

SRUK Women's Project 2017 A pathway towards gender equality in research www.sruk.org.uk info@sruk.org.uk

Spanish Researchers in the United Kingdom SRUK/CERU

Maurice Wohl Clinical Neuroscience Institute, King's College London

London, SE5 9RX, United Kingdom. Reg. n.: 8160501 info@sruk.org.uk

Editor and coordinator: Rocío Gaudioso-Pedraza Contributors: Nerea Irigoyen, María Jiménez and Estrella Luna

Special thanks to all the women that helped this dossier come to life: Dr. Carmen Domene, Dr. Sofía Pérez, Dr. Elena Pérez, Susana López, Judit García and Dr. Miriam Lynn.



contents

SRUK Women's Project | 2017 | SRUK/CERU



WELCOME

María Jiménez and Estrella Luna, President and Vicepresident of SRUK welcome us to this first issue of The SRUK Women in Research Project,



WOMEN IN RESEARCH BY THE NUMBERS

We have compiled the results of our recent survey on gender equality in research and academia in this infographic.



FOLLOWING (THE STEPS OF) ATHENA

Nerea Irigoyen talks about the situation of women in research and introduces us to the Athena Swan Equality Charter. Read also an interesting conversation with Miriam Lynn, Equality and Diversity Consultant at the University of Cambridge.



PROFILES

Meet five SRUK women researchers. From senior academic to students, from industry to academic researchers.



EVENTS

Check some of the events we organised this year within the International Day of Women and Girls in Science.





Do you wan to contribute to change and maximise your impact? Resources to keep working towards gender equality in research and Higher Education.



ear members and friends, The 8th of March globally celebrates the international Women's Day. In an effort to reinforce this initiative, in 2015, the United Nations declared the 11th of February the <u>International Day of Women and</u> <u>Girls in Science.</u> This celebration aims to promote gender equality, empower women and awake scientific vocations.

Throughout the last few weeks, many initiatives supporting the driving aims of these celebrations have filled social networks and schools, and have been brought to the public. All these activities have placed female scientists at the centre of the stage. We, the Society of Spanish Researchers in UK (SRUK/ CERU), did not want to stay behind.

SRUK/CERU has an outstanding

number of promising, successful and established researchers in all disciplines, from biomedicine to history, through psychology or mathematics. We work to support the careers of Spanish researchers in UK and to bring British and Spanish science closer. To achieve this, we have organised more than 200 scientific events where we have strongly pursued a balanced gender representation in our speakers. However, this task has unfortunately proven more complicated than sometimes anticipated.

From within, our Society has, among our members, an even gender distribution. Moreover, during our relatively short history, the same number of females and males has chaired the Society, having had 2 female and 2 male presidents. In the current Board of Directors, however, the gender balance is shifted, with a much higher female representation (13 females out of 17 directors).



This inverted trend could make us wonder whether SRUK/CERU, a young and active community that embraces the best of two scientific societies, could be at the forefront of future generations, where gaps do not exist, neither between countries nor between genders.

Over the last few years, we have put the gender debate under the spotlight. In June 2014, a roundtable to discuss the challenges that women face to reach higher positions in research brought together an extraordinary panel of female experts: Uta Frith, Inés Sánchez de Madariaga, Helen Lee

> and Flora de Pablos. However, we want to do more: we have joined this year's initiatives for the 11th of February, have hosted events across the UK to highlight the role of women in science and SRUK women have participated in the Twitter campaign #<u>YoSoyCientificaCERU</u> (I am a SRUK scientist). In addition, we have also launched a

survey among our members, both men and women, to collect their opinion.

All these initiatives are compiled in this document, made by SRUK/CERU women to inspire the current and next generations of researchers. We hope that our efforts will contribute to build that highly-pursued future, where we will be able to tell the younger generations that there was a time when there was a gender gap in science.

Estrella Luna Díez (left), Vice-president of SRUK/ CERU

María Jiménez-Sánchez (right), President of SRUK/CERU

8 March 2017

WOMEN IN RESEARCH BY THE NUMBERS Key Men Women

Over **80%** of our membership thinks that gender balance is an issue in UK and Spanish Institutions and that women are underrepresented in senior positions.



Women and men at senior position in Higher education institution and research centres



83%

While women constitute the majority among students and graduates in Spain and the UK, over time they fall further and further into the background

of women think that they don't have the same opportunities to career progression than men 60% of men think the same

WELL BEING



Challenges faced in the research career

Image: Competitive environment

Image: Competitive environment

Reduced funding

Poor personal/work life balance

Image: Competitive environment

Image: Competitive envitent

Image: Competitit

Women and men differed in highlighting their main difficulties to progress in research



80% of members think that it is difficult or very difficult to maintain a healthy work-life balance

TOP of women think that having children would harm their careers



only **40%** of men think the same

SRUK/CERU



Our membership...





IS SRUK CHALLENGING THE CURRENT GENDER LEADERSHIP GAP?



70% of our Board of Directors are women

75% of volunteers in Committees and Departments are women

> 100% of the mentoring committee are women!

FOLLOWING (THE STEPS OF) ATHENA BY NEREA IRIGOYEN

"I'm not good at maths, or sciences, I think I should choose humanities." "Science is very difficult - do something easier, something more 'girly'". These are the kind of comments that girls and teenagers hear (and think) every day at home and at school. Such prejudices are maintained in a heteropatriarchal society that shapes gender social stereotypes from the early age of six years old, according to Science. These young girls are less likely to associate intellectual brightness and competence (referred to an analyticallogical-rational intelligence) with their own gender and would reject those activities that they consider to be for "smart" children. Unfortunately, this trend is present at all levels of society. In late 2015, a European survey commissioned by the L'Oreal Foundation, showed that only 41% of people could imagine a woman when they were asked to describe a scientist. Furthermore, over



60%

of men think that women are good leaders in research

only 29% of females think so

60% thought that women lacked the essential skills to develop a successful scientific career such as perseverance or analytical and rational abilities. However, this does not only happen at ground level - in the 2016 Nobel Prize awardees list, not a single woman was named.

The Society of Spanish Researchers in the United Kingdom (SRUK/CERU) wanted to know whether these prejudices exist amongst our members, and if these changed depending on their gender. To achieve this, we have conducted a <u>survey</u>** on **"equality and perception of women in Science"** with extremely interesting results.

60% of people thought that women lacked the essential skills to develop a successful scientific career

Both men and women view gender as a barrier to career progression, but 80% of our female researchers believe they do not have the same opportunities as their male counterparts. Almost 70% of women answered that it would be very difficult to maintain a successful professional life once they became mothers, versus 40% of men. This indicates that motherhood is one (if not the largest) personal challenge that a female researcher (and unfortunately in many other professional fields) has to face in order to progress in her career. In addition, more than 40% of women also think that the competitive environment in science is their biggest professional hurdle. This is likely to be because progression in science tends to reward a more typical "alpha male" behaviour (ambition, belligerence, authoritarianism), which is not normally associated with "femininity". Women also point to the lack of feminine roles as another challenge.

Strikingly, in our survey, 60% of men think that women are good leaders in research, however, only 29% of females think so. Almost half of them answered the question in a neutral way, neither perceived or not women as good leaders. On the other hand, if you have heard since you were a little girl that you might not be capable enough to become a scientist, would you think of yourself as one?

In 2005, the United Kingdom, through the Equality Challenge Unit, established the pioneering Athena SWAN (Scientific Women Academic Network) Charter. Athena takes its name from the goddess of war, wisdom and the arts in the Greek mythology. This program is based on ten principles that encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) in higher education and research. These principles aim to address and remove the loss of women across the career pipeline, especially the transition from PhD into a stable academic career. Moreover, they also aim to tackle the gender pay gap and to address the negative consequences of using short-term contracts in the retention and progression of women in academia. Universities and research centres that sign up to the Charter are expected to apply for an Athena SWAN award, at increasing Bronze, Silver or Gold levels. Each award is valid for three years. Due to its great success, in May 2015 the charter was expanded to recognise work undertaken in arts, humanities and social sciences, as well as, transgender staff. So far, outside the UK, the program has only been piloted in Ireland (Athena Swan Ireland) and Australia (Science in Australia Gender Equity -SAGE).



At institutional level, Spain should not only heed Athena SWAN's message, but work towards improving the work-life balance through: nontransferable shared maternity/paternity leave, strongly promoting parental co-responsibility, creating specific mentoring programs for female scientists and putting in place flexible working schemes like the Dorothy Hodgkin Fellowships in the UK.

Meanwhile, SRUK/CERU will put all our efforts in promoting gender equality through participation in important social awareness initiatives such as <u>11defebrero.org</u> which celebrates the "International Day of Women and Girls in Science". Furthermore, this special dossier** "Women in Science" was prepared in order to commemorate "International Women's Day". Hopefully, little by little, today's female scientists will be empowered as modern "Athenas" to act as role models for women of the future.

*Lin Bian, Sarah-Jane Leslie, Andrei Cimpian "<u>Gender stereotypes about intellectual ability</u> <u>emerge early and influence children's interests</u>" Science (2017). PMID: 28126816

** Created and analysed by Rocío Gaudioso Pedraza, PhD student at the University of Leeds (UK) and Secretary of SRUK/CERU.

Nerea Irigoyen Vergara is a postdoctoral researcher at the University of Cambridge (UK) and Director of International Collaborations of SRUK/ CERU.



INTERVIEW Miriam Lynn

Miriam is an Equality and Diversity Consultant at the University of Cambridge and is the School of Biological Sciences and School of Technology's Equality & Diversity Liaison where she supports the Schools to promote inclusion and diversity. Her focus of work is to support the University to mitigate against implicit bias and she is also the LGBT staff network Equality and Diversity contact. She is married and is actively involved in numerous community initiatives.

One of the biggest initiatives that have clearly made a difference in empowering women in science, technology, engineering and mathematics (STEM) has been the Athena SWAN (Scientific Women's Academic Network) Charter. When and why did it start?

Higher education mirrors the general UK workforce pattern whereby women are usually well represented in universities as a whole. The Athena Swan Charter is a process where Departments take a **critical look at themselves and start to work out ways in which practical change can be implemented to bring about an advancement in diversity and inclusion**. What's interesting and relevant is that individual Departments write their own action plans, carry out interventions and measure themselves against their own plans.

The Athena SWAN Charter was established by the Equality Challenge Unit (ECU) in 2005 to encourage and recognise commitment to advancing the careers of women in STEMM employment in higher education and research. It recognises the advancement of gender equality: representation, progression and success for all and as of May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL).



The Athena SWAN Charter recognises the advancement of gender equality: representation, progression and success for all

Members who want to sign up to the Charter are expected to apply for a Bronze, Silver or Gold award. How does it work? What does it mean to reach a specific level? Do you need to renew the awards? Which are the benefits of obtaining them? (Any kind of punishment for not getting the award?)

The Athena SWAN Charter is based on ten key principles. By being part of Athena SWAN, institutions are committing to a progressive charter; adopting these principles within their policies, practices, action plans and culture. At Bronze level, the emphasis is on self-analysis and action planning, it's a recognition that your Department has assessed where it's at and has identified particular actions which can be put in place and measured.

It could be that there are the particular issues of communication, commitment and evaluation, which could involve the entire Department, these actions need to be addressed and recorded in the application. A silver award shows that the Department has put in place particular interventions which have shown to have had a measureable impact in improving the working environment and culture for women.

A gold award recognises that the Department has put in place significant interventions which are considered to be of national 'beacon' status.

Each award needs to be renewed every three years. The benefit of having an award is that the Department is making a real commitment towards bringing about change for women's career development and for a positive working culture for all. An award states that the Department is serious about ensuring equality issues are taken seriously. If a Department has an award it is a sign to students, academics and professional support staff that the Department is thinking about how to ensure that equality is on the agenda.

Athena SWAN Charter was established 12 years ago, which is the overall evaluation? What has been the biggest challenge and achievement How has the programme changed during these years?

A recent evaluation of the Athena Swan Charter (carried out by Loughborough University) highlights that the most important actions taken since receiving an Athena SWAN departmental award were:

- Enhanced communication within the department concerning equality and diversity matters, in particular the sharing of survey findings and proposed solutions
- Enhanced support and encouragement for women academics to apply for promotion
- Ensuring the voice of postdoctoral researchers was heard and acted upon

There is plenty that can be done to support gender equality before University – for example we know that gender inequality within engineering starts before young people choose their University degree courses. Out of 1000 11 year olds, 111 boys and 101 girls will achieve a physics GCSE A* - C, 44 boys and 13 girls will achieve a physics A level and 21 males and 3 females will obtain an Engineering or Technology degree (Engineering UK). There is much to do to encourage the progression of girls and young women into engineering and Athena Swan is only a part of the jigsaw puzzle.

Creating positive environments and ensuring equality isn't positively discriminating, it's ensuring that we're working towards a working environment that takes equality seriously

To end up, there are always some concerns about the idea of positive discrimination for women in the workplace and whether this can be detrimental in the long-term future. What do you think about that? How does the Athena Swan Charter take this into account?

In my opinion, Athena Swan is not about positive discrimination, it is about ensuring that University institutions are the best places for everyone to work, where everyone can thrive and reach their potential. For example, if important decision making meetings are always held at 5:30 pm then that will disadvantage everyone who is on a part time contract or has childcare responsibilities – which could be both male or female workers. Creating positive environments and ensuring equality isn't positively discriminating, it's ensuring that we're working towards a working environment that takes equality seriously and asks Departments to come up with their own solutions to ensuring a more equal environment.



CARMEN DOMENE

READER IN COMPUTATIONAL CHEMISTRY

WHAT MADE YOU PURSUE A CAREER IN RESEARCH?

Curiosity, perhaps.

WHAT DO YOU ENJOY THE MOST ABOUT RESEARCH?

Every day is different; continuous interaction with people from diverse fields, cultures and backgrounds; the competitive aspect of it sometimes (it keeps me awake); I get to travel a lot which I enjoy very much.

WHAT DO YOU ENJOY THE LEAST?

The increasing bureaucracy, and these days, the expectations of providing 'a service' to students.

WHAT ADVICE WOULD YOU GIVE TO YOUR YOUNGER SELF?

Have a plan A, and a plan B. Listen. Be grateful with those around you. Make the most of what you have been given and where you are. And as a mentor of mine once told me: 'put your head down and let the shells go over you'

WHAT IS THE BEST PROJECT YOU HAVE WORKED ON AND WHY?

This is a difficult question because there have been many and I could not choose one. In general, the projects that I have enjoyed the most are those where we work hand-in-hand with experimental groups; my group is a computational/modelling one and we learn a lot working with experimentalists.



WHO HAS INFLUENCED YOUR CAREER PATH?

Mentors I have had, colleagues I have worked with, the risks I have taken.

WHAT CHALLENGES HAVE YOU FACED?

Many, but I have survived all of them, and I am s till smiling

HAVE YOU EVER THOUGHT ABOUT LEAVING YOUR SCIENCE CAREER?

In a couple of occasions, yes, I considered it. At the end of the day, this is a way of life and if one enjoys it, one gets more satisfactions than headaches overall.

DO YOU THINK THAT A MENTOR IS IMPORTANT TO THRIVE IN ACADEMIA? HAVE YOU HAD MENTORS? HOW DID THEY INFLUENCE YOU?

It is crucial to have good mentors; your life becomes much easier if you are lucky to have good ones. They helped me look at things from a different perspective talking to me from positions of experience; I could reflect and think over things considering these other views they provided and that I trusted. Sometimes it was just good enough that they listened to me. One can save lots of energy having good mentors.



Member of the Scientific Committee

2012-Present Reader in Computational Chemistry King's College London

Joined SRUK

2013





ELENA PÉREZ-ALVARO

CULTURAL HERITAGE CONSULTANT

WHAT ADVICE WOULD YOU GIVE TO YOUR YOUNGER SELF?

I would tell myself "publish more!". In science, publications are your presentation letter. And even if you think you have loads of publications, you might be wrong. Publishing can also be fun. It is the way to tell everyone what you just discovered, what you just found out. It is the way to engage people in your research because sometimes science can be a little bit of a solitary task. Look around you and you will see that what you are doing, it matters.

WHAT IS THE BEST PROJECT YOU HAVE WORKED ON AN WHY?

I love every single project I work on. I research and write on underwater cultural heritage and its implications with other sciences or topics, such as particle physics, climate change, human rights, indigenous communities... I research every aspect of it: ethical, legal and of management. So every project is like a new topic, something new to learn.

WHAT CHALLENGES HAVE YOU FACED?

Definitely the lack of funding sometimes. I have been lucky and I have had funding to travel all around the world diving in the most amazing shipwrecks for fieldwork, but at the times of writing and publishing my findings, the funding was minimal.

WHAT DO YOU ENJOY THE MOST ABOUT RESEARCH?

The chance to look things from a different perspective. To know if you look carefully, if you think deeply, you will be able to say something that nobody else has said. And maybe that "something" that you are saying, will be useful in the future; in my case, for the protection of the underwater cultural heritage.

I have had several mentors in different aspects of my career such as networking or publications. I hope one day I can be a mentor

HAVE YOU EVER THOUGHT ABOUT LEAVING YOUR SCIENCE CAREER?

I have set up a consulting company for the protection of cultural heritage, and although the management aspect is very interesting for me, I still work to keep my path on the research career, always reading the new developments in my topic. I would never leave the science career aside.

DO YOU THINK THAT A MENTOR IS IMPORTANT TO THRIVE IN ACADEMIA? HAVE YOU HAD MENTORS? HOW DID THEY INFLUENCE YOU?

I think mentors are important, but you cannot blame your mentor if your research is not going as well as it should. In a PhD, for instance, you already have the knowledge to be able to guide your research. It is excellent if you have a mentor on your side, telling you where not to go, but the mentor is not there to tell you where to go. In my case, I have had several mentors, of great help in several aspects such as networking, conferences or publications. I still have a relationship with them and I hope one day I can be a mentor.

I have set up my own company, and although the management aspect is very interesting for me I would never leave the research career aside.





JUDIT GARCÍA-GONZÁLEZ

PHD STUDENT

WHAT MADE YOU PURSUE A CAREER IN RESEARCH?

Since I was a child, I've been always very curious about how things work. For me, it was so exciting being able to learn and understand the nature that was surrounding me! When I grew up, I became more interested in the biology and human genetics field in general and I started to think about pursuing a career in research: I wanted to take the intellectual challenge of doing a PhD in an area I am passionate about and I love the idea of working on something that contributes to the human knowledge.

WHAT IS THE BEST PROJECT YOU HAVE WORKED ON AND WHY?

I loved to work on my MSc thesis project. It was about pharmacogenetics of antidepressant response using a statistical genetics and bioinformatics approach. Doing that MSc thesis was challenging , since I had no experience in dry lab research and little background in bioinformatics, programming etc. However, it was incredibly fulfilling, I learnt a lot and I made raise my selfconfidence about exploring new research approaches.

WHAT CHALLENGES HAVE YOU FACED?

When I first moved to London it was challenging to find a job in research: I had just finished my undergraduate degree so I had not much work experience. Nevertheless, I was always determined to be a scientist and I worked hard for it.

DO YOU THINK THAT A MENTOR IS IMPORTANT TO THRIVE IN ACADEMIA?

Yes, I think that a mentor can be good to thrive in academia and keep yourself motivated and enthusiastic about what you do. I found some senior scientists in SRUK/ CERU that were very inspiring to me. They were not official mentors but their advice and encouragement were very valuable.

My MSc thesis was a challenging choice, but it was incredibly fulfilling, Hearnt a lot, and it raised my self-confidence

WHAT DO YOU ENJOY THE MOST ABOUT RESEARCH?

Being able to apply the scientific method in your job is just wonderful. I love the idea of working on a hypothesis and to think about how to answer it experimentally, test it and share your results with colleagues around the world. I also like the opportunity to be creative and the flexibility of working on research.

WHAT DO YOU ENJOY THE LEAST?

High exposure to failure, the very competitive environment, the pressure for results/publishing.

WHO HAS INFLUENCED YOUR CAREER PATH?

My chemistry teachers at school and high school. They were amazing women that encouraged me to be passionate about science and think about being a scientist.



I found some senior scientist in SRUK/ CERU that were very inspiring to me. They were not official mentors but their advise and encouragement was very valuable.





SOFÍA PÉREZ

SENIOR POSTDOCTORAL RESEARCHER IN ELECTROCHEMICAL ENERGY STORAGE

WHAT MADE YOU PURSUE A CAREER IN RESEARCH?

I am really passionate about knowledge and after my degree in Chemistry, I had the opportunity to work in a multidisciplinary topic which involved History, Alchemy, Art, and the Chemistry nowadays. My research brought all the know-how from the Middle Ages about glass formulation to current glass industries. Up to date, my research has been focused in Energy Storage and in the synthesis of environmentally friendly materials for batteries. I believe in a more sustainable planet that could preserve our quality of life and all of us will make it happen!

HAVE YOU EVER THOUGHT ABOUT LEAVING YOUR SCIENCE CAREER?

This is something that I always have in mind. Nowadays, there is less time for research and most of your time is for how to find funding for your research and how to be visible in your field. Research is very competitive.

WHAT IS THE BEST PROJECT YOU HAVE WORKED ON AND WHY?

The best project that I've worked on is one that I have in progress with the University of Manchester in graphene-related materials because of the people I collaborate with. They are very supportive and participative and progress is made with a common interest. Relationships with others are the most important thing when you are part of a team and what makes a long-term project successful.

WHAT DO YOU ENJOY THE MOST ABOUT RESEARCH?

I enjoy the most the opportunity to work with people from different parts of the world and cultures, travel to conferences to other countries.

Relationships are the most important thing when you are part of a team and what makes a long-term project successful

WHAT ADVICE WOULD YOU GIVE TO YOUR YOUNGER SELF?

If you want to pursue a research career find a mentor first to be guided and try to talk with people around to have different perspectives. If you are not completely happy with your research, your lab, or your supervisor, but you are passionate for Science, be patience and try again with other groups. Stay strong, trust your intuition and follow it!

DO YOU THINK THAT A MENTOR IS IMPORTANT TO THRIVE IN ACADEMIA? HAVE YOU HAD MENTORS? HOW DID THEY INFLUENCED YOU?

A good mentor is essential in your career. Mentors are experienced people that can help you to clarify your mind, find advice or some guidance in a determined issue. They can be people that inspire you and that force you to get out of your comfort zone to improve your learning experience. I had a mentor last year, and it was very helpful to make some decisions, to move to another group, to improve my self-confidence and start writing my own fellowship.

66

CERU provides terrific support to benefit their members, Science and the society. As a Coordinator of the Mentorship Program, we want to reinforce the connections between the members and benefit from their valuable experience and knowledge in this country





WHAT MADE YOU PURSUE A CAREER IN RESEARCH?

The need to understand, its dynamism, the constant knowledge development.

WHAT ADVICE WOULD YOU GIVE TO YOUR YOUNGER SELF?

To actively seek promotion before embarking to have children. Once you have them, it is more difficult to move up the ladder, as your priorities have to be share between work and family. You end up seeing your male colleagues passing you by left and right into more senior positions.

WHAT IS THE BEST PROJECT YOU HAVE WORKED ON AND WHY?

A project called NeuroTrack, where a team made of biologists, engineers and software developers from different continents worked together to develop a novel kinetic model of neuroprotection and neurodegeneration enabling automatic and non intrusive neurite outgrowth measurements, thus helping scientists from many different institutions around the glove to optimise their research.

SUSANA LÓPEZ

SENIOR RESEARCH SCIENTIST

WHO HAS INFLUENCED YOUR CAREER PATH?

3 senior scientists (at different levels each time) which were leaders more than managers. Happily, I still work with one of them.

Once you have children is more difficult to move up the ladder. After motherhood you see your male colleagues passing you into more senior positions

WHAT DO YOU ENJOY THE MOST ABOUT RESEARCH?

Its dynamism and fluidity, the fact that nothing is written in stone.

WHAT DO YOU ENJOY THE LEAST?

Not as much flexibility as I would like. It would be important for me to be able to combine with some home working.

HAVE YOU EVER THOUGHT ABOUT LEAVING YOUR SCIENCE CAREER?

Not until motherhood, when life-work balance suddenly became a very real need.

WHAT CHALLENGES HAVE YOU FACED?

None until motherhood. After I became a mum, the fact that you have to spread yourself very thin, when work is not your only priority any more, posed a big challenge. Suddenly other life aspects become very important, like school runs, sleepless nights, illnesses, homework, quality daily home time, or becoming a good role model. It all has to balance together with your research projects.





EVENTS



SCIENCE IS ALSO A GIRL **THING-SCOTLAND**

The Scottish Constituency of SRUK commemorated the International Day of Women and Girls in the Science. Dr Eva Hevia, Professor of Pure and Applied Chemistry at University of Strathclyde and win-

ner of the 2016 SRUK Emerging Talent Prize, and Dr Fiona Hen- Let's fight the 'impostor synriquez, Reader in Parasitology at *drome' affecting so many* the University of the West of Scot- women: we should believe in land, talked about their careers as ourselves and be confident female researchers and the obstacles that women must face in such path.

DR. SONIA CONTERA CAREER TALK-OXFORD

Last 10th of February the constituency of Oxford commemorated the Day of Women and Girls in Science with a talk by Dr. Sonia Contera. Dr. Sonia Contera presented on the new 'Careers in Science' with an inspiring talk about her scientific career. She led us through the history of Nanoscience and emphasised its potential when combined with other disciplines. Sonia currently works at Oxford Martin School at the University of Oxford where she takes part in different international high-tech projects.





MOTHER NATURE NEEDS HER DAUGHTERS-CAMBRIDGE

The Constituency of Cambridge celebrated the day with the talk of Dr Deborah Pardo from the British Antarctic Survey. She explained her experience with the Homeward Project in which 76 women scientists embarked on a trip to Antarctica. The main objectives of the Project are creating a network of women scientists and to strengthen their leadership and roles in decision-making in environmental policies. After the presentation, there was an interesting debate about the role of women in science and what actions should be taken to increase their representation and participation.

RESOURCES





TO READ

The impact of gender diversity on the performance of business teams: evidence from a field experiment Glaciers, gender, and science Informe Mujeres Investigadoras 2016 CSIC Women in Research SRUK/CERU 2017 Survey

TO DO

Join Athena Swan Practical Course: Integrate gender into your research Wisibilizalas Nominate a woman in STEMM for the WISE Award 2017



TO WATCH

<u>#YoSoyCientificaCERU</u> <u>TED Talks by brilliant women in STEM</u> <u>Demonstrating the benefits of supporting gender</u> <u>mainstreaming policy in science</u>



Rocío Gaudioso-Pedraza

Editor and Coordinator

I obtained my degree in Biotechnology at the Universidad Pablo de Olavide (Spain) and I am currently studying towards my PhD at the University of Leeds (UK). My research is focused in understanding the role of intercellular communication in the establishment of symbiotic relationship between plants and bacteria. This could help reducing the use of polluting fertilisers and improve crop yield. I am also the Secretary of SRUK. I feel passionate about gender equality in every social and political aspect, but I feel especially determined to help young women like myself empower ourselves in our research careers.

Nerea Irigoyen Vergara

After obtaining a degree in Pharmacy, I carried out a PhD at the National Centre for Biotehnology (CNB-CSIC, Madrid). In October 2010, I joined Dr. Ian Brierley's laborator (Division of Virology, University of Cambridge) where I have been trying to understand the implication of frameshifiting and readtrough in retro- and coronaviruses and applying the novel Itechnique of ribosome profiling to RNA viruses I have been the Director of the SRUK Cambridge Constituency (July 2014-July 2016) and since then the Director for International Collaborations. Since 2015 I am part of the Athena SWAN's working group in the Department of Pathology (University of Cambridge).





María Jiménez

After graduating in Pharmacy and Biochemistry at the Universidad Complutense in Madrid, I obtained my PhD at the same university. In 2008, I joined the Cambridge Institute for Medical Research as a postdoctoral researcher until 2016. I then joined the Maurice Wohl Neuroscience Institute at King's College London to start my own research group thanks to a Career Development Award from the Medical Research Council (MRC) to study the molecular mechanisms underlying neurodegenerative diseases. I have been a member of SRUK since early 2012, being the first Director of the SRUK Cambridge constituency (2012-2014), Roving Director (2014-2016), Vice-president (2016) and President since July 2016. I believe SRUK can significantly contribute to highlight the role of women in science and to drive the much-needed change in gender equality.

Estrella Luna

I studied an engineering degree in Agronomy in Valencia. In January 2009, I moved to the UK to do my PhD in Plant Science at Rothamsted Research and then moved to do my postdoc at the University of Sheffield. Last year I was awarded a BBSRC Future Leader Fellowship to develop my own research study-ing the immune system of crop plants. I joined SRUK in 2014. I was the director of the constituency of Yorkshire for 2 years (2014-2016) until I became the Vice-president in July 2016. I am also the mother of my 1 year-old son Guille, and a strong follower of co-responsibility within the parental nucleus, to secure the success of the scientific careers of women.





#YoSoyCientíficaCERU

#Cientificas11F #diamujeryciencia

