

# Spreading of Women in Science and of actions to overcome connected stereotypes

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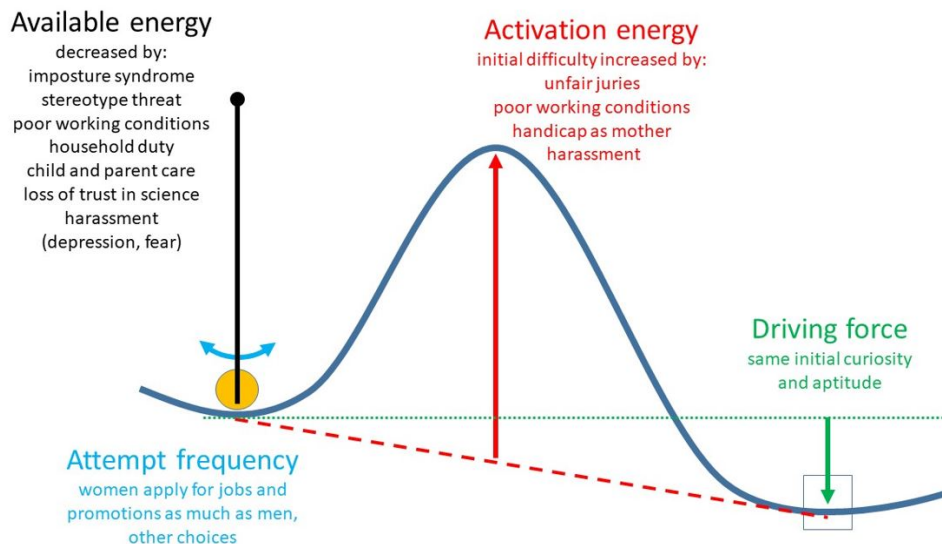
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Since Maria Skłodowska arrived in Paris and opened the way for women to university and research, legal acceptance of women in universities and research is effective in most developed countries and many researchers believe that there are no more barriers for women to enter and progress in Science. Diffusion of women in science and atomic diffusion have some similarities: description using activation energies, driving forces, self-catalysis. . .

Nevertheless, the complexity of the problem is high as the ‘driving forces’ and the ‘activation energies’ depend on many non-constant parameters as the mentality evolutions, the political changes and the schooling reforms. When the trend towards parity and equality seems to be established, the circumstances can induce a return to previous state and a loss of the progress gained during many years.

The progress in developed countries is now mainly based on the overcome of stereotypes both on the side of women/girls to liberate those interested in science from the social pressure and on the side of hiring/promoting committees to be aware of (and correct) the residual subconscious reflexes favouring male candidates at each career step. Therefore, mentoring is spreading in universities to help on the candidate side and training of the committee members to make the juries aware of the unconscious preconceived ideas as well as the male colleagues to become more gender fair.



Spreading of women in science schematised with the atomic diffusion principle.