

**Seminar organized by the Commission for Diversity, Equity and Inclusion
of the Department of Geosciences**

Invited speaker:

Prof. Francesca Pianosi – School of Civil, Aerospace and Design
Engineering, University of Bristol & Diversity, Equity and Inclusion deputy

Visible and invisible barriers to inclusion

Thursday, 8th January 2026 – 16:30, Aula Arduino



Globally, around 30% of scientists are women - a ratio that has not significantly increased in the last decades. At the upper levels of scientific hierarchies, the proportion of women declines further, despite gender parity has almost been reached at doctoral level - a pattern that has been described by the "leaky pipeline" metaphor.

With the help of Prof. Francesca Pianosi we will make the point of where we stand in our Department and discuss about possible unconscious, as well as structural, barriers to inclusion. Through real experiences from our STEM disciplines, we will identify practical actions to contrast the pattern and encourage research for all - a step at the time.

Proposers of the seminar: Dr. Elisa Bozzolan, Dr. Marta Dal Corso, Prof. Claudia Agnini
With kind contributions by Dr. Lisa Santello, Dr. Anna Di Muro, Dr. Michele Fondriest