Is there really no gender gap anymore in science in the Nordics?

NMC2022 – FeMS Event

Thursday Sept. 8
17:30-19:00
**AGENDA**

17:30  Introduction by Julie Courraud & Anne Bendt

17:35  Vanessa Hall, Director of DANWISE, Danish Women in Science

17:50  Lucy Woods, Bruker

18:05  Cristina Legido-Quigley & Karolina Sulek, Announcement of the winner of the *Rosalind Franklin Clinical Metabolomics Award* in partnership with CLIME.DK

18:10  Talk by the recipient of the *Rosalind Franklin Clinical Metabolomics Award*

18:20  Finger food reception, complimentary professional portraits with Nuno Catharina.
Females in Mass Spectrometry

Building a community of support for women in mass spectrometry.

The goals of this group include:

- Encouraging mentorship and collaboration.
- Providing a resource for speaker, committee & award selection.
- Creating a global network of women in STEM and their supporters.
- Supporting diverse women at any career stage or path.

https://femalesinms.com/

Mail: femalesinms@gmail.com

Twitter: @FemalesInMS

Join FeMS on LinkedIn
Vanessa Hall, Director of DANWISE, Danish Women in Science

Danish Society for Women in Science

DANWISE

NMC2022 - FeMS Event - Thursday Sept. 8, 17:30-19:00
Gender Equality in Academia

Associate Professor Vanessa Hall – University of Copenhagen
Director of DANWISE
Gender equality in Danish academia: analysing today and creating the future

Associate Professor Vanessa Hall
Chairwoman of DANWISE

Awareness is the greatest agent for change.

Eckhart Tolle
The leaky pipeline

Source: Talent Barometer report 2019, Denmark
Recruitment of women in Denmark is improving, but it's slow.
Our Scandinavian neighbours

Sweden

Norway

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<tr>
<th></th>
<th>Masters</th>
<th>Ph.D</th>
<th>Assis. Prof.</th>
<th>Assoc. Prof.</th>
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Distribution of funding in Denmark: the past

Funding from Danish Council for Independent Research (IRFD/DFF)

<table>
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<tr>
<th>Year</th>
<th>Funding to Male Candidates</th>
<th>Funding to Female Candidates</th>
<th>Annual Male Success Rate Excess</th>
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<td>2014*</td>
<td>120</td>
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Jens Hjorth
Nature Correspondance 2015 (519)p.158
DFF today (2020 statistics) Equal success rates!

454 Grants in 2020 divided by gender

Success rates in Denmark's DFF divided by gender, 2020

<table>
<thead>
<tr>
<th>Granted amount/Applied amount</th>
<th>Number grants/applications</th>
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<tr>
<td>11,4%</td>
<td>11,6%</td>
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<tr>
<td>12,6%</td>
<td>12,9%</td>
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Discrimination still plagues science

Employers need to do more to improve workplace diversity, equity and inclusion, a *Nature* survey finds.

3,200 working scientists around the world
A petition on sexual harassment in academia with 689 signatures and 800 testimonials was one in a series of sector-specific #MeToo initiatives that arose during the fall of 2020, sparked by TV-host Sofie Linde’s speech at the Zulu Comedy Gala, August 28th, 2020.
Industry

- Better pay
- Better work-life balance
- High job satisfaction

EDITORIAL | 01 December 2021

Industry scores higher than academia for job satisfaction

Nature’s salary survey finds that industry researchers are more positive about their careers. Academia must raise its game.

Credit: Jack Wilson
Rachel Dorin cofounded TeraPore Technologies after earning her PhD.
Losing talent and role models
Employee retention

Motivating factors (Intrinsic)
- Recognition
- Sense of achievement
- Responsibility
- Advancement & growth

Hygiene factors (Extrinsic)
- Salary & pay
- Working environment
- Quality of management

Employee Motivation

Employee Retention
Making changes
DANWISE’s activities and recognition of good work

WORKSHOPS/WEBINARS

WOMENS NETWORK
Improves women’s visibility, collaborations and platform for mentorship

MENTORING PROGRAM
National program crossing academia and industry

RESEARCH/DATA ANALYSES

DANWISE PRIZE

2021 Winner
JENS HJORTH

2021 Winner
ANJA C. ANDERSEN
Media and Public Outreach

CORRESPONDENCE  ·  06 AUGUST 2019

Danmark’s exemplary gender balance trips up in science

Mette Bendløx, Claire Meohan, Vanessa Jane Hall & Ida Vogel

28. maj. 2020 — 10:57

CORONAVIRUS

Ny undersøgelse skal afdække, om kvindelige forskere er hårdere ramt af corona

Vanessa Jane Hall og Claire Meohan er begge ansat på Ribeherrens Universitet. De er aktive i DANWISE, Dansk Kvindelige i Science, en dansk NGO, som thes, formulér og kommunikation.

CAREER COLUMN  ·  09 SEPTEMBER 2020

How the pandemic could choke gender equity for female researchers in Denmark

An advocacy group calls for funders and institutions to launch flexible grant and fellowship schemes and equity programmes.

Mette Bendløx & Vanessa Jane Hall
Reward your research leaders for good work in diversity

Keep diversity issues on the agenda

Senior Management needs to take responsibility
Which one are you?

The pessimist complains about the wind; the optimist expects it to change; the realist adjusts the sails.

William Arthur Ward
Karolina Sulek, Chair of CLIME.DK

Data Science and Informatics Outreach
Douglas McGrasky

Chair
Karolina Sulek

Academic Outreach
Thomas Mortiz

Industry Outreach
Markus J. Høgild

Diversity and Inclusion Outreach
Cristina Legido-Quigley

Treasurer
Madeleine Ernst

Communication
Aage Wreford

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Rosalind Franklin Clinical Metabolomics Award

Award sponsored by

BRUKER

clime
Danish Clinical Metabolomics Network
Sofina Begum, winner of the award

Metabolic profiling of acute paediatric burns

Post-Doctoral Research Fellow at Harvard Medical School
Visiting researcher at Imperial College London

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Organizers:

Julie Courraud
Karolina Sulek

Visit femalesinms.com for all upcoming activities and events!

Enjoy the finger food and wine from Paris90.dk

Get a complimentary portrait with Nuno Catharina