



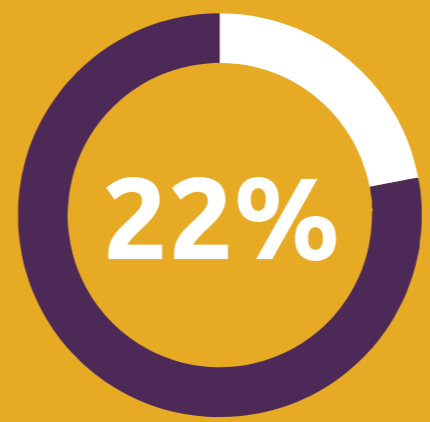
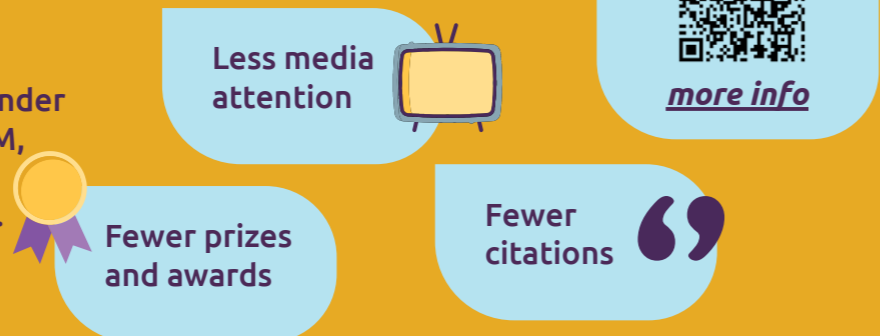
make space for FEMALE & GENDER DIVERSE SCIENTISTS

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.

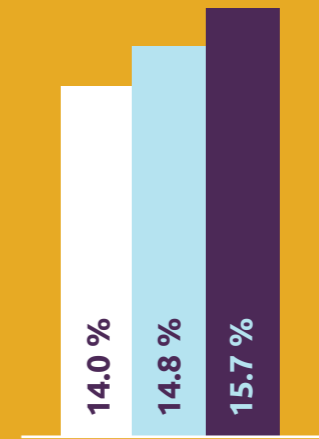
Underrepresentation

The Mathilda Effect

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



Only 22% of professionals working in cutting edge fields including but not limited to artificial intelligence, are female. (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!](#)

