

2025 Science needs diversity!



January	February	March	April	May	June	July	August	September	October	November	December
<div>W 1New Year's Day1</div>	<div>S 1Black History Month</div>	<div>S 1Zero Discrimination Day</div>	<div>T 1</div>	<div>T 1European Diversity Month</div>	<div>S 1Pride Month</div>	<div>T 1</div>	<div>F 1</div>	<div>M 136</div>	<div>W 1International Day of Older Persons</div>	<div>S 1All Saints' Day</div>	<div>M 1WorldAidsDay49</div>
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Overlooked scientists and their achievements

# You should know these 16 names

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**Dr. Ida Noddack**

**Flora Wambaugh Patterson**

**Rosalind Franklin, PhD**

**Dr. Chien-Shiung Wu**



**Hypatia of Alexandria**

**Matilda Joslyn Gage**

**Katherine Johnson**

**Dr. Mae C. Jemison**



**Alice Ball**

**Dr. h. c. Helen Keller**

**Prof. Temple Grandin**

**Dr. h. c. Barbara Smith**



**Dr. h. c. George Washington Carver**

**Dr. Percy Julian**

**Prof. John Forbes Nash Jr.**

**Prof. Stephen Hawking**



## Dr. Ida Noddack



In 1934, Ida Noddack-Tacke suspected that uranium nuclei could decay into larger fragments during neutron bombardment, which was confirmed by Meitner, Hahn and Strassmann in 1938. Hahn acknowledged this in 1966: "And Ida Noddack-Tacke was right after all." Despite ten nominations, Ida Noddack-Tacke never received the Nobel Prize. She died in Bad Neuenahr in 1978.



**Chemist & physicist (nuclear fission)**

February 25, 1896 - September 24, 1978

## Flora Wambaugh Patterson



Flora Wambaugh Patterson, a pioneer of mycology, played a key role in shaping modern fungal research. She identified numerous new species of fungi and developed strategies against harmful fungi, including the chestnut blight, which severely decimated American chestnuts. Her work laid the foundation for modern plant protection methods and secured her a place in the history of science.



**Mycologist / mushroom scientist**

September 15, 1847 - February 5, 1928

## Rosalind Franklin, PhD



The Jewish scientist Rosalind Franklin, an expert in X-ray crystallography, took the decisive X-ray image "Photo 51" of DNA in 1952. She correctly interpreted the double helix structure. Watson and Crick published their work on DNA structure after seeing Franklin's X-ray image, presumably without her approval. Their research was published in the same journal, but was mistakenly regarded as confirmation of Watson and Crick's findings.



**Chemist (discovery of DNA structure)**

July 25, 1920 - April 16, 1958

## Dr. Chien-Shiung Wu



The Chinese-American physicist Chien-Shiung Wu, known as the "First Lady of Physics", worked on the Manhattan Project. In the 1950s, she experimentally tested the conservation of parity for weak interactions and disproved them. Lee and Yang were awarded the Nobel Prize for this in 1957, but Wu was ignored. She later successfully campaigned for gender equality in science.



**Experimental physicist**

May 31, 1912 - February 16, 1997

## Hypatia of Alexandria



Hypatia, one of the earliest known female scientists, was a mathematician, astronomer and philosopher in ancient Alexandria. She taught and wrote about mathematics and astronomy at a time when women were rare in science. Hypatia is regarded as a symbol of intellectual freedom and the fight against religious and gender-specific prejudices.



**Mathematician, astronomer a. philosopher**

Around 360 until March 415 or March 416

## Matilda Joslyn Gage



Matilda Joslyn Gage was a pioneering author and activist who campaigned for the abolition of slavery, women's rights and the rights of indigenous cultures. She was denied access to medicine because of her gender, so she devoted herself to writing and activism. She was a co-founder of the New York State Woman Suffrage Association. Gage was honorably inducted into the Mohawk Nation, and her legacy, the "Matilda Effect," emphasizes the low recognition of women in science.



**Author / gender equality activist**

March 24, 1826 - March 18, 1898

## Dr. Mae C. Jemison



The first female person of color in the world. Jemison has championed the advancement of women and minorities in STEM (science, technology, engineering and mathematics) subjects and inspires many young people to pursue a career in science.



**Doctor, engineer and NASA astronaut**

October 17, 1956

## Katherine Johnson



Katherine Johnson performed crucial calculations for NASA missions, including the Apollo 11 mission. She was one of the first Black women to work in such a position at NASA, and her work helped recognize the abilities of women and African Americans in science.



**Mathematician**

August 26, 1918 - February 24, 2020

### Alice Ball



Chemist Alice Ball developed a groundbreaking treatment for leprosy. She was one of the first African-American women to work in chemistry. She died at the age of just 24 before she was able to publish the results of her research.



**Chemist**

July 24, 1892 - December 31, 1916

### Dr. h. c. Helen Keller



"I am blind, but I see; I am deaf, but I hear."  
Helen Keller, a deaf and visually impaired author and activist, fought for the rights of people with disabilities, people of color and equality of the sexes. She acts as a role model for people with multiple disabilities and against the stigmatization of people with disabilities in academic circles.



**Author and activist**

June 27, 1880 - June 1, 1968

### Prof. Temple Grandin



The professor of animal science is the author of several books on autism and is committed to greater understanding and acceptance of people on the autism spectrum. Grandin has been instrumental in destigmatizing autism in the public eye and highlighting the strengths of neurodiverse people.



**Animal behaviorist**

August 29, 1947

### Dr. h. c. Barbara Smith



Barbara Smith, born in 1946, is an influential American activist and writer committed to Black queer feminism. As co-founder of the "Combahee River Collective", she has made significant contributions to Black feminism and is a co-founder of intersectionality theory, the recognition of multiple discrimination based on racism, gender and sexual orientation.



**Author and scientist**

November 16, 1946

### Dr. h. c. George Washington Carver



As a botanist and inventor, Carver developed over 300 products from peanuts and promoted sustainable farming methods. He campaigned for the education of African-Americans and was a role model for many who fought against racial discrimination.



**Botanist**

July 24, 1892-Dec. 31,

### Dr. Percy Julian



Percy Julian pioneered the synthesis of medicines from plants. Despite racial discrimination, his work contributed significantly to medicinal chemistry and he actively campaigned for the rights of African-Americans.



**Chemist**

April 11, 899 - April 19, 1975

### Prof. John Forbes Nash Jr.



The mathematician and Nobel Prize winner in economics John Nash, who suffered from paranoid schizophrenia, made significant contributions to game theory. Nash campaigned for the destigmatization of mental illness in science. His work promoted the recognition and equal rights of scientists with disabilities and fostered a more inclusive understanding of science.



**Mathematician & winner of the Nobel Prize in Economics**

June 13, 1928 - May 23,

### Prof. Stephen Hawking



The renowned theoretical physicist suffered from amyotrophic lateral sclerosis (ALS). Despite severe physical limitations, Stephen Hawking made ground-breaking contributions to cosmology and campaigned for human rights. with disabilities. Hawking used his fame to draw attention to accessibility and inclusion.



**Physicist**

January 8, 1942 - March 4,



## Social background

Only **27% of non-academic children** start university. Among children of academics, the figure is 79%. In 2020, there was still a difference of four percentage points for doctorates: The proportion of all non-academic children doing a doctorate doubled to two percent. For children of academics, it is six percent

*(Higher Education Report 2020)*

27%

## First-Gen Academics

"First-gen professionals", i.e. people whose parents have not completed a bachelor's or higher academic degree, **are 40% more likely** to show intrinsic work motivation for the values and activities of employers and organizations.

[https://www.charta-der-vielfalt.de/fileadmin/user\\_upload/Diversity-Tag/Factsheet\\_2024\\_EN.pdf](https://www.charta-der-vielfalt.de/fileadmin/user_upload/Diversity-Tag/Factsheet_2024_EN.pdf)

40%

## Racism

In 2022, the Racism Monitor was published on behalf of the German government: In it, **73 percent of 14- to 24-year-olds** who belong to a racialized group say: "I have experienced racism before." The Afro-Census indicates that 6,000 people out of a total of one million people are of African origin, who are estimated to live in Germany according to the microcensus took part in the survey.

<https://news.rub.de/hochschulpolitik/2023-05-19-diversity-what-to-do-against-racism-universities>

73%

## Anti-discrimination

Advice requests to the Federal Anti-Discrimination Agency have reached a record high: around **10,800 people** contacted the advice team at the independent Federal Anti-Discrimination Agency in 2023. This represents an increase of 22% compared to the previous year. The anti-discrimination office received the most inquiries (41%) on the subject of racial discrimination. This was followed by "disabilities and chronic illnesses (25%), gender and gender identity (24%)". This is followed by age, religion and sexual identity.

10.800

[www.antidiskriminierungsstelle.de/SharedDocs/aktuelles/EN/2024/20240625\\_annual\\_report\\_2023.html](https://www.antidiskriminierungsstelle.de/SharedDocs/aktuelles/EN/2024/20240625_annual_report_2023.html)

## MINT

In Germany, women make up around **45% of doctoral students in the life sciences**, but only around **28%** in engineering and **24%** in computer science

*Federal Statistical Office (Destatis), Doctoral Student Statistics or She Figures 2021, European Commission.*

24-45%

## Discrimination

African Americans make up about 13% of the US population, but only about **5% of PhD scientists and engineers** belong to this group.

*National Science Foundation (NSF) Report, in particular the "Science and Engineering Indicators"*

5%

## Equality

In Europe, less than **24% of professorships** are held by women, although they make up almost half of doctoral students. *She Figures Reports (2021)*

In many Arab countries, the proportion of women studying STEM subjects is higher than in Western countries. In Jordan, for example, women make up around 55% of students in science and technology subjects. *Women in STEM in the Arab World" by the UNESCO Regional Bureau for Education in the Arab States.*

24%

## LGBTQIA+

It is estimated that around **5-7% of the population** is **LGBTQIA+**. There is limited data on the representation of queer researchers in scientific professions, but as in the US and UK, there is evidence of underrepresentation and discrimination in Germany.

*Study by the German Youth Institute (DJI), "LGBT+ in the world of work" (2020).*

5-7%

## Disability

Around **10% of the population lives with a disability**, but data on representation in scientific professions is limited. People with disabilities are severely underrepresented in science.

Aktion Mensch, "Inclusion in the world of work" (2022).

10%

## Migration history

Data on ethnicity is less comprehensive, but people with a migrant background are underrepresented in academic careers and especially in leadership positions. Around **25% of the population has a migrant background**, but only a small proportion of this group is represented in high-level academic positions.

Federal Statistical Office,  
"Migrationshintergrund und Bildungserfolg"  
(2023).

25%

## Equality

Many women leave **STEM careers** due to factors such as a lack of work-life balance, discrimination in the workplace or a lack of career promotions. Studies show that women in STEM professions often have higher dropout rates than men.

McKinsey & Company: "Women in the Workplace" Report (2023)

STEM

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