

Report



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

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



7th GENDER SUMMIT - Europe

Berlin, 6 – 7 November 2015

REPORT FROM THE 2015 EUROPEAN GENDER SUMMIT
TO THE EUROPEAN COMMISSION AND EUROPEAN PARLIAMENT

Research and Innovation Quality through Equality:

Mastering Gender in Research Performance, Context and Outcomes

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**REPORT FROM THE 2015 EUROPEAN GENDER SUMMIT
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Mastering gender in research performance, context and outcomes

1. Executive Summary

Three gender concerns dominated the debate at the Summit:

1. The persistence of the 'leaky pipeline', still 80% of professors are men
2. Implicit gender bias in assessment of scientific merit of women and men, which favours the success of men (in promotion, in awarding grants, in selection to teams, etc.)
3. Gender bias in science knowledge, which produces science that has more evidence for men than for women, resulting in outcomes that are often poorer for women than for men.

Three gender-mainstreaming actions stood out as effective enablers of lasting change:

4. Gender equality plans initiated from the top leaders, rooted in legislation, and supplied with field-specific expert panels have proved effective and should be encouraged
5. Quotas have shown to lead to rapid increase of women in higher positions and in panels and should be accompanied by powerful incentives and/or sanctions
6. New and transparent transnational indicators and criteria are needed for evaluation of scientific merit to counteract the "leaky pipeline" and the unconscious negative bias in the assessment of excellence of women.

2. Background and programme

The 2015 European Gender Summit coincided with several important occasions: 15 years have passed since the publication of the influential ETAN report; the Gender Summit platform reached its 5th anniversary; Germany embraced the idea of quotas for women; and the European Commission announced a new vision for ERA calling for "open innovation", "open science", and being "open to the world". Holding the Gender Summit in Berlin established a link to the Falling Walls celebrations as an analogy that gender inequality in science represents a wall that also must fall: science has to be as 'open to women' as it is to men.

The programme included discussion of:

- **Efforts by research funding organisations to implement concrete gender equality plans.** Important examples presented included: the German Federal Environment Agency's (FDA) efforts to improve quality of environmental health research, and the agency's operations as an organization; the UK's Biotechnology and Biological Research Council's range of actions to improve proposal submission rates from women, and to ensure gender equality in how institutions receiving grants manage the funding; and the Swedish Research Council's efforts to 'gender proof' the peer-review process.
- **Results from empirical studies of the use of quantitative indicators of performance and of criteria of scientific excellence** in assessment of intellectual competence and academic merit, which show that implicit gender bias influences collection, analysis, and interpretation of performance data; affects assessment processes and decisions; and reinforces science gender stereotypes.
- **Efforts to integrate gender into Horizon 2020 programme, and as a criterion in funding decisions,** to make the processes transparent, systematic and coherent for all involved, and in particular where cross cutting impacts are expected, since these areas are key to improving Europe's innovation capacity. Examples were provided of how gender-sensitive approaches can enhance quality of research outcomes in: biobank and biomarkers research, efficacy of drugs, stem cells therapies, cardiovascular diseases, environmental health, and adaptation to climate change.



- **Government-led initiatives involving multi-stakeholder cooperation** can produce impactful policies and action plans that focus on local, national, and regional research and innovation needs and opportunities. Benchmark examples included: the Swedish government's efforts to mainstream gender into 41 government agencies; the Nordic countries joint efforts implemented via Nordforsk, the Welsh government's actions to address gender issues in STEM for the benefit of Wales.
- **Transferring the strategy of using scientific evidence and consensus as the basis from which to tackle gender issues in research and innovation to help enhance science-led measures to implement the UN Sustainable Development Goals (SDGs).** It was announced in Berlin that the Gender Summit platform will also be used in the future to raise awareness of research evidence relevant to the gender issues underlying all SDGs targets. This process has already started with a first report, prepared with the help of 27 experts, to be published in January 2016 in Seoul, as a first in a series edition to be updated and expanded regularly in the future.

3. Key speakers and major contributors

The high-level policy makers included:

1. **Cornelia Quennet-Thielen**, State Secretary at the Federal Ministry of Education and Research, Germany
2. **Carlos Moedas**, EU Commissioner for Research, Science and Innovation, European Union [via video]
3. Prof **Marja Makarow**, Chair of the Board at NordForsk.

Keynotes included

1. Dr **Emilie Marcus**, CEO, Cell Press, Elsevier
2. Prof **Rolf Tarrach**, President of the European University Association (EUA).

Full list of speakers available in Section 5.

The five plenary and 12 parallel sessions focused on the following topics (presentations are available at www.gender-summit.com):

- New approaches and lessons from government-led policy actions targeting gender issues in research – reported cases included Norway, Sweden, Wales, Germany, and Finland.
- New directions and recommendations to promote gendered innovations in research performing organisations, and promoting research goals that are inclusive and socially responsible – advanced through a report produced by the League of European Research Universities.
- New methodologies and applications for gender-aware health research and practices – concrete gender mainstreaming actions were reported by the Swedish Research Council for Health, Working Life and Welfare; German Federal Environment Agency, The George Institute for Global Health, Novartis, Institute for Gender Medicine.
- Developing new and improving existing gender equality indicators – new efforts were reported by NordForsk, European Association of Science Editors, InterAmerica Development Bank; and Swedish Secretariat for Gender Research.
- New evidence and practical measures (gender equality plans, guidelines, quotas) to improve gender equality at organisational level – cases included analysis by European Molecular Biology Organization's of the benefits and risks of using quotas; Robert Bosch Foundation's "no more excuses" approach; and Elsevier's new 'road map' to promote gender equality as a science publisher, and as an employer.
- New gender mainstreaming best practices – cases were presented by FP7 and H2020 projects, including GENERA, GENDER-NET ERA-NET, GARCIA, STAGES, FESTA, and GenPORT.
- Exchanging knowledge, providing access to expertise, and to female experts – cases presented included Robert Bosch Foundation's Academia NET database, US project TIDES, and the global project GenderInSITE.
- Advice on how to promote and respond to H2020 gender criteria – explained by Chair of the Horizon 2020 Advisory Board; director of the Umea University Department of Biobank Research; and director of Swedish Secretariat for Gender Research.
- Enhancing quality of methods for measuring competence, merit, and performance – reported studies focused



on gender budgeting; analysis when and how segregation in science careers happens; identifying and interpreting individual performance related data; understanding how gender bias manifests itself; pros and cons of using metrics for measuring institutional excellence.

- Analysis of gender equality in science at national level by conducting in depth, across field scientific authorship of women and men - showcased by Elsevier in a study focused on Germany.
- Expanding Gender Summit as a regional and a global platform - now covering Europe, North America, Asia – Pacific, Africa, and Latin America - to promote gender-sensitive and responsive science, and the development of regional and global communities of experts and practitioners.

3. Notes on Gender Summit

The aim of the Gender Summit platform is to help advance gender mainstreaming efforts in research and innovation by making sure that the science community and stakeholders in science endeavours are well acquainted with relevant research evidence and benefits of gender sensitive and responsive knowledge production, application and communication.

Helping achieve success in delivering gender objectives in Horizon 2020 is one of the main goals of the European Gender Summit. The recommendations for action listed below, arising from the assessment by the European Commission of the first year of HORIZON 2020, will be used to shape the programme of the 2016 European Gender Summit:

1. Continued efforts to address the gender dimension upstream when preparing future work programmes and increase awareness among applicants, National Contact Points (NCP) and evaluators on what the gender dimension in research content means and encompasses;
2. Identifying new and more gender-related topics as well as specific studies in order to develop a better understanding of the role of gender in Horizon 2020 domains/challenges such as climate change, energy, cities, etc.;
3. Going beyond generic language and propose more meaningful wording in future Horizon 2020 topics; as part of this include the gender dimension under the 'impact' part of topics;
4. Developing guidelines/methods for monitoring and assessing the inclusion of the gender dimension in the various domains of Horizon 2020.

The 2016 Gender Summit will also respond to the new ERA vision. The programme is organised under the theme ***Gender as a dimension of scientific, innovation, and socio-economic impact: Creating synergies between actors, agendas, and actions***

4. Explanatory Notes

1. The Partners of the 2015 European Gender Summit included: Robert Bosch Foundation, Elsevier, NordForsk, The Committee for Gender Balance and Diversity in Research (KIF), and the Swedish Secretariat for Gender Research.
2. Numerous science institutions from across Europe supported the Summit by enabling their representatives to attend.
3. The convenors of the event were Portia Ltd and the Da Vinci Institute
4. The Gender Summit builds on the approach for advancing gender equality and gender dimension in science developed as part of the FP7-funded genSET project, coordinated by Portia.



5. The Gender Summit started in Europe in 2011. In 2013, the National Science Foundation introduced Gender Summit – North America. In 2015, Africa and Asia-Pacific joined the regional expansion. In 2016, they will be joined by Latin America.
6. Further details regarding the content of this report can be obtained from Dr Elizabeth Pollitzer, ep@portiaweb.org.uk

5. List of speakers and contributors (presentations available on the website)

1. **Cornelia Quennet-Thielen**, State Secretary at the Federal Ministry of Education and Research, Germany.
Opening Keynote
2. **Dr Ingrid Wüning Tschol**, Senior-Vice-President Health and Science, Robert Bosch Stiftung, Germany.
Welcome and Keynote - No more excuses: Europe's science needs women
3. **Prof Rolf Tarrach**, President of the European University Association (EUA), Former Rector, University of Luxembourg, Luxembourg.
Closing address
4. **Commissioner Carlos Moedas**, Commissioner for Research, Science and Innovation, European Union
Women in Science and Innovation: real action in Europe [video]
Plenary 4: Opening
5. **Dr Emilie Marcus**, CEO, Cell Press, Elsevier.
Keynote: Plenary 2
6. **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
7. **Prof Alice Abreu**, Director, GenderInSITE; Professora Emérita Universidade Federal do Rio de Janeiro, Brazil.
KEF 6: Transforming policies in funding, hiring and publishing
8. **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: Gender perspectives from the ERC: From application to funding
9. **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
10. **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
11. **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
12. **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
13. **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
14. **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



15. **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
16. **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
KEF 6: Transforming policies in funding, hiring and publishing
17. **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
18. **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
19. **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
20. **Professor Jean-Pierre Bourguignon** President, European Research Council (ERC).
Stimulating Ambitious Bottom-up Proposals by Scientists
Plenary 2: Assessment of scientific excellence: practices, processes, outcomes
21. **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
22. **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
23. **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
24. **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
25. **Prof Roseanne Diab**, South Africa, GenderInSITE Regional Focal Point for Southern Africa.
KEF 6: Transforming policies in funding, hiring and publishing
26. **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
27. **Prof Gunnel Gustafsson**, Director, NordForsk.
Chair, KEF 5: Nordic Call for gendered science knowledge
28. **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
29. **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
30. **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



31. **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
32. **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
33. **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
34. **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
35. **Prof Ineke Klinge**, Visiting Professor, Institute of Gender in Medicine (GiM), Charité Universitätsmedizin, Berlin and Chair of Horizon 2020 Advisory Group on Gender.
Scientific inclusion and diversity in science structures and practices
KEF 3: Integrating gender dimension in study design
36. **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
37. **Dr Lisa Kolovich**, Economist, International Monetary Fund (IMF), International.
Gender budgeting for science
Panel 4: Demonstrating the benefits of supporting gender mainstreaming policy in science
38. **Dr Helga Kumrić**, Researcher and Lecturer, Physics Department, University of Stuttgart, Germany.
Chair, Parallel 3: Gender as cross cutting issue in research and innovation
39. **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
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40. **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
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41. **Prof Heisook Lee**, President of Center for WISET (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
Mainstreaming gender research into the implementation of the Sustainability Development Goals (SDGs)
Parallel 6: Policy actions for systematic change
42. **Prof Carmen Leicht-Scholten**, Head of Department GDI "Gender and Diversity in Engineering" and Dean of Studies Affairs, Faculty of Civil Engineering, RWTH Aachen University, Germany.
One size fits it all? Perceptions of young male and female researcher on career perspectives in STEM
Parallel 5: Scientific inclusion and diversity in science structures and practices
43. **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
44. **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
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45. **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
46. **Prof Shirley Malcom**, Head, EHR, AAAS; GenderInSITE Co-chair.
Chair, KEF 6: Transforming policies in funding, hiring and publishing
47. **Dr Kirsten McEwen**, Career Development Fellow, Faculty of Medicine, Imperial College London, UK.
Sex, stem cells and regenerative medicine
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48. **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: Gender perspectives from the ERC: From application to funding
49. **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
50. **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
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51. **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
52. **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
53. **Dr Ingeborg W. Ovesen**, Senior Adviser, BALANSE-program coordinator, Research Council of Norway (RCN).
The Norwegian Balanse-programme
KEF 5: Nordic Call for gendered science knowledge
54. **Dr Rachel Palmén**, Researcher, notus applied social research, Spain.
Chair, KEF 1: Improving access to experts and knowledge
55. **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
56. **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
57. **Dr Sanne Peters**, Research Fellow in Epidemiology, The George Institute for Global Health, Nuffield Department of Population Health, Oxford Martin School, University of Oxford.
Sex differences in risk factors for cardiovascular disease: large-scale meta-analyses summarising all available evidence
Parallel 1: Representing human diversity in biomedical research
58. **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
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59. **Dr Elizabeth Pollitzer**, Director, Portia Ltd, Gender Summit co-founder, UK.
Chair, Panel 3: Shaping the Gender Summit's regional and global mission
60. **Prof Vera Regitz-Zagrosek**, Director, Institute of Gender in Medicine, Charité - Universitätsmedizin Berlin, Germany.
Chair, Parallel 1: Representing human diversity in biomedical research



61. **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
62. **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
63. **Prof Curt Rice**, Rector, Oslo and Akershus University College of Applied Sciences and Head of the Committee on Gender Balance and Diversity in Research, Norway.
Chair, Panel 1: Assessment of individual excellence: metrics, merits and gender
Panel 4: Demonstrating the benefits of supporting gender mainstreaming policy in science
64. **Ulrike Roehr**, Board member, GenderCC - Women for Climate Justice
GenderCC - Women for Climate Justice
Strengthening gendered climate change knowledge by building up Competence Network
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65. **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
66. **Dr Helene Schiffbaenker**, Senior Researcher, JOANNEUM RESEARCH Forschungsgesellschaft, Austria.
Results from the genERC project – Gendered dimensions in ERC grant selection
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67. **Prof Martina Schraudner**, Head of Department, Gender and Diversity in Organizations, Technical University Berlin, and Director of Responsible Research and Innovation Unit, Fraunhofer Gesellschaft, Germany.
Gender equality advancements in the German research landscape
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Gender and Diversity in Scientific Organizations: a focus on the early stages of careers
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68. **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
69. **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
70. **Assoc Prof Lisbeth Söderqvist**, Senior analyst, Swedish Research Council, Sweden.
Gender equality observations of peer review process
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71. **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
72. **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
73. **Angelika Trübswetter**, Research Associate, Fraunhofer-Gesellschaft, Germany.
Gender and Diversity in Scientific Organizations: a focus on the early stages of careers
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74. **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
75. **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
76. **Prof Krista Varantola**, Professor and rector emerita, Tampere University, Finland.
Gender balance in the Finnish educational sector
KEF 5: Nordic Call for gendered science knowledge



77. **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: Gender perspectives from the ERC: From application to funding
78. **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: Gender perspectives from the ERC: From application to funding
79. **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
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80. **Assoc. Prof Claartje Vinkenburg**, Associate Professor, VU University Amsterdam, Netherlands.
Examples of bias interruptions
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81. **Dr Valda Vinson**, South Africa, Deputy Editor, SCIENCE.
KEF 6: Transforming policies in funding, hiring and publishing
82. **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
83. **Prof Lars Wårngård**, Director Planning and Process Development, Forte, Sweden.
Gender mainstreaming at Forte
KEF 5: Nordic Call for gendered science knowledge
84. **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
85. **Dr Kate Winter**, External Evaluator, Teaching to Increase Diversity and Equity in STEM (TIDES), USA.
The TIDES approach to increasing diversity in Computer Science
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PARTNERS



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