A Role Models Database for Networking and Mentoring women in STEM

Gianna Avellis, MCAA
GENDER SUMMIT15, London, 19 June 2018

www.mariecuriealumni.eu
Outline

• Work done in MCFA, MCAA, and ITWIIN
• Networking and Mobility for women scientists – AvH project
• A Database of Role Models
• Collaboration with GENDER SUMMIT
TECNOPOLIS is the first initiative of science park in Italy with strong links within Europe.

INNOVAPUGLIA is a SPA promoting innovation to Apulia region through the application of ICT.
The Department of Computing at Imperial is a world leader in academic research in computer science.

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

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

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

FP1 84-87
FP2 87-91
FP3 91-94
FP4 94-98
FP5 98-02
FP6 02-07
FP7 07-13
Horizon 2020 14 - 20

Pierre and Marie Curie honeymoon, 1895
Work done in MCFA, MCAA, and ITWIIN

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

• Promote mobility among women scientists

• Empower women scientists and discourage discrimination and marginalisation

• Foster gender equality and scientific excellence in SET

• Encourage the promotion of equality policies at national and European level
Ebooks on Role Models of MCFA and MCAA

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

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

http://mcfa.eu/newmcfasite/mcfa-role-models-2012
https://www.mariecuriealumni.eu/
EuroScience Open Forum - ESOF

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

**MC Fellows**

- Working Groups
- Chapters

**MCAA Board**

- 6 Ordinary Board Members
- 5 Executive Committee

**EC-appointed Contractor**

**European Commission [DG EAC]**
MCAA Membership (more than 10,000 members)

**Gender**
- 40% Female
- 60% Male

**Age Group**
- 19 to 24
- 25 to 35
- 36 to 50
- > 50

**Scientific Panel**
- LF
- ENG
- PHY
- SOC
- CHE
- ENV
- MAT
- ECO

[https://www.mariecuriealumni.eu/charts]
Working Groups

- Communication
- Events and Networking
- Policy on Successful Researchers
- Gender Equality
- Financial Affairs
- Internal Governance
- Bridging Science/Business
- Information and data access
- Grants and Awards
20 MCAA Chapters

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

- Africa
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- Be-Ne-Lux
- Czech
- Estonia
- Germany
- Greece
- India
- Israel
- Northern Italy
- Central-South Italy
- Paris & Ile-de-France
- Russia
- Pakistan / Sri Lanka
- Scotland
- Spain / Portugal
- United Kingdom
ESOF 2016

- European Science Open Forum
  Manchester 23-27 July 2016

- Leading by examples?
The mobility of women in science

- Session winner – Gianna Avellis
- 7 speakers from GEMS WG of MCAA (Olga Efremova, Antonella Di Trapani, Theodota Lagouri, Wuraola Akande, Gianna Avellis, Olatz Lopez Fernandez, Magdalini Theodoridou)
- Exploit the work done in the ebook on Role Models
- Attract more MCAA women to GEMS WG
- Supported by European Commission
1. European Geoscience Union Conference and General Assembly
2. 23-28 April 2017
3. GEMS WG session on Women in geosciences
4. Maria Bostenaru, Gianna Avellis, Ira Didenkulova, Magda Theodoridou, Riia Chmielowski
5. Networking and Mobility support of women in science
6. The Role Models of Women in geosciences
Results: Gender Summit Africa, Asia and Europe
ITWIIN Awards and Conference

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

• ITWIIN Awards and Conference

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

EUWIIN Awards and Conferences

- 2007 Berlin
- 2009 Helsinki
- 2011 Rekjavic
- 2013 Stockholm
- 2015 London
- 2017 Bari, Italy
ITWIIN Results

• 2 ebook on Role Models www.itwiin.org

• Women who can help other women to grow and develop creative projects
Results: Workshop at University of Bari
EUWIIN 2017

1. 28th June Exhibition and Conference
2. 29th June Conference and Gala Dinner with Awards
3. Organisers and sponsors GWIIN, EUWIIN, ITWIIN, MCAA, Alexander von Humboldt
4. Lone inventor
5. Lone innovator
6. Exceptionally Creative Women
7. Capacity Building
8. Higher Education
9. ...
AvH project on Networking and Mobility of women scientists: Issues addressed

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

• Which difficulties the women researchers face when they undertake mobility programs?
First Results on our research

BAD NEWS

➢ BRAIN-DRAIN WOMEN RESEARCHERS
  - MSCA ACTIONS AND HORIZON2020 REINTEGRATION IN HOME COUNTRY

➢ BARRIERS TO INFORMATION ACCESS PREVENT MOBILITY
  - LACK OF INFORMATION ON STUDY LEAVE AND BURSARIES TO STUDY ABROAD ESPECIALLY FOR WOMEN

➢ REINTEGRATION AND OBSOLETE LINKS BETWEEN HOST AND HOME INSTITUTIONS
  - RAPID CHANGES IN THE WORKING ENVIRONMENTS
  - MALE BASED RESEARCH ENVIRONMENTS SUCH AS IN ICT AND ENGINEERING
  - RECOGNITION OF COMPETENCES ACQUIRED ABROAD
Main Results

GOOD NEWS

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

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

GOOD NEWS

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

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

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

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

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

Welcome to The Role Models

Women have been widely recognised as a source of untapped potential.

Expertly Designed
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore.

User Friendly
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore.

Completely Customizable
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore.

Sign In

Coaching and Mentoring of Women Scientists

Database
Join the Role Models Database

News
Follow our news
A Database of Role Models

Do you agree to be a mentor?

- Yes
- No

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

- female leadership
- work-life balance
- maternity leave
- dual career
- reintegration
- geographical mobility
- intersectoral mobility

Other
Collaboration with GENDER SUMMIT

- Project focus: Networking and Mobility of women in STEM
- Paying attention to their mobility to provide mentoring support in collaboration with:
  - ITWIIN, EUWIIN, EPWS, EURODOC, MCFA, MCAA, ICORSA, ...
- University of Bremen, Leibniz Universität Hannover and University of Kiel, Germany, Tallinn University of Technology and TUT University, Estonia, University of Bari and University of Salento, Italy
- Annual Workshops and e-books on Role Models of mobile women scientists
- Portal [www.therolemodels.net](http://www.therolemodels.net)
- Database of Role Models similar to AcademiaNet
THANK YOU!

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

Any questions? You can find me at avellisgianna@gmail.com