



# Gender Equality at IAA

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on behalf of

IAA's Gender Equality Committee

# IAA's gender equality: Aim and framework

Advance towards a more  
conscious, inclusive and fair society  
*focused on*  
**a reduction of the gender gap**  
*by ensuring*  
***equality in opportunities***



IAA has a long trajectory in involvement in Gender Equality matters

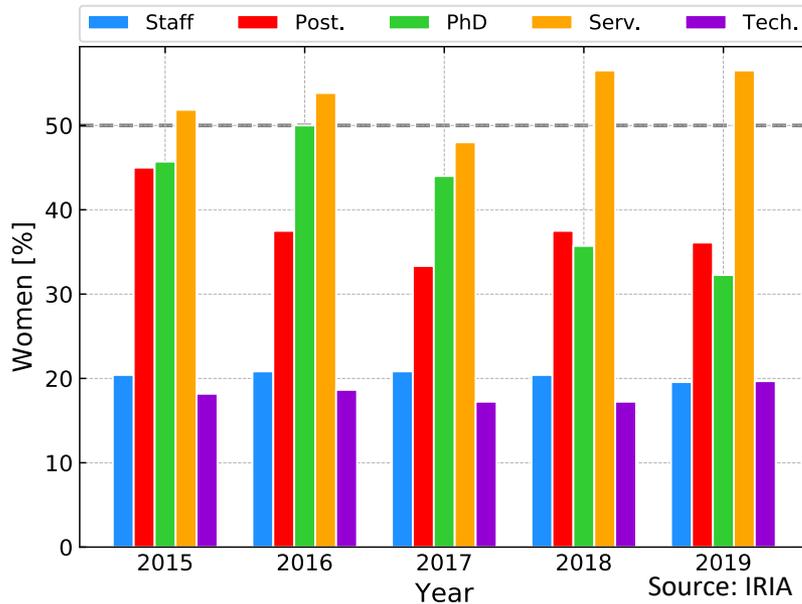
- Legal framework:
- Spanish Organic Laws: *Effective gender equality*
  - Decrees: e.g. *Paternity and Maternity leaves equalization*
  - CSIC Regulations



IAA's Gender Equality Action Plan (2018)

# IAA in numbers by gender: professional scales

## % WOMEN AT DIFFERENT BRANCHES



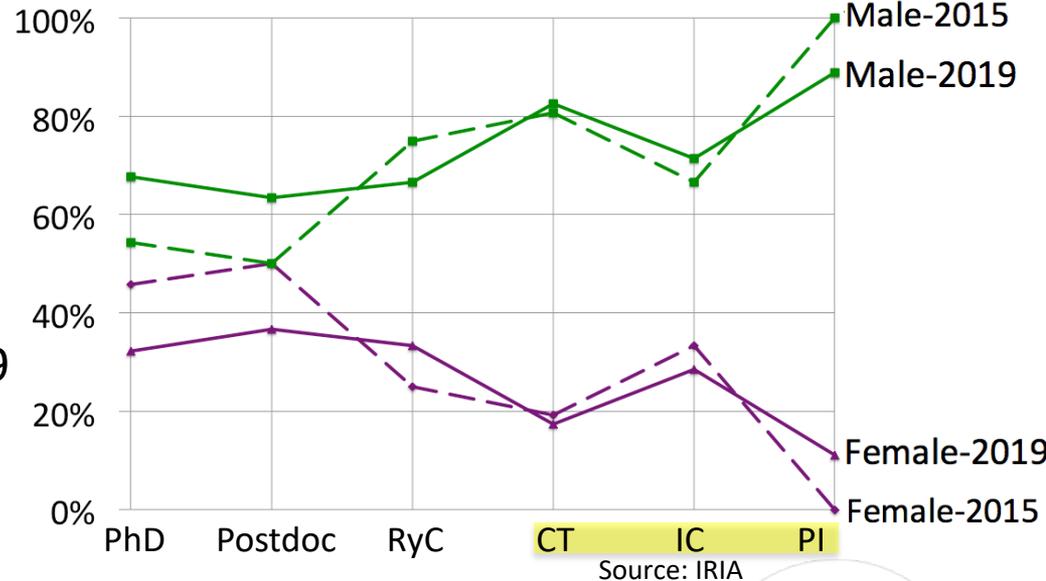
Female relative presence is largest for services and smallest for permanent scientific staff & technicians

Female relative presence gets smaller as category is higher

Not much evolution from 2015 to 2019

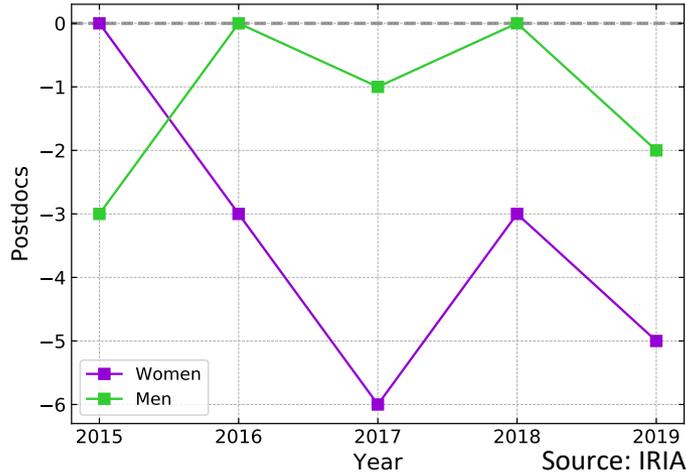
*Decrease of pre- and post-doc females*

## MEN & WOMEN AT DIFFERENT SCIENTIFIC STAGES



# IAA in numbers by gender: Scientific career

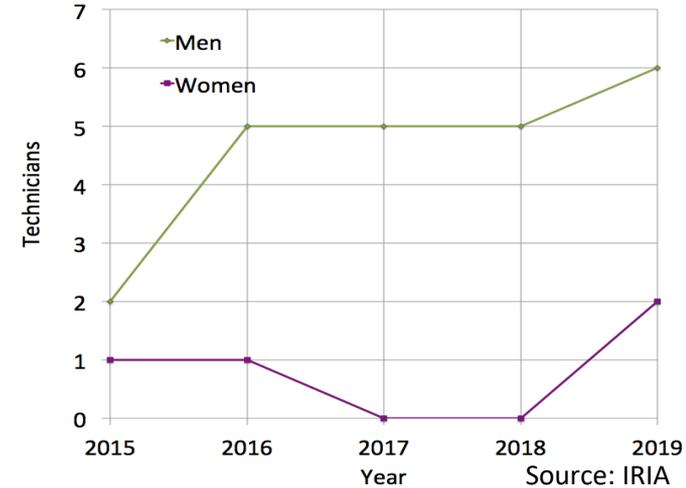
CHANGE in #POSTDOCS WRT 2014



Negative trend in female postdocs.

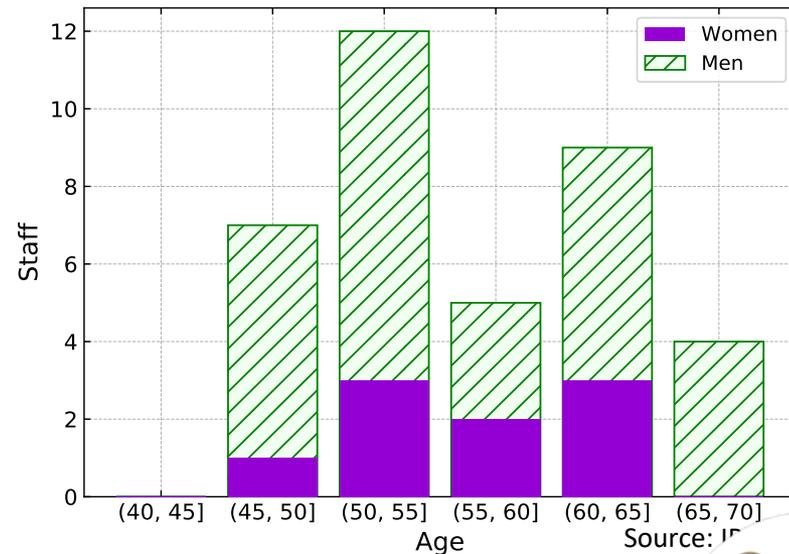
Smaller positive trend in female technicians

CHANGE in #TECHNICIANS WRT 2014



*Increasing difficulty to get a permanent position...  
even worse for women.*

PERMANENT SCIENTIFIC STAFF



# IAA in numbers by gender: SO-IAA



Colloquia: 

| F | M  |
|---|----|
| 3 | 10 |

 (target: 6 per year)

Incoming visitors: 

|   |   |
|---|---|
| 3 | 9 |
|---|---|

 (target:  $\geq 3$ )



Outgoing visits: 

|   |   |
|---|---|
| 2 | 1 |
|---|---|

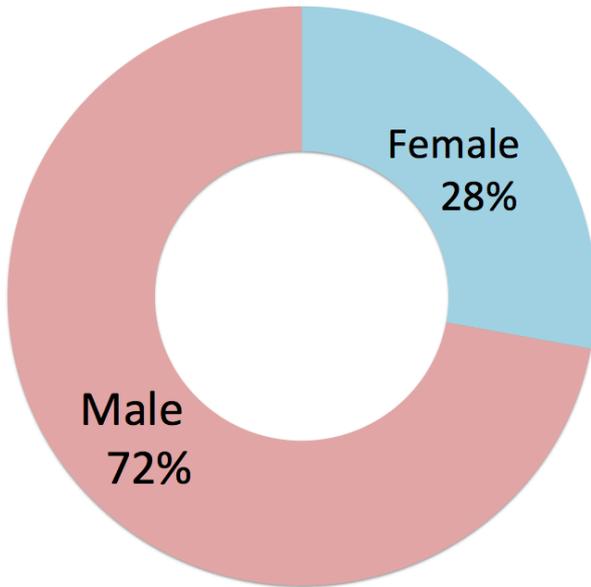
 (target:  $\geq 3$ )

Recruitment: 

|           | F | M |
|-----------|---|---|
| Fellows   | 2 | 0 |
| Post-docs | 2 | 4 |
| PhDs      | 0 | 3 |
| Engineers | 0 | 2 |

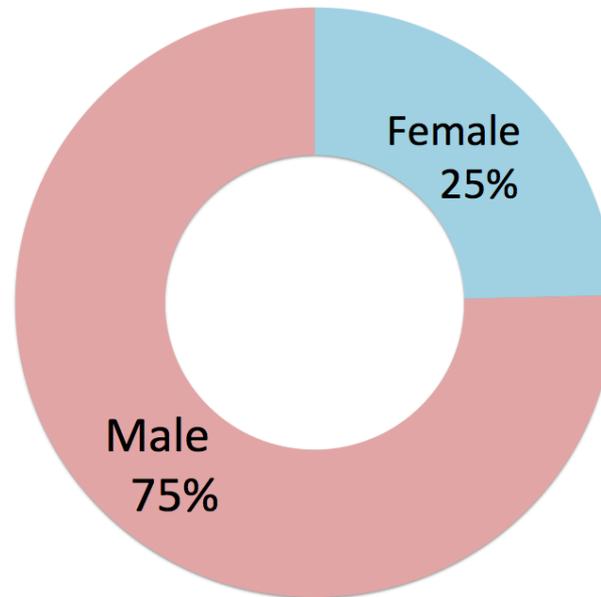
# IAA in numbers by gender: Funded projects

## Participation in projects

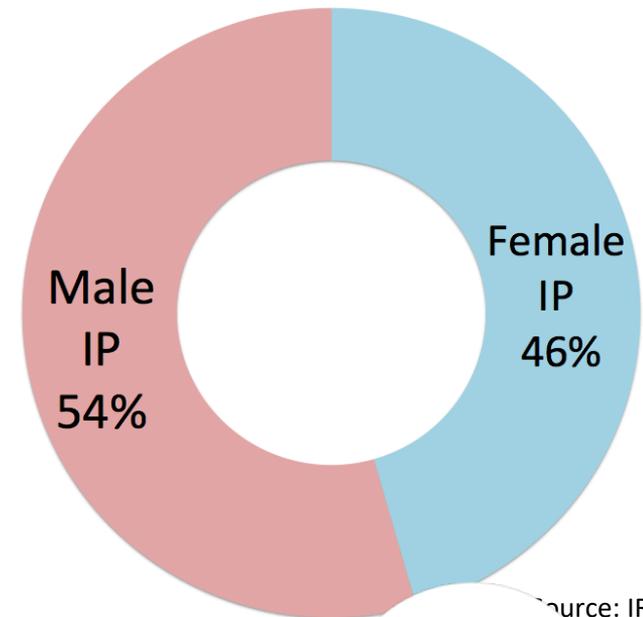


26% scientists+technologists are females  
20% permanent scientists are females

## Project PIs



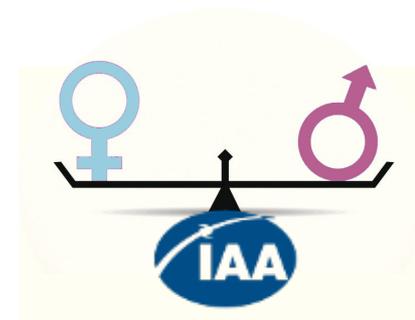
## Fundraising



42% of IAA papers are co-authored by IAA females

# IAA female involvement: IAA governing bodies

- Vice-director of Science
  - Vice-director of Technological Affairs
  - Director of the Observatory of Sierra Nevada
  - Head of Instrumental and Technological Development Unit
  - SO scientific director
- 
- Parity in IAA's Committees: Directorate, Board, SO, CGU, Personnel Selection
  - However, 1/14 IAA's CSIC groups lead by women



# IAA female involvement: Decision-making & advisory panels

- European Space Science Committee
- International Academy of Astronautics
- SKA Spanish Science Director and Evaluation Committees
- AEI Technical Evaluation Panel of R+D projects
- Coordinator of CSIC's Strategic Theme 12
- CSIC's Physics and Maths Area Commission
- Panels for promotion (CT, IC, PI) at CSIC
- External Evaluators for:
  - AEI, H2020, ERC, NASA PP & ADAP, ANR, DF, MIUR
- Guest editor in Atmosphere , Assoc. Editor ARBOR-CSIC
- Advisory Boards of H2020 projects
- G1 group of Spanish RIA
- Spanish National Committee for Astronomy
- TACs: CAHA, OSN, OCCC, ALMA, OPTICON
- EPSC Executive Committee + SOCs



# IAA female involvement: Instrumentation + consortia

Instrumentation (PI, co-I, PM or Consortium nodes):

- *Space:* CI (SST, co-PI), NOMAD (co-I), OSIRIS (co-I), GALA & JANUS (co-I, WG-PI), BELA (co-I), SIMBIO-SYS (co-I), SO/PHI (PM), PLATO (PM)
- *Ground:* SKA (Board, RC-PI, RC-PM, SWG-PI), PANIC (PI), MIMA (PI), SATI (PI), CODULAB (PI)
- *Consortia:* J-PLUS, CARMENES
- 8/22 leaders in *instrument development / Tech. projects* at IAA



# IAA female involvement: Equality Committees

- CSIC Women and Science Commission
- SEA Women and Astronomy Commission
- RSEF Women and Science Commission
- MICIINN Women and Science Unit
- SOMMa Gender group
- Asociación de Mujeres Investigadoras y Tecnólogas
- Europlanet Diversity Committee
- IAU's Executive Committee WG Women in Astronomy



# Gender Equality at IAA: Past activities

Aim of promoting:

***female involvement, conciliation of family life, awareness of inequalities, talent recognition, awakening vocations, female visibility***

- Creation of Commission of Gender Equality (2017)
- Reports on statistics and activities (2018)
- Breastfeeding room
- Agreement with UGR for summer activities for children
- IAA 11-F and 8-M activities: round tables, interviews to female researchers, talks
- “Chat with a female astronomer” and drawing contest (SEA)
- Book’s fair: Conferences of IAA’s female researchers
- “A sociological study of gender in Astronomy in Spain”, Nature Astronomy, 2018.
- Publications in outreach magazines & radio programs
- “She astronomer” brought to IAA and Univ. Salamanca
- Movie: “Enigma de Agustina” (IAA’s UCC)
- Nomination to the Nature Inspiring Science Award

# Gender Equality at IAA: Awards



# Gender Equality at IAA: Future activities

Still aim of promoting:

***female involvement, conciliation of family life, awareness of inequalities, talent recognition, awakening vocations, female visibility***

- Reports on gender statistics (bi-annually)
- IAA's Course on Gender Equality in 2020
- Playroom during school breaks
- Teleworking (under CSIC rules)
- Mentoring program for young female scientists (SO funded)
- Code of good practices (towards all and abided by all)
- Report on activities at IAA segregated by gender
- Outreach activities
- Fundraising



# Gender Equality at IAA

*1918-2020*

**Katherine Johnson**  
Astrophysicist, Space Scientist,  
and Mathematician



*Thank you*

