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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.
U.S. University of Michigan’s Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Programme

EU: GenSET
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.
Three-Point Seatbelt
“whether, and in what sense, sex and gender are relevant in the objectives and in the methodology of the project”

EU’s 6th 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**