

## Gender Summit 11

# How Diversity can spark innovation locally

**Teresa de León**

**Technology Commercialization Director**

**CONACYT**

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Mega - diverse

MÉXICO  
GOBIERNO DE LA REPÚBLICA



**CONACYT**

*45 años*



**CONACYT**

*Consejo Nacional de Ciencia y Tecnología*

# Innovation

Products, processes, or business models that have been developed through science and technology platforms and capabilities, which are successfully impacting in social, economic and environmental problems.



# Diversity

The concept of diversity encompasses acceptance and respect.

It means understanding that each individual is unique, and recognizing our individual differences.

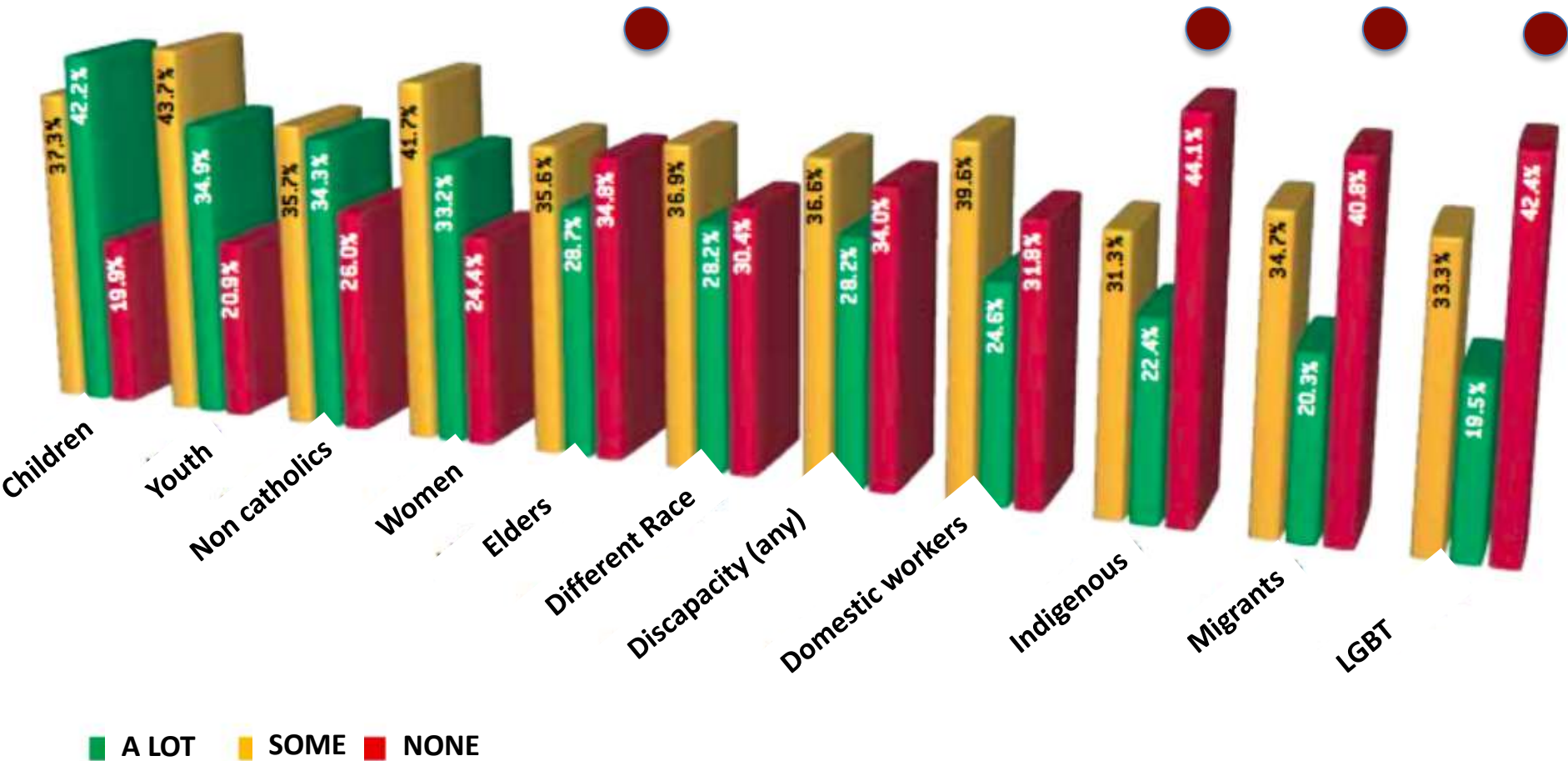
These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs or other ideologies.

It is the exploration of these differences in a safe, positive and nurturing environment.

It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

*ASUO-Multicultural Advocates at the University of Oregon*

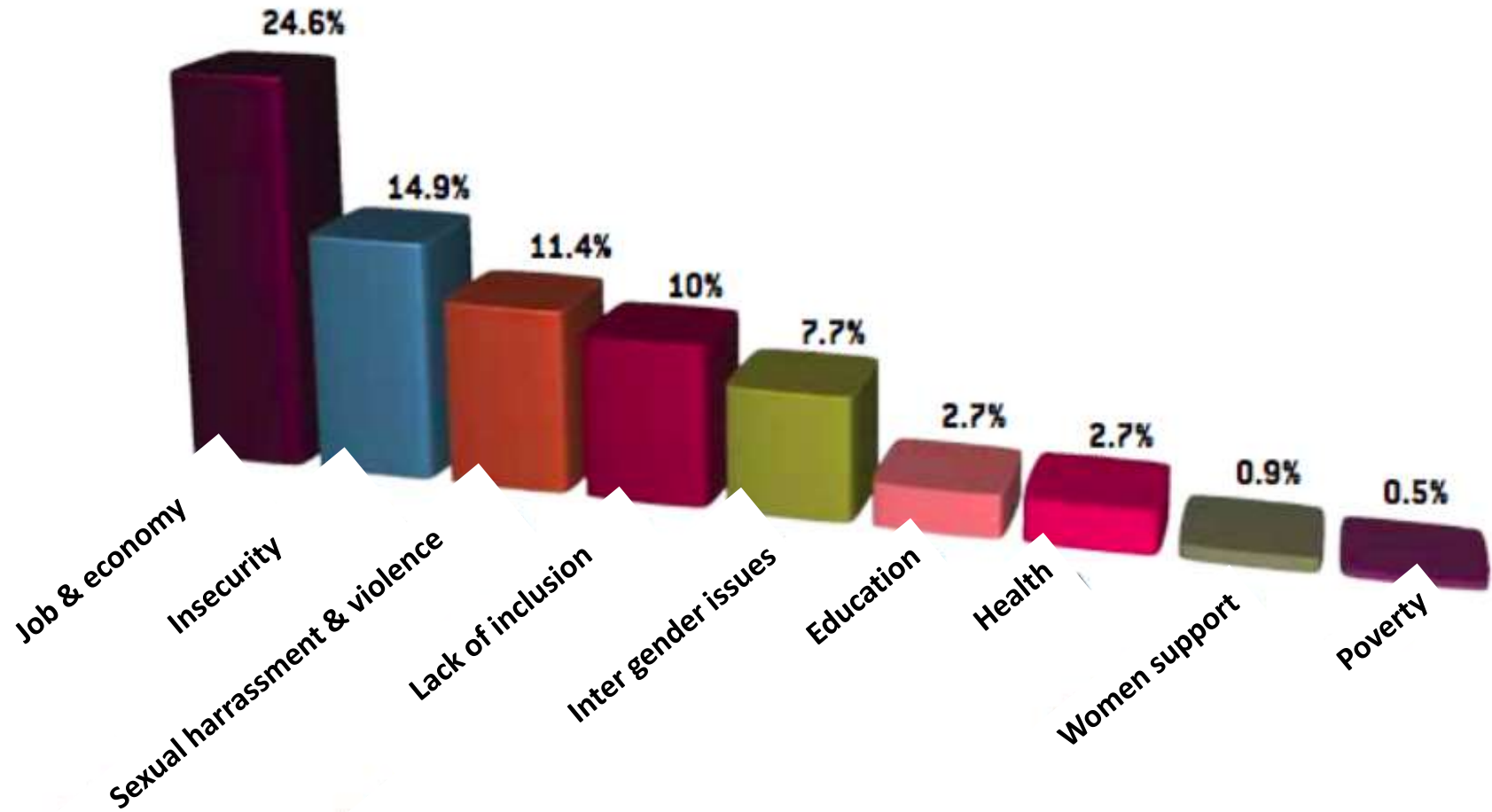
# Perception about being RESPECTFUL TO:





**WOMEN**

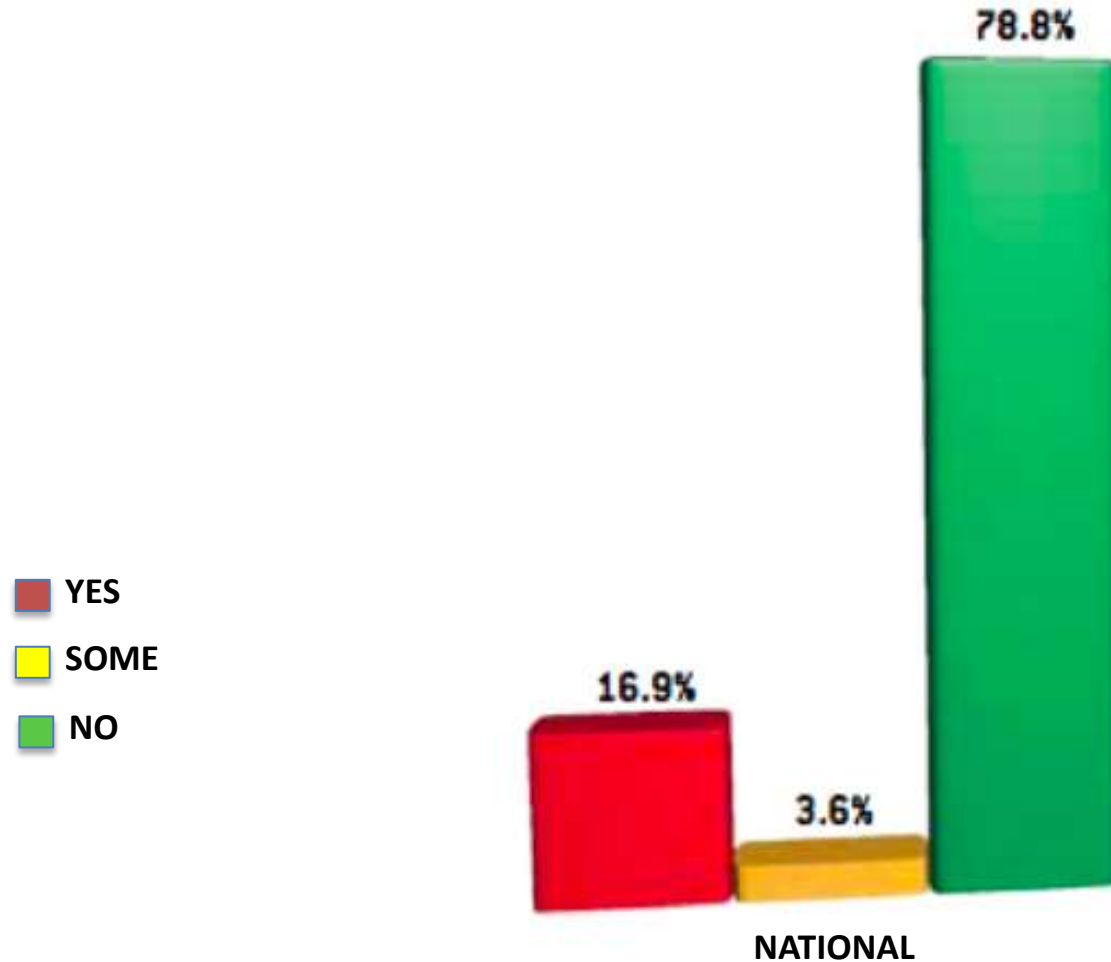
# Perception about biggest problems for women in MX







# Perception about non tolerance because of religion



# How does a funding agency like CONACYT embrace diversity?

1.- Strategy

&

2.- Structure

## How does a funding agency like CONACYT embrace diversity?

Funding programs



Customers

Internal processes



Employees



## How does a funding agency like CONACYT embrace diversity?

Funding programs



Customers

- Affirmative actions
  - National Researchers System (40–60%)
  - Indigenous women inclusion grants
  - Single Women “Head of family” grants
  - “Cátedras” – (42-58%)
  - “Innovation for Diversity” competitions

## How does a funding agency like CONACYT embrace diversity?

Internal processes



Employees

- Affirmative actions
  - Competitions design – **gender** – **cultural** – **geographical** - **age**
  - Evaluation panels – **gender** - **age**
  - Breaking the glass ceiling - **gender**
  - More leader roles - **gender**
- Family friendly policies

# Going LOCAL



# NoBI's en México

Existen 5 NoBI's conformados a lo largo de la república mexicana.



**Advanced  
Manufacturing**



**Health**



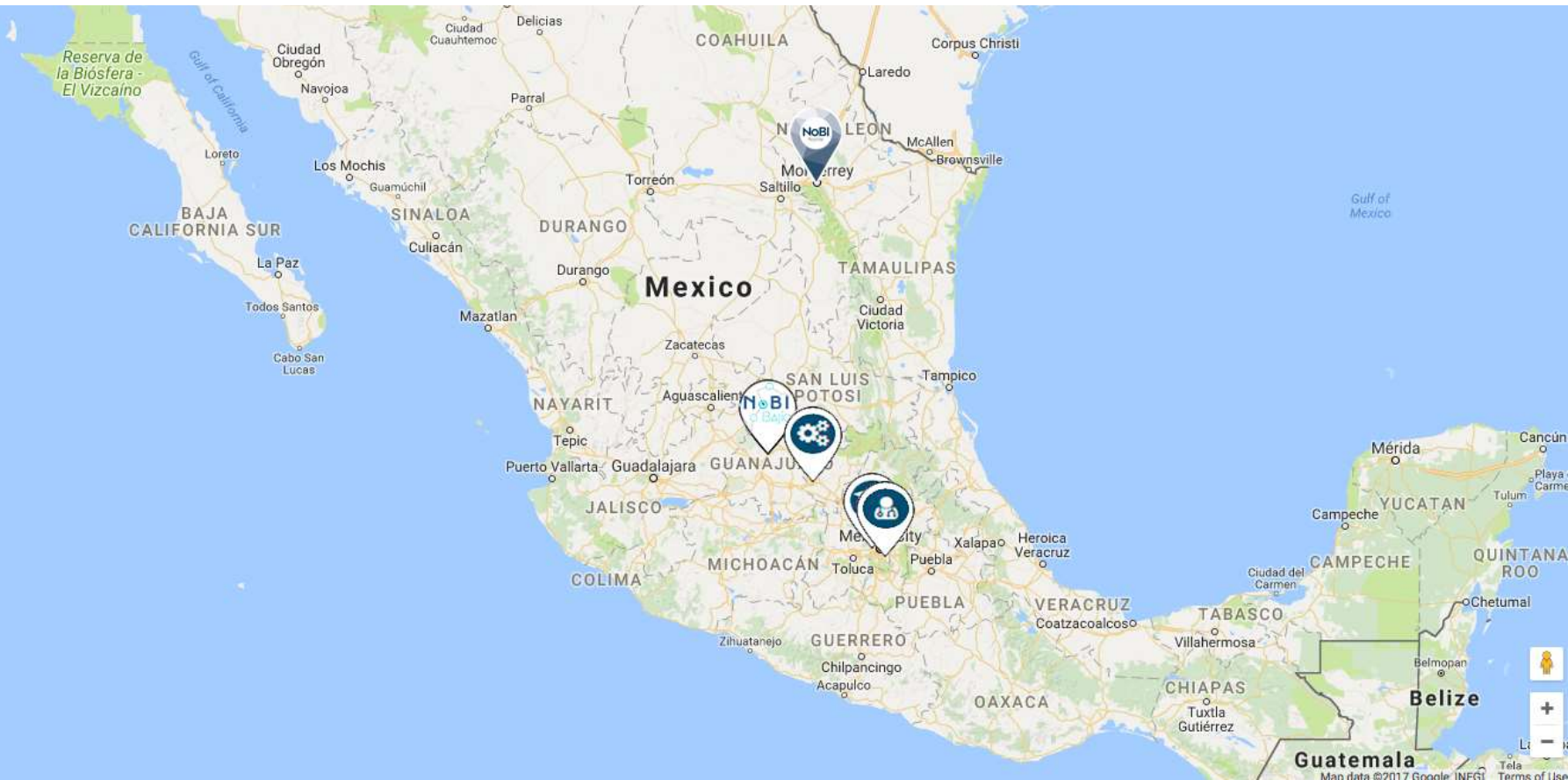
**Food and Agro**



**Interdisciplinary**



**Bio& Nano  
technologies**



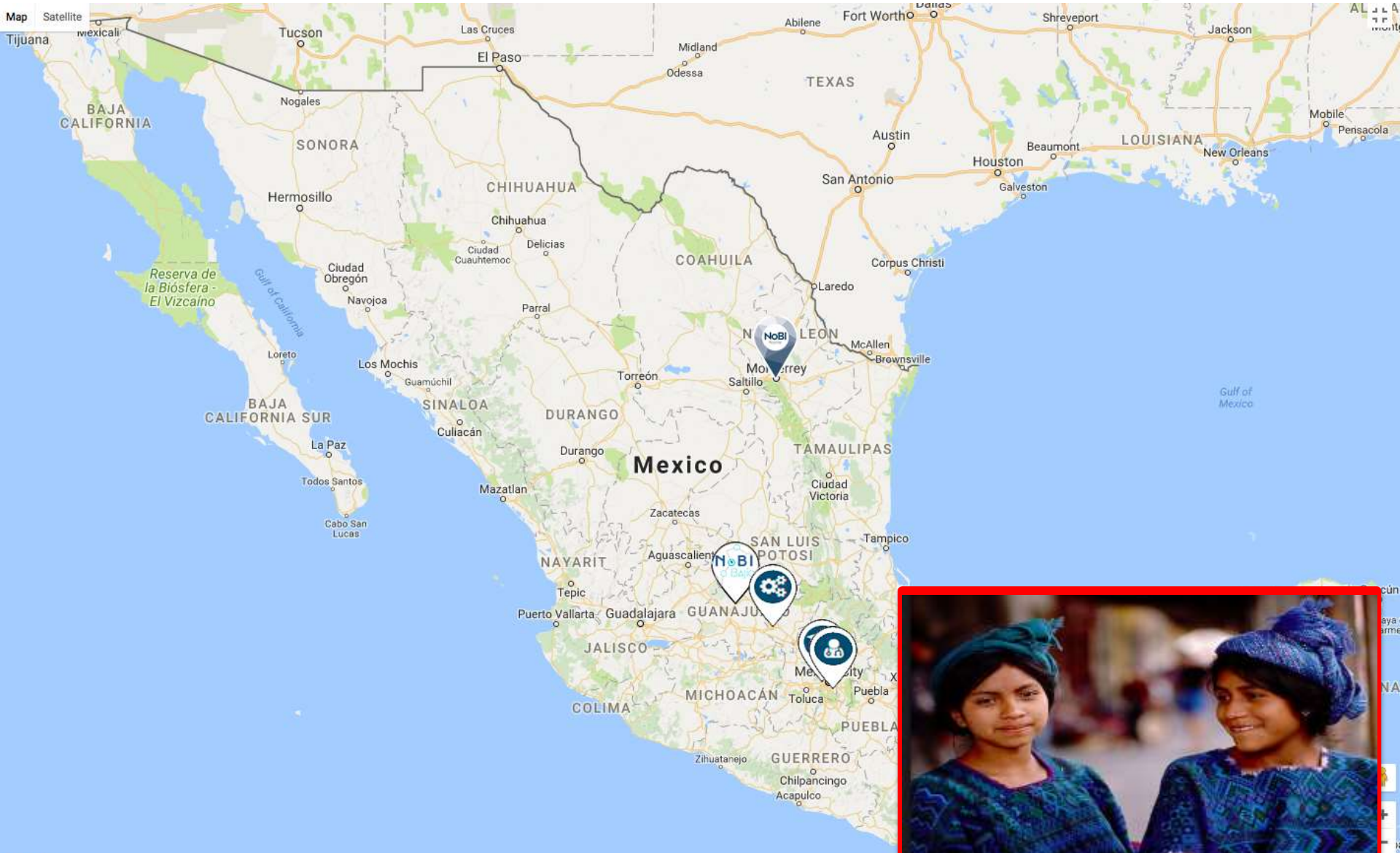


# Innovation Nodes



Instituto de Biotecnología  
UNIVERSIDAD NACIONAL AUTÓNOMA DE MÉXICO





tdeleonz@conacyt.mx

**THANK YOU**