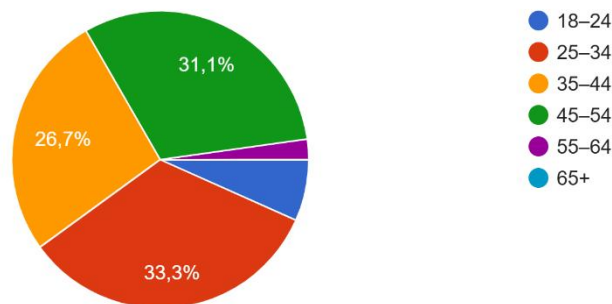


## Geo-INQUIRE 'Women in Science' questionnaire summary

The questionnaire concerning female scientists contribution was prepared by Sylwia Klaudia Dytłow and Dagmara Bożek from the Institute of Geophysics, Polish Academy of Sciences as an extra activity entitled 'Women in Science' for the participants of the Geo-INQUIRE Summer School organized in Corinth, Greece on 21–25 October 2024. It consisted of 19 closed questions and 2 open questions. The questionnaire was filled out by 45 people, mostly between 25 and 54 years of age.

1. Please select your age:

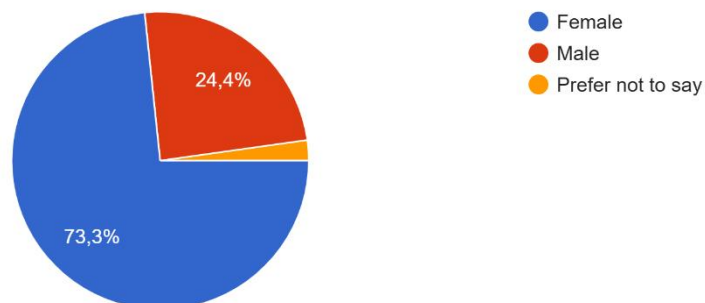
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Mainly women (73,3%) participated in the survey:

2. Please select your gender:

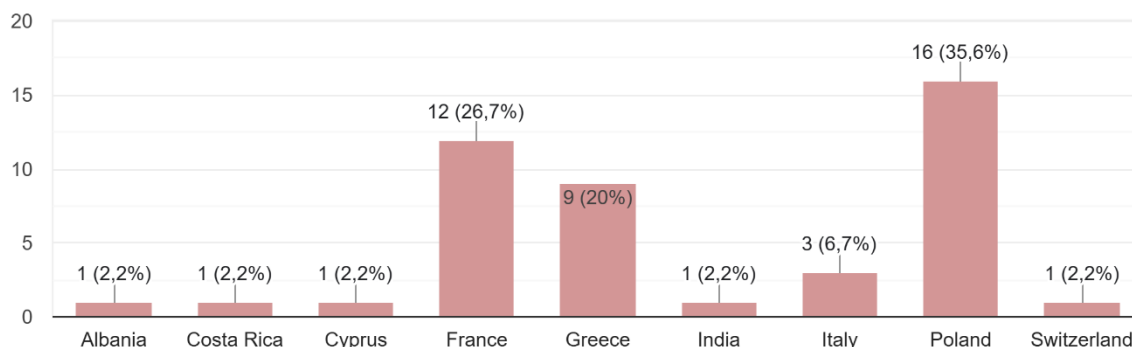
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Among the most representative countries, which participants selected as their country of origin/living were: Poland (16 people), France (12 people) and Greece (9 people).

### 3. Please enter your country:

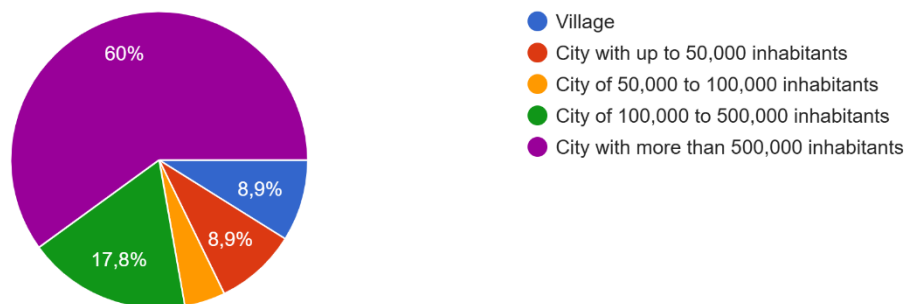
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For the most part recipients live in big cities (more than 500,000 and of 100,000 to 500,000 inhabitants).

### 4. Size of your current city of residence:

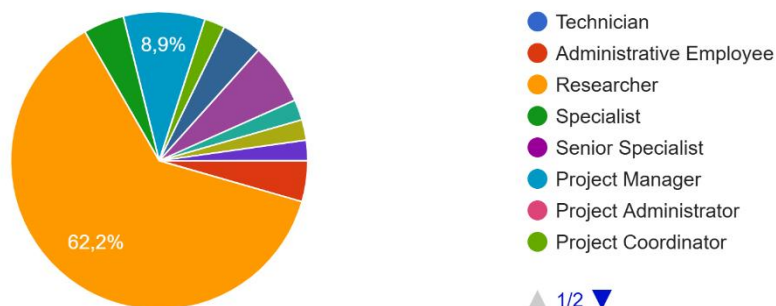
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More than 60% people described their job as 'researcher'. Small percentage of recipients have positions related to administration or technical issues.

### 5. Which is your position in your current job?

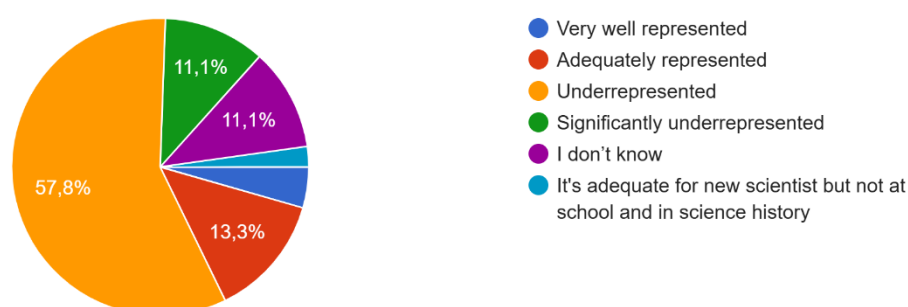
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More than a half (57,8%) of the recipients agreed that women are underrepresented in STEM scientific field. One person in 'Other' field in the questionnaire mentioned: 'It's adequate for new scientist but not at school and in science history'.

6. How do you perceive the representation of women in STEM (Science, Technology, Engineering, Math) scientific field?

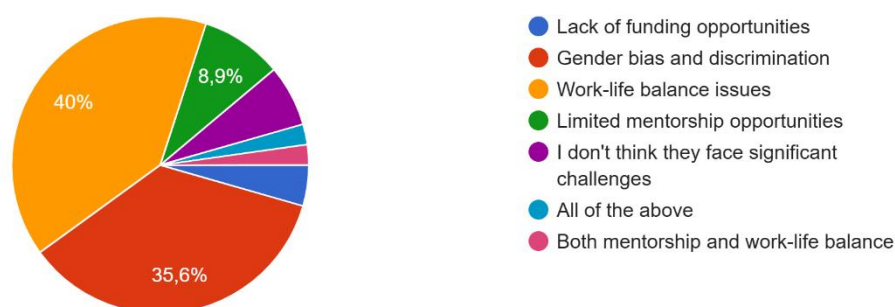
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'Work-life balance issues' and 'gender bias and discrimination' (40% and 35,6% accordingly) were mentioned as the biggest challenges that women face in STEM field. 3 people (6,7%) chose an option 'I don't think they face significant challenges'.

7. What challenges do women in STEM science face today?

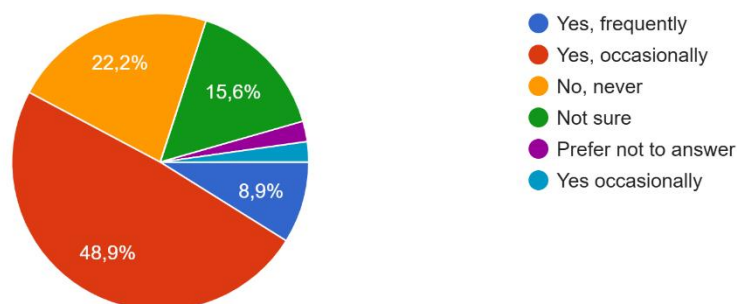
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Previous question is corresponding to the next one concerning gender bias experience, where almost a half of the recipients (48,9%) agreed that they experienced it 'occasionally'.

### 8. Have you experienced gender bias in scientific work environment?

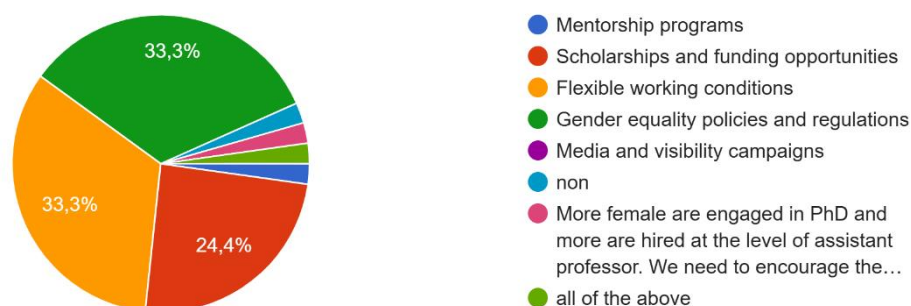
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Among the initiatives found the most effective to support women in STEM science were named: 'gender equality policies and regulations' / 'flexible working conditions' (both 33,3%) and 'scholarships and funding opportunities' (24,4%).

### 9. Which initiatives do you think are most effective in supporting women in STEM science?

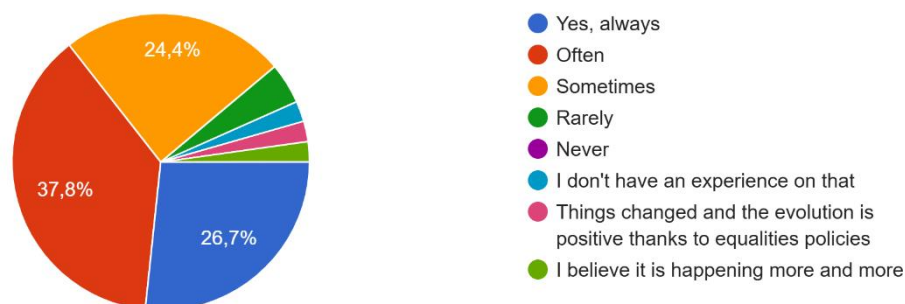
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In terms of funding and grant opportunities and the question if they are equal both for male and female scientists, the answers were rather positive: 'often' (37,8%), 'yes, always' (26,7%), 'sometimes' (24,4%).

10. In your experience, do women receive equal opportunities for funding and grants in science?

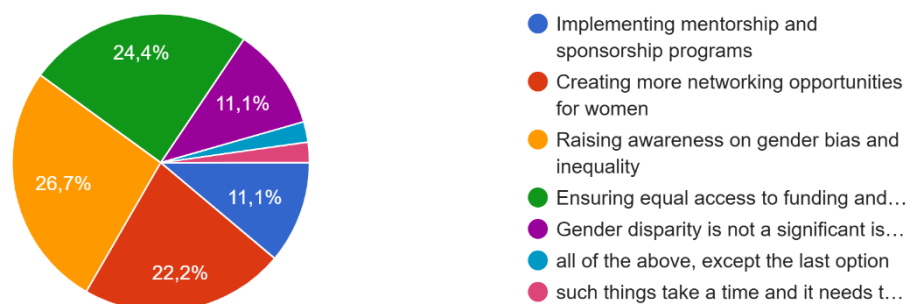
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Gender disparity according to the respondents might be reduced mainly by 'raising awareness on gender bias and inequality' (26,7%), 'ensuring equal access to funding and leadership position' (24,4%), 'creating more networking opportunities for women' (22,2%).

11. What actions can scientific communities take to reduce gender disparity?

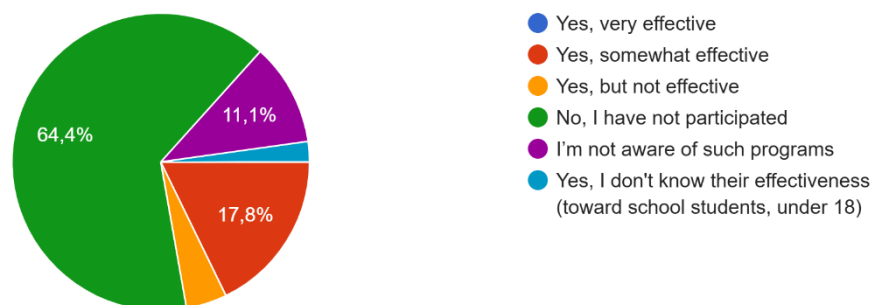
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Surprisingly, most of the respondents, who are mainly women, stated that they have not participated in programs promoting women in science (64,4%).

12. Have you participated in any programs aimed at promoting women in science? If so, how effective were they?

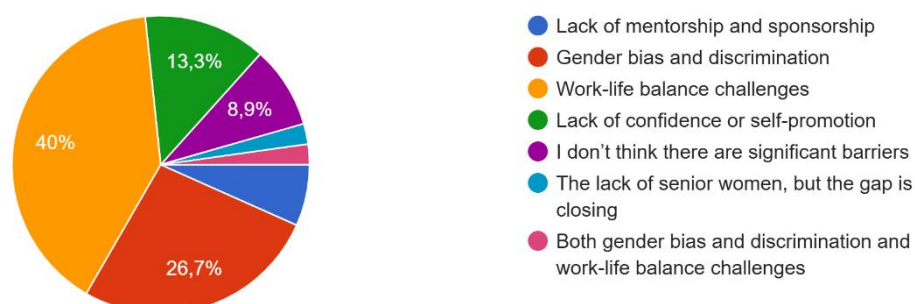
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Among the biggest barriers to leadership positions for women in science was marked on the first 'place work-life balance challenges' (40%), and then 'gender bias and discrimination' (26,7%).

13. What are the biggest barriers to leadership positions for women in science?

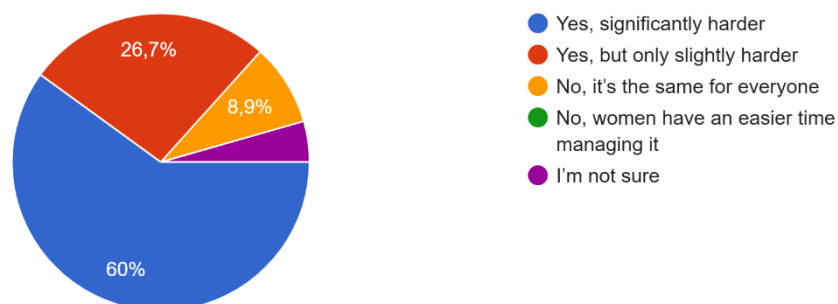
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That result corresponds to the next question if work-life balance is harder to achieve for women in science. 60% of the respondents agreed that it is 'significantly harder'.

14. Do you think work-life balance is harder to achieve for women in science?

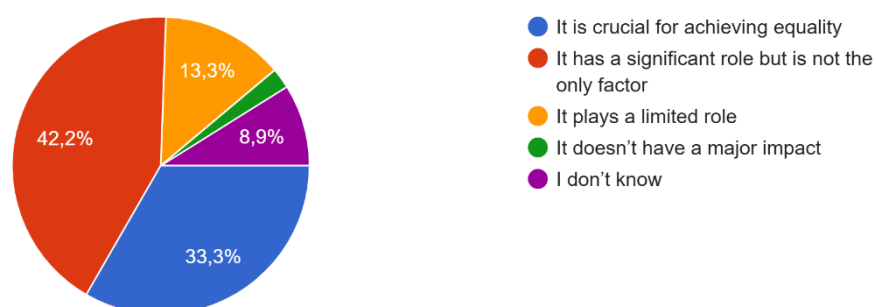
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In light of previous results an answer to the question concerning role that policymakers play in advancing women in scientific careers is quite understandable. 42,2% chose an option 'it has a significant role but is not the only factor'.

15. What role does policymakers play in advancing women in scientific careers?

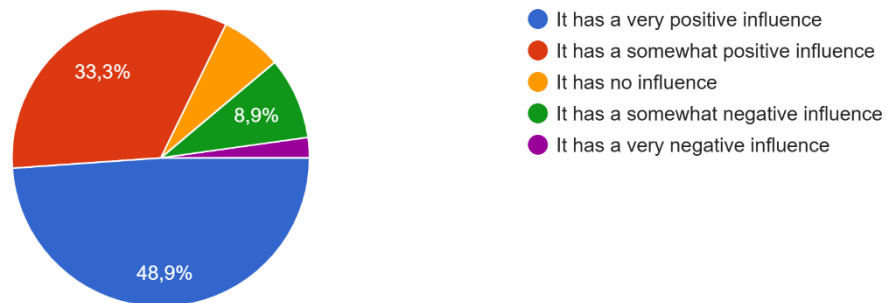
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Almost half of the respondents (48,9%) is convinced that media representation of women scientists affects young girls considering a career in science ('it has a very positive influence').

16. How do you think media representation of women scientists affects young girls considering a career in science?

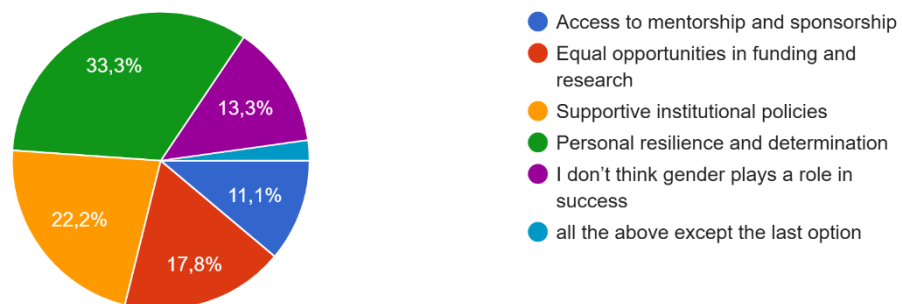
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Question about the factors that contribute most to the success of women in science obtained diverse answers. On the one hand respondents underlined 'personal resilience and determination' (33,3) and 'supportive institutional policies' (22,2%), but on the other hand the opposite attitude was presented – 'I don't think gender plays a role in success' (13,3%).

17. What factors contribute most to the success of women in science?

45 odpowiedzi

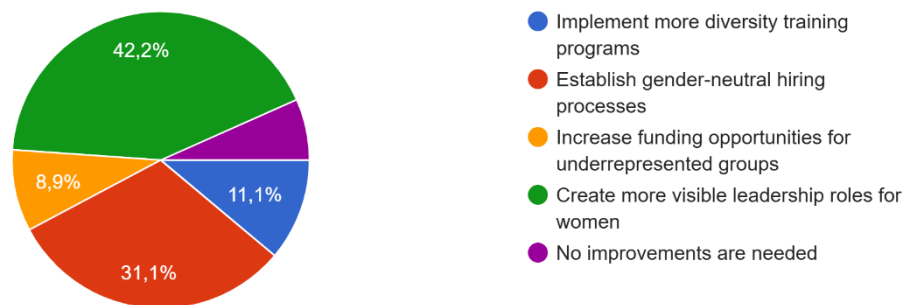


That differentiation is visible in responses to the next question, where among improvements suggested in promoting diversity and inclusion in science were named: 'create more visible leadership roles for women' (42,2%) and 'establish gender-neutral hiring processes' (31,1%).



18. What improvements would you suggest promoting diversity and inclusion in science?

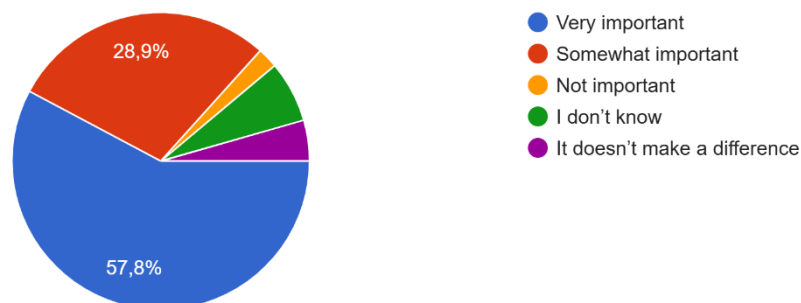
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Eventually, more than a half of the respondents (57,8%) agreed that it is 'very important' to have female role models in science.

19. How important is it to have role models who are women in science?

45 odpowiedzi



The questionnaire contained also 2 open questions. All the responses are presented below:

**Who is your female role model in STEM science?**

- Marie Curie / Maria Skłodowska-Curie (mentioned by 7 respondents)
- Rosalind Franklin (mentioned by 2 respondents)
- Zaha Hadid
- Elisavet Dologlou
- Florence Bascom
- Rachel Carson
- Emmy Noether
- My grandmother, who was a professor of chemistry at Technical University
- Personally, I don't recall having a female role model in STEM. My decision to pursue a career in this field was primarily driven by my passion for science. I admired my professors for their ability to navigate the challenging balance between motherhood and earning their PhDs. While I recognize that women often

face societal pressures regarding family planning that men do not, anyone—regardless of gender—who successfully balances work and life serves as a role model to me.

- Adrienne Kish
- One of my undergraduate study professor (a senior one) with who I did 2 research trainings and who was always very encouraging and accurate in her comments and advises for my future
- Ada Lovelace
- Inge Lehman
- My female friends that are working in this field
- ICT promoters
- Marcia McNutt
- Hélène Lyon-Caen
- Local colleagues (in my opinion the most efficient role models are not the most famous people but people we know, to which we can identify)
- I don't have a specific one. All the women who achieve great things and get promotions are a great inspiration. Recently in my university a female professor has become Head of the school and I think it's great that the school community has voted for her
- My Master degree supervisor
- Karen Scrivener
- Anne Cazenave
- prof. Magdalena Król SGGW

**What was the most challenging story in your scientific career that you have to face?**

- Having a kid and trying to have a career too
- Returning to work from maternity leave
- Be confident in myself and for my work
- Make men accept my scientific skills
- Sexual harassment from men and behavioral abuse from women
- Working on a dissertation without a scholarship
- My personal experience mirrors that of many women: we often face challenges when negotiating for higher salaries. Typically, men tend to earn more, and I haven't thoroughly examined whether these disparities stem from systemic bias or the influence of more persuasive personality traits. Nevertheless, I recognize the significant impact this factor has on women's career advancement in STEM
- I know of colleagues that were asked not to be pregnant during PhD or postdocs. From my part, I know that some responsibilities were not given to me because of the risk of pregnancy
- Dealing with behavior of some colleagues after I was promoted
- Depression
- Action for a clear place
- Difficulty to be recognized by male coworkers and to get promoted

- During my master degree a Professor told me I was too sensitive to succeed in research and I should not consider doing a PhD
- Living on a wage subsidy, mistakenly called a salary
- Unwelcome sexual advancement
- Information from my male colleague that Antarctica is not a place for females—we were already down there and it was possibly mostly thanks to me and my scientific achievements
- Going through PhD + postdoc + hiring with young children
- Bullying
- Being the only woman in a startup and having to explain that yes, I can work in a workshop with tools and I add to ask to be invited in meetings at first