

## Session „Gender in der Physik“

*Martina Erlemann (organisor)*

*Friday, 13:30-16:30*

*Room: EW 201, Eugene-Paul-Wigner-Building, Hardenbergstr. 36*

### What's wrong with me?

*Pauline Gagnon, CERN*

I'll start by going over some of my personal experiences as a particle physicist to explore how women are being treated in physics. Then I'll show how the personal is in fact very political. These experiences I had were far from being simply personal but rather reflect the situation so many women and members of other minority groups still experience in physics. I will review numerous studies that reveal how sexism, homophobia and racism are still largely prevalent in science today. I will also suggest some survival strategies as well as a series of easily applicable measures to improve this situation. These measures would benefit all scientists, regardless of their gender, race, sexual orientation, physical ability or religion. Science has everything to gain from being more inclusive since diversity brings more creativity, a key ingredient in science.

### From an institutional point of view: Learnings from the GENERA network on gender in physics

*Lia Lang, DESY*

GENERA was an EU-funded project related to gender equality in physics. More specific, 11 physics research institutions joined forces to implement gender equality plans. Preparatory work was an interview study to identify gender equality conditions in physics by assessing careerpaths of successful female and male physicists, as well as the major challenges and obligations in their worklife.

After the GENERA project ended in 2018 it was sustained into a GENERA Network and Community of Practice to continue its activities. The presentation will provide an overview of the results and learnings obtained within the GENERA project and will introduce in the network activities.

### Intersections of gender, ethnicity, and sexual identity within the culture of physics in Germany

*Andrea Bossmann, Franziska Kaiser, TU Berlin*

Still today, the environment in physics departments and research institutes in Germany appears to be quite homogeneous: the vast majority of physicists is cis-male, white and heterosexual. To investigate the climate and culture of physics in Germany and gain a differentiated intersectional perspective we are interviewing physicists in Germany who have a history of migration, as well

as queer physicists. Based on their experiences we are analyzing how gender is created and performed within the culture of physics. Recent studies from other countries reported discrimination against people of color and LGBTIQ+ in physics.

Additionally, we aim to raise awareness for the topics of inclusion and diversity in the physics community.