



## IANAS WOMEN FOR SCIENCE FOCAL POINTS MEETING

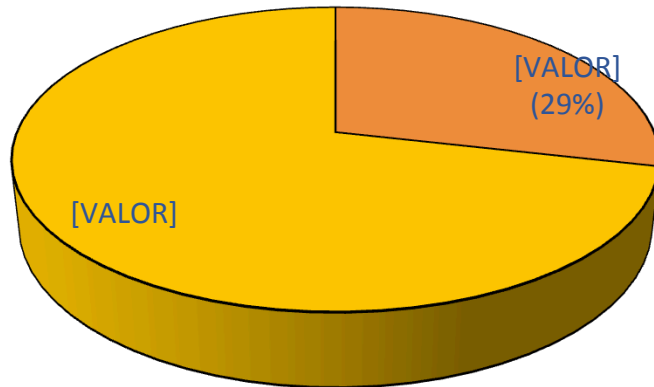
Río de Janeiro, Brazil

August 20, 2018

### **PROMOTING GENDER EQUITY IN SCIENCE**

Melba Castillo A.

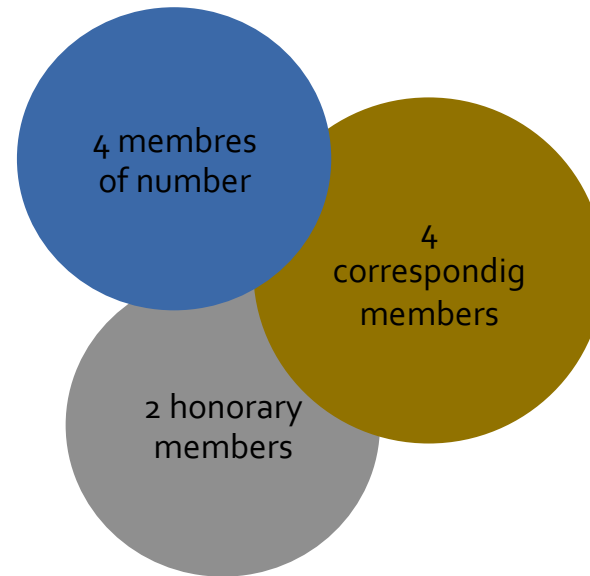
## Scientific Community 2018



■ Scientific women
 ■ Scientific men

Areas of expertise:  
education, humanities,  
history, health, biology,  
laws

Areas of expertise:  
geophysics, agronomy,  
chemistry, biology,  
health, economics, laws



## Women on the board of directors (2018-2020)



President, Dr. María Luisa Acosta



Vicepresident, Dr. Melba Castillo



Vocal, Dr. Josefina Vijil

**\*Approved a provision to include two women for each male member\***



## Mainstreaming the gender approach

### Internal gender policy of the Nicaraguan Science Academy

Promote gender equity, addressing the reduction of women's participation throughout their careers and their limited presence in managerial, professional and support positions.

Address inequitable representation among academic, professional and support disciplines, especially in Science, Technology, Engineering, Mathematics and Medicine.

Combat the gender gap in employment and wages. Promote the incorporation of young scientists to our Academy

#### Bases for the formulation of a gender policy in Science and Technology

Promote and expand the support of Science, Technology and Innovation for the development of women (Science for women),

Promote gender equality in Science, Technology and Innovation, Engineering, Labor Force and Leadership (Women in Science)

Support the role of women in innovation systems both nationally and locally.

# Outstanding work



Dr. Katerinne Vammen

PhD in Biochemistry and Water Microbiology, University of Salzburg. One of the more than 120 scientists who participated in the research "Urban water, challenges in the Americas" of the Inter American Network of Academies of Science, which was developed in the South, Center, Caribbean and North America.



Dr. María Luisa Acosta

Doctor in Law, President of the Nicaraguan Academy of Sciences and Coordinator of the Legal Assistance Center for Indigenous and Afro-descendant Peoples. Dr. Acosta has presented the demands and approaches of the academic sector in the National Dialogue, a space that seeks a peaceful solution to the current political and economic crisis in Nicaragua.