

A Role Models Database for Networking and Mentoring women in STEM

Gianna Avellis, MCAA

GENDER SUMMIT15, London, 19 June 2018

www.mariecuriealumni.eu



Outline

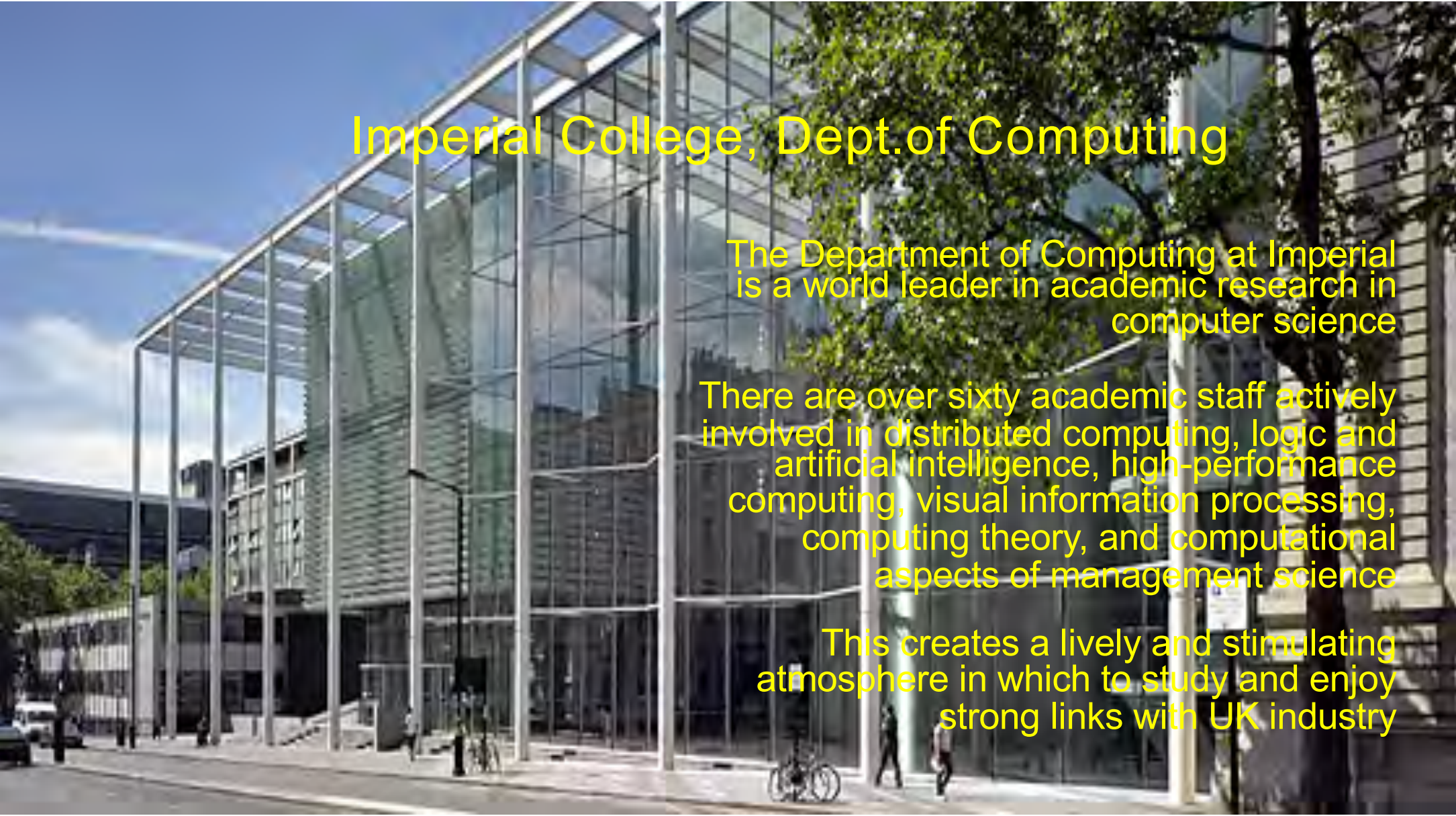
- Work done in MCFA, MCAA, and ITWIIN
- Networking and Mobility for women scientists – AvH project
- A Database of Role Models
- Collaboration with GENDER SUMMIT



TECNOPOLIS is the first initiative of science park in Italy with strong links within Europe
INNOVAPUGLIA is a SPA promoting innovation to Apulia region through the application of ICT

Tecnopolis

www.tno.it

A photograph of a modern building with a glass and steel facade, identified as Imperial College. The building has a distinctive slanted roof and is surrounded by trees and a clear blue sky. The text is overlaid on the right side of the image.

Imperial College, Dept.of Computing

The Department of Computing at Imperial is a world leader in academic research in computer science

There are over sixty academic staff actively involved in distributed computing, logic and artificial intelligence, high-performance computing, visual information processing, computing theory, and computational aspects of management science

This creates a lively and stimulating atmosphere in which to study and enjoy strong links with UK industry

Marie Curie Actions



Pierre and Marie Curie
honeymoon, 1895

FP1
84-87

FP2
87-91

FP3
91-94

FP4
94-98

FP5
98-02

FP6
02-07

FP7
07-13

Horizon 2020
14 - 20

Gianna Avellis IEF
Requirements Engineering
Imperial College, London, UK
1992-1994

Work done in MCFA, MCAA, and ITWIIN

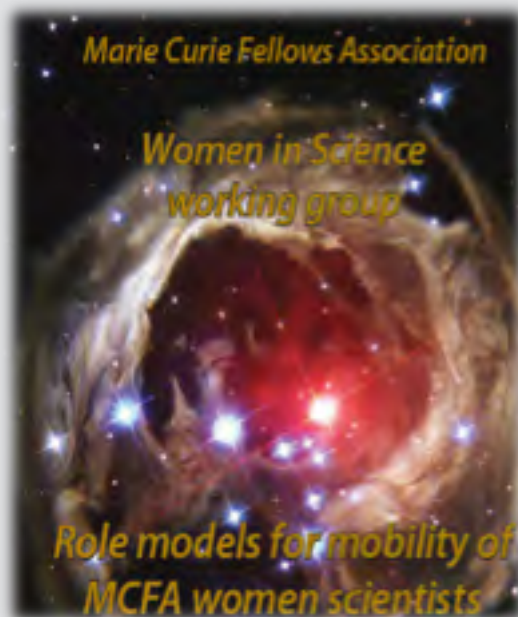
1. **2006 MCFA fellow and founded m-WiSET WG (mobile Women in Science Engineering and Technology), Secretary General**
2. **2007 joined EUWIIN and founded ITWIIN (Italian Women Innovators and Inventors Network), President**
3. **2014 MCAA alumni and founded GEMS WG (Gender Equality and Diversity for Mobile Researchers in Science), chaired in last three years, currently Treasurer**

Objectives of m-WiSET and GEMS WG



- Promote mobility among women scientists
- Empower women scientists and discourage discrimination and marginalisation
- Foster gender equality and scientific excellence in SET
- Encourage the promotion of equality policies at national and European level

Ebooks on Role Models of MCFA and MCAA



Marie Curie Fellows Association
*Women in Science
working group*
*Role models for mobility of
MCFA women scientists*

Antonella Di Trapani
Eleni Chatzichristou
Gianna Avellis
Silvia Giordani
Corinne Martin
Reia Chmielowski
Maria Bostenaru
Natalia Balcazar
Svetlana Baca
Theodota Lagouri
Nusrat Sanghamitra
Elena Martines
Sylvie Blangy

<http://mcfa.eu/newmcfasite/mcfa-role-models-2012>



Ana Sofia Ribeiro
Giovanna Avellis
Ira Didenkulova
Irene Marco-Rius
Jodi Schneider
Louise Hardwick
Magdalini Theodoridou
Maria Bostenaru Dan
Olatz Lopez-Fernandez
Riia Chmieloswki
Rocio Micaela Crespo Quesada
Theodota Lagouri
Wuraola Akande

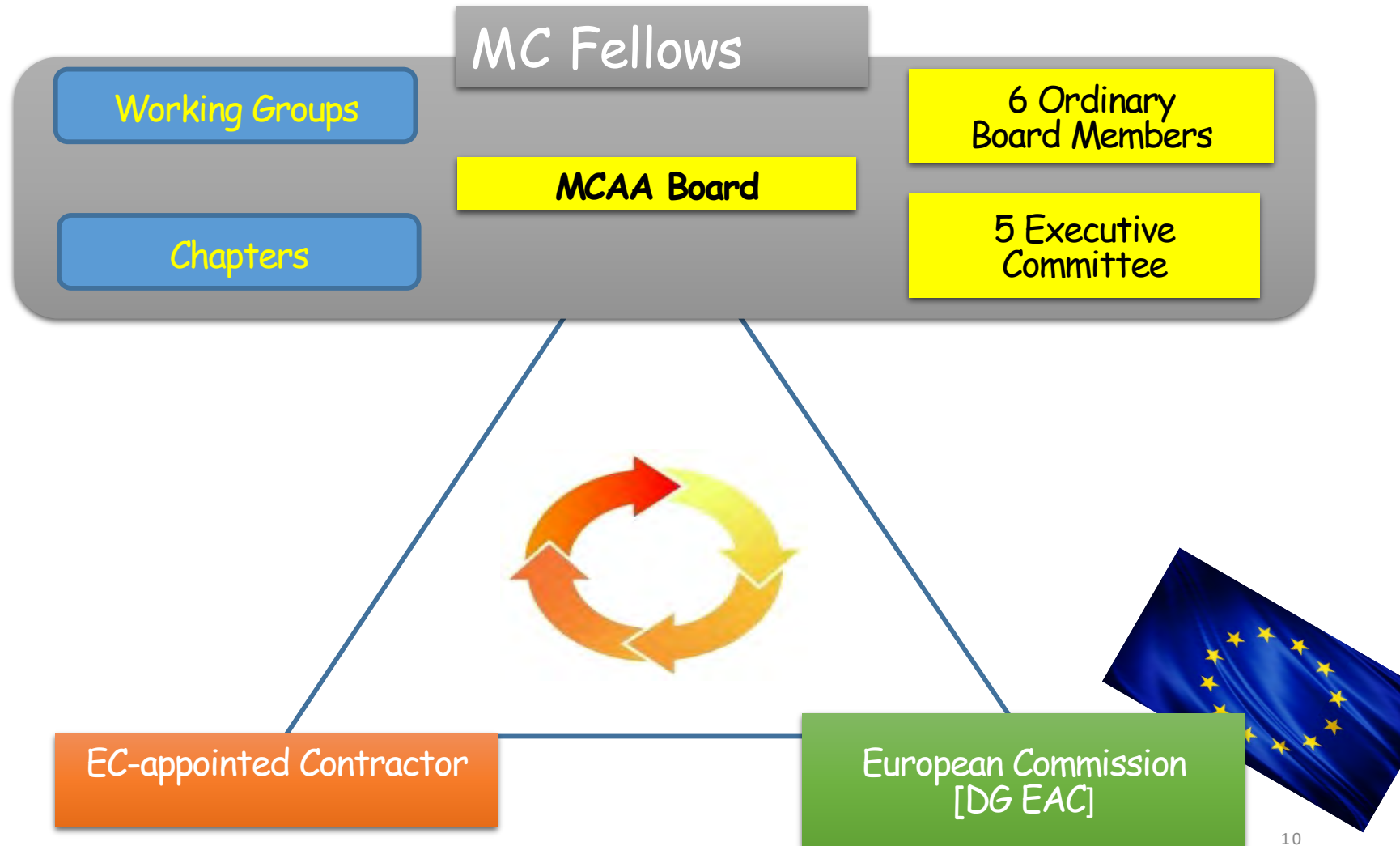
<https://www.mariecuriealumni.eu/>

EuroScience Open Forum - ESOF



- Stockholm 2004 – partner in the Career Programme
- Barcelona 2008 – Should I stay or should I go
- *Turin 2010 – dual career*
- *Dublin 2012 – role models (booklet)*
- *Copenhagen 2014 together with ESF on mobility including also virtual mobility*

MCAA Structure

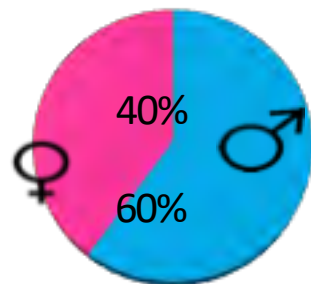




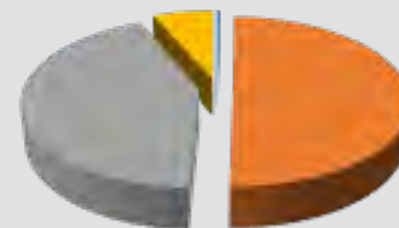
MCAA Membership (more than 10000 members)



Gender



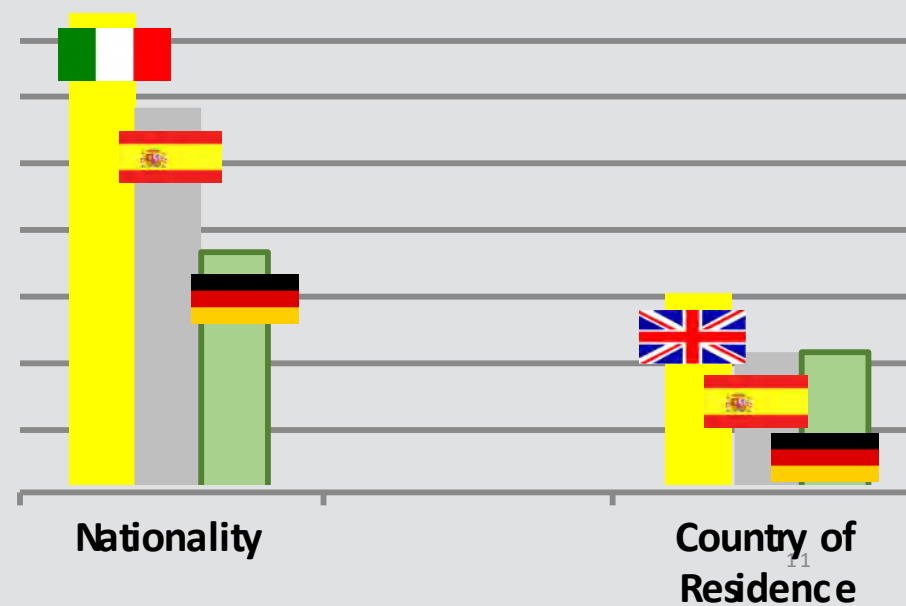
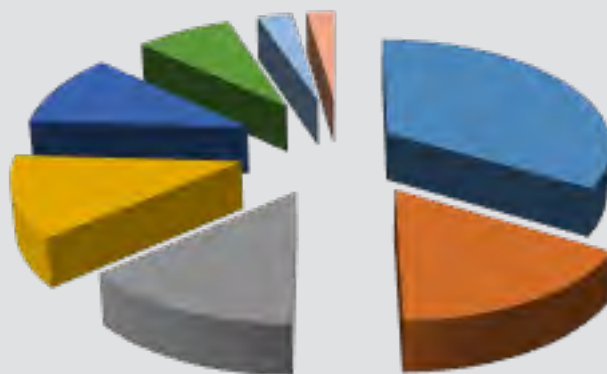
Age Group



■ 19 to 24 ■ 25 to 35 ■ 36 to 50 ■ > 50

Scientific Panel

■ LF
■ ENG
■ PHY
■ SOC
■ CHE
■ ENV
■ MAT
■ ECO



[<https://www.mariecuriealumni.eu/charts>]

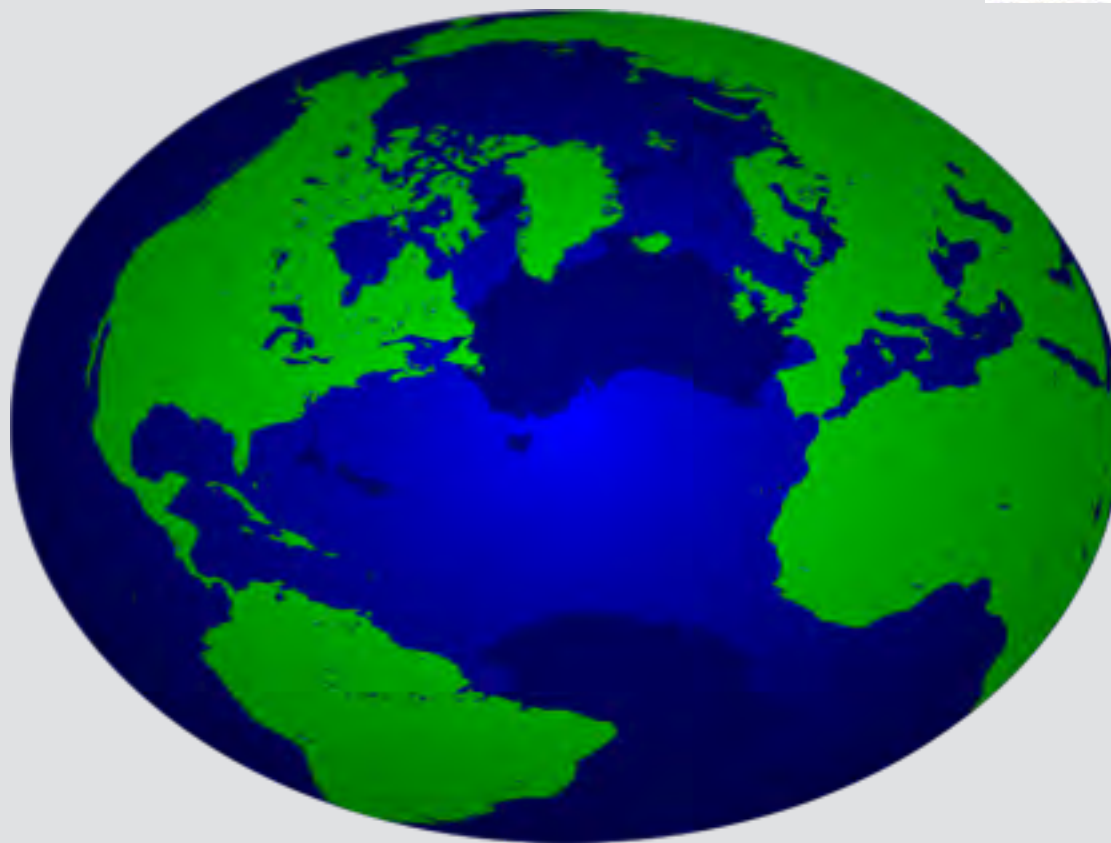




20 MCAA Chapters



Africa
Argentina
ASEAN
Austria
Balearic Islands
Be-Ne-Lux
Czech
Estonia
Germany
Greece
India
Israel
Northern Italy
Central-South Italy
Paris & Ile-de-France
Russia
Pakistan / Sri Lanka
Scotland
Spain /Portugal
United Kingdom



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Czech
Estonia
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Greece
India
Israel
Northern Italy
Central-South Italy
Paris & Ile-de-France
Russia
Pakistan / Sri Lanka
Scotland
Spain /Portugal
United Kingdom



ESOF 2016

- European Science Open Forum
Manchester 23-27 July 2016
- **Leading by examples?
The mobility of women in science**
- Session winner – Gianna Avellis
- 7 speakers from GEMS WG of MCAA (Olga Efremova, Antonella Di Trapani, Theodota Lagouri, Wuraola Akande, Gianna Avellis, Olatz Lopez Fernandez, Magdalini Theodoridou)
- Exploit the work done in the ebook on Role Models
- Attract more MCAA women to GEMS WG
- **Supported by European Commission**



EGU 2017

1. **European Geoscience Union Conference and General Assembly**
2. **23-28 April 2017**
3. **GEMS WG session on Women in geosciences**
4. **Maria Bostenaru, Gianna Avellis, Ira Didenkulova, Magda Theodoridou, Riia Chmielowski**
5. **Networking and Mobility support of women in science**
6. **The Role Models of Women in geosciences**



Results: Gender Summit Africa, Asia and Europe



ITWIIN Awards and Conference

- 2009 Milano, Palazzo della Stampa
- 2010 Bari, Confindustria
- 2011 Torino, Camera del Commercio
- 2012 Roma, Provincia di Roma
- 2013 Roma, Università la Sapienza
- 2014 Ancona, Camera del Commercio
- 2015 Milano, UNICREDIT
- 2016 Bologna, CNR
- **2017 Torino, Incubatore 3PI Politecnico di Torino**



ITWIIN Results

•ITWIIN Awards and Conference



1. Best Inventor
2. Best Innovator
3. Exceptionally Creative Women
4. Capacity Building
5. High Education

Sectors : Health and Life Sciences, ICT, Energy, Environment, Art, Fashion, Design, Education&Training

EUWIIN Awards and Conferences

- 2007 Berlin
- 2009 Helsinki
- 2011 Rejkjavic
- 2013 Stockholm
- 2015 London
- 2017 Bari, Italy



ITWIIN Results

- 2 ebook on Role Models www.itwiin.org
- Women who can help other women to grow and develop creative projects



CON IL PATROGINIO DELLA UNIVERSITÀ DI BARI
E DELL'UNIVERSITÀ DEL SALENTO

PROMUOVERE LA
LEADERSHIP FEMMINILE
ATTRAVERSO I **ROLE MODELS**
NEL CAMPO DELLA **RICERCA,**
INDUSTRIA E BUSINESS.

Presso Università degli Studi di Bari 'Aldo Moro'
Centro polifunzionale, via Cesare Battisti 1, Bari (Italy)

14 MAGGIO 2016
ORE 9:00 - 13:00

ORGANIZZATORI
University of Bari - Università del Salento - Italian Women Innovators and Inventors
Network (ITWIIN) - Marie Curie Fellows Association (MCFA) - Marie Curie Alumni
Association (MCAA) - BPW (Business Professional Women)

PROGRAMMA

- **Ore 9:00** - **Atto del Patrocinio dell'Università degli Studi di Bari,**
Prof. Antonio Iannace - **della Consiglieria Regionale di Puglia,**
Simona Mancuso
- **Ore 9:15** - **Introduzione** **Prof. Agostino Mammola** **Università di Bari**
- **Ore 9:30** - **Incontro di BEOON (BIOEON MODELS della ITWIIN,**
MCFA e MCFA - Rita Anagnina **Presidente ITWIIN** **e** **Gianna**
Avella **ITWIIN, MCAA e MCFA**
- **Ore 10:45** - **"PERCHÉ LE DONNE SONO SOTTO-**
RAPPRESENTATE NELLA LEADERSHIP FEMMINILE E COSA
POSSIAMO FARE?" **Giuseppina Iannici** **ITWIIN, MCAA, MCFA**
- **Ore 11:00** - **"FUGIVA L'INTERO" "ROLE MODELS DI**
LEADERSHIP FEMMINILE NEL CAMPO DELLA RICERCA"
professo **Silvana Modugno** **ITWIIN**
- **Intervento:** **Lidia Torio** **Università di Bari** **ITWIIN, Sara**
Imbriani **Università del Salento** **ITWIIN, Ira** **Dalidovich** **MCAA,**
- Natalia Bolozcar** **MCAA, MCFA, Rossana Casagrande** **Istituto**
Agromedico Montebelluna di Bari **Silvia Giordano** **Istituto Italiano**
di Tecnologia **MCFA, Rosa Caputo** **Chiti** **Maria Rosamaria Dato**
MCFA, MCAA
- **Ore 11:30** - **SALUTA IL RICEVIMENTO**
- **"ROLE MODELS DI LEADERSHIP FEMMINILE NEL**
CAMPO DELL'IMPRESA E BUSINESS"
professo **Laura Caravita** **MCFA, BPW** **Isabella Milano**
- **Intervento:** **Bela Citibeli** **Presidente EUWIN (European**
Women Professional Women's Association) **Galina Vlasova**
Secretary and Secretary **Natalia Anisimovich**
Director **Public Science and Technology** **TECHNOPOL, Elena Di**
Giulia **ITWIIN, Maria Lilli** **Università** **Nadia Margherita** **E. Elenio**
Luca De Rosa **ITWIIN, FORMEDIL** **IL** **Federico Longo** **ITWIIN,**
FORMEDIL **IL** **Celia Laura Petrucci** **ITWIIN** **BPW** **Formedil**
Elisabetta Duranti **ITWIIN** **DOTI**



EUWIIN 2017

1. 28th June Exhibition and Conference
2. 29th June Conference and Gala Dinner with Awards
3. Organisers and sponsors GWIIN, EUWIIN, ITWIIN, MCAA, Alexander von Humboldt
4. Lone inventor
5. Lone innovator
6. Exceptionally Creative Women
7. Capacity Building
8. Higher Education
9. ...



SAVE THE DATE!
28-29 JUNE 2017

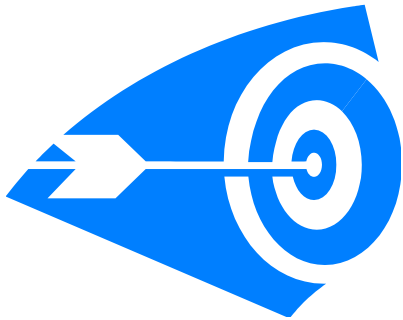
CALL FOR DELEGATES, GUEST SPEAKERS
& SPONSORS

BARI, ITALY TO HOST

**THE 6TH BI-ANNUAL
EUROPEAN &
INTERNATIONAL WOMEN
INVENTORS & INNOVATORS
CONFERENCE & AWARDS**

JOIN US AT THE EXQUISITE
"SALONE DEGLI AFFRESCHI",
UNIVERSITY OF BARI ITALY.

AvH project on Networking and Mobility of women scientists : Issues addressed



- To what extent the mobility impact and improve the scientific career of women and the scientific excellence of women researchers effectively?

- Which difficulties the women researchers face when they undertake mobility programs?





First Results on our research

BAD NEWS

- **BRAIN-DRAIN WOMEN RESEARCHERS**
 - *MSCA ACTIONS AND HORIZON2020 REINTEGRATION IN HOME COUNTRY*
- **BARRIERS TO INFORMATION ACCESS PREVENT MOBILITY**
 - *LACK OF INFORMATION ON STUDY LEAVE AND BURSARIES TO STUDY ABROAD ESPECIALLY FOR WOMEN*
- **REINTEGRATION AND OBSOLETE LINKS BETWEEN HOST AND HOME INSTITUTIONS**
 - *RAPID CHANGES IN THE WORKING ENVIRONMENTS*
 - *MALE BASED RESEARCH ENVIRONMENTS SUCH AS IN ICT AND ENGINEERING*
 - *RECOGNITION OF COMPETENCES ACQUIRED ABROAD*



Main Results

GOOD NEWS

- **HELP TO DEVELOP A FEMALE ATTITUDE “OPEN TO SOCIETY”**
 - *BE OPEN TO ADDRESS DIFFERENT ISSUES WHICH IMPACT WITH SOCIETAL CHALLENGES*
 - *BE FLEXIBLE TO FACE NEW FIELDS OF SCIENTIFIC INQUIRIES*
 - *NEW WORKING STYLES, SUCH AS TELEWORKING, SMART WORKING TO BETTER ADDRESS A WORK LIFE BALANCE*

- **ENCOURAGE MOBILITY THROUGH EXAMPLES OF ROLE MODELS**
 - *TOWARD WOMEN IN PERIPHERAL REGIONS OF EUROPE (SUD OR EST EUROPE) TO WIN CULTURAL AND FAMILIAR CONSTRAINTS AND ENCOURAGE MOBILITY CHOICES AT HOME INSTITUTION*
 - *TOWARD OTHER RESEARCHERS IN THE HOST INSTITUTION*



Main Results

GOOD NEWS

- **MOBILITY AS A STIMULUS TO CHANGE CULTURE AND LIFE OF WOMEN**
 - *A STUNNING OPPORTUNITY TO SEE HOW OTHER WOMEN LIVE AND WORK*

- **EXPERIMENT “A REVOLUTION WITHIN YOURSELF” BY SEEING THE WORLD BY YOURSELF**
 - *A WOMEN AFTER THE MOBILITY EXPERIENCE IS DIFFERENT FROM THE PREVIOUS ONE*

- **HELP TO REACH A GOOD WORK-LIFE BALANCE**
 - *EXPERIENCE TO ORGANISE SEVERAL DIFFERENT SITUATION OF HOME AND WORK DURING MOBILITY FACILITATES TO REACH A GOOD WORK-LIFE BALANCE AFTER THE MOBILITY EXPERIENCE*
 - *HOWEVER OFTEN PRIVATE AND WORK LIFE INTERFERE AND THIS IS SOMETHING THAT IS NOT OFTEN ON THE WOMEN SIDE*

AvH Project on Networking and Mobility

- Understand the role and impact of mobility on women scientists career: the Role Models
- Connection between Mobility and Scientific Excellence
- Reward Mobility and identify mechanisms to measure scientific excellence
- Mobility as gender sensitive: equal opportunities to women and male regarding benefits and possibilities offered by mobility programs

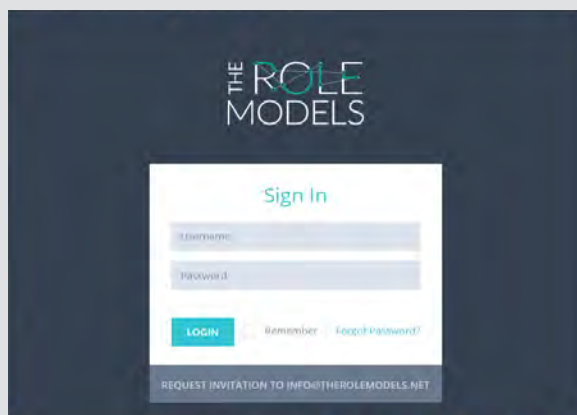
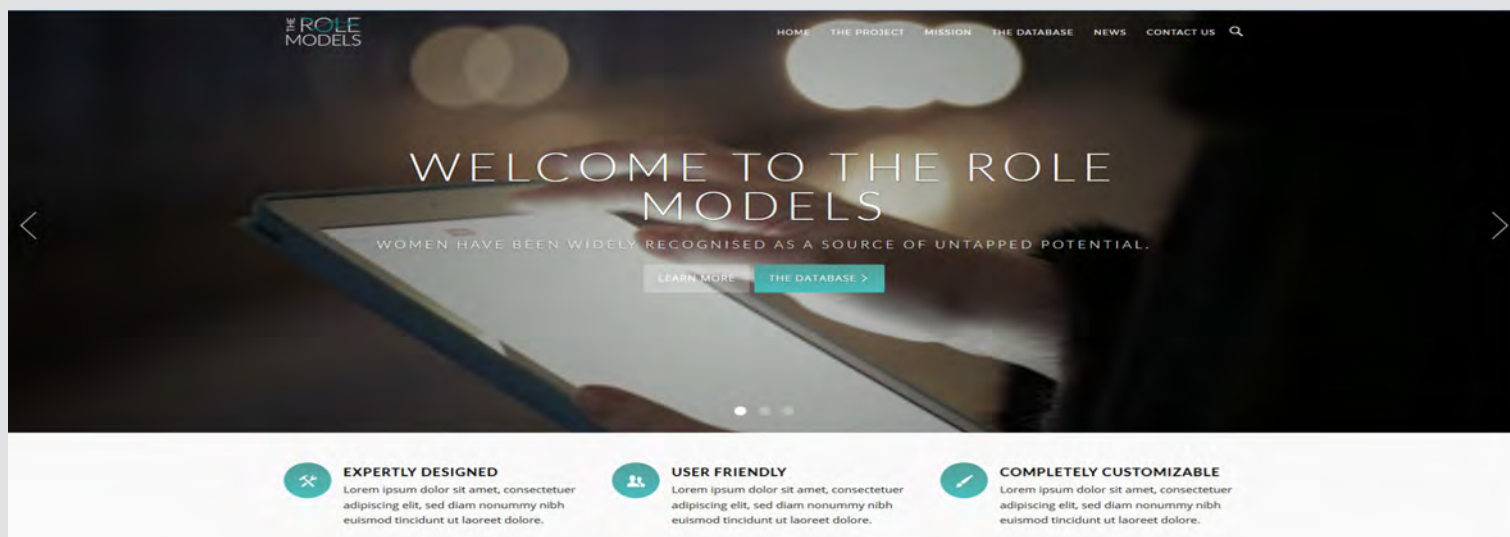


AvH project on Networking and Mobility

- The issue of mobility of women scientists has been neglected although related to several issues:
 - Unconscious gender bias in selection processes
 - Definition of scientific excellence
 - Work-life balance, Dual Career
 - Care of children, elders, family
- Mobility is a key issue to strengthen a researcher's scientific CV
- Men are mobile during their whole career while women are mobile at the early stage of their career when they do not have to reconcile work and family life



A Database of Role Models



A Database of Role Models



ROLE MODELS

Do you agree to be a mentor?

(if Yes, you will be open to receive messages and requests from young women scientists) *

☒ Yes

☐ No

Which of the following do you consider yourself to be a role model for?

(select one or multiple) *

☒ female leadership

☒ work-life balance

☐ maternity leave

☒ dual career

☒ reintegration

☐ geographical mobility

☒ intersectoral mobility

Other

Collaboration with GENDER SUMMIT

- Project focus: Networking and Mobility of women in STEM
- Paying attention to their mobility to provide mentoring support in collaboration with :
- ITWIIN, EUWIIN, EPWS, EURODOC, MCFA, MCAA, ICORSA, ...
- University of Bremen, Leibniz Universitat Hannover and University of Kiel, Germany, Tallin University of Technology and Turtu University, Estonia, University of Bari and University of Salento, Italy
- Annual Workshops and e-books on Role Models of mobile women scientists
- Portal www.therolemodels.net
- Database of Role Models similar to AcademiaNet



THANK YOU!

Please register to Role Models Database
by sending a request to
info@therolemodels.net

Any questions?

You can find me at
avellisgianna@gmail.com