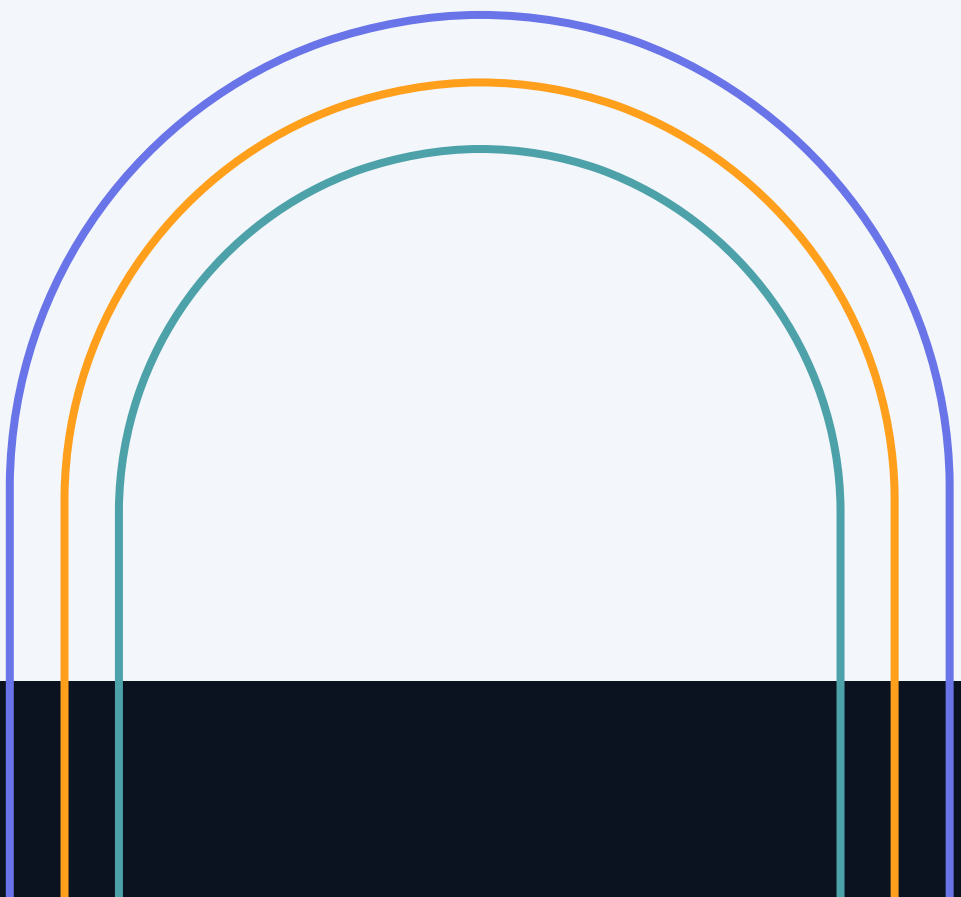# Métodos feministas de hacer ciencia

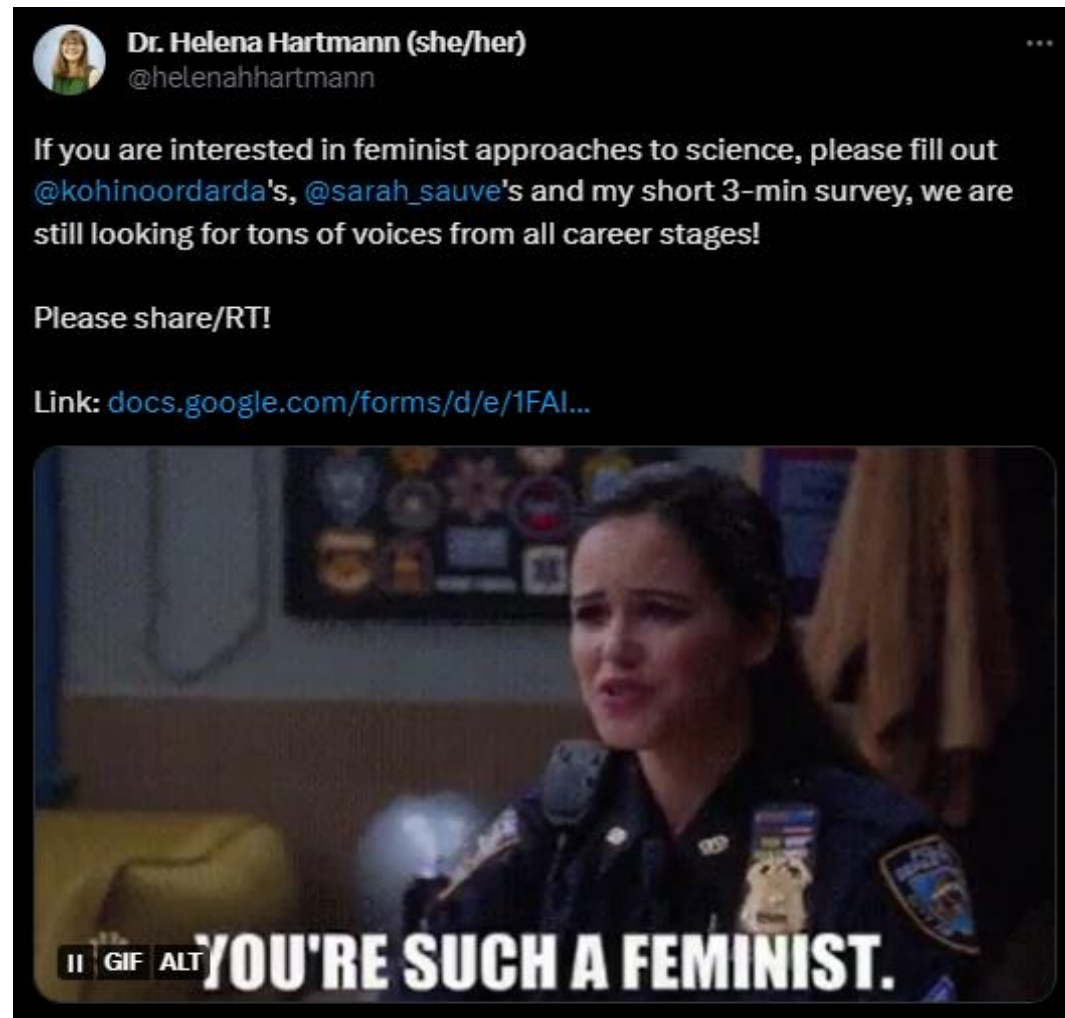El que, el porque y el como?

Helena Hartmann[1,2*], Kohinoor M. Darda[2,3], Vasiliki Meletaki[2,4], Zlatomira G. Ilchovska[2,5,6], Nadia S. Corral-Frias[2,7], Gabriela Hofer[2,8], Flavio Azevedo[2,9], & Sarah A. Sauve[2,10]

Como va el proyecto?

Como empezó el proyecto?

Dr. Helena Hartmann (she/her)
@helenahhartmann

If you are interested in feminist approaches to science, please fill out
@kohinoordarda's, @sarah_sauve's and my short 3-min survey, we are
still looking for tons of voices from all career stages!

Please share/RT!

Link: docs.google.com/forms/d/e/1FAI...

YOU'RE SUCH A FEMINIST.

Hackathon

2022

Incorporating feminist practices into (psychological) science - the why, the what and the how

Helena Hartmann[1,2*], Kohinoor M. Darda[2,3], Vasiliki Meletaki[2,4], Zlatomira G. Ilchovska[2,5,6], Nadia S. Corral-Frias[2,7], Gabriela Hofer[2,8], Flavio Azevedo[2,9], & Sarah A. Sauve[2,10]

[1] Clinical Neurosciences, Department for Neurology and Center for Translational and Behavioral Neuroscience, University Hospital Essen, Germany
[2] Feminist WonderLab Collective
[3] Advancement and Research in the Sciences and Arts (ARISA) Foundation, Pune, India
[4] Penn Center for Neuroaesthetics, University of Pennsylvania, Philadelphia, PA, USA
[5] School of Psychology, University of Birmingham, Birmingham, UK
[6] School of Psychology, University of Nottingham, Nottingham, UK
[7] Psychology Department, University of Sonora, Mexico
[8] Faculty of Psychology, University of Graz, Austria
[9] Department of Social Psychology, Faculty of Behavioural and Social Sciences, University of Groningen, Netherlands
[10] School of Psychology, College of Health and Science, University of Lincoln, Lincoln, UK

* Corresponding author: Helena Hartmann, helena.hartmann@uk-essen.de

This is a preprint which has not been peer-reviewed yet.

https://osf.io/2rcuz/

Que es el feminismo?

feminismo

- El feminismo consiste en cuestionar el poder en todas sus formas.

- Aplicar esta perspectiva feminista a la investigación científica es ventajosa en muchos sentidos

- Sin embargo, no se conoce la definición, aplicación o impacto de los enfoques feministas en las ciencias psicológicas

Feminismo

Metodo

- Practicas feministas

Tema

- Psicología feminista

Nos enfocaremos en el feminismo como método

Que son las practicas feministas en la ciencia?

Incorporating feminist practices into (psychological) science - the why, the what and the how

Helena Hartmann[1,2*], Kohinoor M. Darda[2,3], Vasiliki Meletaki[2,4], Zlatomira G. Ilchovska[2,5,6], Nadia S. Corral-Frias[2,7], Gabriela Hofer[2,8], Flavio Azevedo[2,9], & Sarah A. Sauve[2,10]

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[9] Department of Social Psychology, Faculty of Behavioural and Social Sciences, University of Groningen, Netherlands
[10] School of Psychology, College of Health and Science, University of Lincoln, Lincoln, UK

* Corresponding author: Helena Hartmann, helena.hartmann@uk-essen.de

Abstract

Feminism is about challenging power in all its forms. Applying a feminist lens to scientific research brings many advantages, such as broadening theoretical perspectives, encouraging collaboration with—and inclusion of—marginalized groups, and widening the scope of research methods. However, findings from an informal survey as part of a SIPS hackathon revealed that both academics and non-academics grapple with a lack of clear conceptual understanding regarding feminist approaches and feminism as a whole. We aim for this perspective piece to provide an access point for *why* researchers should incorporate feminist approaches in psychological science, *what* feminist approaches look like and *how* researchers can start incorporating them into their own work. In answering the why, what and how of feminist practices, we aim to make working in a feminist way more legible and accessible, with the ultimate aim of cultivating a more comprehensive understanding of human psychology while fostering diverse perspectives. Based on the survey and our unique viewpoints as feminist ECRs working in different domains of psychological science, we propose constructive approaches for integrating feminist values and practices into the domain of psychological science. We highlight what possible barriers exist to incorporating feminist practices into one's own work and how future research can embrace feminist practices. We also provide a short glossary explaining terminology that can support the communication of feminist research as well as a curated checklist of feminist practices to start out with. This perspective warmly invites—and promotes—researchers from all backgrounds to engage in and contribute to the exploration of feminist values and practices within the realm of psychological science.

Keywords

Feminism, methods, critical theory, reform, change, higher education

Posicionalidad

Positionality

   We are a group of early career researchers, psychological science researchers and practitioners of open scholarship who identify as feminists. We are all members of the Feminist WonderLab Collective, a group of like-minded individuals that regularly discuss feminist practices in science. While we agree on a broad definition of feminism, it applies differently in each of our lives as a function of our intersecting identities. Using the Academic Wheel of **Privilege** (Elsherif et al., 2022) as a guideline, we find it relevant to share that we come from and work in different so-called nation-states (Global North/South, High/Low-Middle Income Countries, WEIRD/non-WEIRD (Western Educated Industrialized Rich Democratic), colonizer/colonized, dominant/marginalized), as citizens or immigrants; we hold different **gender** identities, including outside of the gender binary, some of us identify as queer, some identify as neurospicy (i.e., neurodivergent), and some of us identify as **racialized**. English is not everyone's first language. Some of us have care duties and we do not all have access to the same levels of institutional resources, which impacts how this project fits into each of our workloads and the amount and types of labor we can each contribute. Especially in this later axis of power, our **intersectionality** has guided how we work together and has affected the final manuscript, including authorship.

   Writing this paper familiarized us with prior feminist psychology work, helped many of us identify the feminist practices that we already use in our everyday professional and personal lives and discover new practices that we can incorporate. It has affected how we interact with our students and colleagues. It has made a lot of the invisible labor that we do visible to us and, we hope, to our institutions. This is empowering for us and we hope that it will empower readers and feminists-to-be as well.

Elsherif et al., 2022

Estructura del articulo

Porque?

- En nuestra opinión, amplía las perspectivas teóricas, fomenta la colaboración y la inclusión de grupos marginados y amplía el alcance de los métodos de investigación. e inclusión de grupos marginados y amplía el alcance de los métodos de investigación.

Que?

- Proponemos una lista diversa de enfoques feministas a nivel individual e institucional, incluidos algunos que la gente podría no ser consciente de que se consideran prácticas feministas.

Como?

- ofrecemos un resumen de los posibles obstáculos, tal y como los perciben los participantes en nuestra encuesta, así como una lista de las "11 principales" acciones que lxs investigadorxs pueden emprender para empezar a incorporar prácticas feministas en su trabajo
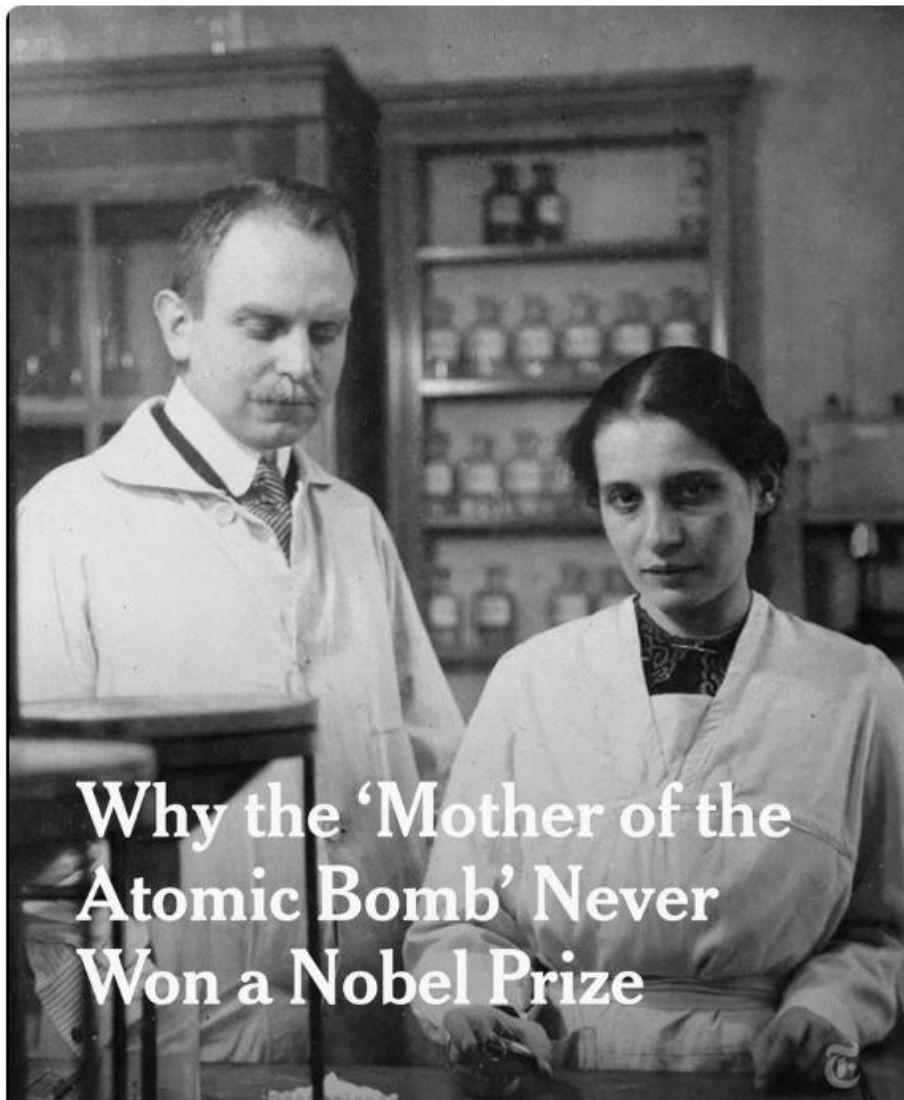
01.

Porque?

Porque?

I DON'T KNOW WHY I HAVE TO EXPLAIN THAT.

La falta de apoyo a mujeres científicas persiste

Lise Meitner developed the theory of nuclear fission, the process that enabled the atomic bomb. But newly translated letters show she was barred from sharing credit for the Nobel Prize-winning discovery because she was a Jewish woman. nyti.ms/3ZBT4MZ

Why the 'Mother of the Atomic Bomb' Never Won a Nobel Prize

That's when she made her first mistake as an academic. Karikó accepted a better-paid position at Johns Hopkins University but didn't think to give Suhadolnik prior warning that she was seeking a new job. When he heard about the offer, he became furious, vowing to do whatever he could to stop his protégée from leaving. In a difficult meeting with Karikó, he made it clear she had two career choices.

"You can work in my lab or go home," he told her.

Suhadolnik followed through on his threat, telling a local immigration office that she was living in the country illegally and should be deported. Karikó and her husband had to hire an expensive lawyer to fight the extradition order. By then, Johns Hopkins had withdrawn its offer, wary of hiring a suspected fugitive. Suhadolnik continued bad-mouthing Karikó, making it impossible for her to get a new position. She tried not to become discouraged, reminding herself of Selye's lessons. Eventually, she met a scientist at a Bethesda Naval Hospital who had his own difficult history with Suhadolnik and was willing to hire her despite her scuffed reputation. A few years later, in

Florian Ederer @florianederer
Follow

Spare a thought for @Penn's PR team today trying to work out what to say about the Medicine Nobel Prize going to one of their professors and another professor they kicked out for "not doing faculty-level research."

Philly scientist behind COVID vaccine tech was demoted by UPenn, yet she persisted

by Michaela Winberg
December 29, 2020

As Karikó worked for decades toward adapting mRNA to bring out its therapeutic qualities, her efforts were repeatedly dismissed by the university, she has said. When she was unable to find funding, Penn demoted her, taking her off the track to full professorship.

...lly, at that point, people just say ...ye and leave because it's so horrib..., known as Kati, told Stat News in ...ber.

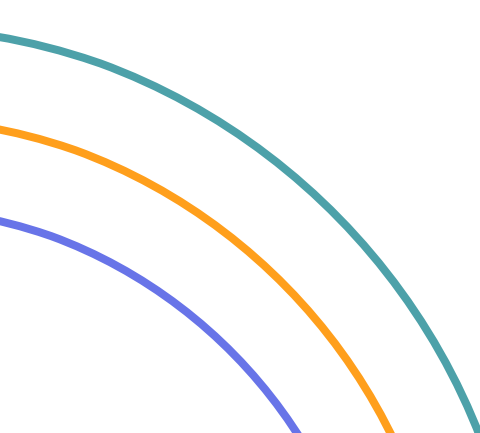Dr. Katalin Karikó is now VP at BioNTech

Penn @Penn · 4h

Katalin Karikó and Drew Weissman, Penn's historic mRNA vaccine research team, win 2023 @NobelPrize in Medicinebit.ly/48BswPR #nobelprize

https://www.nytimes.com/2021/04/08/health/coronavirus-mrna-kariko.html?smid=nytcore-ios-share&referringSource=articleShare

Positivismo creo inequidades

- La ciencia de la Ilustración condujo al desarrollo del positivismo, un marco de investigación en el que **sólo es posible una verdad.**

- Se adoptó en la investigación psicológica, que ha adoptado una perspectiva intelectual y académica dominante y excluyente **dictada por investigadores hombres blancos** de países de renta alta, en particular de Norteamérica y Europa occidental (Lewis Jr, 2022).

Diversidad = Creatividad

- Lxs académicxs de grupos subrepresentados tienden a realizar contribuciones más novedosas, lo que puede deberse a diferencias en experiencias, valores y prioridades que conducen a perspectivas académicas diversificadas (Hofstra et al., 2020).

Ciencia abierta puede ayudar

- El énfasis en el acceso abierto desestabiliza el poder en el mundo académico al democratizar el acceso al conocimiento
- La Ciencia Abierta ha sido defendida por las ECR "de base", que han introducido cambios de abajo arriba.
- Promueve la colaboración, el trabajo conjunto y el compañerismo (por ejemplo, ManyLabs o Team Science).
- Puede mitigar potencialmente los prejuicios implícitos en el mundo académico (por ejemplo, la ventaja de las citas en función del sexo).
- Fomenta el enfoque crítico de las ideas que se dan por sentadas.

Pero ha caido en los mismos problemas

- Los desequilibrios de poder exacerban la vulnerabilidad de los ECR (y de otros grupos). ¿Es cómplice de la cultura que pretende deconstruir?

- Las epistemologías feministas se ocupan de la experiencia vivida y, por lo tanto, suelen utilizar enfoques cualitativos o creativos.

- Vulnerable a los debates en línea abrasivos y competitivos

- #BropenScience (véase Guest & Whitaker, 2020)

- El trabajo invisible en la ciencia abierta

Acceso a ciencia abierta

Ejemplo

- Lxs investigadorxs de las economías poco representadas o de ingresos bajos/medios se enfrentan a retos únicos de infraestructura y acceso

- El reto de ser investigador/a en un mundo gobernado por otros

- El currículo oculto de la Ciencia Abierta

- ¿Está la Ciencia Abierta realmente abierta para todxs?

Pownall et al., 2021

Ciencia abierta puede ayudar a investigadorxs feministas

"La Ciencia Abierta puede ser un aliado útil para las ECR feministas, al facilitar la participación activa y legítima en espacios académicos que antes estaban vedados a quienes no tenían acceso al conocimiento privilegiado."

Mayor índice de citas

CRediT

Reputacion

Colaboration

Inclusion

Empleabilidad

Los beneficios prácticos no son exclusivos de las ECR feministas, sino que pueden permitir a las ECR competir en igualdad de condiciones (es decir, igualando el terreno de juego)

Pownall et al., 2021

.....y viceversa

- Considera la interseccionalidad y la posicionalidad: ¿de dónde vienes tú o los demás?
- Practica la reflexividad y sé consciente de tus motivaciones y acciones.
- Enseña a las nuevas generaciones los valores feministas.
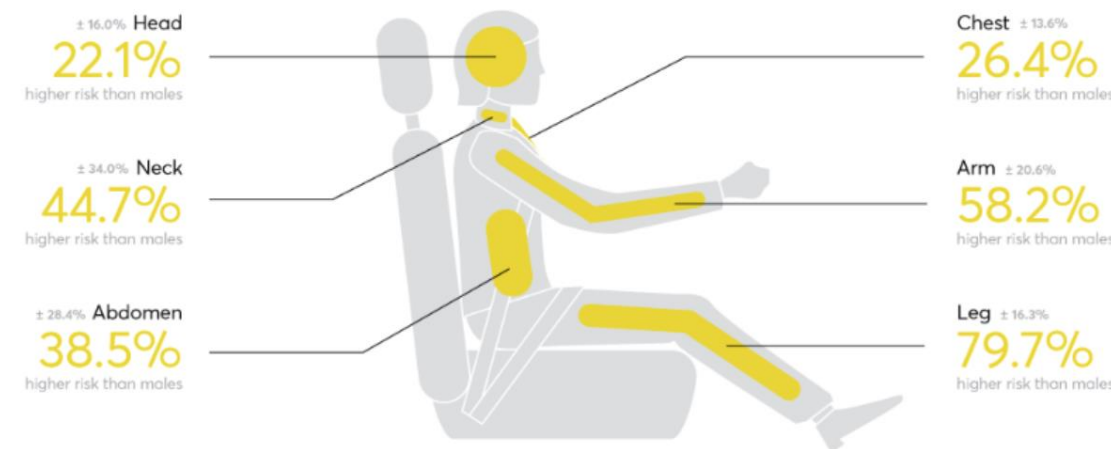- Pensar críticamente

Hartman et al (en revision)

Falta de diversidad limita la resolución de problemas

- Murphy et al. (2020) destacan además que "la falta de diversidad social (por ejemplo, de género y racial diversidad) dentro de los equipos científicos puede ser perjudicial para la ciencia".

En ingeniería

Female Increased Risk of Injury
Estimated increase of risk for moderate injuries in a car crash compared to a male driver or right front passenger of the same age
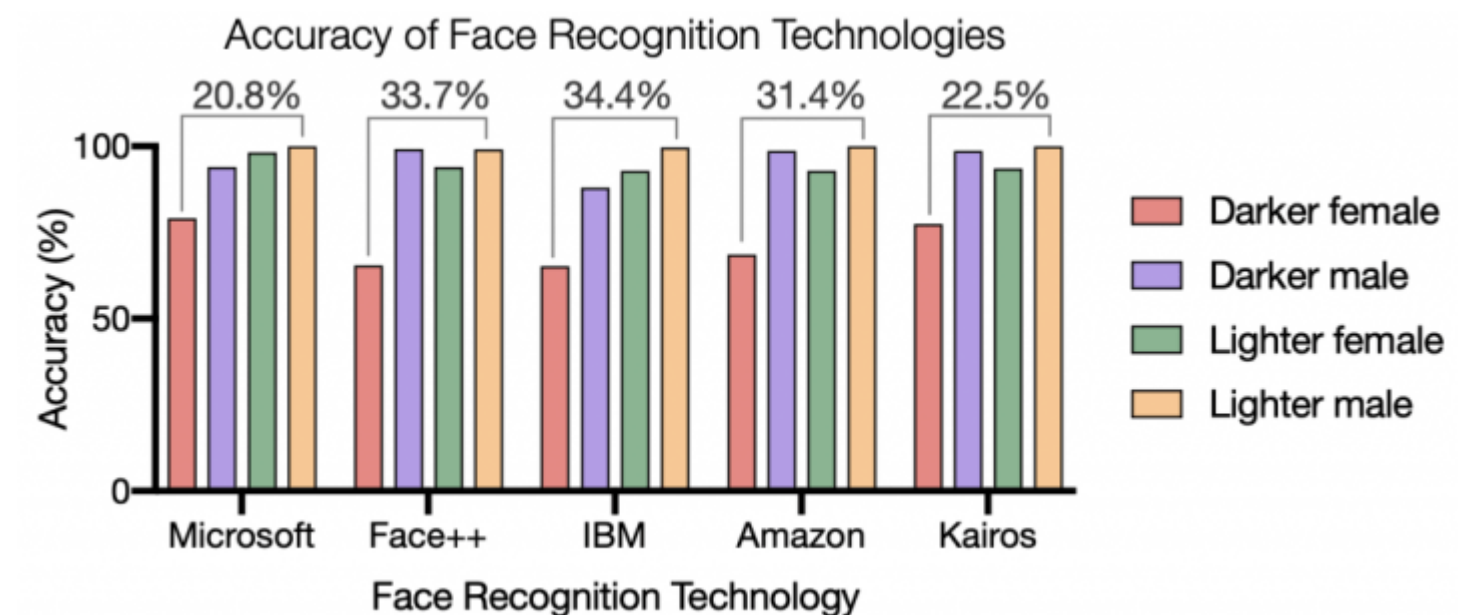
± 16.0% Head
22.1% higher risk than males

Chest ± 13.6%
26.4% higher risk than males

± 34.0% Neck
44.7% higher risk than males

Arm ± 20.6%
58.2% higher risk than males

± 28.4% Abdomen
38.5% higher risk than males

Leg ± 16.2%
79.7% higher risk than males

Source: NHTSA Injury Vulnerability and Effectiveness of Occupant Protection Technologies for Older Occupants and Women

En psicología falta de replicación en diversas muestras, lo que implica que los conocimientos, las teorías o las intervenciones podrían útiles para los grupos más privilegiados.

En Inteligencia artificial

https://sitn.hms.harvard.edu/flash/2020/racial-discrimination-in-face-recognition-technology/

Accuracy of Face Recognition Technologies

20.8% 33.7% 34.4% 31.4% 22.5%

Darker female
Darker male
Lighter female
Lighter male

Microsoft Face++ IBM Amazon Kairos

Face Recognition Technology

02.

Que?

Procedimiento

- **Kohinoor, Helena** y **Sarah** se reunieron en el encuentro de la Society for Improvement of Psychological Science (SIPS 2022), realizaron una encuesta informal en línea (n =105) y organizaron un hackathon sobre prácticas feministas en la ciencia abierta:

- Diferentes ubicaciones: 60% Europa, 17,1% Norteamérica, 13,3% Asia, 7,6% Sudamérica, 1,9% NA)
- Diferentes etapas profesionales: 13,3% licenciadas, 37,1% doctoras, 10,5% investigadoras, 19% postdoctorales, 17,1% profesoras, 2,9% no investigadoras.
- Las personas participantes señalaron tres asociaciones que tenían cuando pensaban en enfoques feministas para hacer ciencia en general y respondieron a preguntas sobre enfoques feministas en el campo de la ciencia abierta
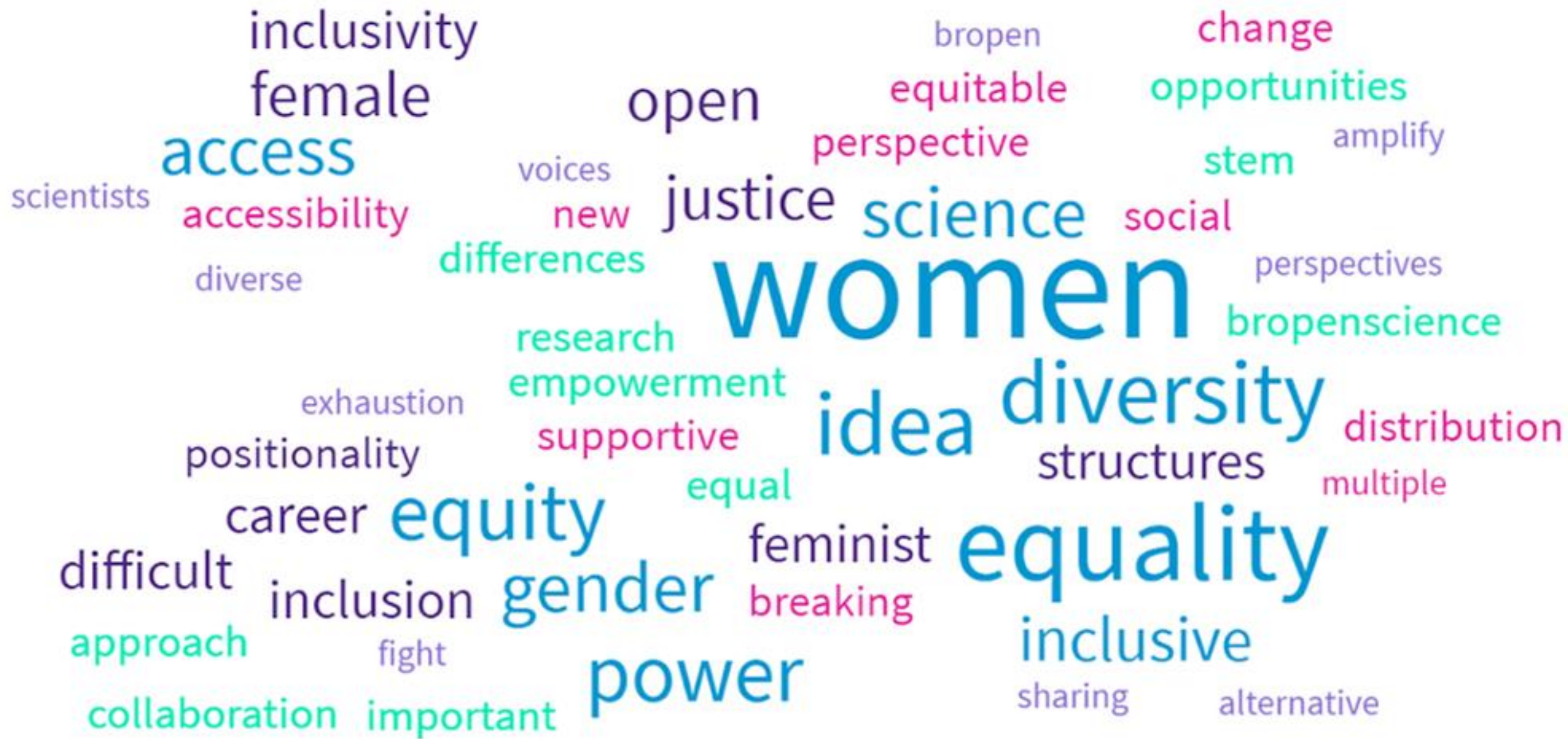
Hartman (en revision)

~22% utilizan actualmente enfoques feministas de la ciencia abierta en su propio trabajo

~17% contestaron que no sabían o no estaban seguros de lo que significaban esos planteamientos

~62% indicaron que les gustaría aplicar este tipo de planteamientos en el futuro

~47% pensaban que su lugar de trabajo no querría aplicar estas prácticas en el futuro

Table 1. Alphabetized survey responses on currently implemented individual and institutional feminist practices.

Individual practices	Institutional practices
Active resistance against the "bro culture of open science"	Considering diversity in study design
Adoption of a "heliocentric" model of open science	Data sharing
Critical reflection to identify gaps	Dedicated committees to discuss these topics
Diversifying citation practices, usage of the Citation Diversity Statement (Zurn et al., 2020)	Discussion panels of feminist approaches
Diverse study samples and critically assessing existing samples	Documenting and updating inclusivity and diversity practices in the lab
Education about the topic, e.g. via literature	Employee selection considering gender
Equal pay enforcement as much as feasible	Home office
Equal encouragement of all trainees regarding project-related work (e.g. technical aspects or managing)	Listing the supervisor last in the author list
Fostering equality and equity in committees	Maternity leave
Inclusivity (e.g. during hiring)	Inclusivity in participant recruitment
Increasing visibility/support of and research about people from underrepresented countries	Open-access publishing
Intersectionality	Promoting publications in gender equality
Inviting diverse speakers for talks, projects, and teams	Promoting open science practices
Leading while also being attentive to emotions	Research program on gendered data
Mentoring network, mentoring women for male-dominated fields	Sharing articles written by women in department
New approaches to problem solving	Women of color initiatives
Not taking "sex differences" research at face value	Workshops on diversity and inclusion
Not collecting binary gender data from research participants, particularly when irrelevant to research question	
Participation in feminist discussions	
Putting content over structure	
Promoting and coaching women to become tomorrow's leaders	
Promoting open science practices	
Support, sharing, collegiality, collaboration and community (e.g. via social media, in projects, and authorship)	
Transparency	

Note: Entries in the same row are unrelated to each other, we merely list the practices mentioned in the survey, sorted alphabetically.

03.

Como?

Barreras

- Hubo un solapamiento significativo en los temas y el proceso produjo seis temas generales:
1) ausencia de barreras
2) falta de conocimientos (sobre cómo practicar el feminismo en la ciencia)
3) falta de claridad (sobre lo que se entiende por feminismo en general o con respecto a la ciencia)
4) estructuras de desequilibrios de poder arraigados
5) trabajo invisible
6) falta de objetividad/rigor percibida. A continuación analizaremos brevemente cada uno de estos temas.

Table 2. Checklist of Top 11 easiest and most impactful feminist practices to start implementing now.

Practice	Mean Difficulty	Mean Importance
Bringing The Bystander sexual harassment prevention workshop: https://www.soteriasolutions.org/college/.	2.4	7.8
Self-care: move your body, stay hydrated, eat nutritious food, talk to other feminists!	2.0	8.8
Reflect on hierarchies (in power, priorities, and thought) and privilege in work contexts, as well as on personal gender biases.	2.8	8.6
Speak up more often, pointing out sexist behavior and gender inequality. Be an active bystander.	3.4	9.4
Publish open-access and share your work (data, code, materials) if possible and allowed, in a FAIR way & allow others to take part, especially those from regions/institutions who have less resources than you.	2.6	8.0
Exchange viewpoints and stay open to views that are different from your own.	2.2	7.6
Support each other in the lab/work place, provide helpful feedback, mentor/teach the younger generation or people reaching out for support.	1.6	8.0
Be kind when talking to or about other people, think about how you would like to be spoken to/addressed.	1.4	7.2
Respect people's boundaries and restrictions.	1.4	8.0
Pass the mic: allow those from marginalized communities to take the stage.	2.2	8.2
Prioritize those who have been marginalized, not the most vocal (usually white males).	2.0	8.2

Note. The scales ranged from 1 to 10 and higher values indicate higher difficulty or importance.

04.

Glosario

Que términos conocían?

Que términos no conocían?
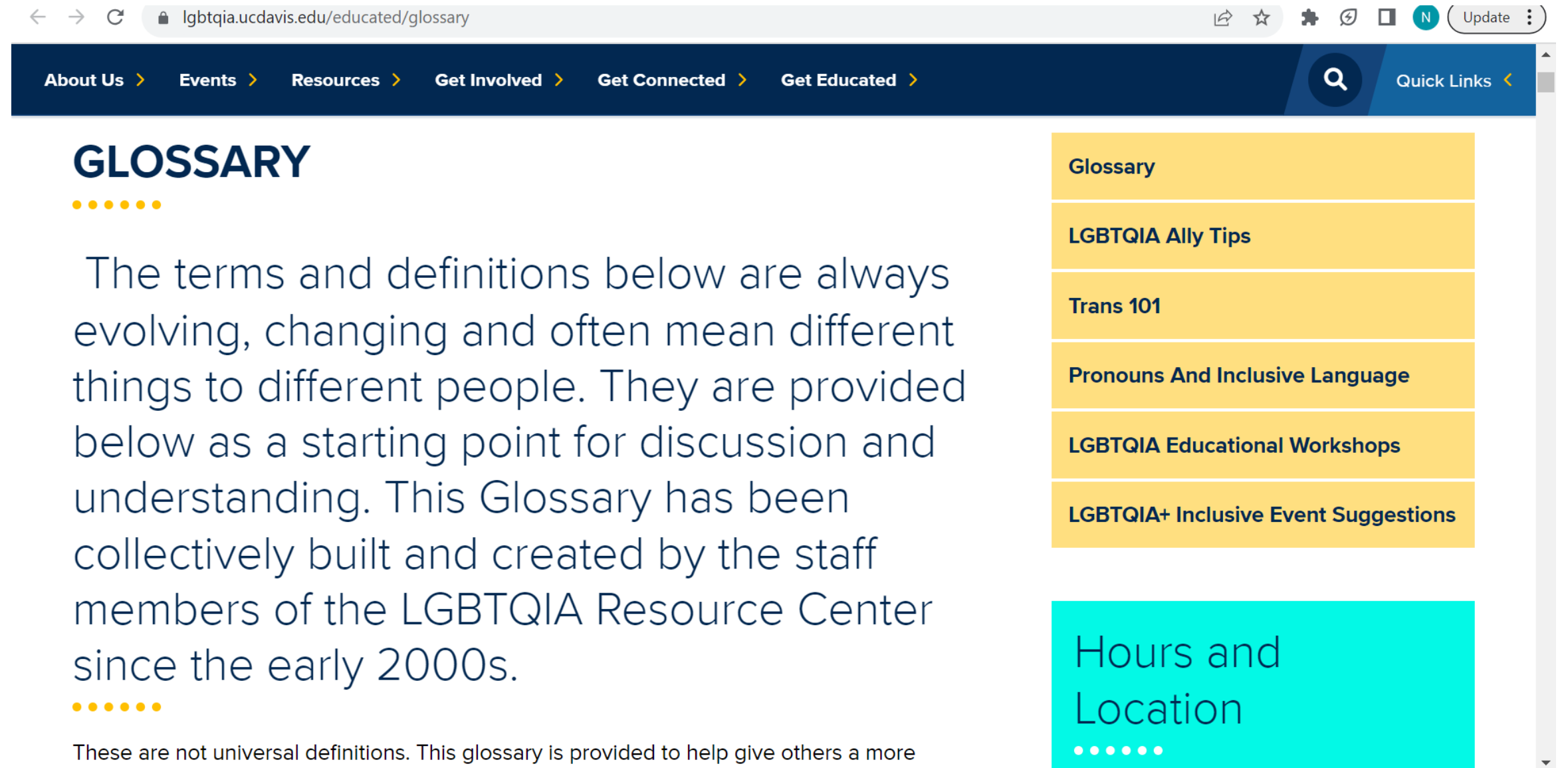
Nuestro glosario

Table S1. Alphabetical glossary of keywords associated with feminist approaches to doing (psychological) science, including definitions based on the context of this paper on feminist practices, and exemplary references for each term.

Term	Definition	Example references
Ableist	Behaving discriminatory, exclusionary, or oppressing to people who are disabled, e.g. regarding mental, cognitive, emotional, and/or physical abilities.	Hehir (2007)
Accessibility	That affords access or allows to be approached or reached. More recently refers to support social inclusion for people with disabilities and others that may need more help with access.	Iwarsson & Ståhl (2003)
Accountability	Being responsible for one's own actions or involvement in others' actions, either as an individual or as a group (e.g., an institution).	Russo (2018)
Cis-heteronormativity	The assumption that the norm is being heterosexual and cisgender, which furthers the marginalization of queer and gender diverse people.	Chevrette & Eguchi (2020)
Collaboration	The act of jointly working together with other individuals, welcoming new and different perspectives. Dismantles gate-keeping and exclusivity.	Acker & Wagner (2019); Lorde (1984); Pownall et al. (2021)
Colonialism	A political and economic relation in which the sovereignty of a nation or of people rests on the power of another nation. These patterns of power emerging as a result of colonialism define culture, labor, intersubjective relations, and knowledge production (especially in academia, for example).	Maldonado-Torres (2007)
Critical mass	Represents the tipping point or the threshold to disrupt the continuity of the status quo and the emergence of cultural change (sometimes defined as the minimum magical number of 15% of a population, according to Etzkowitz et al., 2000).	Etzkowitz et al., (2000); Billimoria & Liang (2013)
Feminist killjoy	A person who notices and who names, refusing to stay silent, resisting the promise of happiness, and challenging existing structures.	Ahmed (2017); Murray (2018)
Gate-keeping	Process where an arbiter, person or system, influences transitions between and ascension within developmental stages and is associated with exercising different types of power.	Barzilai-Nahon (2009); Knotek et al., (2020)
Gender	A dimensional social construct that describes what identity a person ascribes to themselves (e.g., male, female, non-binary). Different from (biological) sex, which is ascribed at birth and based on sexual reproductive organs.	Lindqvist et al. (2020)
Gender citation gap	Women are credited less in science than men across multiple fields and at all career stages. This has negative repercussions for career progress.	Ross et al. (2022)

Otros glosarios

GLOSSARY

The terms and definitions below are always evolving, changing and often mean different things to different people. They are provided below as a starting point for discussion and understanding. This Glossary has been collectively built and created by the staff members of the LGBTQIA Resource Center since the early 2000s.

These are not universal definitions. This glossary is provided to help give others a more

Glossary

LGBTQIA Ally Tips

Trans 101

Pronouns And Inclusive Language

LGBTQIA Educational Workshops

LGBTQIA+ Inclusive Event Suggestions

Hours and Location

About Us Events Resources Get Involved Get Connected Get Educated Quick Links

lgbtqia.ucdavis.edu/educated/glossary

https://lgbtqia.ucdavis.edu/educated/glossary
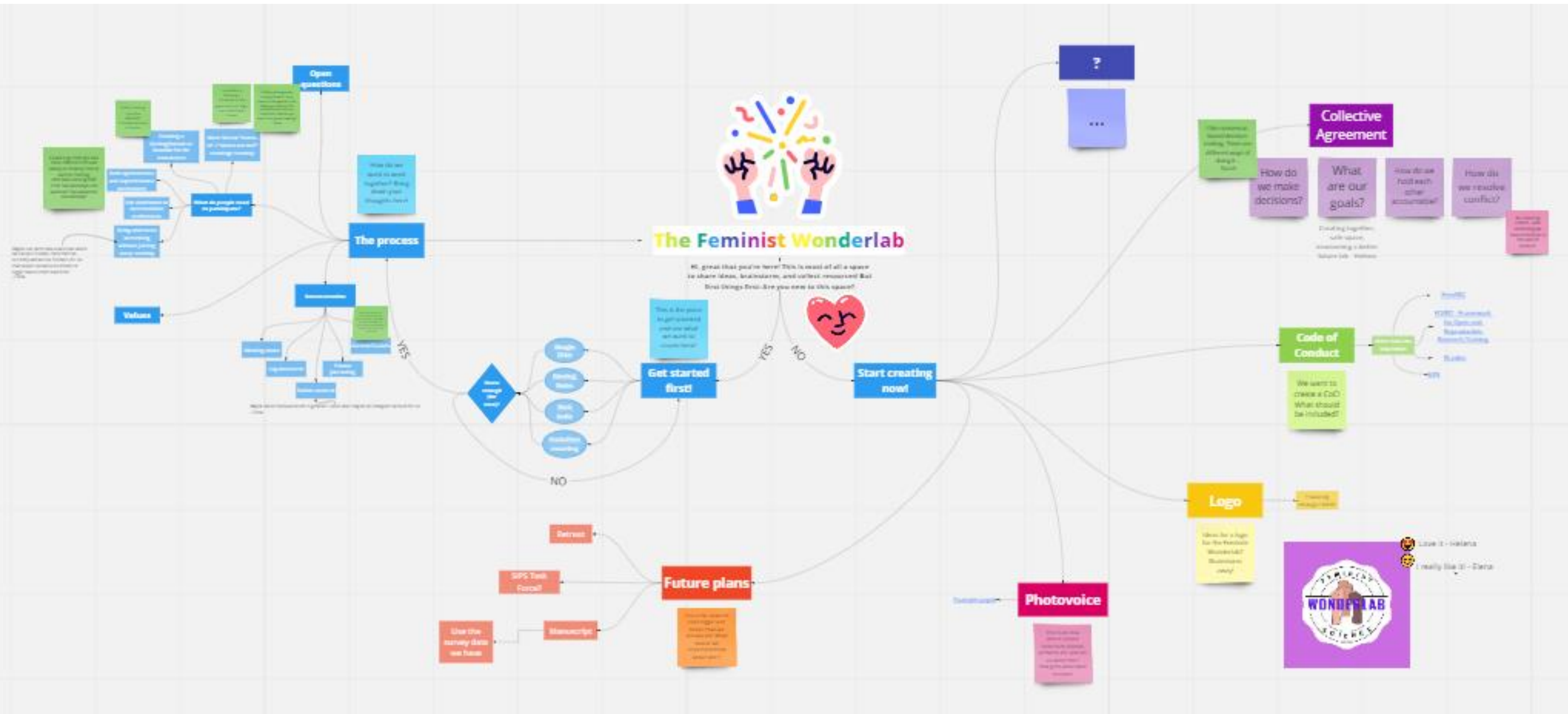
04.

Futuro

Que les gustaría hacer?

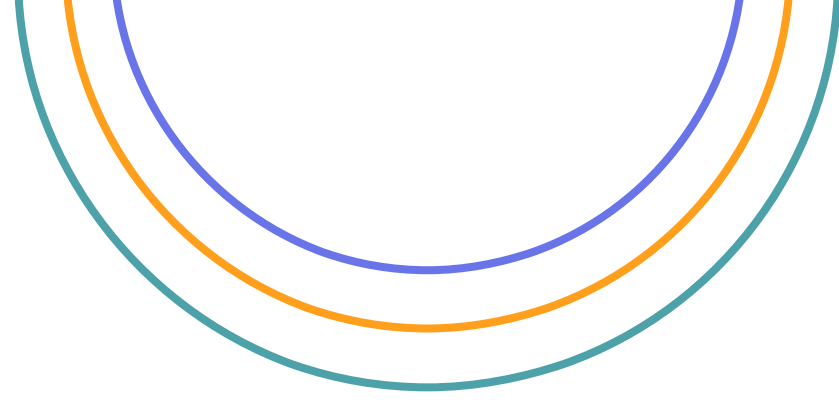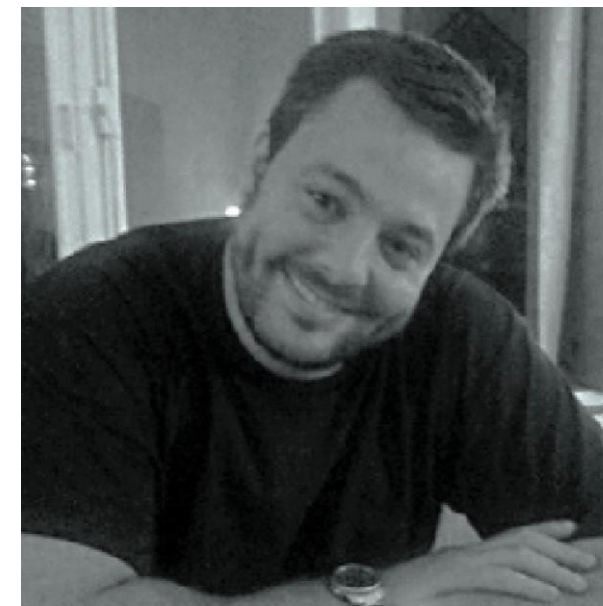# Que se pudiera hacer aquí en Unison?

Unete

Agradecimientos

- Vasiliki Meletaki
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- Flavio Azevedo
- Sarah A. Sauvé
- Helena Hartman
- Kohinoor Darda

Referencias de possible interes

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