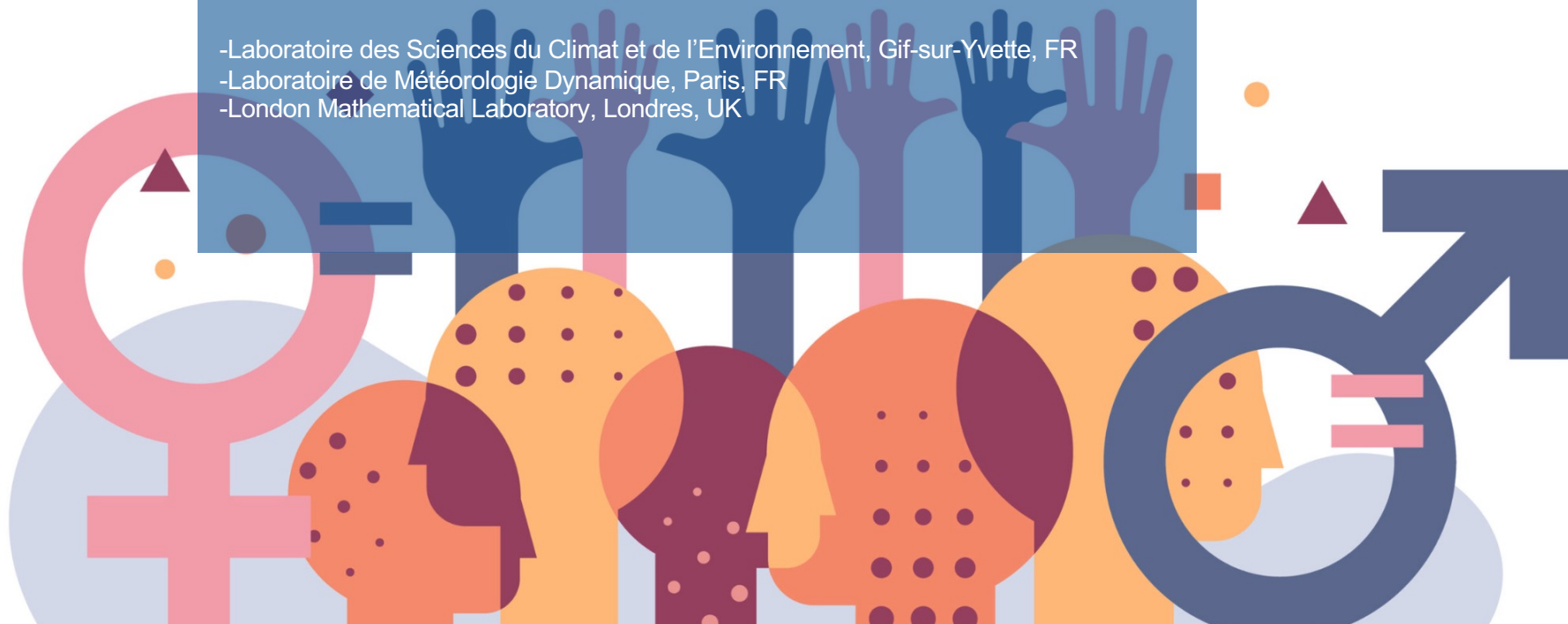




Diversity, Equity and Inclusivity in Scientific Research

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DISTINGUISHING BETWEEN SEX AND GENDER

Sex refers to the biologically determined characteristics of men and women in terms of reproductive organs and functions based on chromosomal complement and physiology. `

Gender refers to the social construction of women and men, of femininity and masculinity, which varies in time and place, and between cultures.

The notion of gender appeared in the seventies and was put forward by feminist theorists.



DIVERSITY

Diversity is often misunderstood as solely multicultural matters.

It also applies to diversity of gender, race, ethnicity, age, sexuality, language, educational background, etc.

Workplace inclusion is the concept of treating all employees equally with the same availability of opportunities, resources, and the possibility of success.

No one employee is assumed to have an advantage based on race, gender, background, or other precursors to employment.

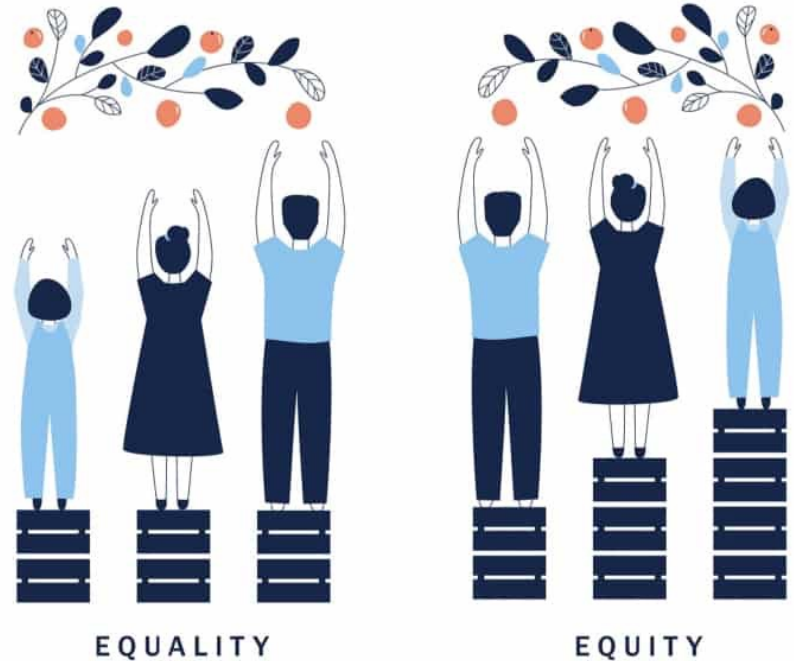


DIVERSITY, EQUALITY AND INCLUSIVITY WHAT FOR?

Fairness and Inclusivity: opportunities and representation to all individuals, regardless of their background.

Respect and Dignity: means recognizing and valuing the contributions of individuals from diverse backgrounds.

Responsibility and Justice: is a moral responsibility that contributes to a more just and equitable society, aligning with ethical principles of fairness and equality.



DIVERSITY, EQUALITY AND INCLUSIVITY WHAT FOR?

Diverse teams offer fresh perspectives, leading to more creative solutions and effective problem-solving.

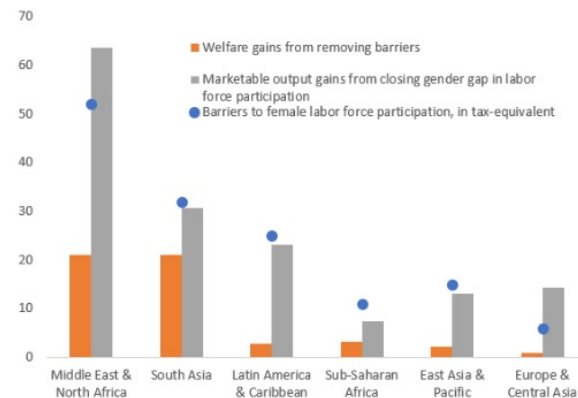
Promoting Equity and Fairness ensures equal opportunities, fairness, and better representation of society's needs and concerns.

Diverse teams enhance quality and hlobal Competitiveness, attracting top talent and enhancing competitiveness in a global context.

Economic gains

Reducing barriers to women in the workplace significantly boosts welfare and growth.

(percent)



Source: IMF staff calculations.

Note: See "Economic Gains from Gender Inclusion: New Mechanisms, New Evidence," IMF Staff Discussion Note No. 18/06 for explanations of the calculations.



INTERNATIONAL
MONETARY FUND

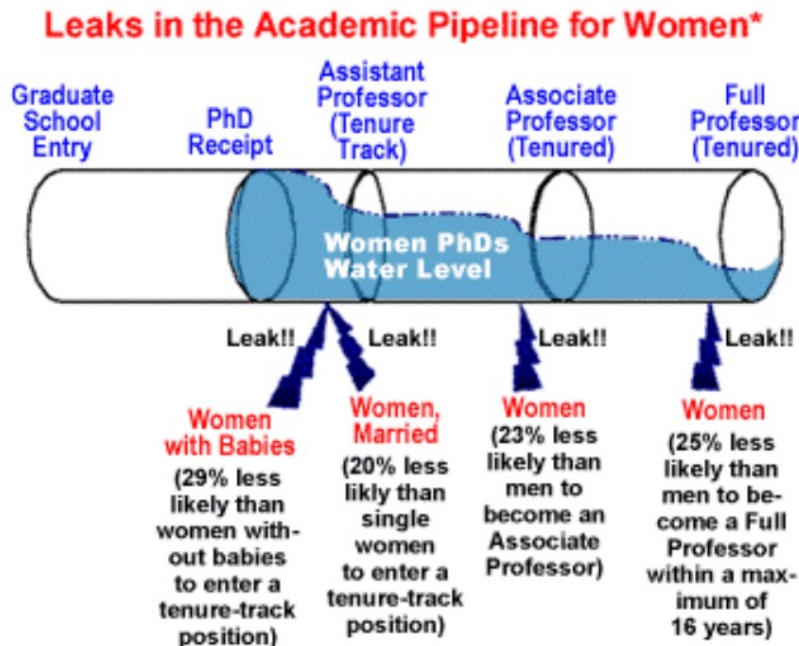
THE LEAKY PIPELINE FOR WOMEN IN ACADEMIA

PhD -> Postdoc -> Tenure track

- Transitions are directly under the control of the string theory community.
- Is there a leaky pipeline for women working in string theory?

Tenure track -> senior positions

- Back to cultural variations: many issues have to be addressed locally, rather than by the string theory community as a whole.
- Conference talks, organising committees, journal editorships and other measures of esteem in our community relevant for promotion.



<https://genhet.web.cern.ch/talks/gender-and-diversity-issues>

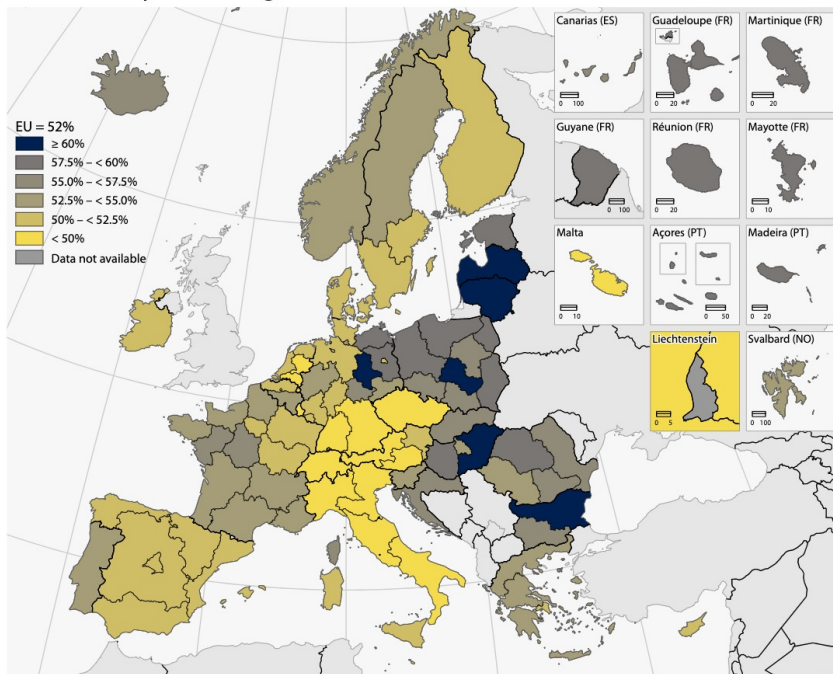
GEOGRAPHICAL DISTRIBUTION OF LEAKY PIPELINES

An analysis by age shows that more than half (53.3% or 9.4 million) of the 17.6 million young people aged 25 to 34 working in science and technology in 2021 were women.

In a decade, the number of women working in this field increased by 14.8%, the equivalent of +1.2 million women.

By comparison, the number of men in this area increased by 10.8% since 2011 to 8.2 million in 2021

Women in science and technology
(% of total, by NUTS 1 region, 2021)

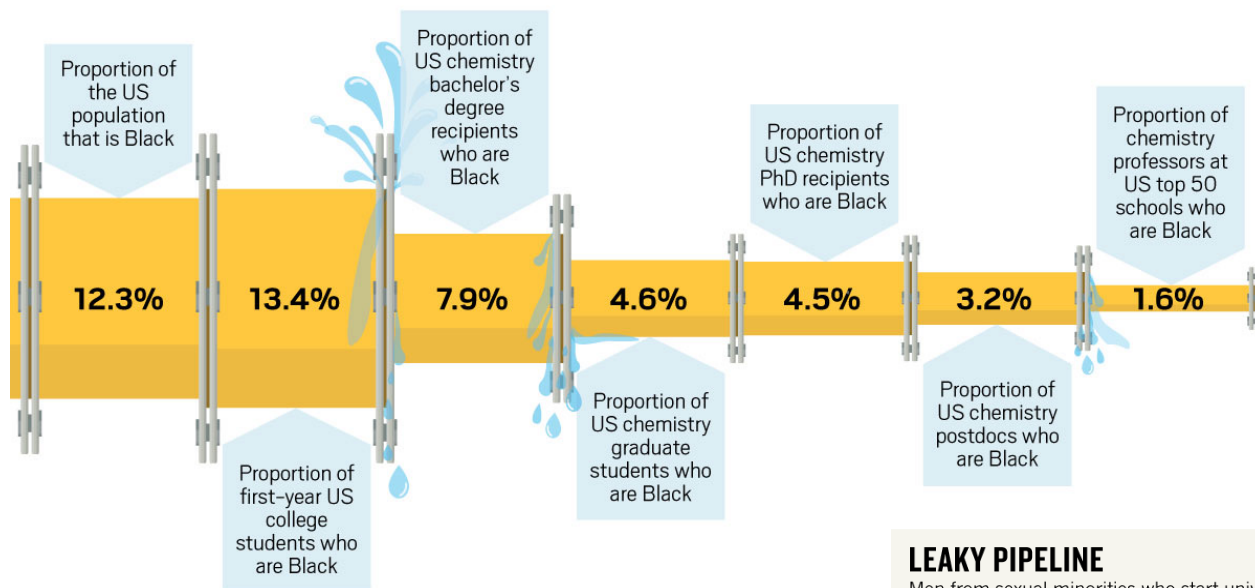


Regional data for Czechia, Denmark, Estonia, Ireland, Croatia, Cyprus, Latvia, Lithuania, Luxembourg, Malta, Slovenia, Slovakia, Iceland, Norway, and Switzerland: single regions at this level of detail.

Administrative boundaries: © EuroGeographics © UN-FAO © Turktat
Cartography: Eurostat - IMAGE, 05/2022

ec.europa.eu/eurostat

THERE ARE OTHER LEAKY PIPELINES IN ACADEMIA...



LEAKY PIPELINE

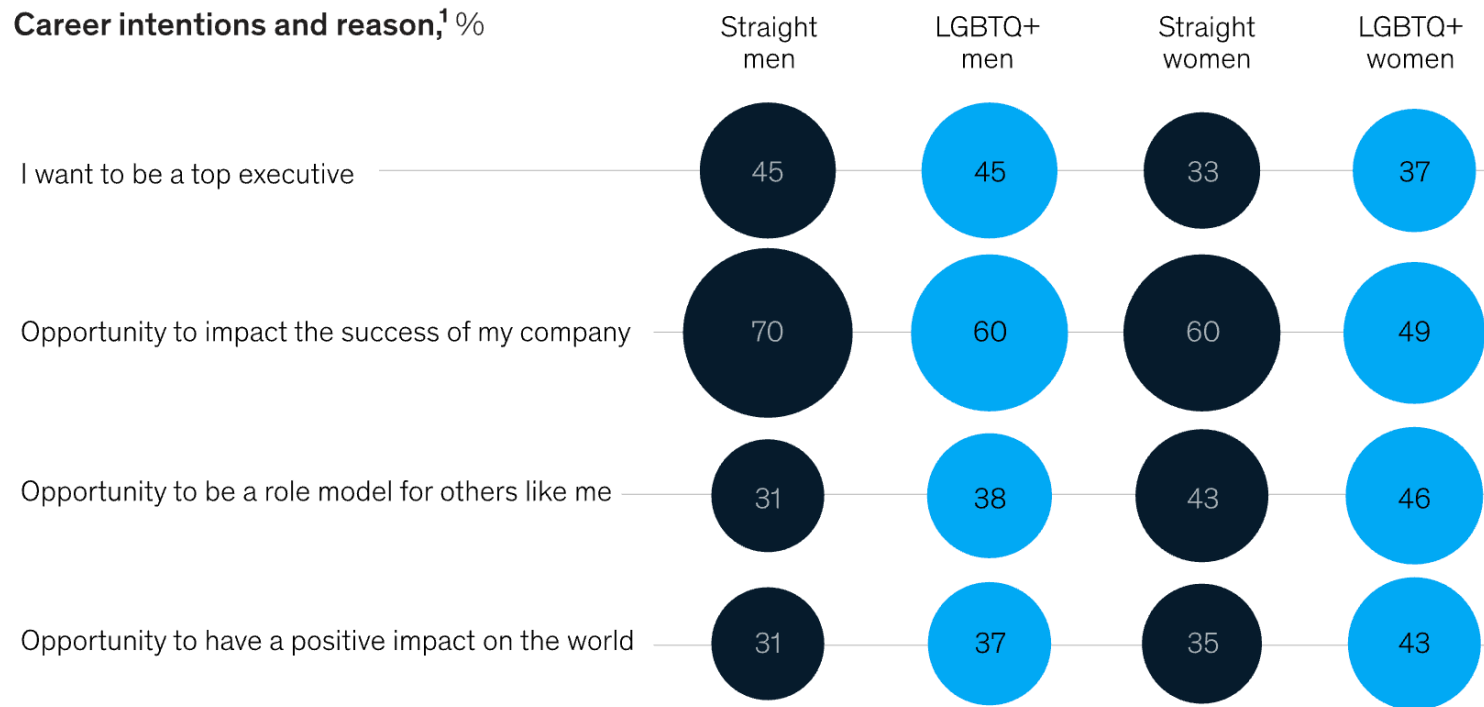
Men from sexual minorities who start university specializing in science, technology, engineering or maths (STEM) are less likely than straight men to still be in STEM-focused degrees after four years.



©nature

*Sample size for straight men was 1,619; for men from sexual minorities it was 124.

CAREER EXPECTATIONS AND DIVERSITY



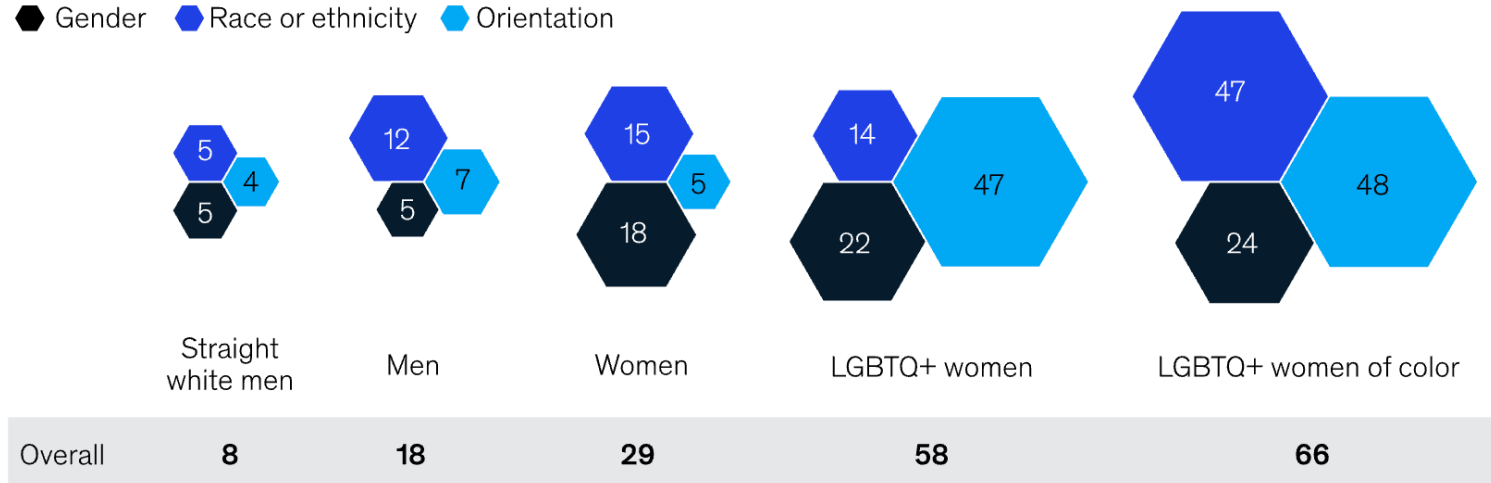
¹Original poll question: Do you want to be a top executive? If so, why?

Source: *Women in the Workplace 2019*, LeanIn.Org and McKinsey, 2019, [womenintheworkplace.com](https://www.womenintheworkplace.com)

ONLYNESS VS DIVERSITY

Experience of 'onlyness,' % who are often or almost always the only one in the room of their ...

Gender Race or ethnicity Orientation



Source: *Women in the Workplace 2019*, LeanIn.Org and McKinsey, 2019, [womenintheworkplace.com](https://www.womenintheworkplace.com)

SEXUAL HARASSMENT VS DIVERSITY

Experience at work¹ by sexual orientation, %

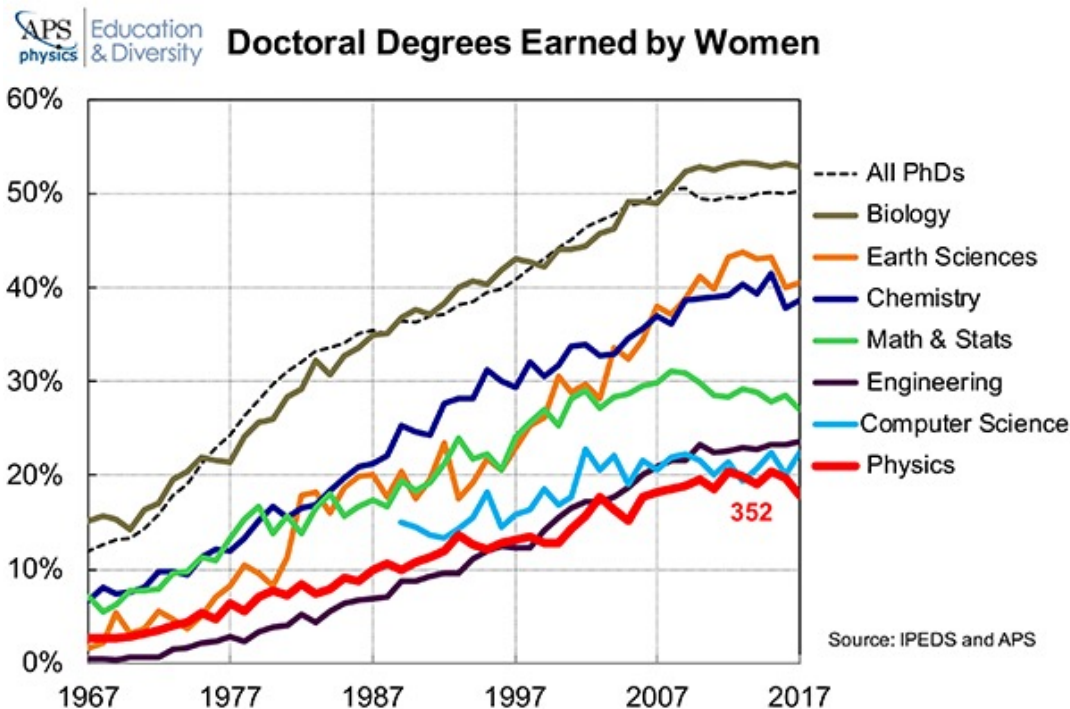
| | Straight men | LGBTQ+ men | Straight women | Lesbian women | LGBTQ+ women overall | Bisexual women |
|--|--------------|------------|----------------|---------------|----------------------|----------------|
| Experienced microaggressions | 58 | 76 | 73 | 78 | 82 | 86 |
| Experienced any form of sexual harassment | 18 | 30 | 41 | 53 | 58 | 62 |
| Heard sexist comments or jokes about people of your gender | 10 | 19 | 33 | 48 | 50 | 53 |
| Had obscene or sexually explicit comments directed at you | 4 | 10 | 15 | 18 | 22 | 26 |
| Been pressured to “play along” or participate in sexual discussions, humor, or actions | 5 | 11 | 11 | 17 | 21 | 24 |

¹Original poll question: Which of the following have you experienced at work?

Source: *Women in the Workplace 2019*, LeanIn.Org and McKinsey, 2019, [womenintheworkplace.com](https://www.womenintheworkplace.com)

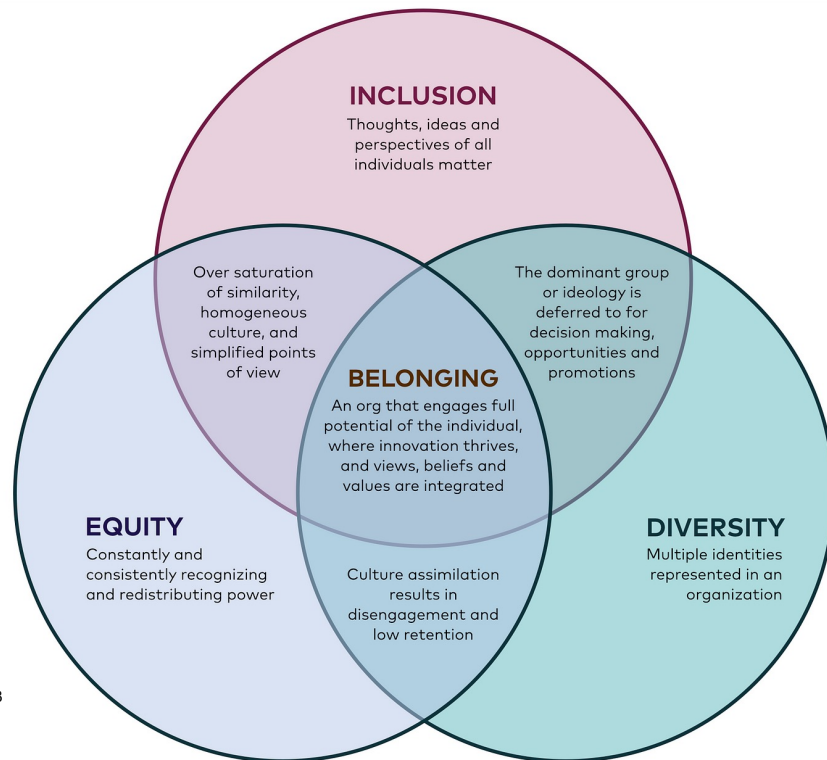
TOWARDS EQUITY?

« UN 2023: The latest Gender Social Norms Index (GSNI) report has revealed no improvement in biases against women in a decade, with almost 9 out of 10 men and women worldwide still holding such biases today. Half of people worldwide still believe men make better political leaders than women, and more than 40 percent believe men make better business executives than women. »



WHAT CAN WE DO TO BUILD A BETTER RESEARCH WORLD?

Each element represents a different piece of the full human experience. Addressing only one or two of these falls short on gaining, what I think is the full human experience — a sense of belonging.



<https://medium.com/@krysburnette/its-2019-and-we-are-still-talking-about-equity-diversity-and-inclusion-dd00c9a66113>

TOWARDS EQUITY IN OUR EVERYDAY WORKING EXPERIENCE?

« Always work on building trust. That means being open, honest, vulnerable, and embracing challenging conversations between people (even when it's uncomfortable) so that everyone is always seeking to understand, and to improve when they learn new information.— feedback from a thought partner and friend » Mike Tannenbaum.



WHAT I DID? => 500 QUEER SCIENTISTS

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