



# The Asian Scientist-Elsevier Foundation Salon for Leadership in STEM

Location: Singapore

Target group: Women at all career stages working in the fields of science and technology, incl. PhD graduates, early-career and mid-career professionals and senior leaders.

Budget: \$50,000 a year (2022), \$90,000 a year (2023-2024)



## Primary outcome

Empowering women to take on leadership positions in science and technology, tackling the underrepresentation of Asian women scientists in research and development.

## Overview

According to the UNESCO's Institute of Statistics data, an estimated 28.8% of the world's researchers are women. This number declines further when we look at the percentage of women who have taken up leadership positions in their organizations and still further looking across Asia.

The [Asian Scientist](#)-Elsevier Foundation Salon for Leadership in STEM is a two-day intensive in-person leadership program that aims to equip women with the skills required for professional development and success. It is designed to create a safe space for women to gather, exchange ideas, get inspired and support one another in their professional journeys — helping to close the gender gap for women scientists in Singapore through capacity building, role modelling and networking.

## Goals

- Accelerate change in the industry
- Provide skill and knowledge transfer
- Create a platform for women in the industry to connect.

## Activities and milestones

- The Salon comprised of a series of keynotes, workshops and panel discussions from **18** inspiring speakers over two days including:
  - Success Mindset: Shattering the Internal Glass Ceiling
  - Developing Self-leadership for Professional Advancement
  - How to Navigate the Shark Tank: Crafting a Concise, Coherent and Compelling Grant Proposal
  - Leadership Storytelling — The Art of Building Trust and Credibility
  - Bench to Bedside: Translating Science from the Lab to the Market
  - Reaching the Public: Scoring Media Coverage for Research
- The Salon received over **200** applicants, for a total of 100 available spots.
- In a feedback survey, **85,5%** of respondents expressed that they felt more confident pursuing leadership roles in their organization after attending the workshop.
- Since the Salon, Asian Scientist has conducted extensive outreach including virtual fireside chats and social media content to support the community.

## Sustainability and future plans

- The success of the inaugural Asian Scientist-Elsevier Foundation Salon for Leadership in STEM indicates a strong demand and need for programs such as this. In addition to the Elsevier Foundation support, Asian Scientist plans to explore strategic partnerships with external organizations and tap their growing network of key opinion leaders in the industry. The goal is to spread costs, expand reach and amplify impact.
- The 2023 Asian Scientist-Elsevier Foundation Salon for Leadership in STEM will take place on May 26-29 in Singapore. Special guests will include:
  - The Elsevier Foundation Board Member Yuko Harayama
  - OWSD-Elsevier Foundation Women in Science Award winners from the Asian region.
  - Representatives from Elsevier: Ylann Schemm (Executive Director of the Elsevier Foundation) Sarah Hugget (VP of Global Research Solutions), Anders Karlsson (VP of Global Strategic Networks) and Jason Chan (Director of Communications for APAC).
- With additional support in the coming years, the Asian Scientist plans to grow the program across strategic countries around the Asia Pacific region including the Philippines, Malaysia, Australia and Japan. In the near future, the Asian Scientist will develop a travel grant program pan Asian participants to attend the Singapore based Summit.

“The highlight of the workshop was listening to the authentic and inspiring life stories on overcoming challenges in a male-dominated STEM world.”

— PARTICIPANT, Salon for Leadership in STEM

“The best part of the workshop is that it helps me discover more about myself and how to communicate with the partners around me. It gives me power, and it strengthens my confidence.”

— PARTICIPANT, Salon for Leadership in STEM