

Gender Summit 3 - North America

Day 1	
8:00 am – 9:00 am	Registration
9:00 am – 9:15 am	Welcome
	<ul style="list-style-type: none"> • Director of the NSF
9:15 am – 9:45 am	Keynote Address
	<ul style="list-style-type: none"> • First Lady Michelle Obama (invited); or • Former Secretary of State Hillary Rodham Clinton (invited); or • Congresswoman Eddie Bernice Johnson (invited) • Marie Geoghegan-Quinn, Commissioner, DG Research and Innovation, European Commission – video (confirmed) • Valerie Jarrett (TBD) • Olympia Snow (TBD)
9:45 am – 11:30 pm	<p>Plenary Panel: Develop a collective commitment to strengthen human capital development, research and innovation through diversity</p> <p><i>In this session leaders of major science institutions will agree on a joint approach to taking specific, evidence-based actions, which can clearly benefit the quality of research and innovation, for both women and men.</i></p>
	<p>Chair: NSF Director</p> <ul style="list-style-type: none"> • NIH Director or designate • NSERC President or designate • CONACYT President or designate • CIHR President or designate • EC Director(s) general or designate, Mr. Dominique Ristori, Director General, EC DG Joint Research Council – video (confirmed) • <i>White House Council on Women and Girls</i>, Valerie Jarrett, Chair (TBD)
11:30 pm – 12:00 pm	Break
12:00 pm – 1:30 pm	<p>Plenary Panel: Develop joint policies and criteria for gender-responsive research and innovation</p> <p><i>In this session leading STEM academies will discuss how gender-responsive research and innovation can best demonstrate commitment to advancing society and protecting the environment, and how national academies can cooperate in this effort by establishing joint policy actions and excellence criteria.</i></p>
	<p>Chair: Patricia Falcone (Associate Director, National Security and International Affairs, OSTP)</p> <ul style="list-style-type: none"> • Rita Colwell, Cell Biology & Molecular Genetics, University of Maryland • Kimberly Woodhouse (Biochemical Engineering/NSERC Council) Canada • Mexico rep TBD • Günter Stock, President, All Association of European Academies (ALLEA) (or one of VPs)
1:30 pm – 2:45 pm	<p>Lunch Talk: Reflections on a Career Path: Julie Payette, Scientific authority for Quebec in Washington, on behalf of Quebec's Department of Economic Development, Innovation and Export Trade; Astronaut</p>

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2:45 pm – 4:45 pm	<p>Plenary Panel: Demonstrate evidence of how incorporating sex and gender consideration into STEM research and innovation informs policy</p> <p><i>In this session, leading scientists will describe how consideration of gender issues in research and innovation content can improve knowledge production, application and reporting, with increased benefits for both science and science policy, such as better healthcare, better methodologies, fair recruitment, better education systems, better science evidence for women and men.</i></p>
	<p>Chair: Juan Pedro Laclette (Scientific and Technological Consultative Forum, Mexico)</p> <ul style="list-style-type: none"> • Vadim Bakman (Northwestern University) <i>Biomedical Engineering for Improved Diagnosis and Cancer Screening Programs</i> • Valerie Davidson (University of Guelph and NSERC WISE Chair) <i>Understanding the Causes and Consequences of the Underrepresentation of Women in Science and Engineering</i> • Joel Greenspan (University of Maryland) <i>Multidisciplinary Consensus for Systematic Analysis of Sex and Gender in Pain Research</i> • Sabra Klein (John Hopkins University, Bloomberg School of Public Health) <i>Improving the Efficacy of Vaccinations for Women, Men and Children and Consequences for Public Health Policies</i> • Brian Nosek (University of Virginia) <i>The Prevalence of Science-Gender Stereotypes and its Impact on Education and Policy</i>
4:45 pm – 7:30 pm	Evening event: reception and dinner
	<ul style="list-style-type: none"> • Poster Exhibition of Best Practices • Networking • Sponsors Displays
Day 2	
8:45 am – 9:00 am	Welcome
	<ul style="list-style-type: none"> • The Honorable Rona Ambrose, Minister for Status of Women Canada (or video)
9:00 am – 9:30 am	Keynote Address
	<ul style="list-style-type: none"> • Mexico representative
9:30 am – 11:15 am	<p>Plenary Panel: Harnessing Gender Dimensions to Address Global Scientific and Societal Challenges</p> <p><i>The goal of this session is to demonstrate gender issues in the context of research, which has global influence on the lives of both women and men, such as efficacy of vaccines, transport, health, security, as well as effectiveness and efficiency of research collaboration.</i></p>
	<p>Chair: Simone Buitendijk (University of Leiden, The Netherlands)</p> <ul style="list-style-type: none"> • World Bank, Rasmus Helthberg or Janie Klugman, <i>Economic Crisis and Anatomy of Coping</i> • IUCN, Lorena Aguilar, <i>Gender and Disaster Risk Reduction</i> • Global Research Council, Subra Suresh, <i>Cross Boarder Research Collaboration</i> • US Patents and Trademark Office, Teresa Stanke Rae, <i>Patents for Humanity:</i>

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	<p><i>Building a Better Modern World</i></p> <ul style="list-style-type: none"> • Bill and Melinda Gates Foundation, Rep TBD, <i>Positive Disruption for Wellbeing</i> • United Nations Rep TBD, <i>Millennium Goals and Women (Mexico or Canada)</i> • European Commission, <i>Gender Equality as Criterion of Success in the European Research Area</i> (Anneli Pauli TBD)
11:15 am – 11:45 am	<i>Break</i>
11:45 am – 1:15 pm	<p>Parallel Sessions: Stream 1 – Diversity in participation</p> <p><i>In this session, speakers and discussions will focus on why it matter who participates in research and innovation; how research problems are defined and solved, how women and men communicate, address risk factors, and make decisions.</i></p>
	<p>1. Equity for Excellence in Research Teams</p> <p><i>The evidence presented in this session shows the influence of the problem solving styles of women and men when confronted with unexpected experimental findings; how collective intelligence of teams varies with the proportion of women on the team; how men and women differ in their attitudes to risk taking; and how the presence of women on company boards affects its performance.</i></p> <p>Discussant: Elizabeth Cannon (University of Calgary)</p> <ul style="list-style-type: none"> - Kevin Dunbar (University of Maryland) <i>Problem Solving Strategies in the Lab of Female and Male Researchers</i> - Anita Woolley Williams (Carnegie Mellon University) <i>Gender Balance and Collective Intelligence</i> - James Byrnes (Temple University) <i>Balancing Risk Taking by Balancing Gender</i> - Katherine W. Phillips (Columbia University) <i>Enabling Society and Organizations Capture the Competencies of Diverse Teams</i> <p>2. Openness, Diversity, and Collective Problem Solving</p> <p><i>Women’s participation in higher education has been growing but their creative and intellectual capital and talent have been greatly under-utilized. The speakers in this session will show evidence of how those outside the formal research and innovation structures, but in particular women, can be effectively engaged and contribute successful solutions to a variety of innovation problems that the traditional approaches have not been able to solve.</i></p> <p>Discussant: Janet Abbate (Virginia Tech)</p> <ul style="list-style-type: none"> - Karim R Lakhani (Harvard University) <i>Diversity of Innovation Ideas through Crowd Sourcing</i> - Seth Cooper (University of Washington) <i>Gaming as a Source of Creative Diversity in Research Problem Solving</i> - Rep TBD (Texas Instruments) <i>Innovating Together the New Future of Electronics</i> - Martina Schraudner (Fraunhofer Gesellschaft, Germany) <i>Discovering Markets with the Help of Citizens</i> <p>3. Opportunities and Challenges for Women of Color in STEM and Society</p> <p><i>The issues discussed in this session concerns the needs and the means of</i></p>

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	<p><i>progressing women of color in research and innovation, and in society in general, where until now, as a group, they received much less attention in the discourse on gender issues.</i></p> <p>Discussant: Kelly Mack (AAC&U)</p> <ul style="list-style-type: none"> - Denise Gonzalez Nunez (UNAM, Mexico) <i>Gender Stereotyping and the Federal Judiciary in Mexico (may need replacement)</i> - Loretta Moore (Jackson State University) <i>Supporting Scholarly Careers of Underrepresented Faculty</i> - Kecia Thomas (University of Georgia) <i>Social Psychology Research on Women of Color in the STEM Disciplines</i> - Suzie Brigham (Mount St-Vincent University) <i>Lessons from African Canadian' Lifelong Learning Experiences in Post-Secondary Institutions</i> - Marigold Linton (Native American, Former CEOSE member) <i>Advancing American Indians in the Sciences</i> <p>4. Diversity in Leadership</p> <p><i>While 50% of PhD degrees are today awarded to women, in both the USA and Europe, the scientific leadership remains predominantly male, stubbornly so. The speakers will discuss why it is critical for women to be leaders: to increase diversity of leadership styles; strengthen the scientific human capital; challenge stereotype behaviors; and make transparent what are the necessary leadership competencies.</i></p> <p>Discussant: Lorna Marsden (York University, Canada)</p> <ul style="list-style-type: none"> - Curt Rice (University of Tromso, Norway) <i>Different Leadership Styles and Why They are Good for Performance</i> - Beth M. Holloway (Purdue University) <i>Gender and Leadership. The Creation of a Graduate Course</i> - Joan Y. Reede (Harvard Medical School) <i>Enhancing Academic Performance of Underrepresented Minority</i> <p>5. Diversity and Gatekeepers in STEM Participation</p> <p><i>Diversity in participation in STEM, as researchers and subjects of research, is crucial to establishing the same opportunities for women and men, across all social and ethnic groups, to contribute to and benefit from science knowledge. The speakers will discuss how gatekeepers can become agents of change.</i></p> <p>Discussant: Iris Bohnet (Harvard University)</p> <ul style="list-style-type: none"> - Jo Handelsman (University of Yale) <i>Scientists' Gender Bias in Recruitment and Hiring</i> - Nelly Stromquist (University of Maryland) <i>Manifesto for Gender in Education as a Declaration of Joint Agreement</i> - Katie Kirkpatrick (Bayer Corporation) <i>College Heads as Gatekeeper to Diversity</i> - Shirin Heidari (European Science Editors Associations) <i>Survey of Science Editors' Policies on Standards for Reporting Gender</i>
1:15 pm – 2:15 pm	Lunch
2:15 pm – 3:45 pm	<p>Parallel Roadmap development sessions</p> <p><i>The goal of this part of the program is to build on the extensive evidence already</i></p>

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	<p><i>available to jointly develop a Roadmap for action, which will set out specific milestones that can be achieved by the different stakeholder groups making up the science system. Key points and recommendations from the individual sessions will be presented in the final Plenary Session.</i></p>
	<p>1. Promoting Leaders <i>The Roadmap discussion in this session will focus on the practices and processes that can ensure more effective promotion of women already in the system, and ready to take on leadership roles. Speakers will provide specific examples from academia and industry how this can be achieved.</i> Chair: Cristina Amon (University of Toronto) Rapporteur: Amanda B. Diekman (Miami University)</p> <ul style="list-style-type: none"> - Simone Buitendijk (Leiden University, The Netherlands) <i>To the Top through the Maze</i> - Rep TBD (Texas Instruments) <i>Diverse Workforce Leads to Excellence</i> - Freda Lewis-Hall (Pfizer) <i>Diversity: Beyond Doing the Right Thing</i> <p>2. Nurturing Future Leaders <i>The Roadmap discussion in this session will focus on the practices and processes for nurturing future female leaders, building on the fact that their involvement in higher education, and progress to intermediary leadership roles has been growing. Speakers will present successful measures already developed and tested that can provide the basis for others to follow.</i> Chair: Serge Villemure (NSERC/CRSNG, Canada) Rapporteur: TBD</p> <ul style="list-style-type: none"> - Paula Stephan (Georgia State University) <i>The Pyramid Scheme and Science Careers</i> - Donna K. Ginther (University of Kansas) <i>Diversity in Academic Medicine</i> - Wendy Hawkins (Intel Foundation) <i>Growing Young Scientists: Changing the Conversation</i> - Stacy Blake Beard (Simmons College) <i>The Value of Mentoring: Impact of Lack of Access to Mentoring for Women</i> <p>3. Voices of Early-Career Scientists <i>This session will discuss the importance of the early career stage: the decisions made here can have huge consequences for the evolution of future career direction. Understanding the science landscape, and how the science system functions, is essential to effective career development. Support measures that make this knowledge - of opportunities and obstacles – less opaque can facilitate more informed and effective career development decisions.</i> Chair: TBD Rapporteur: TBD</p> <ul style="list-style-type: none"> - TBD, <i>Choosing a field of study and engaging in the activities of the relevant science communities and networks during the doctoral stage.</i> - TBD, <i>The value and role of post-doctoral period(s) in shaping and securing sustainable career pathways.</i> - TBD, <i>Single discipline or interdisciplinary career directions: what is best and most practical at early career stage?</i> <p>4. Research Content and Methods</p>

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	<p><i>The idea that science is gender neutral has been challenged by the evidence of omissions of sex/gender as a variable in study design; gender bias in research analysis; and under- or non-reporting of data analyzed by sex. Speakers in this session will demonstrate why and how these practices should be changed to improve both quality and efficacy of research and innovation.</i></p> <p>Chair: Joy Johnson (CIHR, Canada) Rapporteur: TBD</p> <ul style="list-style-type: none">- Londa Scheibinger (University of Stanford) <i>Gender and Sex Analysis in Research</i>- Carmen Leicht-Scholten (Aachen University, Germany) <i>Gender and Diversity in Teaching – Added Value for Science</i>- John Oliffe (University of British Columbia) <i>Gender, Masculinity and Men’s Health</i>- Adriana Leona Rosales-Mendoza (National Pedagogic University, Mexico) <i>Teaching Sexualities and Gender in Mexican Universities</i> <p>5. Knowledge Transfer</p> <p><i>Knowledge transfer has been traditionally seen as enabling the flow of ideas from academic research to industrial development labs. This session expands this perspective by also presenting evidence for transferring gender knowledge into policy development; Internet knowledge resources; and communication media such as film and TV, all of which have a broad and global outreach and can play a crucial role in correcting persistent cultural gender bias in society.</i></p> <p>Chair: I-Corps Representative Rapporteur: TBD</p> <ul style="list-style-type: none">- Felicia C. Coleman (Florida State University) <i>From the lab to the Farm: the policy disconnect</i>- Adrienne Wadewitz (Occidental College) <i>90% of Wikipedia Editors are Male. Does it Matter?</i>- Stacey L. Smith (University of Southern California) <i>Gender and Race in Film and TV Content</i>- Mary Juhas (Ohio State University) <i>STEM Women Faculty at Entrepreneurs</i>- Daniel Muzyka (Conference Board of Canada) <i>Partnerships and Innovations: Winning through Diversity</i> <p>6. Career Life Balance</p> <p><i>Science work practices and traditions are rooted in times when women were largely excluded from research and innovation and their own as well as and the society’s expectations were vastly different to the realities of today. Providing women and men with the same opportunities to do scientific work and have time for family life and other commitments should be entirely possible in the 21st century. Speakers will demonstrate how this can be done.</i></p> <p>Chair: Elizabeth Pollitzer (Portia, UK) Rapporteur: TBD</p> <ul style="list-style-type: none">- Mary Ann Mason (University of California) <i>Do Babies Matter?</i>- Wanda Ward (NSF) <i>Career-Life Balance Initiative</i>- Cynthia J. Jameson (University of Illinois, at Chicago) <i>Is Work-life</i>
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	<p><i>Balance in STEM Possible?</i></p> <ul style="list-style-type: none">- Janine A. Clayton (NIH) <i>Sustained Advancement of Women in Biomedical Careers</i>- Nadia Ghazzali (Université du Québec à Trois-Rivières and NSERC WISE Chair) <i>Positive Climate that Encourages the Recruitment of Females in STEM</i> <p>7. Networks</p> <p><i>No scientist can work in isolation and professional networks form an essential component of how science is done today. Speakers will demonstrate a variety of successful approaches from linking different fields and sectors (e.g. where women are underrepresented with those where they are in a majority) to using networks as tools for professional empowerment and opportunity to influence attitudes to their advancement.</i></p> <p>Chair: Barbara Sherwood-Lollar (University of Toronto) Rapporteur: TBD</p> <ul style="list-style-type: none">- Betty Shannahan (SWE) <i>Women Engineers Make a World of Difference</i>- Patricia Rankin (University of Colorado) <i>Why Advancing Women Requires Networking</i>- Rep TBD (Texas Instruments) <i>Networking workplace leaders</i>- Nancy Steffen Fluhr (University of Medicine and Dentistry New Jersey) <i>Social Network Analysis of Collaborating Relationships of STEM Women Faculty</i> <p>8. Role of Gender in STEM and Communication</p> <p><i>Both in terms of the deliverer's and receiver's perception, the session will explore whether women communicate differently than men, and whether the public perceives communication by men and women differently.</i></p> <p>Chair: TBD Rapporteur: TBD</p> <p>9. Merit/Peer Review</p> <p><i>Peer review forms the most important component of effective science knowledge making, but the fairness and efficiency of the process has been under scrutiny for some time. Speakers will demonstrate how the peer review process as practiced in the funding of research and in publishing can avoid known gender biases and improve quality and fairness of the decisions made.</i></p> <p>Chair: National Science Board Member Rapporteur: TBD</p> <ul style="list-style-type: none">- Martin Hynes (European Science Foundation, Belgium) <i>European Peer Review Guide</i>- Isabelle Blain (NSERC) <i>Peer review policies and practices, by funding agencies, and by journals</i>- Michele Lamont (Harvard University) <i>Epistemological Diversity and Procedural Fairness in Peer Review</i>- Rudiger Mutz (ETH Zurich, Switzerland) <i>The Role of Gender Balance Among Groups of Reviewers</i>- Richard Nakamura (NIH Centre for Scientific Review) <i>Policies for</i>
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	<p><i>Including Women and Minority Groups in Clinical Research</i></p> <ul style="list-style-type: none"> - Kelly Van Kougnet (TBD) <i>Competition Management and Peer Review Process</i> <p>10. Enabling organizational systems and processes</p> <p><i>Structural changes to improve established institutional practices and process, to ensure that institutions treat their female and male researches in the same way, are often needed and have been achieved in many cases, contributing to better research cultures that do not unfairly benefit the advancement of men. Speakers will demonstrate examples of these successes, which others can use to make such changes more widely accepted and adopted.</i></p> <p>Chair: Elizabeth Croft (NSERC Chair for Women in Science and Engineering BC/Yukon)</p> <p>Rapporteur: TBD</p> <ul style="list-style-type: none"> - Nancy Hopkins (MIT) <i>Recognizing and Removing Barriers: The Lessons from MIT</i> - Adrianna Kezar (University of Southern California) <i>Organizational Change in the Academy: Focus on Women in the STEM Disciplines</i> - Grace Wong Sneddon (University of Victoria) <i>Equity and Diversity in Education and Academic Policies: Enabling Successful Practices</i>
3:45 pm – 4:15 pm	<i>Break</i>
4:15 pm – 6:15 pm	<p>Plenary Session: Gender roadmap for research and innovation systems. Addressing the needs of different stakeholders</p> <p><i>In this session, a panel of experts from key national academies and science associations will discuss results reported from individual Road mapping sessions. The reports will present key points and actions recommended for inclusion in the overall Roadmap, for all relevant stakeholders to use in their spheres of influence.</i></p>
	<p>Chair: Scott Page (University of Michigan)</p> <p>Reports from Roadmap Parallel Sessions + Debate – leading to a report</p> <p>Chairs from parallel sessions, report on key conclusions arrived at in their session(45m)</p> <p>Panel: Reflections from cross-sector leaders (45m)</p> <ul style="list-style-type: none"> - Tina Tchen (Chief of Staff to First Lady Michelle Obama) - Freeman Hrabowski (President, UMBC) - Marcia McNutt (Editor-in-Chief, Science Magazine) - Internationally Engaged Industry Leader - Virginia Ormitty (IBM) - Kim Allen, Canadian Council of Engineers, CEO <p>Call to Action and Establishing Community of Experts: Discussant: Nancy Cantor</p>
Day 3	
9:00 am – 10:30 am	<p>Parallel Sessions Stream 2 – The Gender Dimension in the Research Continuum (Basic -> Applied -> Innovation -> Markets)</p> <p><i>The goal of the sessions in this part of the program is to focus on the implications</i></p>

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	<p><i>that new understandings of the gender dimension carry for research, its application, communication, and translation into technological advancements and markets. The speakers will address these perspectives in the context of the major societal challenges of the 21st century: health, aging, environment, climate change, food security, transport, and work.</i></p>
	<p>1. Health Discussant: Ingrid Wuenning (Bosch Foundation, Germany)</p> <ul style="list-style-type: none"> - Thomas Illig (Hanover Medical School, Germany) <i>From Sexual Dimorphism to Better Diagnostic and Predictive Quality of Biomarkers</i> - Bridget Deasy (University of Pittsburg) <i>Reporting Sex of Stem Cells and Efficacy of Regenerative Medicine</i> - Gillian Einstein (University of Toronto) <i>Sex, Gender and the Brain</i> - Donald Adjeroh (West Virginia University) <i>Predictability and Correlation in Human Metrology</i> <p>2. Aging Discussant: Graham Harrison (NSF)</p> <ul style="list-style-type: none"> - Robin Lovell-Badge (National Institute for Medical Research) <i>Human Enhancement Technologies and the Future of Work</i> - Cynthia Breazeal (MIT) <i>Interacting with Personal Robots: Male and Female Representations</i> - Anne Martin- Matthews (University of British Columbia) <i>Gender and Caregiving</i> - Peter Smith, (Monash University, Australia & Institute of Work and Health, Canada) <i>Gender, Work, Stress and Disease</i> <p>3. Environment Discussant: TBD</p> <ul style="list-style-type: none"> - Marie Vahter (Karolinska Institute) <i>Accounting for Sex in Environmental Pollution Studies</i> - NIEHS TBC <i>Endocrine Disrupting Chemicals: Addressing New Challenges</i> - Arjun Markhijani (Institute for Energy and Environmental Research) <i>Radiation Exposure, Sex and the Reference Man</i> - Donna Mergler (Université du Québec à Montréal) <i>Gender, Environment and Health</i> <p>4. Climate Change Discussant: Ka Zeng (University of Arkansas)</p> <ul style="list-style-type: none"> - Aaron M. McCright (Michigan State University) <i>Gender Data in Climate Change Research</i> - Rema Hanna (Harvard University) <i>Household Behavior and Impact on Energy Use</i> - Amelia H.X Goh (University of Maryland) <i>Gender-differentiated Impact of Climate Change</i> <p>5. Food Security Discussant: Lori M. Hunter (University of Colorado at Boulder)</p> <ul style="list-style-type: none"> - Burkhard Schultz (Purdue University) <i>Maize, Sex, and Feeding the World</i>

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	<ul style="list-style-type: none"> - Ursula Oswald Spring (University of Mexico) <i>Perspectives on Loss and Damage: Human, Gender and Environmental Security</i> - Beth Medvecky (Cornell University) <i>Farmer-to-Farmer Knowledge Exchanges. Human Capacity Building</i> - Annemieke Farenhorst University of Manitoba <i>Gender Equity in the World of Agriculture</i> <p>6. Transportation Discussant: Dipan Bose (University of Virginia, now at World Bank)</p> <ul style="list-style-type: none"> - Eva Molnar (UN Inland Transport Committee) <i>Gender Issues in Transport</i> - Ann Frye (World Bank Transportation Research Board) <i>Social Diversity and Gender Dimensions in Transport (remove since Dipan Bose is now in WB)</i> - Susan Hanson (Clark University) <i>Gender and Mobility in Transportation: Taking Account of Women's Changing Needs</i> - Janet Brelin-Fornani (Kettering University) <i>Car Crashes and Improving Safety for Women</i>
10:30 am – 11:00 am	Break
11:00 am – 12:30 pm	<p>Parallel Sessions: Best Practice Training Workshops</p> <p><i>In this part of the program, the sessions have been designed to provide practical examples, approaches and methods that have already been implemented and can be adopted more widely across a wide range of actions where attention to gender issues is important.</i></p>
	<ol style="list-style-type: none"> 1. Integrating Gender Dimension into Medical Researcher Training <ul style="list-style-type: none"> - Ineke Klinge (Maastricht University, Netherlands) <i>Masters Course Introducing Gender into Medical Training</i> - Susan Phillips (Queen's University, Kingston ON Canada) <i>Measuring the Health Effects of Gender</i> 2. New Approaches to Career Development Support for Early Stage Female Scientists <ul style="list-style-type: none"> - Elizabeth Pollitzer (Portia, UK) and Martina Schraudner (Fraunhofer Gesellschaft, Germany) <i>Learning from Role Models and Scenarios</i> - Janet Koster (AWIS) <i>Work-life Integration Toolkit</i> 3. Mentoring: How to Make it Work <ul style="list-style-type: none"> - Dario Sambunjak (University of Ottawa) <i>Approaches to Mentoring in Medicine Training</i> 4. Making Women in the System Visible <ul style="list-style-type: none"> - Ingrid Wuenning (Bosch Foundation) <i>The Academia Net Database</i> 5. Methods of Supporting Career-life Balance in Institutions <ul style="list-style-type: none"> - ADVANCE Example: Evelyn Posey (University of Texas at El Paso), Dual Career Hiring - ADVANCE Example: Gretal Leibnitz (Washington State University), Dependent Care - ADVANCE Example: Patrice McDermott (University of Maryland Baltimore County), Institutional Transparency in Leave Policies

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	<ul style="list-style-type: none">- ADVANCE Example: Cathee Phillips (National Postdoc Association), Work-Life Balance for Postdoctoral Fellows <p>6. Fostering Interdisciplinary Careers</p> <ul style="list-style-type: none">- Judy Regensteiner (University of Colorado) and Jeanne-Marie Guise (Oregon Health Sciences University) <i>Best Practices and Pearls in Interdisciplinary Mentoring</i>- Stephanie Pfirman (Barnard College) and Diana Rhoten (Social Science Research Council) <i>Women and Scientists of Color in Interdisciplinary Science</i>
12:30 pm – 1:30 pm	Networking lunch