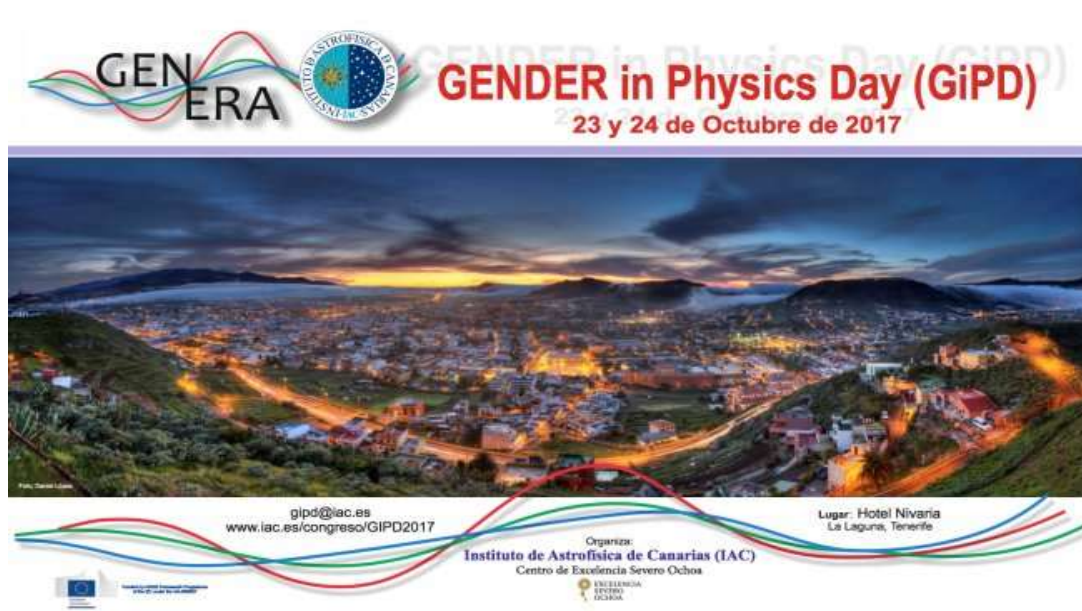


GENDER IN PHYSICS DAY

Gender Equality Policies in Physics: From the School to the Research Career



AIM

The [Gender in Physics Day](#) (GiPD) is the public event organized by every partner of the Horizon 2020 Project GENERA ([Gender Equality Network in the European Research Area](#)). The Instituto de Astrofísica de Canarias (IAC) as partner of GENERA, organized the Spanish GiPD with the following objectives:

- To create a space of exchange, debate and proposals for the promotion of gender equality in physics through the identification of gaps, obstacles and promising practices.
- To weave a network of physics research institutions and to involve different key actors such as students, researchers, Human Resources departments, gender equality experts and public institutions.

ORGANIZATION

The Spanish [Gender in Physics Day España 2017](#) was held in Tenerife, The Canary Islands, on the 23rd and 24th of October, 2017. The Local Organization Committee in charge of the organization of the two working days and parallel meetings of the GENERA Governing Board and Joint Secretariat was formed by Monique Gómez, Álex Oscoz, Andrea Rodríguez, Pilar Montañés, Judith de Araoz, Alfonso Ruigómez and



Lydia González. The events were financed by the GENERA Project as part of the IAC responsibilities in Work Package 2 "Status of research intensity advancing GEP activities in Europe's research performing and research funding institutions".

CONTENT

The first GiPD in Spain focused on "Gender Equality Policies in Physics: From the School to the Research Career". The two working days were divided into three main subjects – Research career; Liaisons with schools; Gender equality policies in science - related to three of the GENERA objectives:

	GENERA objective	GiPD topics
Part 1 Research career	<i>Another major goal of GENERA is to contribute to overcome the under-representation of women in physics research which is long-standing and persistent even if the prevailing cultures adopt the assumption of being "gender neutral".</i>	<ul style="list-style-type: none"> • Science and care work: reconciliation and co-responsibility • Visibility of women's contributions and women's leadership • Women scientists and technologists in decision-making

Part 2 Liaisons with schools	<i>GENERA will look into the origin of the problem by creating liaisons with schools and proposing suitable programs to foster the field from early stages and to propose measures that can be adopted by middle and high schools.</i>	<ul style="list-style-type: none"> • Girl's Day projects • Gender stereotypes in science education • Gender perspective in physics teaching
Part 3 Gender equality policies in science	<i>GENERA is a new Horizon 2020 project aiming at continuing, monitoring and improving the Gender Equality Plans of Research Institutions and Organizations specifically in the physics research field.</i>	<ul style="list-style-type: none"> • Gender Equality Plans in research centres in physics • Promising practices in gender equality policies in science • Gender perspective in research

ATTENDEES

Around 100 people participated in the Spanish GiPD from target groups such as secondary teachers of physics from Tenerife, physics students at University, physics researchers from the PhD to the senior level, physics Faculties from Spanish universities; gender equality experts; Human Resources departments; Research Public Organisms; local authorities and national gender equality institutions. The speakers and their respective institutions are listed below by session:

Opening table

Rafael Rebolo López, IAC

Carlos Enrique Alonso Rodríguez, Cabildo de Tenerife

José Alberto Díaz Domínguez, Ayuntamiento La Laguna

Conferencia inaugural

Pilar López Sancho, CSIC



Research career

Inmaculada Perdomo Reyes, IUEM-ULL

Carolina Martínez Pulido, IUEM-ULL

Mayra Osorio Gutiérrez, IAA

Lydia González Orta, IAC

Carmen García Recio, UGR

Marina Rodríguez Baras, UAM

Beatriz Ruiz Granados, IAC

Joaquina Álvarez Marrón, AMIT

Nastassja Cipriani, UPV

Linda Angela Zotti, UAM



Liaisons with schools

Sara García Cuesta, IUEM-ULL

Olga Manduca Gómez

Elisa Pérez Rosales

Ana Peña Méndez, Cabildo de Tenerife

Beatriz Dorta Valencia, Consejería de
Educación

Jorge Camacho Díaz, Consejería de
Educación

Arabela de la Nuez Cruz, IES Valsequillo

Montserrat Delgado Cabrera, IES Marina
Cebrián

José Juan Calvo Sobrino, Colegio La
Milagrosa

Patricia Chinchilla Gallego, IAC

Carmen del Puerto Varela, IAC



Gender equality policies

Johan Knapen, IAC

Icíar Montilla, IAC

Sonia Estrade Albiol, UB

Irene Jorge Fernández, GEECCO

Naiara Arri García, PLOTINA

Idoia Peñacoba Etxebarria, PLOTINA

Águeda González Rodríguez, ULL

Eduardo Martín Guerrero, CAB-CSIC

Susana Hernández Malpartida, IFT

Mayra Osorio Gutiérrez, IAA

José Antonio Merino Martín, CIEMAT

Marta Seror García, IFC

Monique Gómez, IAC

Julio Castro Almazán, IAC

David Sánchez Aguado, IAC



Closing table

Thomas Berghoefer, GENERA

Capitolina Díaz Martínez, UV

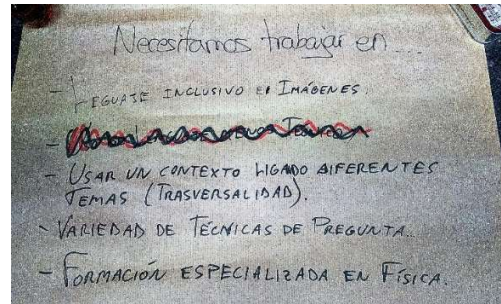
Ana Puy Rodríguez, UMyC-MINECO



PARALLEL ACTIVITIES

In the framework of the Spanish GiPD, the Instituto de Astrofísica de Canarias organized two main parallel activities in Tenerife:

- Training course on **"Gender equality in physics: from the school to the research career"** for secondary teachers from Tenerife on the 19th and 26th of September at the headquarters of the IAC.
- **Visit to the Observatory of El Teide** offered to all the participants in the Gender in Physics Day and attendees to the parallel meetings of the GENERA project on the 24th of October.



RECOMMENDATIONS

As a result of the two working days of GiPD, valuable information was collected from the physics community regarding practices already applied by the discipline in Spain and also a list of suggestions to be implemented in the research centres and Faculties related to physics. All of the actions and recommendations listed below were discussed during the closing table of the GiPD and disseminated after the event.

Actions already in place in physics:

- Girl's Day initiatives focused on physics
- Anonymous tests at University
- Summer schools on gender equality and diversity
- Collection of sex-disaggregated data, public dissemination and accountability

- Childcare services at scientific conferences
- Promotion of women for scientific awards
- Involvement in European projects on gender equality in science

Recommendations on gender equality for physics:

- Dissemination of sex-disaggregated data
- Implementation of Gender Equality Plans
- Incentives and penalties regarding gender equality
- Positive action (temporary special measures):
 - Evaluation of merits and *career breaks* sensitive to maternity leave and care needs
 - Gender balance in management positions
- Gender equality experts in the staff of the research centres
- Dissemination of the contributions of women scientists as social responsibility of the organization



Source: <http://www.iac.es/divulgacion.php?op1=16&id=1288>