

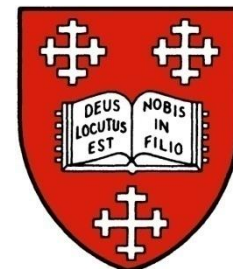
Women in science – a UK perspective

Jocelyn Bell Burnell

Oxford University Astrophysics

&

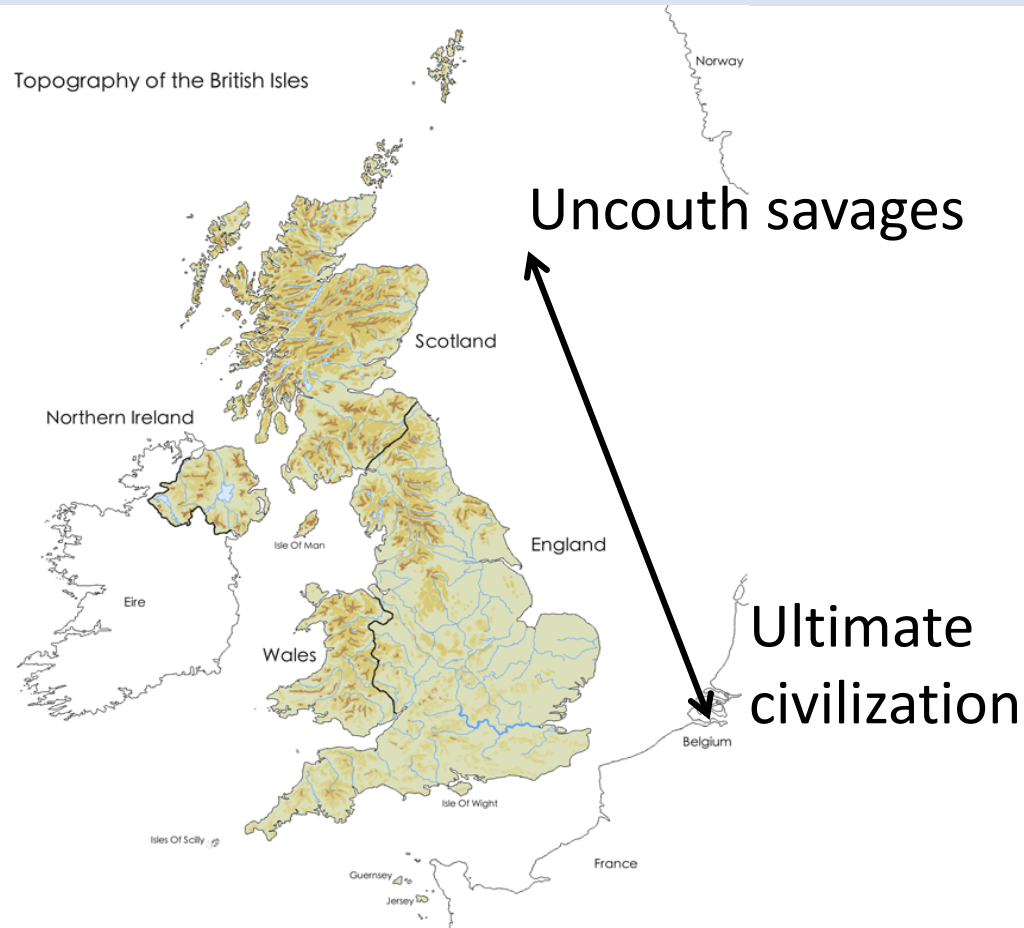
Mansfield College



A brief history

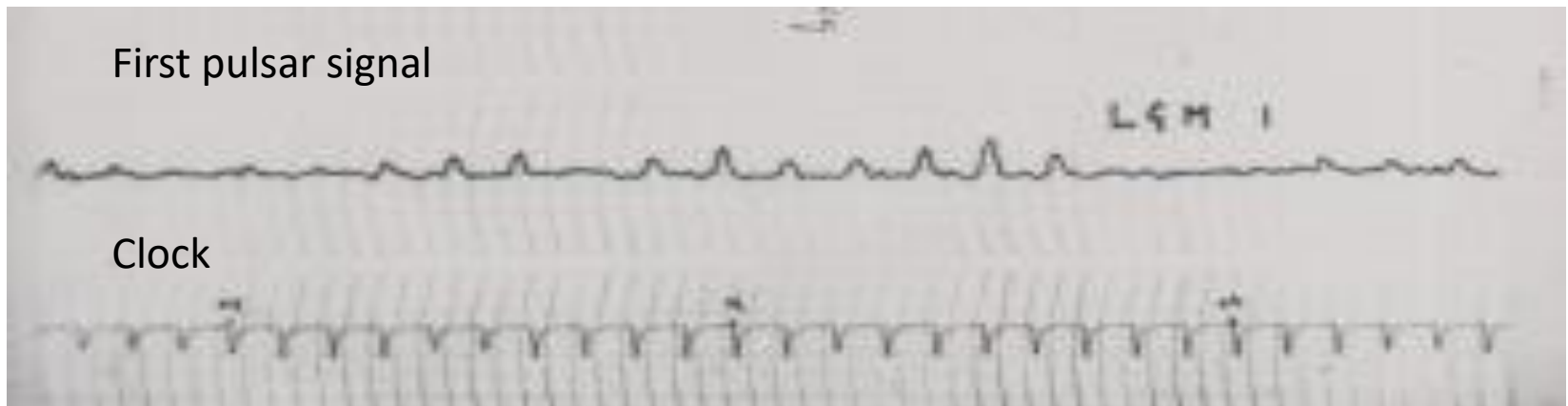


Some British geography



Imposter syndrome

- I decided to work hard – so that *when* they threw me out I would not have a guilty conscience – I'd know I'd done my best.
- I noticed a curious signal; 10 parts in a million anomaly
- And it turned out to be a new kind of star – a **pulsar** – Nobel Prize to thesis adviser; (No-Bell Prize!)



Family life

- Got married as I finished the PhD – husband worked in Local Government.
- He moved jobs every 7 years or so, to get promotion
- Son born 4 – 5 years later
- Few child-minding facilities as mothers not expected to work



Hanging in there!



- A lot of my ‘career’ was really a succession of jobs (portfolio career).
- Felt a bit like snakes and ladders!

Women in Astronomy Worldwide – how does the UK compare?



International Astronomical Union
membership data

International Astronomical Union Data

% of astronomers who are female: countries with >200 astronomers						
Country		% female		Country		% female
Italy		26%		USA		14%
France		25%		China Nanjing		13%
Brazil		22%		UK		13%
Spain		20%		Germany		12%
Russian Fed		18%		Netherlands		11%
Australia		16%		India		9%
Canada		14%		Japan		7%
WORLD AVERAGE		17%				

Possible cultural factors

- Men are in other subjects which are seen as more prestigious.
- Parents live nearby (child-minding)
- Lots of poor people – poor women willing to be your housekeeper, childminder, maid,.....



McKinsey & Company research

Companies that have the most diverse (gender and/or ethnicity) Executive and Board are:

- More robust
- More flexible
- More successful

than companies that are less diverse.



Unconscious Bias

E.g.



UNITED NATIONS COMMISSION ON SCIENCE AND
TECHNOLOGY FOR DEVELOPMENT

MEETING PARTICIPANT PROFILE FORM - required for U.N.
Administrative purposes

Instructions:

1. Please answer each field completely. ALL fields are Mandatory. TYPE or PRINT in dark ink.
2. Please attach the following MANDATORY official supporting documents: **copy of passport and a sample of the Beneficiary's Bank Information Detail. Please go to page 4 for the example.**
3. PLEASE COMPLETE AND RETURN THIS FORM **AS SOON AS POSSIBLE** to the CSTD secretariat via email at stdev@unctad.org. This is a requirement in order to process your UN travel authorization.

A. PERSONAL INFORMATION

Title	<input type="checkbox"/> Mr. <input type="checkbox"/> Ms.		
First (Given) Name <small>(as shown on passport)</small>			
Middle Name			
Last (Surname) Name <small>(as shown on passport)</small>			
Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female		
Date of Birth (dd/mm/yyyy)	Place of Birth (City and Country):		
Current Address	N° & Street:		
	City/State:	Country:	Zip/Postal Code:
Organization Affiliation			
Business Address			
Position Title			
Phone (office)			
Phone (mobile)			
Email Address	Primary:	Secondary:	

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Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female		
Date of Birth (dd/mm/yyyy)	Place of Birth (City and Country):		
Current Address	N° & Street:		
	City/State:	Country:	Zip/Postal Code:
Organization Affiliation			
Business Address			
Position Title			
Phone (office)			
Phone (mobile)			
Email Address	Primary:	Secondary:	

Creation of Athena SWAN Award

Recognising women-friendliness



UK (£££), also
humanities,
Ireland
Australia,
Canada. (USA)