Gender Summit 11

How Diversity can spark innovation locally

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México
Mega - diverse
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.
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 biggest problems for women in MX

- Job & economy: 24.6%
- Insecurity: 14.9%
- Sexual harrassment & violence: 11.4%
- Lack of inclusion: 10%
- Inter gender issues: 7.7%
- Education: 2.7%
- Health: 2.7%
- Women support: 0.9%
- Poverty: 0.5%

National Antidiscrimination Council, 2010
Perception about non tolerance because of religion

- 78.8% NO
- 16.9% SOME
- 3.6% YES

NATIONAL
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

- 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
THANK YOU

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