

DRAFT CONCLUSIONS: WFS MEETING IRVINE

28-29 MARCH 2017

Susan Wessler and Carol Gross on behalf of the US National Academies of Sciences opened the seventh IANAS Wfs meeting at the UC Irvine campus meeting in the Beckman Centre. All following Wfs focal points attended: Mariana Weissmann (Argentina), Marcia Barbosa (Brazil), Maria Cecilia Hidalgo (Chile), Monica Moraes (Bolivia), Frances Henry (Canada), Neel Badrie (Caribbean T&T), Angela Camacho (Colombia), Giselle Tamayo (Costa Rica), Olga Fernandez (Cuba), Maria V. Crespo (Ecuador), Maria del Carmen Samayoa (Guatemala), Carolina Alduvin (Honduras), Judith Zubieta (Mexico), Katherine Vammen (Nicaragua), Ruth Shady (Peru), Ana Denicola (Uruguay), Carol Gross (USA). Unable to attend: Milena Cabrera (Dominican Republic), Margarita Vannini (Nicaragua) I think it is not necessary to mention that she was unable to attend, because Katherine represented Nicaragua?

Frances Henry and Monica Moraes (co-chairs) thanked the hospitality of the American Academies of Sciences and especially the work done by Carol Gross and her team. The meeting was held based on the planned agenda.

Introduction; New Focal Points

A new member was welcomed and gave brief a presentation of her work:

Maria Cecilia Hidalgo — Chile, Biochemist; molecular biology, physiology and mechanisms

Action Groups and Projects for IANAS

Adriana de la Cruz presented a complete and updated report on other IANAS programs and activities in collaboration with other organizations that are detailed below.

- a. **With science education:** during the science education meeting it was suggested that they work together with WfS to develop a book on women and science education. WfS is to develop possible topics for this publication to be discussed at next science education meeting.
Links: Marial del Carmen Samayoa
- b. **With energy:** Chapter on gender and energy is to be made into a booklet and posted on the IANAS website.
Link: Adriana de la Cruz
- c. **With food and nutrition security:** A new book is being developed sponsored by the German government on the topic of food security and insecurity. The template for the chapters did not include gender so WfS developed a short proposal to include such a chapter. The proposal drafted by Frances Henry was accepted and potential contributors to this chapter

were identified. Four contributor agreed to participate and the completed chapter was submitted at the end of May, 2017

Links: Frances Henry and Monica Moraes

- d. **With water program:** The water program is developing a new book and will attempt to include a chapter about women's issues under the direction of Katherine Vammen.

Link: To be assigned by the WfS program

Reports of National Committees

1. Maria Cecilia Hidalgo—Chile (vice president of academy)

National video competition featuring women scientists—68 received: school—elementary, high school, general public; 154 participants—58 general public; 96 students. In December 2016 prizes were awarded by 6-member jury; award ceremony had ample national media coverage and site showing videos is accessed; video's from all over country; number of visits very high; no prize—ceremony and recognition. It took a lot of work, they would wait a couple of years to do another call.

The **Chilean academy, by law, has 36 members— 5 women (2 elected this last year, 30 men, 1 vacant; in addition, the academy has 43 corresponding members including 5 women (2 elected in 2016). Thus, the number of women has increased in the last 5 years, with 5 women elected. Big problem in obesity especially for lower income families; have a big program to combat it—education on healthy food; fast foods are cheaper.**

2. Frances Henry—Canada

16% women but much lower in science; mostly social sciences, arts and humanity; beginning new membership survey—slow—complicated by 3 academies under one heading (voluntary). Dutch academy decision –next 2 years only women; hope to increase women by 16.

3. Katherine Vannen—Nicaragua

For every man, 2 woman must be incorporated.

4. Neela Badrie-Maharaj—Caribbean academy

Conformed by ~ 5 countries; Barbados, Jamaica, Trinidad and Tobago (2 women); 13% women; more females in executive positions; neela—public relations. CAS-TWAS (less than 40 yrs)—all recipients have been women over the past 6 years. Challenges—financial sustainability.

5. Angela Camacho—Colombia

Efforts to create a network of scientific women—motivated by book *Women scientists in the Americas. Science, women and technology*—invite children from 10th and 11th grade. 2 symposium—science, women and education, women, science and entrepreneurship. Then in 2015 a Colombian network of scientific women (2015) was organized to make women's role evident and propose policies to guarantee participation. Propose events to promote this, attached to Colombian academy of exact physical scientists. 6 nodes, covers whole country; have working groups==women and education, motivating girls to science; women and entrepreneurship, women and science policies, biographies. Have an account in Facebook; thinking about a webpage but not so easy.

6. Carmen Samayoa—**Guatemala**

20% women—76 members total. Have created a network of science, technology and gender (20 members); planning to publish a book; moving from capital to different universities across the country.

7. Ruth Shady—**Peru**

Situational Diagnosis: participation of woman scientist in Peru. Once this diagnosis was done, it has been programmed a series of activities aimed to generate changes promoting a better participation of female scientists in the several academic dimensions of science and technology. It begins with a referential frame on gender that uses statistical information of the National Informatics and Statistical Institute (INEI), the National Science, Technology and Innovation Council (CONCYTEC), and National Science Academy (ANC); and later, we were able to know that: a) In universities the most of professors are men; b) the previous observation is even worse among the doctorate members in the National Science Academy in Peru (three males every female); c) among that group of doctorate women, most of them are from disciplines such as Education (58), health sciences (33), Psychology (23), Public Health (17), and Management (15); d) despite the differences in those proportions against female scientist, it has been found a greater participation of women in Politics in Peruvian society.

The present situation is different from the conditions of women along the Centre Andean social history, when their participation was strong until its decay in Viceroy Regime. In Republic times, it is seen a slow growing of female participation in the diverse activities that enhance the country's development; among them the scientific and technological ones.

One main conclusion of the evaluation done is that the knowledge of the ancient social conducts promotes reflexions that help to enhance the self-esteem of woman in Peruvian society, and to encourage their participation in the national scientific task.

Since 2015, it has been done five empowerment of scientists women workshops in many regions of the country: the first one was held in Lima in 2015, when attended 138 women; the second one was held in Trujillo city in 2015, when attended 80 local scientist women; the third workshop was held in Pucallpa city in 2015, when were

registered 86 professional women; the forth workshop was held in Arequipa city (102 women); the fifth workshop was held in Huancayo in 2016, when 98 women attended the event. In these workshops were made multidisciplinary action groups to create: digital bulletins, diffusion of emblematic female scientist's values of every region, motivating workshops for students of the last two years of college studies in sciences; and the updating of the scientific production of every female researcher in 'Dina and Regina' of the National Science, Technology and Tech Innovation Council. With these workshops it has been promoted interactions nets among women scientists throughout the country.

8. Olga Fernandez—Cuba

53.2% of all Cuban scientists are women; 46% are professors, 40% researchers; >50% of university students are women; 50% of participants in national priorities in science are women. 29% of academy are women. Recent actions: 1st workshop of creative women—women and science in Cuba (last year). Commission of scientific women—organizing new effort on biographies on women scientists. Commission of academic women supporting several technical workshops.

9. Sue Wessler—USA

1st woman president—Marcia McNutt. Mean age at election creeping up (2011—almost 60 at election). Working academy—produces 200-300 reports for the nation; bad to have predominantly old people. Special initiative to lower the age; no special women's election because demean role; the age initiative will also bring in women. 2002-2006 initiative—younger members—worked for a couple of years 81/5 years, next 5 years 60; NAS—women 40-14.9%, NAE women 6.9%, NAM 25% women, URM (11.9%).

10. Mariana Weissman—Argentina

Same # women in research but underrepresented in academies even in fine arts and literature. 14% in exact sciences; significant fraction of professors are women; same as US; if don't push it; goes back

The Anneke Levelt Sengers Women for Science Prize

Ana Denicola presented a summary of recent background and actions since the meeting in Caracas. This working group is to recognize outstanding young women scientists but need to redefine IANAS prize so easier to implement. It has been named after Anneke Levelt Sengers. Previously had funds from IAP and OWSD—for one advanced grad student to participate in research—9000.00 to support research; now we do not have funds. Now—support to attend a scientific meeting.—Brazil academy has invited awardees to annual meeting of academy; TWAS willing to pay for plane + lodging.

Candidate must be less than 40, PhD or almost finished; nominated by academies; academies of sciences from Argentina, Chile and Mexico (not included in the call) to be selection committee; selected Lianet Monzote from Cuba (Pharmaceutical science—drugs against Leishmania); 80 pubs, 40 indexed in pubmed. Supposed to go to Rio meeting in 2016 but didn't go because of Zika.

WfS Anneke Levalt-Sengers will be organized every other year; try for funding from OWSD. Adriana and Frances will lobby; Margarita Vannini—crowd funding TWAS regional office + global young academy together with TWAs—TWAS young scientist program. Attend a meeting in the area of her discipline—free subscription; need funds for airplane and lodging. Suggestion: increase number of candidates to 2.

Fundraising: Need 100,000. Many are women. Ask TWAS-young academies in order to increase networking and ask meetings themselves. Also was a suggestion to sell our 2 books on Amazon. Best is to go to scientific meeting in her discipline and to TWAS.

Mentoring Committee

Carol Gross reported on activities to promote mentoring from WfS. The mentoring committee produced a report which called for at least \$10,000 funding from IAP or other possible sources in the United States. A company in Brazil will design the online platform with the help of Marcia Barbosa who will lead this part of the project. Carol Gross has been in touch with several U.S. sources including the person who started the mentoring program in the U.S. We had a report from Marlene de la Cruz who discussed the mentoring program in the U.S

Census academies

Veronica Crrespo-Perez from the Ecuadorean academy started in 2013. IANAS helped to start to organize this academy with the idea during 2010, then the legal assistance in 2011 and statutes were approved in 2012. 2013 -2016 a governing board took place: president man; vp women. 2015—1st election new members; 2nd governing body; president woman. To present they have 50 members: 24% women (12 women, 38 men); started with 1/3 women, but went down in 2015, and now recovering.

Follow-up survey census: Frances Henry mentioned that we previously agreed that we have very short follow-up survey and include the years: 2014, 15, 16 The following questions were agreed on. A formatted questionnaire was sent to the Secretariat in early May 2017 to send to the academies. The following questions are proposed.

1. total members
2. # women
3. # women in leadership roles

4 # men in leadership roles (president/executive governing board)

5. What is your academy's most successful initiative to improve gender balance

Videos report

Judith Zubieta talked about this new initiative from Mexican academy for videos. Video category was open to two groups - less than 20 years and 20-25yrs.

The categories were:

- (1) Feminine scientific work – How does it contribute to the advance of science?
- (2) Science from the female perspective –What women have contributed to science from a different perspective from men.
- (3) What would have happened if there were no female scientist- in this category, very few entrants

Funds were obtained from the Government of Education for prizes. The video winner was about Anna Maria Cetto in physics. There were copyright issues with the music which prevented the videos from being shown in movie theatres just before the showing of a movie.

New call 201- Try to follow Chile's example – The name of one Mexican scientist and a woman who has been very successful.

She encourages everyone to do it; not meant to be high end or professional; meant to use cameras on cell phones.

Dissemination of WfS

Giselle Tamayo and Marcia Barbosa reported on the divulgation of IANAS WfS. Having a Facebook page there are many advantages and it is the right choice for public, open to everyone, we can publish videos, news, and share from other FB pages and we can link to different aspects of our program. The Facebook group will take a brief look at the IANAS website and make some suggestions. We will also need a Facebook logo on the IANAS website to redirect to Facebook. Adriana will contact webmaster who will be in contact with Veronica Crespo to work on the Facebook page. We will need to get active pictures of people not just faces; establish rules eg. if send picture must send explanation. Can also link videos. Send everything to veronica for FB.

Marcos Cortesao recommended to have a more integrated view of other platforms for communication. Having a website for IANAS, and it needs support.

Biographies

Collection of biographies from smaller societies recently incorporated to IANAS and/or that did not participate in the last biography of young women to be circulated in electronic version only is underway.

Bolivia wanted to start this year but needed to wait for Academy support .which is now has so the project will begin this year.

Ecuador's President was excited by the idea and they have now decided on their criteria and have identified 6 women. Four have already been interviewed with two more scheduled.

Honduras academy took some time to agree to the project but the interviews are now under way.

Uruguay wanted to do it and next semester will select researchers from different disciplines to interview.

Argentina along with IANAS will lead the electronic publication about women scientist as entrepreneurs.

A question was raised as to whether we should include current and previous focal points as interviewees. There was Initial general agreement on this motion but some reservations were also voiced. No immediate decision was made.

Revised Mission and Activities Section for WfS webpage

The mission statement and activities section of our webpage were slightly revised and presented to the group for approval. One of the main additions to our mission is to include men in our activities. This subject promoted detailed discussion and it was decided that as a first step we would invite Presidents of academies to attend our meetings. We might invite presidents from countries nearby to where the meetings are held. We might us a roundtable format to discuss our work and objectives with them. The aim is to make academy presidents more knowledgeable about WfS and to enlist their support.

Aiming to recognize and encourage young women scientists, the program will promote the III edition of the Anneke Levelt Sengers. The winner will attend a Scientific meeting in Brazil. Link: Ana Denicola

Brainstorming

How can focal points be more active in influencing their own academies especially since not every academy has gender groups or gender policy.

Marcos—national women’s workshops are critical to bring this issue to the attention of the academies. Two years ago each academy organize own video competitions; now suggest regional video competition for Spanish speaking countries. Committee should work on a proposal that will be presented to the next meeting; 4 focal points that have organized video competitions in their countries would be a subcommittee for a proposal; Brazilian support; will try to identify funders. And Adriana would like all of IANAS.

Marcia—in addition to the language issue, there is an issue of scale; here work scales with numbers.

Judith— mentioned that in Mexican academy it totally relies on herself. Needed people very knowledgeable about level appropriate for the resources of youngsters—these were not members of the Academy; not really an effort that relies on Academies; it relies on the individual focal points.

Carol and Frances agreed to do regional first; larger competition would need tremendous support; US won’t do it whereas Canada will not do videos.

Conclusion—accept Marcos proposal.

Can we involve men in our efforts? Involve men in gender committees. Can women in science be supported by a mixed gender team?

Monica has set this up in Bolivia— it took 8 years.

Frances: Big academies in larger countries; effort is to include women and still struggling with that; when you turn the equation around—its breathtaking—don't know where to start

Marcia: 1st challenge—attract other talented women—most women in power deny the problem—show them data, but don't say you are wrong; for men—like to participate on prize committees; for the Latin culture, confrontation not the way to go.

Sue Wessler: men involved in women’s issues; Shelly Weinbaum in all 3 academies—he’s very pro-women; involved in diversity committee in all academies; he got together with 2 other members of all 3 academies; need most famous people in all countries involved; wrote a letter to head of NAE, within months situation changed; we have to become activists.

Ana: invite several 2-3 presidents of National academies to this meeting as guests.

Adriana—logistics of inviting presidents—just invite them; local host will provide lodging for a few more presidents.

New initiatives:

Veronica—Project Panal Ace—nonprofit works in several south American countries—work with people from high school; help them develop projects that would help their communities; low income schools' want to include gender perspective in their work—women could give talks at schools where Panal works; include women scientists as advisors; eg. recycling program.

Giselle—need to get girls by 15; then their interest changes. Academy can support these kinds of activity—women and girls.

Monica—having a national meeting of women scientists in Bolivia—need to prepare documents; academy hosting.

Marco: National workshops organized by academy; coordinate meeting of WFS with national workshop on women; move forward with video's; try to stimulate regional competition; experience with booklets nice; consider small low cost booklets—a new publication.

Must send letter of support for 100th anniversary of the academy?

Possible New Program for Women in Business: Mariana Weissman suggested highlighting women who are using their science to start their own business; presented to NAS, to a very enthusiastic response. We tentatively agreed to interview one business women per country and possibly try to organize a book on the subject. Each focal point is to identify one name, field, date of delivery for book. We will take one year to do this project.

Acknowledgments from Monica Moraes to WfS for finishing her role as co-chair

Monica expressed her gratitude to all focal points and especially to Adriana during her role as WfS co-chair that has come to the end of her term in middle 2017. She emphasized on internal openings in the day-to-day running of the academies are also beginning to be noticed and although these are slow, long and often frustrating processes - they always reflect what other focal points advance and generate - becoming a permanent inspiration. Many of these cases are not in the statistics but it is definitely accompanied by the intense growth, careful and with so much value of our scientists.

Carmen Samayoa thanked her for her work for WfS and the plenary asked her to remain as the focal point from Bolivia. Ana Denicola from Uruguay is the new co-chair.

Finally, Judith Zubieta resigned as focal point from Mexico.

Plans for 2017-18

We need more funding from IAP (and possibly other sources) to develop a complex online mentoring program. In addition to funding, any other support the executive committee can provide will be gratefully received.

We will continue all the projects currently on our agenda and are mindful that as busy professionals and some with domestic responsibly as well, our time is limited. One of our biggest challenges is to narrow down our big ideas to smaller, more manageable projects.

Marcia offer to host in northeast of Brazil (Natal). Will have infrastructure to support a workshop; when start discussing agenda, will identify presidents – especially those who are new - to invite. Marcia Barbosa offers Brazil to host the next WfS meeting. In September 2018? In Natal? Or other city with international airport?

Reviewed by the WfS Focal Points November 2017