

# Funding Agencies: Programs for Women, Assessment Processes and Funding for the Development of Science

Gender Summit 8 – Mexico City  
April 28-29, 2016

Serge Villemure, Director, Scholarships, Fellowships & Chairs for  
Women in Science and Engineering



Natural Sciences and Engineering  
Research Council of Canada

Conseil de recherches en sciences  
naturelles et en génie du Canada

Canada

# Overview

- Chairs for Women in Science and Engineering (CWSE)
- NSERC's Action Plan on Gender Equity
- NSERC Strategic Plan 2020



# CWSE - Background and Objectives

- Established in 1996, we are celebrating 20 years of CWSE
- Objectives:
  - recognize top woman scientists and engineers in Canada as role models for women and girls
  - increase the participation and retention of women and girls in science and engineering
- The issue has evolved from representation to recognizing and reducing barriers





# Program Structure and Funding

- Five regional chairs across Canada
  - 16 chairs awarded since inception
- Initial term of five years - renewable for 3 to 5 years
- High-performing women researchers with faculty appointments



# Five Regional Chairs





# Program Structure and Funding

- Contribute up to 50% of their time to Chair activities
- Funding for a Postdoctoral Fellow to support continuation of a high-level research program
- **Key roles:** science promotion, research into participation rates of women in S TEM, public advocacy and role-modelling





# Program Structure and Funding

- Annual program budget : \$755,000 (CAD)
- Matching funds
  - partner cash contributions (up to \$70,000 per year)
  - university cash contributions to support postdoctoral fellow (up to \$20,000 per year)
- National Network (2006)
  - \$80,000 (CAD) per year



# impacts

September 2011 - December 2013



Chairs for Women in Science and Engineering  
Chaires pour les femmes en sciences & génie

Réseau National Network



## sharing proven practices

**37** committees  
**189** lectures, panels,  
courses, & workshops



## reaching out

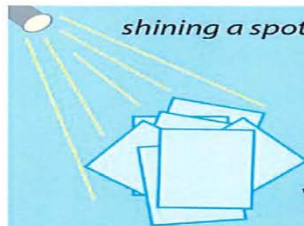


657,000 youth and parents  
5,600 post-secondary students  
4,300 industry professionals  
3,100 academics and teachers

**670,000** direct interactions

*and were catalysts  
for interactions with  
many more*

## shining a spotlight



**44** academic  
publications  
related to Chair work

**133** mainstream  
media  
features and interviews

## building momentum

Beyond the original NSERC & Matching grants:

**8 major grants received**

**Over 3.6 million dollars leveraged**

as a direct result of the Chair programs



## building networks



**66** companies

**150** organizations

Sum of connections  
actively maintained

wide engagement



reach of  
over 13,000



over 400  
followers

WWW.

over 30,000  
unique web views



over 26,000  
newsletters delivered









# Challenges

- Reintegrating fully into a research role after the CWSE funding ends
  - Contributions to research excellence made through the CWSE program are undervalued by peer review committees
- Attracting matching funds from the private sector



# Tri-Agency Action Plan: Gender Equity

1. Develop a Policy Statement & monitor its implementation
2. Report competition results by gender
3. Representation of women on review committees
4. Raise awareness of gender bias and of possible measures for counteracting it
5. Sex & gender considerations in the research content and diversity in research teams
6. Review policies on caregiver leave
7. Science promotion, mentoring & outreach as valid research & training contributions



**NSERC  
2020**

**A STRATEGIC  
PLAN** 

# NSERC 2020 Objectives

1. Fostering a Science and Engineering Culture
2. Launching the New Generation
3. Building a Diversified & Competitive Research Base
4. Strengthening the Dynamic between Discovery and Innovation
5. Going Global



# For More Information

Website: [http://www.nserc-crsng.gc.ca/Women-Femmes/Index\\_eng.asp](http://www.nserc-crsng.gc.ca/Women-Femmes/Index_eng.asp)

Email: [cwse-cfsg@nserc-crsng.gc.ca](mailto:cwse-cfsg@nserc-crsng.gc.ca)

Phone: (613) 995-5521

