Quality through equality – outcomes of a workshop on gender issues in hydrology

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Science has a diversity problem, and hydrology (and the geosciences in general) are no exceptions. While gender and diversity issues are gaining attention and progress is being made, there is still much to be done. Women are under-represented particularly in higher academic ranks, which may discourage female students and early-career researchers to pursue a career in the hydrological sciences. Conscious and unconscious bias, insecurity in how to intervene in inappropriate situations, amongst other things, compromise both the potential of research groups and the well-being of individuals.

We present the outcome of a one-day workshop held in Bristol on the 19th of February 2019: Quality through equality – tackling gender issues in hydrology (https://tinyurl.com/qualitythroughequality). In this workshop aimed at the British hydrologic community, invited speakers at different career stages talked about gender-related problems in academia, followed by a practical training session (e.g. bystander training and implicit bias training). Finally, a discussion round aimed at identifying major issues which still restrain a gender-inclusive academic environment and ideas on how to overcome these issues.

We hope that the outcomes of this discussion can serve as a call or guideline for future actions, both at the local scale and at the institutional level (e.g. larger research organisations such as the EGU). We also hope to initiate or follow-up on discussions during the EGU General Assembly as we regard overcoming gender-related issues in our society as an ongoing process.