

## **Francesca Primas (European Southern Observatory)**

### **Resumo**

Gender is one facet of the broader theme of diversity. Years of dedicated efforts to tackle gender equality in society and workforce show positive but slow improvements. Therefore, it remains an important goal, yet to be achieved in many fields. Academia is no different. If in some countries, the field of Astronomy has attracted large numbers of girls and women, there remains a significant imbalance in terms of career progression, grant and prize awards, leadership. To spark the discussion, I will present the main findings from the interdisciplinary project "A Global Approach to the Gender Gap in Mathematical and Natural Sciences: How to Measure It, How to Reduce It", highlighting the main results emerged for the field of Astronomy.

### **Bio**

Full Astronomer and Project Scientist at the European Southern Observatory (Germany), strongly engaged in initiatives and international projects that aim at improving gender equality, diversity and at promoting women in astronomy. She has represented the International Astronomical Union on the Gender Gap Project and for many years she has been the main organizer of the women-in-astronomy events at the IAU General Assemblies. At ESO, she has led for several years the User Support Department, chaired the Faculty and initiated a systematic monitoring of gender disaggregated statistics. She currently chairs the EIROforum Ad'Hoc Group on Diversity and Inclusiveness and she is vice-chair of the managing team of the GENERA-Network.