



Challenge

<https://www.wsj.com/articles/the-dividends-of-funding-basic-science-1480982516>

OPINION | COMMENTARY

The Dividends of Funding Basic Science

In the 1970s government spending on fundamental research was 2% of GDP. That's how to beat cancer, climate change and more.

By L. Rafael Reif

Dec. 5, 2016 7:01 pm ET

Four Frames for Creating Gender Inclusive Organizations

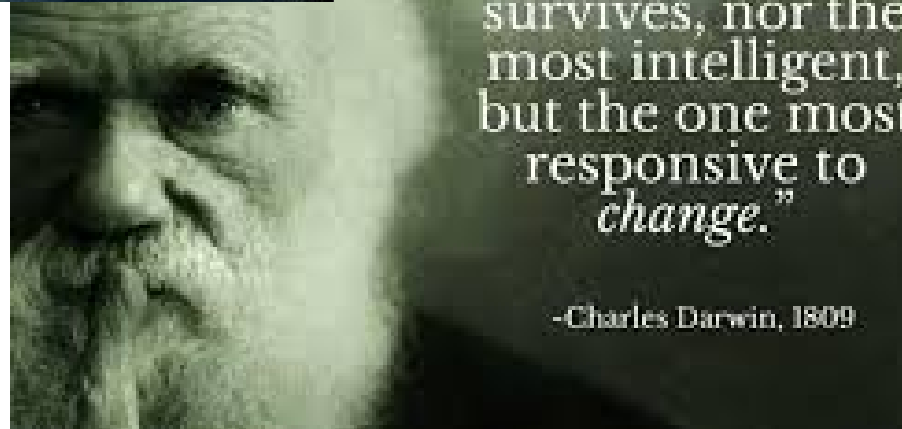
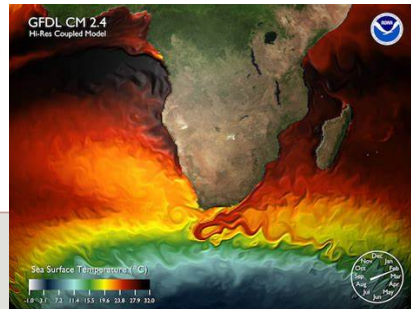
Frame 4 **Re-Vision Engineering Culture**
Focuses on underlying systemic factors that lead to inequity. Organizations are inherently gendered, and gender is a social construct. Interventions change the culture by addressing underlying assumptions, norms, and practices.

Frame 3 **Value Difference**
Focuses on valuing difference rather than eliminating difference. Places gender equity within a broader diversity perspective. Gender seen as an important contributor to innovation and business performance.

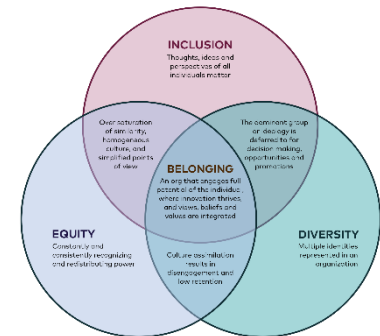
Frame 2 **Create Equal Opportunity**
Focuses on eliminating structural and procedural barriers that are biased against women and impede advancement. Interventions tend to be legalistic and policy-based.

Frame 1 **Equip the Women**
Minimize differences in experience between women and men so that women can compete as equals. Focus is on the individual.

Source:
GGI Insights, Briefing Note No. 1,
Semmes Graduate School of Management,
http://www.semsem.edu/sites/default/files/GGI_Insights_01.pdf
Downloaded June 17, 2013
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Public Law 588 - Congress recognizes the value of scientific research

*"...plan, foster and encourage **scientific research in recognition of its paramount importance as related to the maintenance of future naval power, and the preservation of national security...**"*