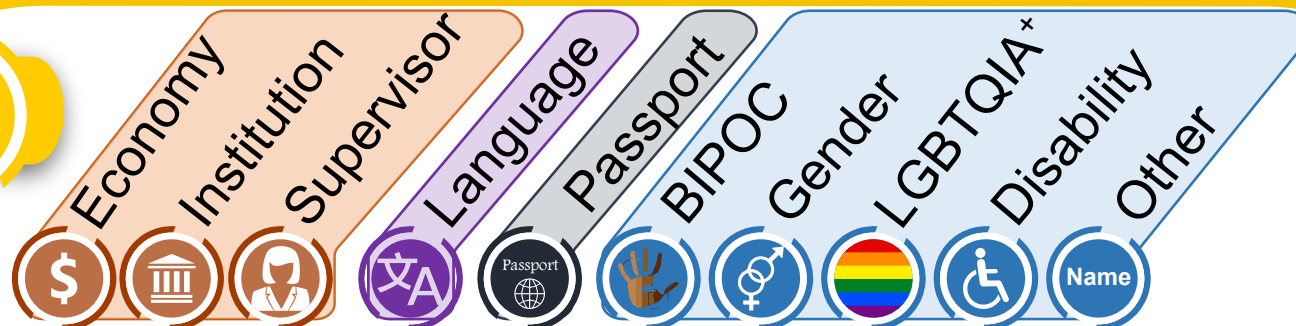


A

$$S = f( \overset{\text{Academic success}}{\text{T}}, \overset{\text{Training}}{\text{L}}, \overset{\text{Language}}{\text{N}}, \overset{\text{Networking}}{\text{D}}, \overset{\text{Discrimination}}{} )$$

## Barriers



## Solutions



- International collaboration
- International co-supervision
- Funding for developing countries
- International projects
- Exchange programs

- Multilingual abstracts
- Multilingual conferences
- Language peer-review
- Avoid rejections due to language

- Virtual conferences
- Virtual international collaborations

- Anti-discrimination training
- Equal opportunities in publication
- Awareness of implicit biases
- Citations of non-English literature

Institutions  
Funders  
Journals

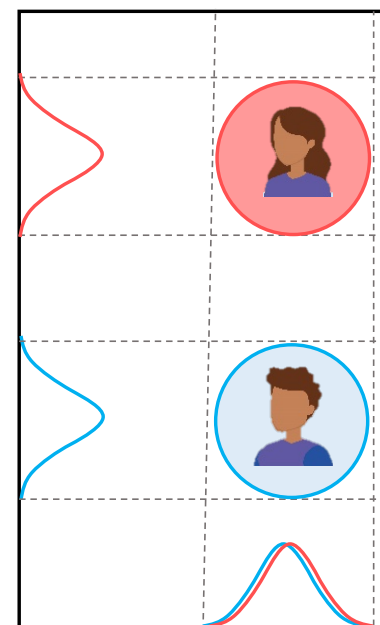
Publishers  
Researchers  
Students

## Actors



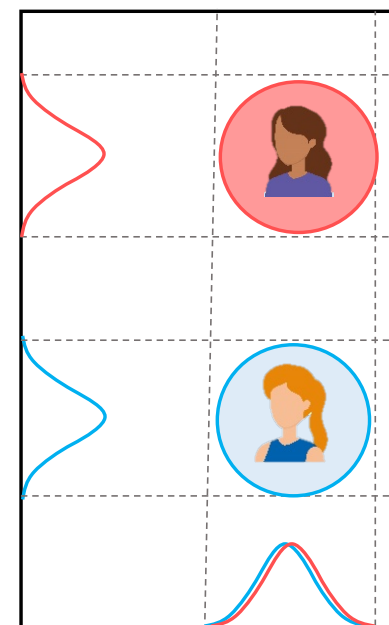
B

Training



Language

Discrimination



Training