

### **SUMMARY OF THE III SEMINAR 'WOMEN, SCIENCE AND UNIVERSITY' (16/02/2021)**

On Tuesday 16 February 2021, at 12.30 p.m., the seminar 'Women, Science and University' took place, the third of those organised by the Carlos III University of Madrid within the framework of the actions to promote and communicate tools and actions related to the **Human Resources Award logo**.

The meeting began with a greeting from the Vice Rector for Faculty, Ignacio Aedo, who stressed the need to continue working to promote the incorporation of women into the university environment. Next, the Director of the UC3M Equality Unit, Elena San Segundo Gómez de Cadiñanos, took the floor to present the equality policies implemented at the academic institution. In this regard, she explained that the First Action Plan implemented to achieve the logo already included the existence of an Equality Plan at UC3M, approved in 2010, and she also specified that the process for the approval of the second plan was already underway. Prior to this, in September 2008, UC3M had created the **Vice-Rector's Office for Equality and Cooperation**.

**The Equality Unit**, created in parallel to the Vice-Rector's Office, is responsible for the preparation, implementation, monitoring and evaluation of specific plans at the University, as well as the preparation of the annual report, advising UC3M's governing bodies and committees on equality policies and supporting studies to promote and foster knowledge and application of these policies in the university community.

**The II Equality Plan** was approved in October 2017 and, with five years of validity, establishes four axes around which 52 measures are articulated: 21 focused on raising awareness, communicating and training in equality; 14 in teaching and research; eleven in conciliation and co-responsibility and six in access, promotion, professional career and working conditions. In the field of awareness-raising, communication and training, film cycles, seminars, conferences, seminars and workshops have been organised. training, film cycles, workshops, conferences and courses on equality have been organised and actions have been implemented to disaggregate data by sex, disseminate the achievements of women and propose them for Honoris Causa recognition. In teaching and research, the UC3M has worked on the incorporation of the gender perspective in both fields, in the promotion of courses on equality and the postgraduate course in Gender Policies, as well as research in this field with recognition through awards (209 papers have been presented in six editions, 83% of which were written by women) and in increasing the visibility of research carried out by women in the institution. Finally, in the area of access, promotion and professional careers, studies have been carried out on this subject by gender, specific health

campaigns have been developed and work has been done to achieve a balanced presence in selection tribunals and commissions, as well as in training programmes.

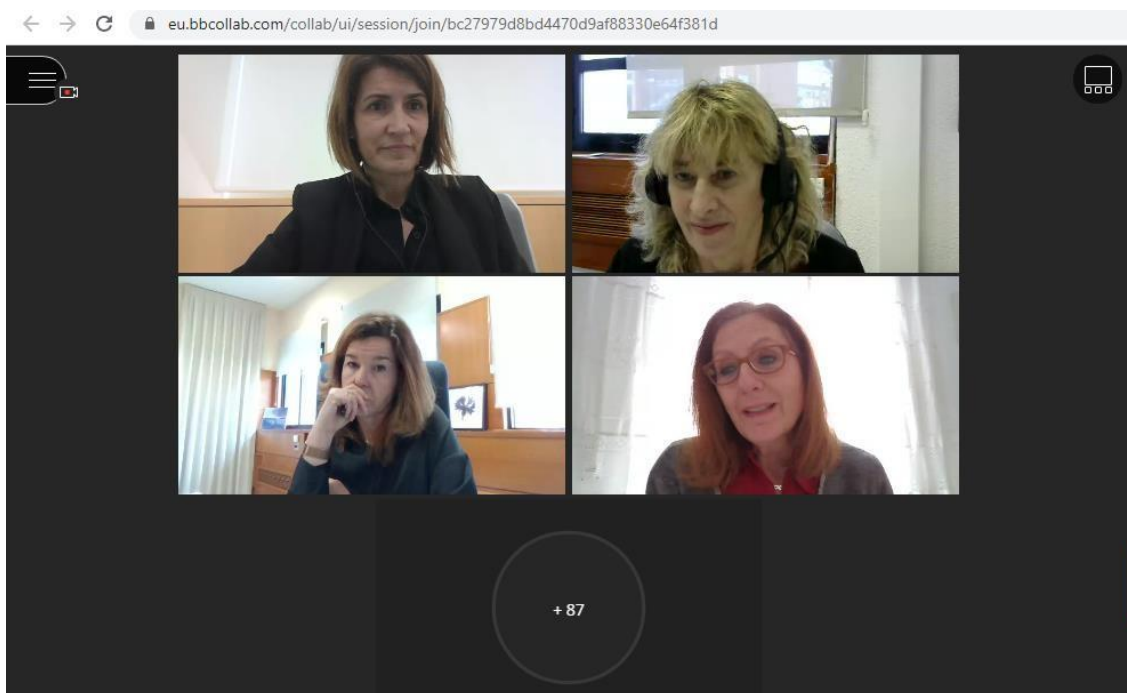
The Scientific Director of the Spanish National Cancer Research Centre (CNIO), María Blasco, presented the CNIO's commitment through the example of the Women in Science Office. In her presentation, Blasco highlighted that this body has two objectives: to raise awareness of gender stereotypes and imbalances and to correct them by making structural changes at the CNIO. In relation to the latter, measures have been implemented such as a continuous and flexible working day, the establishment of CNIO meetings before 4pm; the presence of 50% of women speakers in the 'Distinguished Seminars' and CNIO Conferences, the subsidised nursery for employees with children aged 0 to 3 years, the creation of a breastfeeding room, teleworking and an Ethical Code of Conduct and an Equality Plan.

Likewise, the Office works to inspire new generations with the example of leading women in different fields; in this area, according to Blasco, meetings have been held for high school students with personalities such as Teresa Fernández de la Vega, Edurne Pasabán and Luz Casal, among others. Likewise, the CNIO is recruiting groups led by women and, although the number of women has increased in almost all levels, the prevalence of men in the category of group, unit or section leader has been maintained.

The last item on the seminar's agenda was a round table discussion involving experts on this issue from different fields. Moderated by UC3M Professor of Sociology Constanza Tobío, the activity included the participation of María Blasco (CNIO); Zulema Altamirano Argudo, Director of the Women and Science Unit of the Ministry of Science and Innovation; Gloria Oliver, Manager of the Pasqual Maragall Foundation and the Barcelona Beta Brain Research Center; Lluís Rovira, Director of Centros Cerca and European expert in HRA-Human Resources Award; Rosa San Segundo Manuel, Director of the Institute of Gender Studies at UC3M; Paloma Díaz Pérez, Professor in the Department of Computer Science and Director of the UC3M Chair in Women and Technology; and Mónica Campos Gómez, Vice-Rector for Students and Equality.



The first of the issues raised by the moderator had to do with horizontal segregation, a point on which Tobío raised the debate on the reasons why there are not more women in Science, Technology, Engineering and Mathematics degrees. Zulema Altamirano explained that recent research carried out by the Ministry on the situation of women researchers in Spain reveals that, from a very early age, girls do not feel capable of undertaking these studies, and that, additionally, they are not interested in them either. Paloma Díaz went on to lament the fact that girls are sometimes not supported in opting for these studies, which in her opinion have "a strong social and creative component", either in their families or in schools. In the same vein, she argued that to work in these fields "you don't have to be a genius". For her part, Gloria Oliver said that, according to different research, gender stereotypes about intellectual abilities appear at the age of six, which is why she advocated putting an end to these stereotypes, modifying the relationship with STEM studies to favour them and keeping women in companies. On this point, she explained that diverse and inclusive teams make more impactful decisions 87% of the time, spend less time making decisions and deliver 60% better results, according to Forbes data. In addition, organisations with more than 30% women leaders have 6% higher net margins, according to the Peterson Institute for International Economics, while boards with more women have a 36% higher return on equity, according to Credit Suisse. In academia, she said, there are no quotas for vertical growth and access to top responsibilities.

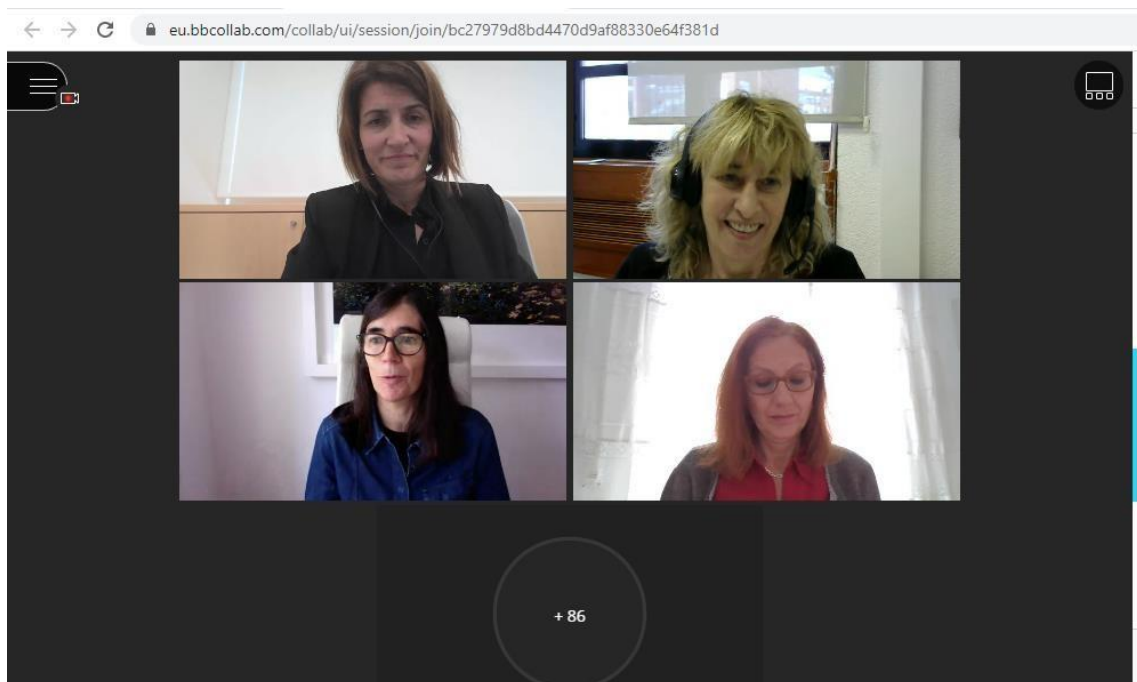


Rosa San Segundo stated that the 20th century is the century of women, as it is the time when they have been incorporated into the public sphere, although in the case of universities they still have many difficulties in gaining access to senior positions, as demonstrated by the fact that for every 14 professors there is one woman professor.

In her opinion, compliance with equality legislation would allow great advances to be made, but this is not happening due to "systematic" non-compliance with the regulations.

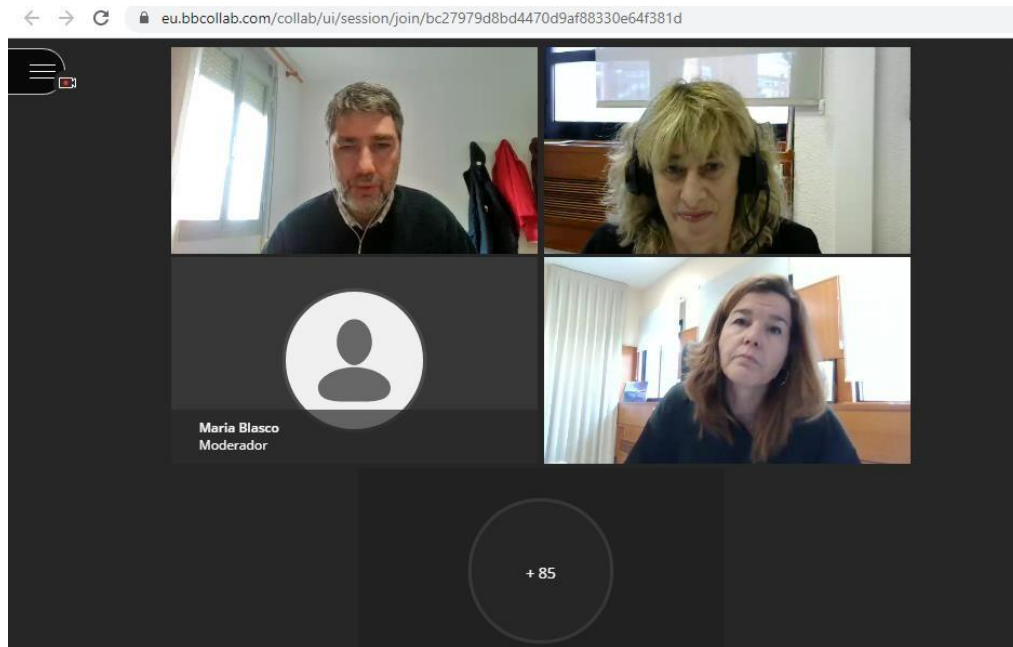
She also assured that the UC3M is behind the creation of an area of feminist and gender studies because women continue to be on the margins of research.

In relation to the inequality in the field of major awards, María Blasco said that this is due to the lower recognition and visibility of women, although they have always been present in the world of science. This situation, she added, is compensated for by quotas and the recognition of their work. The Vice-Rector for Students and Equality, Mónica Campos, said in the same vein that there has been a positive evolution in the presence of women Nobel Prize winners, something similar to what is happening at the University, where almost 70% of the Honoris Causa are women. But, she added, there is an under-representation of women, especially at times when they have to take on a different degree of responsibility.



In reference to the weight of equality policies within the commitments that the HRS4R accreditation entails, Lluís Rovira explained that gender is present throughout the entire evaluation process of the seal and that institutional coherence and balance are required, given that the seal ends up being a guarantee that the institution works in this area. "Gender actions are very important, although they are not quantifiable," she explained, before stressing the importance of accompanying commitments with evidence and pointing out that there are many ways of complying with accreditation

evaluations, but not all of them lead to a positive outcome. accreditation, but not all of them lead to gender balance. In relation to the main problems to be faced in this field at national level, Rovira pointed to the conflicts of interest that arise when it comes to selecting people, as there are strongly masculinised statuses



On other issues, such as quotas, Rosa San Segundo considered that there was no better way to ensure the presence of women and that is why they are necessary. "If not, we won't get in". Altamirano expressed himself in similar terms, pointing out that the situation is not yet neutral. Along these lines, she explained that the Ministry is already working on a gender equality label in R&D&I, as there are centres that are at the forefront of this race and their work needs to be made visible.

According to Gloria Oliver, there will not be real equality until the year 2219 if the current rates are maintained, which is why she considered it essential to implement measures that, together with quotas, allow for strengthening and influence a change in the current situation.

For Paloma Díaz, education is the key. "In the universities we shape the future", said Rosa San Segundo, asserted Rosa San Segundo