We are a full-time group members as of April 2017, five of whom are women: two PhD students, three postdocs and the PI, who is a man. This has given us the opportunity to reflect on our group as an opportunity to promote female empowerment and leadership and our own experiences. It is a forum for us to get involved every day. Fighting against patriarchy within our own lab requires that everyone takes responsibility. These conversations and collective action are key to our progress. We are more open in supporting each other, both in doing science and in facing everyday sexism. We regularly invite female researchers to talk about their experiences, which is not something we do in practice. We have also had dedicated discussions with other university members who are concerned with promoting gender equality. We have found it helpful to notice our own discriminatory tendencies and we use the group to reflect on our actions and behaviors.

A profound awareness of the problems commonly encountered by women in science has grown in all of us. As a result, we now feel better prepared to handle discrimination on the spot, which would sometimes leave a blank, speechless, and angry in the past. We have come up with strategies to handle inappropriate remarks in a productive manner, for example by engaging in non-judgmental discussions, that are undignified and discouraging. We have helped increase my awareness that sexism is pervasive, often expressed in a subtle and unassuming way. I have also developed a sense of belonging to the community. Being a woman who has experienced everyday sexism. We regularly invite female researchers to talk about their experiences, which is not something we do in practice. We have also had dedicated discussions with other university members who are concerned with promoting gender equality. We have found it helpful to notice our own discriminatory tendencies and we use the group to reflect on our actions and behaviors.

Before I joined the Augury team, I was only mildly aware of how gender can affect one’s experiences in an academic career. I used to think that having a feminine gender would make one exclude from conversations and interrupt them. Nowadays, talking about sexism has become the new normal because of the awareness that sexism is pervasive and that it can be the diversity in its broadest form. Having opportunities to share this experience with many of our colleagues at the EGU sessions about equal opportunities was reassuring.

A major problem I've encountered as a woman working in science is the marginalization of sexist jokes towards women or men during my conversations with other researchers. To me, this is an unconscious behavior and a habit of education. In France, sexist jokes are particularly common in a research environment. These jokes are quickly directed at one of us and can be the cause of unpleasantness. It's difficult for people to realize that sexism is pervasive and to understand that these jokes have consequences. These jokes can be subtle and they are not always easy to detect. I have to be aware of these jokes and not participate in them. I try to explain to others why these jokes are inappropriate and let them know that they are not helping the situation.

In my experience, women have to deal with sexism in a gender-balanced way. I don't know whether being part of a faculty team or in a position of leadership is necessary to combat sexism. I have been included in facilitating conventions within the group and with others around me, by erasing as much as possible the feeling of hierarchy and stereotypes at work, and to help me to think about the importance of promoting equal opportunities. Our group has served as a small-scale experiment where we strive to establish systems that promote gender equality and leadership over patriarchy. It compels all of us to get involved every day. Fighting against patriarchy within our own lab requires that everyone takes responsibility. These conversations and collective action are key to our progress.

The Augury project was selected in 2014 for an ERC consolidator grant, with the goal of reconstructing the evolution of the Earth’s mantle and large-scale tectonic history over time. Our team has included 5 women (2 PhD students, 3 postdocs) and the PI, who is a man. An undergraduate student recently joined the team for her research project. The experience of working as a feminist team in a masculinist world has been eye-opening for all of us on some level. With this presentation, we wish to convey the diversity of our experiences with everyday sexism and how we try to make a difference. Standing against gender-based discriminations on a daily basis takes multiple meetings, discussions, and actions. We also have dedicated discussions with other university members who are concerned with promoting gender equality. We have found it helpful to notice our own discriminatory tendencies and we use the group to reflect on our actions and behaviors.

Beyond statistics: local solutions to the underrepresentation of women in Geophysics

The Augury group, with women researchers who identified their own biases, and also nurtured my own potential, led me to a new awareness that led me to fight the right words when it came to a change in behavior, to get own more women from academia. This brought me to a new awareness that led me to fight the right words when it came to a change in behavior. This awareness is not easy to find.

One way to combat sexism is to stop that behavior is to react firmly and explain clearly to the individuals who are making inappropriate remarks. It is important to make them realize how sexist their jokes are. I think that the most efficient way to handle inappropriate remarks is to respond firmly and explain clearly to the individuals who are making inappropriate remarks. It is important to make them realize how sexist their jokes are. I think that the most efficient way to handle inappropriate remarks is to respond firmly and explain clearly to the individuals who are making inappropriate remarks. It is important to make them realize how sexist their jokes are. I think that the most efficient way to handle inappropriate remarks is to respond firmly and explain clearly to the individuals who are making inappropriate remarks. It is important to make them realize how sexist their jokes are.