



Gender Summit 3 - North America

Diversity Fueling Excellence in Research and Innovation

**November 13 - 15, 2013,
Washington D.C.**

- **Jennifer Cooper, Economics Faculty , National Autonomous University of Mexico (UNAM)**



Session 3

- Integrating Gender into Research
Content and Methods



Institucionalization of a Gender Perspective at the National Autonomous University of Mexico (UNAM for its initials in Spanish)

International Differences in the timing of equity policies and research

- Late 1980's in Europe, the UK and Australia
- 1998 the European Technology Assessment Network (ETAN), collected data on women in science (including Mathematics, Computer Science and Engineering)
- 2000- ETAN report
- 2007 – Mexico-UNAM project
- 2013 – Mexico –Dean of UNAM pronounces guidelines for Equality in the UNAM

Mexico- equity initiatives in the UNAM

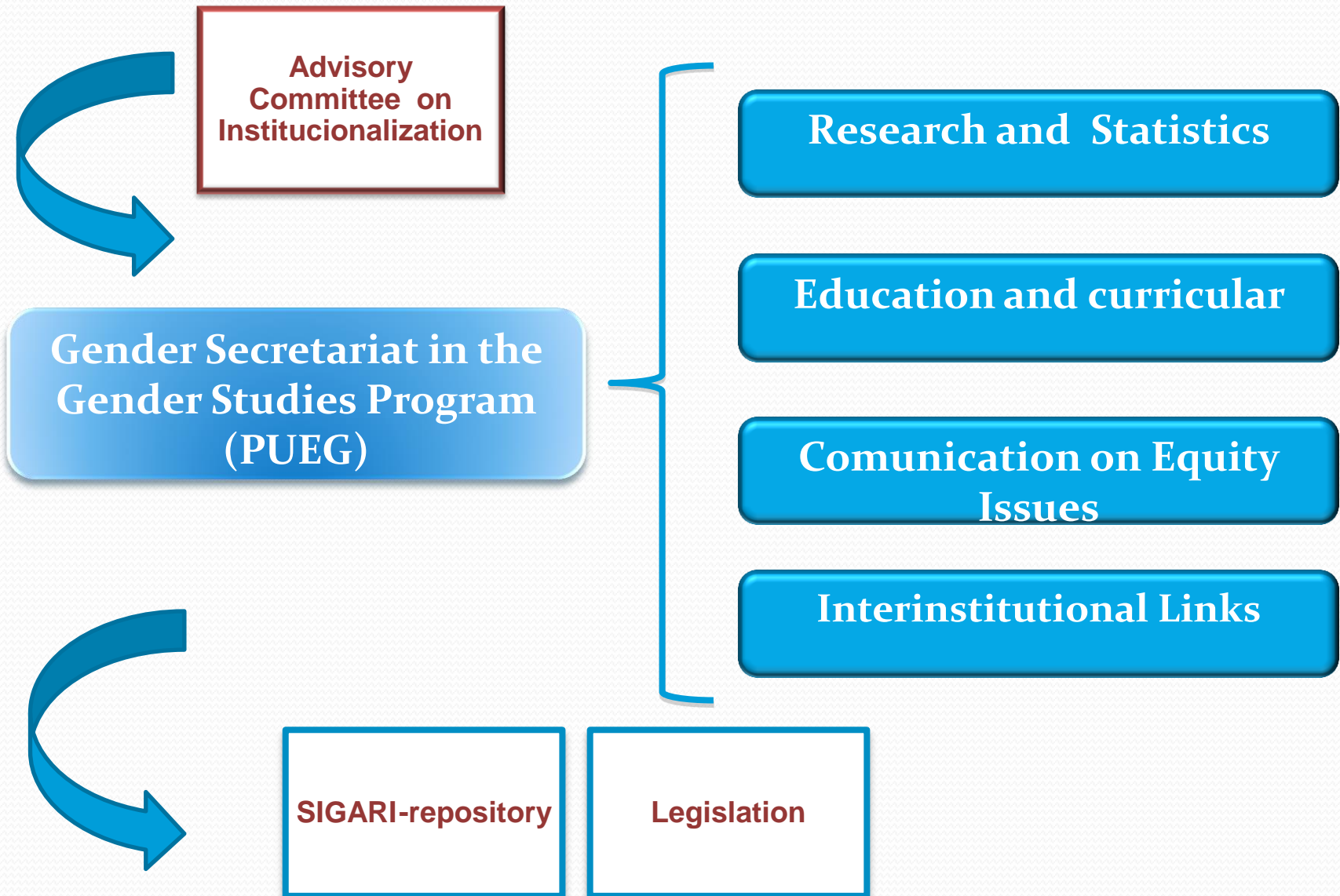
A Long-term , On-going Project

To promote gender equity within the university in:

- academic and administrative governance structures,
- practices,
- processes
- culture.

- **University Structures Involved**

- ↳ Special Commission on Gender Equity(created march 2010)
- ↳ Gender Studies Program(PUEG)
- ↳ Incorporation of Gender Equity Project in the current University Development Plan



Magnitude of the UNAM

- **Academic staff:** 34,512 (42.2% women)
- **Administrative staff** 30, 265 (49.9 % women)
- **Students enrolled** 330, 382 (52% women)

Total = 395,159

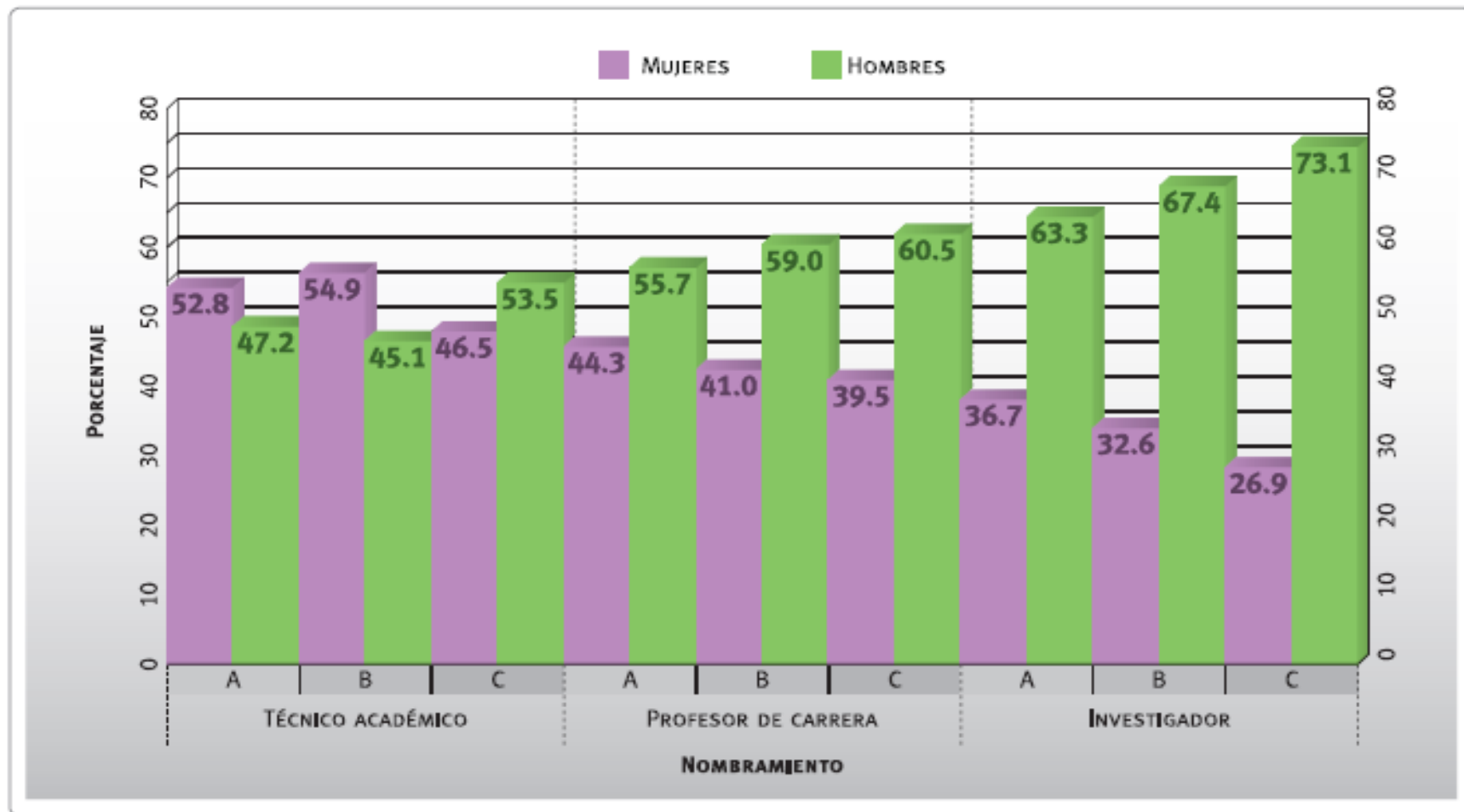


Research findings

The academic population

Academic s-Full time positions by category and sex

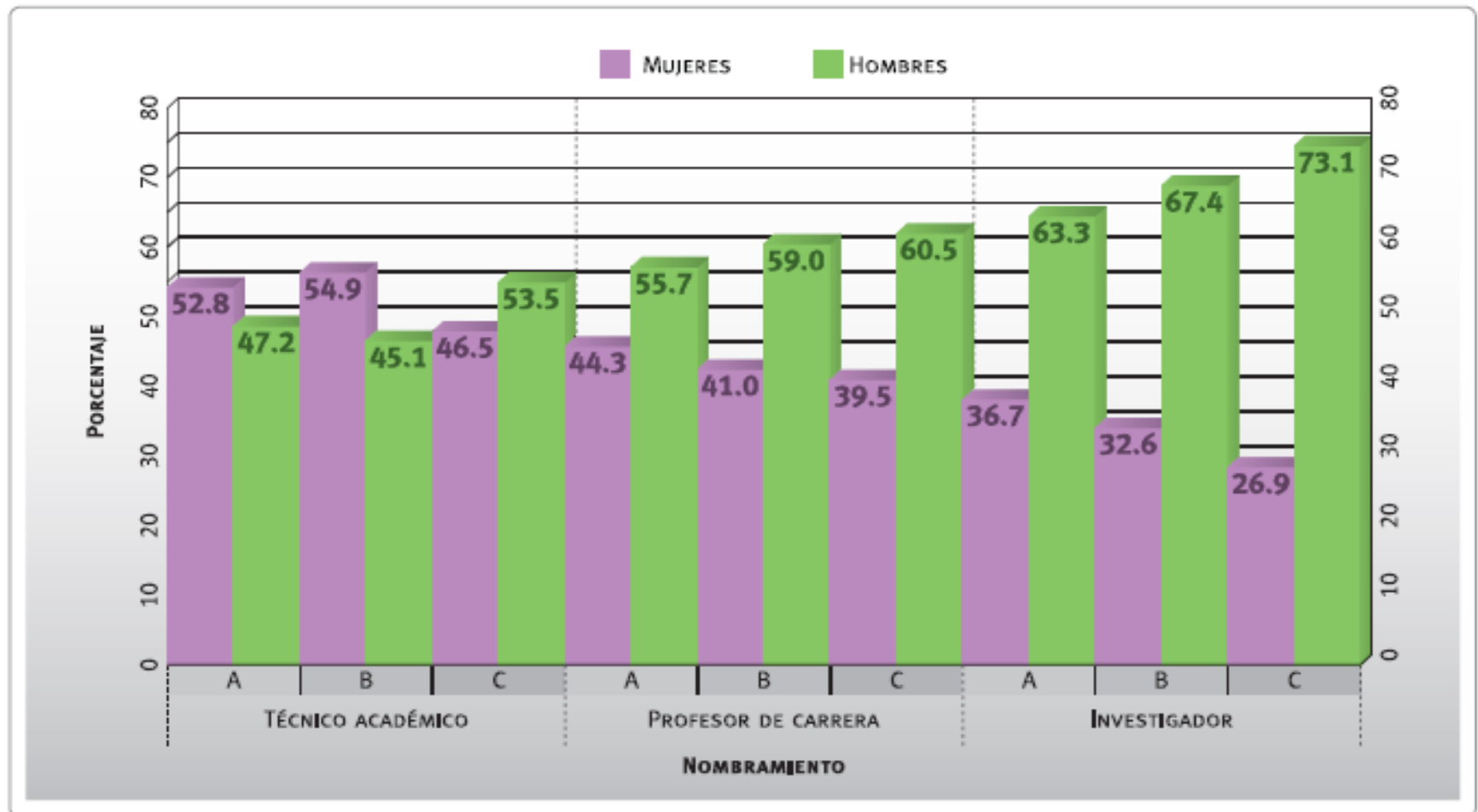
GRÁFICA 2.4 NOMBRAMIENTOS TITULARES DE TIEMPO COMPLETO POR NIVEL Y SEXO, 2009



Fuente: Nómina académica, quincena 16 de 2009, Dirección General de Personal, UNAM.

Academics -Full time positions by category and sex

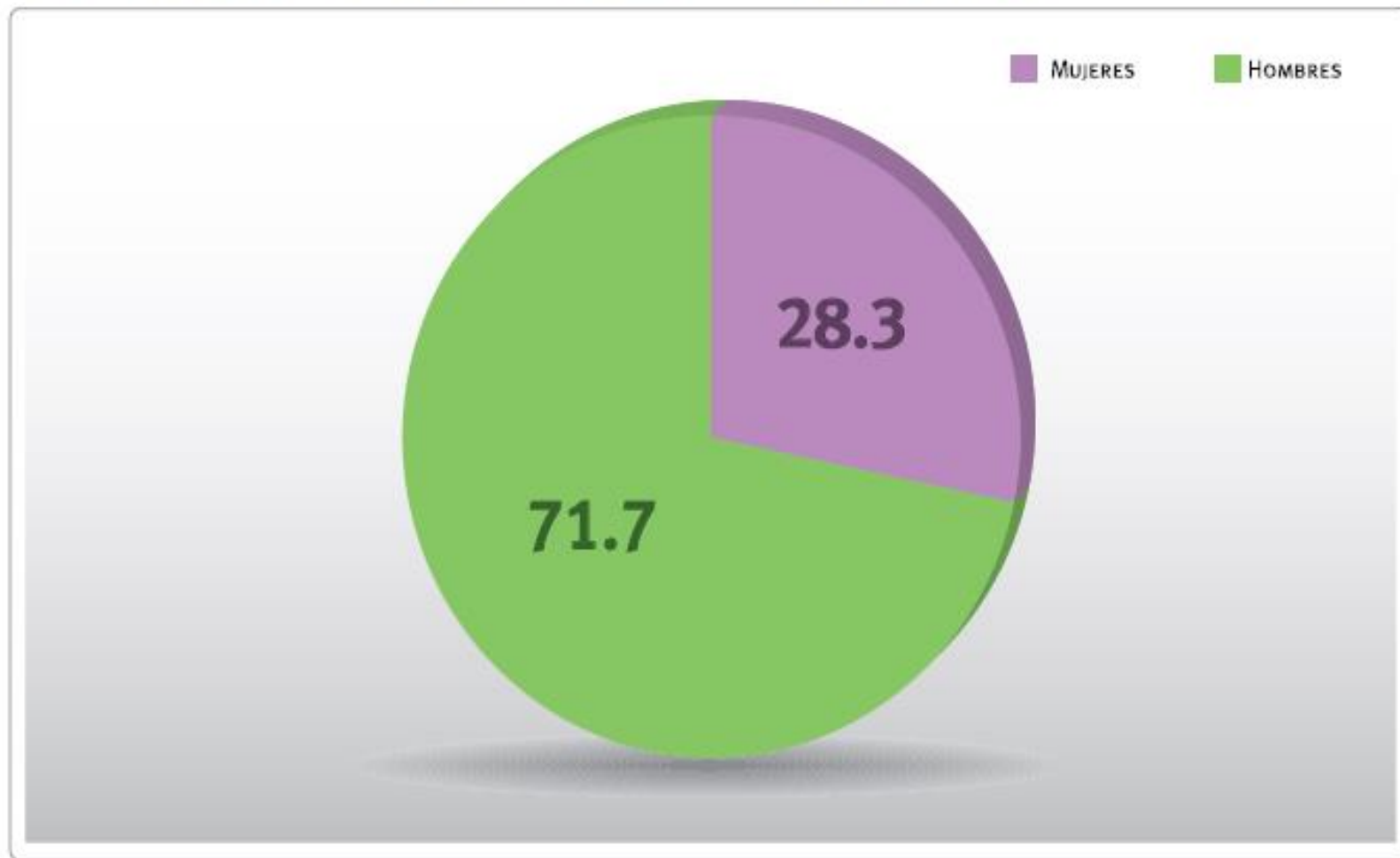
GRÁFICA 2.4 NOMBRAMIENTOS TITULARES DE TIEMPO COMPLETO POR NIVEL Y SEXO, 2009



Fuente: Nómina académica, quincena 16 de 2009, Dirección General de Personal, UNAM.

Research fellows with the highest level (D) of income and recognition.

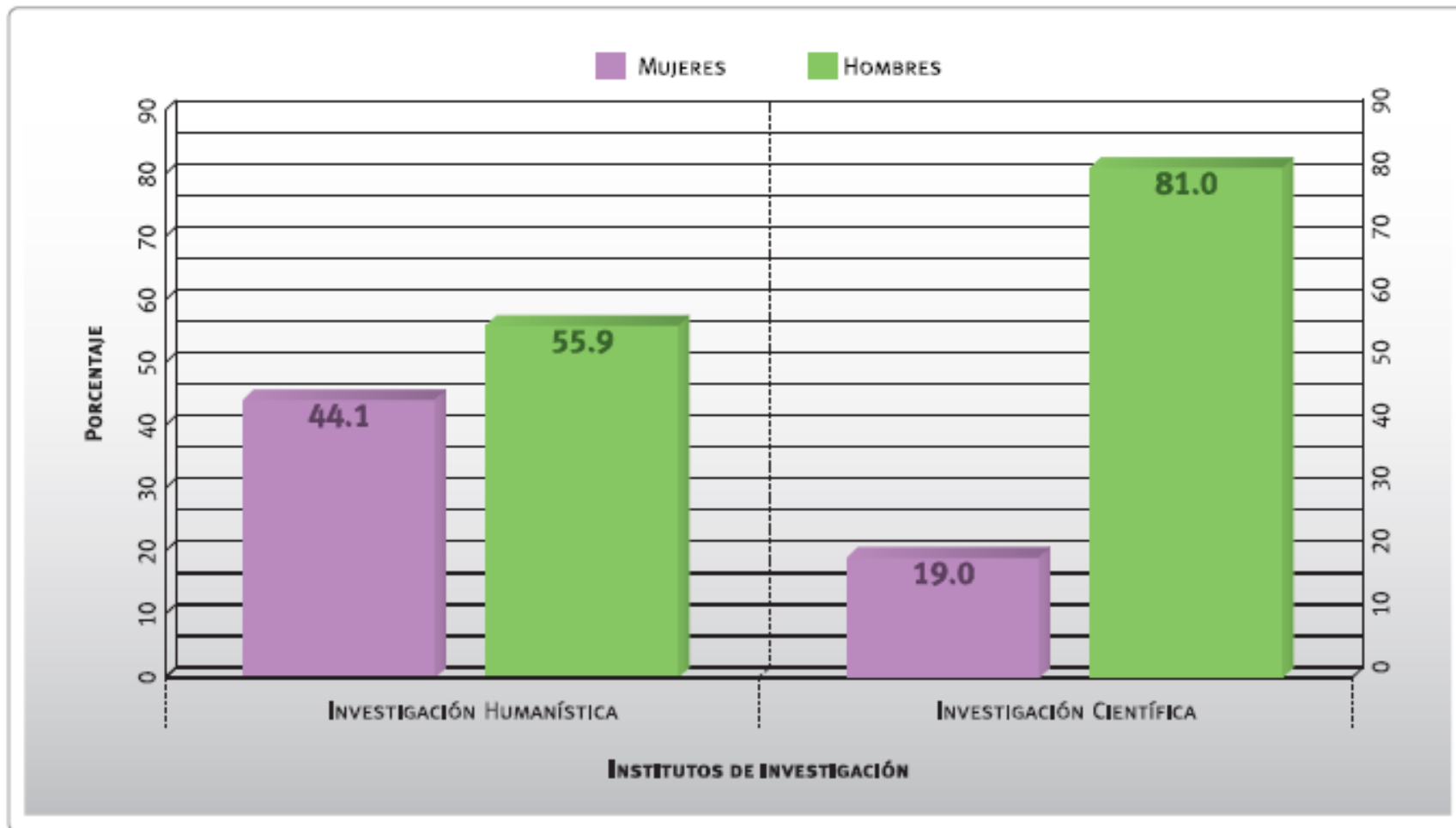
GRÁFICA 2.7 INVESTIGADORAS E INVESTIGADORES CON PRIDE D, 2009



Fuente: Nómina académica, quincena 16 de 2009, Dirección General de Personal, UNAM.

Full time Research Fellows, Level C, (the highest level) by research institute and sex

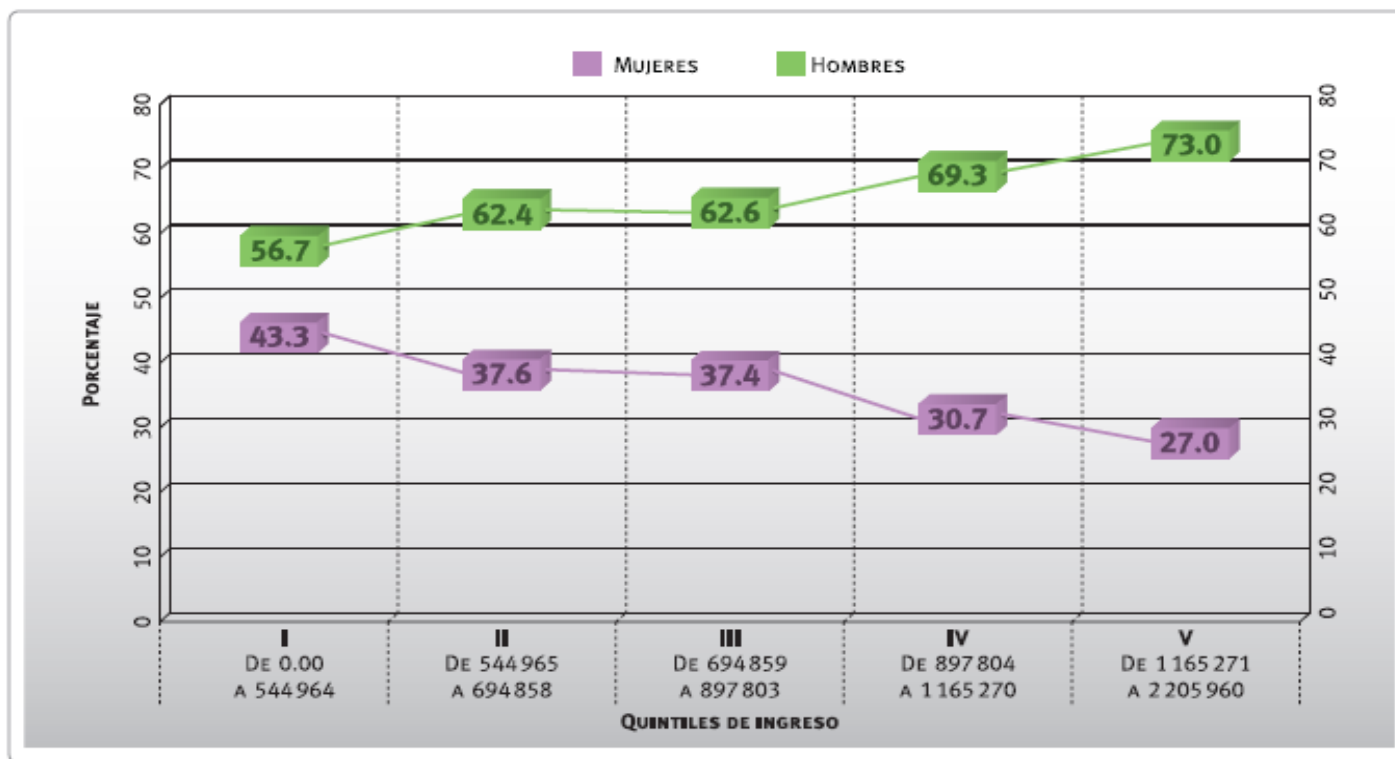
GRÁFICA 2.12 INVESTIGADOR TITULAR C DE T.C. POR INSTITUTOS DE INVESTIGACIÓN Y SEXO, 2009



Fuente: Nómina académica, quincena 16 de 2009, Dirección General de Personal, UNAM.

Research Fellows by sex and median annual income - quintiles

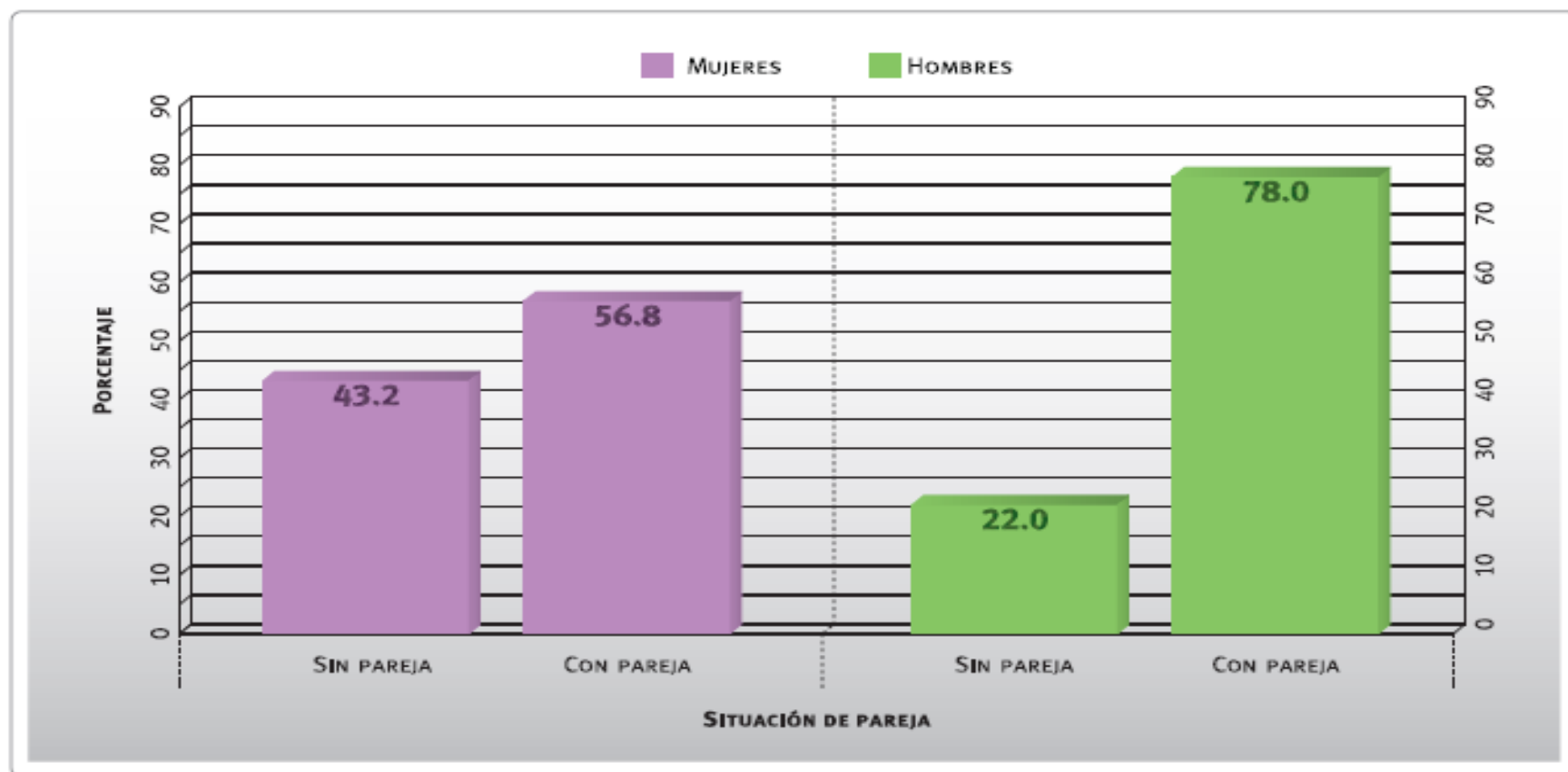
GRÁFICA 5.1 POBLACIÓN ACADÉMICA: INVESTIGADORAS/ES POR QUINTILES DE INGRESO ANUAL Y SEXO, 2009



Fuente: Nómina académica, quincena 16 de 2009, Dirección General de Personal, UNAM.

Men and women research fellows, with and without partners

GRÁFICA 2.18 INVESTIGADORAS E INVESTIGADORES DE ACUERDO CON SU SITUACIÓN DE PAREJA, 2009*



*Se excluye a las personas que se declararon viudas.

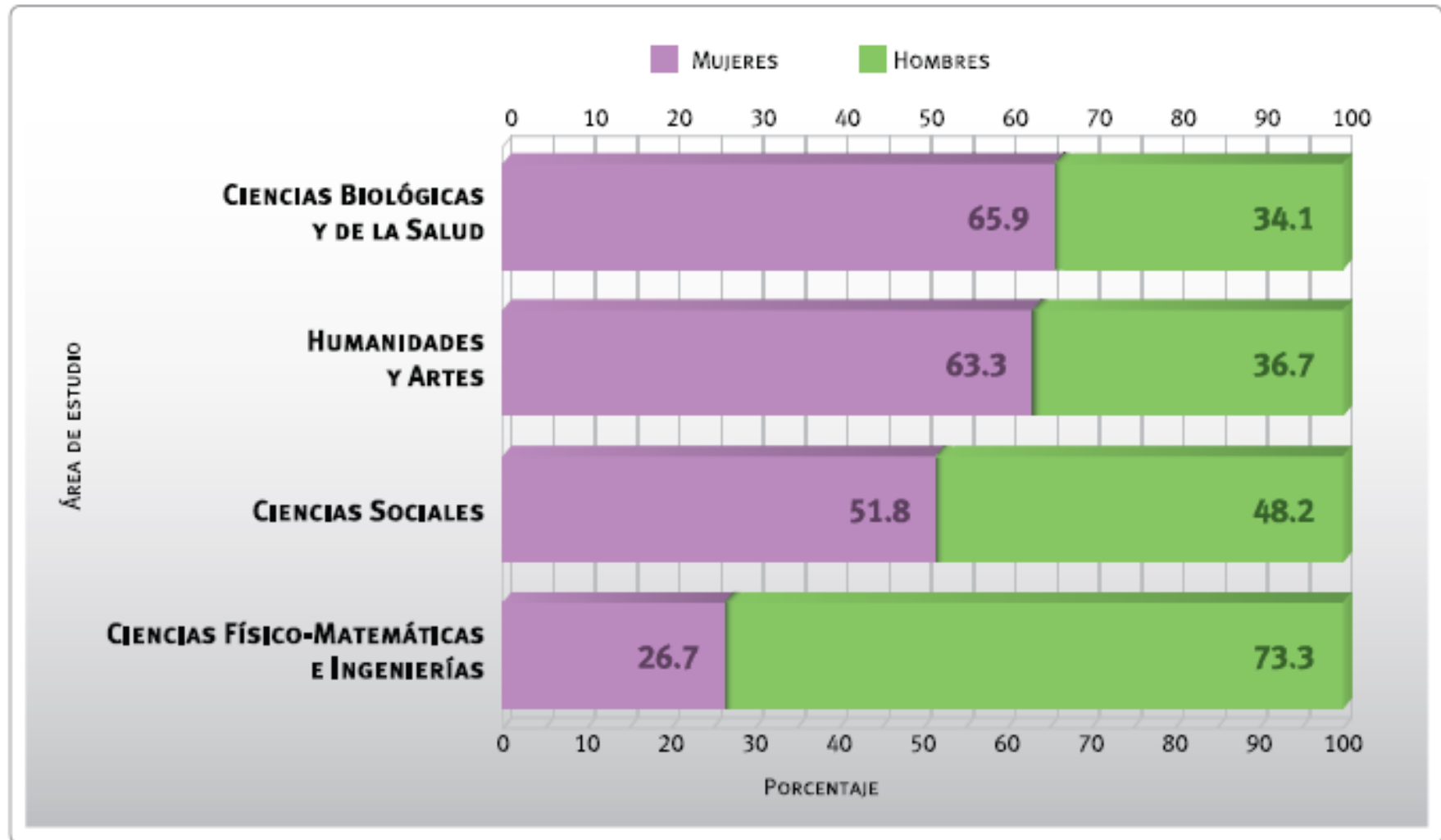
Fuente: PUEG-UNAM, 2011d.

Student Population

**Now 108 women for
every 100 men**

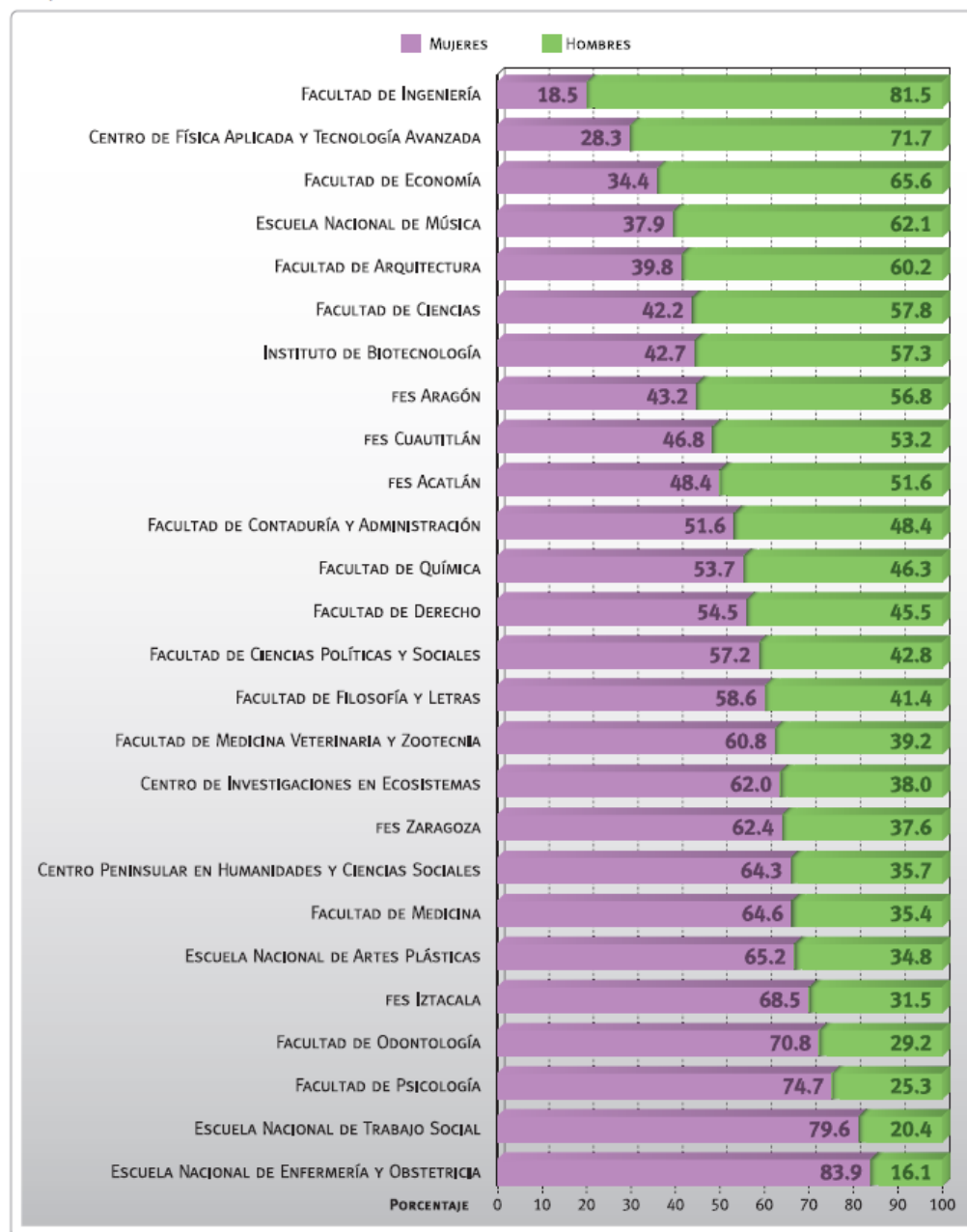
Student enrollments by sex and career

GRÁFICA 3.2 DISTRIBUCIÓN DE CARRERAS POR ÁREA DE ESTUDIO Y SEXO, 2009-2



Fuente: Historiales académicos al semestre 2009-2 de la Dirección General de Administración Escolar.

GRÁFICA 3.1 DISTRIBUCIÓN POR SEXO DE LA MATRÍCULA DE LICENCIATURA SEGÚN PLANTEL, 2009-2



Horizontal Distribution by Sex and Faculty. 2009 (women are purple)

Faculties Categorized as Feminine, Masculine and Mixed

Fuente: Historiales académicos del semestre 2009-2 de la Dirección General de Administración Escolar.

Part 2

Gender Summit 3 - North America Diversity Fueling Excellence in Research and Innovation November 13 - 15, 2013, Washington D.C.

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Research Results-Publications

Research Publications

Presence of Women and Men in the UNAM: a radiograph 2006 – 2009

Diagnosis of the Situation of Women and Men by Faculty. Pilot Study in the Economics Faculty 2007

Final Report

System of Indicators for Gender Equity in Institutes of Higher Learning -2010

Diagnosis of the Situation of Men and Women by Faculty , case study: The mathematics research institute 2010.

“Intruders in the University”

(book)

¿Cómo se manifiestan las relaciones de género en las instituciones de educación superior? ¿En qué medida las universitarias han logrado superar esa añeja tradición que responsabiliza a las mujeres de todo lo relativo a la esfera doméstica? ¿Cuáles son los conflictos y tensiones a que ellas se enfrentan en la vida institucional? ¿Hasta qué punto se han logrado apropiarse de un sitio al cual durante largo tiempo no podían ni siquiera entrar?

Este libro trata sobre la peculiar situación en que se encuentran todavía hoy las estudiantes, académicas y trabajadoras universitarias. Analiza las condiciones de desigualdad entre mujeres y hombres, así como los mecanismos que las sostienen y reproducen.

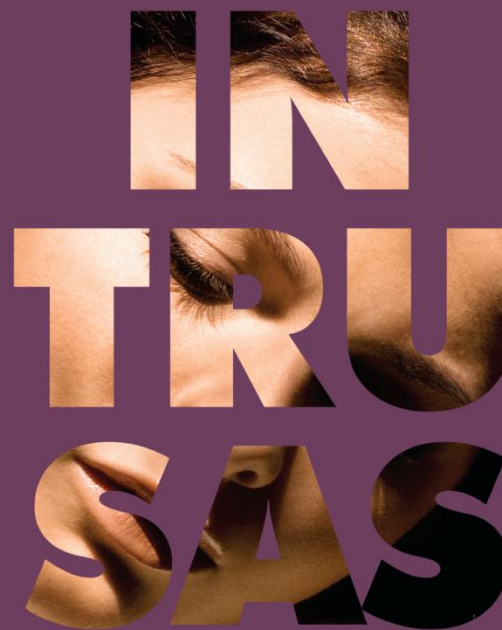
El reto de este estudio es proporcionar elementos sólidos para hacer visible lo que escapa a la mirada acrítica, para poner en palabras aquello que en apariencia es un problema individual, privado, y darle existencia explícita y colectiva. Hacer que las palabras se conviertan en algo más que discurso, trascender el nivel del discurso para generar conciencia de la discriminación que ocurre cotidianamente en los espacios universitarios, y sobre todo para impulsar la participación cabal de las mujeres en las instituciones de educación superior.



INTRUSAS EN LA UNIVERSIDAD

BUQUET • COOPER
MINGO • MORENO

ANA BUQUET • JENNIFER A. COOPER
ARACELI MINGO • HORTENSIA MORENO



EN LA UNIVERSIDAD

UNIVERSIDAD NACIONAL AUTÓNOMA DE MÉXICO
Programa Universitario de Estudios de Género
Instituto de Investigaciones sobre la Universidad y la Educación



Communication

Activities

- ❑ **Gender Awareness Campaign .**
 - ❑ Equity Days (Jornadas de equidad).
 - ❑ Concert Series-Women in Music
 - ❑ Posters
- ❑ **Weekly Radio Program Series “Weaving Gender”**
 - ❑ Spots and radio capsules
 - ❑ Round table discussions
- ❑ **Fliers (Five themes)**
 - ❑ Sexual harrassment, What is segregation? V and why it matters
- ❑ Gener@ndo movimiento-Gender in movement



UNAMujer tiene
la capacidad y el talento
para estudiar
lo que quiera



Igualdad entre
mujeres y hombres
Nuestra manera de ser Pumas

100 años
Tu opinión es importante, participa en www.punaj.unam.mx

UNAMujer
puede ir a donde
quiera



Igualdad entre
mujeres y hombres
Nuestra manera de ser Pumas

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Población: Estudiantil, nivel bachillerato

Productos: Cartel, inserción, banner, mailing, espectacular

ERRADICACIÓN DE LA VIOLENCIA



Población: General

Corridos en: Diez unidades en C.U. Una unidad por ruta

IGUALDAD DE OPORTUNIDADES

Education : Workshops and Curricula

1. Gender Awareness Seminar-Workshops: designed for academics
2. Gender Awareness Seminar-Workshops: designed for postgraduate students
3. Gender Awareness Workshops: designed for undergraduates
4. Diploma Course : Gender Perspectives for Teaching Staff
curso de Formación en Género a Docentes. (PUEG/PASD-DGAPA)
5. Gender Violence in Institutions of Higher Learning.
Workshop-seminar for UNAM Lawyers from the Judicial Subsystem.
6. Interdisciplinary post graduate course, with credits, on gender perspectives in different subject syllabi



Current Challenges and Recommendations

Research: Numbers still matter

- Operationalise the **Guide Lines on Gender Equity** published by Dr Narro the University Dean 7th March 2013. This entails designing concrete targets and timelines.
- Investigate the modelling of various scenarios to see what recruitment decisions would need to be made to reach targets such as a 10 percentage point increase of women profesors at highest levels in ten years (Marschke et al. 2007).

Research: Numbers still matter

- Ampliation of data sets to include appointment and promotion data, and the results of evaluation committees (dictaminadoras). Currently records are kept, in the academics' individual files at faculty level, but records do not allow for scrutiny over time.
- In- depth studies of Engineering and Physics Faculties - Research questions: *Why are there so few women in Science? How to increase mentoring for enrolled women students in these Faculties*
- Analysis of the model of *Advance7* to explore its relevance for Mexican and Latin American Universities*

Inter-institutional cooperation and monitoring

- **Develop an equity index (Latin American version of the Global Gender Index) to facilitate ranking of faculties and universities according to equity issues along with the ranking of academic achievement. –(Pacific Rim Countries' initiative)**

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Institutional challenges

Participation in the Project “Measures for Social Inclusion and Equity in Higher Education Institutions in Latin America (MISEAL), funded by the ALFA III program of the European Union

Conceptual challenges and recommendations

- **Analyse how meritocracy limits gender equity-** (“Meritocracy’s Unmeritorious Outcomes”, Is women’s inferior status is fairly deserved? Why do women like men, tend to internalise individual merit-based judgments?)
- **Introduce the concept of merit related to opportunity as is being conducted in Australian Universities.**
- **Prepare guidelines for promotion committees for assessing achievement relative to opportunity' within all employment-related policies and processes in the UNAM**

Cited references

Marschke, R, Laursen, S, Nielsen, JM & Rankin, P 2007, 'Demographic Inertia Revisited: An Immodest Proposal to Achieve Equitable Gender Representation among Faculty in Higher Education', *The Journal of Higher Education*, vol. 78, no. 1, pp. 1-26.

European Technology Assessment Network (ETAN) 2000, *Science Policies in the EU: Promoting excellence through mainstreaming gender equality*, Director-General for Research, Brussels.

Rosser, SV 2008, 'Building two-way streets to implement policies that work for gender in science', in *Gendered Innovations in Science and Engineering*, ed. L Schiebinger, Stanford University Press, Stanford, California, pp. 182-197. Cited by **Dr Jennifer de Vries & Professor Patricia Todd**, in "Optimising Faculty Performance: Maximising the potential of academic women. The Faculty of Engineering, Computing and Maths" University of Western Australia, Business School, June 2012. Available from http://www.academia.edu/3110256/Optimising_Faculty_Performance_Maximising_the_potential_of_academic_women