

00:00:01:15 - 00:00:31:00

Clare

Hello and welcome. I'm Clare and you're listening to Microbe Talk, the podcast by the Microbiology Society for this episode. I'm delighted to be joined by two incredible women from the Microbiology Society in celebration of the International Day of Women and Girls in Science. Professor Judith Armitage is an emeritus professor at the University of Oxford. She said many positive appointments have fellowships include the Royal Society, Royal Society of Biology, and the American Academy of Microbiology.

00:00:31:05 - 00:00:57:03

Clare

Of course, my favourite is that she's a past president of the Microbiology Society. She spent her career focusing on how bacteria swim. You can gain an insight into Judith's brain by reading her latest publication in Microbiology, The Microbial Primer, The Bacterial Flagellum: How bacteria Swim. I also have the pleasure of being joined by Professor Iruka Okeke. Iruka is also a bacterial buff

00:00:57:05 - 00:01:22:18

Clare

She's a professor of pharmaceutical microbiology and the Calestous Juma Science Leadership fellow at the University of Ibadan, Nigeria. Her research group uses microbiology, genetic and genomic methods to investigate the mechanisms bacteria use to colonise humans, cause disease and gain drug resistance. Not only that, she's a fellow of the Nigerian Academy of Sciences, as well as the African Academy of Sciences.

00:01:22:20 - 00:01:42:17

Clare

She's also the 2023 winner at the Microbiology Society's Peter Wildly Prize, which is awarded for outstanding contributions to microbiology, education or the communication of microbiology to the public. Welcome, Iruka and Judy to Microbe Talk is utterly fabulous to have you both on. How are you both doing today?

00:01:42:18 - 00:01:45:01

Judith Armitage

Very well, thank you. Yeah, Pleasure to be here.

00:01:45:04 - 00:01:47:10

Iruka Okeke

I'm fine, thank you, too. Thanks for having me.

00:01:47:13 - 00:02:08:22

Clare

Excellent. Excellent. So I hope I've given a well-rounded summary of both of your careers. But before we dive in, I wondered whether you could both give a short summary of perhaps your interests or your passions relating to the conversation of women in science. As this is something I think you've sort of touched on throughout your careers. Should we start with Iruka?

00:02:08:24 - 00:02:11:20

Clare

What's your kind of experiences from that side of things?

00:02:11:22 - 00:02:26:01

Iruka Okeke

Well, I guess first, the very privileged to be a woman in science. And secondly, a lot of my career is devoted to mentoring other people. And so I notice women in science, and I want to promote them.

00:02:26:03 - 00:02:28:05

Clare

Amazing. Amazing. And Judy.

00:02:28:07 - 00:03:06:06

Judith Armitage

Right. So you're obviously I'm quite old now. And so I've seen things change dramatically. So when I started, there were no senior women at all in my department, and I had no idea that I could have a career in academia. And it was really only because some woman in a neighboring department who was senior simply court clerk, who was the second microbiologist to become a member of the society, recognized something in me and took me under her wing.

00:03:06:06 - 00:03:40:06

Judith Armitage

And that's where I realized that mentors really matter and actually seeing other women being successful in your field is what makes you realize that you can do it too. So I'm all for promoting women into senior positions, getting them onto committees. People say they're not ready, but they already you learn. And women are more ready than they think they are.

00:03:40:08 - 00:03:45:06

Judith Armitage

So one of my roles is to try and promote women in senior positions.

00:03:45:08 - 00:04:20:15

Clare

That's fantastic. And it's interesting, you both have mentioned the value of having mentors. And I think I mean, I am by no means in any way associated academia. My job is very much an academic and that just, I suppose my experiences in work is and you find it much more often with women, they have this kind of imposter syndrome and it's so great to have someone who you respect being able to give you that kind of sums up and that value aside from kind of that kind of one on one level, I suppose.

00:04:20:17 - 00:04:28:16

Clare

Iruka, what do you find as as a big benefit as being a mentor? Did you have a mentor yourself?

00:04:28:18 - 00:04:53:05

Iruka Okeke

I'm really privileged to have several mentors. Many of them are women and many of them are men. I think when I look back on my career, there was so many points where I could have exited science. And each time there was someone there to encourage and motivate me and make me believe that this was the right thing for me and importantly, that I could do it.

00:04:53:07 - 00:05:26:04

Iruka Okeke

Science can be very intimidating as a career. They're not that many role models, particularly female ones. And so I was very fortunate, first of all, to have two wonderful Ph.D. advisers. ADEBAYO Let me, Kyra, who also supervised my undergraduate and master's projects at Obafemi Awolowo University in Nigeria, and Jim Cooper at the University of Maryland, who was a supervisor of my Ph.D. and also a postdoc advisor.

00:05:26:04 - 00:05:52:14

Iruka Okeke

I noticed they're both men, so they were actually very instrumental in mentoring not just me but other female colleagues who I've kept up with in the course of my career. In addition to mentors, though, I've had amazing role models. There's some people who, you know, are mentors from afar that when you see them doing things, then you realize, well, you know, if she can do it, maybe I can too.

00:05:52:16 - 00:06:08:05

Iruka Okeke

So there are a number of individuals like that who I've admired in science and watch them work and thought that, you know, there might be a place for me in what is still, unfortunately, a very male dominated area, particularly at the top.

00:06:08:07 - 00:06:36:23

Clare

Yeah. Yeah. And that's something you've both touched upon. I think. We couldn't talk about women in science and with women in academia without talking about promotion. You know, various statistics suggest that Activia has potentially a bit of a problem. And Julianne, and you mentioned that, you know, we've come a long way and a lot's been done. And what are some advancements that you've seen that have made some really positive impacts?

00:06:37:00 - 00:07:15:08

Judith Armitage

I'll give you a couple of quick anecdotes. So I remember being interviewed for a position when this is in the 1980s when I was asked how I managed to combine research with housework. But, you know, I see that now. When I first came here to Oxford, we had staff meetings on a Saturday morning and I asked, you know, one, we had the staff meetings on the Saturday morning, and one of my colleagues said to me, Well, that's when my wife goes to Sainsbury's.

00:07:15:10 - 00:07:54:21

Judith Armitage

Of those, that sort of attitude has completely gone. And you know, when you, when it comes to families, I was the sort of first in the department of a senior academic to actually have children and nobody knew what sort of maternity leave was sort of allowed. And I worked until Friday,

had my first baby on the Sunday and was back at work three weeks later because that was thought sort of vaguely reasonable and there was no childcare facilities at all.

00:07:54:22 - 00:08:19:20

Judith Armitage

There were a couple of creches and a couple of the colleges, but the university help offering at the time and there were no private nurseries. So it my first came with me to work. I worked part time for the next couple of months and slept in the buggy or on top of a slightly humming fax machine. That wouldn't happen, though, you know.

00:08:19:20 - 00:08:54:18

Judith Armitage

So there are facilities that allow you encouraged, you know, not only for a woman's husband, certainly, but for men's have paternity leave and actually take part in that early stage of childcare, you know. So all of that has changed. But I see with my younger colleagues, it's still very hard because we're still measuring career progression in a very sort of simplistic way.

00:08:54:21 - 00:09:39:06

Judith Armitage

You know, success within career, I think, is is measured very simply by grants and by papers and not really about innovative thinking. And you still there are people who still expect people to be working long hours and weekends, which I have never done through the whole of my career and none of my group have ever done because I've said, you know, work efficiently and have a very good work life balance and you then give yourself time to think if you're working nonstop, you tend not to have time to think and I still think we've got to get over that barrier.

00:09:39:08 - 00:09:56:02

Judith Armitage

The to be a successful scientist, you've got to be working your socks off all of the time and you don't have to you have to work efficiently. You have to work efficiently and give yourself time to think. So you actually understand where you're going.

00:09:56:04 - 00:10:21:05

Clare

Yeah, definitely. And I think some of the authors mentioned that you've sort of slowly approached, but, you know, people can have successful and fulfilling careers in academia without advancing to more senior roles as well. And while there is potentially this problem with

promotion, it should also, I suppose, be acknowledged that and yet people can have these fulfilling careers without getting to the top job.

00:10:21:09 - 00:10:52:19

Judith Armitage

Yeah, I mean, success doesn't mean, you know, having to end up as a head of department or full of the role, but that we do measure, we still measure success in that sort of way. And we ought to be measuring success in a whole range of different ways. You know, any successful support scientist, you know, really good independent research that works with groups, you know, assisting them.

00:10:52:21 - 00:11:01:00

Judith Armitage

Of course, the career structure doesn't work like that. You know, if you want a decent salary, you work at the the slippery slope.

00:11:01:02 - 00:11:23:04

Clare

Mm hmm. It reminds me of I've literally just finished it. And it's one of the best books I've read in a very long time. It's called Invisible Women, and it's about the gender data gap. And that's exactly kind of the point they're making, is if it's measuring things in a certain way and showing that women aren't doing as well, maybe the way that you're measuring is.

00:11:23:07 - 00:11:39:08

Iruka Okeke

Yeah, I was just going to say Invisible Women was a really good book and in particular it challenge the way we think about things and the way we think about not just how women are working, but also how they're equipped to work.

00:11:39:11 - 00:11:41:00

Clare

Hmm.

00:11:41:02 - 00:12:10:11

Iruka Okeke

A colleague of mine who works at the Nigeria Center for Disease Control, so she and her colleagues wrote a really nice small piece in a journal recently that mentioned that until recently there was not personal protective equipment that actually fit women. And yet most of the people who are doing health related work on the field are women. I mean, and in health, public health research, you know, the slogan is, you know, men need it and women do it and the women need it.

00:12:10:11 - 00:12:23:11

Iruka Okeke

That PPE and it was always too big. They were always shuffling along with it. And you just wonder why we got this far until the COVID pandemic, that people noticed that the way that women were tripping over their PPE.

00:12:23:13 - 00:12:47:08

Judith Armitage

Yeah, I can I can only use the top at the top, but the bottom half of the whiteboard, you know, all the white boards in the lecture theaters are so high that I can't write on the top half. I can only write on the bottom of. So, yeah, I mean, it's men who put those things up. Yeah.

00:12:47:10 - 00:13:06:22

Clare

Yeah, yeah. And it and especially when it comes to things like PPE, it's not just a comfort issue, it's a safety issue as well. If you've got ill fitting lab coats or a lab coat, you can't do it because you're pregnant or it doesn't fit properly. It becomes a massive safety issue.

00:13:06:24 - 00:13:08:06

Iruka Okeke

Absolutely.

00:13:08:08 - 00:13:42:04

Clare

And I also wanted to perhaps ask for your experiences of having children and in working academia. I've got a sort of statistic for you. Around 70% of male professors with tenure have children, compared to 44% of female tenured professors, according to the AAUW. Iruka, what's what's been kind of your experience? Is that kind of working as a mother and working in academia?

00:13:42:06 - 00:14:11:08

Iruka Okeke

Yeah, it's really interesting. Question. So I've had two sets of experiences. One, as a mother myself and the other as watching scientists in my group and others of trying to combine. I've used the word combined because it's often used motherhood and science. So I had a very unusual career trajectory in that I married late and I have my daughter very late in life.

00:14:11:10 - 00:14:44:15

Iruka Okeke

And so this meant that by the time I had my daughter, I was an associate professor in an American university. I already had tenure. This is unusual. Most women are up for tenure either when their children are young in school, so they probably had them in grad school or while they're having their children. Mm hmm. And noticing what was happening to colleagues around me just made me realize how unrealistic and unreasonable the American tenure track system was at the time.

00:14:44:17 - 00:15:23:05

Iruka Okeke

You had six years to either prove yourself or be without a job. And for many women, those were the last six years in which they could have children. Hmm. So it was very, very frustrating for many colleagues who were trying to build a career in science at the same time. And even if they weren't having children at that time, just the pressure to do your best work in six years as a science leader, when you also had to deal with, you know, school holidays and kids left school very often on not always the very often non supportive partners I think was such a shame.

00:15:23:07 - 00:15:44:16

Iruka Okeke

So I was very fortunate that when I was having my daughter, I actually went to have a conversation with my then provost about what sort of maternity leave I would have. And in those days in the U.S., I haven't focused on I haven't followed what has happened since. But normal I will quote normal maternity leave in the U.S. was just six weeks.

00:15:44:18 - 00:16:09:06

Iruka Okeke

And this included, you know, actually getting ready for your baby, having your baby, and then being able to, you know, launch your baby into life. And, you know, so I went to have this



conversation with the provost and he said, well, what's what would you like? And I said, you know, I'd really like to have 12 weeks full time and 12 weeks part time, which now when I look back, is a really short amount of time.

00:16:09:08 - 00:16:28:12

Iruka Okeke

And he said, Sure, you can have it. And I was amazed. I thought I was in a negotiation. I thought he was going to say, well, you know, normally the books say blah, blah, blah. And he said, Well, I'm just giving you what you're asking for, because at this stage in your career, it would be a shame if we lost you over arguing for a few weeks, more maternity leave.

00:16:28:14 - 00:16:53:05

Iruka Okeke

But then on the one hand, that was an amazing privilege for me. On the other hand, it's a bit of a shame that you have to have got tenure to be considered that valuable to your organization, that you would have to negotiate for maternity leave in that way. So currently I teach in Nigeria where it's very, very important that babies, wherever possible, exclusively breastfed.

00:16:53:07 - 00:17:25:04

Iruka Okeke

The infectious disease burden on young babies is incredibly high. And for you to actually be avoid a lot of the risk of dying of an infectious disease, you would want your baby to be exclusively breastfed for at least six months of life. And so my university has a very generous maternity leave policy. It's six months. But when you think about it, it's not enough because you still need some time off before you have the baby.

00:17:25:06 - 00:17:47:11

Iruka Okeke

And then if you're going to exclusively breastfeed for six months as a laboratory sciences, then you've got to be at home. So I think as much as a lot of progress is being made, it's not enough. And I think we should think of family who should not as something that is done in combination with science, but it's just life.

00:17:47:13 - 00:17:59:19

Iruka Okeke

And I think we need to figure out how our scientific institutions will organize themselves so that women and men can lives in addition to being scientists.

00:17:59:21 - 00:18:27:02

Clare

Yeah. And I think you bring up lots of really interesting points there. I think mentioning about kind of like a sort of last point as well about championing women in science isn't just about focusing on women, and equality is benefit for everybody and having those benefits added to maternity leave also apply to paternity leave. And you raise a really important point.

00:18:27:02 - 00:18:46:12

Clare

It's not just a women's issue. It's it's it's never really issue. You enacted and you created a change and you were able to access the kind of benefits that you needed at your level. A lot of our listeners are, you know, members of the Microbiology Society, and we've talked a lot about how lots of barriers to women in academia.

00:18:46:12 - 00:19:03:15

Clare

But I wondered from just a person to person level, well, what can we do? How can we make this better from like an individual level? What's the best thing for us to do as women and as feminists and as men in academia?

00:19:03:17 - 00:19:06:19

Clare

Does anybody have anything particular they'd like to start off with?

00:19:06:21 - 00:19:38:01

Judith Armitage

I mean, I think it goes back to how you judge success and changing how we sort of measure success and not being simplistic about it. And in a way, it goes back to the whole thing about maternity leave. Obviously, in the UK, that's changed dramatically. So, you know, you can, though, have quite generous maternity leave and you can share maternity leave with a partner, you know, So that is really very positive.

00:19:38:03 - 00:20:22:24

Judith Armitage

But on the other side I see with my younger colleagues that that time away from the lab, whatever sort of grunting agencies say is judged negatively because you're not producing what's they measure as being, you know, a success during that time. You know, so it would be a, you know, some something of a lull in the career. And when you're measuring somebody with a low in their career against what is usually a man or, you know, that doesn't help that will they'll have more papers and that's what it's judged against.

00:20:23:01 - 00:21:00:03

Judith Armitage

And I think we'd just have to get into a situation where we've got a really good balance of people with a range of experiences sitting on committees that make decisions that are prepared to actually look at careers and the ideas that people come up with much more broadly and be prepared to take more risks when it comes to looking at careers that have these sort of breaks, little lows in them.

00:21:00:05 - 00:21:37:07

Judith Armitage

And I really do think that really comes from having very mixed panels rather than panels that are made up of people who mirror each other on each other's careers. And I think that's what women should be fighting for is is for but change in the way we judge. And to get to that point, making sure that all panels have varied and look at things in from a different perspective.

00:21:37:09 - 00:21:38:08

Judith Armitage

Erika.

00:21:38:10 - 00:22:10:05

Iruka Okeke

Yeah, I would, I would certainly agree with that. And you know, when I think back on a lot of the policies that we have here, a lot of them are things that we inherited from Precolonial or from colonial times. The university battle used to be a college at University College London, and a lot of the things we have written on paper that we follow here are actually no longer in operation of these institutions that they were derived.

00:22:10:07 - 00:22:46:21

Iruka Okeke

I think it's very important for the people that a policy is targeting to have a voice in that policy. And I think some of the issues that we've had is that historically, women, people who are focused on families, a lot of other underrepresented groups were excluded from those conversations. And so we ended up with those policies that are also exclusionary, that basically set out in now more formal tones how to continue to keep those people out.

00:22:46:23 - 00:23:16:15

Iruka Okeke

And so I think really opening the doors so that we can actually listen to those other voices, which can not only change things, but can teach all of us something. It's been the course of my career, been very frustrating many, many times to find myself in a room where I've only just been invited and I am the only woman of African descent in that room.

00:23:16:17 - 00:23:57:21

Iruka Okeke

In addition to the fact that the voices of people that look like me are underrepresented in that room, when I say things, it's often read to mean that this is the voice of women of African descent, whereas I just represent myself, you know, And I think it's very, very important to look at representation so, you know, promote people from an underrepresented groups in significant numbers, to be on panels, to be on boards, to be on committees, to have the opportunity to mentored people and be mentored.

00:23:58:02 - 00:24:28:01

Iruka Okeke

I think there's been a lot of progress since I was a student, certainly, but there's so much more progress to be had. We still don't have enough women who are keynote speakers at conferences who are on panels that judge grant proposals. And I think we really have to think of ways to make that happen, including promoting people that we think are not ready, but who could definitely then do voice and bring other ideas into the room.

00:24:28:01 - 00:24:36:12

Iruka Okeke

Because as humans, that will make us stronger. There's so many good ideas that we're losing because those people who have those ideas in the room.

00:24:36:14 - 00:24:37:21

Clare

Exactly. Exactly.

00:24:37:21 - 00:25:03:24

Judith Armitage

Luca is talking about what I found 30 years ago when I would be the only woman in the room. You know, I was there. I knew I was there because I was a female scientist. And they need a pulse. As you walked into a room and they ticked box. And now Iruka goes into a room as a female of African descent.

00:25:04:01 - 00:25:27:15

Judith Armitage

And that's another box ticked. So maybe in another 20 years nobody will actually notice. Were there any body is, you know, whatever their gender is or whatever their background is. You can walk into a room when you're just walking in because you yourself are not some token.

00:25:27:17 - 00:25:47:17

Clare

That would be wonderful. And I suppose that brings me really nicely, actually on to my next question. I mean, there's a lot of discourse surrounding women in academia. How they're blocked from entry and lives is tough when they get there. So the conversation is all about equality and being true to that same level. And I'm interested to potentially turn this on its head.

00:25:47:19 - 00:26:00:02

Clare

How do you think embracing the differences of women's perspectives and experiences could have or have had a positive impact on science? And do you want to take that one first?

00:26:00:04 - 00:26:36:02

Judith Armitage

Yeah, I mean, I think we do think sort of slightly differently. And the more women there are in senior positions, the more the breadth of the approaches that are taken are. And I mean, it's sort of quite hard to put into words how different it is when you have three or four women as opposed to just one one woman on the panel.

00:26:36:04 - 00:27:23:11

Judith Armitage

When you're one woman, it's not very often quite hard to get your voice heard when you're several, then it becomes a norm that you talk and the perspective is slightly differently different. And I think it takes to some extent the aggression out of some conversations. So sometimes this isn't all the time, but you know, some meetings I've been into, there are very dogmatic points being made by a particular group of men who tend to think that things can only be done as they've been done in the past because it works for them and therefore it will work in the future.

00:27:23:13 - 00:27:57:00

Judith Armitage

And it very often takes a woman to say, actually, maybe there's a different way of doing this, and that may be more of a one route. There may be multiple different ways of approaching this, and I think it very often takes a few women on a panel to actually take the blinkers off the rest of the panel and make them think that there are alternative ways of tackling that particular question.

00:27:57:02 - 00:28:20:17

Iruka Okeke

Yeah, I think if you want to solve a heart problem, the more very different perspectives you can bring into the room, the more likely you're going to solve that problem. And so having women, I mean, that's a whole 50% of the world's population. Having women in the room, first of all, I think is critical. Otherwise, it's just an important half that we're not listening to.

00:28:20:17 - 00:28:43:09

Iruka Okeke

And as Judy rightly said, women do think differently about many things. In part, they've been socialized to do so, and in part they just do. And so I think you're more likely to get, you know, creative solutions to something you've been struggling with. If you can mix up the people who are in the room and conversing about them.

00:28:43:11 - 00:29:12:03

Iruka Okeke

And then also just in terms of, you know, logistics and, you know, equity and so on, if people are dealing with different things in their private lives, they're more likely to come up with a decision that's there. If I say that, well, can we move the meeting from 1 p.m. to 4 p.m., the first thing that's going to happen is that my my scientists that have children and are going to say, No, you can't because crack closes at 430.

00:29:12:05 - 00:29:29:16

Iruka Okeke

Now this is something I may not have thought of because I don't currently have a child in creche. And this is also something that if one person had a child in creche they might not want to say. But if I have a mix of people in the room, chances I have, you know, a mix of people who do and don't have children in creche that will make me think.

00:29:29:16 - 00:29:54:07

Iruka Okeke

Huh. Maybe the meeting at 4 p.m. is not such a good idea without feeling that they're being judged as they make that that decision. And in the end, love meeting at 4 p.m. is not a great idea because we're all going home at six, you know? So I think having diverse perspectives both on the science side but also on the personal side just makes you a much, much, much stronger group.

00:29:54:09 - 00:30:19:02

Clare

Such an excellent point. Final question then. We've spent a lot of time on this podcast discussing how difficult it can be as a woman in academia, which I hope has it, that it may leave some aspiring female microbiologists feeling a little dejected and so very keen to end on a positive note. And what are your some of your positive experiences about being a woman in your position?

00:30:19:05 - 00:30:22:01

Clare

Rekha Would you have to go first?

00:30:22:03 - 00:30:36:00

Iruka Okeke

First of all, I think I've had an enormous privilege to, you know, had a group, be a professor, be able to choose who's in my group and mix things up a bit. I work and never work in Nigeria, where it's.

00:30:36:00 - 00:30:36:21

Judith Armitage

Still.

00:30:36:21 - 00:31:02:21

Iruka Okeke

Thought that women working at very high levels is not the normal. You may remember several years ago, our head of state saying in response to a comment, somebody actually a comment that Angela merkel, who was also a head of state, made about something his wife said, and he said, well, my wife belongs in the kitchen and the other room.

00:31:02:23 - 00:31:24:03

Iruka Okeke

So being in a in a country where some people still think that way and being able to show not just the people that think that way, but the little girls who are thinking of, can I actually do this? Being able to show that that's possible, I think has been an enormous privilege. I think, you know, many other women, many other men could have had my job.

00:31:24:09 - 00:31:43:22

Iruka Okeke

But it is really gratifying when a young student says, well, I was thinking of just getting my bachelor's degree and opening a pharmacy shop, and now you're telling me I could go and do a Ph.D. and I just nod and they say, Well, if you've done it, I should be able to do it. I think it's an enormous privilege to be in that kind of position, and hopefully that will matter in a few decades.

00:31:43:22 - 00:31:49:22

Iruka Okeke

Hopefully everyone will just look at their own potential and be able to launch themselves into whatever they want to do.

00:31:49:24 - 00:31:52:03

Clare

That's amazing. And duty.

00:31:52:05 - 00:32:21:13

Judith Armitage

Well, I might be a bit single minded, but I've had a brilliant career. I decided to be a microbiologist when I was 16 and looked down the microscope at school and saw this



completely different world of things, tiny things you couldn't see behaving. And I've spent well over 40 odd years working on bacterial behavior and having a whale of a time.

00:32:21:15 - 00:32:49:19

Judith Armitage

You know, I've I've traveled the world mates, amazing friends, actually, very important friends early in my career when there weren't very many women in this world. But there were a few of us scattered around the world. And we come together at meetings and talk and grumble about men, about careers. But we've supported each other through the whole of our careers.

00:32:49:21 - 00:33:22:02

Judith Armitage

And, you know, I've actually had a wonderful time and I now have three grandchildren as well as two children, and I can't think of a better career. Yes, there are obstacles, but we're getting over them and if some of us think it's over them earlier and I think they are becoming fewer and people are recognizing that you need that diversity to actually really make breakthroughs in science.

00:33:22:02 - 00:33:39:07

Judith Armitage

And when you make a breakthrough, it is I can't imagine this feeling like it anywhere else, you know, to be in a room and realize I am the only person who knows how this works. But it is moments and I'm going to go and tell the rest of the world that this is how it works.

00:33:39:09 - 00:33:56:20

Clare

Oh, that's wonderful and amazing. Inspirational women, both of you are absolutely. In order to be able to have this conversation with you both today. And thank you both so much for joining me. This has been fantastic. Thank you very much.

00:33:56:22 - 00:33:58:23

Judith Armitage

Pleasure. I'm good to meet you, Iruka.

00:33:59:02 - 00:34:03:11

Iruka Okeke

Thank you. Clare and Judy, it's been a pleasure to meet you. Even though it's just online.

00:34:03:15 - 00:34:07:19

Judith Armitage

It's been good to meet you, too, Iruka. Brilliant.

00:34:07:21 - 00:34:25:10

Clare

Thanks again to Judy and Iruka for their valuable insights into the complicated world of women in science. If you'd like to keep up with Judy and Iruka's work, you can find the details of how to follow them in the description. You've been listening to microbe talk. If you like this episode, please leave a like or comment wherever you're listening.