



UNIVERSITÀ DEGLI STUDI DI MILANO

Centre for Women and Gender Differences



SAIt - Società Astronomica Italiana - INAF - Istituto Nazionale di Astrofisica

LVIII Congresso SAIt - MILANO - 13-16 maggio 2014 - Palazzo Cusani via Brera 15

"Strutture cosmiche: dal Sistema Solare ai confini dell'Universo"

*Donne e Scienza - Il progetto STAGES
«Structural Transformation to
Achieve Gender Equality in
Science» (7PQ)*

Daniela Falcinelli

The Golden Boy vs Matilda (Rossiter 1993)

THE LAB HIERARCHY

JORGE CHAM © 2008

WWW.PHDCOMICS.COM



"The Golden Boy"
can do no wrong



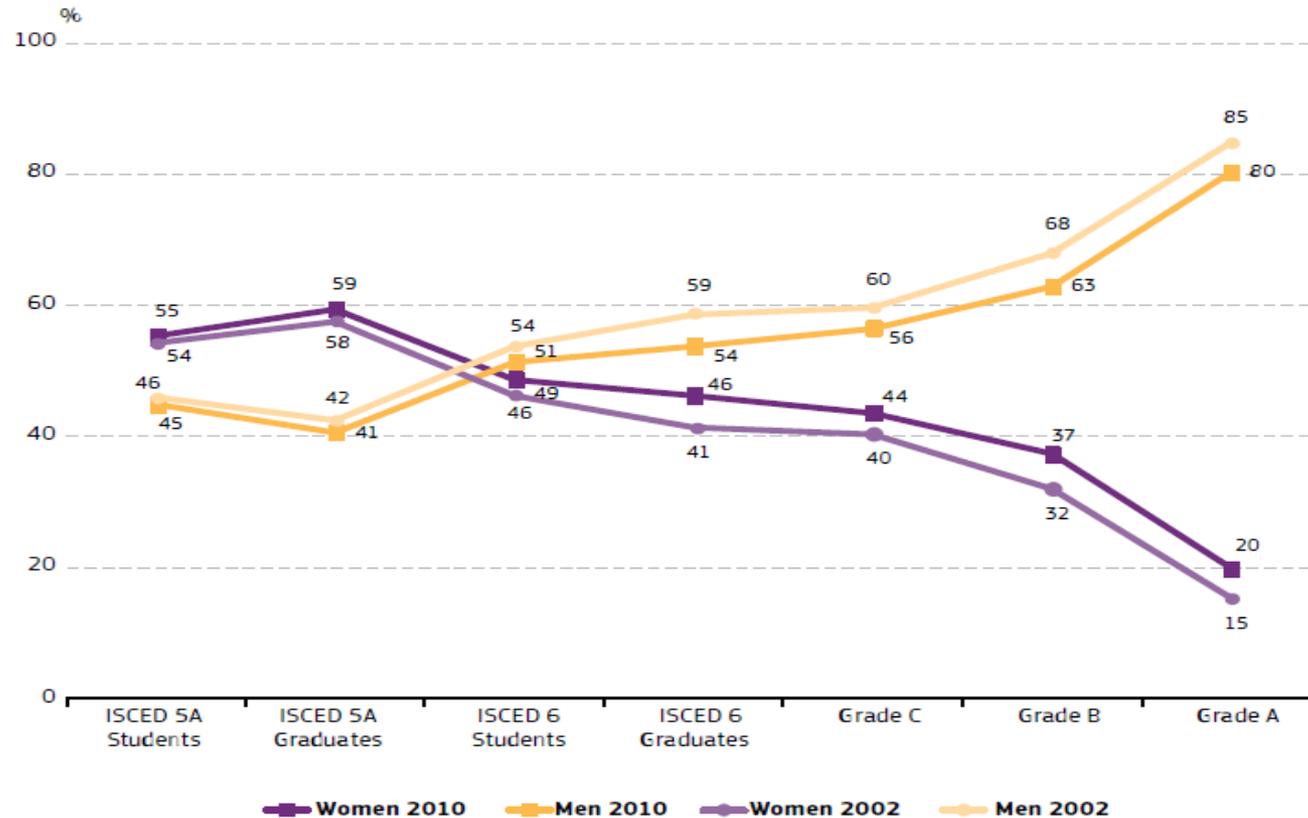
"#2"
does all the crap in the lab

Everybody else

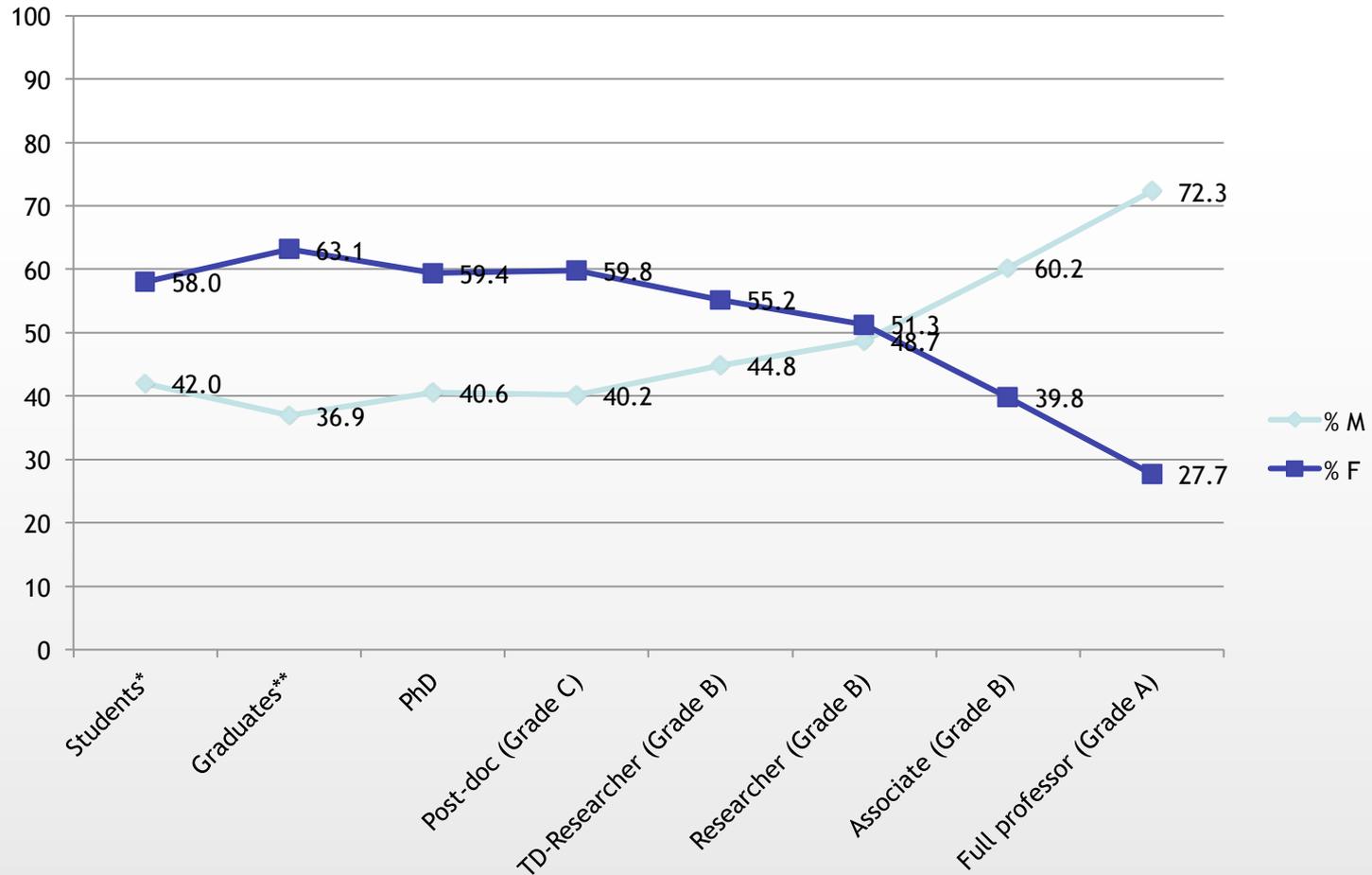


She Figures 2012: 90

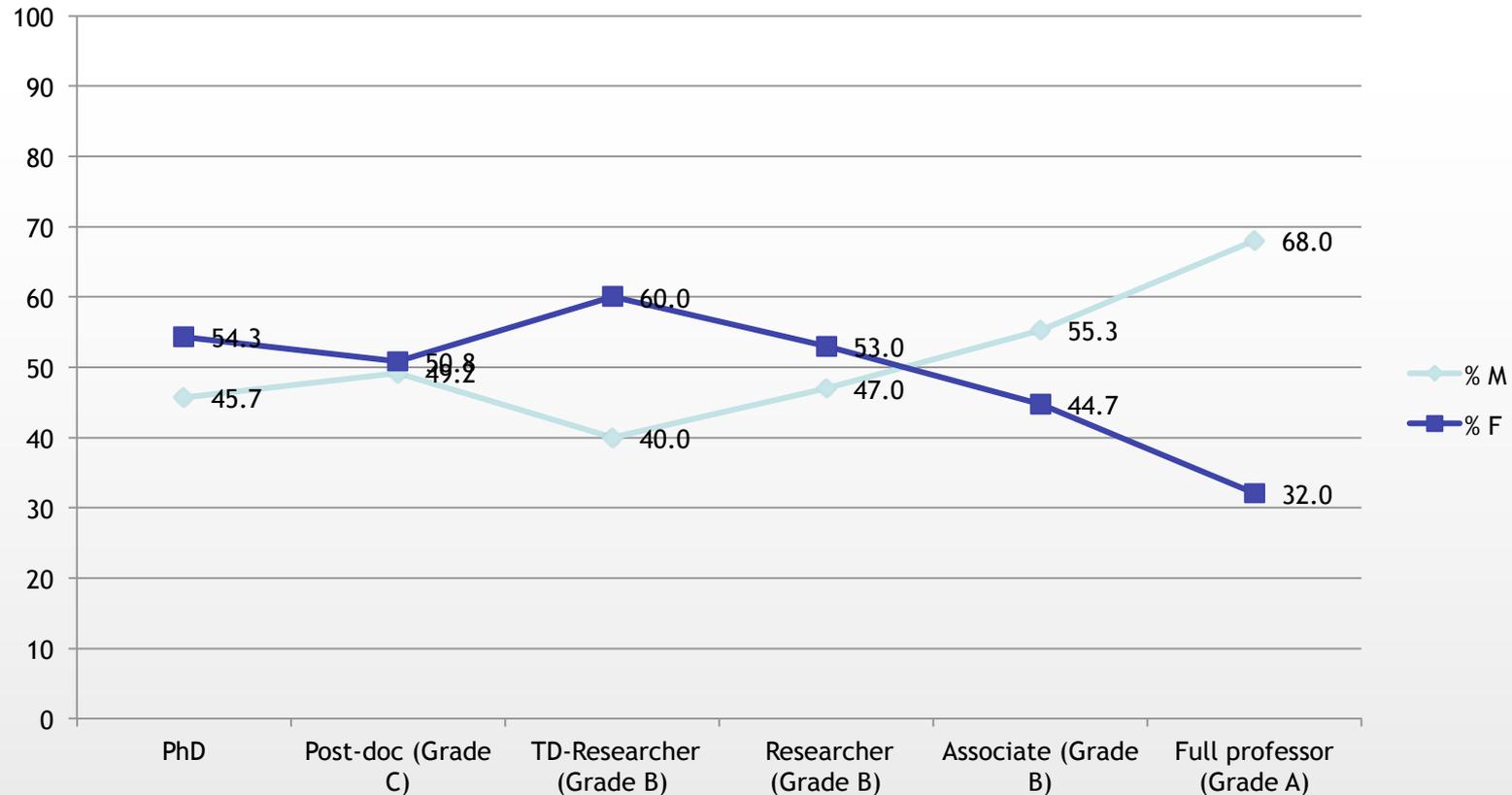
Figure 3.1: Proportions of men and women in a typical academic career, students and academic staff, EU-27, 2002–2010



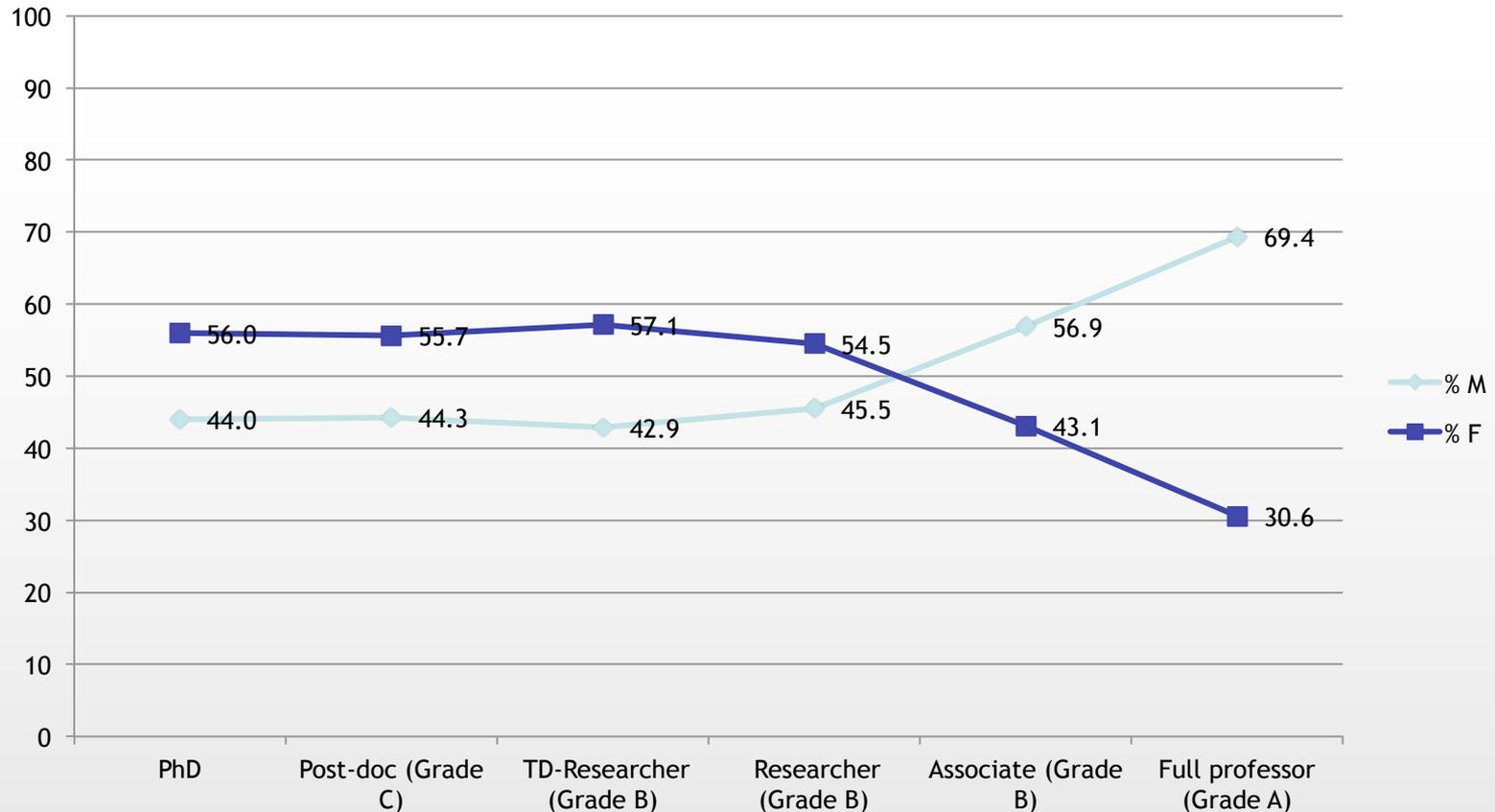
Scissor diagram - University of Milan 2013



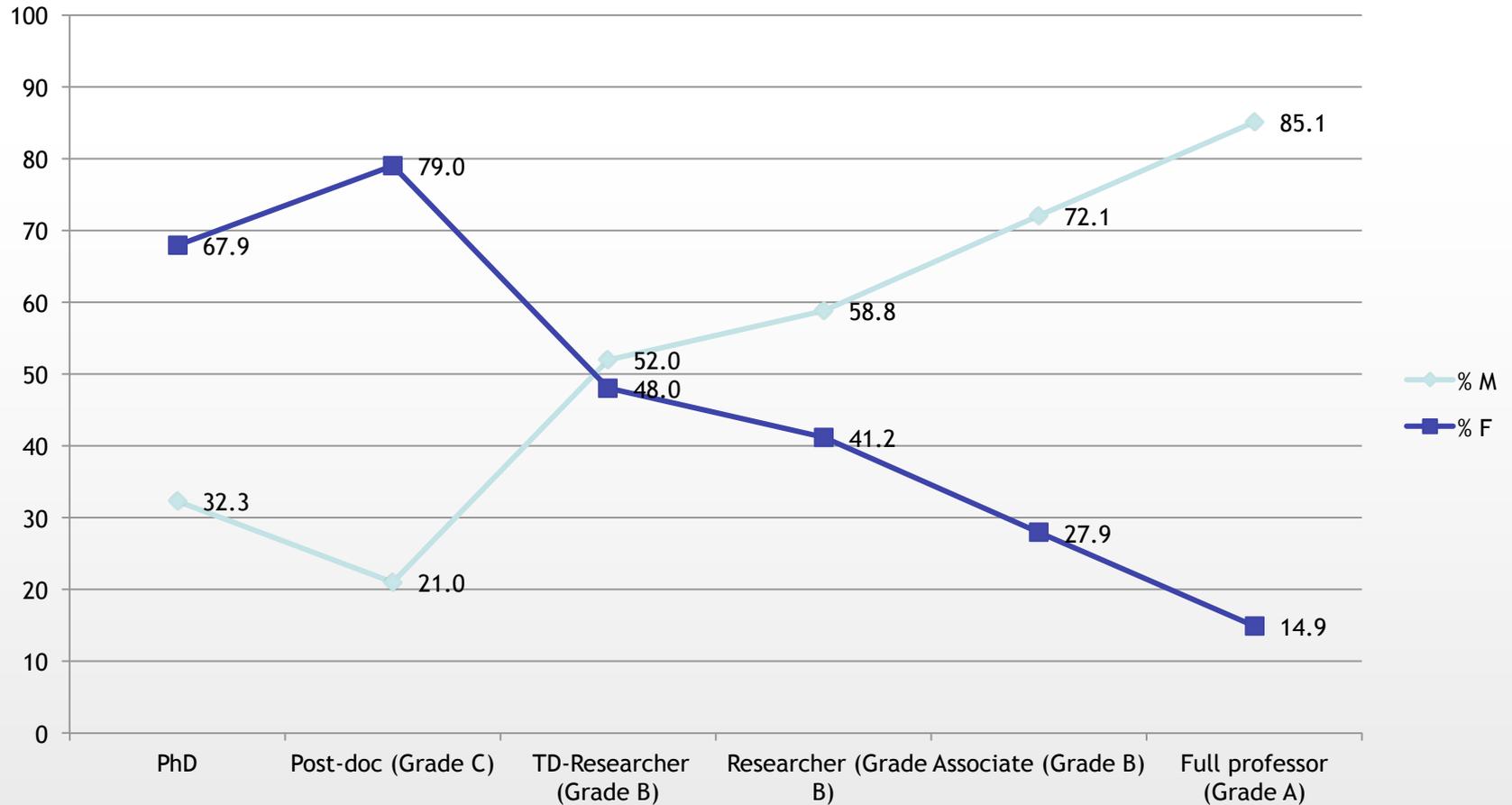
AHSS - Arts, Humanities and Social Sciences (University of Milan, 2013)



STEM - Science, Technology, Engineering and Mathematics (University of Milan, 2013)

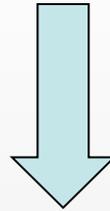


HEALTH (University of Milan, 2013)



Why so slow (Valian, 1999)? Why so few? Why so low?

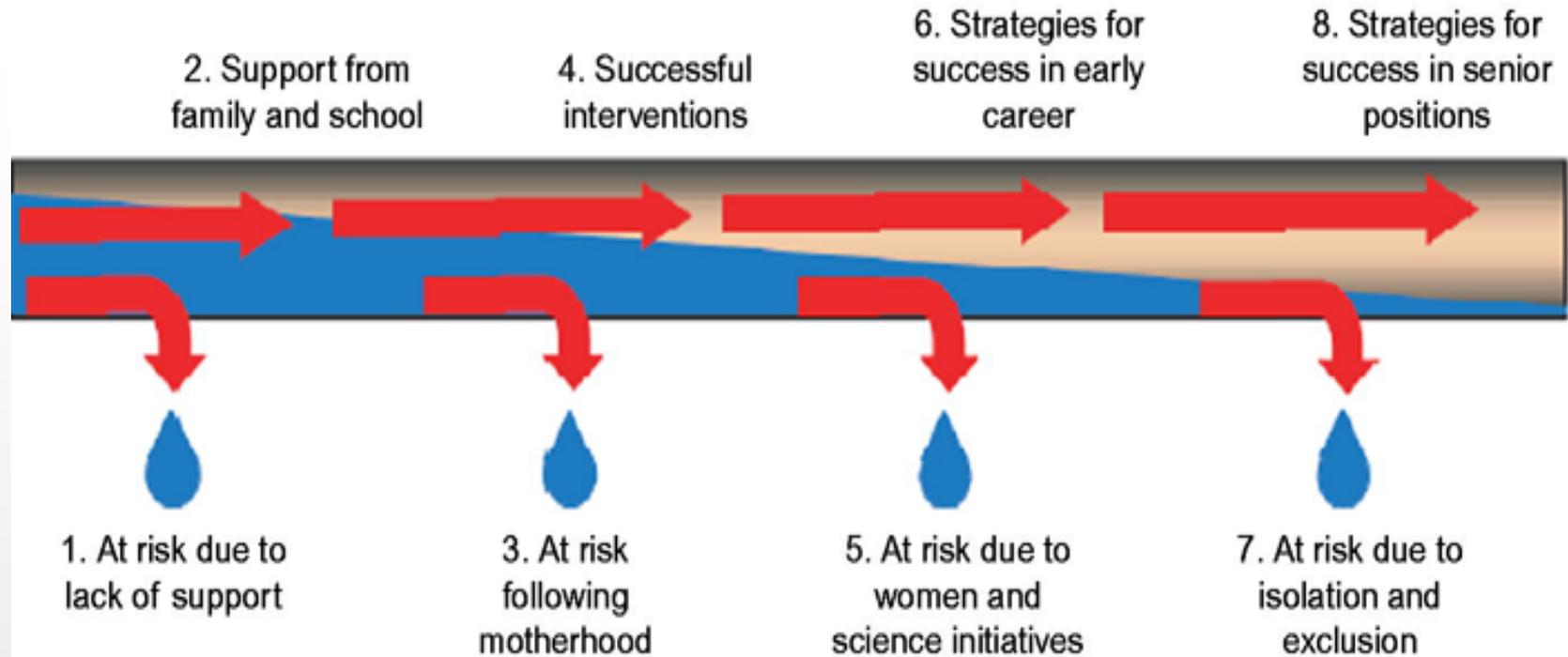
THAW - Time Heals All Wounds argument (Rice,
2012:10)



Palomba (2013)
2138 Grade A – Gender Equality in Academia



LEAKY PIPELINE



Source: CEWS 2006



STAGES project

The project has three objectives:

1. Applying different self-tailored action plans aimed at introducing gender-aware management at all levels in each of the participating organisations, representing different kinds of research institutions;
2. Producing a deeper understanding of the dynamics surrounding structural change efforts by constantly analysing, monitoring and assessing the process activated in each institution, so to start mutual learning practices among partners;
3. Spreading, among the European universities and research institutes, successful negotiation strategies implemented to build consensus and commitment around structural-level gender-equality initiatives, addressing different leadership levels and the many stakeholders directly or indirectly involved in change.

The Consortium is composed by the following partners:

- [Università degli Studi di Milano- Italy](#)
- [Fraunhofer Gesellschaft - Germany](#)
- [Aarhus Universitet - Denmark](#)
- [Universitatea Alexandru Ioan Cuza - Romania](#)
- [Radboud Universiteit - The Netherlands](#)
- [ASDO Associazione - Italy](#)



The “what to do”: an integrated and analytical approach

- **Friendly environments for women**
 - Changing cultures and behaviours
 - Promoting work-life balance
 - Supporting early-stage career development
- **Gender-aware science**
 - Overcoming gender stereotypes
 - Gendering scientific contents and methods
- **Scientific leadership**
 - Women’s leadership in research practice
 - Women’s leadership in research management
 - Women’s leadership in scientific communication
 - Women’s leadership in innovation and science-society relationships

How to do it: designing negotiations

Negotiation as a tool for social change applied to gender dynamics in organisation: It includes all actions - at micro, meso or macro level - aimed at directly or indirectly redefine gender arrangements and the distribution of power (in its different forms) between men and women, therefore producing deep and systematic change

- **Interpretative negotiation** aims at building a common understanding of problems by rising awareness about the extent of horizontal and vertical segregation... thus creating the preconditions for action
- **Symbolic negotiation:** the strongly masculine symbolism of science. Action is needed to redress the situation by inserting women and women's priorities, qualities and excellence in the very image of science
- **Institutional negotiation:** modifying the rules of the game
- **Operational negotiation:** negotiating to have things done

University of Milan - Advancing gender equality. How to enhance change in scientific careers

- The University of Milan is a **public teaching and research university** (8 faculties, 31 departments and 2 schools and a teaching staff of **2000 professors**) is distinguished by its wide variety of disciplinary fields (Humanities, Social Sciences and Law; Medicine and Healthcare; Science).
- UMIL is the only Italian university to be a member of the **League of the European Research Universities (LERU)**.
- A leading institute in Italy and Europe for **scientific productivity**, the University of Milan is the largest university in the region, with approximately **64,000 students**.
- **UMIL has a good tradition in EO measures thanks to the Centre for Study and Research Women and Gender Differences**. Founded in 1995, it is one of the first centres in Italian universities devoted to gender studies. Since 2007 it has become an interdepartmental research center with a multidisciplinary approach.
- **BUT...**

University of Milan - rationale

- **Results** on academic outcomes of women are however disappointing.

Academic outcomes are very different by disciplines:

- Dept of Food Environmental and Nutritional Sciences, full professors are 50% women;
- Dept, of Agricultural and Environmental Sciences - Production, Land, Agrienergy: no women as full professors
- Medicine: only 14.9% of women full professors
- **Two Faculties** were particularly targeted: Medicine and Agriculture: 12 out of 31 departments involved
- Action Plan aims at: overcoming gender bias and rising top managers awareness; helping young women to avoid “leaky pipeline” - improving early-stage careers through schools for publishing in international journals and drafting European projects; and furthermore strengthening the gender dimension in research starting from medicine (600 professors and 3 huge hospitals)

Some initial (“structural”?) results

- **University of Milan (Italy)**
 - The principle of the equal representation of men and women, plus quotas in the University Board was introduced in the Statute
 - Genderisation of research: starting from medicine. 3 courses for students in all the UMIL hospitals and each year an international workshop on gender medicine in collaboration with DG - Health Lombardia Region
- **Fraunhofer Gesellschaft (Germany)**
 - Establishment of periodic surveys on women’s researchers’ satisfaction and needs
 - Intranet with a toolkit on gender collecting good practices
- **Aarhus University (Denmark)**
 - Insertion of a module on gender in the mandatory training of University leaders
 - Establishing new rules to evaluate productivity
- **Alexandru Ioan Cuza University (Romania)**
 - Day of Women in the University
 - Establishment of a new Centre for Gender Equality in Science
- **Radboud University (The Netherlands)**
 - Establishment of a permanent PhD course on gender in research methodologies at the GS - Graduate School
 - A committee of executives was created and launched a specific plan for gender equality
- Network of Women researchers in each action plan... as a transformational group

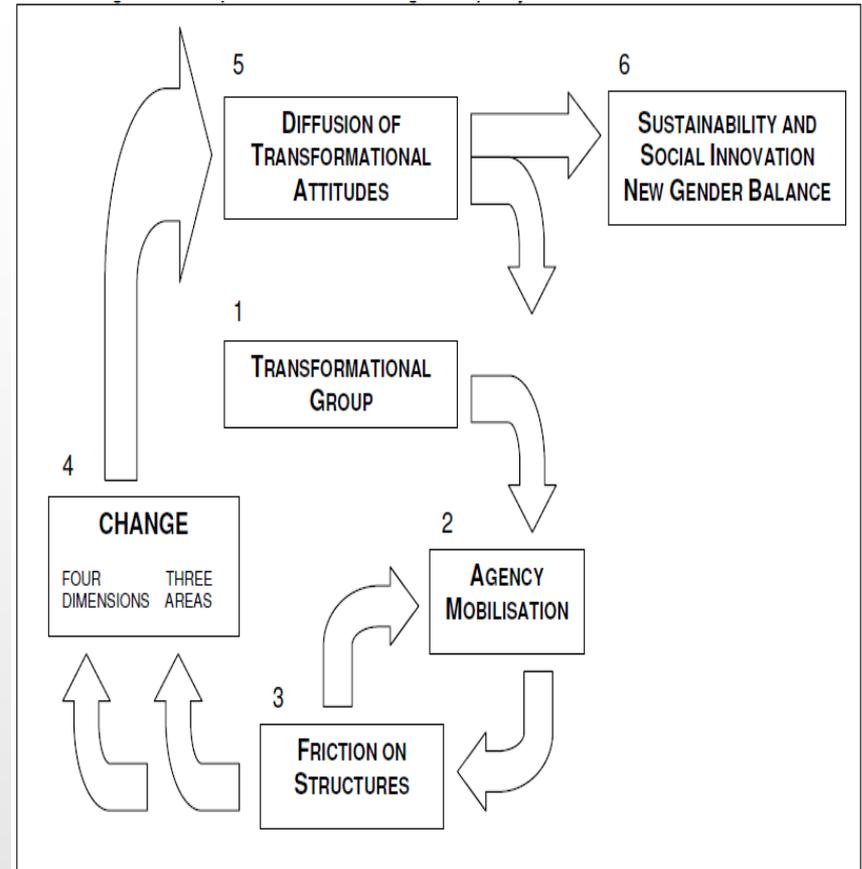
Change can happen

Mobilising energy

The "structural change" is not just about structures: the key to **success** also lies in the ability to "turn on" the people's desire for change, turning policy into action and widespread social life, something that involves the culture, ideas and actions of real people.

It is therefore important that there is what we call a "**transformational group**", i.e. people who for various reasons are flanked by the project staff to support them in some aspect of its construction: **a network of independent researchers is one of the best ways to ensure that change continues to move forward, regardless of the project and after its end**

The dynamics of change



Thank you for your attention!

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