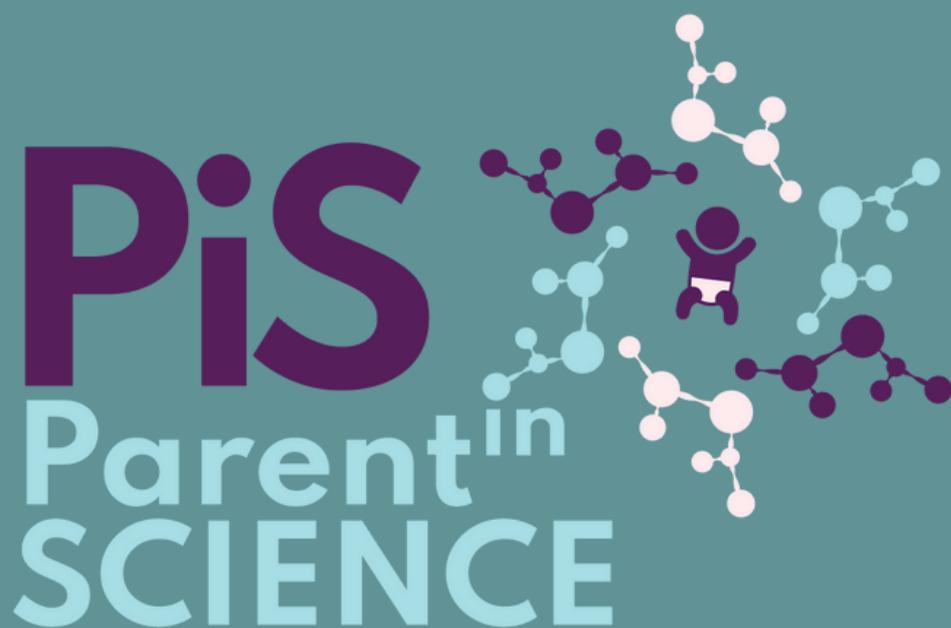


2016 - 2022

Activities Report



Message from our leader



My name is Fernanda Staniscuaski. I am a researcher from the south of Brazil and, more importantly, a mother of three young boys. Until recently, as a molecular biologist, I was working on plants and how they respond to environmental stresses. But destiny had some twists reserved for me. At one point in my early journey as a mother scientist, feeling incapable and unsupported, I've considered leaving science altogether. Against all odds, I persisted, and ended up founding the Parent in Science Movement, in 2016. We are a group of scientists engaged in promoting a fairer environment in academia for parent scientists. The Movement has achieved some important goals since its creation. And I... I've started a new life.

Meet the central pod team



**Fernanda
Staniscuaski**



**Rossana
Soletti**



**Fernanda
Reichert**



**Pâmela Mello
Carpes**



**Adriana
Neumann**



**Zélia
Ludwig**



**Fernanda
Werneck**



**Letícia
de Oliveira**



**Lívia
Kmetzsch**



**Ida
Schwartz**



**Felipe
Ricachenevsky**



**Eugenia
Zandonà**



**Camila
Infanger**



**Alessandra
Brandão**



**Alessandra
Tamajusuku**



**Eliade
Lima**



**Giulia Wiggers
Peçanha**



**Adriana
Seixas**

Mission

The **mission** of the Parent in Science Movement is to change how parenthood, more specifically, **motherhood** is perceived within academia, and to fight for a more **equitable, diverse** and **fair** scientific environment. We promote the discussion about the impacts of motherhood on the academic career of scientists in Brazil and encourage the development of **support policies** aimed at mothers scientists, taking into consideration the intersection with **race** and all other aspects that impact motherhood.

Parent in Science has also contributed to the generation of quantitative **data** on gender and parenthood issues in the Brazilian scientific scenario.

Goals

The Parent in Science Movement **main goals** are:

to bring **awareness** to the academic community of **structural problems** in academia when it comes to mothers, promoting structural changes in our funding agencies, universities and research institutions;



to foster the development of **policies** to support motherhood in academia, such as considering the period of maternity leave in the evaluation of curriculum for selection, examination, promotion, and career advancement;



to fight against the existing **prejudices** against mother scientists and the misconception that women must decide between a successful career and family. We aim to show it is possible to have both, and by doing so, we want to **encourage** girls and young women to engage in science, proving it is a possible career for them;



Goals

to deeply analyse the **impacts** of parenthood on the academic career of Brazilian scientists, taking into consideration all **intersections** with parenthood, such as gender, race, social status and more;



to build a robust **theoretical framework** capable of guiding public policies that help mothers balance their professional and personal lives;



to raise awareness about the importance of increasing the length of **paternity leave** in order to engage fathers in the obligations of parenthood;



to form and strengthen a diverse and inclusive national and international **network** that relates with the project and encourages mothers to prosper in their academic careers.



Guiding principles

We are guided by principles based on **inclusion**, **diversity**, **collaborative work** and **building networks** in academia, science and society as a whole. The guiding principles of our actions and projects are:



We believe that **parenting** is an essential human activity that is not only individual but also **collective**. Therefore, responsibilities related to parenting must be **shared** with the community, society in general and the government, as provided by our Federal Constitution and the Child and Adolescent Statute.



Fathering must be a norm and **caregiving activities must be shared equally**. Paternity leave must be increased in the same proportion of time offered to women.



In the absence of gender equality, **support policies** must be centered on **motherhood**, as converging evidence in Brazil and in the world shows that women are the main responsible for domestic labour and child care.



According to data raised by our movement, **mother scientists** are more impacted by the arrival of their children than father scientists. This impact was magnified with the COVID-19 pandemic. Therefore, **institutional policies** to support mothers in science are urgent and highly needed.



Women must occupy **decision-making spaces** in the same proportion as men. Effective policies must be actively implemented in this regard.



Black women have the smallest representation in science and were the most impacted by the pandemic (regardless of being mothers). Institutional policies aimed at these women are mandatory.

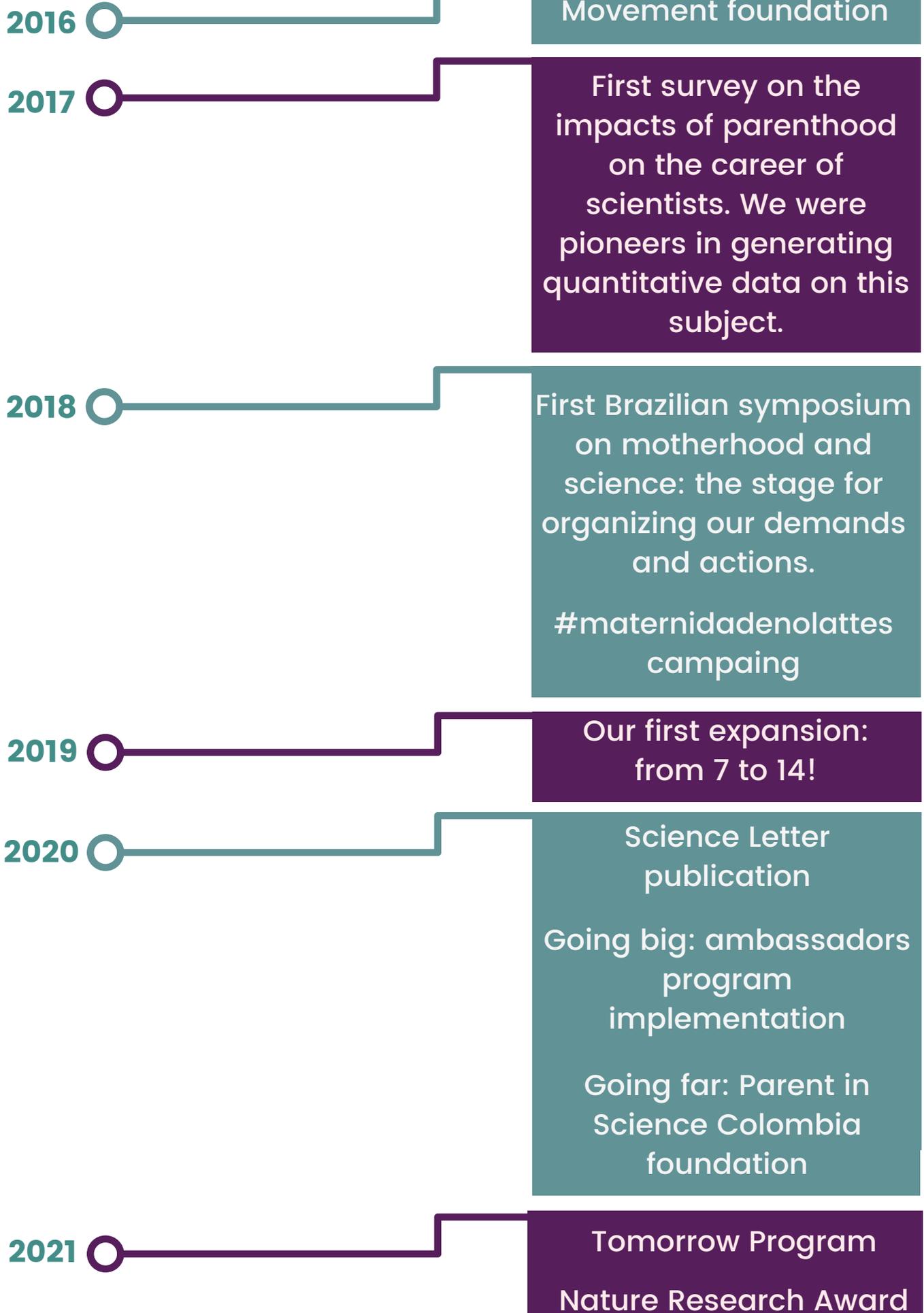


We believe that it is necessary to change the way in which **scientists are evaluated**. More **qualitative analysis** that values the various activities carried out, such as science communication and outreach, should be implemented. Current metrics need to be discussed and analyzed. Principles based on individualism and competition are discouraged in our movement.

History

The **Parent in Science** Movement was founded in **2016** by Fernanda Staniscuaski, a researcher from the Universidade Federal do Rio Grande do Sul, Brazil, a mother of two at the time. The movement was created to provide **support** to **mothers** facing barriers as women in science, and to promote institutional **changes** to ensure they are not forced to choose between motherhood and a career in science. Originally, the group was formed by seven scientists. Over time, the group has expanded and today we are a group of **90 parent scientists** from 53 different Brazilian institutions, devoting our time to promote systemic changes in our education institutions, funding agencies, and other public organizations. Our Movement is responsible for the development of **support policies** for mother scientists that have been implemented in Brazil. Also, we are making it clear to all academic mothers and young girls who are considering a scientific career that they are not alone and that they do **belong** in science. We will continue this fight, **together**, so that their journey (both in academy and in motherhood) is as easy as possible.

Milestones in our history



Milestones in our history

The first national survey on parenthood and academic career was carried out from 2017 to 2019.

Respondents

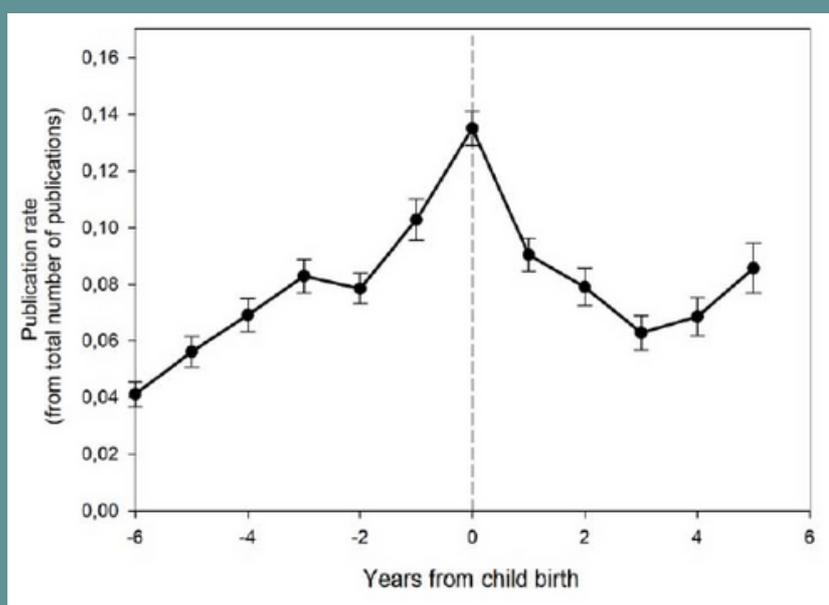


2353



362

The data generated from this survey showed that women face a sharp drop on the publication rate in the first years after becoming a mother, affecting their competitiveness when compared to their male or childless peers.



DATA-DRIVEN POLICIES: Based on our findings, several Brazilian funding agencies and universities have included a "maternity clause" (either a longer years' span or a correction factor to equalize the assessment of mothers' productivity) in their guidelines for CV analysis for grants/fellowships application, selection processes and hiring and progression.

Milestones in our history

2018 – The first Brazilian symposium on motherhood and science



116 attendees



20 talks



Presentation of the data from our national survey

During the symposium, several solutions to the problems of gender inequality in science, more specifically, on the particularities of the actions needed to ensure conditions for full professional development of mother scientists, were proposed:

1. creation of funding grants aimed at resuming women's career after motherhood;
2. consideration of maternity-related pauses in the career in curriculum analysis;
3. provision of recreation and child care services at scientific events;
4. providing training on implicit bias for selection/hiring/progression committee members in funding agencies and research institutions.

Milestones in our history

#maternidadenolattes

During the I Brazilian symposium on motherhood and science, possible solutions to reduce gender disparities were discussed, including the need of maternity-related pauses in women's career to be recognized. The participants proposed the hashtag #maternidadenoLattes (maternity in Lattes) to demand the inclusion of maternity information in the Lattes CV database. The Brazilian Lattes CV database is a successful model of scientific databases. The Brazilian National Council for Scientific and Technological Development (CNPq) created the database to quantify academic productivity - it is the main source of data used to evaluate researchers for hiring, promotions and grant funding. The information regarding maternity leave periods in the Lattes CV database provides the possibility of a fairer peer evaluation of productivity. The #maternidadenoLattes movement, with the support of a letter signed by different Brazilian scientific societies in June 2018, gained momentum in the social networks and in the mainstream media. In April 15th, 2021, after almost three years of negotiations, CNPq officially included a "Leave" tab in the Lattes CV database, where the information of maternity leave can be added.

April 15th 2021

A date to be remembered!



**BEYOND BORDERS: THE
PARENT IN SCIENCE
MOVEMENT EXPANSION**

The expansion of the movement

Ambassador Program

In the beginning, we were a small group of researchers from southern Brazil. In 2019, we had our first expansion, growing to a total of 14 scientists from different regions of the country. But in **2020** we decided to go even further, bringing **72 ambassadors** into the Movement. The ambassadors program was conceived as a way to reach different places, understanding that Brazil is an immense country, with different realities. In this way, our ambassadors are our **connection** with the many particularities of the country's regions, enabling actions that are consistent with the local reality to be planned and carried out. Furthermore, our ambassadors are the **task force** to take the many ideas and demands of our movement off the ground.

Today, we have five **regional pods**, representing 53 education/research institutions located in 18 different Brazilian states.

The expansion of the movement

Ambassador Program

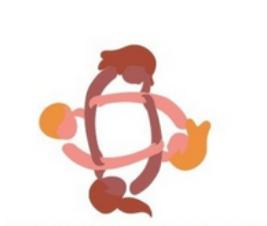
Our ambassadors are engaged in several projects, such as:



01. Creation of local working groups

One of the most important actions of the ambassadors is to encourage the formation of **local working groups** in their institutions, with the aim to propose and implement local **policies** to support mothers and, more broadly, address **gender inequality** in science.

Click below to learn more about some of the groups that are already working at their institutions!



The expansion of the movement

Ambassador Program



02. Promotion of institutional changes

The main focus of the local working groups is to undertake actions aiming at:

1. encouraging **women** participation in science, especially in **STEM**;
2. supporting researchers who are **mothers**;
3. gender equality in the composition of evaluation committees and in **decision-making** spaces within the institution;
4. raising **awareness** within the academic community about **implicit bias** and the construction of **gender stereotypes**;
5. fighting moral and sexual **harassment**;
6. guaranteeing the admission and permanence of student **mothers** at undergraduate and graduate levels.

The expansion of the movement

Meet our Ambassadors



The expansion of the movement

Parent in Science COLOMBIA

In 2020 we took our first step outside the Brazilian borders! In partnership with Colombian women scientists, Parent in Science's first international chapter was founded.

Actions in Colombia

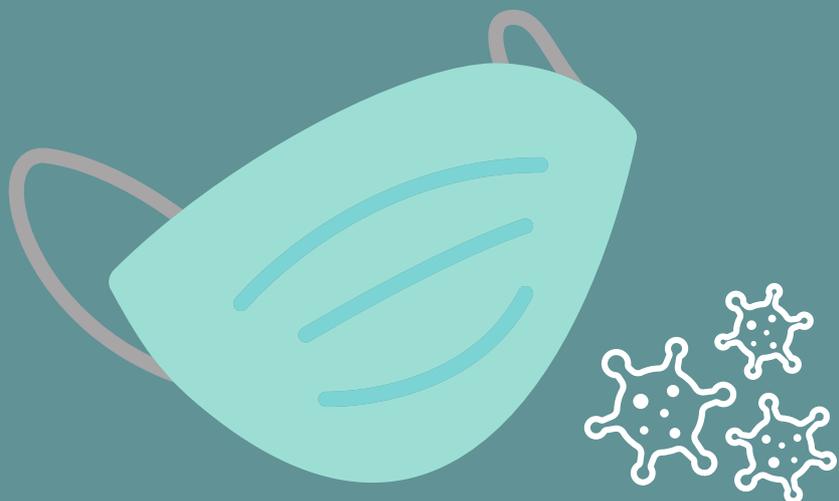
The first action being developed in Colombia is the assembly of **data** on parenthood in academia and science, in a similar way to what was done in Brazil in 2017. Thus, it will be possible to know the reality of the country and propose **support policies** consistent with the Colombian scenario.

To learn more about the Parent in Science Movement in Colombia, visit the website:

www.parentinsciencecol.com

COVID-19 pandemic

Fighting against the setbacks imposed by the pandemic



The COVID-19 pandemic

Raising the issue

In mid-March 2020, Brazil entered social isolation due to the COVID-19 pandemic. Overnight, we found ourselves facing the reality of **remote work** amidst many **care** obligations (whether for children or the elderly, or for other family members who required special attention), which was now entirely our responsibility, 24 hours a day. How to keep up with the expected productivity in this scenario? Concerned about the particular situation of **mothers**, we published a letter in the renowned journal **Science**, calling attention to the impacts of the pandemic on the lives of academic mothers.

You can
access the
letter [here](#).



Edited by Jennifer Silts

Impact of COVID-19 on academic mothers

As daily life grinds to a halt worldwide in response to the coronavirus disease 2019 (COVID-19) pandemic, professionals are adjusting to a new reality of remote working. For many researchers, the release from teaching and administrative activities means more time for independent work. In contrast, parents of young children for whom school has been cancelled

Deadlines for grant proposals, reports, and renewal requests must be postponed. Funding agencies should consider creating granting programs designed around the reality of academics with families. By instituting more flexible policies, we can make science fairer for everyone affected by the pandemic.
Fernanda Staniscuaski^{1*}, Fernanda Reichert²,
Fernanda P. Werneck³, Letícia de Oliveira⁴, Pâmela B. Mello-Carpes⁵, Rossana C. Soletti⁶, Camila Infanger Almeida⁷, Eugenia Zandoná⁸, Felipe Klein Ricachenevsky⁹, Adriana Neumann⁹, Ida Vanessa D. Schwartz⁹, Alessandra Sayuri Kikuchi Tamajusuku⁹,
Adriana Seixas¹⁰, Livia Kmetzsch¹, Parent in Science Movement†

The COVID-19 pandemic

Collecting the data

In order to understand the situation in Brazil and propose **actions** to mitigate the impacts of the pandemic on the career of scientists, we conducted a **survey** during the months of April and May 2020, a period in which almost the entire country was in some degree of lockdown. The survey was answered by more than 14,000 graduate students, post-docs and professors/researchers from all Brazilian regions. The data showed that women, especially **black women** and **mothers**, were facing a much greater impact on their career than men, whether they were fathers or not. To see all survey results, click below and check our **report** and also our publication in the journal **Frontiers in Psychology**.



Gender, Race and Parenthood Impact Academic Productivity During the COVID-19 Pandemic: From Survey to Action

Fernanda Staniscuaski^{1}, Livia Kmetzsch^{1,2}, Rossana C. Soletti³, Fernanda Reichert⁴, Eugenia Zandonà⁵, Zella M. C. Ludwig⁶, Eliade F. Lima⁷, Adriana Neumann⁸, Ida V. D. Schwartz^{9,10}, Pamela B. Mello-Carpes⁷, Alessandra S. K. Tamajusuku⁷, Fernanda P. Werneck¹¹, Felipe K. Ricachenevsky^{2,12}, Camilla Infanger¹³, Adriana Selgas¹⁴, Charley C. Staats^{1,2} and Leticia de Oliveira¹⁵*

The COVID-19 pandemic

Actions

The data obtained in our survey made clear the need for immediate **action** to prevent the pandemic from causing a setback in all the progress made in relation to gender and race issues in science.

Our first action in this regard was to communicate our findings through a letter addressed to our main funding agencies, emphasizing the importance of extending the deadlines for completion of master's and doctoral degrees, as well as extending the scholarships duration for graduate students.

We also carried out a series of **Lives** on our channels and on the channels of partners organizations, to draw attention to the need to act immediately and discuss actions in the short, medium and long term, in addition to presenting a list of **recommendations** for our funding agencies and education/research institutions.

The data from our survey served as the basis for **institutional action plans** that were shortly after put into practice in different institutions.

correspondence

 Check for updates

Time to fight the pandemic setbacks for caregiver academics

Check out our publication on actions to fight the pandemic setbacks, [here](#).



The COVID-19 pandemic

The Tomorrow Program

The data from our survey showed that female graduate students were immensely affected by the **pandemic**, regarding their ability to continue with the development of their theses and dissertations. The numbers were particularly shocking for **black mothers**: less than 10% were making progress with their theses and dissertations during the period of **social isolation** in Brazil.

Knowing that the financial situation of thousands of families was severely affected by the pandemic, we decided to create a financial support program to mothers, aiming to reduce the odds of the pandemic being one more factor to contribute to the evasion of students from graduate school.

Our Movement does not have any kind of financial resources of its own. Therefore, we relied on our **network** to implement the Tomorrow program. And it was beautiful! Our network got together and through a crowdfunding campaign, we raised R\$ 120,000.00. With this money, we are financially supporting 29 **graduate students who are mothers**. Most of them are black or indigenous women and solo mothers. Click bellow to check the article on Nature about initiatives such as the **Tomorrow Program**.

CAREER FEATURE | 09 May 2022 | Correction [12 May 2022](#)

Childcare crowdfunding campaigns aim to keep mums on the academic track

The lack of affordable childcare threatens the retention of scientist parents, especially mothers and those of colour.

Impact of the Tomorrow Program

100%

of the supported students classified the program as **VERY IMPORTANT** for their permanence and completion of the graduate course

” With the help of the Tomorrow Program, I was able to finish my dissertation. At the time, I was about to abandon my master's degree, even though I was at the end of the course, because the financial situation was too tight. “

Thyane

” The Tomorrow Program represented a great point of support for me to continue in the academic world. “

Vanessa



Tomorrow Program 2022 Edition

MOTHERS AS UNDERGRADUATE STUDENTS

The Brazilian scenario

Currently, the scenario in national higher education is progressively more inclusive towards women: 57% of higher education students were women in 2020 in Brazil.

However, such progress is slow in some respects, especially in areas such as STEM and with regard to the participation of black and indigenous women in this scenario. Although the number of women interested in a scientific career has grown in Brazil, there is still a racial underrepresentation, in the exact and technological areas and in the highest career positions.

In Brazil, one in every 10 undergraduate students has children. The lack of support policies that aim to deal with the life trajectory of women ends up imposing barriers, especially for mothers, for their access and permanence in higher education.

Undergraduate mothers experience the reflexes of this lack of institutional support on a daily basis, including access to opportunities to improve and expand their studies!



Tomorrow Program 2022 Edition

For all the reasons presented, in the 2022 edition of the Tomorrow Program, we focused on undergraduate students, mothers, who carry out scientific internships on a voluntary basis (without pay).

Once again, we were able to count on our network to help implement the program. So far, 13 undergraduate mothers are receiving fellowships of R\$ 650.00 per month.

Fellowships will last for up to one year.

The background features a light teal color with a repeating pattern of a network graph. The graph consists of various nodes and connecting lines. Some nodes are represented by solid circles containing a person icon, while others are dashed circles. The lines connecting the nodes are also of varying styles, some solid and some dashed, creating a complex, interconnected web.

**Our reach in and out
of the academy**

Parent in Science and social media

Over the years our online community has grown in an impressive manner, reaching more than 40k followers in the mainstream social media.

Click in the links bellow and check out our posts and campaigns



2.31k subscribers

95 videos

22k views

Parent in Science in the scientific media

The data and actions of the Parent in Science Movement featured in a number of scientific media outlets around the world.

Click below to read the articles!

nature

Explore content | Journal information | Publish with us | Subscribe

nature > career guide > article

CAREER GUIDE | 23 September 2020

Diversity in science: next steps for research group leaders

Many institutions publicly pledged their commitment to inclusion after Black Lives Matter protests this year. And researchers emphasize the need to maintain momentum.

Nikki Forrester

All Posts

Science vs. Motherhood: An Unnecessary Choice

May 11, 2021 | Opinion

nature

Explore content | Journal information | Publish with us | Subscribe

nature > career feature > article

CAREER FEATURE | 31 July 2020

'It's like we're going back 30 years': how the coronavirus is gutting diversity in science

The pandemic is sabotaging the careers of researchers from under-represented groups, but institutions can help to staunch the outflow.

Chris Woolston

nature

Explore content | Journal information | Publish with us | Subscribe

nature > career feature > article

CAREER FEATURE | 20 July 2021

The parenting penalties faced by scientist mothers

Starting a family at a key career stage comes at a cost to birthing parents – and many end up leaving the profession as a result.

Kendall Powell

Science

Contents | News | Careers | Journals

Read our COVID-19 research and news.

SHARE



ISTOCK.COM/MDVO STUDIO

The pandemic is hitting scientist parents hard, and some solutions may backfire

By Katie Langin | Jul. 31, 2020, 5:40 PM

nature



// PARENT IN SCIENCE MOVEMENT
Activities report: 2016 - 2022

Parent in Science in the mainstream media

Our movement has also been featured in many non-scientific media from Brazil and beyond.

Check out some of the articles:

FOLHA DE S.PAULO

Currículo Lattes passará a ter nova seção para indicar período de licença-maternidade

Campo funcionará a partir de 15 de abril; sem ele, cientistas que tiveram filhos ficavam com pausas descontextualizadas na formação e produção acadêmica

Currículo Lattes permitirá registro de licença-maternidade

Inclusão da licença é uma demanda de cientistas brasileiras e entrará em vigor nesta quinta-feira (15)

Agência Brasil
12 de abril de 2021 às 10:40



Compartilhar   

Folhapress | Folhapress **yahoo/vida e estilo**

Projeto oferece bolsa para mães cientistas não deixarem os estudos



ANGELA BOLDRINI

18 de fevereiro de 2021 · 5 minuto de leitura



JORNAL DO BRASIL
Desde 1891

CIÊNCIA E TECNOLOGIA

Pesquisadoras com filhos lutam por equidade no ambiente acadêmico

globo.com **g1**

Pandemia de Covid-19 afeta mais o trabalho de cientistas que têm filhos, aponta estudo

Efeito se intensifica para as mulheres que são mães. Pesquisa feita com 4,5 mil cientistas foi publicada na revista 'Nature Human Behavior', do grupo da revista 'Nature'. Outro estudo ainda não publicado, feito no Brasil, também aponta a mesma tendência.

Por Lara Pinheiro, G1
18/07/2020 05h00 · Atualizado há 11 meses



// PARENT IN SCIENCE MOVEMENT
Activities report: 2016 - 2022

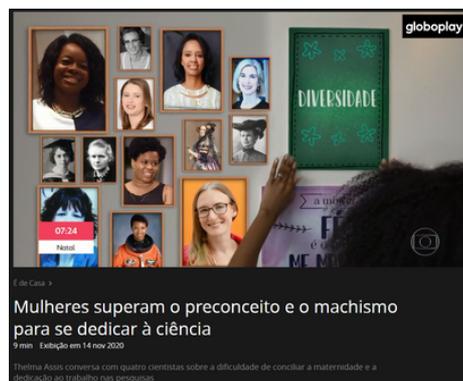
Parent in Science in the mainstream media

We also participated in several TV shows and interviews.

Check out some of the videos:



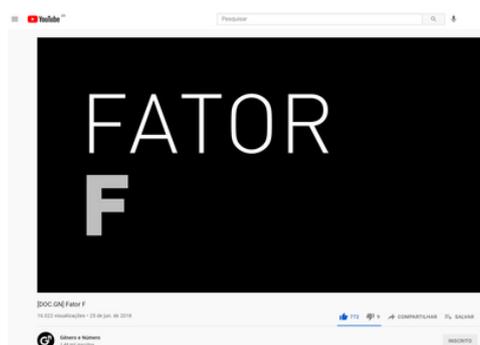
TVE RS



Globo



Canal Futura



Fator F documentary

Outreach

We aim to promote the deconstruction of the idea that it is mandatory for women to choose between motherhood and a career in science. Through our YouTube channel, for instance, these discussions are made available to the **general public**, thus reaching people of all demographics. Through such a comprehensive channel, we increase our reach beyond academia, getting closer to our goal of **inspiring** girls and young women to choose a career in science.

Our outreach program also includes producing **reports** that bring up to date data on the issues related to parenthood, academia and science in a non-technical and easy-to-understand language. We also hold **workshops** open to the entire community to address issues related to diversity and science.

Our outreach program currently has a dedicated undergrad fellow, responsible for preparing the reports and for conceiving and executing many of the organizational aspects of the workshops.

Outreach



Beatriz C. Muller is a undergrad marine biology student and is our Outreach Program Fellowship holder. She has been participating in our program since 2019 and is responsible for several of our outreach actions.



2020

Our team during the **workshops** for girls and women in science.



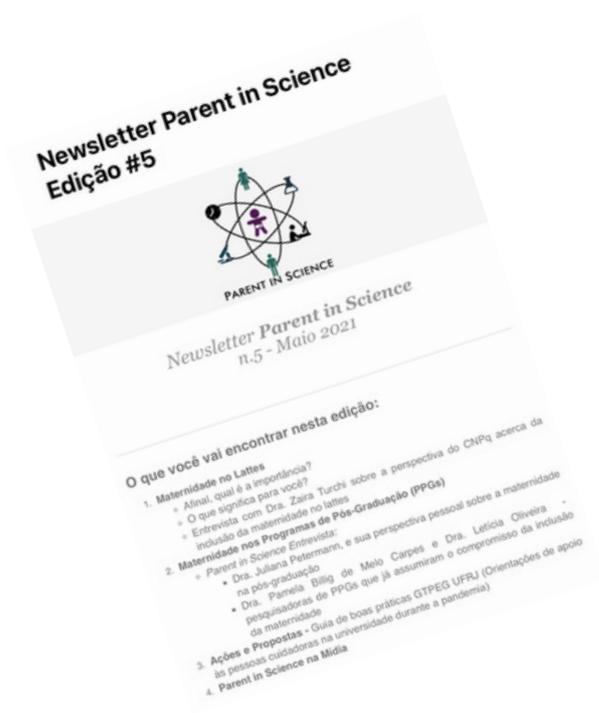
2022

Parent in Science Newsletter

Since January/2021, we hold a monthly **newsletter** that addresses relevant and current topics on the movement's activities. The newsletter is available in **Portuguese** and **Spanish**, in order to reach other Latin American countries.

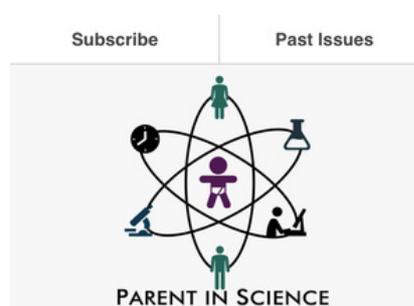
In its sixth edition, the newsletter has reached **556** regular subscribers across Brazil and Latin America.

You can subscribe at
www.parentinscience.com/newsletter



O que você vai encontrar nesta edição:

1. **Maternidade no Lattes**
 - Afinal, qual é a importância?
 - O que significa para você?
 - Entrevista com Dra. Zaira Turchi sobre a perspectiva do CNPq acerca da inclusão da maternidade no Lattes
2. **Maternidade nos Programas de Pós-Graduação (PPGs)**
 - Parent in Science Entrevista:
 - Dra. Juliana Petermann, e sua perspectiva pessoal sobre a maternidade na pós-graduação
 - Dra. Pamela Billig de Melo Carpes e Dra. Letícia Oliveira - pesquisadoras de PPGs que já assumiram o compromisso da inclusão da maternidade
3. **Ações e Propostas** - Guia de boas práticas GTPEG UFRJ (Orientações de apoio às pessoas cuidadoras na universidade durante a pandemia)
4. Parent in Science na Mídia



*Newsletter Parent in
Science
n.4 - Abril 2021*

// PARENT IN SCIENCE MOVEMENT
Activities report: 2016 - 2022

Beyond the numbers

Over the years, our Movement has generated concrete changes in the Brazilian academic scenario, raising awareness of the structural problems existing in academia and science regarding motherhood, and promoting effective support policies in our institutions.

But more importantly, our Movement brought comfort to mother scientists, many of whom were experiencing conflicts between their personal and professional lives, and even considering leaving academia and science. We have been working to deconstruct the myths surrounding motherhood and women's careers.

Very often we receive testimonials of how our Movement has touched the lives of so many people. And we couldn't be more certain that we are fulfilling our mission.

Testimonials



"I'm pregnant and after I got to know the Movement, I had more peace of mind to continue in college, due to the motivation and information I find in the Movement's page."

Mariane, med school student, 30 years old.

"Shortly before getting pregnant, I started to actively follow the group's actions to better understand the demands and processes of these issues and a new world opened up for me. Today, not only do I reflect A LOT on all the implications of motherhood in academia, but I have also taken these discussions to the workplace. To follow the movement motivates me to continue with my research work even with the new challenges of motherhood (my baby is 8 months old)."

Livia Mascarenhas, Isaac's mom, cultural producer at Casa da Ciência UFRJ,
31 years old.



"I feel represented and relieved to know that so many scientist mothers go through situations similar to mine. The movement gave me strength to move forward, and it also opened my eyes to the inequalities and a certain invisibility of mother researchers/professors, especially in the department I work."

Rosaline C Figueiredo e Silva, 44 years old, Clara's mom,
professor at UFMG.

Beyond the numbers

Also, the Parent in Science Movement has inspired many other women to come together, forming groups in their institutions, engaging in the fight for diversity in academia and for women's place in science.

"The Parent in Science movement has been of great importance for the construction of gender equality in Brazil, especially with regard to policies to support motherhood. The Working Group "Women in Science" of the Fluminense Federal University (UFF), had the spark for its beginning in the "I Symposium on Motherhood and Science" organized by Parent in Science in 2018. Since its creation, Parent in Science has inspired and encouraged the nucleation of various national and local initiatives that are transforming the academic life of professors and student scientists. May this movement remain powerful in changing paradigms for the construction of a fairer, more diverse and inclusive academic community."

WG "Women in Science" at UFF

"It was because of the Parent in Science Movement that I decided to create a research group with the theme of motherhood at UnB, in the Department of Social Services."

Hayeska Costa Barroso, Izabel and Luí's mom, 34 years old, PhD in Sociology, professor at UnB.

What is next?

We have come a long way in these five years of the Parent in Science Movement. But we know we still have a long way to go. Therefore, we will continue to dedicate our efforts to ensure that academia and science are truly inclusive and diverse. For everyone! Here are some of our goals for the near future:

Goal 1 To conduct an in-depth survey on scientists who are parents of children with disabilities, in order to understand the particularities in reconciling their career and parenthood so that we can propose actions and policies that meet the needs of these scientists.

Goal 2 To perform a comprehensive analysis of all existing regulations in our educational and research institutions that address issues related to parenthood, in order to analyze the effectiveness of these regulations and propose for improvements.

Goal 3 To create the Scientist Mother Role Model program, through Digital marketing and visual communication services, to attract young girls (mothers or those who plan to have children in the future) to science. The program will focus on using social media and our ambassadors to present to a broader audience the stories of successful scientists that are mothers and overcome the challenges imposed by academia. Emphasis will be given to Black and Indigenous scientists.

Acknowledgments

We didn't get here alone. Our achievements and victories are the result of the support received by our entire network and by several people and institutions who believe that our cause is legitimate and urgent.

We have a lot to be thankful for!

First and foremost, we want to express our gratitude to each of you, our followers and supporters. You are the reason and the strength of our fight.

We also want to thank the institutions that provided financial support for our projects over the years.



For more information visit us at
www.parentinscience.com
or send an e-mail to
parentinscience@gmail.com

