

# NV S BLE



Celebrating March 8<sup>th</sup>,  
International Women's Day  
WOMEN IN SCIENCE SESSIONS  
CRG GENDER BALANCE COMMITTEE SEMINARS



Instituto de Neurociencias  
de Alicante



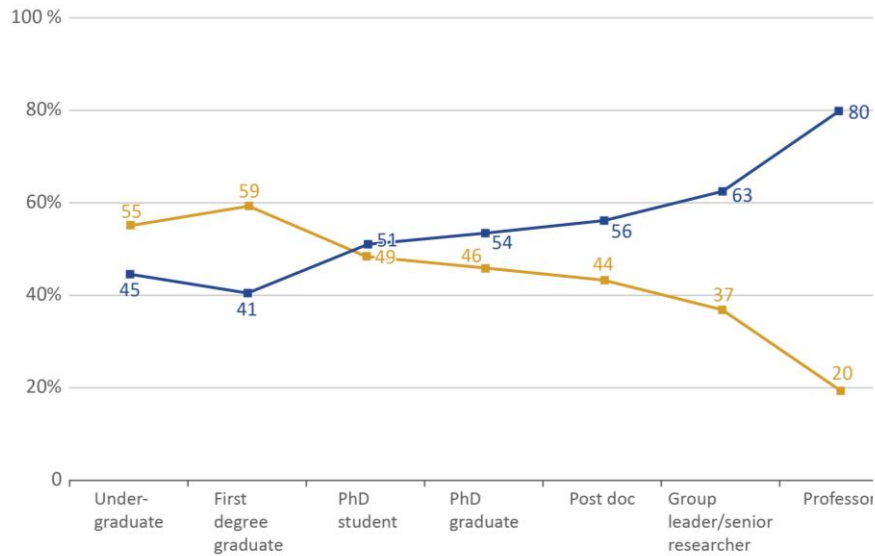
Mechanisms of growth control and cancer Lab  
[m.dominguez@umh.es](mailto:m.dominguez@umh.es)

# the invisible work of invisible women



Bea Camacho's work. Photograph

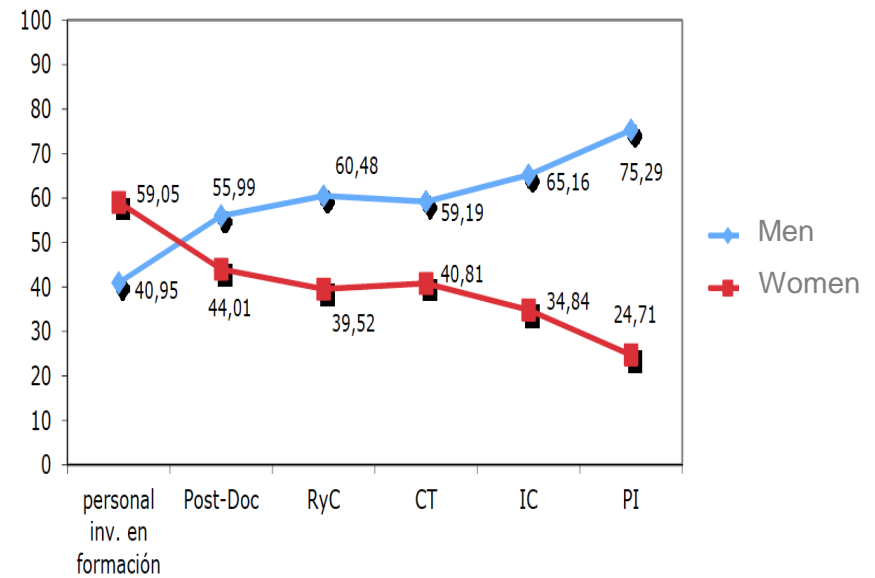
# dismaying gender statistics



■ Women 2010    ■ Men 2010

adapted from SheFigures 2012

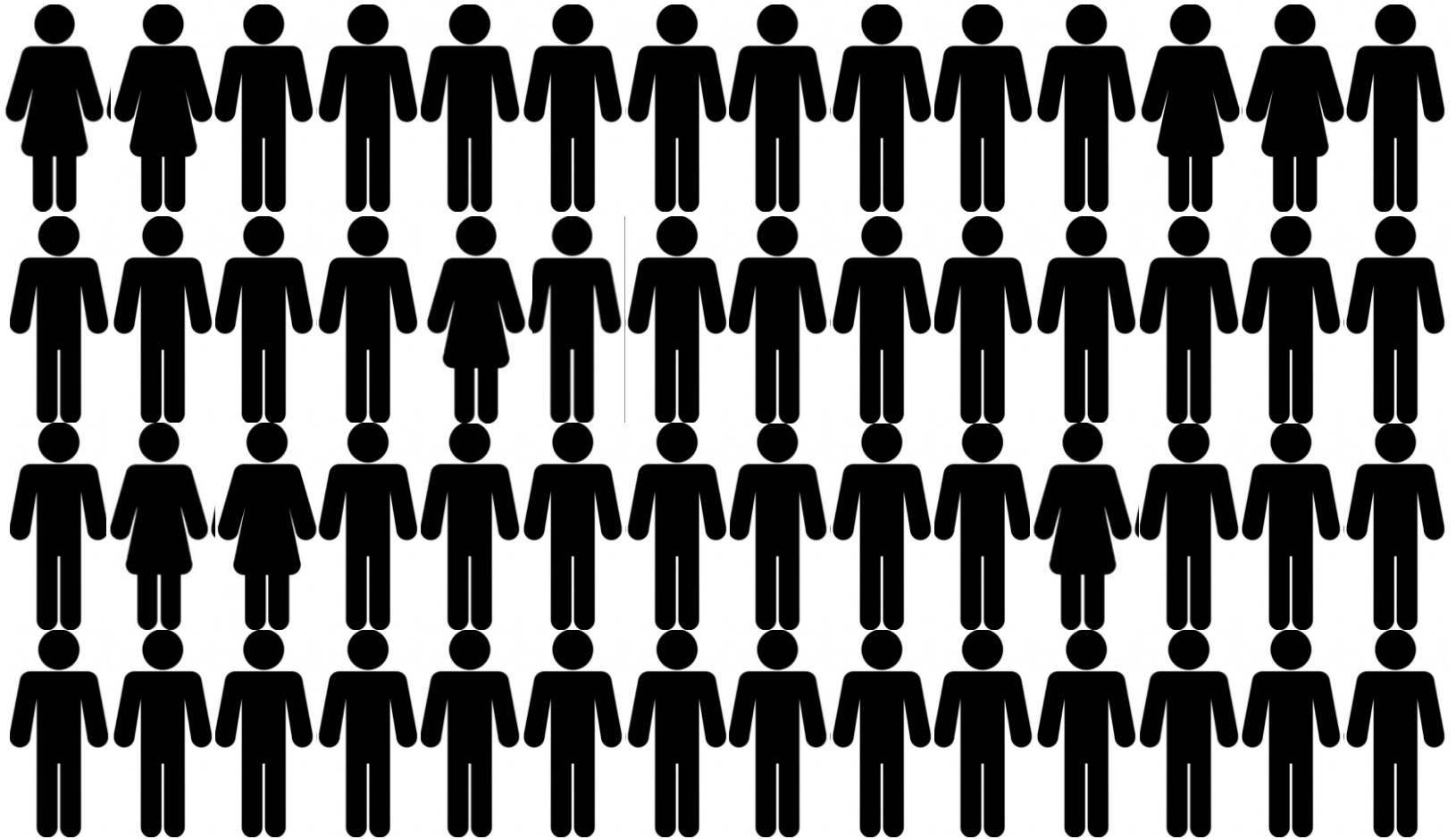
Personal Investigador CSIC 2014



Informe mujeres investigadoras.

Comisión asesora de presidencia "mujeres y ciencia"

# the costs of the lost of talent



opt out , drop out

# 1. policies for gender equality



## 2. gender quotas, potential harms

quota stigma (Hirschauer, 2012)

quota may not address the root

golden skirt effect



## golden skirt effect



*over-commitment* can penalize women in terms of scientific output

## 5. dual-career couples



female scientists are almost always in dual-career relationships



# dual-career lifestyle competing priorities can limit choices



do men pay a price?

## 6. maternity and science career



take time off and have productivity drop to near zero

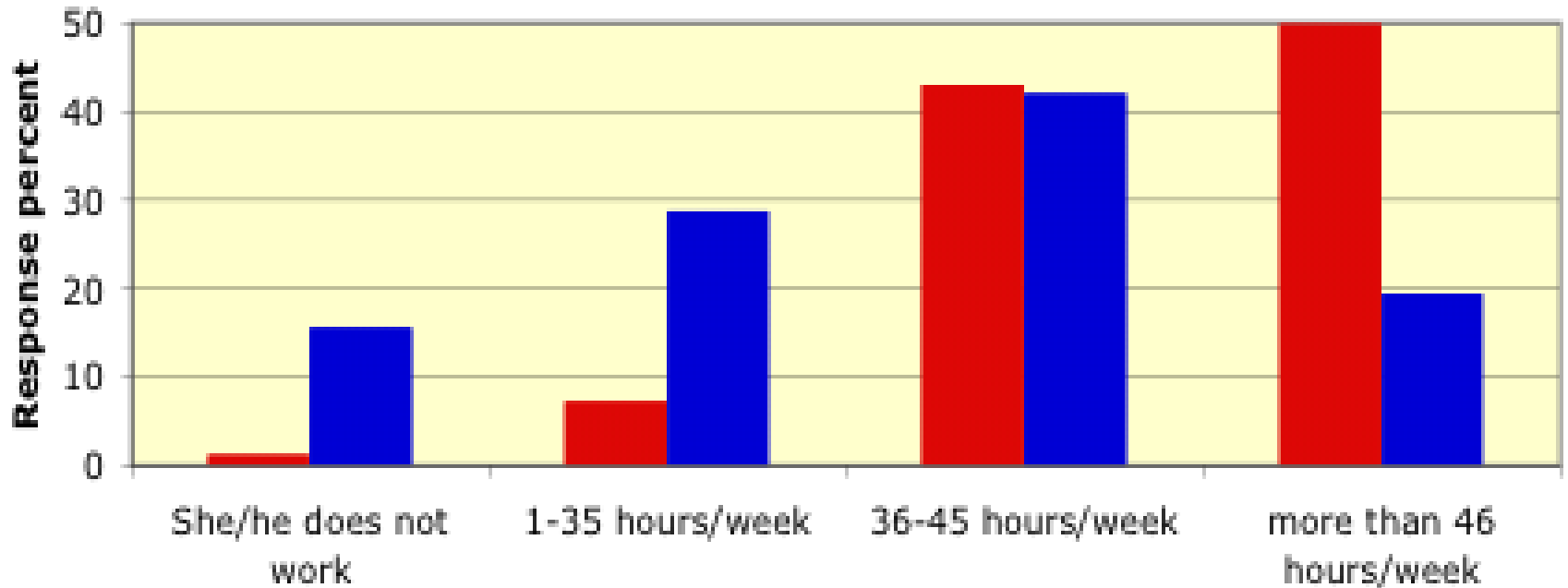
or postpone having children in the hope of obtaining a faculty position

## 7. the elusive work-life balance



male parents spend 10 hours *more* per week in the lab

**How many hours per week does *your partner* typically work ?**



# 8. what else makes academia so difficult for mothers?

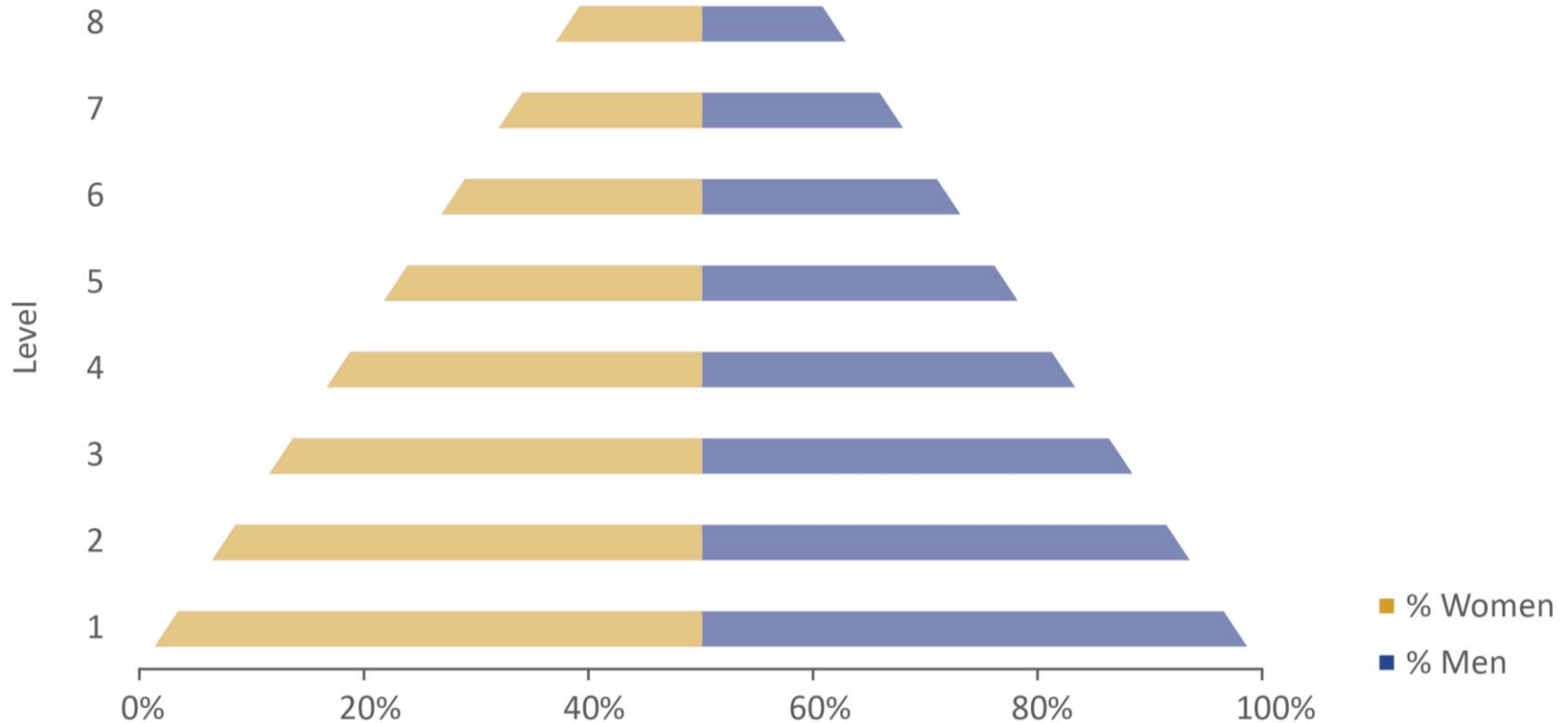
science career does not allow for time out





# 9. cumulative disadvantages

With 1% variability in promotion to the advantage of men...

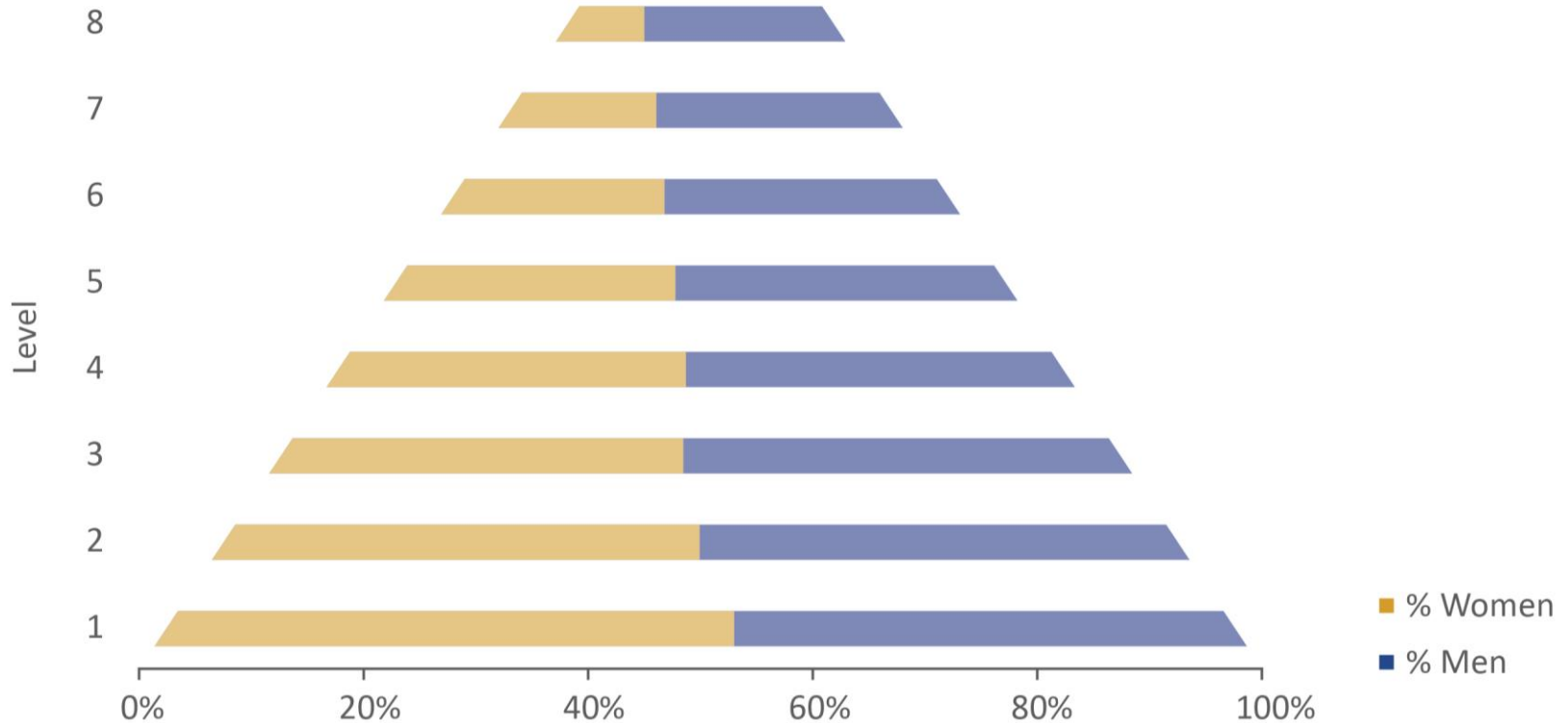


Martell R., Lane D. M., & Willis C. 1996  
*Male-female differences: A computer simulation.*  
*American Psychologist*, 51, 157–157

From G. Wallon Deputy Director EMBO

# 9. cumulative disadvantages

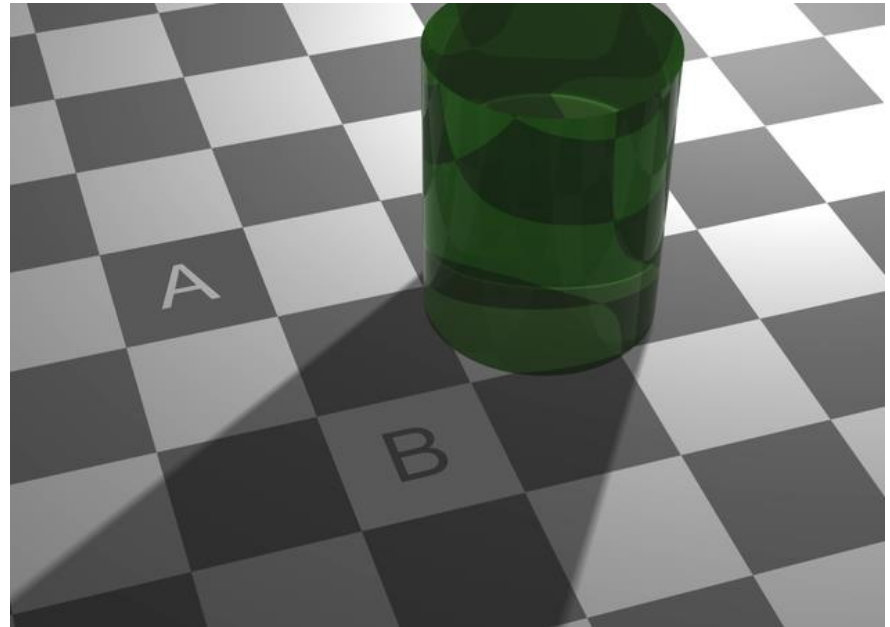
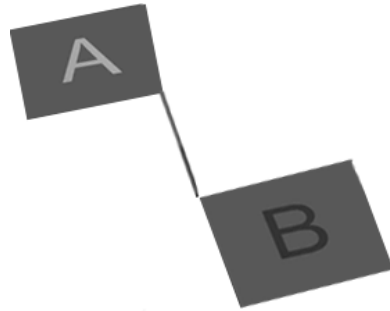
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## 10. unconscious bias



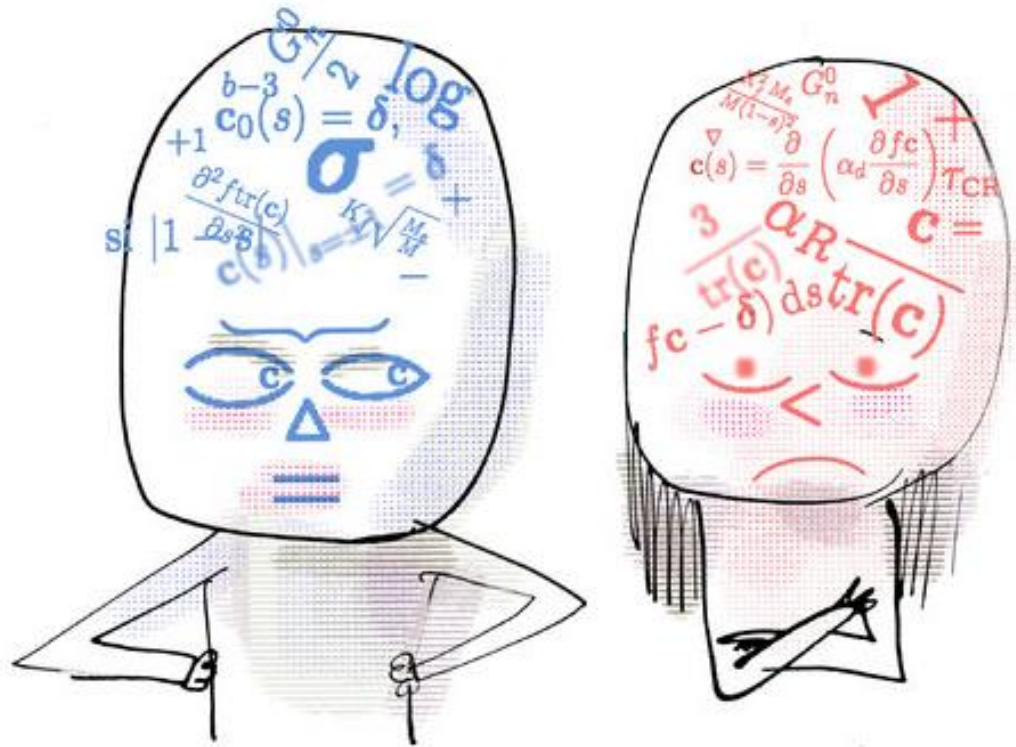
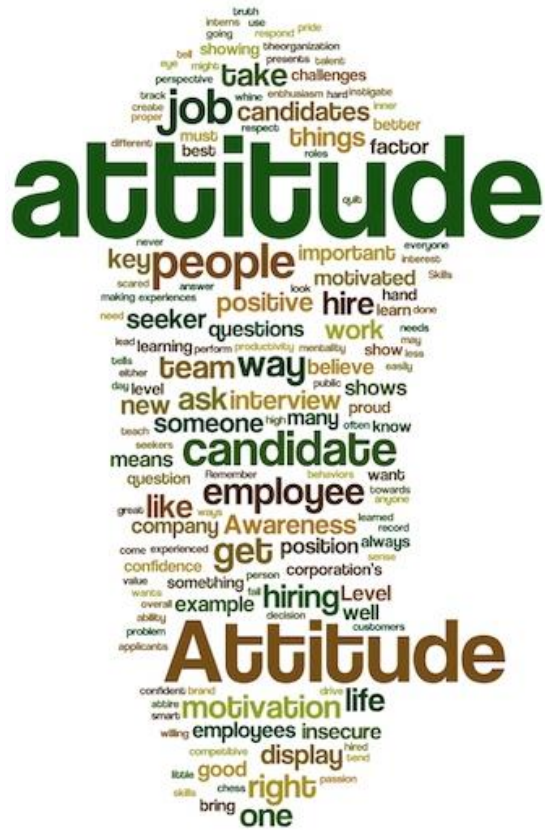
illusions

# unconscious bias *exits*...

Science faculty's **subtle** gender biases favor male students

Moss-Racusin et al, (2012), PNAS, 109, 16474 – 16479

# 11. equal interest, (un)equal attitude



transitions to bigger roles

# Power Gets the Job



Power Gets the Job: Priming Power Improves Interview Outcomes In Journal of Experimental Social Psychology (2013) Lammers J, Dubois D, Rucker DD, **Adam Galinsky**

# Testosterone and cortisol changes after 2 Min of Power Poses

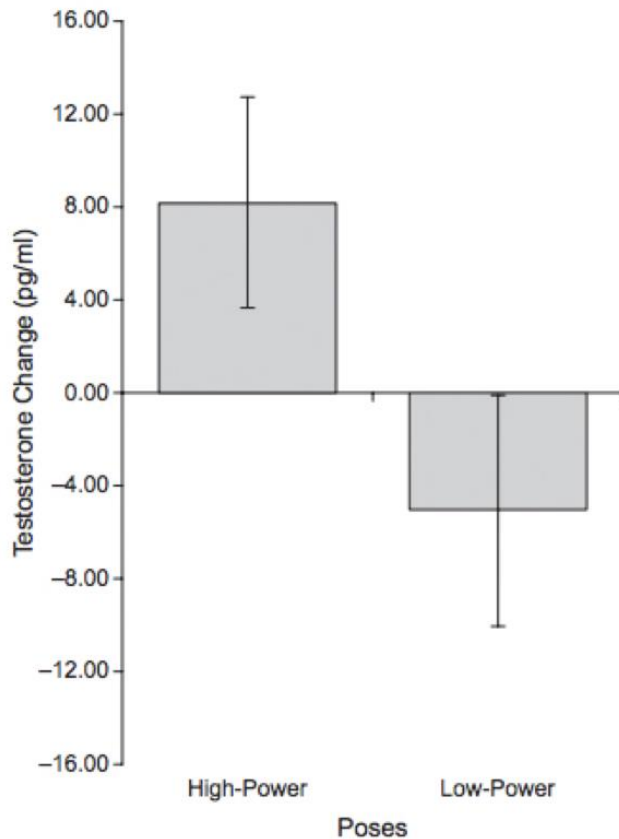


Fig. 3. Mean changes in the dominance hormone testosterone following high-power and low-power poses. Changes are depicted as difference scores (Time 2 – Time 1). Error bars represent standard errors of the mean.

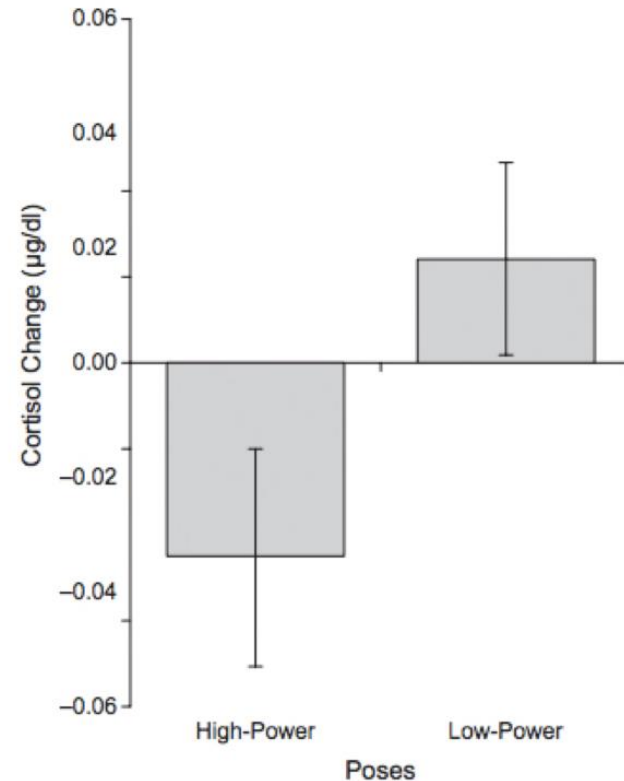


Fig. 4. Mean changes in the stress hormone cortisol following high-power and low-power poses. Changes are depicted as difference scores (Time 2 – Time 1). Error bars represent standard errors of the mean.

# Power Poses



# Key points discussed

gender statistics persists

gender quotas can cause overcommitment

inevitable coincidence of the productive and reproductive years

do not blame all to maternity

unconscious biases

change **Power Posing**

thank you,

Europe's future success requires a society that recognizes and retain talent by offering equal opportunity to all — through evidence-based measures.



*#MakeItHappen*