

MAE C. JEMISON B.1956
AMERICAN ENGINEER, PHYSICIAN, AND FORMER NASA ASTRONAUT.



SHE IS CHANGING STEM

IN 1992 JEMISON BECAME THE FIRST BLACK WOMAN TO TRAVEL IN SPACE. SHE HOLDS DEGREES IN CHEMICAL ENGINEERING, AFRICAN AND AFRICAN-AMERICAN STUDIES AND MEDICINE. SHE HAS BEEN INDUCTED INTO THE NATIONAL WOMEN'S HALL OF FAME AND THE INTERNATIONAL SPACE HALL OF FAME. OH... AND SHE APPEARED ON AN EPISODE OF *STAR TREK: THE NEXT GENERATION*

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KATSUKO SARUHASHI
GEOCHEMIST
1920-2007



KATSUKO SARUHASHI WAS A JAPANESE GEOCHEMIST WHO CREATED TOOLS THAT LET HER TAKE SOME OF THE FIRST MEASUREMENTS OF CARBON DIOXIDE (CO2) LEVELS IN SEAWATER. SHE LATER SHOWED EVIDENCE IN SEAWATER AND THE ATMOSPHERE OF THE DANGERS OF RADIOACTIVE FALLOUT AND HOW FAR IT CAN TRAVEL. SHE WAS THE FIRST WOMAN ELECTED TO THE SCIENCE COUNCIL OF JAPAN, TO EARN A DOCTORATE IN CHEMISTRY FROM THE PRESTIGIOUS UNIVERSITY OF TOKYO, AND TO WIN THE MIYAKE PRIZE FOR GEOCHEMISTRY.

SHE CHANGED STEM

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DAPHNE KOLLER B.1968
COMPUTER SCIENCE PROFESSOR AT STANFORD UNIVERSITY AND 2004 MACARTHUR FELLOW



DAPHNE KOLLER IS THE DEPARTMENT OF SCIENCE AT STANFORD UNIVERSITY AND A MACARTHUR FELLOW. HER RESEARCH IS IN ARTIFICIAL INTELLIGENCE AND PHYSICS.

SHE IS CHANGING STEM

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KATHERINE JOHNSON 1918-2020
DOROTHY VAUGHAN 1910-2008
MARY JACKSON 1921-2005



KATHERINE JOHNSON, DOROTHY VAUGHAN AND MARY JACKSON WERE BLACK FEMALE MATHEMATICIANS WHO WORKED AT NASA DURING THE SPACE RACE. THE VISIONARY TRIO CROSSED ALL GENDER AND RACIAL LINE AND INSPIRED GENERATIONS.

THEY CHANGED STEM

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RACHEL CARSON
BIOLOGIST AND CONSERVATIONIST
1907-1964



RACHEL LOUISE CARSON WAS AN AMERICAN MARINE BIOLOGIST, AUTHOR, AND CONSERVATIONIST WHOSE BOOK *SILENT SPRING* AND OTHER WRITINGS ARE CREDITED WITH ADVANCING THE GLOBAL ENVIRONMENTAL MOVEMENT.

"UNDERLYING ALL OF THESE PROBLEMS OF INTRODUCING CONTAMINATION INTO OUR WORLD IS THE QUESTION OF MORAL RESPONSIBILITY. RESPONSIBILITY NOT ONLY TO OUR OWN GENERATION BUT TO THOSE OF THE FUTURE."

SHE CHANGED STEM

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BARBARA MCCLINTOCK
SCIENTIST AND CYTOGENETICIST
1902-1992



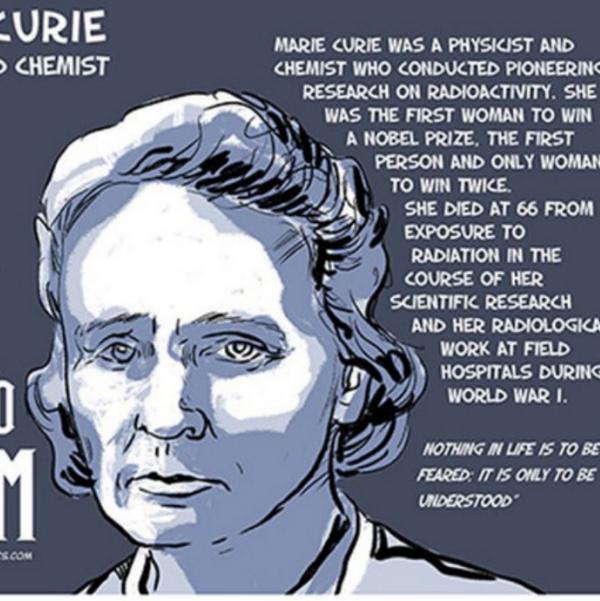
BARBARA MCCLINTOCK WAS AN AMERICAN SCIENTIST AND CYTOGENETICIST. SHE WAS AWARDED THE NOBEL PRIZE IN PHYSIOLOGY OR MEDICINE IN 1983 FOR HER DISCOVERY OF TRANSPOSABLE GENES. SHE RECEIVED THE NATIONAL ACADEMY OF SCIENCES AWARD IN 1985.

"IF YOU ARE NOT THE RIGHT PERSON TO DO THIS, THEN NOBODY ELSE CAN DO IT."

SHE CHANGED STEM

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MARIE CURIE
PHYSICIST AND CHEMIST
1867-1934



MARIE CURIE WAS A PHYSICIST AND CHEMIST WHO CONDUCTED PIONEERING RESEARCH ON RADIOACTIVITY. SHE WAS THE FIRST WOMAN TO WIN A NOBEL PRIZE, THE FIRST PERSON AND ONLY WOMAN TO WIN TWICE. SHE DIED AT 66 FROM EXPOSURE TO RADIATION IN THE COURSE OF HER SCIENTIFIC RESEARCH AND HER RADIOLOGICAL WORK AT FIELD HOSPITALS DURING WORLD WAR I.

"NOTHING IN LIFE IS TO BE FEARED; IT IS ONLY TO BE UNDERSTOOD."

SHE CHANGED STEM

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ALICE HAMILTON
AMERICAN PHYSICIAN
1869-1970 (101 YEARS!)



ALICE HAMILTON WAS AN AMERICAN PHYSICIAN, RESEARCH SCIENTIST, AND AUTHOR. SHE WAS THE FIRST WOMAN APPOINTED TO THE FACULTY OF HARVARD UNIVERSITY. SHE WAS ALSO A SOCIAL-WELFARE REFORMER, HUMANITARIAN, AND A PEACE ACTIVIST.

"THERE CAN BE NO INTELLIGENT CONTROL OF THE LEAD DANGER IN INDUSTRY UNLESS IT IS BASED ON THE PRINCIPLE OF KEEPING THE AIR CLEAR FROM DUST AND FUMES"

SHE CHANGED STEM

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JANE C. WRIGHT
PIONEERING ONCOLOGIST
1919-2013



DR. JANE WRIGHT WAS A PIONEERING ONCOLOGIST AND PROFESSOR OF CHEMISTRY AT HARVARD UNIVERSITY. SHE WAS THE FIRST WOMAN TO BE APPOINTED HEAD OF THE DEPARTMENT OF CHEMISTRY AT HARVARD UNIVERSITY. SHE WAS ALSO A COLLEGE PROFESSOR AND A HIGHLY REPUTED WOMAN SCIENTIST.

"MOST PEOPLE EVERY ROOM IN THE WORLD LOOK DIFFERENT. FLOW."

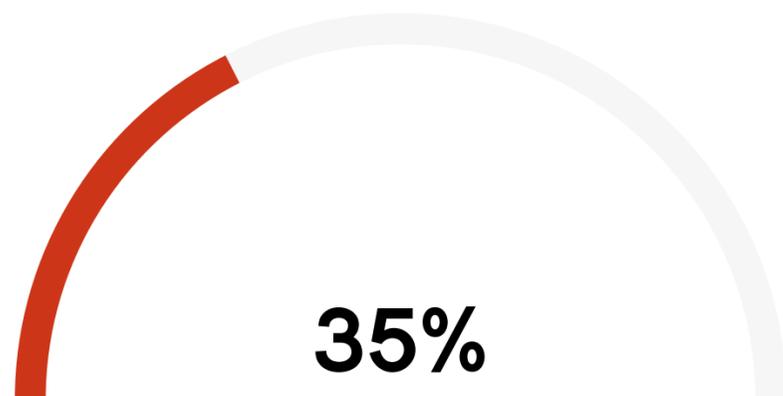
SHE CHANGED STEM

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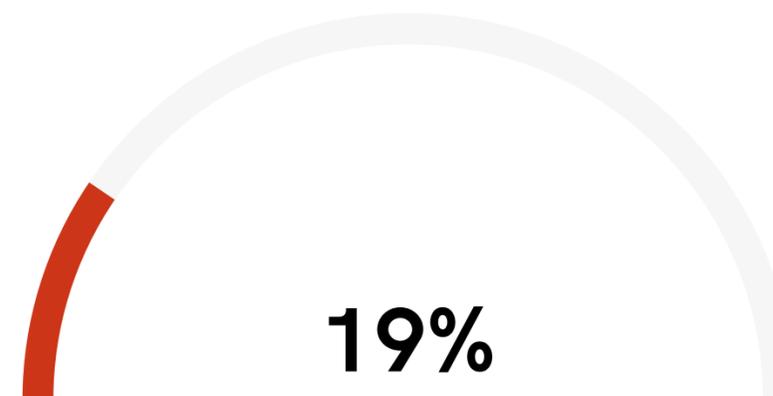
“La fisica è stata inventata e costruita dagli uomini, l’ingresso non è su invito”
Alessandro Strumia, CERN 2018

SHE FIGURES 2023

Donne nelle posizioni di
grado C



Donne nelle posizioni di
grado A



Gender segregation nelle STEM in Europa

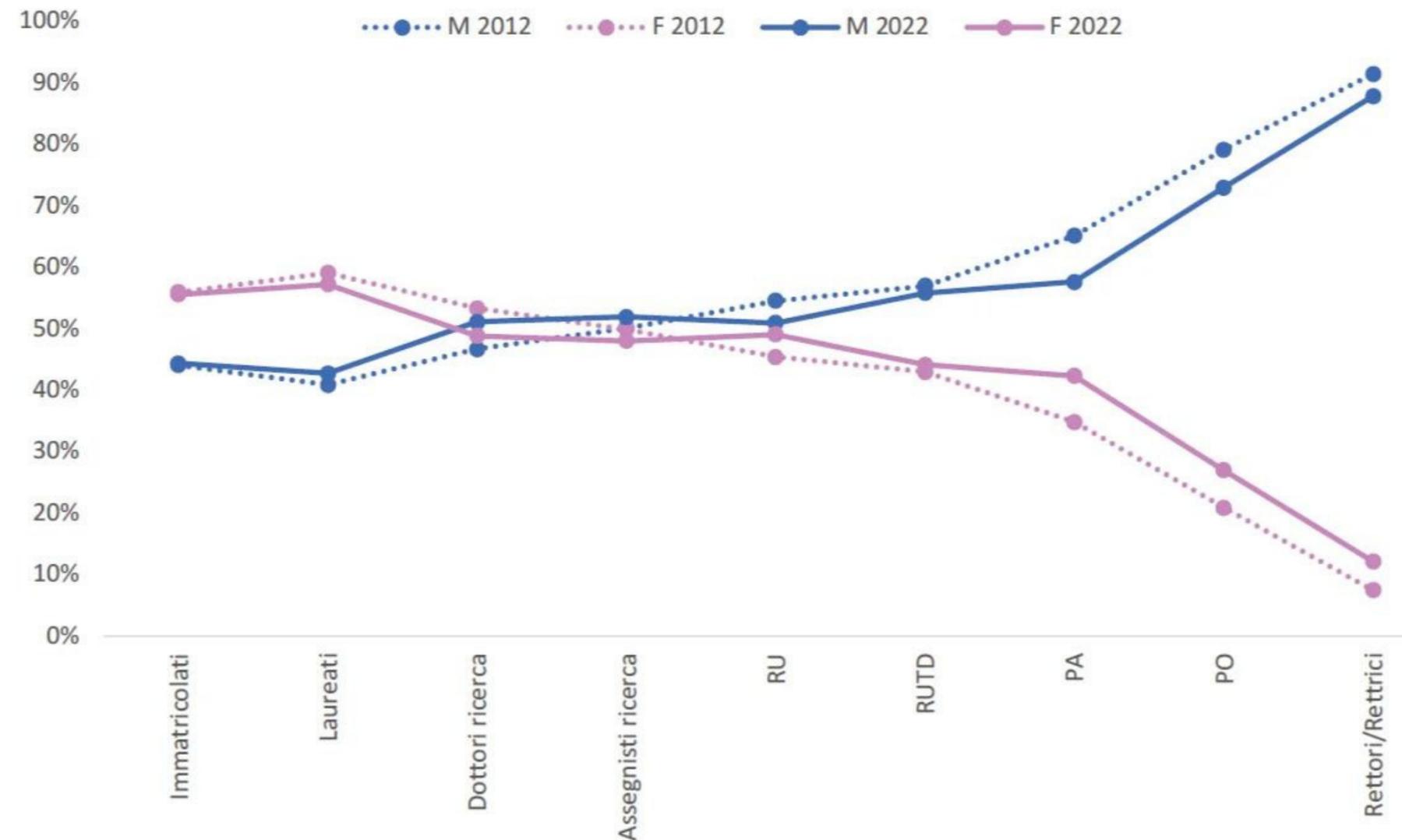


- 2:1 Uomini laureati per ogni Donna
- 1,5 Uomini nei master per ogni Donna
- 1,8 Uomini nei dottorati di ricerca per ogni Donna

She figures 2023

“Struttura a forbice”

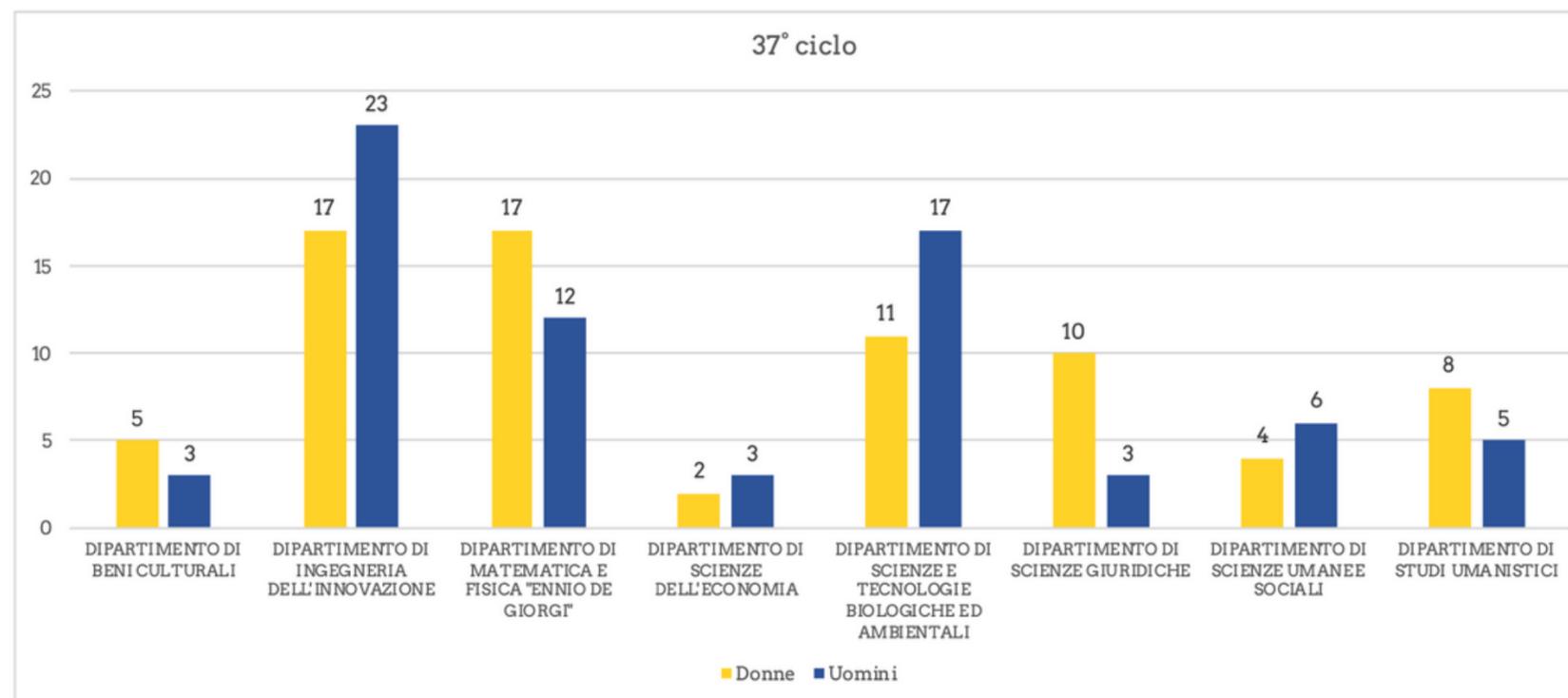
Il precariato nel lavoro come maggiore responsabile di segregazione e mobbing



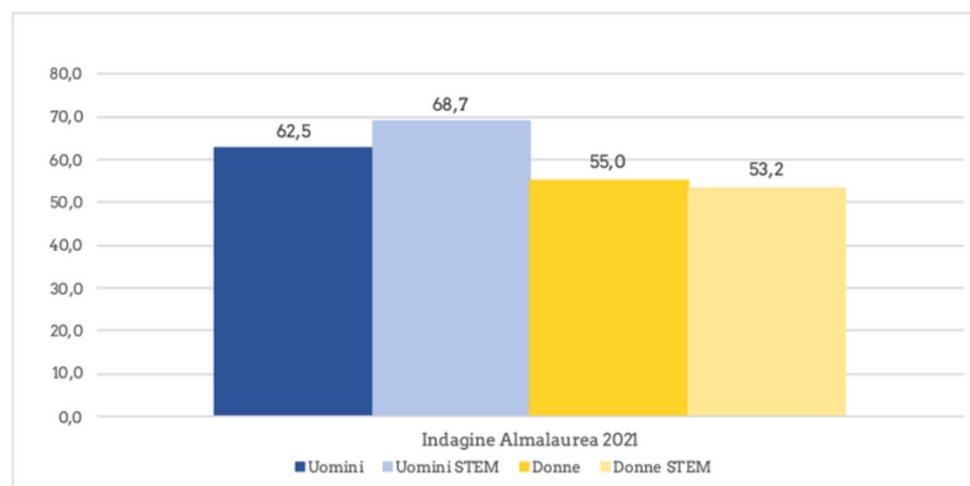
Fonte: grafica ed elaborazione Anvur su dati Anagrafe Nazionale Studenti, USTAT-MUR e MUR-Cineca

E nel nostro Ateneo?

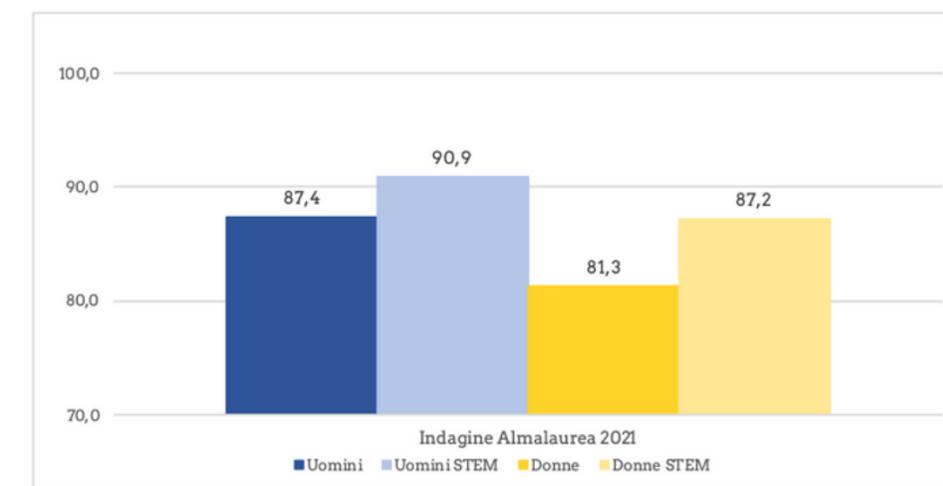
Bilancio di genere 2022- Unisalento



Distribuzione per genere delle/i dottorande/i nei Dipartimenti di UniSalento - Ciclo 37°



Confronto tra percentuali di laureati/e e laureati/e STEM occupati ad un anno dalla laurea magistrale (anno 2021)



Confronto tra percentuali di laureati/e e laureati/e STEM occupati a 5 anni dalla laurea magistrale (anno 2021)

E in caso di genitorialità?



Congedo Maternità

5 Mesi con indennità dell'80%

Congedo Parentale per entrambi i genitori

Indennità pari al 30%

**La somma dei congedi
richiesti da entrambi i
genitori non può superare i
6 mesi**

Gli stereotipi sono legati all'immagine della scienza

Uno dei maggiori ostacoli alla risoluzione della disparità di genere in accademia è la diffusa mancanza di consapevolezza





IL DATO COME RISPOSTA DELLA PERCEZIONE

Quanto ancora siamo lontani dalla parità?

Grazie dell'attenzione

Regina Castrovilli