WOMEN IN SCIENCE ON WHAT IT TAKES TO SUCCEED

L'ORÉAL USA FOR WOMEN IN SCIENCE FELLOWSHIP Annual grant awards to postdoctoral women scientists

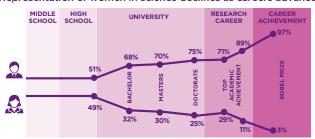
For Women FONDATION L'ORFAL L'OREAL MAAAS

NUMBER OF WOMEN IN SCIENCE DECLINES

To mark 15 years of the L'Oréal For Women in Science Fellowship program in the U.S., L'Oréal USA and the Heising-Simons Foundation surveyed the Fellows for their perspectives

on what's needed for women to succeed in science. The study, conducted with research firm RTI International, included both an online survey and in-depth personal interviews.

Representation of women in science declines as careers advance



Source: Boston Consulting Group for L'Oréal 2014

FWIS FELLOWS PERSIST

A unique group of women who have demonstrated uncommon staying power in science.



L'ORÉAL FWIS FELLOWS SURVEYED ON...

PROGRESS MADE

15 YEARS OF WOMEN **IN SCIENCE**



agree career advancement opportunities have improved



agree number of women in leadership positions has improved

OBSTACLES REMAIN FOR WOMEN IN SCIENCE



100% self-doubt/ confidence



family responsibilities



low-quality mentoring

89% lack of lack of female senior support role models

HOW & WHY THEY STAYED

HOW: WHAT MATTERED MOST

TOP 5 MOST IMPORTANT FACILITATORS IN FELLOWS' CAREERS

Obtaining independent grant funding

95%

98%

Having supportive peers and colleagues

93%

Being able to draw on support from family and/or friends

Mentoring received from mentor/

80%

Principal Investigator

Networking groups or professional connections

74%

INDEPENDENT FUNDING

Award grants that provide independence & growth opportunities

100% cited independent funding as effective for women's career advancement

Ensure equitable opportunities for advancement and recognition

100% cited self-doubt as an obstacle to women's career advancement

WHY: MOTIVATION FOR GOOD



cited the potential for major discoveries and innovation



cited motivation to train or mentor the next generation of scientists in their fields



cited desire to serve as a role model and create opportunities for other women in science



cited engagement in community outreach activities related to women or underrepresented minority groups in science

BUILDING STAYING POWER FOR THE NEXT **GENERATION**

WHAT IT MEANS FOR **EFFECTIVE** POLICY

CONFIDENCE & RECOGNITION

FAMILY-FRIENDLY POLICIES

Create effective policies for families and dual career couples

98% cited family-friendly policies as an important facilitator for women's career advancement

STRUCTURED, EFFECTIVE **NETWORKING**

Develop strong and fair networking structures

91% cited structured networking programs/opportunities as effective for women's career advancement

FEMALE ROLE MODELS

increase number and prominence of female role models through visibility and recognition

93% cited lack of female role models as an obstacle to women's career advancement

LEADERSHIP & MANAGEMENT SKILLS

Create structured training programs to systematically develop strong leadership skills

93% cited low quality mentoring as an obstacle to women's career advancement