Empowering & Promoting Gender Equality Among Trainees in Science: A Roundtable with the IUBMB Trainee Initiative

SCGES, Standing Committee for Gender Equality in Science Panel
Paris, France
Feb 27. 2024
Who We Are? IUBMB Trainee Initiative

Our leadership committee represents trainee scientists across all four regions of the International Union of Biochemistry and Molecular Biology (IUBMB) member societies

**FEBS**
Federation of European Biochemical Societies

**PABMB**
Pan American Association for Biochemistry and Molecular Biology

**FAOBMB**
Federation of Asian and Oceanian Biochemists and Molecular Biologists

**FASBMB**
Federation of African Societies of Biochemistry and Molecular Biology
Our Aim

Trainees at the IUBMB have the opportunity to make a difference in the future of research. Access to our network, skills training, training resources, and a supportive team are all part of what we offer! Our most important values are accessibility, diversity, and inclusion. Our resources are available to anyone who wants to learn about Biochemistry and Molecular Biology, whether they are first-generation scientists navigating academia, or facing visible or invisible barriers. No matter what your goal is, whether it's to advance your learning or just explore, we hope to have something for you!

About Us

As part of our mission, we organize educational, technical, and professional development initiatives and events to bring scientists from around the world together. The initiative is run by trainees for trainees – regardless of whether you are a high school student, undergraduate, master's, or PhD student, or postdoctoral researcher, we hope our resources and activities will help you navigate this wonderful world of molecular biology and biochemistry.
IUBMB TI Year-at-a-Glance

Professional development workshops & seminars

Funding opportunities

Sustainability & mental health initiatives

Conference representation

Hannah, PABMB Regional Leader presenting her poster at the Discover BMB 2023 Conference

Alexandra Newton, IUBMB President

IUBMB TI members at the ENABLE Congress, Cologne, Germany

IUBMB Trainee Initiative Booth at Discover BMB 2023

IUBMB TI members at the ENABLE Congress 2023, Cologne, Germany
You can watch recordings of all our past events on our website!

https://iubmb.org/about/committees/iubmb-trainee-initiative/
IUBMB Fellowship Programs

- **IUBMB WOOD-WHELAN FELLOWSHIPS**
  - Supports up to 4 months in a lab and up to a maximum of US $4,000 for travel expenses.

- **PROBio-Africa**
  - Strengthening and fostering cooperation of African scientists with FEBS laboratories. Max $7500 for 1-6 months for travel and living expenses.

- **IUBMB TANG EDUCATION FELLOWSHIPS**
  - Supports educators visiting another institution to either advise/teach or learn up to 2 months and up to a maximum of US $4,000 for travel expenses.

- **PABMB IUBMB ASBMB PROLAB FELLOWSHIPS**
  - Supports Latin Americans of up to 6 months in a USA or Canadian lab and up to a maximum of US $5,000 for travel expenses.
IUBMB Fellowship Programs

The IUBMB Africa Initiative is dedicated to providing research and training opportunities to biomolecular scientists in Africa.

IUBMB RELOCATION SUPPORT FOR DISPLACED TRAINEES

Provides financial support of up to US $2,000 for trainees to relocate to a new host lab to continue their research.

Supports trainees to travel to and attend meetings and up to a maximum of US $2,500 for travel expenses.

Supports a female undergraduate student entering their final year of undergraduate study in Zimbabwe.
ADDRESSING MENTAL HEALTH IN ACADEMIA

- Organizing a talk series discussing mental health issues with experts
- Talking about personal experiences and providing tips & tricks
- Creating a nonjudgmental and safe community
- Directing special attention to people of color, researchers in underdeveloped countries, and female scientists
Promoting gender equality on the IUBMB TI

- Encouraging and providing leadership opportunities for females on the TI - recruitment based on skills and dedication
- Selecting diverse workshop/seminar speakers discussing scientific and professional growth
- Funding opportunities for females
- Balanced representation at international conferences
Raising awareness of policies and procedures promoting gender equality

Barriers preventing women from engaging with science research?

- sexual harassment
- lack of representative mentors
- maternity leave
- pay gap
- discouraged by friends and family

What can we do about it?

- Increasing networking, mentorship and conference opportunities for women.
- Raise awareness and call out differential treatment between men and women in science.
- Ask institutions to educate their science community on the policies and procedures meant to protect minorities.
LET'S BECOME FRIENDS!
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trainee.initiative@iubmb.org

Visit our website:
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