

GOOD PRACTICES TO SUPPORT WOMEN IN SCIENCE

01 PROMOTE WORK-LIFE BALANCE

- Introduce flexible working hours and remote work options.
- Ensure availability of parental leave for all genders.
- Provide institutional support for caregivers (e.g. on-site childcare, family-friendly policies).

02 ADDRESS GENDER BIAS AND DISCRIMINATION

- Conduct regular training on unconscious bias and gender awareness.
- Establish clear, confidential mechanisms for reporting discrimination and harassment.
- Monitor gender equity in recruitment, promotion, and leadership decisions.

03 ENSURE EQUAL ACCESS TO OPPORTUNITIES

- Guarantee fair access to funding, scholarships, and research grants.
- Promote transparency in hiring and promotion criteria.
- Support gender-neutral evaluation procedures for applications.



04 SUPPORT CAREER DEVELOPMENT

- Provide mentorship programs, especially for early-career female scientists.
- Organize networking events targeted at underrepresented groups.
- Create and promote leadership training tailored to women in science.

05 INCREASE VISIBILITY AND REPRESENTATION

- Highlight female role models in science through talks, media campaigns, and publications.
- Ensure gender-balanced speaker line-ups at conferences and workshops.
- Involve women in decision-making bodies and scientific committees.

06 ENGAGE POLICYMAKERS AND INSTITUTIONS

- Advocate for national and institutional policies promoting gender equality in STEM.
- Encourage funding agencies to consider gender diversity in grant evaluations.
- Support institutional audits and gender action plans.

07 FOSTER INCLUSIVE SCIENTIFIC CULTURE

- Promote open dialogue about challenges women face in STEM.
- Recognize and value diverse career paths and personal experiences.
- Ensure inclusive language and respectful communication in scientific environments.

08 MONITOR PROGRESS

- Collect and analyze gender-disaggregated data in academic institutions.
- Regularly assess the effectiveness of gender equality initiatives.
- Adapt and refine strategies based on feedback from the community.



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LISTEN TO THE #SHORTS STORIES OF PHD STUDENTS!



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