



“Promoting gender equity in science: Innovation in leadership and health research”

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GOALS

- To share information and open a debate on an innovative virtual training program with Latin American women researchers in health sciences
- To promote collaboration on redefining the next stages of this program



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The institutional context



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The Institutional Context



FLACSO
ARGENTINA

FLACSO

Latin American Postgraduate Institute in
Social Sciences

→ Created in 1953, with the support of UNESCO

→ Headquarters in **Costa Rica** and 10 LA countries:

**Argentina, Brazil, Chile, Cuba, Ecuador, El Salvador,
Guatemala, México, Dominican Republic, Uruguay**



The Institutional Context



CENTER OF GENDER, SOCIETY AND POLICIES

UNESCO REGIONAL CHAIR
WOMEN, SCIENCE
& TECHNOLOGY

REGIONAL POSTGRADUATE PROGRAM
ON GENDER AND PUBLIC
POLICIES

In partnership with



Unión Europea



UNIFEM
Fondo de Desarrollo
de las Naciones Unidas
para la Mujer



INSTRAW- Instituto Internacional
de Investigaciones y Capacitación
de las Naciones Unidas
para la Promoción de la Mujer



OPS - Organización
Panamericana de la
Salud



Centro Internacional de Investigaciones
para el Desarrollo



Fogarty International Center
For Advanced Study
in the Health Sciences



genera
PNUD - América Latina Genera



Alcaldía de Medellín



CEPAL
Comisión Económica
para América Latina



National Institutes
of Health



OSM
observatorio
de Salud de la Mujer.
Ministerio de Sanidad y Consumo de E



Universidad de Antioquia



Centro de Derecho Internacional
del Desarrollo Sostenible



Organización de los
Estados Americanos
OEA AICD/INEAM
Oficina de Ciencia
y Tecnología



NCRW - Consejo Nacional
para la investigación de la
Mujer, EEUU



Universidad
Columbia, Paraguay



Xunta de Galicia



UNICEF - Fondo de las
Naciones Unidas para
la Infancia



CLACSO - Consejo
Latinoamericano de
Ciencias Sociales



Institute on Gender & Health
Canadian Institutes of Health
Research



Global
Knowledge
Partnership



Iniciativa Interamericana de
Capital Social, Ética y Desarrollo,
BID, Estados Unidos



FLACSO,
Brasil

Areas & Activities



Advocacy



GENDER EQUITY
IN THE INFORMATION
SOCIETY

WOMEN/GENDER
& SCIENCE



Research

Virtual Mentoring

*Networking &
Communities of
practice*



YOUTH/
GENDER/ICT

E-learning programs

Program Gender and Health



Online Courses:

“Technological Innovations in sexual and reproductive health: Its influence in gender relationships.”

“Building gender sensitive health policies in Latin America: Conceptual and methodological approach.”

“Gender and childhood: a multidisciplinary approach with emphasis in health and education.”

“Mainstreaming Gender Perspective in health policies and practices: Conceptual methodological contributions to strengthen quality and equality.”

Consultancies and publications:

Mainstreaming Gender: A practical Manual for Health Administrators, WHO - PAHO





Virtual Research and Training Program for Latin American Women researchers in biomedical/health sciences



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What problems do we address?

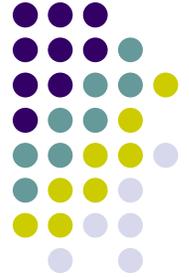
① Gender barriers in the careers of women scientists and practitioners in health science

What are the causes?

② Gender Blindness in Health research and practice

How to address it?

VIRTUAL RESEARCH AND TRAINING PROGRAM FOR LATIN AMERICAN WOMEN RESEARCHERS IN BIOMEDICAL/HEALTH SCIENCES



**Gender barriers in the career of
women scientist and
practitioners in health science**

Lights & shadows



+

Women in higher education:
Regional Average: 54.4%. Venezuela,
Panama, and Uruguay + 60%

Increase in women's participation in
traditional "male" fields.

Basic and Natural Sciences, Medicine, Law,
among others

Academic events and research related to
women in S&T.

Formal and informal networks of women in
science

-

Women in Engineering: Brazil 22%, México
12%, Uruguay 27.4%, Argentina 17%. Costa
Rica 19%

Women in decision level positions in Science
and Technology (low proportion in Evaluation
Councils)

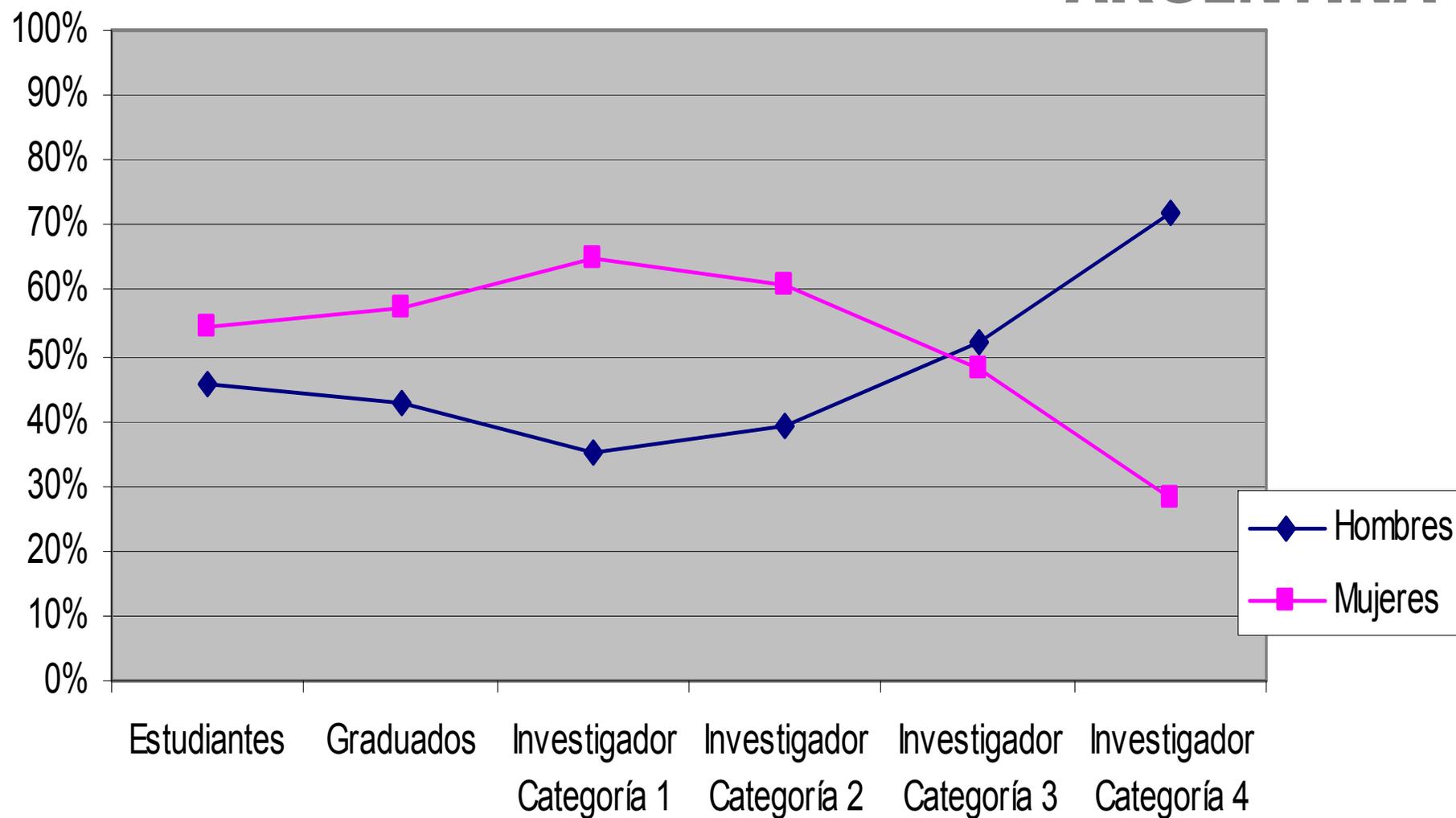
CONICET – Argentina - Directory: 8 members / 1
woman; México 0%, Brazil 3,1%

Lack of statistics and use of gender
indicators.

Lack of relationship between gender
researchers in "hard" sciences and policy
makers in S&T

“The Scissor Pattern”

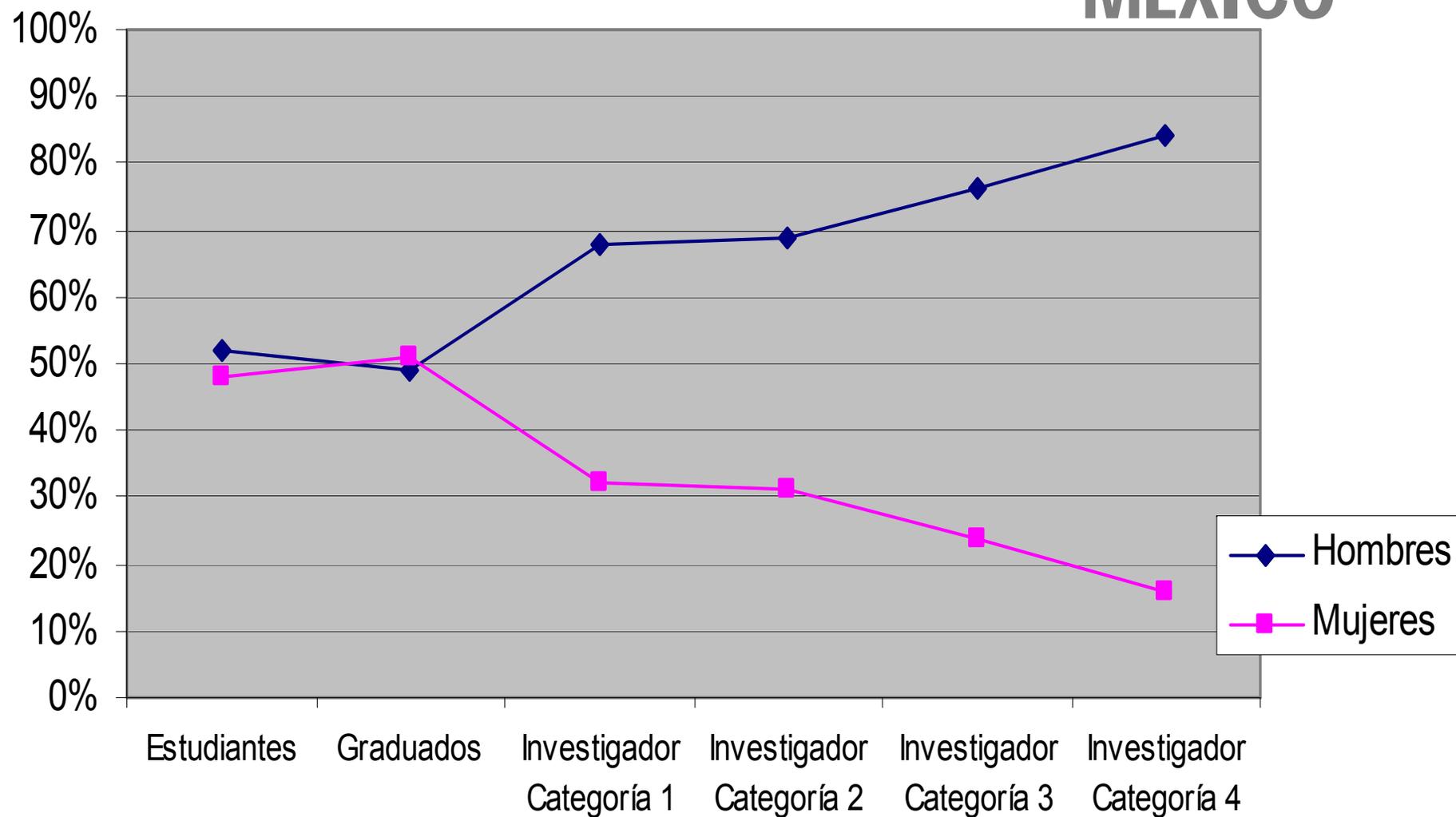
ARGENTINA



Fuente: María Elina Estebanez, Foro Iberoamericano de Ciencia, Tecnología, FIBECYT - Diciembre 2006, Argentina

“The Scissor Pattern”

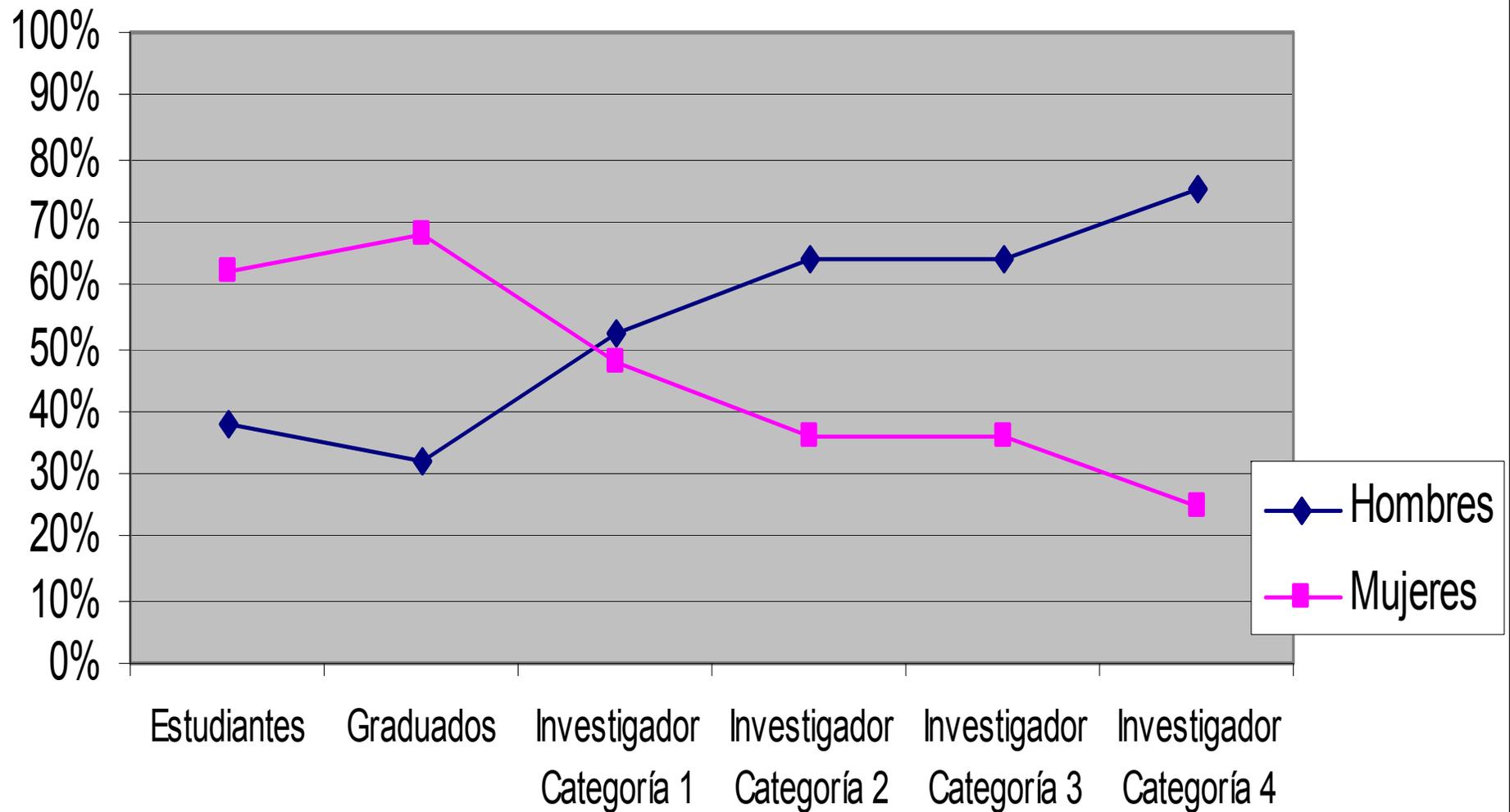
MEXICO



Fuente: María Elina Estebanez, Foro Iberoamericano de Ciencia, Tecnología, FIBECYT - Diciembre 2006, Argentina

“The Scissor Pattern”

VENEZUELA



Annex 3.1: Number of senior Academic Staff (Grade A) by fields of science and sex, 2004

	Agricultural Sciences		Engineering & Technology		Humanities		Medical Sciences		Natural Sciences		Social Sciences	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Austria	3	51	10	262	86	364	23	234	21	457	45	423
Belgium	2	53	13	295	41	274	39	431	36	433	67	515
Cyprus	0	0	0	3	0	12	0	0	3	13	2	16
Czech Republic	16	160	26	555	47	278	52	315	23	227	51	342
Denmark	11	57	2	143	30	167	21	120	19	255	42	275
Finland	8	42	22	328	139	257	92	334	62	489	205	513
France	:	:	158	2278	1104	2568	1136	6301	777	5526	557	2717
Germany	32	326	57	1463	625	3211	85	1391	173	2908	179	2053
Italy	126	938	165	2547	1084	2603	344	2748	557	2956	675	3283
Latvia	:	:	:	:	8	14	5	8	0	37	11	17
Malta	0	0	0	2	0	21	1	11	0	6	0	3
Netherlands	11	89	12	372	58	298	9	134	23	410	100	768
Poland	168	522	141	1474	500	1727	355	904	322	1580	315	1214
Portugal	31	84	12	230	X	X	49	138	100	264	111	432
Slovakia	3	82	27	383	21	81	42	205	23	154	100	477
Slovenia	10	39	12	212	33	152	26	111	3	76	44	259
Sweden	31	139	62	814	143	411	149	823	96	727	136	553
United Kingdom	26	151	83	1596	12	58	603	2142	294	3296	463	1722
Norway	13	80	15	292	136	416	72	356	61	555	117	523
Switzerland	10	68	114	1014	100	403	127	573	54	688	329	1076
Turkey	105	668	226	1224	125	491	1096	2083	221	638	329	1024



Gender barriers for Women in Science



- ✓ Conflicting balance between professional, family and personal life (‘wonder woman’ model)
- ✓ Lack of educational programs and activities to promote and support girls and young women in S&T careers
- ✓ Lack of flexible, care-supportive employment policies
- ✓ Stereotyped representations of professional development and success
- ✓ Lack of female role models and opportunities for networking
- ✓ Discrimination (overt and subtle)
- ✓ Social representations of science and scientists
- ✓ Lack of awareness of gender discrimination (both women and men scientists)
- ✓ Women self representation as a member of a elite group vs other working women
- ✓ Leaky pipes
- ✓ Glass ceilings and walls
- ✓ “Velvet ghetto”
- ✓ Chilly cultures



Gender Blindness in Health research



Open up any biomedical or public health journal prior to the 1970s, and one term will be glaringly absent: *gender*. Open up any recent biomedical or public health journal, and two terms will be used either: (1) interchangeably, or (2) as distinct constructs: *gender* and *sex*. Why the change? Why the confusion?—and why does it matter?

Krieger, Nancy, Gender, Sexes and Health: What are the connections and why does it matters? International Journal of Epidemiology 2003;32:652–657

Gender is ...



- A way to describe the inequality and discrimination of women***
- A concept that explain cultural and historical construction of identity***
- An analytic category***
- A methodology***
- A political and ethical vision***
- All of the above***



Gender analysis is the collection and analysis of sex-disaggregated information. Men and women both perform different roles. This leads to women and men having different experience knowledge, talents and needs. Gender analysis explores these differences so policies, programs and projects can identify and meet the different needs of men and women. Gender analysis also facilitates the strategic use of distinct knowledge and skills possessed by women and men.

Sex-Disaggregated Data are data that is collected and presented separately on men and women.

Gender Equality means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural, and political development. Gender equality is, therefore, the equal valuing by society of the similarities and the differences of men and women and the roles they play. It is based on women and men being full partners in their home, their community, and their society.

Gender Equity is the process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a means. Equality and equitable outcomes are the results.

Empowerment is about people – both women and men – taking control over their lives: setting their own agendas, gaining skills, building self-confidence, solving problems, and developing self-reliance. No one can empower another: only the individual can empower herself

The sex of indicators and the gender of inequalities



Most information about health and health care systems show significant differences between males and females when is desegregated by sex. But for most of these differences we have no explanation, which increase the uncertainty about the quality and validity of this data and its use for planning and implementing health services and interventions as well as the efficacy and equality of them.

COLOMER, Concha. El sexo de los indicadores y el género de las desigualdades. Engendering Epidemiology, Journal of Epidemiology and Community Health December 2007 Vol 61 Suppl II

Final Report to the
WHO Commission on Social Determinants of Health
Women and Gender Equity Knowledge Network
September 2007



Gender relations of power constitute the root causes of gender inequality and are among the **most influential of the social determinants of health**. They operate across many dimensions of life affecting how people live, work, and relate to each other. They determine whether people's needs are acknowledged, whether they have voice or a modicum of control over their lives and health, whether they can realize their rights.



OUR STRATEGIC APPROACH



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VIRTUAL RESEARCH AND TRAINING PROGRAM FOR LATIN AMERICAN WOMEN RESEARCHERS IN BIOMEDICAL/HEALTH SCIENCES

RESEARCH

Professional trajectories, choices and capacity-building needs of Latin American Women Researchers in Health Sciences



With the support of the Observatorio de Salud de la Mujer, Ministerio de Sanidad y Consumo, Spain

NETWORKING

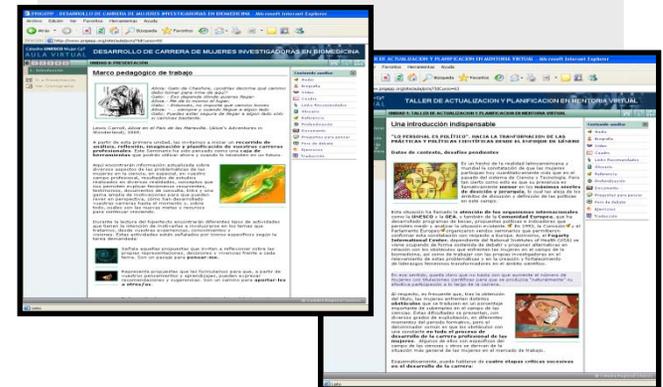
Creation of Latin American Network of Women Researchers in Health Sciences



In partnership with Fogarty International Center, National Institutes of Health (NIH), U.S.A
Co-ordination: Gloria Bonder
Ana Chepelinsky

TRAINING AND MENTORING

Career Development and Transformational Leadership Workshop
Seminar on Gender Analysis in Health Research





STEPS OF OUR PROGRAM



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RESEARCH



“Assessment of professional trajectories, choices and capacity-building needs of Latin American women researchers in Biomedical/Health Sciences”

OBJECTIVES

- ✓ Analyze career choices, obstacles, coping strategies, and perceptions and attitudes towards gender inequalities in the work place
- ✓ Strengthen women's career development and promote women's leadership in scientific institutions

METHODOLOGY

- Electronic questionnaire
- Interviews
- Quantitative and qualitative analysis

The form is titled "DIAGNÓSTICO DE SITUACIÓN, NECESIDADES Y CAPACIDADES DE MUJERES PROFESIONALES, INVESTIGADORAS EN EL CAMPO DE LA SALUD EN IBEROAMÉRICA". It includes logos for OSM (Organización de Mujeres Científicas) and the UNESCO Regional Chair for Women, Science and Technology in Latin America. The form is divided into sections, with the first section being "I. INFORMACIÓN PERSONAL".

I.1. Datos personales	
Apellido (opcional)	
Nombre(s) (opcional)	
Fecha de nacimiento (formato dd mm aaaa)	/ /
Nacionalidad	
Preferencia étnica (Por favor indicar su subgrupo)	
País de residencia	
Edad	
Estado civil (Puede marcar el más de una opción)	<input type="checkbox"/> Soltera <input type="checkbox"/> Casada <input type="checkbox"/> Viuda de hecho <input type="checkbox"/> Separada <input type="checkbox"/> Viuda
Email de contacto	
Profesión de su pareja	

TRAINING I

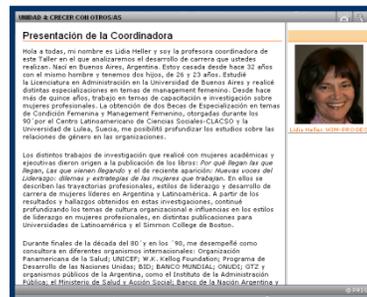


VIRTUAL WORKSHOP: Career Development and Transformational Leadership

February 20 – May 17, 2006 July 3 – August 25, 2006

OBJECTIVES

- ✓ Promote awareness and understanding of gender determinants in women's professional and personal life
- ✓ Develop skills and attitudes for strategic planning, conflict resolution, negotiation, communication, team work and leadership
- ✓ Create and strengthen networks and “communities of practice” for professional growth and regional exchange
- ✓ Envision and implement transformational leadership in scientific institutions



Pedagogical resources



Le Integración del Enfoque de Género en la Investigación en Salud

1. Introducción

En la Unidad anterior dimos cuenta de las ventajas que supone para el conocimiento científico el desarrollo de Investigaciones de Salud que integren el enfoque de género. Analizando la información disponible para algunas enfermedades de incidencia global y latinoamericana, mostramos cuáles son los principales obstáculos para el reconocimiento y la utilización de la recolección de información con un enfoque de género y las repercusiones que tiene esto sobre la calidad de los estudios.

HYPertext

Cátedra Regional UNESCO
Mujer, Ciencia y Tecnología en América Latina

Mentoría

Foro de Discusión

Documentos

Aula Virtual

Café-Foro

SEMINARIO VIRTUAL
"La Integración del Enfoque de Género en la Investigación en Salud: Una cuestión de calidad, responsabilidad y avance del conocimiento y la práctica"

Del 16 de octubre al 9 de diciembre de 2006

Hay 15 mensajes en 5 Tópicos, Mostrando ahora los tópicos 1 - 5

- El Jardinero fiel** - Escrito por Beatriz Valles, el 20-11-06 07:07
- Las Ilustraciones** - Escrito por Luz Helena Sanin, el 08-11-06 04:33
 - RE: Las Ilustraciones** - Escrito por Carlota Ramirez, el 09-11-06 15:02
- Dada de bibliografía** - Escrito por Silvia Cruz, el 04-11-06 21:54
 - RE: Dada de bibliografía** - Escrito por Carlota Ramirez, el 09-11-06 15:59
- Cronograma** - Escrito por María Lucía Mesa, el 20-10-06 01:45
 - RE: Cronograma** - Escrito por Carlota Ramirez, el 23-10-06 19:43
 - RE: Cronograma** - Escrito por Carlota Ramirez, el 26-10-06 22:41
 - RE: RE: Cronograma** - Escrito por María Lucía Mesa, el 01-11-06 13:14

FORUMS

CÁTEDRA REGIONAL UNESCO
Mujer, Ciencia y Tecnología en América Latina

Miércoles, 28 de Noviembre de 2007

Áreas de Trabajo - Género en la CI

La Cátedra

Áreas de trabajo

Servicios

Publicaciones

Categorías de ISI

Género y Ciencia

Juventud y Género

Aula Virtual

Categoría: Género & TICs

Título del Documento: Taller de trabajo "Género y TICs en América Latina. Cátedra Regional sobre la Sociedad de la Información y más allá..."

Descripción: Informe final del taller de trabajo "Género y TICs en América Latina. Cátedra Mundial sobre la Sociedad de la Información y más allá..." que tuvo lugar del 2 al 3 de octubre de 2005, se realizó en Buenos Aires, Argentina. Fue organizado por la Cátedra Regional UNESCO Mujer, Ciencia y Tecnología en América Latina con sede en FLACSO Argentina, en el marco de su participación en el Comité Estratégico del Ceauso de Género de la Cátedra Mundial de la Sociedad de la Información (CMSI).

Autor: Bonder, Olivia **Descargar Archivo**

Título del Documento: Formando capacitaciones para fortalecer la gobernabilidad

Descripción: Documento preparado para la reunión "Fortalecimiento de la gobernabilidad con el enfoque de género y la participación política de las mujeres en el ámbito local" organizada por ROSTRIAN (International Research Training Institute for Advancement of Women) y AICO (Agencia Española de Cooperación Internacional), Santo Domingo, República Dominicana, 1, 2 y 3 de febrero de 2006.

Autor: Olivia Bonder **Descargar Archivo**

Título del Documento: Tránsito y Testimonio de la Sociedad del Conocimiento, comunicación de tecnologías y del patrimonio en y para la calidad de género

Descripción: Documento presentado en el Panel "Del acceso a las TICs a la construcción de la sociedad del conocimiento: propuestas, experiencias y visiones de género" de la Novena Conferencia Regional sobre la Mujer de América Latina y el Caribe, CEPAL, México DF, Junio 2004.

VIRTUAL LIBRARY

BEYOND BIAS AND BARRIERS
EXPANDING THE POTENTIAL OF WOMEN IN SCIENCE, ENGINEERING AND EDUCATION

The study was sponsored by the Office of Research on Women's Health at the National Institutes of Health; Eli Lilly and Co.; National Science Foundation; Ford Foundation; and the National Academies.

www.nationalacademies.org

WEB CONFERENCES

Ejercicio interactivo: armando nuestro mapa de ruta

Interactive exercise: building the road map

¿CUÁL DE ESTOS TRAYECTOS REPRESENTA MEJOR EL DESARROLLO DE MI CARRERA EN EL CAMPO DE LAS CIENCIAS BIOMÉDICAS?

¿Una avenida en medio de la ciudad?

¿Una autopista a toda velocidad?

¿Un camino sinuoso?

Virtual Workshop: “WOMEN SCIENTISTS CAREER DEVELOPMENT IN THE BIOMEDICAL SCIENCE IN LATIN AMERICA”



MODULE ONE. Careers Under Scrutiny

- Career stages, opportunities, turning points
 - Gender models and stereotypes
 - Internal and external barriers
 - Strategies to overcome obstacles

MODULE TWO. Growing With Others

- *Network and communities*
- *ICTs for virtual mentorship in the Latin American context*

MODULE THREE. Transformative Actions

- *Family responsibilities and professional life*
- *Conflict management through negotiation skills*

MODULE FOUR. In My Own Voice

- *Empowerment, self-leadership and role models*

MODULE FIVE. Innovating from Today's Stand

- *Optimizing my career strategic plan*
- *Lessons from experience and good practices*
- *Workshop's collective evaluation.*

TRAINING II



VIRTUAL SEMINAR: “Gender analysis in biomedical/health research”

October 16 – December, 9 2006

September 24 – November 19 2007

OBJECTIVES

Provide an overview of current theoretical and methodological developments in the field of gender and health

- ✓ Reflect on the impact of globalization and other social determinants in women's health**
- ✓ Analyze the incidence of sex and gender in the study and treatment of selected health problems**
- ✓ Provide tools to mainstream gender analysis in research and connected professional practices**

MODULES

CONTENTS

UNIDAD 1: DESAFÍOS RECIENTES DE LA INVESTIGACIÓN Y PRÁCTICA BIOMÉDICA
realizadas por la Cátedra Regional UNESCO Mujer, Ciencias y Tecnología en América Latina, bajo la coordinación de Gloria Bonder.

¿Qué entendemos por Género?

Las primeras caracterizaciones del concepto de género, en base en la década de los 70 y 80, establecieron una **meta-diferenciación con el sexo**, definiendo así una oposición binaria entre ambos. Estos análisis se concentraron en explicar cómo los sujetos adquieren y sostienen roles e identidades de género a través del proceso de socialización, primero en la familia, luego, en la escuela y en los distintos ámbitos sociales.

En los últimos años, esta concepción ha sido fuertemente cuestionada por su sesgo funcionalista y mecanicista, y su ahistóricidad. Por otra parte, si las diferencias de género se expresaran sólo en términos de roles, podría generarse que son complementarios, ocultando las cuestiones de poder y conflicto que atraviesan las relaciones entre mujeres y varones.

El género es una categoría:

DESCRIPTIVA	Visibiliza el carácter socio-histórico de las diferencias y desigualdades entre varones y mujeres.
ANALÍTICA	Proporciona elementos para integrar dichas diferencias y desigualdades, en cada contexto social.

1. Biomedicine and Biotechnologies: current debates on ethical and scientific topics
2. Effects of globalization on health and poverty in developing world
3. Gender perspective in health research and care: advances and challenges

UNIDAD 2: APORTES DEL ENFOQUE DE GÉNERO PARA EL ANÁLISIS DE ENFERMEDADES ESPECÍFICAS

1. Introducción

En la Unidad 1 presentamos un panorama general de la situación en el campo de la investigación en salud más avanzada y las repercusiones sociales y éticas contemporáneas; y también las potencialidades de su aplicación futura. A su vez, discutimos los contextos en que estas investigaciones se aplican, al referirnos a las tendencias inherentes a los procesos de globalización y sus efectos sobre la salud diferencial por género de poblaciones pobres y en países en desarrollo.

En esta Unidad analizaremos las potencialidades y desafíos que genera la inclusión del enfoque de género en este campo y su relación con variables como edad, étnia, raza y otras categorías. Detallaremos algunas de las cuestiones de género que más inciden en las enfermedades, especialmente en aquellas de alta incidencia en las mujeres y otras donde ya existe suficiente investigación sensible a este enfoque. A su vez, dada su extensión, nos detendremos con más profundidad.

1. Differential gender factors in disease analysis:
 - Duration and quality of life
 - Drug prescription and medication
 - HIV/AIDS pandemic
 - Diseases endemic to developing countries
 - Aging and health care
 - Cardiovascular diseases and metabolism
 - Mental health diseases and other conditions with a high impact on women's health
2. Gender mainstreaming in health research: experiences, tools and new knowledge

UNIDAD 3: 1

1. Introducción

En la Unidad anterior dimos cuenta de las ventajas que supone para el conocimiento científico el desarrollo de Investigaciones de Salud que integren el enfoque de género. Analizando la información disponible para algunas enfermedades de incidencia global e latinoamericana, mostramos cuáles son los principales obstáculos para el reconocimiento y la utilización de la recolección de información con un enfoque de género y las repercusiones que tiene esto sobre la calidad de los estudios.

1. 'Successful' cases of public policy on sexual and reproductive health care
2. Gender perspective in disease prevention and health promotion
3. Gender concepts and tools in health education and training, including the role of NGOs and social movements
4. Future outlook

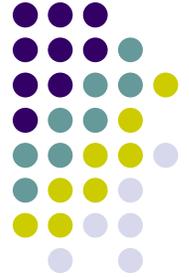


Training is not enough:

Mentoring for the enactment of a transformational leadership

VIRTUAL MENTORING

May – September, 2006



OBJECTIVES

- Encourage and support :
- Development of new strategies and skills for career development in conciliation with personal and family needs
 - Enactment of transformational leadership and networking

METHODOLOGY

- Web conferences
- E-mail, phone and face-to-face meetings
- Mentors were previously trained in virtual workshops and web conferences

PARTICIPANTS

- Senior researchers knowledgeable and committed to gender Equality in science and society
- Mid career women researchers

Evaluation



- ⤴ **Methodology and tools**
- ⤴ **Main results (outcomes)**
- ⤴ **Testimonies**

Methodology and tools

Background information

→ **Participant's Profile:** work setting, training experience, professional trajectories, present position and research field, career satisfaction, basic knowledge on gender issues, expectations about professional opportunities and perspectives.

Evaluation of

→ **Learning processes**

→ **Influence on their professional/personal lives**

→ **Development of collaborative projects** after the participation in the program (dissemination, networking, resources' exchange).

Tools

→ **Questionnaire at the end of each stage**

→ **Interactive tasks on line.** i.e. "My road map"

→ **Qualitative analysis** of participant's interventions in forums, web-conferences, and mentoring.

→ **Follow up** of a group of selected participants

Main results

- **66 participants** from 9 LA countries: Argentina, Bolivia, Brazil, Chile, Colombia, Mexico, Peru, Uruguay, Venezuela & **5 mentors**: 4 women and 1 man
- **Few** drop out from program
- High level of **satisfaction** with the contents, methodology and impacts of the program in participant's lives
- **Gender "lenses"** used in their research projects as well as to look at their professional and personal lives.
- In some cases, **reorientation** of scientific projects and new topics of interest
- In some cases, **Improvement** in professional positions, promotion of gender-fair, institutional procedures and regulations and increase collaborative practice.

Main results (cont.)



- Increase **access to resources**: fellowships, meetings, publications.
- **New meanings attributed to traditional science** and the production of scientific knowledge.
- **Development of prospective vision** on their professional careers
- Higher levels of **socialization and exchange** with their peers.
- Dialogue about issues and challenges of **location and relocation** in their professional careers.
- Creation of a **network** of women scientists.
- Growing interest in this program by **different stakeholders**

Visions from the experience

“It was like undoing a braid, one made by your mother so you would appear neat in school, shaking your hair out into the wind...”

Opening doors and walking through hidden alleys is not only about our condition as women, it is also science, its affirmations and, apparently, unquestionable evidences...

These were painful discoveries but also liberating, and expansive...

It scares me, however, that this vision could become a burden, transforming itself into a braid on my head...let's see if together we can undo the braids of gender and science”

(Colombian researcher)

Visiones de la experiencia

“Fue como deshacer una trenza, de esas que tu madre te hacía para ir prolija a la escuela, mover la cabellera al viento...”

Abrir puertas y recorrer pasadizos ocultos no sólo sobre nuestra condición de mujeres sino también de la ciencia misma, sus afirmaciones, sus evidencias aparentemente indiscutibles...

Fueron descubrimientos dolorosos pero también liberadores, expansivos...

Sin embargo, me asusta que esta nueva visión se me haga una carga, se transforme en otra trenza en mi cabeza... a ver si podemos hacerlo destrenzando juntas esto del género y la ciencia”

(Investigadora colombiana)



Gender + Science

Latin-American Network of Women on Biomedical Science

Editors: Alicia Aleman, Carolina Carrillo,
Cecilia Catanesi and Laura García

www.catunescomujer.org



This network was created by participants of the
Virtual Research and Training Program for Latin American
Women Researchers in Biomedical/Health Sciences



- UNESCO Regional Chair W, S & T in LA in partnership with Fogarty International Center, National Institutes of Health (NIH), U.S.A-

Goal

Promote women's full participation in biomedical research at all levels and encourage them to participate in their institutions as transformational leaders

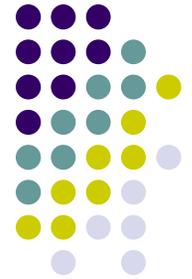
Objectives

- Disseminate information on women's participation in scientific institutions in Iberoamerica
- Share knowledge and resources to facilitate career planning and full development
- Stimulate the integration of gender analysis in biomedical research
- Sensitize the scientific community on the need of assure equal opportunities for women and men

CHALLENGES FOR THE FUTURE



- © Expand and sustain the **Network** integrating Latin American and Latino women in the US working in health sciences
- © **Assessment** of needs, interests, experiences and expectations of different groups of women researchers related with the topics of the program
- © **Update and contextualize** contents and methodologies to meet needs and cultures of new participants
- © Implement the program through **different nodes** of researchers and practitioners working in critical health issues
- © Integrate **Research and Evaluation** components from the start
- © **Promote dialogue** and collaboration on health issues among women leaders in science, government, politics, social organizations, and media.



TIME FOR DEBATE



JOHN E. FOGARTY
INTERNATIONAL
CENTER



Time for debate

- **How do you integrate gender perspective into your projects?**
- **What are some of the challenges, advances, and/or obstacles in incorporating gender into alcohol research?**
- **How is gender – alcohol research translated into policies?**
- **How can researchers, providers and consumers benefit from a more comprehensive knowledge about gender and alcohol?**
- **How the gender “lenses” can promote changes in institutions, personal and professional lives.**
- **Do you have suggestions or comments?**