

TOWARDS GENDER EQUITY IN INDIAN ASTRONOMY

Aru Beri^{1*}
 Prajval Shastri^{2*}
 Ravinder Banyal³
 Debarati Chatterjee⁴

WGGE



Ritaban Chatterjee⁵
 Harvinder Jassal¹
 Nissim Kanekar⁶
 Preeti Kharb⁶
 Kuntal Mishra⁷

W= Working
 G= Group for
 G= Gender
 E= Equity

*:participants in the ICWIP

Contact: preeti.kharb@gmail.com

The Working Group for Gender Equity (WGGE) was formally constituted under the Astronomical Society of India (ASI) in 2015. The primary goal of the WGGE is to increase awareness about gender-related issues in the astronomical community. The current WGGE comprises 8 members from different astronomy institutes and universities across India. WGGE members organise "Anna Mani lectures" on gender sensitisation. These lectures are an attempt to discuss gender equity issues across disciplines and have included eminent speakers who are science historians, philosophers of science, science journalists, social scientists, as well as scientists. WGGE members carry out gender audits of Indian research institutes and maintain them on their webpage (<https://astron-soc.in/wgge/>). Gender-sensitization talks are also a part of annual WGGE sessions at ASI meetings. These impactful sessions include an open discussion with the ASI participants, whose suggestions are then carried forward for future activities of the WGGE. Online questionnaires to assess and create gender awareness in the community are also circulated to ASI members.

Interdisciplinary practitioners deliver country-wide Anna Mani Memorial Lectures that bring diverse insights on gender inequity

OUR IMPACT ON THE ANNUAL ASTRONOMICAL SOCIETY MEETINGS

- ★ A plenary on gender inequity is a regular feature
- ★ The fraction of women speakers is now 33%
- ★ Child-care facility is routine

Learn more about Anna Mani, from our website: She became a physicist in an era when many women were not allowed to attend school,, She retired as the Deputy Director General, Indian Meteorology Department.



<https://astron-soc.in/wgge/lecture>

Sumi Krishna:
 How does Gender Matter in the Physical Sciences

Amrita Banerjee:
 A New Conceptual Model for 'Diversity'

Meera Nanda:
 Running an Obstacle Race with Miles Still to Go

Abha Sur: Extraordinary/Ordinary:
 R Rajalakshmi's Life Science

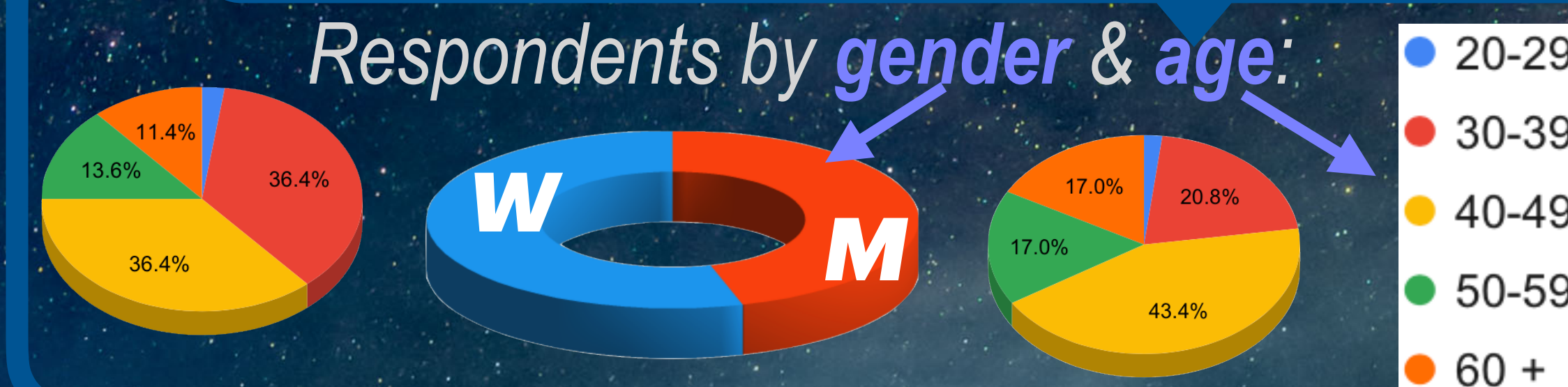
Aashima Dogra:
 Science Communication as a Mirror to Science

Jayasree Subramanian:
 They were Axiomatic. We were empirical: The Indian Approach to the Gender Question in Mathematics

Women faculty (%) in elite astrophysics institutions



Survey of Indian astrophysicists by the WGGE (2021)



45% were women, who, more than men were dominated by the <50 yr-old cohort (● + ● + ●)

W=WOMEN; M=MEN

SELECT SURVEY RESULTS

- 22%W reported having faced sexual harassment
- 38%W & 38%M reported knowing someone who faced sexual harassment
- 83%W & 43%M perceived gender discrimination in academic institutions
- Majority respondents reported absence of workplace child-care
- Most felt that the gender gap was due to societal constraints on women
- 91%W & 85%M felt child-care facilities in the workplace would reduce the gender gap
- 80%W & 70%M: mentoring programmes for young women would help reduce the gap
- Most felt that open discussions on gender discrimination were needed

Glimpses of the 2-hour Plenaries on GenderEquity with Open Discussions



Hover & follow the links!



Detailed results will soon be on our website!

Visit our website for videos of talks & more!

Follow us on Twitter! @asi_wgge

Author affiliations: 1:Indian Institute of Science Education & Research Mohali; 2: Indian Institute of Astrophysics (retl.); 3: Indian Institute of Astrophysics; 4: Inter-University Centre for Astronomy & Astrophysics; 5: Presidency University, Kolkata; 6: National Centre for Radio Astrophysics; 7: ARIES Nainital. Background Image: the Milky Way from Ladakh, India: Dorje Angchuk