



## **The link between inequalities in science and the scientific evaluation process**

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Unlike the "out of the box", innovative and unconventional way of thinking we would like to cultivate in our science, the academic system tends to be very conservative in the way by which it performs academic evaluations. In the case of hiring and promotion processes, the traditional way may imply the "like attracts like" rule in which the same dominant subset of the population (with respect to culture, nation and gender) preserves its hegemony on the expense of equality and diversity. Being aware of such biases is a good start. Forcing diversity in the hiring and promoting processes is even better.