International Women’s Day 2021

A challenged world is an alert world. And from challenge comes change. Everyone can contribute to change.

Choose to Challenge

8th March 2021  12:45-13:30  Online (Microsoft Teams)

Welcome!

The event is starting soon...
Agenda

- Intro on EEMCS D&I Team (EDIT) – 5 min
- Numbers and Statistics on EEMCS – 13 min
- Personal story: Odette Scharenborg – 12 min
- Interactive session: We want to hear your suggestions! – 15 min

Choose to Challenge: International Women’s Day, 8th March 2021

Off-the-record

Recorded
Choose to Challenge: International Women’s Day, 8th March 2021

Agenda

- Intro on EEMCS D&I Team (EDIT)
- Numbers and Statistics on EEMCS
- Personal story: Odette Scharenborg
- Interactive session: We want to hear your suggestions!
EDIT: EEMCS
DIVERSITY AND
INCLUSION TEAM

www.tudelft.nl/en/eemcs/the-faculty/diversity-inclusion

edit-EEMCS@tudelft.nl
What are Diversity and Inclusion?

- Demographic (Female, Italian...)
- Functional (PhD candidate at EEMCS...)
- Personal (Dreamer, Cat lover...)

“Diversity without inclusion is an empty gesture”

Source: David Asai. To learn inclusion skills, make it personal. January 2019, Nature
EEMCS Diversity and Inclusion Team (EDIT)

- “go-to-place” for all kinds of diversity and inclusion issues in our faculty
- Our objective is that EEMCS students and employees feel that their concerns about diversity and inclusion are taken seriously and are properly addressed

We want to identify and to tackle the root cause of the problems
EEMCS Diversity and Inclusion Team (EDIT)

- “go-to-place” for all kinds of diversity and inclusion issues in our faculty
- Our objective is that EEMCS students and employees feel that their concerns about diversity and inclusion are taken seriously and are properly addressed

We want to identify and tackle the root cause of the problems surrounding D&I:
- Gender
- Race
- Nationality
- Religion
- Sexual orientation
- Special needs
- Others
EDIT Pillars

- ADVISORY
- AWARENESS
- MONITORING
EDIT: Who we are

Jan Rellermeyer  Tina Nane  Francesca Grazian  Sanne Alblas

Lucia Beloqui Larumbe  Jolien Kooijman  Arie van Deursen

Judith Kesler-van der Lugt  Anne Aarts  Luciano Cavalcante Siebert  Jorge Martinez Castaneda

Janneke Hermans  Odette Scharenborg  Wioletta Ruszel

EEMCS Diversity and Inclusion Team

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Numbers and Statistics on EEMCS

Available information

Demographic Diversity:
- Gender
- Nationality
  - Dutch
  - International

Functional Diversity:
- Students
- Employees
  - Scientific staff
  - Support staff

Acknowledgments
Lucia Beloqui Larumbe
Jasper van Dijck
Tijl Spanjers

Common target: 35% female at all levels

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EEMCS: Students Population

**BSc**

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**MSc**

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EEMCS: Employees (1)

**PhD Candidates**

- 2010: 177
- 2011: 168
- 2012: 186
- 2013: 175
- 2014: 164
- 2015: 174
- 2016: 166
- 2017: 178
- 2018: 197

**Other Scientific Staff**

- 2010: 114
- 2011: 100
- 2012: 92
- 2013: 100
- 2014: 100
- 2015: 96
- 2016: 109
- 2017: 97
- 2018: 118

Legend:
- M Dutch
- M International
- F Dutch
- F International

EEMCS Diversity and Inclusion Team
EEMCS: Employees (2)

Assistant Professors

Associate Professors

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EEMCS Diversity and Inclusion Team
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EEMCS: Employees (3)

Professors

Support and Management Staff

EEMCS Diversity and Inclusion Team
“At each major point of the academic career path, there is significant hemorrhaging of female talent. In many countries of the Global North, women compose a little over half the undergraduate student body... It is after graduate school that the precipitous declines begin, as the number of women falls approximately ten percentage points each at the stages of assistant and associate professorship, so that finally the percentage of female full professors hovers around 32 percent. (In the European Union, the average share of full professors who are women is 21 percent.)”
Statements that are factual, that might be sufficient to explain the “Glass ceilings at every level” effect (1)

1. **Men like the company of men.** In men’s evaluation of men (as opposed to M->W, W->M, or W->W --- most of these are 4-way controlled trials),
   - Undergraduate assistant is more likely to be hired, and is paid more.
   - Recommendation letters have more words.
   - Promotion and tenure are more likely.
   - Teacher evaluations, and evaluations of fellow students, are more positive.

2. **“Prove it again:” Men and women** are both skeptical of women’s ability.
   - When orchestra tryouts are held *behind a curtain*, women are 30% more likely to succeed.
   - Average writing quality of papers by M and F first-authors is comparable when first submitted, but by the time it passes review, the F paper is 9% better.
   - M 8% greater chance of tenure for each co-authored paper, F only 2%.
   - M barely want to collaborate with F, F no such bias.
   - F receive fewer grants (7% gap) and get approx. 80% of the money compared to M.
Statements that are factual, that might be sufficient to explain the “Glass ceilings at every level” effect (2)

3. Sexual harassment: 20-50% of faculty and students have experienced it.
   ➔ Universities protect the accused, not the accuser


5. Selfishness: 50% of men consider their own careers more important than their wives’ careers.
Tips and tricks to help reducing the gender gap (1)

1. a) Refuse to take part in all-male panels, keynote line-ups, etc. AND b) point this out to the organisers AND c) suggest female replacements.
2. Listen when women speak, don’t interrupt them.
3. If someone else interrupts a woman: “Sorry, what did you say?”
4. Give credit where it’s due: “What a great idea <woman> has!”
5. Don’t dismiss the problems a woman describes when she confides in you (even if you don’t see the problem (that’s part of the problem)), try to listen, and help.
6. Make sure that you give females the room to ask questions during Q&A in lectures/workshops/conferences/meetings.
Tips and tricks to help reducing the gender gap (2)

7. Don’t compete but support other women.

8. Be proactive as a Role Model.

9. It happens that you are not been listened or pushed away: speak up!

10. Self-cite more often.

11. Apply for jobs even if you think you fit 3/5 of the requirements.
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We are so happy that you joined! 😊

Let’s stay in touch. Check our website for follow-ups!

EDIT:
EEMCS DIVERSITY AND INCLUSION TEAM

www.tudelft.nl/en/eemcs/the-faculty/diversity-inclusion
edit-EEMCS@tudelft.nl
References

- Statements that are factual, that might be sufficient to explain the “Glass ceilings at every level” effect (slides 19-20)  
  Mark Hasegawa-Johnson (University of Illinois)

- Tips and tricks to help reducing the gender gap (slides 21-22)  
  Odette Scharenborg (TU Delft)