



**1/7/2010 16.00 - 18.00**

**Museo Regionale di Scienze Naturali di Torino**

**Round Table**

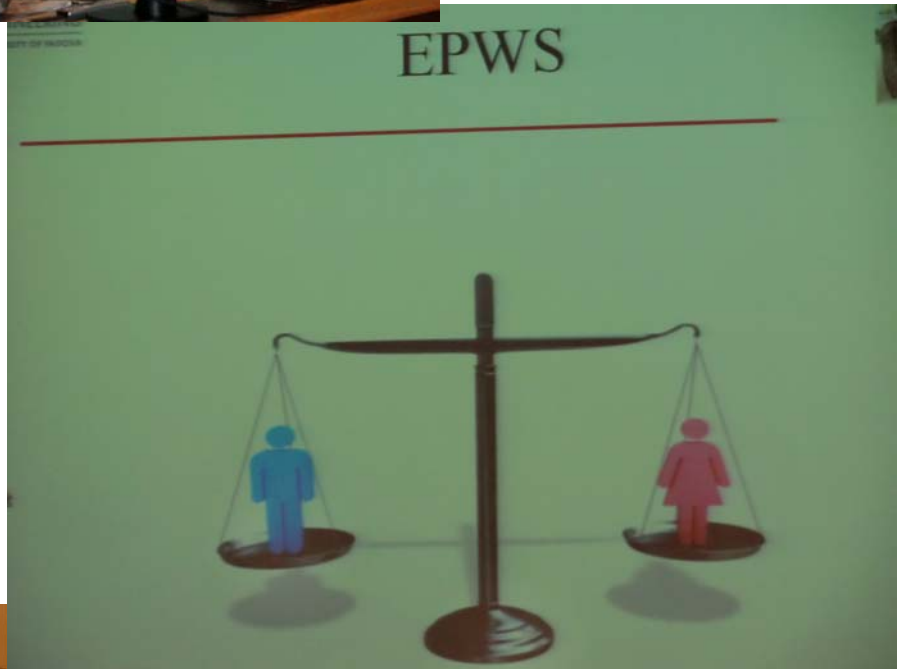
**“Improving the gender diversity management in  
materials research institutions”**

**In the framework of "Donne e scienza" National  
meeting, ESOF2010 satellite event.**

**Supporting Action for EU DIVERSITY Project**

# Questions

1. Do you have any opinion on why in Italy the participation of women in representative institutions (government, local councils, etc.) and in academic posts is so limited?
2. Does the promotion of a woman to a leadership position represent real promotion for a woman or devaluation of the position?
3. How can the application of European regulations with regards to women and science be guaranteed?
4. Are the Italian laws for recruitment sufficient to achieve equality in academic institutions?
5. Are the specific support actions favouring gender equality, the most appropriate ones being implemented? What has been so far the success of these actions according to your experience?
6. From your own experience what are the main difficulties you have faced to successfully combine career with family? In your country, what support is available to women to help them to achieve compatibility between work and family?
7. Do you think that the working conditions at an academic institution are adequate to successfully balance family and a high up position? Or do you see some deficiencies?
8. What is your experience of working with a female supervisor?
9. What advantages or disadvantages might be found in promoting a woman to a leadership position?
10. Do you have any concern about hiring a woman? Or choosing a woman to sit on a Board of Directors? Why is it that so few females reach high level positions?
11. Would you agree to specific actions (availability of child care, compatibility between family and working life) in order to support women at work?
12. Do you think there are positions that a women should not apply for?
13. How has the situation changed over the years for young women interested in a scientific career (or is there no change)? Are these changes different for women in industry and in academic institutions?





### **Opening remarks:**

Dr. Paola Rizzi, University of Torino

### **Brief introduction of the round table goals:**

Dr. Paola Rizzi

### **Presentations:**

"Alcune note sulla uguaglianza di genere nella scienza in ambito europeo"

**Silvana Badaloni**, Università, Padova– Associazione Donne e Scienza

"Activities undertaken by the 'UAB team' within the WP2 framework of the diversity project"

**M. D. Baró, E. Pellicer, E. Rossinyol, S. Suriñach, J. Sort**, Departament de Física, Universitat Autònoma de Barcelona

"Activities of the IUPAP Working Group on Women in Physics"

**Barbara Sandow**, I. Physikalisches Institut, Georg-August-Universität Göttingen

**Round table chairman:** Eva Pellicer, Departament de Física, Universitat Autònoma de Barcelona

The round table speakers invited by Dr. Paola Rizzi were: Spomenka Kobe, JSI, M. D. Baró UAB, Barbara Sandow, I. Physikalisches Institut, Georg-August-Universität Göttingen, Germany. The audience, about 30 people, included all the participants to the ESOF satellite meeting.

During the presentations, S.Badaloni made an overview of the European projects focussed on the gender equality.

B.Sandow described the activities of the IUPAP Working Group on Women in Physics that has members in ten countries but not in Italy. An interesting discussion was made regarding the gender activities undertaken by the Italian women physicists and about the possible formation of an Italian IUPAP Working Group on Women in Physics.

The activities of the Diversity Project were described by M.D.Barò that focussed her attention on the UAB activities and on the results obtained by the survey on the review committees.

After a short discussion on the presentation topics, E.Pellicer open the discussion on specific questions. The results of the discussion are briefly reported below.

### **Number of women in science and mentoring**

The number of women in physics and engineering is low already at school and becomes lower going up to high academic levels. So, it is important to support women that want to work in science fields. It is necessary to create groups that work on mentoring in each specific science

fields. These working groups have to be both international and national in order to adapt the mentoring actions to the different national cultures.

### **Family**

Is it possible to conciliate family and career? It seems to be a problem of organisation. Usually women can work more when children are grown up, so it is important to stress this aspect. Families are a problem concerning not only women but men, so it seems that women have to change the culture of their own countries and involve men in the family care.

### **Positive discriminations**

In order to reach real equal opportunities, it is necessary to discourage men positive discrimination more than encourage a women positive discrimination and it is necessary to remove men privilege more than grant privileges to women. It is possible to make lessons on the gender equality but probably only women will participate, so the influence on the culture will be low. Probably the mass media can have a more important role in reaching the gender equality and in changing cultures.