

Mujeres en la Física

Desconstruyendo el tejado de cristal y el laberinto de cristal

**Chega de mi mi mi ...
É a mesma distância para nós dois!**



Cuál es el problema?

Por qué deberíamos importarnos?

Cuales son los mitos?

O que hacer?

Conclusiones

Cuál es el problema?

Comitê Assessor Física e Astronomia 2013



Cuál es el problema?

Solvay 1927



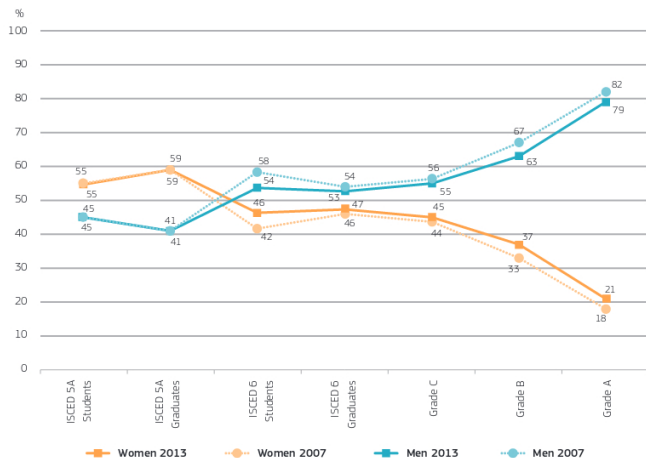
Cuál es el problema?

Solvay 2011



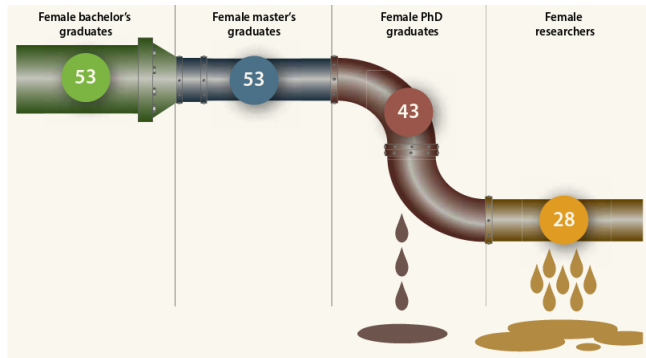
Cuál es el problema?

European Commission, Gender Report, 2013



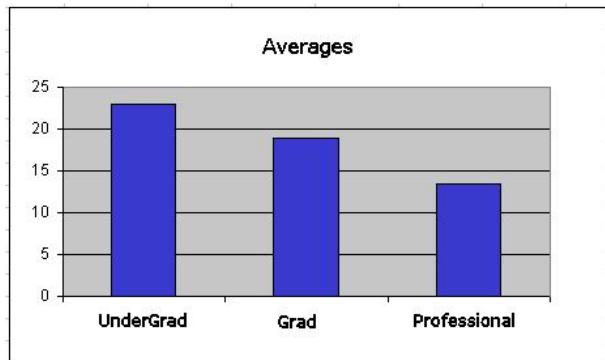
Cuál es el problema?

World, 2013



Mujeres en la Física en el Mundo

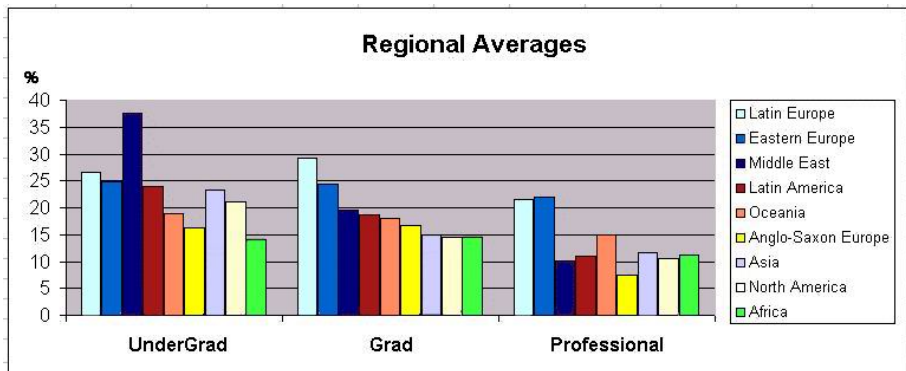
Saitovich, Lima and MCB, Mulheres na Fisica: Por que to poucas?(2015)



Mujeres en la Física

Regiones del Mundo

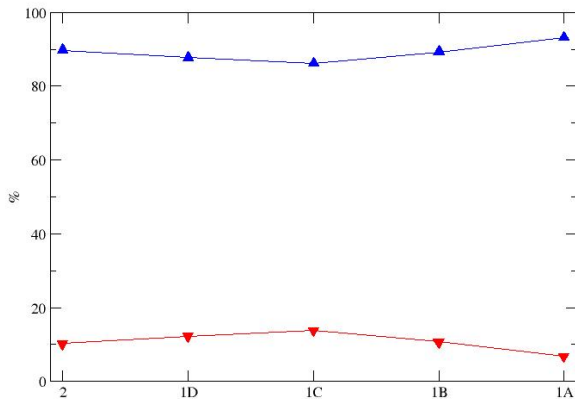
Saitovich, Lima and MCB, Mulheres na Fisica: Por que to poucas?(2015)



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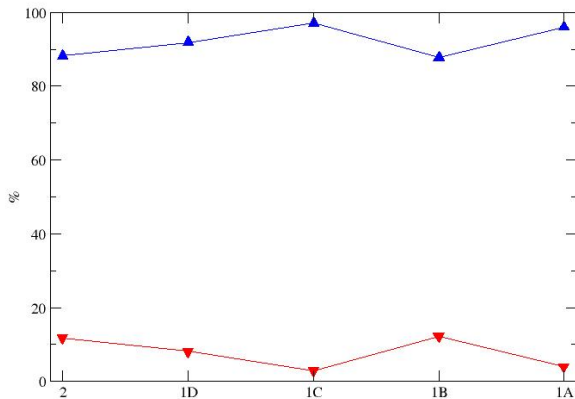
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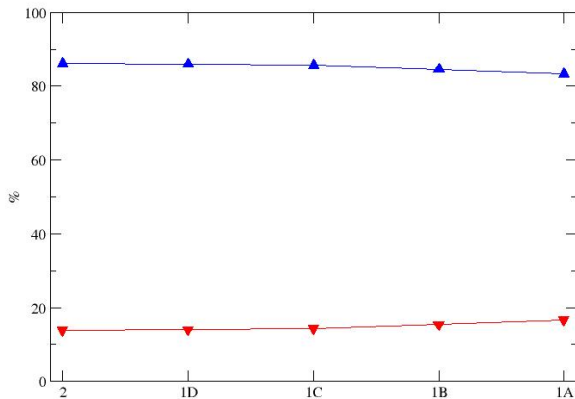
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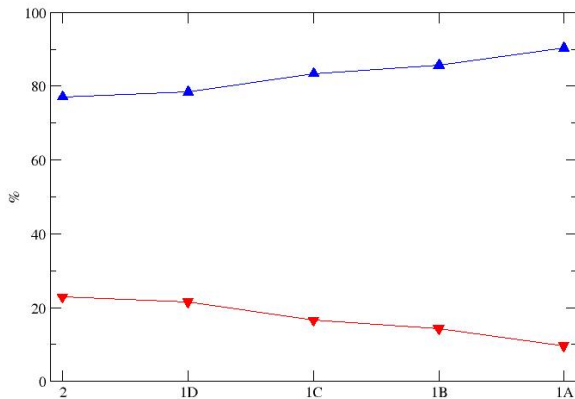
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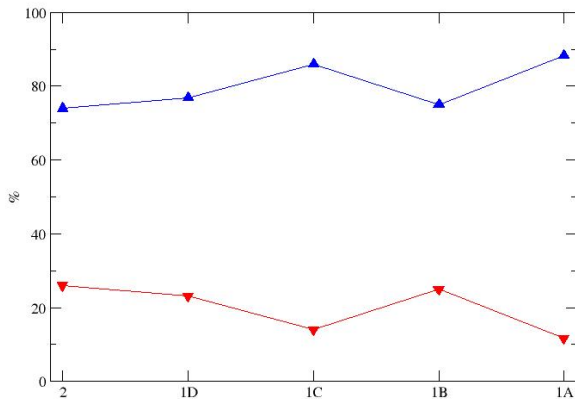
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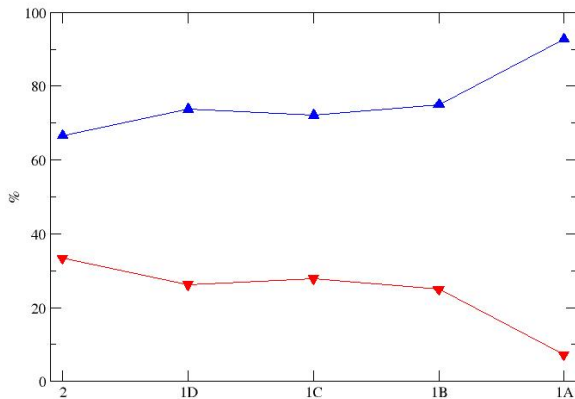
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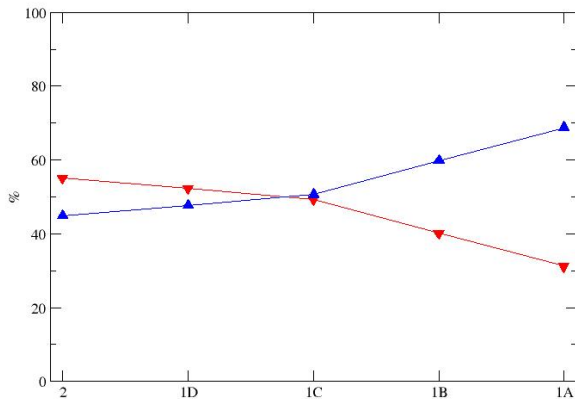
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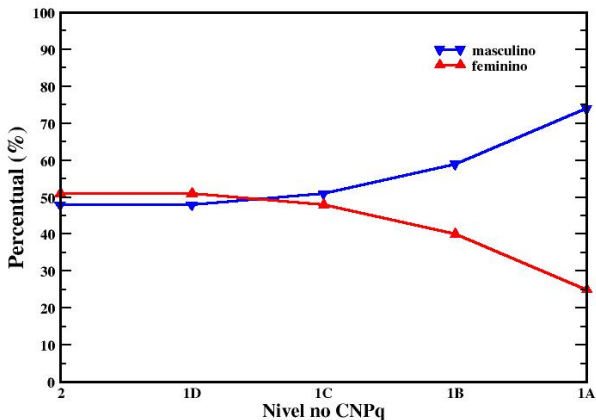


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Biologia

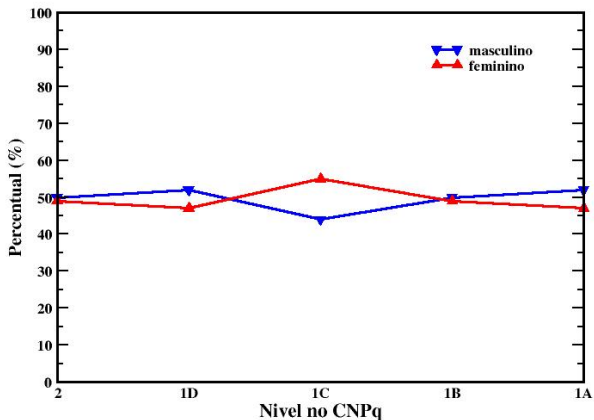


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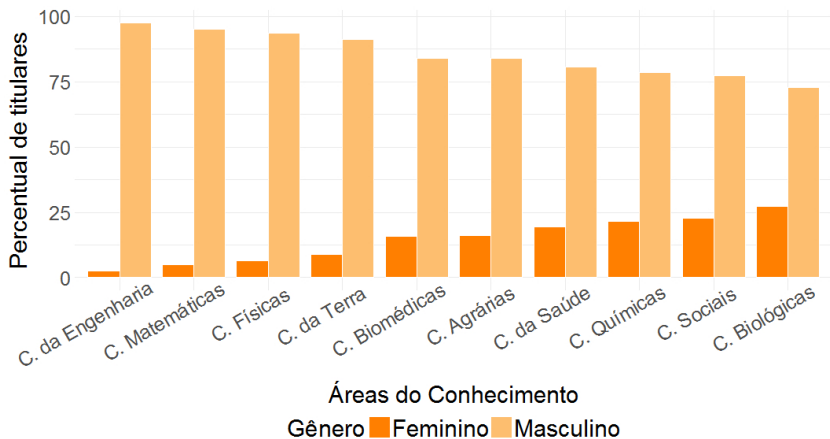
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Sociais



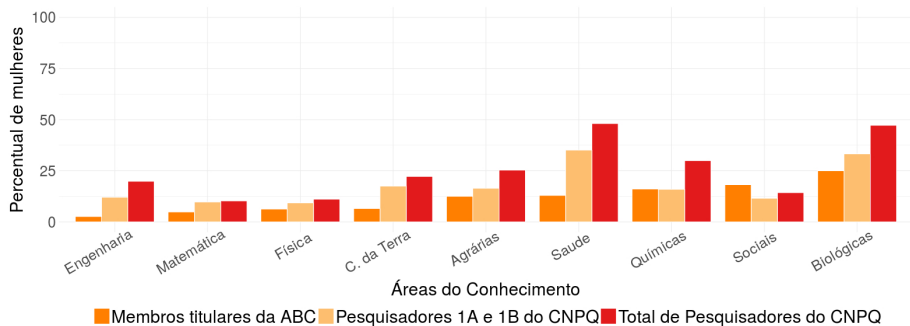
Academia Brasileira de Ciências

Ferrari, Martell, Okido, Romanzini, Magnan, MCB ,AABC 2018



Academia Brasilena de Ciencias vs. Investigadores

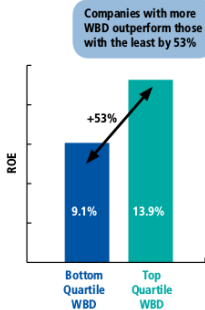
Ferrari, Martell, Okido, Romanzini, Magnan, MCB ,AABC 2018



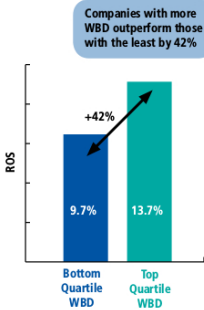
Por qué deberíamos importarnos?

Hunt, Layton Prince, Diversity Matters, McKinsey-Company (2015)

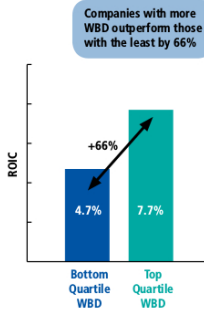
Return on Equity³ by Women's Representation on the Board



Return on Sales⁴ by Women's Representation on the Board



Return on Invested Capital⁵ by Women's Representation on the Board



La Diversidad nos hace más Inteligentes

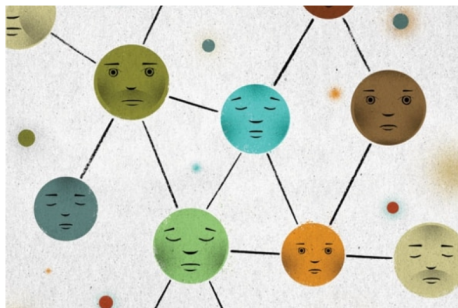
K. W. Phillips , Scientific America, 2014

THE SCIENCES

How Diversity Makes Us Smarter

Being around people who are different from us makes us more creative, more diligent and harder-working

By Katherine W. Phillips on October 1, 2014 [عرض هذا باللغة العربية](#)



Credit: Edel Rodriguez



Collective Intelligence and Group Performance

Anita Williams Woolley¹, Ishani Aggarwal², and Thomas W. Malone^{3,4}

¹Tepper School of Business, Carnegie Mellon University; ²Brazilian School of Public and Business Administration, Fundação Getulio Vargas; ³Sloan School of Management, Massachusetts Institute of Technology; and ⁴Center for Collective Intelligence, Massachusetts Institute of Technology

Current Directions in Psychological Science
2015, Vol. 24(6) 420–424
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DOI: 10.1177/0963721415599543
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Rage against the Iron Cage: The Varied Effects of Bureaucratic Personnel Reforms on Diversity

**Frank Dobbin,^a Daniel Schrage,^a
and Alexandra Kalev^b**

American Sociological Review
2015, Vol. 80(5) 1014–1044
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Association 2015
DOI: 10.1177/0003122415596416
<http://asr.sagepub.com>



Diversidad: Fuerza y Debilidad

Saxena, Procedia Economics and Finance (2014)



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Available online at www.sciencedirect.com

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Procedia Economics and Finance 11 (2014) 76 – 85

Procedia

Economics and Finance

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Symbiosis Institute of Management Studies Annual Research Conference (SIMSARC13)

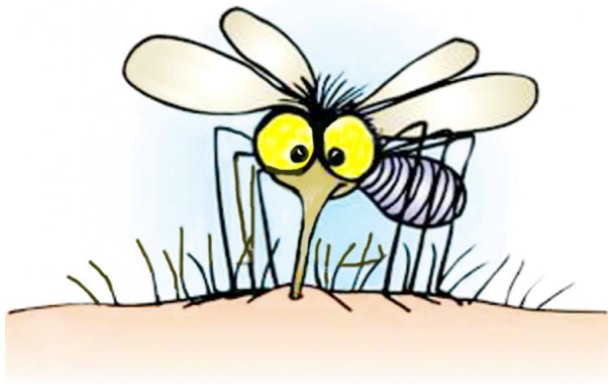
Workforce Diversity: A Key to Improve Productivity

Ankita Saxena^{a*}

Cuales son los mitos?

- ▶ No hay Prejuicio
- ▶ Las Mujeres no tienen Ambición
- ▶ Mujeres no gustan de la ciencia
- ▶ Es una cuestión de tiempo

No hay Prejuicio



Esteriotipos de Genero y Inteligencia

Bian, Leslie, Cimpian, Science 55 (207)

Science

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Gender stereotypes about intellectual ability emerge early and influence children's interests

Lin Bian^{1,2*}, Sarah-Jane Leslie³, Andrei Cimpian^{1,2*}

+ See all authors and affiliations

Science 27 Jan 2017:
Vol. 355, Issue 6323, pp. 389-391
DOI: 10.1126/science.aah6524



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Prejuicio en Ciencia - Final de carrera

Goyetter, Science 2018

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ROBERT NEUBECKER

My career seemed to hit a wall. Now I see that it was discrimination

By Sharon Ramos Goyette | Jun. 14, 2018, 2:00 PM



Quality of evidence revealing subtle gender biases in science is in the eye of the beholder

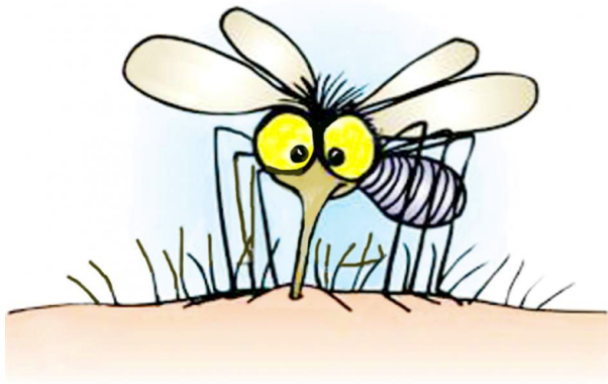
Ian M. Handley^{a,1}, Elizabeth R. Brown^{a,b}, Corinne A. Moss-Racusin^c, and Jessi L. Smith^a

^aDepartment of Psychology, Montana State University, Bozeman, MT 59717-3440; ^bDepartment of Psychology, University of North Florida, Jacksonville, FL 33224; and ^cDepartment of Psychology, Skidmore College, Saratoga Springs, NY 12866

Edited by Susan T. Fiske, Princeton University, Princeton, NJ, and approved September 16, 2015 (received for review May 31, 2015)

Scientists are trained to evaluate and interpret evidence without bias or subjectivity. Thus, a growing body of evidence revealing a gender position (10) and selection for a mathematical task (11), evaluations of conference abstracts (12), research citations (13), symposia-

Mujeres no tienen ambición



Mujeres no tienen ambición

Abouzahr, Krentz, Taplett, Tracey and Tsusaka, BCG 2017

BCG

Dispelling the Myths of the Gender "Ambition Gap"

Publications



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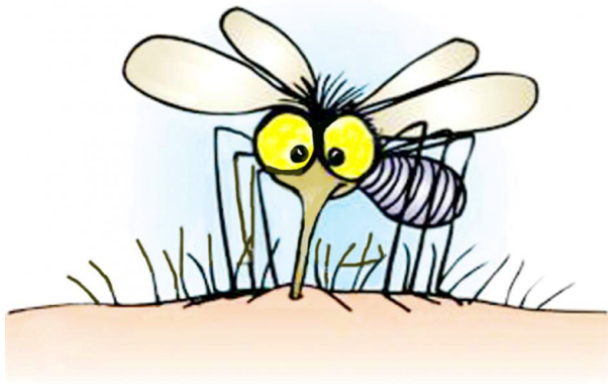
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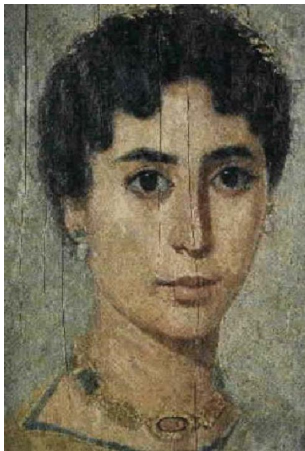
By Katie Abouzahr, [Matt Krentz](#), Frances Brooks Taplett, Claire Tracey, and [Miki Tsusaka](#)

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Mujeres no gustan de la ciencia



Hipatia(ca. 351-370)



Marie Curie (1867-1934)



Lise Meitner (1878-1968)



Mary Cartwright (1900-1998)



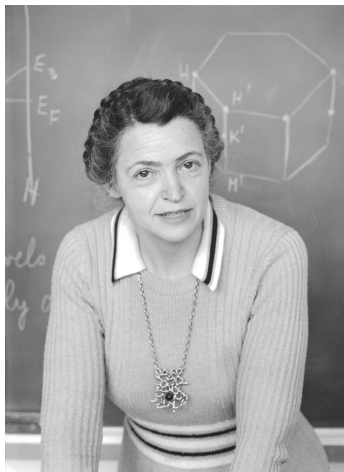
Maria Mayer (1906-1972)



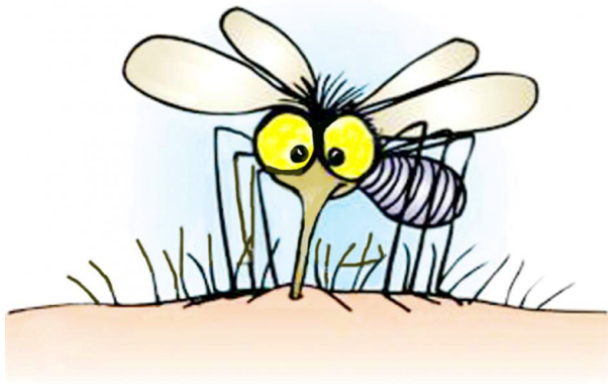
Rosalyn Sussman Yalow(1921-2011)



Mildred Dresselhaus (1930-2017)

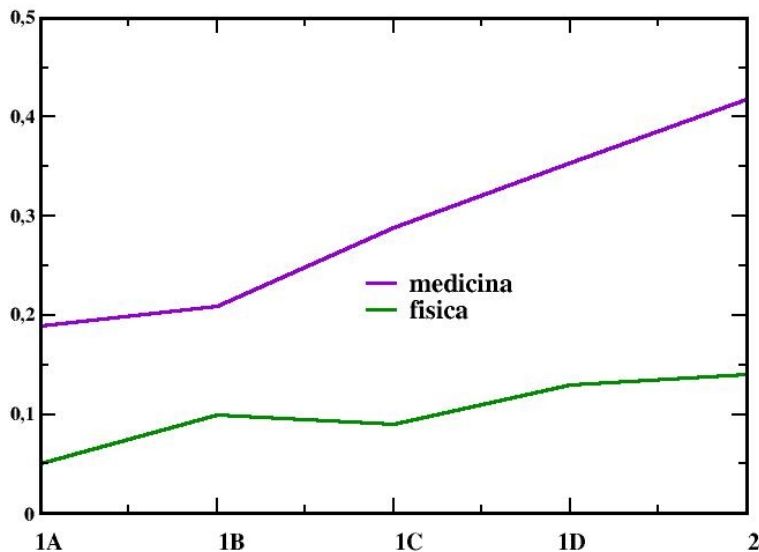


Es una questin de tiempo

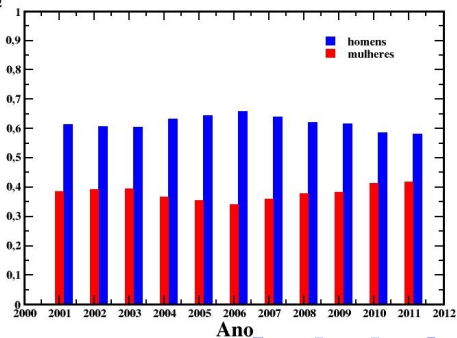
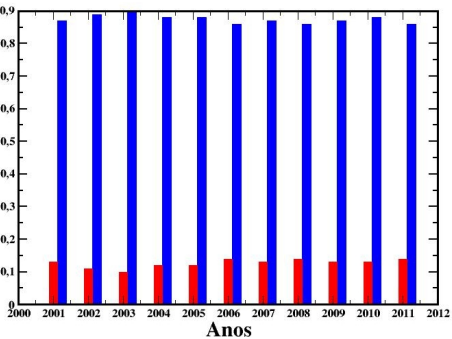


Es una questin de tiempo

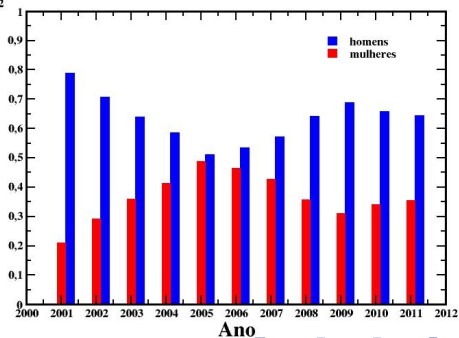
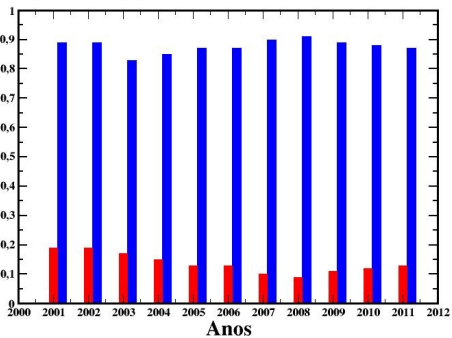
Betina Lima, MCB, In: Trabalho e Gênero, 2013



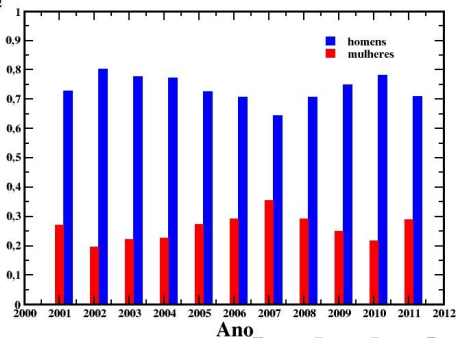
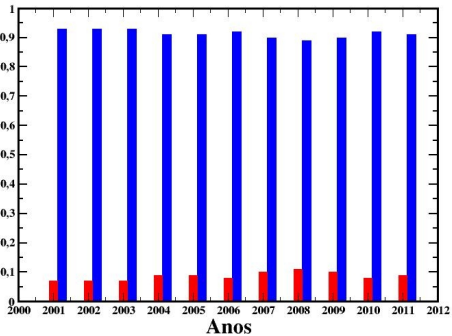
Física y Medicina - PQ 2



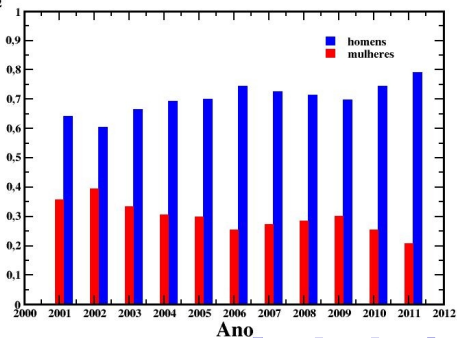
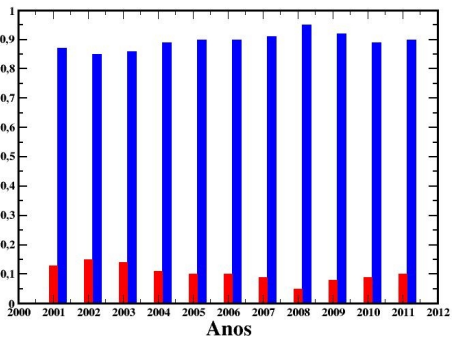
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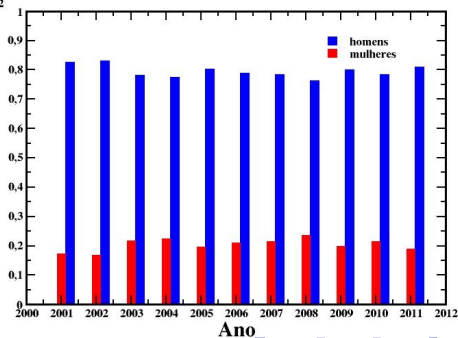
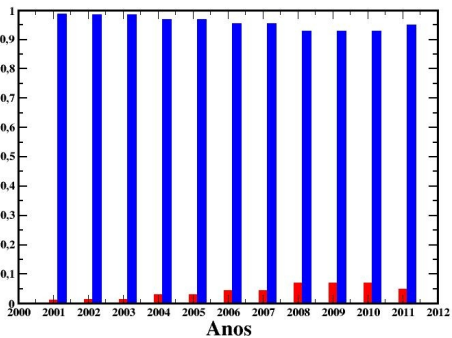
Física y Medicina - PQ 1C



Física y Medicina- PQ 1B

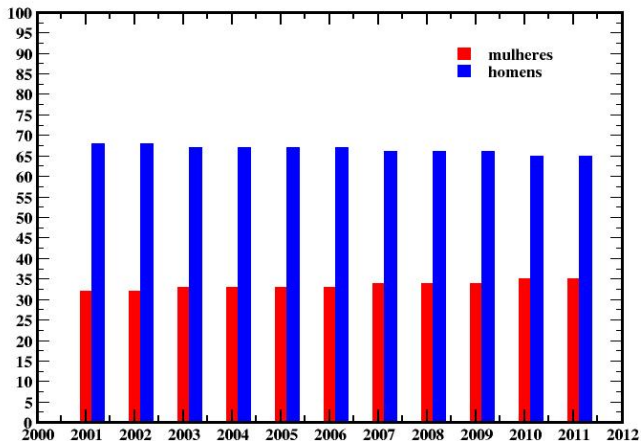


Física y Medicina- PQ 1A



Investigadores

Betina Lima, MCB, In: Trabalho e Gênero, 2013

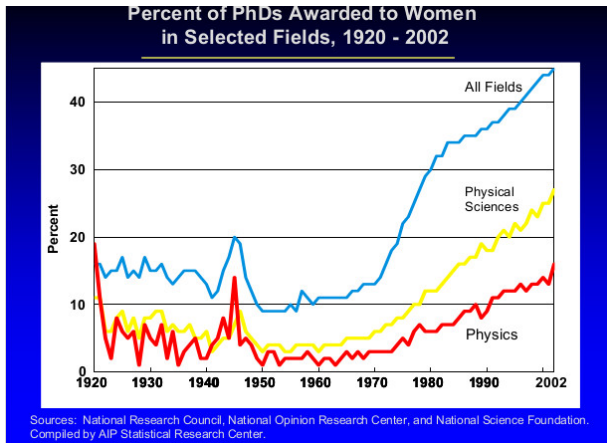


O que hacer?



O que hacer?

USA, 2002



O que fazer? IUPAP 2002







Comissão de Gênero
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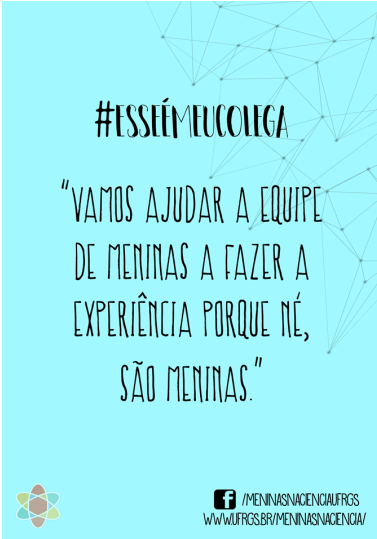


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Conclusiones

- ▶ Arrume os DADOS
- ▶ Arrume as INSTITUICIONES
- ▶ Arrume a CIENCIA

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