Supplement of

Drawing everyday sexism in academia: observations and analysis of a community-based initiative

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This supplementary material is composed of two parts:

1) From pages 3 to 34 we propose a printable booklet with all the comic strips of the project.

2) From pages 36 to 44 we propose nine printable posters

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Booklet
They got pregnant and they're lost for science. Yes, I remember you were wearing that red dress that time.

You know it is much easier for women in science these days.
A MAN'S WORLD

THE TEAM is GOING to a CONFERENCE!

Did you come with your harem?

Meh...

Hi Charlie! Are your Angels around?

What?

Why do you only hire girls?

Dude!

I'm jealous, you are in an office with 4 girls!

Isn't it difficult to work only with girls?

Seriously?

Aren't they bickering with each other all the time?

Oh god...
Hi!

Would you like to hear more about my research?

Sure!

So here is the work of XXX.

How is your work any different than XXX?

What I mean is that’s exactly the work of XXX.

No, not really, because no this is.

You should read it.

Oh, I see, Blah, Blah, Blah!

You see here, she is handling these data in a different way.

No, actually she’s right.

Hi...
His wife got promoted, so he does not get much to say at home anymore!

Why exactly are you laughing?

What about the website?
FOREVER GIRLS

Our results show that there is a significant alignment between spreading...

Did you see the presentation that this girl from Oxford gave this morning?

Is he really calling "girl" a senior researcher?
YOU'RE A SMART GIRL

"You know, you're a smart girl."

"I mean... you're not really a woman."
Let's finish this work before my maternity leave.

I feel like dropping by the office to meet up with my colleagues and catch up with the latest news.
Have you noticed? We now use your place for a printer.
YES! The review of my last paper finally arrived!

I'm so excited!

The paper of Jones et al. is a valuable contribution for understanding the...

Jones et al.? Really?

I don't know why the reviewer calls your paper by my name!
Unlike previous studies, our result shows significant predictability over this region.

So, how did your poster presentation go?

It went great! I was busy all the time presenting the work, crowds of people came to see my poster.

Have you ever wondered if people just stop by because of your pretty face?

Is he asking me this seriously?!!
We propose a new theory to explain trace element signature in lavas all over the world.

Our results fit perfectly the field observations. This changes completely our view on Earth evolution.

Although the theory proposed by Smith et al. is alluring, we show that it does not work with more complete data set.

Hence, we conclude that their model is erroneous.
Four years later.

A: I am doing a PhD on trace elements in lavas.

B: My main goal is to test the theory proposed by Smith et al. in 2008.

A: My results show clearly that Smith was wrong!

B: And so many people are using their work!

A: I am actually not surprised. I have showed this some time ago.

B: Oh!

A: You are the first author of the 2003 paper!

B: I never though that the author of this publication could be a woman.
Hello! How are you doing today?

I am Max, your new senior manager working just next door.

You have nice headphones!

Hello! I am Max, your new manager.

What is your expertise?

I analyse seismic profiles. Did you work on that during your PhD? When did you defend it?

Great!

Um...
INVITATION
YOU’LL GIVE A SEMINAR IN THE FAMOUS LAB NEXT DOOR

I just received an invitation for a talk at your lab.

It’s an honor.

Yeah, in fact they invited you because we realized that for the last three months, only men gave talks.

So we had to find a woman researcher.

They must have read my recent publications.
CONFERENCE WAKE UP

Super Important Science Conference

It's normal that men are more aggressive during discussions because they have more testosterone.

Ib he joking?

No, actually this is not a joke.

Women are doing great these days.

It's way easier for them nowadays.

?

Is this a joke?

He actually might be serious.

There is still no woman among this important science medal recipient!

This is normal, men are smarter.

This time it is a joke.

Just kidding!

But I don't find it funny.
RECRUITMENT CRITERIA

New Recruitment Requirements

I suggest 10 years of full-time experience within the last 15 years for a new employee.

That would immediately disqualify people with two lots of parental leave... or who did part-time jobs!

Let's move on. The next criteria is...

Well, we want to discriminate against people without the right skill level.
DO YOU THINK WE'RE SEXIST?!
Hehe, am I the woman alibi?

1h Later

Ok, so you should be one of the leaders on this grant proposal.

A few days later

After additional discussions, we have decided that we need to keep senior researchers as leaders of the proposal, so Mrs Xye can't lead it.
She said she doesn’t want to be filling a female quota but we would all benefit from keeping her on the team.

Why did you need to say that!?

I’m sorry for the misunderstanding, but you know, it is so much easier for women these days.
EMAIL OVERLOOK

Ok, we need to contact the analytics team. I’ll send them an e-mail.

HEAD OF RESEARCH

No answer yet. Really? Oh, I’ll send them an e-mail then.

SENDING EMAIL

a few weeks

No ANSWER

SENDING EMAIL

30 min

ANSWER!

Alia 80
25.01

X3 combo
Congratulations on being accepted in this world-class PhD program! As your master advisor, let me give you a few pieces of advice.

You need to improve your English, you should stop being shy...

...You have to discuss more, you have to be more competitive, you have to be better organized...

Anything positive you could say to me?

Well, you are a sympathetic, good-looking young woman.
How about organizing a field trip during this international conference?

Sure, Dr. Rising Star would be a nice addition to the organizing team!

Distribution of the field trip preparation tasks

Dr. R.S.:
- Scientific planning
- Food
- Transportation
- Sleeping arrangements

Prof. B.:
- Scientific planning
- Food
- Transportation
- Sleeping arrangements

Prof. S.:
- Scientific planning
- Food
- Transportation
- Sleeping arrangements

Abc
26.01
May I introduce to you my post docs, Dr. W, X, Y and Z?

I will make sure they have plenty of time to present their research during the field trip.

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**Distribution of Task During the Field Trip**

- Dr. S: presentation, food preparation, clean up
- Dr. V: presentation, food preparation
- Dr. Z: presentation, food preparation
- Dr. B: presentation, food preparation
- Dr. R: presentation, food preparation

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Alba to
26.05
International Conference

What brings you here?

I study the Arctic.

Oh me too! Who have you been working with?

I worked with Pr. XYZ last summer.

Oh I guess he likes blondes, eh!

28.01 Alice
I am honoured
to be here.
Today I will
talk about...

Later...

There were some
a lot of facts and
figures in your
talk, Little Lady.

Are there
a lot of
women scientists
these days?
Hi, I just wanted to introduce myself.

Are you a student? Who is your supervisor?

No, I am the editor who’s handling your paper.

Oh, but you are a young girl!

Sure, see you around.

Decision letter will follow.
So where did you meet your husband?

We met in grad school.

Visiting another lab

An hour later.

It is my pleasure to introduce Dr. Aaaa.

She got her PhD and... Mrs degree* at University of XYZ and...

Afterward, she went on to work at...

*He is making a "joke" saying she graduated from being Miss to being Mrs.
BREAST FEEDING AT CONFERENCES

In the toilet...

... or storage room...

Just grabbing a broom!
"Did this really happen?!" is a project led by seven scientists that promotes gender equality in academia. We illustrate everyday sexism and microaggressions in science with comics that are published on our webpage didthisreallyhappen.net. All comics represent real life experiences of individuals in scientific environments. We want to reveal unconscious biases that are present, for example, in decision making and illustrate sexist situations that researchers are confronted with in their professional life. We hope that these comics will serve as a starting point for discussions and help to create more balanced working environments. Share your story with us!

Members of the didthisreallyhappen team: Alice Adenis, Maëlis Arnould, Marie Bocher, Nicolas Coltice, Mélanie Gérault, Claire Mallard, and Martina Ulvrova. You can share your stories with us through our webpage didthisreallyhappen.net or via our email mail.didthisreallyhappen@gmail.com. All comics were hand drawn by ©Alice Adenis. All rights reserved. You can find her artwork at https://entrelacsbd.wordpress.com. Booklet design ©2019 Martina Ulvrova. All rights reserved.

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Posters
Through comics we share stories of events that actually happened, but that, we think, do not have their place in a professional environment (or in any environment, for that matter). We want to show daily sexist comments and behaviors, not to point fingers at specific people, not to show what is the right way to act, but to encourage discussions between coworkers, and, hopefully, to make people think about how, as a group, we can do better.

SHARE YOUR STORY WITH US THROUGH OUR WEBPAGE OR VIA MAIL.DIDTHISREALLYHAPPEN@GMAIL.COM
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DIDTHISREALLYHAPPEN.NET
promoting gender equality in academia

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All comics are hand drawn by ©Alice Adenis. You can find her artwork at https://entrelacsbd.wordpress.com. Flyer design M. Ulvrova.
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