

Murray

STEMM the Bleed

Equity and Women Scientists

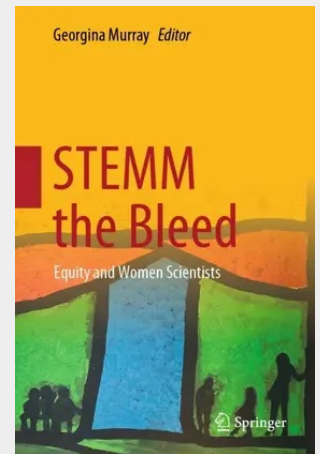
This book examines the working lives of women scientists from different countries, backgrounds, and career stages. Despite their varied experiences, many face similar challenges: job insecurity, high stress, unequal caregiving responsibilities, gender discrimination, limited support for career development, and a culture that tolerates bullying and harassment.

The research is based on qualitative responses from 30 women scientists who were selected through articles they had published. Each responded to a 10-question survey in 2021–22, offering insights into their day-to-day experiences in science. While their stories differ, a common theme emerged: many felt science remains a male-dominated field where progress can be harder for women.

One of the more striking findings is the extent and nature of (sexual) harassment and bullying in these high-skill environments. In the context of ongoing conversations around gender equality and the #MeToo movement, these firsthand accounts add evidence and nuance to a highly charged public debate.

This book doesn't offer easy solutions. Instead, it gives readers a clear picture of what working in science is like for many women today, and shares their own suggestions for how conditions could improve. For readers in academia, research, or other professional environments, it raises important questions about culture, leadership, and inclusion.

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