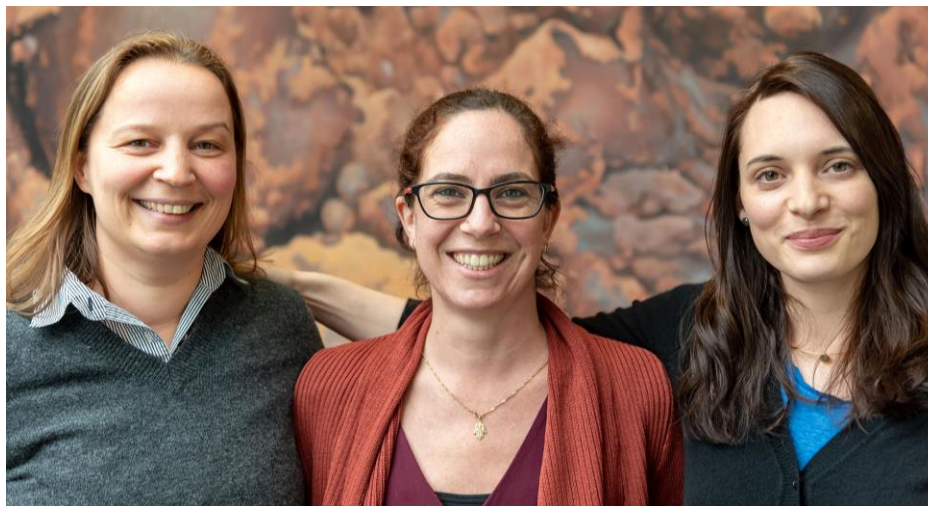


Gender equality officers: which activities can we do to improve gender equality in STEM?

Examples from MARUM women's representatives

Luzie Schnieders, Alice Lefebvre, Vera B. Bender



Status defined by law (Bremisches Hochschulgesetz / Higher Education Act of the State of Bremen)

Legally: women's representatives (Frauenbeauftragte)

Role: advice and support all scientists and students at MARUM, as well as the director and decentralised committees in the goal of reducing existing inequalities for women

Current women's representatives: collective of 3 women elected in January 2019

Aim of the present contribution:

- present our activities
- hear about other successful actions
- discuss & network

<https://www.marum.de/en/about-us/Womens-representatives.html>

Our actions: job advertisements

Sensibilisation

Institutional

Lecture by Prof Danielle Gaucher

Status Quo Maintenance at the Institutional-Level:
The Role of Gendered Wording in Job Advertisements

<https://www.marum.de/en/about-us/Lecture-of-Prof-Danielle-Gaucher.html>



<http://www.irsj.ca/>

Close collaboration with MARUM administration: job advertisements sent to us when they are posted, we check them in terms of gender balance (e.g. <http://gender-decoder.katmatfield.com>) and give feedback to PIs if needed

Still to come: workshop + guidelines on how to write inclusive job advertisements

➔ let us know if you have material on how to best do this!

Our actions: selection procedure

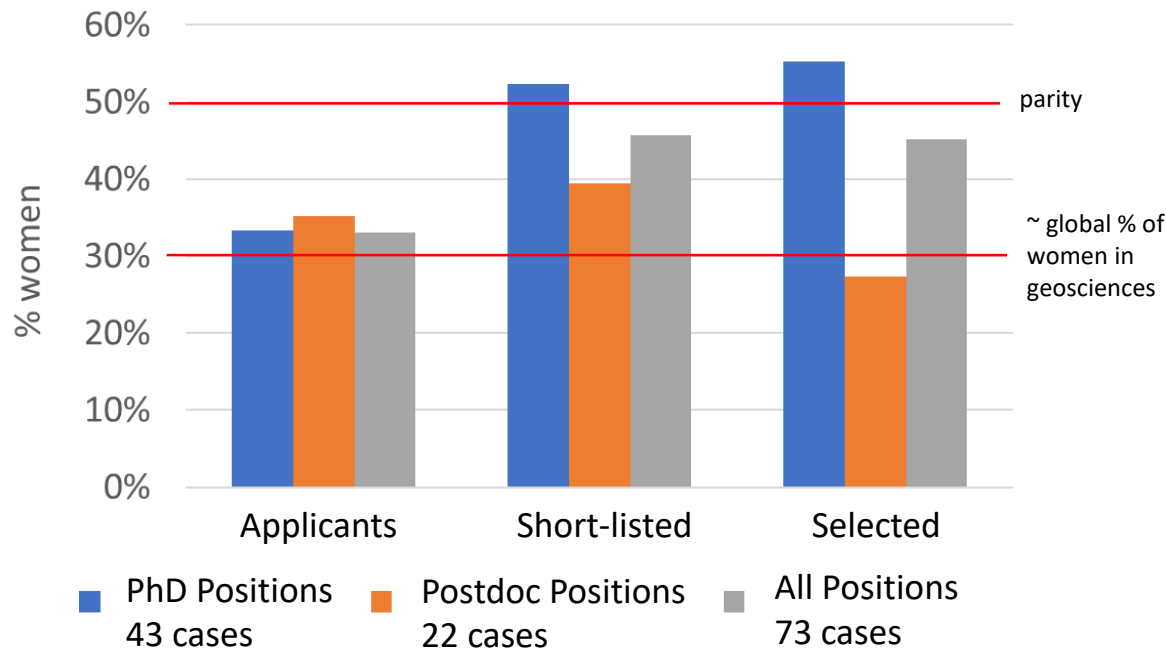
Involved in all the selection procedures

Close collaboration with PIs,

All applications shared with us

Possibility to be involved in interviews and decision process

Monitoring of number and gender of applicants, short-listed candidates and selected applicant



Around 30 to 40% women apply for positions

% short-listed women higher than % applicants

PhD positions: increase of % women applied -> short-listed -> selected

➔ Positive trend

Postdoc positions: % women selected lower than % applicants or short-listed

➔ Not yet enough data to be statistically significant – keep an eye on numbers

Our actions: women@MARUM network meetings

- ➔ offer the opportunity for all MARUM female staff to meet and exchange informally
- ➔ meetings every ~ 3 months
- ➔ specific topic + free discussion
- ➔ all MARUM female staff are cordially invited: technicians, administration and scientists (from PhD students to professors)



Example of topics already discussed

Gender-Fair Language
Gender Pay Gap and Glass Ceiling
Positive communication
Load of corona-pandemic on women
Everyday sexism

Ideas for next meetings

Caring for others
“Expert” representation in the media

Our actions: supervision workshops

Involved with [MARUM supervision Workshop series](#) during the “Writing Recommendation Letters” Workshop to present and discuss gender bias



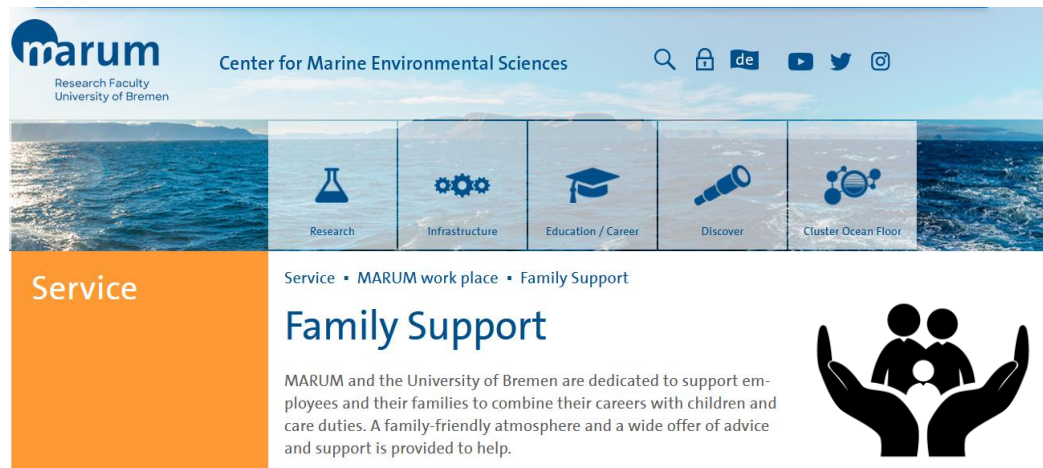
Another workshop on writing recommendation letters was planned but postponed due to COVID19

Still to come: workshop on writing inclusive job advertisements

Our actions: supporting families

Creation of a **Pregnancy Checklist**, in English, specially designed to help international (and German) parents to-be <https://www.marum.de/en/Service/MARUM-as-a-work-place/family-support.html>

Creation of a **Family Support** webpage as part of the MARUM as a Workplace webpage
→ Lists resources available for family and care-givers



<https://www.marum.de/en/Service/MARUM-as-a-work-place/family-support.html>

Participation in the Study Work Life Week at University of Bremen (2020, 2021) with a workshop on “**Academia and kids: experience from a European family**” which included a discussion on how to manage a career in academia and a family

Our actions: Picture a Scientist

Sensibilisation

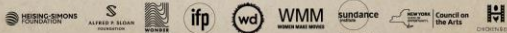
University-wide



PICTURE A SCIENTIST



AN UPRISING PRODUCTION | IN ASSOCIATION WITH THE WONDER COLLABORATIVE | A FILM BY SHARON SHATTUCK AND IAN CHENEY - PICTURE A SCIENTIST
EXECUTIVE PRODUCER AMY BRAND | EDITED BY NATASHA BELO | CO-PRODUCERS HELE YADAI AND OLIMASEIN BABALOLA
PRODUCED BY MANETTE POTTLE, IAN CHENEY, SHARON SHATTUCK | DIRECTED BY IAN CHENEY AND SHARON SHATTUCK



pictureascientist.com

Illustrations by Sean McElroy | Poster Design by Ed Morgan

Screening of Picture a Scientist movie for 400 employees of MARUM and University of Bremen,

Organised by MARUM Women's Representatives

Supported by MARUM and the University of Bremen Diversity Management

Discussion after the screening open to **all MARUM employees** about

- Sexual harassment and sexism in geosciences
- Leaky pipeline in academia
- Ethnicity and racism in academia



Great feedback from women, interesting conversations



Very little feedback from men...

Our actions: support



Support in case of conflicts
Individual counselling in discrimination experience

During COVID lockdown, check up with parents on care / work situation, support by exchange and communication
+ report and exchange with director about difficulties encountered by care-givers and possible actions

Our actions: focus group

Monitoring

Peer-to-peer

What is success in Academia?

Joint Irish-German research project investigating the under-representation of women in the geosciences

Led by Dr Audrey Morley and Dr Valerie Ledwith from NUI Galway (Ireland) and Dr Alice Lefebvre as part of MARUM women's representatives

Focus groups carried out with female postdocs in Galway (February 2020) and in Bremen (summer 2020)

Discussion on perceptions and attitudes towards success in academia

➔ Results currently analysed



Our actions: exchange with director



Bi-annual meeting with MARUM director to discuss gender-related topics

For example:

- Report and discussion on selection procedures
- Feedback on activities such as pregnancies checklist & organisation of “Picture a Scientist” screening
- Discussion on impact of Corona-pandemic

Regular consultation with director about gender-related topics

Access to all steering meetings, assemblies and committees

Exchange with **Central Women's representative** from the University of Bremen and other **decentralised women's representatives** from the other faculties of Uni. Bremen

Regular meeting every 6 weeks + punctual events (e.g. "Basics of appointment procedures" workshop; University of Bremen Women's General Assembly)

The Central Women's Representative of the University of Bremen advises and supports the university management in the implementation of the legal mandate for the advancement of women and gender equality according to the Bremen Higher Education Act (BremHG). She is the spokesperson for the Central Commission for Women's Issues (ZKFF) of the Academic Senate. Her goal is to identify and eliminate gender inequalities at the University of Bremen and to achieve more gender equity in the academic system in cooperation with relevant university policy actors.

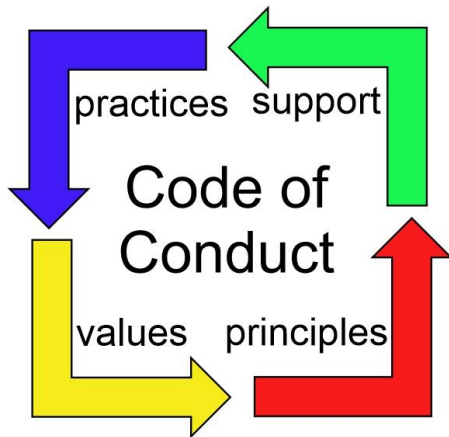
Involvement in the **Central Commission for Women's Issues (ZKFF)**

The Central Commission for Women's Issues (ZKFF) supports the university management in fulfilling the tasks which include working towards the "elimination of existing disadvantages for women in science" as well as contributing to the "equality of the sexes". To this end, "programs for the advancement of women in study, teaching and research" are to be established, which also include measures and time provisions to reduce "an existing underrepresentation of women"

Our actions: ongoing










Part of the international URGE pod Ubutu

➔ Aim to create a MARUM pod and address questions of racism and ethnicity at MARUM



Close collaboration with MARUM directorate in writing a MARUM Code of Conduct, which includes resources on how to address unjust treatment and harassment

All in all

-  Actions are beneficial and well received
-  Acting at different levels, provide support directly to the women, inform a wide range of actors on gender inequalities, monitor changes
-  Funding available
-  Scientists ourselves = productive exchange with the other women on a peer level
-  Good and productive relation with leadership
-  No formal training
-  Not given specific time for this work (although the position of women's representative is officially recognised by the law) → often in addition to our scientific work
-  Very hard to engage men, “women's representatives” represent only women...
-  Currently somewhat restricted to gender, would like to expand activities

We'd love to hear from you!

Do you know any further action that we could implement?

Do you have feedback on our initiatives?

Are you a gender equality / equal opportunity officer and would like to chat / exchange with us?

Let us know!

- ✓ in the comments section
- ✓ during the live chat
- ✓ write us an email (frauenbeauftragte@marum.de)