

Discussion on  
Diversity, Equity and Inclusion  
in Academia / at MARUM  
following the screening of the film  
Picture a Scientist  
on 8 Feb 2021

Event organised by MARUM women's  
representatives  
(Alice Lefebvre, Luzie Schnieders, Vera Bender)  
and supported by MARUM and  
University Diversity Management



# 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 BEDU | CO-PRODUCERS IRENE YADAO AND OLUWASEUN BABALOLA  
PRODUCED BY MANETTE POTTLE, IAN CHENEY, SHARON SHATTUCK | DIRECTED BY IAN CHENEY AND SHARON SHATTUCK



[pictureascientist.com](http://pictureascientist.com)

Illustrations by Sean McElroy | Poster Design by Ed Morgan

# The Scientists

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**Nancy Hopkins** is a molecular biologist and professor of biology emerita at the Massachusetts Institute of Technology



**Raychelle Burks** is a professor of analytical chemistry at American University in Washington, D.C.



**Jane Willenbring** is a geomorphologist and associate professor of geological sciences at Stanford University

# Sexual harassment – the iceberg

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# The tip of the iceberg - sexual harassment

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<b>Women in the EU</b>	<b>has ... since the age of 15</b>
1/3	experienced physical and/or sexual violence
1/10	experienced sexual violence
1/20	been raped (men ~ 10 times less)
45% to 55%	experienced sexual harassment
including 32%	in the employment context
more commonly experienced by women with a university degree (ca. 75%) compared with ca. 40 % 'skilled manual worker' or unemployed women	

Source:

[https://fra.europa.eu/sites/default/files/fra\\_uploads/fra-2014-vaw-survey-main-results-apr14\\_en.pdf](https://fra.europa.eu/sites/default/files/fra_uploads/fra-2014-vaw-survey-main-results-apr14_en.pdf)

<https://www.statista.com/statistics/1072770/number-of-rapes-in-europe/>

# The tip of the iceberg - sexual harassment

In geosciences: field trips and sea expeditions

How to help minimise sexual harassment?

How to help victims report harassment?

## ➔ Raising awareness

Hamann, Kristin, Lorenz, Nikole and Schroller-Lomnitz, Ulrike and GEOMAR Helmholtz Centre for Ocean Research Kiel, Briesse Schifffahrts GmbH & Co. KG, Team Gender Equality (2020) ***Dealing with sexualized violence on expeditions***. GEOMAR Helmholtz-Zentrum für Ozeanforschung Kiel, Kiel, Germany.

Document to be distributed/talked about at the beginning of every MARUM expedition

## ➔ Support when harassment is seen

Questions and comments

# The underneath - harassment & discrimination

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# The underneath - discrimination

<https://didthisreallyhappen.net/>

- (1) confining females to stereotypical roles
- (2) confining males to stereotypical roles
- (3) questioning female competencies
- (4) keeping women as outsiders in networking contexts
- (5) objectifying women
- (6) neosexism as a backlash of antisexist policies



Bocher, M., Ulvrova, M., Arnould, M., Coltice, N., Mallard, C., Géralt, M., and Adenis, A. 2020. Drawing everyday sexism in academia: observations and analysis of a community-based initiative, *Adv. Geosci.*, 53, 15–31, <https://doi.org/10.5194/adgeo-53-15-2020>

# Is there parity in research?

EU28, authors of peer-reviewed articles as recoded in Scopus database.

All	<b>61.5% men</b>	<b>38.5% women</b>
Earth and Planetary Sciences	<b>71.0% men</b>	<b>28.9% women</b>

Average number of research grants won by women and men during the period 2014–2018.

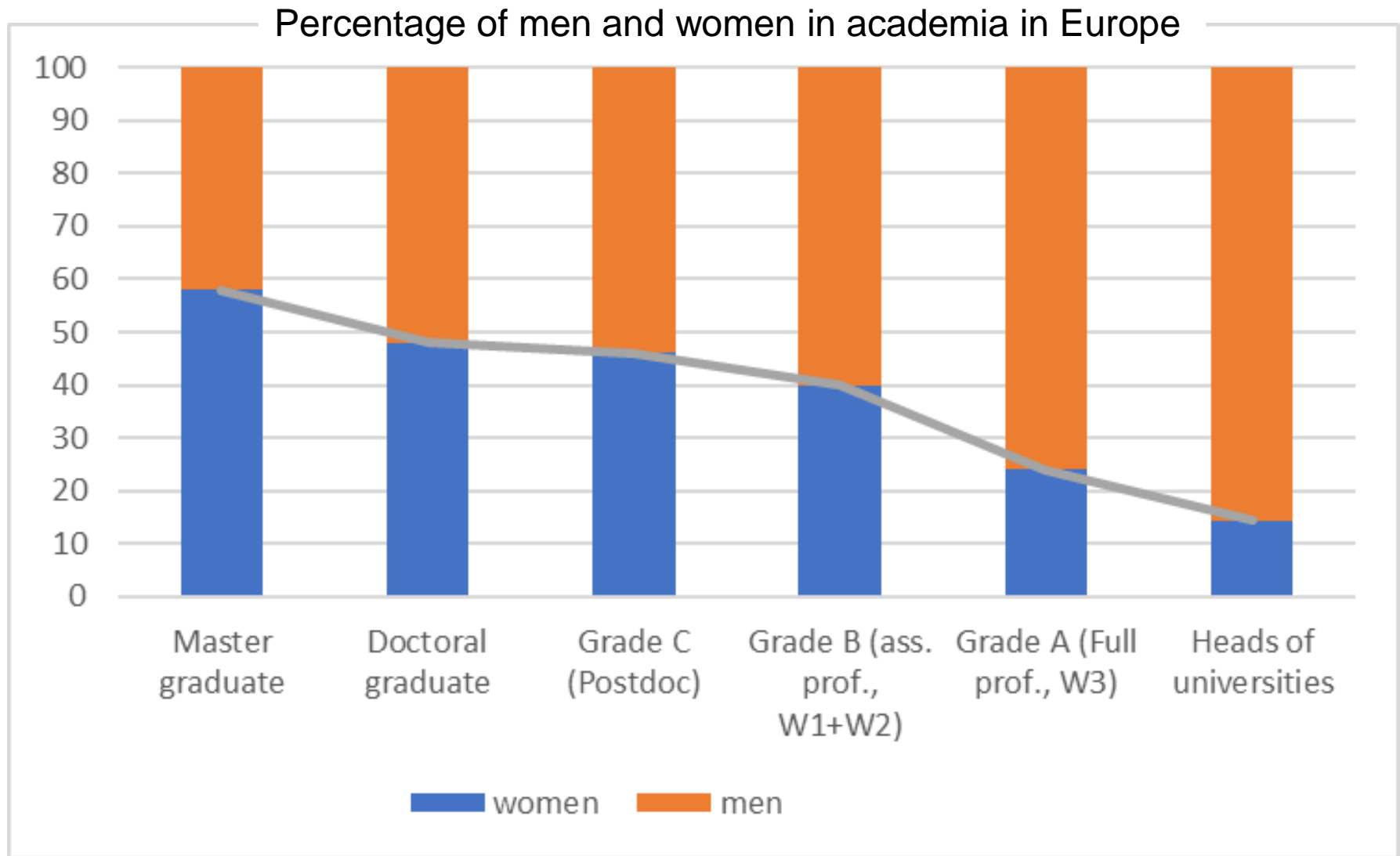
	Canada		USA		EU28		UK		Germany	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Average number of research grants won	3.623	2.535	3.428	3.083	1.119	1.069	1.977	1.631	1.478	1.243

Elsevier 2020. The Researcher Journey Through a Gender Lens.

<https://www.elsevier.com/connect/gender-report>

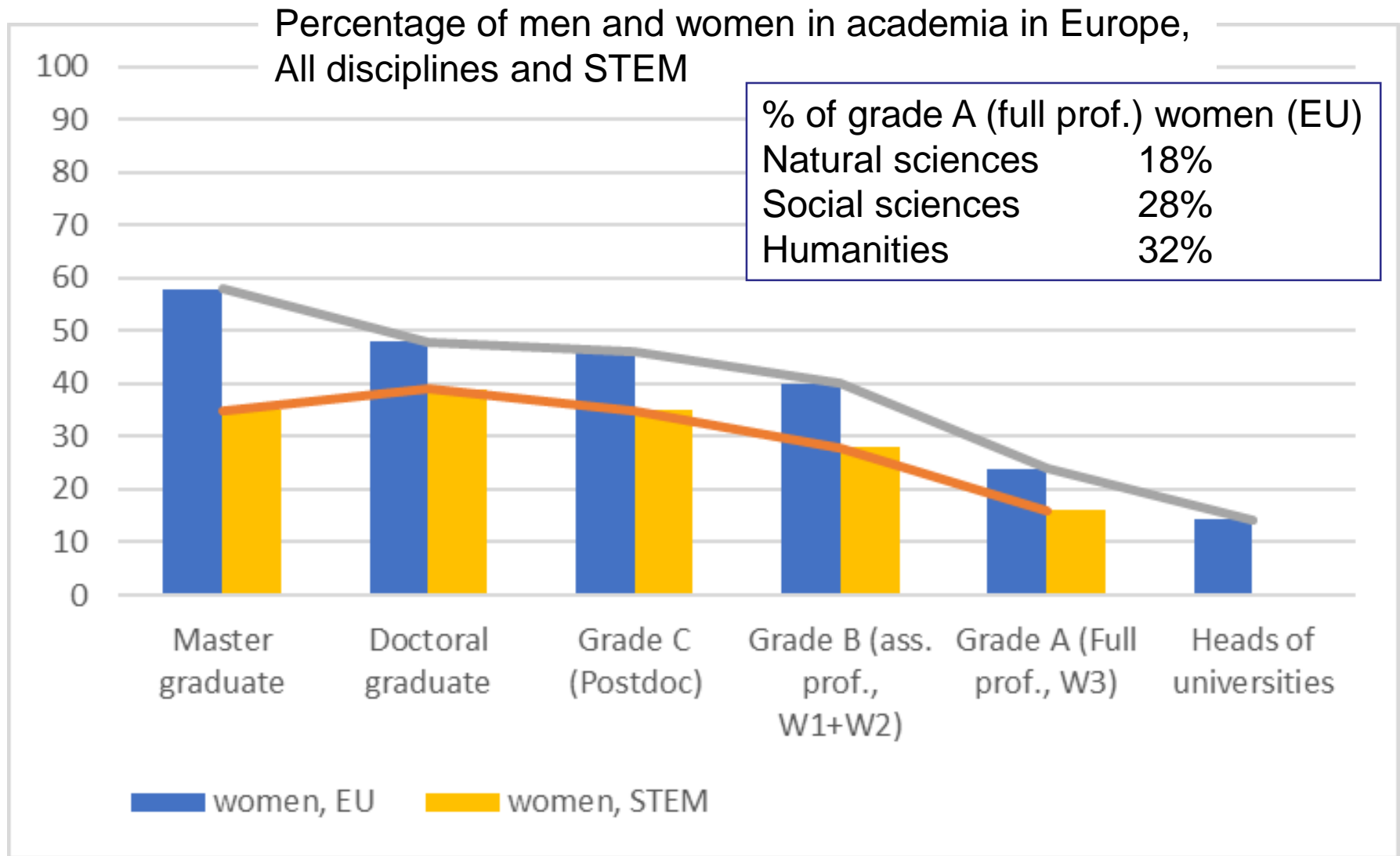


# Academia: the leaky pipeline



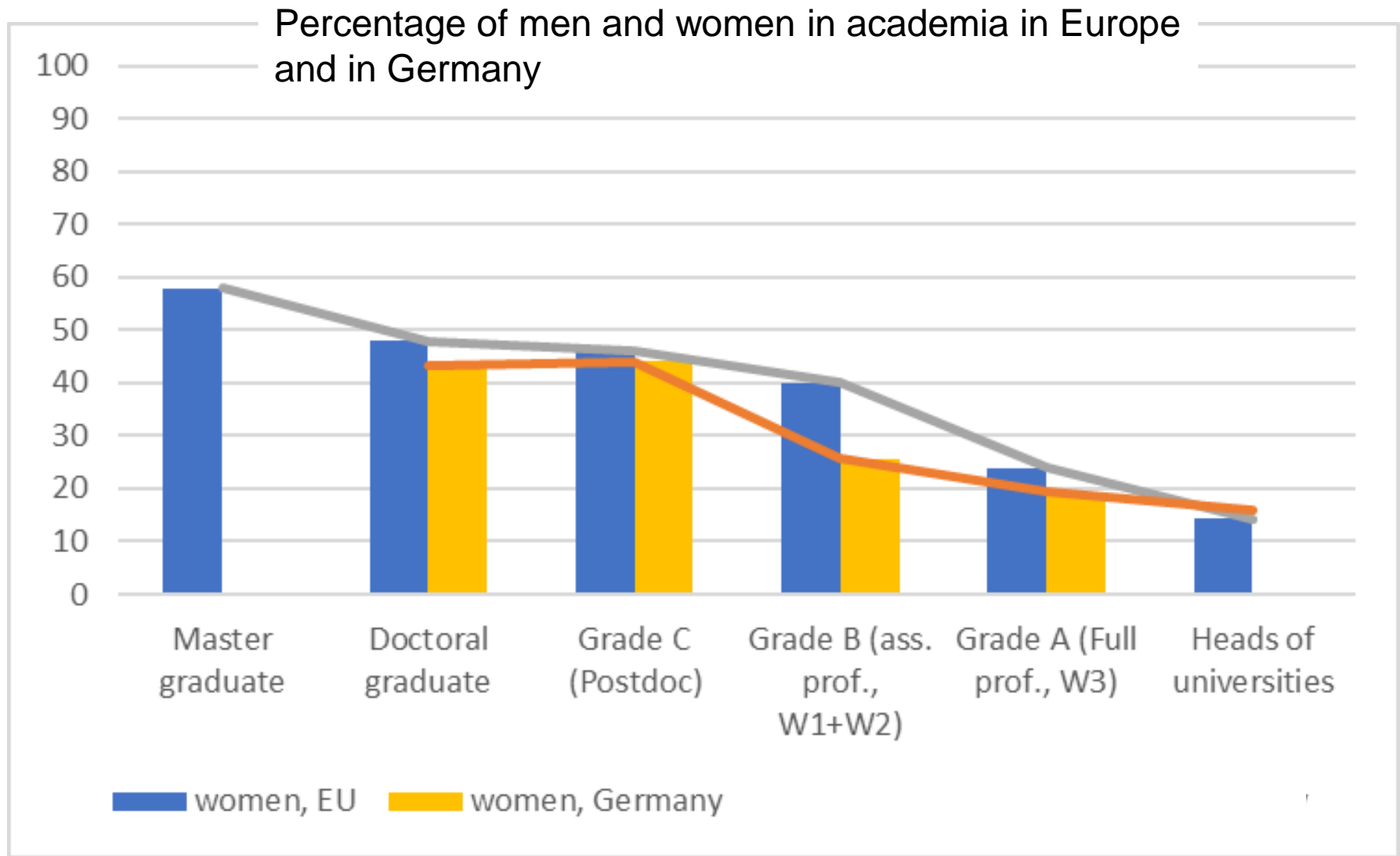
SHE FIGURES 2018, European Commission, [doi.org/10.2777/936](https://doi.org/10.2777/936)

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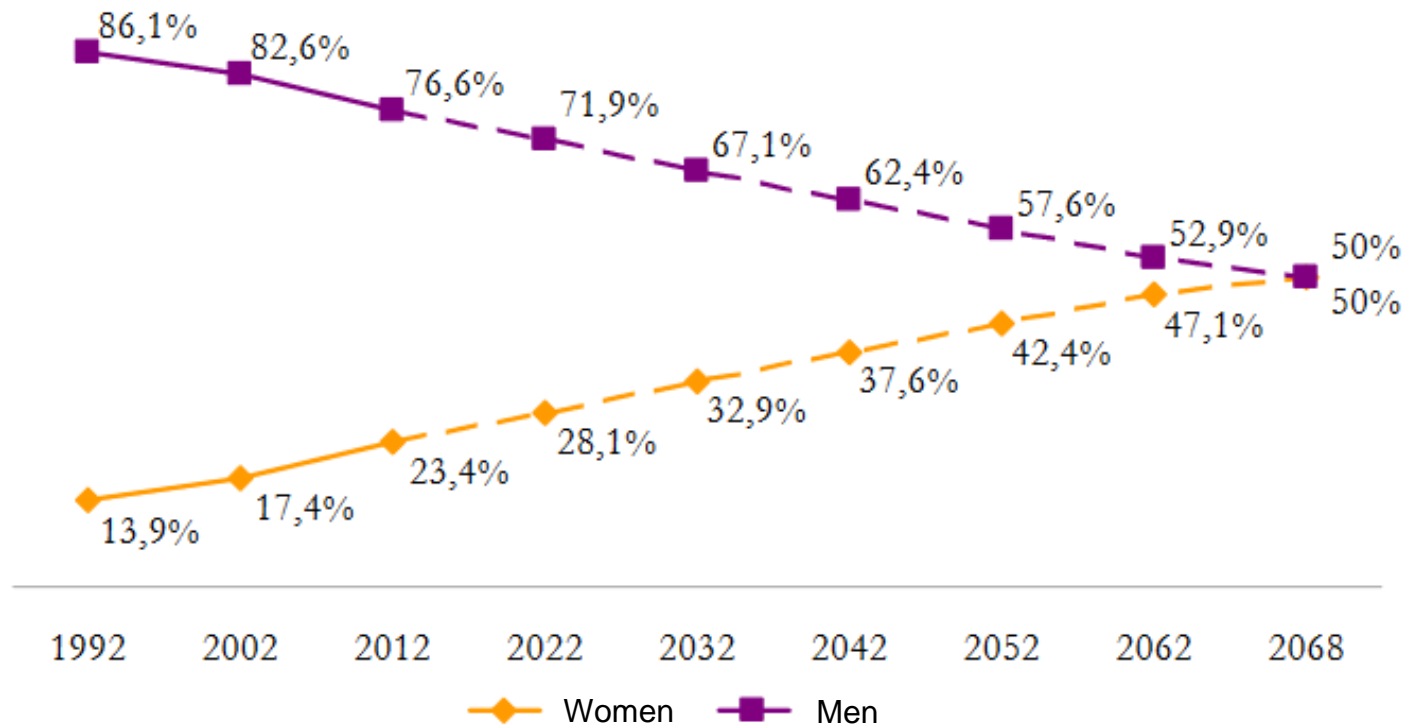
# Academia: the leaky pipeline



SHE FIGURES 2018, European Commission, [doi.org/10.2777/936](https://doi.org/10.2777/936)

# Academia: the leaky pipeline

Proportion of men and women full professors (1992-2012)

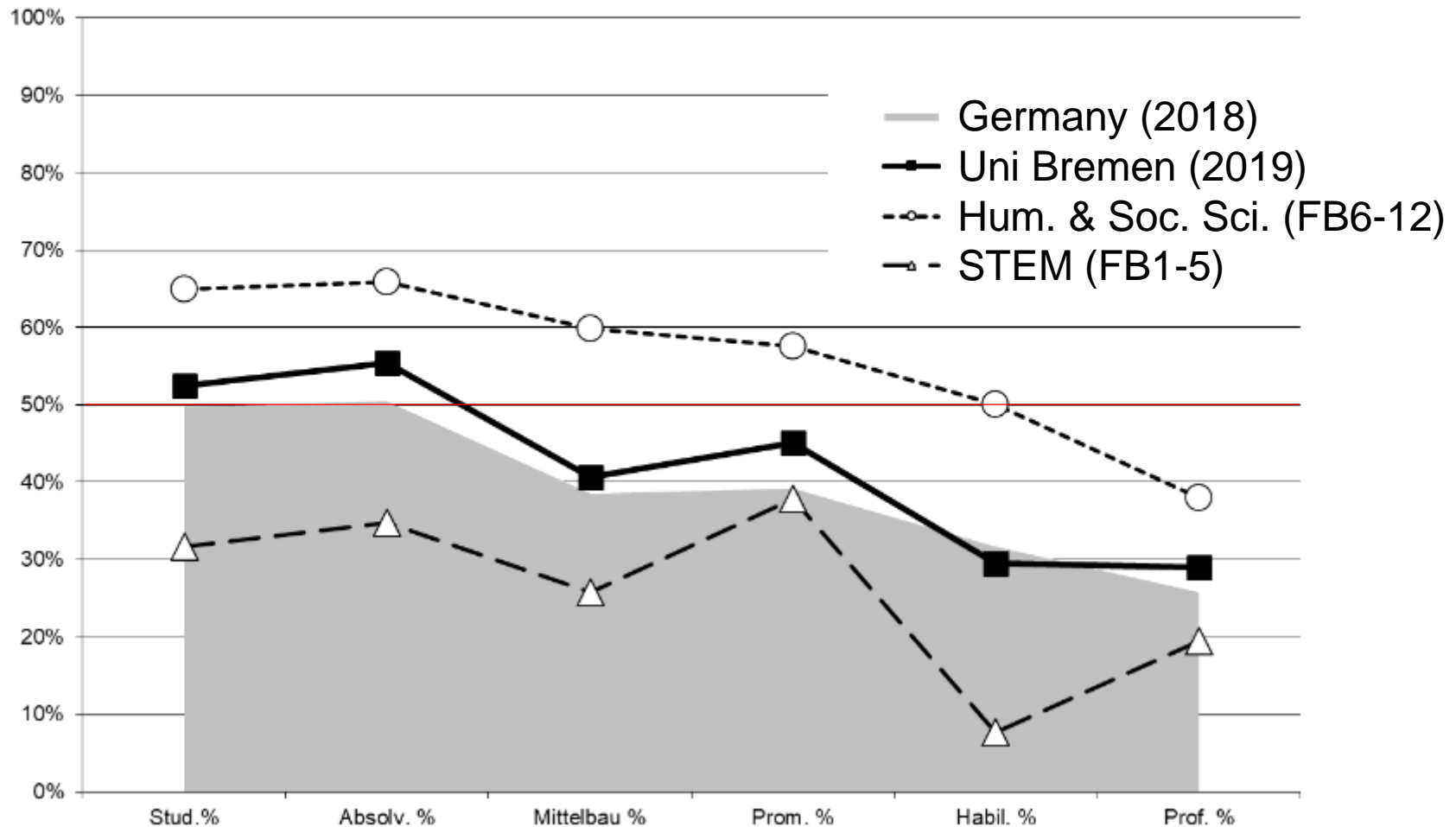


Source : MESR DGRH, GESUP



# Academia: the leaky pipeline

Kaskadenmodell Uni Bremen Fächergruppen im Vergleich zur Bundesstatistik



<https://www.uni-bremen.de/chancengleichheit/hochschul-und-geschlechterpolitik/statistiken>

# The leaky pipeline

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2016 , EU level, part time work researchers in HES

13.0 % of women

8.0 % of men

Germany: women 31.2%, men 18.3%

France : women 7%, men 3.5%

highest differences and highest part-time employment rate in Switzerland, the Netherlands and Germany; lowest proportion in Italy.

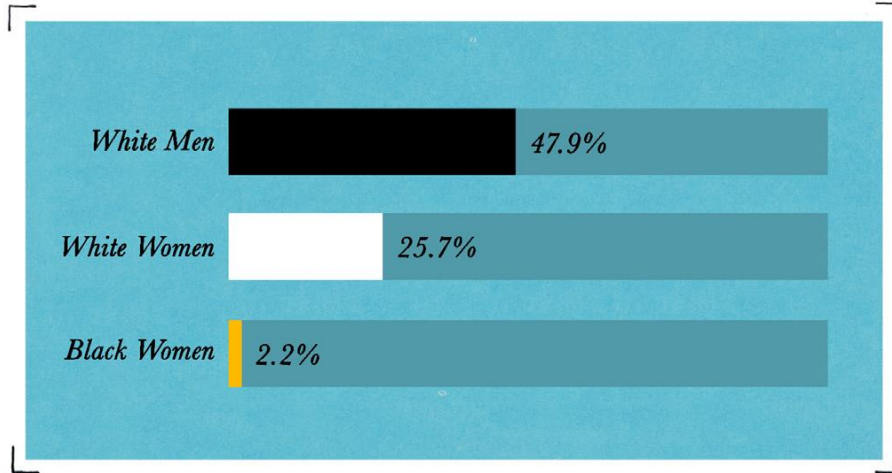
**Precarious conditions:** without contract, with fixed term contracts of up to one year, or with other non-fixed term, non-permanent contracts.

In 2016, EU researchers in HSE,      women = 8.1% precarious  
men      = 5.2% precarious

Sources SHE FIGURES 2018, European Commission, [doi.org/10.2777/936](https://doi.org/10.2777/936)

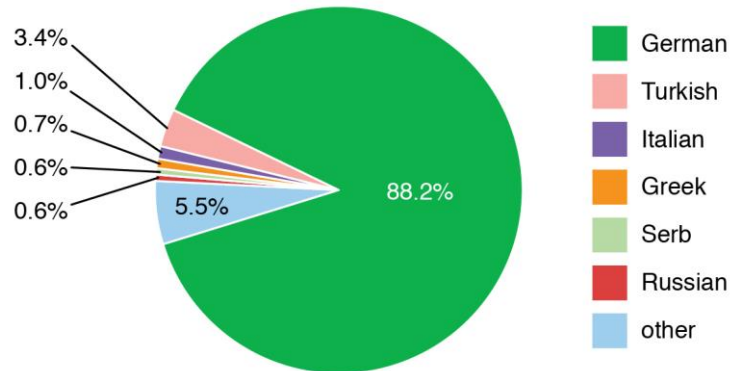
Questions and comments

# Ethnicity, migration and racism



*Ph.D.s in STEM Fields Awarded to U.S. Citizens, 2016*

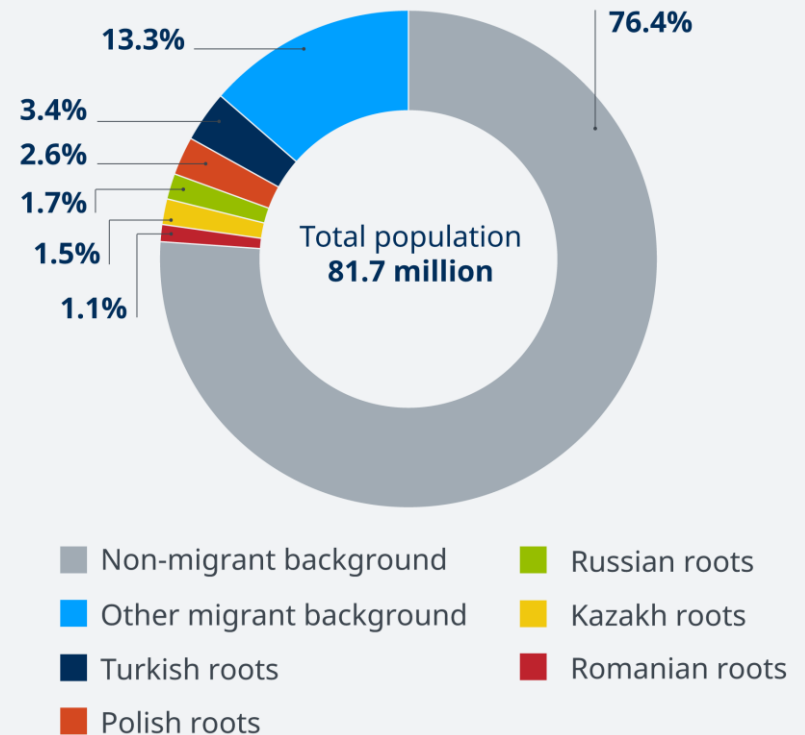
**Ethnic composition (by nationality; 2000)**



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## Population with migrant background\* in Germany in 2017

23.6% (19.3 million)



\* Germans who weren't born German citizens or have at least one parent who wasn't born a German citizen

Source: Destatis

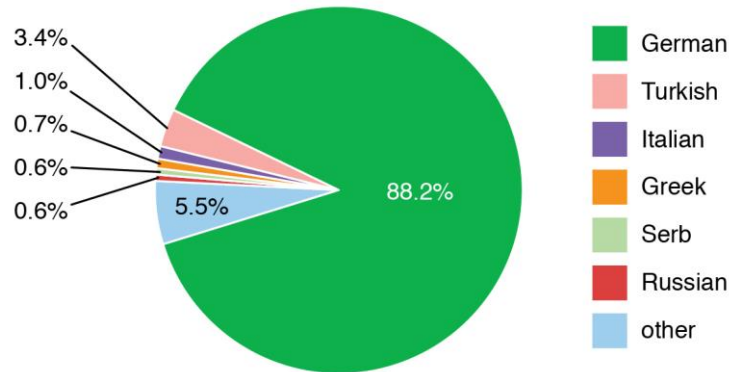
© DW

# Ethnicity, migration and racism

“migration background, birth place of parents, language spoken at home or non-German language of origin (are used) to mark but not to name ethnicity.”

Lilla Farkas et al., 2017. Analysis and comparative review of equality data collection practices in the European Union. Data collection in the field of ethnicity.  
<https://doi.org/10.2838/447194>

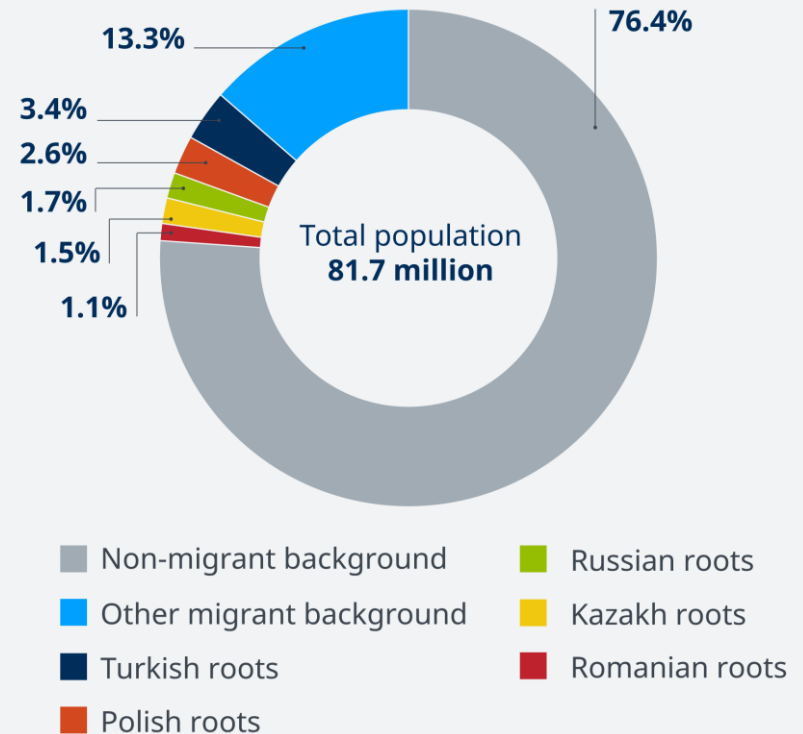
Ethnic composition (by nationality; 2000)



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© DW



# Ethnicity, migration and racism

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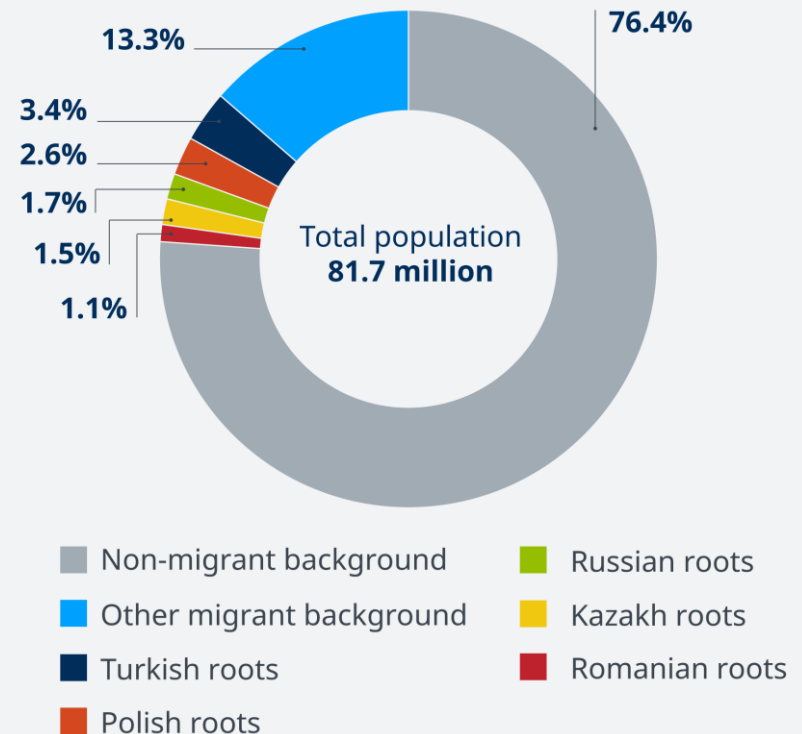
Germany is home to the third-highest number of international migrants worldwide (around 12 million immigrant) after the United States and Saudi Arabia

United Nations, Department of Economic and Social Affairs, Population Division (2017). International Migration Report 2017 : Highlights(ST/ESA/SER.A/404)

Questions and comments

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Source: Destatis

©DW

# Ethnicity, migration and racism

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# Unconscious/implicit bias

## Questions and comments

**Impliziter Assoziationstest**

[Demo-Test durchführen](#) [Hintergrund](#) [Technischer Support](#) [Die Wissenschaftler](#) [Project Implicit](#)

### Demo-Test durchführen

<b>Gewicht</b>	<b>Gewicht (Dick-Dünn IAT).</b> Dieser IAT erfordert die Fähigkeit, zwischen Gesichtern von dicken und dünnen Menschen zu unterscheiden. Der Test zeigt häufig eine automatische Bevorzugung von Dünnen gegenüber Dicken.
<b>Geschlecht-Wissenschaft</b>	<b>Geschlecht-Wissenschaft.</b> Dieser IAT zeigt häufig eine deutliche Assoziation zwischen Geisteswissenschaften und Frauen sowie zwischen Naturwissenschaften und Männern.
<b>Geschlecht-Karriere</b>	<b>Geschlecht-Karriere.</b> Dieser IAT zeigt häufig eine deutliche Assoziation zwischen Familie und Frauen sowie zwischen Karriere und Männern.
<b>Wessi-Ossi</b>	<b>Region (Wessi-Ossi IAT).</b> Dieser IAT erfordert die Fähigkeit, zwischen Namen von ostdeutschen und westdeutschen Städten zu unterscheiden.
<b>Sexualität</b>	<b>Sexualität (Homosexuell-Heterosexuell IAT).</b> Dieser IAT erfordert die Fähigkeit, Wörter und Symbole zu unterscheiden, die heterosexuelle oder homosexuelle Menschen repräsentieren. Der Test weist häufig eine automatische Präferenz für hetero- vs. homosexuelle Menschen aus.
<b>Länder</b>	<b>Länder (Deutschland-USA IAT).</b> Dieser IAT erfordert die Fähigkeit, Fotos von nationalen Führungspersonlichkeiten und nationalen Symbolen zu erkennen. Dieser Test stellt eine neue Methode zur Einschätzung von Nationalismus dar.
<b>Sexualität und Adoptionsrecht, Politik</b>	<b>Sexualität und Adoptionsrecht, Politik.</b> Dieser Test erfordert die Fähigkeit, Bilder und Symbole zu unterscheiden, die homosexuelle Paare mit Kindern repräsentieren sowie die Fähigkeit Bilder und Symbole zu unterscheiden, welche die beiden Parteien CDU und SPD repräsentieren.
<b>Alter</b>	<b>Alter (Jung-Alt IAT).</b> Dieser IAT erfordert die Fähigkeit, zwischen alten und jungen Gesichtern zu unterscheiden. Der Test zeigt häufig, dass Amerikaner eine automatische Bevorzugung von jungen gegenüber alten Menschen aufweisen.

# Equity, Diversity and Inclusion work

Nancy Hopkins said that she wasn't sure she would go through it all again because of the amount of time and effort that her fight took away from her science





# Ways to take action

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**Share your experiences.**

**Get involved.**

**Educate Yourself.**

**Be an ally.**

- Work to hire and promote minorities across your institution
- Mentor, be a role model
- Take family leave; work to destigmatize childcare and family leave
- Work to create new mechanisms for reporting and addressing harassment
- Lead by example

Questions and comments