

Table of Contents

1	An Introduction to Breaking Barriers: Women Revolutionizing STEM 1 <i>Jennifer Geddes-McAllister</i>	Introduction 1 List of Abbreviations 7 Acknowledgements 7
Section I: Perspectives from Countries and Institutions 9		
2	Strategies to Empower and Overcome Challenges: A Case Study from Belgium 11 <i>Sabine van Doorslaer</i>	Tackling Gender Inequality in STEM Fields: University Study Programs 11 Tackling Gender Inequality in STEM Fields: Academic Careers 16 Conclusion 23 List of Abbreviations 24 Acknowledgements 24 References 24
3	The Funding Gap in Norway: A Comparison of European and Norwegian Research Councils' Policies on Eligibility Extension Due to Maternity Leave 26 <i>Veronika Kuchařová Pettersen, and Melina Duarte</i>	Introduction 26 Early Career Stage in Academia from a Mother's Perspective 27 From a Mother's Perspective to Policy 29 Maternity Policy Impact on Early Career Researchers 31 An Appeal to RCN to Become More Supportive of Gender Diversity in Academia 34 Conclusions 36 List of Abbreviations 37 Acknowledgments 37 References 37
4	Perspective on the Role of Women in Canadian Academic Institutions 39 <i>Stephanie Bishop and Marija Driklc</i>	Reflections on Gender Norms and Unconscious Biases in Academic Labs 39 Gender-related Biases in Academic Institutions Across Canada 42 Conclusion 43 List of Abbreviations 44 References 44

**Women Scientists of India
Who Broke the “Glass
Ceiling” in Biological
Sciences** 45
Ankita Sehrawat

Introduction	45
Women in STEM in India	46
Challenges	46
Success Stories: Renowned Women Scientists of India in Plant Physiology/Sciences	48
Suggestions to Support Women in STEM	52
Conclusions	53
List of Abbreviations	53
Acknowledgements	53
References	53

**Section II: Perspectives and Considerations
for Women and Mothers in
STEM** 55

**Perspective on Challenges
Faced by Graduate Students
and Postdoctoral Scholars in
Canada** 57
Stephanie Bishop

Introduction	57
Financial Burden of Pursuing Higher Education in Canada	58
Work-Life Balance and Family Planning	60
Perspective by Dr Claire Kamaliddin	60
Perspective by Dr Marija Drikic	61
Perspective by Dr Stephanie Bishop	62
Looking Ahead	63
List of Abbreviations	64
Acknowledgements	64
References	64

**Moms in Academia: Striking
the Balance of Mothering
and Mentoring** 65
Justine Keathley

Vignette	65
We Need Moms as Academics, and Academics as Moms!	66
Realities and Inequities of Moms in Academia	67
From Struggles to Benefits for Academic Moms	68
Mothers' Struggles with Work-Life Balance So, How Can Mothers in Academia “Do It All?”	70
Policy Updates to Support Mothers in Academia to “Do It All?”	71
In Closing	73
List of Abbreviations	73
References	73

8

**A Reflection of Sadness
and Mistrust for a
System Built to Support** 75
Sarah Thomson

Introduction	75
Contractual Work and Motherhood	76
Equity for Mothers in the Workplace	77
The Need for Women in Leadership and Mentorship	78
Conclusion	79
List of Abbreviations	80
References	80

9

**A Self-portrait with
Personal Perspectives** 81
Éva Csósz

Introduction	81
The Interview	82
The Survey	87
Conclusion	92
List of Abbreviations	92
Acknowledgements	92

10

**Transitioning Between
Academia and Industry** 93
Katherine Stumpo

Introduction	93
The Decision to Move to Industry from Academia	93
What Is It Like in Each Role?	94
What Are the Positions Really Like?	95
Gender Biases Faced by Women in Industry and Academia	97
Driving Factors Behind the Switch from Academia to Industry	98
List of Abbreviations	99
Acknowledgements	99
References	99

11

**Transitioning from
Industry to Government** 100
Mahmuda Ahmed Tanni

Introduction	100
My Journey as a Woman in Industry	100
My Transition to a Career in Government	102
Considerations for a Mother in a STEM Career	103
Considerations for Parents in a STEM Career	104
Considerations for Caregivers in a STEM Career	104
Conclusion	105
List of Abbreviations	105
References	105

12

**Academic Careers,
Relocation, and the
Complex Realities of
Divorce** 106
Nicole Ricker

Introduction	106
Geographic Relocation and Family Instability	106
Cross-border Divorce: Hypothetical Scenarios	107
Financial Constraints in the Wake of Divorce	108
The Emotional Needs of Children	109
Positive Developments and Emerging Support	109
Conclusion	110
References	110

**Section III: Leadership, Recognition,
and Empowerment** 113

13

**Embracing Cooperative
Leadership Amidst a
Competitive Work Culture:
Personal Reflections from
a Mid-career Female in
Environmental Sciences** 115
Ksenia J. Groh

Introduction	115
Career-related Disadvantages of Cooperative Leadership and Mitigation Strategies	122
Conclusion	133
Acknowledgements	134
References	134

14

**Women Leaders and
Strategies to Empower
and Overcome
Challenges** 135
Tarah Lynch

The Historical Roots of Gender, Mental Disorders, and Emotional Expression	135
The Influence of Emotions on Careers in STEM for Women	136
Incorporating Emotional Intelligence to Combat Gender Stereotypes in STEM	137
Conclusion	139
List of Abbreviations	140
References	140

15

**Occupational Exposures
to Chemicals in STEM
Research and Risk for
People Who Are Pregnant,
Intend to Be Pregnant or
Are Chest/Breastfeeding:
A Narrative Review for
Women in STEM** 142
C. Kamaliddin

Background	142
Human Pregnancy and Teratogenicity	143
Risk Related to Pregnancy Outcomes	143
Chest/Breastfeeding	144
Occupational Exposure	145
List of Abbreviations	149
References	149

16

Motherhood and Mental Health in STEM 151

W. J. Lyzenga and J. R. Ashnest

Introduction	151
Definitions	152
Adapting to Motherhood and Workload Changes	153
Mental Wellness as a Continuum	155
Risk Factors and Barriers to Good Mental Health for Mothers in STEM	157
Supporting Yourself Through Self-care and Self-compassion	160
Chapter Notes	162
List of Abbreviations	163
Resources	163
References	164

Section IV: Global Initiatives Driving Positive Change 169

17

Global Initiatives Supporting Women in STEM 171

Stephanie Bishop and Marija Drikic

Introduction	171
APEX Access Program	171
WomiX	179
List of Abbreviations	181
Acknowledgements	181

18

Funding Foundations Driving Positive Change for Women and Mothers in STEM 182

Carleen Kluger

The Christiane Nüsslein-Volhard Foundation	182
Financial Support	183
Visibility and Community	183
Recognition and Role Models	183
Changes of Hope	184
List of Abbreviations	185
References	185

19

Synergy Scientific: Empowering the Humans Behind the Science to Lead, Thrive, and Innovate with Heart 186

Tarah Lynch

The Myth of "Having It All"	186
The Breaking Point	186
The Shift	187
A Spark	188
The Human Side of Science and Looking Forward	188

**Moms in Proteomics:
Building Community,
Recognition, and Change 189**
Jennifer Geddes-McAlister

Introduction: Recognizing the Challenge	189
Origins of Moms in Proteomics	189
Themes from the Community	190
Growth and Expansion	192
Lessons Learned	192
Moving Forward	192
Conclusion	193
List of Abbreviations	193
Acknowledgements	193

Epilogue 194
Jennifer Geddes-McAlister

Reflections and Future Directions	194
Global and National Perspectives: Progress and Gaps	194
Lived Experiences: Mothers, Careers, and the "Leaky Pipeline"	194
Leadership, Recognition, and Well-being	195
Global Initiatives: Building Networks of Change	195
A Personal Reflection	196
Looking Forward	196
Closing Thoughts	196