

## Women in science

Women often face institutional and cultural barriers to success in science. These resources aim to highlight and advise on how women and their allies can grow their research careers. To get more knowledge we propose to read following articles [1]:

### How academic institutions can help to close Wikipedia's gender gap

by: *Farah Quaiser, Maryam Zaringhalam, Francesca Bernardi, Jess Wade and Emily Pinckney* who report about gender bias of the on-line encyclopaedia:

“However, of English-language Wikipedia's 1.5 million biographies, only around 19% are about women. The gender bias of the online encyclopaedia — along with other geographical, racial and societal biases — reflects the biases of its community of editors, as well as systemic inequities in the broader world... Since 2018, 500 Women Scientists, a grass-roots advocacy organization of which we are all members, has run more than 30 Wikipedia edit-a-thon sessions — workshops in which Wikipedia experts and novices come together for a guided crash course on the website and a few hours of focused editing. Over biscuits and coffee, we've built a community of contributors who are committed to tackling inequalities in the online encyclopaedia. We have sponsored in-depth editor training with “Wiki Education” — a non-profit organization that builds partnerships between academia and the Wikimedia Foundation, which funds Wikipedia and its sibling projects — to address this under-representation...”

<https://www.nature.com/articles/d41586-022-01456-x>

doi: <https://doi.org/10.1038/d41586-022-01456-x>

### Scientific collaborations are precarious territory for women

by: *Sara Reardon* who presents *Emmanuelle Charpentier* and *Jennifer Doudna* who won the 2020 Nobel Prize in Chemistry — the first all-female team to win a Nobel:

“By collaborating with other women, whether through informal mentorships and networks, building diverse lab groups or securing savvy co-authorships, female scientists can push back against the systemic barriers to female-led team research... The gender make-up of research teams has real-world impacts. Men and women tend to ask different questions — particularly in research involving sex and gender. (Little research has focused on other gender identities.) “Who's doing the science really determines the science that is done,” says *Londa Schiebinger*, a science historian at Stanford University in California. Historically, science has largely ignored sex and gender as factors in medicine: drugs are often tested only in male mice, and women are frequently excluded from clinical trials, resulting in therapies that are most appropriate for men. Biomedical research trials have skewed so heavily male that in 2014, the US National Institutes of Health (NIH) announced that preclinical research trials must include male and female animals and cell lines. These oversights appear throughout science and engineering: crash test dummies are mainly designed with male-typical anatomy, and male and female marine organisms might respond differently to climate change, but these differences haven't been thoroughly investigated... Positive motivations could include women's efforts to support each other, or students' desire to work with a mentor with a similar mindset...”

<https://www.nature.com/articles/d41586-022-01204-1>

Nature 605, 179-181 (2022)

### Female scientists can advance by saying: ‘Yes, I’ll do it’

by: *Kendall Powell* who says among others about a power of mentoring: “having good mentors helps. My first boss was a woman who recognized my abilities to lead and gave me a team to manage early in my career.... Later in my career, as the only woman in a leadership role, I found that it was important to manage colleagues' expectations. The women expect me to be always on their side, and the men expect me to fit in with them. So, I need the courage to speak up on things that matter, but I also need to be able to let things go sometimes. For example, I speak up a lot more about diversity and

inclusion than I do about the less-than-ideal office space. I also have team members who are really passionate about community development and I advocate hard on their behalf because I understand their motivation... It's sometimes lonely without other senior women around. To help, I've created a network of professional women in other organizations. I can talk things through with them, such as the time when a male colleague agreed to a particular project in person and then objected to it in front of the full committee meeting — something I don't think he would have done if I'd been a man. I ask these other women: "Is this really happening or am I imagining it?" It helps build your morale to have those conversations. We generally experience the same kinds of issue, whether in the boardroom or when handling a conflict."

<https://www.nature.com/articles/d41586-022-00377-z>

Nature 602, 711-712 (2022)

For more interesting posts from this set we propose to visit a following link:

[1]

[https://www.nature.com/collections/cfdafdehha/?utm\\_source=facebook&utm\\_medium=social&utm\\_campaign=CONR\\_COLLE\\_ENGM\\_GL\\_MPSS\\_COMMS\\_cf-womeninscience&fbclid=IwAR094DEQDAKej5l6G6q9DnaGc-BezAIuTZumkav4gs27ZfOd1rgfU8Sy80](https://www.nature.com/collections/cfdafdehha/?utm_source=facebook&utm_medium=social&utm_campaign=CONR_COLLE_ENGM_GL_MPSS_COMMS_cf-womeninscience&fbclid=IwAR094DEQDAKej5l6G6q9DnaGc-BezAIuTZumkav4gs27ZfOd1rgfU8Sy80)  
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