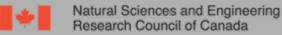
People. Discovery. Innovation. Les gens. La découverte. L'innovation.





Maximizing Opportunities: Increasing Women's Participation in Science and Engineering – A Summit









Past and On-going Initiatives

- Increased the number and proportion of women in science and engineering
 - Programs of support and education: CWSE (1996)
 - Programs of support: WFA (1991-1995), UFA (1999 2008)
 - Targeted underrepresented groups: PromoScience (2000)
- Facilitated the accommodation of career and family
 - Paid parental leave for graduate students and PDFs
 - Offer deferrals/grant extensions for parental, medical or family medical leave
 - Allow use of grant funds for child care expenses for nursing mothers and single parents while on travel status



Past and On-going Initiatives

- Ensure fair practices
 - Added space in application forms to allow applicants to describe circumstances resulting in delays in research
 - Advise selection committees to consider delays in research
 - Reviewed guidelines for membership of NSERC committees to ensure fair gender representation
 - Developed peer review system to limit potential gender bias
 - Monitor on ongoing basis



Recent Activities

- ➤ Maximizing Opportunities: Increasing Women's Participation in Science and Engineering A Summit

 November 16, 2010
- Accompanied by release of NSERC report
 Women in Science and Engineering in
 Canada



Summit 2011

- Hosted by NSERC with support from Engineers Canada and Research In Motion
- Participants from universities, colleges, and the private sector
 - Researchers, policy makers, and students
- Timely review of status of women in science and engineering



Summit 2011 – Goals

- Examine how businesses, colleges and universities are attracting women to and retaining women in careers in science and engineering
- Outline initiatives that can encourage more women to choose and remain in careers in science and engineering



Summit 2011 – Highlights

- Analysis of available data necessary to identify gaps and trends
 - Barriers and solutions may be discipline-specific
- Encouraging young girls to consider careers in the NSE is important
 - Mentorship valuable
 - Use of social media
- Specific targeted programs were described
 - CWSE: International Network of Women Engineers and Scientists (INWES)
 - NSF: ADVANCE program



Summit 2011 – Highlights

- Acknowledge that the current reward system may not reflect today's learners
 - Non-linear learners, late bloomers
- Mentoring is one of the best ways to encourage females in careers in both academia and private sector
- Exposure and interaction with new communities key for students
- Policies, practices and programs need to be peoplefriendly, not just women-friendly
 - Support of family responsibilities, spousal support, etc.



Summit 2011 – Ideas Lab

- Educate how a background in NSE can lead to careers both within and outside of the NSE
- Demonstrate the contributions to society of women with a background in the NSE
- Highlight welcoming and supportive workplaces for women
 - ➤ Teachers and guidance counsellors need to be informed in order to reach young girls
- Encourage, model, and mentor leadership
- Support women balancing multiple priorities



Summit Outcomes: Proposed New Initiatives (NSERC)

- Increase the number and proportion of women in science and engineering
 - Revise and post an updated policy statement
 - Publish competition results by gender
- Facilitate the accommodation of career and family
 - Increase awareness of existing policies (e.g. the option of deferring or extending research grants to accommodate parental leave)
 - Review the policy on leave to care for aging parents



Summit Outcomes: Proposed New Initiatives (NSERC)

- Nurture leadership
 - Support
 Additional resources to CWSE chairs for the hiring of a PDF
 - Encourage leadership opportunities
 Allow leadership training as eligible research expenses
 Allow project management expenses
 - Celebrate successes of women researchers
 Actively encouraging the nomination of women for prizes
 Providing increased exposure of high-achieving women



Summit Outcomes: Initiatives of Summit Participants

- Summit report to be shared with all participants
- Participants will be asked to provide feedback regarding new initiatives implemented following the summit



Questions and Discussion



