



Guiding Principles of the Parent in Science Movement

We believe in principles based on **inclusion, diversity, collaborative work** and **building networks** in academia, science and society as a whole. The guiding principles of our actions and projects are:

1. We believe that **parenting** is an essential human activity that is not only individual but also **collective**. Therefore, responsibilities related to parenting must be shared with the community, society in general and the government, as provided for by our Federal Constitution and the Child and Adolescent Statute.
2. Active Fathering must be a norm and **caregiving activities must be shared equally**. Paternity leave must be increased in the same proportion of time offered to women.
3. In the absence of **gender equity**, support policies must be centered on motherhood, as converging evidence in Brazil and in the world shows that women are the main responsible for domestic labour and child care.
4. According to data raised by our movement, mother scientists are more impacted by the arrival of their children than father scientists. This impact was magnified with the COVID-19 pandemic. Therefore, **institutional policies to support mothers** in science are urgent and highly needed.
5. Women must be in **decision-making spaces** in the same proportion as men. Effective policies must be actively implemented in this regard.
6. **Black women** have the smallest representation in science and were the most impacted by the pandemic (regardless of being mothers). Institutional policies aimed at these women are mandatory.
7. We believe that it is necessary to change the way in which scientists are evaluated. More **qualitative analysis** that values the various activities carried out, such as scientific divulgation and outreach, should be implemented. Current metrics need to be discussed and analyzed. Principles based on individualism and competition are discouraged in our movement.

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