

Before we start...

Please, draw objects on the paper as detailed as possible within 30 seconds:

A tree

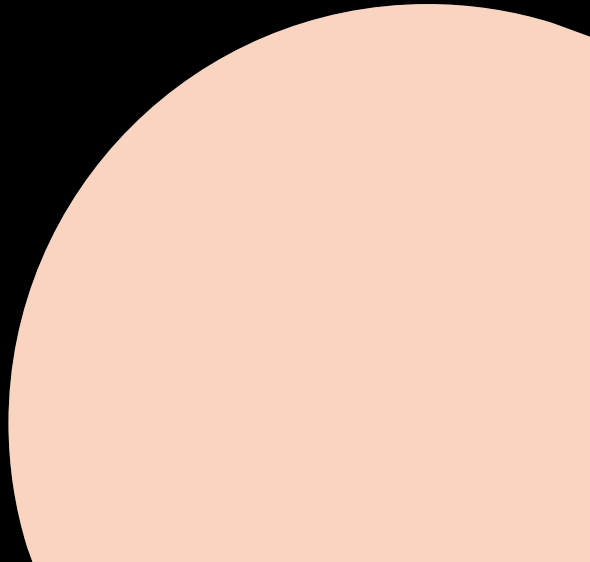
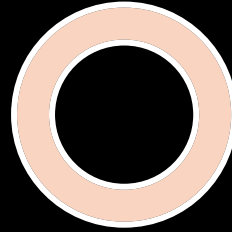


An animal

A human

A vegetable

We

A scientist



Invisible Women
by Caroline Criado
Perez

Topic: The Gender Data Gap

Tessellate Book Club, 5 November 2024

Presented by Nadya & Anne

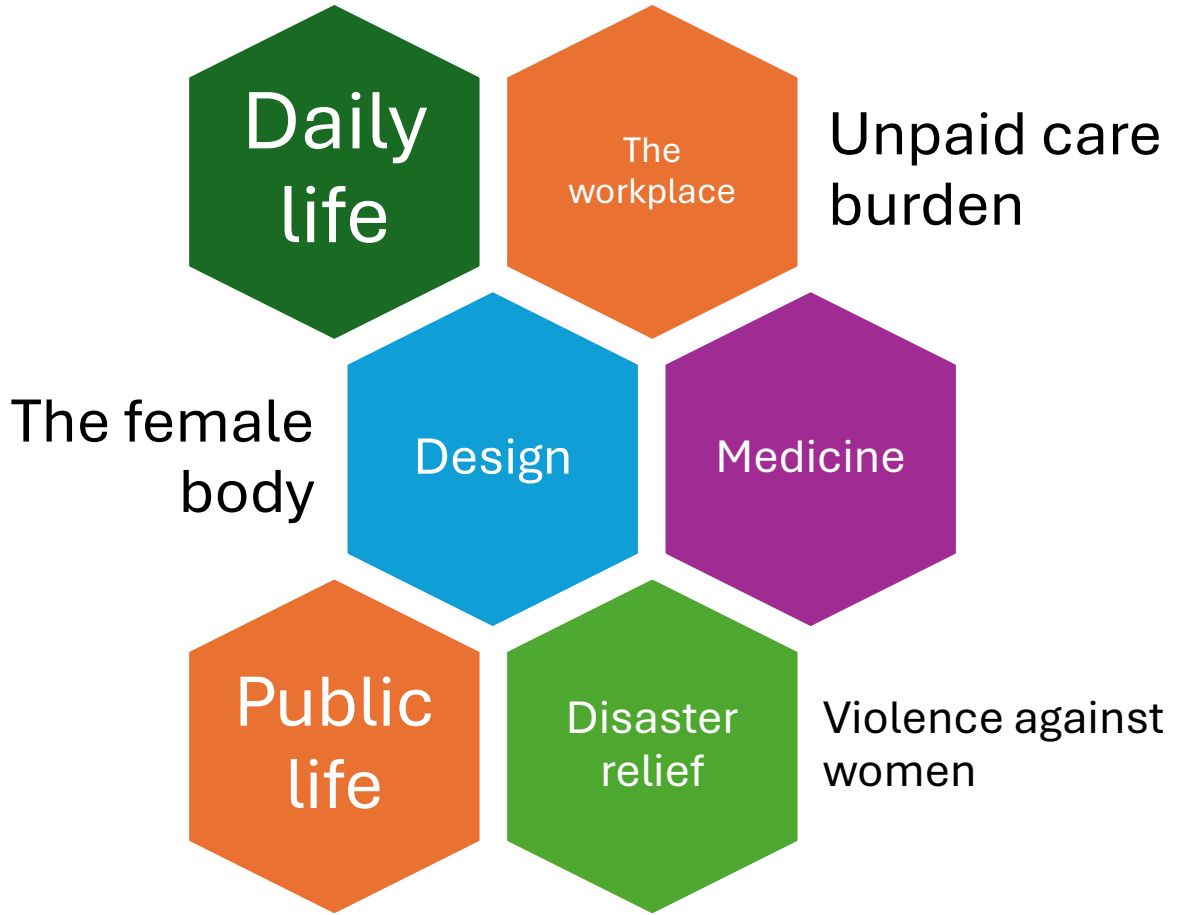




Terminology used in the book

- **SEX:** “the biological characteristics that determine whether an individual is male or female. XX or XY.”
- **GENDER:** “the social meaning we impose upon those biological facts—the way women are treated because they are *perceived* to be female.”
- **The Gender Data Gap**
- **The Default Male**
- **Sex-Disaggregated Data**

Topics and themes



About the author

- British author, journalist, and activist
- Born in Brazil in 1984
- Educated at Oxford and London School of Economics
- Founded the Women's Room to increase female representation in media
- Campaigned for inclusion of women on banknotes and historical monuments
- Officer of the Order of the British Empire (OBE)



Opinion: What the book does and doesn't do



Good review of
referenced data

Easy to read entry-level
book on the topics

Humor

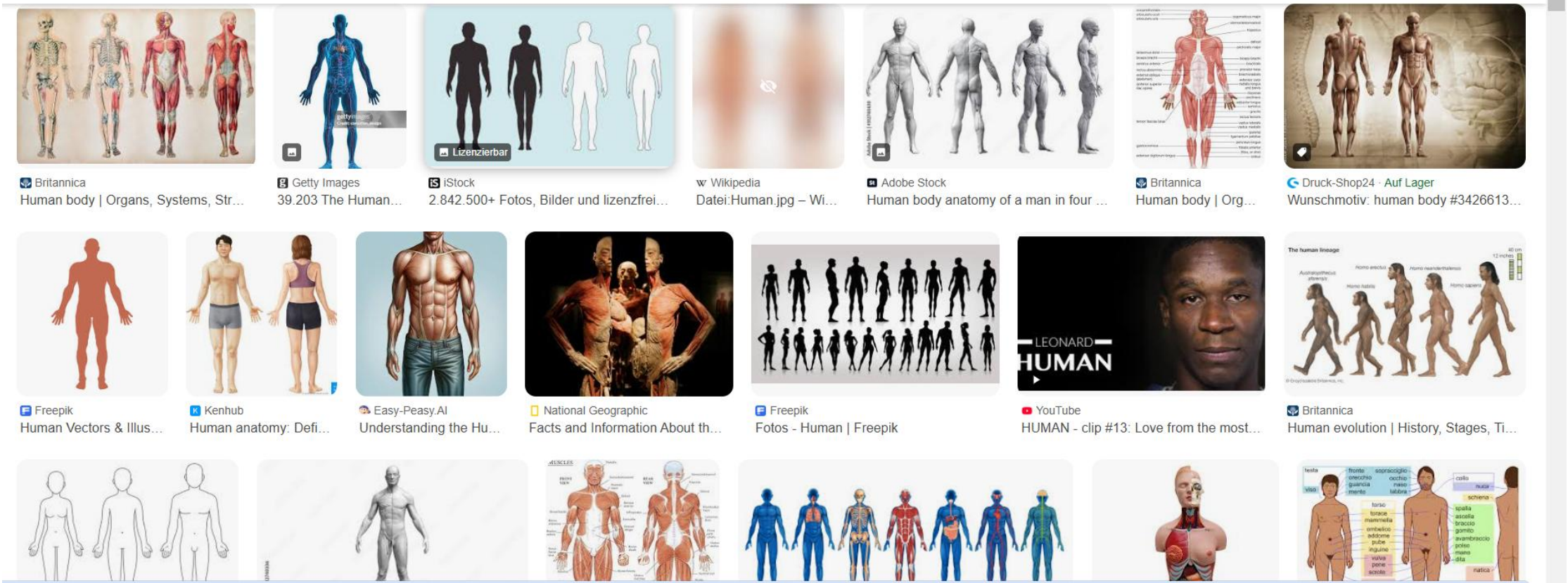
Does not mention
gender expression

Does not distinguish
between sex- and
gender-based
differences in society

Somewhat
disorganized

What do you think, when you see the word
“human” ?

Sapiens Muscle Evolution Once Female body anatomy Muscular Body parts Body systems



https://www.google.com/imgres?q=human&imgurl=https%3A%2F%2Fmedia.istockphoto.com%2Fid%2F1039931118%2Fde%2Fvektor%2Fm%25C3%25A4nnliche-und-weibliche-silhouette-auf-blauem-hintergrund-vektor.jpg%3Fs%3...





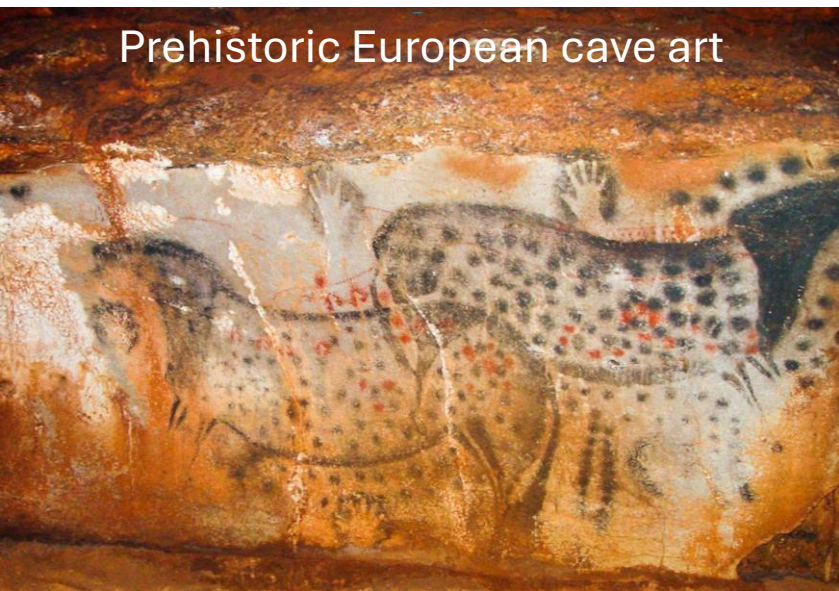
You might think that this is OK, and not so important...
But 50% of humans are women. Half!

Where do you make a wrong gender assumption?

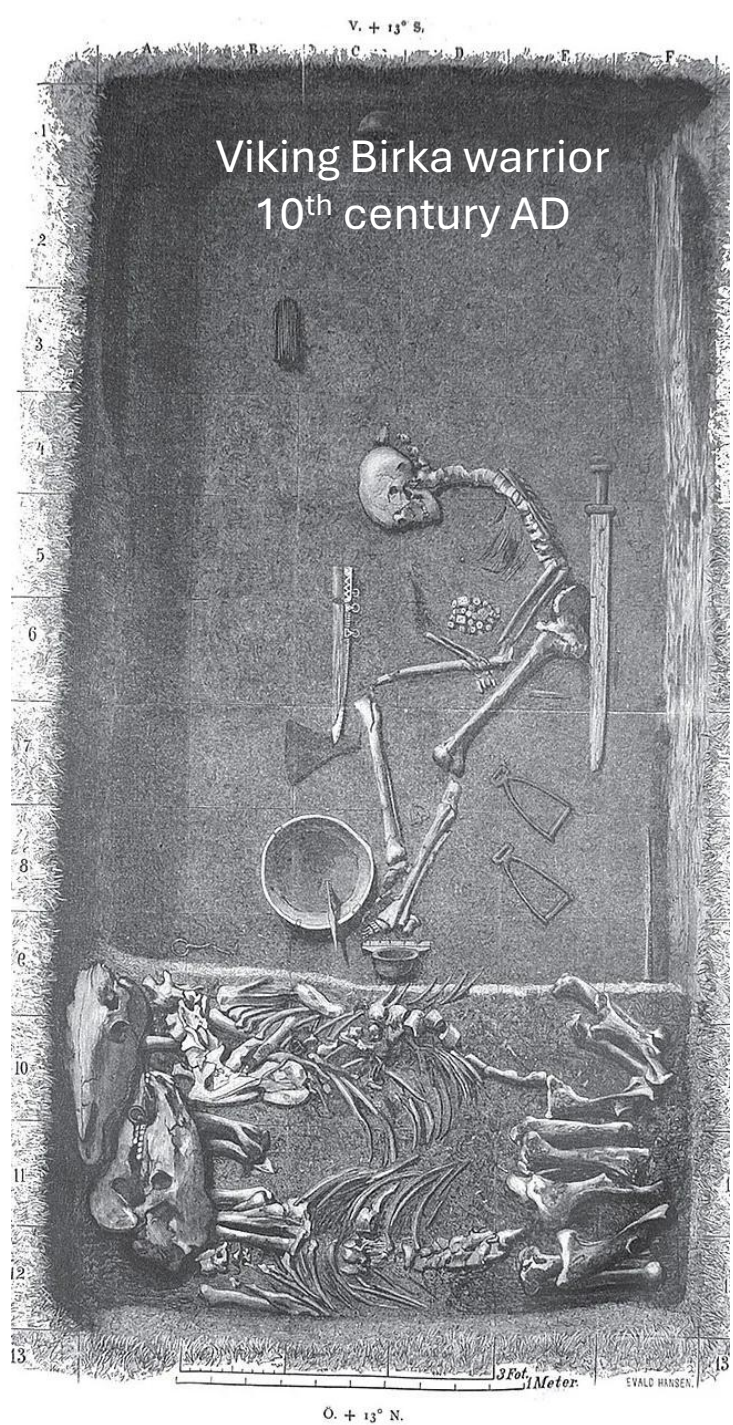
Me, personally, when I look at the first authors of papers.



Scythian warriors ca. 520 BC

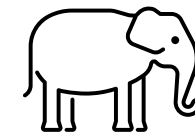


Prehistoric European cave art

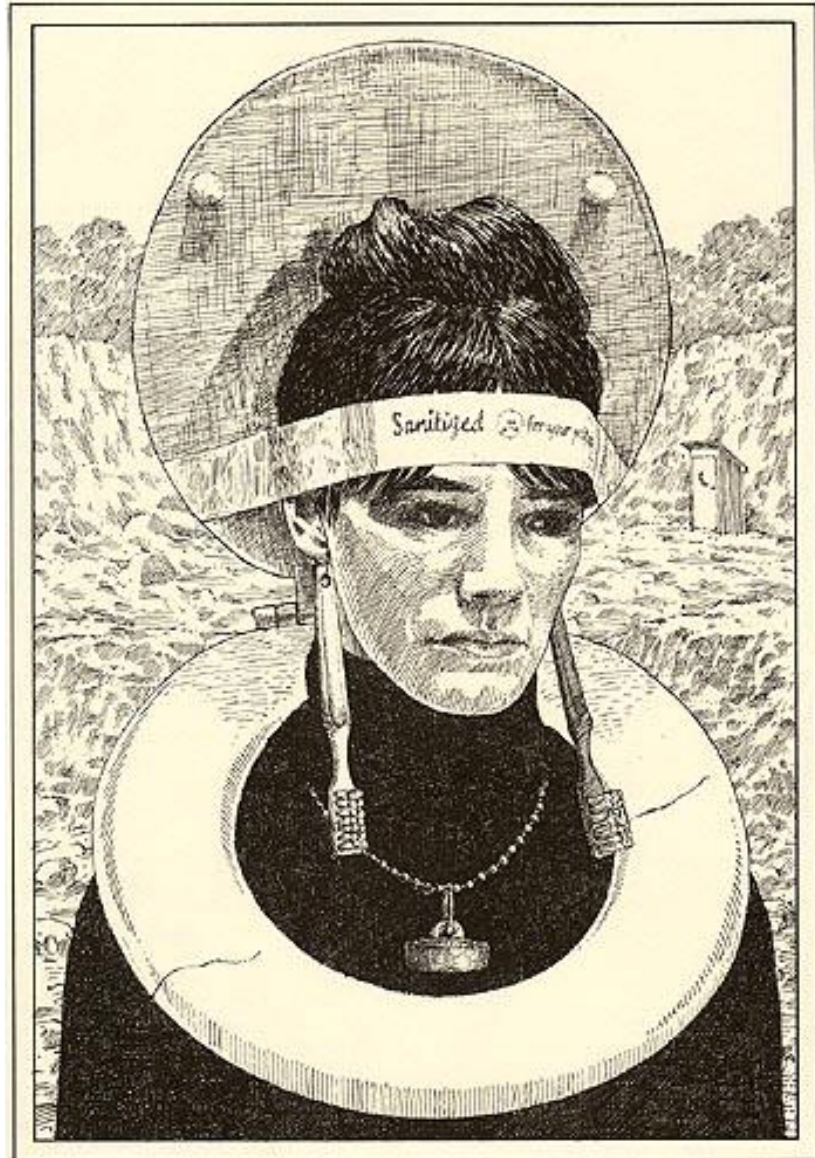


Viking Birka warrior
10th century AD

Hunter-gatherer mythology



National Geographic / Smithsonian Magazine / The Guardian



MOTEL OF THE MYSTERIES



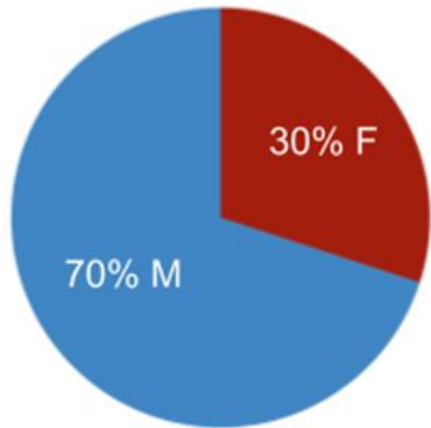
DAVID MACAULAY

The power of language

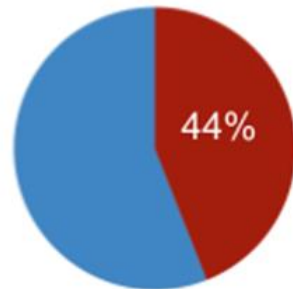
- *Gender-inflected languages*
e.g. German, Spanish, French, Russian
- *“Natural-gender” languages*
e.g. English, Danish
- *Genderless languages*
e.g. Hungarian, Finnish



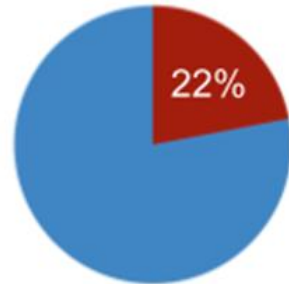
Cultural asymmetry



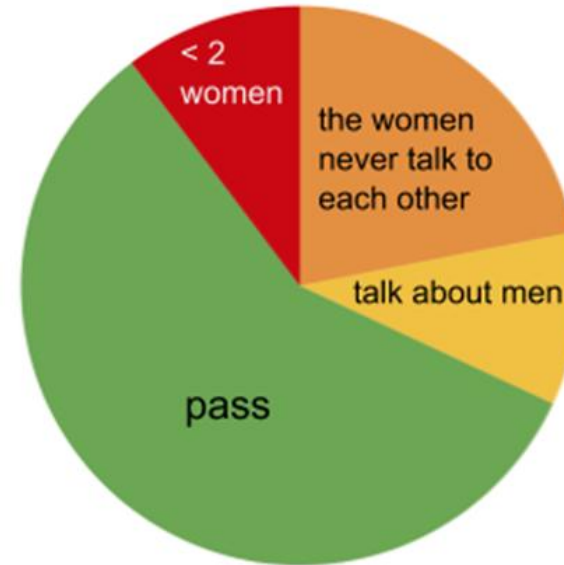
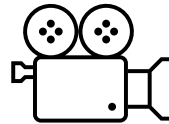
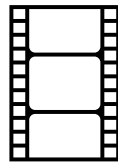
30% of movie characters are women. This varies by genre; **romance has the best gender representation** (still fewer than half women, despite being targeted mostly at female audiences). **Action has the worst.**



ROMANCE



ACTION



Only about **60% of movies pass the Bechdel test.**

About **10% of movies don't even have two named women.**

destinationtoast.tumblr.com - Apr 2018 - slide 89

Watch **Taylor Swift** call out the double standard in songwriting



And no one raises a red flag there.

“Canon formation”



Urban planning



PUBLIC TRANSPORT IS USED
MOSTLY BY WOMEN, BUT THE
ROUTES ARE DESIGNED BY MEN



PUBLIC SPACES ARE ALSO
DESIGNED BY MEN



SNOW-CLEANING PRIORITIES:
ORGANIZE FOR WOMEN, SAVE
THE BUDGET

Women @ work



Male vs. female colleagues

Perceptions and self-promotion

Leadership quotas

Needed to break the system?

Attracting diversity

The myth of “women are just not interested”



SPOTLIGHT ON

WOMEN IN LEADERSHIP

Women remain underrepresented in leadership and management level positions in the public and private sectors. While quotas have been implemented to boost women's participation in politics and corporate boards, parity is far from reality.

Politics

Proportion of women in national parliaments (single or lower house) globally

2000

13.2%

2017

23.4%

39%

of countries worldwide have used some form of quota system to increase women's representation in politics.

Management

LESS THAN

1/3

of senior- and middle-management positions are held by women.*



47%

of world business leaders say they are in favor of gender quotas on corporate boards.

Pay gap: women get paid less. Why?

Learning not to be ambitious

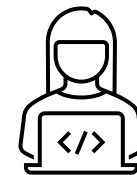
... and take worse jobs

- Kids in US at age 5 equally want to participate in games for “smart kids”
- Women who expressed their wishes are often perceived to be “too ambitious”

Loads of unpaid work

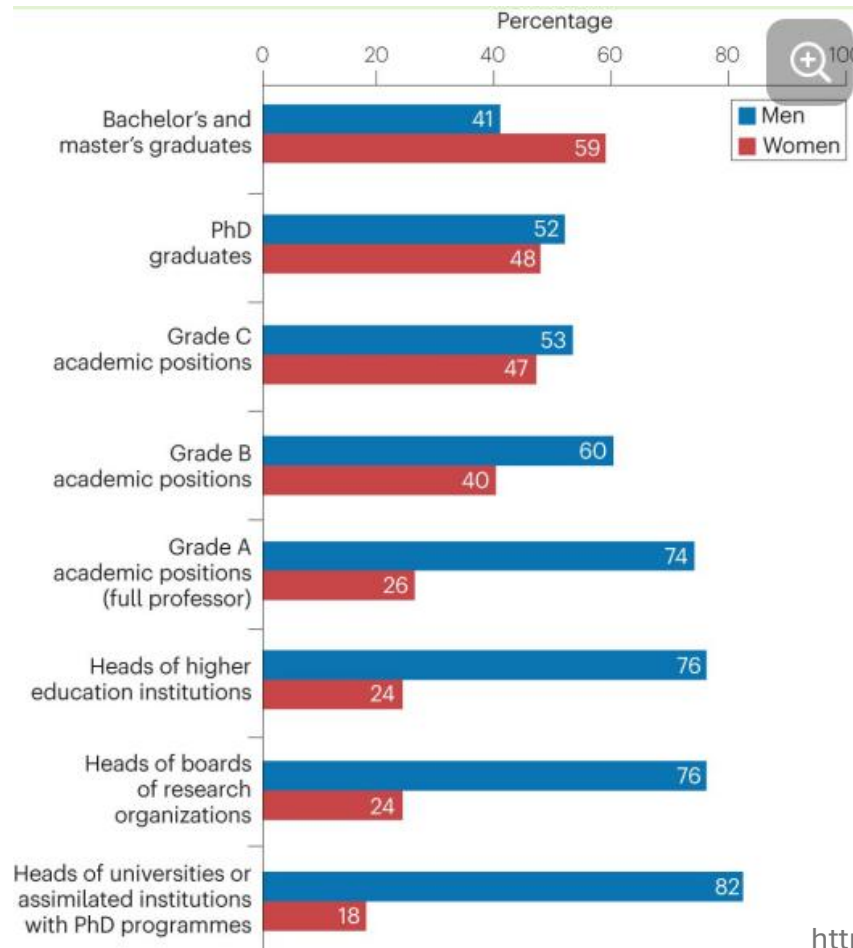
- Fewer women with kids have paid employment than men with kids
- Studies show that overworking for women is worse than for men. But why?

If women come to the field, salaries go down



Academia is not so different

**Sexism in academia is bad for science
and a waste of public funding**

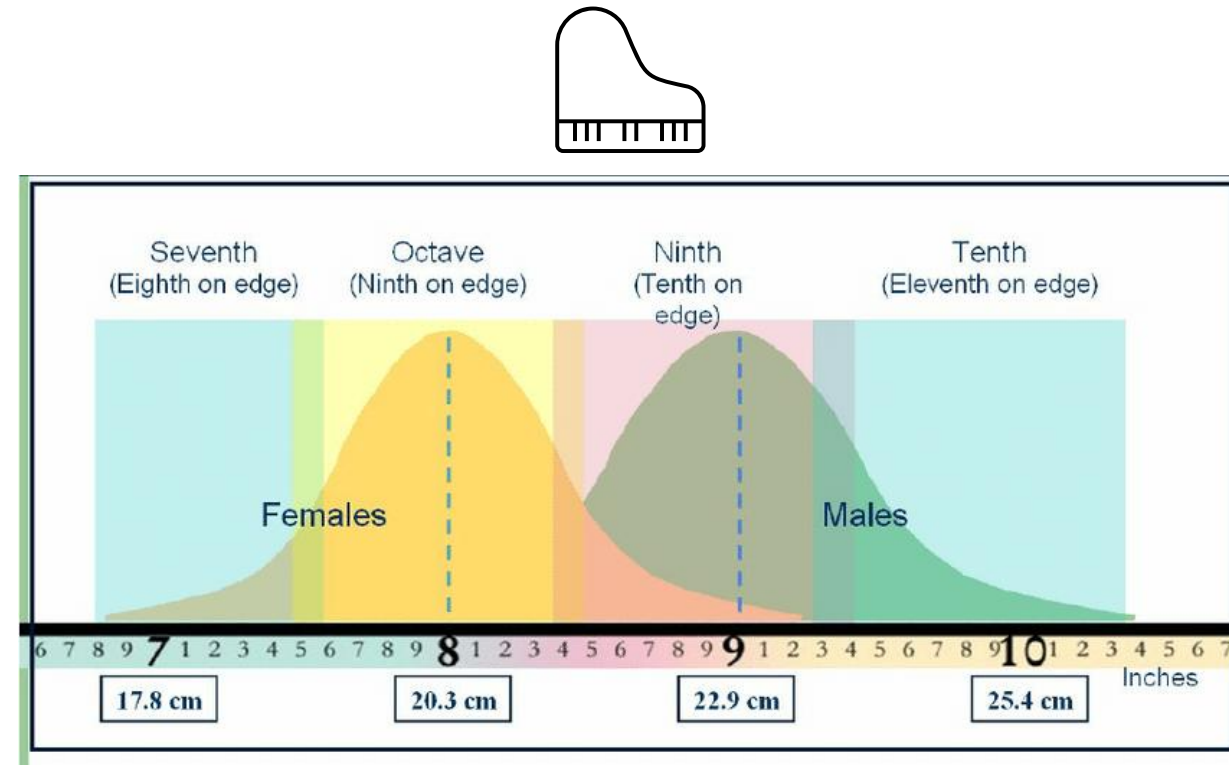
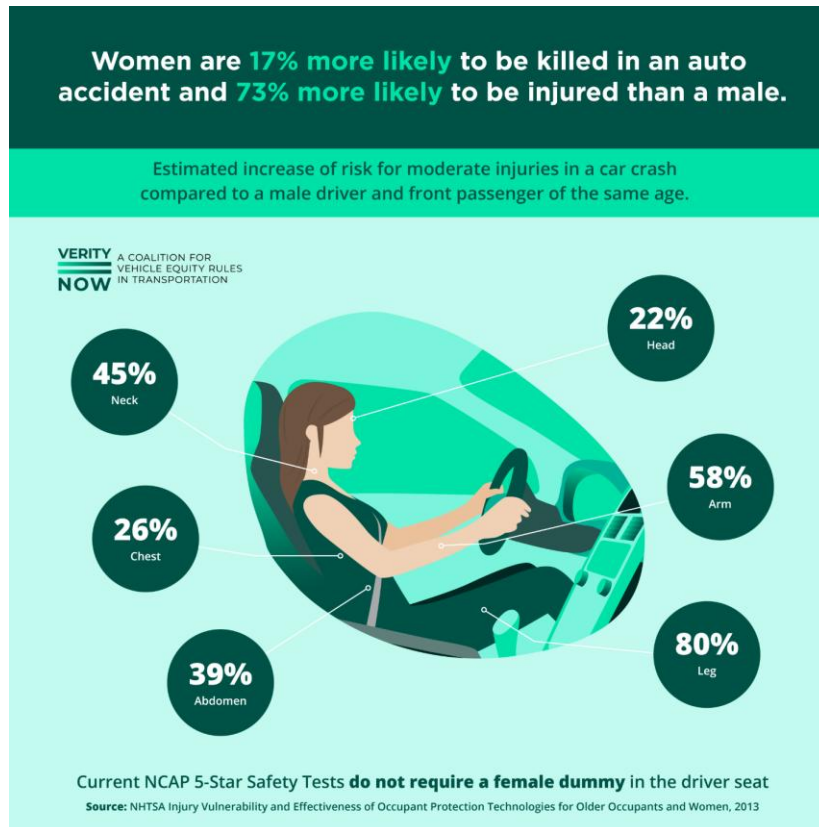


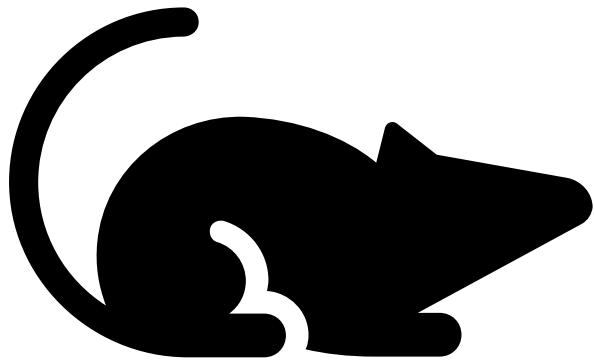
Females in academia tend to be loaded with unpromoting tasks.

Amount of grants written by men during COVID lockdown doubled. Written by women? Dropped by half.

And sometimes it's just not a nice environment.

“One size fits all”





Discussion:

Animal models in biology research

Biologists who work with animal models:

Do you use female lab animals in your experiments?

If not, why?

Participation in clinical trials

- There are some medicines that work better for black people
- Females have different metabolism and they are smaller—sometimes side effects are worse

Fun fact: Viagra helps with menstrual pain

Was it found? No, because there were only men in the trial

New trials are too expensive

...But

Viagra makes flowers stand up straight

Judy Siegel-Itzkovich, Jerusalem

Viagra (sildenafil citrate) is good not only for treating male erectile dysfunction. Israeli and Australian researchers have discovered that small concentrations of the drug dissolved in a vase of water can also double the shelf life of cut flowers, making them stand up straight for as long as a week beyond their natural life span.

They have already tested Viagra on strawberries, legumes, roses, carnations, broccoli, and other perishables. In this latest research, they found that 1 mg of the drug (compared with 50 mg in one pill taken by men with erectile dysfunction) in a solution was enough

quantities, acts as the body's most important signalling molecule.

The results of the applied research on nitric oxide were first fully reported in late 1998 in *Plant Physiology and Biochemistry* (1998; 36:825-833) and have since been the topic of discussion at international conferences of the food storage and packaging industry. Professor Leshem presented his discovery at the international conference on fresh cut produce in England last September.

An unexpected finding of Professor Leshem's group is that Viagra has a similar effect on plant ripening as it does on men's



General medicine

Research of female-specific diseases are funded 5 times less than male-specific ones

Women complaining about pain are not taken seriously and often prescribed antidepressants

Average time to diagnose endometriosis is 8 years

Female-specific diseases are funded 5 times less than male-specific ones

Defining productivity



Is having the data enough to make us care?

The New York Times

Gambia Moves Toward Overturning Landmark Ban on Female Genital Cutting

Lawmakers in the West African country voted to advance a bill repealing a 2015 ban. If it passes the final round of voting, Gambia will become the first nation to roll back protections against the practice.

Share full article    370





Open discussion

Which topics are important to you?