



# Virtual SYMPOSIUM

Gender Power Hour  
Hosted By: The DEI Committee  
July 9, 2021

If this statement is true (or false), tap arrow to take one step towards (away from) the red globe in the Protein Society logo



1. The pandemic has created extra teaching workload that adversely impacted my research
2. The pandemic has created extra mentoring and service workload that adversely impacted my research
3. The pandemic allowed me to adapt to new funding and research opportunities
4. The pandemic created additional caregiving duties which resulted in postponed research trips or delayed access to labs.
5. The pandemic impacted submission of scholarly or creative work.
6. During the pandemic I suffered from barriers to productivity that impacted my ability to submit grant awards.
7. During the pandemic I suffered from barriers to productivity that impacted my ability to submit publications.
8. The combination of the pandemic and the heightened social unrest created an extreme burden that impacted my mental health.
9. The loss of childcare and school hours made focusing on work difficult or impossible.
10. The switch to remote teaching was time-consuming, and everything took longer.
11. Increased family responsibilities resulted in a significant disruptions in research productivity.
12. Taking care of family members requiring medical support resulted in a significant disruption in research productivity.
13. The pandemic resulted in missed opportunities to promote work and forge professional connections in relation to it.

# Things Institutional Leadership Can Do Right Now to Protect Gender Equity in the Face of COVID-19

1. Departments should allow (as a stated policy for everyone) flexible work schedules (without penalty for those who take advantage) as a template or as a 'lab compact'. Keep technology developed during the pandemic to allow for flexible work schedules, for example, recording of events for later viewing.
2. No raises for staff despite extra workload (especially in jobs that tend to have more women). Decide to increase compensation across the board Bonus for the folks who were overloaded
3. University sponsored grants that people can apply for, for various purposes, office supplies, internet, childcare, any sort of hardship. Make grants and opportunities available to all university levels (grad students, postdocs, faculty, staff) Mental Health: Make counseling services more accessible for everyone at a university. Wellbeing initiatives: for physical wellbeing and social wellbeing. Being intentional about putting things together for people to do.
4. Remove gender/names/pictures from resumes/CVs during hiring decisions for faculty and graduate students Institutions require PIs to make a "company" handbook where PIs lay out details in terms of time off, working schedules, amount of PI management, amount of virtual/social events to make expectations of grad students clear and written out
5. 1) Extra Day care funding specially for grad students 2) Tea-time informal group meetings! 3) More Townhall meetings within the department and the school to be heard. 4) Better planning of contingency plans for such university shut-downs
6. Potential Solutions and Ideas Implement changes that CIHR used instructing that that gender and personal aspects into consideration Keep schools and daycares open during the next pandemic so women can work. Get men involved in fighting for policies that help women succeed in science Grants to hire cleaners and shoppers Change the culture so that the responsibility of housework is shared equally between men and women Taking gender and personal responsibilities into account for grant applications

- Links to articles on Covid-19 gender impacts and potential remedies:

<https://www.scientificamerican.com/article/women-in-science-may-suffer-lasting-career-damage-from-covid-19/>

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7304994/>

<https://pubmed.ncbi.nlm.nih.gov/33735097/>

<https://www.nature.com/articles/d41586-020-02183-x>

<https://www.pnas.org/content/pnas/118/6/e2023476118.full.pdf>



**VIRTUAL  
SYMPOSIUM**  
July 7 - 14, 2021  
[www.proteinsociety.org](http://www.proteinsociety.org)

# The Protein Society DEI Vision



**DiversifyProteinScience** seeks to improve exposure for traditionally underrepresented groups in protein science, with the overarching goals of broadening participation, promoting equal opportunities, and recognizing the contributions of diverse scientists.

To learn more please visit:  
<https://www.proteinsociety.org/p/cm/ld/fid=77>

Protein science is an integrative and inclusive endeavor that utilizes concepts and methods from a diverse array of disciplines to strive for a more complete understanding of the role that proteins play in biological structure and function across many levels.

As a membership-based society and leader in its field, The Protein Society values and is committed to diversity, equity, and inclusion in all aspects of its societal endeavors. We, therefore, strive to provide a safe and supportive environment for all of our constituents, where everyone is treated with respect and is encouraged to contribute their unique strengths and abilities to our shared mission. We are committed to acting on these principles for the betterment of the field of protein science and all activities with which The Protein Society is engaged.

