



Beyond statistics: local solutions to the underrepresentation of women in Geophysics

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According to a 2012 report of UNESCO, 28% of all science researchers in the world are women. In France, this number is down to 26%, even though 47% of all science Ph.D. students are women. The French Conseil National des Universités reports that in deep earth Geosciences, women represent 18% of all researchers and up to 22% in surface Geosciences.

The AUGURY project was selected in 2014 for a ERC consolidator grant, with the goal of reconstructing the evolution of the Earth's mantle and large-scale tectonic history over time. Our team happens to include 5 women (2 Ph.D. students and 3 postdocs) and the PI, who is a man. An undergraduate student recently joined the team for her research project.

The experience of working as a feminine team in a masculine world has been eye-opening for all of us on some level. With this presentation, we wish to convey the diversity of our experiences with ordinary sexism as women geophysicists and how we try to make a difference. Standing against gender-based discriminations on a daily basis takes multiple forms for us, from creating a work environment where everyone's opinion is equally valued, to fostering individual responsibilities in the workplace and inspiring young women to follow their interests regardless of outdated stereotypes. We will also discuss how the modern, somewhat more subtle forms of sexism and gender bias compels us to look for innovative and effective responses to prejudice.