

Make space for female & gender diverse scientists

As lack of gender diversity limits workplace performance and Europe is facing a shortage of scientists, we cannot deny that the scientific world has to change its environment to a more safe and supportive space for gender diverse individuals.



Underrepresentation

The Mathilda Effect

Although many female and gender diverse scientists work in STEM, they do not get the same recognition as male scientists.

[More info](#)



Fewer prizes and awards



Less media attention



Fewer citations



In cutting edge fields such as artificial intelligence, only 22% of the professionals is a woman (World Economic Forum, 2018).

Women inventors in Europe and Northern America (United Nations, 2022).



How to fix?

Individual



Work against stereotypes, as those contribute to career choices and lead to discriminatory practices in the work field (e.g. when hiring new staff).

Create interventions to support recognitions by other people, such as managers colleagues, teachers, society.



Manager

Be aware: It is not about attracting women and gender diverse people to science, but about **retaining** them in science.

Pay attention to structural barriers female and gender diverse scientists might face during their work, e.g. motherhood.

More information

TedTalk for everyone: Gender inequality is showing up... in climate change

[Click here!](#)



E-course for experts: Gender Equality and Human Rights in Climate Action and Renewable Energy

[Click here!](#)



Book for policymakers & consultants: Mainstreaming gender in mitigation and technology development and transfer interventions

[Click here!](#)



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