

# STAYING POWER

## WOMEN IN SCIENCE ON WHAT IT TAKES TO SUCCEED

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.

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



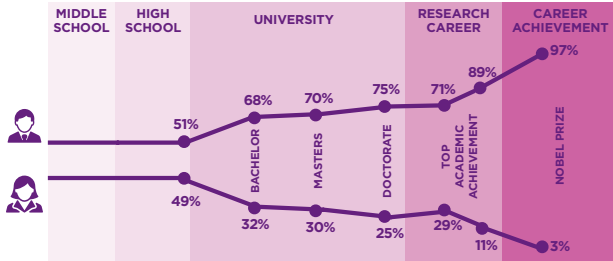
15  
YEARS

75  
GRANTS

\$4M  
DOLLARS

## NUMBER OF WOMEN IN SCIENCE DECLINES

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.



STILL WORKING IN SCIENCE-RELATED FIELDS  
INTEND TO CONTINUE WORKING IN A  
SCIENCE-RELATED FIELD IN THE LONG TERM

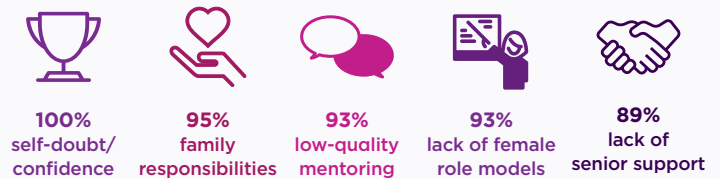
# L'ORÉAL FWIS FELLOWS SURVEYED ON...

15 YEARS  
OF WOMEN  
IN SCIENCE

### PROGRESS MADE



### OBSTACLES REMAIN FOR WOMEN IN SCIENCE



### HOW: WHAT MATTERED MOST

#### TOP 5 MOST IMPORTANT FACILITATORS IN FELLOWS' CAREERS



### WHY: MOTIVATION FOR GOOD



HOW & WHY THEY STAYED

## BUILDING STAYING POWER FOR THE NEXT GENERATION

WHAT IT MEANS FOR EFFECTIVE POLICY

**INDEPENDENT FUNDING**  
Award grants that provide independence & growth opportunities  
100% cited **independent funding** as effective for women's career advancement

**CONFIDENCE & RECOGNITION**  
Ensure equitable opportunities for advancement and recognition  
100% cited **self-doubt** as an obstacle to women's career advancement

**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