

@ RAMiCS 2026

# Diversity in Science

*let's look at women*

Paul Brunet and 

Université Paris Est-Créteil Val de Marne

# What am I (not) doing here ?

- ... circumstances

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# What am I (not) doing here ?

- ... circumstances → I realised we have a problem
- I do apologise to women in the audience : I am in fact not a woman myself
- not giving lessons
- but trying to start a discussion

- Some results from relevant research
- Some anecdotes for illustration
- Probably some personal opinions (sorry<sup>1</sup>)

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<sup>1</sup>not sorry

Why should we care about  
diversity ?

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Because empathy ?

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Well, but let's assume we're not nice people,  
and we don't care about that woke bullshit.


Scienceexpress

Report

## Evidence for a Collective Intelligence Factor in the Performance of Human Groups

Anita Williams Woolley,<sup>1\*</sup> Christopher F. Chabris,<sup>1,2</sup> Alexander Pentland,<sup>3,1</sup> Nada Hashmi,<sup>3,1</sup> Thomas W. Malone<sup>3,5</sup>

<sup>1</sup>Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA 15213, USA. <sup>2</sup>Union College, Schenectady, NY 12308, USA. <sup>3</sup>Massachusetts Institute of Technology (MIT) Center for Collective Intelligence, Cambridge, MA 02142, USA. <sup>4</sup>MIT Media Lab, Cambridge, MA 02139, USA. <sup>5</sup>MIT Sloan School of Management, Cambridge, MA 02142, USA.

 <https://doi.org/10.1126/science.1193147>

“This “c factor” is not strongly correlated with the average or maximum individual intelligence of group members but is correlated with the average social sensitivity of group members, the equality in distribution of conversational turn-taking, and the proportion of females in the group.”


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Contents lists available at [ScienceDirect](#)

## Journal of Informetrics


journal homepage: [www.elsevier.com/locate/joi](http://www.elsevier.com/locate/joi)



Is higher team gender diversity correlated with better scientific impact?

Chengzhi Zhang<sup>\*</sup>, Jiaqi Zeng, Yi Zhao

*Department of Information Management, Nanjing University of Science and Technology, Nanjing 210094, China*

 <https://doi.org/10.1016/j.joi.2025.101662>

“Mixed-gender collaboration receives more citations than same-gender collaboration.”

[www.nature.com/scientificreports](http://www.nature.com/scientificreports)


**scientific** reports



OPEN

# Inclusion unlocks the creative potential of gender diversity in teams

Balázs Vedres<sup>1,2</sup>✉ & Orsolya Vásárhelyi<sup>3,4</sup>

 <https://doi.org/10.1038/s41598-023-39922-9>

Story time: women are *not* ok

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- A senior researcher, at POPL'24

“[I] was asked repeatedly by people I did not know well: *how come you're here, who is taking care of the baby, are you not breastfeeding?*”

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“[I] was asked repeatedly by people I did not know well: *how come you're here, who is taking care of the baby, are you not breastfeeding?*”

- Anonymous, recent

“a colleague organises a conference with ~200 participants (~30% women), and the only participants that mention childcare issues are female.”

- University students don't always have the most subtle humour

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- Most academics were students at some point

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“The older I get, the more issues I have — with colleagues, with “boy’s clubs and jokes” with the atmosphere at the department...”

- Scientific disrespect

- Scientific disrespect
- Plain disrespect

- Scientific disrespect
- Plain disrespect
- Unwanted physical contact

also

... many more

Not all men... *but many*

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SCIENCE ADVANCES | RESEARCH ARTICLE

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PSYCHOLOGICAL SCIENCE

## In some professions, women have become well represented, yet gender bias persists—Perpetuated by those who think it is not happening

C. T. Begeny<sup>1\*</sup>, M. K. Ryan<sup>1,2</sup>, C. A. Moss-Racusin<sup>3</sup>, G. Ravetz<sup>4,5</sup>

 <https://doi.org/10.1126/sciadv.aba7814>

“The findings reveal that implicit gender–career associations disproportionately affect both individuals classified as female and those identifying as women or non-binary,”

# Even in leadership positions

Journal of Business Ethics (2023) 185:513–531  
<https://doi.org/10.1007/s10551-022-05203-0>


ORIGINAL PAPER



## Microaggressions, Interrupted: The Experience and Effects of Gender Microaggressions for Women in STEM

Jennifer Y. Kim<sup>1</sup>  · Alyson Meister<sup>2</sup>

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 <https://doi.org/10.1007/s10551-022-05203-0>

“Through in-depth, qualitative interviews of 39 women leaders in STEM [...] five types of gender microaggressions women most often encounter [...] can trigger a cycle of rumination and self-doubt that may ultimately result in women choosing to leave STEM.”

*The British Journal of Sociology*

WILEY


## The Silent Standpoint: How Professors Explain Gender Disparities in Academia

Margaretha Järvinen<sup>1</sup>  | Nanna Mik-Meyer<sup>2</sup> 

<sup>1</sup>Department of Sociology, University of Copenhagen, Copenhagen, Denmark | <sup>2</sup>Department of Organization, Copenhagen Business School, Frederiksberg, Denmark

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 <https://doi.org/10.1111/1468-4446.70095>

“Furthermore, we identify a ‘silent standpoint’ among the participating male professors: the idea that women are generally less qualified than men as candidates for full professorships.”

- Once upon a time I was a student of dubious humour

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- jokes are not always ok

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- difficult to predict

- Once upon a time I was a student of dubious humour
- jokes are not always ok
- difficult to predict → it's about **feelings**

What can we do?

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- Be mindful of people's feelings

# It's nice to be nice...

- Be mindful of people's feelings
- Encourage them to talk, and listen when they do

## It's nice to be nice...

- Be mindful of people's feelings
- Encourage them to talk, and listen when they do
- Accept that a change in perspective may change a lot

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“Importantly, we surface the interventional and empowering role that allies play in triggering a redemptive sensemaking process that can support women leaders to build resilience and counter the negative effects of microaggressions.”

- I don't have much answers
- But acknowledging the problem is a necessary step

Thank you for your attention