

Topic for discussion: Gender Equality in Science, Technology, Engineering and Mathematics (STEM)

(chaired by Prof Colette Guillopé)

A great number of research papers shows vast inequalities in STEM, everywhere in the world, and especially in Europe:

- a low percentage of women enter STEM studies,
- the ones who enter first year STEM programs tend to quit for lack of confidence that they would succeed in these disciplines,
- women are much less promoted to the rank of full professor, the reasons being numerous,
- women need to accomplish more to be taken seriously as experts, in STEM in particular,
- women are often subjects to sexist or sexual harassment, especially in fields where there are much less numerous than men.

In multidisciplinary universities, the leaders do not often take steps to remediate these issues, nor take actions to help the female students in STEM to find more easily their way to success, nor also help the female faculty to get a nicer working environment and more chances to be promoted.

This situation raises the following questions:

1. Which training of the academics and the staff for equality in STEM between women and men in the institution?
2. How to implement the laws and state regulations for equality in the institutions when such laws exist?
3. How to help women academics in STEM to take advantage of excellence schemes in higher education and research?

This World Café topic will discuss these matters and make propositions that the institutions could implement to diminish gender inequality in STEM.