



# Annex A. Advisory Panel biographies

## Co-chairs

**Johanna (Anneke) LEVELT SENGERS** is a native of the Netherlands, where she obtained her Ph.D. in physics at the University of Amsterdam. She joined the U.S.A.'s National Institute of Standards and Technology (NIST) in 1963, where she is presently a scientist emeritus. Dr Levelt Sengers' main professional interest is fluids and fluid mixtures. She was a Group Leader at NIST from 1978 to 1987 and a NIST Fellow from 1983 to 1995. She is past President of, and was the U.S.A.'s representative to, the International Association for the Properties of Water and Steam. A member both of the U.S.A.'s National Academy of Sciences and National Academy of Engineering, Dr Levelt Sengers is a corresponding member of the Royal Netherlands Academy of Arts and Sciences. She has received an honorary doctorate from the Technical University Delft, Netherlands, and was the 2003 North American Laureate of the L'Oréal-UNESCO 'For Women in Science' Awards.

**Manju SHARMA** is the President and Executive Director of the Indian Institute of Advanced Research, Gandhinagar, Gujarat, India. She is a former Secretary to the Government of India for the Department of Biotechnology. Responsible in this post for boosting the development of biotechnology in India, she set up many new research institutes and spread the educational network for biotechnology all over the country. She has initiated major programmes for the inclusion of women in science and technology. Dr Sharma has received honorary doctorates from many universities in India, as well as many national and international awards.

She was the first female President of India's National Academy of Sciences. She is a member of the Board of Governors of the United Nations University's Institute for Advanced Studies, a member of the Advisory Panel on Agricultural Biotechnology of the U.S.A.'s Agency for International Development, and a Fellow of the Third World Academy of Sciences.

## Advisory report panelists

**Ken-ichi ARAI** received his M.D. in 1967 from the University of Tokyo and his Ph.D. in biochemistry in 1974 from the same university. Dr Arai worked for the University of Tokyo before moving to the U.S.A. to join the DNAX Research Institute of Molecular and Cellular Biology and the faculty of Stanford University. He is presently Emeritus Professor of the University of Tokyo and a visiting professor at four different universities. Dr Arai was one of the founders of the Asia-Pacific International Molecular Biology Network and served as its President for the first five years. He is a member of the Executive Committee of the International Union of Biochemistry and Molecular Biology, serving as chair of Networking Industrial Relationship and Biotechnology. Always a strong advocate of promoting women in science, the fact that Japan's academic institutions now have women professors is due in large part to his efforts.

**Jocelyn BELL BURNELL** retired in 2004 from a three-year deanship at the University of Bath and is currently a visiting professor of astrophysics at the University of Oxford. As a graduate student at Cambridge University she discovered pulsars, and later worked at the University of

Southampton, University College London, and the Royal Observatory in Edinburgh. Dr Bell Burnell has received numerous awards—including the Oppenheimer Prize, the Michelson Medal, the Tinsley Prize, and the Magellanic Premium (all from learned bodies in the U.S.A.) and the Herschel Medal from the U.K.'s Royal Astronomical Society—and she is much in demand as a public speaker. In 1999 she toured Australia, giving the Women in Physics Lecture. Dr Bell Burnell recently completed a term as President of the Royal Astronomical Society, is a Fellow of the Royal Society, and has been elected a Foreign Member of the U.S.A.'s National Academy of Sciences.

**Ayse ERZAN** is Professor of Physics at the Istanbul Technical University and a Researcher at the Feza Gursev Institute for Basic Science. Her research has long been in statistical physics, which she has more recently been applying to biological problems. She is involved in ethics, human rights, and science-education initiatives. Professor Erzan is a member of the Turkish Academy of Sciences. She received the Turkish Scientific and Technical Council Science award in 1997 and was the 2003 European Laureate of the L'Oréal-UNESCO 'For Women in Science' Awards.

**Nancy IP** has been on the faculty of the Hong Kong University of Science and Technology since 1993, and is currently the Head of Biochemistry and Director both of the Biotechnology Research Institute and the Molecular Neuroscience Centre. Known for her work on neuronal



signal transduction and neurodegenerative diseases, she holds 14 patents and her 150 publications have received more than 11,000 citations. Professor Ip obtained her Ph.D. from Harvard University and has seven years of industrial experience in the U.S.A. A founding member of the Asian-Pacific International Molecular Biology Network, she has garnered numerous honors; for example, Professor IP won the National Natural Science Award (2003) and was the 2004 China Laureate of the L'Oréal-UNESCO 'For Women in Science' Awards. She has also been elected as Academician both of the Chinese Academy of Sciences (2001) and the Academy of Sciences for the Developing World (2004).

**Lydia MAKHUBU** is Professor of Chemistry at the University of Swaziland. She has served on numerous consulting bodies and professional societies, was President of the Royal Swaziland Society of Science and Technology, and is a Fellow of the African Academy of Sciences and President of the Third World Organization for Women in Science.

**Armando PARODI** is a Laboratory Head and Professor at the Fundacion Instituto Leloir, Buenos Aires, Argentina. Well

known for his research on protein structure, he has worked at the Institut Pasteur in Paris, the U.S.A.'s Duke University, and the University of Rio de Janeiro, Brazil. Dr Parodi, a Foreign Associate of the U.S.A.'s National Academy of Sciences, served on the Jury of the 2004 L'Oréal-UNESCO 'For Women in Science' Awards. He is highly regarded for his knowledge of the situation of women scientists in Argentina as well as throughout Latin America.

**Anne STEVENS** is the first female Executive Vice President in the Ford Motor Company's history and the highest ranking woman in the automotive industry. Elected in October 2005 to her post of Executive Vice President and to that of Chief Operating Officer for the Americas, she will lead the Company's core operations, including product development, manufacturing, and purchasing, in that region of the world. Prior to becoming Chief Operating Officer, Ms Stevens was Group Vice President for Canada, Mexico, and South America. Earlier in her career at Ford she worked in the U.K., at a time when women engineers were virtually unknown in Europe. Thus she has experienced first-hand, and on three continents, the barriers faced by women engineers. Ms Stevens has been named four

times to *Fortune* magazine's list of '50 Most Powerful Women in Business.' She was elected to the Board of Directors of Lockheed Martin in 2002. Ms Stevens is a member of the U.S.A.'s National Academy of Engineering.

**Jennifer THOMSON** is Professor of Molecular and Cell Biology at the University of Cape Town, Republic of South Africa. She develops genetically modified plants and is an adviser to the Council for Biotechnology Information in the U.S.A. Professor Thomson is cofounder of the Association of South African Women in Science and Engineering and since 2003 has been Chair of the Board of the African Agricultural Technology Foundation. A member of the Council of the Academy of Sciences of South Africa, she was the 2004 African Laureate of the L'Oréal-UNESCO 'For Women in Science' Awards. In 2005, Professor Thomson received an honorary doctorate from the University of Paris.



## Annex B. Glossary

**Diversity:** Characterizes a group marked by visible and non-visible differences between its members—such as sex, race, sexual orientation, age, and religious belief—that enrich their mutual interaction.

**Equal treatment:** Treating women and men in the same way, such as offering equal pay for equal work. Does not account for differences in employment characteristics of women and men.

**First faculty positions:** Posts in higher education filled by those who are academically young—i.e., have modest publication records.

**Gender:** The social differences between women and men that are learned, evolve over time, and vary between countries and cultures. For example, women give birth (biologically determined), but biology does not determine who raises children (gendered behaviour).

**Gender blindness:** Completely ignoring the gender dimension in setting policy, with the consequence that the policy usually benefits men over women (given that men are already in the majority).

**Gender equal:** Human beings are free to develop their abilities and make choices, with no limit set by gender roles.

**Gender sensitive:** Being aware of differential impact of customs, policies and practices on women and men.

**Glass ceiling:** Invisible barrier that prevents women from rising to the top levels of organizations.

**Horizontal gender segregation:** The differential concentration rates, by gender, in certain occupational sectors or disciplines.



**Inclusiveness:** An organizational culture in which all members of a diverse work-force contribute to the organization to the best of their ability. In the present context, this implies a gender-sensitive and gender-fair environment.

**Leaky pipeline:** The gradual loss of women from the science career path, even if women and men go into higher education in equal numbers.

**Positive (or affirmative) action:** An incentive to an underrepresented group in order to redress any disadvantages.

**Positive discrimination:** Choosing a person from an underrepresented group, regardless of whether they are the best person for the activity or post.

**Sex:** The biologically determined difference between women and men.

**Sex-disaggregated statistics:** Statistics separated out by sex.

**Vertical gender segregation:** Differentials in the positions of women and men within the hierarchies of a field.





## Annex C. Abbreviations and acronyms

CAWMSET	Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology
CGIAR	Consultative Group on International Agricultural Research
CONICET	National Research Council Argentina
ETAN	European Technology Assessment Network
FREJA	Female Researchers in Joint Action
GAB	Gender Advisory Board of UNCSTD
IAC	InterAcademy Council
IAP	InterAcademy Panel
INSA	Indian National Science Academy
IUPAC	International Union of Pure and Applied Chemistry
IUPAP	International Union of Pure and Applied Physics
MIT	Massachusetts Institute of Technology
NAE	National Academy of Engineering, United States
NAS	National Academy of Sciences, United States
NAST	National Academy of Science and Technology, Philippines
NCW	National Council for Women, Egypt
OECD	Organization for Economic Co-Operation and Development
S&T	Science and technology
SET	Science, Engineering, and Technology
TWAS	Academy of Sciences for the Developing World
TWOWS	Third World Organization for Women in Science
UNCSTD	United Nations Commission on Science and Technology for Development
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNICEF	United Nations Children's Fund
WEPAN	Women in Engineering Programs and Advocates Network
WIEP	Women in Engineering Program
WinSETS	Women in Science and Technology Scoreboards
WISE	Women into Science and Engineering



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## Annex F. Web sources of information

All links were correct at publication time. Because of the nature of the Internet, no responsibility can be taken for a broken or changed URL over time.

### Education

Association in Support of Contemporary Living, Turkey — [www.ataturksociety.org](http://www.ataturksociety.org)  
Computer Clubs for Girls, U.K. — [www.cc4g.net](http://www.cc4g.net)  
CYDD, Turkey — [www.cydd.org.tr](http://www.cydd.org.tr)  
Ecsite, U.K. — [www.ecsite-uk.net/index.php](http://www.ecsite-uk.net/index.php)  
Engineergirl, NAE, U.S.A. — [www.engineergirl.org](http://www.engineergirl.org)  
Iwaswondering, NAS, U.S.A. — [www.iwaswondering.org](http://www.iwaswondering.org)  
National Childcare Strategy — [www.odpm.gov.uk](http://www.odpm.gov.uk)  
National Children's Strategy, U.K. — [www.nco.ie](http://www.nco.ie)  
Pathmakers for careers guidance in Canada — [www.carleton.ca](http://www.carleton.ca)  
Science in Africa — [www.sciencein africa.co.za](http://www.sciencein africa.co.za)  
Science, Engineering, Technology, and Mathematics Network — [www.setnet.org.uk](http://www.setnet.org.uk)  
Supreme Council of Universities, Egypt — [www.scu.eun.eg](http://www.scu.eun.eg)  
Taking a leading role – careers advisers' survey — [www.royalsoc.ac.uk](http://www.royalsoc.ac.uk)  
Turkey Educational Volunteers Foundation (TEGV), Turkey — [www.tegv.org.tr](http://www.tegv.org.tr)  
UNESCO-IUPAC microscience experiments — [portal.unesco.org/education](http://portal.unesco.org/education)  
UNICEF Girls' education — [www.unicef.org](http://www.unicef.org)  
UNICEF Programs in Turkey — [www.haydikizlarokula.org](http://www.haydikizlarokula.org)

### Organizations and initiatives relevant to women and science

All-China Women's Federation — [www.women.org.cn/english/index.htm](http://www.women.org.cn/english/index.htm)  
Association for Women in Science — [www.awis.org](http://www.awis.org)  
Association of South African Women in Science and Engineering — [www.sawise.org.za](http://www.sawise.org.za)  
Athena Project — [www.athenaproject.org.uk](http://www.athenaproject.org.uk)  
CGIAR — [www.genderdiversity.cgiar.org](http://www.genderdiversity.cgiar.org)  
European Association for Women in Science, Engineering and Technology — [www.setwomenexperts.org.uk](http://www.setwomenexperts.org.uk)  
FREJA — [www.cyborgs.sdu.dk](http://www.cyborgs.sdu.dk)  
Global Alliance — [www.globalalliancesmet.org](http://www.globalalliancesmet.org)  
International Network of Women Engineers and Scientists INWES — [www.inwes.org](http://www.inwes.org)  
IPAZIA – UNESCO — [www.womensciencenet.org](http://www.womensciencenet.org)  
National Institute for Supporting Women in Science and Technology, Korea — <http://english.wist.re.kr>  
Purdue University Women in Engineering Program — [www.engineering.purdue.edu](http://www.engineering.purdue.edu)  
Third World Organization for Women in Science — [www.twows.org](http://www.twows.org)  
U.K. Resource Centre for Women in Science, Engineering and Technology — [www.setwomenresource.org.uk](http://www.setwomenresource.org.uk)  
Women in Global Science and Technology (WIGSAT) — [www.wigsat.org](http://www.wigsat.org)



Women in Japan Physical Society — [www.aapps.org](http://www.aapps.org)

Women, Science and Technology in Latin America — [www.catunescomujer.org](http://www.catunescomujer.org)

### Science organizations

American Association of Engineering Societies — [www.aaes.org](http://www.aaes.org)

American Institute of Physics — [www.aip.org](http://www.aip.org)

American Physical Society — [www.aps.org](http://www.aps.org)

American Institute of Physics — [www.aip.org/statistics](http://www.aip.org/statistics)

Argentine National Research Council for Science and Technology — [www.conicet.gov.ar](http://www.conicet.gov.ar)

InterAcademy Council — [www.interacademycouncil.net](http://www.interacademycouncil.net)

International Astronomical Union — <http://proceedings.aip.org>

International Union of Pure and Applied Physics — [www.iupap.org](http://www.iupap.org)

National Academy of Sciences — [www.nationalacademies.org](http://www.nationalacademies.org)

Nobel Foundation — <http://nobelprize.org>

Royal Society of Chemistry — [www.rsc.org](http://www.rsc.org)

Royal Society of London, U. K. — [www.royalsoc.ac.uk](http://www.royalsoc.ac.uk)

Science Council of Japan [www — scj.go.jp](http://www.scj.go.jp)

TWAS The Academy of Sciences for the Developing World — [www.twas.org](http://www.twas.org)

U.S.A. Food and Drug Administration — [www.fda.gov](http://www.fda.gov)

### Science communication

AlphaGalileo — [www.alphagalileo.org](http://www.alphagalileo.org)

EuroPAWS — <http://europaws.merzagora.net>

National Academies Press — [www.nap.edu](http://www.nap.edu)

PAWS — [www.pparc.ac.uk](http://www.pparc.ac.uk)

UNESCO-IUPAC — <http://portal.unesco.org>

Warintek Multipurpose Community Telecenters — <http://portal.unesco.org>

### Sustainability

China's strategies for relieving poverty — [www.help-poverty.org.cn](http://www.help-poverty.org.cn)

M.S. Swaminathan Research Foundation — [www.mssrf.org](http://www.mssrf.org)

UNESCO — <http://portal.unesco.org>

### Women and equality

ADVANCE — [www.nsf.gov/advance](http://www.nsf.gov/advance) and [www.engr.washington.edu/advance](http://www.engr.washington.edu/advance)

AT&T Labs internships — <http://public.research.att.com>

Beijing + 10 — [www.un.org](http://www.un.org)

Beijing + 5 — [www.un.org](http://www.un.org)

Beijing Conference on Women — [www.un.org](http://www.un.org)

Dartmouth College, New Hampshire internships — [www.dartmouth.edu](http://www.dartmouth.edu)

Genderdax — [www.genderdax.de](http://www.genderdax.de)

Max Planck Society — [www.mpg.de/english](http://www.mpg.de/english)

Maximising Returns — [www.setwomenresource.org.uk](http://www.setwomenresource.org.uk)

Natural Sciences and Engineering Research Council of Canada — [www.nserc.ca](http://www.nserc.ca)

United Nations Commission on Science and Technology for Development/Gender Advisory Board — <http://gab.wigsat.org>

Women Scientists Programs, Department of Science and Technology, India — <http://dst.gov.in>





## Reports and resources on women in science and industry

European Commission, Women in Science — [www.cordis.lu](http://www.cordis.lu)

MIT Report — <http://web.mit.edu>

National Science Foundation — <http://www.nsf.gov>

U.K. Resource Centre for Women in SET — [www.setwomenresource.org.uk](http://www.setwomenresource.org.uk)

Women in Physics, IUPAP — <http://proceedings.aip.org>

Women Scientists in Industry, Catalyst — [www.catalyst.org](http://www.catalyst.org)



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**Page 60:** Nancy IP, Professor of neuroscience, consults with her collaborators. She is head of the Department of Biochemistry, and director of the Biotechnology Research Institute and the Molecular Neuroscience Centre of the Hong Kong University of Science and Technology, Hong Kong. Photo courtesy of Sam Mattingly/L'Oréal USA. Copyright Micheline Pelletier/Gamma.

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