



<sup>nd</sup>  
2 European  
Gender  
Summit

*Aligning Agendas for Excellence 2012*

Quality Research and Innovation through Equality  
29-30 November 2012, Brussels

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## WELCOME FROM THE CO-CONVENORS

For many years the issue of gender equality in science concentrated on questions of employment and representation, driven partly by the focus of the EU gender equality and mainstreaming policies on employment issues. But now, two forces have disrupted this paradigm. The first was created by the growing body of studies and results from gender research scholars showing that gender inequality in science impacts on quality of research and innovation and the second by the new EU policy vision how research and innovation can help achieve sustainable economies and societal wellbeing. A win-win situation has emerged with gender not as a troublesome and persistent problem but rather as an opportunity to enhance both quality and benefits of research and innovation for science and society.

In 2010 the genSET panel of 14 top-level science leaders considered the available gender research evidence and proposed a gender equality strategy for science institutions with 13 specific actions. This, evidence based, consensus advice 'from science leaders for science leaders' has defined the basic principles for implementing locally relevant, institution specific gender equality action plans. In 2011, the Commission brought together a group of high level experts to investigate how the plans for boosting innovation that form the cornerstone of the Europe 2020 Strategy could be stimulated through structural change and lead to increasing the number of researchers in Europe by at least one million. The expert reiterated the science leaders' advice that progress in integrating gender in research and innovation is essential and relies on firm and sustained top-level commitment. While a lead from the EU and its Member States is essential, a wider range of actors also need to play an active role in modernizing the way research and innovation are conducted. The European Gender Summit provides a platform for all the key players and stakeholders to engage in a dialogue and find agreement between the scientists, policy makers and gender research scholars on effective gender equality actions for science decision-makers and researchers, women and men alike.

One of the aims of the 2012 European Gender Summit is to help establish how the gender dimension can fit into and help produce the economic and societal benefits promised in HORIZON 2020, Innovation Union and European Research Area policy initiatives. Representatives from leading science institutions, such as ERC, DFG and LERU, will report on the already established commitment to change and initiatives taken that can provide good practice examples for others. The programme will also highlight new aspects of gender research to continue accumulating the best evidence to support future actions. Finally, we have included multiple opportunities for participants to network and engage in discussions from which we hope will emerge fresh advocacy approaches to support action at all levels: political, policy and science. We very much hope that you will find the programme interesting and informative and the event enjoyable.



Martin Hynes BE, MBA, C.Eng.,  
F.I.E.I., Chief Executive of the  
European Science Foundation  
(ESF) [www.esf.org](http://www.esf.org)



Dr. Elizabeth Pollitzer,  
Director, Portia Ltd - genSET, UK  
[www.portiaweb.org.uk](http://www.portiaweb.org.uk)  
[www.genderinscience.org](http://www.genderinscience.org)



## WELCOME MESSAGES FROM SUPPORTERS



Britta Thomsen, Member of the European Parliament

"Over the last 30 years there has been a remarkable rise in women's level of education and participation in the labour market, including research. Europe represents one of the largest producers and markets for science knowledge, but it needs to be made **more inclusive and "innovation-friendly" through user-driven innovations** that target societal challenges such as **health, aging population and energy**. Healthy population is a goal common to all European countries, and a challenge that offers considerable potential for Europe to lead the world in providing innovative responses. But, it is also an area where for many years research has turned a blind eye to the **role of sex and gender differences** in disease prevalence, progress and clinical outcomes, and where innovation cultures have not seen **women as 'owners' of problems** worthy of special attention. Correcting such inequalities is important to quality of research but also to **create opportunities for new discoveries** in areas such as biomarkers, stem cells and cancer diagnostics. The multi-stakeholder dialogue promoted by **the Gender Summit will help redefine the research and innovation landscape** to give women and men an equal role in research and society, as co-owners and co-solvers of Europe's societal challenges."



Máire Geoghegan Quinn, EC Commissioner for Research and Innovation

"We need to be **smarter, sharper and more focused in our research and innovation** missions by concentrating on a small number of 'big ticket' items, which are crucial for achieving impact on the economy and society. They include fair, transparent, merit based recruitment, and specific measures to support women's scientific careers and their active engagement in innovation. **The Gender Summit will review available evidence and experience of how to enhance quality of science knowledge making, and help create new markets for scientific knowledge**, by addressing gender issues in research and innovation. I very much look forward to hearing the outcome of these discussions, which will provide useful input and help us identify realistic **opportunities for implementing gender equality measures within HORIZON 2020, Innovation Union and ERA.**"



Mr Thorbjørn Jagland, Secretary General of the Council of Europe

"**Innovation and quality research are extraordinary tools to achieve progress.** It is indeed crucial to open spaces where creativity and talent can express and drive evolution. However, we often forget that no matter how much and how long we research, humankind will never achieve meaningful progress unless it manages to guarantee human dignity, freedom and equality. Let's face it. We live in times and societies where women continue to earn less, decide less, and count less than men. There is one area where women count more than men: in the record of victims of violence. And yet, **achieving gender equality is a legal, economic and moral imperative.** We simply can't afford to exclude half the population from the efforts that we should undertake to achieve social and economic progress and to guarantee lasting peace. The council of Europe is proud of having contributed to put gender equality in the agenda of its 47 member states. Through our work, we have influenced important changes in legislations, policies and attitudes. We have indeed made progress but not achieved Progress yet. I therefore wish the Summit every success and count on your support so that the **21 Century becomes the Century of Progress through Equality.**"



## CREDITS

The European Gender Summits are co-convened by European Science Foundation and genSET. The conferences bring together leaders in science research and in policy to discuss emerging trends and advances in understanding how gender issues impact scientific research and innovation at the European Level.

### Scientific Programme

Portia Ltd

### Conference Management

Conferences Unit, European Science Foundation ([www.esf.org/conferences](http://www.esf.org/conferences))

### Special Thank You

We would like to warmly thank the Davinci Institute and Direction générale Infrastructures et logistique of the European Parliament for their valuable help.

## ABOUT THE CO-CONVENORS



**The European Science Foundation (ESF)** is an association of 78 Member Organisations devoted to scientific research in 30 European countries. Since its establishment in 1974, it has coordinated a wide range of pan-European scientific initiatives, and its flexible organisation structure means it can respond quickly to new developments. ESF's core purpose is to promote high quality science at a European level. The Foundation is committed to providing scientific leadership through its networking expertise and by ensuring that there is a European added value to all of its initiatives and projects. [www.esf.org](http://www.esf.org)



**Portia Ltd UK** is a non-governmental organisation that designs, implements and promotes effective strategies for gender equality in Science, Engineering and Technology ([www.portiaweb.org.uk](http://www.portiaweb.org.uk)). As part of its programmes, Portia Ltd runs genSET, a forum for sustainable dialogue and action between science leaders, gender experts, stakeholder scientific institutions, and science strategy decision-makers. genSET draws on a thorough research scholarship, as well as on the recommendations from science leaders on what the key problems are and what actions institutions should take to address gender issues that interconnect and impact on scientific quality. [www.genderinscience.org](http://www.genderinscience.org)



## SUMMIT AT A GLANCE

| <b>DAY 1 Thursday 29 Nov 2012, 13:00–21:00</b> |  | <b>Location</b>   |
|--|--|---|
| 13:00 – 14:00                                  | Registration   | <b>European Parliament</b><br>(room: Paul Henri Spaak P3C050,<br>building: Altiero Spinelli)<br>Rue Wiertz/Wiertzstraat 60, B-1047 Brussels<br>Please allow at least 30-45 minutes for security checks and registration each day upon arrival at the European Parliament, and bring your passport or ID card with you |
| 14:00 – 14:30                                  | Session 1: Aligning Policy Agendas   |   |
| 14:30 – 16:00                                  | Session 2: Integrating the Gender Dimension in Research and Innovation Landscape   |   |
| 16:00 – 16:15                                  | Break  |   |
| 16:15 - 17:45                                  | Session 3: Advancing Science and Innovation through Inclusion: The Gender Factor   |   |
| 17:45 – 18:15                                  | Session 4: Open Discussion on Key Points from Plenary Sessions   |   |
|  | <b>Networking event</b>  | <b>Location</b>   |
| 18:30 – 21:00                                  | Session 5: Networking and announcement of the winner of the “Science It’s Your Thing” Competition  | <b>Science 14 Atrium</b><br>14b, Rue de la Science/Wetenschapsstraat, B-1040 Brussels   |
| <b>DAY 2 Friday 30 Nov 2012, 08:00–17:30</b>   |  | <b>Location</b>   |
| 08:00 – 09:00                                  | Registration   | <b>European Parliament</b><br>(room: József Antall 4Q2,<br>building: József Antall (JAN))<br>Rue Wiertz 60/Wiertzstraat, B-1047 Brussels<br>Please allow at least 30-45 minutes for security checks and registration each day upon arrival at the European Parliament, and bring your passport or ID card with you    |
| 09:00 – 09:20                                  | Session 6: The Role of Research Evidence in Shaping Science Making and Science Policies  |   |
| 09:20 – 10:35                                  | Session 7: Integrating the Gender Dimension in Research and Innovation Content   |   |
| 10:35 – 10:50                                  | Break  |   |
| 10:50 – 12:05                                  | Session 8: Mainstreaming and Consolidating Gender Research Scholarship   |   |
| 12:05 – 12:25                                  | Session 9: Open Discussion on Key Points from Plenary Sessions   |   |
| 12:30 – 13:30                                  | Lunch  |   |
|  | <b>Cafés Scientifiques</b>   | <b>Location</b>   |
| 13:30 – 14:00                                  | Arrivals   | <b>The Thon EU Brussels</b><br>75 Rue de la Loi, B-1040 Brussels  |
| 14:00 – 16:00                                  | Session 10: Parallel Cafés Scientifiques <ul style="list-style-type: none"> <li>• Café 1: The leaky pipeline and age discrimination</li> <li>• Café 2: Gender as 'big ticket' item in R&amp;D&amp;I</li> <li>• Café 3: From Manifesto to Gender Equality Standard for projects and institutions</li> <li>• Café 4: GenderSTE: Networking the way to gender equality in science and technology</li> </ul> |   |
| 16:00 – 16:30                                  | Coffee and End   |   |



## USEFUL INFORMATION

### VENUES

The venues are all in walking distance of one another.

#### Talks Venue



**European Parliament**  
Rue Wiertz/Wiertzstraat 60  
B-1047 Brussels  
[www.europarl.europa.eu](http://www.europarl.europa.eu)

a) in room **Paul Henri Spaak P3C050**, building Altiero Spinelli on Thur 29 Nov  
b) in room **Jozsef Antall 4Q2**, building JAN on Fri 30 Nov

#### Networking Venue



**Science14 Atrium**  
Rue de la Science/Wetenschapsstraat 14b  
B-1040, Brussels  
[www.science14.com](http://www.science14.com)

#### Cafés Scientifics venue



**The Thon EU Brussels**  
Rue de la Loi/Wetstraat 75  
B-1040 Brussels  
[www.thonhotels.com/eu](http://www.thonhotels.com/eu)

### REGISTRATION AND SECURITY CHECK

The registration desk will be located at the main entrance of the European Parliament in the building Altiero Spinelli, entrance Simone Veil. To access the Parliament, all delegates will be given an access badge and will have to undergo a security check. **Please allow at least 30-45 minutes for security checks and registration each day upon arrival at the European Parliament, and bring your passport or ID card with you.** For identification and security reasons, all delegates are requested to wear their identification badges at all times during their stay in the European Parliament. An access badge will be provided at registration on each Summit day. To facilitate the security check at the European Parliament we strongly recommend participants to do their check-in and **leave their luggage at their hotel prior the start of the European Gender Summit on Thursday 29 November 2012.** No luggage room is available on that day and the cloakroom is unmanned at the European Parliament.

### INTERNET ACCESS

**At the European Parliament:** A free internet connection is provided in both conference rooms. Individual login will be provided to access the Internet WiFi connection at the Internet Desk in the conference room each day.  
**At Science14:** Free WiFi connection is available at Science 14 upon request at reception.  
**At Thon EU Hotel:** Free PC stations with Internet connection are available in the lobby and near the meeting rooms.



Join the discussion using the hashtag **#egs12**. The official twitter account is **@gendersummit**





## DISPLAY AREAS

Some partner organisations will showcase their work and projects in the dedicated display areas at the Science 14 Atrium on Thursday 29 November and at the European Parliament on Friday 30 November.

## COFFEE BREAKS & LUNCH

On Thursday 29 Nov, coffee and tea will be served inside the room Paul Henri Spaak P3C050 before the start of the Summit and at 16:00.

On Friday 30 Nov hot beverages and biscuits will be served at arrival and from 10:35 -10:50 in the hallway next to the meeting room 4Q2, building József Antall (JAN). A walking lunch will also take place from 12:30 -13:30 in the same area.

## CLOAKROOM

We strongly recommend participants to do their check-in and leave their luggage at their hotel prior the start of the European Gender Summit on Thursday 29 November 2012. No luggage room is available on Day 1 at the European Parliament and the cloakroom is unmanned in all venues.

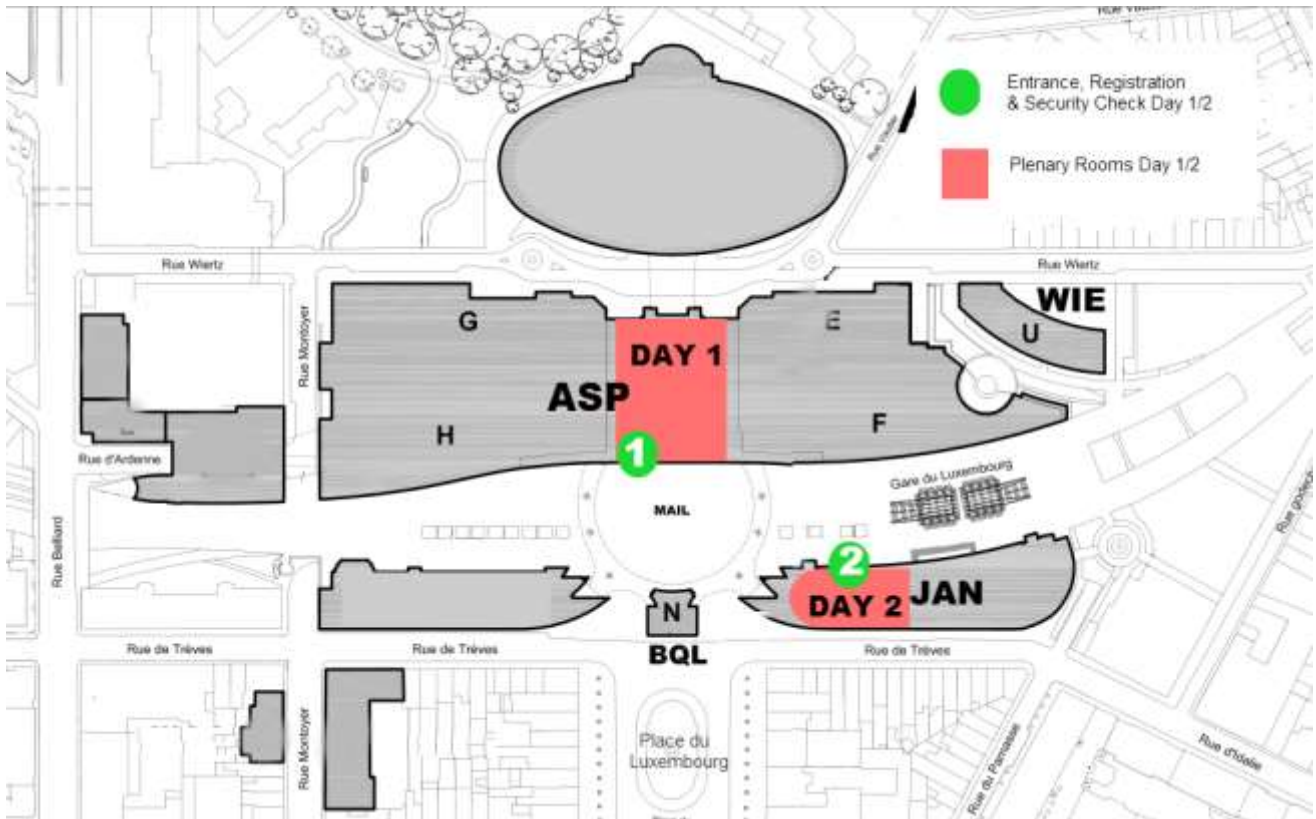
## ONSITE SUPPORT

European Gender Summit Helpers are available on-site to register participants, provide maps and delegate packs, and guide participants the meeting rooms. They will wear a blue badge and a flashy light on their jacket.



## LOCATIONS & MAPS





## PROGRAMME DETAILS

**DAY 1: PLENARY SESSIONS, THUR 29 NOV 2012, 13:00 - 18:15**

**VENUE: European Parliament, room: Paul Henri Spaak P3C050, building: Altiero Spinelli**

*Note: European Parliament rooms are different on Day 1 and 2*

Address: Rue Wiertz /Wiertzstraat 60, B-1047, Brussels. Please see map above.

**13:00 - 14:00 ARRIVALS**

Please allow at least 30-45 minutes for security checks and registration each day upon arrival at the European Parliament, and bring your passport or ID card with you.

**14:00 - 14:30 SESSION 1: ALIGNING POLICY AGENDAS**

*The 2012 Gender Summit comes at a critical moment in the European policy and political debate on the future direction of research and innovation. Policy initiatives such as HORIZON 2020 have responded to the evidence that promoting gender equality in science contributes to better research and innovation, and strengthens the role of R&D in creating sustainable economies and improving the wellbeing of society.*

*During this session you will hear from key European policy makers about most recent EU-level efforts to advance the quality and impact of investment in research and innovation, through evidence based policies and initiatives.*



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*Promoting research and innovation through gender equality, **Oldřich Vlasák**, Vice-President of the European Parliament, responsible for Science and Technology Options Assessment (STOA), Summit Policy Partner*

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*Implementing Science Policy through HORIZON 2020, ERA and Innovation Union, **Máire Geoghegan Quinn**, Commissioner for Research and Innovation, European Commission*

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*How can the Joint Research Centre improve science policy outcomes for Europe's citizens? **Dominique Ristori**, Director General, the Joint Research Centre, European Commission*

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*Welcomes from Summit Organisers and Partners*

**Dr. Ángeles Rodríguez-Peña**, President of the COST Committee of Senior Officials (CSO), COST (European Cooperation in Science and Technology), Summit Partner

**Prof. Pär Omling**, President of the European Science Foundation (ESF), summit co-organiser, and Vice President, Science Europe

**Dr. Elizabeth Pollitzer**, Director, genSET / Portia Ltd, Summit Co-Organiser

14:30 - 16:00 SESSION 2: INTEGRATING THE GENDER DIMENSION IN RESEARCH AND INNOVATION LANDSCAPE

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*Chair's introduction, **Prof. Pär Omling, President** of The European Science Foundation (ESF) and Vice President of Science Europe*

*Over the last 2-3 years, leading research performing and funding institutions across Europe have responded to the growing evidence that gender issues can impact on the quality of scientific endeavour by introducing a range of structural improvements designed to eliminate known gender inequalities and biases in research and in work practices. In this session senior representatives from major European research institutions will showcase gender equality initiatives that their organisations have implemented, to improve organisational and scientific performance, excellence and impact. Further significant examples are featured elsewhere in the programme.*

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*Report on Gender Equality Action from The League of European Research Universities (LERU), **Prof. Simone Buitendijk**, Vice Rector of the University of Leiden and Member of the LERU Steering Group for the Advice Paper on Gender in Academia*

Prof. Buitendijk will present the recommendations and commitment to take action on gender equality issues agreed on by member institutions of the League of European Research Universities. Not enough women opt for a career in research and too many drop out as they advance in an academic career. LERU universities view this as a loss of talent in the workplace, a loss of diversity in society and a loss for universities' pursuit of excellent research and new knowledge creation. New report offers evidence and guidance on how to achieve the structural change needed.

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*Integrating Gender Equality Recommendations into Practices at the European Research Council (ERC), **Prof. Teresa Lago**, University of Porto and Member of ERC Scientific Committee*



Prof. Lago will report on the continued efforts at the European Research Council to ensure fairness and gender balance in assessment and award of grants and in the way the ERC Scientific Council operates. The Council has adopted a Gender Equality Plan in 2010, and has since commissioned studies to better understand differences in career paths of female and male applicants, including the impact that success or failure in securing an award has on their subsequent professional advancement, as well as the reasons behind a smaller number of ERC applications from female researchers comparatively to male applicants. The outcome of these studies will help the Scientific Council's decision making so that it can fulfil its mission: to support excellent frontier researchers across Europe, irrespective of nationality, gender or age.

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*Role of the DFG (German Research Council) in Promoting Better Gender Equality Practice in Research, Dr. Ulrike Eickhoff, Head of the Quality Assurance and Programme Development Division, DFG (German Research Council)*

Dr. Eickhoff will report on the programme for universities introduced by the German Research Council to promote implementation of specific gender equality objectives focused on research-oriented standards developed by experts. In 2009, DFG introduced a 'methodological toolbox' as resource targeting Germany's scientific community. The Toolbox contains a collection of equal opportunity measures, providing practical examples and many helpful tips. The presentation will focus on the experience to-date and essential criteria for success.

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*Introducing Gender Indicator into EU Innovation Union Scoreboard, Dr. Hans M. Borchgrevink, Chair, Working Group Monitoring of the ERA Steering Group on Human Resources and Mobility (EU-SGHRM)*

Dr. Borchgrevink will introduce the efforts made by the ERA SGHRM expert working group monitoring to propose a gender indicator for the EU Innovation Union Scoreboard (which at present excludes any references to gender equality issues). The proposed indicator, supported by SGHRM and most people consulted, is the SHE figures "scissors" item "% women in Grade A researcher positions" as the best single indicator to demonstrate the state of play of inclusion of women researchers in EU and national activities. Awaiting SHE-figure update fall 2012, it is expected that the proposal should be approved for inclusion in the Scoreboard 2013.

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## Q&A

16:00 - 16:15 BREAK

16:15 - 17:45 SESSION 3: ADVANCING SCIENCE AND INNOVATION THROUGH INCLUSION: THE GENDER FACTOR

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Chair's introduction, **Dr. Wanda Ward**, Head, Office of Integrative Activities, Office of the Director, National Science Foundation (NSF), USA

*Europe has established important leadership in promoting policy initiatives for improving gender equality in science. The Gender Summit 2012 provides a timely opportunity to share the knowledge and experience of how to best address known gender issues at individual, institutional and national levels with policy makers from other parts of the world.*



*Leading figures in the USA science and diversity landscape will share significant examples of policy interventions for improving the inclusion of women, and of underrepresented groups in general, in science education and the workforce. Elsewhere in the programme there are examples from other countries.*

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*Promoting Diversity and Public Problem-Solving Together*, **Prof. Nancy Cantor**, President and Chancellor of Syracuse University

Universities are perfectly positioned today to be public goods—that is, anchor institutions in our communities. As our talent pool becomes more diverse and population concentrates in metropolitan areas, the challenges and the opportunities to broaden participation and to collaborate on pressing issues of social, economic, educational, and environmental sustainability become ever more present. We must catalyse partnerships for innovation across sectors, build social capital in our communities to sustain the impact of our innovations, and in the process recruit and train the next diverse generation of leaders and innovators. This presentation will frame the great challenges we face as the population globally consolidates relentlessly in metropolitan areas and suggest ways that universities can leverage their unique role in society to address these challenges, with illustrations drawn from Syracuse University and Syracuse, New York, which is among the 100 largest metropolitan areas in the United States.

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*Do Babies Matter in Science?* **Prof. Mary Ann Mason**, Professor and co-director of the Center, Economics & Family Security at the University of California, Berkeley, School of Law, USA

While American women have stepped up to the plate and earned doctorates in record numbers in all the STEM fields over the past thirty years, they have also dropped out of the scientific pipeline in large numbers compared with men. Drawing on NSF's longitudinal Survey of Doctorate Recipients (SDR) and several original surveys this presentation reviews research which studies the effect of family formation on the career lives of men and women Ph.Ds. What happens to the careers of men and women scientists when they marry and have a child? Do they take on a tenure track job? Do they fail to get tenure? Do they drop out of science? Do women have fewer children than men?

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Q&A

17:45 - 18:15 SESSION 4: OPEN DISCUSSION ON KEY POINTS

*Discussion led by: Prof. Simone Buitendijk, Vice Rector of the University of Leiden and Member of the LERU Steering Group for the Advice Paper on Gender in Academia and Prof. Curt Rice, Pro Rector for Research & Development, University of Tromsø, Norway*

**DAY 1: NETWORKING EVENT, THUR 29 NOV 2012, 18:30 - 21:00**

**VENUE: Science 14 Atrium**

14b, Rue de la Science/Wetenschapsstraat, 1040, Brussels. Please see map page 9.

The Gender Summit Networking event gives you a chance to meet and connect with other delegates, to create new partnerships and continue discussions in a more informal setting.

Please note that entrance is only allowed to participants who pre-registered to attend the networking event.



## SCIENCE: IT'S YOUR THING! VIDEO CONTEST WINNERS ANNOUNCEMENT



The evening will also host the award ceremony of the video contest “Science: it's your thing!”. The European Science Foundation teamed up with Curt Rice to devise and sponsor a contest to make a new video that rivals the European Commission original Science: It's a girl thing! Contestants were asked to submit a 1 minute video that highlights the diverse career options that science offers to young women everywhere and to help raise young women's interest in science!

### Prize donor

**Prof. Brian Schmidt** is an astronomer at the Research School of Astronomy and Astrophysics at the Australian National University. Raised in Montana and Alaska, USA, Schmidt moved to Australia in 1994. As leader of the High-Z SN Search team, Schmidt was integral to the 1998 discovery that the Universe's expansion is accelerating, work that was awarded the 2011 Nobel Prize in Physics. Schmidt continues to work in several areas of astronomy, including leading the SkyMapper Survey, a 5 year project to make a comprehensive digital map of the Southern sky from ultraviolet to near infrared wavelengths. Schmidt is a strong advocate for quality education from primary to tertiary levels, and at improving the career structures for young people undertaking research careers.

### The Jury Panel

**Dr. Laura Lauritsalo** is Senior Administrator at European Commission. She has worked more than ten years in DG Research and Innovation in particular on issues related to Science in Society, Responsible Research and Innovation, Gender and Science Education. Currently she is working in the Gender Sector in the European Research Area Directorate.

**Cheryl Miller**, founder of Zen Digital Europe, is a recognized digital social entrepreneur with twenty years of international experience in the tech and ICT sectors. Cheryl's work to promote science and technology to women and girls has been recognized by the United Nations and the European Commission, and she is consulted worldwide as an expert and speaker on topics related to digital inclusion, digital literacy, gender equality, youth and female leadership, and entrepreneurship, especially in STEM fields. In 2008, Cheryl founded Zen Digital Europe, a sustainability consultancy addressing gender equality and climate change, and promoting ICT and digital media to achieve the Europe 2020 vision. Since 2011, Zen Digital Europe is the Belgian contact point for the European Centre for Women and Technology. Cheryl is a founding board member of Greenlightforgirls.org, and held the positions of Technology Chair and European Director from April 2010 to November 2012. Cheryl is founder of the Women2020 platform, the InspireGirls.org and DigitalMuse.org initiatives, and member of the Strategic Committee for Female Board Pool Belgium.

**Antigoni Papadopoulou** is a Member of the European Parliament, representing Cyprus. She is a member of the Group of the Progressive Alliance of Socialists and Democrats in the European Parliament.

**Prof. Curt Rice** is the elected Pro Rector for Research & Development at the University of Tromsø for the period 2009–2013. He is also the Head of Board for CRISTin (Current Research Information System in Norway). He has served as a co-editor of Linguistic Inquiry and on the editorial boards of several journals. Rice frequently debates and writes about the politics of higher education and research. He is particularly focused on leadership development, gender equality, open access and research-based education; these are the topic of his blog,



www.curtrice.com: Thoughts on university leadership. Rice is a member of the genSET science leaders panel. His work on gender equality at UiT has been featured in articles in Science, Nature, and The Lancet. Rice's extensive work on gender balance in academia has been acknowledged University of Tromsø Gender Equality Prize.

DAY 2: PLENARY SESSIONS, FRI 30 NOV 2012, 08:00 – 12: 30

VENUE: European Parliament, room: József Antall 4Q2, building: József Antall (JAN)

*Note European Parliament rooms are different on Day 1 and 2*

Address: Rue Wiertz/Wiertzstraat 60, B-1047, Brussels. Please see map page 10.

08:00 - 09:00 ARRIVALS

Please allow at least 30-45 minutes for security checks and registration each day upon arrival at the European Parliament, and bring your passport or ID card with you.

09:00 - 09:20 SESSION 6: THE ROLE OF RESEARCH EVIDENCE IN SHAPING SCIENCE MAKING AND SCIENCE POLICIES

*The future European policy agenda for advancing research and innovation is centred on three key initiatives: HORIZON 2020, Innovation Union and European Research Area. HORIZON 2020 has a budget of €80 billion over the 6 years from 2014 – 2020.*

*This session will present the latest policy strategies developed by the European Commission to ensure that future investment in research, development and innovation delivers real benefits in terms of quality of knowledge, opportunities for new markets, and continued acceptance of the relevance and importance of science for society.*

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*Making Progress in Promoting European Research Area, **Dr. Anneli Pauli**, Deputy Director-General on Innovation and ERA (European Research Area), DG Research and Innovation, European Commission*

Dr. Anneli Pauli will provide an overview of the state of play in the realisation of the ERA as proposed by the European Commission in a Communication on "A Reinforced European Research Area Partnership for Excellence and Growth". Gender equality is highlighted as one of the five priorities. All talent should be utilized, and diversified approaches and excellence in research and innovation ensured. Member States and stakeholders need to be mobilised to make institutional changes relating to sound human resources management, decision-making processes and research programmes and realise the ERA.

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*How can the DG Connect enhance the role of women in computer fields and e-science?*

**Commissioner Neelie Kroes**, Commissioner for Digital Agenda and Vice-President, European Commission

In today's digital world, it is new technology and innovations that can help unlock competitiveness and boost the economy: and ICT has the power to transform science and technology themselves. But despite significant demand for people to work in science and technology sectors, there are still not enough girls and women attracted to pursuing those careers. Europe can enhance its scientific excellence – with the right use of technology, and the right use of every talent.





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*On the Role of the Chief Scientific Adviser, Prof. Anne Glover, the Chief Scientific Adviser to the President of the European Commission*

Prof. Glover will provide insights into the strategic and practical tasks that shape her new and challenging role as Chief Scientific Adviser to the EC President, Mr Barroso. This is the first time that such a role has been established by the European Commission creating high expectations for enabling closer links between science policy and scientific evidence.

09:20 - 10:35 SESSION 7: INTEGRATING THE GENDER DIMENSION IN RESEARCH AND INNOVATION CONTENT

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*Chair's introduction, Martin Hynes BE, MBA, C.Eng., F.I.E.I., Chief Executive of the European Science Foundation (ESF)*

*During the last decade important research evidence has been produced revealing many examples of past biases in science knowledge making, application and communication, such as unquestioned adoption of 'male' as the norm or adopting a 'gender blind' approach when in fact gender acts as a key dimension of the investigated problem. In this session, top-level researchers will explain how gender as a dimension of research quality impacts on science knowledge making by highlighting key areas of bias and demonstrating recent discoveries that open up new and exciting directions for research and innovation.*

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*Are women and men equally susceptible to environmental pollutants? Prof. Marie Vahter, Karolinska Institute, Institute of Environmental Medicine (IMM), Sweden*

Prof. Vahter will report on how men and women differ in many aspects of vulnerability to a variety of substances that are found as pollutants in our environment. Metabolism, lifestyle, psychosocial, and hormonal factors can modify the kinetics and responsiveness to exposure. Many past epidemiological studies, on which much of our understanding of toxic effects is based, have excluded women, or not evaluated potential gender differences, and this bias and gap in knowledge needs to be recognised and corrected.

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*Involving users in discovering markets, Prof. Martina Schraudner, Professor for Gender and Diversity in Organisations, Fraunhofer-Gesellschaft and the Technical University Berlin, Germany*

Prof. Schraudner will describe the Fraunhofer Discover Markets methodology that fosters collaborative ideation and re-orientes the entire innovation process toward user experience. She is the leader of an interdisciplinary team that engages a wide range of people with a non-professional interest in technology and enables them to explore both their individual and shared preferences, to jointly envision prospective innovations and their applications. The results are then considered by Fraunhofer engineers to check feasibility of technical implementation. In one area the team has focused on, rehabilitation after injury, 70 per cent of results were assessed by experts as being ready for market-oriented development.

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*Addressing gender issues in impact assessment, Dr. Inger Jonsson, University of Uppsala, and Swedish Council for Working Life and Social Research (FAS), Sweden*

Dr. Jonsson will discuss the role of gendered impacts in the assessment of impact of research. There is a growing pressure from the political sphere stressing the need of value for money from investments in research. As a consequence impact assessments have come into fashion as one method to establish the possible effects and benefits of research and innovation. What consequences has the presence/absence of a gender dimension in



the planning and implementation of impact assessments on strategic planning and prioritizing made by research institutions? Should assessment reports include insights into gendered outcomes?

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Q&A

10:35 - 10:50 BREAK

10:50 - 12:05 SESSION 8: MAINSTREAMING AND CONSOLIDATING GENDER RESEARCH SCHOLARSHIP

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*Chair's introduction, Dr. Thomas Eichenberger, Swiss Federal Institute of Technology (ETH), Switzerland*

*Europe has established considerable intellectual leadership in understanding gender issues and there is now available sufficient expertise to apply this knowledge to improve approaches to research and innovation, and the science systems, in general. This session will present and discuss how the latest gender research scholarship and expertise can be mainstreamed into science knowledge, researcher training and research methods, and into innovation processes to make sure that, where gender bias has been identified, it is acknowledged and not propagated.*

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*Strategies for gender balanced higher education, Prof. Veerle Draulans, Associate Professor of gender studies and Prof. Dr. Tine Baelmans, Vice-Rector for diversity and gender programmes, University of Leuven, Belgium*

Prof. Draulans and Prof. Baelmans will report on the specific gender equality actions undertaken at the University of Leuven to increase the number of female students in STEM-programs, and on the nearly completed study of how to address underrepresentation of men in disciplines where women are in a majority, such as psychology, humanities, education. What can we learn from programmes that have targeted women? Are there examples of good practices intending to increase the number of male students in programs, where male students are a strong minority?

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*Gender expertise as knowledge transfer for better project design, Dr. Brigitte Ratzner, Technical University Vienna, Austria*

Dr. Ratzner will describe analysis of the research project GENUINE (Gender Inclusive Design in User Interface Development), which was set up to include gender perspectives into teaching and the curricula of VUT. The motivation for the project came from the call by a governmental research-funding agency for projects that explicitly include a tangible gender dimension. The agency stated that: "the various realities of life of men and women might eventually influence the development of technologies and products with consequences to the market. Through consideration of gender-dimensions innovations will better answer to the demand of customers. Market potentials can be explored in a better way."

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*Not repeating past mistakes, Prof. Curt Rice, Vice-Rector for Research, University of Tromsø, Norway*

Prof. Rice will discuss which steps science leaders can take as 'agents of change' in gender equality policy implementation. Gender equality improves the quality of universities, both through improving the work



environment and through increasing the production of societally relevant knowledge. Rice will provide evidence-based examples of measures that can change institutional cultures and structures and that can make gender mainstreaming policies inspirational as well as effective.

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## Q&A

12:05 - 12:25 SESSION 9: OPEN DISCUSSION ON KEY POINTS

*This session will encourage open discussion and feedback from the participants on major issues raised in the presentations throughout the event.*

Discussion led by: Prof. Simone Buitendijk, Vice Rector of the University of Leiden and Member of the LERU Steering Group for the Advice Paper on Gender in Academia and Prof. Curt Rice, Pro Rector for Research & Development, University of Tromsø, Norway

12:30 - 13:30 LUNCH

DAY 2: CAFÉS SCIENTIFIQUES, FRI 30 NOV 2012, 13:30 – 16:30

VENUE: The Thon EU Brussels

Rue de la Loi/Wetstraat 75, B-1040, Brussels. Please see map page 9.

13:30 - 14:00 ARRIVALS AT CAFÉS

14:00 - 16:00 SESSION 10: PARALLEL CAFÉS SCIENTIFIQUES

*These participatory sessions will start important consultative discussions on new topics in the discourse on gender equality and quality of research and innovation, gathering delegates input on how to open up new approaches for advocating change and overcoming resistance to change. The parallel Cafés Scientifiques will address the following topics:*

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### Parallel Café 1: The leaky pipeline and age discrimination

Chairs: **Prof. Kelly Mack**, the new CEO of the Association of American Colleges (AAC&U) and Universities and Professor Biology at University of Maryland, USA

**Marion Dewar**, Member of the Cabinet of Máire Geoghegan-Quinn, Commissioner for Research, Innovation and Science, DG Research, European Commission

**Dr. Kate White**, Adjunct Research Fellow, University of Ballarat, Australia and Director, Women in Higher Education Management Network

Age features strongly in the career of a scientist, driving expectations and imposing limitations from when it's the right time to complete a PhD; how long should be the 'early career stage'; when is the right time to apply for an advanced grant and when is the best time to have children; to what is the right retirement age. In many countries, the retirement age is obligatory, and in today's world comes at a time when many scientists are still at the peak of their intellectual capacity. One possible benefit of obligatory retirement may be that since it affects many more men in leadership roles than women, it may help speed up women's progress to the top. These and



other related issues will be debated against the background of the 'leaky pipeline' to identify opportunities for correcting gender imbalances in different stages of research careers and agree if and how to accommodate the 'age' dimension within our expectation of what a scientific career should be like in the 21st Century.

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#### Parallel Café 2: Gender as 'big ticket' item in R&D&I

Chairs: **Betty Shanahan**, CAE, F.SWE Executive Director & CEO, Society of Women Engineers (SWE), USA

**Prof. Martina Schraudner**, Professor for Gender and Diversity in Organisations, Fraunhofer-Gesellschaft and the Technical University Berlin, Germany

**Dr. Hans M. Borchgrevink**, Chair, Working Group Monitoring of the ERA Steering Group on Human Resources and Mobility (EU-SGHRM)

Over the last 30 years there has been a remarkable rise in women's level of education and participation in the labour market, including in research. Numerous examples are available to show that research and innovation prosper when there is diversity of ideas to shape the creative process. Gender balance in groups has been shown to produce collective intelligence benefits; involving laypersons and women in particular in the innovation process produced novel ideas about markets that traditional engineers have overlooked; the use of gaming to solve research problem abolished the stereotype that women don't like computer games and showed that they can make the best gamers; and broadcasting innovation problems through the Internet has attracted many women from outside formal R&D structures contributing excellent successful solutions. The Commissioner Máire Geoghegan-Quinn has used the term 'big ticket' in her recent ERA speeches. In this Cafe, we shall discuss how this term can be used to define gender as a big ticket item in research and innovation.

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#### Parallel Café 3: From Manifesto to Gender Equality Standard for projects and institutions

Chairs: **Prof. Marja Makarow**, Vice-President, Academy of Finland

**Dr. Peter Fisch**, Head of Unit for Ex-post evaluation and reporting, Directorate General Research and Innovation, European Commission

**Dr. Shirin Heidari**, Chair of the European Association of Science Editors' (EASE) Gender Policy Committee and Executive Editor of Journal of the International AIDS Society (JIAS)

Many excellent recommendations and guidelines have been produced to help address common gender problems in science. One of the key outputs from the 2011 Gender Summit was the Manifesto for Integrated Action on the Gender Dimension in Research and Innovation. Over 4000 scientists from across Europe and elsewhere have signed the Manifesto so far. This unprecedented support confirms the public response to the EC Green Paper Consultation and to the public consultation carried out as part of the 2011 Summit. Led by a 'troika' panel of experts, representing the views of research funders, research producers and research publishers, and informed by key examples of existing schemes to adopt equality standards in research programmes and institutions, this Cafe will discuss the feasibility of adopting a cross-European standard for gender equality in science for projects and institutions. The aim of the 'standard' would be to advance on the consensus already reached for the benefit of HORIZON 2020, Innovation Union and ERA, as well as national science systems.



## Parallel Café 4: GenderSTE: Networking the way to gender equality in science and technology

Chairs: **Prof. Dr. Ines Sanchez De Madariaga**, Head of the Women and Science Unit, Cabinet of the Secretary of State for Science and Innovation, Spain

**Caroline Bélan-Ménagier**, Policy Officer, France representative for the Helsinki Group on Women and Science European Disability Policy Development Project Manager, Ministry for Higher Education and Research, France

**Prof. Ineke Klinge**, Associate Professor of Gender Medicine, Caphri School for Public Health and Primary Care, Faculty of Health, Medicine and Life Sciences, Maastricht University, The Netherlands

**Dr. Ingrid Guldvik**, Associate professor, Lillehammer University College, Norway

COST, Europe's longest running research networking programme, is launching a new initiative, genderSTE, to advance the state of the art in knowledge and policy implementation on gender, science, technology and engineering through creating a network of policy makers and experts on gender, science and technology. Specifically it will enhance the implementation of gender-focussed policy measures for structural change in science and technology institutions and integration of sex and gender dimensions in the content of science and technology and to develop knowledge and resources regarding the sex and gender dimensions of technological development and innovation processes, with specific attention to the Grand Challenges identified in Horizon 2020 and the Joint Programming Initiative Urban Europe. genderSTE will be launched on 28 November. Participants in this café will learn about genderSTE's plans for the coming four years, have the possibility to contribute to the further evolution of these plans, to put their organisations and countries onto genderSTE's programme of meetings, workshops and training sessions and to join the genderSTE COST Action. This Café is run by COST, Europe's longest running research networking programme.

16:00 – 16:30 COFFEE AND END

### SPEAKER BIOGRAPHIES



**Prof. Dr. Tine Baelmans**, Vice rector for Student Affairs and Diversity Policy, Full professor at the Faculty of Engineering Science, University of Leuven, Belgium

As vice rector she is the head of the Diversity Policy Office and Head of the Equal Opportunities Office at KU Leuven (Belgium). She is chair of the Diversity Council of the university, which prepares advices, statements and actions with respect to diversity and gender for the board of the university. Tine Baelmans is also chair of the Diversity Steering Group of the Association KU Leuven and the Network Group on Diversity of Leuven. The latter connects partners within the city, governmental departments of the city and the province as well as representatives from different colleges and high schools in the Leuven area.

*Strategies for gender balanced higher education* Session 8 Mainstreaming and Consolidating Gender Research Scholarship



**Dr. Hans M. Borchgrevink**, Chair, Working Group Monitoring of the ERA Steering Group on Human Resources and Mobility (EU-SGHRM)

Hans M. Borchgrevink MD, is Special Adviser, International Staff, The Research Council Norway (RCN). He is the former Director of Medicine at the Research Council of Norway, and



consultant/researcher in audiology and brain function diagnosis. Now chair of WG Monitoring in the ERA Steering Group on Human Resources and Mobility (EU-SGHRM), chair WG Mobility in the European Science Foundation Member Organisation (ESF-MO) Forum Researcher Careers, and Norwegian representative in EU SGHRM, EU IMI Innovative Medicine SRG, and EURAXESS. He has been the invited session chair/rapporteur/speaker at several EU Presidency conferences.

*Introducing Gender Indicator into EU innovation Union Scoreboard Session 2 - Integrating the Gender Dimension in Research and Innovation Landscape*

*Chair Cafe 2 - Gender as a Big Ticket Item in R&D&I*



Caroline Bélan-Ménagier, Policy Officer, France representative for the Helsinki Group on Women and Science European Disability Policy Development Project Manager, Ministry for Higher Education and Research, France

Caroline Bélan-Ménagier works for the Ministry for Higher Education and Research in France. In 2009, the Ministry created a Strategy and Territory Coordination Unit and within this Unit, the Equal Opportunities and Anti-Discrimination Office was created. This office has been addressing issues related to gender research and gender equality, disability, and discriminations linked to sex and age – in order to set up procedures, coordinate policies at national level and devise action plans at inter-ministerial level. Caroline Bélan-Ménagier works as a gender expert in the European context and is in charge of elaborating a national position on gender for the European Research Area and Horizon 2020 with the national actors of research and higher education and of the civil society. She is also in charge of setting up initiatives to spread the knowledge on the gender dimension in research at the national level. Finally she is one of the French representatives for the Helsinki Group on women in science.

*Chair Café 4 - GenderSTE: Networking the way to gender equality in science and technology*



Prof. Simone Buitendijk, Vice-Rector of the University of Leiden in the Netherlands and member of the LERU (League of European Research Universities) Steering Group for the advice paper on Gender in Academia

Simone Buitendijk is the Vice-Rector of the University of Leiden in the Netherlands. She holds the chair of Women's and Family Health at Leiden University Medical Center. She is a member of the [LERU](#) (League of European Research Universities) Steering Group for the advice paper on Gender in Academia, on which she will be presenting at EGS2012. As Vice Rector, she is responsible for education, student affairs, diversity and Human Resource Management. She received her MD at University of Utrecht, the Netherlands, MPH at Yale in the US, and PhD at Leiden University, the Netherlands. She is a member of the National Health Council that advises the Dutch Government on national issues in health.

*Conference moderator*

*Report on Gender Equality Action from The League of European Research Universities (LERU) Session 2 Integrating the Gender Dimension in Research and Innovation Landscape*



Prof. Nancy Cantor, Chancellor and President, Syracuse University, USA

Nancy Cantor, chancellor and president of Syracuse University, is known for her work on the public mission of universities, a topic on which she lectures and writes extensively along with intertwined issues such as rewarding public scholarship, sustainability, liberal education and the creative campus, the status of women in the academy, and racial justice and diversity. She is the co-chair of the Central New York Regional Economic Development Council, a post to which she was appointed by New York Governor Andrew Cuomo. Prior to her appointment at Syracuse, Cantor served in numerous leadership positions in higher education, including provost at the University of Michigan and chancellor of the University of Illinois at Urbana-Champaign. A prolific author, Cantor holds a Ph.D. in Psychology from Stanford University and is recognized for her contributions to the understanding of how individuals perceive and think about their social worlds, pursue personal goals, and how they regulate their behavior to adapt to life's most challenging social environments. She is a fellow of the American Academy of Arts and Sciences, member of the Institute of Medicine of the National Academy of Sciences, and of the National Academies Roundtable on Science and Technology for Sustainability. She has received the Distinguished Scientific Award for an Early Career Contribution to Psychology from the American Psychological Association, the Woman of Achievement Award from the Anti-Defamation League, the Making a Difference for Women Award from the National Council for Research on Women, the Frank W. Hale, Jr., Diversity Leadership Award from the National Association of Diversity Officers in Higher Education, and the 2008 Carnegie Corporation Academic Leadership Award. Cantor has led and served on numerous boards: the American Association for Higher Education, the American Council on Education, the American Institutes for Research, Say Yes to Education, and the Future of Minority Studies. She is an Honorary Trustee of the American Psychological Foundation and was national co-chair of Imagining America's Tenure Team Initiative.

*Promoting Diversity and Public Problem-Solving Together Session 3 - Advancing Science and Innovation through Inclusion: The Gender Factor*



Marion Dewar, Member of Cabinet of Commissioner Máire Geoghegan-Quinn (Research, Innovation and Science), European Commission

Having worked for the Socialist Group in the European Parliament on the Economic and Monetary Affairs Committee for four years, Marion joined the European Commission in 1999. She has worked in DG Internal Market, in the Secretariat General (in the Lisbon Strategy unit), and most recently as a speech writer to President J.M. Barroso. She is now a member of the cabinet of Maire Geoghegan Quinn, the Commissioner for Research, Innovation and Science, where she is responsible for the Innovation Union Flagship Initiative and the European Research Area.

*Chair Cafe 1 - The leaky pipeline and age discrimination*



Dr. Veerle Draulans, Assistant Professor, ethics & gender and diversity, Tilburg University and Associate Professor of gender studies, University of Leuven, Belgium

Veerle Draulans holds a Ph.D from the K.U.Leuven (Belgium). She is Assistant Professor in ethics & gender and diversity at Tilburg University, Netherlands, and Associate Professor of gender studies at the Catholic University of Leuven, Belgium, where she coordinates the inter-faculty course Gender Studies. Her research focuses on values, civil society and religion in Europe, care and care policy, gender and leadership, gender and science. She participates in the European Values Study project. She is member of the



Belgian Advisory Committee on Bioethics, the Scientific Board of Kadoc, Documentation and Research Centre for Religion, Culture and Society (Leuven), and the Board of Directors of Emmaus, Christian inspired group of healthcare and welfare organisations.

#### *Strategies for gender balanced higher education Session 8 - Mainstreaming and Consolidating Gender Research Scholarship*



Dr. Thomas Eichenberger, Head, Office of Faculty Affairs ETH Zürich (Eidgenössische Technische Hochschule Zürich), Switzerland

Thomas Eichenberger received his university degree in history, English and German literature in 1986 at the University of Zurich where he also graduated in 1988 with a thesis in medieval history. In 1989 he joined the President's Office at the Swiss Federal Institute of Technology Zurich, ETH Zürich, which centrally organizes, structures and monitors the faculty hiring procedures at ETH Zürich. Since 2005, Thomas Eichenberger has been the head of the Office for Faculty Affairs. Over the years he has been involved in the hiring of more than 270 faculty members at ETH Zürich. He has expertise in the area of hiring and retaining faculty, dual career aspects, mobility of researchers, pension and social security issues, the career development of young scientists as well as aspects of gender and structural change in which field he was repeatedly invited as an expert by the European Commission, most recently in a Expert Group on Structural change in research institutions: Enhancing excellence, equality and efficiency in research and innovation.

#### *Chair Session 8 - Mainstreaming and Consolidating Gender Research Scholarship*



Dr Ulrike Eickhoff. Head of Division "Quality Assurance and Programme Development", Head office, DFG (German Research Foundation), Germany

Dr Ulrike Eickhoff received her PhD in Law in 2000 at the University of Hamburg, Germany, with a thesis about Women's Rights in Migration Law. She has graduated in Law and Economics. In the Head office of the DFG (German Research Foundation) she has over the years been responsible for hiring processes, IT project management, the development of personnel and the legal department. Currently she and her group are responsible for the main bodies of the DFG, Joint Committee and Senate, the quality assurance of all funding processes and development of funding programmes as well as funding programme services. From the very beginning she has been a member of the internal steering committee of the German Excellence initiative and therein has been responsible for the development of the decision process. Among others she is in charge of gender equality in the research funding process at the DFG and in this function has taken part in developing the research oriented standards on gender equality.

#### *Role of the German Research Council in Promoting Better Gender Equality Practice in Research Session 2 - Integrating the Gender Dimension in Research and Innovation Landscape*



Dr. Peter Fisch, Head of Unit for "Ex-Post Evaluation and Reporting", Directorate General for Research and Innovation, European Commission

Peter Fisch is Head of Unit for "Ex-Post Evaluation and Reporting" within the Directorate General for Research and Innovation at the European Commission in Brussels. Peter Fisch, born in Coburg, Germany, studied Economics at the Universities of Würzburg (Germany) and Caen (France) and holds a PhD in Political Sciences. He started his professional career in 1987 at the Bavarian State Ministry of Economic Affairs and Transport in Munich, dealing with issues relating to Regional Technology Policy. In 1992, he joined





the European Commission in Brussels. From 1995 until 2006, he was actively involved in the management of the first European programmes to support research in the social sciences and humanities. Since 2006 he is responsible for the Ex-Post Evaluation of the Framework Programme. Recent milestones are the Interim Evaluation of FP7 and the Annual FP7 Monitoring Reports. Main tasks at the moment include the full implementation of a consistent monitoring system and the development of an enlarged evaluation system for the programme "Horizon 2020".

### Chair Cafe 3 - From Manifesto to Gender Quality Standard for Projects and Institutions



Commissioner Máire Geoghegan-Quinn, Since February 2010: Commissioner for Research, Innovation & Science, DG Research, Innovation & Science, European Commission

Political career 1994 -1997: Member of Dáil Éireann and Opposition Spokesperson on Health. 1993 -1994: Minister for Justice. Member of the Irish Government team which negotiated the Joint Declaration of December 1993, by the British and Irish Governments, on Peace and Reconciliation in Ireland 1992: Minister for Tourism, Transport and Communications • 1991 -1992: Member of Dáil Éireann • 1987 - 1991: Minister for European Affairs. Chaired inter-departmental Cttee. on EU policy with responsibility for co-ordinating Ireland's EU Presidency in 1990. During the Presidency chaired the Budget, Telecommunications, Culture and Development Councils • 1982 - 1987: Member of Dáil Éireann • Chairwoman of 1st Joint Parliamentary Cttee. on Women's Rights and Member of Parliamentary Cttee. on Marital Breakdown • 1982: Minister of State for Education • 1981 - 1982: Member of Dáil Éireann • 1979 - 1981: Minister for the Gaeltacht (1st woman Cabinet Minister since the foundation of the State) • 1977 - 1979: Minister of State for Commerce • 1975 – 1977: Member of Dáil Éireann (Irish Parliament). Professional career • 1970 -1975: Teacher • 1997 - 2000: Columnist with "The Irish Times" newspaper; TV presenter; Part-time business consultant; Non-executive director Aer Lingus; Non-executive director Ryan Hotels. • 2000-2010: Member of the European Court of Auditors. Other activities • Former Member of the Governing authority of the National University of Ireland Galway • 1996: Publication "The Green Diamond".

### Implementing Science Policy through HORIZON 2020, ERA and Innovation Union Session 1 - Aligning Policy Agendas



Prof. Anne Glover, Chief Scientific Adviser to the President of the European Commission

Anne Glover studied at Edinburgh University (UK) for a Bachelor of Science in Biochemistry 1974-78 and then studied at Cambridge University (UK) where she obtained a Doctorate in Molecular Microbiology 1978-81. She has pursued a career in scientific research at Aberdeen University (UK) where she took up the post of Lecturer in 1983 becoming a Professor in 2001. Her research has been varied and she has investigated how proteins are synthesised and directed to the correct location within our cells, the diversity and function of the microbial population in soil, the development of biological sensors (biosensors) to detect environmental pollution and more recently, how we respond to stress at the molecular level. This current area of research has particular relevance to how we age (our cells are under stress in Alzheimer's and Parkinson's disease) and also how we respond to artificial stresses such as chemotherapy. In 1999 she commercialised some of her biosensor technology into a successful company which diagnoses environmental pollution and provides solutions for its clean-up. She has played major roles for UK research councils in the setting of strategic priorities and budgets for science and has been a partner in several European research initiatives. In 2006, she was



awarded a CBE (Commander of the British Empire) by the Queen in recognition of her services to environmental sciences. In 2008 she was made a Woman of Outstanding Achievement in Science, Engineering and Technology (SET) and has worked hard to raise the profile of women in SET and to ensure that not only are women recruited into careers in SET but that they are supported to remain in the profession during their careers. Anne has a strong interest in how science, engineering and technology can contribute to the developing world and chaired the UK Collaborative on Development Sciences 2009-2011 which works with others such as the Gates Foundation to enhance our partnerships with the developing world. Anne joined BEPA on the 1st January 2012 as first Chief Scientific Adviser to the President. Prior to that, she was the first Chief Scientific Adviser for Scotland (2006-2011).

#### *On the Role of the Chief Scientific Adviser Session 6 - The role of research evidence in shaping science making and science policies*



Dr. Shirin Heidari, Chair of the European Association of Science Editors' Gender Policy Committee and Executive Editor of Journal of the International AIDS Society

In 2012, Dr Heidari was appointed member of Council of European Associations of Science Editors, where she serves as the chair of the Gender Policy Committee. Dr Heidari is Executive Editor of the Journal of the International AIDS Society. She also oversees a number of research promotion programmes at the International AIDS Society. In her capacity, she continuously advocates for a gender sensitive approach to research and programme delivery. Under her leadership, the IAS and partners released a Consensus Statement outlining HIV research priorities for women, girls and children, in which they call for research data to be disaggregated by sex to ensure opportunities for gender-based analysis. As Executive Editor, she implemented an editorial policy which strongly encourages authors to disaggregate research data by sex and provide a gender analysis in submitting manuscripts. Shirin has a Doctorate degree in Clinical Virology and Experimental Oncology from Karolinska Institute in Sweden. She completed her post-doctoral training with The European Vaccine Effort against HIV/AIDS and thereafter, she continued her research at the Centre of Excellence for Infectious Medicine at the Karolinska Institute. She has 10 years of experience in research and is the author of a number of publications.

#### *Chair Cafe 3 - From Manifesto to Gender Quality Standard for Projects and Institutions*



Dr. Ingrid Guldvik, Associate professor, Lillehammer University College, Norway

Ingrid Guldvik is a political scientist and holds a PhD from Norwegian University of Science and Technology and a Masters Degree in Public Planning from University of Tromsø. She has been a Visiting Scholar at University of Wisconsin, Madison. Guldvik has published articles and book chapters on Gender and politics, Disability and political representation, Personal assistance/direct payments etc. She is member of the editorial board of Nordic Journal of Social Research.

#### *Chair Café 4 - GenderSTE: Networking the way to gender equality in science and technology*



Martin Hynes BE, MBA, C.Eng., F.I.E.I., Chief Executive of the European Science Foundation (ESF)

Martin Hynes BE, MBA, C.Eng., F.I.E.I., was appointed as Chief Executive of the European Science Foundation in 2011. Prior to this, he was Director of The Irish Research Council for Science, Engineering and Technology (IRCSET) and in this role he implemented a number of innovative funding schemes



with a special focus on early career researchers. He devised special incentives for engaging young researchers with enterprise across public and private sectors and won significant Marie-Curie co-funding for these programmes. He has been the Programme Committee member for Science in Society actions and in that role encouraged the uptake in Ireland of related actions such as the genSET initiative. Martin has a long standing association with the ESF, having previously occupied the position of Chair of Finance and Audit Committee. Hynes was formerly Senior Science Advisor with the Science Foundation Ireland and a Senior Policy Analyst with Forfás, the national policy and advisory board for enterprise, trade, science, technology and innovation. His experience lies in policy formulation and he has an excellent record of implementing policy decisions. He has been instrumental in the formulation of major national funding initiatives supporting research in the ICT and biotechnology sectors. He also contributed to the formulation of first National Framework of Research Needs and was a significant contributor to the Technology Foresight initiative that laid the ground work for what became Science Foundation Ireland. With specialist training in Governance, Martin has served on a number of Boards including that of the Irish University Quality Board and the Digital Enterprise Research Institute as well as those of private companies. An Engineering and MBA Graduate, he has considerable commercial experience having mentored private sector start-ups during a three year period. He also worked for several years in product line management with Westinghouse Electric.

#### *Chair Session 7 - Integrating the Gender Dimension in Research and Innovation Content*

##### *Welcome and Introduction Networking event*



Dr. Inger Jonsson, Assistant Professor, Uppsala University, Economic History Department, and Research Secretary, Swedish Council for Working Life and Social Science (FAS), Sweden

Inger Jonsson is an associate professor and part-time researcher at the Economic History Department, Uppsala University, focusing on the gender division of labour in relation to welfare systems, historically and in contemporary society. She has been a visiting researcher (postdoc) at University of Warwick UK, and a visiting researcher at the Centre for Gender Studies Uppsala University. As a research secretary at one of the publicly financed research funding agencies in Sweden (FAS) she is responsible for gender equality questions and represents FAS in an expert group for the publicly funded research councils in Sweden. She has furthermore participated in networks like “The Nordic Network for International Research Policy Analysis” (a NordForsk NORIA-Net project), and “Evaluation of Funding Schemes and Research Programmes” and “Evaluation of Publicly Funded Research” (both ESF MO Foras).

#### *Addressing gender issues in impact assessment Session 7 - Integrating the Gender Dimension in Research and Innovation Content*



Prof. Ineke Klinge, Associate Professor of Gender Medicine, Caphri School for Public Health and Primary Care, Faculty of Health, Medicine and Life Sciences, Maastricht University, The Netherlands

Ineke Klinge is associate professor of Gender Medicine at Maastricht University. She combined her training in biomedical sciences (specialization Immunology) with gender research. Her past and current research for the European Commission focuses on innovation of biomedical and health research by incorporation of sex and gender aspects. The project GenderBasic (2005-2008) that she coordinated was elected by the European Commission as a FP6 success story. During winter semester 2008-2009 she was appointed as Maria-



Goeppert-Mayer guest professor in Gender Medicine at the Georg-August-University in Göttingen, Germany. In 2010, with Claudia Wiesemann she published the book *Sex and Gender in Biomedicine. Theories, Methodologies, Results*. She is currently co-director of the EU Expert group Innovation through Gender that develops methods of sex and gender analysis for basic and applied research: Gendered Innovations in Science, Health & Medicine, Engineering and Environment.

#### Chair Café 4 - GenderSTE: Networking the way to gender equality in science and technology



Commissioner Neelie Kroes, Vice President of the European Commission responsible for the Digital Agenda for Europe

Neelie Kroes was born 1941 in Rotterdam, The Netherlands, where she also attended school and helped to build her family's transport business. She studied economics at Erasmus University, before working there for six years as an Assistant Professor. Her political career started on the Rotterdam Municipal Council, and in 1971 was elected as a Member of the Dutch Parliament for the liberal VVD party. From 1982-1989 she served as Minister for Transport, Public Works and Telecommunication in the Netherlands. After politics she was appointed President of Nyenrode University from 1991-2000, and served on various company boards, including Lucent Technologies, Volvo, and P&O Nedlloyd. Her charity work included advising the Nelson Mandela Children's Fund and World Cancer Research Fund, and she has an ongoing interest in mental health issues. Since 2004, she has worked for the European Commission, as one of the 27 Commissioners working to maintain a peaceful and prosperous Europe. From 2004 to 2009, she was Competition Commissioner, responsible for ensuring a level playing field for business in Europe, and fair prices and wide choice for consumers. In 2010, she became Vice-President of the European Commission responsible for the Digital Agenda for Europe. This portfolio includes the information and communications technology (ICT) and telecommunications sectors. For example: ensuring trust and security for the Internet and new technologies; ensuring competitive communications, such as in the mobile roaming market; building world-class European research and innovation in this sector; and above all getting every European Digital, with access to fast broadband, so we can make the most out of the Internet to support our economy and society.

*How ICT and women can contribute to European excellence* Session 6 - The role of research evidence in shaping science making and science policies



Prof. Teresa Lago, Member of the ERC Scientific Council, Chair of the ERC Gender balance working group

Teresa Lago was born in Lisboa and graduated at the School of Sciences, University of Porto (1971). Later she obtained a PhD in Astronomy at Sussex University, UK (1979). She was responsible for setting-up the first Astronomy Degree in the country and later a European Masters Degree, a European Interuniversity Masters Degree (1994), a Masters in the Teaching of Astronomy (1997) and a Doctoral Programme in Astronomy (2003) at the University of Porto. She was a member of the Executive Board of the European Astrophysics Doctoral Network involving over thirty institutions in Europe (1986-1997). She received the Henri Chrétien Award (American Astronomical Society) (1985). She authored the national plan to develop Astronomy (National Research Council, 1987) and in 1988 founded the Centre for Astrophysics at the University of Porto, which she directed for eighteen years. She is Associate of the Royal Astronomical Society, UK (1990) and member of the *Academiae Europaeae* (1992). She is a member of the Council of the ESO (the European Organization for Astronomy) and has coordinated the Scientific Council for "Earth & Space Sciences" of the National Research Council. In the past she has been involved in various EC Panels (DG XII) and various



international science advisory committees and boards. From 1999-2002 she was President of “Porto 2001 – European Capital of Culture” a wide-ranging € 250 million national project. She is a founding member of the European Research Council and chairs its Working Group on Gender Balance. Most relevant activities include: education, promotion of scientific culture and research in Astrophysics, as well as science policy.

*Integrating Gender Equality Recommendations into Practices at the European Research Council (ERC) Session 2 - Integrating the Gender Dimension in Research and Innovation Landscape*



Dr. Kelly Mack, Professor of Biology, University of Maryland Eastern Shore, USA

Currently, Dr. Mack is a Professor of Biology at the University of Maryland Eastern Shore, where she has taught courses in Physiology and Endocrinology for 17 years, and is on loan from her home institution (since Fall 2008) serving as a Program Director for the National Science Foundation (NSF) ADVANCE Program. At her home institution, Dr. Mack served in many capacities including Biology Program Director where she was responsible for providing leadership and strategic vision for the intellectual, educational, and professional development of biology majors and for the coordination of faculty in providing quality instruction, research, and development activities. During her tenure at UMES, Dr. Mack served as Principal Investigator, Director or Co-Director for externally funded projects that totaled over \$12 million dollars, including the UMES ADVANCE Program, which focused on issues related to African American women faculty in the STEM disciplines and led to the initiation of several institution-wide practices to promote the professional development of all faculty. Dr. Kelly Mack received her Bachelor of Science degree from the UMES in Biology and later the PhD degree from Howard University in Physiology. Dr. Mack has had extensive training and experience in the area of cancer research with her research efforts focusing primarily on the use of novel antitumor agents in human estrogen receptor negative breast tumor cells. Specifically, these efforts have included the role of the cellular accumulation of cisplatin in breast tumor cells, and the use of demethyltransferase inhibitors and histone deacetylase agents in inducing the re-expression of the estrogen receptor in human breast tumor cells. More recently, her research focus has involved the use of bioflavonoids in the regulation of estrogen receptor positive (ER+) and estrogen receptor negative (ER-) breast tumor cell proliferation. Dr. Mack has served as a member of the Board of Governors for the National Council on Undergraduate Research and is a current member of the National Institutes of Health Review Subcommittee for Training, Workforce Development and Diversity.

*Chair Cafe 1 - The leaky pipeline and age discrimination*



Prof. Marja Makarow, Vice-President, Academy of Finland, Finland

Marja Makarow is professor of applied biochemistry and molecular biology, and former vice-rector for research, doctoral training and innovation at the University of Helsinki. She served as chief executive of the European Science Foundation (ESF) in 2008-2011. Marja Makarow is member of the governing board of the European Institute for Innovation and Technology (EIT) and former vice-chair of the European Research Area Board (ERAB), and member of the Council for Research and Innovation Policy advising the Finnish Government. As vice-chair of the board of the new Aalto University she has been implementing the recently renovated University Act in her country. Marja Makarow has served on boards, strategic councils and scientific advisory boards of several European top universities and research institutes. She is panel chair of the European Research Council (ERC) Starting Grants scheme, has served as expert for performance assessments of and funding allocations for research funding organisations in Europe and beyond, and steered research assessment exercises of several universities. She was president of the European Molecular



Biology Conference (EMBC / EMBO) and delegate of Finland in the council of the European Molecular Biology Laboratory (EMBL). Marja Makarow is former chair of the board of the technology transfer office co-owned by the University of Helsinki and the State of Finland, and of the jury of the world's largest innovation prize, the Millennium Technology Prize. She is a cell biologist, her interests covering the molecular mechanisms of intracellular transport of proteins. She has published widely in reputed scientific journals, created patented inventions, supervised 19 PhD theses and supported 50 more as doctoral school director. Marja Makarow is member of distinguished learned societies and recipient of several awards, honours and decorations.

#### *Chair Cafe 3 - From Manifesto to Gender Quality Standard for Projects and Institutions*



Prof. Mary Ann Mason, Professor and Co-Director, Earl Warren Institution for Law and Social Policy, University of California, Berkeley School of Law, USA

Mary Ann Mason is currently professor and co-director of the Earl Warren Institution for Law and Social Policy at the University of California, Berkeley, School of Law. From 2000 to 2007, she served as the first woman dean of the Graduate Division at UC Berkeley, with responsibility for nearly 10,000 students in more than 100 graduate programs. During her tenure, she championed diversity in the graduate student population, promoted equity for student parents, and pioneered measures to enhance the career-life balance for all faculty. Her research findings and advocacy have been central to ground-breaking policy initiatives, including the ten-campus "UC Faculty Family Friendly Edge" (<http://ucfamilyedge.berkeley.edu/toolkit.html>) and the nationwide "Nine Presidents" summit on gender equity at major research universities. Her most recent book (co-authored with her daughter Eve Mason Ekman) is *Mothers on the Fast Track: How a New Generation Can Balance Family and Careers* (Oxford, 2007).

#### *Do Babies Matter in Science? Session 3 - Advancing Science and Innovation through Inclusion: The Gender Factor*



Prof. Pär Omling, Vice-Chancellor of Lund University, President of the European Science Foundation (ESF) and vice-President of Science Europe

Pär Omling is presently Advisor to the vice-Chancellor of Lund University, President of the European Science Foundation (ESF) and vice-President of Science Europe. He has been deeply involved in national and international research policy for the last 20 years and has e.g. acted as adviser to several governments and research organisations, been President of EUROHORCs, and served as the Head of the Swedish Research Council for 10 years. As Professor at Lund University his main research interests were semiconductor physics, mesoscopic physics and nanoscience. Omling is member of two Swedish and one European Academies. 1995 he was awarded the Gustafsson-prize in physics by the Royal Swedish Academy.

#### *Welcome Session 1 - Aligning Policy Agendas*

#### *Chair Session 2 - Integrating the Gender Dimension in Research and Innovation Landscape*



Dr. Anneli Pauli, Deputy Director-General on Innovation and ERA (European Research Area) of DG Research, European Commission

Since April 2008, Dr Pauli is the Deputy Director-General on Innovation and ERA (European Research Area) of DG Research (from 1 Jan. 2011 DG Research and Innovation) of the European Commission. In 2007-2008 she was the Deputy Director-General of the Joint Research Centre of the European Commission. Before joining the Commission services Dr Pauli was the Vice President of the Academy of Finland



(2001-2007), responsible for matters concerning science policy and research funding as well as international cooperation. During the years 1996-2000 she worked as Secretary General of the Research Council for Environment and Natural Resources, having also responsibility for the development and implementation of the Finnish Centre of Excellence Programmes. Before, she has worked for the Finnish Ministry of Environment, the Water and Environment Research Institute, the Nessling Foundation, universities and a consulting company. Currently Dr Pauli is a member of the High level group on Joint Programming, European Strategy Forum on Research Infrastructures (ESFRI) and the Chair of European Research Area Committee (ERAC). She is the EC representative to the High Level Group of COST-ESF (the European COoperation in the field of Scientific and Technical Research COST-European Science Foundation ESF).

*Making Progress in Promoting European Research Area Session 6 - The role of research evidence in shaping science making and science policies*



Dr. Elizabeth Pollitzer, Director, Portia Ltd - genSET, UK

Dr. Elizabeth Pollitzer is the Director of the genSET programme, an initiative run by Portia Ltd, which builds on the achievements of the now completed FP7 funded project. Portia Ltd UK is responsible for the European Gender Summit programme development and scientific content.

Elizabeth was a founding member of Portia, established in 1997 by a group of female scientists in computing, physics and aeronautics at the University of London. Under her initiative, Portia incorporated as a company limited by guarantee in 2001, when she has taken on the role of Managing Director, leading the company from coordinating a single modest national project to spearheading multiple international partnerships involving stakeholders from across many different sectors. Elizabeth has been active in promoting evidence-based actions to address issues concerning gender and science for over 15 years. In her capacity as a gender and science expert she advises, evaluates, designs and facilitates inquires and workshops for leading organisations, and speaks at conferences and events across the world. She has been the primary co-ordinator of numerous award-winning European projects. Her academic background in Computing and Biophysics provides excellent preparation for understanding gender issues in many areas of science. After obtaining a PhD in Information Science, she spent over 25 years in academia, mainly at Imperial College, London, teaching and researching with the main focus on the areas of Expert Systems and Human Computer interaction.

*Welcome on behalf of Summit co-organiser, Portia Session 1 - Aligning Policy Agendas*



Dr. Brigitte Ratzler, Head of Center for the Promotion of Women and Gender Studies, Vienna University of Technology, Austria

Brigitte Ratzler studied Chemical Engineering at Vienna University of Technology (VUT) and made her PhD in Social Science Studies at VUT. Longstanding lecturer at various Austrian universities and junior researcher at VUT with research-projects in the fields of Bioethics and Biomedical Technology-Assessment, Social Studies of Knowledge and Feminist Research in Science and Technology. Since 2005 Head of Center for the Promotion of Women and Gender Studies, VUT. Currently engaged in building up a network for transferring feminist and gender knowledge to engineering research groups and to the curricula.

*Gender expertise as knowledge transfer for better project design Session 8 - Mainstreaming and Consolidating Gender Research Scholarship*



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Prof. Curt Rice, Pro Rector for Research & Development, University of Tromsø, Norway

Curt Rice is the elected Pro Rector for Research & Development at the University of Tromsø for the period 2009–2013. He is also the Head of Board for CRISTin (Current Research Information System in Norway). He has served as a co-editor of *Linguistic Inquiry* and on the editorial boards of several journals. Rice frequently debates and writes about the politics of higher education and research. He is particularly focused on leadership development, gender equality, open access and research-based education; these are the topic of his blog, [www.curtrice.com](http://www.curtrice.com): Thoughts on university leadership. Rice is a member of the genSET science leaders panel. His work on gender equality at UiT has been featured in articles in *Science*, *Nature*, and *The Lancet*. Rice's extensive work on gender balance in academia has been acknowledged University of Tromsø Gender Equality Prize.

*Conference Moderator*

*Not repeating past mistakes* Session 8 - Mainstreaming and Consolidating Gender Research Scholarship



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Dominique Ristori, Director General, Director General, Joint Research Centre, European Commission

Dominique Ristori has been working in the European Commission since 1978 where he has held several positions. Prior to his current position, he was Deputy Director General of the Directorate General for Energy, in charge of nuclear energy policy, in particular the development of the EU legal framework and international relations (2006 – 2010). Whilst Director in charge of General Affairs and Resources at Directorate-General for Energy and Transport, he was responsible for interinstitutional relations; enlargement and international relations; coordination of energy and transport research; internal market, state aids, infringements and public service obligations; passengers' and users' rights; central management of human and budgetary resources (2000 - 2006). Between 1996 and 1999, he was Director in charge of European Energy Policy at Directorate-General for Energy. In the period of 1990 – 1996 D. Ristori was in charge of transnational cooperation between SMEs at the Directorate-General for Enterprise policy. D. Ristori graduated from the Institute of Political Studies of Paris (1975).

*How can the Joint Research Centre improve science policy outcomes for Europe's citizens?* Session 1 Aligning Policy Agendas



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Dr. Ángeles Rodríguez-Peña, President of the COST Committee of Senior Officials (CSO), COST (European Cooperation in Science and Technology), Technical Cabinet of the Secretary General of Innovation at the Spanish Ministry for Science and Innovation

Dr Rodríguez-Peña has been President of the COST Committee of Senior Officials (CSO) since June 2010 and Special Advisor to the Technical Cabinet of the Secretary General of Innovation at the Spanish Ministry for Science and Innovation since January 2011. As former Deputy Director General for European Programmes from 2007 to 2010 she headed the Spanish delegation in the Scientific and Technical Research Committee of the Council of the European Union (CREST) and as a member of the newly-named European Research Area Committee (ERAC). She also represented Spain in the Strategic Forum for International Science & Technology Cooperation (SFIC), another CREST level created by the Council of the European Union. From 2002 to 2007, she was Deputy Head of International Affairs at the Spanish National Research Council (CSIC) responsible for





European Science Foundation (ESF) relations as well as European policy fora such as the Framework Programme. Her flair for international research cooperation is partly thanks to her own background as a scientist. After obtaining her PhD in Biology in Madrid, Spain, she obtained a postdoctoral fellowship from the European Molecular Biology Organisation (EMBO) in 1981 to join the former Imperial Cancer Research Foundation – now Cancer Research UK – in London, United Kingdom, where she remained as an associated scientist until 1986. Once back in Spain, she started her own research group and spent time as a visiting scientist at Harvard Medical School in Boston, USA, and at the Karolinska Institutet in Stockholm, Sweden.

*Welcome on behalf of Summit Partner, COST Session 1 - Aligning Policy Agendas*



Prof. Dr. Ines Sanchez De Madariaga, Head of the Women and Science Unit, Cabinet of the Secretary of State for Science and Innovation, Spain

Inés Sánchez de Madariaga, Arch, PhD, MSc is Head of the Women and Science Unit, Cabinet of the Secretary of State for Science and Innovation, Spain and Professor of Urban and Regional Planning at the Madrid School of Architecture. She holds a PhD from Universidad Politécnica de Madrid and a Master of Science from Columbia University, New York, where she studied as a Fulbright Grantee. She has been Visiting Scholar at Columbia University, New York, and at the London School of Economics and Political Science, as well as Jean Monnet Visiting Professor at the Bauhaus-Universität Weimar School of Architecture in Germany. She is author of six books and more than 30 articles in technical and professional journals. Founder and director of the first Spanish research group on gender, architecture and city planning. She is a member of the Board of Directors of the European Urban Research Association, and Editor of *Urban*, the main Spanish journal on city planning. She is the Spanish representative at the Helsinki Group, an advisory body to the European Commission on gender and science issues. In addition to her academic record, she has been Executive Advisor to the Minister of Housing and Deputy Director for Architecture at the Spanish Government.

*Chair Café 4 - GenderSTE: Networking the way to gender equality in science and technology*



Prof. Dr. rer. nat. Martina Schraudner, Professor for Gender and Diversity in Organisations, Fraunhofer-Gesellschaft and the Technical University Berlin, Germany

Martina Schraudner received her Ph.D. 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. She then accepted a position with Fraunhofer-Gesellschaft where her main responsibility was in strategic research planning with an emphasis on life sciences. Since 2008, she is also professor for "Gender and Diversity in Organisations" at the Technical University of Berlin. Martina Schraudner has participated in a number of initiatives related to the "Partners for Innovation" project and for the development of a high-tech strategy for Germany, She is member of the Hochschulrat of the Paderborn University and is board member of the Kompetenzzentrum Diversity e.V. and Total E-Quality e.V..

*Chair Session 7 - Integrating the Gender Dimension in Research and Innovation Content*

*Chair Cafe 2 - Gender as a Big Ticket Item in R&D&I*



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Dr. Betty Shanahan, CAE, F.SWE, Executive Director & CEO, Society of Women Engineers, USA

Betty Shanahan became the executive director and CEO for the 20,000 member Society of Women Engineers (SWE) in 2002. Previously, Betty spent 24 years in development, engineering management, and marketing management for the electronics and software industries. Betty has earned a B.S. in electrical engineering from Michigan State University, a Master of Software Engineering from the Wang Institute of Graduate Studies, and an M.B.A. from the University of Chicago. Betty participates in forums that advance the engineering profession, including the National Academy of Engineering's committee for "Changing the Conversation" in the public understanding of engineering.

*Chair Cafe 2 - Gender as a Big Ticket Item in R&D&I*



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Prof. Marie Vahter, Professor, Institute of Environmental Medicine (IMM), Karolinska Institutet, the medical university in Stockholm, Sweden

IMM is a department at the Karolinska Institutet as well as a national resource in environmental health risk assessment. Professor Vahter has basic training in toxicology. Over the last 20 years she has been increasingly involved in epidemiological studies aiming at evaluating potential adverse effects of environmental exposure to toxic metals and other elements. One main research focus is early-life exposure and health effects in both childhood and later in life. Mechanisms of action and susceptibility factors, such as gender, genetic predisposition and nutrition, are important issues to clarify. Evaluation of gender differences in the exposure to and health effects of chemicals in our environment is essential, not only because we need to identify susceptible groups for mitigation prioritization, but also for increasing our understanding of mechanisms of toxic action.

*Are women and men equally susceptible to environmental pollutants? Session 7 - Integrating the Gender Dimension in Research and Innovation Content*



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Oldřich Vlasák, Vice-President of the European Parliament, responsible for Science and Technology Options Assessment (STOA)

Oldřich Vlasák, Vice-President of the European Parliament, is conservative politician who advocates for the interests of self-governing municipalities, cities and regions. Oldřich Vlasák was born on 26th of November 1955 in Hradec Králové. He studied at the Czech Technical University in Prague. After his university studies he worked in science as a technical professional in the field of environment. In his following management career he worked for the private sector. He fully entered local politics in 1994, when he was elected member of the Board of Representatives of the City of Hradec Králové. Between 1998 and 2004 he was mayor of the City. In 2001 he became the President of the Union of Towns and Municipalities of the Czech Republic. Since 2000 he was active in the European politics. He was delegated to the Congress of Local and Regional Authorities of Europe and represented the Czech Republic as an observer in the Committee of the Regions. After his active work in the Policy Committee of the Council of European Municipalities and Regions (CEMR) he has been elected its executive president. In 2004 he has been elected and in 2009 re-elected to the European Parliament. In the European Parliament he has a function of coordinator of European Conservatives and Reformists in the Committee for Regional Development and is a vice chairman of the Intergroup Urban. Since 2012 he is responsible for STOA in the European Parliament Bureau. He is married, has three children and likes various sport activities. For 15 years, he used to volunteer as member of the mountain rescue service.



## Welcome Session 1 - Aligning Policy Agendas



Dr. Wanda Ward, Director, Office of Integrative Activities, NSF (The United States National Science Foundation), USA

During her tenure at the United States National Science Foundation (NSF), Ward has served in a number of science and engineering policy, planning and program capacities, including Senior Advisor to the NSF Director; Assistant to the NSF Deputy Director for Human Resource Development; Deputy Assistant Director for Social, Behavioral, and Economic Sciences; and Deputy Assistant Director, Education and Human Resources. Ward provided critical leadership for development of several NSF-wide activities, including the Human and Social Dynamics priority area, the Science of Learning Centers program, Cyberinfrastructure and the Social Sciences, the ADVANCE program, the Innovation through Institutional Integration activity, and the Career-Life Balance initiative. Ward has also served on the President's National Science and Technology Council subcommittees and interagency working groups in the areas of science education and workforce development, and the social, behavioural and economic sciences. Prior to joining NSF, Ward was an associate professor of psychology and founding director of the Center for Research on Multi-Ethnic Education at the University of Oklahoma, Norman. She received a BA in psychology as well as the Afro-American Studies Certificate from Princeton University and a PhD in psychology from Stanford University. Ward was awarded a Ford Foundation Fellowship, the 2005 American Psychological Association (APA) Presidential Citation, the 2006 Federation of Behavioral, Psychological and Cognitive Sciences Richard T. Louttit Award, and the 2006 U.S. Presidential Rank Award for Distinguished Executive.

## Chair Session 3 - Advancing Science and Innovation through Inclusion: The Gender Factor



Dr. Kate White, Adjunct Research Fellow, University of Ballarat, Australia and Director, Women in Higher Education Management Network

Dr Kate White is an Adjunct Research Fellow in the School of Education and Arts at the University of Ballarat, and an Adjunct Lecturer in the Faculty of Arts, Humanities and Social Sciences at the University of Limerick. She is Director of the eight-country Women in Higher Education Management Network and co-editor (with Barbara Bagilhole) of *Gender, Power and Management: a cross-cultural analysis of higher education* published by Palgrave Macmillan in 2011. The Network's second book, *Generation and Gender in Academia*, will be published by Palgrave in 2013. Kate has been a visiting researcher at the Center for Research in Higher Education Policies, Porto, 2008; the University of Limerick in 2008 and 2012; Uppsala University 2010; and the Centre for Gender Excellence, Linköping University in 2010 and 2011. Kate is the author of 12 books. Her current research interests are gender and higher education, women's academic careers and career progression for women in science. In 2012 she is undertaking a new Melbourne based project "Building effective career paths for women in science" which is a case study of how to achieve a paradigm shift in the organisational culture in science research institutes through exploring issues of gender and equity, particularly career progression of women and disparity of outcomes.

## Chair Cafe 1 - The leaky pipeline and age discrimination



## VIRTUAL POSTER EXHIBITION

Selected posters are showcased online in the virtual Gender Summit Exhibition and on-site through the Poster Cards Exchange. Posters can be viewed, commented and downloaded at [www.gender-summit.eu/posters](http://www.gender-summit.eu/posters).

| Poster Title   |   |
|--|---|
| EGI.EU - Empowering women in conducting ground-breaking scientific research  | <a href="http://moourl.com/egs2012eposter2">http://moourl.com/egs2012eposter2</a>   |
| Gender Bias in Scholarly Recognition   | <a href="http://moourl.com/egs2012eposter3">http://moourl.com/egs2012eposter3</a>   |
| National approach and activities of VHTO in secondary education for girls and STEM   | <a href="http://moourl.com/egs2012eposter5">http://moourl.com/egs2012eposter5</a>   |
| The FP7 NMP Project MultiPlat: Gender Issues of a Technology Oriented Research Project   | <a href="http://moourl.com/egs2012eposter6">http://moourl.com/egs2012eposter6</a>   |
| Girls who hack are awesome!  | <a href="http://moourl.com/egs2012eposter7">http://moourl.com/egs2012eposter7</a>   |
| Tapping all our Talents  | <a href="http://moourl.com/egs2012eposter8">http://moourl.com/egs2012eposter8</a>   |
| How do science journal editors choose peer reviewers? APEER survey of gender and peer review   | <a href="http://moourl.com/egs2012eposter9">http://moourl.com/egs2012eposter9</a>   |
| Projects Help Education  | <a href="http://moourl.com/egs2012eposter10">http://moourl.com/egs2012eposter10</a> |
| MPAGER: The Study of Emotion Regulation from a GENDER perspective  | <a href="http://moourl.com/egs2012eposter11">http://moourl.com/egs2012eposter11</a> |
| Portuguese public policies for the promotion of gender equality and the weak relation between gender and academia: some reflections from an insider perspective. | <a href="http://moourl.com/egs2012eposter12">http://moourl.com/egs2012eposter12</a> |
| Menstrual cycle on positive: who and how   | <a href="http://moourl.com/egs2012eposter13">http://moourl.com/egs2012eposter13</a> |
| “The Project STAGES “Structural transformation to achieve gender equality in science”  | <a href="http://moourl.com/egs2012eposter16">http://moourl.com/egs2012eposter16</a> |
| Gender Equality in the European Space Industry: The Present State and Women in Aerospace Europe  | <a href="http://moourl.com/egs2012eposter17">http://moourl.com/egs2012eposter17</a> |
| Promotion of Research and Gender Equality in South East Europe   | <a href="http://moourl.com/egs2012eposter19">http://moourl.com/egs2012eposter19</a> |
| Implementation of Sex and Gender into Clinical and Biomedical Research   | <a href="http://moourl.com/egs2012eposter20">http://moourl.com/egs2012eposter20</a> |
| Gender Pharmacology: the experience of university of Sassari (Italy)   | <a href="http://moourl.com/egs2012eposter23">http://moourl.com/egs2012eposter23</a> |
| Women in university positions and academic decision-making bodies in the Netherlands in 2012   | <a href="http://moourl.com/egs2012eposter25">http://moourl.com/egs2012eposter25</a> |
| GenderTime: Transferring Implementing Monitoring Equality  | <a href="http://moourl.com/egs2012eposter26">http://moourl.com/egs2012eposter26</a> |
| European Platform of Women Scientists  | <a href="http://moourl.com/egs2012eposter27">http://moourl.com/egs2012eposter27</a> |
| Status of Women Canada's Introduction to Gender-Based Analysis+ On-line Training   | <a href="http://moourl.com/egs2012eposter29">http://moourl.com/egs2012eposter29</a> |
| Approach and activities of VHTO for girls in STEM in Primary Education   | <a href="http://moourl.com/egs2012eposter31">http://moourl.com/egs2012eposter31</a> |



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|---|---|
| REACH for Commercialization at The Ohio State University  | <a href="http://moourl.com/egs2012eposter32">http://moourl.com/egs2012eposter32</a> |
| "Laura Bassi Centres of Expertise": Excellent women head research centres at the interface of science and economy   | <a href="http://moourl.com/egs2012eposter33">http://moourl.com/egs2012eposter33</a> |
| Open Knowledge Advancement bridges Gender Gaps  | <a href="http://moourl.com/egs2012eposter34">http://moourl.com/egs2012eposter34</a> |
| Gender resources centers in Albania and Montenegro  | <a href="http://moourl.com/egs2012eposter35">http://moourl.com/egs2012eposter35</a> |
| National Contact Centre for Women and Science   | <a href="http://moourl.com/egs2012eposter37">http://moourl.com/egs2012eposter37</a> |
| Twist = towards women in science and technology   | <a href="http://moourl.com/egs2012eposter36">http://moourl.com/egs2012eposter36</a> |
| Mission Egalité - Université Lyon1  | <a href="http://moourl.com/egs2012eposter38">http://moourl.com/egs2012eposter38</a> |
| Some solutions of the European Research Network in Chemistry to societal challenges   | <a href="http://moourl.com/egs2012eposter40">http://moourl.com/egs2012eposter40</a> |
| Gender-sensitive medicine at Hannover Medical School  | <a href="http://moourl.com/egs2012eposter41">http://moourl.com/egs2012eposter41</a> |
| Earnings Cosmetics and Auditor Gender   | <a href="http://moourl.com/egs2012eposter42">http://moourl.com/egs2012eposter42</a> |
| The Mission for the Place of Women at CNRS  | <a href="http://moourl.com/egs2012eposter43">http://moourl.com/egs2012eposter43</a> |
| Unconventional thinking - along the "road less travelled"   | <a href="http://moourl.com/egs2012eposter45">http://moourl.com/egs2012eposter45</a> |
| Women and Mangrove Forest 'Sundrabns': Lives with Environmental Security  | <a href="http://moourl.com/egs2012eposter47">http://moourl.com/egs2012eposter47</a> |
| Women and Glass Ceiling in the Tourism Industry   | <a href="http://moourl.com/egs2012eposter48">http://moourl.com/egs2012eposter48</a> |
| The INTEGER Project (Institutional Transformation for Effecting Gender Equality in Research)  | <a href="http://moourl.com/egs2012eposter49">http://moourl.com/egs2012eposter49</a> |
| A Diversity Index for Switzerland   | <a href="http://moourl.com/egs2012eposter51">http://moourl.com/egs2012eposter51</a> |
| Gender Forum's Purple Certificate Program   | <a href="http://moourl.com/egs2012eposter52">http://moourl.com/egs2012eposter52</a> |
| Gender Differences in the salary Expectations of Final Year Undergraduates in China: the Impact of Sex Discrimination in the Labour Market  | <a href="http://moourl.com/egs2012eposter53">http://moourl.com/egs2012eposter53</a> |
| The Gender in Science and Technology Lab - GENIS LAB. Implementing structural changes in scientific organisations in order to overcome the factors that limit the participation of women in research. | <a href="http://moourl.com/egs2012eposter54">http://moourl.com/egs2012eposter54</a> |
| Blueprint for the Future: Framing the Issues of Women in Science in a Global Context  | <a href="http://moourl.com/egs2012eposter55">http://moourl.com/egs2012eposter55</a> |
| Mapping vulnerability through a capabilities approach: a biographical study of first generation students in Portuguese higher education.  | <a href="http://moourl.com/egs2012eposter56">http://moourl.com/egs2012eposter56</a> |
| Promoting gender equality in science: results of Lithuanian national project LYMOS  | <a href="http://moourl.com/egs2012eposter57">http://moourl.com/egs2012eposter57</a> |
| An internet portal for sharing knowledge and inspiring collaborative action on gender and science   | <a href="http://moourl.com/egs2012eposter59">http://moourl.com/egs2012eposter59</a> |
| Women's enrolment in antiretroviral clinical trials: a systematic review  | <a href="http://moourl.com/egs2012eposter60">http://moourl.com/egs2012eposter60</a> |



## EUROPEAN GENDER SUMMIT COMMUNITY

### THE GENDER E-QUALITY PLATFORM

#### Gender E-Quality

The Gender E-Quality Platform is an open community promoting gender equality for research excellence and as an important driver of innovation in Europe. Join us to connect to like-minded experts and register to the portal: <http://gender-summit.eu/community/>

### THE GENDER SUMMIT T.V.



The Summit online channel features exclusive interviews with supporters, contributions from speakers and voices of delegates. Watch these online videos at: [http://worldtv.com/gender\\_summit\\_tv/web](http://worldtv.com/gender_summit_tv/web)

### THE GENDER SUMMIT eSOCIAL

The Gender Summit eSocial is an easy way to set up informal meetings with fellow participants. All you need to do get started is the email address you used for registration and your reference number. Once in the system, you can access the attendee directory and look for the participants you would like to liaise with. Clicking on the lens icon to see some information about the participant. Clicking on the green tab icon to select that person. When the red tab appears, the person is selected. You can select maximum 5 people you would like to meet during a session. Once you have made your choice, you can click on create meeting request and choose the networking station/location. Afterwards you will have the possibility to select the time and the place. We have 3 meeting locations linked with 6 different stations. You can also send a private message to the participant clicking on Create message. [www.etches.com/esocial/](http://www.etches.com/esocial/)

### SOCIAL MEDIA

And don't forget to:



Join the discussion using the hashtag **#egs12**. The official twitter account is **@gendersummit**



Like! the European Gender Summit page on Facebook: [www.facebook/gendersummit](http://www.facebook/gendersummit)

## PRACTICAL INFORMATION

### GETTING AROUND IN BRUSSELS BY PUBLIC TRANSPORT

Most public transport in the Brussels-Capital Region is organised by the STIB. Many metro lines also have above ground bus and tram connections. [www.stib.be](http://www.stib.be)



## BY TAXI

Taxis are available on Place Luxembourg close to the European Parliament as well as at the airport and at many places in the city. Taxis can be hailed in the streets. Please note that taximeters should always be used and receipt stating the length of the journey, price and number of the taxi can be asked to the driver.

The main taxi companies in Brussels are:

Taxis Verts : +32 2 349 49 49

Taxis Bleus : +32 2 268 00 00

Taxis Orange : +32 2 349 43 43

Autolux : +32 2 411 12 21

## PHOTOGRAPHY AND VIDEO RECORDING

Some sessions of the Summit will be recorded and/or photographed. If you do not wish to be filmed photographed, please inform the videographer/photographer.

## LANGUAGES

The sessions of European Gender Summit will be conducted in English. No interpretation will be provided.

## INSURANCE

The European Gender Summit organisers do NOT provide insurance and do not take any responsibility for accidents or illnesses that might occur during the European Gender Summit or in the course of travel to or from the meeting places. It is therefore the responsibility of delegates to check their health insurance requirements. The summit organisers cannot be held liable for loss or damage to any property or for any additional expenditure incurred due to changes, whatever the cause.

## EUROPEAN PARLIAMENT REGULATIONS

The attendance of lectures at the European Parliament implies that European Gender Summit participants agree to comply with the rules applied in these premises. Further information can be found at [www.europarl.europa.eu](http://www.europarl.europa.eu).

## ACCESSIBILITY AND SPECIAL NEEDS

Venues where the European Gender Summit is held are accessible to those with special needs. Please inform the organising team of any special requirements or needs you may have.

## SUMMIT PARTNERS AND SUPPORTERS

### MEP SUPPORTERS

The Summit is hosted at the European Parliament due to the gracious support of:

**MEP Britta Thomsen**, Group of the Progressive Alliance of Socialists and Democrats in the European Parliament, Committee on Industry, Research and Energy, Committee on Women's Rights and Gender Equality



**MEP Kent Johansson**, Group of the Alliance of Liberals and Democrats for Europe Member of the Bureau, Committee on Industry, Research and Energy

**MEP Silvana Koch-Mehrin**, Group of the Alliance of Liberals and Democrats for Europe, Committee on Women's Rights and Gender Equality

**MEP Antigoni Papadopoulou**, Group of the Progressive Alliance of Socialists and Democrats in the European Parliament, Committee on Civil Liberties, Justice and Home Affairs

**MEP Teresa Riera Madurell**, Group of the Progressive Alliance of Socialists and Democrats in the European Parliament, Committee on Industry, Research and Energy

**MEP Joanna Senyszyn**, Group of the Progressive Alliance of Socialists and Democrats in the European Parliament, Committee on Women's Rights and Gender Equality

**MEP Marita Ulvskog**, Group of the Progressive Alliance of Socialists and Democrats in the European Parliament, Committee on Industry, Research and Energy

#### ABOUT OUR SUMMIT PARTNER



COST is Europe's longest-running intergovernmental framework in science and technology cooperation, providing funding for research networking projects called 'Actions'. COST enables breakthrough scientific developments leading to new concepts and products, thereby contributing

to strengthen Europe's research and innovation capacities. COST offers European researchers the unique opportunity to jointly develop ideas and initiatives, across all scientific domains and through networking of nationally funded research activities. Supported by the EU's 7th Framework Programme, COST mobilises and connects extraordinary scientific potential, within Europe and beyond. [www.cost.eu](http://www.cost.eu)

#### ABOUT OUR INNOVATION PARTNERS



#### **Ingersoll Rand's Commitment to a Progressive, Diverse & Inclusive Organization**

Ingersoll Rand believes that in order to have a progressive and innovative organization we must have in place a diverse and inclusive work environment. It is not enough in this day and age to say that our "people are an important asset" rather, we know actions speak louder than words. It is through our behaviors and day-to-day actions that we strive to create a respectful, inclusive and open culture around the world that our colleagues, customers and suppliers want to be affiliated with. Our employee resources groups for women and our leadership programs will create business opportunity and build leadership competency through networking, advocacy, skill and professional development, coaching and mentoring and community outreach. We will be change agents to help position Ingersoll Rand as an employer of first choice; and to help each employee reach her/his career potential.

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



**ATGENDER, The European Association for Gender Research, Education and Documentation** is a broad association for academics, practitioners, activists and institutions in the field of Women's and Gender Studies, Feminist Research, women's rights, gender equality and diversity. The association constitutes a permanent structure for the growing field of knowledge and practice in Europe. [www.atgender.eu](http://www.atgender.eu)





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