

# Shaping the Gender Summit's Regional & Global Mission

Plans for GS North America  
Montreal, Quebec, Canada, November 2017

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Natural Sciences and Engineering  
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Conseil de recherches en sciences  
naturelles et en génie du Canada

Canada

# Outline

- Background
- Canadian Granting Agencies: some new initiatives
- Outlook for Gender Summit 2017, Montreal (Quebec), Canada

# Introduction: My Own Bias

According to the Harvard Implicit Association Test:

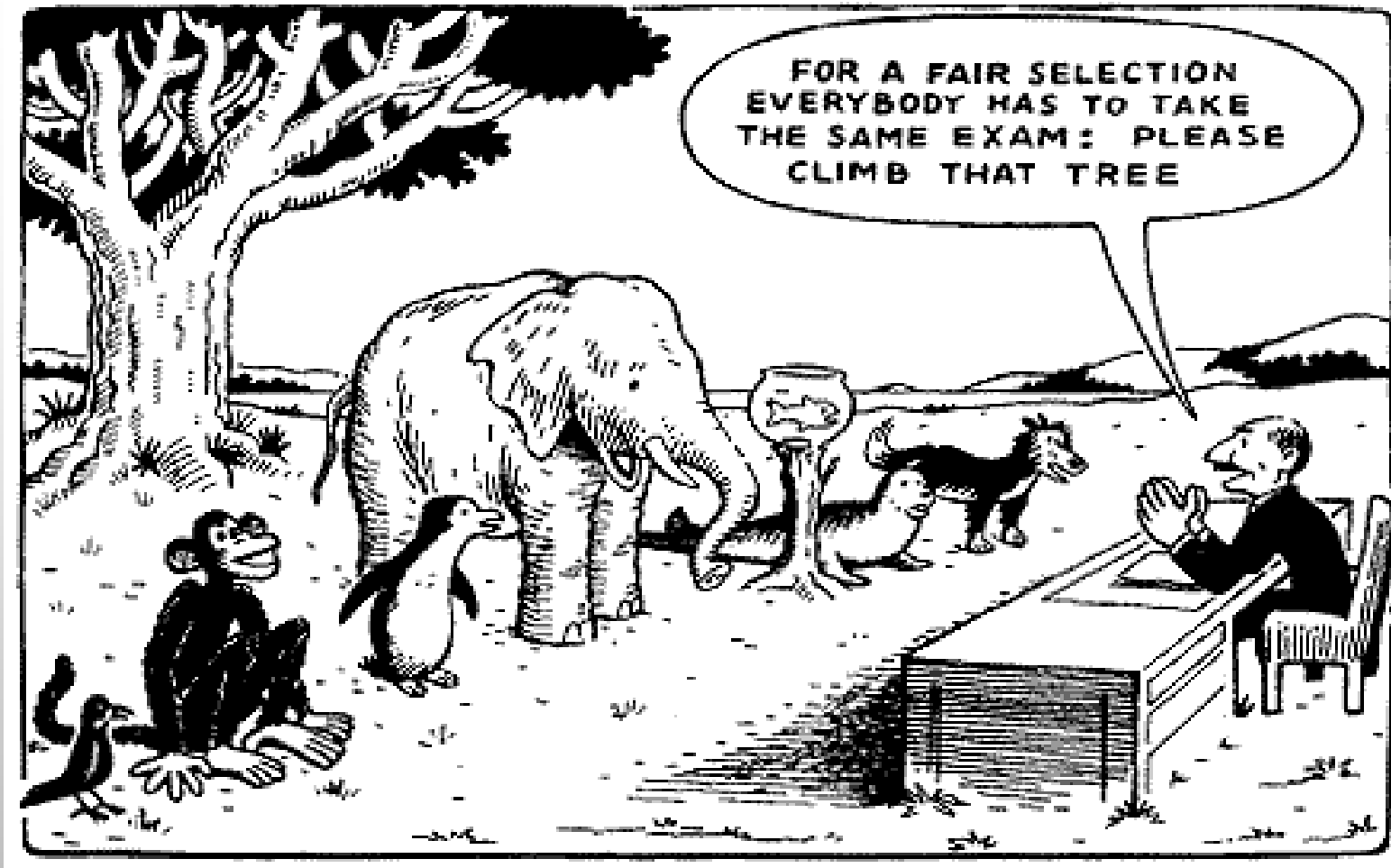
**My data suggests a moderate automatic association of FEMALE with family and MALE with career/**

**Mes résultats suggèrent une légère association entre les femmes et la famille et les hommes et la carrière**

<https://implicit.harvard.edu/implicit/user/agg/blindspot/indexgc.htm>

Ref: M.R. Banai, A.G. Greenwald, Blind Spot: Hidden Biases of Good People, Implicit Association Test, Delacorte Press, 272 pages, 2013

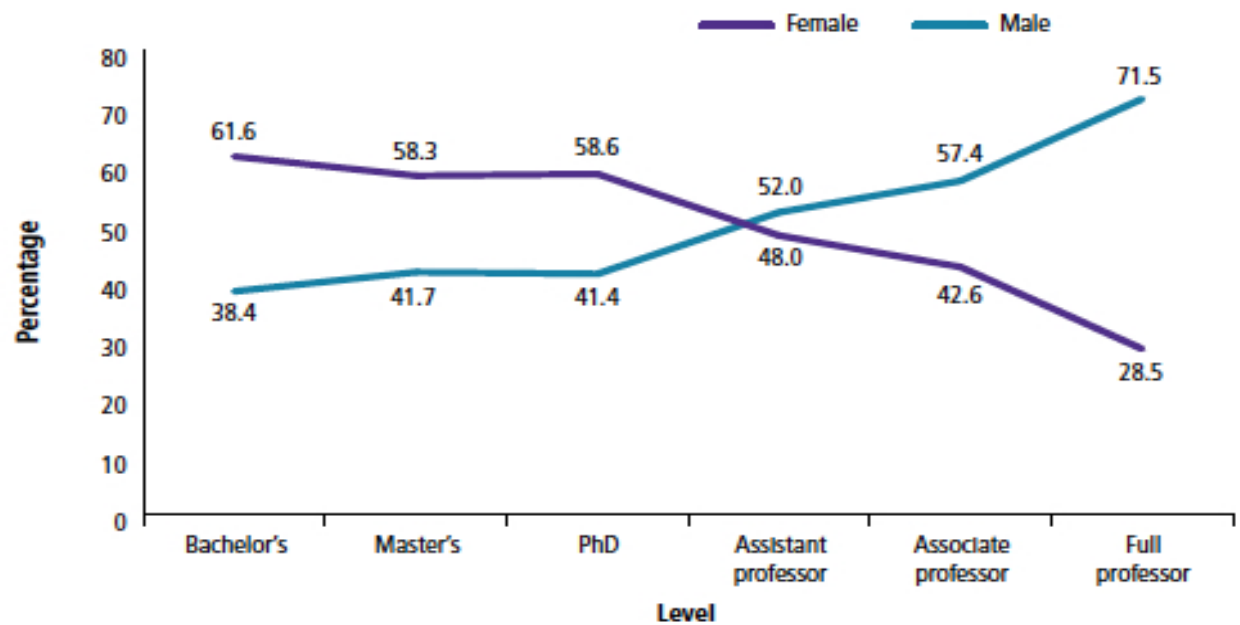




Source: Fircroft College of Adult Education, Diversity Training, Birmingham, UK, 2011



# Participation of Women in Ranks: Social Sciences, Humanities and Education



(Data Source: Statistics Canada, n.d.d., n.d.b.)

**Figure 3.2**

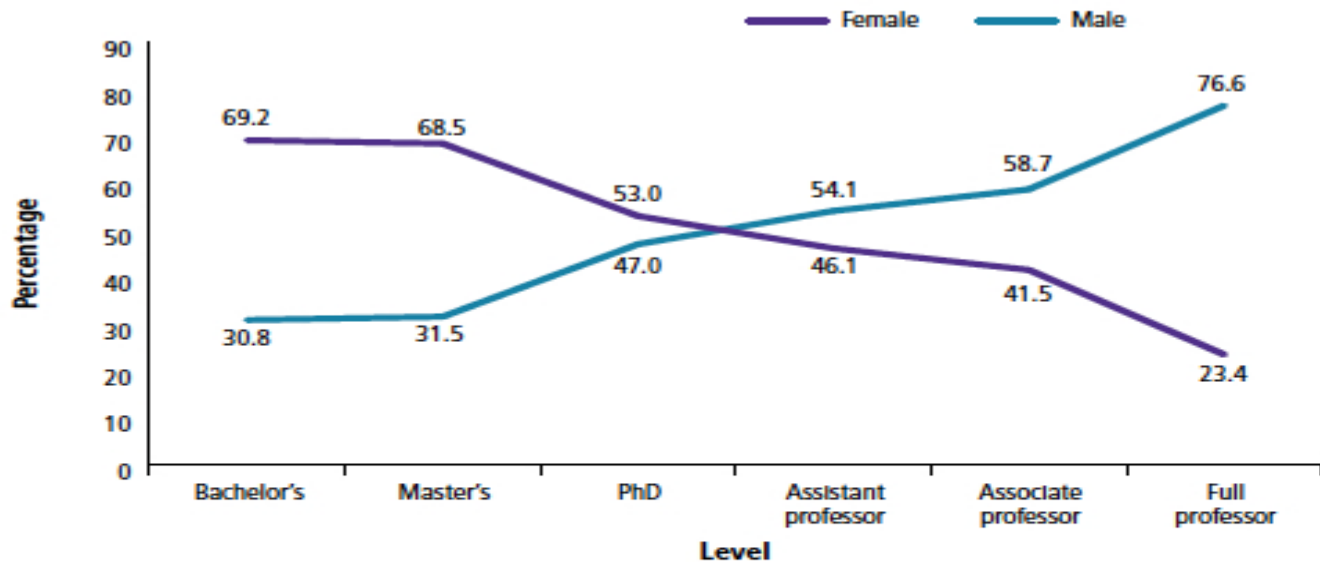
## Percentage of Women and Men at Different Academic Levels in HSE

This figure displays the percentage of women and men in humanities, social sciences, and education in 2008–2009 at various stages of the academic career in Canadian universities.

Source: Strengthening Canada's Research Capacity: The Gender Dimension, Council of Canadian Academies, 2012



# Participation of Women in Ranks: Life Sciences



(Data Source: Statistics Canada, n.d.d., n.d.b.)

**Figure 3.3**

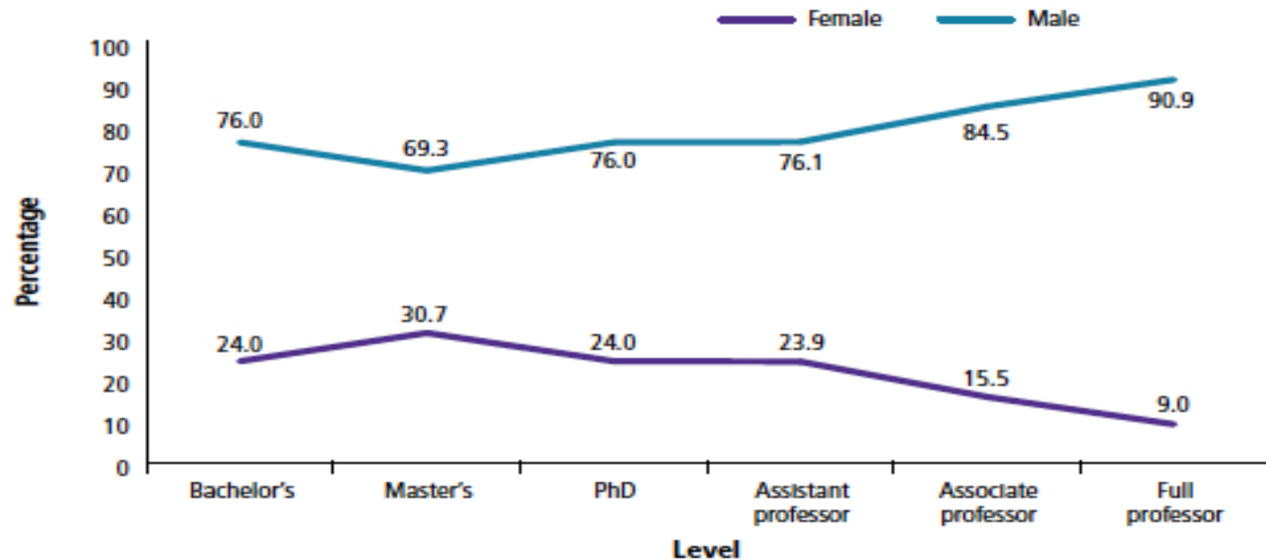
## Percentage of Women and Men at Different Academic Levels in LS

This figure displays the percentage of women and men in life sciences in 2008–2009 at various stages of the academic career in Canadian universities.

Source: Strengthening Canada's Research Capacity: The Gender Dimension, Council of Canadian Academies, 2012



# Participation of Women in Ranks: Physical Sciences, CS, Eng, Math



(Data Source: Statistics Canada, n.d.d., n.d.b.)

**Figure 3.4**

## **Percentage of Women and Men at Different Academic Levels in PCEM**

This graph depicts the percentage of women and men in physical sciences, computer science, engineering, and mathematics (PCEM) in 2008–2009 at various stages of the academic career in Canadian universities.

Source: Strengthening Canada's Research Capacity: The Gender Dimension, Council of Canadian Academies, 2012



# NSERC Chairs for Women in Science & Engineering (CWSE)

- Announcement of two new Chairs for Women in Science and Engineering
- Aim to increase participation of women in science and engineering, and
- Provide role models for women active in, and considering careers in, S & E
  - \$600,000/yr Can budget (0.06% of NSERC's budget)
  - Main activities: science promotion, outreach, mentoring, leadership training, role modeling, etc
- Five regional chairs across the country
  - 50% of time spent of CWSE activities
  - Additional support for a postdoctoral fellow
  - A network grant links the five chairs together



# Tri-Agency Action Plan: Gender Equity

- Develop a Policy Statement & monitor its implementation
- Report competition results by gender
- Representation of women on review committees
- Raise awareness of gender bias and of possible measures of counteracting it
- Sex & gender considerations in the research content and diversity in research teams
- Review policies on caregiver leaves
- Science promotion, mentoring & outreach as valid research & training contributions

# CIHR Core Competency Module for Sex & Gender in Biomed. Research

- CIHR's Institute on Gender & Health launched an online training module on Integrating Sex & Gender in Health Research\*
- Tailored for researchers and committee members
  - Distinguish between, and define sex and gender, in biomedical research
  - Identify sex/gender differences in the mechanism, disease, or treatment under study
  - Assess a research protocol based on the integration or omission of sex and/or gender

\*On line since September 2015

# Social Sciences and Humanities Research Council of Canada (SSHRC)

- SSHRC Funds Research on Equity/Gender, e.g.
  - “An intervention to reduce stereotype threat and improve women’s representation and achievement in engineering”
  - “Gender bias in the allotment of research funding in academia”
- SSHRC Ensures Equity Contributes to Research Excellence
  - Support & promote Aboriginal research and talent development
  - Aboriginal Research Statement of Principles & Guidelines for the merit review of Aboriginal research (May 2015)



# Tri-Agency Institutional Programs

- Canada Research Chairs (CRC) & Canada Excellence Research Chairs (CERC) aim to attract/retain some of the world's most accomplished researchers
- Self-identification in four designated groups
- CRC program is working with universities to set representation targets for the four designated groups
- Transparent, open and equitable nomination processes are required at universities
- Advisory Committee on Equity Policy
- Annual recognition of universities with exemplary equity practices
- Training for program staff on equity and unconscious bias

# Fonds de recherche du Québec

- Three funds: nature & technologies, health and society
- April 2016, gender parity policy to promote gender equity & diversity throughout the organisation
  - Governing board, committees and panels, etc.
- FRQNT has launched a research program addressing the progression and retention of women in STEM
  - Results to be presented at the Montreal Gender Summit 2017
- 9-month paid parental leave for students and fellows
- Travel fees covered for families (Postdoctoral fellows)
- Expenses related to child care during travels are now eligible

- One could list many more past, existing and new initiatives....
- Despite everything that has been done, the issue remains the same....
- Numbers are not growing....
- Gender equity issue remains at the margin....

# Plans for Montreal 2017 Summit

- 2017 coincides with Montreal's 375th anniversary & Canada's 150th anniversary
- Organisation is co-led between FRQNT and NSERC
- Discussion with key partners is on going
  - CIHR, SSHRC, NSF, CONACYT, Portia, CNRS
- Program development at an early stage
  - Currently finalizing the local organizing committee
- Aim to focus on all areas of research
  - STEM, health, social sciences and humanities

# Tentative Program Themes

- The business case for diversity
  - Diversity considerations in decision making, whether it is research, business or other
- Themes of connectivity
  - Connecting the country for its 150th anniversary
  - Engaging with partners at the global level to address key societal issues
- Focus on pluralism, ethnicity, aboriginals
  - Gender diversity and tolerance
- Strengthen the GS3 Roadmap for North America and integration with international efforts
  - Learn from partners & initiatives such as the Horizon 2020 Program, GenderNet, Seoul Declaration, etc.



# Key Questions

- What issues have not yet been addressed at Gender Summits?
- What is the target audience at the Gender Summit and beyond?
- How can we bring gender equity & diversity to the center stage?
- How to make that quantum leap to translate current evidence into real change?

Thank you / Merci

Questions & Comments

