

Event information



*Mastering gender in research
performance, contexts, and outcomes*

Quality Research and Innovation through Equality
6 -7 November 2015, Berlin

First Edition
Print ISBN: 978-1-910663-04-2
Electronic ISBN:978-1-910663-05-9
Published in the United Kingdom by:
Portia Ltd
9 Bonhill Street
LONDON, EC2A 9DJ, UK
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INTRODUCTION

The Gender Summit 7 Europe 2015 comes 15 years after the publication of the ETAN report, which delivered the ground breaking statistical review of the position of women in science in Europe, showing that whilst “women constitute half of the undergraduate population there is a continuous drop in the numbers of women at each level”.

Explaining this ‘leaky pipeline’ phenomenon was outside the remit of the ETAN study but its stark conclusions provoked numerous subsequent investigations to identify what was happening and why to women and men’s careers, and why they differed. The most agreed-upon explanation today is that structural conditions combine with deep seated implicit gender bias and together influence how individual merit and research excellence of women and men are perceived, and how assessment decisions of their work are made. Whilst the possibility of implicit bias is now widely accepted as a factor influencing decision outcomes, any references to possible gender inequalities in the institutional structures is usually met by denial and insistence that the principles of meritocracy and excellence are fully adhered to in the processes and practices, and that those with the requisite training, experience, and personal motivation are not hampered in their aspirations to succeed in their science careers.

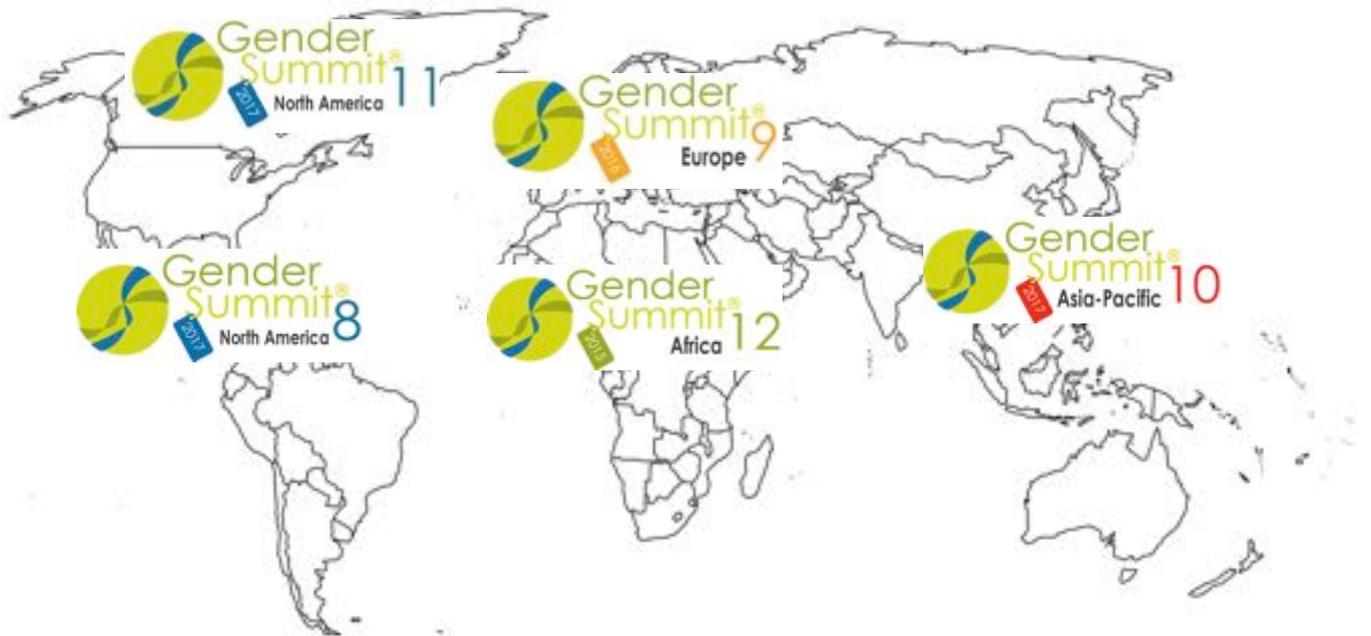
However, 15 years after ETAN, the ‘leaky pipeline’ is still leaking, with now 60% of women in undergraduate education but only 20% in top professorial ranks. It is simply not possible that all the men among the 80% of male professors are as clever, experienced, and motivated as all the women among the 20% of female professors, and this is what research evidence confirms. Somewhere along the pipeline, at each career stage, the structures used for merit assessment allow different treatment of women and men to take place. This is not just a matter of unfairness but, according to new evidence, a worry that science is failing to identify and engage the best talent, and consequently it is missing on the benefits that gender balancing can bring, such as improved collective intelligence, diversified problem solving styles, more even attitudes to risk, broader ranges of perspectives on problems, and improved range of successful solutions. This Gender Summit examines new research evidence showing how institutions measure and assess researchers’ competences and performance, and the new understanding of the consequences for women and men.

The second issue raised in the ETAN report, also explored in this Gender Summit, concerns the report’s recommendation “to mainstream gender equality into the...Framework Programme, and into Member State programmes that fund science and technology”. Here, there is something to celebrate, because not only has Horizon 2020 followed this advice by adopting gender as a criterion of success across many topics, but also several research funders at national level have embedded it into their organisational strategies. But whilst these actions represent important milestones, the goal of the mainstreaming process will not be achieved until all the processes and practices used in the evaluation of research are gender proofed. What is needed, and what was recommended by Gender Summit 4 Europe in 2014, is an agreed-on systematic method of assessing gender dimension in study design and in project impact. A lack of agreement here, combined with the novelty of the mainstreaming situation, can invalidate the good intentions of the policy makers by allowing ambiguity and implicit gender bias influence decision outcomes. This Gender Summit presents new research evidence and initiatives taken to tackle this problem at practical and policy levels.

The Gender Summit 7 Europe 2015 takes place in Berlin for two reasons. Firstly, in 2015, Germany has taken an important step to address gender imbalance issues by approving legislation requiring major companies to allocate 30% of seats on non-executive boards to women. Secondly, we wanted to combine this with the annual Falling Walls celebrations to draw attention to the fact that gender bias in knowledge making creates boundaries that divide quality of research outcomes for women and men in an unequal way, and, therefore, these ‘walls’ must

also fall. This is a demanding task that requires policymakers and science leaders to adopt new perspectives, acquire new expertise, and change their established operating procedures, but much progress has been made, and therefore, Day 2 has been devoted to showing where we are now with regard to mainstreaming gender into national and regional science systems.

Lastly, this seventh in the series Gender Summit reports on the global march of the platform, with two new regions added in 2015: Asia Pacific (August) and Africa (April). The outcomes of these two events will be reported on, and also the leading partners will reveal their plans for the next Gender Summit North America in Mexico in April 2016 (which will also start the process of establishing Gender Summit – Latin America), and the one after in Canada in November 2017, as well as the next Gender Summit Asia-Pacific, in Tokyo in May 2017. Shown below is the regional development of Gender Summit in the period 2016-2017.



All these developments would not be possible without your sustained interest, contribution to, and support of the Gender Summit mission, which is to use research evidence and consensus as the most effective tools to achieve lasting change. We thank you for your participation and hope that you will find this year's Gender Summit Europe interesting, informative and enjoyable.

Dr Elizabeth Pollitzer
Director, Portia Ltd UK
co-founders of the Gender Summit



DAY 1- FRIDAY 6 NOVEMBER: THE BENEFITS OF GENDER EQUAL AND GENDER SENSITIVE RESEARCH AND INNOVATION

The aim of this part of the programme is to improve understanding how the structural basis of gender inequality in science is collectively endorsed within research cultures and entrenched within science institutions. Discussion will focus on the relationship between research excellence and the circumstances that differentially affect women's and men's participation, engagement, and advancement in science. Evidence shows general bias that favours the success of men, which is clearly a concern for women but also for the quality of science practice.

8:00-9:00 REGISTRATION

9:00-11:00 PLENARY 1

Atrium I + II

Opening

- *Welcome- Five years after the genSET Consensus Report*
Prof Martina Schraudner, Director, Fraunhofer Center for Responsible Research and Innovation; Professor, the Technical University, Berlin, Germany
- *Keynote*
Cornelia Quennet-Thielen, State Secretary at the Federal Ministry of Education and Research, Germany

Panel 1: Assessment of individual excellence: metrics, merits and gender

Evidence shows that there are many pathways to excellence, and also that the belief in meritocracy (as the norm) is widely shared and deeply institutionalized in science. It is generally assumed that those with the requisite training, experience, and personal motivation will succeed in their science careers. This session presents new evidence that challenges this assumption, and the perception that science has effective means to objectively judge individual excellence. It calls for fresh institutional action to re-assess performance indicators and quality criteria used to evaluate and judge individual merit, and how they are applied in practice.

Chair: Prof Curt Rice, Rector, Oslo and Akershus University College of Applied Sciences, Norway; Chair of the Committee on Gender Balance in Research and Head of the board of Current Research Information System in Norway

- *Gender equality advancements in the German research landscape*
Prof Martina Schraudner, Director, Fraunhofer Center for Responsible Research and Innovation; Professor, the Technical University, Berlin, Germany
- *The changing landscape for research metrics*
Prof Stephen Curry, Professor, Faculty of Natural Sciences, Imperial College, UK
- *Does gender affect scientific productivity?*
Prof Jacques Mairesse, CREST-ENSAE, France; Maastricht University, UNU-MERIT, Netherlands; and National Bureau of Economic Research (NBER), USA

Facilitated Q&A

11:00-11:30 BREAK

11:30-13:15 PLENARY 2

Atrium I + II

Opening

- *Keynote*
Dr Emilie Marcus, CEO, Cell Press, Elsevier

Panel 2: Assessment of scientific excellence: practices, processes, outcomes

Opportunities for advancement in science careers are strongly linked to demonstration of good publication record but increasingly also to the success in securing research funding. Evidence of bias in the assessment of scientific excellence includes demonstrations of male applicants' higher chance of success; evaluators tending to score more highly research that is similar to their own; and misconceptions of the role of sex-gender analysis in study design, even when they are clearly necessary. This session examines the different actions that research funders can take to ensure objectivity and fairness of the processes and practices used in the assessment of research excellence, and prevent biased outcomes in how research resources are accessed and utilized.

Chair: Dr Nike Alkema, Administrative Officer, Quality Assurance and Programme Development, German Research Foundation (DFG), Germany

- *What can research funders do for researchers*
Prof Jackie Hunter, CEO, Biotechnology and Biological Sciences Research Council, UK
- *Gender equality observations of peer review process*
Assoc. Prof Lisbeth Söderqvist, Senior analyst, Swedish Research Council, Sweden
- *Stimulating Ambitious Bottom-up Proposals by Scientists*
Prof Jean-Pierre Bourguignon, President, European Research Council (ERC)

Facilitated Q&A

13:15-14:30 LUNCH

- 13:30 – 14:00 Posters (see page 20 for details)
- 14:00 – 14:30 Posters (see page 20 for details)

14:30-15:45 PLENARY 3

Atrium I + II

Panel 3: Shaping the Gender Summit's regional and global mission

The Gender Summit platform was set up in Europe in 2011. Since then the Summit has evolved into several regionally focused platforms: Europe, North America, Africa, and Asia Pacific. In the process, the Summit has created a global community of experts and practitioners. The aim of this session is to share the regional achievements and global aspirations of the Gender Summit mission to advance gender equality in science practice and integration of gender dimension in research and innovation.

Chair: Dr Elizabeth Pollitzer, Director Portia, UK/EU



- *Plans for GS8 North America in Mexico City in April 2016*
Dr Julia Taguena, Deputy Director, CONACYT, Mexico
- *Impact of and lessons from GS6 Asia-Pacific*
Prof Heisook Lee, President, Women in Science Engineering and technology, Seoul, Korea
- *Plans for the GS10 Asia-Pacific in Japan 2017*
Dr Miyoko O. Watanabe, Deputy Executive Director, Japan Science and Technology Agency (JST); Director, Office for Diversity and Inclusion, JST, Japan
- *Plans for GS11 North America in November 2017 in Montreal*
Serge Villemure, Director, Scholarships & Fellowships, Research Grants, Natural Sciences and Engineering Research Council, Canada

15:45-16:15 BREAK

- 15:55 – 16:10 Posters (see page 21 for details)

16:15-17:45 PARALLEL SESSIONS: THEME AND TOPIC DESCRIPTIONS

These sessions are designed to communicate new research studies, methodologies, and results in specific areas

Parallel 1: Representing human diversity in biomedical research

Köpenick

This session examines the various levels at which human differences can manifest themselves; how these differences can be represented, analysed and understood; and how their significance can be translated to inform and improve outcomes of biomedical research for women, men, other social/ethnic/racial groups, or, indeed, individuals within these groups (as in relation to personalised medicine, for instance).

Chair: Prof Vera Regitz-Zagrosek, Director, Institute of Gender in Medicine, Charité - Universitätsmedizin Berlin, Germany

- *Sex, stem cells and regenerative medicine*
Dr Kirsten Mcewen, Career Development Fellow, Imperial College, London, UK
- *Post-hoc analysis of gender effects in therapeutics*
Dr Mihaela Nica, Value & Access Manager, Novartis, Italy
- *Sex differences in risk factors for cardiovascular disease: large-scale meta-analyses summarising all available evidence*
Dr Sanne Peters, Research Fellow in Epidemiology, The George Institute for Global Health, Nuffield Department of Population Health, Oxford Martin School, University of Oxford, UK

Facilitated Q&A

Parallel 2: ERC funded gender research

Atrium V

The session will be chaired by Prof Isabelle Vernos, Member of the ERC Scientific Council and Chair of the ERC Working Group on Gender Balance. The session will include presentations from ERC Principal Investigators and panel members discussing gender research and will also provide insights into the work of the ERC Scientific Council Working Group on Gender Balance.

Chair: Prof Isabelle Vernos, Member of the European Research Council (ERC)

- *Health Effects of Social Change in Gender, Work and Family*
Dr Anne McMunn, Senior Lecturer in Quantitative Social Science and Population Health, University College London (UCL), UK
- *Gender perspectives from the ERC evaluation panels*
Prof Mieke Verloo, Professor of Comparative Politics and Inequality Issues, Nijmegen School of Management, Radboud University Nijmegen, Netherlands
Prof Conny Aerts, Director of the Institute of Astronomy; Vice-Dean Communication & Outreach; Faculty of Science, Leuven University, Belgium

Parallel 3: Gender as cross cutting issue in research and innovation

Kreuzberg

The aim of this session is to explore the cross cutting impacts produced by mainstreaming gender into science knowledge making, development of human capital, and into organisational practices, with such benefits as improved deployment of creative talent, innovation performance, research and innovation cultures, and knowledge making capacity.

Chair: Dr Helga Kumrić, Researcher and Lecturer, Physics Department, University of Stuttgart, Germany

- *Mainstreaming gender into methodologies and human resources development*
Dr Marike Kolossa, Department of Environmental Hygiene, Section Toxicology, Health related Environmental Monitoring, German Federal Environmental Agency, Germany
Arn Sauer, Research Officer for Gender Mainstreaming, German Federal Environment Agency, Germany
- *The TIDES approach to increasing diversity in Computer Science*
Dr Kate Winter, Kate Winter Evaluation, USA
- *Strengthening gendered climate change knowledge by building up Competence Network*
Ulrike Roehr, GenderCC - Women for Climate Justice
- *How to include Gender Medicine in clinical research*
Margarethe Hochleitner, Professor for Gender Medicine, Medical University of Innsbruck, Austria

Facilitated Q&A

Parallel 4: Gender bias in career development, sources and effects

Friedrichshain

This session presents new research and analysis in the area of gender bias with the focus on its impact on science careers of women, men, and/or particular minority groups. This includes investigation of how gender bias manifests itself, impacts on decision-making, influences criteria for advancement, and how it can be challenged and eliminated, etc.

Chair: Assoc. Prof Claartje Vinkenburg, Associate Professor, VU University Amsterdam, Netherlands

- *Which Part of the Story does Unconscious Implicit Bias Capture*
Dr Fiona Jenkins, Australian National University, Australia
- *Cognitive network and gender bias in early career grant decision-making*



Prof Peter van den Besselaar, Professor, Department of Organization Sciences and the Network Institute, VU University Amsterdam, Netherlands

- *And the grant goes to... Gender bias in early career research funding*

Dr Romy van der Lee, Assistant professor, Department of Social and Organisational Psychology, Leiden University, Netherlands

- *De-gendering STEM: Lessons learned from the physics lab*

Prof Petra Lucht, Guest Professor on "Gender Studies in Engineering", Technische Universität Berlin, Germany

Facilitated Q&A

Parallel 5: Scientific inclusion and diversity in science structures and practices

Atrium IV

This session presents new research exploring the benefits of scientific inclusion and diversity, e.g. in science workforce, in scientific cultures, in research priorities, and in the application and communication of science knowledge, as drivers of research and innovation ideas.

Chair: Prof Gloria Bonder, Director of the Gender, Society and Policies Area of FLACSO Argentina (Latin American School of Social Sciences, Argentina)

- *Gender in Research – Policies, Practices and Experiences*
Sybille Reidl, Scientist, Joanneum Research Forschungsges.m.b.H., Austria
- *Gender, Science, Technology and Innovation in Argentina: between facts and the mirage of equality*

Prof Gloria Bonder, Director of the Gender, Society and Policies Area of FLACSO Argentina (Latin American School of Social Sciences, Argentina)

- *Elsevier Content and Analytics - Comparing gender authorship across fields*
Dr Pan Lei, Content & Analytics Product Manager, Elsevier & **Dr Judith Kamalski**, Manager of Strategic Research Insights & Analytics, Elsevier
- *Implementation strategies for gender-sensitive public health practice*
Dr Sabine Oertelt-Prigione, Junior Group Leader, Charité - Universitätsmedizin, Berlin, Germany

Facilitated Q&A

Parallel 6: Policy actions for systematic change

Charlottenburg

This session examines a variety of policy actions, which target research, innovation and development goals and, either directly or indirectly, look towards science and technology as holding the key to delivering societal wellbeing and sustainable economies. The session will discuss how gender is incorporated and evaluated in Horizon 2020, which forms part of the EU2020 political strategy; the success of research funding gender equality policies in Sweden; and the need to introduce much stronger awareness of gender research into the implementation plans of the UN Sustainable Development Goals, to ensure that all objectives of all 17 SDGs are scrutinised from a gender perspective.

Chair: Dr Elizabeth Pollitzer, Portia Ltd UK

- *Enhancing consideration of gender in H2020 2016-2017*
Ana Arana Antelo, Head of Unit, B7, DG Research & Innovation, European Commission

- *Research Funding and Gender: A Research Review - Conclusions and Challenges*
Dr Fredrik Bondestam, Director, Unit for Gender Research, Swedish Secretariat for Gender Research, NIKK – Nordic Information on Gender, Gothenburg University, Sweden
- *Mainstreaming gender research into the implementation of the Sustainability Development Goals (SDGs)*
Prof Heisook Lee, President, Women in Science Engineering and technology, Seoul, Korea
- *Gender Gaps in Science, Technology and Innovation Activities in LAC Countries*
Matteo Grazi, Economist Competitiveness, Technology and Innovation Division, Inter-American Development Bank (IDB)

18:00-19:00 RECEPTION

Lichtof & Atrium III

Kindly hosted by The Swedish Secretariat for Gender Research, University of Gothenburg and the Committee for Gender Balance and Diversity in Research (KIF).

Opening

- *Welcome from the reception hosts*
- *18:15 – 18:40 Posters (see page 21 for details)*

DAY 2- SATURDAY 7 NOVEMBER: ENHANCING THE CAPACITY OF POLICY ACTIONS TO ACHIEVE LASTING CHANGE

8:30-9:00 REGISTRATION

9:00-11:00 PLENARY 4

Atrium I + II

Opening

- *Welcome and Keynote - No more excuses: Europe's science needs women*
Dr Ingrid Wüning Tschol, Senior Vice President Health and Science, Robert Bosch Stiftung, Germany

Panel 4: Demonstrating the benefits of supporting gender mainstreaming policy in science

Gender equality is a core value of the European Union and gender mainstreaming has been one of the key policy instrument used to advance it. With the recent inclusion of gender as a criterion of success in Horizon 2020 and in ERA, science has, finally, joined the policy areas targeted for gender mainstreaming actions. This session will discuss how to ensure that policy interventions produce the desired outcomes and how to demonstrate the benefits of institutionalising gender mainstreaming in science.

Chair: Prof Curt Rice, Rector, Oslo and Akershus University College of Applied Sciences, Norway, Chair of the Committee on Gender Balance in Research and Head of the board of Current Research Information System in Norway



- *Gender budgeting for science*
Dr Lisa Kolovich, Economist, International Monetary Fund (IMF)
- *The unequal segregation in science careers*
Assoc. Prof Shulamit Kahn, Associate Professor, Boston University's School of Management, USA
- *Gender mainstreaming in 41 Swedish governments agencies*
Lillemor Dahlgren, Head of Operations, Swedish Secretariat for Gender Research, University of Gothenburg, Sweden

Facilitated Q&A

11:00-11:30 BREAK

- 11:10 – 11:30 Posters (see page 21 for details)

11:30-13:30 PLENARY 5

Atrium I + II

11:30 – 13:15 Panel 5: Realising the full scope of policy impact through strategic alliances among key players

Gender mainstreaming in the context of science is a demanding strategy, which requires policymakers and science leaders to adopt new perspectives, acquire new expertise, and change their established operating procedures, if science is to represent equal opportunity for women and men to participate in, succeed in, and benefit from its endeavours. Governments, Higher Education institutions, national academies, learned societies and research funders can individually and jointly advance equality and diversity in science. This session examines the role of strategic policy alliances, which can achieve greater impact and sustainable change by utilizing valuable synergies between different policy agendas and by demonstrating leadership and consensus that improvements are needed and can be achieved.

Chair: **Britta Thomsen**, Adjunct Professor, Copenhagen Business School, Denmark

- *Women in Science and Innovation: real action in Europe*
Commissioner Carlos Moedas, EU Commissioner for Research, Science and Innovation, European Union [video]
- *The Nordforsk strategy for gender equality policy in Nordic countries*
Prof Marja Makarov, Vice President Finish Research Academy, Finland; CEO, Nordforsk
- *Gendered Innovations: the new positions paper from LERU (League of European Research Universities)*
Prof Simone Buitendijk, Vice-Rector, Leiden University; Chair, LERU Gender Equality Group
- *The recommendations for action of the Welsh Government's Task Force*
Prof Hilary Lappin-Scott, Pro Vice-Chancellor, Research and Strategic Development, Swansea University, Wales, UK
- *Women in Science: Internationalization, Academic Role Orientation, and Productivity. New Large-Scale Evidence from European Universities in 11 Countries*
Prof Marek Kwiek, Director, Center for Public Policy Studies, Faculty of Social Sciences; Chairholder, UNESCO Chair in Institutional Research and Higher Education Policy, University of Poznan, Poland

Facilitated Q&A

Closing

- *Keynote – Closing: The journey we have made and the journey still ahead*
Prof Rolf Tarrach, President, European University Association (EUA); Former Rector, University of Luxembourg, Luxembourg

13:30-14:45 LUNCH

- 13:45 – 14:15 Posters (see page 21 for details)
- 14:15 – 14:45 Posters (see page 22 for details)

14:45-16:15 PARALLEL KNOWLEDGE EXCHANGE FORUMS

These sessions are designed to share practical lessons from successful intervention measures, and to disseminate effective practices, tools, advice and recommendations to ensure continued progress in mainstreaming gender in science.

KEF 1: Improving access to experts and knowledge

Köpenick

The aim of this session is to share knowledge and experience from three different initiatives: the FP7 funded GenPORT project, the Robert Bosch Foundation's Academia Net database, and Elsevier's Connect forum. The GenPORT project is creating a portal to quality knowledge resources on gender and science covering a wide range of areas. The Academia Net database features 2000 CVs of excellent women in STEM, as a resource for those seeking to recruit excellent women to leadership positions. Elsevier Connect is an on-line platform with daily stories for the global science, technology and health communities, reaching over 150,000 readers a month. The aim of this session is to share the lessons learned from these services how to inform and support different science communities and stakeholder groups in their endeavours, and how to best communicate about gender issues in science to reach a wider audience.

Chair: Dr Rachel Palmén, Researcher, notus applied social research, Spain

- *The GenPORT portal for gender in science resources and community engagement*
Dr Jörg Müller, Senior researcher, Internet Interdisciplinary Institute, and Coordinator GenPORT, Spain
- *Academia Net the biggest database of excellent women in science*
Dr Katrin Rehak, Head of Section, Science and Research, Robert Bosch Foundation, Germany
- *Gender in Science – how to make people understand why it matters*
Alison Bert, Editor in Chief, Elsevier Connect

KEF 2: Dealing with gender differences in the early stages of scientific careers

Atrium IV

The under-representation of women at all levels of scientific careers and their over-representation in not tenured positions can be considered as a mirror of a wider and deeper problem, namely the lack of recognition of the relevance of gender in science and the ways in which it affects contents, methods and priorities. This clearly produces a growing negative impact on the quality of the research and its policies, as well as in the use of scientific results in



economic and social terms. Indeed, the debate on gender and science shows that scientific careers continue to be characterised – albeit with important differences among the countries – by wide gender differences. The various forms of horizontal segregation (concerning training programmes and sectors of employment) intersect with the vertical segregation (the fact that women are poorly represented in apical positions), and the two phenomena raise and reinforce each other, highlighting the persistence of unequal job opportunities and careers for women in scientific research. Moreover, the “Leaky Pipeline” phenomenon shows that the effects of gender inequalities are not only given by a greater difficulty of access or of success to women, but also by the fact that, once they started a scientific career, they receive less professional support and face multiple risks of leakage than men. In addition to these phenomena, one should consider how gender differences matter in the increasing insecurity of scientific labour markets, women being present much more than men in positions that do not foresee a tenure track. Considering these elements, the proposed session aims to tackle gender asymmetries from the very beginning of scientific careers, both in STEM and SSH disciplines, since gender inequalities act upon both, very low and more highly feminised environments. In particular different perspectives will be offered to investigate how institutions and organisations – funding agencies, universities, public and private research organisations – can contribute to the gender imbalance already in early career stage. What are the gender biases a young researcher should be aware of? Are scientific organisations – universities and research centres – aware of gender biased processes and the unequal support that women receive in comparison to men already starting from the PhD? Which kind of actions can be implemented and how should priorities be set in a context of limited resources in research institutions? Five contributions will aim to answer these questions and to stimulate a broader discussion from very different angles, giving a complex picture of the gender imbalance in science.

- *Gender and Diversity in Scientific Organizations: a focus on the early stages of careers*
Prof Martina Schraudner, Director, Fraunhofer Center for Responsible Research and Innovation; Professor, the Technical University, Berlin, Germany and
Angelika Trübswetter, Research Associate, Fraunhofer-Gesellschaft, Germany
- *Results from the GARCIA project – Gendering the Academy and Research: combating Career Instability and Asymmetries*
Annalisa Murgia, Research Fellow, Department of Sociology and Social Research, University of Trento, Italy and
Assoc. Prof Barbara Poggio, Vice Rector and Responsible for Equality and Diversities Policies, University of Trento, Italy
- *Results from the gendERC project – Gendered dimensions in ERC grant selection*
Dr Helene Schiffbaenker, Senior Researcher, JOANNEUM RESEARCH Forschungsgesellschaft, Austria and;
Florian Holzinger, Researcher, JOANNEUM RESEARCH Forschungsgesellschaft, Austria
- *Results from the STAGES project – Structural Transformation to Achieve Gender Equality in Science*
Dr Elena Del Giorgio, Research Fellow, STAGES Project, University of Milan, Italy
- *Results from the FESTA project – Female Empowerment in Science and Technology Academia*
Dr Tatiana Arrigoni, Researcher, Bruno Kessler Foundation, Italy;
Eva Luebke, Integration Team - Human Resources, Gender and Diversity Management, RWTH Aachen University, Germany and
Dr Nina Almgren, Gender Equality Specialist, Human Resources Division, Uppsala University, Sweden

KEF 3: Integrating gender dimension in study design

Kreuzberg

The aim of this session is to share knowledge and provide guidelines on how to integrate gender dimension in study design. Extensive scientific evidence shows that gender bias in research is common and can produce outcomes of different quality for women and men. Horizon 2020 has, for the first time in the history of Framework Programmes, introduced gender dimension in study design as a recommended condition of success, with the relevance of sex-gender analysis identified for many topics. Efforts are being made to assemble the methodological know-how, as for example by the EU-Stanford Gendered Innovation project (<https://genderedinnovations.stanford.edu>), and guidelines to help researchers and others in the research process to tackle potential sources of gender bias in investigations. The speakers will describe their own work in the area and recommend the criteria to use when planning a project.

Chair: Dr Fredrik Bondestam, Director, Unit for Gender Research, Swedish Secretariat for Gender Research, NIKK – Nordic Information on Gender, Gothenburg University, Sweden

- *Good and bad ways to deal with sex-gender differences in biomarker and biobank research*
Dr Ingvar Bergdahl, Umeå University, Sweden
- *For a better integration of the gender dimension in Horizon 2020 Work Programme 2016-2017*
Prof Ineke Klinge, Professor, Institute of Gender in Medicine (GiM), Charité Universitätsmedizin, Berlin and Chair of Horizon 2020 Advisory Group on Gender
- *Sex and Gender Equity in Research (SAGER) reporting guidelines*
Dr Shirin Heidari, Executive Editor, Journal of the International AIDS Society and Member of Council and Chair of the Gender Policy Committee, European Association of Science Editors

KEF 4: Mainstreaming at national and field level: new evidence, better measures

Atrium V

The aim of this session is to share new knowledge of initiatives and projects, results, and practical experiences of mainstreaming gender into institutional policies and practices. GS7-Europe comes 15 years after the ETAN report, which recommended that gender equality should be mainstreamed into the Framework Programmes, and into Member State programmes that fund science and technology. The report provoked many organisations to take a closer look at their gender equality policies and practices. This session will show how far we have progressed towards realizing the envisaged benefits. Three different perspectives will be presented to show the effectiveness of the methods, the implementation gaps, and the prospects of achieving lasting change: 1) change through national-level institutional policies and measures; 2) change by forcing action through quotas; and 3) change through field-specific (Physics) targeted policies.

Chair: Dr Hans M. Borchgrevink, Former Special Adviser, International Staff, The Research Council Norway (RCN), Norway

- *Gender Quotas in Science*
Dr Gerlind Wallon, Deputy Director, European Molecular Biology Organization (EMBO)
- *The GENERA project: fostering gender equality and the importance of mixed teams in physics*
Dr Thomas Berghoefter, Senior researcher, Deutsches Elektronen Synchrotron, Germany
- *Gender equality and gender mainstreaming in the ERA: findings and policy recommendations from GENDER-NET ERA-NET*
Dr Anne Pépin, Director, Mission for the Place of Women at CNRS, Centre National de la Recherche Scientifique (CNRS), France



KEF 5: Nordic Call for gendered science knowledge

Friedrichshain

This session will present the newly established Nordic initiative entitled Gender Gap in the Nordic Research and Innovation Area (NORIA). The initiative contains gendered statistics, research and an emphasis on impact. In addition, the session includes presentation from Norway and Sweden of the national initiatives, of the rationale for a joint Nordic initiative and how the Nordic initiative is understood in a national context.

Chair: Prof Gunnel Gustafsson, Director, NordForsk

- *Gender in the Nordic Research and innovation Area – A New Nordic Initiative*
Dr Jesper W. Simonsen, Executive Director, Research Council of Norway (RCN), Norway
- *Gender mainstreaming at Forte*
Prof Lars Wärngård, Director Planning and Process Development, Forte, Sweden
- *The Norwegian Balance-programme*
Dr Ingeborg W. Ovesen, Senior adviser, Research Council of Norway (RCN), Norway

KEF 6: Transforming policies in funding, hiring and publishing

Charlottenburg

Policies operate at many levels—nationally, in agencies, institutions, organizations and departments. At those many levels, policy has the potential to support gender equality wherein a gender lens can be appropriately applied in research and innovation and where science can benefit and benefit from the contributions of women and men. This panel will examine critical policy targets in three areas: funding agencies, publications, and hiring and promotion procedures. Funding agencies can, for example, put policies in place to provide support to conferences where programs broaden participation by the conscious inclusion of both men and women as major speakers. The policies of journals can also support these goals in the ways that they require availability and presentation of data (sex of animals and cells and reporting of data in disaggregated formats). Policies that require an open call for applications to positions and merit based review also have the potential to affect change. Research suggests, however, that implicit bias can have a major negative effect unless compensated for by elements such as “blind review.” An international panel will describe strategies for supporting the goals and solicit examples of effective country level strategies from session participants.

Chair: Prof Shirley Malcom, Head, EHR, AAAS; GenderInSITE Co-chair

Discussant: Prof Gloria Bonder, UNESCO Regional Chair on Women, Science and Technology; GenderInSITE Regional Focal Point for Latin America and the Caribbean

- **Prof Alice Abreu**, Director, GenderInSITE; Professora Emérita Universidade Federal do Rio de Janeiro, Brazil
- **Prof Roseanne Diab**, South Africa, GenderInSITE Regional Focal Point for Southern Africa
- **Dr Valda Vinson**, South Africa, Deputy Editor, SCIENCE

POSTER PRESENTERS

Posters will be on display throughout the Summit. Presenters will accompany their posters during the following time slots.

DAY 1 13:30 – 14:00, POSTERS 1 – 6

1. *Women Ways of Gaining Voice Online*
Shlomit Aharoni-Lir, Bar Ilan University
2. *Sex in Science at the Wellcome Trust Sanger Institute and European Molecular Biology Laboratory – European Bioinformatics Institute: Embedding Gender Equality into Institutional Strategy*
Dr Saher Ahmed, Wellcome Trust, Sanger Institute
3. *Role Models for Women Mobile Scientists*
Dr Giovanna Avellis, Marie Curie Alumni Association
4. *An Analysis into the Republic of Belarus' Actors Who Are Involved in Gender Equality Issues*
Dr Svetlana Burova, Belarusian State University
5. *Is my bias showing? The role of sponsorship in building scientific careers*
Dr Jennifer de Vries, University of Melbourne
6. *Key authorship positions in neuroscience: A gender perspective*
Tahereh Dehdarirad, University of Barcelona

DAY 1 14:00 – 14:30, POSTERS 7 – 12

7. *Gender Balance: Challenges and Opportunities at a Faculty of Science and Technology in Norway*
Maria Dockweiler, University of Stavanger and **Dr Vibeke Bull**, University of Stavanger
8. *Profile of a Nascent International University-Community Partnership in STEM Education: The Rutgers-Newark/P.A.Y. Namibia Collaborative*
Dr Kyle Farmbry, Graduate School, Rutgers University-Newark
9. *The influence of self-efficacy beliefs and self-assessment of professional skills on scientific career aspirations of computer scientists*
Silvia Förtsch, Otto-Friedrich University of Bamberg
10. *Body images in medical teaching: a gender sensitive use*
Susanne Gahbauer, Medical University Vienna
11. *Should I Apply or Should I Leave? Female Decisions along Life Course Research*
Dr Ana M. González Ramos, Open University of Catalonia
12. *Beyond the leaky pipeline: Life Course Model for Comparing Men and Women Research Careers*
Dr Ana M. González Ramos, Open University of Catalonia

DAY 1 15:55 – 16:10, POSTERS 13 – 15

13. *Mentoring: A focus on organisational change to enable individual careers*
Prof Marilyns Guillemin, University of Melbourne
14. *The Ideal Student.*
Elisabeth Anna Günther, TU Wien
15. *Status of Women in STEM in Slovenia*
Dr Rachelle Heller, the George Washington University

DAY 1 18:15 – 18:40, POSTERS 16 – 20

16. *Gender as cross cutting issue in research and innovation: EPWS actions*
Prof Claudine Hermann, European Platform of Women Scientists –EPWS
17. *Gender Sensitiveness in Computer Science Lessons*
Prof Martine Herpers, University of Applied Sciences, Fulda
18. *STEM: what should be taught in school?*
Michela Insenga, Faculty of Education, Edge Hill University, UK



19. *Roadmap to Dialogue - The Gender Dimension in Science and Research*
Dr Maren A . Jochimsen, Essen College of Gender Research, University of Duisburg-Essen
20. *European Academies of Sciences: gender policies in traditional self-governing institutions*
Ekaterina Kouznetsova, Belarusian State University

DAY 2 11:10 – 11:30, POSTERS 21 – 24

21. *Undoing gender in EU's social innovation policies?*
Dr Malin Lindberg, Luleå University of Technology
22. *The String Theory Universe: A EU project in Physics with a gender component*
Yolanda Lozano, University of Oviedo
23. *Why Jenny can't publish: Exploring the gender gap in research productivity at a Norwegian research institute*
Lynn Nygaard, Peace Research Institute Oslo (PRIO)
24. *Gender awareness. Assessing gender culture in Academia.*
Dr Lorenza Perini, University of Padua

DAY 2 13:45 – 14:15, POSTERS 25 – 30

25. *Analysing the gender productivity puzzle in Middle Income Countries*
Lorena Rivera Leon, UNU-MERIT Maastricht University
26. *Women doctors in Italy: present and future*
Dr Debora Romano, Associazione Italiana Donne Medico Ferrara
27. *Opportunities for young girls from LDCs to undertake international travel and grow within the global scientific community*
Dr Elisabetta Scala, University of Trieste
28. *Woman is men's best friend: Misogyny in Professional Virtual IT Community*
Dr Anastasiia Sergeeva, ITMO University
29. *Implementing Gender Medicine: Description of progress and current state*
Dr Heidi Siller, Women's Health Centre, Medical University of Innsbruck
30. *Promoting the Inclusion of Gender in (Medical) Research: the Pro's and Con's from the Student's Perspective*
Dr Heidi Siller, Women's Health Centre, Medical University of Innsbruck

DAY 2 14:15 – 14:45, POSTERS 31 – 35

31. *And the grant goes to... Gender bias in early career research funding*
Dr Romy van der Lee, Leiden University
32. *Mind the gap: Are sex and gender considerations addressed in Canadian Clinical Practice Guidelines?*
Anita Liu, Canadian Institutes of Health Research, Institute of Gender & Health
33. *Gender quotas change a lot*
Prof Elke Wolf, University of applied sciences Munich
34. *Gender Bias in Technology and Engineering Careers*
Dr Karen Wosczyzna Birch, CT Colleges of Technology c/o Tunxis Community College
35. *Gender analysis as part of research works at the University of Chemistry and Technology Prague, Czech Republic*
Dr Kamila Zdeňková, UCT Prague

SPEAKER PROFILES

CORNELIA QUENNET-THIELEN



State Secretary at the Federal Ministry of Education and Research, Germany.

*Keynote
Plenary 1: Opening*

Cornelia Quennet-Thielen is State Secretary at the German Federal Ministry of Education and Research since 2008. Cornelia Quennet-Thielen served as Deputy Head of the Office of the German Federal President and was the President's senior advisor on domestic policy and constitutional law (2004 – 2008). She held different positions in the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (1987 – 2004). Quennet-Thielen started her career in the federal state of Rhinland-Palatinate as a judge and in the Ministry for Environment and Health. Cornelia Quennet-Thielen studied law in Freiburg and Trier; she is alumna of the Studienstiftung des Deutschen Volkes and a World Fellow of Yale University, USA.

DR INGRID WÜNNING TSCHOL



Senior-Vice-President Health and Science, Robert Bosch Stiftung, Germany.

*Welcome and Keynote - No more excuses: Europe's science needs women
Plenary 4: Opening*

Ingrid Wünnig Tschol is Senior Vice-President and Head of Health and Research at the Robert Bosch Foundation. Born in 1958, she received her PhD in Biology from the University of Tübingen Germany in 1985. 1985 -1990 she did postdoctoral research at Massachusetts Institute of Technology in Cambridge and State University of New York in Stony Brook, USA. Further stations in her career were: Head of Molecular Biology/ Cell Biology Unit at Deutsche Forschungsgemeinschaft in Bonn/Germany, Head of Medical Section at the European Science Foundation in Strasbourg/France. Since 1999 she has been with the Robert Bosch Stiftung, Stuttgart/Germany.

She is or was member of numerous national and international committees. Amongst them she served as Vice Chair of the European Research Area Board (ERAB), which directly advised the European Commissioner for Research from 2008 to 2011, during this time she was also a member of the Scottish Government Personal & Support Research Fellowship Selection Panel of the Royal Society of Edinburgh. More recent committee activities include her Chairmanship of the EFC-Research Forum, her membership in the Advisory Board of the Max-Planck Institut für die Dynamik komplexer technischer Systeme in Magdeburg, in the Steering Committee for ESOF 2016 in Copenhagen, the Board of Trustees for the Falling Walls Conference, the Universitätsrat Ulm or in the Advisory Board of the Uppsala Health Summit.



PROF ROLF TARRACH

President of the European University Association (EUA), Former Rector, University of Luxembourg, Luxembourg.



*Closing keynote
Plenary 5: Closing*

Dr Tarrach served as President of the University of Luxembourg until 2014, having assumed the position in 2005. He spent his postdoc time at CERN in 1974 to 1976. He is a former professor of theoretical physics, and has served in that capacity at the universities of Valencia (1983) and Barcelona (1986-2010), where he also was Vice-President (1990-1994). He received an h.c. doctorat from the University of Saint Petersburg. He became professor of physics at the University of Luxembourg in 2010. Many organisations have taken advantage of his breadth of knowledge and his command of languages.

He is a former president of the Spanish Scientific Research Council (CSIC), the Academic Cooperation Association (ACA) and a former member of the European Research Advisory Board (EURAB), European Heads of Research Councils (EUROHORCS), Euroscience Open Forum (ESOF2004, ESOF 2006, ESOF 2008). He regularly consults for the European Commission and is a member of the genSET Science Leaders Panel. He is presently elected president of the European University Association (EUA) since April 2015 and was one of its Council Member for 10 years.

COMMISSIONER CARLOS MOEDAS



Commissioner for Research, Science and Innovation, European Union.

*Women in Science and Innovation: real action in Europe [video]
Plenary 4: Opening*

Carlos Moedas is the European Commissioner for Research, Science and Innovation. His responsibilities include ensuring that research funding programmes, notably Horizon 2020, contribute to the European Commission's jobs, growth and investment package. He is also responsible for promoting the international excellence of the EU's research and science, and strengthening research capacities and innovation across all Member States. Other duties include evaluating how EU-funded research can be used more effectively; ensuring that Commission proposals are based on scientific evidence, as well as encouraging private companies to apply research to meet challenges faced by society and create more high-quality jobs.

Commissioner Moedas is part of EU Project Teams on Jobs, Growth, Investment and Competitiveness; Euro and Social Dialogue; the Digital Single Market; Energy Union; Better Regulation and Interinstitutional Affairs, as well as the team on Budget and Human Resources. Previously, he was Secretary of State to the Prime Minister of Portugal, as well as Member of the Cabinet of Ministers (Council of Ministers) and Head of ESAME, the special unit in charge of monitoring the Portuguese Adjustment Programme. He holds an MBA from Harvard University Graduate School of Business Administration, and also attended Ecole Nationale Des Ponts Et Chaussees and Instituto Superior Tecnico De Lisboa.

DR EMILIE MARCUS



CEO, Cell Press, Elsevier.

*Keynote
Plenary 2*

As CEO of Cell Press, Emilie Marcus, PhD, leads a portfolio of 32 scientific journals—including the flagship Cell, for which she serves as Editor-in-Chief—international conferences and online tools for biomedical researchers with a keen focus on innovation in scientific communication for accelerating discovery. She is a key opinion leader in scientific publishing and has made significant contributions to debates on the impact of new information technology, reproducibility and ethics in biomedical research, peer review, business models, and the uses and abuses of impact factors as a measure of journal quality.

In addition to her senior-management role, Dr Marcus is responsible for setting the strategic direction and overseeing the peer-review process and publication decisions for Cell Press's flagship journal Cell, for which she continues to serve as Editor-in-Chief. An active presence in the scientific community, she travels frequently to conferences and universities worldwide and talks with scientists about their work daily. She earned a doctorate in Neurobiology from Yale University and conducted postdoctoral training at the University of California, San Diego, and the Salk Institute. She joined Cell Press in 1998 and has previously acted as editor of the journal Neuron and the company's VP of content development. She currently serves on the board of the Elsevier Foundation.

PROF MARJA MAKAROW



Vice-President for Research, Academy of Finland – the Finnish Research Council and Chair of the Board, NordForsk, Finland.

*The NordForsk strategy for gender equality policy in Nordic countries
Panel 5: Realising the full scope of policy impact through strategic alliances among key players*

Marja Makarow is vice-president of the Academy of Finland – the Finnish research Council, since 2012. She is former vice-rector for research (2003-2007) and professor of applied biochemistry and molecular biology at the University of Helsinki. In 2008-2011 she served as chief executive of the European Science Foundation in Strasbourg France.

Marja Makarow advised the EU Commissioner for Research and Innovation in the European Research Area Board ERAB, and the Finnish Government in the Council for Research and Innovation Policy in 2008-2012. She has served as president of the European Molecular Biology Conference (EMBC/EMBO) and delegate of Finland in the council of the European Molecular Biology Laboratory (EMBL), and established the Institute for Molecular Medicine Finland, a member of the Nordic EMBL Partnership for Molecular Medicine. She served as chair of the ERC Starting grants panel on genomics, genetics, systems biology and bioinformatics till 2013. She is member of the governing board of the European Institute of Innovation and Technology (EIT) and chairs the board of technology Academy Finland that awards one of the world's largest innovation prize, the Millennium Technology Prize. Marja Makarow is chair of the board of NordForsk and the Finnish research infrastructure committee. She serves on strategic councils of several European top universities and has steered research assessments of a number of them. She is member of Academia Europaea.


PROF ALICE ABREU


Director, GenderInSITE; Professora Emérita Universidade Federal do Rio de Janeiro, Brazil.

Speaker

KEF 6: Transforming policies in funding, hiring and publishing

Alice Abreu, the Acting Director of GenderInSITE, is Emeritus Professor of the Federal University of Rio de Janeiro, Brazil. She was vice-president of the National Research Council for Scientific and Technological Development of Brazil, director of the Office of Education, Science and Technology of the Organization of American States, and director of the regional office for Latin America and the Caribbean of the International Council for Science. A sociologist by training, she has worked on sociology of work and more recently on gender and science.

PROF CONNY AERTS


Director of the Institute of Astronomy; Vice-Dean Communication & Outreach; Faculty of Science, Leuven University, Belgium

Gender perspectives from the ERC evaluation panels

Parallel 2: ERC funded gender research

Professor Conny Aerts studied mathematics at Antwerp University and got a PhD in astrophysics from Leuven University, where she is currently Director of the Institute of Astronomy as well as Vice-Dean Communication & Outreach of the Faculty of Science. She also leads the Chair in Asteroseismology at the Radboud University Nijmegen in the Netherlands. She was recently awarded a second Advanced Grant by the panel PE9 Universe Science of the ERC.

DR NIKE ALKEMA


Administrative Officer, Quality Assurance and Programme Development, German Research Foundation (DFG), Germany.

Chair

Panel 2: Assessment of scientific excellence: practices, processes, outcomes

Nike Alkema studied Modern European Studies at University College London (University of London) and Politics at St Antony's College (University of Oxford) where she has been awarded her DPhil in 2011. She has been working in management consulting for a few years where she gained extensive project experience with a focus on organisational change and change management processes. She joined the DFG Head Office in 2012 where she works within the Group "Quality and Programme Management".

DR NINA ALMGREN



Gender Equality Specialist, Human Resources Division, Uppsala University, Sweden.

Results from the FESTA project – Female Empowerment in Science and Technology Academia, KEF 2: Dealing with gender differences in the early stages of scientific careers

Nina Almgren has a PhD in History and had a postdoc position at the Centre for Gender Research, Uppsala University. Currently she is employed as a gender equality specialist at the Human Resources Division, Uppsala University, where most of her time is devoted to the EU-project FESTA. Her main task is to implement gender equality measures, in cooperation with the management and staff, in a number of departments at the Faculty of Science and Technology.

ANA ARANA ANTELO



Head of Unit, Science With and For Society, Directorate General Research & Innovation, European Commission, International.

*Gender mainstreaming in Horizon 2020
Parallel 6: Policy actions for systematic change*

Ana Arana Antelo is a lawyer specialised in European Law. She works in the European Commission as Head of Unit for "Science with and for Society" in the Directorate General for Research and Innovation, where she also headed the "Research Infrastructures" unit. She was previously Deputy Head of Cabinet of the Commissioner responsible for Research, Innovation and Science. Prior to that she worked in the Directorate General for Transport and Energy, where she headed the unit responsible for the electricity and gas internal markets. She has also worked in the Directorate General for Competition, as well as in the Directorate General for External Relations dealing with relations with the then New Independent States of the former Soviet Union. Before entering the European Commission, Ana worked as head of the legal department in a software company.

DR TATIANA ARRIGONI



Researcher, Bruno Kessler Foundation, Italy.

Results from the FESTA project – Female Empowerment in Science and Technology Academia, KEF 2: Dealing with gender differences in the early stages of scientific careers

Tatiana Arrigoni got a PhD in Philosophy in 2004 at the University of Genoa, and had post doc positions at the University of Genoa, Fondazione Bruno Kessler (Trento), and the University of Vienna. Currently she combines her activity as a researcher in philosophy of mathematics (in collaboration with the universities of Vienna and Seville) with her job as a philosophy teacher in higher secondary school. Being responsible for the communication of FESTA, she is especially engaged in raising awareness of issues related to gender identity and gender discrimination in young people.



DR INGVAR BERGDAHL



Associate Professor, Umeå University, and Scientific Secretary, Department of Biobank Research, Umeå University, Sweden.

Good and bad ways to deal with sex-gender differences in biomarker and biobank research, and issues I would look for as an evaluator of planned studies

KEF 3: Integrating gender dimension in study design

Ingvar A. Bergdahl is the Scientific Secretary of Umeå University's Department of Biobank Research and as such is active in local, national and international networks, advising and supporting researchers in using biobank samples, in particular samples from the Northern Sweden Health and Disease Study. He is also chair of one of the expert groups that evaluate proposed biobank studies in the Northern Sweden Health and Disease Study. He has participated in several EU research projects. He is associate professor of Occupational and Environmental Toxicology and has produced research within analytical chemistry, toxicology, and epidemiology.

DR THOMAS BERGHÖFER



Senior researcher, Deutsches Elektronen Synchrotron, Germany.

The GENERA project: fostering gender equality and the importance of mixed teams in physics

KEF 4: Mainstreaming gender at national and field level: new evidence, better measures

Thomas Berghöfer studied Physics and Astrophysics at the universities of Marburg and Bochum, and received his PhD from the Ludwig Maximilian University of Munich. During his active research career he was working in X-ray and EUV astronomy at the Max-Planck-Institute for Extraterrestrial Physics, the Space Sciences Lab of UC Berkeley, and the observatory of University of Hamburg. While working at the University of Hamburg he was appointed as one of the women's representatives in the faculty of physics.

ALISON BERT



Editor in Chief, Elsevier Connect.

Gender in Science – how to make people understand why it matters
KEF 1: Improving access to experts and knowledge

Alison Bert is Editor-in-Chief of *Elsevier Connect*, which features with daily stories for the global science, health and technology communities. *Elsevier Connect* launched in 2012 as an online platform where members of the global research community could learn about each other's work and engage in conversation. It provides a lens to explore the complex and ever-evolving worlds of science and publishing. Contributors write about their work, provide insight into trends and current events, and give advice for early-career stage researchers. As a journalist, Alison helps them bring their stories to life in words and images, making complex topics engaging and meaningful to a global audience..

PROF GLORIA BONDER



UNESCO Regional Chair on Women, Science and Technology; GenderInSITE Regional Focal Point for Latin America and the Caribbean; Director of the Gender, Society and Policies Area of FLACSO Argentina (Latin American School of Social Sciences, Argentina).

Gender, Science, Technology and Innovation in Argentina: between facts and the mirage of equality

Parallel 5: Scientific inclusion and diversity in science structures and

practices

Discussant

KEF 6: Transforming policies in funding, hiring and publishing

Dr Gloria Bonder is the Director of the Department of Gender, Society and Policies of the Latin American Postgraduate Institute of Social Sciences (FLACSO Argentina). She coordinates two regional programmes including the UNESCO Regional Chair on Women, Science and Technology in Latin America and the e-learning master's programme on Gender, Society and Public Policies. Bonder is the coordinator of the Global Network of UNESCO Chairs on Gender. Since 2014, she has coordinated the region's activities in the global GenderInSITE programme, through her role as the UNESCO Regional Chair. The programme aims to influence policies and policy makers in science, technology, innovation and engineering, to integrate gender equality principles and goals.

DR FREDRIK BONDESTAM



Director, Unit for Gender Research, Swedish Secretariat for Gender Research, NIKK – Nordic Information on Gender, Gothenburg University, Sweden.

Research Funding and Gender: A Research Review - Conclusions and Challenges

Parallel 6: Policy actions for systematic change

Chair

KEF 3: Integrating gender dimension in study design

Dr Fredrik Bondestam has a doctorate in sociology (2004, Uppsala University) on feminist theory, gender equality and gender mainstreaming in academia, and has since then done research on gender and higher education in different respects, foremost on gender and organisational change, critical and feminist pedagogy and teaching, sexual harassment and violence, implementation of gender equality and gender mainstreaming, among other. His research spans other fields as well, for example risk, organisation and masculinities, gendered teaching in elementary schools, the role of feminist theory and methodology in sociological research. His main field of expertise is thus research politics, higher education, gender and gender mainstreaming in a broad sense, emanating from pioneering work at the Centre for Gender Research, Uppsala University, within the framework of a Centre of Excellence.



DR HANS M. BORCHGREVINK


Former Special Adviser, International Staff, The Research Council Norway (RCN), Norway
Chair

KEF 4: Mainstreaming gender at national and field level: new evidence, better measures

Hans M. Borchgrevink MD, is former Director of Medicine, and Special Adviser for International Affairs in the Research Council of Norway (RCN). Before he was consultant/researcher in audiology and brain function diagnosis. His efforts on gender issues include the EU ERA Communication Expert Advisory Group 2013 (subgroup gender), the EU Gender Impact Assessment Expert advisory Group (2013), and the Science Europe Task Force on Gender and Diversity (2013).

PROF JEAN-PIERRE BOURGUIGNON


President, European Research Council (ERC).
Stimulating Ambitious Bottom-up Proposals by Scientists

Plenary 2: Assessment of scientific excellence: practices, processes, outcomes

Professor Jean-Pierre Bourguignon was the Director of the Institut des Hautes Études Scientifiques (IHÉS) from 1994 until 2013. A mathematician by training, he spent his whole career as a fellow of the Centre National de la Recherche Scientifique (CNRS). He held a Professor position at École polytechnique from 1986 to 2012. He was President of the Société Mathématique de France and President of the European Mathematical Society. He is a former member of the Board of the EuroScience organisation (2002-2006) and served on EuroScience Open Forum (ESOF) committees since 2004. Professor Bourguignon received the Prix Paul Langevin in 1987 and the Prix du Rayonnement Français in Mathematical Sciences in 1997. He is a foreign member of the Royal Spanish Academy of Sciences. In 2005, he was elected honorary member of the London Mathematical Society. In 2008, he was made Doctor Honoris Causa of Keio University, Japan, and, in 2011, Doctor Honoris Causa of Nankai University, China.

PROF SIMONE BUITENDIJK


Vice-Rector, Leiden University, Netherlands, and Chair of League of European Research Universities (LERU) Gender Equality Group.
Gendered Innovations: the new position paper from LERU

Panel 5: Realising the full scope of policy impact through strategic alliances among key players

Simone Buitendijk MD, MPH, PhD is Vice-rector Magnificus in charge of teaching and learning and of diversity and member of the Board of the University of Leiden. She is Professor and Chair of Women's and Family Health at the Leiden University Medical Center. Simone Buitendijk studied Medicine in Utrecht, received a Master's degree in Public Health at the Yale School of Medicine in the US, and earned her PhD degree in Leiden.

PROF STEPHEN CURRY



Professor, Faculty of Natural Sciences, Imperial College, UK.

The changing landscape for research metrics

Panel 1: Assessment of individual excellence: metrics, merits and gender

Stephen Curry is Professor of structural biology at Imperial College London. Since 2011, he has been Director of Undergraduate Studies in the Department of Life Sciences. Originally a physicist, he migrated to the life sciences during his PhD and postdoctoral stints in France, the UK and the USA. He is a Fellow of the Society of Biology. An active science blogger, Stephen Curry regularly writes on the larger social and political responsibilities of scientists and has covered many other issues both on his blog and in the national press.

LILLEMOR DAHLGREN



Head of Operations, gender equality, Swedish Secretariat for Gender Research, University of Gothenburg, Sweden.

Gender mainstreaming in 41 Swedish governments agencies

Panel 4: Demonstrating the benefits of supporting gender mainstreaming policy in science

Lillemor Dahlgren is the head of operations of gender equality at the Swedish secretariat for Gender research at the University of Gothenburg, and in charge of the GMGA programme (gender mainstreaming in government agencies). She has previously worked as a gender equality expert within several different government agencies, such as the Swedish Police and the County Administrative Board, with the main focus on gender mainstreaming, but also gender equality in general. She is also the representative of Sweden in the Gender Equality Commission (GEC) at the Council of Europe.

PROF ROSEANNE DIAB



South Africa, GenderInSITE Regional Focal Point for Southern Africa.

Speaker

KEF 6: Transforming policies in funding, hiring and publishing

Prof Roseanne Diab is the full-time Executive Officer of the Academy of Science of South Africa (ASSAf) and Emeritus Professor in the School of Environmental Sciences, University of KwaZulu-Natal. She is a Member of ASSAf and is recognised for her research contributions in the field of atmospheric sciences, particularly air quality, climate change and tropospheric ozone variability. She is a Fellow of the University of KwaZulu-Natal and of the South African Geographical Society.



DR MATTEO GRAZZI



Economist Competitiveness, Technology and Innovation Division, Inter-American Development Bank (IDB).

Gender Gaps in Science, Technology and Innovation Activities in LAC Countries

Parallel 6: Policy actions for systematic change

Matteo Grazzi is an Economist in the Competitiveness and Innovation Division of the Inter-American Development Bank. Before joining the IDB, Matteo worked as a consultant economist at the UN Economic Commission for Latin America and the Caribbean (ECLAC) in Santiago, Chile and as a researcher at the Centre for Research on Latin American and Transition Economies Studies (ISLA) at Bocconi University in Milan. He holds a PhD in International Law and Economics from Bocconi University and an MA in Development Economics from the University of Sussex (Brighton, UK). His main research interests focus on economics of innovation and creativity, gender and STI, and ICT for development. At the IDB, he designs and manages programs to promote science, technology and innovation in Latin America and the Caribbean

DR ELENA DEL GIORGIO



Research Fellow, STAGES Project, University of Milan, Italy.

Results from the STAGES project – Structural Transformation to Achieve Gender Equality in Science, KEF 2: Dealing with gender differences in the early stages of scientific careers

Elena Del Giorgio is currently Research Fellow in the Centre GENDERS - Gender & Equality in Research and Science at the University of Milan where she is working as Core Team member of the FP7 European Project STAGES - Structural Transformation to Achieve Gender Equality in Science. She has also worked within the FP6 European Project QUING - Quality in Gender+Equality Policies at the Complutense University of Madrid. Elena obtained her Master of Research and PhD in Political and Social Sciences at the European University Institute with a thesis titled "What has happened to the women's movement?: Organisational Dynamics and Trajectories of Feminist Organisations in Milan and Berlin".

PROF GUNNEL GUSTAFSSON



Director, NordForsk.

Chair

KEF 5: Nordic Call for gendered science knowledge

Professor Gunnel Gustafsson is the Director of NordForsk since 2010. NordForsk was established during the time when she served as Deputy Director General of the Swedish Research Council. She is professor emerita in Political Science at Umeå University where she has also served as vice rector. Her research interests are broad and include comparative governance, democracy in theory and practice, gender perspectives on politics and administration, local government reforms in the Nordic countries, and comparative political cultures.

DR SHIRIN HEIDARI



Director and Editor, Reproductive Health Matters (RHM), and Chair of the Gender Policy Committee, European Association of Science Editors (EASE).

Topic: Sex and Gender Equity in Research (SAGER) reporting guidelines

KEF 3: Integrating gender dimension in study design

Dr Shirin Heidari is the director of Reproductive Health Matters and editor of its journal. She is also a member of Council of European Association of Science Editors and chair of its Gender Policy Committee, where she has led the development of reporting guidelines (SAGER) that encourage authors to disaggregate data by sex and provide a gender analysis in manuscripts. Between 2007 and 2014, she oversaw the IAS research promotion department and was the executive editor of the Journal of the International AIDS Society (JIAS). As editor, she introduced the first gender editorial policy for an HIV journal and expanded the Journal's efforts to strengthen scientific writing of authors in the global south. Before joining the IAS, she was a researcher at the Centre of Excellence for Infectious Medicine at the Karolinska Institute and the Editor-in-Chief of an HIV bulletin at the Noah's Ark Foundation in Stockholm. Dr Heidari has a doctorate degree in clinical virology from the Karolinska Institute in Sweden. She completed her post-doctoral training at the Swedish Centre of infectious disease control. Dr Heidari has over 15 years of experience in HIV and health research, policy and advocacy.

PROF MARGARETHE HOCHLEITNER



Professor for Gender Medicine, Medical University of Innsbruck, Austria.

How to include Gender Medicine in clinical research

Parallel 3: Gender as cross cutting issue in research and innovation

Professor for Gender Medicine, Director of the Women's Health Centre at the Innsbruck University Hospital, 2005-2009 Vice-Rector for Human Resources, Human Resources Development and Gender Equality; 1991-date chairperson of the Committee for Equal Rights at the Innsbruck University; 1988-2005 head of the Ludwig Boltzmann Institute for Cardiological Gender Studies; 1999-date scientific head of the Women's Health Office of the State of Tyrol; since 2008 Director of the Women's Health Centre at the Innsbruck University Hospital; summer term 2001 Aigner-Rollett-Gastprofessur for Women's and Gender Studies at the Karl Franzens University Graz/Austria; 2005 Gabriele Possanner State Award of the Federal Ministry of Education, Science and Culture; research focus: cardiology, preventive medicine, gender studies, women's health, migrants.



FLORIAN HOLZINGER



Researcher, JOANNEUM RESEARCH Forschungsgesellschaft, Austria.

Results from the gendERC project – Gendered dimensions in ERC grant selection

KEF 2: Dealing with gender differences in the early stages of scientific careers

Florian Holzinger studied Political Science, Philosophy and Contemporary History at Vienna University. Since 2007 he is working as researcher for JOANNEUM RESEARCH, POLICIES – Institute for Economic and Innovation Research. The focus of his research interests is currently on gender equality in science, technology and innovation – especially on issues of structural/organizational change and gender in research. Other foci of his work are science, technology and innovation governance and Creative Industries in a knowledge based economies.

PROF JACKIE HUNTER



CEO, Biotechnology and Biological Sciences Research Council, UK.

What can research funders do for researchers

Panel 2: Assessment of scientific excellence: practices, processes, outcomes

Jackie Hunter is CEO of the Biotechnology and Biological Sciences Research Council, one of 7 UK Research Councils. She joined the Biotechnology and Biological Sciences Research Council (BBSRC) as Chief Executive in October 2013. Jackie Hunter gained her first degree in Physiology and Psychology at the University of London followed by her PhD which was carried out at the Zoological Society of London. She undertook a Wellcome Trust post-doctoral research fellowship at St George's Hospital Medical School before joining the pharmaceutical industry in 1983.

DR FIONA JENKINS



Senior lecturer, School of Philosophy, Australian National University; Convenor, ANU Gender Institute, Australia.

Which Part of the Story does Unconscious Implicit Bias Capture?

Parallel 4: Sources and effects of gender bias in career development

Fiona Jenkins is a senior lecturer in the School of Philosophy, Australian National University, and Convenor of the ANU Gender Institute. Her current research covers two projects, one on Judith Butler, which focuses on questions of political legitimacy, violence and non-violence, in post-national frameworks; the other on gender equity in academic disciplines. Her recent research has a particular focus on equity issues facing women in academia, and on developing a critical perspective on meritocracy as a practice and theory. She holds an ARC Discovery Grant 2015-17 “Gendered Excellence in the Social Sciences” with colleagues Dr Helen Keane, Em Professor Marian Sawer and Dr Claire Donovan.

ASSOC. PROF SHULAMIT KAHN



Associate Professor, Boston University's School of Management, USA.

The unequal segregation in science careers
Panel 4: Demonstrating the benefits of supporting gender mainstreaming policy in science

Shulamit Kahn has been at Boston University's School of Management since 1987. She received her Ph.D. from MIT in Economics in 1983, and taught at the University of California, Irvine in the intervening years. Her specialty is labor economics and human resources. Her recent and ongoing research studies careers of scientists. This includes work on gender differences in academic sciences (biomedicine, economics, social sciences, etc.), the impact of postdocs on scientific careers, how engineering careers develop, and more. Much of this work has been funded by National Institute on Aging of the NIH.

DR JUDITH KAMALSKI



Head of Analytical Services, Elsevier.

Elsevier Content and Analytics - Comparing gender authorship across fields
Parallel 5: Scientific inclusion and diversity in science structures and practices

As Head of Analytical Services, Judith focuses on demonstrating Elsevier's bibliometric expertise and capabilities by connecting with the research community. She heads up a team of product managers, heavily involved in analysing, reporting and presenting of commercial research performance evaluation projects for academic institutes as well as governments. Judith has worked within several key areas of Elsevier including bibliographic databases, journal publishing, strategy, sales, and most recently within Research and Academic Relations, where she has acquired strong bibliometric knowledge and expertise on the use of bibliometric data to deepen customer insights and inform strategy.

PROF INEKE KLINGE



Visiting Professor, Institute of Gender in Medicine (GiM), Charité Universitätsmedizin, Berlin, Germany; Chair, Horizon 2020 Advisory Group on Gender.

Scientific inclusion and diversity in science structures and practices
KEF 3: Integrating gender dimension in study design

Ineke Klinge is currently visiting professor at the Institute of Gender in Medicine (GiM) at Charité, Berlin. She has a background in biomedical sciences and gender research. She chairs the Horizon 2020 Advisory Group on Gender at the European Commission. As associate professor of Gender Medicine at Maastricht University (1998-2014) her work focused on innovation of methodologies for biomedical and health research.



DR MARIKE KOLOSSA-GEHRING



Department of Environmental Hygiene, Section Toxicology, Health related Environmental Monitoring, German Federal Environmental Agency, Germany.

Mainstreaming gender into methodologies and human resources development

Parallel 3: Gender as cross cutting issue in research and innovation

Dr Marike Kolossa-Gehring joined the German Environment Agency in 1992 where she worked as a scientist in the sections environmental impacts on human health, general and international affairs of environmental chemicals and toxicology. Since 2004 she is heading the section “toxicology, health related environmental monitoring” where she is responsible for the human biomonitoring studies German Environmental Survey and the German Specimen Bank which build the basis for the German system for health-related environmental monitoring.

DR LISA KOLOVICH



Economist, International Monetary Fund (IMF).

Gender budgeting for science

Panel 4: Demonstrating the benefits of supporting gender mainstreaming policy in science

Lisa Kolovich is an economist at the International Monetary Fund and is currently working on a two-year joint research project funded by the UK’s Department for International Development (DFID). One key area of her research will assess gender budgeting initiatives as a tool for addressing gender inequalities through the government budget and develop a quantitative approach to assessing whether these gender budgeting initiatives have been successful in their immediate objectives to influence fiscal policies, and in their ultimate objectives to eliminate gender disparities and improve economic outcomes. Other work looks at the relationship between output diversification, growth, and gender inequality and shows that increasing the level of female education can strengthen a country’s resilience against shocks and enhance growth potential.

DR HELGA KUMRIĆ



Researcher and Lecturer, Physics Department, University of Stuttgart, Germany.

Chair

Parallel 3: Gender as cross cutting issue in research and innovation

Dr Helga Kumrić is a researcher and lecturer at the Physics Department of the University of Stuttgart, Germany. She studied Electrical Engineering at the University of Zagreb, Croatia and obtained her PhD in Stuttgart while raising three children. The development of transmission systems for high frequency heating of fusion plasmas and collaborations with leading fusion physics institutions all over the world was her main focus for over 20 years. Recently, as member of the 1. Physikalisches Institut at the University of Stuttgart, she is involved in the research of plasmonics and simulations of microwaves for applications in solid state physics.

PROF MAREK KWIEK



Director, Center for Public Policy Studies, and Chairholder, UNESCO Chair in Institutional Research and Higher Education Policy, University of Poznan, Poland.

Women in Science: Internationalization, Academic Role Orientation, and Productivity. New Large-Scale Evidence from European Universities in 11 Countries
Panel 5: Realising the full scope of policy impact through strategic alliances among key players

Marek Kwiek, Professor (full) and Director of the Center for Public Policy Studies, and Chairholder, UNESCO Chair in Institutional Research and Higher Education Policy, University of Poznan, Poland. His research interests include university governance, welfare state and public sector reforms, the academic profession, and academic entrepreneurialism.

PROF HILARY LAPPIN-SCOTT



Pro-Vice-Chancellor, Research and Strategic Development, Swansea University, Wales, UK.

The recommendations for action of the Welsh Government's Task Force
Panel 5: Realising the full scope of policy impact through strategic alliances among key players

Professor Hilary Lappin-Scott graduated from the University of Warwick (BSc and PhD) and then held Post-doctoral Fellowships in the UK and Canada before her appointment as Lecturer in Microbiology at the University of Exeter in 1990. She was awarded a Personal Chair in Microbiology in 1999. Her research group works on unravelling the complexities within microbial biofilm communities and has resulted in the publication of over 200 scientific papers in Microbial Ecology and the successful training of 50 PhD students to completion, many of whom have senior academic or senior posts in multi-national businesses.

PROF HEISOOK LEE



President of Center for WISSET (Women in Science, Engineering & Technology), Seoul, Korea.

Impact of and lessons from GS6 Asia-Pacific
Panel 3: Shaping the Gender Summit's regional and global mission
Sustainability Development Goals (SDGs)
Parallel 6: Policy actions for systematic change

Heisook Lee received the B.S. M.Sc. and Ph.D. degrees in Mathematics from Ewha Womans University, Korea and University of British Columbia and Queen's University, Canada in 1971, 1974 and 1978 respectively. Worked at Universitat Regensburg, Germany as a postdoctoral fellow, she was appointed Professor of Mathematics at Ewha Womans University in Seoul Korea. Professor Lee was Dean of College of Natural Sciences and Dean of Research affairs at Ewha between 1995 and 1997, 1997 and 2001. She served as Dean of Graduate School from 2006 to 2008.


PROF PETRA LUCHT


**Guest Professor on "Gender Studies in Engineering",
Technische Universität Berlin, Germany.**

*De-gendering STEM: Lessons learned from the physics lab
Parallel 3: Gender as cross cutting issue in research and innovation*

Petra Lucht, Physicist and Sociologist, researches and teaches in the field of Gender Studies in Science, Technology and Engineering at the Technische Universität Berlin. Currently, she holds a Guest Professorship in "Gender Studies in Engineering." (Foto Andreas Kirsch). Her talk is on an ethnographic case study of a physics laboratory in Germany will be presented, that has the striking characteristic that at the PhD and post-doc level, women outnumber men. While such a clustering of women in male-dominated fields may occur frequently in local settings, such an inversion in workplace gender balance has escaped the notice of gender studies in STEM.

EVA LÜBKE


**Integration Team - Human Resources, Gender and Diversity
Management, RWTH Aachen University, Germany.**

*Results from the FESTA project – Female Empowerment in Science
and Technology Academia, KEF 2: Dealing with gender differences in
the early stages of scientific careers*

Eva Lübke got a Diploma in Social Sciences at the University of Mannheim. She worked as the Deputy Manager of a parliamentary group at Mannheim's municipal council. Since 2013 she is working for the Rectorate's staff unit "Integration Team - Human Resources, Gender and Diversity Management" at the RWTH Aachen University. Joining FESTA in 2014, she works in particular on the issues of Monitoring Excellence in Hiring Processes, Raising Organizational Awareness and Gender-sensitive PhD Supervision.

PROF JACQUES MAIRESSE


Professorial Fellow, Maastricht University, Netherlands.

*Does gender affect scientific productivity: looking at Physics
Panel 1: Assessment of individual excellence: metrics, merits and
gender*

Jacques Mairesse is Professor of Applied Econometrics of Research, Innovation and Productivity at the Faculty of Economics and Business Administration of Maastricht University and Professorial Fellow at UNU-MERIT (Netherlands). He is also a Research Associate at the Centre de Recherche en Economie et Statistique of "Ecole Nationale de la Statistique et de l'Administration Economique" (CREST - ENSAE) and the National Bureau of Economic Research (NBER, USA). He is Inspecteur general honoraire de l'Institut National de la Statistique et des Etudes Economiques (INSEE). He is also president of the Comité Scientifique de Prospective de l'observatoire des Sciences et des Techniques (OST).

PROF SHIRLEY MALCOM



Head, EHR, AAAS; GenderInSITE Co-chair.

Chair

KEF 6: Transforming policies in funding, hiring and publishing

Shirley Malcom is head of Education and Human Resources Programs at AAAS. She works to improve the quality and increase access to education and careers in STEM fields as well as to enhance public science literacy. Dr Malcom is a trustee of Caltech and a regent of Morgan State University. She is a former member of the National Science Board, the policymaking body of the National Science Foundation, and served on President Clinton's Committee of Advisors on Science and Technology. Malcom, a native of Birmingham, Alabama, received her PhD in ecology from The Pennsylvania State University, masters in zoology from UCLA and bachelor's with distinction in zoology from the University of Washington.

DR KIRSTEN MCEWEN



Career Development Fellow, Faculty of Medicine, Imperial College London, UK.

Sex, stem cells and regenerative medicine

Parallel 1: Representing human diversity in biomedical research

Dr Kirsten McEwen holds a PhD in stem cell epigenetics from the University of Cambridge and is currently a fellow at the MRC Clinical Sciences Centre, joint with Imperial College London. Her research is focused on the molecular transcriptional and epigenetic processes in pluripotent stem cells. Kirsten's interests lie in discovering novel insights from large scale data analysis, including consideration of male and female biological differences.

DR ANNE MCMUNN



Professor of Comparative Politics and Inequality Issues, Nijmegen School of Management, Radboud University Nijmegen, Netherlands

Gender perspectives from the ERC evaluation panels

Parallel 2: ERC funded gender research

Dr Anne McMunn is Senior Lecturer in Quantitative Social Science & Population Health at University College London. She currently leads a European Research Council-funded project investigating changing patterns of work and family activities and their relationships with health and wellbeing over the life course, including the potential impact on children's development of changing gender relations in the household. Dr McMunn also leads research on work and health within the UK ESRC International Centre for Life Course Studies in Society and Health (ICLS) and conducts research into the social determinants of healthy ageing in the English Longitudinal Study of Ageing (ELSA).



DR JÖRG MÜLLER



Senior researcher, Internet Interdisciplinary Institute, and Coordinator GenPORT, Spain.

GenPORT - Your Gateway to Gender and science
KEF 1: Improving access to experts and knowledge

Dr Jörg Müller is currently senior researcher at the Internet Interdisciplinary Institute (IN3 – UOC) in Barcelona, Spain where he forms part of the Gender and ICT research program. He obtained his PhD in Communications at the European Graduate School (EGS) in Saas-Fee, Switzerland and holds a degree in Sociology and Computer Science from the Free-University in Berlin, Germany.

DR ANNALISA MURGIA



Research Fellow, Department of Sociology and Social Research, University of Trento, Italy.

Results from the GARCIA project – Gendering the Academy and Research: combating Career Instability and Asymmetries
KEF 2: Dealing with gender differences in the early stages of scientific careers

Annalisa Murgia works as a Research Fellow at the Department of Sociology and Social Research of the University of Trento, where she teaches Human Resources Management. Her research interests include work trajectories, with special regard to employment instability, precariousness, knowledge work, safety and occupational health, HR management, scientific careers and the social construction of gender at work. She is currently the Scientific Project Manager of the FP7 project GARCIA - Gendering the Academy and Research: combating Career Instability and Asymmetries.

DR MIHAELA NICA



Value & Access Manager, Novartis Farma, Italy.

Post-hoc analysis of gender effects in therapeutics
Parallel 1: Representing human diversity in biomedical research

Dr Mihaela Nica is a senior healthcare professional with medical background, graduated M.D. and specialized in Infectious Diseases, and a solid experience in big pharma companies like GSK and Novartis, both in developed markets (Italy) and in emerging markets (Romania). She covered different roles in medical departments (MSL Head, Medical Director) developing a strong experience in Clinical Trials, HEOR, Medical Communications and KOL Management.

DR SABINE OERTELT-PRIGIONE



MScPH, Junior Research Group Leader "Gender in Prevention and Implementation", Institute of Gender in Medicine, Charité – Universitätsmedizin, Germany.

*Implementation strategies for gender-sensitive public health practice
Parallel 4: Sources and effects of gender bias in career development*

Sabine Oertelt-Prigione is a physician specialized in internal medicine and public health. She obtained her M.D. from the University of Milan and holds a MSc in Public Health from University of London/LSHTM and a medical doctorate from Charité, Berlin. She has been working on the implications of sex and gender in biomedical and public health research since 2003, first during her postdoc years at UC Davis, USA and since 2009 at the Institute of Gender in Medicine in Berlin. She developed the first systematic database on sex and gender-specific literature and co-edited one of the first textbooks on gender medicine. She has authored more than 40 publications in the field.

DR INGEBORG W. OWESEN



Senior Adviser, BALANSE-program coordinator, Research Council of Norway (RCN).

*The Norwegian Balanse-programme
KEF 5: Nordic Call for gendered science knowledge*

Dr Owesen is a senior adviser at the Research Council of Norway (RCN). The Research Council of Norway is a national strategic and funding agency for research activities, and a chief source of advice on and input into research policy for the Norwegian Government, the central government administration and the overall research community. Dr Owesen is also the co-ordinator of the BALANSE-program. The Initiative on Gender Balance in Senior Positions and Research Management (BALANSE) seeks to promote gender balance at the senior level in Norwegian research through new knowledge, learning and innovative measures.

DR RACHEL PALMÉN



Researcher, notus applied social research, Spain.

*Chair
KEF 1: Improving access to experts and knowledge*

Rachel Palmén is a researcher at NOTUS. She forms part of the GenPORT consortium which is an FP7 support and coordination action to develop an Internet portal for sharing knowledge and inspiring collaborative action on gender and science. She is the Workpackage 2 leader which involves carrying out a needs assessment with different stakeholders to feed into the development and testing of a classification framework for gender and science resources. She also leads Workpackage 4 which will produce 5 research syntheses and 25 policy briefs. She currently coordinates a civil society dialogue project co-financed by the EU and Turkey concerning Violence against Women in Turkey, Spain and Italy.



DR LEI PAN

**Content & Analytics Product Manager, Elsevier.**

Elsevier Content and Analytics - Comparing gender authorship across fields

Parallel 5: Scientific inclusion and diversity in science structures and practices

Dr Lei Pan is Content and Analytics Product Manager at Elsevier, based in Amsterdam. In her role, she manages projects that assess the research performance of countries and universities to identify research strengths and weaknesses, and inform research managers, funding bodies and policy makers in their decision making. Her work relies on analysing large amount of publication, citation, macroeconomic and patent data from various sources, and consulting the views and needs of stakeholders is the key to the usefulness of her projects. Previously, she worked as assistant professor at Wageningen University in the Netherlands and consultant at Ecorys. She holds a PhD in Economics from VU Amsterdam and a Master in Economics from Erasmus University Rotterdam and Tinbergen Institute.

DR ANNE PÉPIN

**Director, Mission for the Place of Women at CNRS, Centre National de la Recherche Scientifique (CNRS), France.**

Gender equality and gender mainstreaming in the ERA: findings and policy recommendations from GENDER-NET ERA-NET

KEF 4: Mainstreaming gender at national and field level: new evidence, better measures

Dr Anne Pépin heads the Mission for the Place of Women at the French National Centre for Scientific Research (Mission pour la place des femmes au CNRS) since 2012. This strategic unit is in charge of designing, coordinating the implementation, and assessing all actions aimed at fostering gender equality within the organisation. She is a CNRS senior researcher, specialised in nanotechnology, and holds a B.Sc. in Physics from the Université de Montréal, Canada, an Engineering Degree from the Ecole Supérieure d'Electricité, France, and a Ph.D. in Electronics from the Université Paris 6, France. She was a Post-Doctoral Fellow at MIT, USA, before being recruited by CNRS in 1996.

DR SANNE PETERS

**Research Fellow in Epidemiology, The George Institute for Global Health, Nuffield Department of Population Health, Oxford Martin School, University of Oxford, UK.**

Sex differences in risk factors for cardiovascular disease: large-scale meta-analyses summarising all available evidence

Parallel 1: Representing human diversity in biomedical research

Sanne Peters is a Research Fellow in Epidemiology at The George Institute for Global Health at the University of Oxford. She obtained her a PhD in Epidemiology from Utrecht University and worked as a Postdoctoral Research Fellow at Utrecht University and at the University of Cambridge. Currently, she works on a leading programme of research on women's health and sex-specific health factors in the field of

cardiovascular diseases and other major non-communicable diseases. She has conducted a number of large-scale meta-analyses aimed to determine and quantify whether the impact of major and modifiable risk factors for chronic diseases may differ between women and men. This work has so far resulted in a large number of publications, including two in *The Lancet*, with several more in preparation.

ASSOC. PROF BARBARA POGGIO



Vice Rector and Responsible for Equality and Diversities Policies, University of Trento, Italy.

Results from the GARCIA project – Gendering the Academy and Research: combating Career Instability and Asymmetries
KEF 2: Dealing with gender differences in the early stages of scientific careers

Barbara Poggio is Vice Rector of the University of Trento, responsible for Equality and Diversity Policies and coordinator of the Center of Interdisciplinary Gender Studies of the University of Trento, where she is also delegate for Equal Opportunity. She teaches Sociology of Work and Sociology of Organizations. Her research interests mainly deal with the relationship among gender, work and organizations, with a special focus on methodological issues. She is currently the Principal Investigator of the FP7 project GARCIA - Gendered Academic Research: Combat Instability and Asymmetries.

DR ELIZABETH POLLITZER



Director, Portia Ltd, Gender Summit co-founder, UK.

Chair
Panel 3: Shaping the Gender Summit's regional and global mission

Elizabeth Pollitzer PhD is co-founder and Director of Portia, an organization devoted to improving gender equality in STEM and promoting the inclusion of the gender dimension in STEM. She has 20 years' experience teaching and researching in the Departments of Computing and Management at Imperial College, University of London. Her original training was in Biophysics. She now applies this scientific background to her work as director of Portia. Portia was the coordinator of the genSET project, the Gender Summits were established as part of the genSET project.

PROF VERA REGITZ-ZAGROSEK



Director, Institute of Gender in Medicine, Charité - Universitätsmedizin Berlin, Germany.

Chair
Parallel 1: Representing human diversity in biomedical research

Vera Regitz-Zagrosek is Professor of Cardiovascular Disease in Women at the Charite Berlin/Humboldt University. She founded the Berlin Institute for Gender in Medicine (GiM) at the Charite, the Working Group on Cardiovascular Disease in Women at the German



Cardiac Society (DGK), the German and International Societies for Gender in Medicine (DGeGM, IGM), and served as founding president in both. She is Task Force leader of the European Society Cardiology on cardiovascular diseases in pregnancy.

DR KATRIN REHAK



Head of Section, Science and Research, Robert Bosch Foundation, Germany.

AcademiaNet: The Portal to Excellent Women Academics
KEF 1: Improving access to experts and knowledge

Dr Katrin Rehak is currently Head of Section „Science and Research“ at the Robert Bosch Foundation, one of the major German foundations associated with a private company. Here, she is responsible for topics such as “Women in Science”, “Strengthening Science in Germany and Europe” and “Science Communication”. Katrin Rehak is a trained geologist and conducted research in the field of Tectonic Geomorphology at different universities, for example in Potsdam, Stanford and Edinburgh.

SYBILLE REIDL



Scientist, Joanneum Research Forschungsges.m.b.H., Austria.

Gender in Research – Policies, Practices and Experiences
Parallel 5: Scientific inclusion and diversity in science structures and practices

Mag.a Sybille Reidl studied sociology at the University of Vienna. Since 2003 she has worked as a researcher at the Centre for Economic and Innovation Research (POLICIES) of Joanneum Research GmbH which is focused on applied research and consulting services in the fields of science, technology and innovation (STI). Her main research areas are gender/diversity and human resources in STI (especially promotion of equal opportunities, promotion of young researchers / teenagers in natural sciences and engineering). Furthermore she accompanies technology development projects and scientific research projects in the integration of gender and diversity dimensions.

PROF CURT RICE



Rector, Oslo and Akershus University College of Applied Sciences; Head, Committee on Gender Balance and Diversity in Research (KIF), Norway.

Chair
Panel 1: Assessment of individual excellence: metrics, merits and gender
Panel 4: Demonstrating the benefits of supporting gender mainstreaming policy in science

Curt Rice is a Rector at the Oslo and Akershus University College of Applied Sciences and leads Norway’s Committee on Gender Balance and Diversity in Research. He also chairs the Board for Current Research Information System in Norway (CRIStin) and is a member of the Board at the University of Tromsø. Previously, he has served as Pro Rector for Research at the

University of Tromsø and he was the Founding Director of the Center for Advanced Study in Theoretical Linguistics: A Norwegian Centre of Excellence (CASTL). Prof. Rice is a member of the genSET Science Leaders Panel; the Gender Summits were established on the recommendation of the panel. Since participating in genSET he has written and spoken widely on university leadership and gender, particularly on his blog ScienceInBalance.com.

ULRIKE ROEHR



Board member, GenderCC - Women for Climate Justice
GenderCC - Women for Climate Justice.

Strengthening gendered climate change knowledge by building up Competence Network

Parallel 3: Gender as cross cutting issue in research and innovation

Ulrike Roehr is a civil engineer and social scientist by education. For more than 30 years she has been linking gender equality and environmental policy. She is the head of genanet – focal point gender | environment | sustainability, which supports gender mainstreaming in environmental policy. In recent years she managed research and implementation projects focussing on Gender, Care and Green Economy. Her main focus is gender in energy and climate change policy at local and national levels, as well as at the international level in the UNFCCC negotiations. Currently she is involved in the project GenderNETCLIM, run by the University of Bremen and funded by the German Federal Ministry for Education and Research.

ARN SAUER



Research Officer for Gender Mainstreaming, German Federal Environment Agency, Germany.

Mainstreaming gender into methodologies and human resources development

Parallel 3: Gender as cross cutting issue in research and innovation

Arn Sauer is Research Officer for Gender Mainstreaming at the German Federal Environment Agency. He holds a MA degree in history and political science from Humboldt University Berlin and a certificate in “Interdisciplinary Women and Gender Research” from the Technical University Berlin. Previous positions include Research Associate at the Simone de Beauvoir Institute of Concordia University in Montreal, Teaching Assistant in the master programme “Gender and Diversity Competence” at the Free University Berlin and Researcher for the Gender Competency Centre at Humboldt University Berlin.

DR HELENE SCHIFFBAENKER



Senior Researcher, JOANNEUM RESEARCH
Forschungsgesellschaft, Austria.

Results from the gendERC project – Gendered dimensions in ERC grant selection

KEF 2: Dealing with gender differences in the early stages of scientific careers

Helene Schiffbaenker is senior researcher in the research group



Technology, Innovation and Policy Consulting at POLICIES – Institute for Economic and Innovation Research of JOANNEUM RESEARCH. She graduated in Sociology at the University of Vienna and also did her PhD there. In 1996, she started her career at the Institute of Labor Market Policy (IFA Wien) in Vienna, working on female labor market participation and innovative employment fields. She joined JOANNEUM RESEARCH in 2001 and focused here on gender in research and innovation policy.

PROF MARTINA SCHRAUDNER

Head of Department, Gender and Diversity in Organizations, Technical University Berlin; Director, Responsible Research and Innovation Unit, Fraunhofer Gesellschaft, Germany.



*Gender equality advancements in the German research landscape
Panel 1: Assessment of individual excellence: metrics, merits and gender*

Gender and Diversity in Scientific Organizations: a focus on the early stages of careers

KEF 2: Dealing with gender differences in the early stages of scientific careers

Martina Schraudner received her PhD in Biology from the Technical University of Munich, and worked as a researcher at the Swiss Federal Institute of Technology in Zurich (ETH Zurich) and the Forschungszentrum Jülich. She obtained her "Inauguration as a Lecturer" (Habilitation) at the Faculty of Agriculture and Horticulture at the Humboldt University of Berlin.

DR JESPER W. SIMONSEN



Executive Director, Research Council of Norway (RCN), Norway.

Gender in the Nordic Research and Innovation Area – A New Nordic Initiative

KEF 5: Nordic Call for gendered science knowledge

Jesper Werdelin Simonsen is Executive Director at the Research Council of Norway, where he oversees research funding in the areas of health, welfare, education and society, as well as development research and international bilateral cooperation. Simonsen is also currently member Norway's Committee for Gender Balance and Diversity in Research. Before coming to the Research Council, Simonsen worked for 14 years as researcher and research manager in the field of agricultural research. From 1997 to 2000 he served as State Secretary at the Norwegian Ministry of Environment.

ASSOC PROF LISBETH SÖDERQVIST



Senior analyst, Swedish Research Council, Sweden.

Gender equality observations of peer review process

Panel 2: Assessment of scientific excellence: practices, processes, outcomes

Lisbeth Söderqvist works with gender equality questions as well as with other analyses at the Department of Research Policy/Policy Advice Unit at The Swedish Research Council, an official research

funding body which advises the Swedish Government on research policy issues. She received her PhD from Stockholm University in 2001 and was appointed Associate Professor in 2008.

DR JULIA TAGUENA



Deputy Director, CONACYT, Mexico.

*Plans for GS8 North America in Mexico City in April 2016
Panel 3: Shaping the Gender Summit's regional and global mission*

Dr Julia Tagüena holds the post of Deputy General Director of Scientific Development of the Mexican National Council of Science and Technology (CONACYT). She was invited to take this post by the General Director of the agency, Dr Enrique Cabrero. For over 25 years, she has been a research professor at the Energy Research Center of the Universidad Nacional Autónoma de México (UNAM), of which she also served as Director.

BRITTA THOMSEN



Adjunct Professor, Copenhagen Business School (CBS), Politician and Former Member of European Parliament, Denmark.

*Chair
Panel 5: Realising the full scope of policy impact through strategic alliances among key players*

Britta Thomsen is at present adjunct professor at Copenhagen Business School (CBS) and owner of Britta Thomsen Consulting. She was member of the European Parliament from 2004-2014. She was full member of the committee of Industry and Research including vice-chair from 2004-2007. She was also a full member during the whole term of the Committee on Women's Rights and Gender Equality and elected as coordinator of the Group of Socialists and Democrats.

ANGELIKA TRÜBSWETTER



Research Associate, Fraunhofer-Gesellschaft, Germany.

*Gender and Diversity in Scientific Organizations: a focus on the early stages of careers
KEF 2: Dealing with gender differences in the early stages of scientific careers*

Angelika Trübswetter works at Fraunhofer Center for Responsible Research and Innovation (CeRRI), where her current projects focus on gender and diversity in organizations, career support for young scientists and need-oriented research planning. In particular, she develops original methods of work interaction and career management by drawing from both the social sciences and design know-how.


PROF PETER VAN DEN BESSELAAR


Professor, Department of Organization Sciences and the Network Institute, VU University Amsterdam, Netherlands.

Cognitive network and gender bias in early career grant decision-making

Parallel 4: Sources and effects of gender bias in career development

Prof van den Besselaar's research focuses on the organization, governance and dynamics of science. Apart from that he is strongly interested in the use of computational methods and big data in social research. He also still does some research in the field of social informatics. Between 1982 and 2002, he was at the University of Amsterdam, the department of social informatics, first as assistant professor and then as associate professor. In 2002, he moved to the Royal Netherlands Academy of Arts and Sciences (KNAW), where he was director of the social science data archive (Steinmetz Archive) until 2005, and research director and head of the department of Science System Assessment until 2010.

DR ROMY VAN DER LEE


Assistant professor, Department of Social and Organisational Psychology, Leiden University, Netherlands.

And the grant goes to... Gender bias in early career research funding

Parallel 4: Sources and effects of gender bias in career development

Romy van der Lee is an assistant professor at the department of Social and Organisational Psychology at Leiden University, where she also obtained her Ph.D. In her research, she investigates the motivational underpinnings and implications of (inter)group behavior and social identity processes. In her current work, she focusses in particular on the differential opportunities for men and women pursuing an academic career. In collaboration with the Netherlands Organisation for Scientific Research (NWO), she examined gender disparities in a national grant funding scheme, and is currently developing an intervention aimed at closing the funding gap.

PROF MIEKE VERLOO


Professor of Comparative Politics and Inequality Issues, Nijmegen School of Management, Radboud University Nijmegen, Netherlands.

Gender perspectives from the ERC evaluation panels

Parallel 2: ERC funded gender research

Mieke Verloo is Professor of Comparative Politics and Inequality Issues at Radboud University in the Netherlands, and Non-Residential Permanent Fellow at the IWM, Institute for Human Sciences in Vienna. She is the winner of the 2015 ECPG Gender and Politics Career Achievement Award. She was scientific director of large research projects on gender equality policymaking in Europe (see www.mageeq.net and www.quing.eu). She has extensive consultancy and training experience on gender mainstreaming and intersectionality for several European governments and institutions. Her research is on feminist politics and opposition to gender+ equality in Europe.

PROF ISABELLE VERNOS



ICREA Research Professor, Center for Genomic Regulation (CRG, Spain), Member of the European Research Council (ERC) scientific Council, Europe.

Chair

Parallel 2: ERC funded gender research

Isabelle Vernos PhD is an ICREA Research Professor in the Cell and Developmental Biology program at the Center for Genomic Regulation (Barcelona, Spain) where she chairs the office for Gender Balance Affairs. She was nominated EMBO member in 2005 and she serves as advisor and referee for several European and non-European research organisations and Institutes. Since 2012, she is a member of the Advisory Board for Science, Technology and Innovation for the Ministry of Economy and Competitiveness in Spain. She is the coordinator of the H2020 funded project LIBRA (2015-2019): Leading Innovative measures to achieve gender Balance in Research Activities. Isabelle Vernos is a member of the ERC scientific Council since 2011 and chairs its Gender Balance working group since 2013.

SERGE VILLEMURE



Director, Scholarships, Fellowships and Chairs for Women in Science and Engineering, Natural Sciences and Engineering Research Council (NSERC), Canada.

*Plans for GS11 North America in November 2017 in Montreal
Panel 3: Shaping the Gender Summit's regional and global mission*

Serge Villemure graduated in 1989 with a B.Sc. in Kinesiology and obtained his Masters in 1991 in Administration from the University of Ottawa, Ontario, Canada. Serge joined NSERC in 1991 where he worked as a Program Administrator in different disciplines within the Research Grants Division. In 1997, he became Team Leader for Physical and Mathematical Sciences. He spent one year, from June 2000 to June 2001, at the Canada Research Chairs Secretariat as a Senior Administrator, where he contributed to starting up the program, and then returned to his position within the Physical and Mathematical Sciences at NSERC.

ASSOC. PROF CLAARTJE VINKENBURG



Associate Professor, VU University Amsterdam, Netherlands.

Examples of bias interruptions

Parallel 4: Sources and effects of gender bias in career development

Claartje Vinkenburg, PhD, is affiliated with VU University Amsterdam as an associate professor of organizational behavior and works as an independent consultant and researcher. Her research, partly funded by the European Research Council, deals with gender and ethnic diversity in professional and academic careers. She critically explores the impact of implicit bias, normative beliefs, and discursive practices on career systems, patterns, and outcomes to promote diversity and inclusion. Claartje teaches Diversity in Organizations (MSc HRM) and supervises PhD candidates.



DR VALDA VINSON

**South Africa, Deputy Editor, SCIENCE.***Speaker**KEF 6: Transforming policies in funding, hiring and publishing*

Valda Vinson started her career in publishing when she joined the Science staff in 1999. Since then, she has handled research papers in the areas of structural biology, biochemistry, and biophysics as an Associate and Senior Editor. She has also edited Perspectives and served as a team leader. In Dr Vinson's role as Deputy Editor, she oversees research content in the area of cellular and molecular biology and biomedicine, working with biology editors to attract and select exciting research papers and reviews, while maintaining high editorial standards.

DR GERLIND WALLON

**Deputy Director, European Molecular Biology Organization (EMBO).***Gender Quotas in Science**KEF 4: Mainstreaming gender at national and field level: new evidence, better measures*

Gerlind Wallon is the deputy director of the European Molecular Biology Organization (EMBO). A German native, she graduated with a PhD in Biochemistry from Brandeis University, Waltham, Massachusetts, USA, followed by a 4 year post-doctoral period at EMBL in Heidelberg. At EMBO she is responsible for the EMBO Young Investigator Programme, the EMBO Installation Grants, the Women in Science activities and The EMBO Meeting. Gerlind has developed the EMBO Laboratory Management Courses for leadership development, started the Career Day that offers transferable skills training at The EMBO Meeting and authored peer-reviewed studies on the selection processes and the effects of gender on application success at EMBO.

PROF LARS WÄRNGÅRD

**Director Planning and Process Development, Forte, Sweden.***Gender mainstreaming at Forte**KEF 5: Nordic Call for gendered science knowledge*

Prof Wärngård is the Director of Planning and Process Development at Forte. Forte funds research for people's health, working life and welfare in Sweden. It is a government agency under the Swedish Ministry of Health and Social Affairs. He is also Adjunct Professor in Environmental Chemistry at Stockholm University and Associate professor in Toxicology at the Karolinska Institute. Prof Wärngård also has extensive experience mentoring and coaching students, university management and private companies.

DR MIYOKO O. WATANABE



Deputy Executive Director, Japan Science and Technology Agency (JST); Director, Office for Diversity and Inclusion, JST, Japan.

*Plans for the second GS10 Asia-Pacific in Japan 2017
Panel 3: Shaping the Gender Summit's regional and global mission*

Miyoko O. Watanabe is Senior Director at Japan Science and Technology Agency (JST). She is also the agency's Director of the Office for Diversity and Inclusion. Dr Watanabe is a member of the Science Council of Japan and chair of the council's Committee on Comprehensive Synthetic Engineering in Science. She is also a member of the Science and Technology Council at Ministry of Education, Culture, Sports, Science and Technology in Japan, as well as a Member of Specialist Committee on Formulating the Fourth Basic Plan for Gender Equality in the Council for Gender Equality of the Japanese Cabinet Office.

DR KATE WINTER



External Evaluator, Teaching to Increase Diversity and Equity in STEM (TIDES), USA.

*The TIDES approach to increasing diversity in Computer Science
Parallel 3: Gender as cross cutting issue in research and innovation*

Kate Winter, PhD is an independent consultant on research design and evaluation (Kate Winter Evaluation) and Associate Faculty in City University of Seattle's School of Applied Leadership, where she teaches research design in the doctoral program. She also teaches research methods courses in Creighton University's Interdisciplinary Doctorate of Education Program in Leadership, where she is Senior Associate Faculty.



EVENT INFORMATION

CONNECT TO THE SUMMIT

To get the most out of your Gender Summit participation, download the Gender Summit Networking App onto your smart phone, tablet or computer. The app allows you to:

- *create your custom programme*
- *get live updates on what's happening at the Summit*
- *vote with us on important issues during the plenary sessions*
- *connect & network with other delegates*
- *find out more about speakers and partners*
- *follow & join the debate on social media*

Simply type in the link or scan the QR code on the back of the programme with your device. Then follow the instructions on how to install the app on your home screen. Create an account via 'new to twoppy' if you want to create your custom programme and network with other delegates.

<https://m.twoppy.com/gse/>

@GENDERSUMMIT #GS7EU INTERACTIVE

The Gender Summit aims to create regional and global multi-stakeholder communities committed to promote *"Quality Research and Innovation through Equality."* By openly sharing knowledge, experience and networks with all participants of the Gender Summit – during plenaries, workshops and breaks –we can create these communities of expertise and best practice. We therefore invite you to actively become involved and take full advantage of the 350+ experts from all over the world you are sharing this event with.

Question



Ask-It: All sessions allow time for questions from the audience. Raise your hand and challenge the speakers and panellists.

Tweet-It: Run out of time before you could ask your question? Thought of something important later? Don't want to speak in a crowded room? Tweet your questions and comments with the hashtag **#GS7Eu** and we'll make sure that becomes part of the debate.

Contribute



Comment: Got something to add? Know of a relevant research project, policy initiative or publication? Share your insights via twitter, hashtag **#GS7Eu**. The best contribution will win free participation to next year's GS Europe.

Show: Saw something interesting? Are 140 characters just not enough? Snap a photo and share it via twitter or instagram (hashtag **#GS7Eu**). The best image will win free participation to next year's Gender Summit Europe.

Vote



Best Poster: This year, over 30 researchers and research teams present their work in the poster exhibition. Hear more about their work during the presentations or explore the exhibition in your spare time. Use the ‘best poster’ sticker you received during registration to vote for your favourite poster. The best poster will win free participation to next year’s Gender Summit Europe.



Plenary Kahoot: Kahoot is a game-based voting system that allows us to get your input on important Gender Summit issues in real-time during the plenary sessions. In regular intervals, the moderators in the plenary sessions will ask you to get out your mobile device and share your opinion. Your vote will influence the policy and research agenda of future Gender Summit debates. Use the Gender Summit event app for quick access to Kahoot voting. You can access it free via: <https://m.twoppy.com/gse/>

Network



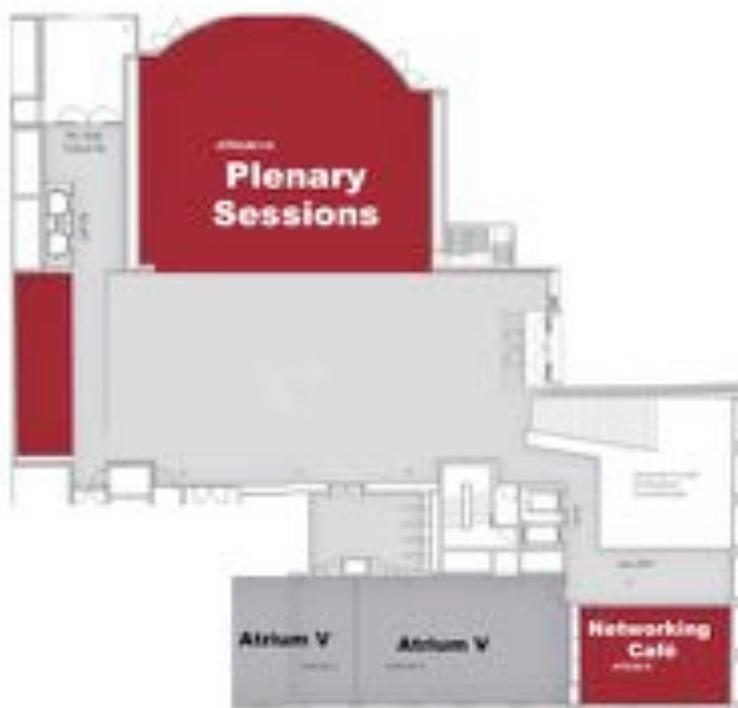
Speed Networking: Who else is at the Gender Summit? Don't leave without getting to know some fellow delegates. Enjoy a cup of coffee, make new acquaintances and have fun! Speed networking takes place in all Friday breaks and the morning break on Saturday in the Networking Café. (**Atrium III**)



TweetUp: Meet the people behind the twitter names and extend your exchanges beyond 140 characters. The TweetUp takes place on Friday, 6 November from 18:30 at the Networking Café. (**Atrium III**)



VENUE MAP



- FLOOR I**
- Plenary Sessions
 - Poster Exhibition
 - Reception
 - Networking Café
 - Parallel Sessions (Atrium IV, V)



- FLOOR III**
- Parallel Sessions (Köpenick, Kreuzberg)



- FLOOR IV**
- Parallel Sessions (Friedrichshagen, Charlottenburg)

LOCAL AREA MAP



DISTANCES

Berlin Schönefeld Airport	22 km / approx. 40 minutes
Berlin Tegel Airport	11 km / approx. 30 minutes
DB Berlin Hauptbahnhof	3 km / approx. 10 minutes
DB Berlin Ostbahnhof	4 km / approx. 10 minutes

CAR PARKS

Friedrichstadt Passagen	access via Jägerstraße
Unter den Linden / Staatsoper	access via Behrenstraße

PUBLIC TRANSPORT

S-Bahn Friedrichstraße	S1 / S2 / S25 / S5 / S7 / S75
	Airport Express / regional train
U-Bahn Französische Straße	U6
U-Bahn Stadtmitte	U2
Bus Unter den Linden / Friedrichstraße	TXL / 100 / 147 / 200



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Pan European Networks. Having accumulated vast experience over many years, the team at Pan European Networks are devoted to providing the most relevant and up to date information for the use of not only the European Commission, but all government agencies and departments across the continent of Europe. Whether it is from a scientific, educational or groundbreaking news perspective, our goal is to make sure that both the public and private sectors have the ability to communicate at the same level. Our publications will give opportunity to some of the leading figures from across Europe to discuss current and future projects, policy change and problematic issues within science, technology, education, health, defence and wider governance. It is not only the European Commission or the government agencies and departments of European nation states that need to communicate; it is also at ground level in science and academia where vital dialogues take place. This is the only way Europe can exist on a functional level and is why we will gather the key interviews and articles from the most important people in their fields, whether they be EU Commissioners, national leaders or Nobel Prize winners, to help you stay informed and stay in front.

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Elsevier is a world-leading provider of information solutions that enhance the performance of science, health, and technology professionals, empowering them to make better decisions, deliver better care, and sometimes make ground-breaking discoveries that advance the boundaries of knowledge and human progress. Elsevier provides web-based, digital solutions — among them ScienceDirect, Scopus, Elsevier Research Intelligence and ClinicalKey — and publishes nearly 2,200 journals, including The Lancet and Cell, and over 25,000 book titles, including a number of iconic reference works.

The Robert Bosch Stiftung is one of Europe's largest foundations associated with a private company and continues the charitable pursuits of Robert Bosch (1861 - 1942), the founder of both the company and the Foundation. It invests approximately 70 million euros annually in supporting approximately 800 of its own as well as third-party projects in the fields of international relations, education, society and culture, as well as health and science. Since its founding back in 1964, the Foundation has used more than 1.2 billion euros for charitable activities.

NordForsk is an organisation under the Nordic Council of Ministers that provides funding for and facilitates Nordic cooperation on research and research infrastructure. NordForsk seeks to enhance the quality, impact and efficiency of Nordic research cooperation, thereby helping the Nordic region to become a world leader in research and innovation.

Portia Ltd (co-founders of the Gender Summits) designs and implements effective, evidence-based strategies for advancing quality of research and innovation through gender. Our work covers gender equality issues in STEM and gender dimension in the content, process and impact of science (STEM) endeavours. Portia co-founded the Gender Summits in 2011 as part of a project we co-ordinated, genSET.

The Committee for gender balance and diversity in research (KIF) is appointed by the Norwegian Ministry of Education and Research. The committee is in its fourth period. KIF shall support and give recommendations regarding measures that promote the integration of gender balance and ethnic diversity activities at universities and research institutes. Its activities also encompass promoting gender and ethnic diversity perspectives in research. This is done through counseling academic institutions, arranging seminars, disseminate research and doing advocacy work. www.eng.kifinfo.no provides news, research and tools. Follow KIF on Twitter and Facebook.

The Swedish Secretariat for Gender Research, University of Gothenburg. The central aim of the Swedish Secretariat for Gender Research is to strengthen the impact of research and knowledge about gender and gender equality in academia and the rest of society. We interact closely with the gender research community and follow the developments in research policy in order to integrate a gender perspective both nationally and internationally. The Secretariat provides, as commissioned by the Swedish Government, a support structure for gender mainstreaming in 41 governmental agencies from a wide range of sectors.

The DaVinci Institute is a think tank and consultancy specialising in collaborations for smart, creative & sustainable innovation. We act as a facilitator for innovative, trans-disciplinary activities in the field of research, culture and policy that aim to effectively address societal challenges. As a think tank, the DaVinci Institute initiates discussions, engages in conversations and curates information on innovation-focussed collaboration. Through its network of experts, the DaVinci Institute supports European organisations, projects and collaborations through tailored management, training and dissemination services

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