

## Event information



*Gender-based research, innovation  
and development for sustainable  
economies and societal wellbeing*

Quality Research and Innovation through Equality  
8-9 November 2016, Brussels



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## PROGRAMME AT A GLANCE

Nov 2016, European Parliament	
07:30 – 08:30	Arrivals and registration Hemicycle, Paul-Henri Spaak Building
08:30-10:15	Plenary: Role of policy in achieving societal well-being through science
10:15-10:30	BREAK
10:30 – 11:45	Plenary: Tackling gender inequalities in Health
11:45 – 12:30	Plenary: Gender Summit - global policy impact
8 Nov 2016, BEL Brussels	
12:30 – 13:30	Transfer to the BEL venue
13:00 – 14:15	Arrivals, registration, lunch
14:15-15:50 Auditorium	Plenary: Improving quality of STEM gender equality indicators
15:50 – 16:10	Break
16:10 - 17:35 Auditorium	Plenary: Social impact and responsibility of science and science policy
17:35-18:20 Auditorium	NordForsk Centres of Excellence
18:20 – 20:00	Reception, Poster exhibition (18:30 – 19:00)

9 Nov 2016, BEL Brussels	
08:30 – 09:00	Arrivals and coffee Please make sure you bring your badge with you on both days.
09:00-10:50 Auditorium	Plenary: Strategic priorities for regional STEM gender equality policy
10:50 – 11:10	Break
11:10 – 12:40 Auditorium	Plenary: Developing and implementing gender equality measures for fair advancement in STEM careers
12:40 – 13:40	Lunch, Poster exhibition (13:00 – 13:30)
13:40 – 15:00	<b>Parallel sessions 1</b>
Auditorium	Para 1A: Integrating sex and gender in research and researcher training (selected abstracts)
Aqua/Terra	Para 1B: Transforming organizational structures, practices, and working conditions in a systematic way (selected abstracts)
Sylva	Para 1C: Communicating gender to inform policy and change societal attitudes (selected abstracts)
15:00 – 15:30	Break
15:30 – 17:00	<b>Parallel sessions 2</b>
Sylva	Para 2A: Developing and testing gender equality plans and interventions for structural change in research performing organisations (selected abstracts)



Auditorium	Para 2B: Interventions to improve participation, retention, and leadership (selected abstracts)
Aqua	Para 2C: Framework for international collaboration to improve institutions and accelerate change
Terra	Para 2D: Connecting gender science and sustainable development

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## INTRODUCTION

Welcome to the Gender Summit 9 Europe, 8-9 November 2016, Brussels.

We are delighted that the Gender Summit is returning to the European Parliament this year, thanks to the invitation from the Parliament's Committee on Women's Rights and Gender Equality (FEMM). The previous time the GS was held here was in 2012, when the Parliament was discussing budget for Horizon 2020. Hosting the Gender Summit at the Parliament then helped demonstrate the benefits of integrating gender issues as important goals in the planned programme.

In 2016, the focus of the discussions at the Parliament is on the role of policy in achieving societal wellbeing through science and technology. Specifically, we will explore tackling gender inequalities in health, including mental health. Health is one of the key challenges facing societies around the world, and it is an area where great deal of very persuasive scientific evidence is now available to show that sex-gender differences influence how many diseases occur, progress and affect women and men.

The sessions at the Parliament will be opened by South Africa's Minister of Science and Technology, Nadelo Pandor, with an address titled: *The Importance of Involving Women in S&T for the Development of Nations*. This topic goes beyond traditional concerns over equal participation of women and men in STEM fields. It signifies that the solutions to societal challenges rooted in science knowledge, or in technological innovations, must include women as equal actors, and recognise that their needs may differ to those of men. Several policy initiatives around the globe today expect science to provide the knowledge needed to make the world a better place for all. Key among them are: Horizon 2020, the UN Sustainable Development Goals agenda, the OECD's Inclusive Innovation project, and such initiatives as collaborations for Global Health and the Millennium Technology Prize. In Horizon 2020, societal challenges are used to frame many of the funding priorities, so it is important to monitor how well sex/gender issues are being integrated into the design of the associated Call topics, and into the evaluation process.

It is best to think of Gender Summit not as a conference but as a platform for dialogue that has a specific mission: to understand when, why and how sex and/or gender impact on quality of science knowledge, science practice, and science institutions.

This dialogue requires input from policy makers, scientists, gender scholars, as well as the various stakeholders in science endeavours such as industry, education, science publishing, and Civil Society organisations. So far, over 4000 representatives of these groups have participated in the Gender Summits. They have jointly examined new research evidence to create consensus where improvements are needed. Through partnerships between leading science institutions in different global regions, there are now Gender Summit platforms for Europe, North America, Asia-Pacific, and Africa. During this process, the Gender Summit has created a global community of experts and practitioners who offer a wealth of expertise and experience for applying the gender lens to inform policy design and implementation.

Among the core issues discussed at past summits have been concerns about the consequences of overlooking effects of sex-gender differences (gender dimension) in research content and process; the consequences of gender bias in the methods used for the assessment of scientific merit; and worries that the quality of outcomes of research and innovation can be often better for men than for women. Such concerns have led members of the Global Research Council to adopt in May 2016 two recommendations: to improve the status of women in research, and to advance gender dimension in science knowledge making.

An important part of Gender Summit 9 Europe is to explore where and how new synergies and cross cutting benefits can be created through the already available mechanisms, and through sharing and building on what we already know. For example, one of the policies of the European Commission is to promote structural change in research organisations, in which the strategy to promote gender mainstreaming is expected to play an important role. One of the questions that will be discussed at GS9Eu is how impact could be enhanced by connecting the goals of the Euraxess



programme with the experience of implementing gender equality plans in research organisations, and with the efforts to improve the quality of human resources management in universities.

Another example concerns the development of reliable and informative gender equality indicators for STEM, and harmonise their use so comparisons can be made between different sets of data. Linked to this problem is the need to establish common taxonomies of gender concepts, and agree on definitions and keywords for effective sharing of information resources across online platforms, and for building common understanding of gender issues in STEM and in society. This discussion will be kicked-off by a workshop dovetailed to GS9Eu programme, organised by EIGE and the FP7-funded GenPORT project, and will be further explored during GS9Eu, and in the follow up summit events.

There will be two events in 2017, the Gender Summit 10 Asia-Pacific, 25-26 May, in Tokyo, and the Gender Summit 1 North America, 6-8 November, in Montreal.

We thank you for coming to Gender Summit 9 Europe and for your contribution to the discussions.

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

## SESSION DESCRIPTIONS DAY 1

EUROPEAN PARLIAMENT, HOSTED BY FEMM, ROOM: HEMICYCLE

### 08:30 – 12:30 PLENARY: ROLE OF POLICY IN ACHIEVING SOCIETAL WELL-BEING THROUGH SCIENCE AND TECHNOLOGY

*Research and innovation are perceived by many policy makers around the world today as holding the key to improving socio-economic and environmental conditions for all. Although policies to achieve gender equality in society have been promoted for some time now, they have not been integrated into the STEM policy frameworks. In this session, leading policy experts discuss the synergies and benefits of aligning these two areas more closely.*

**Chair: Iratxe García Pérez**, Chair, European Parliament Committee on Women's Rights and Gender Equality (FEMM)

**B. Mario Pinto**, President, Natural Sciences and Engineering Research Council (NSERC), Canada

- *Video address*  
**Commissioner Carlos Moedas**, (2014-2019), Research, Science and Innovation, European Commission
- *The importance of the involvement of women in STI for the development of nations*  
**Minister Naledi Pandor**, Minister of Science and Technology, South Africa.
- *Promoting women innovators and advancing people's quality of life through research-based inventions*  
**Prof Marja Makarow**, Director, Biocentre Finland; Member, Gender in the Nordic Research and Innovation Area Programme Committee, NordForsk

### PLENARY: TACKLING GENDER INEQUALITIES IN HEALTH

*The importance of improving the health of a population, and health standards, is universally recognized as essential to socioeconomic well-being of individuals and societies. In this session leading experts will compare the health status of women and men across the globe; show evidence of gender differences in disease trends, including mental health and illness, and explain why health policies must target gender disparities in healthcare.*

**Chair: Beatriz Becerra**, Rapporteur, European Parliament Committee on Women's Rights and Gender Equality (FEMM)

**Dr Beverley A. Damonse**, Group Executive: Science Engagement and Corporate Relations, National Research Foundation of South Africa (NRF)

- *Gender trends and patterns in non-communicable diseases in Europe and globally*  
**Prof Robyn Norton**, Co-Director, The George Institute for Global Health; Professor of Global Health; James Martin Professorial Fellow, University of Oxford, UK
- *Global Call for Action to strengthen mental health in the UN Sustainable Development Goals*  
**Nicole Votruba**, Co-ordinator, FundaMentalSDG; Researcher at the Centre for Implementation Science, The Collaboration for Leadership in Applied Health Research and Care (CLAHRC) South London, Kings College London, UK

### PLENARY: GENDER SUMMIT - GLOBAL POLICY IMPACT

*Since it was created in Europe in 2011, the Gender Summit has evolved into a global platform where scientific evidence is examined and good practice is shared to reach consensus on when and how gender issues impact on quality of science knowledge, practice and institutions, and where improvements are needed. The purpose of this session is for the GS partners who are leading the*



*work done in different regions to report on the progress made so far, and in the impacts hoped for in the future.*

**Chair: Elissavet Vozmerg-Vrionidi**, Member, European Parliament Committee on Women's Rights and Gender Equality (FEMM)

**Dr Elizabeth Pollitzer**, Director, Portia Ltd, UK; Gender Summit co-founder

- **Dr Miyoko Watanabe**, Deputy Executive Director, Japan Science and Technology Agency (JST); Director, Office for Diversity and Inclusion, JST, Japan and **Prof Kumie Inose**, Vice-President, Science Council of Japan
- **Prof Heisook Lee**, Principal Research Fellow, Center for Gendered Innovation in Science & Technology Researches (GISTeR); Professor Emeritus, Ewha Womans University, Seoul, Korea
- **Serge Villemure**, Director, Scholarships, Fellowships and Chairs for Women in Science and Engineering, Natural Sciences and Engineering Research Council (NSERC), Canada and **Prof Maryse Lassonde**, President, Royal Society of Canada; Director, Quebec Natural Sciences and Technology Granting Agency, Canada

12:30 – 13:30 TRANSFER TO BEL BRUSSELS

13:00 - 14:15 ARRIVALS, REGISTRATION, LUNCH

14:15 - 15:50 PLENARY: IMPROVING QUALITY OF STEM GENDER EQUALITY INDICATORS

*Gender indicators provide a way of measuring change and there are many that have been developed already. But we need to agree what kind of indicators are best; what should be measured; what principles to adopt when making these decisions; how to adapt the collection and analysis of data to specific national, field or science system contexts; and how to calibrate data collection and analysis methods to enable systematic comparisons to be made between gender equality situations in research, innovation and socio-economic development.*

**Chair: Prof Jacques Mairesse**, Professor, Maastricht University, Netherlands

- *Improving gender balance in research grant applications*  
**Prof Mark W. J. Ferguson**, Director General, Science Foundation Ireland (SFI) and Chief Scientific Adviser to the Government of Ireland
- *Developing better measures of gender equality in STEM: the UNESCO SAGA project*  
**Martin Schaaper**, Programme Specialist, UNESCO Institute for Statistics
- *She Figures: data gaps and limitations, as well as future directions*  
**David Campbell**, Chief Scientist, Science-Metrix
- *Developing the Nordic She Figures*  
**Dr Lotta Strandberg**, Senior Adviser, NordForsk
- *Extracting STEM gender indicators from published sources*  
**Rachel Herbet**, Senior Market Intelligence Manager, Strategy, Elsevier
- *Measuring gender gaps in Science, Technology and Innovation in Latin America*  
**Dr Matteo Grazi**, Economist Competitiveness, Technology and Innovation Division, Inter-American Development Bank (IDB)

15:50 - 16:10 BREAK

16:10 - 17:35 PLENARY: SOCIAL IMPACT AND RESPONSIBILITY OF SCIENCE AND SCIENCE POLICY

*This session goes beyond a scientist's professional responsibility to protect science and society from misconduct in scientific research. Knowledge has to be reliable according to agreed scientific criteria but it also should be relevant and robust according to societal impact criteria one of which is to ensure equality of outcomes for women and men. The focus here is on societal context of science knowledge making, and how science policy can promote mission-driven applications of science knowledge and demonstrate societal benefits of science endeavours.*

**Chair: Prof Mieke Verloo**, Professor of Comparative Politics and Inequality Issues, Nijmegen School of Management, Radboud University Nijmegen, Netherlands

- *Gender (in)equality in Human Papilloma Virus vaccinations and treatment*  
**Prof Giampiero Favato**, Director of the Institute of Leadership & Management in Health, Kingston Business School, Kingston University London, UK
- *Shaping the Roadmap for RRI learning from the experience of advancing gender in STEM*  
**Ana Arana-Antelo**, Head of Unit, Science With and For Society, Directorate General Research & Innovation, European Commission
- *Risk, masculinity and gender equality*  
**Prof Ulf Mellström**, Professor, Centre for Gender Studies, Karlstad University, Sweden
- *Innovation Policies for Inclusive Growth*  
**Dr Caroline Paunov**, Senior Economist at the Directorate for Science, Technology, and Industry, OECD

#### 17:35 – 18:20 PLENARY: NORDFORSK CENTRES OF EXCELLENCE

*Nordic Centre of Excellence (NCoE) is NordForsk's most important funding instrument to increase and facilitate cooperation between excellent researchers, researcher groups or institutions in the Nordic countries. This session will showcase some of the NCoE's work on gender and science.*

**Chair: Dr Lotta Strandberg**, Senior Adviser, NordForsk

- *Gender Equality in Research and Innovation: Research Agenda for NORDICORE (Nordic Centre for Research on Gender Equality in Research and Innovation)*  
**Prof Mari Teigen**, Research professor, Head of CORE – Centre for research on gender equality, The Institute for Social Research, Norway
- *Beyond the Gender Paradox: Women's Careers in Technology-Driven Research and Innovation In and Outside of Academe*  
**Prof Gabriele Griffin**, Professor, Centre for Gender Research, Uppsala University, Sweden

#### 18:20 - 20:00 RECEPTION, POSTER PRESENTATIONS (18:30 - 19:00)

### SESSION DESCRIPTIONS DAY 2

#### 08:30 - 09:00 ARRIVALS AND COFFEE

*Please make sure you bring your badge with you on both days.*

#### 09:00 - 10:50 PLENARY: STRATEGIC PRIORITIES FOR REGIONAL STEM GENDER EQUALITY POLICY

*The European Commission has adopted gender mainstreaming as the strategy to achieve gender equality, often interpreted as ensuring equal opportunities for women and men. In relation to science - and post ETAN report - the main focus has been on the position of women in science. But, Horizon 2020 has expanded the role of gender mainstreaming to include also science knowledge, science practice, and institutional structures. Speakers in this session will reflect on the strategies and interventions adopted in their countries and the role that historical, cultural and operational*



*differences in the way science systems are structured and function have influenced policy priorities and actions.*

**Chair: Prof Martina Schraudner**, Head of Department, Gender and Diversity in Organizations, Technical University Berlin, and Director of Centre for Responsible Research and Innovation (CeRRI), Fraunhofer Gesellschaft, Germany

- *Strategies to tackle gender inequalities in STEM in the Nordic countries*  
**Prof Marja Makarow**, Director, Biocentre Finland; Member, Gender in the Nordic Research and Innovation Area Programme Committee, NordForsk
- *Rolling out systematic approach to gender mainstreaming in academia in Sweden*  
**Fredrik Bondestam**, Director, Unit for Gender Research, Swedish Secretariat for Gender Research, Sweden
- *STEM and gender in South Africa. Taking an intersectional perspective*  
**Dr Beverley A. Damonse**, Group Executive Science Engagement and Corporate Relations, National Research Foundation (NRF), South Africa
- *Expanding the dialogue on diversity to benefit STEM*  
**Dr B. Mario Pinto**, President, Natural Sciences and Engineering Research Council (NSERC), Canada
- *Latest lessons from the ADVANCE programme*  
**Dr Sonia Ortega**, Head, NSF Europe-Eurasia Office, National Science Foundation (NSF), USA

10:50 - 11:10 BREAK

11:10 - 12:40 PLENARY: DEVELOPING AND IMPLEMENTING GENDER EQUALITY MEASURES FOR FAIR ADVANCEMENT IN STEM CAREERS

*During the last few years, many research performing and funding organisations have responded to the evidence of gender bias in institutional practices and processes, and to the calls for action to promote equal opportunities and terms for women and men to enter STEM fields and succeed in their science career aspirations. Speakers in this session will reflect on the accumulating experience of delivering institutional change; discuss common gaps and problems in implementing gender equality plans, as well as any contextual issues that influence outcomes.*

**Chair: Prof Mari Teigen**, Research professor, Head of CORE – Centre for research on gender equality, The Institute for Social Research, Norway

- *GENERA: Measuring, monitoring, and advancing gender equality in Physics RPOs*  
**Dr Thomas Berghöfer**, Senior researcher, Deutsches Elektronen Synchrotron (DESY), Germany
- *LIBRA: Measuring, monitoring, and advancing gender equality in Life Sciences RPOs*  
**Prof Isabelle Vernos**, ICREA Research Professor, Center for Genomic Regulation (CRG), Spain; Member of the European Research Council (ERC) scientific Council, Europe
- *Accelerating action to tackle sources of gender imbalance*  
**Dr Kas Maessen**, Policy Development and Support, Co-ordinator Granting and Procedures, Netherlands Organisation for Scientific Research (NWO), Netherlands
- *Practicing excellence in European Research Council (ERC) panels*  
**Dr Helene Schiffbänker**, Senior Researcher, Technology, Innovation and Policy Consulting Group, POLICIES — Institute for Economic and Innovation Research, Joanneum Research, Austria

12:40 - 13:40 LUNCH, POSTERS

13:40 - 15:00 PARALLEL SESSIONS 1

## AUDITORIUM - PARALLEL 1A: INTEGRATING SEX AND GENDER IN RESEARCH AND RESEARCHER TRAINING (SELECTED ABSTRACTS)

*his session examines the role of sex, gender and environment as independent and co-joint determinants of research and innovation outcomes. The discussion will reflect on how sex-gender analysis should be integrated into research process, and into researcher training.*

**Chair: Prof Lars Warnjord**, Director Planning and Process Development, Forte, Sweden

- *Gender analysis in the relationship between red and processed meat intake and colorectal cancer: a systematic review and meta-analysis*  
**Prof Hee Young Paik**, Director, Center for Gendered Innovations in Science and Technology Research (GISTeR), Korea Federation of Women's Science & Technology Associations, South Korea
- *Implementing Gender Medicine: Strategies in Europe*  
**Sarah Hiltner**, Award Winner of the German National Congress of Gender Health (Bundeskongress GenderGesundheit)
- *Parenthood and the risk of cardiovascular diseases among 0.5 million men and women*  
**Dr Sanne Peters**, Research Fellow in Epidemiology, The George Institute for Global Health, Nuffield Department of Population Health, Oxford Martin School, University of Oxford
- *Atomic Radiation is More Harmful to Women*  
**Mary Olson**, Senior Radioactive Waste Policy Specialist, Nuclear Information and Resource Service, (NIRS) USA
- *Status Quo of the Integration of Sex and Gender Aspects in Medical Education in German Universities*  
**Sabine Ludwig**, Research Officer, Department of Medical Education, Charité – Universitätsmedizin Berlin, Germany
- *A Reversed Gender Pattern? A Meta-Analysis of Sex Differences in the Prevalence of Non-Suicidal Self-Injurious Behaviour Among Chinese Adolescents*  
**Prof Xueyan Yang**, Visiting Professor, Department of Biology, Stanford University, USA

## AQUA/TERRA - PARALLEL 1B: TRANSFORMING ORGANIZATIONAL STRUCTURES, PRACTICES, AND WORKING CONDITIONS IN A SYSTEMATIC WAY (SELECTED ABSTRACTS)

*his session examines and compares strengths and weaknesses of system-level methods and approaches to removing barriers to gender equality, and identifies key conditions for creating supportive working environments.*

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

- *Time to Care in Research Funding: Exploring the Paradox between "Time to Care" Allowances and the "Ideal Academic"*  
**Dr Claartje Vinkenburg**, Associate Professor, VU University Amsterdam, Netherlands
- *EDGE Initiative at Elsevier: Leading the Way Through Diversity*  
**Rano Burkhanova**, Head of Talent Development Europe, Human Resources, Elsevier, The Netherlands
- *Fix the system - not women: gender equality in Irish Higher Education*  
**Dr Gemma Irvine**, Head of Policy and Strategic Planning, Higher Education Authority (Beatriz Becerra), Ireland
- *Linking EURAXESS, Marie Skłodowska-Curie Actions and GEPs*  
**Dr Hans M. Borchgrevink**, Former Director of Medicine, and Special Adviser for International Affairs Staff, The Research Council of Norway (RCN).

## SYLVA - PARALLEL 1C: COMMUNICATING GENDER TO INFORM POLICY AND CHANGE SOCIETAL ATTITUDES (SELECTED ABSTRACTS)



*This session focuses on how to communicate research evidence to inform and enlighten policy makers and the wider public about gender issues in STEM and demonstrate the benefits of gender equality actions for science, innovation and development.*

**Chair: Prof Maryse Lassonde**, President, Royal Society of Canada; Director, Quebec Natural Sciences and Technology Granting Agency, Canada

- *Sex and Gender Requirements in Biomedical and Public Health Funding*  
**Dr Sarah Singh**, PhD Candidate, Maastricht University, Netherlands
- *Policy Learning through a Gender Equality Online Platform*  
**Dr Anke Lipinsky**, Senior Researcher, **Laura Getz**, Scientific Associate, Gesis - Leibniz Institute for the Social Sciences, Germany
- *How to make a case for gender diversity to people who don't know why they should care*  
**Alison Bert**, Editor-in-Chief, Elsevier Connect
- *Supporting Gender Awareness in Research Practice and Uptake*  
**Nick Perkins**, Director, SciDev.Net

15:00 - 15:30 BREAK

## 15:30 - 17:00 PARALLEL SESSIONS 2

### SYLVA - PARALLEL 2A: DEVELOPING AND TESTING GENDER EQUALITY PLANS AND INTERVENTIONS FOR STRUCTURAL CHANGE IN RESEARCH PERFORMING ORGANISATIONS

*This session focuses on the achievements of EU-funded projects in advancing gender equality in STEM institutions by promoting measures leading to structural change, and in particular the use of Gender Equality Plans*

**Chair: Dr Claartje Vinkenburg**, Associate Professor, VU University Amsterdam, Netherlands

- *GEAR Action Toolbox*  
**Nina Baumeister**, Policy Officer, Gender Sector, Science with and for Society Unit, Directorate-General for Research and Innovation (RTD), European Commission.
- *GENOVATE Model for Gender Equality in Transforming Research and Innovation*  
**Prof Uduak Archibong**, Professor of Diversity, University of Bradford, UK
- *COST Action The String Theory Universe MP1210*  
**Prof Maria Antonia Lledo Barrena**, Professor of Physics, Departament de Física Teòrica and IFIC (Universitat de Valencia-CSIC), Spain
- *PLOTINA gender balance in research, innovation and training*  
**Prof Tullia Galina Toschi**, Professor, President of the UNIBO Committee for Equal Opportunity, Alma Mater Studiorum – Università di Bologna (UNIBO), Italy.
- *GENERA Careers in physics - which perspectives for women?*  
**Prof Sveva Avveduto**, Research Director, National Research Council (CNR), Italy

### AUDITORIUM- PARALLEL 2B: INTERVENTIONS TO IMPROVE PARTICIPATION, RETENTION, AND LEADERSHIP

*This session reports on the current status and experience of the actions taken by different institutions to improve women's participation in STEM fields, at each level, and tackle sources of inequalities that prevent women from succeeding in STEM careers on the same terms as men.*

**Chair: Dr Jörg Müller**, Senior researcher, Internet Interdisciplinary Institute (IN3); Coordinator, GenPORT, Spain

- *Sex in Science at the Wellcome Trust Sanger Institute and European Molecular Biology Laboratory - European Bioinformatics Institute: Embedding Gender Equality within Leadership*

**Dr Saher Ahmed**, Athena SWAN Project Manager, Wellcome Trust Sanger Institute (WTSI), UK

- *Gender in research content: Experiences from an Austrian programme*

**Dr Angela Wroblewski**, Senior researcher, Institute for Advanced Studies (IHS), Austria

- *50:50 Participation in Pre-19 Engineering Education*

**Dr Sally Day**, Senior Lecturer and **Dr Elpida Makrygiann**, Engineering Education Developer and Coordinator, Faculty of Engineering Sciences, University College London, UK

- *Women in academia: living outside of the average*

**Dr Charikleia Tzanakou**, Research Fellow, Politics and International Studies (PAIS), University of Warwick, UK

- *Female Retention in Engineering & Technology using Problem Based Learning*

**Dr Karen Wosczyzna-Birch**, State Director, CT College of Technology; Executive Director & Principal Investigator, Regional Center for Next Generation Manufacturing, USA

## AQUA - PARALLEL 2C: FRAMEWORK FOR INTERNATIONAL COLLABORATION TO IMPROVE INSTITUTIONS AND ACCELERATE CHANGE

*This session will discuss the power of sharing narratives around successes and failures of practices aimed at improving gender equity in STEM and public life. It will also examine initiatives that address inclusivity of indigenous peoples, and other underrepresented groups, to speed up adoption of equality programming in all parts of the world.*

- **Prof Hilary Lappin-Scott**, Pro-Vice-Chancellor, Research and Strategic Development, Swansea University, Wales, UK
- **Dr Melanie Thomson**, Executive Steering Committee, Women in Science Australia, Australia
- **Prof Imogen Coe**, Dean of the Faculty of Science; Professor of chemistry and biology, Ryerson University, Canada
- **Amy Kordiak**, European Lead, Chwarae Teg/Fair Play, Wales, UK
- **Hayley Dunne**, Strategic Lead for Delivery, Chwarae Teg/Fair Play, Wales, UK

## TERRA - PARALLEL 2D: CONNECTING GENDER SCIENCE AND SUSTAINABLE DEVELOPMENT

*The next decades will be marked by many important policy initiatives, such as the SDGs, the Horizon 2020 and others. This session will show the importance of connecting science, gender and development issues in global and/or international policy agendas. The speakers will report on their experience of working with science policy at different levels and regions and bringing a gender perspective into their work.*

**Chair: Prof Alice Abreu**, Director, GenderInSITE; Emeritus Professor, Federal University of Rio de Janeiro (UFRJ), Brazil

- **Prof Maryse Lassonde**, President, Royal Society of Canada; Director, Quebec Natural Sciences and Technology Granting Agency, Canada
- **Prof Inés Sanchez de Madariaga**, UNESCO Chair on Gender Equality Policies in Science, Technology and Innovation
- **Prof Gloria Bonder**, UNESCO Regional Chair on Women, Science and Technology; GenderInSITE Regional Focal Point for Latin America and the Caribbean

## GS9EU SELECTED POSTERS

POSTERS SLOT 1 (DAY 1, 18:30 - 19:00)



1. *RoboCamp - K12 Computer Science Program for Girls*  
**Simona Baci**, Transylvania College, Romania
2. *Developing a Platform for Gender Equity in a Faculty of Science*  
**Dr Virginia Braun**, The University of Auckland, New Zealand
3. *Gender Aspects of the H2020 Project CABRISS*  
**Prof Werner Brenner**, Technische Universitaet Wien, Austria
4. *A sex approach on lipid and cholesterol oxidation research in lamb meat*  
**Dr Vladimiro Cardenia**, Alma Mater Studiorum - Università di Bologna, Italy
5. *Women's synergistic collaboration in interdisciplinary STEM*  
**Yun Cho**, University of Wisconsin-Madison, USA
6. *Research careers in times of crisis and new managerialism*  
**Ester Conesa**, IN3, Universitat Oberta de Catalunya, Spain
7. *Millennia2025 She4Innovation*  
**Marie-Anne Delahaut**, Millennia2025 Women and Innovation Foundation, PUF, Belgium
8. *Women in Academia: Between Fulfillment and Compromise*  
**Prof Rachel Erhard**, Tel-Aviv University, USA
9. *In what way can the Government work to promote gender balance and diversity in research?*  
**Heidi Holt Zachariassen**, Committee for gender balance and diversity in research, Kif
10. *Gender-aligned sustainable urban mobility: A mixed methods approach*  
**Ines Kawgan-Kagan**, Technical University Berlin, Institute of Land and Sea Transport, Germany
11. *Facilitated modeling to increase gender knowledge of academic leadership*  
**Monic Lansu**, Radboud University, Netherlands
12. *Women in Public Life*  
**Amy Kordiak**, European Lead, Chwarae Teg/Fair Play, Wales, UK

#### POSTERS SLOT 2 (DAY 2, 13:00 – 13:30)

13. *How to implement gender in research approach at Engineering Faculties in Austria?*  
**Dr Bente Knoll**, B-NK GmbH Consultancy for Sustainable Competence, Austria
14. *Scaling Research Results and Leaving No One Behind: The Case of including Gender along the Pathway to Scale*  
**Andréanne Martel**, International Development Research Centre (IDRC), Canada
15. *The impact of Women Writing Weeks in Research Performance*  
**Dr Maria Teresa Nuño Angos**, University of the Basque Country (UPV/EHU), Spain
16. *Residential Area and Category of Women Leaders in Education in India and Job Satisfaction*  
**H.B. Patel**, Grow More College of Education, Himatnagar, Gujarat, India
17. *Gender Equality and career Progression of Indian Women in IT sector: women's Views and perspectives*  
**Aishwarya Patil**, Queen's University Belfast, UK
18. *Gender Differences in Mendeley Readership Altmetrics*  
**Aida Pooladian**, Department of Library and Information Science, University of Barcelona, Barcelona, Spain
19. *Questioning the male-mover / female-follower model of academic mobility patterns*  
**Marie Sautier**, University of Lausanne, Switzerland
20. *Women in the Carbon Chain: Village monitors in rural Rajasthan facilitating environment mitigation*  
**Reetika Revathy Subramanian**, University of Cambridge, UK
21. *Gender, Medical Regulation and Policy*  
**Dr Abigail Tazzyman**, University of Manchester, UK
22. *Improving gender-role attitudes of Japanese physicians in academic hospitals*  
**Dr Miyoko Watanabe**, Deputy Executive Director, Japan Science and Technology Agency (JST); Director, Office for Diversity and Inclusion, JST, Japan
23. *Beyond dimorphism: Intersex persons and a non-binary conceptualization of sex-gender*  
**Prof Renata Zieminska**, University of Szczecin, Poland

## SPEAKER INFORMATION

### MINISTER NALEDI PANDOR



#### **Minister of Science and Technology, South Africa.**

*The importance of the involvement of women in STI for the development of nations*

#### **Plenary: Role of policy in achieving societal well-being through science and technology**

Naledi Pandor is South Africa's Minister of Science and Technology. A life of exile from 1961 until 1984 resulted in an international flavour to her education. She holds a BA from the University of Botswana and Swaziland and an MA in Education from the University of London. In 1992 she studied for a Diploma in Higher Education, Administration and Leadership at Bryn Mawr in the USA. In 1997 she completed an MA in Linguistics at the University of Stellenbosch and a Diploma in Leadership in Development at the Kennedy School of Government at Harvard, while she was serving as an MP.

### COMMISSIONER CARLOS MOEDAS



#### **Commissioner for Research, Science and Innovation, European Union.**

*Video address*

#### **Plenary: Role of policy in achieving societal well-being through science and technology**

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

### DR B. MARIO PINTO



#### **President, Natural Sciences and Engineering Research Council (NSERC), Canada.**

#### **Plenary: Role of policy in achieving societal well-being through science and technology**

*Expanding the dialogue on diversity to benefit STEM*

#### **Plenary: Strategic priorities for regional STEM gender equality policy**

Dr Pinto received his B.Sc. and Ph.D. in Chemistry from Queen's University. He served as Professor, Chair of Chemistry and Vice-President Research at Simon Fraser University (SFU), President of the Canadian Society for Chemistry and Vice-Chair of the Chemical Institute of Canada. Dr Pinto has received numerous awards recognizing the quality and impact of his research, including Fellowship in the Royal Society of Canada. He has also established a track record for developing exciting new models of innovation. Successes include: VentureLabs®; Venture Connection®; Zone Start-Ups India, a joint venture between



Ryerson University, SFU and the Bombay Stock Exchange Institute; and, a partnership between SFU and the Indian Oil Corporation Ltd. in hydrogen fuel cell technology.

**IRATXE GARCÍA PÉREZ**



**Member, Group of the Progressive Alliance of Socialists and Democrats in the European Parliament (FEMM Chair).**

Education (qualifications and diplomas) 1995: Diploma in social work  
 Professional career 1995-1996: Social worker Political career Offices held in a political party or national trade union 1999-2002: Secretary-General of Spanish Young Socialists in Castile and Leon 2013- : Deputy Secretary-General of the Spanish Socialist Workers' Party (PSOE) in Valladolid 2014- : PSOE Federal Secretary for EU affairs Offices held in local government bodies 1995-2000: Member of Laguna de Duero Municipal Council 1995-2000: Member of Valladolid Provincial Assembly Offices held in a national government 2000-2004: Member of the Spanish Parliament Offices held in an international political party organisation or an international trade union organisation 2010- : Member of the Bureau of PES Women Offices held in the EU institutions 2004- : Member of the European Parliament.

**BEATRIZ BECERRA BASTERRECHEA**



**Member, Group of the Alliance of Liberals and Democrats for Europe (FEMM Rapporteur).**

Education (qualifications and diplomas) 1984-1989: University, Social science: Degree in industrial psychology from Complutense University of Madrid 1989-1990: University, Social science: Master's in human resources management 1990-1991: University, Social science: Diploma in marketing management 1995-1996: University, Economics: Master's in Business Administration 2005-2006: University, Social science: Diploma in the management of non- profit organisations Professional career 1989-1990: CBS Records – Marketing Assistant (Private sector) 1990-1992: CIC Video (Paramount & Universal) – Product Manager (Private sector) 1992-1997: Buena Vista International Spain, The Walt Disney Group – Head of Publicity and Promotion (Private sector) 1997-1998: Editorial Bruño – Head of Marketing (Private sector) 1998-2005: Sony Pictures Entertainment, AXN Channel – Sales and Marketing Manager for Spain and Portugal (Private sector) 2005-2006: Acción contra el Hambre – Marketing Manager (Non-governmental organisation) 2006-2008: Discovery Networks, AETN International & Asset Media Consulting – Marketing Consultant and Trainer (Private sector) Political career Offices held in a political party or national trade union 2009-2014: Unión Progreso y Democracia (UPyD) – Communication Manager and Member of the Governing Council Other activities 1998-2014: Postgraduate tutor: Villanueva University Centre, ICADE and Comillas Pontifical University 2007-2013: Novelist (three novels published).

**ELISSAVET VOZEMBERG-VRIONIDI**



**Member, Group of the European People's Party (Christian Democrats) (FEMM Rapporteur).**

Prior to joining the European Parliament, Elissavet Vozemberg-Vrionidi worked as a lawyer and Councillor at the Athens Bar Association for 15 consecutive years. She is particularly interested in issues of equality and motherhood. As an MEP, her work focuses on women's rights, migration, legal and home affairs and on transport and tourism.

PROF ALICE ABREU



**Director, GenderInSITE; Emeritus Professor, Federal University of Rio de Janeiro (UFRJ), Brazil.**

**Parallel: Connecting gender science and sustainable development**

Alice Abreu, Director of GenderInSITE, is Emeritus Professor of the Federal University of Rio de Janeiro (UFRJ) in Brazil. Professor Abreu is the former Director of the Regional Office for Latin America and the Caribbean of the International Council for Science (ICSU) from 2007 to 2011. She was also the Regional Coordinator of the ICSU Rio+20 Initiative, working with the ICSU team to prepare and organize the scientific activities of the Rio+20 Conference in 2102. PhD in Social Sciences from the University of São Paulo Brazil (1980), and M.Sc. in Sociology from the LSE of the University of London (1971), she was a Full Professor of Sociology at the UFRJ until 2005, and has published extensively in sociology of work and gender.

DR SAHER AHMED



**Athena SWAN Project Manager, Wellcome Trust Sanger Institute (WTSI), UK.**

*Sex in Science at the Wellcome Trust Sanger Institute and European Molecular Biology Laboratory - European Bioinformatics Institute: Embedding Gender Equality within Leadership*

**Parallel: Interventions to improve participation, retention, and leadership**

Dr Saher Ahmed is the Athena SWAN Project Manager at the Wellcome Trust Sanger Institute (WTSI) and co-ordinates the Wellcome Genome Campus-wide Sex in Science Programme. Saher holds a BSc in Physics, MSc in Applied Radiation Physics and a PhD in Nuclear Physics (University of Birmingham). Saher has over a decade of experience of working on Diversity in STEM projects and has set-up national projects to tackle the under-representation of women in STEM. Saher currently manages WTSI's Women in Science programme and is responsible for influencing change in policies, practices and provisions that disproportionately disadvantage people according to their gender.

ANA ARANA ANTELO



**Head of Unit, Science With and For Society, Directorate General Research & Innovation (DGR&I), European Commission.**

*Shaping the Roadmap for RRI learning from the experience of advancing gender in STEM*

**Plenary: Social impact and responsibility of science and science policy**

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

**PROF UDUAK ARCHIBONG**



**Professor of Diversity, University of Bradford, UK.**

*GENOVATE Model for Gender Equality in Transforming Research and Innovation*

**Parallel: Developing and testing gender equality plans and interventions for structural change in research performing organisations**

Uduak Archibong is Professor of Diversity at the University of Bradford, UK, where she directs the Centre for Inclusion and Diversity and provides strategic oversight for equality and diversity across the institution. She obtained a BSc (First Class) from the University of Nigeria, Nsukka, Nigeria in 1990 and a PhD from Hull University in 1995. She is Visiting Professor at several international universities, a Fellow of the West African College of Nursing and a Fellow of the Royal College of Nursing. She is a member of the Chartered Management Institute. Uduak is recognised as a thought leader in inclusion and diversity and currently leading in setting agenda to drive research, learning and knowledge exchange activities internationally. She has a sustained, distinguished presence in the field of diversity management and much of her work has focused on inclusive workplaces, representative diversity, diversity-competent leadership in public, private and third sector organisations. Informed by over 25 years' experience of working in the higher education sector, Uduak's academic and professional work has major impacts locally, nationally and globally.

**PROF SVEVA AVVEDUTO**



**Research Director, National Research Council (CNR), Italy.**

*Careers in physics: which perspectives for women?*

**Parallel: Transforming organizational structures, practices, and working conditions in a systematic way**

Sveva Avveduto is the Research Director at the National Research Council, IRPPS of Italy. Her main research interests concern science and higher education policy and are focused on studies on human resources for S&T, mobility issues of scientists, gender issues, science and society. She is the Head of the CNR Research Unit on Human Resources and Knowledge Society. She was vice-chair OECD Group on Research Institutions and Human Resources and Chair OECD Group on Steering and

Funding of Research Institutions. She has been national Expert in OECD Activities concerning postgraduate training, women in science, employment and mobility. She has worked or is currently working as WP leader, in several Projects funded by the European Commission: GENERA, EVIDENCE, CARISMAND, CITYCOP, MAPPING, RESPECT, SMART, CONSENT, SET-DEV. She has been professor at the Graduate School 'Socialtrends', University of Rome 'La Sapienza' and at the Master on Science, Technology and Innovation at Scuola Nazionale dell'Amministrazione in Rome and Bologna.

#### NINA BAUMEISTER



**Policy Officer, Gender Sector, Science with and for Society Unit, Directorate-General for Research and Innovation (RTD), European Commission.**

*GEAR Action Toolbox*

**Parallel: Developing and testing gender equality plans and interventions for structural change in research performing organisations**

Nina Baumeister is interested in how people live and work together. What are the strings that hold everything together? What separates people, what unites them? For this reasons, she enjoys her job in the gender sector in the Directorate-General for Research and Innovation of the European Commission in the Unit Science with and for Society, where she has worked since 2013. As Policy Officer, Nina oversees Framework Program projects on Gender Equality Plans. She developed for DG RTD, in cooperation with the European Institute for Gender Equality (EIGE), the "Gender Equality in Academia and Research" GEAR Tool, which she will present at GS9Eu. Nina was part of the horizontal team within the European Commission which set up the first Joint Technology Initiatives (JTIs). Later she joined for some time the Innovative Medicine Initiative JTI. Research Technology Organisations are also well known to her as she worked for EARTO and the Helmholtz Association in Brussels.

#### DR THOMAS BERGHÖFER



**Senior researcher, Deutsches Elektronen Synchrotron (DESY), Germany.**

*GENERA: Measuring, monitoring, and advancing gender equality in Physics RPOs*

**Plenary: Developing and implementing gender equality measures for fair advancement in STEM careers**

Thomas Berghöfer studied Physics and Astrophysics at the universities of Marburg and Bochum, and received his PhD from the Ludwig Maximilian University of Munich. During his active research career he was working in X-ray and EUV astronomy at the Max-Planck-Institute for Extraterrestrial Physics, the Space Sciences Lab of UC Berkeley, and the observatory of University of Hamburg. While working at the University of Hamburg he was appointed as one of the women's representatives in the faculty of physics. Later he became a science programme manager in the German research funding system of the federal government. He is very experienced in coordinating larger consortia in Europe such as the ERA-NETs ASPERA and ASPERA-2.

#### DR SALLY DAY



**Senior Lecturer, Electronic and Electrical Engineering, University College London (UCL), UK.**



*50:50 Participation in Pre-19 Engineering Education*

**Parallel: Interventions to improve participation, retention, and leadership**

Dr Sally Day is a Senior Lecturer at University College London in Electronic and Electrical Engineering. Her research is in the field of liquid crystal devices and applications; she has worked in industrial research labs as well as at UCL. She is Head of Teaching in the department and has always been committed to outreach work, particularly in order to increase diversity in Engineering by developing activities in schools that show that Engineering is creative and benefits society and people. She has also been involved in women's networks in UCL and the institutional Athena SWAN application.

ALISON BERT



**Editor in Chief, Elsevier Connect.**

*How to make a case for gender diversity to people who don't know why they should care*

**Parallel: Communicating gender to inform policy and change societal attitudes (selected abstracts)**

As Editor-in-Chief of *Elsevier Connect*, Dr Alison Bert leads a team of contributors from around the world to publish daily stories for the global science and health communities. *Elsevier Connect* provides a lens to explore the complex and ever-evolving worlds of science and publishing. Contributors include Elsevier colleagues as well as members of the research community at large. As a journalist, Alison helps them bring their stories to life in words and images, making complex topics engaging and meaningful to a global audience. This year, Elsevier Connect won a North American Excellence Award for Science & Education.

PROF GLORIA BONDER



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

**Parallel: Connecting gender science and sustainable development**

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

DR FREDRIK BONDESTAM



**Head of operations for GMA (Gender Mainstreaming Academia in Sweden), Swedish Secretariat for Gender Research; NIKK – Nordic Information on Gender, Gothenburg University, Sweden.**

*Rolling out systematic approach to gender mainstreaming in academia in Sweden*

**Plenary: Strategic priorities for regional STEM gender equality policy**

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

DR HANS M. BORCHGREVINK



**Former Director of Medicine, and Special Adviser for International Affairs Staff, The Research Council of Norway (RCN).**

*Linking EURAXESS, Marie Skłodowska-Curie Actions and GEPs*

**Parallel: Transforming organizational structures, practices, and working conditions in a systematic way**

Hans M. Borchgrevink MD MHA BA is former Director of Medicine, and Special Adviser for International Affairs Staff in The Research Council of Norway (RCN). Before he was consultant/researcher in audiology and brain function diagnosis at the University Hospital of Oslo. His efforts on gender issues include the EU ERA Communication Expert Advisory Group 2013 (subgroup gender), the EU Gender Impact Assessment Expert Advisory Group (2013), the Science Europe Task Force on Gender and Diversity (2013), and organiser/chair/invited speaker at the European Gender Summits 2011-15. Now retired, he is Vice Chair of the Marie S Curie Advisory Group (2014-) and in the EURAXESS Top III Advisory Group (2015-).

RANO BURKHANOVA



**Head of Talent Development Europe, Human Resources, Elsevier, The Netherlands.**

*EDGE Initiative at Elsevier: Leading the Way Through Diversity*

**Parallel: Transforming organizational structures, practices, and working conditions in a systematic way**

Rano Burkhanova is the Head of Talent Development Europe and the global lead for the EDGE gender diversity program implementation at Elsevier. Rano has more than 10 years of work experience in leadership development and talent management. She has a passion for diversity and inclusion, coming from Tajikistan and having lived in five countries and worked in three international locations in her career. She thrives on bringing together people from different cultures and bridging the differences. She was educated in Russia and the United States and holds a master's degree in Industrial and Labor Relations with a concentration in Human Resources and Organizational Behavior from Cornell University.

DAVID CAMPBELL



**Chief Scientist, Science-Metrix.**



*She Figures: data gaps and limitations, as well as future directions*

**Plenary: Improving quality of STEM gender equality indicators**

David Campbell is Chief Scientist at Science-Metrix where, over the last 12 years, he has used his quantitative and data mining expertise to conduct more than 80 projects requiring the production of bibliometric and other S&T indicators. Mr Campbell has contributed to the statistical analyses for several bibliometric assessments, program evaluations and policy reports using mainly primary data obtained from bibliographic data sources and surveys, as well as secondary data from statistical offices. Mr Campbell has also performed original data mining analyses to inform science-based programs, policies or research directions. Mr Campbell is also responsible for data quality control and has contributed to the implementation of a rigorous protocol to guarantee the highest quality and integrity of bibliometric deliverables.

**DR IMOGEN R. COE**



**Dean of the Faculty of Science; Professor of chemistry and biology, Ryerson University, Canada.**

**Parallel: Framework for international collaboration to improve institutions and accelerate change**

Dr Imogen R. Coe is the Dean of the Faculty of Science and a professor of chemistry and biology at Ryerson University. She is also an affiliate scientist at the Li Ka Shing Knowledge Institute, Keenan Research Centre at St. Michael's Hospital in Toronto, Canada. Dr Coe is a cell biologist and her research program focuses on understanding the mechanisms which enable certain types of drugs to get in to cells. Dr Coe is known nationally and internationally for her work on the Equity, Diversity and Inclusion (EDI) in STEM in Canada.

**DR BEVERLEY DAMONSE**



**Group Executive: Science Engagement and Corporate Relations, National Research Foundation of South Africa (NRF).**

**Plenary: Tackling gender inequalities in Health**

*STEM and gender in South Africa. Taking an intersectional perspective*

**Plenary: Strategic priorities for regional STEM gender equality policy**

Beverley is the Group Executive: Science Engagement and Corporate Relations of the National Research Foundation of South Africa, driving policy and strategy development and implementation in the areas of advancement of research and technology, public communication and engagement with science, science education as well as corporate communications and stakeholder engagement. The NRF is the premier research and science development agency in South Africa which promotes South Africa's research interests across the country and internationally.

**PROF INÉS SÁNCHEZ DE MADARIAGA**



**UNESCO Chair on Gender Equality Policies in Science, Technology and Innovation.**

**Parallel: Connecting gender science and sustainable development**

Inés Sánchez de Madariaga, Arch, PhD, MSc, is an internationally recognized expert on gender in research, architecture, planning and development. Inés is Professor of Urban Planning and Rector's Delegate for Gender Equality at the Technical University of Madrid. She has been

Visiting Scholar at Columbia University, NY, the London School of Economics, and the School of Architecture Bauhaus -Weimar. In addition to her academic appointments she has held public office as Director for the Women and Science Unit at the Cabinet of the Spanish Secretary of State for RTD; Deputy General Director for Architecture; Executive Advisor to the Minister of Housing; member of the Board of Directors of the Spanish Public Society for Rental Housing; member of the Cabinet of the Minister of Research and Innovation.

#### HAYLEY DUNNE



**Strategic Lead for Delivery, Chwarae Teg/ Fair Play, Wales, UK.**

**Parallel: Framework for international collaboration to improve institutions and accelerate change**

Hayley joined Chwarae Teg (Fair Play) in 2001 and is currently the Strategic Lead for Delivery, however, during her career; she has worked in all areas of the business. Hayley is responsible for overseeing the successful execution of projects and contracts that Chwarae Teg delivers by leading and supporting staff managing those activities. One element of this role is to oversee the Policy & Research team at Chwarae Teg and develop best-practice initiatives and strategic recommendations from the research findings. Chwarae Teg has continued to be Wales' leading organisation for supporting women's progression in the economy since it was founded in 1992. It works to address four key barriers which persist for women in the workplace, namely: the perceptions of the role of women in society, the lack of flexible, senior positions, outdated and rigid workplace practices and the persistence of gender stereotypes. These barriers all contribute to the Gender Pay Gap in Wales and prevent the skills' shortage from being significantly reduced.

#### PROF GIAMPIERO FAVATO



**Head of Department Accounting, Finance and Informatics, Kingston Business School, Kingston University London, UK.**

*Gender (in)equality in Human Papilloma Virus vaccinations and treatment*

**Plenary: Social impact and responsibility of science and science policy**

Giampiero had increasing financial and strategic responsibilities in the Life Science industry. As a corporate finance practitioner, Giampiero gained a significant firsthand experience in valuation of intangible assets, real options and M&A investments. Among his responsibilities at Kingston University London, Giampiero is currently serving as Chair of the Faculty Ethical Committee (FREC) and as the Director of the Institute of Leadership & Management in Health (ILMH). Giampiero is Editor of PLOS ONE, the Open Access Journal of the American Public Library of Science.

#### PROF MARK W. J. FERGUSON



**Director General, Science Foundation Ireland (SFI); Chief Scientific Adviser to the Government of Ireland, Ireland.**

*Improving gender balance in research grant applications*

**Plenary: Improving quality of STEM gender equality indicators**

Professor Mark W.J. Ferguson commenced as Director General of Science Foundation Ireland (SFI) in January 2012 and as Chief Scientific Adviser to the Government of Ireland in October 2012. Previously, Mark Ferguson was appointed Professor in Life Sciences at the University of Manchester



in 1984, aged 28, when he was the youngest Professor in Britain. He has held a number of administrative posts including Head of Department and Dean. He played a key role in the internationally acclaimed restructuring of Life Sciences at The University of Manchester. Mark has wide ranging research interests which focus on cellular and molecular mechanisms in scarring and wound healing, developmental mechanisms in normal and cleft palate formation, alligator and crocodile biology. He is the discoverer of scar free embryonic wound healing and temperature dependent sex determination in alligators and crocodiles.

PROF TULLIA GALLINA TOSCHI



**Professor, President of the UNIBO Committee for Equal Opportunity, Alma Mater Studiorum – Università di Bologna (UNIBO), Italy.**

*PLOTINA: gender balance in research, innovation and training*

**Parallel: Developing and testing gender equality plans and interventions for structural change in research performing organisations**

Tullia Gallina Toschi (PhD Food Science, MSc. Pharmaceutical Chemistry) is Professor at the Department of Agricultural and Food Sciences (DISTAL), University of Bologna (UNIBO), Head of the Research Group of Instrumental and Sensory Analysis and of the Food Waste Innovation Centre. She actually (2016-2020) coordinates two H2020 projects: OLEUM (Advanced solutions for assuring authenticity and quality of OO at global scale) and PLOTINA (Promoting gender balance and inclusion in research, innovation and training).

LAURA GETZ



**Scientific Associate, Center of Excellence Women and Science, Gesis – Leibniz Institute for the Social Sciences, Germany.**

*Policy Learning through a Gender Equality Online Platform*

**Parallel: Communicating gender to inform policy and change societal attitudes (selected abstracts)**

Laura Getz, MA, is a scientific associate at the Center of Excellence Women and Science located at Gesis – Leibniz Institute for the Social Sciences. Having studied in Germany, New Zealand and Sweden, she holds an M.A. in Transcultural Studies and a B.A. in Cultural Studies and English-Speaking Cultures from the University of Bremen.

DR MATTEO GRAZZI



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

*Measuring gender gaps in Science, Technology and Innovation in Latin America*

**Plenary: Improving quality of STEM gender equality indicators**

Matteo Grazzi is an Economist in the Competitiveness and Innovation Division of the Inter-American Development Bank. Before joining the IDB, Matteo worked as a consultant economist at the UN Economic Commission for Latin America and the Caribbean (ECLAC) in Santiago, Chile and as a researcher at the Centre for Research on Latin American and Transition Economies Studies (ISLA) at Bocconi University in Milan. He holds a PhD in International Law and Economics from Bocconi University and an MA in Development Economics from the University of Sussex (Brighton, UK). His main

research interests focus on economics of innovation and creativity, gender and STI, and ICT for development. At the IDB, he designs and manages programs to promote science, technology and innovation in Latin America and the Caribbean.

#### PROF GABRIELE GRIFFIN



**Professor of Gender Research, Uppsala University, Sweden.**

*Beyond the Gender Paradox: Women's Careers in Technology-Driven Research and Innovation In and Outside of Academe*

**Plenary: NordForsk Centres of Excellence**

Gabriele Griffin is Professor of Gender Research at the Centre for Gender Studies, Uppsala University and PI for the Nordforsk Centre of Excellence 'Beyond the Gender Paradox' which will commence its work in January 2017. She is also Visiting Professor at the Gender Institute of the London School of Economics, UK, and at Åbo Akademi University in Finland. She has taught Women's and Gender Studies for many years, has coordinated various EU-funded research projects on gender and on research methodologies, is editor of the 'Research Methods in the arts and Humanities' (Edinburgh University Press) and was co-founding editor of the international journal Feminist Theory.

#### RACHEL HERBERT



**Senior Market Intelligence Manager, Strategy, Elsevier.**

*Extracting STEM gender indicators from published sources*

**Plenary: Improving quality of STEM gender equality indicators**

Rachel Herbert is Senior Market Intelligence Manager in Elsevier's Strategy unit and specializes in scientometrics (the scientific qualification and analysis of science). She studies scientific research through the lenses of publication and citation trends, with a focus on the information flows that construct and change research disciplines and a view to enabling a deeper understanding of how journals and disciplines relate to one another. Rachel has worked within academic publishing for seven years and joined Elsevier in 2014.

#### SARAH HILTNER



**Award Winner of the German National Congress of Gender Health (Bundeskongress GenderGesundheit).**

*Implementing Gender Medicine: Strategies in Europe*

**Parallel: Integrating sex and gender in research and researcher training**

Sarah Hiltner MA is a physical therapist and sociologist specialized in gender medicine and digital health literacy. She obtained her social science B.A. from the Humboldt University in Berlin and currently finishes her Master in Sociology at the University of Potsdam. She combined her medical and academic education in her bachelor studies, graduating with an award winning thesis about the representation of men and women in cardiology textbooks. She has been working as a student at the Institute of Gender Medicine in Berlin on several projects. In her master thesis she interviewed experts to investigate the implementation strategies of sex- and gender-sensitive medicine at European Universities.



## PROF KUMIE INOSE



**Vice-President, Science Council of Japan.**

**Plenary: Gender Summit – global policy impact**

Kumie Inose is a professor of English Department at Konan University and a Vice-President of the Science Council of Japan. With a doctorate degree in History from Kyoto University, she specializes in modern British history and seeks to develop new analyses of the British Empire through an interdisciplinary approach that integrates cultural, social and intellectual history, postcolonial and gender studies. She has been engaged in a wide range of SCJ activities, including participation in projects on a gender-equal society, gender-related issues, national security, research integrity, the recognition of history, and history education bridging between secondary and higher education. She has also been participated in the committees relating the Great East Japan Earthquake and “Science and Society”.

## DR GEMMA IRVINE



**Head of Policy and Strategic Planning, Higher Education Authority (HEA), Ireland.**

*Fix the system - not women: gender equality in Irish Higher Education*

**Parallel: Transforming organizational structures, practices, and working conditions in a systematic way**

Dr Gemma Irvine is currently Head of Policy and Strategic Planning in the Higher Education Authority (HEA) in Ireland. She completed her PhD in Neuroscience in New Zealand before moving to Ireland in 2004 to work as a Research Fellow in Trinity College Dublin. In 2007 she moved to the HEA to coordinate the Programme for Research in Third Level Institutions (PRTL), and was the Irish National Delegate for ‘Research Infrastructures’ in the FP7 EU Programme. In 2012, Dr Irvine coordinated the operational merger of IRCHSS and IRCSET into the Irish Research Council (IRC), becoming the Assistant Director of the IRC and the Irish National Delegate for SSH in H2020.

## AMY KORDIAK

**European Lead, Chwarae Teg, Wales, UK.**

**Parallel: Framework for international collaboration to improve institutions and accelerate change**

Amy joined Chwarae Teg (Fair Play) in 2011 and is the European Lead. She is responsible for ensuring that Chwarae Teg’s knowledge is shared beyond Wales, representing the charity overseas, participating in transnational networks and raising awareness of the value of collaborating with other countries. Chwarae Teg has continued to be Wales’ leading organisation for supporting women’s progression in the economy since it was founded in 1992. It works to address four key barriers which persist for women in the workplace, namely: the perceptions of the role of women in society, the lack of flexible, senior positions, out-dated and rigid workplace practices and the persistence of gender stereotypes. These barriers all contribute to the Gender Pay Gap in Wales and prevent the skills’ shortage from being significantly reduced.

## PROF HILARY LAPPIN-SCOTT



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

**Parallel: Framework for international collaboration to improve institutions and accelerate change**

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

PROF MARYSE LASSONDE



**President, Royal Society of Canada; Director, Quebec Natural Sciences and Technology Granting Agency, Canada.**

**Plenary: Gender Summit - global policy impact**

**Parallel: Connecting gender science and sustainable development**

Professor Lassonde completed a Bachelors degree in Psychology at the Université de Montréal and a PhD in neuropsychology at Stanford University. She went on to become professor first at the Université du Québec à Trois-Rivières (UQTR, 1977-1988) and then at the Université de Montréal where she became Professor Emeritus in 2013. She has been named honorary professor at the University of Auckland and Invited Professor at the Université de Paris V in 2007. Since the beginning of her career, Professor Lassonde has studied several topics, including cognitive development in infants and the effects of sports concussions on the brain. She has published 7 books, and over 300 book chapters and articles in scientific journals.

PROF HEISOOK LEE



**Principal Research Fellow, Center for Gendered Innovation in Science & Technology Researches (GISTeR); Professor Emeritus, Ewha Womans University, Seoul, Korea.**

**Plenary: Gender Summit – global policy impact**

Having served as the founding president of the Center for WISET (Women in Science, Engineering and Technology) until March 2016, Professor Heisook Lee now focuses on Gendered Innovations research in STEM fields at GISTeR. Professor Lee was a co-organizer of the Gender Summit 6 Asia-Pacific in 2015. Served as the founding director of WISET from 2001 to 2010 and president of the Korea Federation of Women Scientists associations (KOFWST) from 2006 to 2007, Professor Lee has been an advocate of gender equality in STEM. She was a member of Presidential Advisory Council on Science & Technology and National Science & Technology Commission.

DR ANKE LIPINSKY



**Senior researcher, Center of Excellence Women and Science, Gesis – Leibniz Institute for the Social Sciences, Germany.**

*Policy Learning through a Gender Equality Online Platform*

**Parallel: Communicating gender to inform policy and change societal attitudes (selected abstracts)**

Dr Anke Lipinsky is a senior researcher at the Center of Excellence Women and Science located at Gesis – Leibniz Institute for the Social Sciences. She holds a PhD in Comparative Cultural Studies and is specialized in EU policy, policy mapping and efficacy assessments in the field of gender and research, as well as in the analysis of gendered organizations. Dr Lipinsky has collaborated in several EU-funded research projects, such as the FP7-project INTEGER (Institutional Transformation for Effecting Gender Equality in Research). She is currently a member of the FP7-funded project GenPORT – An internet portal for sharing knowledge and inspiring collaborative action on gender and science, leading the project team in Cologne, Germany.

PROF MARIA ANTONIA LLEDO BARRENA



**Professor of Physics, Departament de Física Teòrica and IFIC (Universitat de Valencia-CSIC), Spain.**

*COST Action The String Theory Universe MP1210*

**Parallel: Developing and testing gender equality plans and interventions for structural change in research performing organisations (selected abstracts)**

Prof Lledo is a theoretical physicist, she was awarded her PhD in 1995 in Universidad Simon Bolivar (Venezuela). She was then a post-doctoral fellow at the Physics and Astronomy Department of University of California, Los Angeles (USA) and at Politecnico di Torino (Italy). She has been at the the Universitat de Valencia since 2003. Her research interest is in the interface on mathematics and physics and she has worked in diverse approaches to quantization of fundamental interactions, including string theory. I'm In the COST Action MP1210 'The String Theory Universe', where she is responsible of the gender issues.

SABINE LUDWIG



**Research Officer, Department of Medical Education, Charité – Universitätsmedizin Berlin, Germany**

*Status Quo of the Integration of Sex and Gender Aspects in Medical Education in German Universities*

**Parallel: Integrating sex and gender in research and researcher training**

Sabine Ludwig is an economist and sinologist and has studied in Paris, Shanghai, Beijing, Berlin and Frankfurt. She has worked at the European Commission Directorate General External Relations in Brussels, Belgium and has then joined the European Commission in Beijing, China where she worked in the development and cooperation section focusing on Gender Mainstreaming in EU development cooperation. After six years in China, she returned to Germany in 2008 where she works at Charité - Universitätsmedizin Berlin. Her first assignment was as research officer within the Masterprogramme International Health, she then joined the curriculum development team for the new modular medical curriculum at Charité Berlin, where she was in charge of integrating gender dimensions and perspectives into the new

programme. Currently she works in the quality management and evaluation unit of the department of medical education at Charité.

#### DR KAS MAESSEN



**Policy Development and Support, Co-ordinator Granting and Procedures, Netherlands Organisation for Scientific Research (NWO), Netherlands.**

*Accelerating action to tackle sources of gender imbalance*

**Plenary: Developing and implementing gender equality measures for fair advancement in STEM careers**

Kas is the coordinator of granting, responsible for the development and execution of all central funding schemes. These programmes have in common that researchers from all fields of science are eligible for submitting applications. Among these programmes is the talent scheme Veni, Vidi, Vici, the research infrastructure schemes and the National Roadmap for large-scale research infrastructure, the Gravity programme for large consortia and the Aspasia scheme for promoting women in science. Within his team, the talent and gender diversity policies of NWO are being developed. The policies build on several dimensions. Firstly, stimulating the participation of women in science and stimulating women to achieve higher positions in science. Secondly, developing assessment procedures within the organisation that are gender neutral and evaluating the gender policies of the councils. A third dimension is promoting the development of female staff members of the funding council. Kas studied physics at the Technical University of Eindhoven and obtained his PhD from the university Utrecht in 1988.

#### PROF JACQUES MAIRESSE



**Professor, Maastricht University, Netherlands.**

*Chair*

**Plenary: Improving quality of STEM gender equality indicators**

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

#### PROF MARJA MAKAROW



**Director, Biocenter Finland; Member, Gender in the Nordic Research and Innovation Area Programme Committee, NordForsk.**



*Promoting women innovators and advancing people's quality of life through research-based invention*

**Plenary: Role of policy in achieving societal well-being through science and technology**

*Strategies to tackle gender inequalities in STEM in the Nordic countries*

**Plenary: Strategic priorities for regional STEM gender equality policy**

Professor Marja Makarow is Director of Biocenter Finland and Governing Board Member of the European Institute of Innovation and Technology (EIT). She is the former Vice-President of the Academy of Finland – the Finnish Research Council (2012-2016) and Vice-Rector for Research (2003-2007) and Professor of Applied Biochemistry and Molecular Biology of the University of Helsinki. Between 2008-2011, she served as Chief Executive of the European Science Foundation (ESF) in Strasbourg, France.

**DR ELPIDA MAKRYGIANNI**



**Engineering Education Developer and Coordinator, Faculty of Engineering Sciences, University College London, UK.**

*50:50 Participation in Pre-19 Engineering Education*

**Parallel: Interventions to improve participation, retention, and leadership**

Dr Elpida Makrygianni is the Engineering Education Developer and Coordinator at UCL Engineering. She is responsible for the development, support and management of Pre-19 engineering engagement programmes and activities for young people aged 5-19 years old in the UK. Elpida received her PhD in computer science and electrical engineering before working as a project lead, consultant and research fellow for the private, public and voluntary sectors. She has led and contributed to UK and US funded projects with a focus on primary, secondary and higher education at Cambridge University, the Melinda and Bill Gates Foundation, William and Flora Hewlett Foundation, National Lottery, UK Department for Education, Google UK, Dyson UK and the James Dyson Foundation. She is the London University Advisor for the Capital Physics Teacher Network for Institute of Physics, member of the Royal Academy of Engineering STEM Network, board member of the UK Volunteering Services Unit, member of the Women in Engineering Society UK and ScienceGrrl.

**PROF ULF MELLSTRÖM**



**Professor, Centre for Gender Studies, Karlstad University, Sweden.**

*Risk, masculinity and gender equality*

**Plenary: Social impact and responsibility of science and science policy**

With an interdisciplinary background and PhD (1995) from the department of Technology and Social Change, Linköping University, Sweden, Prof Mellström has held positions as professor and associate professor at Linköping University (1995-2009), Luleå University of Technology (2005-2011), and Karlstad University (2011-present). Ulf has conducted research within the areas of gender and technology, masculinity studies, engineering studies, globalisation and higher education. He situates my work within the three fields of social anthropology, gender studies, and STS (Science and Technology Studies, in particular FTS, Feminist Technology Studies).

**PROF ROBYN NORTON**



**Co-Director, The George Institute for Global Health; Professor of Global Health; James Martin Professorial Fellow, University of Oxford, UK.**

*Gender trends and patterns in non-communicable diseases in Europe and globally*

**Plenary: Tackling gender inequalities in Health**

Robyn Norton is co-founder and Principal Director of The George Institute for Global Health, a not-for-profit medical research institute that aims to increase the provision of safe, effective and affordable healthcare, especially for disadvantaged populations worldwide. She is Professor of Global Health and James Martin Professorial Fellow at the University of Oxford, Professor of Public Health at the University of Sydney and Honorary Professor at Peking University. The George Institute for Global Health has offices in the United Kingdom (Oxford), India (New Delhi, Hyderabad and Bangalore), Australia (Sydney) and China (Beijing and Hong Kong). With around 500 staff worldwide, The George Institute conducts a large program of population health, clinical care and health systems research, focusing on the development of innovative strategies to increase access to safe, effective and affordable healthcare and to combat conditions responsible for the largest proportion of premature death and disability worldwide.

#### MARY OLSON



**Senior Radioactive Waste Policy Specialist, Nuclear Information and Resource Service, (NIRS) USA.**

*Atomic Radiation is More Harmful to Women*

**Parallel: Integrating sex and gender in research and researcher training**

Olson joined the NIRS staff in 1991, and has worked primarily on highly radioactive spent nuclear fuel policy. Olson's background in biology, biochemistry and her own experience with radioactive contamination during her final biological research job, lead her to study radiation health consequences with leading radiation researchers of the 20th Century including Bertell, Stewart, Caldicott and Wing. She now serves as an educator on ionizing radiation impacts for impacted communities, the concerned public and decision-makers. The Fukushima Daiichi nuclear disaster caused Olson to follow on questions from the concerned public about greater harm to women from ionizing radiation exposures. Olson did her own independent review in 2011 of the data presented by the National Academy of Sciences, Biological Effects of Ionizing Radiation VII. Olson's findings are published in a short briefing paper entitled "Atomic Radiation is More Harmful to Women."

#### DR SONIA ORTEGA



**Head, NSF Europe-Eurasia Office, National Science Foundation (NSF), USA.**

*Latest lessons and achievements from the NSF ADVANCE Programme*

**Plenary: Strategic priorities for regional STEM gender equality policy**

Prior to coming to Brussels to Head the NSF's Europe and Eurasia Office, Sonia was a Program Director for East Asia and Pacific countries at the NSF's Office of International Science and Engineering. She was an Embassy Science Fellow at the US Embassy in Malaysia, served as NSF representative in the Antarctic, worked as Director of Education and International Programs at the University of New Mexico and worked as Research Associate at Duke University before joining the NSF in 1989. She holds a PhD in Biology from the University of South Carolina and a Masters in



Zoology from Duke University. She conducted research in tropical marine biology, especially in Latin American countries. She is a founding member of the Nicaraguan Academy of Sciences.

DR HEE YOUNG PAIK



**Director, Center for Gendered Innovations in Science and Technology Research (GISTeR), Korea Federation of Women's Science & Technology Associations, South Korea**

*Gender analysis in the relationship between red and processed meat intake and colorectal cancer: a systematic review and meta-analysis*

**Parallel: Integrating sex and gender in research and researcher training**

Dr Hee Young Paik is Professor Emeritus of the Department of Foods and Nutrition, Seoul National University, Seoul, Korea, and currently working as the Director of the Center for Gendered Innovations in Science and Technology Research (GISTeR), the Korea Federation of Women's Science and Technology Associations. Dr. Paik received Sc.D. in Nutrition from Harvard's School of Public Health in Boston, USA. From 1984 to 2016, she worked as a faculty member at Sookmyung Women's Univ. and Seoul National Univ. in Seoul, Korea.

DR RACHEL PALMÉN



**Researcher, notus applied social research/FGB, Spain.**

*Chair*

**Parallel: Transforming organizational structures, practices, and working conditions in a systematic way**

Dr Palmén completed her doctoral research looking at community engagement processes at the neighbourhood level in Brazil and the UK in 2007 at the Centre for Social and Economic Research (CRESR) at Sheffield Hallam University. Her main research interests include co-design processes in different public policy areas, gender equality, particularly in the realm of gender and science and integrating the gender dimension into scientific content. She forms part of the FGB team of the GenPORT consortium which is an FP7 support and coordination action to develop an internet portal for sharing knowledge and inspiring collaborative action on gender and science. She coordinated the user needs assessment for the portal in order to make sure that the portal was co-designed with relevant stakeholders. She was also responsible for coordinating the production of six research syntheses and twenty-five policy briefs which look at, Recruitment and Promotion, Gender Equality Plans, Gender Dimension in Research Content and Gender Balance in Decision-Making, Tackling Sexual Harassment, Intersectionality, Securing Top-Level Support for Gender Equality, Building Gender Competence and Knowledge and Statistics and Methodology.

DR CAROLINE PAUNOV



**Senior Economist, Directorate for Science, Technology, and Industry, OECD.**

*Innovation Policies for Inclusive Growth*

**Plenary: Social impact and responsibility of science and science policy**

Caroline Paunov is Senior Economist at the Directorate for Science, Technology, and Industry of the OECD. She is also managing the OECD's "Innovation for Inclusive Growth" project. Caroline also leads work on assessing the impacts of public research policy (<http://oe.cd/assess-public-research>) and on evaluating the impacts of national intellectual property rights on innovation (<http://oe.cd/ip-studies>). Her research work has been published in leading academic journals, including the Review of Economics and Statistics, the Journal of Development Economics, the Canadian Journal of Economics, Research Policy and World Development. Previously, Caroline worked for the World Bank, the United Nations and cooperated on various projects for the public sectors in Brazil, Spain and Germany. She holds a B.A. and M.A. (Hons) from the University of Oxford, a M.Sc. from the University Pompeu Fabra and a Ph.D. in Economics from the University of London.

NICK PERKINS



**Director, SciDev.Net.**

*Supporting Gender Awareness in Research Practice and Uptake*

**Parallel: Communicating gender to inform policy and change societal attitudes (selected abstracts)**

Nick Ishmael Perkins is Director of SciDev.Net, the popular science journalism platform for international development. Nick has worked as a journalist, media trainer and project manager for over 20 years in Sub-Saharan Africa, South Asia and the Caribbean. He cofounded Media for Development, an award-winning consultancy, providing support in a variety of areas of communication for global development. Since 2005 Nick's work has focused on knowledge management and research communication. He trained as a journalist in Canada and has a postgraduate degree in anthropology and development from the University of Sussex. He has written a number of articles and training resources on communication for social change. He was Head of Research Communication at the Institute of Development Studies before moving to SciDev.Net.

DR SANNE PETERS



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

*Parenthood and the risk of cardiovascular diseases among 0.5 million men and women*

**Parallel: Integrating sex and gender in research and researcher training**

Sanne Peters is a Research Fellow in Epidemiology at The George Institute for Global Health at the University of Oxford. She obtained her a PhD in Epidemiology from Utrecht University and worked as a Postdoctoral Research Fellow at Utrecht University and at the University of Cambridge. Currently, she works on a leading programme of research on women's health and sex-specific health factors in the field of cardiovascular diseases and other major non-communicable diseases. She has conducted a number of large-scale meta-analyses aimed to determine and quantify



whether the impact of major and modifiable risk factors for chronic diseases may differ between women and men. This work has so far resulted in a large number of publications, including two in *The Lancet*, with several more in preparation.

#### DR ELIZABETH POLLITZER



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

**Plenary: Gender Summit – global policy impact**

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

her work as director of Portia. Portia was the coordinator of the genSET project, the Gender Summits were established as part of the genSET project.

#### MARTIN SCHAAPER



**Program Specialist, UNESCO Institute for Statistics.**

*Developing better measures of gender equality in STEM: the UNESCO SAGA project*

**Plenary: Improving quality of STEM gender equality indicators**

Martin Schaaper, a Dutch national, is Head of the Science, Technology and Innovation Statistics unit and the Communication and Information Statistics unit at the UNESCO Institute for Statistics, based in Montreal, Canada. He oversees three global data collections conducted by the

Institute, on R&D statistics, innovation statistics and ICT in education statistics, and is responsible for the dissemination of these data on the UIS website, in UIS reports and in the databases and reports of a variety of partners. He is also responsible for capacity building and training activities in developing countries in these areas, and for the development of relevant methodologies. He is also steering SAGA (STEM and Gender Advancement), a global UNESCO project supported by the Swedish International Development Cooperation Agency (Sida). The aim of SAGA is to contribute to improving the situation of women and reducing the gender gap in science, technology, engineering and mathematics (STEM) fields in all countries at all levels of education and research.

#### DR HELENE SCHIFFBÄNKER



**Senior Researcher, Technology, Innovation and Policy Consulting Group, POLICIES – Institute for Economic and Innovation Research, Joanneum Research, Austria.**

*Developing and implementing gender equality measures for fair advancement in STEM career*

**Plenary: Developing and implementing gender equality measures for fair advancement in STEM careers**

Helene Schiffbaenker is senior researcher in the research group Technology, Innovation and Policy Consulting at POLICIES – Institute for Economic and Innovation Research of JOANNEUM RESEARCH. She graduated in Sociology at the University of Vienna and also did her PhD there. In 1996, she started her career at the institute of Labor market Policy (IFA Wien) in Vienna, working on female labor market participation and innovative employment fields.

She joined JOANNEUM RESEARCH in 2001 and focused here on gender in research and innovation policy.

#### PROF MARTINA SCHRAUDNER



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

*Chair*

**Plenary: Strategic priorities for regional STEM gender equality policy**

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

#### SARAH SINGH



**PhD Candidate, Maastricht University, Netherlands.**

*Sex and Gender Requirements in Biomedical and Public Health Funding*

**Parallel: Communicating gender to inform policy and change societal attitudes**

Sarah Singh is an external PhD candidate in the Department of Health, Ethics and Society at Maastricht University. Her research explores how the concepts of sex and gender are conceptualized in recent biomedical and public health grant funding requirements introduced in Canada (Canadian Institutes of Health Research), the United States (National Institutes of Health) and Europe (European Commission). Specifically, her research explores the impact of these sex and gender requirements on biomedical and public health research and how contributions from feminist biomedical and public health scientists could serve to improve these sex and gender requirements and research.

#### LOTTA STRANDBERG



**Senior adviser, NordForsk; Associate professor, Bergen University College, Norway.**

*Developing the Nordic She Figures*

**Plenary: Improving quality of STEM gender equality indicators**

Lotta Strandberg, (PhD., MSc. (Econ.)) is a senior adviser at NordForsk. NordForsk is an organisation that facilitates and provides funding for Nordic research cooperation and research infrastructure. She is responsible for the Nordic programme The Nordic Gender Paradox: Gender Gaps in the Nordic Research and Innovation Area. Through new and innovative, yet focused and result-oriented activities, this joint Nordic initiative will make a significant contribution to gender issues on the research and innovation agenda. The aim of the initiative is to pinpoint the reason for why the research and innovation area has not followed the trend towards a gender equal society and to identify the measures needed to remedy this.

#### PROF MARI TEIGEN



**Research Professor/Centre Director, Institute for social research (ISF), Norway.**

*Gender Equality in Research and Innovation: Research Agenda for NORDICORE (Nordic Centre for Research on Gender Equality in Research and Innovation)*

**Plenary: NordForsk Centres of Excellence**  
Chair

**Parallel 2B: Interventions to improve participation, retention, and leadership**

Mari Teigen is research professor and centre director of CORE: Centre for research on gender equality and NORDICORE: Centre for Research on Gender Equality in Research and Innovation at the Institute for social research in Oslo. Her current research specializes on analysis of gender equality policy; social elites, gender quotas in corporate boards, gender segregation in the labour market and in research and innovation. She is co-editor of Comparative Social Research, member of the editorial board of Tidsskrift for kjønnsforskning (Norwegian Journal of Gender Research), editorial board of NORMA International Journal for Masculinity Studies.

#### DR MELANIE THOMSON



**Executive Steering Committee, Women in Science Australia, Australia.**

**Parallel: Framework for international collaboration to improve institutions and accelerate change**

Dr Mel Thomson completed her Honours degree in microbiology and immunology at the University of Melbourne (1998). She then migrated to the UK where she worked on various projects as diverse as allergy and cancer before undertaking further studies. She completed a Masters of

Research then a PhD in microbial genetic regulation in Neisseria species, both at University of York, UK. After the award of her PhD in 2009, she became interested the host-pathogen interactions at the Leeds Institute of Molecular Medicine, UK and worked as a researcher on an international team for an EU Framework 6 grant. Dr Thomson returned to Australia in 2011 to start her own research group at Deakin Medical School and the Geelong Centre for Emerging Infectious Diseases.

#### DIMITRIOS TSOUTSIAS



**Resource and Documentation Centre Officer, European Institute for Gender Equality (EIGE).**

*GEAR Action Toolbox*

**Parallel: Developing and testing gender equality plans and interventions for structural change in research performing organisations**

Dimitrios Tsoutsias, (MSc. (Eng.)) is responsible for the operation of EIGE's

Resource and Documentation Centre (RDC). The RDC gives access to more than 500.000 references on gender equality through a network of 15 prominent European libraries on gender. The RDC is also responsible for maintaining the gender equality glossary and thesaurus and for maintaining an EU-wide collection of grey literature on gender equality.

#### DR CHARIKLEIA (CHAROULA) TZANAKOU



**Research Fellow, Politics and International Studies (PAIS), University of Warwick, UK.**

*Women in academia: living outside of the average*

**Parallel: Interventions to improve participation, retention, and leadership**

Dr Charikleia Tzanakou holds a PhD in Employment Research (with focus on early career paths of researchers) at the University of Warwick. Her research interests are academic careers, highly skilled migration, gender equality and transitions from education to employment. She is currently a Research Fellow at Politics and International Studies (PAIS) at the University of Warwick co-leading a workpackage on careers and culture change in a Horizon 2020 about gender equality in academia (PLOTINA).

#### PROF MIEKE VERLOO



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

*Chair*

**Plenary: Social impact and responsibility of science and science policy**

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

#### PROF ISABELLE VERNOS



**ICREA Research Professor, Center for Genomic Regulation (CRG), Spain; Member, Scientific Council, European Research Council (ERC).**

*LIBRA: Measuring, monitoring, and advancing gender equality in Life Sciences RPOs*

**Plenary: Developing and implementing gender equality measures for fair advancement in STEM careers**

Isabelle Vernos PhD is an ICREA Research Professor in the Cell and



Developmental Biology program at the Center for Genomic Regulation (CRG), Barcelona, Spain where she chairs the office for Gender Balance Affairs. She was nominated European Molecular Biology Organization (EMBO) member in 2005 and she serves as advisor and referee for several European and non-European research organisations and Institutes. Since 2012, she is a member of the Advisory Board for Science, Technology and Innovation for the Ministry of Economy and Competitiveness in Spain. She is the coordinator of the Horizon 2020 funded project LIBRA (2015-2019): Leading Innovative measures to achieve gender Balance in Research Activities. Isabelle Vernos is a member of the European Research Council (ERC) scientific Council since 2011 and chairs its Gender Balance working group since 2013.

#### SERGE VILLEMURE



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

**Plenary: Gender Summit – global policy impact**

Serge Villemure graduated in 1989 with a B.Sc. in Kinesiology and obtained his Masters in 1991 in Administration from the University of Ottawa, Ontario, Canada. Serge joined NSERC in 1991 where he worked as a Program Administrator in different disciplines within the Research Grants Division. In 1997, he became Team Leader for Physical and Mathematical Sciences. He spent one year, from June 2000 to June 2001, at the Canada Research Chairs Secretariat as a Senior Administrator, where he contributed to starting up the program, and then returned to his position within the Physical and Mathematical Sciences at NSERC. In 2004, he led the Physical and Mathematical Sciences and Engineering teams as Director. Since 2010, he has been Director of the Scholarships and Fellowships Division. More recently, he also became the Director of the Chairs for Women in Science and Engineering (CWSE) Program.

#### DR CLAARTJE VINKENBURG



**Associate Professor, VU University Amsterdam, Netherlands.**

*Time to Care in Research Funding: Exploring the Paradox between "Time to Care" Allowances and the "Ideal Academic"*

**Parallel: Transforming organizational structures, practices, and working conditions in a systematic way**

Chair

**Parallel 2A: Developing and testing gender equality plans and interventions for structural change in research performing organisations**

Claartje Vinkenburg, PhD, is affiliated with VU University Amsterdam as an associate professor of organizational behavior and works as an independent expert consultant. Her research activities, partly funded by the European Research Council, deal with gender and ethnic diversity in professional and academic careers. She critically explores the impact of implicit bias, normative beliefs, and discursive practices on career systems, patterns, and outcomes. With a primary focus on systemic diversity interventions, Claartje works together with professional service firms and with research organizations to promote diversity and inclusion in recruitment, selection, and career advancement, as well as sustainability in combining career and care.

#### NICOLE VOTRUBA



**FundaMentalSDG initiative, Maudsley International, Institute of Psychiatry, Psychology and Neuroscience, King's College London, UK.**

*Global Call for Action to strengthen mental health in the UN Sustainable Development Goals*

**Plenary: Tackling gender inequalities in Health**

Nicole is a researcher at King's College London, coordinator of the global FundaMentalSDG initiative, and also works for the Centre for Implementation Science and the CLAHRC South London. Nicole has studied for a BSc and MSc in international relations, international law and gender studies in Munich, Toulouse and Venice. She then worked as a consultant in different political and economic consultancies, and in European research project management. Since 2014, as coordinator of the FundaMentalSDG initiative, and together with an international group of mental health experts they have been advocating the United Nations to give mental health prominence in UN Sustainable Development Goals. For her PhD degree at King's College London, Nicole is researching how mental health can become a policy priority in low and middle income countries.

#### PROF LARS WÄRNGÅRD



**Director Planning and Process Development, Forte, Sweden.**

*Chair*

**Parallel: Integrating sex and gender in research and researcher training**

Lars Wäringård is Director of Planning and Process Development at Forte (Swedish council for Health, Working life and Welfare). Forte is a governmental agency organized under the Swedish Ministry of Health and Social Affairs. He is also Adjunct Professor in Environmental Chemistry at Stockholm University and Associate professor in Toxicology at the Karolinska Institute. Lars Wäringård also has extensive experience in management in the public and private sector.

#### DR MIYOKO O. WATANABE



**Deputy Executive Director, Japan Science and Technology Agency (JST); Director, Office for Diversity and Inclusion, JST, Japan; Chair, Gender Summit 10 Asia-Pacific.**

**Plenary: Gender Summit – global policy impact**

Miyoko O. Watanabe is Deputy Executive Director at Japan Science and Technology Agency (JST). She is also the agency's Director of the Office for Diversity and Inclusion, and Director-General of the Center for Science Communication. Dr Watanabe is a member of the Science Council of Japan and chair of the council's Committee on Comprehensive Synthetic Engineering in Science. She is also a member of the Science and Technology Council at Ministry of Education, Culture, Sports, Science and Technology in Japan, as well as a Member of Specialist Committee on Formulating the



Fourth Basic Plan for Gender Equality in the Council for Gender Equality of the Japanese Cabinet Office. She worked in various roles for Toshiba since 1979.

DR KAREN WOSCZYNA-BIRCH



**State Director, CT College of Technology; Executive Director & Principal Investigator, Regional Center for Next Generation Manufacturing, USA.**

*Female Retention in Engineering & Technology using Problem Based Learning*

**Parallel: Interventions to improve participation, retention, and leadership**

Dr Karen Wosczyzna-Birch has been a champion of engaging women in nontraditional careers that include engineering and technology education for the past 30 years. Since 1995, she has been the state director of the CT College of Technology where through her leadership she has been instrumental in creating a nationally recognized seamless pathway in engineering and technology programs between all 12 public community colleges in CT with eight universities and over 30 high schools. She is also the Executive Director of the Regional Center for Next Generation Manufacturing, a National Science Foundation Center of Excellence and a Professor at Tunxis Community College.

DR ANGELA WROBLEWSKI



**Senior researcher, Institute for Advanced Studies (IHS), Austria.**

*Gender in research content: Experiences from an Austrian programme*

**Parallel: Interventions to improve participation, retention, and leadership**

Angela Wroblewski is senior researcher at the Institute for Advanced Studies in Vienna. She is a trained sociologist and has been concerned with evaluation of equality programs and policies in schools, universities and the non-university research sector for more than 15 years. Her current research focuses on the development of indicators to measure gender equality. This includes a critical reflection on the validity of available data and indicators as well as the conceptualisation of new indicators. She is also interested in the steering function of indicators and monitoring systems in the context of equality and diversity policies.

PROF XUEYAN YANG



**Visiting Professor, Department of Biology, Stanford University, USA.**

*A Reversed Gender Pattern? A Meta-Analysis of Sex Differences in the Prevalence of Non-Suicidal Self-Injurious Behaviour Among Chinese Adolescents*

**Parallel: Integrating sex and gender in research and researcher training**

Prof Yang received her PhD in Management Science from Xi'an Jiaotong University (China) in 2007, and then did Post-doc study in School of Public Health at University of Toronto in Canada (2011-2012) and a visiting professor at Stanford University (September 2014-September 2015). As the PI, Yang has been responsible for more than 20 projects in gender and population and has published more than 40 papers in English and

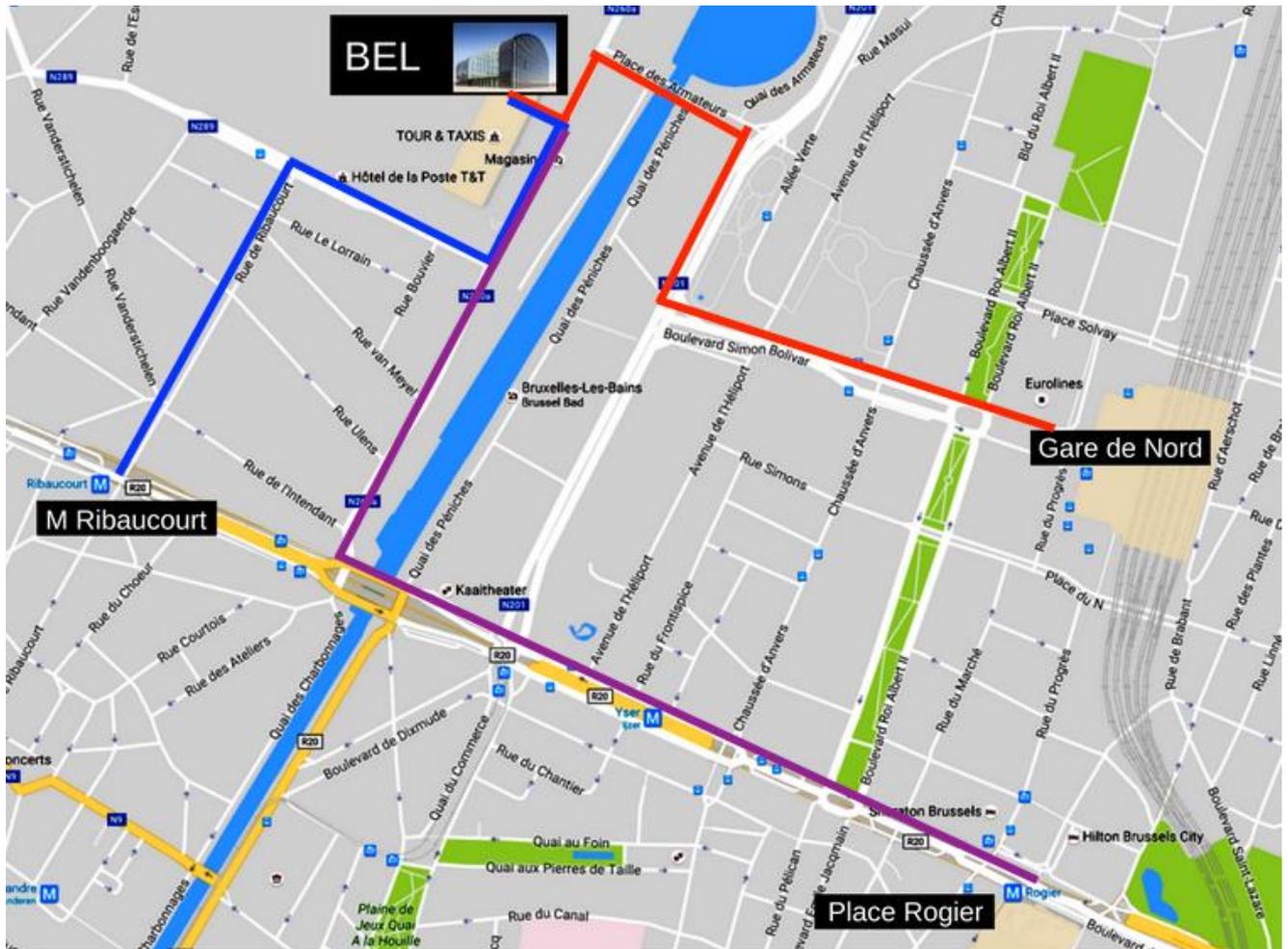
Chinese as well as six monographs. Now her interests are mainly focused on gender imbalance, health risk behaviors and gendered innovation in STEM.



## PRACTICAL INFORMATION

### HOW TO GET TO THE CONFERENCE VENUE

On day 1, a shuttle bus is provided to take you from the European Parliament directly to the BEL. From there, it is a 10-15 minute walk to the main hotel area (Place Rogier) and the North Train Station. You can also take the metro from Ribaucourt or Yser. For more info, check <http://bel.brussels/en/content/access>



### AREA CODES & CALLING

Belgium's country code is +32 and Brussels' city code is 2. When calling a Belgian number within Belgium always dial (0) + city code + number. For international information call 1304.

### GETTING AROUND

The centre of Brussels is perfectly safe for **walking** and best explored on foot. You will find many markers pointing you to key points of interest. We advise you not to walk alone after dark on the Molenbeek and Laeken side of the canal where the BEL venue is located.

Most **public transport** in the Brussels-Capital Region is organized by the STIB (Société des Transports intercommunaux bruxellois). The network includes metro lines, which connect the eastern and western districts of the city. Pre-metro lines (trams in the tunnels) complete the metro service. In addition, there are above ground bus and tram connections. Tickets can be

bought at the machines at the metro and tram stops, or directly in the bus and cost about 2.10-2.50€. Check STIB's website for detailed route planners: [www.stib.be](http://www.stib.be)

**Taxis** can be picked up from a taxi stand (at train stations, key points of interest), or ordered on the phone. The main providers are:

- *Autolux: Tel. (0)2 411 41 42*
- *Taxis Bleus: Tel. (0)2 268 00 00*
- *Taxis Orange: Tel. (0)2 349 43 43*
- *Taxis Verts: Tel. (0)2 349 49 49*

## RESTAURANTS & SIGHT SEEING

Brussels offers a wealth of excellent restaurants for all favours and purses. Have a look at <https://en.resto.be/restaurant/brussels> for many choices and independent reviews. Or just browse and enjoy a Belgian beer, a Belgian waffle or the famous Belgian frites in one of the many restaurants, bars and street cafes.

The historical centre of Brussels is best explored by foot. Don't miss the Grand Place and Manneken Pis – Brussels unique 'mascot'. Visit Brussels has a good overview on what to do where: <https://visit.brussels>

## EMERGENCY NUMBERS

If you encounter a serious problem, contact the national emergency services. Calls are free from any mobile phone or fixed-line telephone. The number 112 can be dialed to reach emergency services –medical, fire and police– from anywhere in Europe. Other emergency numbers are:

- *Medical Service: 100*
- *Police: 101*
- *Fire Service: 100*



## PARTNER INFORMATION

### MEDIA PARTNER

#### **Elsevier Connect**

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

**EU Agenda,** Gender Summit 9 Europe media partner EU Agenda is the hub for all things EU. We select the best events, videos, and policy resources so that you can enjoy valuable content, learn about policy, and know the goings-on in Brussels, in Europe and the world. We provide an in-depth perspective on the thinking of EU policymakers, the policy developments taking place every day, and the events where you can contribute, learn, and expand your network. We do that by blending technology and selected content to deliver new, effective ways to facilitate social dialogue and promote progress. Our platform will enable you to discover the events where relevant EU actors are speaking, hear from the people who are making an impact and meet the leaders who are making Europe great.

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**Elsevier Foundation** Over the past decade, the Elsevier Foundation has awarded over a 100 grants worth millions of dollars to non-profit organizations focusing on the world's libraries, nurse faculties and women scholars during their early and mid-careers. Funded by Elsevier, a leading scientific, technical and medical information solutions provider, the Elsevier Foundation contributes over \$1 million USD a year to partnerships improving health information, research in developing countries, diversity in STM, and nursing education. Read about our new 2016 programs.

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

**Portia Ltd** (co-founders of the Gender Summits) designs and implements effective, evidence-based strategies for advancing quality of research and innovation through gender. Our work covers gender equality issues in STEM and gender dimension in the content, process, and impact of science (STEM) endeavours. We work through national and international partnerships, involving scientific community, industry, policy makers and gender research scholars, to enhance science knowledge making; improve institutional practices and process; promote human capital; and ensure compliance with regulation. We believe firmly in putting the views and needs of science at the centre of the gender equality debate in science, and as a key to achieving sustainable economic growth and promoting Europe's role as a global R&D leader. Portia co-founded the Gender Summits in 2011 as part of a project we co-ordinated, genSET.

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

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