

STANFORD

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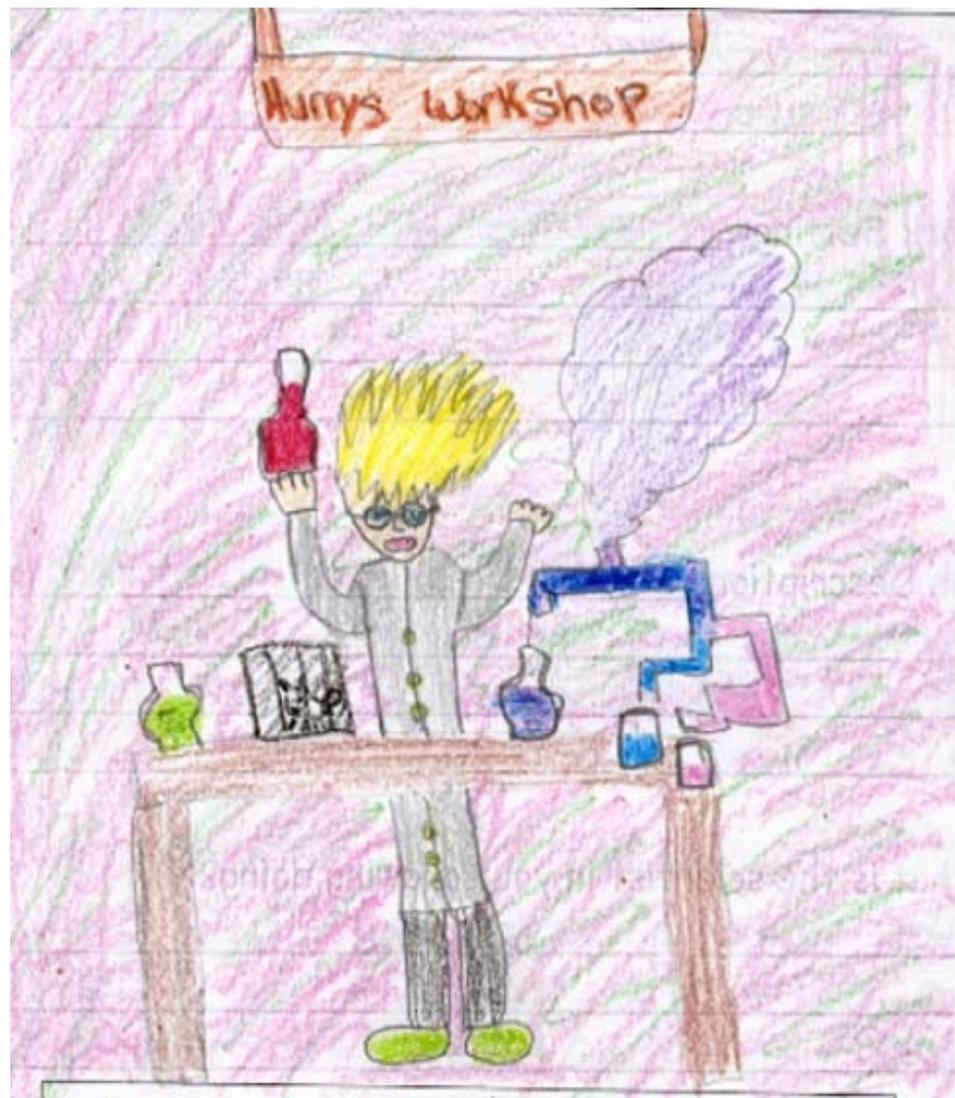
SCHOOL OF  
HUMANITIES AND SCIENCES



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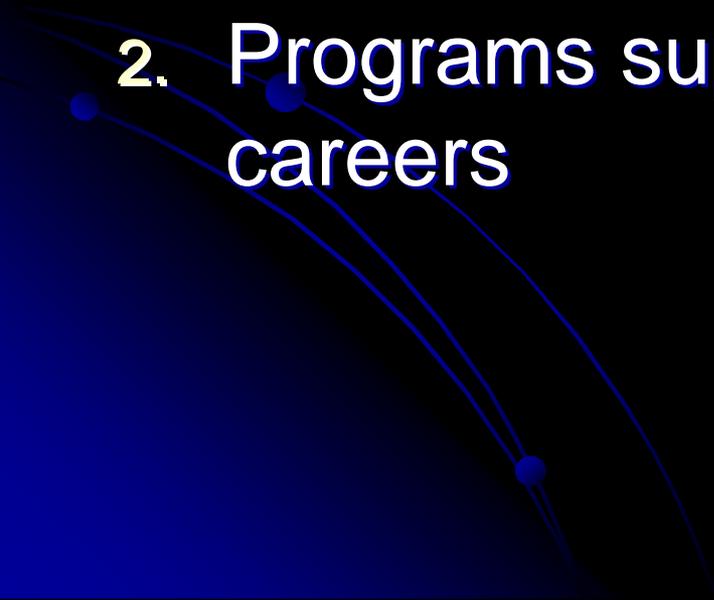
# Three Policy Approaches

1. Increasing the Participation of Girls and **Women** in S&T, *or Fixing the Numbers of Women*
2. Transforming Educational and Research Institutions, *or Fixing the Institutions*
- \*\*3.** Enhancing Scientific Excellence, *or Fixing the Knowledge*

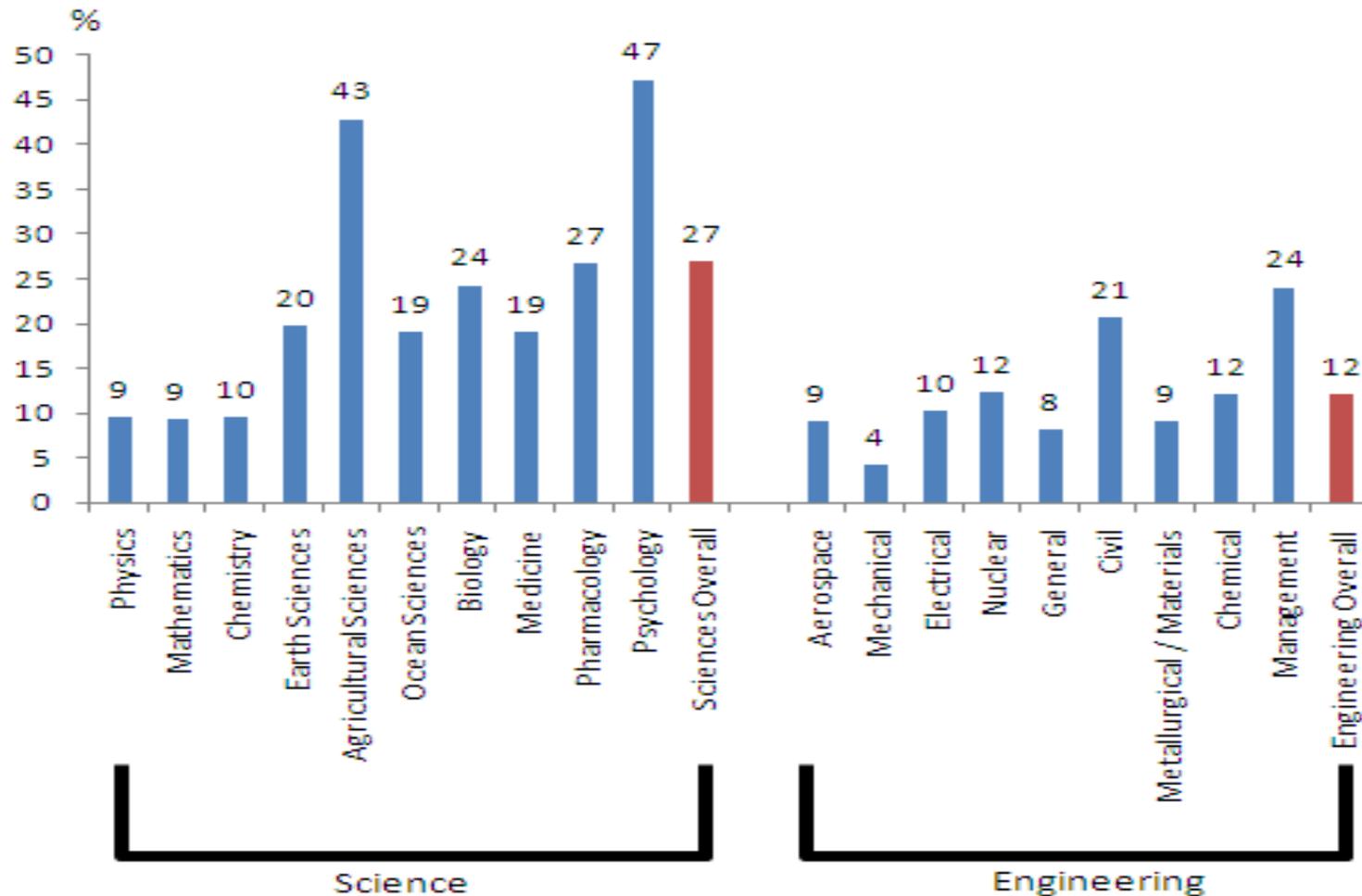
# Programs to Support Girls and Women

1. Data collection

2. Programs supporting education and careers



# Women's share of doctoral degrees in science and engineering (2009), Japan:



# Three Policy Approaches

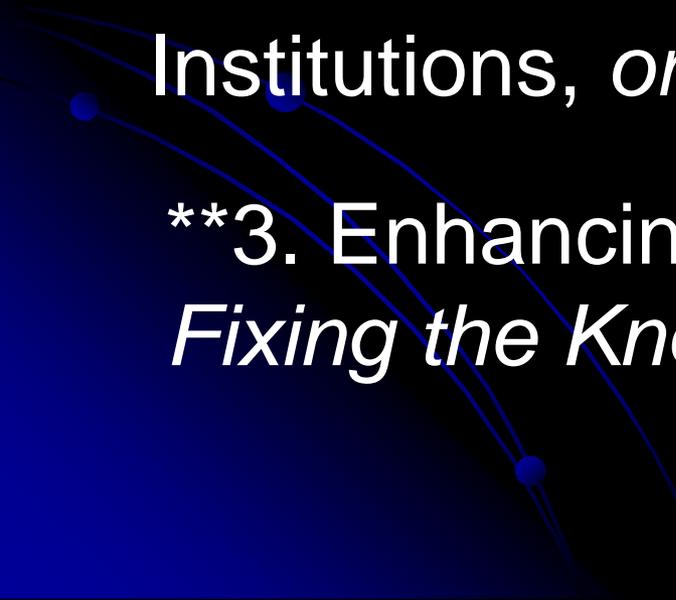
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# *Institutions and Societies: Transforming Structures.*

- ❖ Cultural stereotypes
  - ❖ Gender bias in hiring and promotion
  - ❖ Women's disproportionate domestic and care work
  - ❖ Work/life balance
  - ❖ Making S&T education female friendly
  - ❖ Considering dual-Careers
  - ❖ Career breaks
  - ❖ Etc.
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- ▶ U.S. University of Michigan's Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Programme
  - ▶ EU: GenSET
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# Three Policy Approaches

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Gender bias limits the objectivity and excellence of S&T, and hence its potential benefits to society.

But focusing on bias is not a  
productive strategy



- We need to enhance scientific excellence by mainstreaming gender analysis into S&T.

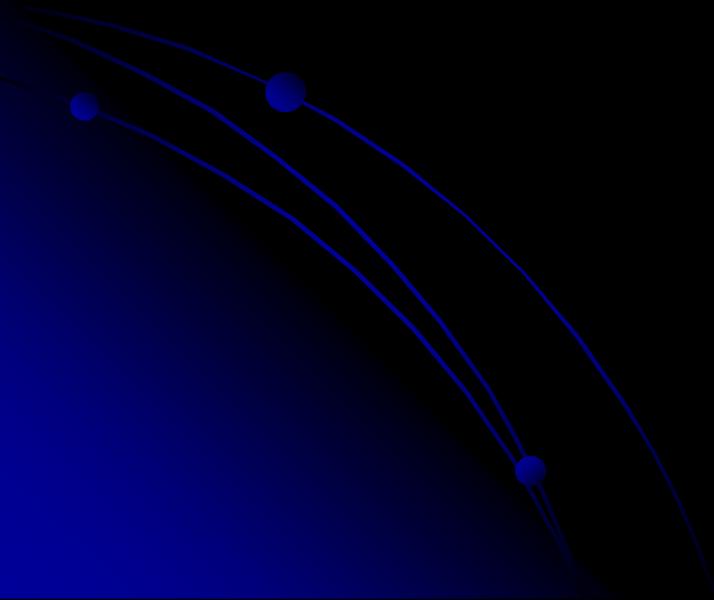
# Gendered Innovations



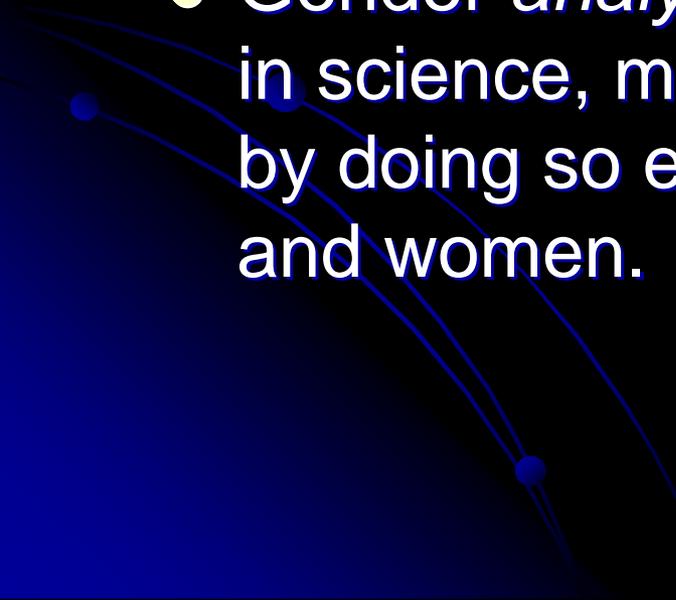
. . .employs gender analysis as a *resource* to create new knowledge or design.

# Not for Women Only

Everyone can—and must—learn how to do gender analysis.



# Gendered Innovations

- Sex and gender *analysis* acts as yet another experimental control—one among many—providing critical rigor in science.
  - Gender *analysis* opens the door to innovation in science, medicine, and engineering—and by doing so enhances the lives of both men and women.
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# Three-Point Seatbelt





# European Union Directorate-General for Research

- ⦿ “whether, and in what sense, sex and gender are relevant in the objectives and in the methodology of the project”

EU's 6<sup>th</sup> Framework Program (2002-2006 )

- ⦿ World Health Organization
- ⦿ Canadian Institutes of Health Research
- ⦿ Others??

# Next Steps:

- Develop internationally agreed upon methods of sex and gender
- Train the current generation of researchers and policy makers in gender methodology.
- Train next generation in gender analysis—i.e., mainstream gender analysis into S&T curriculum.

# Practical initiatives:

- Granting agencies
- Hiring and promotion committees
- Editors of peer-reviewed journals

# What is to be Done?

Fix the number of women

Fix the institutions

**\*\*** Fix the knowledge

