



JOIN THE DEBATE ON GENDER
EQUALITY IN RESEARCH!



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EUROPEAN CONFERENCE ON GENDER AND
INNOVATION – MAXIMISING INNOVATION
POTENTIAL THROUGH DIVERSITY IN RESEARCH
ORGANISATIONS

Discussion Panel

Stuttgart 19.3.2012



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The presentations we are about to hear will describe valuable work done in different parts of the world. All are examples of good practices to enable more women to become involved in research, and contribute diverse points of view.

Just as we expect diverse voices in a research group to contribute to the outcome, we need to be attentive to the diverse cultural settings of these practices if we are to learn from them.

1. Programmes and interventions always need to be tailor made
2. Replication is never a viable option; adaptation & variations in accordance with the culture and the circumstances are obligatory
3. Women's lives vary from place to place due to numerous interrelated factors

Some variables that influence gender issues:

- Norms concerning sex roles and parental roles
- Support systems for women
- Policies concerning fertility, childbirth and childcare, and expected fertility rates
- Attitude to positive discrimination
- Notable presence of women in decision making positions and the existence of women's lobbies

More cultural issues:

- Involvement of grassroots organizations
- Power of religion in determining family matters and gender roles
- Living conditions and the support system of families



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How hidden might a hidden message be?
How blind are we to accepted norms in our own
cultures?

Here's a local example:

Where are all the
women?

What are they busy
doing?

Does the sign refer
to women in
science too?

Do men object to
this sign?



What is a woman
to do when she
realizes she is out
of her permitted
zone?



- Lessons learnt:
- We must turn the familiar into the strange
- Never underestimate the power of hidden messages
- No norm should be considered “normal”



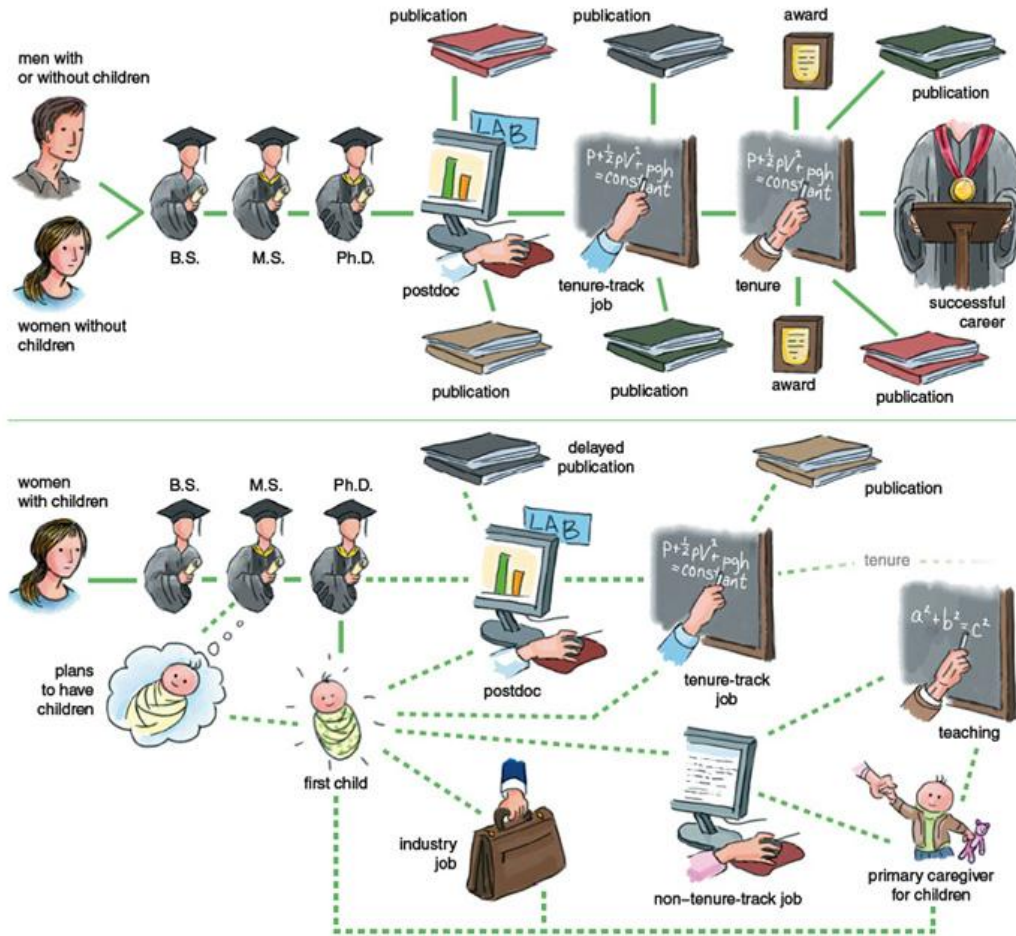
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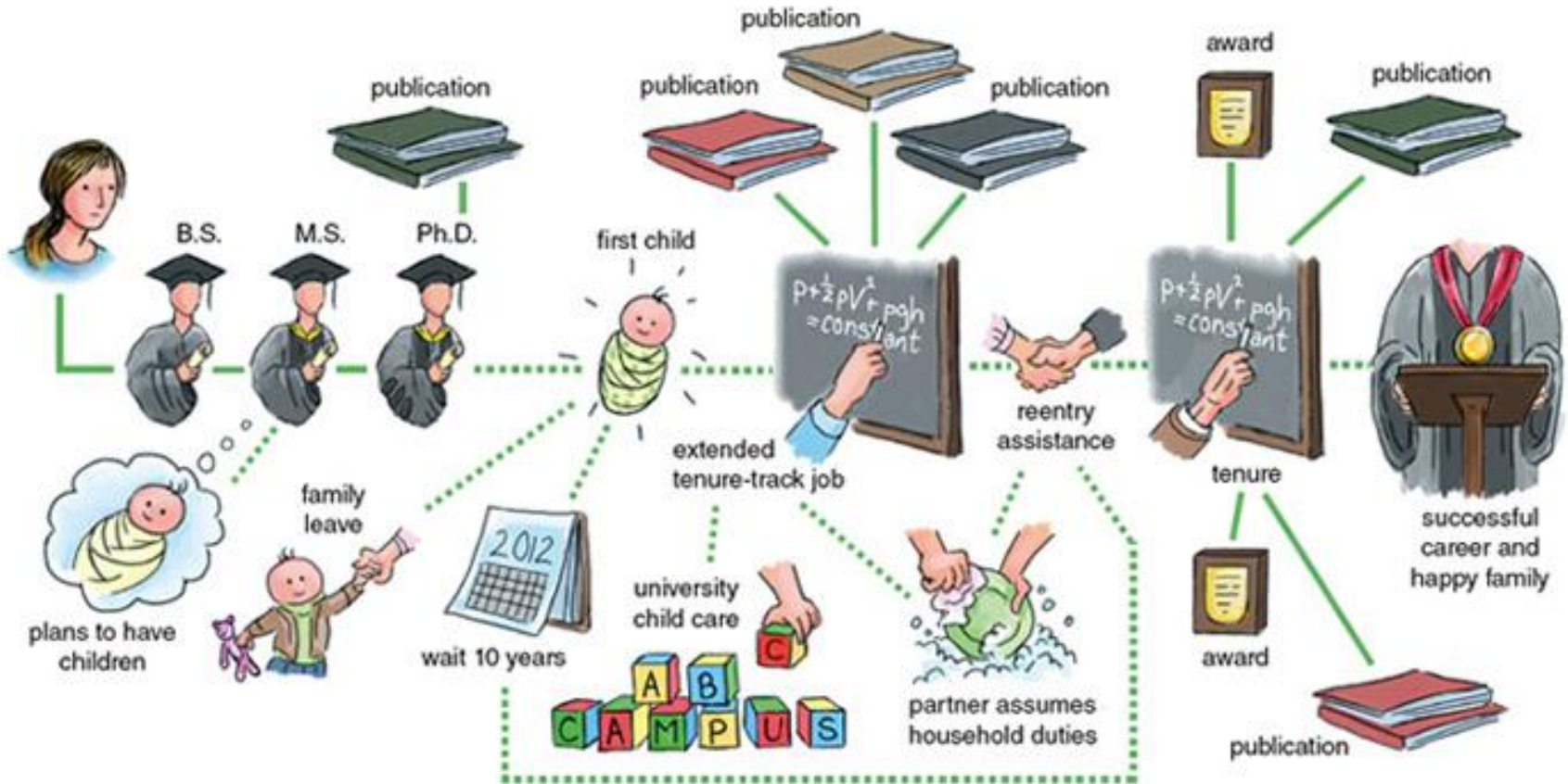


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Let's change our images of women and men's
academic lives :

Illustrations by Stephanie Freese







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Thanks for your attention

Judith Abrahami-Einat

jabrahami@braude.ac.il