



# Geography of inequalities: navigating through female leadership gaps in the geospatial field

Asociación de Geógrafas Feministas de Chile

19 de octubre de 2023

# About us

Our association is a **female geographers network** aiming to place and highlight this profession's knowledge from a feminist perspective, making geographic problems visible and **influencing decision making at different scales** to have a positive impact on society.



**june 29, 2019**



**+250 members  
nationwide**



# About us

## Current board of directors

Co-chair

Camila  
Ferrada Silva



General  
secretariat

Claudia  
Soto Acuña



General  
secretariat

Pamela  
Alvarado Balfor



Organizational  
Secretariat

Javiera  
Zamora Marín



Communications  
Secretariat

Vania  
Reyes Muñoz



Treasury

Belén  
Araneda  
Riquelme

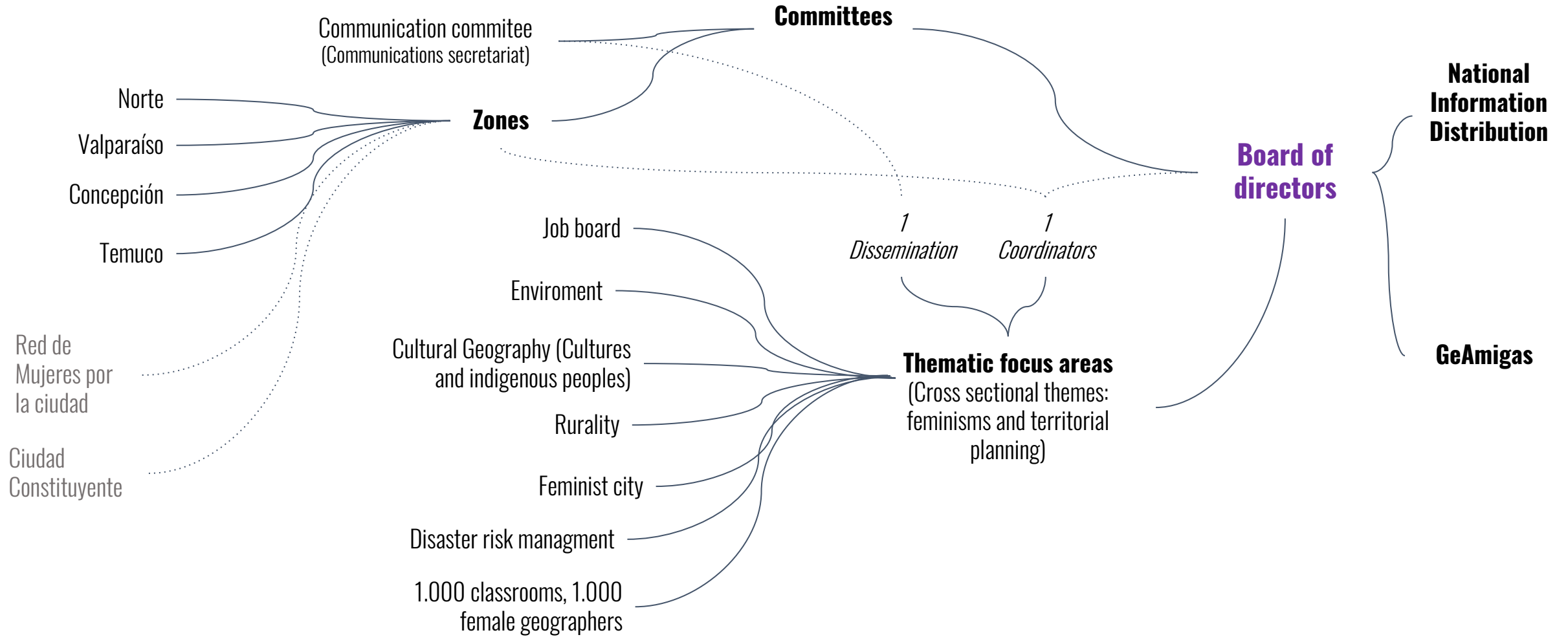


Commissioned  
of zones

Claudia  
Soto Acuña



# Organization *Committees and work groups*



# What have we done this last year?

## Activities

1st cycle of lectures: Chilean female geographers

1º CICLO DE CHARLAS:

### GEÓGRAFAS CHILENAS: "GEOGRAFÍAS DEL MAR"



INVITADA: ALEJANDRA MORA

INVESTIGADORA POSTDOCTORAL EN EL SPECTRAL LAB, DEPARTAMENTO DE GEOGRAFIA EN LA UNIVERSIDAD DE VICTORIA, CANADÁ.

28 DE ABRIL  
16:00 HRS RAPA NUI (UTC-6)  
18:00 HRS SANTIAGO (UTC-4)  
19:00 HRS MAGALLANES Y A

EN VIVO A TRAVÉS DE NUESTRO CANAL DE YOUTUBE GEÓGRAFAS CHILE

CICLO DE CHARLAS:

### GEÓGRAFAS CHILENAS: "ACUÍFEROS TRANSFRONTERIZOS"



INVITADA: CONSTANZA MAASS MORALES  
INVESTIGADORA DOCTORAL EN IHE DELFT INSTITUTE FOR WATER EDUCATION Y TU DELFT UNIVERSITY, HOLANDA

08 DE JUNIO  
17:30 HRS RAPA NUI (UTC-6)  
19:30 HRS SANTIAGO (UTC-4)  
20:30 HRS MAGALLANES Y ANTARTICA CHILENA (UTC-3)

EN VIVO A TRAVÉS DE NUESTRO CANAL DE YOUTUBE GEÓGRAFAS CHILE

1º CICLO DE CHARLAS:

### GEÓGRAFAS CHILENAS: "GEOGRAFÍA EN EL GOBIERNO LOCAL"



INVITADAS:  
CRISTINA BONILLA ARAYA  
GEÓGRAFA PUCV MAGÍSTER EN POLÍTICAS AMBIENTALES Y TERRITORIALES  
UNIVERSIDAD DE BUENOS AIRES.

SORAYA GUTIÉRREZ CANTELLANO  
GEOGRAFA PUCV, DIPLOMADO SISTEMAS DE INFORMACIÓN GEOGRÁFICA (PUCV)  
DEPTO. DE SISTEMAS DE INFORMACIÓN GEOGRÁFICA SECPLA. I  
MUNICIPALIDAD DE VIÑA DEL MAR

04 DE JUNIO  
20:00 HRS SANTIAGO (UTC-4)  
21:00 HRS MAGALLANES Y ANTARTICA CHILENA (UTC-3)

EN VIVO A TRAVÉS DE NUESTRO CANAL DE YOUTUBE GEÓGRAFAS CHILE

TALLERES PARA SOCIAS

### Herramientas para la Adulthood




TALLER 3  
**INDEPENDENCIA FINANCIERA**  
Martes 24 de mayo 19:00  
Vía Zoom  
Dictado por Paula Olea, socia de GeaChile

TALLER 2  
**ARTICULO 22: QUÉ ES Y QUÉ IMPLICA**  
25 de mayo, 15:30 (1 hr)  
Vía Zoom  
Dictado por Julia Cerón, Asistente de Relaciones Laborales de la Dirección del trabajo (DT)

TALLER 1  
**¿SINDICATO?**  
Martes 31 de mayo 20:00  
Vía Zoom  
Dictado por Paz Arratia, Presidenta de Sindicato y jefa de proyectos Mankuk consultoría

Inscripciones mediante formulario



TALLERES PARA SOCIAS

Miércoles de preparación laboral



TALLER 2  
**MEJORANDO MI CURRICULUM**

TALLER 2  
**PREPARÁNDOME PARA ENTREVISTAS**

TALLER 3  
**LA RED SOCIAL LABORAL CÓMO APROVECHAR LINKEDIN**

Inscripción vía Formulario hasta el 05 de abril



Exclusive workshops for members

# What have we done this last year?

*Opinion columns, interviews and discussion groups*

**CARTA AL DIRECTOR SOBRE LOS GRAVES INCENDIOS FORESTALES QUE HAN AFECTADO A COMUNAS EMINENTEMENTE RURALES**  
Por Camila Sepúlveda Molina y Claudia Soto Acuña, Grupo Ruralidades

LATERCERA

La Tercera

*Ordenamiento territorial*



ASOCIACIÓN DE GEÓGRAFAS FEMINISTAS DE CHILE

**ENTREVISTA A GEÓGRAFAS CHILE**  
CRISTINA BONILLA, SORAYA GUTIÉRREZ Y BELÉN ARANEDA

SPUTNIK Mundo

Desde el Río Bravo hasta Tierra del Fuego, noticias, reportajes y análisis sobre la realidad latinoamericana

**¿Por qué Chile enfrenta duros incendios forestales?**

01:42 GMT 08.02.2023



Por Alexis Polo, González, Chile

**"GEOGRAFÍAS FEMINISTAS EN LA CIUDAD DE VALLADOLID, ESPAÑA"**  
DE LOS MOVIMIENTOS SOCIALES A LOS ESPACIOS PÚBLICOS DESDE 1979



**EVA C. CANO PLAZA**

PROFESORA ASOCIADA, ANÁLISIS GEOGRÁFICO REGIONAL.

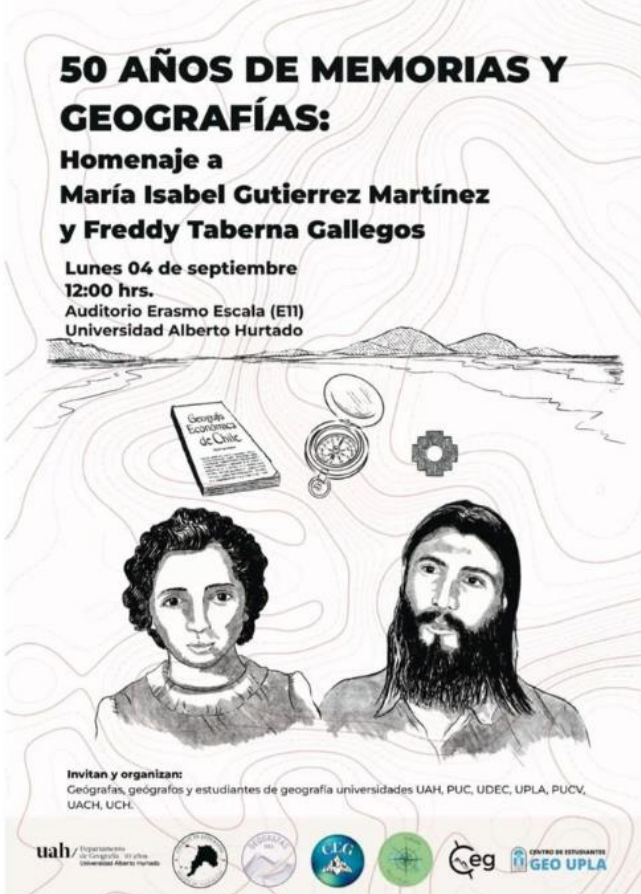
FACULTAD DE EDUCACIÓN, UNIVERSIDAD DE VALLADOLID



CAMPUS LO CONTADOR, SALA DE DOCTORADO DE ARQUITECTURA Y ESTUDIOS URBANO. ACTIVIDAD SOLO PARA SOCIAS. 16 DE MAO 19:30 HRS. SANTIAGO, CHILE


**50 AÑOS DE MEMORIAS Y GEOGRAFÍAS:**  
Homenaje a **María Isabel Gutierrez Martínez y Freddy Taberna Gallegos**

Lunes 04 de septiembre  
12:00 hrs.  
Auditorio Erasmo Escala (E11)  
Universidad Alberto Hurtado



Invitan y organizan:  
Geógrafas, geógrafos y estudiantes de geografía universidades UAH, PUC, UDEC, UPLA, PUCV, UAACH, UCH.

uah y Esp. Latinoamericano de Geografía, UAH, Chile. Universidad Alberto Hurtado



#Futuro360



**NADIA SANDOVAL**  
Asociación de Geógrafas Chile

FUTURO 360

CNN CHILE

Presentan nuevo Plan de Seguridad para Metro de Santiago 23:20

**CARTA AL DIRECTOR EN DIARIO LA TERCERA**  
Por las geógrafas Camila Sepúlveda Molina y Claudia Soto Acuña

LATERCERA


La Tercera

*De borde a zona costera, un primer reconocimiento*



ASOCIACIÓN DE GEÓGRAFAS FEMINISTAS DE CHILE

www.geografaschile.com



**COLUMNA DE OPINIÓN**

**"Inundaciones en espacios urbanos y rurales: siete sugerencias desde la Geografía"**

CIPER

# What have we done this last year?

*Our members participation in conferences and lectures*



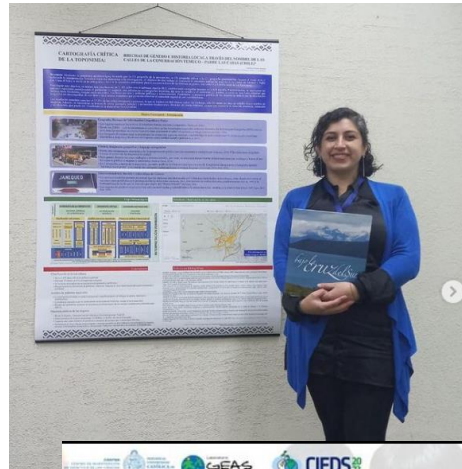
EJE 13 | Geografía de la Salud, la Pandemia y la pos Pandemia COVID 19

**Covid-19 en el hinterland:**  
Sistema urbano de Chillán y sus flujos de movilidad en pandemia

AUTORÍA | NATALIA ARAVENA-SOLÍS  
ESTUDIANTE DOCTORADO EN GEOGRAFÍA - PUC

Esta investigación ha recibido financiamiento de la Agencia Nacional de Investigación y Desarrollo (ANID) | Subdirección de Capital Humano | Programa de Becas | Beca Magister Nacional 2021 N°22211992.8 Beca de Excelencia Académica 18UT 2020/2021

29 de Noviembre de 2022



PANEL INTERNACIONAL  
9:40 a 11:10

DERECHOS HUMANOS Y JUSTICIA CLIMÁTICA

MODERA: **Quentin Weiler**

EXPONEN: **Paloma Costa** (Brasil)  
**Janeth Ugalde** (México)  
**Camila Osorio** (Chile)

# National context

Annual study of the academic and labor situation of female geographers in Chile (2022)

Most of participants were young women between **25 and 35 years old**. The majority stated they did not participate in trade or professional organizations, and only **22% were members of Geógrafas Chile**.

Why do we make this scope? because the formation of leadership and its promotion is, one way or another, linked with people's participation in all kinds of organizations where these leaderships are being formed.



# National context

Annual study of the academic and labor situation of female geographers in Chile (2022)

## Employability and working conditions

**35%** of surveyed women were employed in a **permanent position**.

**15%** were **employed full time but on a temporary basis**.

Of the remaining 50%, **12% are self-employed or freelance**, with different part-time jobs, **15% were unemployed** and **8% in educational training processes**.

In addition, only **17% of undergraduate students have participated in research studies** and **83% have never contributed to any research study**, as assistants, team, volunteer, among other roles.



# National context

Annual study of the academic and labor situation of female geographers in Chile (2022)

## Specializations and training

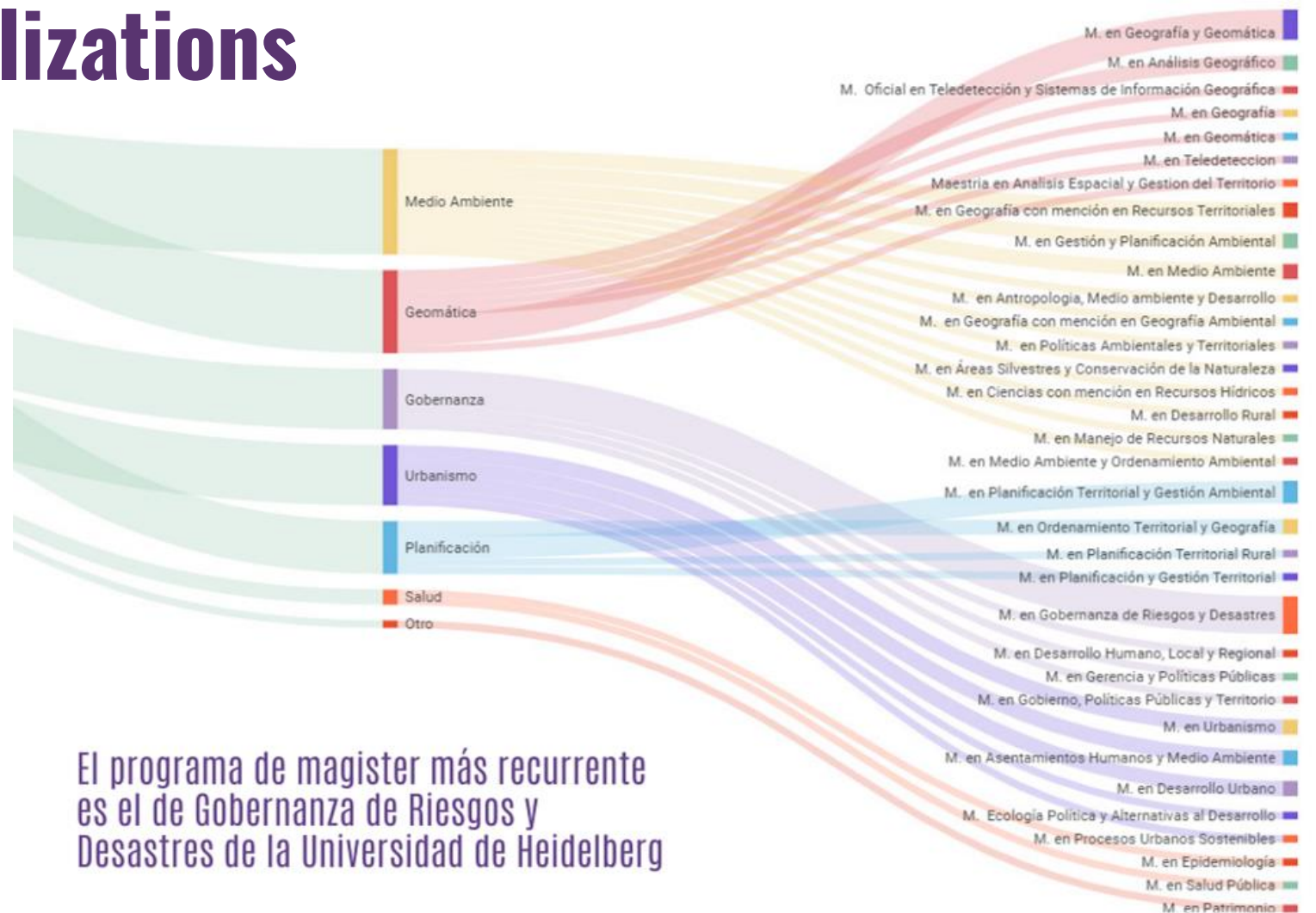
At least **20%** declared to have postgraduate degrees. Most of them are linked to master's degrees, with a **preference to study** at **Pontificia Universidad Católica de Chile, Universidad de Chile** and **University of Heidelberg** (memorandum of understanding with the above-mentioned institutions). **All three institutions are located in región Metropolitana de Santiago.**

Fuente: Elaboración propia a partir de bases de datos de asociación de geógrafas feministas de Chile.

# Subject area specializations

Annual study of the academic and labor situation of female geographers in Chile year 2022

**25%** reported having paused their research studies or not developing researcher careers due to low public recognition, disadvantageous working conditions, low remunerations and a lack of employment opportunities.



El programa de magister más recurrente es el de Gobernanza de Riesgos y Desastres de la Universidad de Heidelberg

# Some thoughts from data

Annual study of the academic and labor situation of female geographers in Chile year 2022

## **Research and academia**

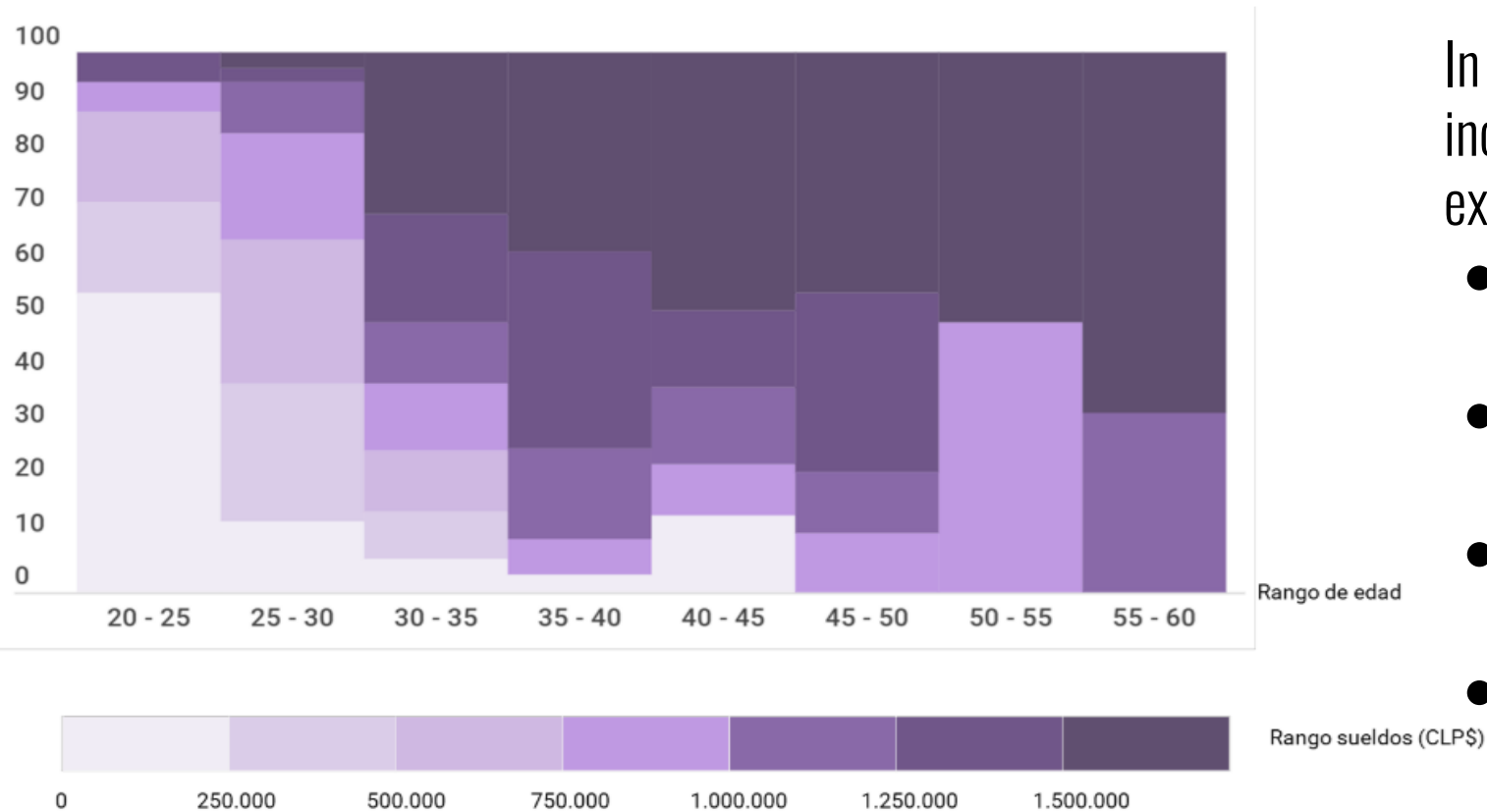
In Chile geography related researcher careers are associated with academic careers. State and private scholarships are a way of making up for multiscale structural inequalities.

Mastering a second language, preferably english, has become an obstacle considering many schools or institutes of Geography in Chile don't provide english training.



# Wage gap

Annual study of the academic and labor situation of female geographers in Chile year 2022



In terms of salary, there are different income levels, which are linked to years' experience.

- **21% earn minimum wage** for working less than 30 hours per week.
- **23% earn between \$450 and \$900** per month.
- **22% earn between \$900 and \$1,350.**
- **20% are above this income range**

Fuente: Elaboración propia a partir de bases de datos de asociación de geógrafas feministas de Chile.

# About digital gap

## Geography of inequalities: Navigating through female leadership gaps in the geospatial field, year 2023

Meaning to delve deeper into the gaps, not only in terms of salaries but also in the presence of women in academic, labor and leadership roles, as an association we conducted a qualitative survey to learn about our members' perception of these gaps. Results are presented in these graphs:

**Según tu percepción ¿Cuál es la proporción de hombres y mujeres en donde estudias/estudiaste?**

El 13,3% de las encuestadas contestó

**80/20**

El 66,7% de las encuestadas contestó

**60/40**

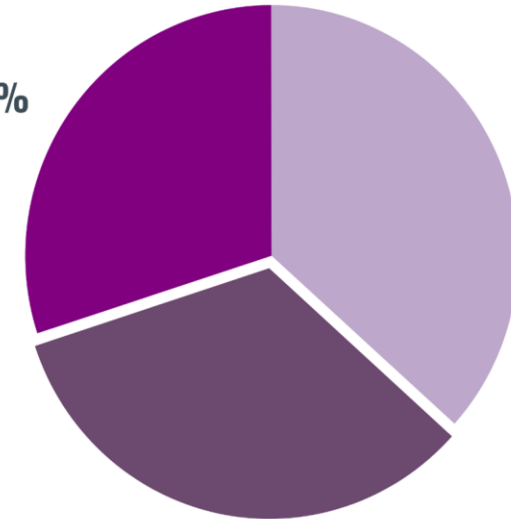
El 23,3% de las encuestadas contestó

**50/50**

¿Crees que existen brechas digitales entre hombres y mujeres en tu casa de estudio o donde estudiaste?

Tal vez: 30.0 %

SÍ: 36.7 %



NO: 33.3 %

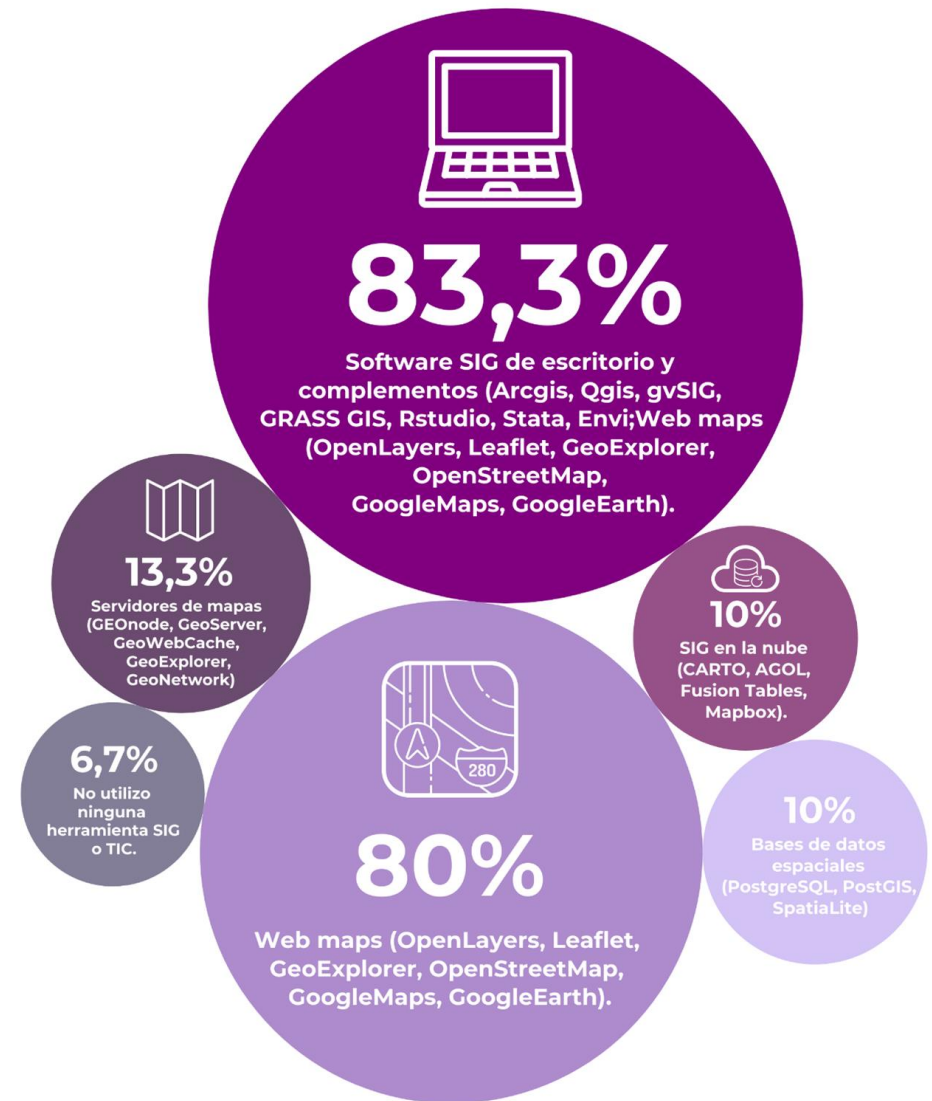
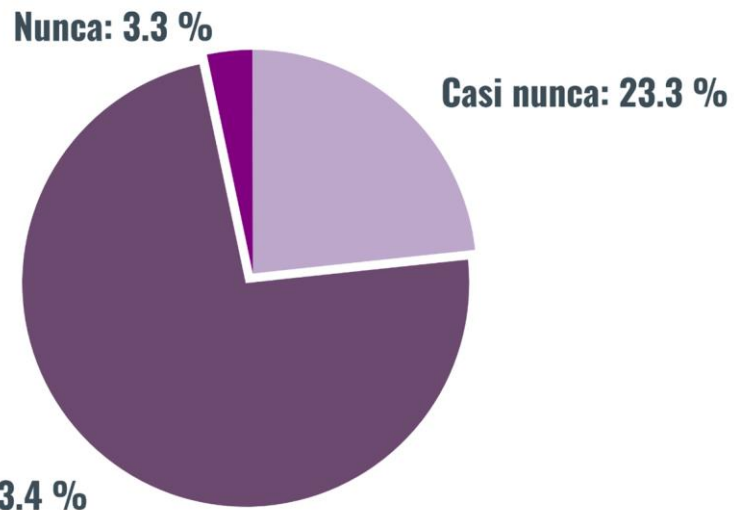
29 respuestas

# Technology use

Geography of inequalities: Navigating through female leadership gaps in the geospatial field, year 2023

Graphs indicate tools used by the participants and how often they use them.

¿Utilizas alguna de estas herramientas/software de tecnologías de la información, como por ejemplo: Arcgis, Qgis, ENVI, PostGis, Tableau, Power bi, Rstudio, Stata.

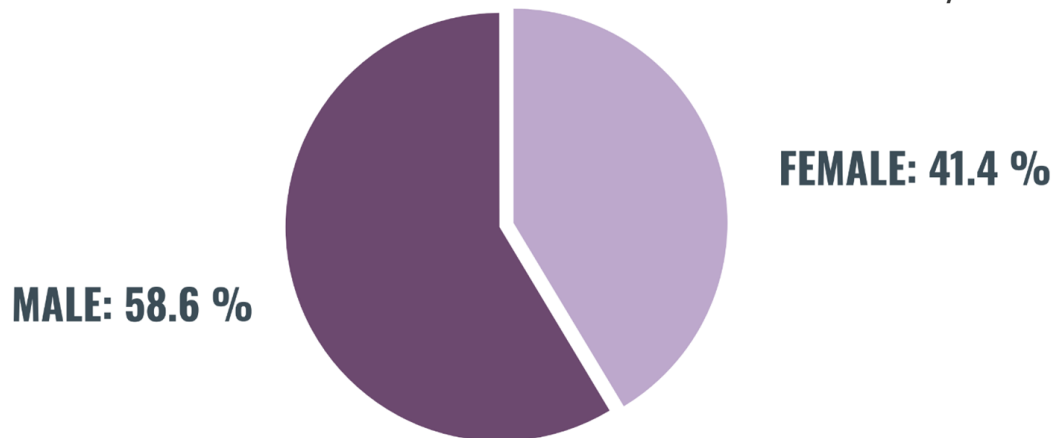


# On leadership

## Geography of inequalities: Navigating through female leadership gaps in the geospatial field, year 2023

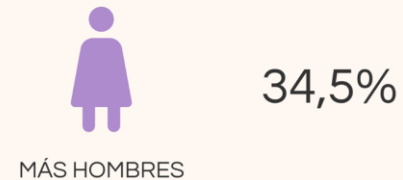
Even though there are more women in workplaces, the majority of managers are men, with an almost **20% gap**.

¿Cuál es el género de tu jefatura?  
29 respuestas



Fuente: Elaboración propia a partir de bases de datos de asociación de geógrafas feministas de Chile.

En tu espacio de trabajo,  
¿existen más personas  
hombres, mujeres o por igual?





# Participants' opinions

## Geography of inequalities: Navigating through female leadership gaps in the geospatial field, year 2023

“I think I wasn't interested in GIS because of a bias: it was a man's field. When I studied it was commonly mentioned that women should be dedicated to human geography or social issues”.

“I have worked all my years' experience with mathematicians, engineers and geologists and it has been fundamental for my STEM development”.

“In my opinion, these gaps begin to normalize at university. Since we start studying, us women see how top positions or the best working conditions are occupied by men. Moreover, patriarchy shows its true face, generating pacts between men that make them keep or improve their positions, often without considering professional women's capabilities”.



# Participants' opinions

## Geography of inequalities: Navigating through female leadership gaps in the geospatial field, year 2023

“I’ve realized people trust more in a man’s judgement when asking for strategies, methodologies or processes. I’ve had to specialize more, so my professional opinion can be taken into consideration. It seems mandatory for women to study more to get that kind of support. Having a female boss gives you guidelines to get there: working double, being demanded, looking for perfection. It helps, but it’s expected for you to do the same as her in order to get there”.

“There is a big gap linked to the use of technology, my classmates knew much more about software downloading, file types, processors, etc, because as kids they were urged to know technology”.

“I think there is a big gap in the academic and teaching field, which from my perspective becomes more acute when taking it out of Santiago, as well as how difficult it is to join projects being a woman, since geography is still unknown in several areas and even more so, being a young woman and a professional”.



# Conclusions: Gender gaps in geography and female leadership in the Chilean geospatial field

**Limited participation in organizations:** The majority of surveyed women in the geospatial field in Chile do not participate in trade unions or professional organizations, which may affect their access to leadership and professional development opportunities.

**Inequality in employment:** Inequality in employment conditions, with a significant percentage of women working in temporary or self-employed positions and unemployment, implying challenges in job stability and incomes.

**Lack of recognition and support for research:** Despite being in the field of geospatial information, a large percentage of women have not had the opportunity to contribute to research studies. This highlights the need to promote the recognition of research activities and improve conditions for those who wish to pursue a researcher career.

**Challenges in education and training:** Lack of access to training programs in English and the absence of foreign language leveling courses represent obstacles in preparing female geographers for higher academic levels and international opportunities.

**Income inequality:** Women in the geospatial field in Chile have varied income levels, with a significant percentage earning minimum wage or low wages. This indicates that salary inequalities are based on gender and experience.



# Conclusions: Gender gaps in geography and female leadership in the Chilean geospatial field

**Technology use gap:** A gap in technological knowledge is observed, with some women's perceiving they have not had the same exposure to technology as their male peers. This may impact their ability to compete in this highly technological field.

**Gender perceptions in the field:** Gender perceptions and stereotypes persist in this field of geography, which may influence the choice of specializations and perception that certain areas are more appropriate for men.

**Challenges from academia:** Gender inequalities begin in academia, where women face obstacles in accessing leadership positions and are forced to overcome gender stereotypes and expectations.



# Conclusions: Gender gaps in geography and female leadership in the Chilean geospatial field

**Importance of role models:** Women geographers highlight the importance of having female role models and mentors to guide their professional development and overcome obstacles.

**Need for change and support:** Closing the gender gaps in geography and geospatial field, changes in perceptions, policies, and institutional support that promote gender equality and provide equal opportunities for women in this field are required.

These findings reflect the complex reality faced by women in terms of geography and geospatial information in Chile. To move towards greater gender equality and promote female leadership in this field, it is essential to take concrete steps to address these challenges and create a more inclusive and equitable environment.



# Concrete measures

## Mentoring and professional development programs

- Establish mentoring programs where female geography and geospatial technologies leaders guide and support young women interested in this discipline.
- Offer workshops and professional development courses to enhance technical and leadership skills.

## Promotes women's leadership roles

- Encouraging inclusion of women in leadership positions in geospatial organizations and professional groups.
- Implement quota policies to ensure equal gender representation on committees and boards.

## Education and continuing education

- Develop specific courses and workshops for women interested in geography and geospatial technologies, including training in GIS technology and programming skills.
- Facilitate access to scholarships and grant programs for graduate studies and technical training.

## Promoting diversity and inclusion

- Implement policies and practices that foster inclusive and respectful work environments.
- Conduct awareness campaigns on the importance of diversity in geography and geospatial technology.



# Concrete measures

## Research support and recognition

- Provide access to technology resources and laboratories for women interested in geospatial technologies.
- Offer training in GIS technology and related softwares.

## Promote role models

- Highlights and celebrates women leaders in geography and geospatial technology through events and awards.
- Invite outstanding women as speakers and panelists at conferences and academic events.

## Incorporation of gender studies

- Introduce courses on gender and geography, and geospatial technology academic programs.
- Conduct gender research and analysis in the geospatial field to better understand inequalities and to propose solutions.

**These measures were based on successful approaches implemented in several countries to promote gender equality in geography and geospatial technologies. It is important to adapt these strategies to the specific situation in Chile and work in collaboration with academic institutions, professional organizations, and the government to achieve significant changes.**





# ASOCIACIÓN DE GEÓGRAFAS FEMINISTAS DE CHILE



[HTTP://GEOGRAFASCHILE.CL](http://GEOGRAFASCHILE.CL)



[CONTACTO@GEOGRAFASCHILE.COM](mailto:CONTACTO@GEOGRAFASCHILE.COM)



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