

IFAE 2019 PIZZA SEMINAR

GENDER EQUALITY COMMITTEE

WHAT IS THE GENDER EQUALITY COMMITTEE?

- ▶ Internal group to diagnose and improve the current gender equality situation at IFAE, with the final goal of reaching gender equality. Even though there is a group dedicated to it, all should contribute in order to make a difference.
- ▶ More near-term objectives:
 - ▶ Collect statistics about current status and application processes.
 - ▶ Convey the results to the institute and collect feedback (like now).
 - ▶ Implement concrete actions to improve gender equality situation at IFAE.
- ▶ More information about the gender plan at IFAE: <https://sites.google.com/a/ifae.es/documents/llistat-documents/gender-plan>

WHO ARE WE?

- ▶ **Martine Bosman** (Head, Experiment Senior), **Eduard Massó** (Theory Senior), **Laia Cardiel** (Technical Senior), **Sara Strauch** (Administrative), **Oscar Blanch** (Experiment Senior), **Thorsten Lux** (Experiment Senior), **Joaquim Bosch** (Administrative) and **Judit Prat** (PhD Student).
- ▶ All members of the committee can be contacted for any gender related issues.
- ▶ In case of a harassment problem there are two contact persons, whatever is discussed with them is completely confidential:
 - ▶ **Ombudsperson and Risk Prevention Officer:** Oscar Blanch and Martine Bosman (Also for other harassment problems, not only gender).
 - ▶ More information here: <https://sites.google.com/a/ifae.es/documents/llistat-documents/safety/harassment-protocol>
- ▶ Soon there will be one open position to join the committee, **contact us if you want to join** (preferably a student or postdoc but not necessarily).
- ▶ Always feel free to contact any of us if you have suggestions or ideas! ifae-GenderEquality@ifae.es



WHERE DO WE STAND?

GENDER DISTRIBUTION OF THE PERSONNEL HIRED BY IFAE

| | Agg. | Women | | Men | |
|--|----------------------|-----------|---------------|-----------|----------------|
| | [N _{IFAE}] | [N] | [%] | [N] | [%] |
| Theory: staff | 1 | 0 | 0,0 % | 1 | 100,0 % |
| Theory: postdocs | 4 | 0 | 0,0 % | 4 | 100,0 % |
| Theory: predocs | 6 | 0 | 0,0 % | 6 | 100,0 % |
| Total theory research personnel | 11 | 0 | 0,0 % | 11 | 100,0 % |
| Experiment:staff | 15 | 3 | 20,0 % | 12 | 80,0 % |
| Experiment: postdocs | 19 | 7 | 36,8 % | 12 | 63,2 % |
| Experiment: predocs | 23 | 8 | 34,8 % | 15 | 65,2 % |
| Total experiment research | 57 | 18 | 31,6 % | 39 | 68,4 % |
| Research: staff | 16 | 3 | 18.8% | 13 | 81.3% |
| Research: postdocs | 23 | 7 | 30.4% | 16 | 69.6% |
| Research: predocs | 29 | 8 | 27.6% | 21 | 72.4% |
| Total research personnel | 68 | 18 | 26.5% | 50 | 73.5% |
| Technical Support | 31 | 4 | 12.9% | 27 | 87.1% |
| Administration | 6 | 4 | 66.7% | 2 | 33.3% |
| Management | 2 | 0 | 0 % | 2 | 100.0% |
| Total IFAE | 107 | 26 | 24.3% | 81 | 75.7% |

Data as on
01/01/2019.

PERSONNEL WORKING AT IFAE (REGARDLESS OF THE HIRING INSTITUTION)

| | Agg. | Women | | Men | |
|--|----------------------|-----------|---------------|------------|----------------|
| | [N _{IFAE}] | [N] | [%] | [N] | [%] |
| Theory: staff | 8 | 0 | 0,0 % | 8 | 100,0 % |
| Theory: postdocs | 6 | 0 | 0,0 % | 6 | 100,0 % |
| Theory: predocs | 9 | 0 | 0,0 % | 9 | 100,0 % |
| Total theory research personnel | 23 | 0 | 0,0 % | 23 | 100,0 % |
| Experiment:staff | 25 | 4 | 16,0 % | 21 | 84,0 % |
| Experiment: postdocs | 19 | 7 | 36,8 % | 12 | 63,2 % |
| Experiment: predocs | 23 | 8 | 34,8 % | 15 | 65,2 % |
| Total experiment research | 67 | 19 | 28,4 % | 48 | 71,6 % |
| Research: staff | 34 | 4 | 11.8% | 30 | 88.2% |
| Research: postdocs | 25 | 7 | 28.0% | 18 | 72.0% |
| Research: predocs | 31 | 8 | 25.8% | 23 | 74.2% |
| Total research personnel | 90 | 19 | 21.1% | 71 | 78.9% |
| Technical support | 33 | 4 | 12.1% | 29 | 87.9% |
| Administration | 9 | 6 | 66.7% | 3 | 33.3% |
| Management | 2 | 0 | 0.0% | 2 | 100.0% |
| Total IFAE | 134 | 29 | 21.6% | 105 | 78.4% |

Data as on
01/01/2019.

GOVERNMENT AND ADVISORY BODIES

| | Agg. | Women | | Men | |
|-------------------------------|------|-------|-------|-----|--------|
| | [N] | [N] | [%] | [N] | [%] |
| Consell de Govern | 6 | 2 | 33.3% | 4 | 66.7% |
| External Scientific Committee | 10 | 5 | 50.0% | 5 | 50.0% |
| Director Advisory Board | 19 | 1 | 5.3% | 18 | 94.7% |
| IFAE Management Team | 6 | 0 | 0.0% | 6 | 100.0% |

RESPONSIBILITY IN RESEARCH PROJECTS MANAGEMENT

| | Agg. | Women | | Men | |
|---|------|-------|------|-----|-------|
| | [N] | [N] | [%] | [N] | [%] |
| Principal Investigators of competitive projects funded by AGAUR, MINECO, or the European Commission | 21 | 2 | 9.5% | 19 | 90.5% |

COMMITTEES AND WORKING GROUPS

| | Total | Women | | Men | |
|---|-------|-------|-------|-----|-------|
| | [N] | [N] | [%] | [N] | [%] |
| Safety & Health Committee | 5 | 1 | 20.0% | 4 | 80.0% |
| Grup de treball del Programa de la Diversitat | 8 | 4 | 50.0% | 4 | 50.0% |

OUTREACH: BOJOS PER LA FÍSICA

| | 2018 Edition | | | | |
|-------------------|--------------|-------|-------|-----|-------|
| | Total | Women | | Men | |
| | [N] | [N] | [%] | [N] | [%] |
| Applications | 191 | 84 | 44.0% | 107 | 56.0% |
| Selected students | 25 | 12 | 48.0% | 13 | 52.0% |

PERSONNEL SELECTION PROCESSES (2017 AND 2018)

| Area | N _{positions} | Applications | | | | Contracts | | | |
|--------------------|------------------------|--------------|--------------|-------------|--------------|-----------|--------------|-----------|--------------|
| | | Women | | Men | | Women | | Men | |
| | | N | % | N | % | N | % | N | % |
| Management | 0 | | | | | | | | |
| Administration | 0 | | | | | | | | |
| Technical support | 5 | 59 | 7.3% | 750 | 92.7% | 0 | 0.0% | 5 | 100.0% |
| Research | 40 | 75 | 17.8% | 347 | 82.2% | 16 | 40.0% | 24 | 51.5% |
| Global IFAE | 45 | 134 | 10.9% | 1097 | 89.1% | 16 | 35.6% | 29 | 60.0% |

| Research Division | N _{positions} | Applications | | | | Contracts | | | |
|------------------------|------------------------|--------------|--------------|------------|--------------|-----------|--------------|-----------|--------------|
| | | Women | | Men | | Women | | Men | |
| | | N | % | N | % | N | % | N | % |
| Theory | 7 | 30 | 9.5% | 285 | 90.5% | 0 | 0.0% | 7 | 100.0% |
| Experimental | 33 | 45 | 42.1% | 62 | 57.9% | 16 | 48.5% | 17 | 51.5% |
| Global Research | 40 | 75 | 17.8% | 347 | 82.2% | 16 | 40.0% | 24 | 60.0% |



ACTION PLAN & IDEAS

WHAT ARE WE DOING/CAN WE DO TO IMPROVE THE SITUATION?

- ▶ Gather statistics, with a gender approach, of IFAE's job openings. The statistics currently available, mostly retrospective, are heterogeneous (in some cases they refer to all applications received and in some cases just to the short list), so an homogenous criterium to gather them must be agreed on.
- ▶ **Proposal:** You will be asked to fill this form whenever you hire somebody, including this field about the selection process, that should include number of applicants (M/W), interviewed and final result.

| |
|---|
| SCHOLARSHIP TYPE (FPI, Prodist, etc) |
| SELECTION PROCESS - TOTAL M/W : applicants, interviewed, final result. |

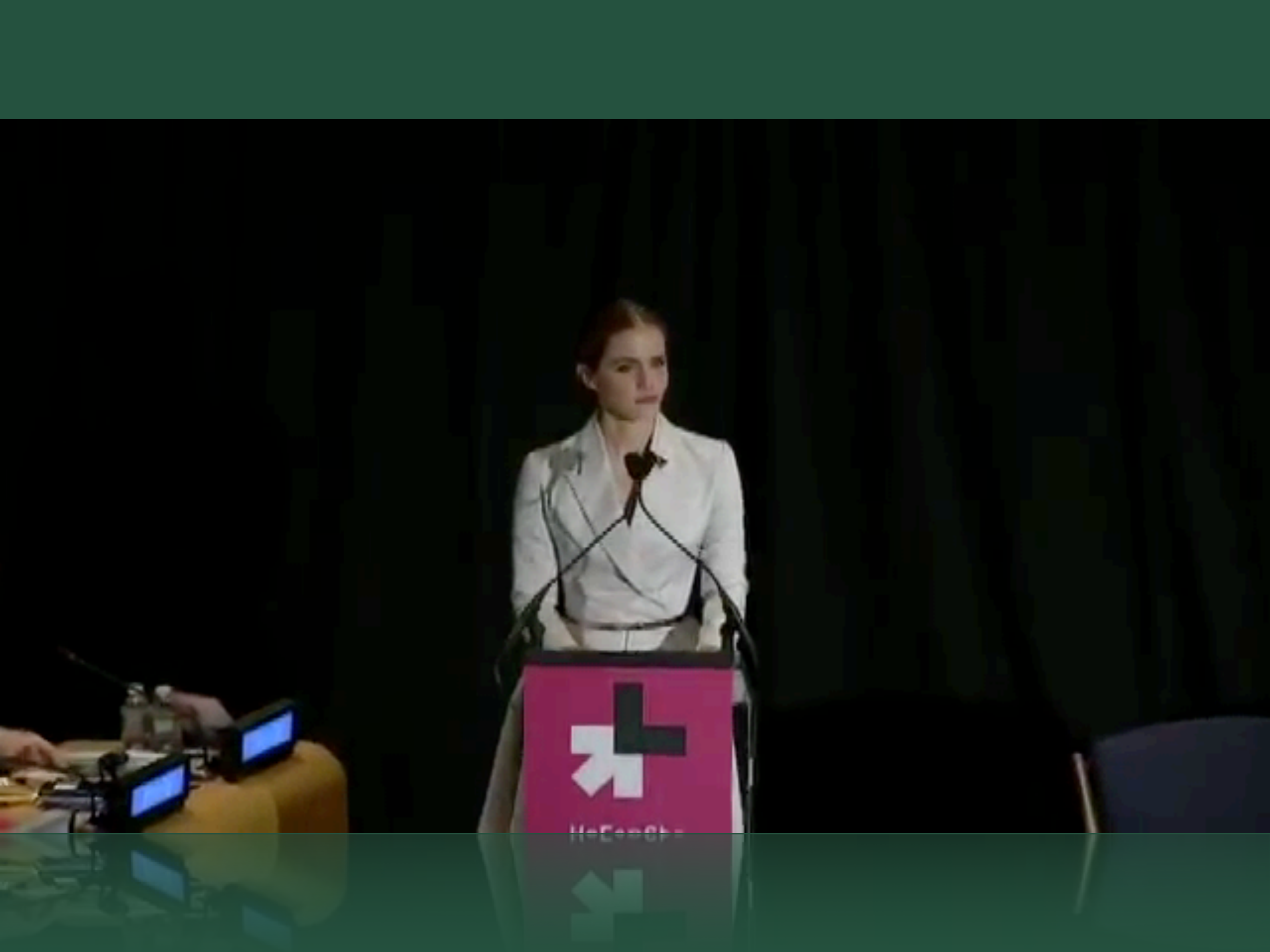
| FITXA CONTRACTACIÓ | |
|---|-----------------------------------|
| DADES EMPRESA | |
| NOM EMPRESA | INSTITUT DE FISICA ALTES ENERGIES |
| CENTRE DE TREBALL | |
| EMPLOYEE INFORMATION | |
| SURNAME | |
| NAME | |
| BIRTH COUNTRY / CITIZENSHIP | |
| DNI/NIE | |
| SOCIAL SECURITY NUMBER | |
| ADDRESS IN SPAIN | |
| POSTAL CODE | |
| CITY | |
| TELEPHONE NUMBER | |
| BANK ACCOUNT DETAILS FOR SALARY | |
| DATE OF BIRTH | |
| MARITAL STATUS | |
| NUMBER OF CHILDREN | |
| HIGHEST COMPLETED STUDIES | |
| DATE COMPLETED STUDIES | |
| CONTRACT LANGUAGE | |
| CONTRACT INFORMATION | |
| CONTRACT STARTING DATE | |
| CONTRACT ENDING DATE | |
| TYPE OF CONTRACT | |
| WORK HOURS | |
| CATEGORY | |
| SCHOLARSHIP TYPE (FPI, Prodist, etc) | |
| SELECTION PROCESS - TOTAL M/W : applicants, interviewed, final result. | |
| JOB DESCRIPTION | |
| PROJECT / SUPERVISOR | |
| GROSS SALARY : MONTH/YEAR | |
| MONTHLY PAYMENTS | |
| FUNDING ENTITY | |
| PROJECT REFERENCE | |
| OBSERVATIONS | |
| FUNDING CLAUSE TEXT | |
| OTHERS | |

WHAT ARE WE DOING/CAN WE DO TO IMPROVE THE SITUATION?

- ▶ From now on jobs openings should include an explicit statement encouraging women to apply:
 - ▶ "IFAE is an equal opportunity employer committed to diversity in the workplace, and we welcome applications from all qualified candidates. **Women are particularly encouraged to apply.**"
- ▶ Organize activities for Women in Science day: Among others, giving outreach talks in schools by women from IFAE, to break stereotypes.
- ▶ Depending on the evolution of the indicators, we should discuss about new actions to improve the situation.

THESE ARE STEPS FORWARD, BUT WE SHOULD CERTAINLY DO MORE! NEW IDEAS

- ▶ Some new ideas that came up during meetings:
 - ▶ Try to increase applications from women, specially for theory and technical department (possibly ensure a minimum number of applications by women).
 - ▶ Invite more women to come give seminars/talks at IFAE.
 - ▶ Start Wine & Cheese gatherings to discuss about gender equality, what we can do from IFAE. It could also potentially be used to discuss other topics of interest within IFAE, such as career perspectives beyond research.
- ▶ **Your idea here.** Share at the end of the talk or send by email later (ifae-GenderEquality@ifae.es). Also if we start doing Wine & Cheese meetings (if there is interest) possible to bring your ideas there.





**BE THE CHANGE
YOU WANT TO SEE**

Together we can make an impact



Institut de Física
d'Altes Energies



EXCELENCIA
SEVERO
OCHOA



Barcelona Institute of
Science and Technology

THANKS!

SCIENTIFIC TALKS (2013–2015)

| | Agg. | Women | | Men | |
|------------------------------|----------------------|-------|-------|------|-------|
| | [N _{IFAE}] | [N] | [%] | [N] | [%] |
| EXPERIMENTAL DIVISION | | | | | |
| Researchers | 73.3 | 20.7 | 28.2% | 52.6 | 71.8% |
| Talks | 44.3 | 12.7 | 28.7% | 31.6 | 71.3% |
| Talks/Person | 0.60 | 0.61 | | 0.60 | |
| THEORY DIVISION | | | | | |
| Researchers | 23.7 | 1.6 | 6.8% | 22.1 | 93.2% |
| Talks | 43.0 | 3.3 | 7.7% | 39.7 | 92.3% |
| Talks/Person | 1.81 | 2.06 | | 1.80 | |

OUTREACH TALKS (2014–2016)

| | Agg. | Women | | Men | |
|-----------------------------|----------------------|-------|-------|------|-------|
| | [N _{IFAE}] | [N] | [%] | [N] | [%] |
| Research staff and postdocs | 71.0 | 11.7 | 16.4% | 59.3 | 83.6% |
| Talks | 41.3 | 9.6 | 23.4% | 31.7 | 76.6% |
| Talks /Person | 0.58 | 0.82 | | 0.53 | |