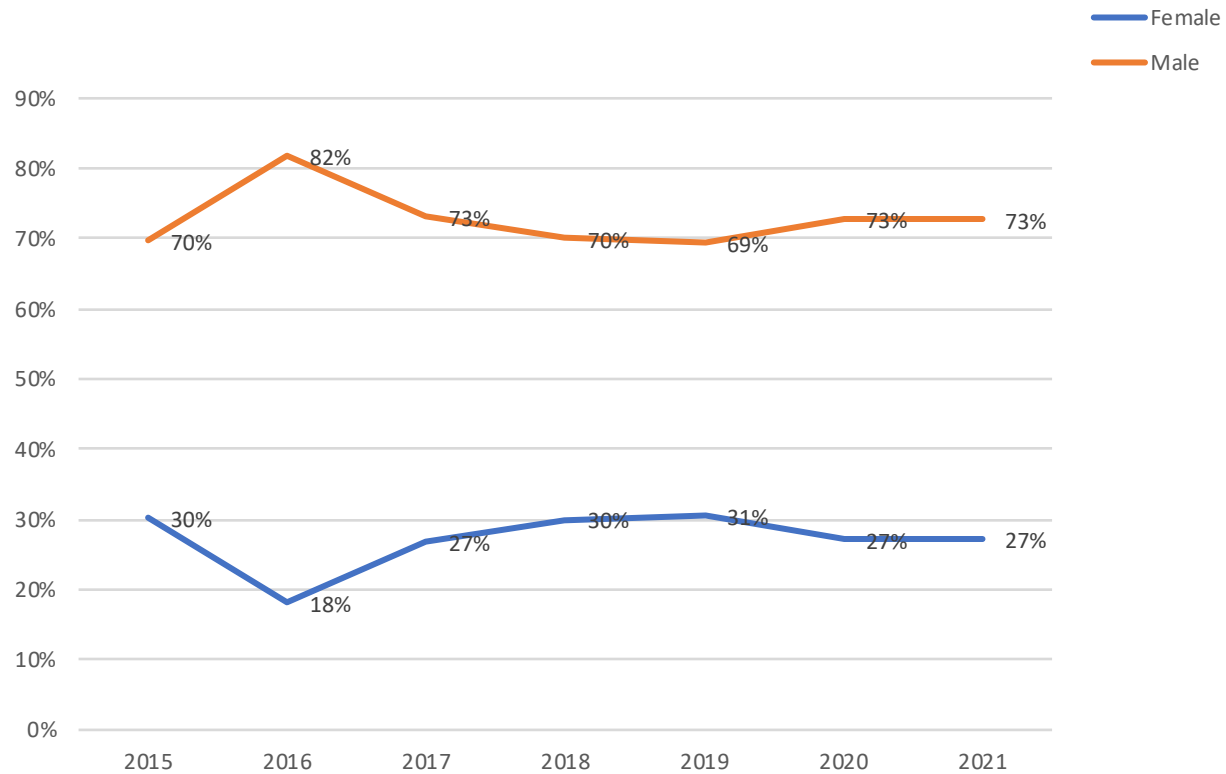
Postdocs

IFAE Research Postdocs



IFAE Master PhD students and Postdocs

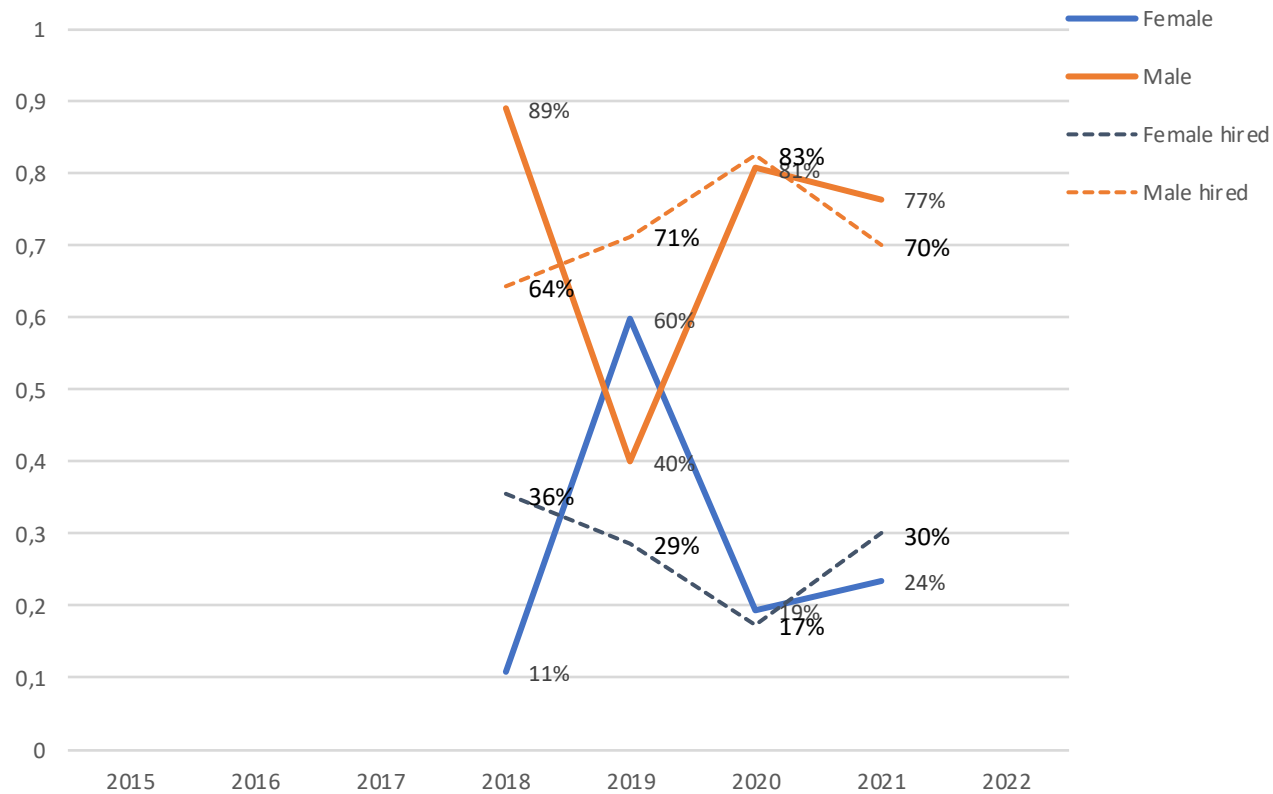
IFAE Master, PhD students and Postdocs



In general there is no systematic trend of changes in the various categories

Selection process

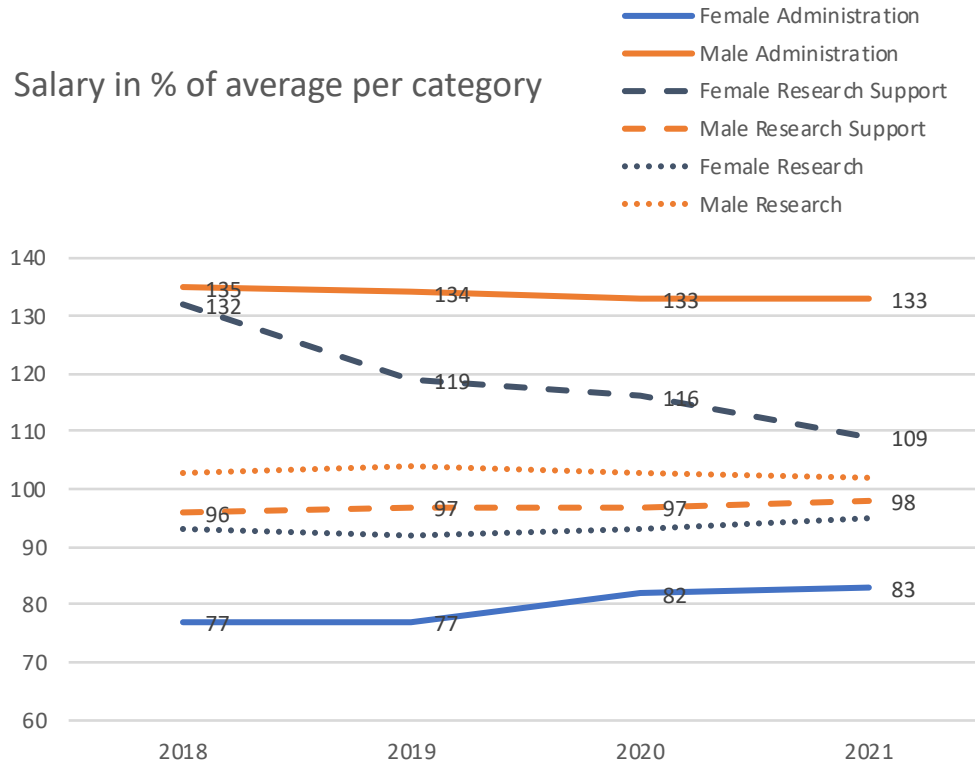
Applications and result of selection all categories



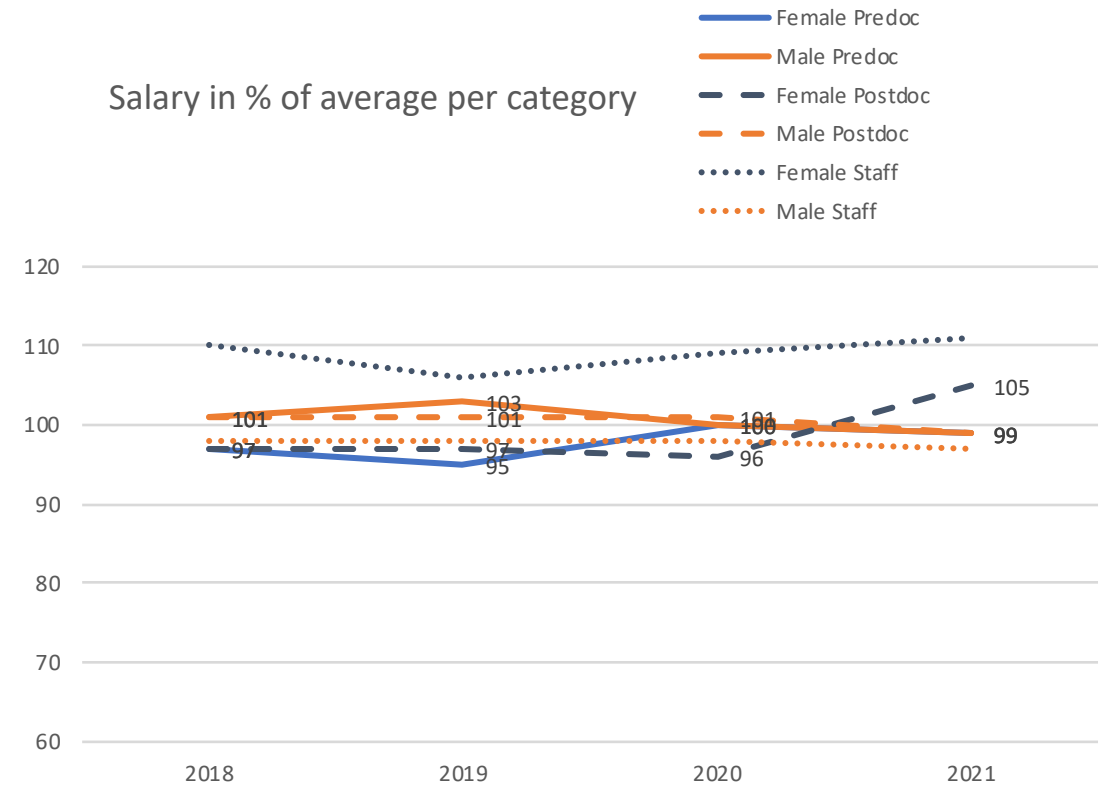
Statistics of applications, (short list) and final decision

Salaries

Salary in % of average per category



Salary in % of average per category



Current composition

- Oscar Blanch Ex-officio (Ombudsman)
- Martine Bosman* Chair
- Quim Bosch Ex-officio (Gerente)
- Laura Cabayol PhD student
- Laia Cardiel* Technical division
- Rafael Escribano Theory division
- Thorsten Lux* Experimental division
- Imma Riu Ex-officio (Health and safety committee)
- Gosia Siudek Postdoc
- Iolanda Canut** Administration

* already 3-years of participation

** recently appointed new member

Andreu Font has expressed interest in participating → replaces me

Next year, we may replace

Evolution of composition

My proposal:

- Andreu Font (he has expressed interest in participating) replaces me
 - I may invite Andreu to participate to the meeting
- Laura Cabayol and Gosia Siudek will leave and will need replacements:
 - We send a call for interested candidates (PhD and Postdoc separately) and ask for a vote

Summary of activities in 2021

- Activities related to 11F Day of women and girls in science
 - Trobada de #100tífiques (BIST) Visit to schools (virtual)
 - Master Class CERN (virtual – we did not participate this year)
 - BIST presented the movie “Picture of a scientist” followed by a debate
- Activities related to 25N International Day for the Elimination of Violence against Women) CERCA
 - YouTube video <https://www.youtube.com/watch?v=NyqXYQR5iBo>
 - Should be part of opur Welcome pack. Is it?
 - Microcurso “De les microagressions a l’assetjament. Les dones en la recerca”
- Participation in meetings from Somma Gender committe

Follow-up from last year (1)

- Analysis of statistics: we have not seen yet the evolution from last year, but likely the conclusion is that there is no significant improvement. One important worry is that applications to programs to tenure-track type programs and recent hirings have been men

>>> how to change that?

- We discussed possible actions following ideas proposed previously but that could not be executed: a
 - coffee chat open to all to discuss issues related to gender or diversity,
 - a talk from a woman with a career that could explain her experience (Mar Capeans when visiting as part of the committee).

>>> this did not happen. We need a new impulse

Andreu Font suggestion - a program of seminars given by women (with sustained frequency and financial support from IFAE):

- Such that our IFAE's research groups can establish contacts and collaborations with excellent women scientists
- With the aim is to build a pool of possible candidates that could apply for positions or projects to be developed at IFAE

Follow-up from last year (2)

- We discussed about mentoring initiatives at IFAE. It was felt that there are already many offers of mentoring, for example, BIST, or in the context of the large experiments or laboratories. We felt that there was no need for a specific IFAE action.

>>> however since then, in relation to the Severo Ochoa application, a mentoring program has been implemented at IFAE (thanks to Andreu Font and Pol Forn)

- We discussed about teleworking. There are mixed experiences: positive (more flexibility, less time spent in travel to work, technical difficulties at the beginning have been in general overcome, this does not solve the base problem of long working hours and unfavourable schedules), negative (difficult to separate “work” time and “home” time specially when there are children at home). For the future, in general, to be offered the possibility to do part-time telework is seen as positive.

>>> after one more year, has the opinion changed?