



Dear Colleagues,

I am pleased to include another issue of RFS Briefings with some timely and encouraging updates on women in science.

Of note in particular:

Female Leaders Aim to Reshape Healthcare, Despite the Healthcare Industry's Tremendous Gender Gap in the C-suite, modernhealthcare.com, August 11, 2018
Nearly 300 executives attended Modern Healthcare's Women Leaders in Healthcare event in August to address the need for gender diversity in the C-suite. The keynote speaker, Dr. Claire Pomeroy, president of the Albert and Mary Lasker Foundation, argued that overhauling the healthcare system requires the full participation of women leaders. [Read more.](#)

Lorraine Hariton Named New Catalyst President & CEO, Continuing 56-Year Legacy Accelerating Positive Change for Women in Business, catalyst.org, August 20, 2018

Ms. Hariton's longstanding commitment to the advancement of women in the workplace includes a steadfast and diverse background in technology and innovation. Most recently, as Senior Vice President of Global Partnerships for the New York Academy of Sciences, she was instrumental in creating the Global STEM Alliance and its 1000 Girls, 1000 Futures program. And, in her role as Special Representative for Commercial and Business Affairs at the U.S. Department of State, Ms. Hariton established the Global Entrepreneurship Program, the WECREATE program for women entrepreneurs, and the Secretary's Council on Leadership. [Read more.](#)

See below for more news about women in science

Please continue to share important news and opportunities with us so that we may share it with you, and others who are committed to supporting the careers of exceptional women in science.

With regards,



Karla Shepard Rubinger
Executive Director
Rosalind Franklin Society

RFS Briefings

September 5, 2018

Innovation and Intellectual Property among Women Entrepreneurs, iwpr.org, July 20, 2018

A new report by the Institute for Women's Policy Research (IWPR) found that women, a growing share of U.S. entrepreneurs – largely driven by women of color – are considerably less likely than men to hold intellectual property rights such as patents, copyrights, and trademarks. Ownership of patents has important implications for business success, particularly in STEM industries, where patents are more common. Women are also less likely to receive venture capital and are more likely to rely on credit cards and home equity loans for funding, and receive less than half the revenues of businesses owned by men. In addition to examining gender-based differences in IP holdings and R&D activities, the report provides an overview of trends in women's business ownership, types of businesses owned, and owners' demographic characteristics. [Read more.](#)

Closing the Gender Gap in Patenting, Innovation, and Commercialization: Programs in Promoting Equity and Inclusion, iwpr.org, July 24, 2018

A new report by the Institute for Women's Policy Research (IWPR), complementing the report on *Innovation and Intellectual Property among Women Entrepreneurs* (July 20, 2018), highlights promising programs across the U.S. working to increase gender, racial, and ethnic diversity in patenting, innovation, and entrepreneurship. The programs operate in varied settings (e.g., universities, nonprofits, and corporations), target different audiences (e.g., professional women, women faculty, women patent holders), and offer tailored approaches to address specific barriers or issues presented in their communities. The report also reviews gender-based differences in intellectual property holdings, their research and development activities, product innovations, and the association between innovative activities and business outcomes (e.g., revenues and access to capital and start-up funding). [Read more](#)

Gendered Innovations Under the Microscope. 3rd Annual Women in Science and Healthcare Symposium, gendersymposium@rosalindfranklin.edu, August 2018
Rosalind Franklin University of Medicine and Science will present a symposium on *How Sex and Gender Analysis Improves Research, Technology and Patient Care* on September 13, 2018 at 7:30 PM at the University. Admission is complimentary and RSVP is required. Londa Schiebinger, John L. Linds Professor of History of Science, Stanford University and Director, Gendered Innovations in Science, Health & Medicine, engineering, and Environment, will be the keynote speaker. [Read more.](#)

Japanese Medical School Accused of Rigging Admissions to Keep Women Out, nytimes.com, August 3, 2018

Tokyo Medical University, a prestigious private school, has reportedly reduced the test scores of female applicants to keep admissions to about 30% of entering classes. This practice, which began after 2010 when the number of successful female applicants markedly increased, was based on the premise that women were more likely to drop out of medicine after marriage or childbirth. In contrast, acceptance rates are higher for women than men in most university subjects, including engineering, dentistry, nursing, and pharmaceutical studies. Japan's education minister has ordered an investigation of the school's admissions procedures over the past six years, stating that "Discrimination against female students in entrance exams is absolutely unacceptable." With women as the majority of patients in Japan, "the medical community needs to increase diversity by nurturing female medical professionals," according to one anesthesiologist in a written statement. [Read more.](#)

Indra Noovi and the Vanishing Female C.E.O., newyorker.com, August 7, 2018

After a 12-year tenure, Indra Novi, the head of PepsiCo – a \$160B company – is leaving her post in October. At a time when women account for less than 5% of the C.E.O.s of major public corporations, she is one of several prominent female corporate leaders to take this step in recent months, reflecting a 20% attrition rate. The problems of gender inequality "are as endemic on the top rung of the corporate ladder" as they are elsewhere in society, making the task of running a company even more difficult. When compared with men in similar positions, women leaders receive less pay, fewer promotions, less mentoring and other professional support, and are more likely to be challenged by work-life balance issues. Novi looks forward to a time, "sooner than later," when "nobody's looking at us as women C.E.O.s, but just as leaders of big enterprises." Perhaps not surprisingly, her replacement is a man. [more.](#)

Make Your Daughter Practice Math. She'll Thank You Later, nytimes.com, August 7, 2018

The only way to encourage girls to pursue STEM subjects is to ensure a solid foundation in math, "the language of science, engineering, and technology," according to Ms. Oakly, an engineering professor (who admittedly started out hating math). She advises that as with any language, proficiency in math is best acquired through extensive practice. However, this may be more difficult than it appears on the surface. The author explains that while on average girls are just as good as boys at math, their advantage over boys in language arts may lead them to believe they are not good at

math in turn contributing to a dislike or avoidance of the subject. Oakly advises parents to practice math each day with their daughters because it can help “close the gap” between girls’ reading and math skills, making math a possible long-term study option not only for pursuing careers in STEM but for careers in any of today’s high-tech world. [Read more.](#)

My Voice Got Deeper. Suddenly, People Listened., nytimes.com, August 9, 2018
Thomas Page McBee, a journalist and author of a new book, *Amateur: A True Story About What Makes a Man*, reflects on reconciling the advice of his feminist mother who taught her young daughters to “speak up, be assertive and take up space” with how to behave now as a trans man and a boss to a small team of mostly women. McBee sees that even at the earliest stage of his transition, causing a deepening of his voice, he could command a room whereas despite his short hair and men’s clothes prior to transitioning, his voice “made me invisible,” he said. By self-examining his workplace behavior as a man, he realized he became the man he didn’t want to be – talking over women at meetings, responding more frequently to emails from men, pushing back on the opinions of women, and more. “And in the process, I got better at doing the things that, as a man, I had been recently socialized not to do: asking for help, giving credit for it and admitting that I didn’t have all the answers.” [Read more.](#)

Wanted: ‘Lost Einsteins.’ Please Apply., nytimes, August 9, 2018
A new search engine, Pioneer, was launched to address the global “opportunity gap.” Using internet-era tools of global communication and crowdsourcing, this competitive platform will target and help select promising candidates – “pioneers” – in varied fields including arts and humanities, diversity economics, music, and philosophy, though many of the proposals are expected to be technology and start-up ideas. Of note, Pioneer’s advisor for projects in the science of longevity was invited to work in a lab at the University of San Francisco when she was only 12 years old, having reached out to a researcher in biology there, and then became a student at MIT at age 14. After dropping out from MIT two years later, encouraged by a grant from the Thiel Foundation, she founded a venture capitalist firm that invests in life extension technology, which has raised \$27M to date. Funding for the first year of this experimental initiative will come from Stripe, an online payments processing system along with that from a venture capitalist. [Read more.](#)

Female Leaders Aim to Reshape Healthcare, Despite the Healthcare Industry’s Tremendous Gender Gap in the C-suite, modernhealthcare.com, August 11, 2018
Nearly 300 executives attended Modern Healthcare’s Women Leaders in Healthcare event in August to address the need for gender diversity in the C-suite. Disparities are marked, with white women accounting for only 27% of executive positions in healthcare companies and black women, only 3%. Moreover, women are 25% less likely than men to be promoted to positions of senior manager or director despite the fact that women are just as likely to ask for promotions. The keynote speaker, Dr. Claire Pomeroy, president of the Albert and Mary Lasker Foundation, argued that overhauling the healthcare system requires the full participation of women leaders. “We must change

our culture to truly value and celebrate women and embrace diverse skills,” she said. [Read more.](#)

A Women’s Health Startup Tried to Drum Up Interest for a Much-Needed Drug. Many Men Don’t Get It, statnews.com, August 16, 2018

Antiva Biosciences, a 6-year-old drug maker, is working on a first-in-class, non-surgical treatment for precancerous lesions caused by the human papillomavirus – a topical medication. Antiva has completed an early-safety study in 16 women, with plans to release data toward the end of 2018. Each year, about 500,000 women in the U.S. need surgery for this condition, and the surgical risks can lead to harmful reproductive consequences, according to the author. Despite this evidence, engaging investors and doctors has been difficult, especially if they are male. While Antiva is not the only company to experience such resistance, there have been some successes in efforts related to breast cancer, fertility, and contraception. [Read more.](#)

Shock Prize Announcement, nature.com, August 16, 2018

The 2018 Gruber Cosmology Prize, recognized as the most prestigious in the field, was awarded on August 20 to the European Space Agency’s Planck satellite observatory team for its precise measurement of the Universe’s contents and contours. The Planck Team has over 300 members, 80 percent male. The US\$500,000 prize was divided among 43 senior all male members of the collaboration. The author expresses shock at “this unwelcome news” that such an outcome could be possible in 2018, stating that “all Planck’s female scientists have even temporarily been deemed unworthy of controlling a share of the prize.” [Read more.](#)

Hampton Receives NSF Grant to Increase Minorities in Science, Engineering, diverseeducation.com, August 17, 2018

Hampton University received a 6-year \$3.6 million grant from NSF to fund the Hampton-Brandeis Partnership for Research and Education (PREM) in Materials to recruit and support women and African-American students pursuing research careers in the fields of materials science and engineering. Students will develop optical materials for applications in integrated photonics and biomedical devices, with access to scholarships and summer experiences at Brandeis. The goal is to expand their academic and professional careers, according to Hampton University’s President, Dr. William R. Harvey. [Read more.](#)

Women Scientists – Not Models – Are the Stars of this Empowering New Skin-Care Campaign, yahoo.com, August 17, 2018

Perricone MD, a skincare and wellness system, consisting of diet, essential dietary supplements and potent topical skincare solutions, launched its Born Seekers Campaign to honor the trailblazing achievements of female scientists. Featuring real women – scientists in STEM-related fields, not models – the campaign underscores the fact that “scientific research has been a cornerstone” of the brand since it was established 20 years ago. Featured scientists include: Hadia Zarzour, mental health therapist; Yael Joffe, dietician and geneticist; and Sophia Yen, CEO and co-founder of Pandia Health. In partnership with the Scientista Foundation, Perricone MD will also

donate \$100,000 to fund fellowships for pre-professional women in STEM fields. [Read more.](#)

The Slow Boil of Science, thehill.com, August 17, 2018

For the first time in 18 years, the Office of the Science and Technology Advisor to the Secretary of State “went dark,” according to Frances Colón, PhD, former Deputy Science and Technology Advisor to the Secretary of State at the U.S. Department of State with an 11-year tenure in the Office. Dr. Colón explains that though the shop was not large, it represented a team of experts committed to the mission of promoting science and technology matters into foreign policy-making. And, of special note, it worked to advance women in science worldwide. He reflects on how and why the demise of the Office occurred, and its implication for science and engineering. In early August, as team members were leaving, the White House announced a new Director of the White House Office of Science and Technology Policy, after the seemingly longest vacancy that position has seen. Dr. Colón shares that the science community is “abuzz with hope” that this might stimulate the requisite scientific rigor into the administration’s decisions. [Read more.](#)

WSSU Wins Two National Awards for Math, Science Initiatives, journalnow.com, August 17, 2018

Winston-Salem State University has been nationally recognized for its efforts to bridge the gender gap in STEM. Its two initiatives, Girls Empowered in Math and Science and Women in Science Program, have each received the 2018 Inspiring Programs in STEM Award from INSIGHT Into Diversity Magazine. This national award honors colleges and universities that encourage and assist students from underrepresented groups to pursue STEM fields. [Read more.](#)

Wanda Austin is the New Leader of the University of Southern California, wiareport.com, August 17, 2018

Dr. Austin, co-founder of Making Space Inc. and a systems engineering and leadership consultant, will serve as interim president of the University of Southern California. From 2008 to 2016, she was president and CEO of The Aerospace Corporation, an independent nonprofit organization dedicated to the application of science and technology relating to the nation’s space program. She was the first woman and the first African American to serve as CEO of the organization since its founding in 1961. The University will search for a permanent president to replace Dr. Max Nicias who resigned after a series of allegations about the university’s handling of alleged sexual abuse by a university physician. [Read more.](#)

How Sexism Follows Women From the Cradle to the Workplace, nytimes.com, August 19, 2018

New economic research, based on a study of white male and female adults, suggests that where a woman is born and where she chooses to live as an adult can impact her career and salary. Moreover, the impact on her career continues even if women move to less sexist areas as adults. For example, a woman born in the deep South likely faces a much broader economic gender gap than a woman born on the pacific coast, even if both women live in New York as adults. Though the research cannot explain the

rationale for such differences, economists suggest that women seem to internalize social norms when they are young. [Read more.](#)

Lorraine Hariton Named New Catalyst President & CEO, Continuing 56-Year Legacy Accelerating Positive Change for Women in Business, catalyst.org, August 20, 2018

Ms. Hariton's longstanding commitment to the advancement of women in the workplace includes a steadfast and diverse background in technology and innovation, which she attributes in part to Catalyst. A New York-based and global operation, Catalyst works with more than 800 companies to promote positive change for millions of working women. Most recently, as Senior Vice President of Global Partnerships for the New York Academy of Sciences, Hamilton was instrumental in creating the Global STEM Alliance and its 1000 Girls, 1000 Futures program. This global mentoring initiative helps girls pursue careers in STEM. And, in her role as Special Representative for Commercial and Business Affairs at the US Department of State, Ms. Hariton established the Global Entrepreneurship Program, the WECREATE program for women entrepreneurs, and the Secretary's Council on Leadership. [Read more.](#)

In Honor of Labor Day, Gendermed.org, September 3, 2018

The Foundation for Gender-Specific Medicine paid tribute to breakthroughs pioneered by women in the sciences and medicine throughout the world, likening their intellectual achievements to those of the iconic "Rosie the Riveter," who during World War II showed the world that women could build munitions and transport cargo. Seven scientists were featured: Dr. Virginia Apgar, Dr. Gerty Cori, Dr. Jennifer Doudna, Gertrude Elion, Dr. Marie Irené Ferrer, Dr. Rita Levi-Montalcini, and Dr. Elizabeth Stern. To pay tribute to Dr. Ferrer – and "to encourage a new generation of pioneers" – the Foundation offers the M. Irené Ferrer Scholarship Award to junior faculty members in the department of medicine at the Columbia University College of Physicians and Surgeons, as well as grants to young scientists and researchers at Johns Hopkins University School of Medicine. [Read more.](#)