

Review of: "Empowering Women in Mathematics: Shaping a New STEM Paradigm for 2047"

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Potential competing interests: No potential competing interests to declare.

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Dear Authors,

It has been a genuine pleasure to read your article, which addresses a topic of significant relevance to the advancement of the STEM ecosystem through an equity lens. I firmly believe that the contributions of women in scientific and technological innovation will catalyze a transformative shift over the next two decades.

STEMM organizations across various countries operate within the broader context of national history, policies, and contemporary societal norms. I wholeheartedly support the critical importance of empowering women in mathematics, as this empowerment has the potential to reshape the future landscape of our societies. Although the connections between STEMM organizations and national contexts may not always be apparent in day-to-day activities, they are foundational to the cultural and professional climate in which education and careers develop.

The objectives of your article are clearly articulated, and the hypothesis is well-defined. I suggest emphasizing the importance of leadership, as it plays a crucial role in directing resources and shaping initiatives that can foster inclusivity and equity.

Your methodology is appropriate, and you effectively describe the challenges faced by women mathematicians in STEM. In point 4 regarding limited mentorship, I recommend addressing the distinction between sponsorship and mentorship in relation to women's development and promotion. As the saying goes, "mentors give advice, sponsors give promotions." Women need advocates who will not only offer guidance but also provide opportunities, promotions, and the responsibilities that lead to success.

Regarding the opportunities for women mathematicians today, I encourage you to consider that meaningful change is evolutionary. True change is multifaceted and involves a convergence of various forces. A key indicator of genuine progress is the shift from isolated individual efforts to a cohesive, collective movement.

Thank you for your important work in this area, and I look forward to seeing how your insights will contribute to advancing equity in STEM.

Warm regards,

Marina Di Giorgio

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