

**CELEBRATING WOMEN IN SCIENCE AND  
RECOGNIZING L'ORÉAL USA FOR WOMEN IN SCIENCE FELLOWS  
BREAKING GLASS:  
ADVANCING WOMEN LEADERS IN SCIENCE**

**When:** Tuesday, November 2, 2022, 12:00 p.m.-1:40 p.m.

**Where:** The National Academy of Science Building (West Court), 2101 Constitution Avenue, Washington, D.C. and webcast via <https://www.nationalacademies.org/event/11-02-2022/breaking-glass-advancing-women-leaders-in-science>

**What:** In collaboration with L'Oréal USA, the National Academies of Sciences, Engineering, and Medicine will host an event that explores the critical need to remove systemic barriers to women in leadership and celebrates the significant contributions of women leaders in science. The event will highlight the narratives of senior women leaders along with a distinguished group of early-career women researchers who have been recognized by L'Oréal USA for their contributions to STEM fields and commitment to serving as role models for younger generations.

**Background:** Women's representation in leadership is critical for closing equity gaps and creating more equitable workplaces. Research has documented that women in leadership positions are associated with reducing gender gaps in hiring, graduate admissions, tenure decisions, and pay.<sup>1</sup> Further, research has demonstrated that women leaders excel in taking initiative, acting with resilience, practicing self-development, driving for results, and displaying high integrity and honesty, and often receive higher ratings than men in leadership competencies.<sup>2</sup>

But, unfortunately, women remain consistently underrepresented in leadership positions in science, even in fields in which women are well-represented. Various studies have explored and documented the reasons for women's historical underrepresentation in leadership positions in science. These reasons include the "chilly climate," where women are treated in a discriminatory fashion that becomes even "colder at the top"; embedded attitudes in academia favoring men's advancement; and organizational work policies and cultures that make it challenging for women

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<sup>1</sup> National Academies of Sciences, Engineering, and Medicine. 2021. The Impact of COVID-19 on the Careers of Women in Academic Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press. <https://doi.org/10.17226/26061>.

<sup>2</sup> Folkman, Z. 2015. A study in leadership: Women do it better than men. In *Real Women, Real Leaders* (eds K. Hurley and P. Shumway). Wiley

to succeed. These barriers are intensified for women of color, sexual and gender minority women, and women with disabilities. There is a clear need to remove these systemic institutional barriers to women's advancement in scientific fields, which are costly to individual women, to science, and to society.<sup>3</sup>

### **Agenda**

**12:00 p.m.** Opening remarks and welcome from the National Academies and L'Oréal USA

- **Ashley Bear**, Director, Committee on Women in Science, Engineering, and Medicine
- **Anne Schruth**, Director, Community Engagement and Corporate Philanthropy, L'Oréal USA

**12:10 p.m.-12:40 p.m. Women in Leadership: An Overview of the Research**

This panel will offer an overview of current research on the barriers women face to advancement, the importance of equity minded-leadership, and will highlight the significant contributions of women leaders, past and present.

#### **Speakers:**

- **Gilda Barabino**, President, Olin College of Engineering; President of the American Association of the Advancement of Science; Chair of the National Academies' Committee on Women in Science, Engineering, and Medicine
- **Catherine Hill**, Policy Analyst, Women's Bureau, US Department of Labor; co-author of report *Barriers and Bias: The Status of Women in Leadership* (Association of University Women)
- **Joanne Tornow**, recently retired Assistant Director of the Directorate for Biological Sciences, National Science Foundation

**12:40 p.m.-1:30 p.m. Rising Leaders: The 2022 L'Oréal For Women in Science Fellows**

This panel discussion with the 2022 L'Oréal For Women in Science Fellows will explore the personal leadership journey of a group of early career women leaders.

**Moderator: Mary Garcia-Cazarin**, Scientific Advisor, National Institutes of Health

**1:30 p.m. – 1:40 p.m. Q&A Session**

**1:40 p.m.** Closing remarks and thank you from L'Oréal and the National Academies

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<sup>3</sup> National Academies of Sciences, Engineering, and Medicine. 2021. The Impact of COVID-19 on the Careers of Women in Academic Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press. <https://doi.org/10.17226/26061>.