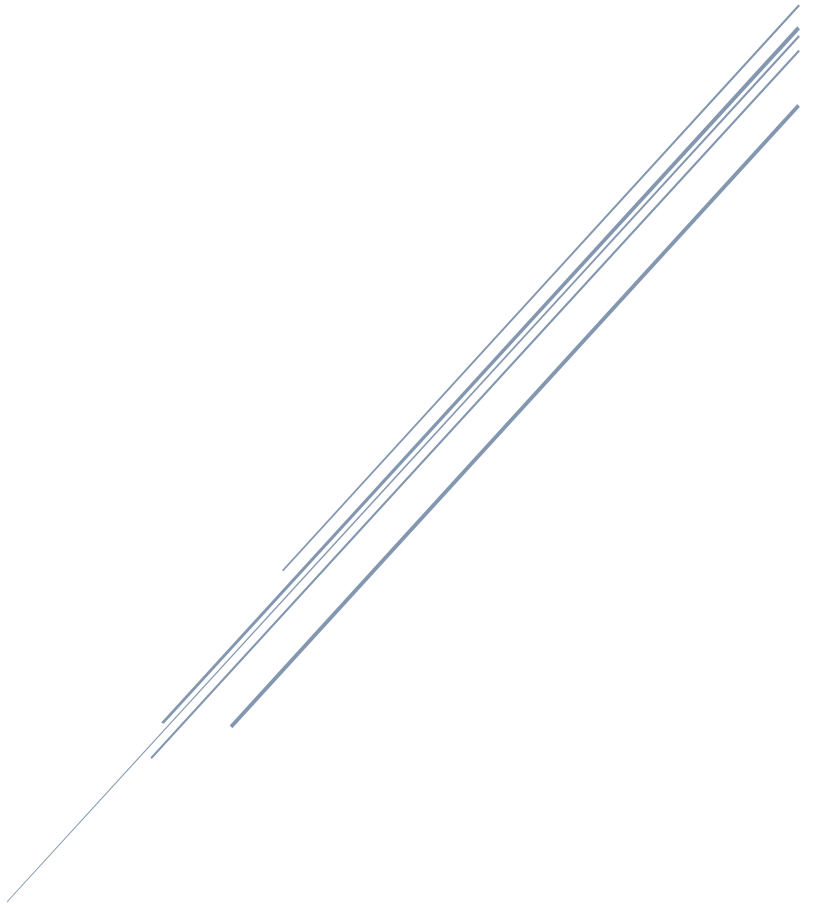


# NOTES ON THE ORGANIZATION OF SCIENTIFIC EVENTS



Increasingly, women are beginning their scientific careers and the results they obtain demonstrate their qualities and testify, if there is still a need, that the ability to carry out scientific research does not depend on gender.

This is despite the lack of awareness in labor and research policies that women are usually disadvantaged by a number of factors, including socio-cultural and economic factors, which make it more difficult for a woman to reach senior and responsible positions than their male colleagues.

In this context, there are significant differences between countries, both in terms of access and career progression in science. For example, in countries where gender quotas are envisaged, although they are not an ideal solution, they have led to a rebalancing of gender equality by limiting the effect of male relationship networks, known as "old-boys networks", a real impediment for women in research (but not only). However, in order to reduce gender inequalities, it is obviously necessary that policies to balance work and private life (e.g., maternity, child care, etc.) are also implemented. To this end, the activities of national and European bodies and institutions, which have expanded the initiatives for the protection and promotion of women, have significantly contributed to increasing the presence and contribution of women in the fields of research.

All this has triggered a virtuous cycle that has helped to change the same perception that women have of science and, in particular, of STEM (Science, Technology, Engineering and Mathematics) disciplines. This is the result of a science declined also to women and to have made it known to the public, even if the possibility for women to influence the priorities, methods and aspects to be investigated in research is still not adequately exploited.

Finally, we must not forget the role that communication can play in reinforcing an idea of science open to both genders without foreclosure of any kind. Valuing the presence of women in physics or men in biology and in the laboratory can play a role, for example, in overturning old concepts that limit the innovative contributions of future scientists.

To this end, the guidelines published by the Italian Society of Economists (SIE) to promote gender equality and ensure adequate representation of both sexes in conferences, seminars and scientific events are useful and common sense. Below are the rules proposed by the SIE both in terms of actions to be implemented and in terms of personal reflection:

1. Make sure you have a balanced list of interventions in terms of gender equality. Experience shows that women are often offered less prominent roles at conferences. The lack of women among speakers reduces diversity and reinforces stereotypes in terms of scientific expertise.

2. Avoid the easy solution of involving women only in the role of moderators and session chairs.
3. Develop a deliberate gender equality strategy for your conference. Remind session or roundtable organizers that the conference promotes gender equality and that it must be respected by all participants as far as possible.
4. Make sure that the organizing committee and the scientific committee reflect gender equality. A more balanced organizing committee is usually reflected in a more gender-equal program.
5. When organizing a round table, consider involving people at different levels - for example, if you want to invite a company representative, consider inviting a woman even if she is not the CEO.
6. Promote an inclusive environment that does not hinder women's participation. Women have been shown to ask fewer questions than men at conferences. This not only reduces the visibility of women, but also reduces their networking and research opportunities.

7. Collect and disseminate data on how the conference meets the goals of inclusion and gender equality.
8. If you are an invited speaker or attend a conference, ask for information and check whether gender equality is being respected.
9. Consider not attending if gender equality is not respected.



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