



ESOF
2018
TOULOUSE

Gender inclusiveness: changing cultures, mindsets and the design of research structures in life sciences



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Analysis of the Research Landscape Through a Gender Lens

Stephane Berghmans, DVM PhD | Vice President, Academic & Research Relations

On behalf of the report team

Gender inclusiveness: changing cultures, mindsets and the design of research structures in life sciences

10 July 2018 | ESOF 2018, Toulouse

Global Initiatives



1. <https://www.elsevier.com/research-intelligence/research-initiatives/sustainability-2015>
2. <https://www.elsevier.com/research-intelligence/research-initiatives/gender-2015>

Data Sources & Methodology

Gender Disambiguation Methodology

Scopus®



genderize.io



Comparator Selection

- Global coverage
- Countries/regions with high research output
- Each with at least one comparable comparator
- Applicability of our gender disambiguation methodology
- At least two countries from each major region
- A practical limit in a single report given our analyses



Report Results: an EU Perspective

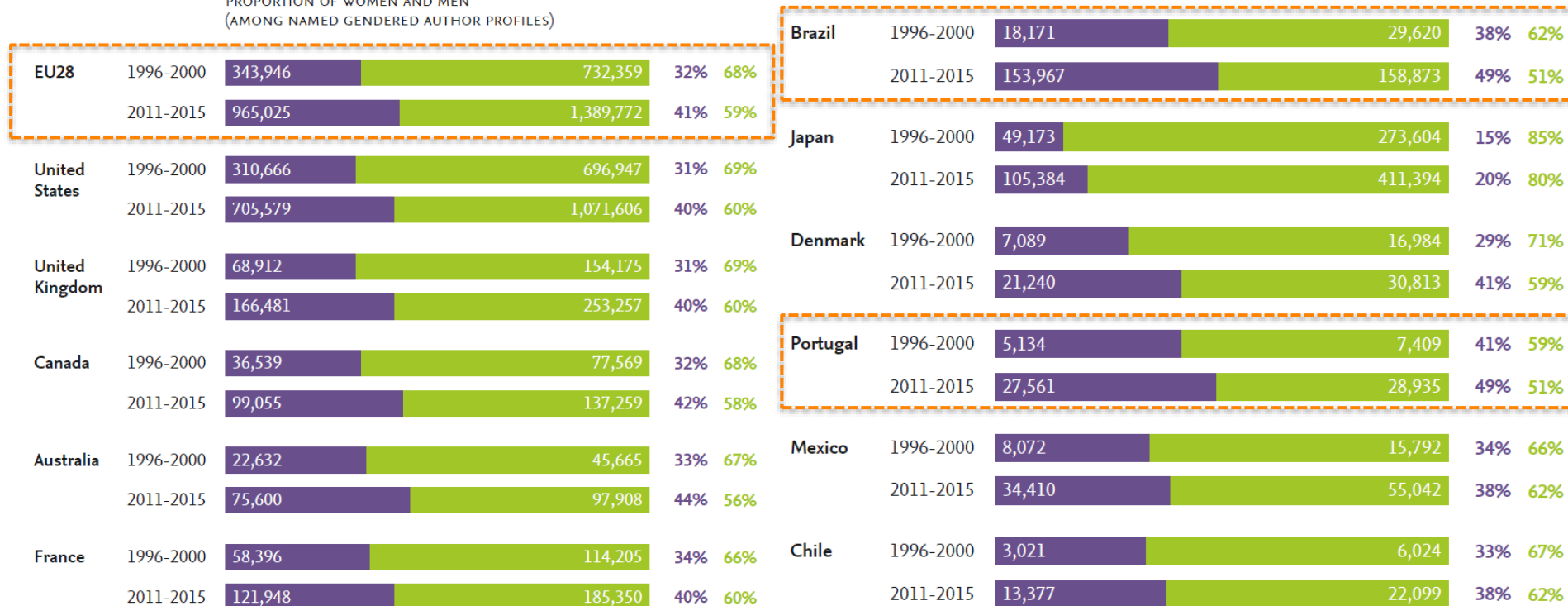


CHAPTER 1
The global research
landscape through
a gender lens

Proportion and Number of Researchers by Gender

■ Women ■ Men

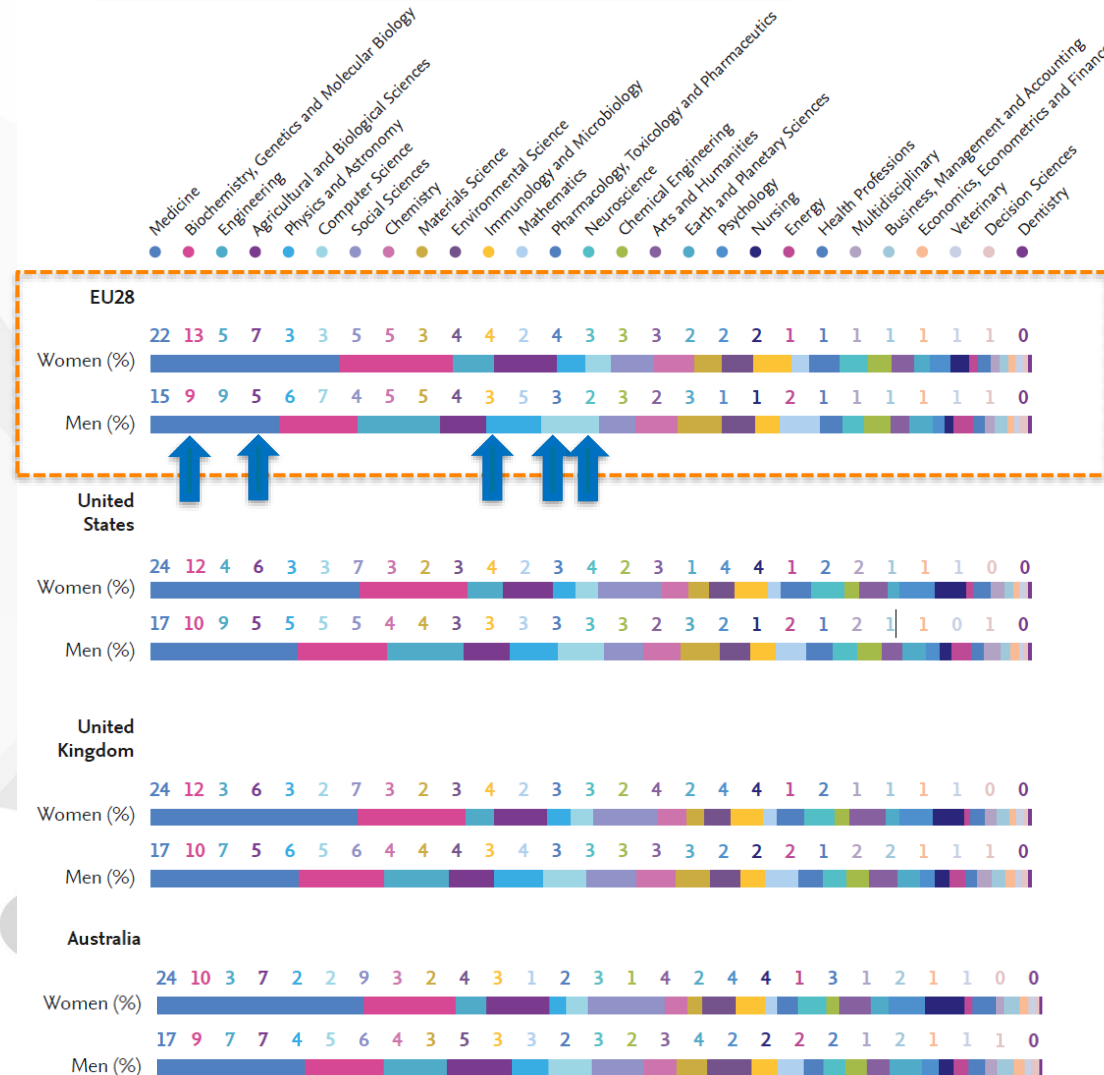
PROPORTION OF WOMEN AND MEN
(AMONG NAMED GENDERED AUTHOR PROFILES)



- **Purple** represents “women” and **green** “men”
- Researchers = Authors who have published **articles, reviews, and conference proceedings** indexed in Scopus
- Proportion of women among researchers is increasing
- The proportion of **women among researchers in the EU is 41%**, a 9% increase between the two time periods

Distribution of EU Researchers Scholarly Output by subject area for each gender, 2011-2015

- There tend to be larger proportion of women researchers than men researchers whose scholarly output is in the **Health and Life Sciences**.
- By contrast, 9% of men authors' scholarly output was published in journals belonging to the **Engineering** subject category compared to 5% of women authors



Scholarly Output Per Researchers

by gender and comparator

- Men publish slightly more papers on average than women
- Women see a minute decline in average number of papers per researcher over time in the EU

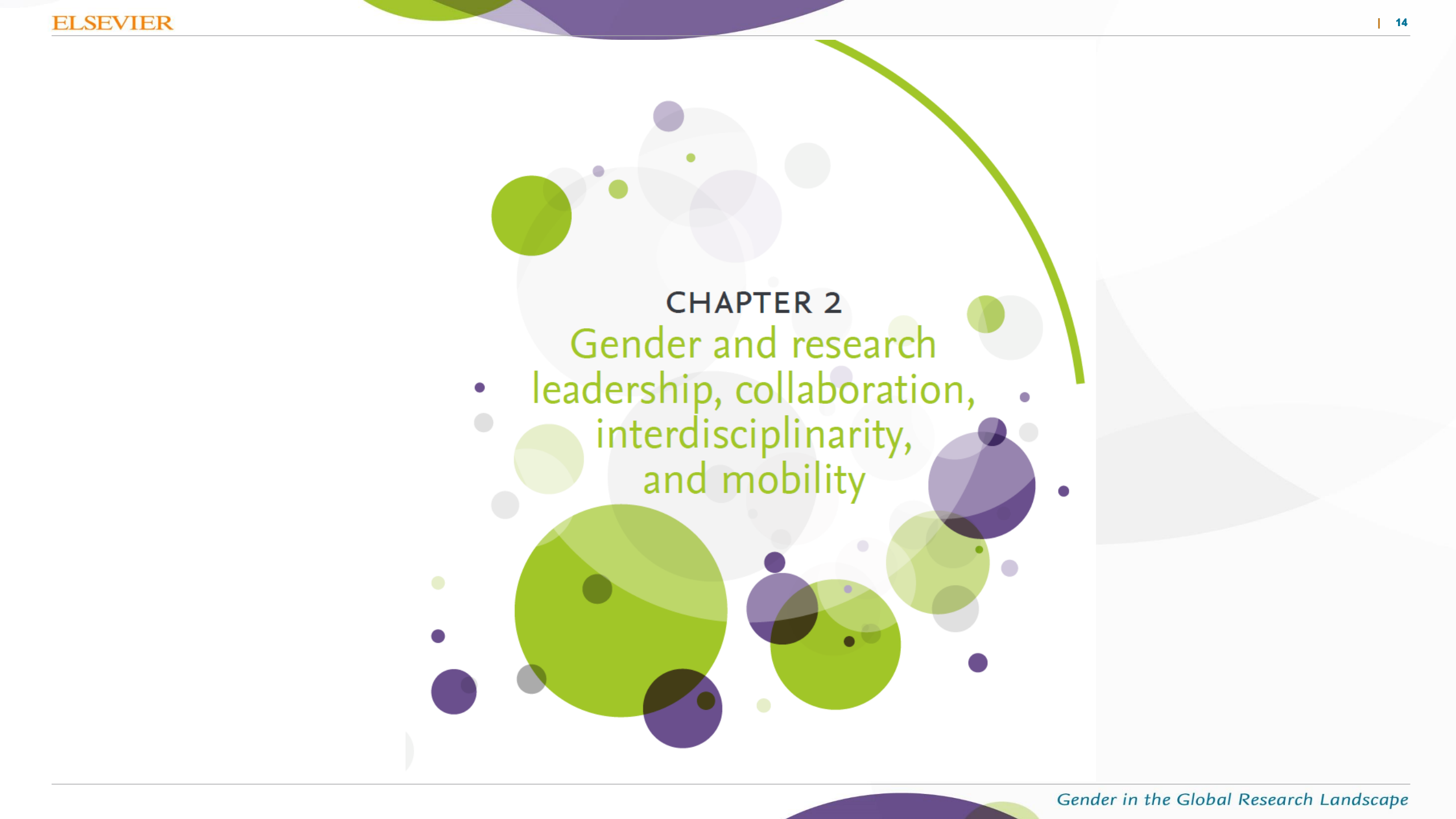


Citation Impact

by gender and comparator

- In the EU the FWCI is about equal for men and women
- The US and the UK are the only two comparator countries in which the FWCI for women is higher than for men



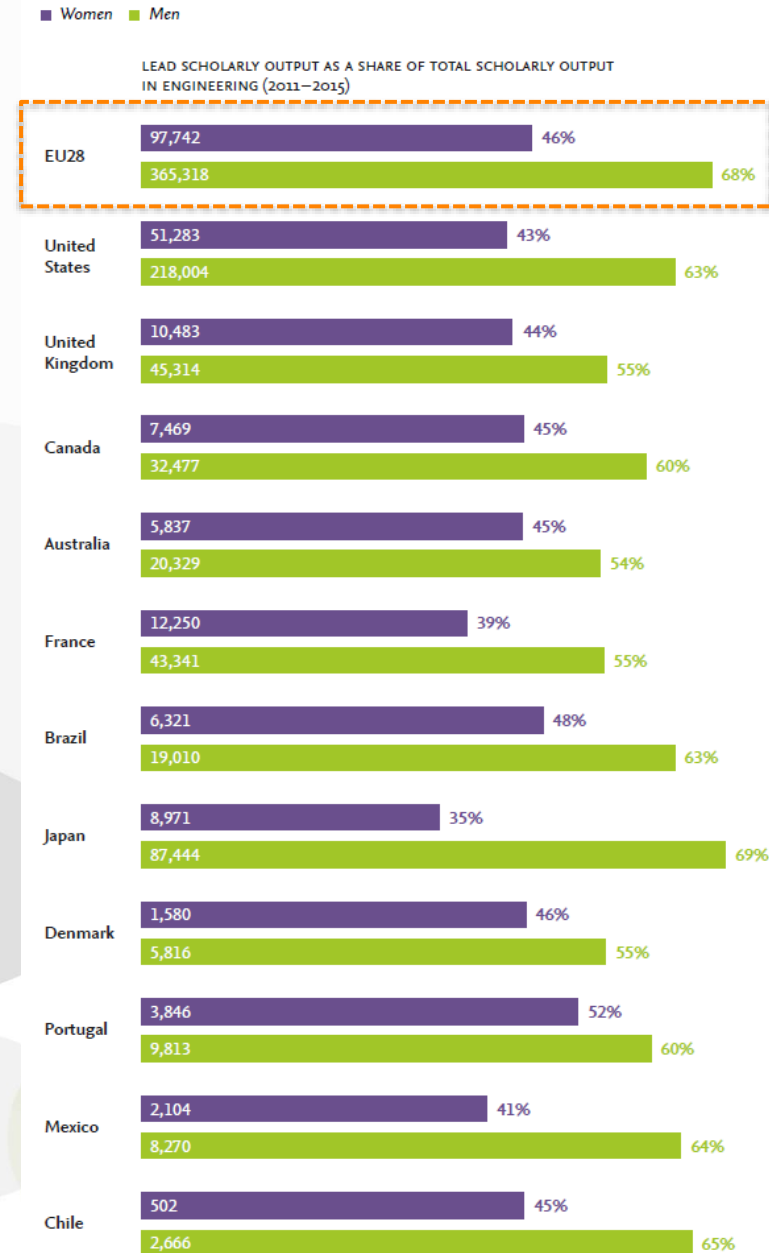


CHAPTER 2
Gender and research
leadership, collaboration,
interdisciplinarity,
and mobility

Leadership

First & corresponding authorship *Engineering (2011-2015)*

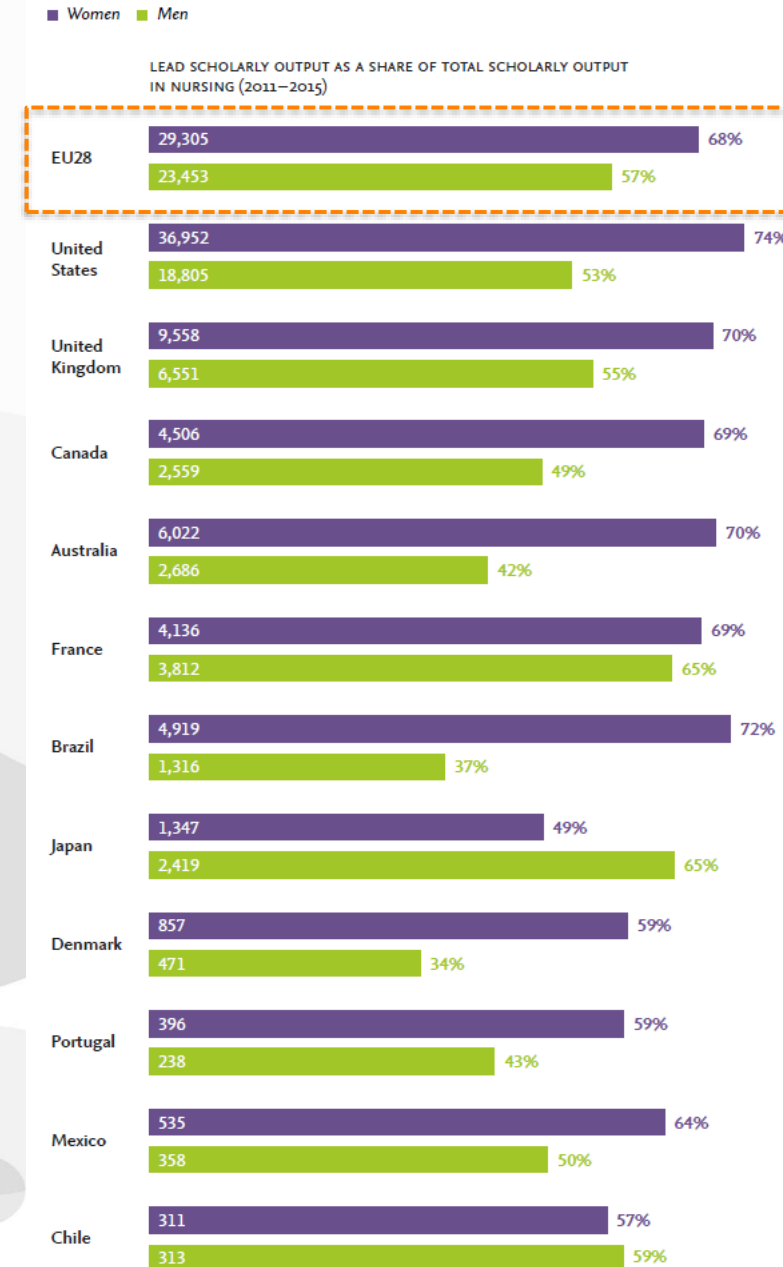
- Women researchers significantly outnumbered by men in engineering (24%)
- **When men appear as authors in Engineering papers, they are more likely to take the first or corresponding author position**
- In the EU, women are first or corresponding author on 22% fewer papers than men



Leadership

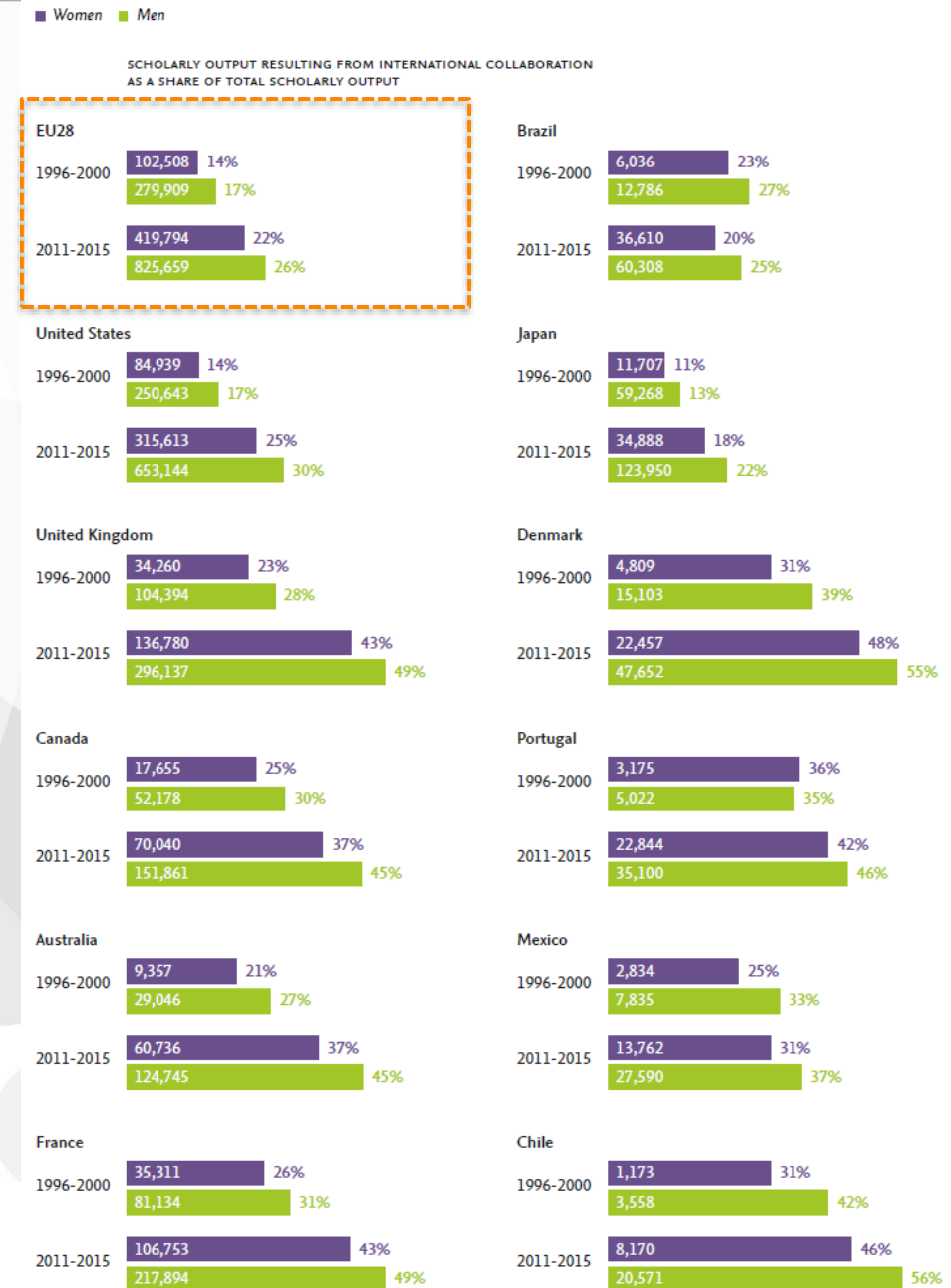
First & corresponding authorship *Nursing (2011-2015)*

- Women represent more than half of Nursing researchers, 54% of EU researchers in the Nursing field are women
- **Women are first or corresponding authors on nearly 3 quarters (68%) of their scholarly output in Nursing, compared to just over half (57%) for men**
- In all comparators except Japan and Chile, women are more likely to take first or corresponding author position on their Nursing papers than men are on theirs



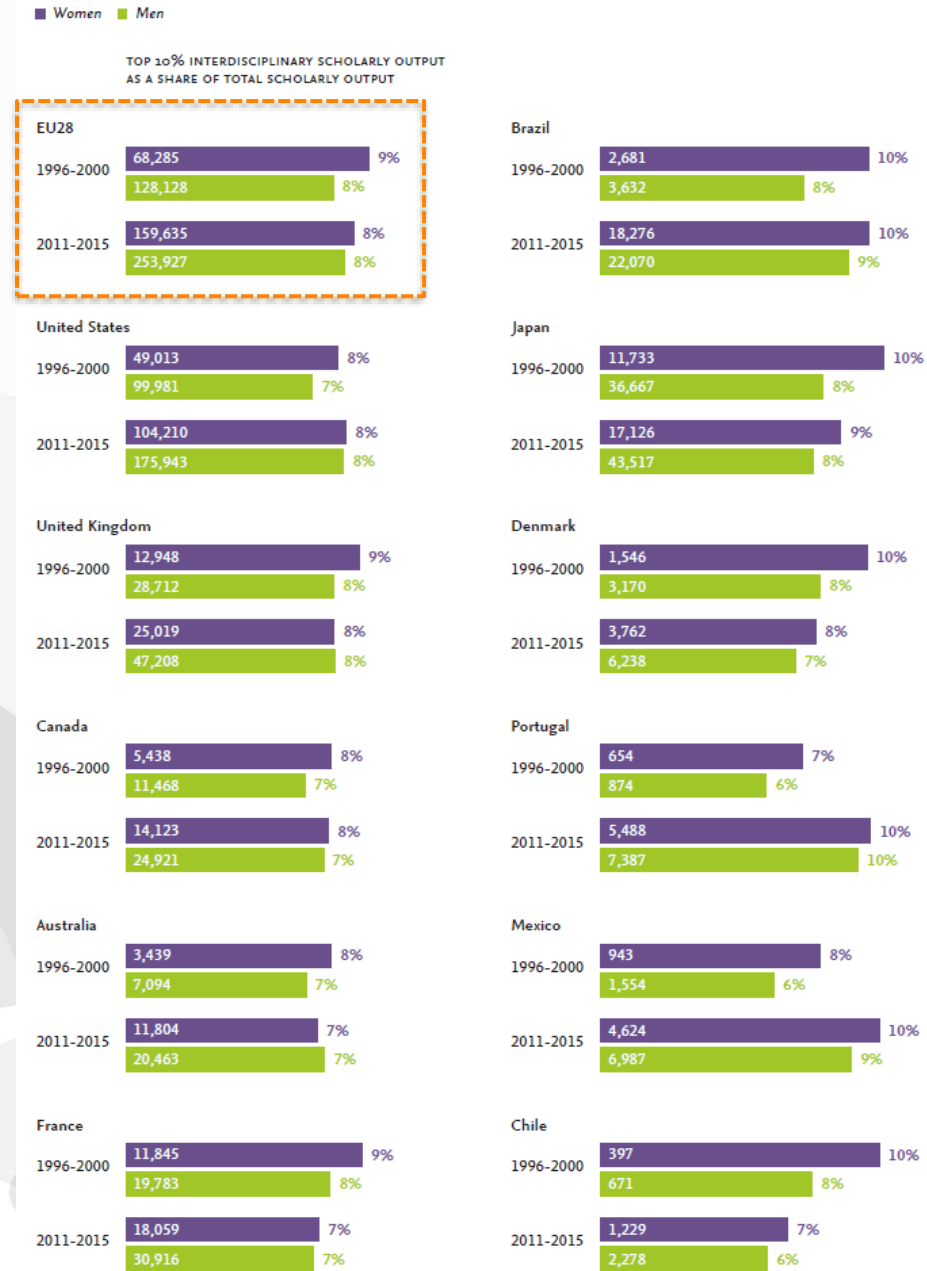
International Collaboration

- EU has relatively low shares of papers reflecting international collaboration for both women and men
- Scholarly output reflecting international collaboration increased for all comparators as a proportion of total scholarly output
- For all comparators, women’s scholarly output is less likely to result from international collaboration than men’s



Interdisciplinary Research

- Women tend to have the same or a slightly higher share than men of interdisciplinary research across all comparators
- For the EU, the proportion of scholarly output that belongs to the top 10% interdisciplinary output is 8% for both women and men, stable over time
- For most comparators, the proportion decreases for women and increases for men over time





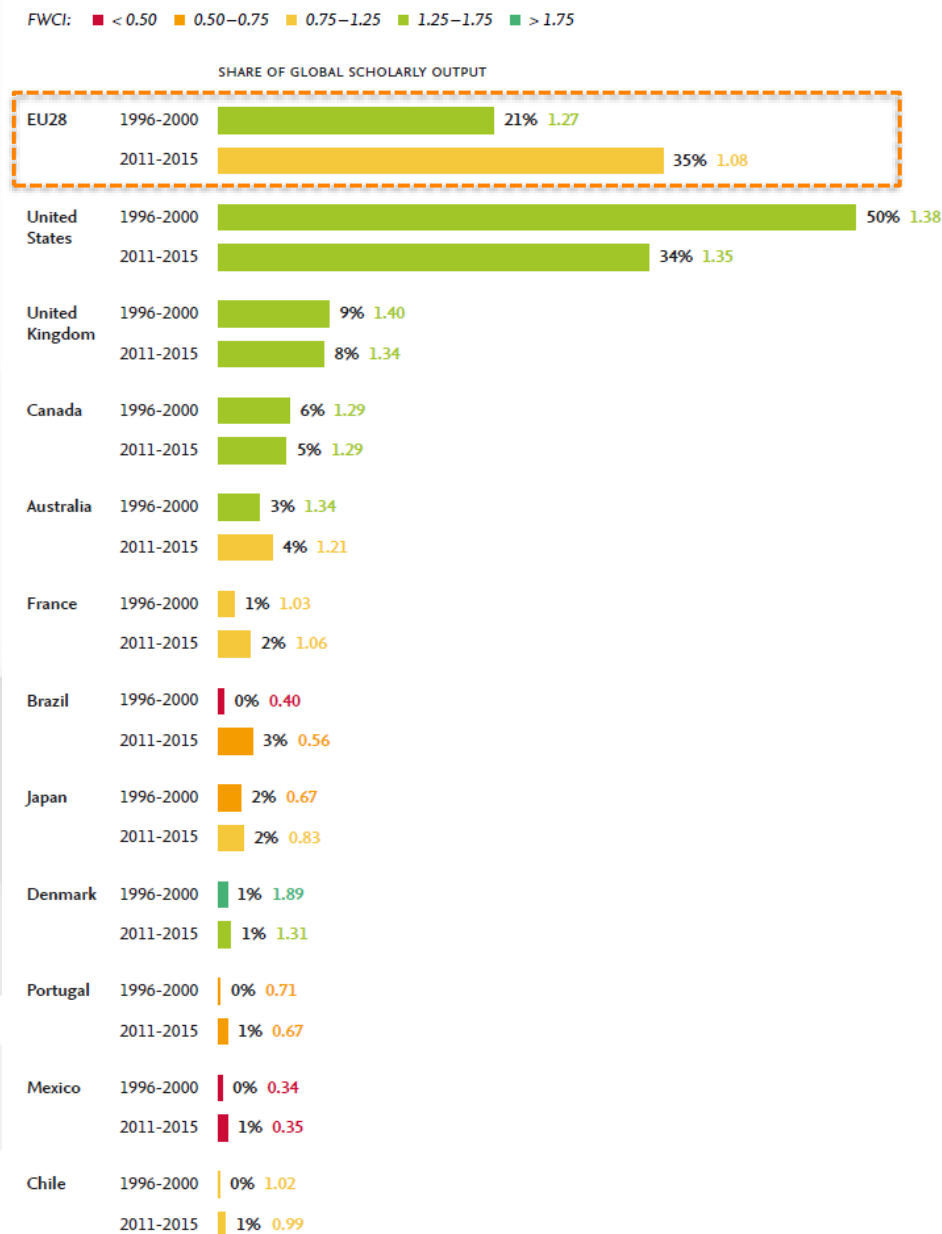
CHAPTER 3
The gender research
landscape

Gender Research

scholarly output and impact

- Over 23,000 gender research papers published 2011-2015, more than 2.5 times (2.7 factor of growth) the number of papers published between 1996-2000.
- The EU scholarly output in gender research represents 35% of the world's, increasing by 14 percentage points from the earlier period, quadrupling in size in absolute terms. In 1996-2000, it was cited at 27% more than the global overall average; in 2011-2015, 8% more.

Comparator	Scholarly output			FWCI		
	1996-2000	2011-2015	Change factor	1996-2000	2011-2015	Change factor
World	8,631	23,063	↗ 2.7	■ 1.21	■ 1.02	↘ 0.8
United States	4,281	7,743	↗ 1.8	■ 1.38	■ 1.35	→ 1.0
EU28	1,847	7,973	↗ 4.3	■ 1.27	■ 1.08	↘ 0.9
United Kingdom	740	1,907	↗ 2.6	■ 1.40	■ 1.34	→ 1.0
Canada	482	1,212	↗ 2.5	■ 1.29	■ 1.29	→ 1.0
Australia	282	973	↗ 3.5	■ 1.34	■ 1.21	→ 0.9
France	107	567	↑ 5.3	■ 1.03	■ 1.06	→ 1.0
Brazil	39	611	↑ 15.7	■ 0.40	■ 0.56	↗ 1.4
Japan	156	454	↗ 2.9	■ 0.67	■ 0.83	↗ 1.2
Denmark	57	239	↗ 4.2	■ 1.89	■ 1.31	↘ 0.7
Portugal	6	169	↑ 28.2	■ 0.71	■ 0.67	→ 0.9
Mexico	25	148	↑ 5.9	■ 0.34	■ 0.35	→ 1.0
Chile	9	116	↑ 12.9	■ 1.02	■ 0.99	→ 1.0



Global Advisers and Subject Experts

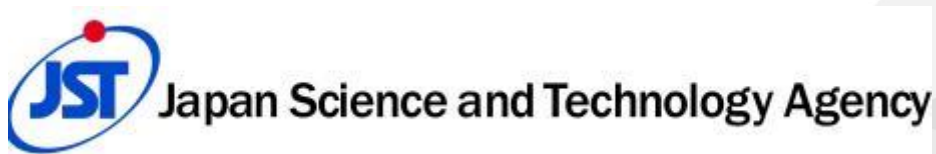
United States



EU



Asia Pacific



Report Team



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Writer and Editor, The Tobin Touch, Inc.
Author

Report and Other Materials



- Download the **Report & Infographic**
 - https://www.elsevier.com/research-intelligence/resource-library/gender-report/_nocache – **Full Report**
 - <https://www.elsevier.com/research-intelligence/campaigns/gender-17> – **Infographics**
- Access the **References**
 - Public **Mendeley** group, a powerful community resource for anyone to join and contribute
 - <https://www.mendeley.com/community/gender-in-the-global-research-landscape/>
- Gender & Research **Resource Center**
 - **Dynamic resource** with information about gender and women in STEM activities, initiatives, and programs
 - <https://www.elsevier.com/connect/gender-and-science-resource-center>

Thank you

www.elsevier.com/research-intelligence

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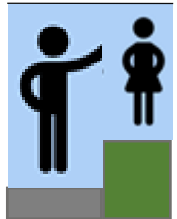
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Gender inclusiveness:

changing cultures, mindsets and the design of research structures

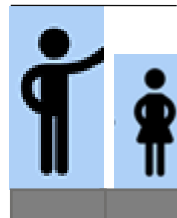
in life sciences



Equity



Fairness



Balance

Equality





LIBRA a Community of Practice





Best practices

(Peer) coaching
and mentoring

Access to
gender
experts

Unconscious
bias
awareness

Putting gender
lenses for
research design
and analysis

Unbiased
recruitment

**Institutional
change**

Training

Work-life
balance
measures

Gender
inclusive
evaluation

Avoid
sexist
language

Networking
and
leadership
skills

Self-knowledge
and reflection of
career aspirations



Gender inclusiveness: changing cultures, mindsets and the design of research structures in life sciences

A session organised by
eu-life.eu eu-libra.eu



Working Towards Gender Equality in Academic Science

Michael Wakelam

Babraham Institute, Cambridge, UK

LIBRA EC H2020 Gender Equality Project

Proposal number: 665937



Science: The Challenge

Scientist



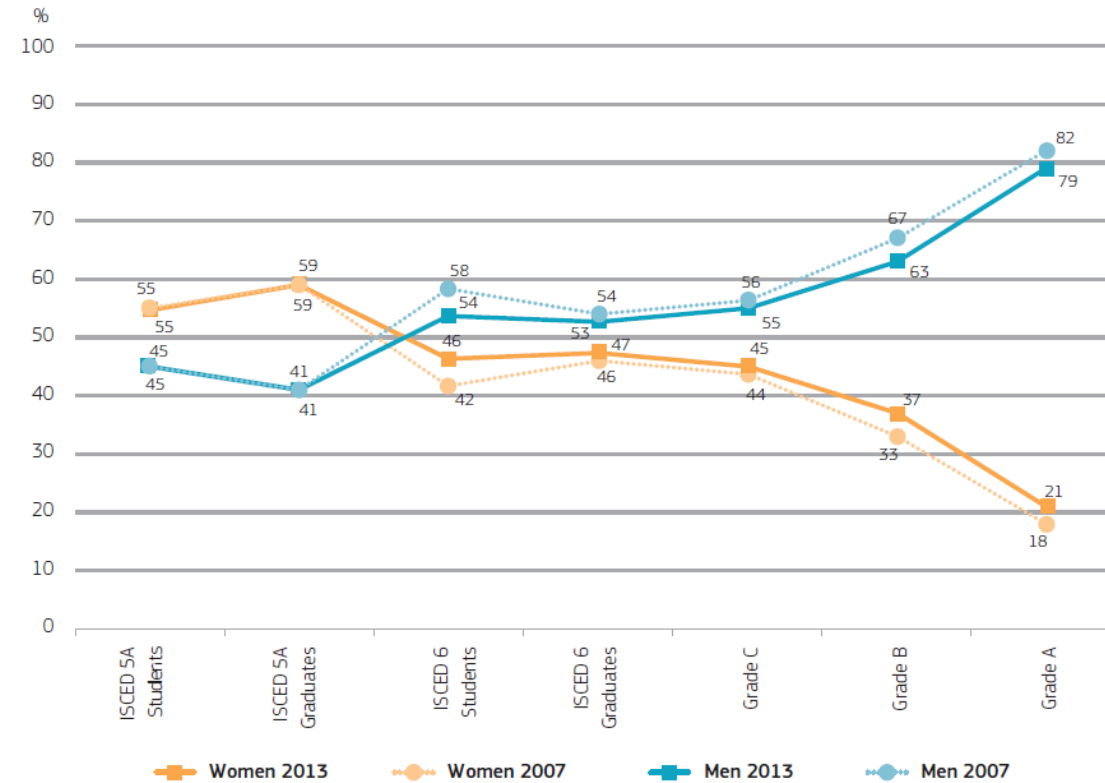
Science: The Challenge

Eminent Scientist (May 2018)



Academia: The Challenge

Figure 6.1. Proportion of women and men in a typical academic career, students and academic staff, EU-28, 2007–2013

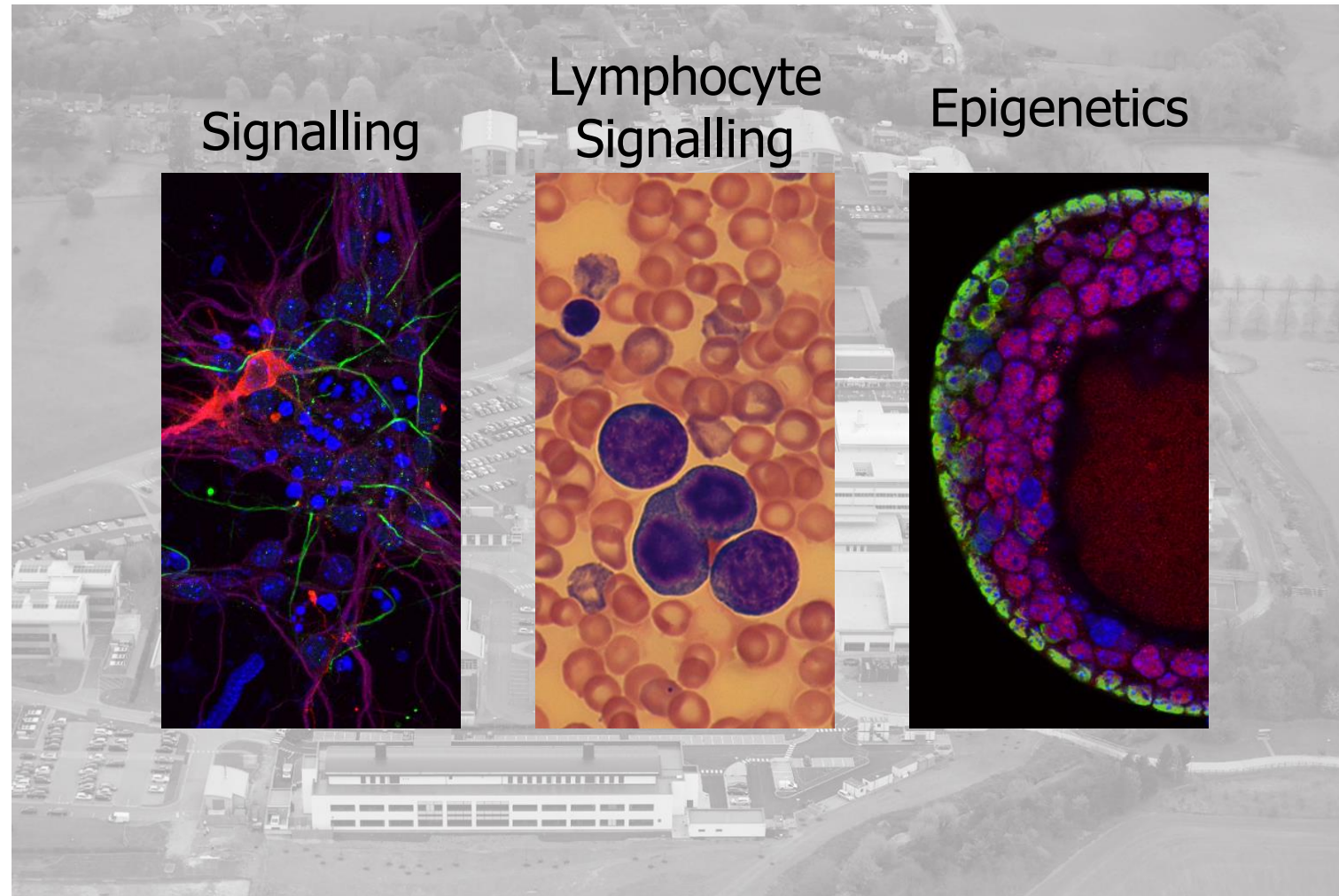


SHE Figures, 2015

The Babraham Institute



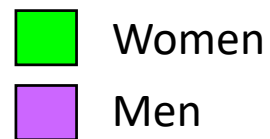
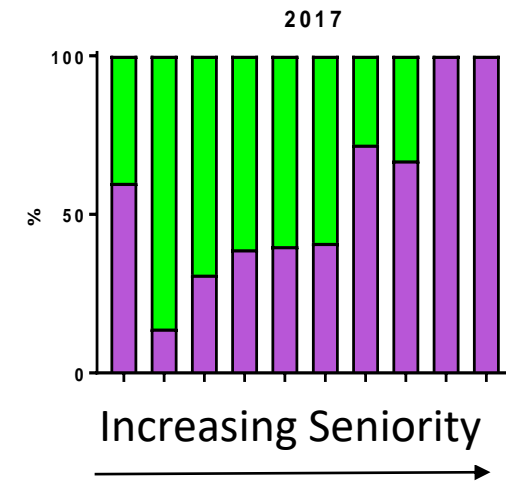
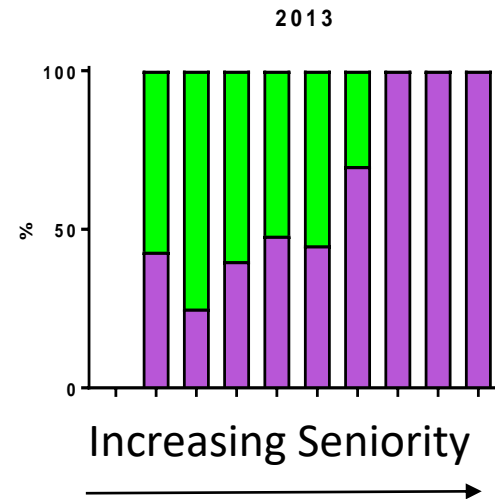
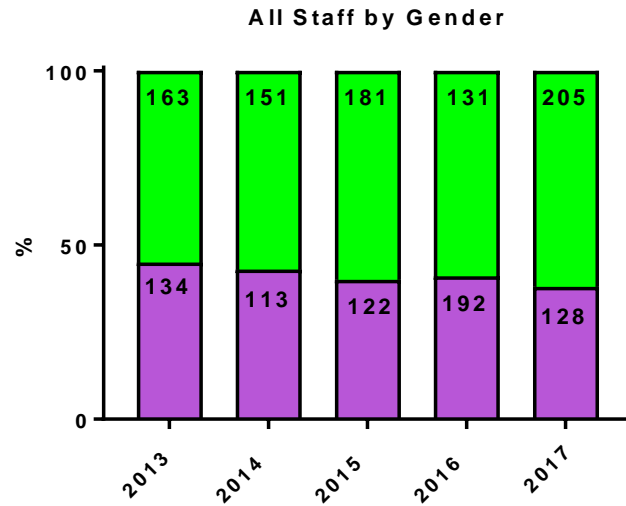
The Babraham Institute



5 female and 15 male Group Leaders, 6 being recruited, currently 2 of 4 are female

Babraham Institute: The Challenge

All Staff

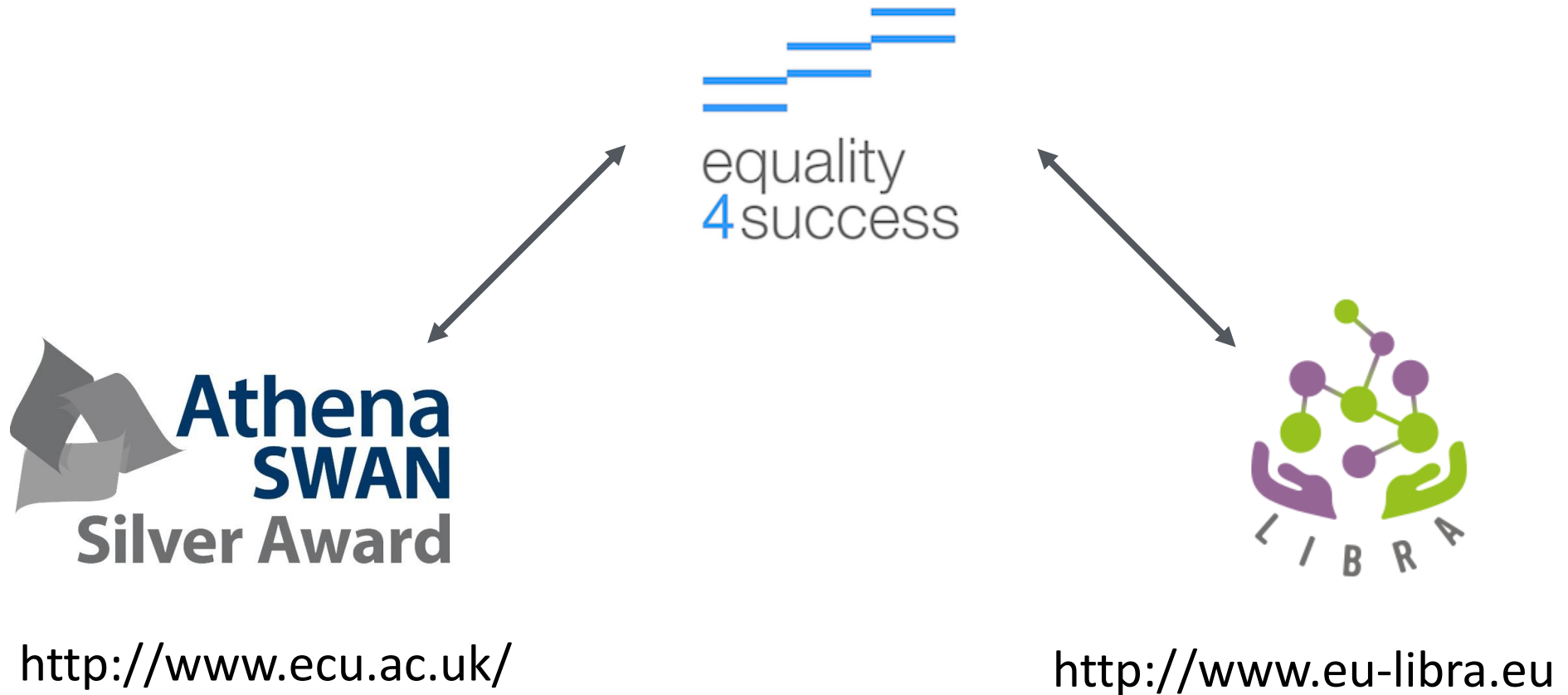


Why?

Three possible reasons:

- 1. Women are not capable**
- 2. Women do not have the desire**
- 3. There are barriers preventing women from reaching senior levels**

Gender Equality at Babraham Institute: equality4success



Athena SWAN

Scientific Women's Academic Network



Recognising advancement of gender equality:
representation, progression and success for all

Established 2005 (STEMM)

Expanded 2015 – include arts, humanities, social sciences, business, law
and professional and support roles within the organisation

Concerned with representation, progression, career journey, working
environment



LIBRA

Leading Innovative Measures to Achieve Gender Balance in Research Activities



Participating Institutes



CRG - Center for Genomic Regulation



CeMM - Research Center for Molecular Medicine of the Austrian Academy of Sciences



IC - Institut Curie



BI - The Babraham Institute



IEO - European Institute of Oncology



BRIC - Biotech Research and Innovation Centre



Friedrich Miescher Institute for Biomedical Research

FMI - Friedrich Miescher Institute for Biomedical Research



MDC - Max-Delbrück Center for Molecular Medicine



CEITEC - Central European Institute of Technology



NKI - The Netherlands Cancer Institute

Associated Partners



VIB



IGC - Instituto Gulbenkian de Ciência



FIMM - Institute for Molecular Medicine Finland

Gender Expert Social Science Organisation



ASDO - Assemblée delle Donne per lo Sviluppo e la Lotta all'Esclusione Sociale

Main areas of focus:

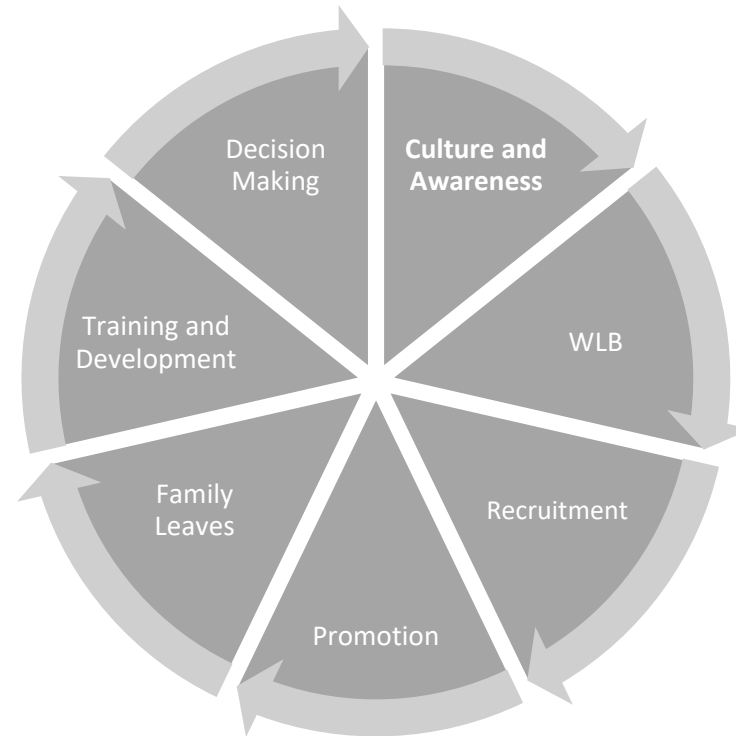
Recruitment

Career Progression

Work Life Balance

Sex and Gender Dimension of Research

Barriers



Barriers



- Family pressures
- 'The mental load'
- Gender equality in the home
- Cost & availability of childcare

work

- experiments
- work on a computer
- have meetings
- feeding
- talk to people
- eat lunch

home

- wash up
- cook
- feed children
- wash clothes
- buy food
- clean
- gardening
- wash car
- take

children to school or nursery



Actions: Work Life Balance

- Increased E & D awareness

BBSRC
Athena SWAN Silver Award

Making life work well at BI

Facilities

- Nursery, After school club, Funpack holiday club
- On site housing
- Free car parking
- Supported remote access to computing facilities
- Canteens, food outlets, coffee shops
- Gym & sauna, sports clubs, trim trail, tennis court
- Bike sheds (with equipment/support)
- Subsidised campus commuter bus
- Showers
- Social club and bar
- Book club, yoga classes
- Prayer room
- Lactation Room
- Nappy changing facilities (coming soon)
- Mindfulness seminars
- Cash machine
- Vending machines/coffee machines
- Allotments
- e4s children's resources box
- e4s children's book recommendations
- e4s library
- Gardens

Awareness

- e4s blog pages
- HR intranet
- e4s intranet
- My life in science seminars
- Group Leader seminars
- e4s twitter

equity4success



Policies

- Requests to reduce/increase contracted hours considered
- Employee assistance programme (EAP)
- Flexible working
- Job sharing
- Meetings during core hours
- Nursery salary sacrifice
- Childcare vouchers
- Shared parental leave policy
- Maternity leave policy
- Funding requests considered (emergency childcare arrangements/conference travel, travel to work scheme)

Further Information and Suggestions

For more information on any of these policies or facilities speak to an e4s team member the e4s manager laure.norton@babraham.ac.uk, HR, or Trevor Smith from H&S.

If you have any suggestions of how to improve life at BI please do contact us.

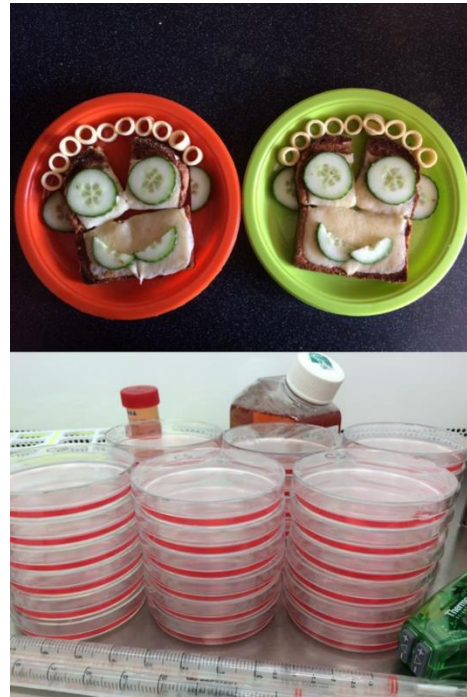
equity4success Team



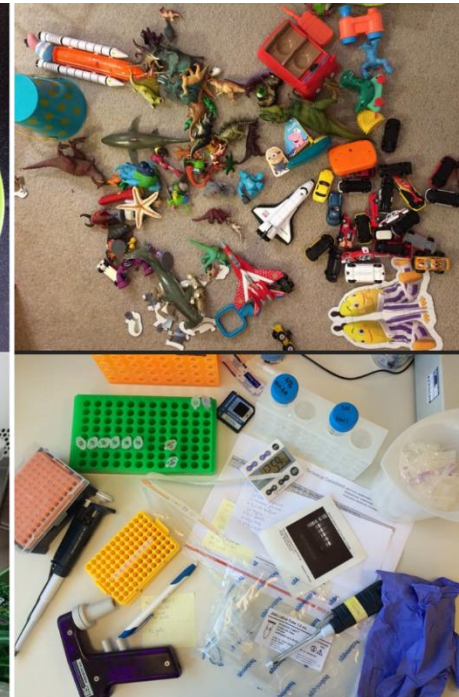
Actions: Work Life Balance

- Flexible working hours
- Working from home (supported network access)

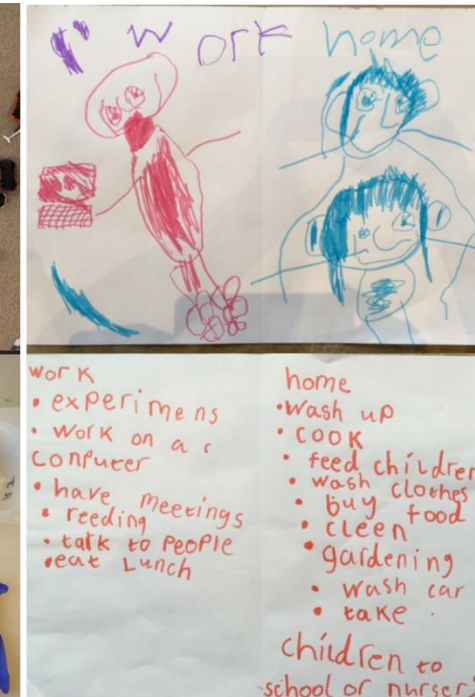
Feeding my kids;
Feeding my cells



Messy Floor;
Messy Bench



Work life Balance



Actions: Work Life Balance

• Job Sharing



Claire Senner – Senior Post-doc

I have worked at BI as a Post-Doc for eight and a half years. During this time I have successfully carried out numerous research projects, mentored students, sat on the Post-Doc committee, and become a mother to three boys.

I have benefitted in numerous ways from the environment and specific initiatives for working mothers at BI. The e4s team has raised the profile of women scientists and are breaking down barriers that women are often up against. On a practical level, I have had three maternity leaves with full pay for 6 months and utilised the outstanding on-site nursery. My sons thoroughly enjoy their time there and the Institute's tax-relief salary sacrifice scheme helped especially at a time when two children were in nursery at once.



The most significant initiative that I have personally benefitted from is the introduction of job-sharing. I am one half of the Institute's first Post-Doc job share.

Whilst on maternity leave with my second child I worried how I would cope returning to my full-time position. My eldest child was about to start school and requires frequent check-ups in hospital following eye surgery as a baby. I am the "on-call" parent as my partner commutes, so dropping off, picking up and trips to the doctor are down to me. I love my children and caring for them is not a burden but I was beginning to feel like I wasn't doing either of my jobs well, as a mummy or a scientist. Friends suggested I work part-time, I was sceptical as I had never heard of a part-time Post-Doc. I talked to my Group Leader, initially requesting that I work three days a week, she suggested recruiting someone to work two days a week as a job-share. HR and senior management were immediately responsive and agreed to cover extra costs.

From a family point of view [the job-share](#) is fantastic. I am at home two days a week. I schedule medical appointments and errands on my home-days so working-days run more smoothly. I am delighted that I have been able to continue as a Post-Doc which I love. I didn't want to leave the lab or BI and I'm so pleased that this has been possible.

When Sarah, my job-share partner, and I started, our main motivation was achieving a better work-life balance, but we've benefitted so much we want to share the experience. We are raising awareness on the topic – we worked with [Ginibee](#), a local job-sharing platform, helping them to understand the peculiarities of being a Post-Doc; we presented at the BI job-share workshop; and we've written blog pieces with the e4s team. We

Actions: Work Life Balance

- **Amenities** e.g. housing, nursery, after-school club, holiday club, gym, bar, social club, commuter bus, showers, cycle path, allotments, sports clubs



Actions: Work Life Balance

- Social events, informal networking



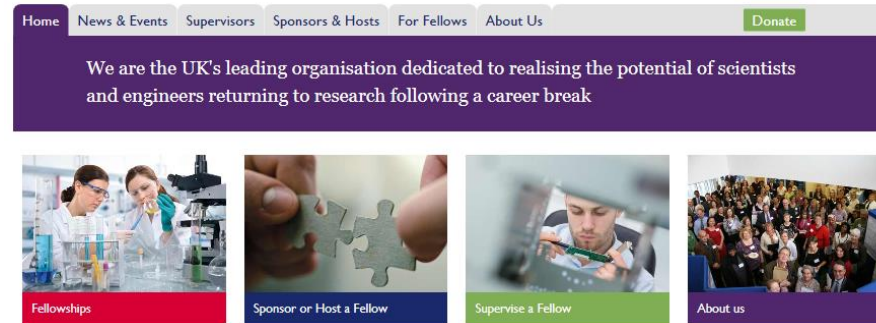
Actions: Work Life Balance

- Increased E & D awareness
- Flexible working hours
- Working from home (supported network access)
- Job Sharing
- Amenities e.g. housing, gym, bar, social club, commuter bus, showers, cycle path, allotments, sports clubs
- Social events, informal networking
- Staff & student consultations
- Suggestion boxes



Actions: Work Life Balance

- Career Re-entry Fellowships



"I love research, it really makes my mind feel alive..... It is enjoyable to work here: people are so enthusiastic about their projects..... I think any returning fellowship is fantastic – and the Daphne Jackson Trust is very good."

-Dr Irina Abnizova

Actions: Work Life Balance

- Role models

Flexible Working

When asked what the Institute does well for staff, staff consultation answers included 'the ability to work flexibly'. Flexible working is common at all grades and often arranged informally with the line manager. The working culture at the Institute is based on getting the job done and hours spent in the lab are not formally counted.

There are many reasons for flexible working: collecting children from school, caring for a relative, additional learning, religious observation or a long commute. Some staff work from home when reading or writing manuscripts. Each case is individual, and is based on the staff members' work and other commitments.

Claire Senner



I am a post doc at the Institute. Following the arrival of my second child I requested to work three days a week. Another post doc was recruited to work two days to job-share with me. Currently I am at home with my children on Monday and Tuesday and in the lab Wednesday, Thursday and Friday.

Simon Cook



I am a group leader at the Institute. I worked flexibly for a period of time while both of my parents were ill. My line manager understood that sometimes I had to leave with little or no notice to help care for either of them.

Anne Corcoran



I'm a group leader at the Institute. My children attended the excellent on-site nursery and this allowed me to continue to breastfeed during the day. Now my children are older I work flexibly so that I can pick them up from school a few times a week.

Cheryl Smythe



I'm the International Grants Manager at the Institute. I work both part-time and flexibly. This, not surprisingly, has both pros and cons. My week is a mixture of long and shorter days in the office and then logging on as required at other times. This working pattern will not suit everyone, because closing the door to your office does not always mean it is the end of your working day.

Sarah Bell



I am a Senior Research Associate and I work part-time (80%). The ability to work part-time has enabled me to balance professional and family commitments.

Mikhail Spivakov



I am a group leader at the Institute. I live in London and have a small child, so I usually work from home one day a week.

Michael Hinton



I'm a member of the Public Engagement Team. I enjoy being able to start and leave work earlier than 'normal' working hours. As a father of two children I am grateful for this flexibility – even a half-hour difference gives me more time with my family. I occasionally work at evenings and weekends, and my line manager encourages me to balance these extended working hours with time off to ensure a healthy work/life balance.

Stefan Schoenfelder



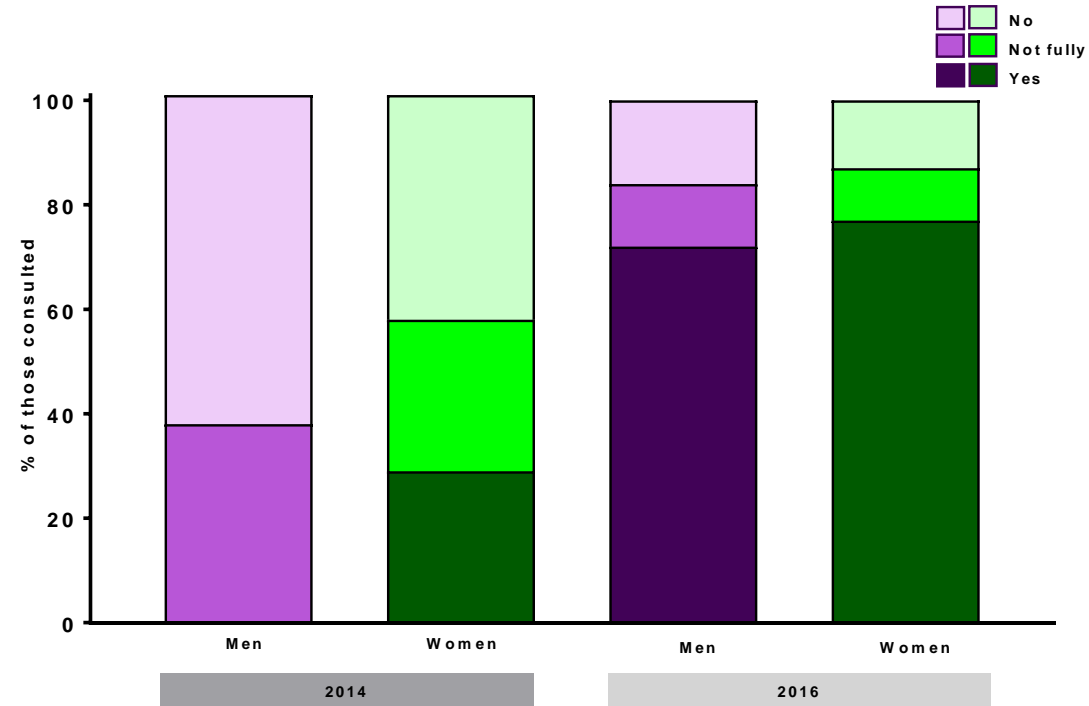
I am a senior postdoc with young children. My line manager is very supportive, understanding that my working hours need to be flexible when my children need me. This can involve leaving work early with little or no notice, and then working from home or returning to the lab to finish experiments. On-site housing, an excellent nursery and after-school club have helped me to juggle my work and my family.

Actions: Work Life Balance

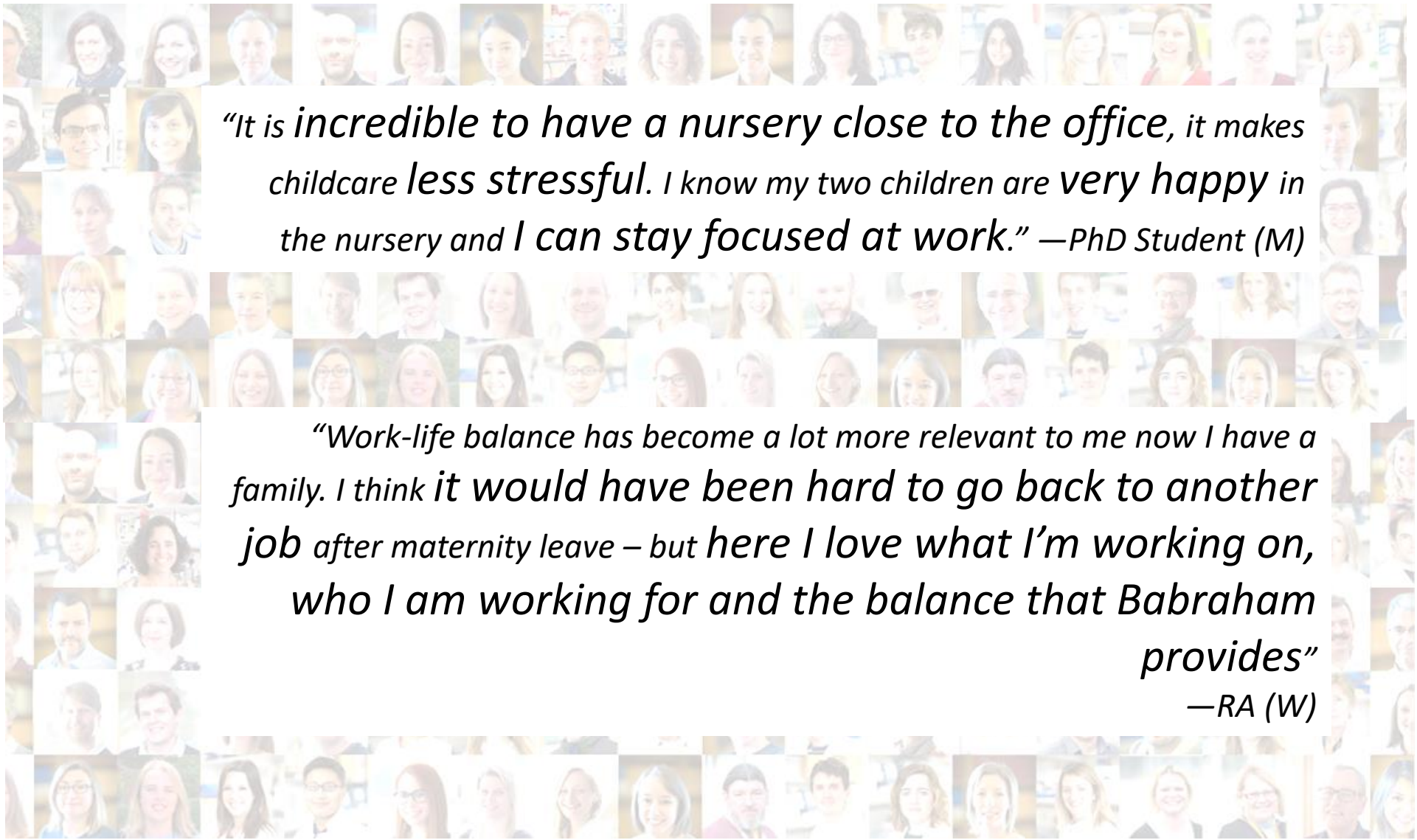
- Increased E & D awareness
- Flexible working hours
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- Job Sharing
- Amenities e.g. housing, gym, bar, social club, commuter bus, showers, cycle path, allotments, sports clubs
- Social events, informal networking
- Staff & student consultations
- Suggestion boxes
- Career Re-entry Fellowships
- Role models
- E & D team & budget
- Wellbeing team & budget

Impacts: Work Life Balance

Are you aware of Work Life Balance Practices at Babraham?



Impacts: Work Life Balance



“It is incredible to have a nursery close to the office, it makes childcare less stressful. I know my two children are very happy in the nursery and I can stay focused at work.” —PhD Student (M)

*“Work-life balance has become a lot more relevant to me now I have a family. I think it would have been hard to go back to another job after maternity leave – but here I love what I’m working on, who I am working for and the balance that Babraham provides”
—RA (W)*

What can you do?

Institutions:

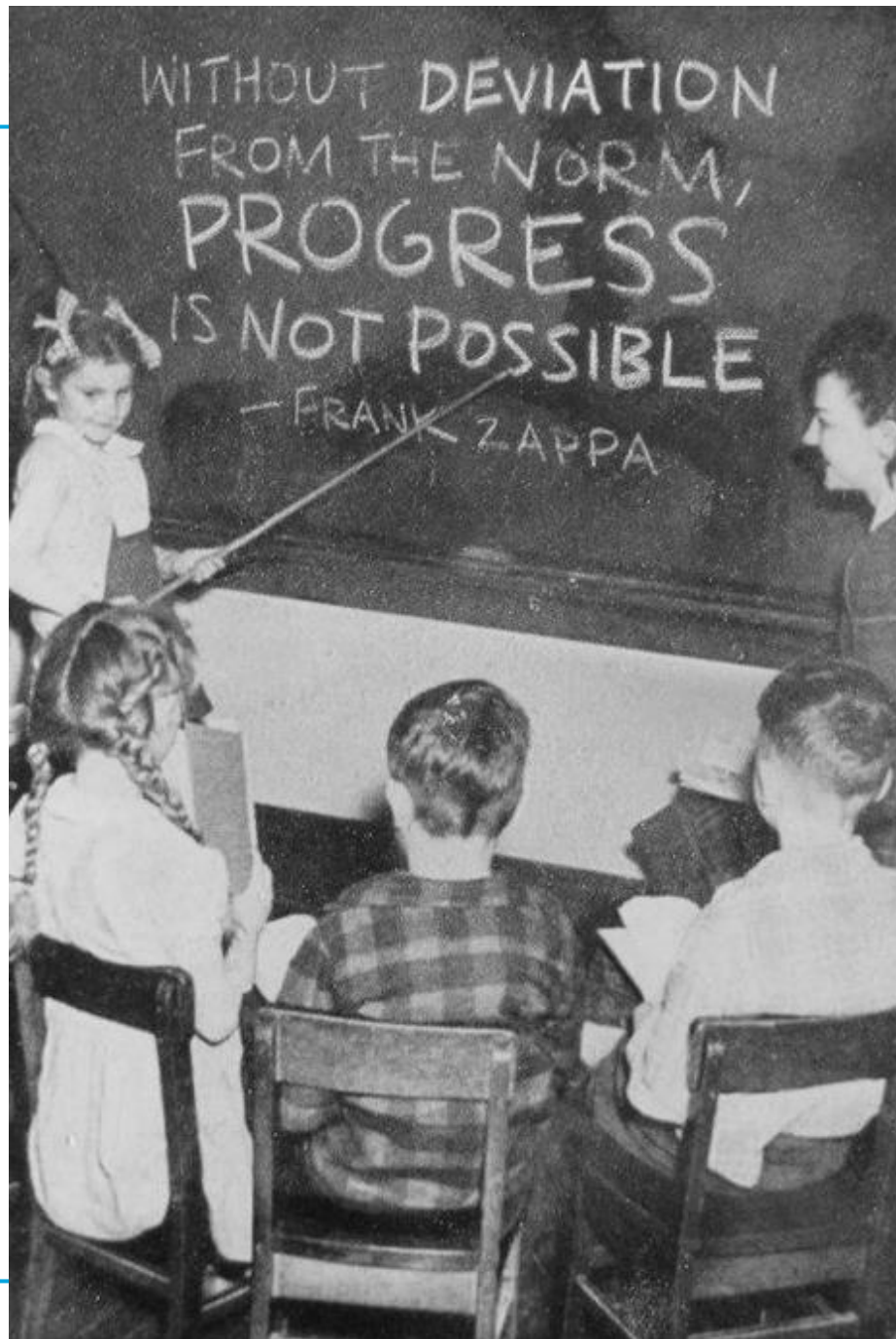
- Develop appropriate data collection tools
- Collect and analyse appropriate data
- Listen, gather opinion
- Increase awareness
- Invest in E & D projects
- Care
- Make appropriate changes

A diverse workforce leads to greater productivity and a more efficient business

What can you do?

Individuals:

- Be aware of your own biases – take the Implicit Association Test
- Question your own biases (reviewing grants, recruiting, chairing a session, organising an event, attending an event, writing a reference, buying a birthday present for a child)
- Feedback your opinions
- Provide your organisation with data
- Act as a role model
- Share the load (at home, at work- who organises social events, who does the washing?)
- Call out bad behaviour



Equality4success at Babraham Institute



equality
4success



Cheryl Smythe
Simon Cook
Anne Corcoran
Matthew
Humphries
Simon Jones
Christel Krueger
Andrea Last
Jonathan Lawson
Michelle Linterman
Natasha Morgan
Laura Norton
Sam Rees
Simon Rudge
Priya Schoenfelder
Michael Wakelam
Simon Walker

LIBRA



HR

Andrea Last
Carol Barrow
Rosie Almond
Niki Rau
Nathan Hills

Wellbeing
Focus group

Rosie Almond
Daniel Bolland
Jo Brock
Linda Clark
Tacita Croucher
Cristina Cruz
Mark Grint
Andrea Last
Andrea Lopez
Emma Martinez
Natasha Morgan
Laura Norton
Rebecca Roberts
Simon Rudge
Trevor Smith
Cheryl Smythe



Diversity failure in UK academia

Academic Staff by Professorial Status (FPE) 2014/15

Ethnicity	Female	Male	Total
White	3895	12455	16,350
Black Caribbean	15	15	30
Black African	10	60	70
Black Other	5	5	10
	30	80	110
Indian	80	305	385
Pakistani	10	55	65
Bangladeshi	5	15	20
Chinese	75	335	410
Other Asian	35	165	200
Other Mixed	120	365	485
Not Known	300	1305	1605
			19630

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Higher education

British universities employ no black academics in top roles, figures show

Figures record zero black academics in the elite staff category of 'managers, directors and senior officials' for third year in a row

Guardian Newspaper January 19th 2017



**A view-point
from
Institut Curie**

Euroscience Open Forum Toulouse 2018

Geneviève Almouzni, PhD
Director of the Research Centre
at Institut Curie- Paris, France



Who am I ? A scientist and a woman



- Director of the Research Centre at the Institut Curie since 2013
- PI of the Chromatin Dynamics team since 1994
- Department head of the Nuclear Dynamics unit (1999-2014)
- Women in Science Award: EMBO/FEBS 2013

Institut Curie: A Research Centre and a Hospital Group



- An internationally-renowned Research Centre and an advanced Hospital Group focused on cancer
- A non-profit foundation serving the public interest:
- **A place with a unique history for women !**

**Combining history and modernity !
This sets the stage.**

History of Institut Curie – A family with 5 Nobel prizes

Men and women together : a strong message



1903



Pierre and Marie Curie win the Nobel Prize for Physics, along with Henri Becquerel, for the discovery of natural radioactivity.



1911



Marie Curie wins the Nobel Prize for Chemistry for her work on radioactivity. She is the only woman to have received this prestigious award twice.



1935



Irène and Frédéric Joliot-Curie win the Nobel Prize for Chemistry for having invented artificial radioactivity at the Radium Institute.

Women, sciences & family : the history continues



Irène & Frédéric Joliot with
their children

1934



Armelle Corpet,

PhD in my lab did a Postdoc and
got a position in Lyon France

Today at Curie:

32 Women PI among a total of 87 PI: a ratio $> 35\%$



Alena Shkumatava



Geneviève Almouzni



Angela Taddei



Edith Heard



Gudrun Schleiermacher



Laurence Desjardins



Céline Vallot



Deborah Bourc'his



Elizabeth Blackburn



Allison Bardin



Nadine Andrieu



Valérie Borde



Renata Basto



Aura Carreira



Leila Périé





Ines Drinnenberg

And many more !



Figures at the Research Centre – Institut Curie



	Men 	Women 
Researchers	96	95
Research Engineers	35	67
PostDocs	91	102
PhDs	81	128
Admin. + Tech. Staff	109	204
Total	412	596

PI 55 Men **32 Women** > 35 %
Head of Units 8 Men **4 Women** > 30 %



5 keys points for today's discussion

- **Gender Equality at Institut Curie**
- **How to build a culture to support gender equality?**
- **Stepping stones on the way to reach gender equality**
- **LIBRA Activities at Institut Curie**
- **Discussions**



Gender Equality at Institut Curie

What has contributed to the gender distribution at Institut Curie?



- In the case of Institut Curie, **historical** reasons have certainly contributed
- **Women in leading positions** attract other women – it is working proof of a climate supportive for female PIs
- **France is in a good place** concerning childcare and the acceptance of working mothers
- Creating **an environment** that shows applicants that their scientific career can take off at Institute is crucial
- **PI recruitment** - do not accept shortlists without female candidates



How to build a culture to support gender equality?

- Involve female scientists in all activities
- Regard having a family as normal for women and men
- Create a culture that supports a healthy work-life balance
 - seminars not too late in the day
 - No criticism for taking holidays (for woman and men alike)
 - No expectation/pressure to routinely work late in the lab
 - Possibility to work remotely
- Do not foster a culture of male networks
 - ensure a good gender distribution for evaluation committees
 - institutionalize the recruitment process & evaluation procedures
 - do not accept shortlists without female candidates for any recruitment





Stepping stones on the way to reach gender equality

- As long as women are underrepresented, they face a greater administrative burden to ensure participation of women – it is hard to find enough women to be involved! : **numbers**
- Difficulty to ensure the participation of women at all levels of the decision-making process through **rules and regulations.**
- A **complex organisational set-up:**
 - constrictions on the composition of existing decision making bodies can be practical barriers.
 - Many stakeholders involved in such a process – it is a path of many steps and milestones.



LIBRA Activities at Institut Curie



LIBRA CAREER TALKS **13 06**

- LISTEN TO SCIENTISTS TALK ABOUT THEIR CAREERS
- DISCUSS HOW TO BE SUCCESSFUL
- IMPROVE YOUR NETWORKING SKILLS

LIBRA CAREER DAY

How much private and family life fits into a scientist's life? How much science fits into a private person's life? And is it possible to have everything after all?

Interactive seminar with Dr. Philipp Gramlich, NaturalScience.Careers

Centre de Recherche - Paris
Amphithéâtre BDD
December 1, 2017
09:00 - 13:00

GUEST SPEAKERS

JONATHAN WEITZMAN, Université Paris Diderot
DANIJELA VIGNJEVIC, Institut Curie
BARBARA WILSON, Wilson Development Associates

Centre de Recherche Paris
Amphithéâtre BDD
June 13, 2017
14:30 - 17:45

www.eu-libra.eu

in'C2 **LIBRA**
Initiative Inspiring leaders seminar

"Women Leaders Building the Future of Biotech"

March 15th 2.30 pm
@ Institut Curie

Keynote speaker:
Rafaèle Tordjman, MD, PhD

W.I.T.H.
ASSOCIATION
Venture capitalist with 15 years experience, Founder & Chairwoman of W.I.T.H. (Women Innovating Together in Healthcare)

Stay tuned for more distinguished speakers to be announced!

Followed by networking and cocktail

PSL
PARIS SORBONNE UNIVERSITÉ

Free registration till March 8th @ <https://inc2seminar.eventbrite.fr>
Location: Amphi Burg, 12 Rue Lhomond, 75005

The LIBRA Career Development Compass

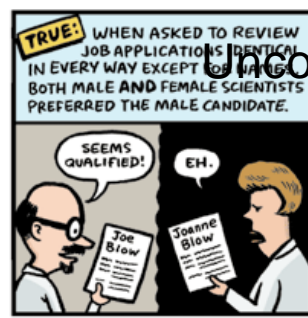
A programme for women researchers

Are you a postdoctoral or staff scientist wanting to progress to the next career step? The LIBRA Career Development Compass will guide you on your way to intellectual independence!

- Career workshops
- Mentorship programme
- Discussions with successful scientists
- ... and much more

APPLY NOW!

For more information & application guide:
www.eu-libra.eu



Would you hire Joe over Joanne? Unconscious Bias Test

Find out, whether your decisions are guided by unconscious attitudes to gender, by completing two **quick, 10-minute tests!**

The tests will measure your gender associations connected to different topics, such as natural sciences, humanities and the arts and family & career issues.

Institut Curie and other EU-LIFE partners aim to achieve gender equality in academia through the project **LIBRA**. As one of the first steps, we want to increase awareness of unconscious bias to not let it dictate our decisions.



The LIBRA Career Development Compass

A programme for 20 post-doctoral women researchers



Programme Content

- **Online collaboration** group and meetings
- **Mentorship programme:** meetings of mentor and mentee
- Workshop on **self leadership**, communication and self-confidence
- Workshop on **strategic career planning** (job interviews, applying for promotion etc....)
- Talks by scientists about their career **experience and discussions** with successful researchers





Thank
You

A very big



eulife

**Marta
Dias Agostinho**



**Isabelle Vernos
Sonja Reiland**

And to all
the women and men
that work together
For the progress of
Science and Society

Thank you for your attention



ESOF
2018
TOULOUSE

Gender inclusiveness: changing cultures, mindsets and the design of research structures in life sciences



Marta Agostinho @EULIFE_news
Stephane Berghmans @stefeurope
Sonja Reiland @libra_science
Genevieve Almouzni @Galmouzni
Michael Wakelam @wakelamm



The logo for ESOF 2018 Toulouse is a large red hexagon with a white border. Inside the hexagon, the text "ESOF" is written in large white letters, "2018" is in smaller white letters below it, and "TOULOUSE" is in even smaller white letters at the bottom. The logo is surrounded by several smaller hexagons of various colors (blue, yellow, purple, pink, green) containing icons representing different scientific fields: a network of nodes, a chemical structure, a rocket, a globe, and a molecular structure.

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EUROSCIENCE OPEN FORUM

SHARING SCIENCE:
TOWARDS NEW HORIZONS

9-14 JULY 2018

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