

Sexism in academia is bad for science and a waste of public funding

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Supplementary Information for

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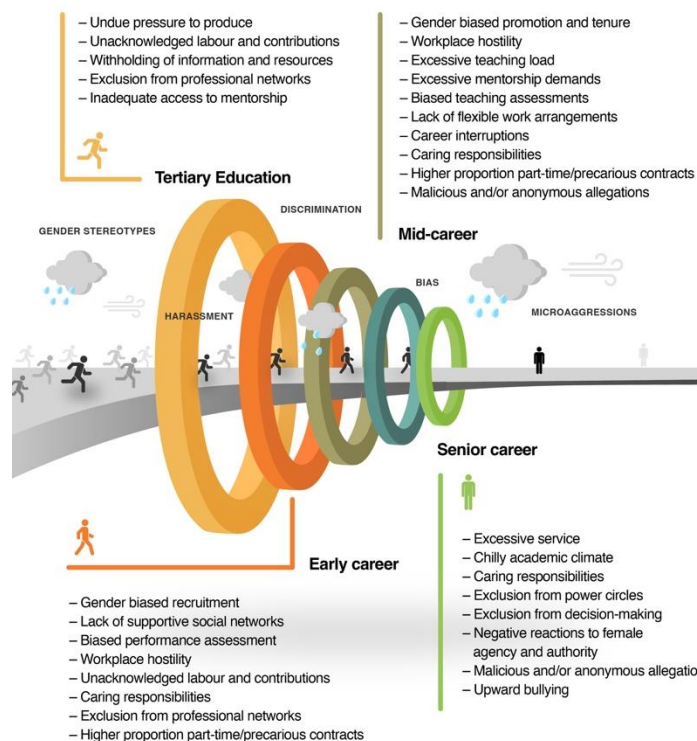
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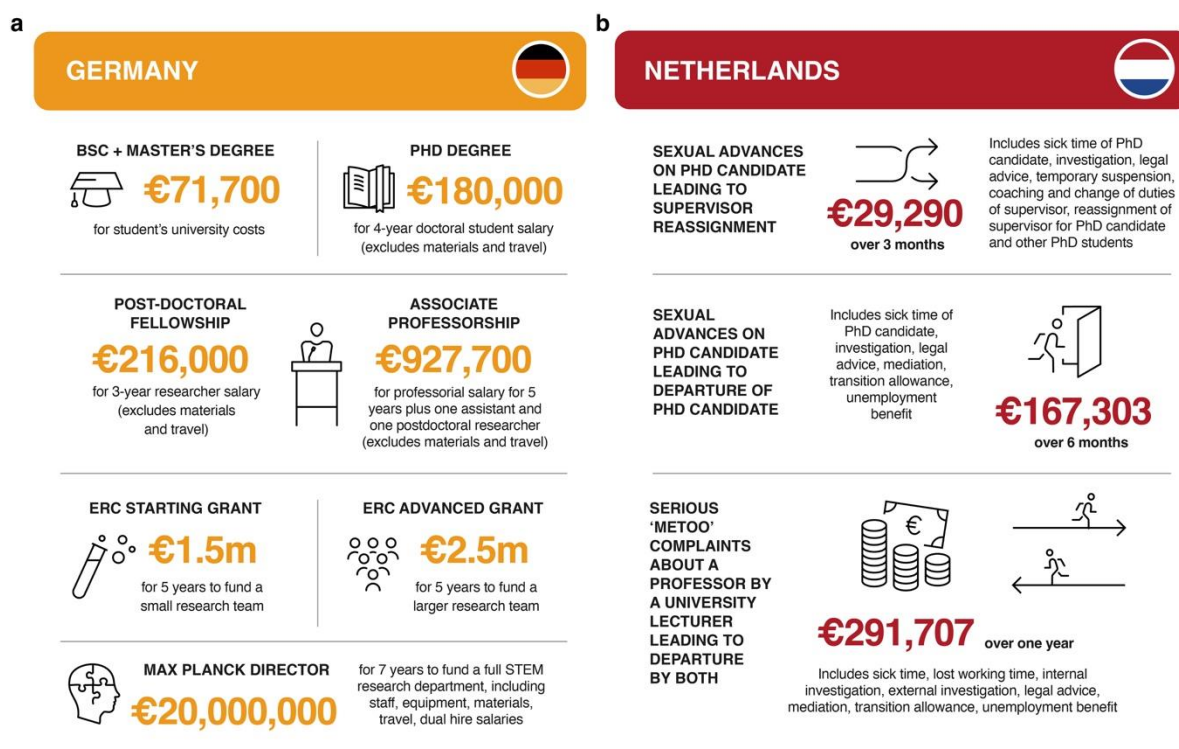
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Supplementary Figure 1. The narrowing academic career path for women. Factors that filter out increasing numbers of women at progressive career stages in higher education and research. Despite programmes to address many of the identified concerns, they remain entrenched. Filters are not unique to career stages, and gender stereotypes, harassment, discrimination, bias and microaggressions in particular are experienced across the career trajectory.



Supplementary Figure 2. The costs of sexism in higher education and research. a) Approximate funding invested in EU female researchers and faculty at different career stages. Excludes indirect costs. Costs vary by country, average costs in Germany are shown. b) Examples of hidden costs involved in managing gender discrimination. Examples from the Netherlands are shown (2022 data from Ref. 1).

References

1. Royal Netherlands Academy of Arts and Sciences. *Social Safety in Dutch Academia. From Paper to Practice*. Amsterdam: Royal Netherlands Academy of Arts and Sciences (2022).