Challenges and Opportunities for Women in STEM
Bianca Davids (IYCN)
27 February 2024
Challenges and Opportunities for the Early Career Researcher in STEM

**Challenges**
- Cultural expectations and leadership
- Personal sacrifice

**Opportunities**
- Policies that allow for success
- Incentivisation for collaboration on a global scale
- Community empowerment
The International Younger Chemists Network

www.iycnglobal.com
The International Younger Chemists Network

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- **Vision**: Connect and empower younger chemists globally
- **Mission**: The IYCN supports and advocates for younger scientists working across the chemical sciences towards a globally sustainable future.

Delegates attending the 1st IYCN General Assembly in Paris, 2019
International Presence

**Members**: Any chemist who fulfills one or more of the following criteria: (i) is less than 35 years old (inclusive), (ii) is currently pursuing a chemistry-related degree (e.g., Bachelors, Masters, PhD), or (iii) has completed a chemistry-related degree or training (e.g., post-doc) during the past five years.

Countries with Members

Membership form ([www.iycnglobal.com/membership](http://www.iycnglobal.com/membership))
The IYCN/IUPAC Relationship

- Memorandum of Understanding signed in Brazil 2017
- 2017-2023: Associated member organization of IUPAC
- 2023: Incorporation into IUPAC as an IUPAC Committee
- IUPAC provides technical and logistic support to aid our development
A diverse view of science to catalyse change

Visiting diversity leads to scientific excellence, the progress of science and, most importantly, it is simply the right thing to do. We must value diversity not only in words, but also in actions.


IYCN Virtual Workshop Series on Professional Development Skills

• A series of workshops to support and empower early-career chemists in their career development: https://bit.ly/IYCN_WorkshopSeries

IYCN Workshop Series
Professional Development Skills

Science Communication

Dr. Joana Lobo Antunes
Head of Communication
Instituto Superior Técnico
Portugal
@JoanaLoA

Dr. Marco Carotti
Scientific Colaborator
Istituto Italiano di Tecnologia
Italy
@McCarotti

Ms. Anna Ahveninen
Communications Officer
Australian Academy of Science
Australia
@Lady_Bleaker

December 17, 2020
5:00 PM – 6:30 PM (CET)
Via GoToWebinar

with support from:
IUPAC

Join us to hear and learn how to communicate your science to the public!

Scientific Writing & Publishing

Dr. Vera Koester
Editor-in-Chief
ChemistryViews
Wiley-VCH
@ChemistryViews

Dr. Alison Stoddart
Chief Editor
Nature Synthesis
Springer Nature
@alstod

March 30, 2021
3:00 PM – 4:30 PM (CET)
Via GoToWebinar
bit.ly/SciWriting_Publishing

with support from:
IUPAC

Join us to learn how to become confident in scientific writing and publish in high impact journals!

Grant Writing

Dr. Robert Bowles
Careers and Professional Development Adviser
Royal Society of Chemistry
@Jo05SquadR

Dr. Elisabetta Benazzi
MSCA Global Fellow
University of Padova & California Institute of Technology
@El_benazzi_

April 21, 2021
3:00 PM – 4:30 PM (CET)
Via GoToWebinar
bit.ly/Grant_Writing

with support from:
IUPAC

Join us to learn how to write a competitive and successful grant proposal!
ChemVoices
www.ChemVoices.org

Showcasing the Future of Chemistry

A platform to discuss topics that are relevant and of interest to early-career chemists globally.
ChemVoices
– Showcasing the Future of Chemistry –

Commitment to Diversity & Science for Policy

The IYCN joins IUPAC Global Women’s Breakfast

A Global Exchange: The Importance of Allies Networks to Promote Gender Equality in Science

Dr. Bettina Mihalyi-Schneider
Dean of Academic Affairs P Eng
Technical University of Vienna
Chair of ChemEng
LinkedIn: bitba-mihalyi-schneider
26347547

Dr. Frances Separovic
Distinguished Professor Emeritus
University of Melbourne
President of the Biophysical Society
@francesbiophys

Dr. Hooi-Ling Lee
Associate Professor
University Sains Malaysia
Senior Contributor of the IYCN
@hooiling18

Dr. Javier Garcia Martinez
Professor of Inorganic Chemistry
University of Alicante
IUPAC President
@javiergarciamart

February 16, 2022
12:00 PM – 13:00 PM (CET)
Via Zoom

with support from: IUPAC

Join us in this free live panel discussion and let’s work together in identifying opportunities and actions to overcome gender inequality in science!

IYCN Workshop Series
Professional Development Skills

Diversity and Inclusion across the Chemical Sciences: Challenges and Opportunities

Dr. Alejandra Palermo
Senior Manager, External Relations and Head of Diversity at The Royal Society of Chemistry (RSC), UK
LinkedIn: alejandra.palermo
@alepalermo

Dr. Gift Mehlana
Research Fellow at the Midlands State University
President of the Zimbabwe Chemical Society, Zimbabwe
LinkedIn: gift-mehlana-93773619
@GiftMehlana

Dr. Ingrid Montes
Past Director-Al-Large at American Chemical Society (ACS), Professor at University of Puerto Rico, Puerto Rico
LinkedIn: ingridmontes-3504625
@ingridmontespr

February 23, 2022
6:00 pm – 7:30 pm (CET)
Via GoToWebinar

with support from: IUPAC

Join us to learn about the importance of creating diverse and inclusive environments in chemistry!
IYCN Science Café

- Tackle some of the IUPAC Top Ten Emerging Technologies in Chemistry.

- A bimonthly live 1-hour session split into a 30 min talk plus 30 min Q&A session.

- Aim to answer the curiosities and questions raised by the audience.

- Cover one emerging technology per Science Café by inviting an experienced scientist on the topic.
Mental Health in Academia

Mental Health Survey among Chemistry Students, Researchers, and Graduates

The International Younger Chemists Network aims to shed light on mental health in the chemistry community.

Take part in the survey using the QR code or link below:

tinyurl.com/2p8zmw2d

starting 10 Oct until 10 Dec 2022

- The project aims to highlight the mental health issues in academia among young chemists.
- Plan to write an opinion article based on the results of the survey.
- Plan to organize a webinar on the topics of mental health aimed at early-career scientists.
Journal Articles in 2022-2023

Engaging Early-Career Scientists in Global Policy-Making

Dr. Torsten John, Kyle E. Cordova, Dr. Christopher T. Jackson, Dr. Alma C. Hernández-Mondragón, Bianca L. Davids, Lovish Raheja, Prof. Dr. Jovana V. Milić, Dr. João Borges

First published: 28 June 2023 | https://doi.org/10.1002/anie.202217841

https://doi.org/10.1002/anie.202217841

The Global Conversation on Sustainability

An IYCN/IUPAC Joint Effort to Creating a Sustainable Future Worldwide

Juliana L. Vidal und João Borges

Aus der Zeitschrift Chemistry International

https://doi.org/10.1515/ci-2023-0204

https://doi.org/10.1515/ci-2023-0204
Journal Articles in 2022-2023

The Future of Laboratory Chemistry Learning and Teaching Must be Accessible
Oriella Egambaran, Kira Hilton, Jennifer Leigh*, Robert Richardson, Julia Sarju, Anna Slater, and Bethan Turner

https://doi.org/10.1021/acs.jchemed.2c00328

IUPAC and IYCN: Working Together for a Globally Sustainable Future
Carolina Sotério, João Borges and Javier García Martínez
From the journal Chemistry International
https://doi.org/10.1515/ci-2022-0230
Mentoring Program

• The IYCN Mentoring Program intends to support PhD students across the chemical sciences in their career development.

• First launched in 2022

Hossny Ismail
Mentoring Program Coordinator
Mentoring Program

- Annual matching planned (next application round starts in February 2023)
- Read more in the program outline at www.iycnglobal.com
Sponsorship

Sponsor
Merck KGaA, Darmstadt, Germany

Partners

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Connect with IYCN

: IYCN@IUPAC.org
: company/iycn
: IYCN.global
: @IntlYoungerChem
: socialmedia.iycn

Membership form (www.iycnglobal.com/membership)

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