



UiO : **Department of Geosciences**
University of Oslo

Gender Balance within the Natural Sciences

Welcome and Introduction

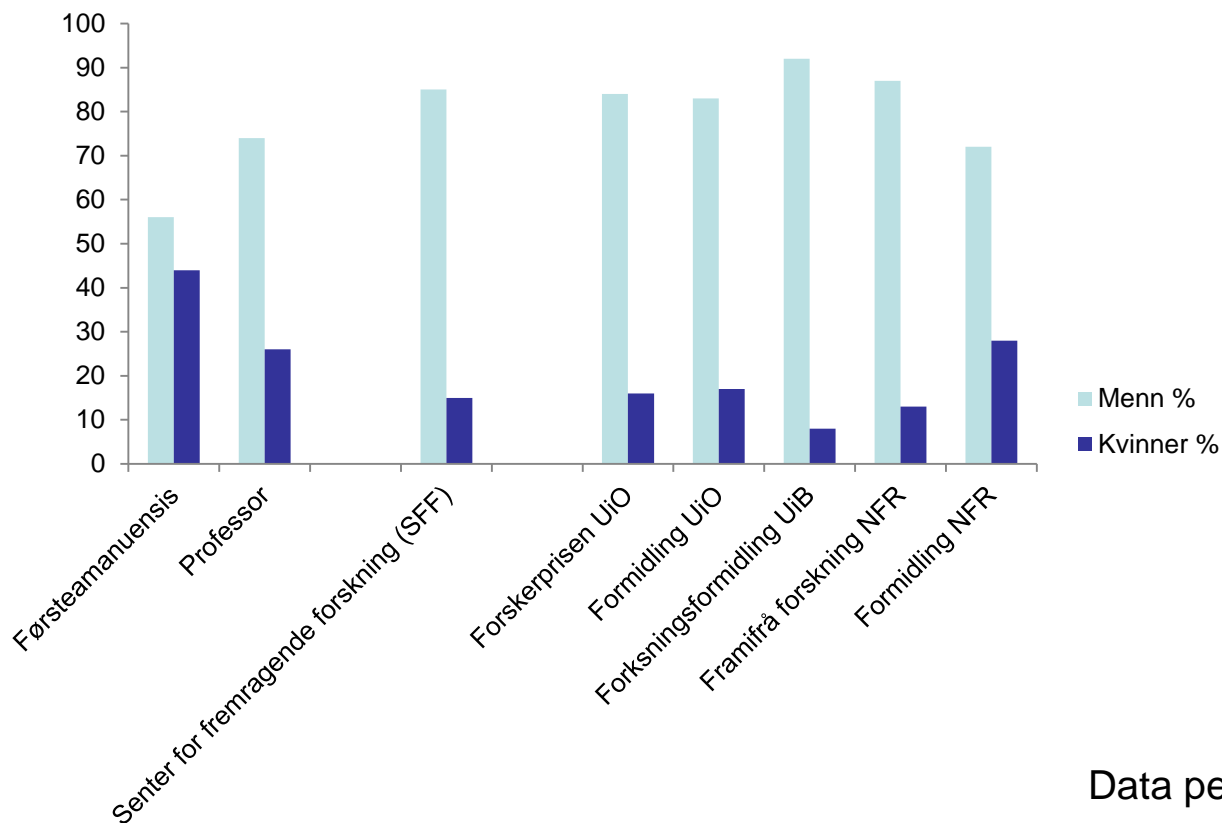
Lena M. Tallaksen

Chair of the Gender equality committee at the Department



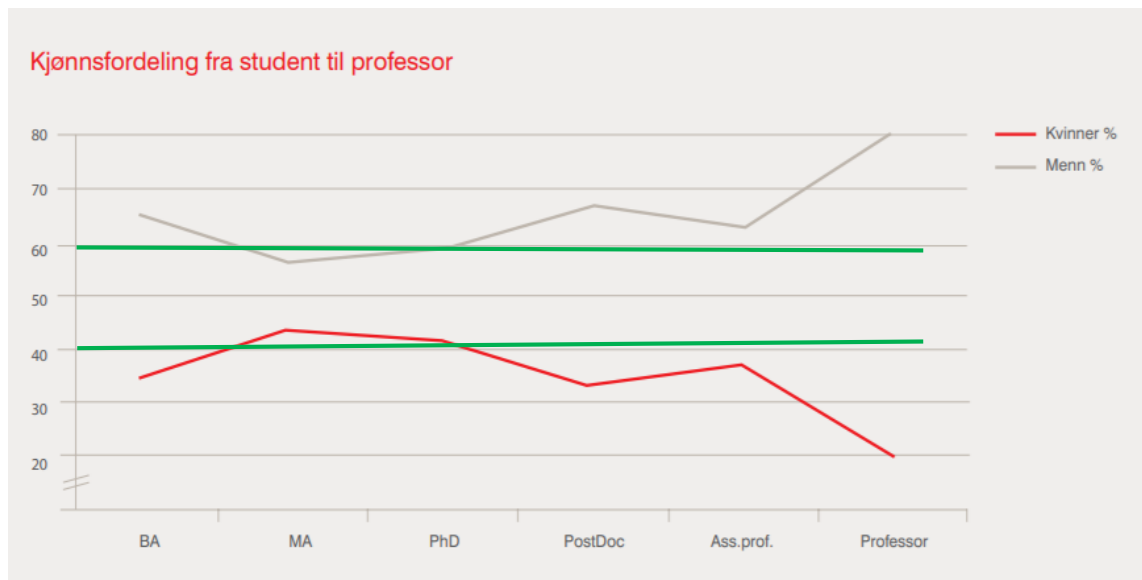
Seminar at the Department of Geosciences, University of Oslo
20 October 2020

«Academia without gender bias»



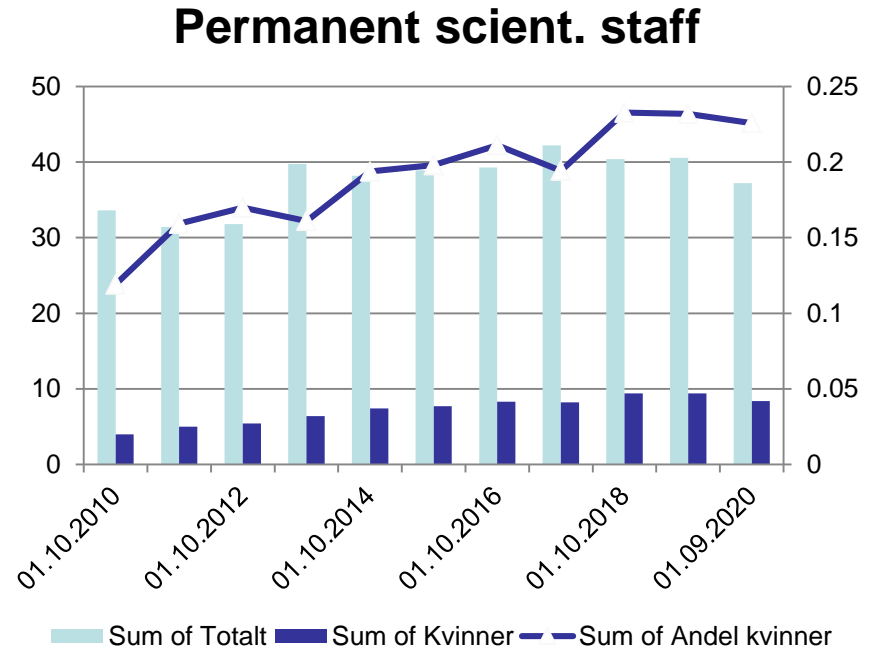
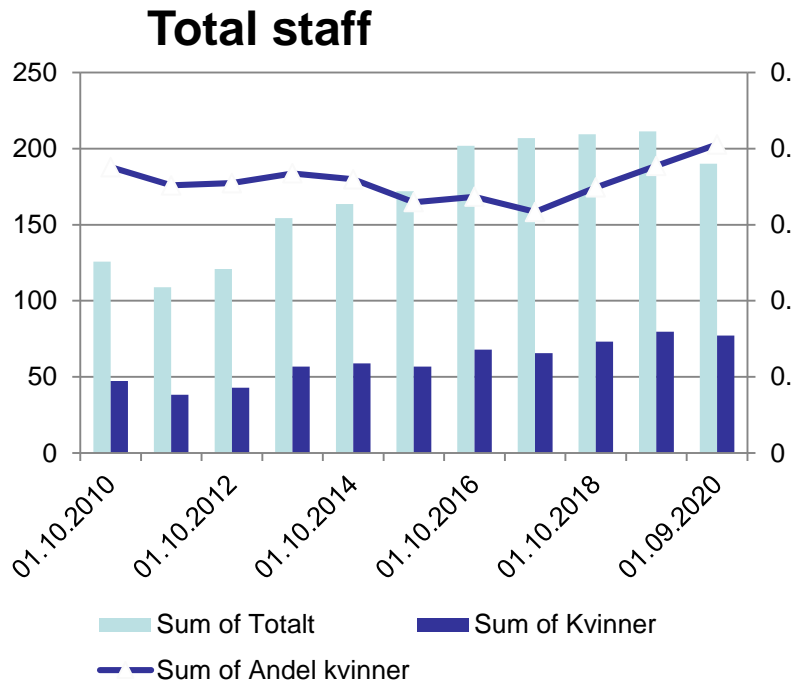
Data per 2015

Gender balance at the MN Faculty (2019)



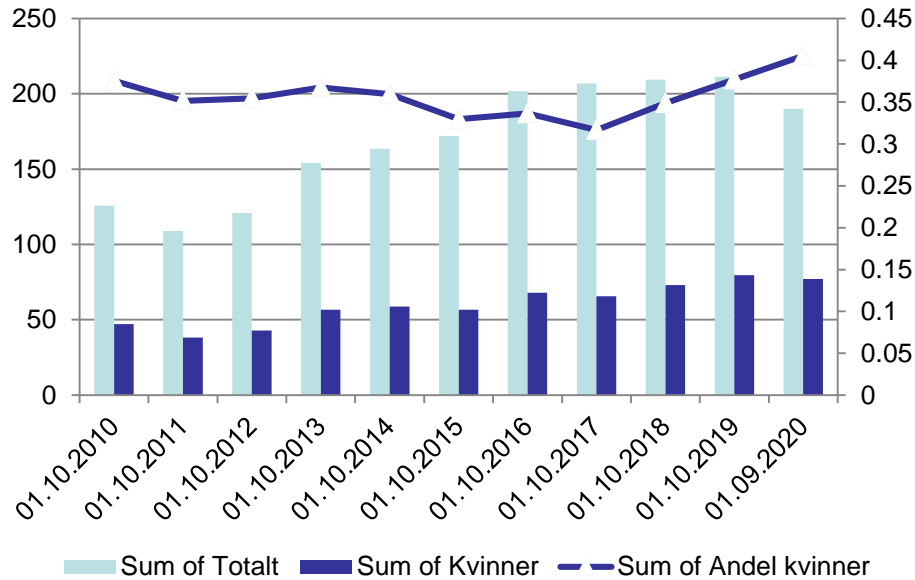
<https://www.mn.uio.no/om/likestilling/front/index.html>

Gender balance at Geosciences: 2010-2020

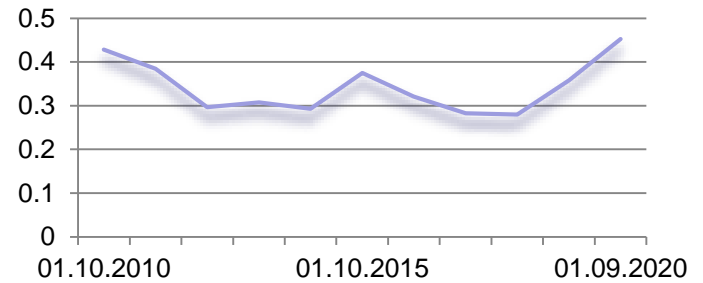


Gender balance at Geosciences: 2010-2020

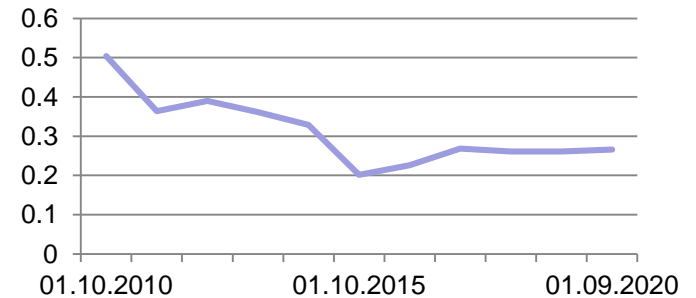
Total staff



Post.doc, fraction



Researchers, fraction

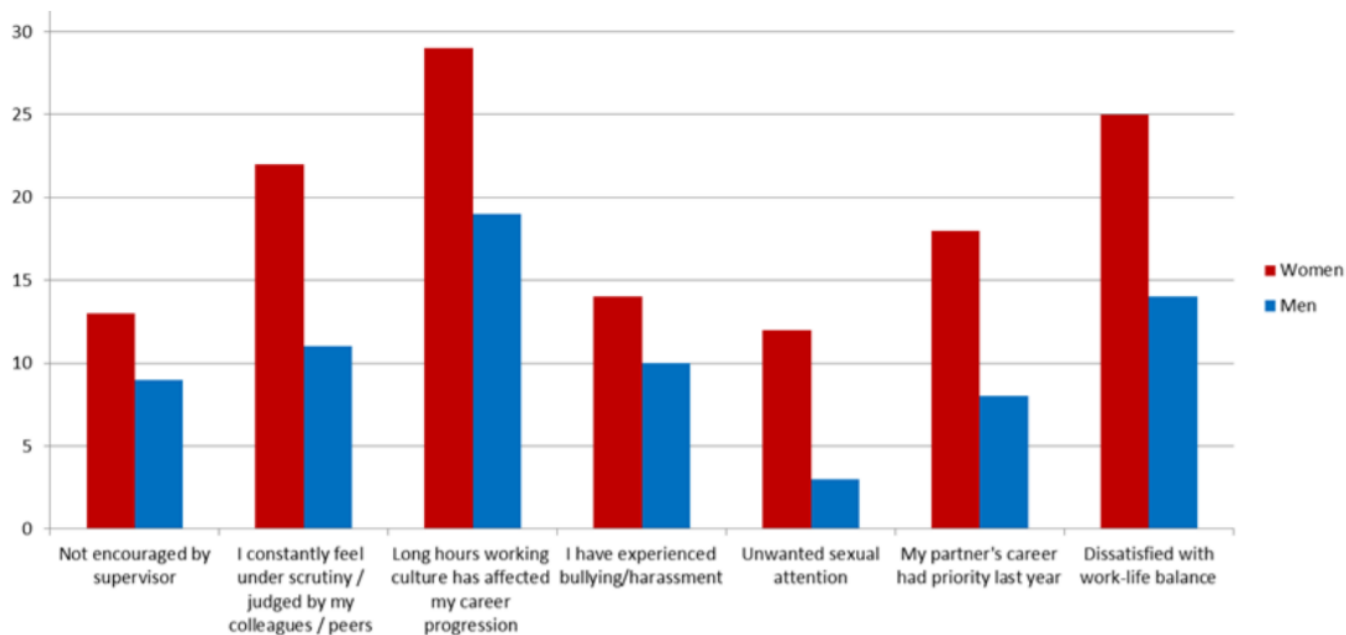


Academia is competitive – is it a fair competition?



- Equal conditions? (care responsibilities, family, self-esteem)
- Equal training opportunities? (building your CV)
- Equal terms? (fair competition, unconscious bias?)

Equal conditions? Survey from FRONT



Figur 2: FRONT-medarbeiderundersøkelse 2018 (N = 843; 43% kvinner): Prosent ja/enig (dataene skal publiseres).

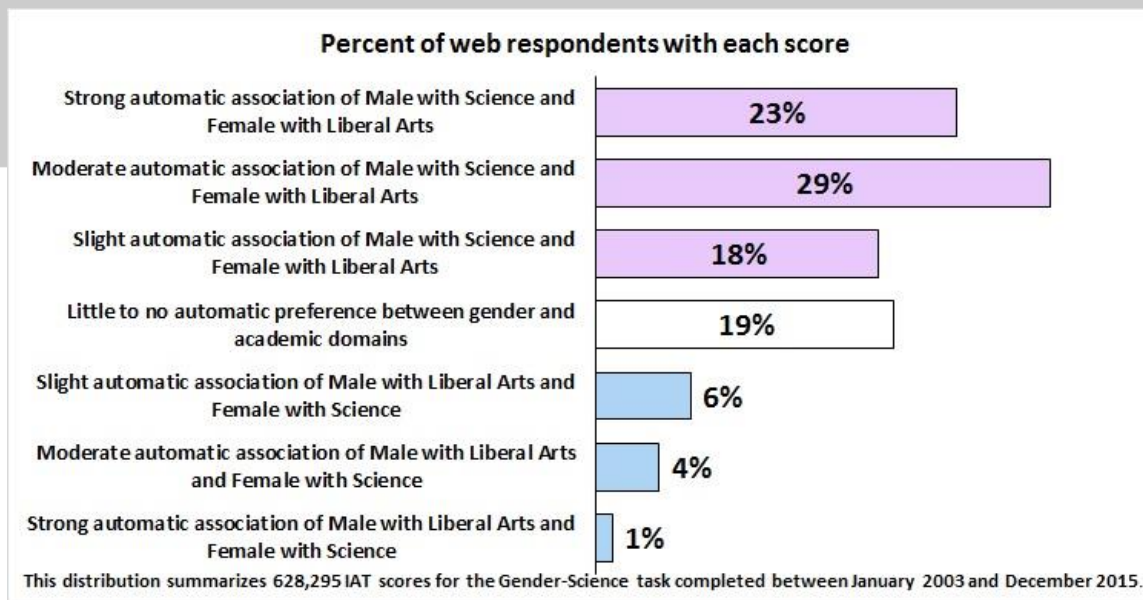
<https://implicit.harvard.edu/implicit/>

Debriefing

The sorting test you just took is called the Implicit Association Test (IAT). You categorized Male and Female words with Science and Liberal Arts.

During the IAT you just completed:

Your responses suggested little or no Arts.





Agenda

Seminar on Gender Balance within the Natural Sciences

Tuesday 20th October, 13:00-14:45, Auditorium III, CEED.

Agenda

- | | |
|-------|--|
| 13:00 | Welcome and Coffee / light refreshments |
| 13:10 | Introduction from Lena M. Tallaksen |
| 13:20 | Invited Speaker:

Knut Liestol, former department head at IFI and currently leader of the BALANSE program at NRC, will give a talk addressing gender, unconscious bias and the academic ideal of meritocracy:
“Gender equality in academia: Progress or not?” |
| 13:40 | Q&A |
| 13:50 | Discussions in small, socially distanced groups (max. 5).
Discussions will be guided by thought-provoking quizzes using Mentimeter. |
| 14:20 | Andrea Popp, postdoctoral fellow, will present findings based on her paper “A Global Survey on the Perceptions and Impacts of Gender Inequality in the Earth and Space Sciences”. Questions and discussions encouraged throughout. |
| 14:40 | Close-out thoughts from Brit Lisa Skjelkvåle |
| 14:45 | End |

Welcome!

Lena M Tallaksen, Andrea Popp, Emma Michie, and Anne Cathrine Modahl

Additional slides

Likestillingsutvalget ved Inst. Geofag

Lena M. Tallaksen (leder)

Terje K. Berntsen, Anne Hope Jahren, Anne-Cathrine Modahl, Ivar
Midtkandal og Désirée Treichler

Etablert i 2009 med følgende mandat

- Utarbeide en handlingsplan for likestilling
- Kartlegge kjønnsfordelingen ved instituttet
- Budsjett, herunder bruk av insentivmidler
- Rapportere årlig til fakultetet



Questions

- Do women actually experience problems in their day-to-day work as scientists?
- Do they have equal access to opportunities and resources?
- If not, how does that inequity affect their careers?
- If gender based differences in access exists, how do we address the problem?