

Working towards gender parity in science
Action blueprint
What you can do, whether you're female or male

Become a visible role model.

Become a mentor or sponsor.

Advocate for Women in Science rights and equality.

Email your friends and colleagues about International Day of Women and Girls in Science and invite them to take action.

Honor a woman in science who has an impact in the community by telling us about her.

Invite women in science to give lectures at your center.

Invite girls for an internship in your laboratory/institution.

Nominate women for prizes, fellowships, etc.

Do outreach with young students, especially young girls.

Mention a woman in science as your role model, and tell others.

Question the situation of women in science and parity in science in your community, and how to change it for better.

Propose and support women for leadership positions.

Tap women on the shoulder to encourage them to apply for opportunities they otherwise would be unaware of or feel they were not qualified for.

Refuse to serve on panels or at conferences without an appropriate level of female representation.

Educate yourself: ask the women around you about their experiences and read about the experiences of other women in science.

Review resumes without names attached to avoid implicit and unconscious bias.

Be aware of double standards around you, in language, behavior, expectations, and evaluations, and work to eradicate them.

Consider the imagery in your department and work to ensure it represents a diverse group of individuals.

Don't let team members get away with demeaning behavior, objectifying women or acting to exclude anyone.

Gather evidence, data and anecdote, to provide ammunition for management to change.

Recognize the importance of family for both men and women.

Call out mansplaining (mansplain: 1. to explain something to someone, typically a man to woman, in a manner regarded as condescending or patronizing 2. explaining without regard to the fact that the explainee knows more than the explainer, often done by a man to a woman).

Don't let the bold (male or female) monopolize the conversation in the classroom or the apparatus in the laboratory, at the expense of the timid (male or female).

Call out any abuses of power you encounter, regardless of the genders of the people involved.

Call out sexism, harassment, or abuse whenever and wherever you see it – in committees or in the street.

Don't enable abusers- if someone's behavior is inappropriate, regardless of how powerful or important they are, don't dismiss it.

Admit when you are wrong; admit when you have behaved badly; be willing to examine and change your own behavior.