



Women Geoscientists in Canada

GEOSCIENCE AND GENDER

THE PROBLEMS OF THE PAST AND THE NEEDS FOR THE FUTURE

Sarah Devriese, PhD, GIT

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Saskatchewan Geophysical Society

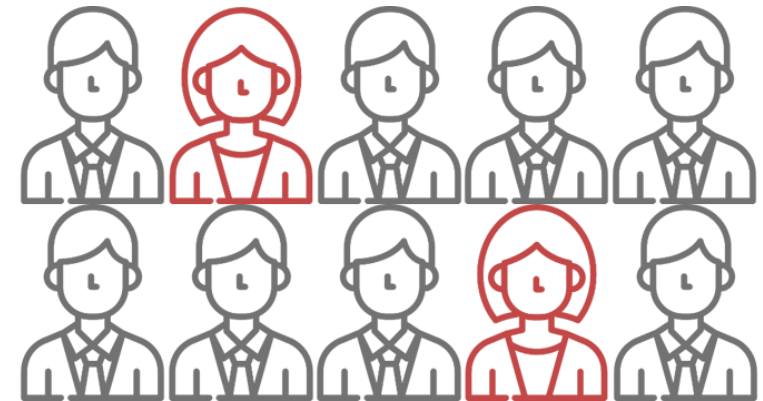


WHO ARE WE?

- There are approximately 12,600 geoscientists in Canada
- Geoscientists = geologists, geochemists, and geophysicists
- How many are women?
 - Any guesses?
 - 10%?
 - 20%?
 - 30%?
 - 40%?

WHO ARE WE?

- There are approximately **12,600 geoscientists** in Canada
- Geoscientists = geologists, geochemists, and geophysicists
- How many are women? **Only 19% are women**





THREE THOUGHTS

- Retention
- A new image
- Better representation



RETENTION



RETENTION

- A tremendous cost goes into training every newly hired geoscientist
 - Why lose that talent 5-10 years in?
- Our industry is aging... we need fresh ideas and people to take over
- More diverse teams have shown to be more productive and more risk-averse



IN UNIVERSITY

- **40-50%** of undergraduate geoscience degrees in the US and Canada, depending on the source.
- So what happens after graduation? How do we stop the “leaky pipeline”?
- **Retention** is a key issue in our industry!



FLEXIBILITY

- To employers
 - Increase flexibility and thoughtfulness when assigning people to certain tasks
 - Allow a dialogue to ensure this works for everyone
 - Working with a current employee builds company loyalty
- To employees
 - Be mindful on your teams
 - Ask for what you need
 - Sometimes, your case hasn't come up before and nothing can change if someone doesn't say something



A NEW IMAGE



BATTLE UNCONSCIOUS BIAS

- “Heidi Roizen was a successful Silicon Valley venture capitalist who became the subject of a case study at Columbia Business School.

Professor Frank Flynn, presented half his class with the case study with Heidi’s name on it and gave half the class the same case study with her name changed to “Howard”.

The students rated “Howard” and Heidi, equally competent, but they liked Howard, but not Heidi.”

- That’s unconscious bias and we are all guilty of it



BATTLE UNCONSCIOUS BIAS

- Use inclusive language
 - Instead of “hey guys”, try “hello folks”
- Consider removing/marking out names when looking at resumes
 - Benefits unconscious bias against women but also minorities
- Add or advocate for unconscious bias training
 - Increases awareness, how to recognize, and address
 - implicit.harvard.edu/implicit/canada/ or google “Harvard implicit”



ZERO TOLERANCE FOR HARASSMENT



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- To employers
 - Check your policies and ensure there are clear procedures for reporting and dealing with harassment at all levels
 - Make part of safety culture and announcements
 - Advertise the zero-tolerance policy in common rooms



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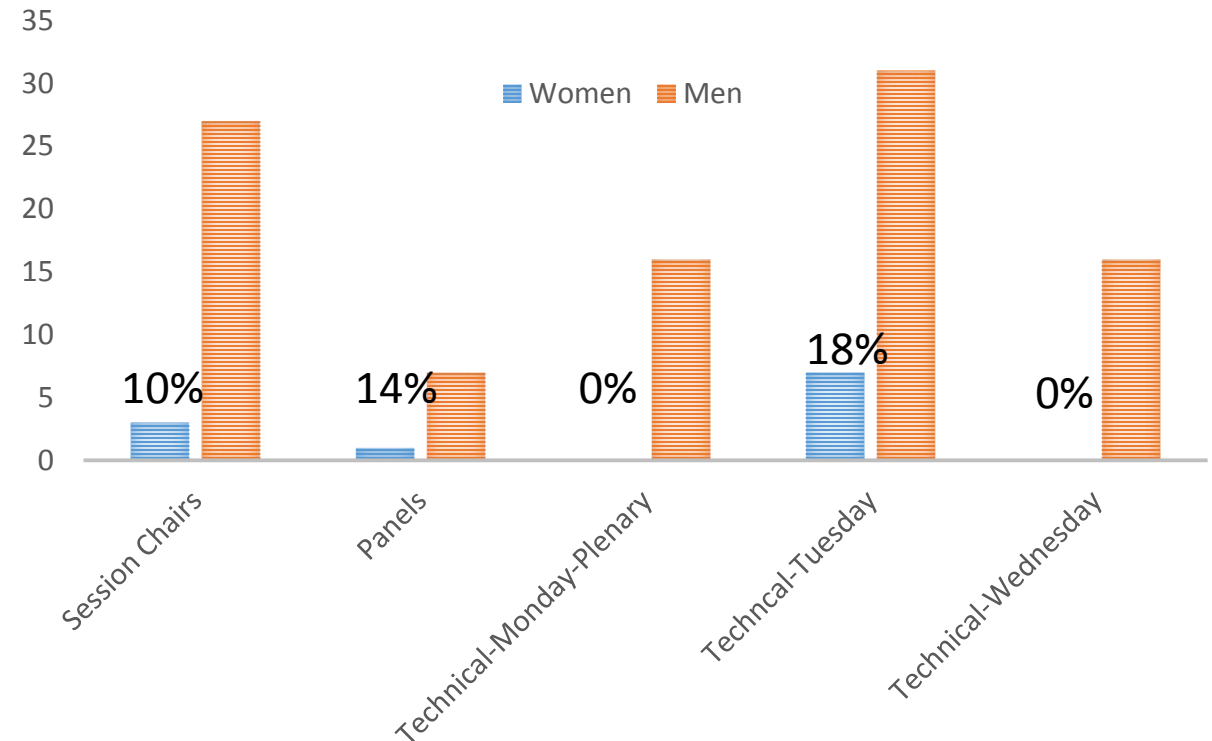
- To employers
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 - Make part of safety culture and announcements
 - Advertise the zero-tolerance policy in common rooms
- To employees
 - If you are a victim, find a way to report it
 - If you witness something, SPEAK UP!
 - Get the victim out of the situation
 - Interrupt the situation
 - Tell your superiors about the situation



BETTER REPRESENTATION

TAKE A LOOK AT ANY CONFERENCE...

- Chances are women are underrepresented in technical talks, as session chairs, and on panels
- Take a look this week and observe this for yourself



Exploration '17 (October 2017) conference in Toronto



ACTIONS

- Send more women to conferences to represent your companies
- Demand professional and technical societies to resemble their membership as chairs, committees, etc
- Promote professional development (like the workshop tomorrow!) and invest in people



THREE THOUGHTS: SUMMARY

- Retention
 - Retain the current workforce is more economic than hiring and training
 - Embrace some flexibility and remote work if possible
- A new image
 - Address unconscious bias
 - Zero tolerance for harassment
- Better representation
 - Send more women to conferences to represent your companies
 - Demand professional societies to resemble their membership as chairs, committees, etc



THANK YOU

- Please check out our website: www.WGCanada.org
- Sign up for our monthly newsletter via the website
- Join our forum on Slack: <https://goo.gl/pabfXu>
or email us to get an invite
- Email us: WomenGeoscientistsCanada@gmail.com