

How the gender diverse perspective can improve Biomedicine

Is it possible to have efficient (biomedical) research and innovation if contribution from different perspectives is unequal?

The development of nations directly depends on the quantity and quality of knowledge generated, and the ability to use it to solve problems. Thus, reflection urges on how these inequalities affect development as a society.

The European deficit of scientific and technological vocations is well known. Lack of equality in research careers accentuates this problem. Ditching talented people does not seem a good strategy to accelerate development - talent gap. It is necessary to work on gender barriers that prevent both women and LGTB IQA+ people (and specially LTBIQA+ women), from accessing and progressing in their research careers, and providing their contribution to biomedical research.

Homogeneous teams are less creative in seeking explanations and solutions than diverse ones, and this shadows in solutions, products and services that emanate from the innovation process focusing preferentially towards the socially accepted canons - design gap. As an example, if one thinks about personalised medicine, there are already several personalised drugs for men and women (although the situation is far from optimal), but few (if any) take in consideration intersex or trans individuals.

Finally, people from non-“normative” groups tend to use fewer innovative products and services for reasons unrelated to their diversity. We have a long way to go to understand the reason for this access gap. Ignoring it will prevent us from facing necessary transitions for new realities, such as digitalisation.

By reducing these three gaps (talent, design and access), we can improve biomedical global advancement and development and achieve a better world, in line with the Strategic Development Goals from the United Nations.

In this session, PRISMA would like to address some of the positive aspects of reinforcing the gender diversity axis in the context of biomedical research and with so, contribute to a better research.

Moderator:

- **Simón Perera.** General Secretary. PRISMA (Spain)

Speakers

- **María José Rementería.** Social Link Tics Team Leader. Barcelona Supercomputing Center (Spain)
- **Eva Pérez Nanclares.** Legal Advisor / exVicePresident. GSK / REDI (Spain)
- **Juan Cruz Cigudosa.** Counselor of University, Innovation and Digital Transformation of Navarra. Government of Navarra (Spain)
- **Deborah Burks.** Director. Príncipe Felipe Research Center (Spain)