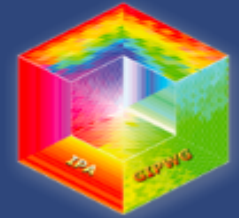


ICWIP2023

8th International Conference on Women in Physics

Online Mode
10-14 July 2023



Tackling gender bias in young women physicists: subtle or explicit?

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Women in Physics. Activities 2021-2023

- ❖ Activities related to Women in Physics and other sciences (2021-2023).
 - Celebration of the international day on Girls and Women in Science. 2021(virtual)-2022-2023 (Hybrid)
 - Apply and obtain a DAAD project: "Empowering Women in Science". (2023-2026) partnership Goethe University.
 - Workshop on Women in Science. 2023.
- ❖ **In our activities:** Women + men inclusion in all activities. We have worked together. For some task men had active rolls.

"Girls and Women in Science: Agents of Change"

11, february 2022



Innovate. Demonstrate. Elevate. Advance. Sustaine (IDEAS)

February 10, 2023.

10 de febrero 2023, 10:00 am
Planetario, Habana Vieja

III Taller híbrido (presencial y online) en celebración
del Día Internacional de la Mujer y la Niña en la Ciencia

Innovar, demostrar, elevar, avanzar y sostener (IDEAS)



Deutscher Akademischer Austauschdienst
German Academic Exchange Service

gefördert vom DAAD aus Mitteln
des Bundesministeriums für
wirtschaftliche Zusammenarbeit und
Entwicklung (BMZ)

Workshop on Career and Mentoring Network

30 March/ 11 May /2023

Goal of the network: to **empower women in science** considering our weakness (invisibility, lack of real leadership, psychological violence, harassment and low self-confidence).

Welcome to ICIMAF: Introduction to our Network

Prof. Dr. Aurora Pérez

Prof. Dr. Elizabeth Rodriguez Querts

Instituto de Cibernética, Matemática y Física, ICIMAF

Where are we today and what is at risk?

¿Dónde estamos hoy y qué riesgo tenemos?

Dra. Amalia Peix, Cardiologist,

Instituto de Cardiología y Cirugía Cardiovascular, U Havana

When should we worry?

¿Cuándo preocuparnos?

Dra. Ana María Barreda, Cardiologist

Instituto de Cardiología y Cirugía Cardiovascular, U Havana

Coffee break

Discussion panel:

Women's behavior: Biology, psychology and social sciences.

Laura Azor Hernández

Mayda Álvarez Suárez

Sandra Costa González

Victoria Hernández

Workshop on Career and Mentoring Network



Goals of the Workshop and Network of Women in STEM

Prof. Dr. Aurora Pérez

Prof. Dr. Elizabeth Rodriguez Querts

Instituto de Cibernética, Matemática y Física, ICIMAF

The problem of uncertainties/ El problema de las incertidumbres.

Dra. Gabriella Piccinelli

UNAM-FES, Aragón, México

Dra. Lilliam Alvarez, Academy of Sciences of Cuba.

(to be announced)

Coffee break

Young students, perspectives of career and mentoring

Amanda Castillo Ayón

Achely Martínez Quintero

Maybet Más Díaz y Massiel Díaz Pérez

Workshop in photos



Detected problems

- **Explicit and subtle gender biases in academy. Young women physicists are victims but don't have tools to face them.**
(Psychological violence and harassment)
- **Names of relevant women scientists are almost unknown** (Only recognized: Marie Curie and Sofia Kovalskia). Sample: scientists from 18 to 85 years old.
(Invisibility)
- **Number of Women in top positions is not a solution for Leadership.** Women are used as queens in a chess game (they are **disposable**) Or they **do not recognize the gender problem (do not play a model role).**
(Leadership)

To do list:

- **Empowering women in physics and in STEM: acquirement of tools** (speech or based on laws) to defend women rights.
- **Promote debates and conferences with Psychologists, Sociologist, Anthropologist and Lawyer with a gender approach.**
- We decided to
 1. **Prepare posters** with "biases phrases" for display in Faculty of Physics in order to call the attention of professors and students about their way to speak.
 2. **Review the "code of good practice at academy" and/or "laws related to violence and harassment".**
 3. **Implement a webpage** to visualize **women scientists** (foreign and Cubans) as well as to pay attention in the **balance** of the committee, speaker of conferences, etc.
 4. **Celebrate a second workshop** on November, 2023.
 5. **Make an effort to do visible the work of women in science** in social network and media.
 6. **To design a gender course adapted to our singularities** (culture, society and economy). Next year its first version will be available.

