

Leadership in Open Science: Overcoming the gender and structural inequalities

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Gender Summit 15, London, June 18-19, 2018



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GS13 Arab World

Gender Summit for the Arab World

10 November 2017

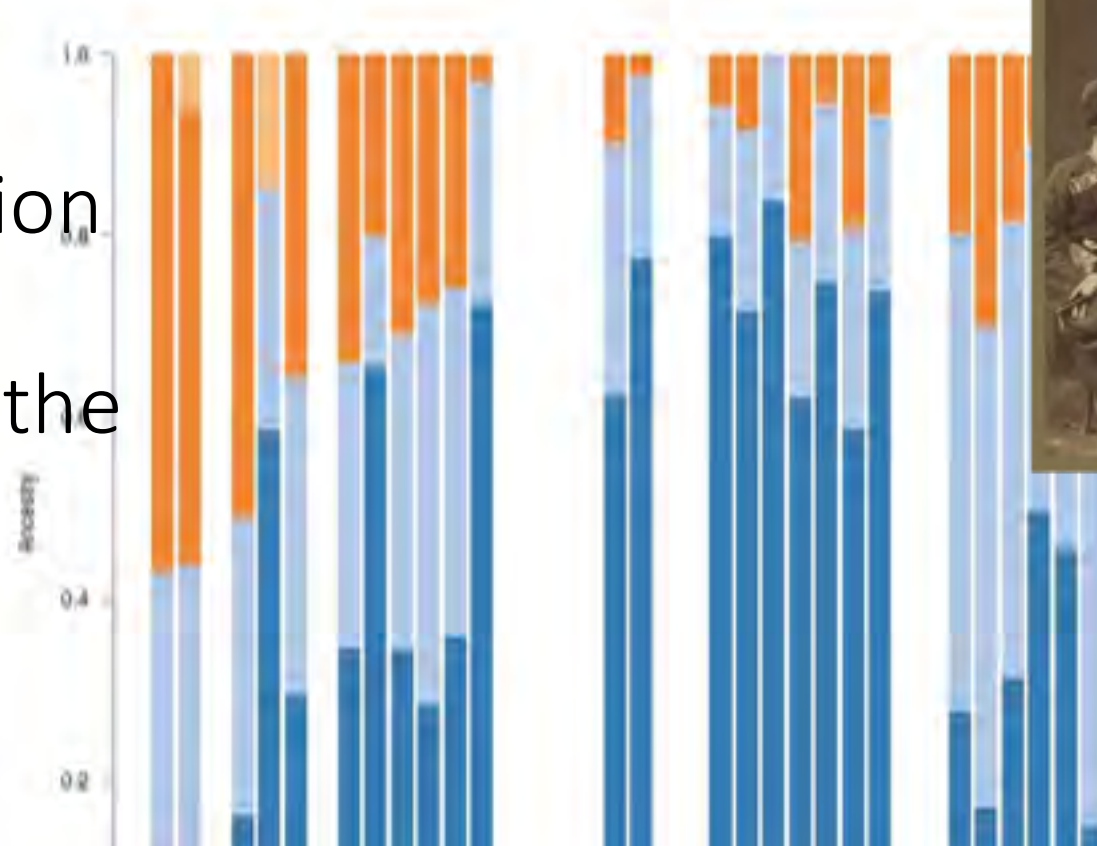
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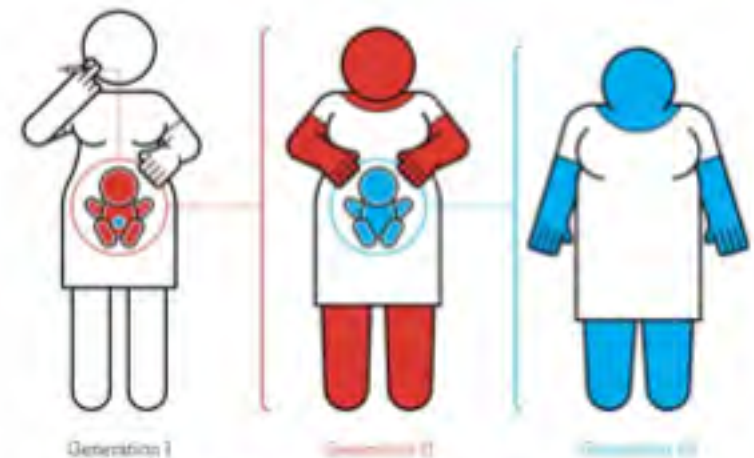
A young Syrian refugee (right) who fled to Jordan listens to a teacher (left) as part of a Mercy Corps youth program. SEAN SHERIDAN/MERCY CORPS

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In war zones and refugee camps, researchers are putting resilience interventions to the test

By Emily Underwood | Feb. 26, 2016, 9:30 AM

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A woman who smokes while pregnant induces epigenetic changes in three generations at once: in herself, her unborn daughter, and her daughter's reproductive cells.



Developing nations need more than just money

Grants from big science funders can be hard to use without better administration and mutual understanding, says [Rana Dajani](#).

10 October 2017

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As a molecular biologist based in Jordan, I'm used to colleagues from outside the Middle East and North Africa assuming that brain drain and a lack of funds are the chief obstacles to science in my region. That is not my experience. Like me, many scientists return home after studying in the United States or Europe, and successfully apply for grants, often from international philanthropies or funders.

The real problem is using the money. There is a disconnect between the funding systems that we can tap into and the institutions where we work. Granting agencies often fail to appreciate the constraints we're operating under. Current practices by both funders and universities practically guarantee that our funds — already limited — are spent inefficiently. We need more investment in administrative systems and more flexibility, because science is unpredictable and creative.

I hear the same sorts of struggles again and again. For example,

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The undead



To stay young, kill zombie cells

Killing off cells that refuse to die on their own has proved a powerful anti-ageing strategy in mice. Now it's about to be tested in humans.



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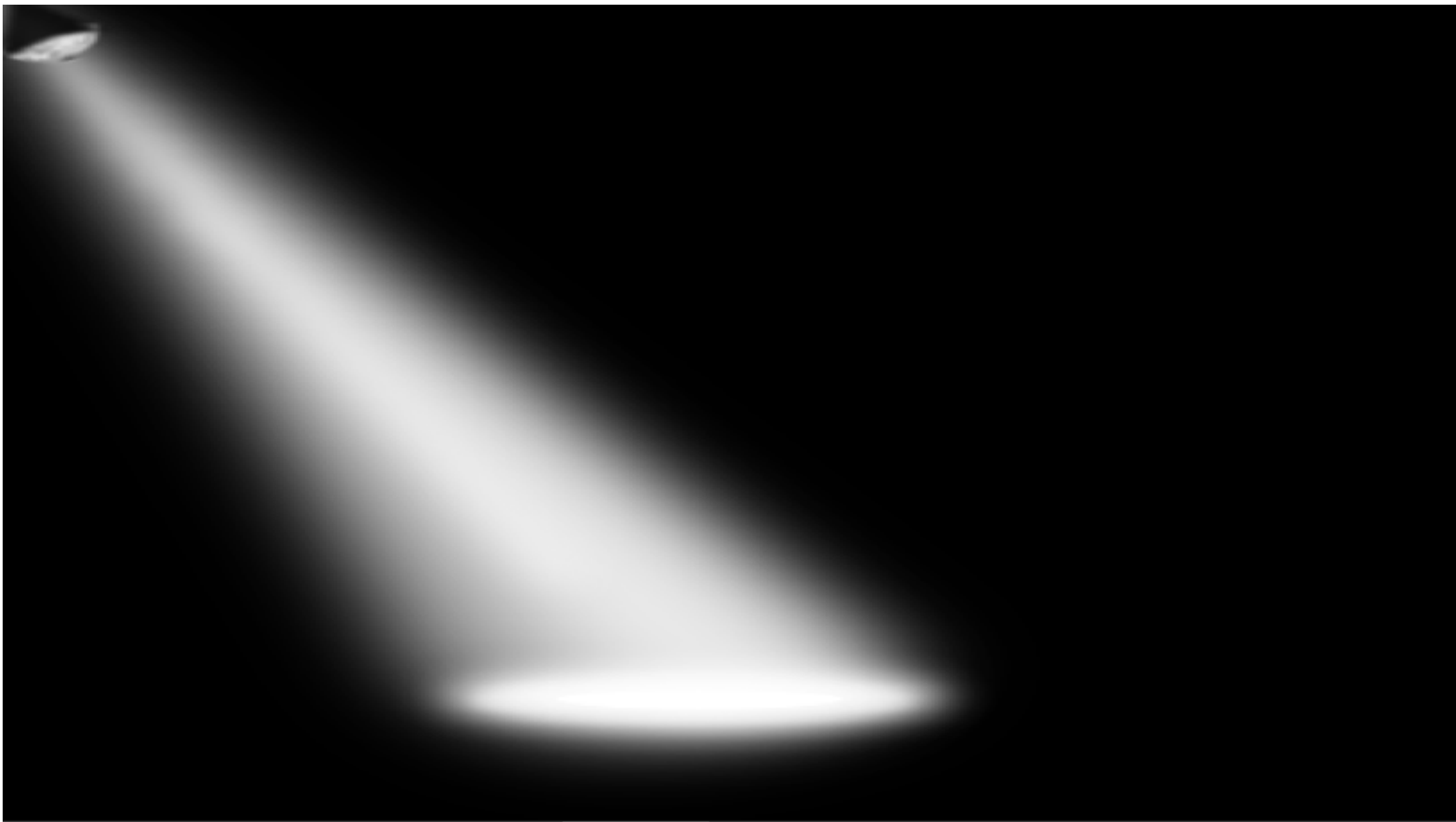


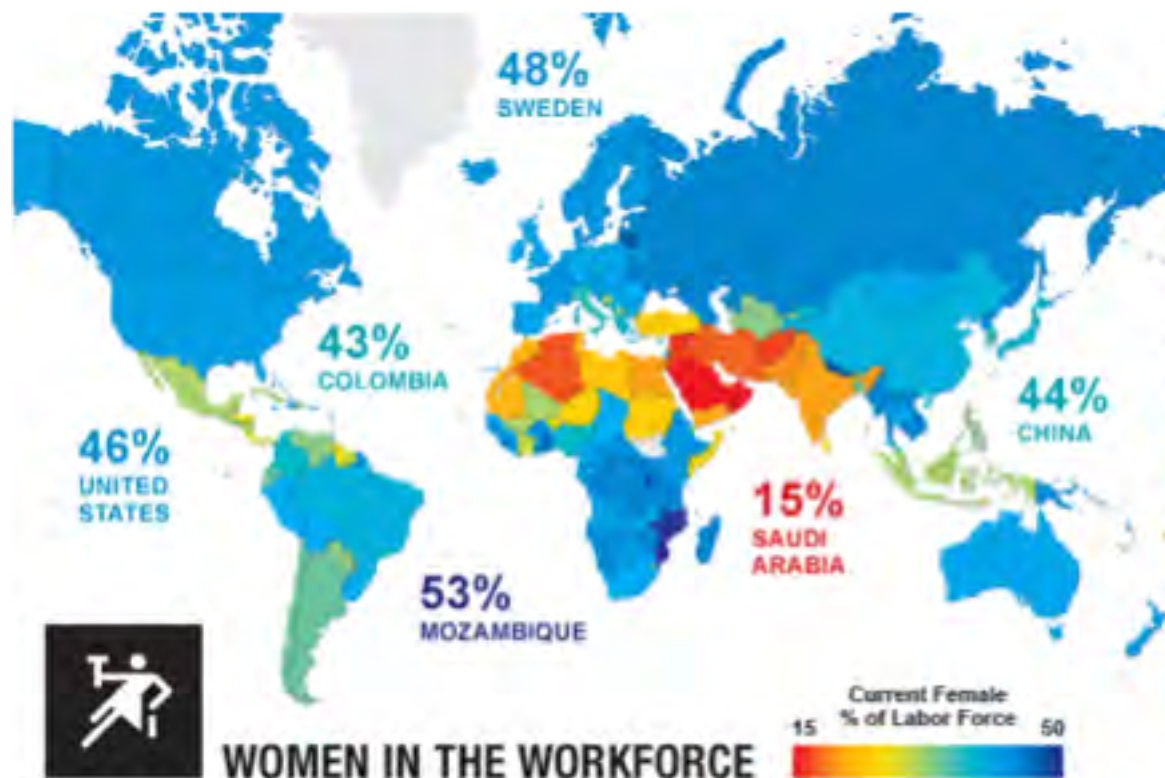
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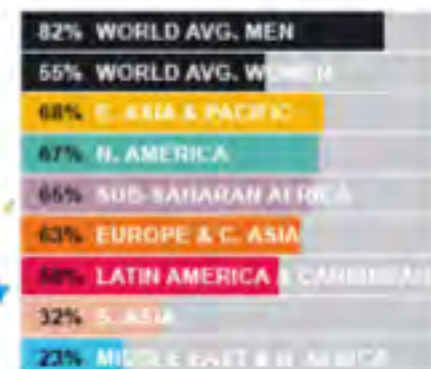


Globally, the World Bank estimates that 55% of women of prime working age have jobs, and that some 40% of all the world's workers are women. But there's a wide spread between Denmark, where nearly half of all employees are women, and Qatar, where it's one in 10 (see color legend). In 2013 a dozen countries had a workforce that was less than 20% female.



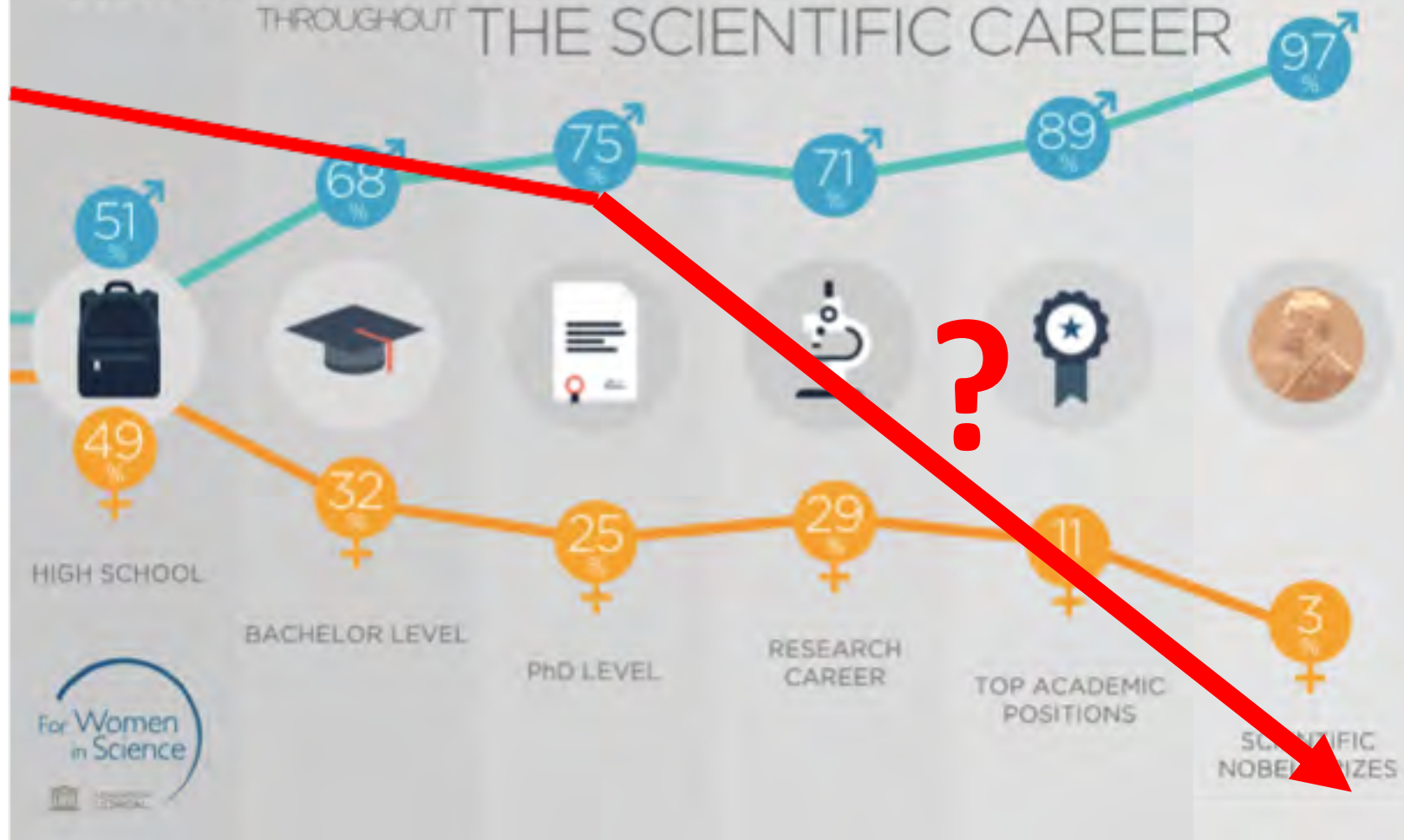
20 YEARS OF LABOR PARTICIPATION

Globally the rates of women ages 15 to 64 who work have stagnated, but some regions have fared better than others.

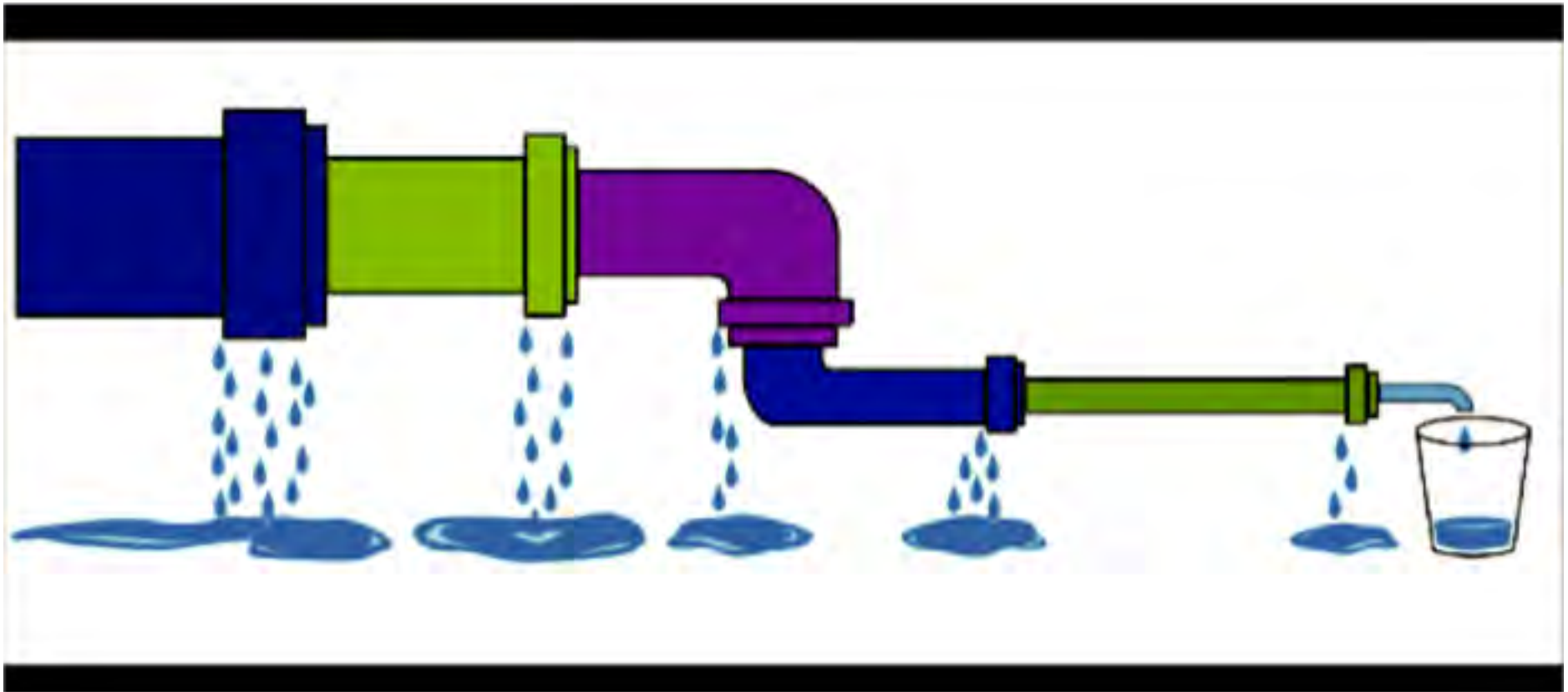


More work: Generally, more gender parity is a good thing. However, high percentages sometimes indicate necessity, rather than choice or opportunity.

THE UNDERREPRESENTATION OF WOMEN THROUGHOUT THE SCIENTIFIC CAREER



Leaky Pipeline..



work place retention..



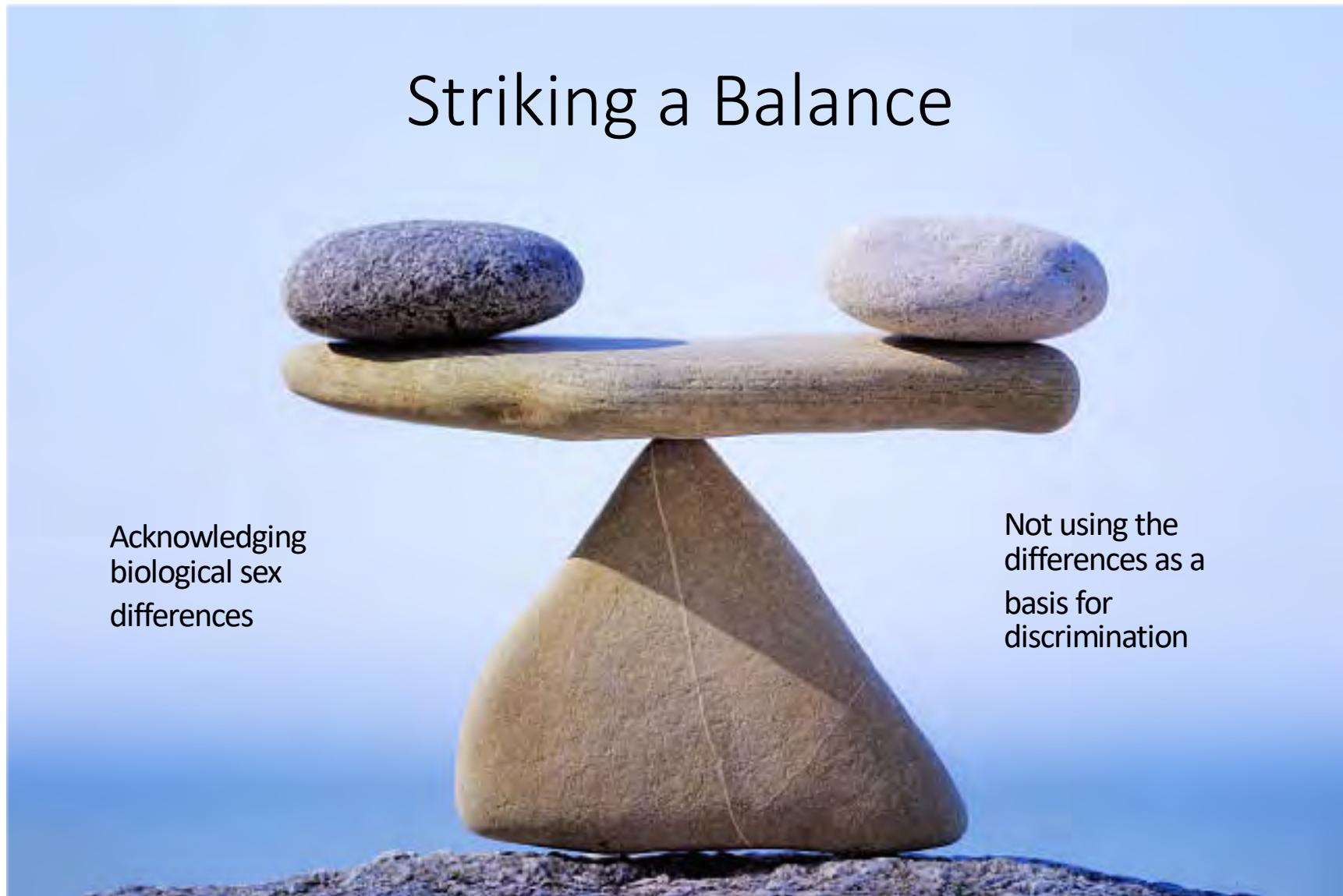
Diversity



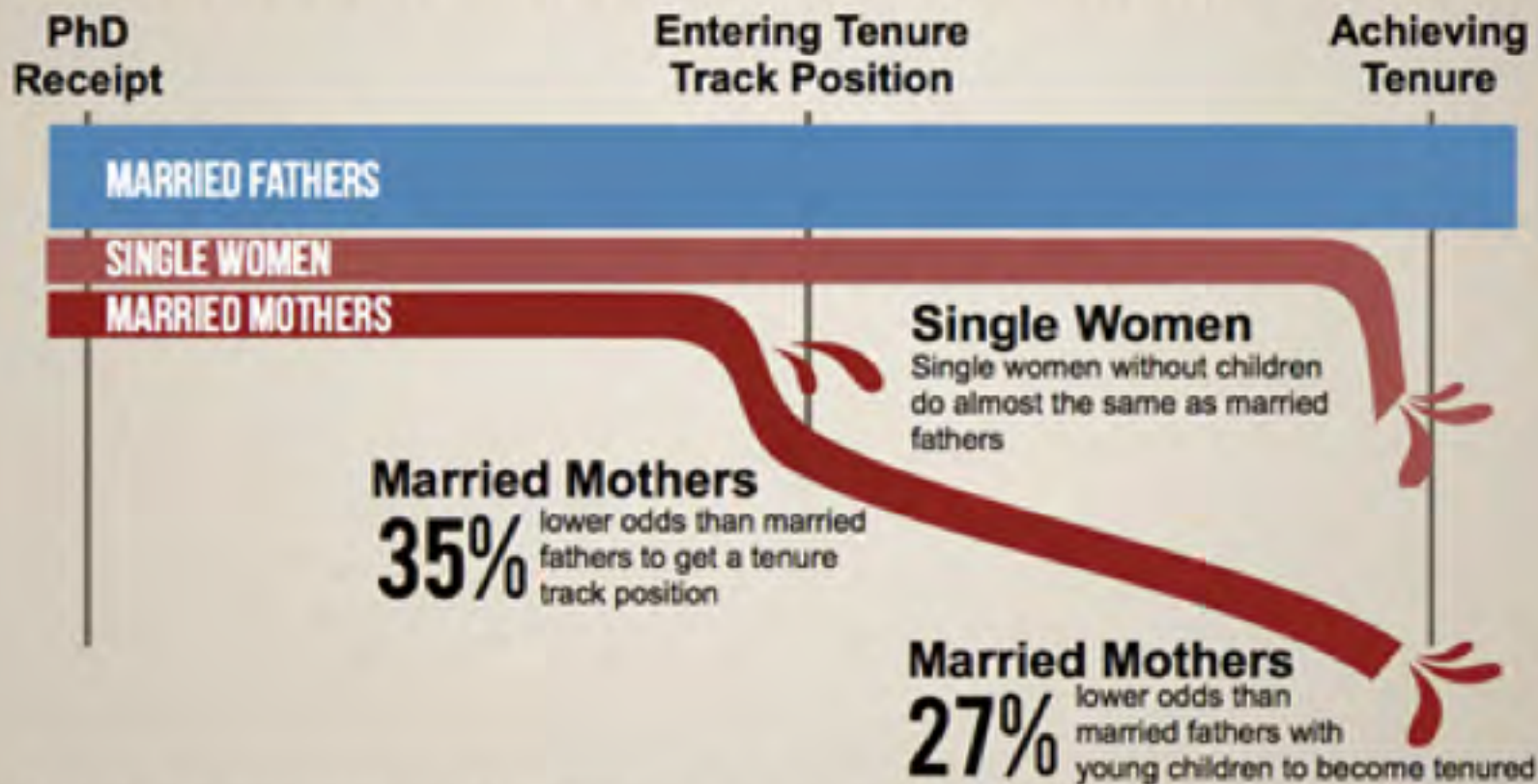
Striking a Balance

Acknowledging
biological sex
differences

Not using the
differences as a
basis for
discrimination



LEAKS IN THE PIPELINE FOR WOMEN PHDS IN THE SCIENCES*



Source: http://www.americanprogress.org/issues/2009/11/women_and_sciences.html

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Why Swedish workplaces aren't as equal as you think

By Maddy Savage

Business reporter, Stockholm

© 21 May 2017



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BUSINESS DAY

Pregnancy Discrimination Is Rampant Inside America's Biggest Companies



Pregnancy Discrimination Is Rampant Inside America's Biggest Companies

Many pregnant women have been systematically sidelined in the workplace. They're passed over for promotions and raises. They're fired when they complain.

By **NATALIE KITROEFF** and **JESSICA SILVER-GREENBERG** JUNE 15, 2018

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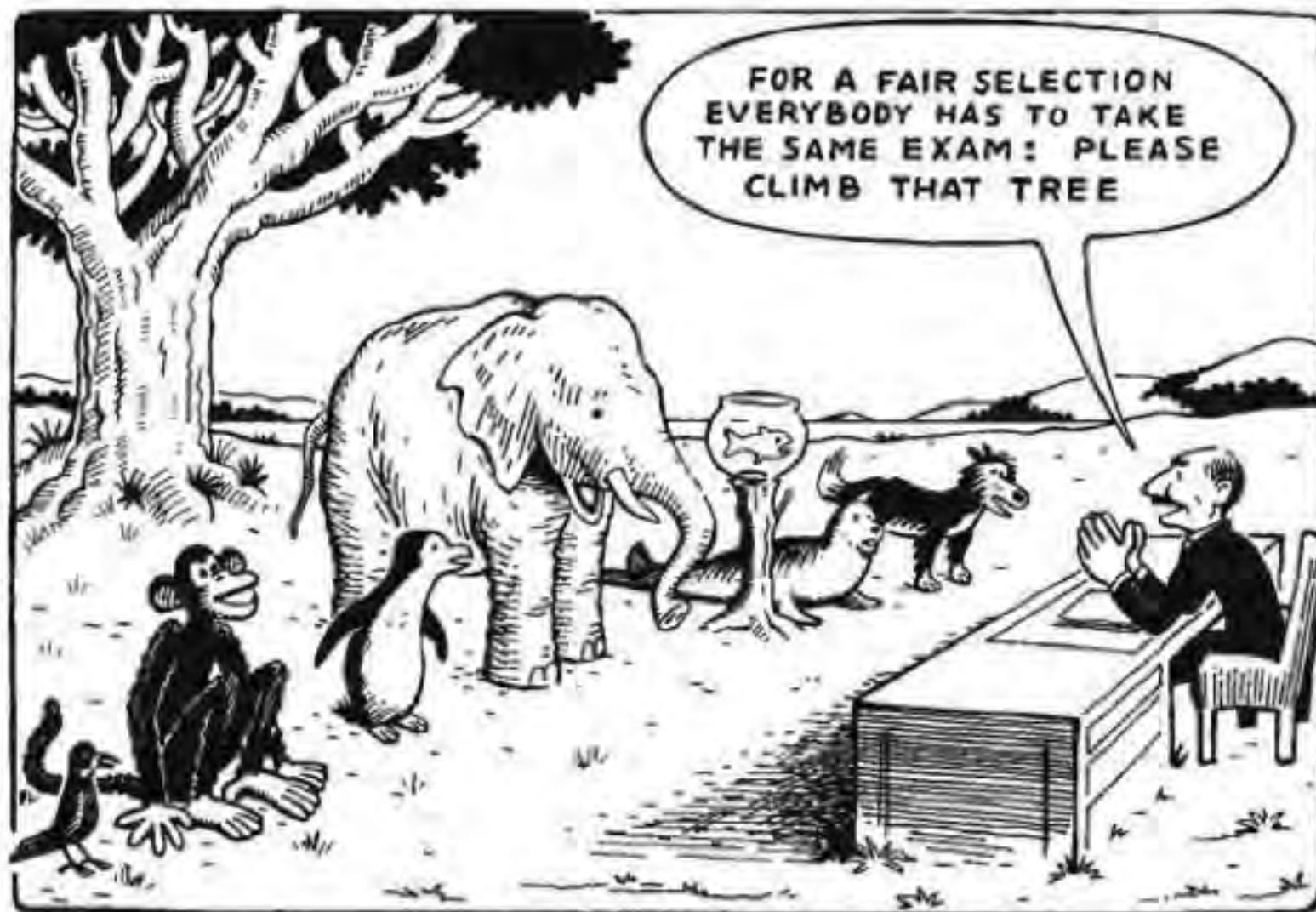
Apple

Apple and Facebook offer to freeze eggs for female employees

Facebook will pay up to \$20,000 while Apple will provide perk from January in effort to attract

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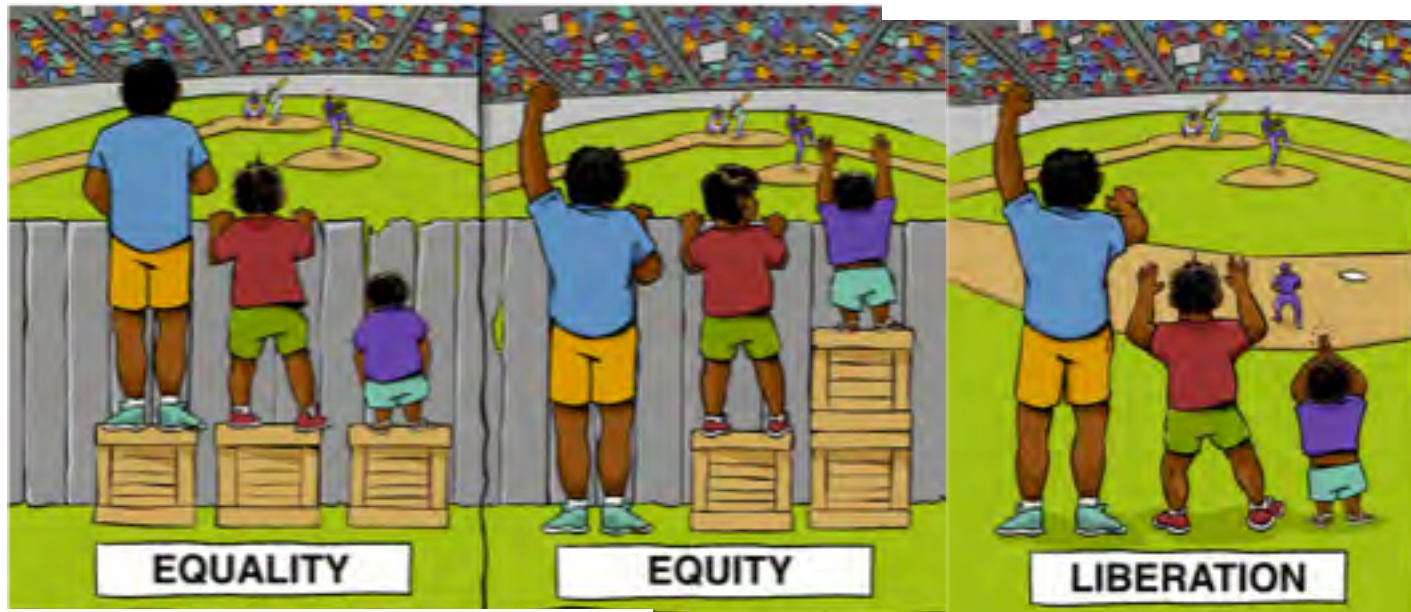




Changing the rhetoric... Can we redefine success?







Assumes
everyone
benefits from
same
supports

Equal access
achieved
through
necessary
targeted
supports

Cause of
Inequity
addressed
Supports no
longer
needed

Change our perception of what we value... (a human perspective)

- Leadership

- Grassroots







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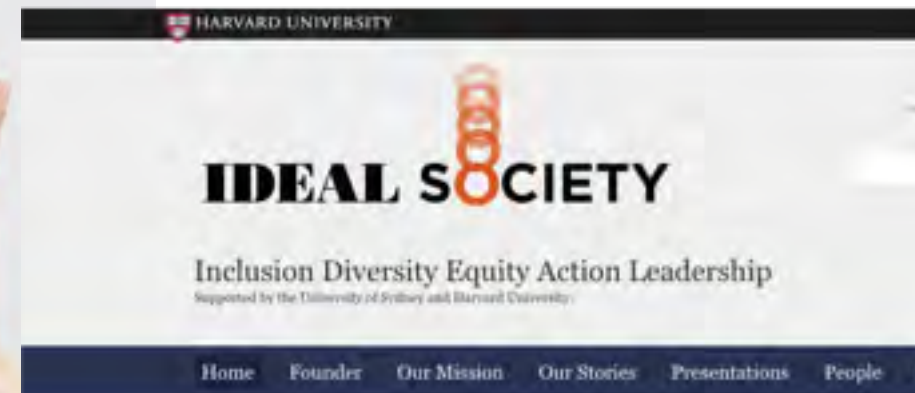
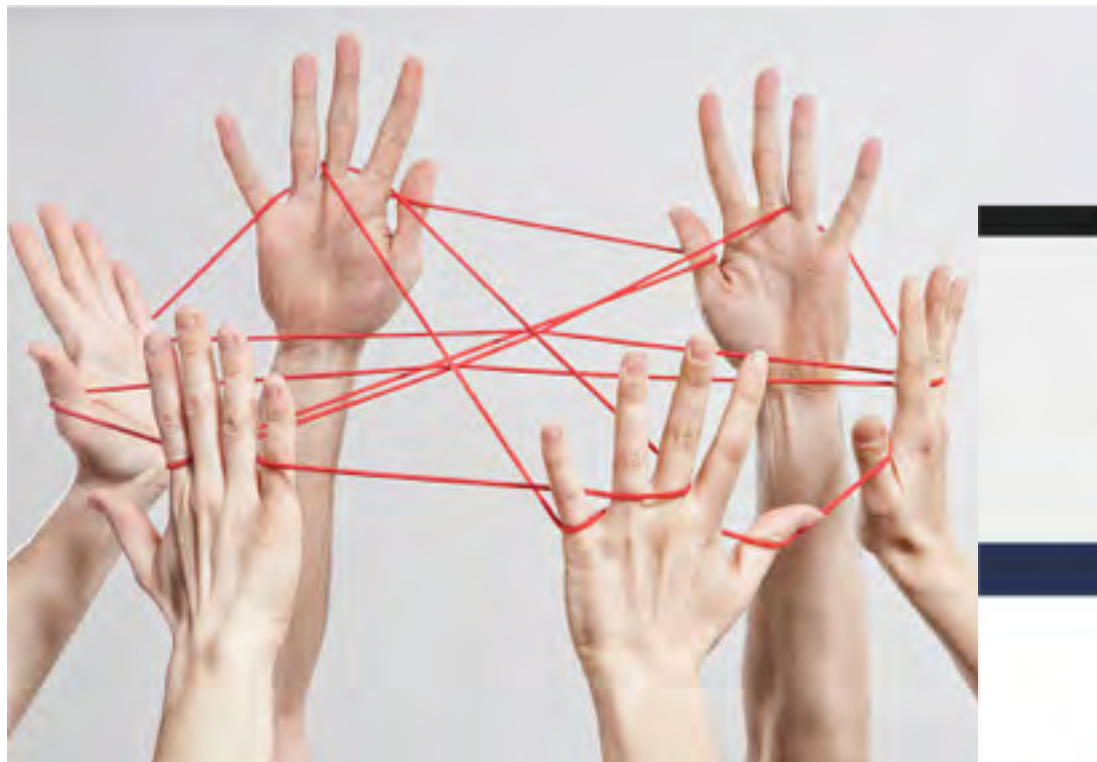
Five Scarves: Doing the Impossible

If We Can Reverse Cell Fate,
Why Can't We Redefine Success?

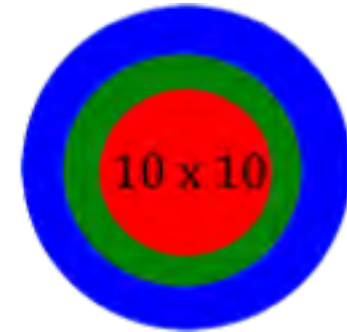


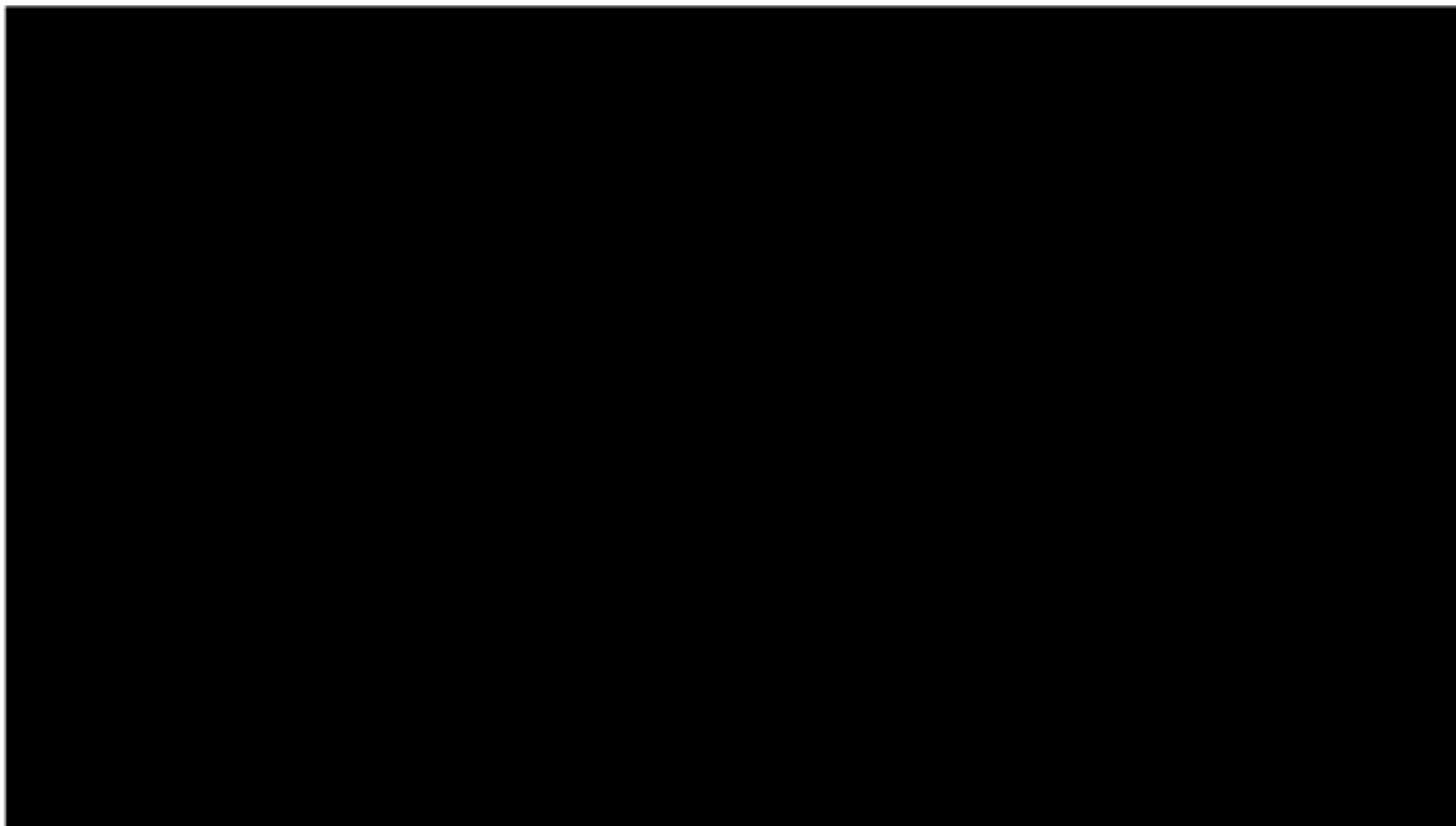
Rana Dajani

Mentoring Network



Three Circles of Alemat







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Diversity is when you are invited to the party..
Inclusion is when you are asked to dance..

Verna Meyers



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- Mission:

Address the female professors in the STEM in a holistic way: personal and professional growth by providing opportunities of collaboration and collegiality through creating mentoring networks



We are Unique!

