



GENDER BALANCE in SCIENCE

Debate:
Inside research, around researchers

January 16th 2017

Room 52 (Grande Auditório Egas Moniz) 15-19h

1. Inside the research: How gender bias affects the results.

(planned schedule: 15h- 16,30h)

Chair: Maria Mota (Executive Director of iMM)

Proposed topics:

- Opinions about recent key publications on gender balance in cell culture, animal model and human research.
- Challenges scientists face in including male and female subjects in their studies
- Research areas where sex balance play a critical role.
- What are the policies/strategies followed by journals to guarantee gender balance in peer review process.
- How to implement policies to ensure sex balance in clinical and basic science studies at institutes/research groups.

Confirmed panellists:

- **Audrey Odom (John)**, M.D., Ph.D. Department of Pediatrics, and Department of Molecular Microbiology, Washington University in St. Louis, St. Louis, Missouri, USA.
- **Reiko Kuroda**, Ph.D. Professor Research Institute for Science & Technology, Tokyo University of Science; Professor Emeritus, The University of Tokyo; Member of the Royal Swedish Academy of Science. 2013 Laureate – UNESCO-L’Oreal “For Women in Science” Program
- **Georgios Kararigas**, Ph.D. DZHK Professor Charite University Hospital Institute of Gender in Medicine & Center for Cardiovascular Research Hessesche Str. 3-410115 Berlin, Germany.

2. Coffee Break from *(planned schedule: 16,30h until 17-17,30h)*

3. Around Researcher: How gender drives career progression

(planned schedule: 17h until 19h)

Chair: Maria do Carmo Fonseca (President of IMM)

Proposed topics:

- Statistics of Women in Science. Influence of Demographics of the science and technology workforce. National and International view.
- Why are we still worried about Women in Science?:
 - Lack of awareness and commitment
 - Attrition of women at every phase of the educational and career STEM pipeline
 - Are there equality regulations governing the research system?
 - How fair are the nomination or appointment procedures?
- What are the strategies already implemented for ensuring gender equality and gender mainstreaming in research at institutional levels
- What are the difficulties still to be overcome regarding gender inequality in academia and research region-wide, world-wide
- Success stories of implemented policies
 - Special programs for women in funding
 - Hiring incentives
 - Mentoring and empowerment
 - Work-life balance
- Proposals for potential concerted actions: rules, money, expertise and large-scale initiatives
 - Inter-institutional collaboration for implementing policies

Confirmed panellists:

- **Ms Lucy Hoareau**, Programme Specialist responsible for Life Sciences at UNESCO. Programme Specialist for the Section for Science Policy and Partnerships, and Executive Secretary of the Prize L'Oréal-UNESCO for Women in Science.
- **Miguel Castanho**, Full Professor at Faculty of Medicine, University of Lisbon, Group Leader at IMM, Vice-president of FCT.
- **Maria Leptin**, Director of the European Molecular Biology Organization- EMBO

Dinner with speakers: From 8:00PM

