PHYSICS AND ASTRONOMY

GENDER IN ACADEMIA
HISTORICAL FLASHBACK
HISTORICAL FLASHBACK

Share/percentage of women among assistant prof., associate prof., and professors at the Faculty of Science at Copenhagen University 1970, 1996, 2001 based on subject area

<table>
<thead>
<tr>
<th>Subject Area</th>
<th>1970</th>
<th>Share of Women</th>
<th>1996</th>
<th>Share of Women</th>
<th>2001</th>
<th>Share of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>%</td>
<td>Number</td>
<td>%</td>
<td>Number</td>
<td>%</td>
</tr>
<tr>
<td>Mathematics / Computer Science / Physics</td>
<td>11</td>
<td>7%</td>
<td>8</td>
<td>5%</td>
<td>10</td>
<td>7%</td>
</tr>
<tr>
<td>Biology (incl. Sports)</td>
<td>30</td>
<td>21%</td>
<td>30</td>
<td>20%</td>
<td>28</td>
<td>20%</td>
</tr>
</tbody>
</table>

Source: Henningsen (2002)
Adapted by Utoft (2015)
HISTORICAL FLASHBACK

Share of men and women based on job category between 2004 and 2009

‘The task force for more women in research’ (2015)
**HISTORICAL FLASHBACK**

Shares of women at assistant prof., associate prof., and professor level within research area at all Danish universities between 2007-2015

Source: Reports from the universities to the Danish Ministry of Higher Education and Science

Figure extracted from ‘Men and Women at Danish Universities – The Talent Barometer of Denmark’ (2017)
HISTORICAL FLASHBACK
LEAKS OF THE PIPELINE

- The academic career
  - Insecure employment
  - Mobility requirements
  - Academic qualification

- Structures
  - Teaching vs. research
  - Narrow vs. broad job advertisements
  - Appointment committees
  - Parental leave
  - Grant allocation
  - Work/life balance

- Culture
  - ‘Excellence’
  - Informal networks
  - Sexism

Slide 7
25 January 2018
EA HØG UTOFT
PHD STUDENT
1997: Hilden’s 11 points plan
1998: Women, Quality and Research
2005: All talents in play
2007: Female Researcher Talents – the Untapped Reserve
2015: All talents in play
2015: Recommendations from the task force for more women in research
2017: Men and women at Danish universities – the Talent Barometer of Denmark
INITIATIVES

"Fix the women"

Strategies for change

- Inclusion
  - Liberal, equip the woman, create equal opportunity

- Re-evaluation
  - Managing diversity, value difference

- Transformation
  - Gender mainstreaming, opportunity

Career development training, mentoring

Source: Benschop and van den Brink, 2014
Adapted from Benschop and Verloo (2012: 280)
INITIATIVES

Re-production of gender stereotypes

Strategies for change

- Inclusion
  - Liberal, equip the woman, create equal opportunity
- Re-evaluation
  - Managing diversity, value difference
- Individual
  - Gender aware Ph.D. supervision
- Structural
  - Radical structural equal opportunity
  - Gender mainstreaming

Source: Benschop and van den Brink, 2014
Adapted from Benschop and Verloo (2012: 280)
Considering gender in planning and strategy

Strategies for change

- Inclusion: Liberal, equip the woman, create equal opportunity
- Re-evaluation: Managing diversity, value difference
- Transformation: Gender mainstreaming

Individual

Structural: Radical structural equal opportunity

Source: Benschop and van den Brink, 2014
Adapted from Benschop and Verloo (2012: 280)
Female representation in committees

- Inclusion:
  - Liberal, equip the woman, create equal opportunity

- Re-evaluation:
  - Managing diversity, value difference

- Structural:
  - Radical structural equal opportunity

  Source: Benschop and van den Brink, 2014
  Adapted from Benschop and Verloo (2012: 280)
CHALLENGES

- Difference
- Social gender
- Biased
- Interventions

- Biological gender
- Sameness
- Meritocracy
- Resistance
Concluding remarks

Mathias W. Nielsen (2014): New and Persistent Gender Equality Challenges in Academia

Mathias W. Nielsen
New and Persistent Gender Equality Challenges in Academia
Unconscious bias

- Incompetent: 30%
- Likeable: 70%
- Competent: 30%
- Unlikeable: 70%
Unconscious bias

GER
Gender Equality in Research

An online resource site communicating information about women in the area of research, supporting initiatives against gender stereotypes and promoting female researchers’ career opportunities at Aarhus University.

Read more about the GER project

ARE YOU BIASED?
Test your gender bias

stages.live.iola.dk
QUESTIONS