



*European Platform of Women Scientists*

## INTERVIEWS OF THE MONTH 2017-2019





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**INTERVIEWS OF THE MONTH  
2017-2019**

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European Platform of Women Scientists EPWS

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## Foreword



The European Platform of Women Scientists EPWS was founded in 2005, with support of the European Commission, to complete the Commission's top-down action in favour of women scientists with a bottom-up approach. EPWS is an umbrella association of associations and networks promoting women scientists' needs and aspirations in Europe and beyond, with a few individual members. The Platform is bringing the voice of 12.000 women scientists to the level of EU institutions and has become a well-known player in European research policy.

EPWS member networks and organisations are of key importance to the research and the research policy process at national as well as international level: they are striving for women scientists' empowerment, for increasing the number of women scientists in top positions as well as for the integration of the gender dimension in science and research.

To enhance the visibility of EPWS member associations and their numerous activities and to facilitate communication with women scientists looking for contacts at national or EU level, EPWS began to publish interviews of its member associations in the EPWS website section "Association of the Month" in September 2015.

Following the publication of a first booklet gathering the 2015-2017 interviews of EPWS Full Member associations ([epws.org/wp-content/uploads/2019/08/EPWS-Int-Month-2015-2017.pdf](http://epws.org/wp-content/uploads/2019/08/EPWS-Int-Month-2015-2017.pdf)), EPWS is happy to introduce you to additional very active networks, mainly EPWS Associate Members and also recent EPWS Full Member associations. The interviews in this second booklet have been published on the EPWS website since 2017 and recently been updated.

To keep in touch with EPWS and European news on women and science policy issues, kindly also look at the continuously updated EPWS website [www.epws.org](http://www.epws.org). You will

find there up-to-date information: a wealth of news concerning women scientists in Europe; EPWS studies and policy position papers; job advertisements in the Careers section; a monthly portrait of a remarkable woman scientist involved in gender and European issues, adding-up to a beautiful set of role models from different countries and disciplines.

Also follow us on our social media [Facebook](#), [LinkedIn](#) and [Twitter](#).

The EPWS Updates, issued five times a year, can be received under free subscription at [www.epws.org/subscribe](http://www.epws.org/subscribe). This newsletter presents recent events and actions of EPWS and its members as well as latest news from European and international institutions regarding women scientists.

A Young Facebook group at [www.facebook.com/groups/1252871578188573](https://www.facebook.com/groups/1252871578188573): is liaising young EPWS members and any member who wants to join them.

...and finally, if you are not yet a member, it will be an honor and a pleasure if you join EPWS.

EPWS wishes you an inspiring reading of the present booklet!

Prof. Claudine Hermann  
EPWS President

Brussels, August 2019

## **Acknowledgements**

The EPWS President expresses her gratitude and her appreciation to all EPWS members involved in making this booklet: the EPWS member networks for providing their profiles; EPWS Honorary President Dr. Brigitte Mühlenbruch and her colleagues from the EPWS Executive Committee Dr. Maria João Curto and Dr. Maren Jochimsen. She especially thanks Dr. Lucia Martinelli, member of the EPWS Board of Administration, for sharing the editorial task.

chumbo, a creative production company, and Yuri Sousa, the EPWS Webmaster, technically coordinated the making of the document. The design was performed by Ms. Marta Morais.

## EPWS Compact

The **European Platform of Women Scientists EPWS** is an umbrella organisation bringing together networks of women scientists and organisations, which are committed to gender equality and the integration of the gender dimension in science and research, in all disciplines in the European Union (EU) and the countries associated to the EU Framework Programmes for Research and Technological Development.

**EPWS** was founded as an international non-profit organisation under Belgian law (AISBL) in November 2005. This followed a European Commission open call for the creation of a European Platform of Women Scientists which in September 2003 was won by the Centre of Excellence Women and Science CEWS, Germany. The **EPWS** Secretariat in Brussels began work in January 2006 and was supported by European Commission funding until October 2009. Since then, despite the highly acknowledged quality of the Platform's work, EPWS has continued its activities and services on a voluntary basis, supported by its members.

**EPWS** mission and activities aim, through a dialogue with national, European and international institutions, to represent with democratic legitimacy and transparent decision-making structures the interests of women scientists at all stages of their career paths. EPWS addresses gender equality as well as the integration of the gender dimension in science and research. The numerous member organisations and individual members of the Platform provide a wide range of networking contacts all over Europe and beyond. EPWS has a substantial experience in European Women and Science issues and the consequential research policy challenges. It is ready and willing to share this expert knowledge with all stakeholders in the research and research policy process.

**EPWS** mission is to:

- to promote women scientists;
- to represent the concerns, needs, ideas, aspirations and interests of European women scientists in all disciplines and at all stages of their career paths;
- to coordinate support activities for women scientists to facilitate their active role in the European Research Area as researchers as well as participants in the research policy debate.

**EPWS** main goals are:

- to increase the participation of women scientists in European research policy and the shaping of the EU research agenda;
- to enhance the participation of women in science and decision-making bodies in both national and European research programmes; this especially applies to the EU Frame-



work Programmes for Research and Technological Development;

- to promote the understanding and the integration of the gender dimension in science and research.

EPWS main areas of action consist of:

- research policy making, aiming to give women scientists a voice in EU research policy;
- networking;
- public relations and information;
- increasing membership.

EPWS main activities in these areas are:

- participation in the research policy debate, through policy statements as well as responses to European Commission consultations;
- establishing contacts and increasing visibility among stakeholders;
- participation of EPWS members, as project leaders, participants or experts, in numerous European projects related to gender equality and the integration of sex and gender analysis in science and research;
- organisation of national or European seminars and workshops on issues of gender equality and/or the gender dimension in science and research;
- invited presentations by members of the EPWS Executive Committee or the EPWS Board of Administration at conferences and events throughout Europe and beyond;
- organisation of an annual EPWS General Assembly, coupled to a European scientific colloquium related to gender equality issues and/or the gender dimension in science and research in Europe;
- dissemination of information on EPWS activities and European news for women scientists through the regularly up-dated EPWS website [www.epws.org](http://www.epws.org) and its blog, as well as through social media;
- publication of a periodical newsletter - [the EPWS Updates](#) - with currently more than 4000 subscribers.

EPWS current activities more specifically include:

- the preparation of inputs to the EU policy debate concerning the current and future EU framework programmes, e.g. a Memorandum on the European Commission's Proposal for the next EU Research & Innovation Programme (2021-2027) Horizon Europe (14.10.2018);
- the production of a yearly European benchmarking report for the French Ministry of Higher Education, Research and Innovation. In 2019, it is dealing with initiatives to promote women in ICT in various European Countries;
- the organisation of the Conference 'Alone is not enough - Gender Equality and the Gender Dimension in EU Research and Innovation: shared challenges, joint achievements, mutual dialogue for future actions', Brussels, 25 September 2019;
- the promotion of the integration of the gender dimension in science and research through 'Ready for Dialogue', a joint initiative of EPWS and the Essen College of Gender

Research, University of Duisburg-Essen;

- the analysis and the publication of the results of the EPWS 2018 General Survey on Women Scientists in Europe;
- the participation of EPWS members in European and international projects, such as ACT, CHANGE, COST Action Citizen Science and Gender, EFFORTI, GENDERACTION, GENERA, GRECO, and SAGE;
- the enhancement of EPWS and European distinguished women scientists' visibility, particularly through the Woman Scientist of the Month's interview on the EPWS website;
- the facilitation of the liaising among EPWS young members through a Facebook group;
- the promotion of science and technology for young people in general and girls in particular.

All current and forthcoming activities are announced on the EPWS website and in the EPWS Updates, which can be downloaded from [www.epws.org](http://www.epws.org).

## Who is who in EPWS

### Executive Committee:



- Honorary President: Dr. Brigitte Mühlenbruch (Germany)
- President: Prof. Claudine Hermann (France)
- Vice-President: Dr. Maren Jochimsen (Germany)
- Treasurer: Dr. Maria João Curto (Portugal)

### Board of Administration:



- Dr. Katalin Balászi (Hungary)
- Prof. Myriam Boussahba-Bravard (France)
- Dr. Lucia Martinelli (Italy)
- Dr. Yvonne Pourrat (France)
- Dr. Yasmin Robson (United Kingdom)
- Prof. Dalia Šatkovskiene (Lithuania)

## EPWS Full members

### Armenia:

- AWS, Armenian Women in Science

### Baltic States:

- BASNET Forumas

### Belgium:

- BeWiSe, Belgian Women in Science

### Finland:

- HELWOR, Helsingin tutkijanaiset – Helsingfors kvinnliga forskare r.y.
- SUNS, Sukupuolentutkimuksen seura/Sällskapet for genusforskning

### France:

- AFDESRI, Association pour les Femmes Dirigeantes de l'Enseignement supérieur, de la Recherche et de l'Innovation
- CPED, Conférence Permanente des chargé-e-s de mission Égalité, Diversité ou mission assimilée, au sein des établissements d'enseignement supérieur et de recherche
- ÉCÉPIE, Égalité des Chances dans les Etudes et la Profession d'Ingénieur en Europe  
*femmes et mathématiques*
- Femmes & Sciences
- Femmes Ingénieurs
- Mnémosyne, association pour le développement de l'histoire des femmes et du genre
- Parité Science (APMST), Association pour la Parité dans les Métiers Scientifiques et Techniques
- REFH, Réussir l'Égalité Femmes-Hommes
- WiN (Women in Nuclear) – France

### Germany:

- BuKoF, Bundeskonferenz der Frauenbeauftragten und Gleichstellungsbeauftragten an Hochschulen e.V.
- dib, Deutscher Ingenieurinnenbund
- Netzwerk Vorsorgendes Wirtschaften e.V.
- NUT, Frauen in Naturwissenschaft und Technik e. V.

### Hungary:

- NaTE, Nők a Tudományban Egyesület

### Italy:

- ASDO – Assemblea delle Donne per lo Sviluppo e la Lotta all' Esclusione Sociale Donne e Scienza
- International Network of Research in Gender
- Società Italiana di Fisica, Comitato Pari Opportunità

### The Netherlands:

- LNVH, Landelijk Netwerk Van Vrouwelijke Hoogleraren

### Norway:

- FOKK, Association for Gender Research in Norway

### Portugal:

- Amonet, Portuguese Association of Women in Science

Switzerland:

KOFRAH – Konferenz der Gleichstellungs- und Frauenbeauftragten an Schweizer Universitäten und Hochschulen

United Kingdom:

- Daphnet
- Women in Physics Group of the Institute of Physics

## **EPWS Associate Members**

Austria:

- IFZ, Interdisziplinäre Forschungszentrum für Technik, Arbeit und Kultur

Czech Republic:

- National Contact Centre-Women in Science

Germany:

- gFFZ, Gender- und Frauenforschungszentrum der hessischen Hochschulen
- Netzwerk Frauen- und Geschlechterforschung Nordrhein Westfalen

Ireland :

- TCGEL, Trinity Centre for Gender Equality and Leadership

Poland:

- Zespół ds. Dobrych Praktyk

Spain:

- IUIEG, Instituto Universitario de Investigación de Estudios de Género de la Universidad de Alicante

Sweden:

- WINGS at Lund University

The Netherlands:

- DEWIS, Delft Women in Science
- WO&MEN@VU network

United Kingdom:

- Daphne Jackson Trust

Europe:

- eument-net, European network of Mentoring Programmes for Women in Academia and Research
- European Physical Society, Gender Equality Group

In addition to the above Full and Associate Members EPWS includes Individual Members and Supporting Organisations.

You are welcome to join us... if you are not yet an EPWS member!



**INTERVIEWS OF THE MONTH  
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## IFZ Interdisziplinäre Forschungszentrum für Technik, Arbeit und Kultur Interdisciplinary Research Centre for Technology, Work and Culture

[www.ifz.at](http://www.ifz.at)

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### Anita Thaler

Senior researcher at IFZ and head of the research unit "Women\* – Technology – Environment"

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#### If you wanted to describe your association in one sentence, what would you say?

With its research IFZ contributes to socially and environmentally sound, sustainable and gender-equitable science and technology.

#### What are the objectives of your association?

We want to do research for a change! We research in multi- and transdisciplinary teams, involve users and stakeholders in the research process, whenever it is possible, integrate research and consultation, initiate social and institutional learning processes, produce meaningful research outcomes with practical relevance with focus on implementation and policy advice, and we are active in science communication.

#### What is the history of IFZ, in a few words?

IFZ was founded 1988 by a group of young researchers and students who met at Technical University in Graz and were united by their wish to complement scientific and technological degree courses by social studies and humanities, to aim at educating the next generation of responsible scientists and engineers. This responsibility comprises ethical, environmental, and especially feminist discourses, from the very beginning here at IFZ.

#### Could you explain the organisation of your association?

The Interdisciplinary Research Centre for Technology, Work and Culture (IFZ) is a registered, non-profit scientific association, mainly financed through research contracts. Our clients and partners include governmental bodies at municipal, provincial, federal



Anita Thaler and Jennifer Dahmen-Adkins at their keynote speech, STS conference 2017, talking about the topic of their book "Soziale Geschlechtergerechtigkeit" (Social Gender Justice)

and international level along with research institutions and companies. There is a close cooperation between the association IFZ and the Graz University of Technology.



### What are its recent achievements?

We have several research pillars, which are all following the idea of responsible research, sustainability and social justice. However, a main focus has always been gender in teaching, publication and research:

- We could win high level managers in all these organisations to act as "Transfer Agents", which means that they are using their authorities to support women's careers in science and research, overcome barriers, and work towards more gender balanced decision bodies.



A part of the IFZ colleagues at a team workshop (IFZ is an scientific association with about 15 members, plus guest scholars. Here a part of the team met outside the IFZ to discuss future topics of the institute.)

- IFZ members are regularly teaching gender and sustainability lectures in Graz and Klagenfurt Universities. This upcoming autumn Sandra Karner and Anita Thaler will give a course on "Practical competencies for gender experts: Fostering gender equality in organisations by means of EU projects".

- Anita Thaler published a book with Jennifer Dahmen-Adkins (from RWTH Germany), where renowned gender scholars from Austria, Germany and the US wrote about how to reach "Social gender Justice" (the book is publicly accessible: [www.researchgate.net/publication/316830144\\_Soziale\\_Geschlechtergerechtigkeit\\_in\\_Wissenschaft\\_und\\_Forschung](http://www.researchgate.net/publication/316830144_Soziale_Geschlechtergerechtigkeit_in_Wissenschaft_und_Forschung)).

And, very importantly, last year IFZ has been awarded with the coordination of a Horizon 2020 project financed by the European Commission called "CHANGE - CHAlleNging Gender (In)Equality in science and research" ([www.change-h2020.eu](http://www.change-h2020.eu)):

- In this project we support research and higher education organisations from five countries in Europe and Israel to implement gender equality plans in their institutions.

- And we do not stop at our own organisations, we already began to network with other research performing and also funding organisations in our regions, to build "Communities of Practices". As one very successful starting point we organised a session of 11 presentations about similar initiatives ("sister projects") at our annual conference on "Science, Technology and Society Studies" here in Graz (see more here: [www.change-h2020.eu/news.php?id=change\\_067](http://www.change-h2020.eu/news.php?id=change_067)).



Anita Thaler with co-authors at the book presentation 2017 (book "Soziale Geschlechtergerechtigkeit" - Social Gender Justice)

### What is your agenda for the coming months?

In October we will meet our colleagues from the CHANGE project in Piran, Slovenia, this

time with all transfer agents, two of our esteemed advisors and an expert from a funding organisation in Austria. The aim is to take a look at how we can integrate gender as a topic in our research and receive funding with this gender research. One of our strategies is to

the European Commission and we built a network of gender colleagues and women scientists, many of them are active members of EPWS. We are very thankful for this strong relationship!



Responsible Research and Innovation (RRI) workshops with stakeholders from Austrian research performing and funding organisations at IFZ: this shows how we are actually working in our RRI approach at IFZ. We include relevant stakeholders as soon as possible into our research activities and co-create knowledge together.

convince researchers that gender is not just a social justice topic, but it actually can increase the quality of research, by reflecting gender and diversity issues and producing more robust knowledge. In one of our other projects at IFZ ("VITAPATCH"), we precisely do that: we work closely with physicists and medicine technology teams and help them include a diverse user-perspective from the beginning of the research and innovation process.

### **Are you collaborating with other EPWS members?**

Yes, absolutely. IFZ has begun almost 20 years ago with its first gender projects financed by

### **What do you expect from EPWS? In what ways can it help you develop your action?**

EPWS is a very important network, which provides and shares information on a European level, and it is always crucial for us to be well informed about upcoming activities and policy changes.

#### **Favourite LINKS**

[www.ifz.at/eng](http://www.ifz.at/eng)

[www.change-h2020.eu](http://www.change-h2020.eu)

[www.queersts.com](http://www.queersts.com)



Other contacts for this association:  
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## NKC

Czech National Contact Centre for Gender and Science

www.genderaveda.cz

**Marcela Linkova**

Head of the Centre at the Institute of Sociology  
of the Czech Academy of Sciences

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**If you wanted to describe your institution in one sentence, what would you say?**

Since 2001 we have been working to advance gender equality in Czech research and higher education and address challenges facing specifically women researchers.

**What are the objectives of your institution?**

We work at several levels. We do research into various aspects of gender in research careers and governance of research, and use these findings as a basis for policy recommendations we deliver to various stakeholders. We publish studies and position papers, including an annual statistical report on the position of women in Czech research. We cooperate with bodies of the state administration to mainstream gender into relevant national policies and strategies. We petition research funding organisations to remove conditions and rules that have negative impact on women, especially due to their motherhood. We also work with universities and research institutes, providing consultations and advice on implementing gender equality actions. We have a Working Group for Change to facilitate mutual learning and exchange on cultural and institutional changes in the Czech Republic. We also run a mentoring programme for early-career researchers to support their

professional development and networking. And finally, we work to increase awareness in the academic community, as well as in the general public, about gender equality in research through lectures, debates and campaigns, including the UN Day on Women and Girls in Science, the Researchers' Night and Academia Film Olomouc.



document-net General Assembly in Prague, Nov. 2017

**What is the history of NKC, in a few words?**

The Centre was launched in 2001 in direct response to the initiative at the EU level and in particular the establishment of the Helsinki Group on Gender in Research and Innovation in 1999. Since the start we cooperated with the Ministry of Education as the responsible

national authority; in 2009, during the Czech Presidency to the EU, we helped to establish the Milada Paulová Award for lifelong achievement in research, conferred annually to a prominent woman researcher. In 2005 we negotiated a change in the eligibility rules in the Grant Agency of the Czech Academy of

transformation of Czech research and its gender impacts. We also have a coordination of a H2020 project GENDERACTION, the goal of which is to create a policy platform to promote ERA Priority 4, which is gender equality and gender mainstreaming in research and innovation.



Kick-off meeting of GENDERACTION, Horizon 2020 project, May 2017

Sciences and in the Czech Science Foundation which put at disadvantage people caring for small children. We continued this pressure and, because of lack of response, we filed a complaint in 2011 with the Ombudsman against discriminatory rules in the Czech Science Foundation, and we were vindicated. In recent years we have been increasingly working with research organisations.

### Could you explain the organisation of your institution?

NKC is a research department at the Institute of Sociology of the Czech Academy of Sciences. We are thus not a legal person. We are broadly two teams: some of us focus predominantly on research while others concentrate on the international cooperation, national policy level, cultural and institutional changes in research and higher education institutions and communication and outreach.

### What are its recent achievements?

We have an English book out which examines the various facets of the neoliberal

Katerina Cidlinska, who has long coordinated our mentoring programmes, was elected the chair of the eument-net, a European network of mentoring programmes (see p.24). And I have been elected the chair of the ERAC Standing Working Group on Gender in Research and Innovation, and am keen to advance the agenda at the EU level.



NKC gender and science team at the launch of a book "Changing Course: On Leaving Academic Research" (2016) edited by Katerina Cidlinska featuring fifteen interviews with early-career researchers who decided to leave academic research path during their doctorate or in the post-doc phase

### What is your agenda for the coming months?

Ahead of us is the negotiation of Framework Programme Horizon Europe and all of us in Europe should focus on negotiations at national level. We are also in the final year of a unique research project in the Czech Re-



Marcela Linkova opening the 4th national conference on Gender in Research and Innovation, 2016

public which examines the working conditions in research and higher education. This will be the first time that representative data will be available in the country. Based on the findings we will be developing policy recommendations over the summer, which we will first discuss at the Fifth National Conference on Gender in Research in October 2018. And we have managed to invite Angela Saini as a keynote speaker for the conference and have her highly influential book "Inferior" translated into Czech.

### Are you collaborating with other EPWS members?

We are very active internationally because we believe that international cooperation gives us strength, inspiration and opportunities to learn. We mostly cooperate through joint project proposals, by organizing conferences or conference panels or simply by exchange at various venues.



NKC team members and nuclear physicist Katerina Falk (in the middle) at a visit to ELI Beamlines for mentees in a mentoring programme for secondary school students, May 2016

### What do you expect from EPWS? In what ways can it help you develop your action?

I see the most important aspect in the networking and lobbying potential. It is important to have a European level umbrella organisation, which can address policy makers and is represented by highly respected colleagues.



Other contacts for this association:

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facebook.com/NKCgenderaveda/

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## EPS

European Physical Society

[www.eps.org](http://www.eps.org) / [www.epsnews.eu](http://www.epsnews.eu)



### Rüdiger Voss

Former EPS President (from 2017 to 2019);  
Professor Emeritus CERN

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### David Lee

EPS Secretary General

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#### **If you wanted to describe your association in one sentence, what would you say?**

The European Physical Society (EPS) and its members promote the interests of physics and physicists in Europe.

#### **What are the objectives of your association?**

To begin with, the EPS works to create a community of physicists. The community engages in activities that are both for the benefit of its members, and for the society in general. Community oriented activities include career development (for example through the organisation of conferences, and the publication of journals), identification and recognition of scientific excellence (through prizes and awards), as well as promoting the next generation of physicists. The EPS provides a forum, bringing together physicists from different countries, working in all fields of physics for the exchange of ideas and experience. The EPS actively advocates for the interests of physics and research, particularly towards EU policy makers supplying a European view on important questions relating to physics. The EPS also engages in activities for the general public. Physics has made significant contributions to the social, cultural and economic development of Europe. It will be a key factor in facing challenges such as

renewable energy, health and safe and secure societies. Understanding the important role of physics in these areas will be a useful element in developing appropriate policies and technologies.

#### **What is the history of the EPS, in a few words?**

The EPS is a not-for-profit organisation created in 1968. It has 42 Member Societies, which are all national physical societies in the wider European region, individual members, as well as Associate Members, e.g. research institutions such as CERN and the CEA. Its membership and the focus of its activities have evolved over the past 50 years, following geopolitical changes.

#### **Could you explain the organisation of your association?**

The EPS is unique, as it is a federation of Member Societies as well as a learned society with over 3500 Individual Members. The scientific activities of the EPS are carried out in its 19 topical Divisions and Groups. Programmes in fields such as Physics and Society, and Equal Opportunity are managed by Action Committees. On a daily basis, the EPS Secretariat in Mulhouse, France, provides central services for its Divisions and Groups

for its various projects and programs. The Executive Committee, comprised of 11 members elected by the EPS Council, is charged with the establishing the annual budget, and monitoring activities and operations of the EPS. It also develops new initiatives as needed. The President, and President-elect, also elected by the EPS Council, are the main representatives of the EPS with sister societies from around the world, as well as the main advocates of the EPS towards decision makers. The annual Council meeting decides the strategic orientation of the Society, and assesses the relevance of EPS actions against these objectives. The Council is comprised of representatives of the Member Societies, Individual and Associate Members, and Division and Groups. The triennial General Meeting is open to all members and provides them with an opportunity to meet and exchange on issues relating to the future of the EPS.

recognizes places where important advances in physics have been made. They include places such as the Einstein Haus in Bern, and the laboratory of Marie Curie Skłodowska in Paris.

The EPS organizes many of the world's leading conferences in physics.

The EPS was at the origin of the declaration by UNESCO of 2015 as the International Year of Light. It is also active in the International Day of Light (IDL), which has recently been decided by the UNESCO Governing Board. The IDL launch ceremony took place in Paris on 16 May 2018.

### **What is your agenda for the coming months?**

The EPS will be active in providing input into the next European Commission Framework Program for research, FP9. Among EPS priorities are increased funds particularly for the ERC, safeguarding discipline-specific science teaching (physics, mathematics, biology,



The EPS headquarters are located on the university campus of Mulhouse

### **What are its recent achievements?**

The Young Minds activity, which aims to provide young researchers with leadership and outreach skills, has now expanded to 22 countries, with more than 500 active members. Young Minds organize educational activities for their local communities.

Under the EPS Historic Sites initiative, more than 40 places have been inaugurated in 21 countries across Europe. This initiative

chemistry, etc.) and recognising the importance of physics in addressing the societal challenges.

The EPS is also piloting a project that will consist of a series of articles that explore how physics can contribute to grand challenges facing society on the horizon 2050. This ambitious project is aimed at the general public and policy makers.

Inspired by the work of the French Physical

Society, the EPS will collect data on the representation of women at the conferences organised by its Divisions and Groups. These conference organisers will be asked to provide information on the number of women involved in the organisation of the conference, plenary and invited speakers who are women, and the number of women participants. The goal is to discover whether there is a gender bias at EPS conferences, to sensitise EPS Divisions and Groups to gender fair practices, and develop policies addressing these issues.

**Are you collaborating with other EPWS members?**

The EPS does not have any direct collaboration with members of EPWS. Nonetheless, it was the onsite organizer of the first

International Conference of Women in Physics. In addition to the Gender Fair project described above, the EPS awards the Emmy Noether Distinction for outstanding contributions to physics by a woman twice per year, and regularly publishes interviews with young women researchers in our electronic bulletin e-EPS.

**What do you expect from EPWS? In what ways can it help you develop your action?**

Information on the issues and best practice on the gender balance in research, as well as inclusion in activities of EPWS.



Other contacts for this association:  
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## eument-net

European Network of Mentoring Programmes for the Advancement of Equal Opportunities and Cultural and Institutional Change in Academia and Research

[www.eument-net.eu](http://www.eument-net.eu)



### Katerina Cidlinská

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#### If you wanted to describe your association in one sentence, what would you say?

The eument-net (European Network of Mentoring Programmes for the Advancement of Equal Opportunities and Cultural and Institutional Change in Academia and Research) is a simple network of mentoring programmes linked to academic or research institutions, which provides support and experience exchange for mentoring programme coordinators and those who are planning to set up their own mentoring programme.

#### What are the objectives of your association?

The eument-net aims at promoting the advancement of equal opportunities and careers and access to decision-making positions of women and other underrepresented groups in academia and research in Europe through mentoring programmes. We see mentoring programmes as a part of institutional, national and European strategies for Human Resources development and institutional and cultural change in academia and research. We focus on supporting mutual learning and exchange of experience among coordinators of mentoring programmes, and on popularising and consulting activities for which we also use the analysis outcomes based on evaluation of mentoring programmes and studies of our members and other mentoring experts and researchers.

#### What is the history of eument-net, in a few words?

In 2007, eument-net started as a project supported by FP6. The consortium consisted in five partners from Austria, Bulgaria, Germany and Switzerland. Since 2008, eument-net has been established as an association, open to new members. Currently eument-net has 37 members from 8 countries.



08.02.2019, Freiburg, meeting of the organising committee of the conference "Inequality vs inclusiveness in changing academic governance: policies, resistances, opportunities" co-organised by eument-net, which will take place on 16-17 September 2019 in Naples. Photo: Evelyn Rusdea

In 2017 we have changed our legal status and Statutes. For being more flexible and inclusive we decided to be a professional network. Until then, only mentoring programmes could be full members with rights to vote and to put forward candidates for election to the organisational structures of the association. It

meant disadvantage for individuals or institutions that shared the eument-net goals but were from European regions where gender equality policies in academia had no history and where, consequently, mentoring programmes were not yet established. We eval-

in eument-net in order to understand more deeply the dynamics of (not only) gender inequalities in academia in Europe. The other change is that we have widened our thematic scope. From the network of mentoring programmes promoting women's careers (our



23. 11. 2017, Prague eument-net workshop "Mentoring programmes – a tool to develop gender equality, diversity, internationalism and interdisciplinarity in research and academia". Photo: Tomáš Princ

uated this state as an indirect discrimination based on the lack of financial resources and political will of institutional decision-makers to establish their own mentoring programmes. We identified it also as a barrier for fulfilling eument-net goals, which require discussion with and support from people in decision-making positions. The experience exchange in eument-net can prepare you better for these discussions.

Besides, eument-net serves as a bridge between Western and Central/Easter European partners of the European academic community. It provides information on the local conditions for promoting gender equality measures. This knowledge is very important in designing international projects.

For these reasons we would like to use the present opportunity to announce that participation in eument-net is no longer conditioned by having an own mentoring programme. Not only programmes can be members but also individuals, departments, institutions. We want to especially encourage people and institutions from Central and Eastern Europe to join the eument-net: we will be very happy to hear a stronger voice from this region

former name was European Net- Network of Mentoring Programmes for Women in Academia and Research) we transformed to a network of mentoring programmes tackling not only gender inequalities that pose barriers for a career in academia and research. We hope that this transformation will enable eument-net to contribute more effectively to the cultural and institutional change of the

#### Favourite LINKS

[soapboxscience.org/](http://soapboxscience.org/)  
[500womenscientists.org/](http://500womenscientists.org/)  
[projectvox.library.duke.edu/](http://projectvox.library.duke.edu/)  
[dangerouswomenproject.org/](http://dangerouswomenproject.org/)  
[www.takebackthetech.net/](http://www.takebackthetech.net/)  
[www.iscientist.de/](http://www.iscientist.de/)

academic landscape in a way that will be more inclusive for women and other currently underrepresented groups. Therefore, the mentoring programmes with diverse target groups are also cordially invited to join eument-net.

### Could you explain the organisation of your association?

The eument-net is a professional network. Members can be academic or research institutions or their departments, which coordinate a mentoring program promoting cultural and institutional change in academia or research, which recognise the purpose of the association and are ready to promote it.



08.02.2019, Freiburg, meeting of the organising committee of the conference "Inequality vs inclusiveness in changing academic governance: policies, resistances, opportunities" co-organised by eument-net, which will take place on 16-17 September 2019 in Naples. Photo: Evelyn Rusdea

Beside members, eument-net also has associate members - individuals or institutions-, who support its goals and who either consider setting up a mentoring program or have specific scientific or professional expertise related to its agenda. Members and associate members have equal rights.

### What are its recent achievements?

The eument-net is in a state of "restart" of its activity now. In 2017, we organized for this purpose an international workshop "Mentoring programmes – a tool to develop gender equality, diversity, internationalism and interdisciplinarity in research and academia" which took place on 23 November in Prague. We are very happy that its attendance was large, that even people from non-member institutions came and that they showed interest in future cooperation and eument-net membership. Here you can see the book of mentoring programmes presented on the workshop - [www.eument-net.eu/mentoring-tool-for-development-of-diversity-in-internationalism-and-interdisciplinarity-in-science-academia/](http://www.eument-net.eu/mentoring-tool-for-development-of-diversity-in-internationalism-and-interdisciplinarity-in-science-academia/). The eument-net General Assembly followed the workshop in Prague

and the new executive committee was elected. The new committee prepared a mentoring panel "Mentoring programmes – a part of cultural and institutional change in academia and research" for the 10th European Conference on Gender Equality in Higher Education which was held 20-22 August 2018 in Dublin. In this panel we introduced an analysis of the data from members' mentoring programmes.

Here you can find the abstract of the panel: [www.eument-net.eu/mentoring-programmes-a-part-of-cultural-and-institutional-change-in-academia-and-research/](http://www.eument-net.eu/mentoring-programmes-a-part-of-cultural-and-institutional-change-in-academia-and-research/). After the GEHE conference we organized in Dublin a mentoring-related workshop for our members and potential mentoring coordinators. Since 2017 our network has gained 7 new members. Half of them are institutions which are in the process of establishing their own mentoring programme.

### What is your agenda for the coming months?

In 2019 we co-organise the conference "Inequality vs inclusiveness in changing academic governance: policies, resistances, opportunities" hosted by our member University of Naples Federico II (UNINA) which coordinates the Mentoring Programme GENOVATE@UNINA. The conference will take place in September in Naples. Several panels and expert sessions will be dedicated to mentoring as a "pro-inclusiveness" tool in academia. Here you can find more detailed information about the conference [www.eument-net.eu/eument-net-conference-2019](http://www.eument-net.eu/eument-net-conference-2019).

### Are you collaborating with other EPWS members?

Our collaboration with other EPWS members until today has been mostly based on sharing our expert knowledge during conferences. Eument-net former Chair Helene Föger was invited as a speaker e. g. at annual conferences of the French association Femmes & Sciences in 2007 and 2017 or in 2007 at the international conference organised by the



23. 11. 2017, Prague eument-net workshop "Mentoring programmes – a tool to develop gender equality, diversity, internationalism and interdisciplinarity in research and academia". Photo: Tomáš Princ

Bulgarian Association of University Women. Since our foundation we were also in closer contact with these EPWS members: BeWiSe – Belgian Women in Science, CEWS e. V., National Conference of Gender Equality Officers in Higher Education, Deutscher Ingenieurinnenbund, FRAU-Female Researchers

at Aarhus University, BASNET Forumas. Helene Föger has also been a member of KOFRAH – the network of equal opportunities officers at Swiss Universities. The Czech National Contact Centre for Gender and Science (see p.18), both an EPWS and an eument-net member, is also an organiser of the mentoring programme. Current eument-net Chair, Kateřina Cidlinská, is a coordinator of this program. We will be happy to cooperate with the named organisations and with the other EPWS members in the future.

### What do you expect from EPWS? In what ways can it help you develop your action?

As we are an international European association, we would be very happy if EPWS could help us to widen our network through informing its members about our activities. In the future, we would like to have not only more members from more countries, but also to develop closer cooperation between particular mentoring programmes. Maybe in further future we will set up some international mentoring programme or scheme where mentees will be able to cooperate easily with mentors and other mentees from the other countries. We consider such international cooperation of women and other underrepresented groups in academia and research as very important, especially if these groups could benefit from the current intensification of the internationalisation of academic environment

## CPED Conférence Permanente des chargé.e.s de mission Egalité, Diversité French Standing Conference of Gender Officers for Equality and Diversity in Higher Education and Research

[www.cped-egalite.fr](http://www.cped-egalite.fr)


### Rozenn Texier-Picard

Vice-president Diversity and societal responsibility,  
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### Isabelle Kraus

Co-founder and Vice-president for European affairs of  
the CPED, Associate Professor at Strasbourg University  
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#### If you wanted to describe your association in one sentence, what would you say?

R. T.-P. and I.K.: The CPED federates French higher education and research institutions by encouraging shared practices with respect to gender equality and diversity. It provides a forum for addressing and offering solutions to the issues our institutions encounter in the introduction of equality and diversity policies.

#### What are the objectives of your association?

R. T.-P.: Our objectives are to provide a co-operative space for the equality and diversity officers of higher education institutions in France; to promote and facilitate gender equality in higher education institutions; to observe and analyze gender policies within higher education.

#### What is the history of the CPED, in a few words?

I.K.: The eleven founders of the CPED met in 2011 in Strasbourg (see picture below). At that time only a few universities had equality, diversity or similar missions' officers and they felt a need to share practices and to constitute a professional network. In 2012 the CPED was declared as an association. The network grew with the increasing numbers of institutions setting an equality and diversity

officer thanks to active political actions and years after years the association became more influent. Today the CPED federates 78 institutions.

#### Could you explain the organisation of your association?

R. T.-P. and I.K.: The members meet every four months, for two days, and share practices with respect to various subjects. The association also has thematic working groups (gender-based violence, discriminations, women's careers, maternity leaves, etc.) and works with many academic and non-academic partners.

#### What are its recent achievements?

R. T.-P.: In 2017 and 2018 the CPED mainly addressed two issues: gender-based violence and discriminations against transgender students. Together with the association ANEF (Association Nationale des Etudes Féministes -French national association of feminist studies) we produced a vade-mecum against sexual harassment in higher education and research (2017), organised an international conference on gender-based violence (December 2017), a poster campaign to raise awareness on sexual harassment and a guide-book for institutions to create a tool against

gender-based violence (2018). In 2018 we also organised an international panel about how higher education institutions can be more inclusive of transgender students.

### Are you collaborating with other EPWS members?

I.K.: We have a close collaboration with the EPWS French members "Femmes &



Meeting at Strasburg university in January 2011

### What is your agenda for the coming months?

R. T.-P.: In June 2019, with the French ministry for Higher Education, Research and Innovation, we organised a workshop about professional equality between men and women in higher education and research institutions. We addressed the questions of gender equality plans, equal pay, parental issues and life-time balance, etc. We also developed training sessions about gender-based violence for French higher education and research institutions, together with two other French structures, ANEF and JuriSup (the professional network of legal affairs officers in French higher education, research and innovation). Other ideas are in discussion now, such as surveys and awareness-raising on discriminations in higher education institutions.

Sciences", "*femmes et mathématiques*" and ECEPIE. Some CPED members also have links with Mnémosyne and WiN-France. The collaboration with similar associations in other European countries was initiated in 2016. Along with two EPWS members, BuKoF in Germany, KOFAH in Switzerland, and with the Austrian networks Arge Gluna and GenderPlatform, we organised a panel at the 9th European on Gender Equality in Education and Research in Paris. We are willing to further develop this type of joint conferences.

### What do you expect from EPWS? In what ways can it help you develop your action?

I.K.: EPWS can help us developing projects and sharing practices with other European institutions and countries where some of the questions we encounter have already been addressed or are currently addressed.



## REFH

Réussir l'égalité Femmes-Hommes  
Achieving Gender Equality

[www.reussirlegalitefh.fr](http://www.reussirlegalitefh.fr)



### Nicole Fouché

Specialist in the social history of international relations, especially French-American ones; Retired from Centre d'études nord-américaines (CENA-CNRS-EHESS-Paris)

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#### If you wanted to describe your association in one sentence, what would you say?

Our priority objective is to raise awareness of gender equality among young people in training girls and boys, from an early age, so that this concept can be subsequently implemented at all stages of their lives, in all fields (personal and professional, social, economic and political).

#### What are the objectives of your association?

Alert and act, women and men together, against all forms of gender-based discriminations and inequalities. REFH's main field of action - but not exclusive - is education, from kindergarten to higher education and research. At all levels: local, national and international.

Act to have women's skills recognised and promoted in order to increase their role and decision-making power in personal, professional, social and public life.

#### What is the history of REFH, in a few words?

REFH was created in 2013. We immediately set up an intervention program in schools, middle schools and high schools. We have been accredited by the Paris and Créteil Academies (national education districts)... Sometimes we intervene in other French regions.

We have joined the network of the French Coordination for the European Women's Lobby. The latter represents us in Brussels to European decision-makers. When it is necessary we make, via the French coordination, the link between EPWS positions and the European Women's Lobby.

#### Could you explain the organisation of your association?

It is a very classic French non-profit association (1901 Law) made up of volunteers; national recruitment; with a decision-making board: a president, two vice-presidents, a secretary general and a treasurer who constitute the Executive Committee. About fifty members pay a membership fee of 30 €. A general meeting is convened each year. Our members represent all academic disciplines and professional fields, with a slight advantage at the decision-making board level for the social sciences.

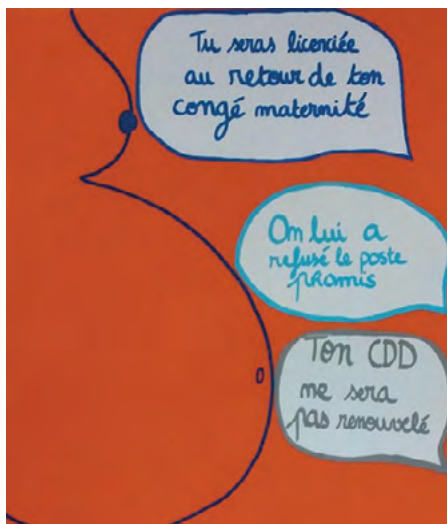
#### What are its recent achievements?

The FLOT/MOOC "Being in charge tomorrow: training for gender equality" <http://flosillages.info/?portfolio=se-former-a-legalite-women-men>) is still relevant.

We produced a critical paper on the place of women in the latest (2016) national history

curricula and history textbooks for secondary schools.

[http://cache.media.education.gouv.fr/file/revue\\_98/48/3/depp-2018-EF98-web-04\\_1054483.pdf](http://cache.media.education.gouv.fr/file/revue_98/48/3/depp-2018-EF98-web-04_1054483.pdf)



Poster made for our association by girls and boys from a secondary school class of Lycée Marie-Laurencin, 91542-Mennecy, in Versailles region.

Title: When pregnancy weighs heavily

Comments: from top to bottom

- 1) You will be dismissed when you return from your maternity leave.
- 2) She was denied the promised position.
- 3) Your fixed-term contract will not be renewed.

With the French Coordination for the European Women's Lobby we organised a debate (12 April 2019, Town Hall, 75014-Paris) on The European Union and Women, with the presentation of the book "Europa, an opportunity for women? Gender and European

construction" (2019) by Françoise Thébaud, Gwénaëlle Perrier and Geneviève Fraisse. This seminar was intended for academics, students, community activists and the general public.

### What is your agenda for the coming months?

Olympic Games 2024: We will take advantage of the fact that the next Olympic Games will take place in Paris (2024) to raise young girls' awareness of sport, encourage them to participate in competitions and work with them on the values of the Olympic Charter, namely gender equality, universalism and secularism. We have a partnership with the National Union of Physical Education Teachers (United Trade Union Federation).

### Are you collaborating with other EPWS members?

We very closely follow all the activities of the French Femmes & Sciences (Women and Science) association, attend (or even participate in) their conferences and sometimes collaborate in some of their field actions, and vice versa. Many members have the two memberships (Women and Science and Achieving Gender Equality).

We also worked together (and others French associations) to build the MOOC "Being in charge tomorrow: training for gender equality" (p. 30).

### What do you expect from EPWS? In what ways can it help you develop your action?

Networking, exchange of information, news, ideas...; expertise on university and scientific models or political systems different from our French one; contacts, solidarity, interventions at the level of the European Union...



## gFFZ Gemeinsames Frauenforschungszentrum der hessischen Universitäten Research Centre on Gender and Women of the Hessian Universities

[www.gffz.de](http://www.gffz.de)



### Dr. Margit Göttert

Business leader and scientific coordinator  
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#### If you wanted to describe your institution in one sentence, what would you say?

The gFFZ is the Center of Excellence for gender research and gender mainstreaming of six Hessian Universities of Applied Sciences and it supports gender research activities (including publications, conferences, workshops, meetings, etc.) in its member institutions.



Working papers in the project "The Future of Labour - Making working environments for childbirth fit for the future." 2018

#### What are the objectives of your institution?

The main objective is to support all activities of gender research in the member associations and to give new impetus and enrich the field of gender research.

Support of gender research includes:

- consultations of professors, assistants and students regarding research requests, methodology, planning and developing gender research projects,
- providing them with information regarding research requests, calls of papers, new publications or research results,
- support regarding publications or strategies of publication,
- initiating workshops and teams on special topics of research
- publishing research results (own book series, e-papers, reports)
- transfer of gender knowledge into public sphere
- supporting students and young academics in the field of gender research (for example Henriette-Fürth-Award for the best bachelor or master thesis of the year in Hesse in gender research).

To give new impulses includes:

- own research projects, for example in the field of Gender and STEM, pregnancy/birth/motherhood/parenthood, Gender and Landscape planning (social space exploration).
- organising conferences and meetings with scientists and professionals to discuss current research results and for knowledge

transfer.

- bringing together researchers of different disciplines, universities or research centers and professionals; interdisciplinary discussion and research.
- supporting the member universities in all matters of gender mainstreaming and gender equality efforts.

### What is the history of gFFZ, in a few words?

The gFFZ was founded in 2001 by professors with strong interest in gender research of the Universities of Applied Sciences (UAS) in Frankfurt, Fulda and Gießen. During the first years it was funded by the Hessian Minister of Science and Arts, then by the three universities. Several years after foundation the UAS in Darmstadt and RheinMain and the



Henriette-Fürth-Award of the gFFZ at the Darmstadt University of Applied Sciences 2016

Evangelical UAS in Darmstadt joined the alliance, which now includes six UAS. Currently the gFFZ has a budget of 130.000 € per year.

### Could you explain the organisation of your institution?

We have a coordination office with two permanent employees, students and project staff, depending on prevailing research projects. Every member UAS sends one professor to the scientific advisory board, the managing director (Prof. Dr. Lotte Rose) is from the Frankfurt University of Applied Sciences, where the coordination office is located.

### What are its recent achievements?

In the current project "Gender: Subject-specific skill-enhancement training for engineering academics at Universities of Applied

Sciences and Universities" funded by the German Federal Ministry of Education and Research, trainings for multipliers (lecturers in the engineering sciences) will be designed to motivate and empower implementation of gender knowledge in their lectures and to reflect their own contribution to professional culture.

The long-term goal is to overcome androcentric professional cultures in order to attract more women to the engineering sciences and prevent drop-outs during their studies.

The preceding project focused on the anchoring of gender research in the teaching of



Workshop in the project "The Future of Labour - Making working environments for childbirth fit for the future." 2018

STEM subjects on a broader level at the Hessian universities and aimed to develop sustainable, practice-oriented instruments. One of the results is an online manual for various teaching subjects, e.g. Math, Computer Science and Mechanical Engineering, which can be used by lecturers. Another recently initiated project is called: "Everyone stays alone? Cemeteries as communication and everyday

places. Gender-specific usage practices and potentials of stronger activation of cemeteries as social spaces". This interdisciplinary research project focuses on the everyday use of cemeteries.

The different life expectancies of women and men and the assumption of nursing and care activities primarily by the former suggest that cemeteries are primarily places of (older) women and should be examined from a gender-sensitive perspective. Thus, the project locates among others in the tradition of gender planning.

The gFFZ is actively participating in the project "The Future of Labour – Making working environments for childbirth fit for the future". Labour does not just mean work: to be in labour refers at the same time to birth. Birth has undergone a profound change in recent decades through mechanisation, new knowledge and changing working conditions.

The future of work around childbirth is a highly relevant and current social challenge. With a unique, open dialogue and participation format in the form of "The Future of Labour" narrative cafés in various cities for scientists, practitioners and parents, the transformation of work around the birth can be experienced, space for living research and learning (Narrative-based Medicine, among other things) are shaped in an innovative way.

#### **What is your agenda for the coming months?**

We will have the annual Henriette-Fürth-Award, organise the first conference in the STEM-Project in November, organise a con-

ference in the context of the cemetery-project, publish new books, for example on Women and Poverty and organise workshops for researchers regarding research requests.



The Conference "Family politics in Europe" at the Frankfurt UAS 2013

#### **Are you collaborating with other EPWS members?**

Currently we only collaborate on a national level with several EPWS German members. In the future we would be very interested to get in contact with other European institutions especially concerning the teaching of Gender and STEM.

#### **What do you expect from EPWS? In what ways can it help you develop your action?**

We would wish EPWS to be a strong organisation to influence European research policies in Brussels. This may be a dream, because we know how limited the resources of the EPWS actually are. But we need lobby politics throughout Europe and an interface organisation of Gender research and equality politics.

## Netzwerk FGF NRW

Netzwerk Frauen- und Geschlechterforschung NRW

The Women's & Gender Research Network Nord Rhine-Westphalia

[www.netzwerk-fgf.nrw.de/en/das-netzwerk](http://www.netzwerk-fgf.nrw.de/en/das-netzwerk)



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### **If you wanted to describe your association in one sentence, what would you say?**

Our network includes academics and institutions engaged in women's and gender studies in North Rhine-Westphalia (NRW).

### **What are the objectives of your association?**

Our main objective is to support academics and institutions engaged in women's and gender studies in terms of dialogue, exchange and cooperation. Our scope covers universities, including those of applied sciences, music and fine arts, in North Rhine-Westphalia (NRW), the German federal state with the highest density of higher education institutions. We provide opportunities for networking – supporting individual scientists and networks. In 2018, 152 professors and 260 non-professorial scientists at 33 higher education institutions were members of our network. Besides that, 5 interdisciplinary centers for gender studies, 5 disciplinary centers, 7 degree programmes in the fields of gender studies, women's studies and/or gender and diversity studies were included.

While gender studies are mostly rooted in disciplinary traditions, our network is interdisciplinary in its composition as well as in its prospects of cooperation. Our annual conferences put emphasis on alternating focal

topics out of the various fields of gender research. Further annual meetings strengthen networking activities between academics as well as institutions of gender studies.



Network members 2011 during the 25th anniversary conference in Paderborn/Germany

As a service for our members, we provide continuous information on topics, conferences and job postings in the fields of gender studies and gender equality. We also developed several online databases: Our database of Gender Curricula for Bachelor and Master courses contains proposals of integrating gender content into 54 fields of study and research ([www.gender-curricula.com](http://www.gender-curricula.com)). Further databases provide gender statistics concerning higher education, equal opportunities projects and childcare in higher education institutions in NRW.

One further objective is conducting own independent studies. One of our major projects is the tri-annual Gender-Report, a publication on Gender (in)equality at Universities in North Rhine-Westphalia (NRW), which includes statistical trends and practices of gender equality as well as a focus study on varying topics.

speaker and her vice. The board has recently passed its rules of procedure. The network activities are managed and promoted by a coordination office, consisting of the director and her vice, seven research associates and support staff. The coordination office is responsible for organizing meetings and conferences, producing and publishing studies



Coordination Office team

Furthermore, the coordination office of the network is editing the interdisciplinary scientific journal GENDER. Journal for Gender, Culture and Society (since 2009) and publishing the book series "Geschlecht und Gesellschaft" (Gender and Society).

### **What is the history of your network, in a few words?**

The Women's & Gender Research Network NRW emerged during the 1980s out of an association of female academics at universities in North Rhine-Westphalia. It was born out of the criticism concerning gender inequalities and women's neglected contributions to science, culture and society. Since then, increasing institutionalisation was promoted, among others, by the NRW ministry of Education. In the following years, the network expanded and a coordination office was installed, that continuously expanded, too, and promoted own research and publishing activities.

### **Could you explain the organisation of your association?**

Every four years the network members elect a scientific advisory board, which elects a

and journals, as well as for maintaining the databases and providing information for the members. The members' journal includes detailed information on new members, projects and conferences.

#### **Favorite LINKS:**

[www.gender-curricula.com/en/gender-curricula-startseite](http://www.gender-curricula.com/en/gender-curricula-startseite)

[www.gender-zeitschrift.de/en/start](http://www.gender-zeitschrift.de/en/start)

[www.gender-blog.de](http://www.gender-blog.de)

### **What are its recent achievements?**

Our latest Gender-Report 2016 dealt with the gender gap in university hospitals: Why are so few women professors, while the majority of students are female? The study comprises an online survey of assistant doctors and interviews of deans, heads of university hospitals, and equal opportunity representatives. We developed tangible recommendations on how to promote women's careers in university hospitals.

GENDER. Journal for Gender, Culture and Society provides an interdisciplinary forum



for academic debate and discourse (partly in English). The journal is published three times per annum, each with a thematic focus and a section for open contributions that are double-blind peer reviewed. Recent issues are Forced Migration, Asylum, Gender (2/18) and Gender and Higher Education (1/19).



Contemporary Witnesses - a photography project by Bettina Steinacker and Uta C. Schmidt at the 2018 annual conference of the network

In 2018, our gender blog – a weekly blog on gender and society issues – was released. We initialised this format to reflect ongoing developments and events, e.g. to support scientists doing gender studies in Hungary, inform about recent studies or to discuss current exhibitions of female artists, etc.

The editing project "Handbuch Interdisziplinäre

Geschlechterforschung" (Compendium of Interdisciplinary Gender Studies and Gender Research) was promoted by the coordination office. While most articles examine main concepts and theories (in German), others cover gender studies and research in European countries and worldwide regions as general overviews (partly in English). Currently you can purchase and download over 160 book articles online ([www.springer.com/us/book/9783658124953](http://www.springer.com/us/book/9783658124953)). The print version was published in 2019.

### What is your agenda for the coming months?

For the current Gender-Report (2019), we are working on a focus study, which will have a closer look on the gender pay gap in higher education – among professors, but also scientific and non-scientific staff. Furthermore, new issues of GENDER journal are forthcoming, e.g. Gender, Technology and Politics 4.0 (3/19), Gender Orders in Urban and Regional Spaces (1/20), Gender, Work, Organisation (2/20) and Inclusion and intersectionality in institutional educational contexts (3/20).

### Are you collaborating with other EPWS members?

For many years the coordination office of the network has been collaborating with the CEWS (Center of Excellence Women and Science) in different projects. Furthermore, we promote exchange of experiences with colleagues of the BuKoF (Federal Conference of Gender Equality Officers in Higher Education in Germany).

### What do you expect from EPWS? In what ways can it help you develop your action?

The EPWS meetings are a good way to connect with other EPWS members. Exchange on good practice can help to learn from each other on the way to gender equality in academia and to a strengthened gender dimension in science.



Other contacts for this association:  
[info@netzwerk-fgf.nrw.de](mailto:info@netzwerk-fgf.nrw.de)

## TCGEL

Trinity Centre for Gender Equality and Leadership

[www.tcd.ie/tcgel](http://www.tcd.ie/tcgel)


### Eileen Drew

Fellow Emeritus,  
Director Trinity Centre for Gender Equality and Leadership (TCGEL)  
[edrew@tcd.ie](mailto:edrew@tcd.ie)

#### If you wanted to describe TCGEL in one sentence, what would you say?

The Trinity Centre for Gender Equality and Leadership (TCGEL) was established to deliver the University's strategic objectives to advance gender equality. Building upon the work done by WISER since 2006 (to recruit, retain, return and advance women in academic science, engineering and technology), TCGEL extends this remit to all disciplines and support areas across the university.

#### What are the objectives of TCGEL?

TCGEL's mission is to: develop and embed sustainable practices to advance gender equality in Trinity College Dublin; and ensure a diverse, innovative and productive academic community of global significance. Our vision is of an inclusive and innovative university community in which people of all genders participate at all levels, are enabled to reach their full potential, and are recognised equally for their diverse contributions.

#### What is the history of TCGEL, in a few words?

Trinity College Dublin has been home to WISER (Centre for Women in Science & Engineering Research), the first dedicated Centre for women in STEMM (Science, Technology,

Engineering, Mathematics and Medicine) in an Irish university, since 2006. The FP7-funded project INTEGER (Institutional Transformation for Effecting Gender Equality in Research) extended WISER's brief from 'fixing the numbers' (of women overall) and 'fixing the women' (through their personal and professional development) to also 'fixing the institution', through the development and implementation of Gender Action Plans to create sustainable transformational change.

The UK based Equality Challenge Unit (now AdvanceHE) established the Athena SWAN Charter in 2005 to encourage and recognise commitment to advancing the careers of women in STEMM employment in higher education and research. In 2013, TCGEL (then WISER) took an active role in extending the Athena SWAN Charter into Irish Higher Education Institutions (HEIs) and incorporating the pursuit of Athena SWAN into the Strategic Plan for Trinity College Dublin.

Through TCGEL's pioneering work in setting up a national Athena SWAN Committee (representing all Irish HEIs), the Higher Education Authority (HEA), Ireland's funding body for the higher education sector, provided financial support for the extension of the Athena

SWAN Charter to Irish Higher Education institutions since 2015. The HEA has now made the achievement of the Athena SWAN award a requirement for future third level funding.

In 2015 Trinity College was awarded an Athena SWAN Institutional Bronze award. Three Schools also received Bronze awards: Chemistry, Natural Sciences and Physics.

In November 2016, Trinity College Dublin joined the prestigious ranks of the League of European Research Universities (LERU). TCGEL's Director, Professor Eileen Drew, is a member of LERU's Gender Thematic Group.

**Could you explain the organisation of your association?**

TCGEL pioneers innovative and inclusive actions to:

Act as a centre of excellence in the promotion of gender equality and leadership;

Redress gender imbalances at all levels;

Create sustainable structural and cultural change;

Enhance the careers of Trinity staff;

Develop and advise on best practices regarding gender equality;

Engage with international networks and projects to advance gender equality in academia globally.

TCGEL is run by a Director, Programme Manager and an Executive Officer. It reports to the University's Council and Board through the office of the Vice-Provost/Chief Academic Officer.

**What are TCGEL's recent achievements?**

TCGEL is the co-ordinating partner for a €2.2 million Horizon 2020 project SAGE (Systemic Action for Gender Equality), which kicked off in Trinity College, Dublin in September 2016.

SAGE partner institutions have been engaged in devising and implementing interventions to advance gender equality in seven European universities, via a proven SAGE model that can be implemented throughout the European Research Area. SAGE seeks stronger action on gender equality in higher education

and research. For gender equality to be fully realised, the European Commission recognises that the structural barriers that impede progress, namely: unequal pay, absence of work/life balance, the persistence of harassment and discrimination, and the under-representation of women in decision-making, must be addressed and removed.

Through the design and implementation of Gender Equality Plans (GEPs), the SAGE consortium members have refined and tested a replicable SAGE Wheel Model for gender equality for extension across EU higher education and research institutions.



SAGE Wheel Model for Gender Equality Plans

A SAGE Charter of Principles for Gender Equality was launched in Dublin in May 2019, for adoption by research and higher education institutions across Europe to advance towards gender-balanced research.

A SAGE Toolkit was disseminated in Brussels, July 2019, to provide a workable self-assessment model for wider use across EU Research Performing Organisations. Delivered as a cohesive package for adoption throughout Europe, the innovative SAGE model provides an exciting mechanism for wide-reaching systemic change.





SAGE Partners at Consortium Meeting in Kadir Has University, Istanbul, September 2017

SAGE partners are: Trinity Centre for Gender Equality (TCGEL), Trinity College Dublin, Ireland, acting as coordinator; Università degli Studi di Brescia, Italy; Kadir Has University, Turkey; Instituto Universitário de Lisboa, Portugal; Sciences Po Bordeaux, France; International University of Sarajevo, Bosnia and Herzegovina and Queen's University Belfast, UK.

In August 2018, TCGEL, Trinity College Dublin, hosted the 10th Gender Equality in Higher Education Conference (GEHE), attended by 360 delegates drawn from across



10th GEHE Conference Dublin August 2018.

From left to right: Mathias Willum Nielsen, Anna Wahl, Fiona Jenkins (keynote speakers); Chancellor Mary Robinson; GEHE Conference National Coordinator Eileen Drew; Provost Patrick Prendergast; GEHE Conference International Coordinator Liisa Husu; Convenor of Athena SWAN Self Assessment Team Jane Grimson; Director of Diversity and Inclusion Tony McMahon.

4 continents. Ireland was considered to be an interesting setting for this biennial conference for several reasons. Gender equality is actively on the Irish Higher Education agenda, through the achievement of Athena SWAN awards and was the topic of the Higher Education Authority's Gender Equality Review (2016) and Task Force Report (2018).

### What is your agenda for the coming months?

Launched in October 2017, by the Chancellor of Trinity College Dublin, Professor Mary Robinson, former President of Ireland, TCGEL has been actively engaged in coordinating SAGE activities.

The SAGE Horizon 2020 Project partners met in Brussels July 2019 for the joint Capacity Building event – including the launch of the SAGE Toolkit and to consolidate and extend publishing commitments related to the work of SAGE. Further SAGE dissemination by TCGEL has taken, or will take, place as follows:

GENDERACTION Workshop on Structural Change Projects (Gender Equality Plans) on 25-26 April in Berlin, Germany

European Women Rectors Association (EW-ORA) 6th European Conference Responding to Evolving Challenges: Best Practices for Women Leadership in Academia on 13-14 May 2019 in Malmö, Sweden.

Coimbra Group Conference Women in the

University – the past, the present and the future on 6 June 2019 in the Jagiellonian University, Krakow, Poland



At launch of TCGEL in Trinity College Dublin, October 2017: Eileen Drew, Jane Grimson, Chancellor Mary Robinson, Provost Patrick Prendergast.

LERU Gender Thematic Group GEND Meeting on 13-14 June in the University of Milan, Italy  
H.I.T. – High Potential University Leaders Identity & Skills Training Programme – Gender Sensitive Leaders in Academia on 4 September 2019 in the University of Zurich, Switzerland

TCGEL will be holding its second “Train the Trainers in Unconscious Bias Awareness” in Trinity College Dublin on 28-30 May 2019, with attendees from across Irish HEIs.

**What do you expect from EPWS? In what ways can it help you develop your action?**

TCGEL continues to welcome the work done by, and support from, EPWS and would like to actively work in tandem in disseminating the work of SAGE, the LERU Gender Thematic Group and proposed TCGEL conferences and other events.

**Favourite LINKS :**

[www.tcd.ie/tcgel/news](http://www.tcd.ie/tcgel/news)

[www.tcd.ie/tcgel/programmes-activities](http://www.tcd.ie/tcgel/programmes-activities)

[www.tcd.ie/tcgel/policy-research](http://www.tcd.ie/tcgel/policy-research)

[www.tcd.ie/tcgel/resources/multimedia.php](http://www.tcd.ie/tcgel/resources/multimedia.php)



**Other contacts for this association:**

Trinity Centre for Gender Equality and Leadership (TCGEL)

Trinity College Dublin, the University of Dublin,

Dublin 2, Ireland.

+353 1 896 3415

## DeWiS

### Delft Women in Science

[www.tudelft.nl/en/about-tu-delft/strategy/strategy-documents-tu-delft/diversity-policy/dewis/](http://www.tudelft.nl/en/about-tu-delft/strategy/strategy-documents-tu-delft/diversity-policy/dewis/)



#### Astrid Taal

Coordinator of Delft Women in Science,  
Delft University of Technology  
[a.n.taal@tudelft.nl](mailto:a.n.taal@tudelft.nl)

#### If you wanted to describe your network in one sentence, what would you say?

The DeWiS network is committed to an inclusive university, where all scientists are welcome and have equal opportunities, to enhance equity and excellence.

#### What are the objectives of your network?

DeWiS supports females within the TU Delft with their academic careers by striving for equality between men and women. DeWiS hopes to achieve this by providing support and advice to female scientists; by connecting female associate professors and full professors; by providing trainings and workshops for female scientists, from PhD students to full professors. And secondly DeWiS wants to contribute to creating awareness on gender issues such as discrimination, (implicit) biases and stereotyping by organising activities such as faculty lunch meetings and an annual symposium. DeWiS also helps to formulate gender diversity (awareness) policy for the Deans, the Executive Board and the Human Resources department by providing advice and unsolicited advice.

#### What is the history of DeWiS, in a few words?

In 2006, the Delft University of Technology (TU Delft) signed a charter of the 'Talent to

the Top' Taskforce. Through the charter the Taskforce aims to increase the recruitment, mobility and retention of female talents in leading positions. Within the framework of the charter, TU Delft has commissioned in-depth research on gender diversity at TU Delft, which has led to the establishment of the Delft Women in Science network.



TU Delft feminists at the DeWiS symposium 2017

### Could you explain the organisation of your network?

The network provides a platform for every TU Delft staff member who is interested in gender and diversity-conscious policy. All female scientists are automatically a member of DeWiS. Besides this, DeWiS has a board of 8 female professors and an advisory board of 26 female professors, all from different faculties.

the time spent on pregnancy and parenthood leave. The petition signed by scientists from all over The Netherlands, was presented to the Minister of OC&W (Education, Culture and Science) during last year's VSNU (Association of universities in the Netherlands) Gender Seminar. Given the constraints on temporary employment relationships in the law and the collective labor agreement (cao) of the Dutch universities (cao NU), TU Delft has now developed a solution for this. As a



DeWiS symposium 2017 with Professor Tomas Brage, Lund University

### What are its recent achievements?

DeWiS organised an awareness workshop for the Department Chairs, the Deans and the Executive Board of the TU Delft. The workshop was received well and follow-up actions and agreements to improve gender balance are made with the Deans of the faculties.

DeWiS organises lunch meetings at every faculty of the university. We have been to five faculties and we discuss the gender policy at the faculty and topics related to gender equality that are play a role at the moment. The Dean and several male and female researchers lead the debate with a panel discussion. The meetings are well attended, also by males.

Five young scientists at the TU Delft started a petition in which a national policy is requested that extends the evaluation period and the appointment of the tenure track with

result, Tenure Trackers' appointment periods will take into account circumstances such as getting children and parental leave for both women and men. From 1 August 2017, a provision was entered in the appointment terms which may lead to an extended appointment period, up to 8 years.

### What is your agenda for the coming months?

A meeting with the board of DeWiS and the Management Team of the faculty of Civil Engineering and Geosciences will take place. The faculty of Civil Engineering and Geosciences is a typically male dominated faculty. We will discuss gender (awareness) policy at the faculty. This faculty has implemented a gender boost policy by collecting the Dutch Aspasia fundings designed for gender diversity and contributing in a meaningful way to the careers of high potential female academics. At this meeting we will check how

this gender boost is working and we will also look at the agreements made in the past, the obstacles within the faculty, and make new agreements for the future.

We will organise a networking lunch meeting at the faculty of Technology, Policy and Management. Female professors within the faculty will organise a debate on gender related issues in collaboration with DeWiS.

#### FAVOURITE LINKS

DeWiS website: [www.tudelft.nl/en/about-tu-delft/towards-a-new-strategy/diversity-policy/dewis/](http://www.tudelft.nl/en/about-tu-delft/towards-a-new-strategy/diversity-policy/dewis/)

DeWiS on Twitter, @DEWIS\_TUdelft  
[twitter.com/DEWIS\\_TUdelft](https://twitter.com/DEWIS_TUdelft)

TU Delft Feminists Facebook page

Dutch Network of Women Professors (LNVH) website: [www.lnvh.nl/](http://www.lnvh.nl/)

The Netherlands Organisation for Scientific Research (NWO) explains all about its gender and diversity policy at: [www.nwo.nl/en/policies/gender+diversity](http://www.nwo.nl/en/policies/gender+diversity)

The Association of universities in the Netherlands has marked gender as a focus area, see: [vsnu.nl/en\\_GB/gender.html](http://vsnu.nl/en_GB/gender.html)

European Institute for Gender Equality: [eige.europa.eu](http://eige.europa.eu)

GARCIA Project (and related projects): [garciaproject.eu](http://garciaproject.eu)

#### **Are you collaborating with other EPWS members?**

Yes, we collaborate with the LNVH (Dutch Network of Women Professors, an EPWS full member). The LNVH visits TU Delft annually and we discuss gender diversity, gender equality and balance at the TU Delft. We discuss subjects such as the tenure-track policy and the pay-gap. The LNVH has now started a national investigation into the pay-gap and the TU Delft is participating.

#### **What do you expect from EPWS? In what ways can it help you develop your action?**

Despite a number of initiatives and interventions, progress in the Netherlands and at the TU Delft is quite slow. Exchanging knowledge and sharing best practices with other networks is a key issue. Also, the EPWS members could offer useful insight on the effects of certain policies at the actual workplace, from a women's network's point of view.



Other contacts for this association:  
[dewis@tudelft.nl](mailto:dewis@tudelft.nl)

## Zespół ds. Dobrych Praktyk Team for Best Practices

[www.facebook.com/zdsdp/](http://www.facebook.com/zdsdp/)



### PhD Olga A. Kotowska-Wójcik

Associate professor, Cardinal Stefan Wyszyński University, Warsaw  
[o.kotowska@uksw.edu.pl](mailto:o.kotowska@uksw.edu.pl)

#### If you wanted to describe your association in one sentence, what would you say?

This is a team of women scientists, who want to achieve their academic career progression and furthermore are mothers, usually of young children.

#### What are the objectives of your association?

- Strengthening the role of women in science and especially in higher education is one of our activity priorities. In our Faculty of Historical and Social Sciences at Cardinal Stefan Wyszyński University in Warsaw, we have four Deans and one of them is a woman (last term we had two women and two men).

- Promoting gender equality in research by pursuing three objectives in parallel: improving gender balance in decision-making, involving more women as scientists at all levels and integrating the gender dimension in research content;

- What we are aiming for is a change of culture and a modernisation of universities and research institutions when it comes to Human Resources management, funding and decision-making;

- By helping women to reach their full potential in science, technology and innovation, we would like to include them and their ideas

in enhancing growth, and creating more jobs and a better society;

- We would like to reinforce links between science education and science careers;
- Through the reform and modernisation of universities, the role of women in building



Klaudia Sledzinska, 2017 Conference Women in Science at Cardinal Stefan Wyszyński University

a knowledge-based society will be strengthened. In this process, universities models of governance and decision-making, human resources management, accountability to society, social role and community engagement should be reviewed considering improving gender equality.



- We work on breaking down stereotypical representations of the research profession; on fostering equal access of both sexes to all fields of science education and on accommodating both men and women in the profession so that both sexes can develop a scientific career without being hindered by 'glass ceilings', 'sticky floors', or 'glass walls'...

- Creating a career path that is family-friendly; childcare is one of the most important factors that blocks the career of many women.

- The reconciliation of private and professional life must be accommodated for both sexes. Gender de-stereotyping of educational fields and equal access to education in all fields for boys and girls are prerequisites.

### **What is the history of Team for Best Practices, in a few words?**

The Team for Best Practices was created on November 12, 2013, by the decision of our Dean dr hab. Tadeusz Kamiński. But the idea evolved from PhD Klaudia Śledzińska, from the seminars organised in a study circle to



2019 Conference Women in Science at Cardinal Stefan Wyszyński University

the idea of cooperating team of women scientists. At the beginning the members were only 7 women – mothers working at the Institute of Sociology, Faculty of Historical and Social Sciences at Cardinal Stefan Wyszyński University in Warsaw.

After six years we tripled the number of cooperates and have an international cooperation with the European Platform of Women Scientists EPWS and Universities in Lithuania, Romania and Latvia. Of course, we are

opened to cooperation within Poland, and we have it with women from other Universities and institutions such as Centre for the Thought of John Paul II.

We have organised seven conferences – the first one about Social Inequities (November 2013), then a cycle of international conferences on Women in Science (8 May 2014, 25 March 2015, 12 May 2016, 4-5 April 2017, 24 April 2018, 10 April 2019).

We have also published reviewed monographs:

- K. Lendzion, O. Kotowska-Wójcik (red.), "Waleczny duch kobiety. Społeczno-ekonomiczne aspekty ról kobiecych", Warszawa 2015. (The valiant spirit of women. Socio-economic aspects of feminine roles)

<http://wydawnictwo.uksw.edu.pl/node/1165>

- M. Luty-Michalak, O. Kotowska-Wójcik, "Społeczna odpowiedzialność jako podstawa osiągnięcia zrównoważonego rozwoju", Warszawa 2016. (Social responsibility as a milestone in achieving sustainable development)

<http://wydawnictwo.uksw.edu.pl/node/1407>

- O. Kotowska-Wójcik, M. Luty-Michalak, (red.), "Kobieta w przestrzeni publicznej. Dialog – praktyka – nauka", Warszawa 2017 (Women in public sphere. Dialogue – practice – science)

<http://nukat.edu.pl/lib/item?id=cham-o:4296275&theme=nukat>

- O. A. Kotowska-Wójcik, M. Luty-Michalak (eds.) "Women between public and private spheres of life", Warszawa 2018

- O. A. Kotowska-Wójcik, M. Luty-Michalak (eds.) "Czas kobiet, perspektywa socjologiczna", Warszawa 2018 (Women time, sociological perspective)

### **Could you explain the organisation of your association?**

We are not very strict about that, because the main goal is the cooperation and the support to each other. The basis is voluntary work and a will for cooperation. Of course, for administrative reasons we have chosen our coordinator (I am privileged to do it), my Deputy is PhD Marta Luty-Michalak; we have also chosen the coordinator on international cooperation (PhD Martyna Kawińska).

We have an open formula for the ones that would like to work on our projects, on their own ones while they need support, mentoring or just someone to discuss with.

We are cooperating mainly via ICT tools, but we have our meetings and annual reports about what we have achieved, we are working on.



2019 Conference Women in Science at Cardinal Stefan Wyszyński University

### What are its recent achievements?

Thanks to our annual cycle of conferences on Women in Science, we have a strong cooperation with women scientists from Lithuania, and these days are just about setting the bilateral agreement on cooperation between our work places: Faculty of Historical and Social Sciences at Cardinal Stefan Wyszyński University in Warsaw ([www.is.wnhis.uksw.edu.pl](http://www.is.wnhis.uksw.edu.pl)) and the Faculty of Communication at Vilnius University ([www.kf.vu.lt/en](http://www.kf.vu.lt/en)).

On April 24th we had the anniversary, fifth edition, of our conference – entitled this year: “Woman – Science – Society”, with more than 45 speakers from Poland, Lithuania, USA, Germany, Hungary, etc.

In March I had an opportunity to make a study visit to the Lithuanian Social Research Centre (LSRC), a public research institute that carries out fundamental and applied social research.

### What is your agenda for the coming months?

We are working on the next revised monograph, applying for Norway grants, and preparing the next year conference on Women in Science: “Kobiece i męskie horyzonty – między nauką a codziennością” – Feminine and masculine horizons – between science and daily life)

#### Favourite LINKS

[www.is.wnhis.uksw.edu.pl/](http://www.is.wnhis.uksw.edu.pl/)

[www.centrumjp2.pl/en/](http://www.centrumjp2.pl/en/)

[www.lstc.lt/index\\_en.php](http://www.lstc.lt/index_en.php)

[www.kf.vu.lt/en](http://www.kf.vu.lt/en)

### Are you collaborating with other EPWS members?

O.K-W.: After the Berlin General Assembly in 2015 we have had a strong cooperation with Lithuania, and with Assoc. Prof. Dr. Dalia Šatkovskienė we have applied for the H2020 with the GEPERA project, „Gender Equality Strategies for Modernization of Research Organisations in the Baltic States”, SwafS-03-2016-2017: “Support to research organisations to implement gender equality plans”, which has been applied by 10 scientific institutions from: Lithuania, Latvia, Estonia, Sweden and Poland. But we are open to wider cooperation.

### What do you expect from EPWS? In what ways can it help you develop your action?

It has already been done! The patronage of EPWS on our annual cycle of conferences on Women in Science is making a huge international promotion, and due to the contacts from the EPWS website and meetings we were able to start the international cooperation, which now only needs to be strengthened by setting up new projects for example.



Other contacts for this association:  
[womeninsciencezdsdp@gmail.com](mailto:womeninsciencezdsdp@gmail.com)  
[www.facebook.com/zdsdp/](https://www.facebook.com/zdsdp/)



# IUIEG Instituto Universitario de Investigación de Estudios de Género de la Universidad de Alicante

The University Institute for Gender Studies Research of the Alicante University

<https://ieg.ua.es>



## Helena Establier Pérez

Director of the University of Alicante Institute for Gender Studies Research; Editor in Chief of the journal *Feminismo/s*;  
Director of the Research Group "Research in Gender" (IG)  
[helena.establier@ua.es](mailto:helena.establier@ua.es)

### If you wanted to describe your institution in one sentence, what would you say?

The University Institute for Gender Studies Research (IUIEG) is an institution devoted to scientific and technical research in Gender Studies at the University of Alicante.

### What are the objectives of IUIEG?

The IUIEG aims to encourage, support and coordinate research in the field of Gender Studies at the University of Alicante.

### What is the history of the University Institute for Gender Studies Research, in a few words?

Since 1998, the University of Alicante Women's Studies Centre (WSC) was a space for reflection, action and dissemination on gender issues, as well as for the promotion of equality between women and men. From 2015 onwards, the WSC became a Research Institute and, since then, it has refocused its efforts towards scientific study and analysis in the field of Gender Studies.

### Could you explain the organisation of your association?

IUIEG is made up of over sixty PhD lecturers from different Departments of the University of Alicante, who apply a gender perspective

to their fields of study: Humanities, Public Health, Law, Social Sciences, Education, etc. The IUIEG is also contributed by pre-doctoral research staff and students of the Joint PhD Degree in Interdisciplinary Gender Studies. IUIEG's management team consists of a director and an academic secretary, supported by a five-member Academic Committee and an administration and service staff team.



Presentation of the "Strategy and report on men's health and well-being" by the World Health Organisation European Regional Office, 4th IUIEG Colloquium on "Plural Masculine and the Usefulness of the concept Masculinities for Research Purposes".

### What are its recent achievements?

IUIEG is especially productive in scientific

publications. On the one hand, it publishes biannually the scientific journal "Feminismo/s", one of the most relevant national publications on gender studies, included in prestigious international databases such as Proquest, DOAJ, MLA, REDIB, Ulrich's, Google Scholar, Erih Plus, etc. The journal "Feminismo/s" began in 2003 and has published 32 issues so far. The IUIEG has also a collection of research monographs entitled "Lilith", the latest volume of which is "Ciberfeminismo en España: discurso teórico y prácticas digitales".



Site of the IUIEG at Alicante University (Lecture Hall Building II)

On the other hand, the Institute provides education programmes, such as the Joint PhD Degree in Interdisciplinary Gender Studies, where the University of Alicante participates along with seven other Spanish universities, offering five lines of research: Gender, History and Cultural Production; Gender, Health and Sexual Orientation; Gender, Economy, Law and Equality Policies; Gender, Gender Violence and Education; Feminist Theories, Citizenship and Globalisation.

The organisation of conferences, seminars and courses to undertake research in gender studies is one of the IUIEG's key activities. Currently, in the academic year 2018-2019, the University of Alicante has hosted the 4th IUIEG Colloquium on "Plural Masculine and the Usefulness of the concept Masculinities for Research Purposes", with the contribution of around twenty researchers specialising in the study of masculinities, one of the most innovative lines of research in the field of gender studies. During the meeting, the WHO (World Health Organisation) European Regional Office presented for the first time

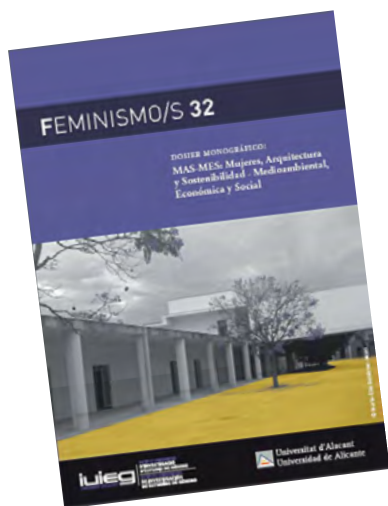
its "Strategy and report on men's health and well-being", where the men's health and masculinities unit of the University of Alicante's Research Group in Public Health have actively participated. This strategy focuses on a number of priority areas of action to improve men's health and, at the same time, contribute to the achievement of gender equality.

The IUIEG also proposes and develops scientific and technical research programmes in the field of Gender Studies. At present, the IUIEG coordinates the European Project "Lights, Camera and Action against Dating Violence" (REC/VAW/AG/2016/02/776905), awarded by the DG Justice "Rights, Equality and Citizenship Programme 2014-2020", and several national competitive research projects, on the promotion of active protectors of gender violence in adolescence and



Last monograph published by the IUIEG: "Cyber Feminism in Spain: Theoretical Discourse and Digital Practices"

pre-adolescence, on gender, humour and identity: development, consolidation and applicability of linguistic mechanisms in Spanish, and on gender, commitment and transgression in Spain (1890-2016).



"Feminismo/s 32" (December 2018), journal published by the IUIEG

### What is your agenda for the coming months?

Next autumn, two international conferences will take place at IUIEG: "The Public and Private Realms. Gender, Commitment and Transgression between the 19th and the 21st Centuries" and "International Conference on Verbal Humour". Also, the 5th IUIEG Colloquium will be held: "Gender, Body and Sexuality". In June 2019, the "Feminismo/s" issue No. 33 was published, with a monograph series on dialogues between participatory democracy and intersectionality and building frameworks for social justice. In December 2019, issue No. 34 will be released, with a monograph series on women writers in French.

### Are you collaborating with other EPWS members?

Not yet, but we hope to be able to do so soon.

### What do you expect from EPWS? In what ways can it help you develop your action?

We are willing to participate in some international initiatives in the field of scientific research, collaborating with other similar institutions in joint projects and research staff exchanges.

## WINGS at Lund University

[www.wings.lu.se](http://www.wings.lu.se)



### Dr. Johanna Stadmark

Researcher at the Department of Geology, Lund University,  
co-ordinator of WINGS

[johanna.stadmark@geol.lu.se](mailto:johanna.stadmark@geol.lu.se)

#### **If you wanted to describe your network in one sentence, what would you say?**

WINGS provides networking possibilities in science, medicine and engineering at Lund University.

#### **What are the objectives of your network?**

WINGS aims to:

- be a network for science, making it easier for researchers to meet, cooperate and initiate new projects;
- make researchers and their competence visible;
- support young female scientists in their careers;
- make the situation for female researchers visible;
- work towards equal opportunity, responsibility and representation of women at all university levels.

#### **What is the history of WINGS, in a few words?**

WINGS has grown organically, from the Department of Geology in 2003 to the Faculty of Science in 2007 and to the three faculties of Science, Medicine and Engineering, officially in 2015. Now other faculties within Lund University are in the process of forming

networks with WINGS as a role model. The network was founded because of a frustration among women employees that there was a loss of women from student to professor level and that the women researchers did not have the same voice as their colleagues that were men.

#### **Could you explain the organisation of your network?**

WINGS is an open and inclusive network for all interested in gender balance at Lund University. The members of the network are scientists, teachers and other staff at all levels working in- or outside the university, including PhD students and postdocs.

WINGS has a steering group that is elected every second year, with members from the three faculties that financially support WINGS.

#### **What are its recent achievements?**

WINGS has shown role models both from within and outside Lund University through lectures and workshops and involved women and men from the three faculties in the work to create equal opportunities. We receive a lot of positive feedback from PhD students at different departments that appreciate that we organize lectures on different research

topics and ask the speakers to also present their career paths and tips to the younger generation.



Members of the WINGS Steering group: Charlotte Sjödel, Johanna Stadmark, Tania Ramos Moreno and Erik Andersson. The missing members are Anna Joud, Ann Alriksson-Schmidt, Eva Ortega Paino and Konstantina Katsela.

### What is your agenda for the coming months?

We will have seminars by highly skilled researchers and leaders from different departments and will also organise a workshop on how to lead to succeed and one on unconscious bias.

### Are you collaborating with other EPWS members?

Not now, but we really want to support EPWS in the work for women in science and usually attend the General Assembly to get updates on the ongoing work.

### What do you expect from EPWS? In what ways can it help you develop your action?

To further the questions on equal opportunities for scientists regardless of gender in Europe. Individual members of the organisations that are members of the EPWS serve as role models for younger scientists and through EPWS work to make these women visible they can contribute to an improved situation in science.

### Favourite links

[www.wings.lu.se](http://www.wings.lu.se)

WINGS on Twitter [@WINGS@LundUniversity](https://twitter.com/WINGS@LundUniversity),  
[@WINGSLundUnive1](https://twitter.com/WINGSLundUnive1)

[www.baltic-gender.eu](http://www.baltic-gender.eu)

## Daphne Jackson Trust

[www.daphnejackson.org](http://www.daphnejackson.org)



### Dr. Katie Perry

Chief Executive

[katie.perry@surrey.ac.uk](mailto:katie.perry@surrey.ac.uk)

#### **If you wanted to describe your association in one sentence, what would you say?**

We are the UK's leading charity dedicated to realising the potential of scientists and engineers returning to research following a career break of two years or more for family, caring or health reasons.

#### **What are the objectives of your association?**

Our objectives are

- to enable women (and men) to return to research with confidence after a career break taken for family, caring or health reasons,

- to maintain a talented STEM (science, technology, engineering and maths) workforce by offering flexible, individually tailored retaining Fellowships,

- to support equality and diversity in the workplace and

- to develop partnerships that extend the reach and increase the impact of the work of the Daphne Jackson Trust.

#### **What is the history of the Daphne Jackson Trust in a few words?**

In 1986, Professor Daphne Jackson, the UK's first female professor of physics and a lifelong campaigner for women in STEM careers, devised a Fellowship scheme for returners and

launched a pilot project to help individuals get back to their chosen careers after having a break of two years or more for family, caring or health reasons. Following her untimely death in 1991, the Daphne Jackson Trust was established in 1992 in her memory to continue her inspired work. Since then, the Daphne Jackson Trust has gone from strength to strength, developing this unique Fellowship programme, in which Fellows carry out their research part-time, usually over 2 or 3 years, in a university or research establishment.

Fellowships are flexible and include a tailored retraining programme designed to update skills and knowledge, and support Fellows in their return to research. The Trust has helped over 370 researchers return to STEM research careers.

In 2011, Dr Katie Perry was appointed Chief Executive. Under her dynamic leadership, the Trust's Fellowship scheme has been recognised as an exemplar model for Fellowships for returners to research careers.

In total, over 100 organisations have sponsored or hosted Fellowships, ranging from research councils, universities and research institutes, learned societies, charities to industrial partners.

### Could you explain the organisation of your association?

Overall operations of the Trust are controlled by a board of governing Trustees. The Trustees set the overarching policy and strategic guidelines for the charity but the day-to-day operations of the charity are the responsibility of the Chief Executive, who is supported by a small administrative team currently consisting of twelve members of staff. The Daphne Jackson Trust is based at the University of Surrey's campus in Guildford, Surrey.

returners and the Chief Executive is frequently invited to speak on issues of equality and diversity or to be on committees discussing these issues – recent examples include a guest blog for CaSE, the Campaign for Science & Engineering and being invited to sit on the Equality and Diversity Advisory Panel for the REF 2021.

The Trust has also established itself as a source of expertise within the UK policy arena with regard to women returners in scientific careers. Examples include contributions



All of the Daphne Jackson Fellows at the Daphne Jackson Trust 2017 Research Conference

### What are its recent achievements?

The Trust is continually increasing the number of sponsoring and hosting organisations year on year. In November 2017 the Trust held its biggest and most successful biennial Research Conference to date at the Royal Society in London (see photo above showing all the current and former Daphne Jackson Fellows at the Conference). A short video was produced at the Conference which shows the benefits of Daphne Jackson Fellowships that is viewable on our YouTube channel with this link: [www.youtube.com/watch?v=to9MCbQvfz8](https://www.youtube.com/watch?v=to9MCbQvfz8) "What we do and How we make a difference". The Trust continues to work hard to increase awareness of its work and the issues facing

to work undertaken by the UK Government's Department for Business, Innovation & Skills (a study into returning qualified female engineers to industry); the Royal Society Diversity Steering Group; the Science Council Diversity Group; and the Commons Science & Technology Select Committee (Inquiry on Women in academic STEM careers). The Trust is a member organisation of the Parliamentary & Scientific Committee and is also a member of the Women & Work, Diversity & Inclusion in STEM, Medical Research and Life Sciences All Party Parliamentary Groups. It also works closely with the UK Equality Challenge Unit's Athena SWAN Charter initiative.

**What is your agenda for the coming months?**

The Trust's goals remain constant: - to re-introduce talented STEM researchers back into meaningful careers, to engage with key stakeholders and policy makers, to reinvigorate existing partnerships and build innovative new relationships with hosts, sponsors and collaborators. Also, we are busy planning for our next Daphne Jackson Trust Conference, to be held on 16th and 17th October 2019 at the Institute of Physics. The Conference is shaping up to be our best yet, so please do check the Research Conferences section of our website for programme announcements!

**Are you collaborating with other EPWS members?**

Currently, the Trust works mainly with UK-based organisations but is keen to explore collaborative opportunities with any of its fellow EPWS members.

**What do you expect from EPWS? In what ways can it help you develop your action?**

Although the Trust's focus is currently UK-based, we are committed to impacting on the international STEM equality, diversity and inclusion agenda. In these challenging times, it is beholden on organisations such as the Trust to reach out to Europe and the world, maintaining and developing collaborative and new strategic partnerships to the benefit of all.



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**Other contacts for this association:**

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**EPWS GENERAL ASSEMBLIES  
AND CONFERENCES ORGANISED  
IN 2017 AND 2018**



On September 5th, 2017, at the Royal Belgian Museum of Natural Sciences of Brussels, EPWS had its General Assembly, where the representatives to the Board of Administration were elected.  
Photo: Lucia Martinelli.



EPWS organised the conference "From Resolution to Realisation -The Impact of the European Parliament Resolution of 9.9.2015 on Women's Careers in Science and University", on September 6th, 2017, at the European Parliament in Brussels.  
Photo: Lucia Martinelli.



On September 19th, 2018, EPWS had its General Assembly at the Scuola Superiore Sant'Anna, Pisa, Italy.  
Photo: Martine Lumbreras



On September 20-21st, 2018, the Conference “#WeTooInScience. Sexual Harassment in Higher Education Institutions and Research Organisations”, co-organised by Associazione Donne e Scienza and EPWS, took place in Pisa, Italy.  
Photo: Jean-Paul Hermann



The European Platform of Women Scientists EPWS is an umbrella association, bringing together networks of women scientists and organisations committed to gender equality in research in order to raise and represent the voice of women scientists in the European research policy debate. EPWS is concerned with all scientific disciplines throughout the European Union (EU) and the countries associated to the EU Programmes for Research and Technological Development.

EPWS member networks and organisations are of key importance to the research and the research policy process at national as well as international level: they are striving for women scientists' empowerment, for increasing the number of women scientists in top positions as well as for the integration of the gender dimension in science and research.

This booklet gathers the updated versions of two interviews of EPWS Full Member associations and twelve EPWS Associate Member organisations that have been published in the "Association of the Month" section of the EPWS website [www.epws.org](http://www.epws.org) since the appearance of the first booklet in August 2017.

This document gives an excellent insight into the nature, variety, missions and functions of European networks of women scientists and their contributions to the research policy debate at national, regional and international levels. As such it can also be very useful for stakeholders looking for collaboration partners in a European country.

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