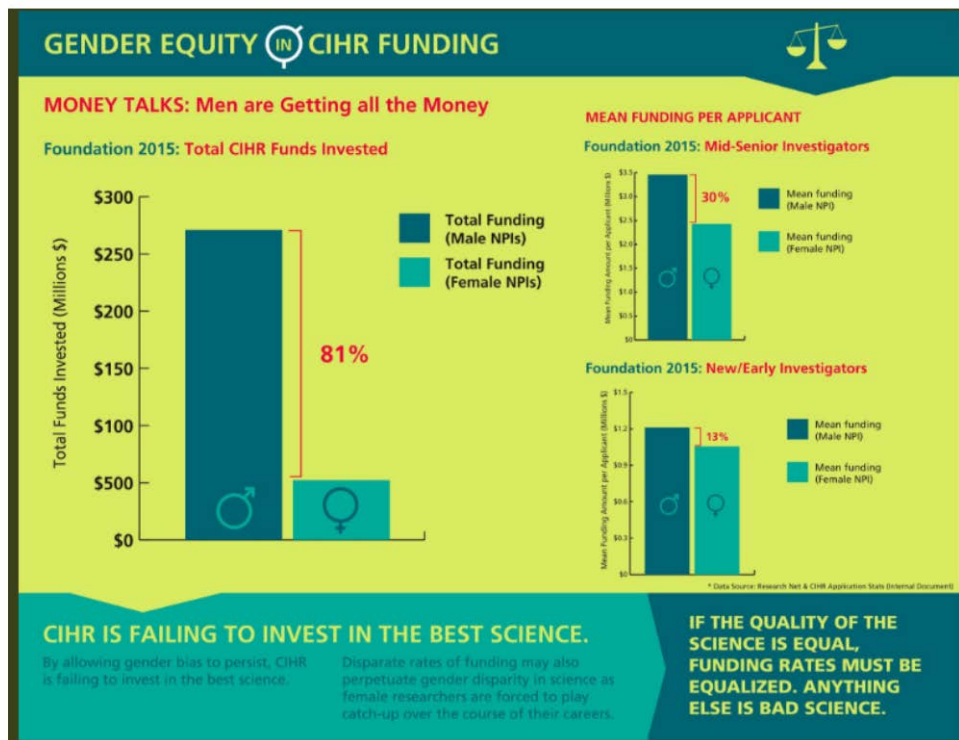

2017 Pre-Symposium workshop – Mitigating gender bias in science

This year, the RQR has mandated the renowned firm hfp consulting (<http://hfp-consulting.com/>) to conduct a workshop aimed at mitigating gender bias. This European based team of mostly scientists with research experience has been leading workshops on leadership, management and professional development for scientists with a special focus on women in STEM. They have delivered these workshops at institutes such as MIT, Harvard, Max Planck, EMBO, and the Wellcome trust Institute. This workshop they are delivering for RQR is new and based on our specific requests that it be targeted towards all career stages and for men and women. It will be held at the Faculté de Médecine Vétérinaire on Monday November 13th 2017, from 9:00 to 17:00.



As we are all aware, women still occupy the minority of senior roles in science and continue to report experiences of bias and discrimination in scientific environments including reviewer bias, reduced grant success rates (see figure below based on CIHR funding success rates in the 2015 competition), fewer requests to review, hiring (<http://www.pnas.org/content/109/41/16474>), lower salaries, less lab space and in training ([“Elite male faculty in the life science employ fewer women”](#) PNAS July 15, 2014). The RQR is no

exception to this; over 60% of RQR trainees are women, yet women represent fewer than 25% of our regular members! The workshop offered by hfp consulting aims to eliminate unconscious and behavioral biases that lead to a less favorable environment for women’s progression in science, and increase awareness on how to make a change.



Source: internal CIHR analysis

Goals of the workshop

- Gain understanding of the nature and effect of discrimination and bias in science
- Build awareness of the neurobiology and social/cultural pressures leading to bias
- Learn strategies and practice useful tools to reduce gender bias and achieve greater inclusion in collaboration, supervision and teaching
- Prepare a personal inclusion plan
- Strengthen your network within the RQR community
- Be encouraged to establish and maintain an inclusion peer support group

Course Topics

- Bias and discrimination: Your clever but lazy brain and the tribal impulse
- Bias: real life stories and conflicts
- My personality: my responsibility
- Essential factors in designing an inclusive team environment
- Designing a personal/team inclusion plan

NOTE: The workshop is addressed to women and men, from trainees to principal investigators, so everyone is welcome (and encouraged!) to attend. Free for trainees, but regular members and collaborators will be asked to contribute 150\$ to help defray costs. The workshop will be held in English only, and the format will require that it be limited to 40 participants.