Leadership in Open Science: Overcoming the gender and structural inequalities

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Gender Summit 15, London, June 18-19, 2018
GS13 Arab World

Gender Summit for the Arab World
10 November 2017
King Hussein Bin Talal Convention Centre, Aqaba - Sea Floor

The tenth edition of the international Gender Summit platform for the Arab World, which is the sixth platform already within Europe, Middle America, Asia, and Africa, will be the first for the Arab World. The agenda of the summit will include the exchange of knowledge and conclusions of the other five summits held so far, and a discussion of the status and gaps of women and men. The summit will also include the setting of the agenda of the sixth summit for the Arab World. It is expected that the summit will be attended by more than 200 participants from 20 countries, as well as thousands of visitors. The annual Women in Science Program will also take place within this conference.
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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

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

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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.

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

HIGH SCHOOL: 49% women, 51% men
BACHELOR LEVEL: 32% women, 68% men
PhD LEVEL: 25% women, 75% men
RESEARCH CAREER: 29% women, 71% men
TOP ACADEMIC POSITIONS: 11% women, 89% men
SCIENTIFIC NOBEL PRIZES: 3% women, 97% men
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

PhD Receipt

- MARRIED FATHERS
- SINGLE WOMEN
- MARRIED MOTHERS

Entering Tenure Track Position

Single Women
Single women without children do almost the same as married fathers

Married Mothers
35% lower odds than married fathers to get a tenure track position

Achieving Tenure

Married Mothers
27% lower odds than married fathers with young children to become tenured

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By Maddy Savage
Business reporter, Stockholm

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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
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
FOR A FAIR SELECTION EVERYBODY HAS TO TAKE THE SAME EXAM! PLEASE CLIMB THAT TREE
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
If We Can Reverse Cell Fate,
Why Can’t We Redefine Success?

Five Scarves:
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Rana Dajani
Mentoring Network
Three Circles of Alemat
Developing nations need more than just money

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

*Verna Meyers*
What is Three Circles of Alemat?

• 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!