



STANFORD

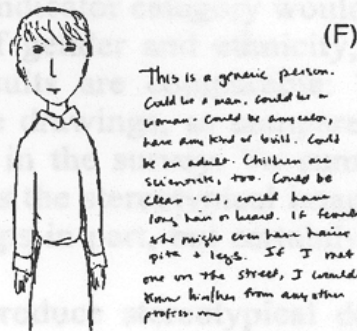
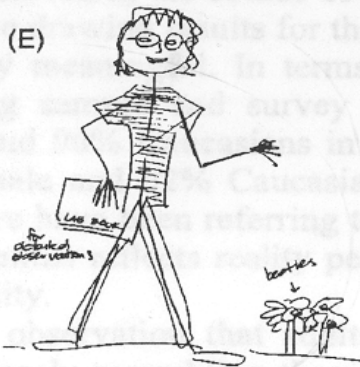
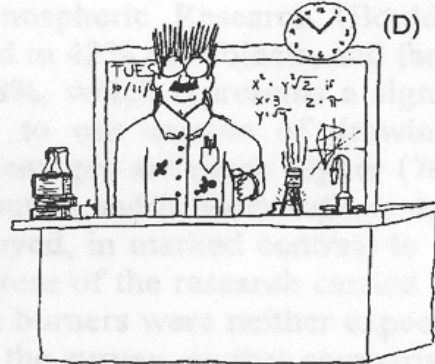
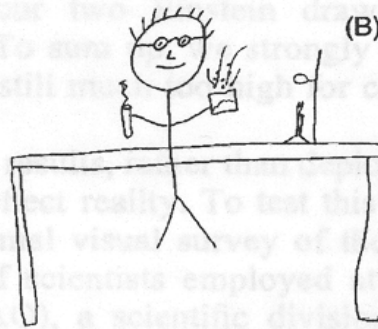
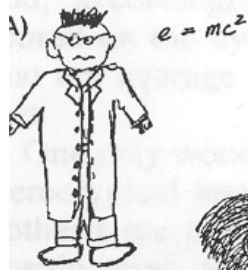
SCHOOL OF
HUMANITIES AND SCIENCES



Londa Schiebinger

John L. Hinds Professor of History of Science

**Director, European Union/United States Gendered
Innovations in Science, Medicine, and
Engineering Project**



Results of “**Draw-a-Scientist Test**”
 administered to
 school children

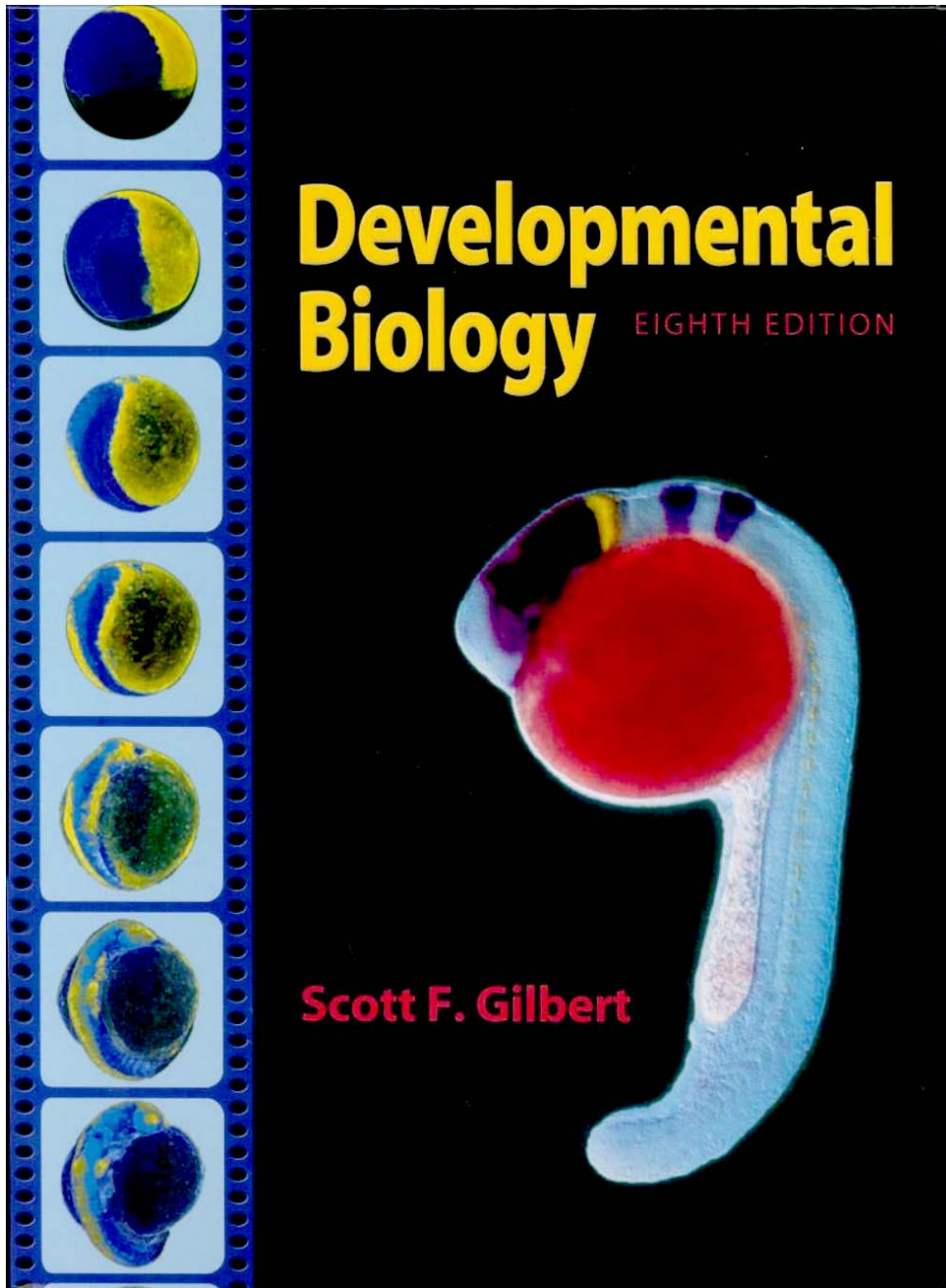
Three Areas of Concern

1. Women's and girls' participation in S&T education and employment

Key recommendation:

Make educational and research organizations more successful in attracting and retaining girls and women. E.g.:

- Access to quality education
- Gender-sensitive teaching materials and work places.



Scott Gilbert's
2009 textbook

Three Areas of Concern

2. Women's access to, development of, and ability to benefit from technology

Key recommendation:

Adopt participatory, user-driven approaches

- To ensure women's needs are taken into account

A woman in the Volta region of Southeast Ghana mapping well sites



Three Areas of Concern

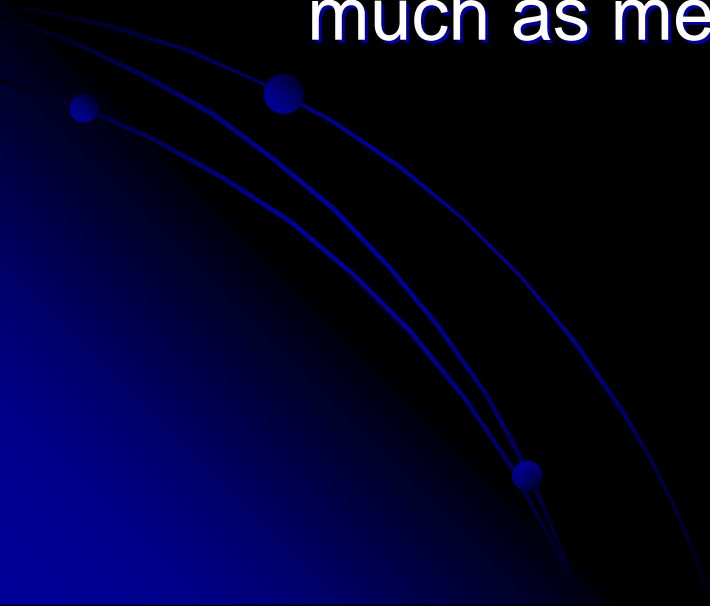
3. Gender analysis and innovations in science, knowledge, and technology design

*"Fix the knowledge"; i.e., mainstream gender analysis into research

Why is it important to mainstream gender analysis into S&T?

1. Social Justice

- Women have a right to benefit from S&T as much as men



Why is it important to mainstream gender analysis into S&T?

2. Economic Development

- Employing gender analysis and including women's views bring new perspectives and knowledge that can fuel creativity and new jobs.
- Gender *bias* can be costly

Gender Bias:

Biomedical research is done primarily in human and non-human males.




Gender Bias: Out-of-Position Drivers

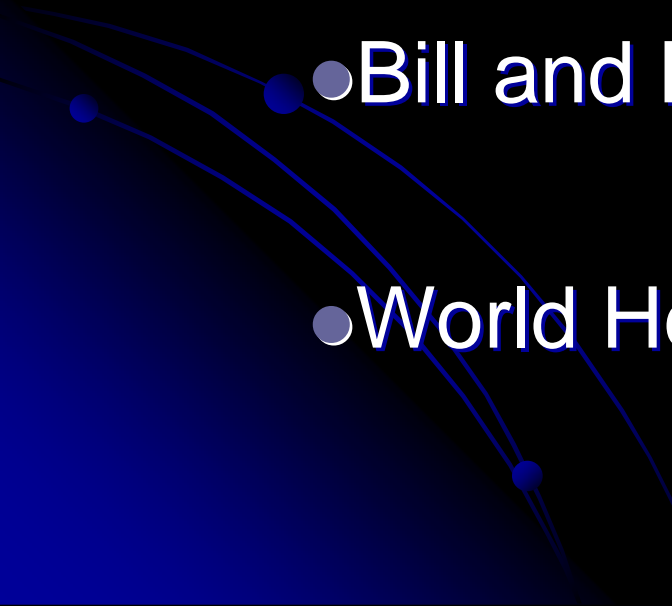


Why is it important to mainstream gender analysis into S&T?

3. Promotes Excellence and Innovation

- ❖ Designing gender analysis into basic and applied research ...
 - ❖ Enhances scientific creativity
 - ❖ Benefits society
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Funding agencies that require gender analysis:

- European Union's Directorate-General for Research & Innovation
 - Bill and Melinda Gates Foundation
 - World Health Organization, etc.
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Women may possess unique intellectual resources, such as knowledge about the medicinal properties of plants or about preserving biodiversity.

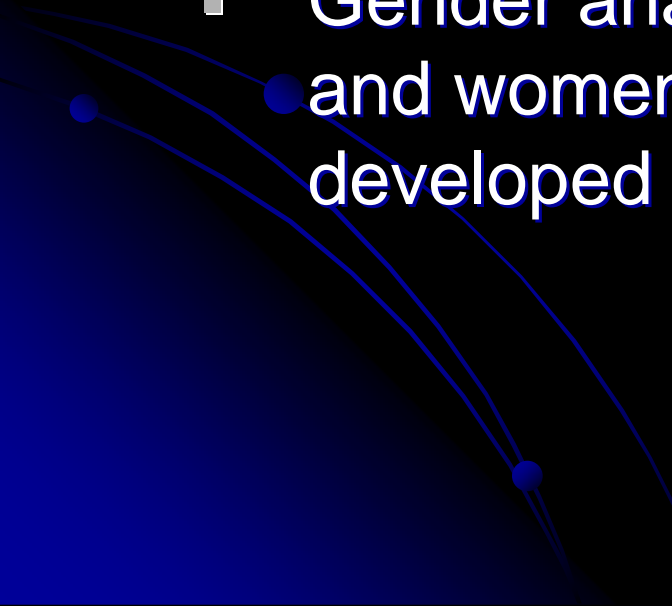


Gender Analysis also Benefits Men



Why is it important to include women's views and gender analysis in S&T?

3. Promotes Excellence and Innovation

- Gender analysis serves as a *resource* to stimulate innovation in S&T
 - Gender analysis enhances the lives of men and women across both the developing and developed worlds
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What is to be Done?

Fix the Girls' and Women's Access to Education and Employment

Fix Girls' and Women's Access to Technology

**Fix Human Knowledge by including Women's Views and Gender Analysis

