June 3, 2019

GenderInSITE

Gender in Science, Innovation, Technology and Engineering

PATHWAYS TO SUCCESS

BRINGING A GENDER LENS TO THE SCIENTIFIC LEADERSHIP OF GLOBAL CHALLENGES[[1]](#footnote-1)

[www.genderinsite.net](http://www.genderinsite.net)

*“*[*All of the scientists cited the importance of mentors to their careers*](https://www.wfeo.org/wp-content/uploads/stc-women/Pathways_to_Success_-_a_GenderInSITE_Report_2018_1.pdf) *[[2]](#footnote-2) – people who acted both as role models in a more intimate and interactive sense, and as providers of advice and encouragement. One scientist shared a story about how an academic supervisor had encouraged her enthusiasm, eventually making it possible for her to get out into the field. And it was not just women who acted as effective mentors – men also played this role for our interviewees. Given that science leadership is largely dominated by men, their participation in mentoring of women scientists is essential for advancing women’s careers – a point made by the male interviewees.”*

*“*[*Once I saw how productive women can be with access to flex hours*](https://www.wfeo.org/wp-content/uploads/stc-women/Pathways_to_Success_-_a_GenderInSITE_Report_2018_1.pdf)*, [[3]](#footnote-3) access to day-care, good maternity leave and so on, I really pushed to create a day-care centre there so that both women and men could bring their kids.”*

[*. “.so, I stood there saying my thing with this baby breastfeeding*](https://www.wfeo.org/wp-content/uploads/stc-women/Pathways_to_Success_-_a_GenderInSITE_Report_2018_1.pdf) *[[4]](#footnote-4) and everybody said okay I think we should do this! It completely got the point across and brought home to everybody that if you’re a nursing mother you have to take your baby with you and we have to be able to support that!... It’s been one of our most progressive policies.”*

*“...*[*our executive officer is allowed to work at home*](https://www.wfeo.org/wp-content/uploads/stc-women/Pathways_to_Success_-_a_GenderInSITE_Report_2018_1.pdf) *[[5]](#footnote-5) on Mondays so he can be with his kids. So, I don’t think we have any policies that are specifically for women.”*

**N.B.** THIS DOCUMENT WAS PROVIDED BY THE WFEO (World Federation of Engineering Organizations) [www.wfeo.org](http://www.wfeo.org)

1. 2018 – 112 pp – 17x22 cm ISBN: 9788894405408 [↑](#footnote-ref-1)
2. Source: <https://www.wfeo.org/wp-content/uploads/stc-women/Pathways_to_Success_-_a_GenderInSITE_Report_2018_1.pdf> page 73, 74, downloaded 03JUN2019 [↑](#footnote-ref-2)
3. <https://www.wfeo.org/wp-content/uploads/stc-women/Pathways_to_Success_-_a_GenderInSITE_Report_2018_1.pdf> page 82. [↑](#footnote-ref-3)
4. <https://www.wfeo.org/wp-content/uploads/stc-women/Pathways_to_Success_-_a_GenderInSITE_Report_2018_1.pdf> page 83 [↑](#footnote-ref-4)
5. <https://www.wfeo.org/wp-content/uploads/stc-women/Pathways_to_Success_-_a_GenderInSITE_Report_2018_1.pdf> page 85 [↑](#footnote-ref-5)