



Newsletter - March 2021

500 Women Scientists Bern-Fribourg

Andrea Fortier has joined our Communication Team! Every month she will share with us a book review in the section *Good Reads with Andrea*.

Our Outreach Events Team has set the date for the next outreach event! This time, we will explore an online format with two short talks followed by an escape (breakout) room adventure. Save the date for the **20th May** to enjoy an evening of science and games with Nadia Maaroufi and Sara Calarco.

500 Women Scientists Bern-Fribourg Pod Coordinators
Claudia Kasper and Teresa Chávez-Capilla

TOP STORIES

Women in Soil Science

Are you looking for a female expert in Soil Science? No worries, [Prof Franciska de Vries](#), from the University of Amsterdam got you covered! She created a list of women in soil science (including any field related to or overlapping with soil science: soil ecology, soil physics, soil biogeochemistry, soil biology, plant-soil interactions, agronomy...). You can check the list [here](#), join or find a female expert for your next event! You can also find similar initiatives following [this link](#).

Let's talk money!

What is the price of a stalled career? Women are often overlooked for promotions and/or do the greater share of unpaid work, often at the expense of their careers. StrukturELLE, an organization in Switzerland working towards more equality between women and men in the professions and is committed to tearing down the "glass ceiling", quantifies the value of a career with 5 million Swiss francs. To learn more about the 5 mio and the organization, visit their [website](#).

Talking about salaries or speaking fees still has something taboo about it, even among friends and family. Do you know what your sister, your circle of friends, and, most importantly, your male colleague, earn? However, transparency about salary can help to decrease the gender pay gap. 500 Women Scientists international launched a survey to create a transparent public-facing resource to help normalize compensation for STEM professionals for their expertise. If you have been paid for a speaking engagement, consider participating in their [survey!](#)

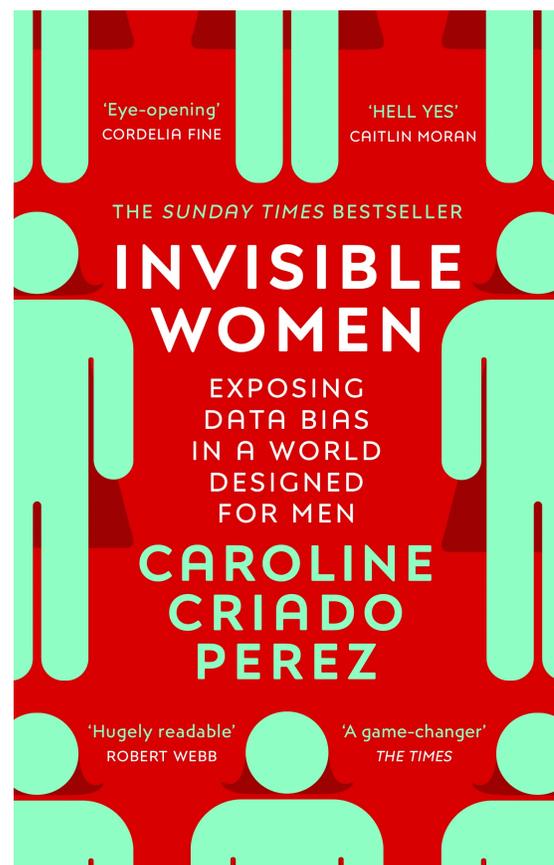
Good reads with Andrea: *Invisible Women*

“Invisible women” is a book about statistics. Numbers that show the terrible but usually ignored reality of women. Our “invisibility” manifests in unthinkable ways: from normally feeling cold in climatized rooms to deadly consequences in car accidents, during armed conflicts or after a heart attack. It is not that women are more fragile or weaker, it is just that women’s metabolism, anatomy or behaviours are not properly accounted for by the “average human model”, i.e. men.

This “invisibility” has a proper name: gender data gap. When sex is not accounted for in the data, when sex is ignored (for example by assuming that male anatomy and physiology are universal) or simply when the need for data on a certain topic is not identified (because this topic is not perceived as relevant), there is a gender data gap.

With this book, Criado Perez broadens the discussion of gender discrimination beyond domestic and street violence, gender discrimination at work, bullying or sexual harassment. She puts on the table tons of statistics on how women and women’s needs are overlooked, even in what one would assume are genderless issues: designing houses, determining bus routes, planning new neighbourhoods or building a playground.

To solve the gender data gap, we need to act on it, and fast. First, by being aware of its existence in order to identify where and which kind of data is missing. Then, by filling the data gap. This might not be trivial and can take a lot of time. Surveys, studies and experiments have to be designed to



collect and analyse the data properly. Finally, we as a society have to demand the needed changes so that women become visible.

“Invisible Women” is a book that puts on the spotlight how the lack of data and/or the misuse of available data reduces women’s quality of life or even puts us at risk. Everybody, independently of age, race and gender should learn and understand the implications of biased data. Criado Perez is not speculating or providing subjective interpretations. She is showing the reality we are all living in. And we need to know the facts to be able to change them.

SAVE THE DATE

Our next outreach event has a date! We are organising an exciting virtual evening of science and games for the **20th May**. Stay tuned for more details.

DON'T MISS

The opportunity to contribute to [this crowdfunding initiative](#) to create puzzles for kids about *Women in Science*.

CHECK OUT

The latest update on the [SNSF Career Tracker Cohorts](#) study.

DON'T FORGET

The next Know the GAP lecture this Wednesday 31st March at 12.30 pm. You can find more details [here](#).

CONTACT US in 500wsbern@gmail.com

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