

Day 1, Wednesday 13 November 2013	
8:00 am – 9:00 am	<b>Registration</b>
9:00 am – 9:15 am	<b>Welcome</b>
	<ul style="list-style-type: none"> <li>• <b>Cora Marrett</b>, PhD, Acting Director, National Science Foundation (NSF), USA</li> </ul>
9:15 am – 9:30 am	<b>Video addresses from European Leaders</b>
	<ul style="list-style-type: none"> <li>• <b>Oldřich Vlasák</b>, Vice-President of the European Parliament, Europe</li> <li>• <b>Marie Geoghegan-Quinn</b>, Commissioner for Research, Innovation &amp; Science, European Commission, Europe</li> </ul>
9:30 am – 10:00 am	<b>Keynote address</b>
	<ul style="list-style-type: none"> <li>• <b>Valerie Jarrett</b>, Senior Advisor to President Barack Obama and Chair of the White House Council on Women and Girls, USA</li> </ul>
10:00 am – 11:30 pm	<p>Plenary Panel: <b>Develop a collective commitment to strengthen human capital development, research and innovation through diversity</b></p> <p><i>In this session leaders of major research funding bodies will agree on a joint approach to taking specific, evidence-based actions, which can clearly benefit the quality of research and innovation, for both women and men.</i></p>
	<p>Chair and Summit Overview: <b>Wanda E. Ward</b>, PhD, Director of Office of International and Integrative Activities, National Science Foundation (NSF), USA</p> <ul style="list-style-type: none"> <li>• <b>European Commission (EC), Dominique Ristori</b>, Director General, European Commission Directorate General Joint Research Council (video)</li> <li>• <b>National Science Foundation (NSF), USA, Cora Marrett</b>, PhD, Acting Director</li> <li>• <b>Natural Sciences and Engineering Research Council of Canada (NSERC - CRSNG), Isabelle Blain</b>, Vice-President, Research Grants and Scholarships Directorate</li> <li>• <b>The National Council on Science and Technology of Mexico (CONACYT), Julia Tagüeña</b>, PhD, Deputy General Director of Scientific Development</li> </ul>
11:30 pm – 12:00 pm	<i>Break</i>
12:00 pm – 1:30 pm	<p>Plenary Panel: <b>Develop joint policies for innovation and partnership in STEM higher education as means of widening access to knowledge</b></p> <p><i>In this session leaders from National Academies, academia and industry will discuss the need for joint policy actions and criteria needed to boost the benefits of diverse and gender-responsive scientific and technical education and access to knowledge.</i></p>
	<p>Chair: <b>Patricia Falcone</b> PhD, Associate Director, White House Office of Science and Technology Policy, USA</p> <ul style="list-style-type: none"> <li>• <b>Developing an international network to address emerging scientific frontiers and international academies</b> <b>Rita Colwell</b>, PhD, Chair of Canon US Life Sciences Inc. and Distinguished Professor, University of Maryland and Johns Hopkins University Bloomberg School of Public Health, USA</li> <li>• <b>Partnerships for wider access to quality higher education</b> <b>Phyllis Wise</b>, PhD, Chancellor, University of Illinois at Urbana-Champaign, USA</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Educating for standards led technology transfer</b> <b>Rocío Cassaigne Hernández</b>, Intellectual Property Manager, CIATEQ, Mexico</li> <li>• <b>Building Partnerships to advance the educational experience and research opportunities</b> <b>Allison B. Sekuler</b>, PhD, Associate Vice-President &amp; Dean, Graduate Studies, Canada Research Chair in Cognitive Neuroscience, Professor of Psychology, Neuroscience &amp; Behaviour (PNB), McMaster University, Associate Member, The Brain-Body Institute, Canada</li> </ul>
1:30 pm – 2:45 pm	<b>Lunch and Keynote address</b>
	<ul style="list-style-type: none"> <li>• <b>Introduction of speaker</b> <b>Joy Johnson</b>, PhD, Scientific Director of the Institute of Gender and Health (IGH), Canadian Institutes of Health Research (CIHR), Canada</li> <li>• <b>Keynote address</b> <b>Julie Payette</b>, Chief Operating Officer, Montreal Science Centre and Vice-President of Canada Lands Company; Former NASA/CSA Astronaut, Canada</li> </ul>
2:45 pm – 4:45 pm	<p>Plenary Panel: <b>Demonstrate evidence of how incorporating sex and gender consideration into STEM research and innovation informs policy</b></p> <p><i>In this session, leading scientists will describe how consideration of gender issues in research and innovation content can improve knowledge production, application and reporting, with increased benefits for both science and science policy, such as better healthcare, better methodologies, fair recruitment, better education systems, better science evidence for women and men.</i></p>
	<p>Chair: <b>Juan Laclette</b>, PhD, Professor, National Autonomous University of Mexico, Co-Chair of the Interamerican Network of the Academies of Science at the Mexican Academy of Sciences, Mexico</p> <ul style="list-style-type: none"> <li>• <b>Improving the Efficacy of Vaccinations for Women, Men and Children and Consequences for Public Health Policies</b> <b>Sabra Klein</b>, PhD, Assistant Professor, Molecular Microbiology and Immunology, Johns Hopkins Bloomberg School of Public Health, USA</li> <li>• <b>The Prevalence of Science-Gender Stereotypes and its Impact on Education and Policy</b> <b>Brian Nosek</b>, PhD, Associate Professor, Department of Psychology, University of Virginia, USA</li> <li>• <b>Encouraging young women to study engineering and sciences, and enhancing the status of women in the profession</b> <b>Ruby Heap</b>, PhD, Professor, Department of History at the University of Ottawa, Coordinator of the University of Ottawa Women in Engineering Research Group, Canada</li> </ul>
5:00 pm – 5:30 pm	<b>Evening Keynote Address</b>
	<ul style="list-style-type: none"> <li>• <b>Introduction of Speaker</b> <b>Wanda E. Ward</b>, PhD, Head, Office of International and Integrative Activities, National Science Foundation, USA</li> <li>• <b>Keynote address</b> The Honorable <b>Eddie Bernice Johnson</b>, U.S. House of Representatives (TX), Ranking Member, House Committee on Science, Space and Technology, USA</li> </ul>
5:30 pm – 7:00pm	<b>Evening Events</b>
	<ul style="list-style-type: none"> <li>• <b>Networking</b></li> <li>• <b>Posters</b></li> </ul>



<b>Day 2, Thursday 14 November 2013</b>	
8:00 am – 8:30 am	<b>Keynote address</b>
	<ul style="list-style-type: none"> <li>• <b>Introduction of Speaker</b> <b>Julia Tagüeña</b>, PhD, Deputy General Director of Scientific Development, The National Council on Science and Technology of Mexico (CONACYT), Mexico</li> <li>• <b>Keynote speaker</b> <b>Ana María Cetto</b>, PhD, Professor of the Institute of Physics, and lecturer, Faculty of Sciences, Universidad Nacional Autónoma de México (UNAM), Mexico</li> </ul>
8:30 am – 10:00 am	<p>Plenary Panel: <b>Harnessing Gender Dimensions to Address Global Scientific and Societal Challenges</b></p> <p><i>The goal of this session is to demonstrate gender issues in the context of research, which has global influence on the lives of both women and men, such transport, health, security, as well as effectiveness and efficiency of research collaboration.</i></p>
	<p>Chair: <b>Simone Buitendijk</b>, PhD, MPH, MD, Vice-rector Magnificus and member of the Board of the University of Leiden; Professor and Chair of Women's and Family Health at the Leiden University Medical Center, Netherlands</p> <ul style="list-style-type: none"> <li>• <b>Cross Boarder Research Collaboration</b> <b>Subra Suresh</b>, PhD, President of Carnegie Mellon University, USA, representing the Global Research Council, International (video)</li> <li>• <b>Patents for Humanity: Building a Better Modern World</b> <b>Teresa Stanek Rea</b>, Deputy Under Secretary of Commerce for Intellectual Property and Deputy Director of the US Patents and Trademark Office, USA</li> <li>• <b>Why gender budgeting empowers women and can boost economic and social development</b> <b>Janet Stotsky</b>, PhD, Adviser, Office of Budget and Planning, International Monetary Fund, International</li> <li>• <b>Women and agricultural and nutritional knowledge</b> <b>Amanda Galvez</b>, PhD, Professor, Department of Food and Biotechnology, National Autonomous University of Mexico, Mexico</li> </ul>
10:00 am – 10:15 am	<b>Break</b>
10:15 am – 11:30 pm	<p>Parallel Sessions: <b>Stream 1 – Diversity in participation</b></p> <p><i>In this session, speakers and discussions will focus on why it matters who participates in research and innovation; how research problems are defined and solved, how women and men communicate, address risk factors, and make decisions.</i></p>
	<p><b>1. Equity for Excellence in Research Teams</b></p> <p><i>The evidence presented in this session shows the influence of the problem solving styles of women and men when confronted with unexpected experimental findings; how collective intelligence of teams varies with the proportion of women on the team and who leads the team; how men and women differ in their attitudes to risk taking; and how the presence of women on company boards affects its performance.</i></p> <p>Discussant: <b>Kellina Craig-Henderson</b>, PhD, Deputy Division Director, Directorate for Social, Behavioral and Economic Sciences, National science Foundation (NSF), USA</p> <ul style="list-style-type: none"> <li>- <b>Problem Solving Strategies in the Lab of Female and Male Researchers</b> <b>Kevin Dunbar</b>, PhD, Professor of Human Development and Quantitative</li> </ul>



Methodology and Director of Laboratory for Scientific Thinking, Reasoning, & Education, University of Maryland College Park, USA

- ***How gender balance of teams and the gender of team leaders influences team performance***

**Rosalind Chow**, PhD, Assistant Professor of Organizational Behavior and Theory, Tepper School of Business, Carnegie Mellon University, USA

- ***Promoting STEM Risk-taking by Balancing Gender***

**James P. Byrnes**, PhD, BS, Department Chair and Professor of Educational Psychology, College of Education, Temple University, USA

- ***Performance and Women's Performance on Boards***

**Nancy M. Carter**, PhD, Senior Vice President, Research, Catalyst, USA

## **2. Openness and Diversity in Innovation and Collective Problem Solving**

*Women's participation in higher education has been growing but their creative and intellectual capital and talent have been greatly under-utilized. The speakers in this session will show evidence of how those inside and outside the formal research and innovation structures, but in particular women, can be effectively engaged and contribute successful solutions to a variety of innovation problems that the traditional approaches have not been able to solve.*

Discussant: **Janet Abbate**, PhD, Associate Professor and Co-Director of Graduate Program in STS - National Capital Region Campus, Virginia Tech, USA

- ***Task and compositional factors in individual and group problem solving***

**Stephen M. Fiore**, PhD, Associate Professor of Cognitive Science, University of Central Florida, USA

- ***Innovating Together the New Future of Electronics***

**Krunali Patel**, Business Manager, Storage Products Group, Texas Instruments (TI), USA

- ***Discovering Markets with the Help of Citizens***

**Martina Schraudner**, PhD, Head of the Department of Gender and Diversity in Organizations, Technical University Berlin, and Director of Responsible Research and Innovation Unit, Fraunhofer Gesellschaft, Germany, Europe

- ***STEM Women Faculty at Entrepreneurs***

**Mary Juhas**, PhD, Associate Vice President, Gender Initiatives in STEM, Office of Research, Clinical Professor, Materials Science & Engineering Co-investigator, Project CEOS (Comprehensive Equity at Ohio State), An NSF ADVANCE Program Award, Ohio State University, USA

## **3. Opportunities and Challenges for Women of Color in STEM and Society**

*The issues discussed in this session concerns the needs and the means of progressing women of color in research and innovation, and in society in general, where until now, as a group, they received much less attention in the discourse on gender issues.*

Discussant: **Kelly Mack**, PhD, Vice President for Undergraduate Science Education and Executive Director, Project Kaleidoscope, Association of American Colleges and Universities (AAC&U), USA

- ***Supporting Scholarly Careers of Underrepresented Faculty***

**Loretta Moore**, PhD, Interim Vice President for Research and Federal Relations & Professor, Department of Computer Science, Jackson State



	<p>University, USA</p> <ul style="list-style-type: none"> <li>- <b><i>Social Psychology Research on Women of Color in the STEM Disciplines</i></b> <b>Kecia Thomas</b>, PhD, Professor of Industrial/Organizational Psychology, University of Georgia, Founding director, Center for Research and Engagement in Diversity, USA</li> <li>- <b><i>Advancing American Indians in the Sciences</i></b> <b>Marigold Linton</b>, PhD, Director, American Indian Outreach, University of Kansas, USA</li> </ul> <p><b>4. Diversity in Leadership</b></p> <p><i>While 50% of PhD degrees are today awarded to women, in both the USA and Europe, the scientific leadership remains predominantly male, stubbornly so. The speakers will discuss why it is critical for women to be leaders: to increase diversity of leadership styles; strengthen the scientific human capital; challenge stereotype behaviors; and make transparent what are the necessary leadership competencies.</i></p> <p>Discussant: <b>Grace Jinliu Wang</b>, PhD, Division Director, Industrial Innovation and Partnerships Division, Directorate of Engineering, National Science Foundation (NSF), USA</p> <ul style="list-style-type: none"> <li>- <b><i>Enhancing performance and the position of women -- a win-win opportunity for university leaders</i></b> <b>Curt Rice</b>, PhD, Professor, University of Tromsø, Norway, and Netherlands Institute for Advanced Study (NIAS), Netherlands, Europe</li> <li>- <b><i>The Creation of a Graduate Course</i></b> <b>Beth M. Holloway</b>, Director, Women in Engineering Program, Purdue University, USA</li> <li>- <b><i>Enhancing Academic Performance of Underrepresented Minority</i></b> <b>Joan Y. Reede</b>, MD, MS, MPH, MBA, Dean for Diversity and Community Partnership, Harvard Medical School, USA</li> <li>- <b><i>Germany Gender and Diversity in Teaching – Added Value for Science</i></b> <b>Carmen Leicht-Scholten</b>, PhD, BS, Professor of “Gender and Diversity in Engineering”, Faculty of Civil Engineering, RWTH Aachen University, Germany, Europe</li> </ul> <p><b>5. Diversity and Gatekeepers in STEM Participation</b></p> <p><i>Diversity in participation in STEM, as researchers and subjects of research, is crucial to establishing the same opportunities for women and men, across all social and ethnic groups, to contribute to and benefit from science knowledge. The speakers will discuss how gatekeepers can become agents of change.</i></p> <p>Discussant: <b>Carla Fehr</b>, PhD, Associate Professor, (Wolfe Chair in Scientific and Technological Literacy), Department of Philosophy, University of Waterloo, Canada</p> <ul style="list-style-type: none"> <li>- <b><i>Changing faculty gender bias</i></b> <b>Jo Handelsman</b>, PhD, Howard Hughes Medical Institute Professor and Frederick Phineas Rose Professor in the Department of Molecular, Cellular and Developmental Biology, Yale University, USA</li> <li>- <b><i>Platforms for Engineering Global Development</i></b> <b>Madiha El Mehelmy Kotb</b>, President, The American Society of Mechanical Engineers, Canada/USA</li> </ul>
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	<ul style="list-style-type: none"> <li>- <b>Gatekeepers in Recruiting and Organizational Solutions</b> <b>Brian Rubineau</b>, PhD, Assistant Professor, Department of Organizational Behavior, School of Industrial and Labor Relations, Cornell University, USA</li> <li>- <b>Survey of Science Editors' Policies on Standards for Reporting Gender</b> <b>Shirin Heidari</b>, PhD, Executive Editor, Journal of the International AIDS Society and Member of Council and Chair of the Gender Policy Committee, European Association of Science Editors, Europe</li> </ul>
11:30 pm – 12:30 pm	<b>Lunch and Lunch talks</b>
	<ul style="list-style-type: none"> <li>• <b>Introduction of Speaker</b> <b>Elizabeth Pollitzer</b>, PhD, Director, Portia Ltd, UK, Europe</li> <li>• <b>Keynote remarks</b> <b>Ralph J. Cicerone</b>, PhD, President, US National Academy of Sciences, and Chair, National Research Council, USA</li> <li>• <b>The Future of the Gender Summits</b> <b>Elizabeth Pollitzer</b>, PhD, Director, Portia Ltd, UK, Europe</li> <li>• <b>Video Remarks from Africa</b> <b>Olive Shisana</b>, PhD, Chief Executive Officer, Human Sciences Research Council, South Africa</li> </ul>
12:30 pm – 1:00 pm	<b>Break / Poster exhibition</b>
1:00 pm – 2:30 pm	<p><b>Parallel Roadmap development sessions</b></p> <p><i>The goal of this part of the program is to build on the extensive evidence already available to jointly develop a Roadmap for action, which will set out specific milestones that can be achieved by the different stakeholder groups making up the science system. Key points and recommendations from the individual sessions will be presented by session Chairs in the final Plenary Session.</i></p>
	<p><b>1. Cultivating and Promoting Future Leaders</b></p> <p><i>The Roadmap discussion in this session will focus on the practices and processes that can ensure more effective promotion and progress of women already in the system, and ready to take on leadership roles. Speakers will provide specific examples from academia and industry how this can be achieved.</i></p> <p>Chair: <b>Serge Villemure</b>, Director, Research Grants &amp; Scholarships, Natural Sciences and Engineering Research Council of Canada (NSERC), Canada Rapporteur: <b>Jennifer R. Cohen</b>, PhD, American Association for the Advancement of Science (AAAS) Fellow, Office of International &amp; Integrative Activities, National Science Foundation (NSF), USA</p> <ul style="list-style-type: none"> <li>- <b>The Value of Mentoring: Impact of Lack of Access to Mentoring for Women</b> <b>Faye Crosby</b>, PhD, Distinguished Professor of Psychology and Provost of Cowell College, University of California at Santa Cruz, USA</li> <li>- <b>To the Top through the Maze</b> <b>Simone Buitendijk</b>, PhD, MPH, MD, Vice-rector Magnificus and member of the Board of the University of Leiden, Netherlands, Professor and Chair of Women's and Family Health at the Leiden University Medical Center, Netherlands, Europe</li> <li>- <b>Diverse Workforce Leads to Excellence</b> <b>Ray Upton</b>, Vice President and general manager, Americas Sales and Applications team, Texas Instruments, USA</li> </ul>



- **Leadership Starts Early: the Impact of Role Models**  
**Tamara Franz-Odendaal**, PhD, Associate Professor, Mount Saint Vincent University, Halifax, Nova Scotia, Natural Sciences and Engineering Research Council of Canada (NSERC - CRSNG) Atlantic Chair for Women in Science and Engineering, Canada

## 2. Empowering Voices of Early-Career Scientists

*This session will discuss the importance of the early career stage: the decisions made here can have huge consequences for the evolution of future career direction. Understanding the science landscape, and how the science system functions, is essential to effective career development. Support measures that make this knowledge - of opportunities and obstacles – less opaque can facilitate more informed and effective career development decisions.*

Chair: **Risa Sargent**, PhD, Associate Professor, Department of Biology, University of Ottawa, Canada

Rapporteur: **Joel Kelly**, PhD, Postdoctoral Research Fellow, University of British Columbia, Canada

- **The Value and Role of Post-doctoral Periods in Shaping and Securing Sustainable Career Pathways**  
**Louise Harvey**, PhD, Postdoctoral Fellow, Douglas Institute Research Centre, Canada
- **Single discipline or interdisciplinary career directions: what is best and most practical at early career stage?**  
**Ingrid Kuri Alonso**, PhD, Professor of Law and Economics, Latin American and Caribbean Law and Economics Association, Mexico
- **My pathway into an interdisciplinary research career**  
**Leah Rubin**, PhD, Assistant Professor, Department of Psychiatry, University of Illinois at Chicago, USA
- **Woman on the verge: transitioning from graduate school to the 'real world'**  
**Anita Melnyk**, PhD Candidate, University of Ottawa, Canada
- **Preparing for an academic career in Geoscience**  
**Alexis K. Ault**, PhD, National Science Foundation (NSF) Postdoctoral Fellow, Department of Geoscience, University of Arizona, USA
- **Title forthcoming**  
**Kim Cobb**, PhD, Associate Professor, School of Earth and Atmospheric Sciences, Georgia Institute of Technology, USA

## 3. Integrating Gender into Research Content and Methods

*The idea that science is gender neutral has been challenged by the evidence of omissions of sex/gender as a variable in study design; gender bias in research analysis; and under- or non-reporting of data analyzed by sex. Speakers in this session will demonstrate why and how these practices should be changed to improve both quality and efficacy of research and innovation.*

Chair: **Julia Tagüeña**, PhD, Deputy General Director of Scientific Development, The National Council on Science and Technology of Mexico (CONACYT), Mexico

Rapporteur: **Sarah Miller**, PhD, American Association for the Advancement of Science (AAAS) Fellow, Directorate for Computer & Information Science & Engineering, National Science Foundation (NSF), USA



- **Consensus on studying sex and gender differences in pain and analgesia**  
**Joel D. Greenspan**, PhD, Professor and Chair of the Department of Neural and Pain Sciences, University of Maryland School of Dentistry, USA
- **Gendered Innovations: Tools of Sex and Gender Analysis for Research**  
**Londa Schiebinger**, PhD, John L. Hinds Professor of History of Science, Stanford University and Director, Gendered Innovations in Science, Health & Medicine, Engineering, and Environment project, USA
- **Gender, Masculinity and Men's Health**  
**John Oliffe**, PhD, Professor, School of Nursing, University of British Columbia, Canada
- **Institutionalization of Gender Perspective at the University**  
**Jennifer Ann Cooper**, PhD, Professor, Postgraduate School of Economics, National Autonomous University of Mexico, Mexico

#### 4. Improving Career Life Balance

*Science work practices and traditions are rooted in times when women were largely excluded from research and innovation and their own as well as the society's expectations were vastly different to the realities of today. Providing women and men with the same opportunities to do scientific work and have time for family life and other commitments should be entirely possible in the 21<sup>st</sup> century.*

Chair: **Elizabeth Pollitzer**, PhD, Director, Portia Ltd, UK, Europe

Rapporteur: **Renatta Tull**, PhD, Associate Vice Provost for Graduate Student Development and Postdoctoral Affairs at the University of Maryland, USA

- **Career-Life Balance Initiative**  
**Wanda E. Ward**, PhD, Director of Office of International and Integrative Activities, National Science Foundation, USA
- **Do babies Matter in Science?**  
**Mary Ann Mason**, PhD, Professor and co-director, Center of Economics & Family Security, University of California, Berkeley, School of Law, USA
- **Supporting Academic Women in STEM: The Post-Doc Institute**  
**Cynthia J. Jameson**, PhD, Professor Emerita of Chemistry and Chemical Engineering, University of Illinois-Chicago, USA
- **Positive Climate that Encourages the Recruitment of Females in STEM**  
**Nadia Ghazzali**, PhD, Full Professor, Department of Mathematics and Statistics, Université Laval in Quebec City, Canada

#### 5. Creating and Sustaining Networks

*No scientist can work in isolation and professional networks form an essential component of how science is done today. Speakers will demonstrate a variety of successful approaches from linking different fields and sectors to using networks as tools for professional empowerment of women and opportunities to influence attitudes to their advancement.*

Chair: **Sophie D'Amours**, PhD, Vice Rector, Research and Innovation, Université Laval, Canada

Rapporteur: **David Proctor**, PhD, American Association for the Advancement of Science (AAAS) Fellow, Office of the Director, Office of Cyberinfrastructure, National Science Foundation (NSF), USA

- **Why Advancing Women Requires Networking**





	<p><b>Patricia Rankin</b>, PhD, Associate Vice Chancellor for Research, Interim Director, Office of Contracts and Grants, University of Colorado, Boulder, USA</p> <ul style="list-style-type: none"> <li>- <b>Networking workplace leaders</b> <b>Stephanie Watts Butler</b>, PhD, Innovation Manager, Texas Instruments, USA</li> <li>- <b>Leveraging Network Data to Support Women STEM Faculty: Recommendations from NJIT ADVANCE</b> <b>Nancy Steffen-Fluhr</b>, PhD, Associate Professor, Department of Humanities New Jersey Institute of Technology, Director, Murray Center for Women in Technology, USA</li> <li>- <b>Institutionalizing 'Networking 2.0'</b> <b>Betty Shanahan</b>, Executive Director and CEO, Society of Women Engineers (SWE), USA</li> </ul> <p><b>6. Transforming the Role of Gender in STEM and in Communication</b> <i>Both in terms of the deliverer's and receiver's perception, the session will explore whether women communicate differently than men, and whether the public perceives communication by men and women differently.</i> Chair: <b>Shari Graydon</b>, Communications consultant and journalist, USA Rapporteur: <b>Susan Pell</b>, PhD, American Association for the Advancement of Science (AAAS) Fellow, Office of Legislative and Public Affairs, National Science Foundation (NSF), USA</p> <ul style="list-style-type: none"> <li>- <b>Gender and Race in Film and TV Content</b> <b>Stacy Smith</b>, PhD, Associate Professor, School of Communication and Journalism, University of Southern California, USA (video)</li> <li>- <b>Access and participation of women in the Media Industry</b> <b>Aimée Vega Montiel</b>, PhD, Professor and the Coordinator of the foreign graduate program of Communication studies, Universidad Nacional Autónoma de México, Mexico</li> <li>- <b>Cultural diversity &amp; communications for men &amp; women</b> <b>Catherine Mavriplis</b>, PhD, NSERC – Pratt &amp; Whitney Canada Chair for Women in Science and Engineering and Associate Professor, Faculty of Engineering, University of Ottawa, Canada</li> <li>- <b>The Biases that Bind Us: How Stereotypes Constrain Women's Experience in STEM</b> <b>Toni Schmader</b>, PhD, Canada Research Chair in Social Psychology, Professor at University of British Columbia (UBC), Canada</li> </ul> <p><b>7. Ensuring Inclusive Excellence through Merit/Peer Review</b> <i>Peer review forms the most important component of effective science knowledge making, but the fairness and efficiency of the process has been under scrutiny for some time and in particular the potential for gender bias. Speakers will demonstrate how the peer review process as practiced in the funding of research and in publishing can avoid known gender issues and improve transparency, quality and fairness of the decisions made.</i> Chair: <b>Stephen P. Meacham</b>, PhD, Senior Staff Associate, Office of International and Integrative Activities, National Science Foundation, USA Rapporteur: <b>Fran Bonier</b>, PhD, Assistant Professor, Queen's University, Canada</p> <ul style="list-style-type: none"> <li>- <b>Merit Review at the National Science Foundation</b></li> </ul>
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	<p><b>Kelvin K. Droegemeier</b>, PhD, Vice President for Research, University of Oklahoma and Vice Chairman, National Science Board, USA (video)</p> <ul style="list-style-type: none"> <li>- <b>European Peer Review Guide</b> <b>Pär Omling</b>, PhD, President, European Science Foundation and vice-President, Science Europe, Europe</li> <li>- <b>Peer review policies and practices at NSERC and CIHR</b> <b>Isabelle Blain</b>, Vice-President, Research Grants and Scholarships Directorate, Natural Sciences and Engineering Research Council of Canada (NSERC), Canada</li> <li>- <b>Policies for Including Women and Minority Groups in Clinical Research</b> <b>Elaine Sierra-Rivera</b>, PhD, Scientific Review Officer, Center for Scientific Review, National Institutes of Health, USA</li> <li>- <b>Epistemological Diversity and Procedural Fairness in Peer Review</b> <b>Michèle Lamont</b>, PhD, Professor of Sociology and African and African American Studies, Robert I. Goldman Professor of European Studies, Harvard University, USA</li> </ul> <p><b>8. Enabling Organizational Systems and Processes</b></p> <p><i>Structural changes to improve established institutional practices and process, to ensure that institutions treat their female and male researches in the same way, are often needed and have been achieved in many cases, contributing to better research cultures that do not unfairly benefit the advancement of men. Speakers will demonstrate examples of these successes, which others can follow and make such changes more widely accepted and adopted.</i></p> <p>Chair: <b>Elizabeth Croft</b>, PhD, Professor and NSERC Chair for Women in Science and Engineering (BC/Yukon Region), University of British Columbia, Canada Rapporteur: <b>Emily Grumbling</b>, PhD, American Association for the Advancement of Science (AAAS) Science and Technology Policy Fellow, Office of the Assistant Director for Computer and Information Science and Engineering, National Science Foundation, USA</p> <ul style="list-style-type: none"> <li>- <b>Recognizing and Removing Barriers: The Lessons from MIT</b> <b>Nancy Hopkins</b>, PhD, Professor of Biology, MIT, USA</li> <li>- <b>Changing Institutional Cultures from the Outside In: Rewarding public scholarship and cross sector collaboration</b> <b>Nancy Cantor</b>, PhD, Chancellor, Syracuse University, USA</li> <li>- <b>Connecting women into the provision of higher education and industrial development needs</b> <b>Yoloxóchitl Bustamante</b>, Director General, National Polytechnic Institute (IPN), Mexico</li> <li>- <b>Title IX and Culture Change: Advancing Gender Diversity in STEM Fields</b> <b>Brenda R. Manuel</b> Esq., Associate Administrator for Diversity and Equal Opportunity, NASA, USA</li> </ul> <p><b>9. Pioneers Trailblazing the Future</b></p> <p><i>The visible progress to advance women and women’s needs in science, which has been made in the last decade, was made possible in big measure by the influential actions of particular individuals working within the science system who used their leadership positions to create a vision and the right conditions to carry out actions capable of challenging established cultures and attitudes to</i></p>
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*gender roles. These trailblazing the future pioneers are honored in this session for their influential efforts, and to encourage others to follow their lead.*

Chair: **Kelly Mack**, PhD, Vice President for Undergraduate Science Education and Executive Director, Project Kaleidoscope, Association of American Colleges and Universities (AAC&U), USA

Rapporteur: **Rosemarie Filart**, MD, MPH, Medical Officer, Office of Research on Women's Health (ORWH), National Institutes of Health (NIH), USA

- **Open Science for Agriculture and Nutrition**  
**Catherine E. Woteki**, PhD, Under Secretary, Chief Scientist, United States Department of Agriculture, USA
- **WISEST—Women in Scholarship, Engineering, Science and Technology**  
**Margaret-Ann Armour**, PhD, Associate Dean (Diversity), Faculty of Science, University of Alberta, Canada
- **Establishing the first Gender and Medicine institute**  
**Vera Regitz-Zagrosek** MD, Director, Institute of Gender in Medicine, Charité - Universitätsmedizin Berlin, Germany, Europe
- **Organization for Women in Science for the Developing World (OWSD)**  
**Mayra de la Torre**, PhD, full professor, Department of Food Sciences, the Centro de Investigacion en Alimentacion y Desarrollo A.C. in Sonora, Mexico

## **10. Creating Bridges with European Funders**

*Making science endeavor more sensitive and responsive to the needs and talents of both women and men requires cross-boarder and cross-institutional collaborations at a number of levels, from setting out research priorities to creating research environment that recognizes and prevents gender inequalities and biases in knowledge production, application and communication. Speakers from major European research funding bodies will discuss the progress made in Europe and the lessons learnt. This session will help identify opportunities to create institutional bridges enabling more effective progress in the future.*

Chair: **Ines Sanchez de Madriaga** Arch., PhD, MSc, Director, Women and Science Unit, Cabinet of the Secretary of State for Research and Innovation, Spain, Europe

Rapporteur: **Anne Pépin**, PhD, Director, Mission for the Place of Women at CNRS, Centre National de la Recherche Scientifique (CNRS), France, Europe

*A panel of European Funding bodies*

- **European Research Council (ERC)**  
**Isabelle Vernos**, PhD, ICREA Research Professor, Center for Genomic Regulation (CRG, Spain), Member of the European Research Council (ERC) scientific Council, Europe
- **Research Council of Norway (RCN)**  
**Hans M. Borchgrevink**, MD, Special Adviser, International Staff, The Research Council Norway (RCN), Norway, Europe
- **German Research Foundation (DFG)**  
**Eva Reichwein**, PhD, In-House Counsel, Quality Assurance and Programme Development, Deutsche Forschungsgemeinschaft (DFG), Germany, Europe
- **Research Councils United Kingdom (RCUK)**  
**Rosie Beales**, Research Careers and Diversity at Research Councils UK, Research Council UK (RCUK), UK, Europe



2:30 pm – 3:00 pm	<i>Break</i>
3:00 pm – 5:00 pm	<p>Plenary Session: <b>Gender roadmap for research and innovation systems. Addressing the needs of different stakeholders</b></p> <p><i>The reports presented by Session Chairs will convey the key points and actions recommended for inclusion in the overall Roadmap, for all relevant stakeholders to use in their spheres of influence.</i></p>
	<p><b>Chair: Kim Allen</b>, CEO, Engineers Canada, Canada</p> <ul style="list-style-type: none"> <li>• <b>Introduction of Chair</b> <b>Betty Shanahan</b>, Executive Director &amp; CEO, Society of Women Engineers (SWE), USA</li> <li>• <b>Reports from Roadmapping Parallel Sessions</b> Chairs from parallel sessions, report on key conclusions arrived at in their session</li> <li>• <b>Looking Forward</b> <b>Nancy Cantor</b>, PhD, Chancellor, Syracuse University, USA</li> </ul>
<b>Day 3, Friday 15 November 2013</b>	
9:00 am – 10:30 am	<p><b>Parallel Sessions Stream 2 – The Gender Dimension in the Research Continuum (Basic -&gt; Applied -&gt; Innovation -&gt; Markets)</b></p> <p><i>The goal of the sessions in this part of the program is to focus on the implications that new understandings of the gender dimension carry for research, its application, communication, and translation into technological advancements and markets. The speakers will address these perspectives in the context of the major societal challenges of the 21st century: health, environment, climate change, food security, transport, and transport.</i></p>
	<p><b>1. Health</b></p> <p>Discussant: <b>Adriana Ortiz Ortega</b>, National University of Mexico, Mexico</p> <ul style="list-style-type: none"> <li>- <b>Sex, Gender and the Brain</b> <b>Gillian Einstein</b>, PhD, Associate Professor of Psychology and Public Health, University of Toronto, Canada</li> <li>- <b>New approaches to understanding bacterial virulence and improving future management of urinary tract infections</b> <b>Jeffrey Henderson</b>, PhD, Assistant Professor of Medicine and Molecular Microbiology, Center for Women's Infectious Diseases Research, Division of Infectious Diseases, Washington University School of Medicine, USA</li> <li>- <b>Measuring the Health Effects for gender</b> <b>Susan Phillips</b>, MD, Professor, School of Medicine, Queen's University, Kingston, Canada</li> <li>- <b>Predictability and Correlation in Human Metrology</b> <b>Don Adjero</b>, PhD, Professor &amp; Graduate Coordinator of Computer Science, Department of Computer Science and Electrical Engineering, West Virginia University, USA</li> </ul> <p><b>2. Environment</b></p> <p>Discussant: <b>Itzá Castañeda</b>, Gender Adviser, International Union for the Conservation of Nature (IUCN), Mexico</p> <ul style="list-style-type: none"> <li>- <b>Radiation Exposure, Sex and the Reference Man</b> <b>Arjun Makhijani</b>, PhD, President, Institute for Energy and Environmental Research, Maryland, USA</li> </ul>



- ***Gender, Environment and Health***  
**Donna Mergler**, PhD, Professor Emerita, Interdisciplinary Research Centre on Biology, Health, Society and Environment, Université du Québec à Montréal, Canada
  - ***Impact of Oil production on the Environment in Mexico***  
**Myriam Amezcua Allieri**, PhD, research scientist, Mexican Petroleum Institute, Mexico
- 3. Climate Change**  
Discussant: **Billy M. Williams**, Director, Science, American Geophysical Union, USA
- ***Gender Data in Climate Change Research***  
**Aaron M. McCright**, PhD, Associate Professor, Lyman Briggs College at Michigan State University, USA
  - ***Gender-differentiated Impact of Climate Change***  
**Amelia Goh**, Associate Knowledge Management Officer in the Environment, Social and Governance Department, International Finance Corporation (IFC), International
  - ***Arid land management under Gender perspective***  
**Margarita Velázquez Gutierrez**, PhD, Director of the Regional Center for Multidisciplinary Research (CRIM) of National Autonomous University of Mexico, Mexico
- 4. Food Security**  
Discussant: **Jenna Rapai**, PhD Student, Individual Interdisciplinary Studies Program, University of Manitoba, Canada
- ***Gender Equity in the World of Agriculture***  
**Annemieke Farenhorst**, PhD, Professor of Soil Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Canada
  - ***Maize, Sex, and Feeding the World***  
**Burkhard Schulz**, PhD, Professor for Plant Biochemical and Molecular Genetics, department of Horticulture and Landscape Architecture, Purdue University, USA
  - ***Relation between women's ownership of land and their role in agricultural decision-making***  
**Carmen Diana Deere**, PhD, Distinguished Professor of Latin American Studies and Food & Resource Economics, University of Florida, USA
- 5. Transportation**  
Discussant: **Graham Harrison**, PhD, Program Officer, International Science and Engineering, National Science Foundation (NSF), USA
- ***Gender and Safety in Transportation***  
**Dipan Bose**, PhD, Road Safety Specialist, Global Road Safety Facility (GRSF), World Bank's Transport Anchor, International
  - ***Car Crashes and Improving Safety for Women and Men***  
**Janet Brelin-Fornari**, PhD, Professor of Mechanical Engineering, and Director of the Crash Safety Center, Kettering University, USA
  - ***How equitable is access to transportation options?***  
**Catherine Morency**, PhD, Associate Professor, Department of Civil,



	Geological and Mining Engineering, Polytechnique Montreal, Canada
10:30 am – 11:00 am	<i>Break</i>
11:00 am – 12:30 pm	<p><b>Parallel Sessions: Best Practice Training Workshops</b></p> <p><i>In this part of the program, the sessions have been designed to provide practical examples, approaches and methods that have already been implemented and can be adopted more widely across a wide range of actions where attention to gender issues is important.</i></p>
	<p><b>1. Integrating Gender Dimension into Medical Researcher Training</b></p> <p>Moderator: <b>Janine Clayton</b>, MD, Director, Office of Research on Women’s Health (ORWH), National Institutes of Health (NIH), USA</p> <ul style="list-style-type: none"> <li>- <b>How Gendered Innovations can be used for training</b> <b>Vera Regitz-Zagrosek</b>, MD, Director, Institute of Gender in Medicine, Charité - Universitätsmedizin Berlin, Germany, Europe</li> <li>- <b>Measuring the Health Effects of Gender</b> <b>Susan Phillips</b>, MD, Professor, School of Medicine, Queen's University, Kingston, Canada</li> <li>- <b>Researching sex effects in susceptibility to cancer</b> <b>Clara Gorodezky Lauferman</b>, PhD, Professor and Director of the Department of Immunology and Immunogenetics, Instituto de Diagnostico y Referencia Epidemiologicos, México City, Mexico</li> <li>- <b>Promoting Best Practice and Knowledge for More Gender Aware Diagnosing and Treatment</b> <b>Phyllis E. Greenberger</b>, MSW, President and CEO, Society for Women’s Health Research, USA</li> <li>- <b>Women’s Health Curricula and Interprofessional Collaboration across the Health Professions</b> <b>Commander Morrissa B. Rice</b>, MHA, Senior Public Health Analyst, Office of Women’s Health</li> </ul> <p><b>2. New Approaches to Career Development Support for Early Stage Female Scientists</b></p> <p>Moderator: <b>Elizabeth Pollitzer</b>, PhD, Director, Portia Ltd, UK, Europe</p> <ul style="list-style-type: none"> <li>- <b>Best practices in mentoring</b> <b>Stacie Geller</b>, PhD, G. William Arends Professor of Obstetrics and Gynecology, University of Illinois College of Medicine, Director, UIC Center for Research on Women, Director, Gender and the National Center of Excellence in Women's Health, USA</li> <li>- <b>Work-life Integration Toolkit</b> <b>Donna J. Dean</b>, PhD, Past President, Association for Women in Science (AWIS), USA</li> <li>- <b>The Recruitment, Retention and Advancement of Women in STEM Fields</b> <b>Carolyn Emerson</b>, Project Coordinator, Canadian Coalition for Women in Science, Engineering, Trades and Technology, Canada</li> <li>- <b>Rotation Programs</b> <b>Stacey Del Vecchio</b>, Manager, Caterpillar Inc., and President, Society for Women Engineers, USA</li> </ul>



### 3. Making Women in the System Visible

Moderator: **Abigail Forson**, Assistant Director, Institute of Gender and Health (IGH), Canadian Institutes of Health Research (CIHR), Canada

- ***What Works for Women At Work in STEM: Success Strategies for Navigating Careers Shaped by Implicit Bias***  
**Joan C. Williams**, Distinguished Professor of Law, UC Hastings Foundation Chair and Director of the Center for WorkLife Law, USA
- ***The Chicago Collaboration for Women in Science Expert Portal***  
**Holly Falk-Krzesinski**, Vice President of Global Academic and Research Relations, Elsevier, USA
- ***Actua National Girls Program - Engaging Girls: The importance of all-girls programs in STEM***  
**Virginia Hall**, Director of Operations and Research, Actua, Canada
- ***Learning from Role Models and Scenarios***  
**Martina Schraudner**, PhD, Head of the Department of Gender and Diversity in Organizations, Technical University Berlin, and Director of Responsible Research and Innovation Unit, Fraunhofer Gesellschaft, Germany, Europe

### 4. Methods of Supporting Career-life Balance in Institutions

Moderator: **Kelly Mack**, PhD, Vice President for Undergraduate Science Education and Executive Director, Project Kaleidoscope, Association of American Colleges and Universities (AAC&U), USA

- ***ADVANCE Example: Methods of Supporting Career-Life Integration in Higher Education***  
**Gretalyn (Gretal) Leibnitz**, PhD, Director, ADVANCE Implementation Mentors (AIM) Network & Assistant Director, ADVANCE at WSU Excellence in Science and Engineering (EXCELinSE) Center, Washington State University, USA
- ***ADVANCE Example: Institutional Transparency in Leave Policies***  
**Patrice McDermott**, PhD, Vice Provost for Faculty Affairs, University of Maryland, USA
- ***ADVANCE Example: University of Rhode Island***  
**Barb Silver**, PhD, Research Coordinator, University of Rhode Island Schmidt Labor Research Center, USA
- ***ADVANCE Example: National Postdoc Association***  
**Cathee Johnson Phillips**, Executive Director, Foothills Child Advocacy Center, Charlottesville, USA

### 5. Fostering Interdisciplinary Careers

Moderator: **Joan Nagel**, MD, MPH, Medical Officer, Office of Research on Women's Health (ORWH), DPCPSI, National Institutes of Health, USA

- ***Best Practices and Pearls in Interdisciplinary Mentoring from Building Interdisciplinary Research Careers in Women's Health Directors***  
**Judy Regensteiner**, PhD, Professor of Medicine, Department of Medicine, University of Colorado School of Medicine; Principal Investigator, NIH Building Interdisciplinary Research Careers in Women's Health (BIRCWH); The Judith and Joseph Wagner Chair in Women's Health Research, Director, Center for Women's Health Research, USA
- ***Jeanne-Marie Guise***, MD, PhD, MPH, Professor of Obstetrics and



	<p>Gynecology, Medical Informatics, and Clinical Epidemiology, Oregon Health and Science University, USA</p> <ul style="list-style-type: none"> <li>- <b><i>Collaborative Science: Designing the Future</i></b> <b>Susan Winter</b>, PhD, Lecturer and Assistant Program Director, College of Information Studies, University of Maryland, USA</li> <li>- <b><i>The Emerging Field of the Science of Team Science</i></b> <b>Stephen M. Fiore</b>, PhD, Associate Professor of Cognitive Science, University of Central Florida, USA</li> </ul> <p><b>6. The NSERC Model: Chairs for Women in Science and Engineering Program</b> Moderator: <b>Serge Villemure</b>, Director, Research Grants &amp; Scholarships, Natural Sciences and Engineering Research Council of Canada (NSERC), Canada</p> <ul style="list-style-type: none"> <li>- <b>The Chair for Women in Science and Engineering Program: An Introduction</b> <b>Céline Bérubé</b>, PhD, Team Leader, Scholarships and Fellowships Division, and Manager, Chairs for Women in Science and Engineering Program, Natural Sciences and Engineering Research Council of Canada (NSERC), Canada</li> <li>- <b>A positive approach to opening up the gender diversity discussion: non-threatening activities for men and women, empowerment for STEM women and a positive communications campaign</b> <b>Catherine Mavriplis</b>, PhD, NSERC-Pratt &amp; Whitney Canada Chair for Women in Science and Engineering and Associate Professor, Faculty of Engineering, University of Ottawa.</li> <li>- <b>Including First Nations histories and time-honoured traditions in university science and engineering training as part of best practices for recruitment and retention</b> <b>Annemieke Farenhorst</b>, PhD, Chair for Women and Science and Engineering Prairie region and Professor, Faculty of Agricultural and Food Sciences, University of Manitoba</li> <li>- <b>Strategies to support, train and develop self-sustained practices in outreach groups, providing services and activities for a broad spectrum of audiences, ages and interests</b> <b>Elizabeth Croft</b>, PhD, Professor and NSERC Chair for Women in Science and Engineering (BC/Yukon Region) and Professor, Faculty of Engineering, University of British Columbia</li> <li>- <b>Strategies to enable girls in junior and senior high school to meet and interact with role models, to expand their limited view of the science fields and to experience hands-on and fun activities</b> <b>Tamara Franz-Odendaal</b>, PhD, Associate Professor, Mount Saint Vincent University, Halifax, Nova Scotia, Natural Sciences and Engineering Research Council of Canada (NSERC - CRSNG) Atlantic Chair for Women in Science and Engineering, Canada</li> </ul>
12:30 pm – 1:30 pm	<b>Working Lunch</b>

