

# Gender Disparities in Astronomy: Exploring the Leaky Pipeline Phenomenon and Areas Lacking Efforts



**Mamta Pommier (chair)**

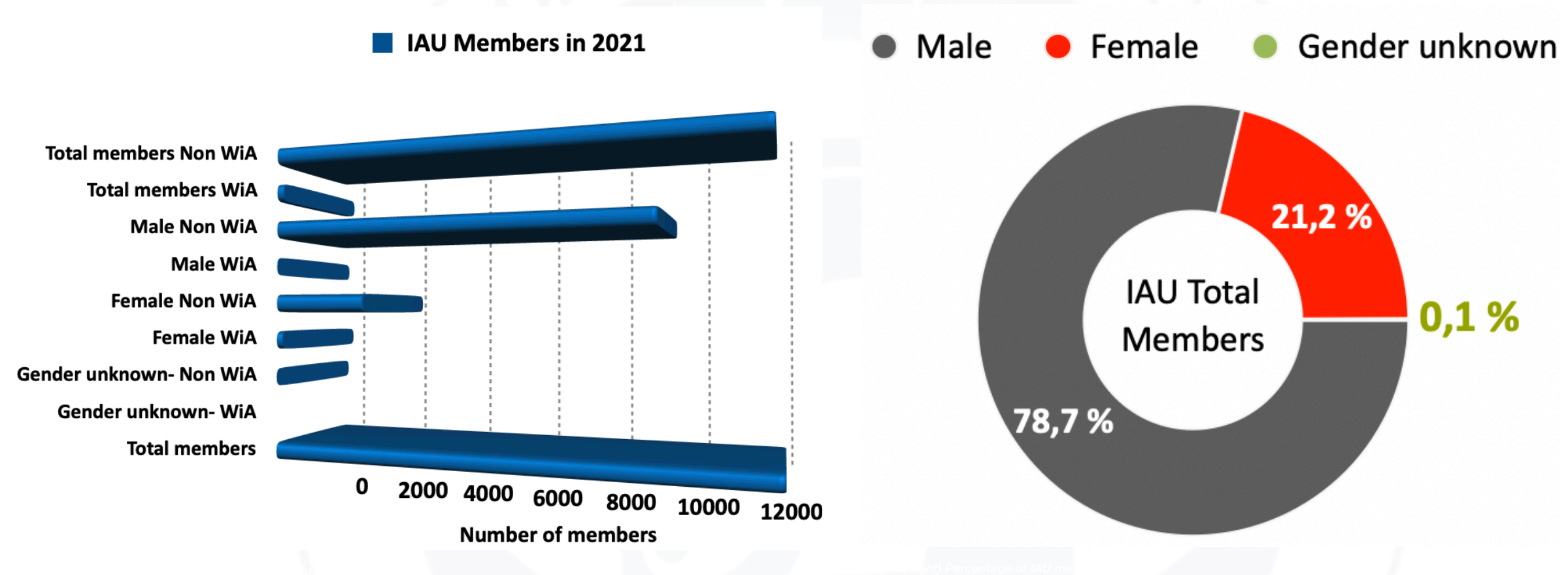
and on behalf of IAU Women in Astronomy WG

University Catholic of Lyon- University of Lyon





# IAU Membership data

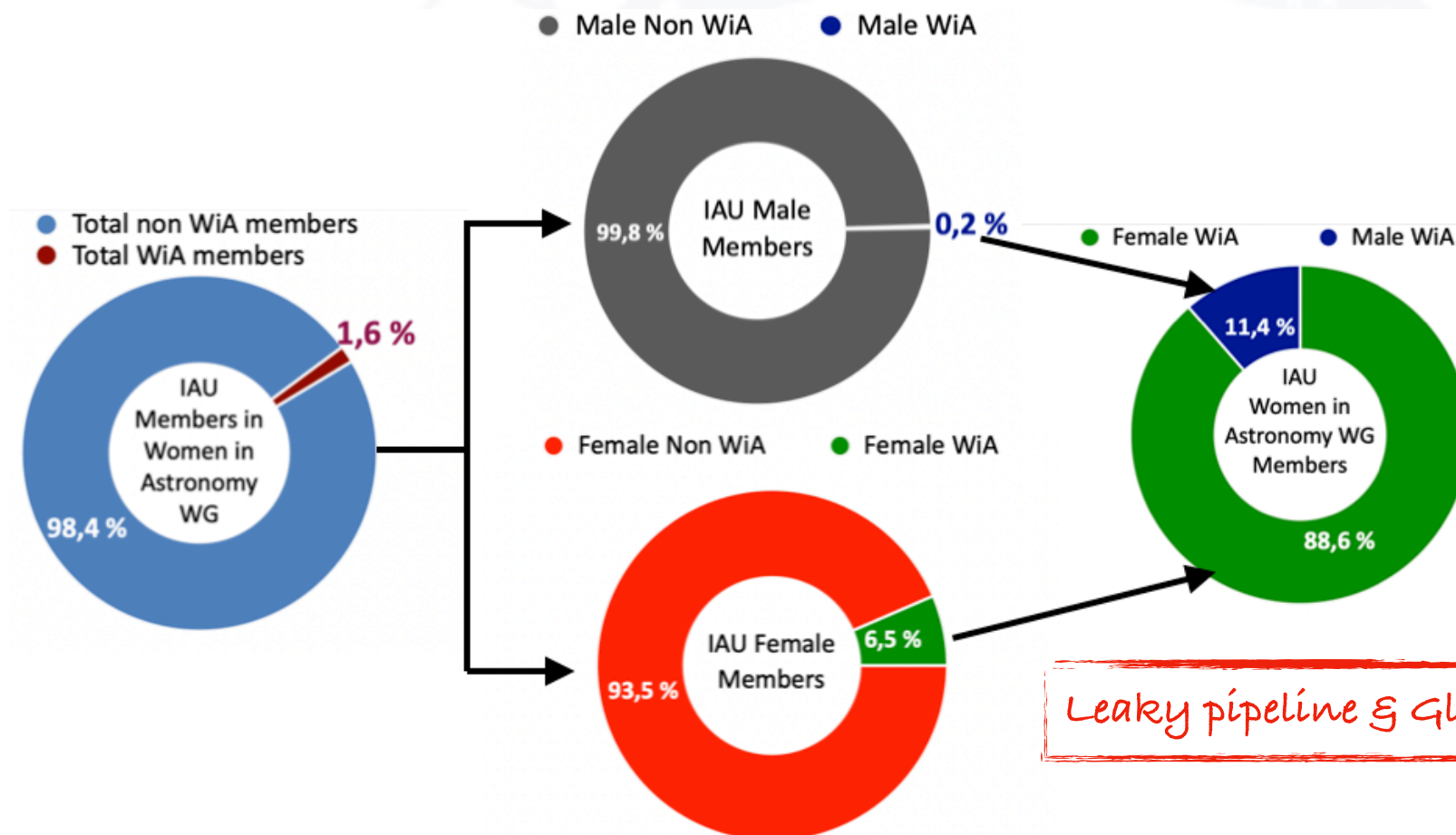


>12000 members from all over the world with < 2800 female members



## Unveiling Gender Imbalance, Efforts, and Consequences in Astronomy

### Gender disparity in astronomy- IAU membership statistics



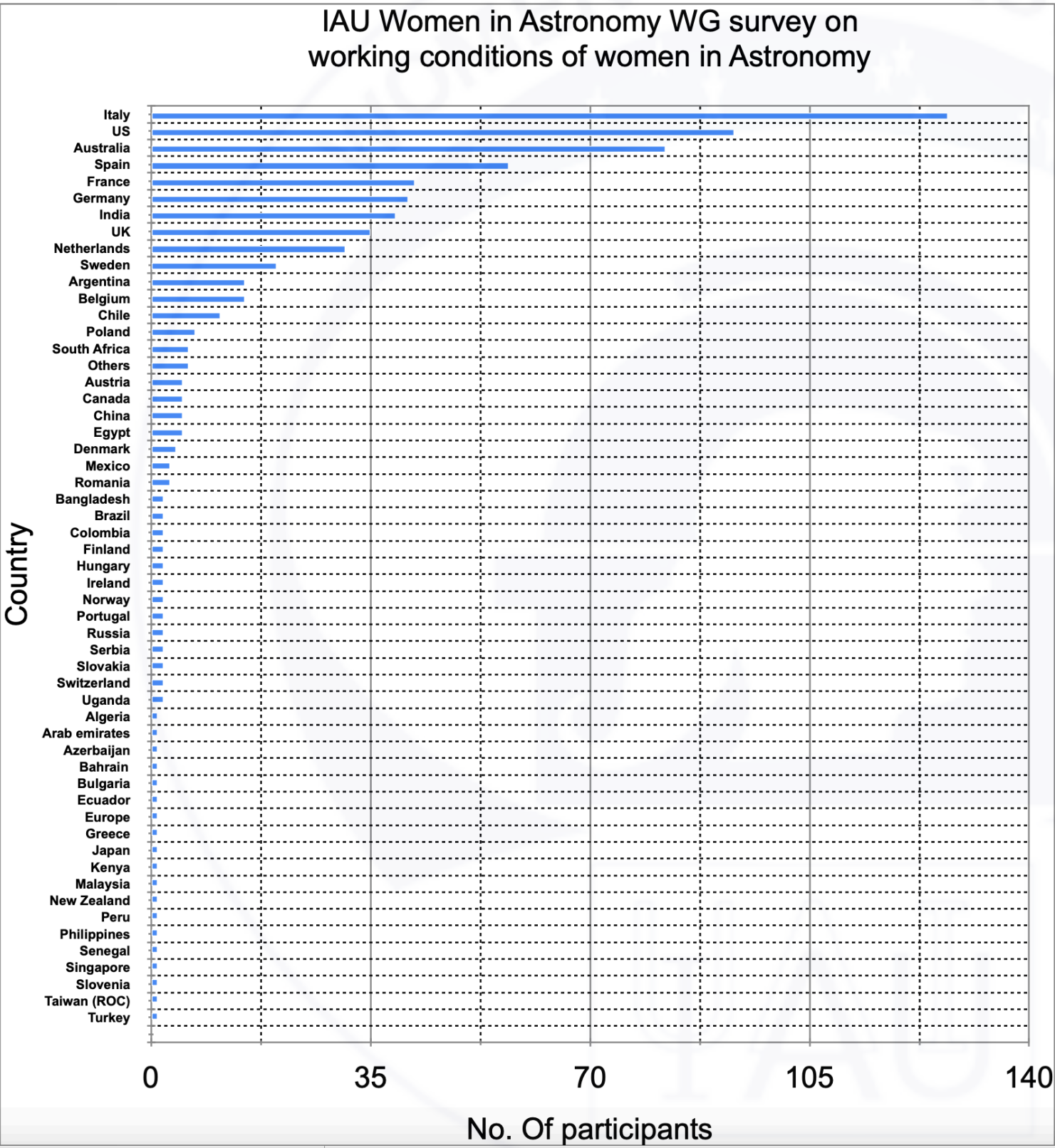
Leaky pipeline & Glass ceiling effect and more

Membership data illustrates the underrepresentation of women and non-binary individuals in astronomy

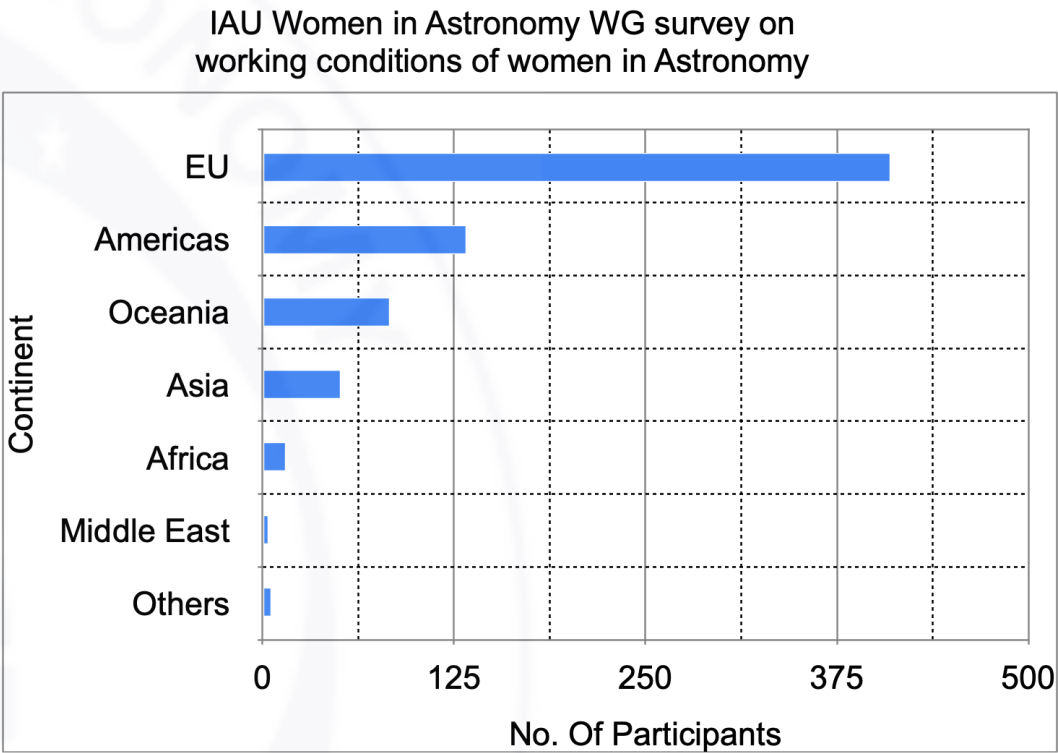


[https://www.iau.org/static/science/scientific\\_bodies/working\\_groups/122/IAU-WinA-Ensemble-issue1-Dec2021.pdf](https://www.iau.org/static/science/scientific_bodies/working_groups/122/IAU-WinA-Ensemble-issue1-Dec2021.pdf)

Fig. IAU WiA Survey Series-1 country-wise distribution of participants



750 members!

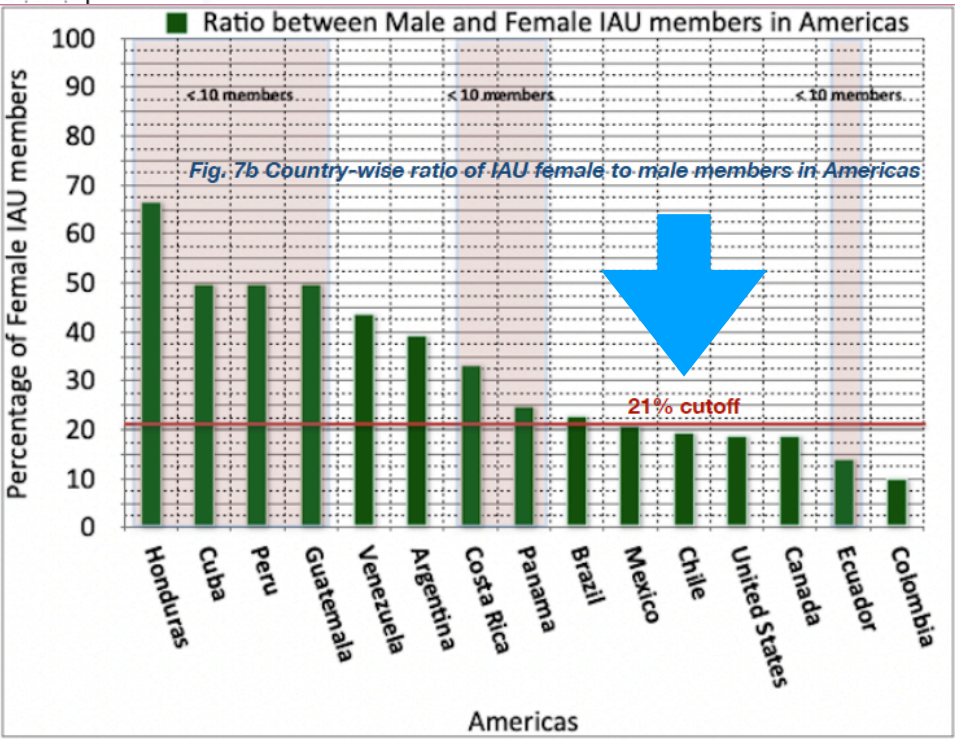
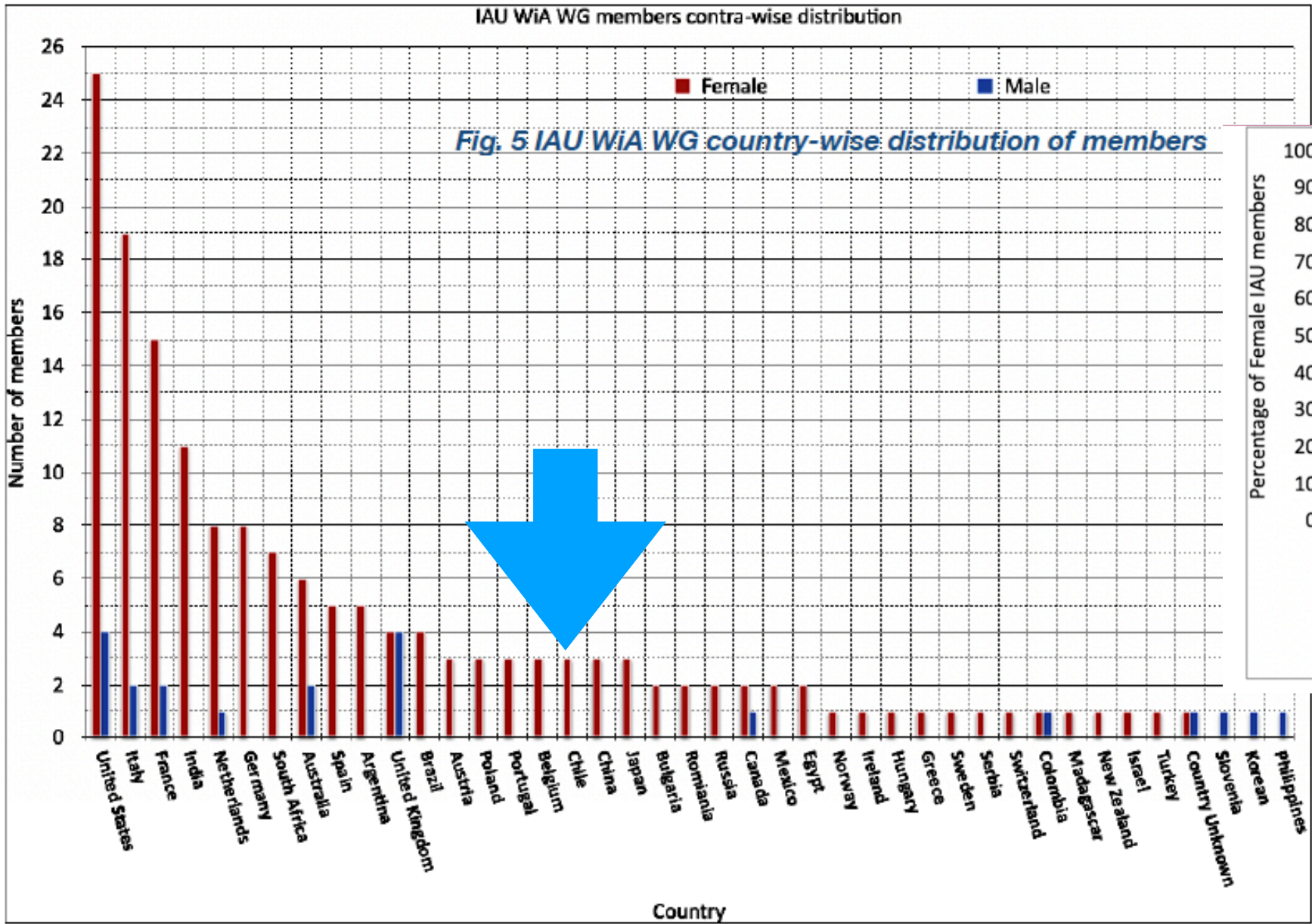


>50% participants from EU countries



[https://www.iau.org/static/science/scientific\\_bodies/working\\_groups/122/IAU-WinA-Ensemble-issue1-Dec2021.pdf](https://www.iau.org/static/science/scientific_bodies/working_groups/122/IAU-WinA-Ensemble-issue1-Dec2021.pdf)

Fig. IAU WiA Survey Series-1 country-wise distribution of participants

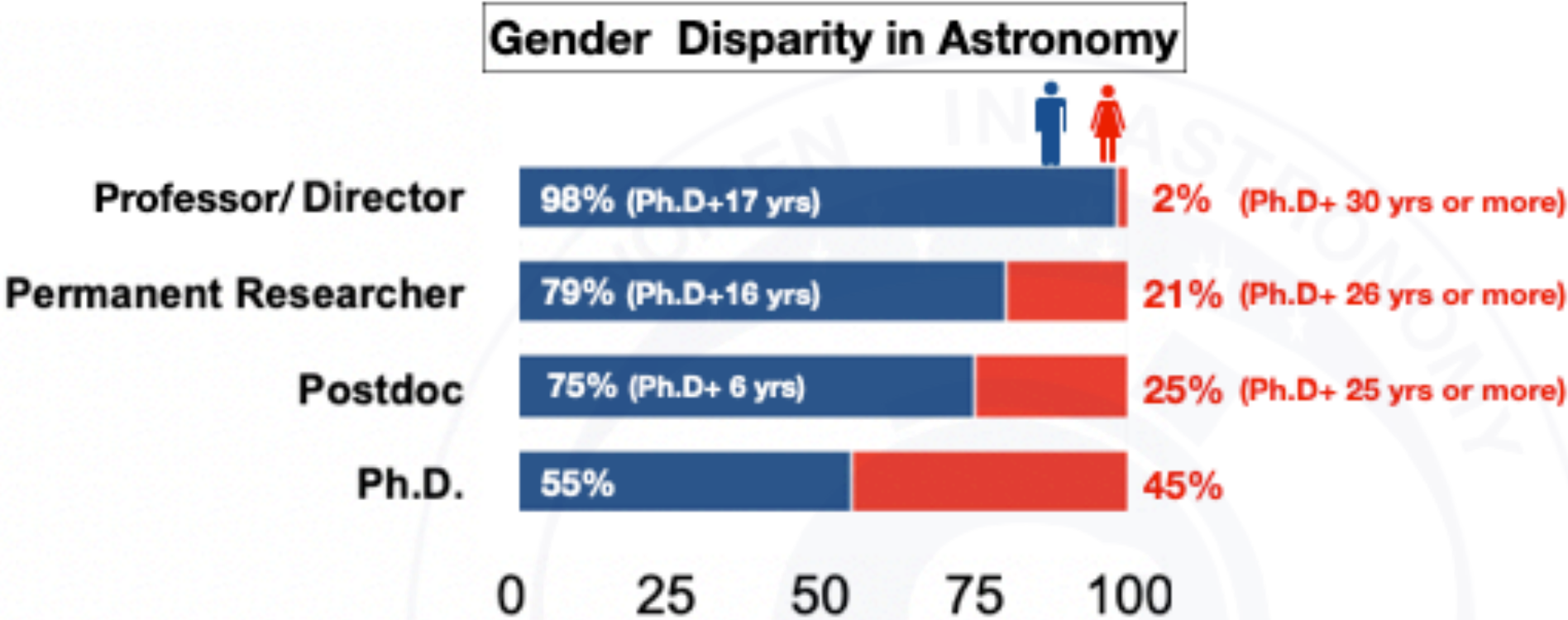


<21% cut off from Chile

The IAU WiA WG country-wise distribution shows that there are 171 female members from 38 different countries and 21 male members from 12 different countries (maximum participation from the United States (US) and United Kingdom (UK)). Almost 50% members of the WiA WG are from the US, Europe (Italy, France, Netherlands, and Germany), and India, while the remaining 50% members are from 35 different countries from all the continents (Fig. 5).

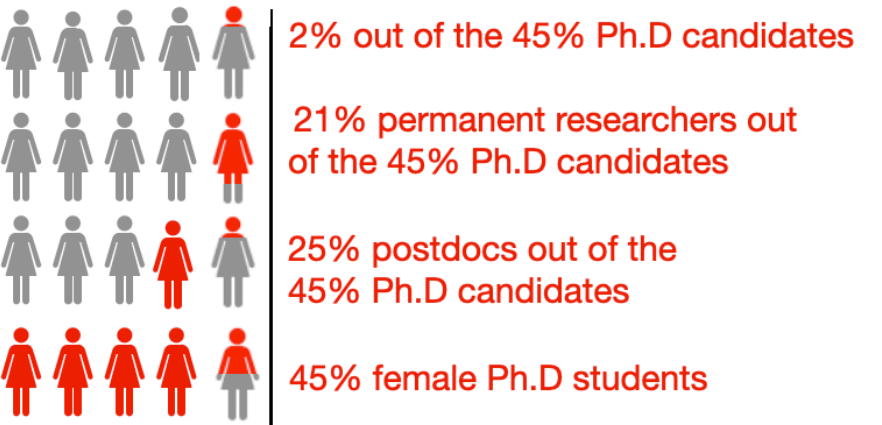


# Glass ceiling & Leaky pipeline effect



## Glass ceiling

## Leaky pipeline effect in Astronomy



Observation: Systematic loss of highly skilled female in top academic and highly skilled fields-

Consequences: limited opportunities for future generations of women, and reduced overall effectiveness (Mental health) and adaptability (professional attraction) of these fields.

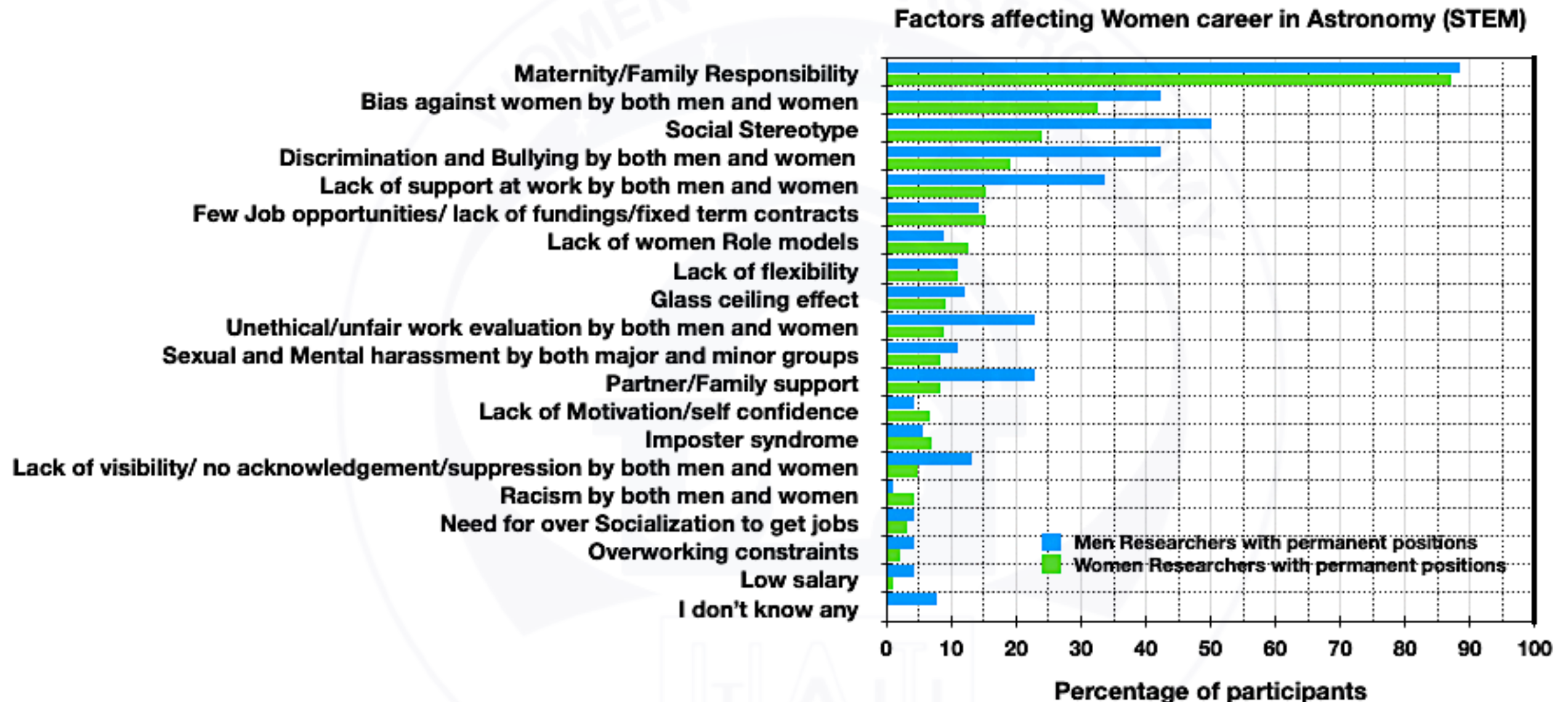
Female researchers retained at different career levels

Loss of highly skilled female in academics



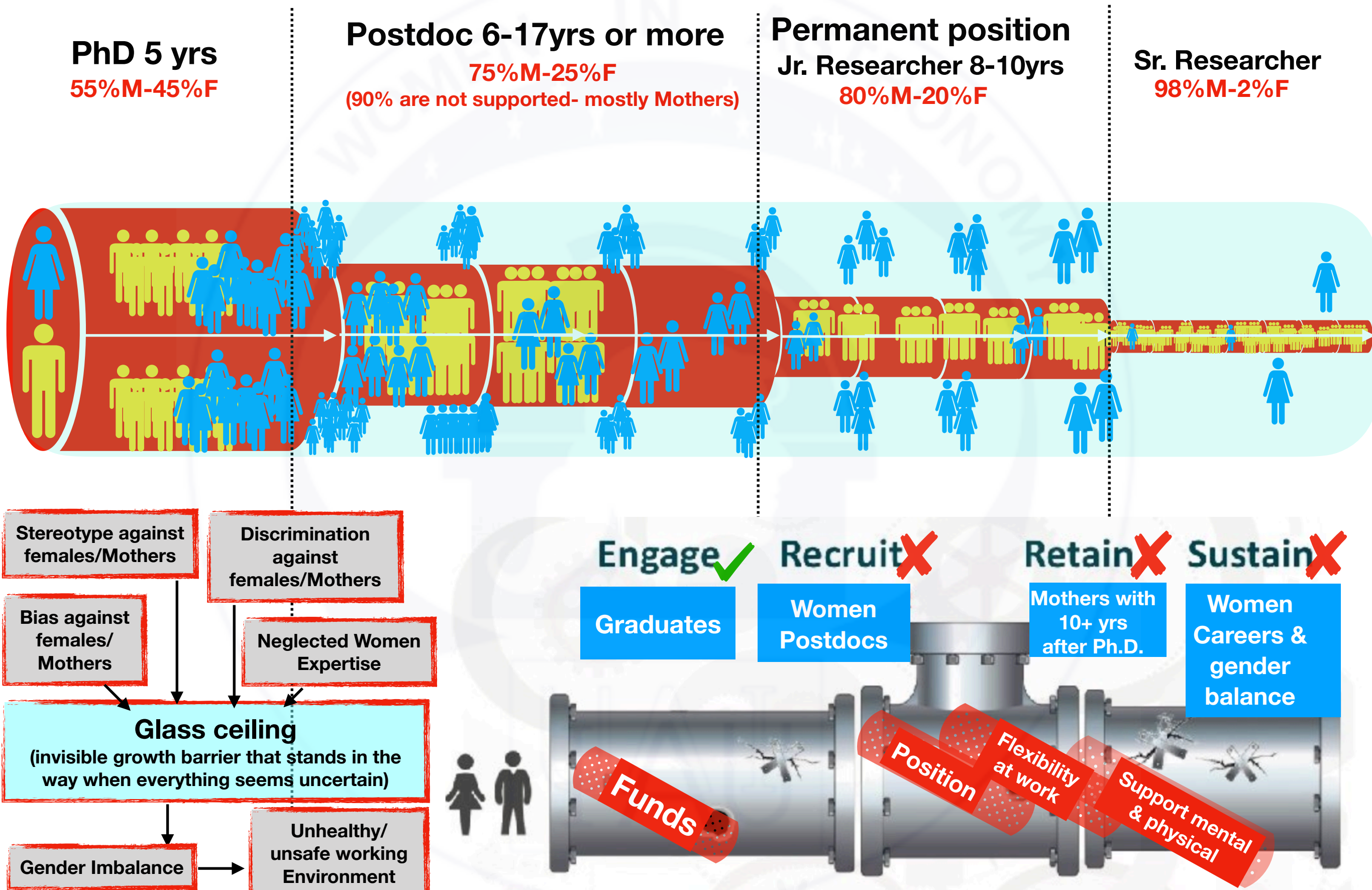
# FACTORS AFFECTING CAREERS OF WOMEN IN ASTRONOMY

Pommier et al. 2024



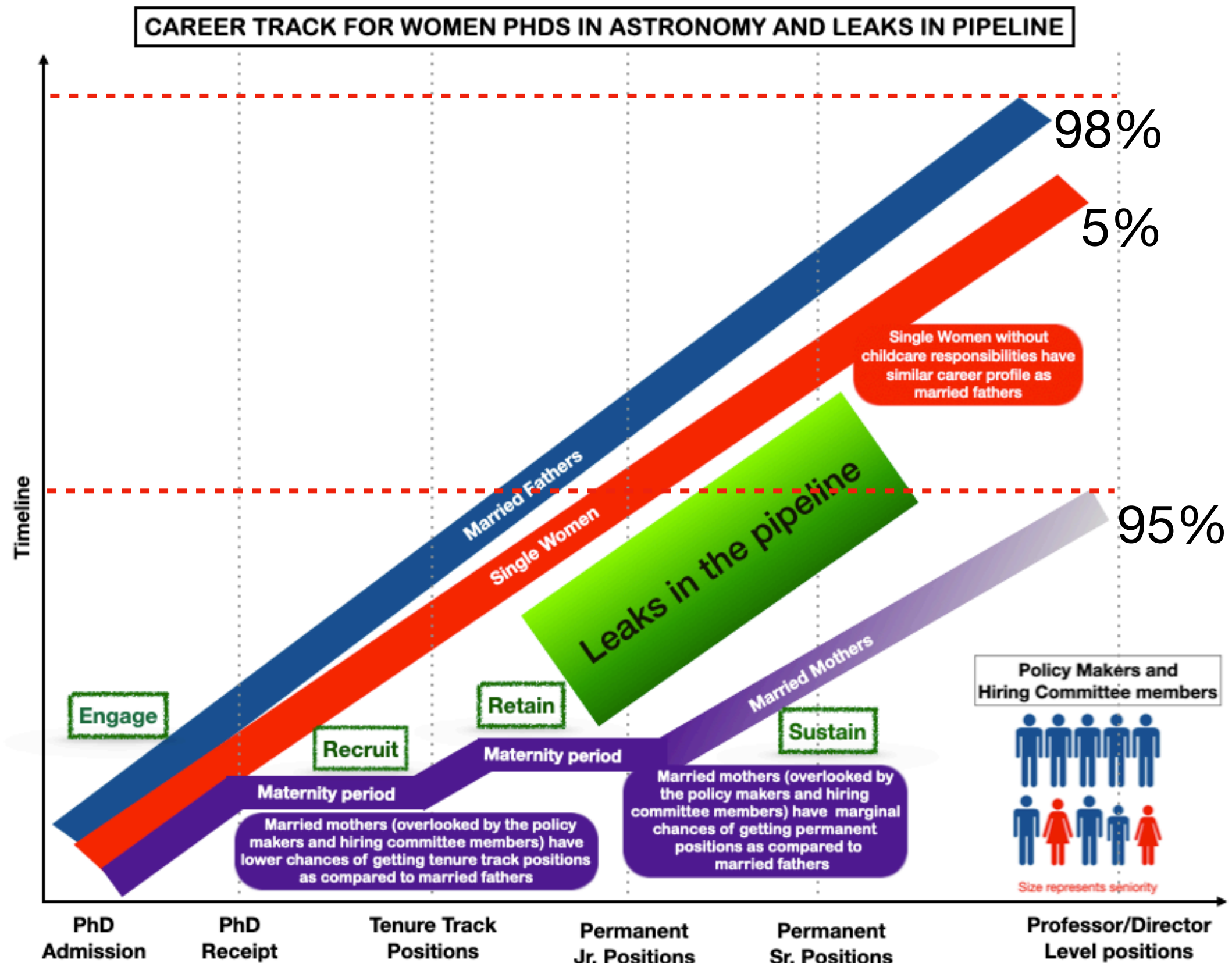
Due to a lack of awareness, support, positions, and fundings (especially after maternity), women researchers are often forced (advised) to leave academia leading to a gender gap in STEM fields and unhealthy work environment.

Careers of female researchers with children-Leaky pipeline effect in STEM & Actions needed





# CAREER TRACK FOR WOMEN IN ASTRONOMY



Not only at the IAU, but trends are visible in all major Astronomy organizations

# Status of Women at ESO: a Pilot Study on ESO Staff Gender Distribution

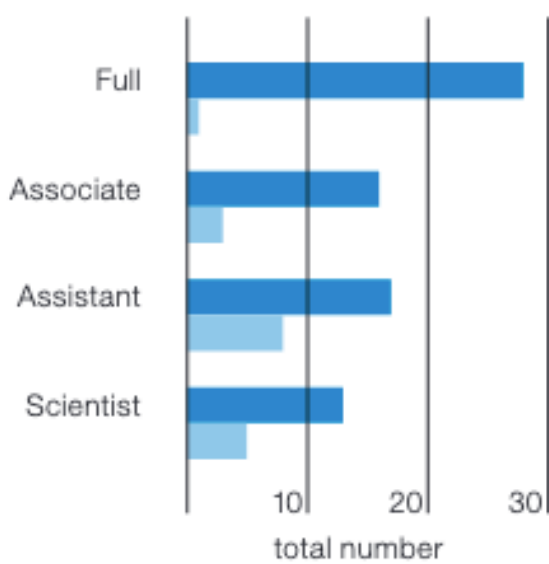


Figure 2: Gender distribution (by total number) of the three categories of ESO Faculty members, and Scientist, in the year 2006 (dark blue: male, light blue: female).

## ESO’s Peer Review Panel Achieves Gender Balance

Although gender balance is not the only ingredient for ensuring diversity, it is certainly an area which can be closely monitored, and relatively simple corrective actions taken. Several large astronomical facilities, including the Hubble Space Telescope (HST), ESO and the Atacama Large Millimeter/submillimeter Array, have closely scrutinised the processes used by the peer review committees that allocate time. While investigating possible biases (Reid, 2014; Patat, 2016; Carpenter, 2020), these studies have consistently revealed the presence of systematics — at face value female scientists are less successful at getting telescope time. Although the problem is complicated by a number of factors, for instance, the difference between the average scientific seniority profiles in female (F) and male (M) samples, it is clear that the matter cannot be dismissed.

One of the issues resides right at the source, in the lack of gender balance present in the scientific communities that these organisations serve. In the case of ESO users, the overall female:male ratio is about 30:70 (Patat, 2016). One consequence is that, for instance, the gender composition of committees taking deci-

Recent efforts show an increase in female members within the observing programmes Committee and panels? What about diversity and retention of mothers careers ?

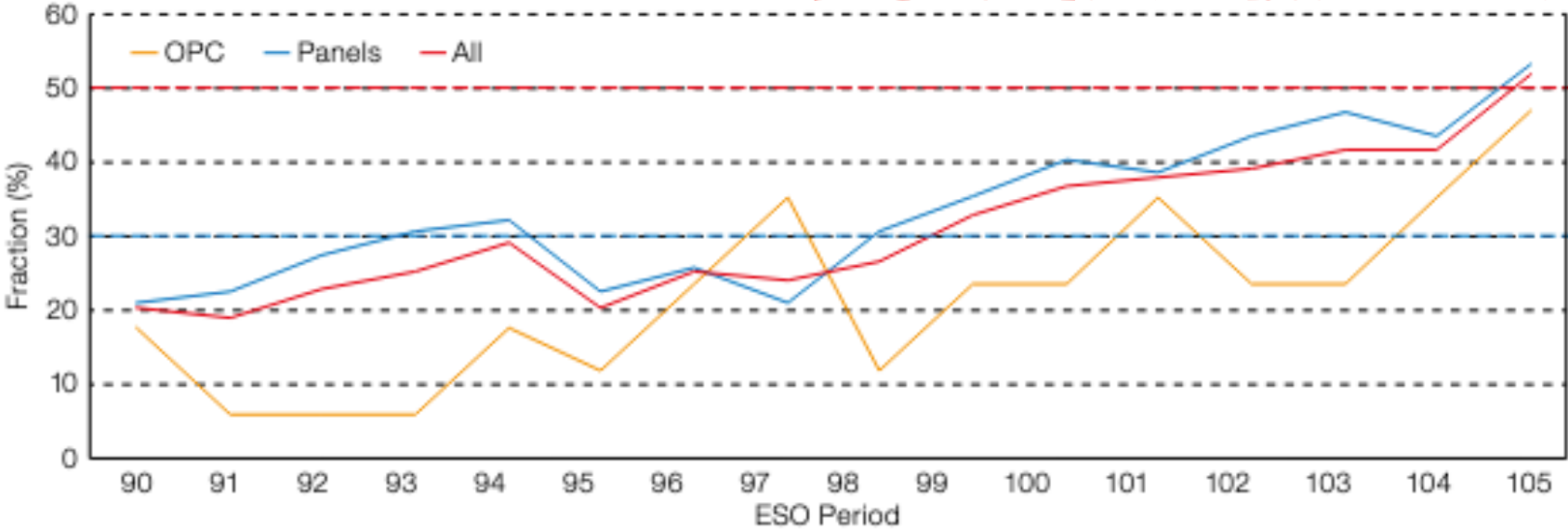


Figure 1. The change in the gender balance on the Observing Programmes Committee and panels over Periods 90–105 (2012–2019).



Not only at the IAU, but trends are visible in all major Astronomy organizations

# Eight steps to advance ESA diversity

## Diversity & inclusiveness: eight steps forward

- STEP 1. Aim to have at least 40% recruitment of women by 2025, in support of an equally balanced overall gender representation
- STEP 2. Make ESA's commitment to a gender-balanced workforce visible
- STEP 3. Strive to ensure gender diversity in evaluation panels and in other relevant advisory bodies, such as conferences, boards, and expert groups
- STEP 4. Increase the number of new recruits with disabilities
- STEP 5. Remove physical barriers
- STEP 6. Ensure a work environment where staff can be comfortable and confident about their identity
- STEP 7. Strive to reduce the average age of recruitment at ESA
- STEP 8. Secure the leadership team's support for enhancing diversity & inclusiveness at the workplace and ensure that they communicate internally and externally ESA's commitment to progress



Recent efforts show an increase in female members recruitment? What about diversity and retention of mothers careers?

# Efforts Towards Gender Equality by the IAU WiA WG since 2021

## IAU WiA WG work-plan


- to **highlight the difficulties** (bias, reduced career prospects, leaky pipeline and lacking role models, childcare issues, harassment, discrimination, unfair working conditions) faced by Women in Astronomy
- to help **bridge the gender gap** in Astronomy and STEM fields,
- to help **the careers of women researchers** and young women Ph.D. students worldwide,

the IAU WiA WG introduced a four point work-plan-

- Awareness & Sustainability**-Engage & Create awareness-Monthly Newsletters, surveys, activities, acknowledgement, **ENSEMBLE Magazine**, publication, regularly updated on the website -<https://sites.google.com/view/iau-women-in-astronomy/home>. **Celebrate** accomplishments in maintaining gender equilibrium in the workplace, supporting activities to promote Women and girls in Astronomy. Work in collaboration with all the WGs of the IAU and international collaborators to **sustain careers**
- Training and Skill Building-Sustain**- train young students from school upto university level
- Fundraising and career retention**-Recruit and retain-by providing financial support to retain careers at every level by **Fundraising** - **Need funding to help career of Women in Astronomy at every stage!**
- Dissemination and communication of results** via conferences, newsletters, talk series, etc.



# Efforts from the IAU WiA WG- 1-Awareness & Sustainability-from students, early career to senior level researchers



### Women in Astronomy Working Group

BIMONTHLY VIRTUAL SEMINAR SERIES - 1


October 12, 2021 | Eastern Daylight Time (UTC - 4:00 hours)


Registration is open for all the International astronomy community (female and male) members and students.  
Register @ [https://docs.google.com/forms/d/e/1FAIpQLSd120ahALw2aLWU7o51T2naFN6QIZa8NSwvwtR6OADh9CA/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSd120ahALw2aLWU7o51T2naFN6QIZa8NSwvwtR6OADh9CA/viewform?usp=sf_link)

7h30-8h00 EDT - Career challenges faced by Women in Astronomy and STEM-  
Mamta Pommier (IAU-WIA Chair, France)

8h00-9h00 EDT - History of WIA issues in the United States, and ongoing global WIA issues today-  
Debra Elmgreen (IAU President, USA)

9h00-9h30 EDT - Awareness on Gender Equality in Research, Why men should care?-  
Santiago Vargas Dominguez (IAU WIA Organizing committee member, Colombia)





### Women in Astronomy Working Group


INTERVIEW SERIES - 1

December, 2021

#### Career challenges faced by Women in Astronomy-

interview with **Prof. Dame Susan Jocelyn Bell Burnell**

by Mamta Pommier (Chair) & Priya Hasan (Co-Chair)



REAKTHROUGH  
TICS LIFE SCIENCES  
MENTAL PHYSICS  
THROUGH PRIZE  
TICS SCIENCES

In these interview series we look forward to inviting outstanding Lady Astronomers who have made significant contributions in research and supported the career of Women in Astronomy. They stand out today as a true role model for the future generation of Women Astronomers. These interview series are meant to highlight the challenges faced by Outstanding Women in Astronomy and get inspired by their career paths.

Contact email: [iauwia2124@gmail.com](mailto:iauwia2124@gmail.com)  
IAU Women in Astronomy Working Group



### Women in Astronomy Working Group

VIRTUAL MENTORING SESSION SERIES - 1

20 Dec 2024, 12h30-14h30 CET

Registration is open for all the International astronomy community members and students.  
Program website- <https://sites.google.com/view/iau-women-in-astronomy/home/upcoming-events-and-seminars>  
Register @ <https://forms.gle/WcLwKpam1Me9naN8>

The IAU WIA WG invites PhD, postdoc, and researchers to join the virtual 'IAU WIA WG Mentoring session' on

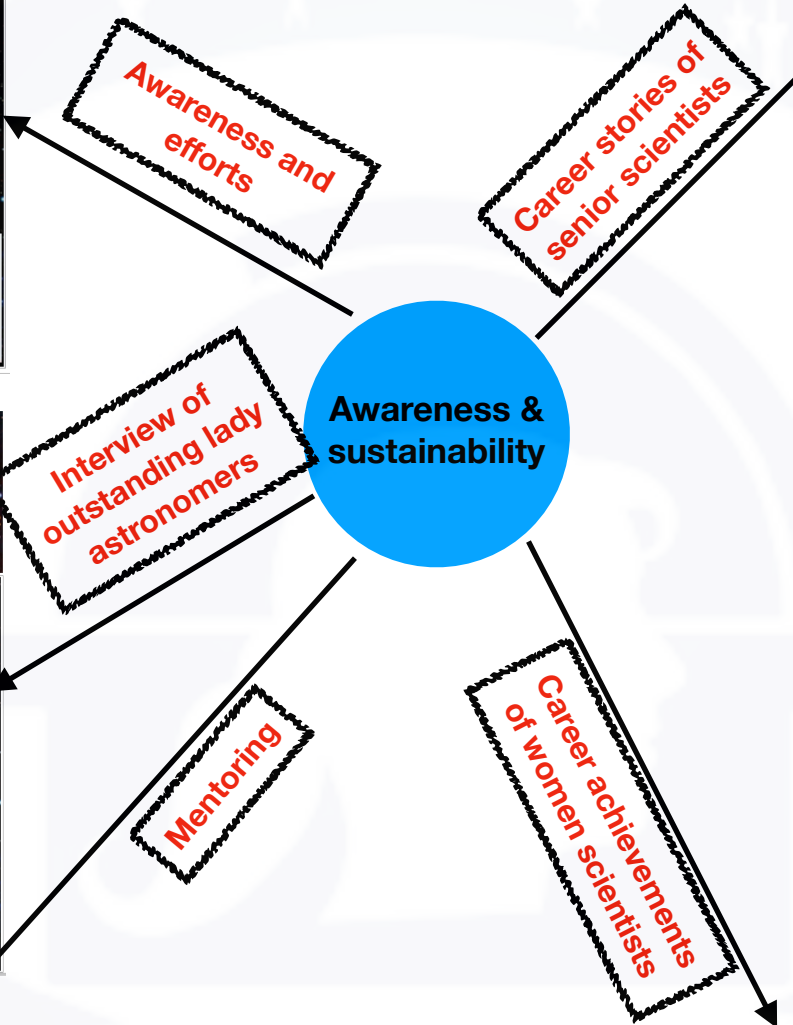
#### 'MOTHERS IN ASTRONOMY'


Date: 20th Dec, 2024 from 12h30 -14h30 CET.  
Registration deadline: 17th Dec 2024

This is an open session to all the mentors and mentees to ask your questions, get answers, share experiences and knowledge, get advice on problem solving, discussion, etc. Come and join us, listen to the experiences and career difficulties faced by researchers, ask your questions in the open discussion session, and get advice for your career paths. All are welcome!

Coordinator:  
Mamta Pommier (Chair, IAU WIA WG)  
Contact email: [iauwia2124@gmail.com](mailto:iauwia2124@gmail.com)







### Women in Astronomy Working Group

International Women's Day


March 8th, 2022 | 14h00-16h20 Central European Time (UTC + 1 hour)

Contact : IAU Women in Astronomy Working Group  
email: [iauwia2124@gmail.com](mailto:iauwia2124@gmail.com)

#### ENTERPRISING WOMEN in ASTRONOMY

In this series, we look forward to inviting 'Enterprising Lady Astronomers' from all over the world who have made significant contributions in research, taken actively now initiatives to support Women, and girls in Astronomy and created new opportunities. They stand out today as a true role model for the future generation of Women Astronomers. Come and join us in this inspiring talk series and explore how to create new career paths in Astronomy!

14h00-14h15 CET - Overview on Global IAU members and women in Astronomy- Dr. Mamta Pommier, CNRS-LUPM, France  
14h15-14h40 CET - Elevating the status of African women in STEM for the 4IR- Dr. Shabille Kolwa, University of Johannesburg, S.Africa  
14h40-15h05 CET - A life with the Sun - a career journey- Dr. Helen Mason, University of Cambridge, United Kingdom  
15h05-15h30 CET - The International Schools for Young Astronomers: a 55 year old program with world-wide impacts in research, education, development, and outreach- Dr. Itziar Aretxaga, INAOEP, Mexico  
15h30-15h55 CET - Career Journey - Prof. Sara Seager, O.C., Massachusetts Institute of Technology, Cambridge, MA, USA  
15h55-16h20 CET - Careers in science, a personal journey- Dr. Stella Kafka Exec. Director American Meteorological Society Boston, USA





### Women in Astronomy Working Group

International Day of Women and Girls in Science

11th February, 2022 10h-12h CET (UTC + 1:00 hour)



#### Meet the scientists

##### Prof. Dame Susan Jocelyn Bell Burnell & Prof. Rohini Godbole

On the International Day of Women and Girls in Science, we invite outstanding Lady Scientists who have made significant contributions in research and supported the careers of Women in Science, to share their experiences and promote women and girls in science. They stand out today as true role models for the future generation of Women Scientists. Come and join us, listen to their experiences and passion for research, ask your questions in the open discussion session, and get inspired by their career paths.

Register at [https://docs.google.com/forms/d/e/1FAIpQLSdn2zCspePxo3\\_o13PJB28wCGJEifsNr3Sf-oOg5nLs3qww/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSdn2zCspePxo3_o13PJB28wCGJEifsNr3Sf-oOg5nLs3qww/viewform?usp=sf_link)

Contact email: [iauwia2124@gmail.com](mailto:iauwia2124@gmail.com)  
IAU Women in Astronomy Working Group

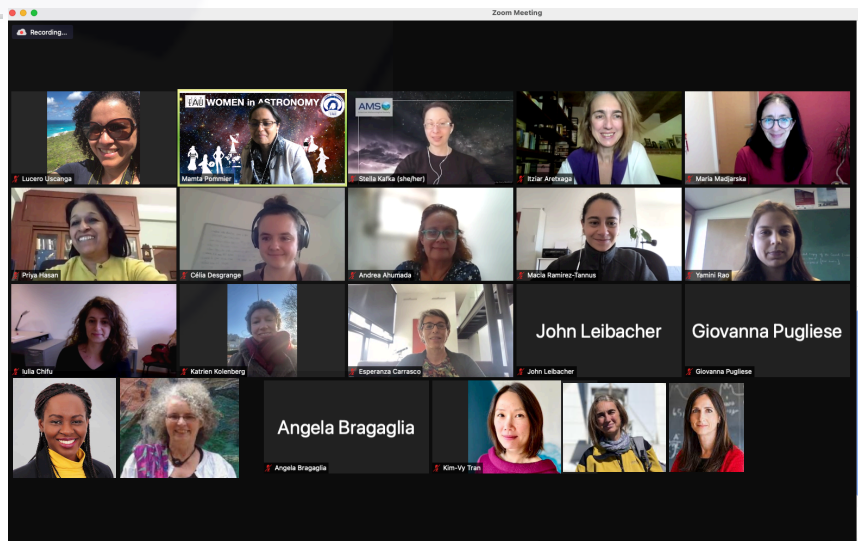




### Women in Astronomy Working Group

IAU Women in Astronomy 'M...





Participants visible: Lucia Usabara, Mamta Pommier, Stella Kafka (speaker), Itziar Aretxaga, Maria Madarska, Priya Hasan, Celia Desgrange, Andrea Altarelli, Macia Ramirez-Tannus, Yamin Bai, Julia Chilly, Karen Kolenberg, Esperanza Carrasco, John Leibacher, Giovanna Pugliese, Angela Bragaglia, Kim-Vy Tran.



# Efforts from the IAU WiA WG- 1-Awareness & Sustainability-from students, early career to senior level researchers

IAU WiA WG reaching out to students from University to school level-Work in collaboration with all the WGs of the IAU and international collaborators

- 1. Promoting Girls and boys in STEM at the school level-Jointly organizing Women and Girls in Astronomy event and Draw and Astronomer contest with the IAU OAO office, Supporting the African Women in Astronomy Activities



## Women and Girls in Astronomy

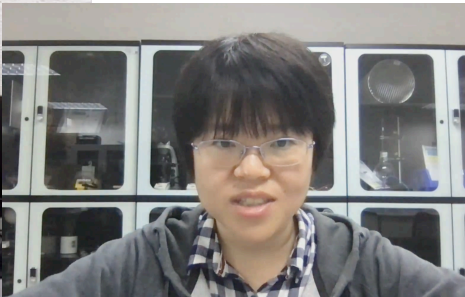
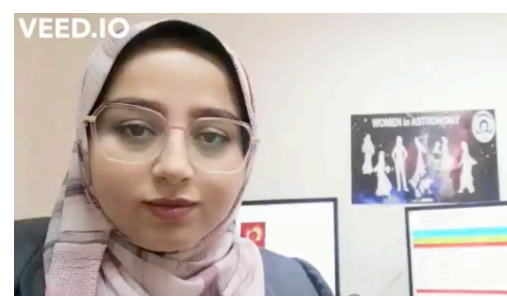
An IAU Outreach Global Project

### Overview

The Women and Girls in Astronomy project recognises the role of women in advancing science and encourages girls to consider careers in astronomy. The International Astronomical Union (IAU) strongly encourages activities throughout the year, with a particular focus between two International Days adopted by the United Nations: the International Day of Women and Girls in Science on 11 February and International Women's Day on 8 March.

In 2022, the IAU Office for Astronomy Outreach (OAO) with the IAU National Outreach Coordinators (NOCs) will be supporting a number of virtual and in-person events to recognise the contributions of women and girls in astronomy between 11 February 2022 and 8 March 2022. Other OAO activities include an online campaign and a contest.

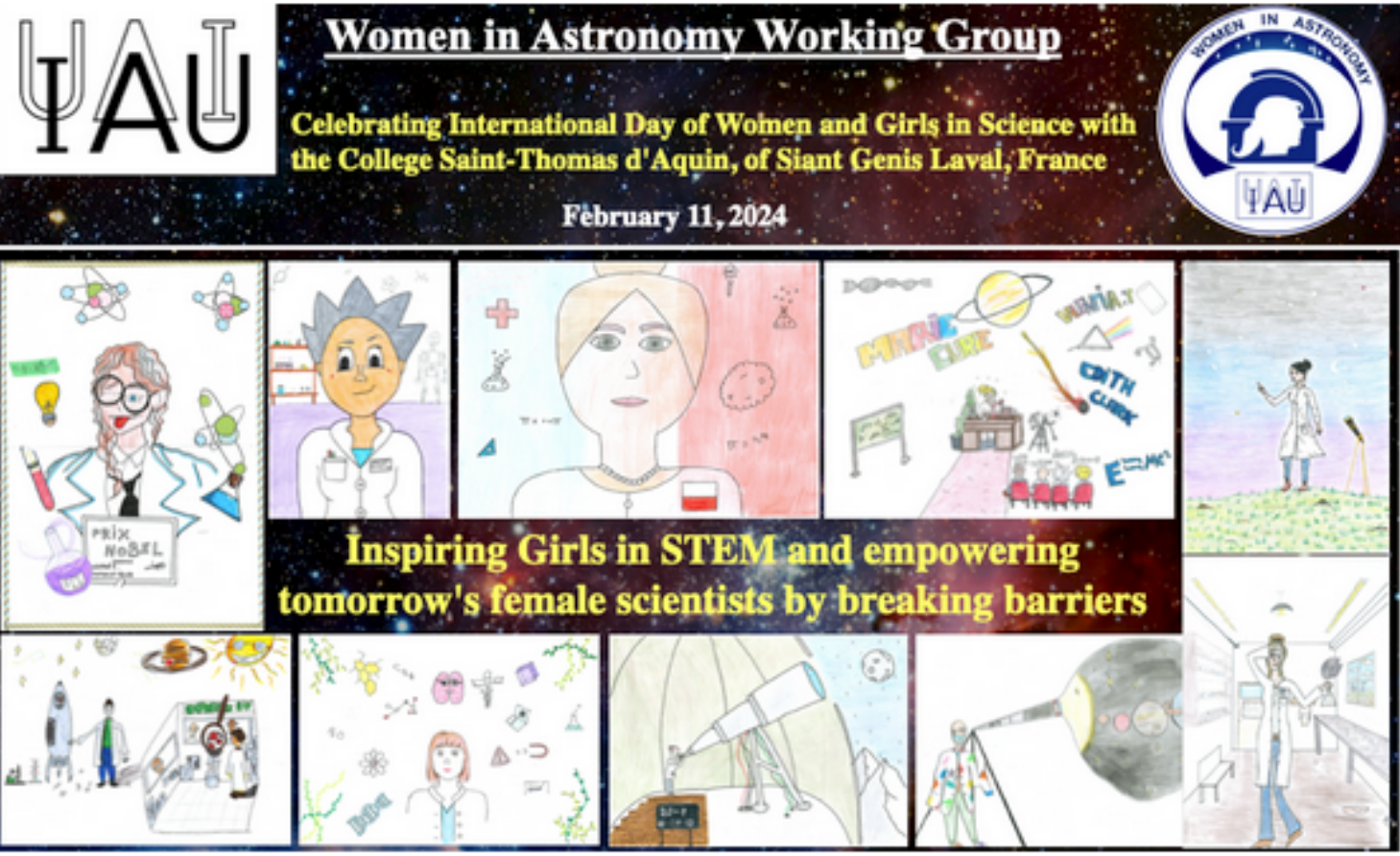
In this year edition of Women and Girls in Astronomy IAU Outreach Global Project, the OAO collaborates [IAU Executive Committee Working Group Women in Astronomy](#), and thank them for their support and guidance.





Efforts from the IAU WiA WG-  
1-Awareness & Sustainability-from students, early career to senior level researchers

Encourage college and University students to take up research careers



Lycée Descartes  
Le 16 février 2024  
Interviews organisées pour la journée des  
**Femmes en Sciences**





# Efforts from the IAU WiA WG-Testimonials of working conditions of Women in Astronomy participants (Survey-1)

## **Below are a few feedbacks received from the participants-**

*'-If we still don't have equal representation after over a decade of programs to improve diversity, then obviously we need to try a lot harder. Our field is predicate on understanding statistics, and yet somehow we fail to apply that same scientific understanding to the lack of representation in our workplaces. It just astounds and depresses me.*

*-PAY US! There is no reason that we are forced to work more than double the time we are payed for, at less than poverty wages. Universities have complete ability to set minimum stipends, set benefits, and enforce ethical labor practices.*

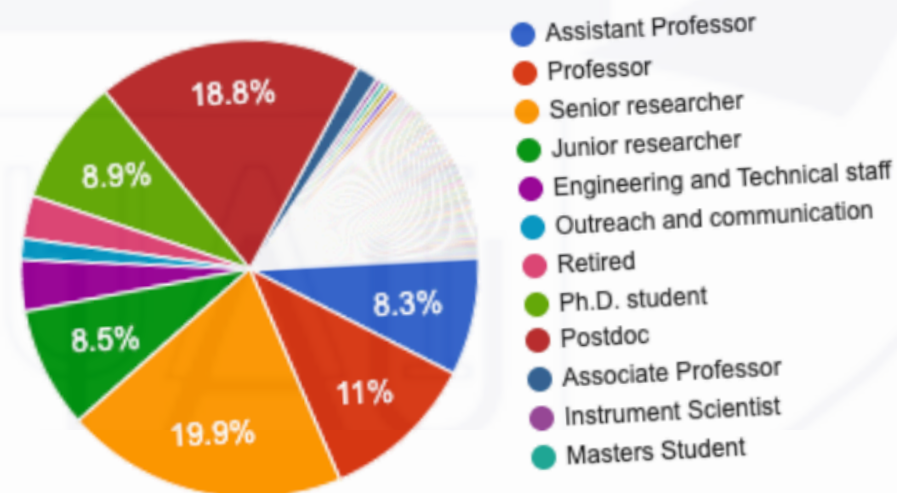
*-Issues faced by women of color in STEM are worse and need to be addressed. In my experience, universities aiming to address diversity just focus on hiring white women. Being a women of color, I have faced discrimination and bias from both the genders.*

*-Universities and funding organizations need to actively support women for instance with child care and parental leaves. It is important that the evaluation committees take into account balancing work and personal life as a strength and to provide permanent positions at earlier stages of the career to avoid making females leave the field because the lack of stability / the obligation to move in different countries when working on fixed term contracts. Additionally, they have the ability to enforce policies that protect employees from working overtime without any compensation. They have to ability to create these policies. These types of groups have political and societal influence and literally choose to ignore our pay every single day.*

*-Like to address the issue of mental health, where I have known some issues while doing phd, the students may even lead to suicidal mentality and depression.*

*-Not all harassers are men. Some are women who either don't want to compete with other women in the field or who just have so much internal misogyny that they carry it through to their mentees.*

*Fig. 1 Career-wise distribution of the participants of IAU WiA survey-1 on the Working situation of Women in Astronomy.*



Contact-

[iauwia2124@gmail.com](mailto:iauwia2124@gmail.com)



# Efforts from the IAU WiA WG- 2-Training and skill building-from students, early career to senior level researchers



IAU WiA WG reaching out to students from University to school level-Work in collaboration with all the WGs of the IAU and international collaborators

1. **Training programs for University and early career researchers-** Training, mentoring in an unbiased and inclusive way- Regular seminar series and training programs.
2. **Promoting men and women in STEM fields at the University level-**

A summary of feedback received from these participants are as below-

‘-Thank you IAU WiA WG for the 2nd Training Program. I am glad that this 2nd program has addressed different topics.  
-I think topics such as time management would be very useful. Also, more sessions on programming techniques (Astropy) would be very useful to be a better researcher. Unfortunately, there is a culture in our world in which men are perceived as better programmers than women, so it can be difficult to have the necessary confidence to do a good job related with programming, and those lessons are helping to solve this problem in practice.  
-Thanks for conducting such an informative session. Looking forward for more such sessions.  
-This entire program is an excellent initiative by the IAU WiA WG. I'm looking forward to attending more such programs organized by you in the coming future.  
-These programs are helping us to improve our skills in research!’

contact-  
[iauwia2124@gmail.com](mailto:iauwia2124@gmail.com)

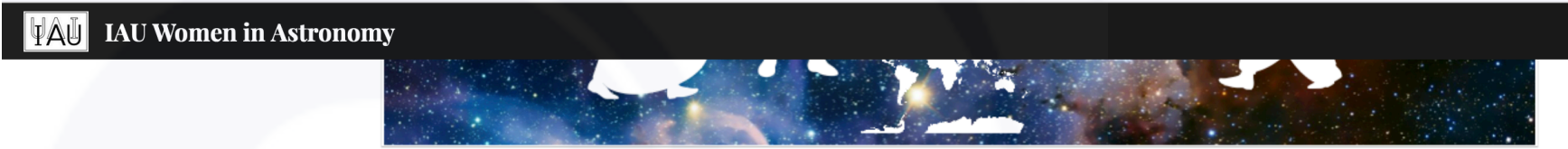


# Efforts from the IAU WiA WG- 3-Fundraising and career retention-from students, early career to senior level researchers

1-3 attempts have been made by the WG chair for fundraising to support diverse research activities and career of Women in Astronomy worldwide, however it has been unsuccessful as of now !

2-Successful in getting research grant to support a PhD and a postdoc candidate! 2 women researchers have been appointed for PhD and postdoctoral position. Thanks to the CEFIPRA organization!

3-WiA WG has initiated efforts at the IAU EC level to get funds to support the career of Women in Astronomy under ‘STEM Ambassador’ program, and we are hope for positive outcomes!



## JOBS & FUNDINGS

The working group members and International astronomy committee supporting gender balance at work place and 'Women Career in Astronomy' are invited to send their job announcements to us. We will publish them on this page.

Please send you announcements to  
IAU WIA WG  
supporting career opportunities  
for women in Astronomy!

Announced by



### JOB ANNOUNCEMENT

Research Associate and Junior Research Fellow Position under a Franco-Indian Project coordinated by Mamta Pommier

This is the 3rd project inline (CEFIPRA projects- 2015-2018- 5204-2, 2019-0236-Ref. no. 60-63/E, initiated (written, coordinated, and managed) by Dr. Mamta Pommier to strengthen Franco-Indian Scientific collaboration in Astronomy

**'Gas Interaction and Non-thermal emission in galaxies and clusters' project**

**Submission Information:**  
**Publish Date- 1st May 2022**  
**Application Deadline- 15th June 2022**  
**Starting Date- 1st July 2022**

**Job Category:**  
(i) One Research Associate (RA) at Indian Institute of Astrophysics (IIA)  
(ii) One Junior Research Fellow (JRF) Position at Indian Institute of Science (IISc)  
**Institution/Company:** Indian Institute of Science and Indian Institute of Astrophysics  
City: Bangalore  
State/Province: Karnataka  
Country: India

**Announcement:**  
Applications are invited from Indian and French nationals for two positions, one Research Associate (RA) and one Junior Research Fellow (JRF), to work in India on the Franco-Indian research program- 'Gas Interaction and Non-thermal emission in galaxies and clusters' project, funded by the CEFIPRA grant over 3 years. The position is for a period of two years (1+1 year), with a possible third-year extension based on performance. The Fellowship



# Efforts from the IAU WiA WG-4-Dissemination and communication-for the whole community

## Executive Committee WG Women in Astronomy Documents

- WG Annual Report (2021-2022) - Women in Astronomy
- Women in Astronomy Newsletter - February-March 2022
- Women in Astronomy Newsletter - January 2022
- Women in Astronomy Ensemble Magazine issue 1- December 2021
- Women in Astronomy Newsletter - November 2021
- Women in Astronomy Newsletter - October 2021
- Women in Astronomy Newsletter - September 2021
- WG Triennial Report (2018-2021) - Women in Astronomy
- WG Annual Report (2019) - Women in Astronomy
- WG Triennial Report (2015-2018) - Women in Astronomy

[Back to Working Group Homepage](#)



### Members

- Mamta Pommier (Chair)**  
**Priya Hasan (Co-Chair)**  
**Daniela Lazzaro (Executive Committee Liaison)**  
**Dara Norman (Advisor)**  
Alshaimaa Saad (Egypt) - Junior Member  
Arianna Piccialli (Belgium)  
David Valls-Gabaud (France)  
John Leibacher (USA)

## IAU Executive Committee Women in Astronomy Working Group Annual Report 2021-2022

31 March 2022

Information Bulletin

### The Sixth Issue of the IAU Catalyst is Now Available Online

Click to Enlarge

In [issue 6 of the IAU Catalyst](#), we can read our IAU President Debra Elmegreen’s welcome speech at the XXXI Virtual General Assembly Business Meeting in August 2021. Mamta Pommier, the chair of the [IAU Executive Committee Working Group of Women in Astronomy](#), presents the rejuvenated actions of the group. Hear from Director Piero Benvenuti, about the [IAU Centre for the Protection of Dark and Quiet Sky from Satellite Constellation Interference](#). And more.

As always, this issue also includes information on IAU publications, dates and deadlines.

The Catalyst is issued twice a year, as an electronic-only bulletin. We hope you enjoy reading it and encourage both IAU members and the IAU wider community to get involved in future issues by submitting news and contributions about events or topics that you consider relevant to IAU members.

Previous issues of the IAU Catalyst are also available on the [IAU website](#).

#### More information

The IAU is the international astronomical organisation that brings together more than 12 000 active professional astronomers from more than 100 countries worldwide. Its mission is to promote and safeguard astronomy in all its aspects, including




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About the Announcement

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IAU-WiA  
MONTHLY NEWSLETTER

1 of 5  
January 2022 | Issue 4

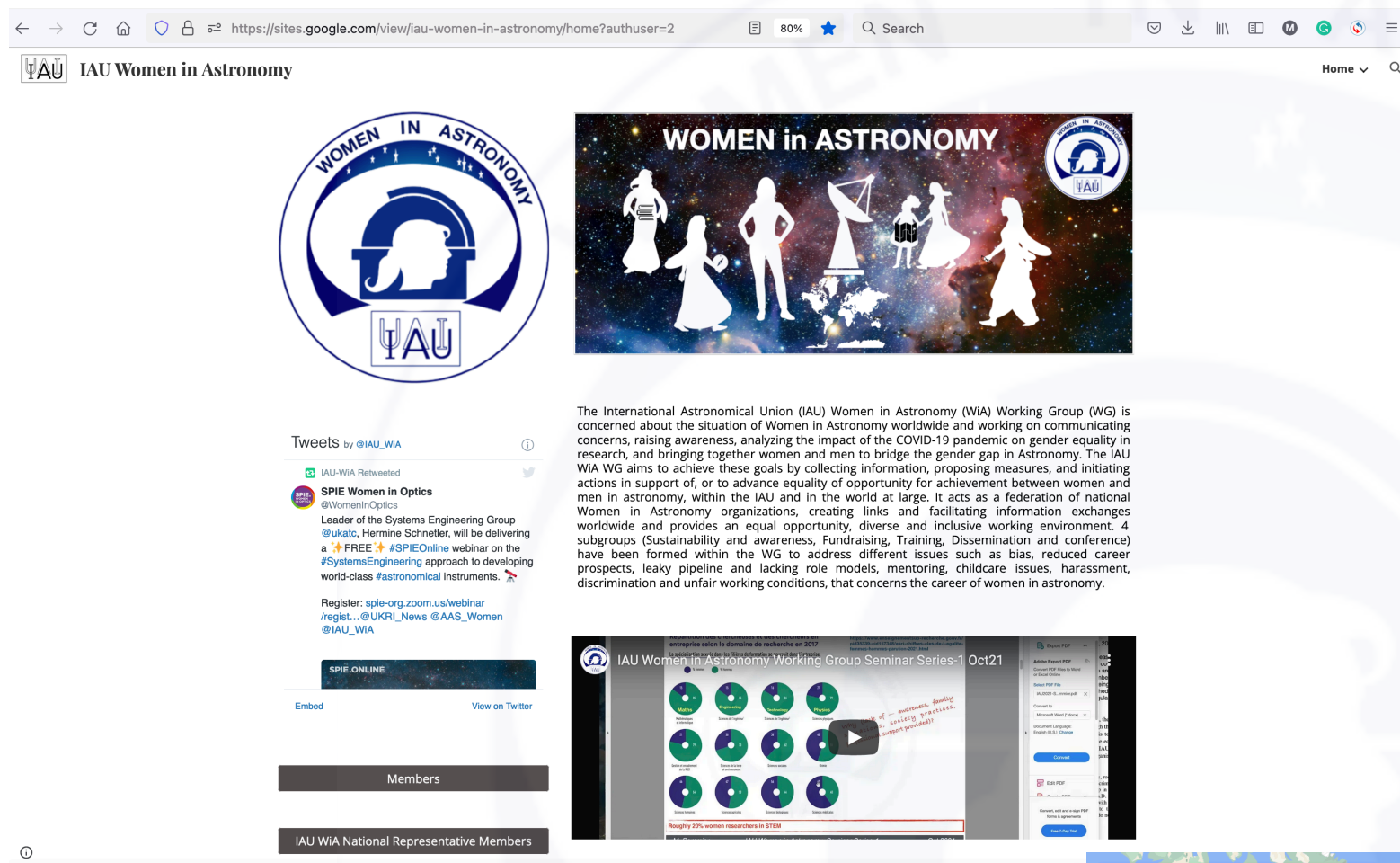


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## Efforts from the IAU WiA WG-4-Dissemination and communication-for the whole community



## Join us on the social media



**Visitors from 93+ countries are following our activities!**

<https://sites.google.com/view/iau-women-in-astronomy/home?authuser=2>





## Efforts from the IAU WiA WG- Working hours and consequences of the activities!

**1-The IAU WiA WG members are unpaid volunteers working for the whole community**

2-The active members are mostly part-time or under-paid researchers with no permanent position and in vulnerable stage of their career

**3-These activities were not carried out actively in the past and it takes almost 3 months/year of working time (and of course equivalent salary)**

4-We have been applying for funds but there are no schemes to fund these activities which are needed at the work place and represents 1/2 of the highly skilled working population

5-To support the career of Women in Astronomy we ask IAU, funding agencies and institutions to support '**STEM Ambassador**' program to carry out such EDI activities and personal research under paid conditions and provide longer term funding support at different career stages (with no age limit barriers!).

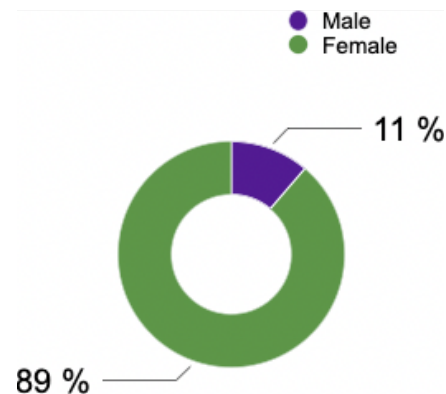
We are hope for positive outcomes!



Efforts from the IAU WiA WG- STEM AMBASSADOR RECOGANITION AWARD  
Call for participation for the whole community



Yearly Call launched since 2024!  
Nominations open for 2025 in March



AWARD Launched in 2024 IAU GA



### Women in Astronomy Working Group

IAU General Assembly 2024, Cape Town, South Africa  
August 9th, 2024



*Launch of the*

## ‘STEM AMBASSADOR RECOGNITION AWARD’ on Women's Day in South Africa at the IAU GA 2024

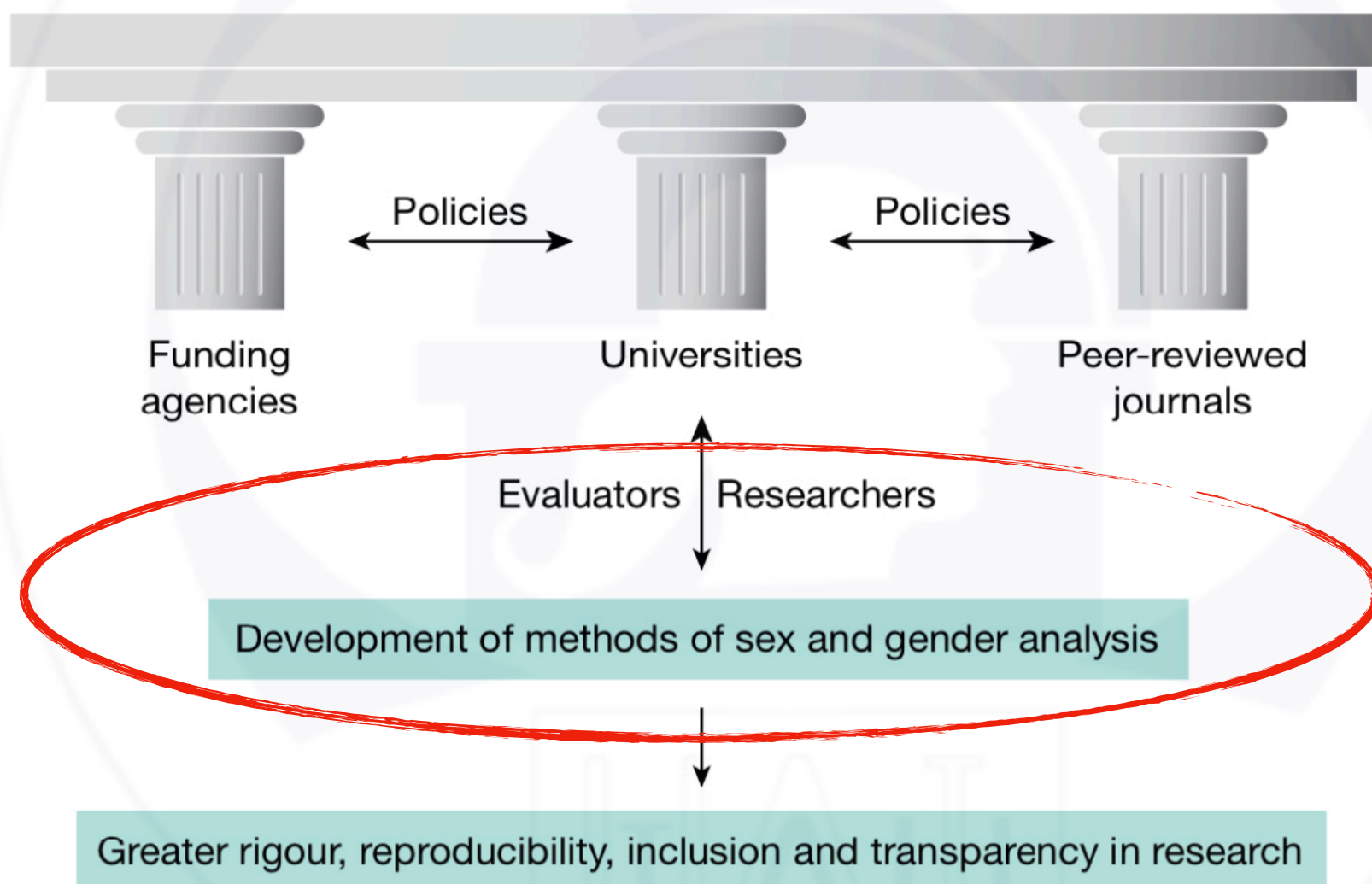
*The WiA WG, is pleased to launch the ‘STEM Ambassador Recognition award’ for the first time since the IAU’s founding in 1919, at this General Assembly, especially on the African continent, which is home to several major astronomy projects. This inaugural award will recognize individuals who have made significant, consistent contributions to promoting gender balance in astronomy. We will honor at least five advocates from diverse backgrounds for their impactful efforts in this direction. Please note that certificates will be awarded to the advocates after IAU GA2024. Thank you for your valuable participation.*

*Contact: Mamta Pandey-Pommier, Chair of the IAU Women in Astronomy WG*



# Policy Recommendations

Designing sex and gender analysis into research and innovation is one crucial component contributing to world-class science and technology. As the [Case Studies](#) demonstrate, integrating sex and gender analysis into research sparks creativity by offering new perspectives, posing new questions, and opening new areas to research.



Three pillars of the science, health & medicine, engineering, and environment infrastructure. To reap the benefits of sex and gender analysis, the pillars of science infrastructure must coordinate policies (Tannenbaum et al., 2019).

[http://genderedinnovations.stanford.edu/policy\\_landing.html](http://genderedinnovations.stanford.edu/policy_landing.html)



## Next steps:

### **Grant Agencies and organizations-**

Establish policies to achieve gender balance and publish annual gender-specific statistics of grant recipients.

**Editors** of Peer-Review Journals can ensure gender balance by regularly publishing gender-specific statistics of submitted and published papers.

**Universities-** Ensure gender balance within departments and publish membership and annual recruitment statistics by gender, especially highlighting women and marginalized group members to ensure diversity and inclusiveness.

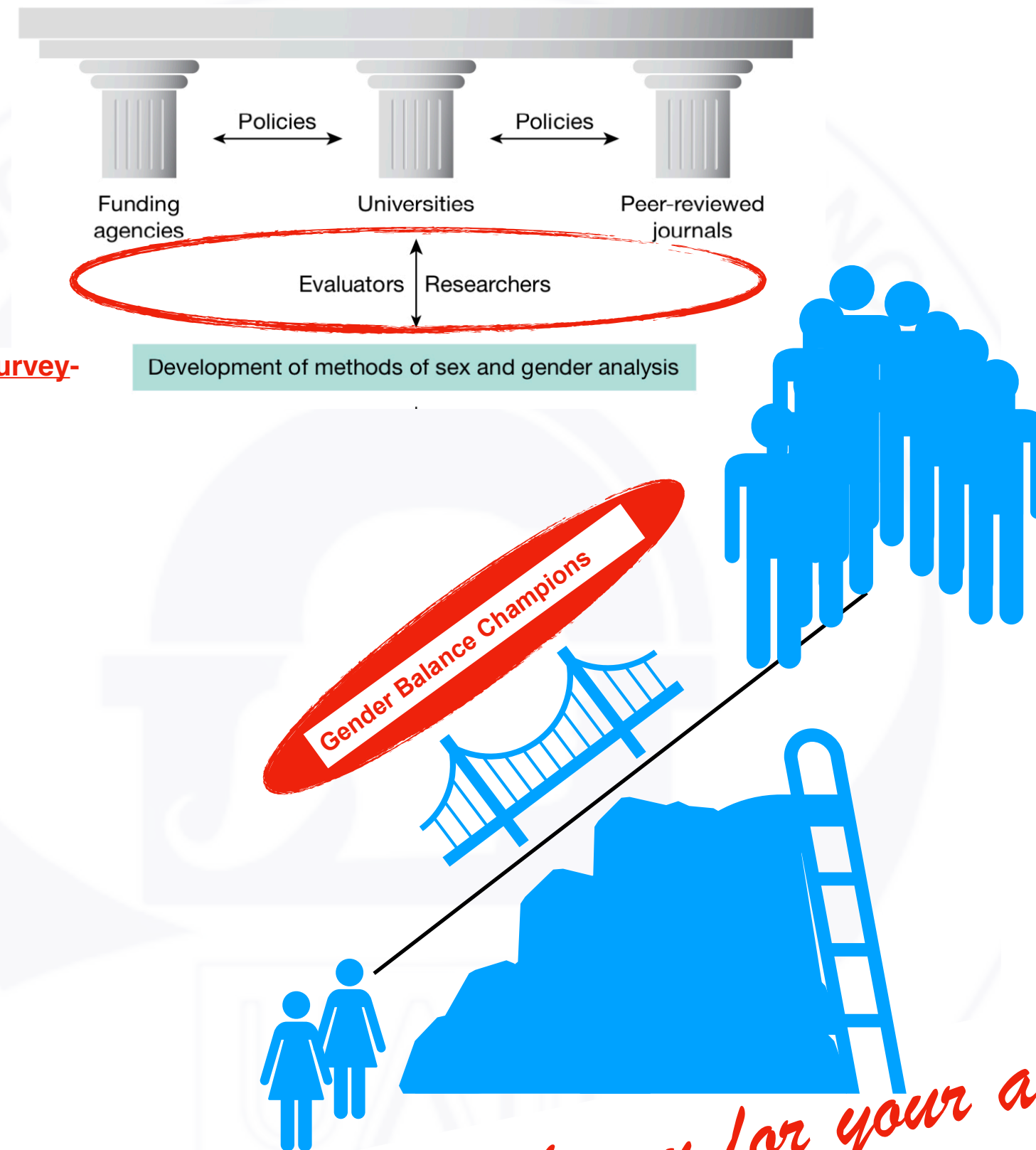
**Industries-** Prioritize funding for projects that include well-defined gender balance plans.

**Monitor progress and publish yearly results**

**[http://genderedinnovations.stanford.edu/policy\\_landing.html](http://genderedinnovations.stanford.edu/policy_landing.html)**



# Problems and questions for the Institutions, Universities, and policy makers



Participate in the [IAU Gender Equity Survey](https://forms.gle/qjZ4h3w1A2Hgqfdi6)-

<https://forms.gle/qjZ4h3w1A2Hgqfdi6>.

*Thank you for your attention !*