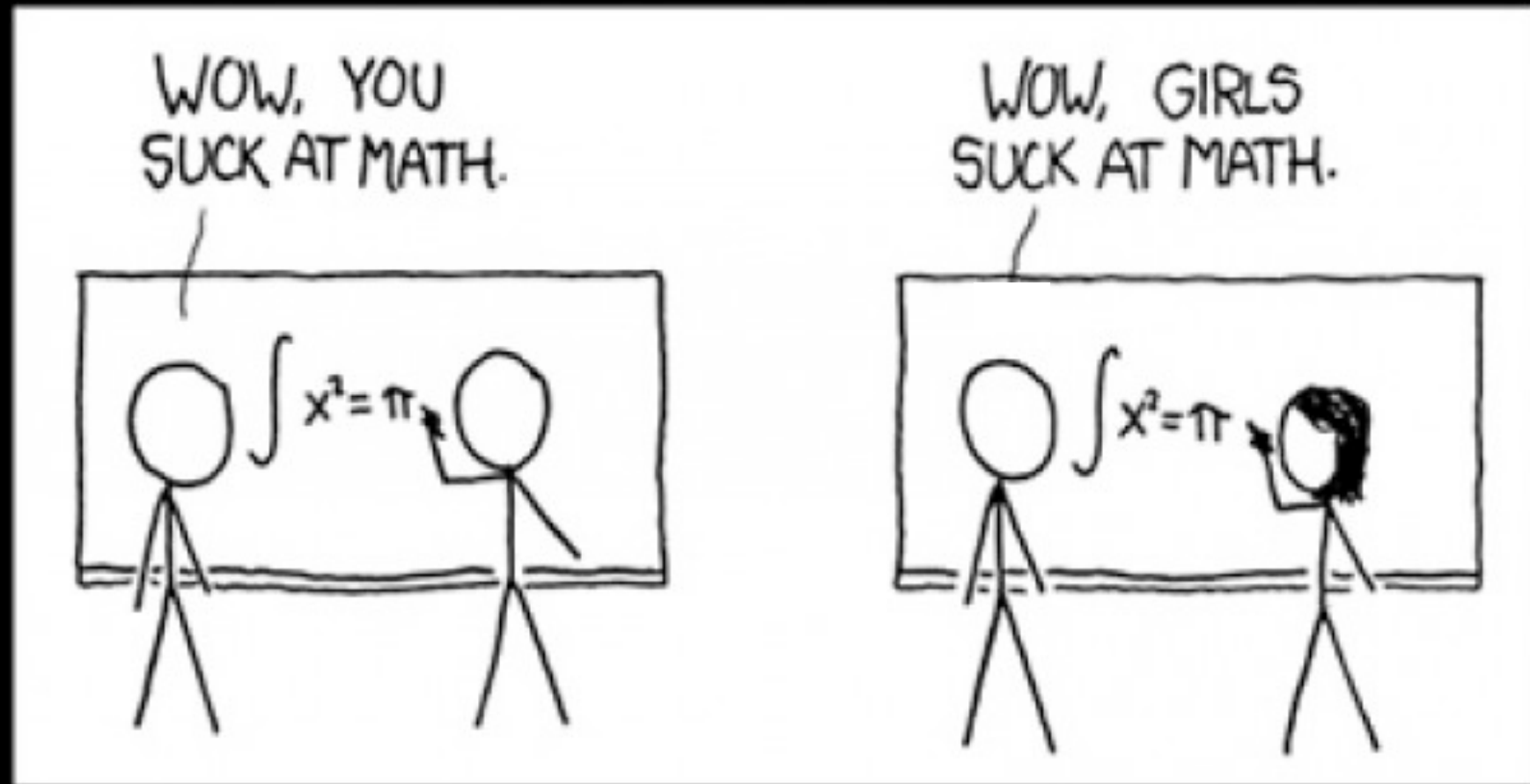
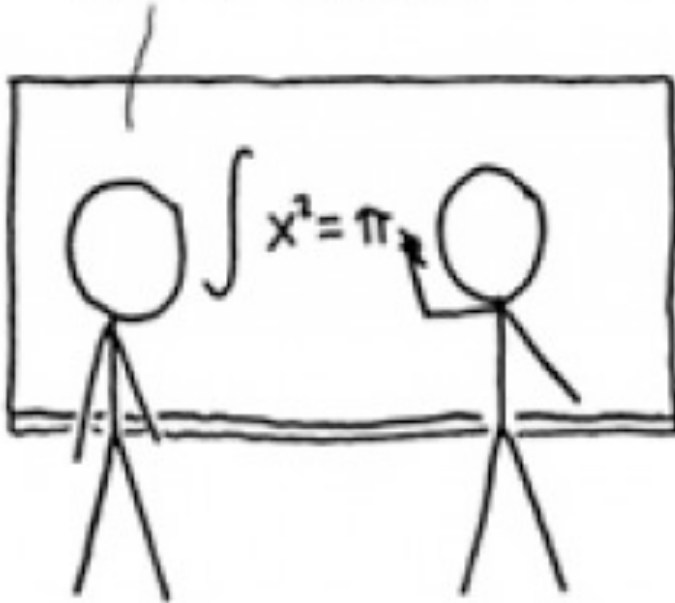


# Stereotypes

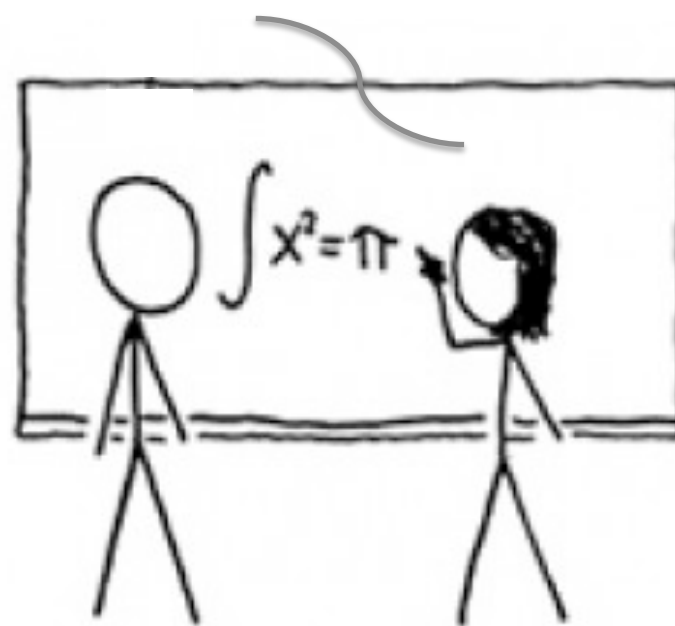


# Stereotypes

WOW, YOU  
SUCK AT MATH.



RIGHT, WHITE MIDDLE-AGED  
PROFESSORS ALWAYS GET  
THE PRIZES...



<http://www.information.dk/543371>



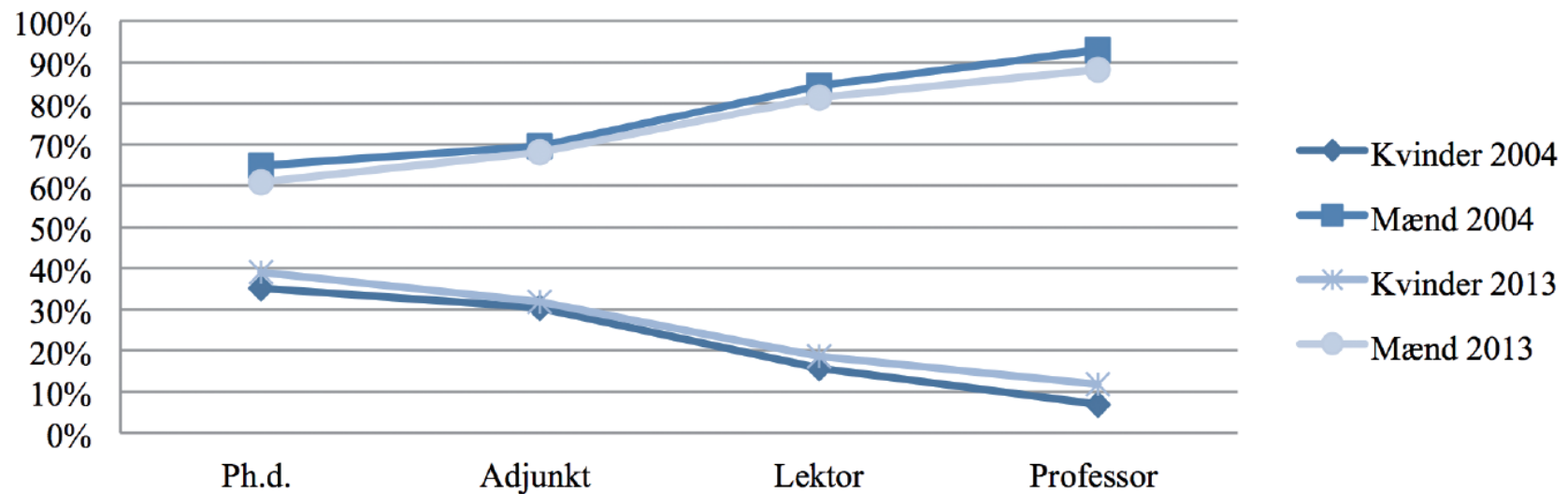
**Bente Klarlund Pedersen**

## **Brev til en ung videnskabskvinde**

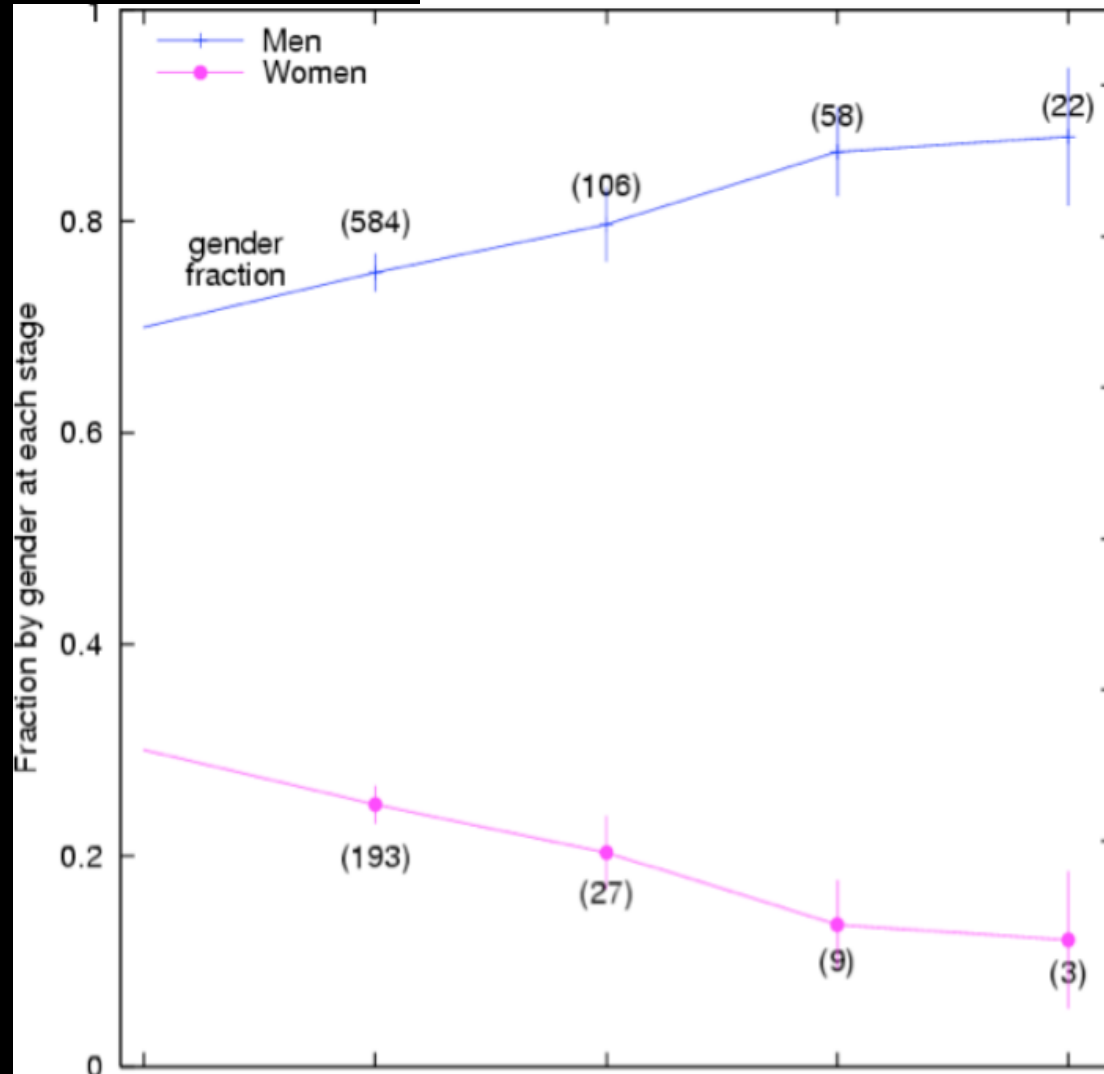
Hvis du får succes, vil du opleve, at misundelsens grønne monster stikker sit grimme hoved frem og nikker dig en skalle. Men du må aldrig forfalde til selv at trække kvindekortet. Jeg kan ikke snupe, når kvindelige forskere ynkes

# Leaky pipeline in Danish science

## Naturvidenskab



## Mysterious disappearance of female investigators



reasons for the inequality in the awards. We would like to replicate the groundbreaking analysis of Christine Wennerås and Agnes Wold (“Neotism and sexism in peer review” *Nature* **387**, 341–343; 1997) at the European level, but the ESF has so far been unwilling to release the necessary data to us.

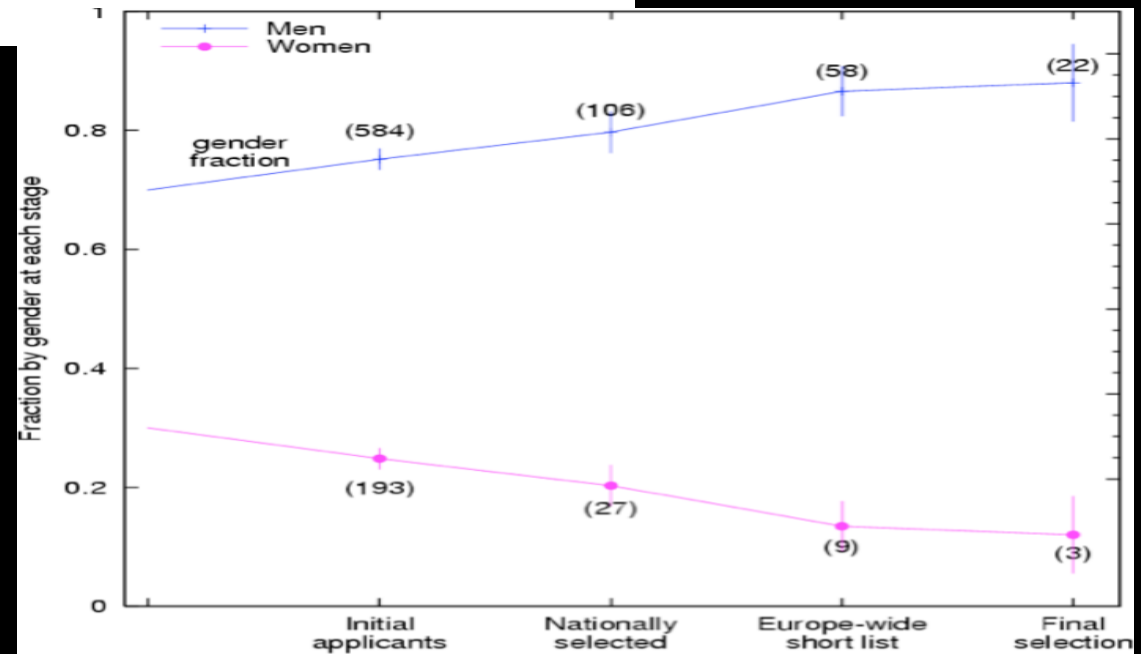
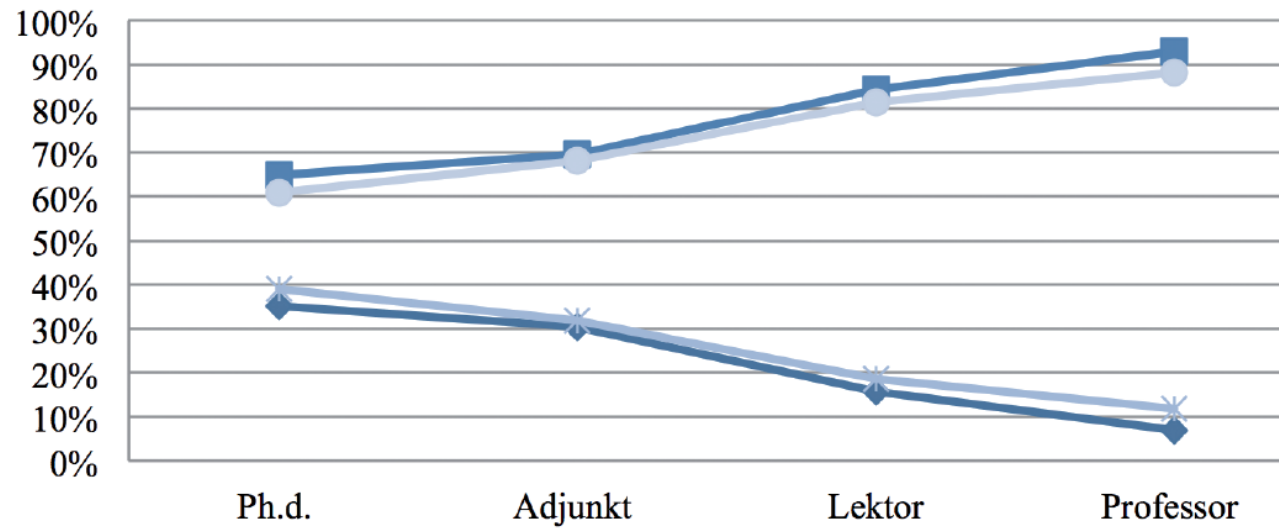
We consider that this attrition demands further independent scrutiny to uncover the cause.

**Darach Watson, Anja C. Andersen, Jens Hjorth**  
Dark Cosmology Centre, Niels Bohr Institute,  
University of Copenhagen, Juliane Maries Vej 30,  
2100 Copenhagen Ø, Denmark

EURYI  
(precursor to ERC StG)

Pipeline leaking over just  
6 months:  
**pure selection bias!**

# Leaky pipeline = selection bias!



# Correspondence

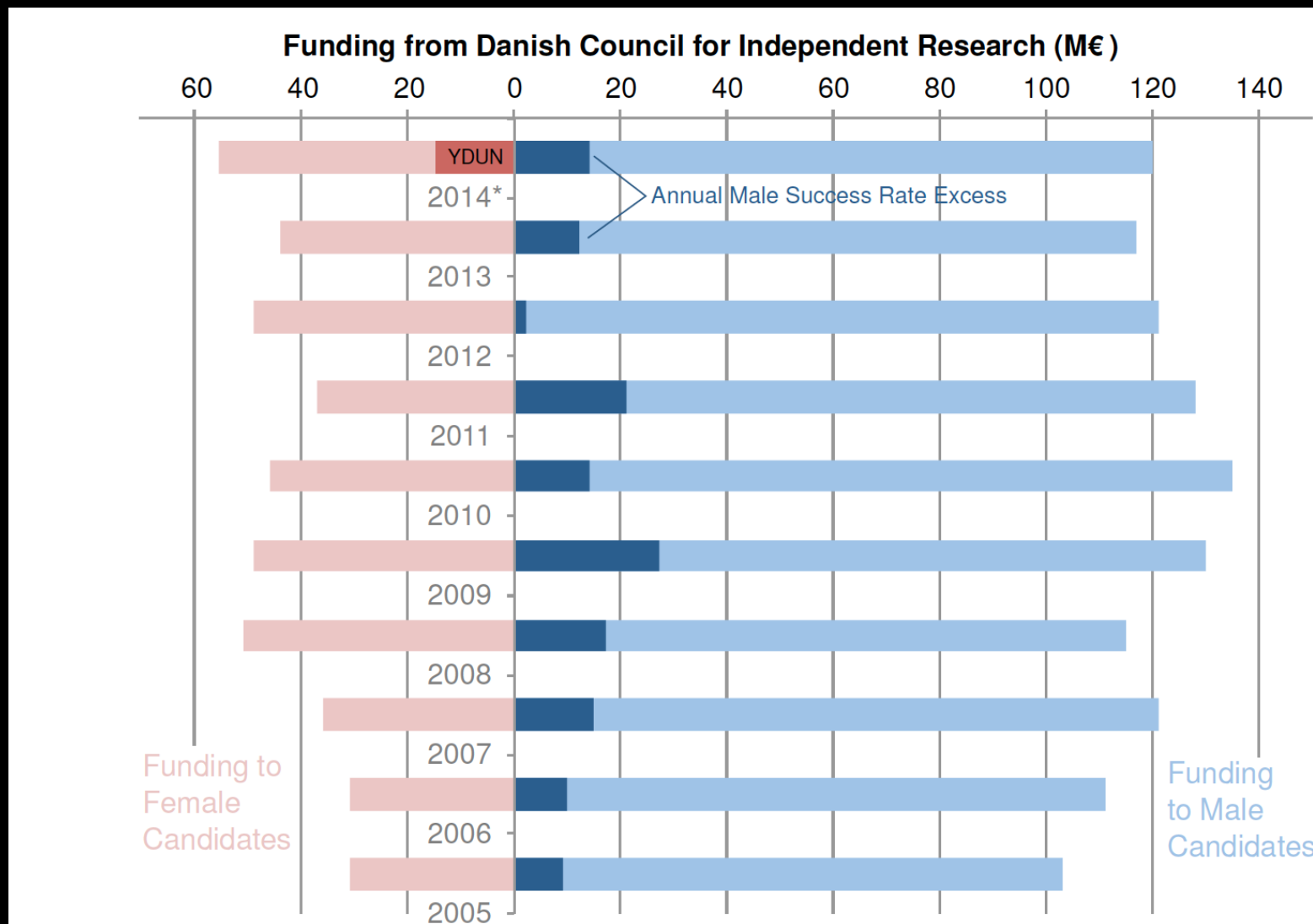
## Women's grants lost in inequality ocean

Denmark last year launched its YDUN programme, an experimental one-year government research-funding scheme specifically for women. It was branded as sexist and provoked a political squall, so is unlikely to be repeated. Our analysis indicates that the 110 million krone (US\$16 million) allocated to YDUN is roughly the same as the shortfall in Danish grant money won by women compared with men every year over the past 10 years.

YDUN was a welcome attempt to widen Denmark's talent pool, but managed to level the playing field for only one year, and only for the DFF. Even then, the success rate for YDUN was only 3% (17 of 553 applicants). This level of competition is much higher than for DFF funding. Even though YDUN funding effectively made up the shortfall within the DFF for 2014, women still had to compete much harder to get it.

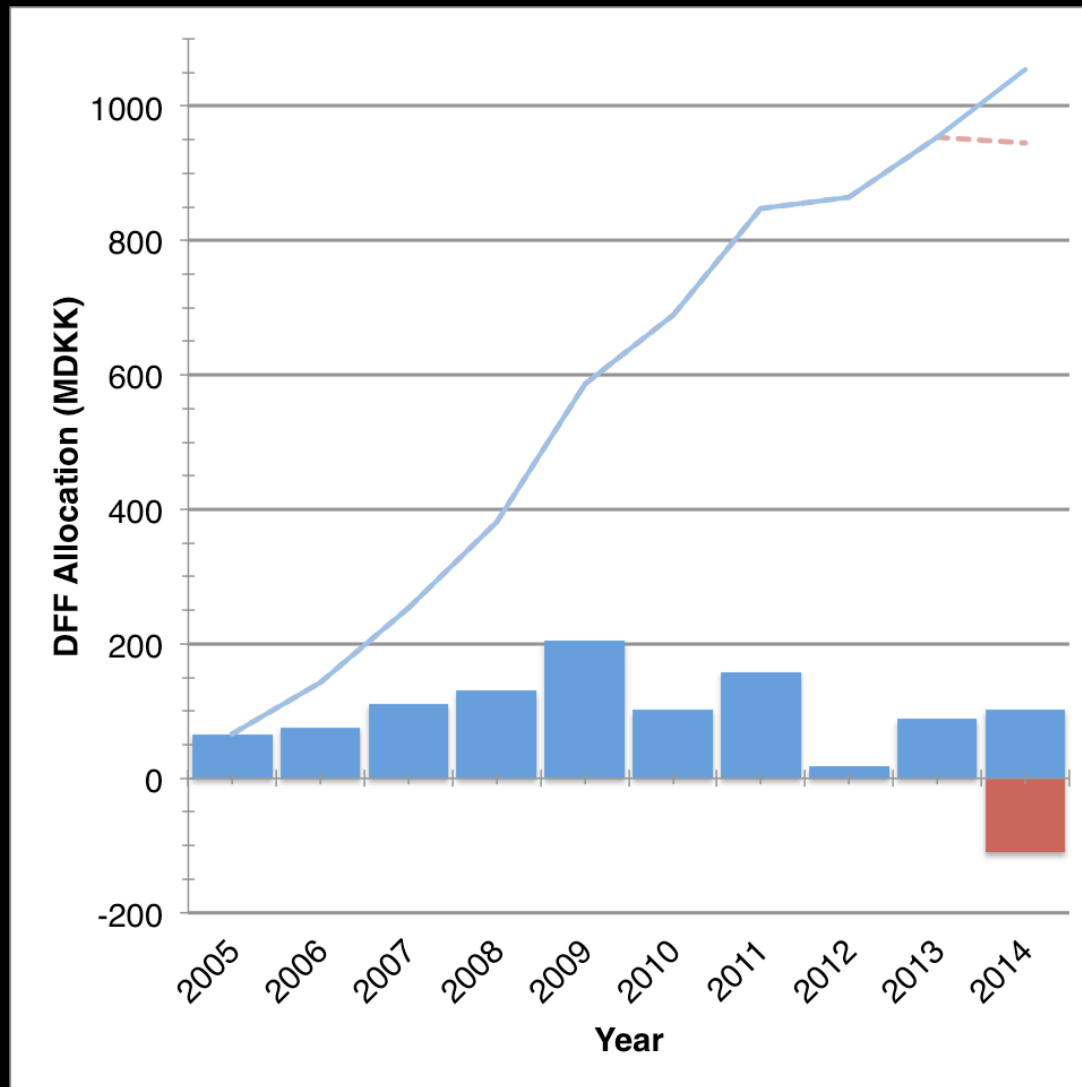
**Darach Watson, Jens Hjorth**  
*Niels Bohr Institute, University of Copenhagen, Denmark.*

# Danish Research Councils (DFF, FNU, ...)





# 1 GDKK in 10 years



# DARK

- From the outset, DARK decided to actively pursue issues of gender balance. And we announced that we would.
- Hired 3 women, 3 males (3/8 faculty, was 0/2)
- About 40 % women at all levels
- **Female led papers' citation rates identical to those of male led papers**

# Astrophysics in Denmark

Institution/centre	% female faculty
DTU Space	
CP <sup>3</sup> Origins	0
NBIA	0
STARPLAN/NBI #2	0
SAC/IFA	0
DARK	38

# DARK

- **What we (aspire to) do**
  - Competition
  - Working environment
  - Focus on research goals
  - Spot future talent
  - Be open and explicit, transparent
  - Visibility, omnipresence of women
- **Principles**
  - Nothing happens automatically
  - Set goals → reach goals
  - No simple fix, no straight avenue
- **Results**
  - Relatively large fraction of women
  - Limited 'hygge' sexism/racism + silly 'jokes'
  - Exceptional evaluations
  - Equal citation rates for men and women