

EDIT - Women's Day 2021

JEKESLERVANDERLUGT FEB 19, 2021 09:18AM

What topics would you like EDIT to focus on in the coming year?

Gender Bias

Gender bias within our BSc/MSc programmes, recruitment of new staff... [add your comment below]

I feel like this bias is more strongly apparent in the BSc than the MSc, especially coming from fellow students. This might be due to the better gender balance – ANONYMOUS

practical trainings; in the so called BAC committees there is a lot of bias. With practical (HR ?) trainings for all scientific staff this bias might become less and female candidates would have more chances – ANONYMOUS

the support from the faculty (the dean) in this issue is more than essential. Without their pressure, departments and professors will not change. – ANONYMOUS

non-EU diversity

The challenges specific for the non-EU students, PhD, and staff in terms of positions offered, workload abuse, and worklife balance

Casteism

With the increase in the number of students/staff from South Asia, it's an important topic to be aware of and discuss, especially because it's one of the oldest and most deep rooted form of discrimination in the region.

Male allies

As mentioned, it's very important to not only involve women, but to also raise awareness with male allies. I think it will be very useful to ensure these allies will be onboarded (note that the current meeting's audience mostly had women, and non-full-professors...we also need to reach those we haven't reached yet with this!)

idea: have this type of presentation (like today's presentation) on the faculty education day. – ANONYMOUS

The Inherent Sexism in Academia (and EWI)

At this point, sexism is pretty much taught from PhD supervisors to PhD candidates -- we've probably all heard comments from assistant, associate, and full professors during coffee breaks and more informal meetings. Perhaps one reason is the lack of awareness and "social" education of these high-level educators. It would be great to see EDIT organizing meetings workshops talks etc. to raise awareness and make them realize how damaging their behavior is.

What topics would you like EEMCS to focus on (more)?

Gender & Staff

More attention on the impact of motherhood on (academic) careers

Why do men publish more papers than women? Motherhood plays key role

In the years after female faculty members have children, their productivity--in terms of papers published--drops 20 percent. Male faculty see no such decline. Researchers say different roles in parenting are likely to blame and the gap could have long-term impacts on higher education.

CU BOULDER TODAY



Constructively dealing with criticism

Academia seems to be in a culture transformation, and at the same time, it appears surprisingly sensitive to 'critical sounds'. When people speak up, they are typically told things are not so bad, or they perceived things in ways that were unintended. But intended or not, this may be 'gaslighting': making the 'complainant' believe they are the problematic one. Furthermore, especially when women speak up more explicitly, they are typically being told they are being 'too emotional', 'too negative', or 'too aggressive'.

We speak about social safety/freedom to speak up a lot. And The Netherlands, and TU Delft, officially wish to be a safe, open culture. But I see issues like above a lot (even though they are really very differently felt by the 'complainant' and the 'party complained to'), and it may lead to a silence culture in the end. Can we raise awareness on this? Can we substantiate that some of these sounds really are not 'individuals who whine', but structural issues?

In what social activities organized by EDIT would you be interested?

Network Meetings

Webinars

Event Facts & Figures (diversity)

Awareness raising amongst BSc & MSc students: (online) lunch break/15-min break presentations

if online please wait 2 min before start so we can get a drink.
– ANONYMOUS

Additional comments / observations / questions

Access to toilets

Understanding that with less women at EEMCS, there's a smaller amount of toilets necessary. However, it seems a toilet is much more difficult to reach for women, then men, as there is a disproportionate small amount of womens toilets.

Not even taking into account people that don't associate themselves with one or the other gender.

I like to see some statistics about the number of toilets in the EEMCS building. I only know how many male/neutral toilets there are, but I dont have any reference for the number of female toilets.
– ANONYMOUS

Communities for females

What are the communities in EEMCS and TU Delft actively working on gender related issues targetting both staff and students? Is there a list of them available?

There is the LGBT+ student association Outside here in Delft
– ANONYMOUS
