

INTERNATIONAL
CONFERENCE

Accelerating era development by promotion of gender equality in stem research

Vilnius 20-21 of November 2017
Conference materials

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Dear Participants,

Welcome to Lithuania for a significant and timely meeting, which brings together the great minds of Europe for an important discussion about the future of the continent. The future that can only be created by joint efforts of countries, institutions and people – men and women, alike.

ERA is a great platform for this. Providing space to share creative insights and groundbreaking ideas for science, technology and research, it opens new paths for progress. All the potential of this unique space should be used daringly, and firstly by integrating gender dimension in research programs to avoid the waste of talent. Secondly, by deepening transnational cooperation to address the grand challenges and respond to the changing world. And finally, by setting sustainable and coherent goals to facilitate the joint work of the greatest minds of Europe.

I wish you bright ideas, fruitful discussions and bold visions. Accelerate the future!

Dalia Grybauskaitė,
President of the Republic of Lithuania

Organizers

The conference is organized by Vilnius University, BASNET Forumas association, European Institute for Gender Equality (EIGE) and Horizon 2020 project GENERA, coordinated by Deutsches Elektronen-Synchrotron (DESY, Germany)



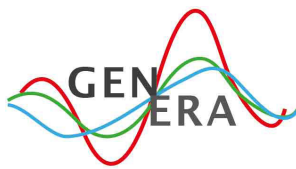
Vilnius Universitetas is the most renowned and prestigious university in Lithuania. Founded in 1579 it is the oldest university in the Eastern part of Europe. The University of Vilnius has 14 faculties, 3 research institutes, and 5 study and research centres including “Gender Studies Centre”. These include specialists with vast and varied experience in many fields of science, economics and technology development at the international, national and regional levels having the capability of planning and management, development of programmes, technical and financial assistance, inter-regional cooperation, the organization of seminars, workshops and conferences. Researchers at Vilnius University are increasingly engaged in the Lithuanian, EU, NATO and other international scientific programmes. It is also actively participating in the creation of EU RRI policy in the field of gender equality issues in research through coordination and participation in such projects as FP6 project BASNET, FP7 project SAPGERIC as well as GEIRICA funded by EEA and Norway Funds and other activities.



BASNET Forumas is an international association based on the member institutions of the unique network linking women scientists working in STEM fields and science policy makers for insurance of equal gender opportunities in sciences in the Baltic States region. BASNET Forumas was established in 2009 on the basis of institutions former partners of FP6 project “Baltic States Network: Women in Sciences and High Technology” (BASNET). BASNET Forumas mission is to mobilize the efforts of members to support the implementation of gender equality in science in the Baltic States region. BASNET Forumas is working for achieving towards its goals by the participation in international women scientists networks; strengthening national and regional women scientists networks; initiation and participation in the projects targeted to change science policy in the Baltic States by making it more favourable for women performing their research in sciences. BASNET Forumas has strongly contributed to the implementation of gender mainstreaming policy in the Baltic States region. Since 2009 BASNET has been an active member of prestigious European women scientist’s organization - European Platform for Women Scientists (EPWS).



The European Institute for Gender Equality (EIGE) is an autonomous body of the European Union, established to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all EU policies and the resulting national policies, and the fight against discrimination based on sex, as well as to raise EU citizens' awareness of gender equality. EIGE operates within the framework of European Union policies and initiatives. To enhance gender equality in the area of research and innovation, the European Commission and the European Institute for Gender Equality (EIGE) have developed a new online tool — Gender Equality in Academic and Research Organisations, or 'GEAR'. The tool is part of EIGE's broader programme on gender mainstreaming and offers information and guidance to research institutions which want to bring more gender balance to this sector.



GENERA is the Horizon 2020 project "Gender Equality Network in the European Research Area" aiming at continuing, monitoring and improving the Gender Equality Plans of Research Institutions and Organizations specifically in the physics research field. These three actions will be performed by a Consortium of 13 beneficiary partner Research Performing and Research Funding Organizations and a number of associate partners and observers. Vilnius University is among them. One of the major goals of GENERA is to contribute to overcoming the under-representation of women in physics research which is long-standing and persistent even if the prevailing cultures adopt the assumption of being 'gender neutral'. The end goal is to propose and create organizational structures allowing physics research in Europe to benefit from the higher presence of talented women at all levels, and which can open up more opportunities for women to create successful careers in physics research and related fields.

Description of the Conference

The concept of the conference is based on the understanding that development of human resources is the main component in the science producing process. Among all ERA priorities the most closely related to this issue is gender equality in research, concerned with the improvement of work and life conditions for researchers and leading to more gender balanced, productive and innovative science. Regardless of the efforts taken by the European Commission the ERA Report 2016 shows that advancements in this priority still remain relatively slow. It presupposes the need of wider involvement of stakeholders in ensuring mutual harmonization of ERA priorities development.

The aim of the event is to advance the goals of ERA creation by consolidating the efforts of ERA stakeholders, EU scientific networks and established knowledge from past initiatives in order to promote systemic cultural change in research performing and funding organizations. The high level conference will assist in better understanding of the EU policy and accelerate the structural change promoting gender equality in the Baltic States universities and research centers.

The invited speakers, guests and participants of the conference represent all ERA stakeholders, starting from the highest levels of policy makers from the European Commission, the Baltic Sea Region countries including Baltic States, to EU scientific networks in STEM related fields as well as scientists involved in currently active Horizon 2020 projects receiving support for implementation of systemic institutional change by promoting gender equality in research performing and funding organizations.

Conference Programme Committee

- Assoc. Prof. Dalia Šatkovskienė, Vilnius University, Chair
- Ms. Živilė Macijauskienė, European Institute for Gender Equality
- Dr. Alicija Kupliauskienė, BASNET Forumas
- Dr. Thomas Berghöfer, Horizon 2020 GENERA Project

CONFERENCE IS HELD UNDER THE PATRONAGE OF



**PRESIDENT OF THE REPUBLIC OF LITHUANIA
DALIA GRYBAUSKAITĖ**

SUPPORTING ORGANIZATIONS:



Conference Programme

Day 1: November 20, 2017

Palace of the Grand Dukes of Lithuania, Katedros sq. 4, Vilnius

08:30-09:00 WELCOME COFFEE, REGISTRATION

09:00 – 9:40 OPENING AND KEY NOTE REMARKS

Chair:

Dr. Thomas Berghöfer, Deutsches Elektronen Synchrotron DESY, coordinator of GENERA project

- Welcome of **H.E. Dalia Grybauskaitė**, President of the Republic of Lithuania
- Keynote Welcome of **Mr. Giedrius Viliūnas**, Vice-Minister of Education and Science
- Welcome of **Mr. Linas Kukuraitis**, Minister of Social Security and Labor
- Welcome of **Prof. Artūras Žukauskas**, Rector of Vilnius University

09:40 – 11:00 PLENARY SESSION: THE ROLE OF GENDER EQUALITY IN ERA DEVELOPMENT

Chair:

Assoc. Prof. Dalia Šatkovskienė, Vilnius University Institute of Theoretical Physics and Astronomy (VU ITPA)

- Keynote talk of **Mr. Jean-David Malo**, Director of Open Science and Open Innovation, DG Research & Innovation, European Commission.
- **Ms. Lina Salanauskaitė**, Researcher / Analyst, EIGE. Study on Gender Segregation in Education, Training and the Labour Market.
- **Ambassador Maira Mora**, Director General of the Permanent International Secretariat of the Council of the Baltic Sea States (CBSS). Role of Gender Parity in Supporting Prosperity in the Baltic Sea Region and Beyond
- **Prof. Katrin Niglas**, Vice-Rector for Research of Tallinn University

11:00 – 11:30 COFFEE BREAK

11:30 - 13:00 PLENARY DISCUSSION: COMPATIBILITY OF ERA PRIORITIES FROM VIEW OF GENDER EQUALITY PERSPECTIVE

Moderator:

Dr. Marcela Linková, Chair of Standing Working Group on Gender in Research and Innovation under the Council of EU

Panelists:

- **Mr. Jean-David Malo**, Director of Open Science and Open Innovation, DG Research & Innovation, European Commission & ERAC
- **Prof. Rolf Tarrach**, University of Luxembourg (President of European University Association (EUA)).
- **Prof. Gunnel Gustafsson**, Director of NordForsk.

13:00 - 14:00 LUNCH

14:00 - 15:00 PLENARY SESSION: GENDER EQUALITY IMPLEMENTATION IN RESEARCH ORGANISATIONS: POLICIES AND TOOLS

Chair:

Dr. Elizabeth Pollitzer, Director, Portia Ltd

- **Ms. Barbara Limanowska**, Programme coordinator- Gender Mainstreaming, EIGE. Gender Equality in Academia and Research - GEAR tool for promoting systemic structural change in Europe
- **Prof. Inés Sánchez de Madariaga**, genderSTE COST action networks as tools for implementation gender equality in research and gender dimension in research content
- **Dr. Saskia Klein**, Fraunhofer Center for Responsible Research and Innovation, EFFORTI - Building an Evaluation Framework for Gender Equality
- **Jörg Müller**, Fundacio per a la Universitat Oberta de Catalunya, GEDII - Gender Diversity Impact - Improving research and innovation through gender diversity

15:00 - 15:30 COFFEE BREAK

15:30 - 17:00 ROUND TABLE DISCUSSION: IMPLEMENTATION OF GENDER EQUALITY PLANS IN RESEARCH ORGANISATIONS: EXPERIENCE AND OUTCOMES

Moderator:

Assoc. Prof. Dr. Claartje J. Vinkenburg, Vrije University of Amsterdam. Overview of Gender Equality Plans as tools for implementing a systemic and systematic institutional change in science

- **Dr. Ruth Gilligan**, Athena Swan (Academia)
- **Lia Lang**, DESY Hamburg, GENERA (Physics institutions)
- **Dr. Sonja Reiland**, CRG Barcelona, LIBRA (Life Sciences institutions)
- **Dr. Angela Balzano**, Università Di Bologna, PLOTINA (Academia and stakeholders)
- **Dr. Viktorija Vaitkevičienė**, Klaipėda University, Gender Baltics (Marine research institutions)
- **Ms. Vasiliki Moutzi**, ViLabs Thessaloniki, EQUAL-IST (Information Science and Technology research institutions)
- **Ms. Stefania Landi**, University of Pisa, TRIGGER (long lasting and widespread impacts at all levels)
- **Dr. Maxime Forest**, Sciences Po France, EGERA (Effective Gender Equality in Research and the Academia)

Summary

19:00 - 21:00 CONFERENCE DINNER

Day 2 : November 21, 2017

Aula Parva, Universiteto str. 3, Vilnius

GENDER IN PHYSICS DAY

08:30 - 09:00 REGISTRATION, COFFEE

09:00 - 10:00 PLENARY SESSION: IMPLEMENTATION OF GENDER EQUALITY IN STEM: CHALLENGES IN PHYSICS

Chair:

Assoc. Prof. Dr. Aurelija Novelskaite, Vilnius University

- Welcome **Habil. Dr. Gražina Tautvaišienė**, Vice president of IUPAP, VU Institute of Theoretical Physics and Astronomy
- **Prof. Dr. Helene Götschel**, University of Applied Sciences Hannover (HsH)
- **Dr. Francesca Primas**, European Southern Observatory (ESO). Gender Gap in Natural Sciences: how to measure it and how to solve it

10:00 - 10:30 COFFEE BREAK

10:30 - 11:30 PLENARY SESSION: GENDER EQUALITY IMPLEMENTATION IN STEM RESEARCH IN THE BALTIC STATES

Chair:

Dr. Habil. Gintautas Dzemyda, Director of VU Institute of Mathematics and Informatics

- **Dr. Elīna Pajuste**, Deputy Director of Institute of Chemical Physics, University of Latvia
- **Prof. Anne Kahru**, Head of the Laboratory of Molecular Genetics, Estonian National Institute of Chemical Physics and Biophysics
- **Prof. Artūras Žukauskas**, Rector of Vilnius University

11:30 - 12:30 PLENARY DISCUSSION: THE EUROPEAN NETWORK OF ORGANIZATIONS PERFORMING PHYSICS RESEARCH: A PLATFORM FOR EXCHANGE OF EXPERIENCE AND CREATION OF CONSENSUS ON IMPLEMENTATION OF GENDER EQUALITY

Moderator:

Prof. Claudine Hermann, President of EPWS

Panelists:

- **Dr. Agneta Nestenborg**, Director for Project Support and Administration of the European Spallation Source (ESS)
- **Dr. Francesca Primas**, European Southern Observatory (ESO)
- **Prof. Rolf Tarrach**, University of Luxembourg
- **Dr. Gita Revalde**, Institute of Technical Physics, Riga Technical University
- **Dr. Thomas Berghöfer**, German Electron Synchrotron (DESY), coordinator of GENERA project

12:30 - 13:00 CLOSING CEREMONY

Chair:

Assoc. Prof. Dalia Šatkovskienė, Vilnius University, Institute of Theoretical Physics and Astronomy

- **Prof. Rimantas Jankauskas**, Vice Rector for Research of Vilnius University
- **Dr. Thomas Berghöfer**, German Electron Synchrotron (DESY), coordinator of GENERA project

13:00 - 14:00 LUNCH

Biographies of Speakers, Chairs and Moderators



Mr. Jean-David Malo

Jean-David Malo studied in the Institut National Supérieur des Sciences Economiques et Commerciales (Paris) and the University of California (Berkeley). He started his career as Head of internal control management in the Comité Professionnel de la Distribution de Carburants in France before joining ARMINES, a body managing contractual research and innovation for French engineering schools (Ecoles des Mines, Ecole Polytechnique, ENSTA, ...), where he created, developed and managed the European Affairs Directorate. He joined the European Commission in January 2001. In the Directorate General for Research, he participated actively to a number of developments on the design of funding instruments, rules for participation, funding schemes, etc., both for FP6 and FP7. From 2003 to 2006, he was the assistant of Director Robert-Jan SMITS. After heading the unit in charge of the regional aspects of FP7, i.e. the “Regions of Knowledge” and “Research Potential” programmes, from 2006 to 2010, he was managing from 2011 to 2013 a newly created unit in DG Research and Innovation, the main objective of which was to contribute to increase private finance and close market gaps in investing in research and innovation by expanding the scope and scale of existing EU innovative financial instruments (like the Risk-Sharing Finance Facility) and by developing new ones in the fields of debt (including guarantees) and equity financing, notably in the context of Horizon 2020 (“InnovFin”). The EU state aid framework, tax incentive schemes and philanthropic funding were also areas covered by the work of the unit. From 2014, this unit was also covering the SMEs dimension of Horizon 2020, including in particular EUROSTARS II and the design and coordination of the SME Instrument and the Fast Track to Innovation pilot. On February 2017 he has been appointed as Director of the Directorate in charge of “Open Innovation and Open Science”. The European Innovation Council, the Pan-European Venture Capital Fund(s)-of-Funds Programme, the RDI dimension under the European Fund for Strategic investments, the European Open Science Cloud, the long-term sustainable investments for Research Infrastructures, the monitoring of the ERA Roadmaps, etc. are among the various files he is in charge of or contributing to.



Dr. Lina Salanauskaitė

Ms. Lina Salanauskaitė is a researcher at the European Institute for Gender Equality (EIGE) in Vilnius, Lithuania - a regulatory agency of the European Union. EIGE supports the EU and its Member States in promoting gender equality, fighting discrimination based on sex and raising awareness about gender issues. Previously, Lina Salanauskaitė worked in the EU Commission, DG Employment, Social Affairs & Inclusion. Lina Salanauskaitė holds a PhD in Social Economics and Social Sciences from Maastricht (the Netherlands) and Antwerp (Belgium) universities and has an extensive research experience in the analysis of social protection and labour market policies, employment and social inclusion trends, developing and using tax-benefit micro simulation models and other welfare, gender and socio-economic issues.



Ambassador Maira Mora

Ambassador Maira Mora is the Director General of the Permanent International Secretariat of the Council of the Baltic Sea States (CBSS Secretariat). With more than twenty years of diplomatic and foreign policy experience, Ambassador Mora is working for the 11 Member States of the CBSS alongside the European Union, coordinating the work of the organisation in line with the three CBSS long-term priorities - Regional Identity, Sustainable & Prosperous Region and Safe & Secure Region and managing the CBSS Secretariat in Stockholm. Prior to joining the CBSS, she was the Head of the EU Delegation in Belarus. As the representative of the EU, she coordinated and pursued EU policies in all areas, promoting EU principles and values, ensuring EU visibility and developing cooperation projects. Within the Latvian Ministry of Foreign Affairs she has held the position of Ambassador to Lithuania, to Belarus, as well as Ambassador at Large, Head of the Policy Planning Unit and Deputy Head of the Latvian Delegation to the OSCE in Vienna. She has also been Counsellor within the State Secretary's Bureau, the European Correspondent, as well as a member of the crisis control expert commission at the Latvian Prime Minister's Bureau.

Ambassador Maira Mora holds a degree from the University of Latvia, Department of Foreign Languages, and has been educated at the Graduate Institute of International Studies in Geneva and the International Security Studies College in Germany. Her expertise is linked to security policy, development and economic cooperation, as well as neighborhood policy.



Prof. Katrin Niglas

Prof. Katrin Niglas is Vice-Rector Tallinn University. As a Vice-rector for research Katrin Niglas is responsible for the development of R&D and doctoral studies at Tallinn University. She has a PhD in educational sciences from Tallinn University and MPhil from University of Cambridge. She has taken part in various research projects on the fields of education, social sciences and humanities as an expert in methodology and data analysis. Her experience in collaboration with international academic colleagues is extensive. Katrin Niglas is a member of the editorial board of Journal of Mixed Methods Research as well as of International Journal of Multiple Research Approaches



Dr. Marcela Linková

Marcela Linková PhD is a researcher at the Institute of Sociology of the Czech Academy of Sciences where she directs the Centre for Gender and Science. She has a doctoral degree in sociology from the Faculty of Social Sciences, Charles University in Prague. Her research focuses on sociology of gendered organizations, research careers, governance of research and research assessment from a gender perspective. Marcela also examines the material-discursive practices through which gender equality policies and initiatives are adopted and implemented at the European and Czech country level. She is the chair of the ERAC Standing Working Group on Gender in Research and Innovation; before she was the co-chair of the Helsinki Group on Gender in Research and Innovation. She is active in developing policy solutions for gender equality in research at the Czech and EU level. She publishes on gender equality in research, and in together with Mary Frank Fox and Kjersten Bunker Whittington contributed to the 4th edition of the Handbook of Science and Technology Studies (2017). She is an alumna of the International Visitor Leadership Programme “Women in STEM” Studies (2017). She is an alumna of the International Visitor Leadership Programme “Women in STEM”.



Prof. Rolf Tarrach (Valencia, Spain, 1948)

Dr. Rolf Tarrach has been president of the new University of Luxembourg from 2005 to 2014. He has studied physics in Valencia, has received a PhD degree in Barcelona and has been postdoc at CERN, Geneva. Dr. Tarrach is professor of physics and has served in that capacity at the universities of Valencia and Barcelona. He has published some 100 articles in quantum physics. He has an honorary degree from the University of Saint Petersburg and has received awards and decorations in Spain, Portugal and Luxembourg. He has been Vice-president at the University of Barcelona. He is a former president of CSIC (the Spanish Scientific Research Council, Madrid), and a former member of EURAB, EUROHORCS, ESOF2004, 2006 and 2008, former president of ACA (Brussels) and former Vice-chair of the jury of the French “Initiative d’excellence”. He chaired the committee of international experts EU2015 (2011, Spain). He has sat and sits on the advisory boards of two companies. He is EUA’s president as of July 2015.



Professor Gunnel Gustafsson

Professor Gunnel Gustafsson is the Director of NordForsk since 2010. NordForsk was established when she served as Deputy Director General of the Swedish Research Council. She is a professor emeriti in Political Science at Umeå University where she has also served as vice rector. Her research interests are broad and include comparative governance, democracy in theory and practice, gender perspectives on politics and administration, local government reforms in the Nordic countries, and comparative political cultures.



Ms. Barbara Limanowska

Barbara Limanowska is the Senior Gender Mainstreaming Expert at the European Institute for Gender Equality (EIGE). Prior to this she was the Regional Gender Adviser at the Regional UNDP Office in Bratislava. In the past Barbara has served as the Director of the National Women’s Information Centre in Warsaw, as a consultant on anti-trafficking for the UN Office of the High Commissioner for Human Rights (UNOHCHR) in Bosnia and Herzegovina, and as an anti-trafficking adviser to several UN and international agencies, including UNICEF, OSCE and UNDP.



Dr. Elizabeth Pollitzer

After graduating with a joint honors degree in Biology and Physics, Elizabeth obtained a PhD in Information Science, which led to almost 20 years teaching and researching expert system and human-computer interaction at the Department of Computing at Imperial College, London. Elizabeth has been an Academic Reviewer for the Engineering and Physical Science Research Council. She was ‘bio-natural and technical’ expert on the advisory panel of the EC funded meta-analysis project on gender and science research across Europe, and is currently an expert adviser on technical and policy issues for the European Commission. She co-founded and is director of Portia, a not-for-profit organization promoting gender equality in science, which led on three EC funded projects Equalitec, EU Return and genSET, and is the architect of the Gender Summit, a global platform for multi stakeholder dialogue to improve quality and equality in research.



Prof. Inés Sánchez de Madariaga

Inés Sánchez de Madariaga is a Professor of Urban Planning and Territorial Planning at the Polytechnic University of Madrid, Spain. She is a delegate of the Rector for Gender Affairs of Universidad Politécnica de Madrid. Prof. Inés Sánchez de Madariaga is a recognized international expert on gender in urbanism, architecture, research and innovation. She is the Chair of the Commission responsible for developing the UPM Equality Plan, and former Chair of the COST genderSTE network on Gender, Science, Technology and the Environment, which brings together more than 200 people from 40 countries on five continents. She is also the co-director of Gendered Innovations, the European Commission and Stanford University. She has been the Chair of the Committee of Experts of the European Commission responsible for drafting the Structural Change Report of the Scientific Institutions, which is the European roadmap for gender equality in research and innovation. She has directed a score of research projects and is currently a member of the advisory committees of several European projects, among others: GENOVATE, GENPORT, LIBRA, SAGERIP, RRITOLS. She was the Spanish representative at the Helsinki Group, an advisory body to the European Commission on gender and science issues and has been Executive Advisor to the Minister of Housing and Deputy Director for Architecture at the Spanish Government.



Ms. Saskia Klein

M.A. Saskia studied gender studies, business administration and education in Oldenburg and Berlin. She works as a research assistant in the area of “diversity and change” at the Fraunhofer Centre for Responsible Research and Innovation. Her main focus lies on organizational culture and on gender and diversity subjects. She presents in the conference H2020 Research and Innovation Action project EFFORTI aimed at building an evaluation framework for gender equality measures across Europe seeking to analyse and model the influence of measures to promote gender equality on research and innovation outputs and on establishing more responsible and responsive RTDI (research, technology, development and innovation) systems.



Jörg Müller

Jörg Müller has got a degree in Sociology from the Free University in Berlin (with minors in Computer Science and Cultural Anthropology) and PhD in Communications from the European Graduate School, in Saas-Fee (Switzerland). His main research interest is on comparative gender and science policies, and on the evidence base for effective policy interventions in gender and science. He has been an expert adviser to the European Commission DG Research and Innovation and participated in the FP7 Meta-analysis of Gender and Science research with the report on Policies for Gender Equality in Science And Research.

Currently he is coordinating GenPORT internet portal for sharing resources on gender and science and the H2020 project Gender-Diversity-Impact (GE-DII) aiming to provide new concepts and methods for researching the impact of gender diversity on research.



Dr. Claartje Vinkenburg

Claartje Vinkenburg, PhD 1997, is affiliated with VU University Amsterdam as an associate professor of organizational behavior and works as an independent consultant. She studied Social Psychology at the University of Groningen. In 2000-2001, she was a visiting scholar and adjunct lecturer at Northwestern University (USA). In 2011, Claartje spent a sabbatical leave as a visiting professor at ESADE Business School in Barcelona. As managing director of the Amsterdam Center for Career Research (ACCR) at VU University Amsterdam from 2006 to 2014 Claartje was instrumental in co-creating various externally funded research projects on professional careers. Her research, partly funded by the European Research Council, deals with gender and ethnic diversity in professional and academic careers. She critically explores the impact of implicit bias, normative beliefs, and discursive practices on career systems, patterns, and outcomes to promote diversity and inclusion. Claartje teaches Diversity in Organizations (MSc HRM) and supervises PhD, MSc and BSc thesis candidates. She has written various book chapters and has published in the *Academy of Management Review*, the *Journal of Social Issues*, and the *Leadership Quarterly*.



Ms. Lia Lang

Lia Lang studied in Munich, Stockholm and Berlin and holds a master degree in gender studies from the Humboldt University. She is currently the project manager of the Horizon 2020 project GENERA (2015 – 2018) which aims to improve Gender Equality within the European Research Area specifically in the field of physics through Gender Equality Plans. Prior to that Lia Lang was involved in studies on women in the field of science and industry working at the Fraunhofer Center for Responsible Research and Innovation. Furthermore, she was working as a junior consultant for organizational change processes in the private and public sector driving gender and diversity issues forward. Her research interests are processes of change and innovation and in particular gender and diversity within science, gender and physics, mentoring and empowerment with focus on how to put gender and diversity into practice.



Dr. Ruth Gilligan

Ruth Gilligan is the Athena SWAN Manager at Equality Challenge Unit(ECU). Prior to joining ECU, and having completed a PhD in Chemistry at the University of Cambridge, Ruth worked in Science Foundation Ireland (SFI), working with both the policy and pre-award teams. The Athena SWAN Charter is a scheme established in 2005 to recognise excellence in women's employment in science, technology, engineering, maths and medicine (STEMM) in higher education and research. As Athena SWAN Manager, Ruth is responsible for the strategic development and operation of the Athena SWAN Charter in the UK, Republic of Ireland and Australia. She is also leading on the proposed expansion of Athena SWAN to India and Canada. Within ECU, the charter team works closely with colleagues to develop materials and guidance and to support applicants to achieve their equality and diversity objectives. In addition to engaging directly with applicants, Ruth regularly represents ECU in liaising and collaborating with professional bodies, learned societies, funders and governmental departments to further the equality and diversity agenda.



Dr. Sonja Reiland

Dr. Sonja Reiland is the manager of the European coordinated project LIBRA (eu-libra.eu), unifying innovative efforts of research centers in life sciences to achieve gender equality in academia. She is a member of the international and scientific affairs team at the Centre for Genomic Regulation (CRG) Barcelona, which is committed to fostering excellence at the CRG and supporting the director through diverse institutional and strategic initiatives. Besides managing and co-coordinating LIBRA, Sonja participates in the development of institutional policies concerning Gender Equality and Open Science and promotes actively a cultural change at the CRG in these topics. She obtained her PhD in at ETH Zurich, followed by a post-doctoral experience at EMBL Heidelberg. After her career in academic research working in diverse fields of life sciences Sonja worked for BASF in Ludwigshafen as an Information Professional, supporting scientists and patent attorneys with scientific and patent information for strategic decisions.



Ms. Stefania Landi

Since 2012 Stefania Landi has been developing research activities in the field of architectural conservation, publishing scientific articles, participating in international conferences and spending research periods abroad (Los Angeles, Getty Conservation Institute). In 2017, she obtained her doctoral degree in Architectural Restoration at the University of Pisa, School of Engineering. Currently, she is involved in the TRIGGER project because she has obtained a research grant aimed to focus on the rehabilitation and humanization of the historic hospitals in a gender-sensitive perspective.



Ms. Vasiliki Moumtzi

Ms. Vasiliki Moumtzi is an Informatics and Communications engineer with an MSc degree at the faculty of Computing, Information Systems & Mathematics of Kingston University from London. She has been working for more than 9 years as a Project Manager for EU research projects in ViLabs (Thessaloniki, Greece) in the field of ICT. She has technically and administratively supported and also coordinated a series of projects in relation to ICT, for the provision of innovative services and products. Her experience also includes the development of competitive and market analysis, dissemination, business and deployment plans, for the actual exploitation of research results. She acquired highly specialized expertise in new information technologies, as well as managerial and communication skills by working in power management projects requiring concentrated co-operation between multiple organizations and coordinating dynamic working groups. She is coordinating H2020 CSA project EQUAL-IST aiming at introducing structural changes to enhance gender equality within Information Systems and Technology (IST) Research institutions by creating a basis for increasing the share of women on all levels in this field.



Dr. Viktorija Vaitkevičienė

Viktorija Vaitkevičienė graduated from Kaunas University of Technology with a master degree in industrial engineering and received her PhD degree in Materials Engineering from Kaunas University of Technology in 2004. In 2011 after two years of lecturing at Kaunas University of Technology and five years of maternity leave, she moved to Klaipeda University and started to work as a scientific manager at Coastal Research and Planning Institute. In 2015, she was appointed as director of Open Access Centre for Marine Research of Klaipeda University. As a director, she is responsible for the management of the Centre that is main developer of Marine Valley, Integrated Science, Studies and Business Centre for the Development of Lithuanian Maritime Sector. Currently, she is the Lithuanian coordinator of EU-funded BALTIC GENDER project aimed at reducing gender segregation and gender inequalities in Marine Science and Technology.



Dr. Maxime Forest

Dr. Maxime Forest is a senior researcher and lecturer at Sciences Po Paris, and scientific coordinator of the EU-funded EGERA project (egera.eu). His research interests include the making and implementation of gender equality policies and strategies at the EU, national, sub-national and organizational level. He authored and co-edited books, chapters and articles and international peer-reviewed journals and publishers. Among his most recent publications, *The Politics of Feminist Knowledge Transfer. Gender Training and Gender Expertise*, co-edited with Maria Bustelo and Lucy Ferguson (Palgrave, 2016), and the chapter devoted with Lut Mergaert to “Integrating Gender Equality and Diversity”, in Dingwall & MacDonnell’s *SAGE Handbook of Research Management* (SAGE, 2015). Maxime Forest was appointed as an executive member of the French High Gender Equality Council in 2013 and 2016, and his regularly consulted by EIGE and the Council of Europe on issues relevant to the institutionalization of gender equality policies



Dr. Angela Balzano

Dr. Angela Balzano is the Assistant Professor in the University of Bologna. 2010 she received Master Degree in Philosophy from University of Bologna and in 2015 defended her PHD in Law and New Technologies CIRSFID. She also is Research Fellow for the Horizon 2020 PLOTINA (Promoting Gender Balance and Inclusion in Research, Innovation and Training) Project at the University of Bologna.



Dr. Aurelija Novelskaitė

Aurelija Novelskaitė graduated from Kaunas University of Technology with BSS in business management (1995), MSS in sociology (1997) and PhD in sociology (2003). Since then she has been studying and working as KONE fellow at Helsinki Collegium for Advanced Studies and as post-doctoral researcher at Swedish School of Social Sciences (University of Helsinki, Finland), as independent researcher at Institute of Sociology and Social Policy (Tartu University, Estonia) and in market research company CEMASE (Lisbon, Portugal), etc. Currently dr. A. Novelskaitė is an associate professor of Kaunas Faculty and of Gender Studies Centre of Vilnius University dr. A. Novelskaitė is a senior researcher at Institute of Sociology of Lithuanian Social Research Centre (since 2002) where she concentrates exclusively on empirical research. Since 2005 she has been initiating and leading such research projects as “Women physicians in post-soviet medicine” (2005, in cooperation with Prof. E. Riska, funded by Finnish Academy), “Lithuanian female pupils and students in exact and technological sciences” (2007-2008, funded by Ministry of Education and Science of the Republic of Lithuania), “Entering ERA: Social peculiarities of scientific careers in Lithuania” (2008, funded by Lithuanian State Science and Studies Foundation), “Scientific Research Ethics in Lithuania: the status analysis” (2010-2011, funded by Lithuanian Research Council), etc. Since 2002 A. Novelskaite acted as a researcher and (later) as an expert in such projects as FP6 project “Baltic states network: Women in science and high technology” (BASNET). “Young women’s empowerment for professional career during university studies in physical and technological sciences in Lithuania” (2007, funded by Lithuanian State Science and Studies Foundation), “Gender Equality Implementation in Research Institutions: Collaborative Approach – GEIRICA, funded by EEA and Norwegian grant, FP7 project “Structural change promoting gender equality in research organizations – SAPGERIC, etc.



Prof. Grazina Tautvaisiene

Dr. Habil. Grazina Tautvaisiene is a deputy director for research at the Institute of Theoretical Physics and Astronomy of Vilnius University, the leading researcher, head of Astronomical Observatory, vice-president of the International Union of Pure and Applied Physics, vice-president of the Lithuanian Physics Society. An expert in observational astrospectroscopy and photometry, published more than 150 scientific papers cited more than 2000 times. In 2003 was awarded by the National Science Prize, the highest science prize in Lithuania. The principal investigator of the EC FP-6 BalticGrid and FP-7 BalticGrid-II, HORIZON2020 EUROPLANET-RI, Gaia-ESO Survey and other projects. She is the editor-in-chief of the annual astronomical almanac since 2001, the member of ASTRONET Working Group on Education, Recruitment and Training, and Public Outreach. She has published over 100 science popularization articles and interviews, organized 16 international training courses and a number of international conferences. Participated in some projects related to the gender equality in research issues such as LYMOS, FP7 SAPGERIC and GEIRICA.



Prof. Dr. Helene Götschel

From 1983 to 1990, Götschel studied physics in Hamburg and Tübingen and promoted as a social and economic historian. She also studied science, university idiocy and gender research in Tübingen and Hamburg. She held guest professorships at the Carl von Ossietzky University of Oldenburg, the Technical University Kaiserslautern and the Technical University Darmstadt. In 2015, she was appointed Maria-Goeppert-Mayer- professor for “Gender in Engineering and Computer Science” to the Hanover University of Applied Sciences. Götschel primarily deals with gender research in natural sciences and with the history of physics.



Dr. Francesca Primas

Ms. Francesca Primas is a professional astronomer at the European Southern Observatory (Munich area, Germany), the leading intergovernmental science and technology organization in astronomy. She obtained her university degree in Italy and then spent most of her PhD and first post-doctoral appointment in the USA, working at the University of Chicago. She joined ESO in 1997 as a Fellow, and then moved to a staff position in the Operations and Data Management Division. Between 2006 and 2015 she was the Head of the User Support Department; now she is Full Astronomer in the Observing Programme Office and she is the Chair of ESO Faculty. For 15 years, Francesca Primas has been involved in several initiatives (inside and outside her institute) and international working groups on gender equality, diversity and the promotion of women in astronomy. She has been a member of the American Astronomical Society Committee on the Status of Women in Astronomy, then a member and now Chair of the International Astronomical Union Working Group on Women in Astronomy. Currently, she covers various representative roles for her institute and/or for the IAU on international projects dealing with gender equality issues. This year, she was awarded the ICRAR Visiting Fellowship for Senior Women in Astronomy, in Perth (Australia).



Dr. Habil. Gintautas Dzemyda

Gintautas Dzemyda was born in Vilnius, Lithuania, in 1957. In 1984 he received the doctoral degree in technical sciences (Ph.D.), and in 1997 he received the degree of Doctor Habilius from the Kaunas University of Technology. He was conferred the title of Professor (1998) at the Kaunas University of Technology. Full member of the Lithuanian Academy of Sciences (2011).

Recent employment is at the Vilnius University Institute of Mathematics and Informatics as a Head of the Cognitive Computing Group. Since 2005, he is a Director of the Institute of Mathematics and Informatics.

The research interests include visualization of multidimensional data, optimization theory and applications, data mining, multiple criteria decision support, neural networks, parallel computing, internet data mining, recommender systems, image analysis. Applied problems have been solved in various areas including medicine and technologies. International and national RTD projects are managed. The author of 240 research papers, two monographs, five textbooks and two electronic courses for students.

Editor in Chief of the international journals *Informatica* and the *Baltic Journal of Modern Computing*, a member of Editorial Board of the international journals: - *Financial Innovation*, - *Nonlinear Analysis: Modelling and Control*, - *Informatics in Education*, - *Journal of Civil Engineering and Management*, - *Vestnik BSU. Series 1. Physics. Mathematics. Informatics*, - *Information Technology and Management Science*, - *Applied Computer Systems*, - *International Journal of Computers, Communications and Control*. Member of Lithuanian Computer Society, Lithuanian Mathematical Society, Lithuanian Operational Research Society, IFIP Technical Committee 12 Artificial Intelligence.



Dr. Elīna Pajuste

Born in 1983 May 17, Riga. Doctor degree of chemistry obtained at University of Latvia, Faculty of Chemistry, Riga, Latvia, 2012. In 2002 started work at Radiation chemistry of Solid State Laboratory of Solids, University of Latvia. Currently Deputy Director of the Institute of Chemical Physics and senior researcher at the Department of Radiation Processes of the Institute of Chemical Physics, UL. During 2009-2012 participation in EFDA Goal Oriented Training Program "Breeding Blanket Development for Fusion Reactors". Since 2014 is expert of Latvian Academy of Science, radiation chemistry, and member of EURO fusion Consortium project board. In 2015 was involved in the development of the strategic agenda of Research Programme of the UL and since 2015 contact person from Latvia in "European Concerted Program on Radiation Protection Research -CONCERT (Horizon 2020, EC), and member of working group "Radon estimation and radon programme of action of Ministry of Environmental Protection and Regional Development of the RL. In 2010 L'Oréal Latvian Fellowship for Women in Science, whereas in 2014 Werner von Siemens Excellence award for the doctoral thesis.



Prof. Anne Kahru

Anne Kahru is a Research Professor of the Estonian Academy of Sciences and Head of Laboratory of Environmental Toxicology of National Institute of Chemical Physics and Biophysics (NICPB), Tallinn, Estonia. She is the Vice-Chair of the Scientific Council of NICPB. She has authored 166 scientific papers, H index=37 (ISI WoS). Anne Kahru belongs to the top 1% most cited scientists worldwide in two areas: Environment/Ecology and Pharmacology and Toxicology (ISI-ESI). Her Lab was among the first ones in nanoecotoxicological studies of metal oxide nanoparticles and she is the first Estonian scientist ever interviewed by Thomson Reuters ScienceWatch. She has supervised 8 PhD Thesis and is currently supervising 3 PhD students. She has led as Estonian PI several FP6 and FP7 EU projects (OSIRIS, MODERN, NanoValid). In 2011 Prof. Anne Kahru received the Estonian State Science Award for her research "Ecotoxicology of synthetic nanoparticles and their toxicity mechanisms". She is awarded with State Order of the White Star (Class IV)(2017). Anne Kahru is also a founder (1997) and the President of the Estonian Society of Toxicology. She was a member of the Expert group on Women in Research Decision Making (WIRDEM) of the European Commission (2006-2007) and a member of the Estonian Evaluators Board of the L'Oréal-UNESCO For Women in Science fellowship.



Prof. Artūras Žukauskas

Prof. Artūras Žukauskas is an internationally known Lithuanian physicist. He graduated from Faculty of Physics of Vilnius University. In 1983 he received his Doctor degree and later in 1991 was awarded by Habilitation Dr. Degree in physics. The main research activities and scientific interests of Prof. Artūras Žukauskas are concerned with optical properties of semiconductor materials and structures and applications of light-emitting diodes in lighting and measurements. Since 2011 he is the member of the Lithuanian Academy of Sciences and since 2009 - Senior Member of IEEE. His scientific results are highly recognized by number of awards, among them the Lithuanian National Prize in Science (2002). Since 2015 Prof. Artūras Žukauskas is Rector of Vilnius University.



Prof. Claudine Hermann

Claudine Hermann was a Professor of Physics at the Ecole Polytechnique, the most renowned French engineering school. Her research domain is Optics of solids. She is an alumna of Ecole Normale Supérieure de Jeunes Filles and her PhD (1976) is in Solid state physics. She was the first woman ever appointed Professor at Ecole Polytechnique in 1992. Since then, in addition to her activities in physics, she has been studying the situation of women scientists in Western Europe and promoting science for girls, through papers and conferences, in France and abroad. She has worked for many years in a team with the late Huguette Delavault, a retired Mathematics Professor at Paris University. Claudine Hermann was a member of the expert group that produced the so called 'ETAN report' ('Science policies in the European Union: Promoting excellence through mainstreaming gender equality') of the Directorate General Research of the European Commission on women in research in academia in Western Europe (2000). She has been one of the two French members of the group of civil servants on Women and Science at DG Research (Helsinki group) from 1999 until 2006. She is a co-founder and the first president of the association Femmes & Sciences (French Women and Science association), was vice president of European Platform of Women Scientists (EPWS) (2009-2017) and since 2017 is elected president of this prestigious European women scientist's organization. Prof. Claudine Hermann will moderate the Plenary Discussion "European Network of Organizations Performing Physics Research: a Platform for Exchange of Experience and Creation of Consensus on Implementation of Gender Equality".



Dr. Agneta Nestenborg

Dr. Agneta Nestenborg is the Director for Project Support & Administration at ESS. Previously, Agneta Nestenborg was the Head of Project Sponsors Nuclear Operations and Assets at Swedish energy utility Vattenfall AB. She holds a PhD in Inorganic Chemistry and at the beginning of her career was a user at the Stanford Synchrotron Radiation Laboratory. She also completed an Executive MBA. Agneta Nestenborg's career spans from R&D and laboratory environments to managerial positions. Her managerial positions were in scientific and engineering fields. She led large projects with budget responsibility including projects in transition, e.g. Head of Operations during the closing down of the Swedish nuclear plant Barsebäck. Agneta has also responsible for the construction of laboratories, nuclear plant projects working with AREVA, and upgrading of hydropower stations worldwide for Vattenfall. In her role as the managing director for AREVA in Sweden she led an organization with responsibility for human resources, finance, and procurement. Since 2010 Agneta has served on the board of directors of listed Studsvik Group.



Dr. Thomas Berghöfer

Thomas Berghöfer studied Physics and Astrophysics at the universities of Marburg and Bochum, and received his PhD from the Ludwig Maximilian University of Munich. During his active research career he was working in X-ray and EUV astronomy at the Max-Planck-Institute for Extraterrestrial Physics, the Space Sciences Lab of UC Berkeley, and the observatory of University of Hamburg. Later he became a science programme manager in the German research funding system of the federal government and has coordinated larger consortia in Europe. Currently, he is the coordinator of the EU-funded GENERA project.



Dr. Gita Revalde

Dr. Gita Revalde is born in Riga, Latvia. Gita Revalde studied at the University of Latvia (UL), Faculty of Physics and Mathematics. After PhD studies in Riga and University of Mainz, Germany, in 1996 she received Doctor's Degree. She worked at UL as leading researcher and lecturer. From 2006 to 2012 she was the Director of the Higher Education department, Ministry of Education and Science of Latvia. Main responsibilities were policy making and implementation in HE and R&D, supervision of universities, student loan policy, quality assurance, cooperation with social partners and stakeholders, organisation of international cooperation (ASEM, Baltic and Nordic cooperation etc.). From 2012 -2013 Gita was Deputy Rector of Riga Technical University. From 2013 -2016 Gita was Rector of Ventspils University College. Currently she works as a professor and leading researcher at the Institute of Technical Physics in Riga Technical University. She is teaching such courses as Physics, Optics and Optoelectronics, Atomic Physics, and others. In 2014 Dr. Gita Revalde was approved as a member of the Research and Innovation Strategy Council by Prime Minister of Latvia and in 2016 Gita was elected as a Corresponding Member of Academy of Sciences of Latvia. Gita has approximately 130 publications.



Assoc. Prof. Dalia Satkovskiene

Dalia Šatkovskienė is an internationally known Lithuanian physicist and a high level expert in gender equality in science issues. She graduated from department of elementary particles of Moscow State University (scientific advisor Prof. B. Pontecorvo). Since 1973 she has worked in different scientific and academic positions at Theoretical Physics Department of Vilnius University. Prof. D. Šatkovskienė has more than 130 scientific publications and is an author of 4 textbooks in theoretical physics, was invited and has participated in a large number of scientific conferences. Among other professional awards she is a holder of the American Physical Societies international Marshak award (2008). D. Šatkovskienė coordinated two EC FP projects: the regional Baltic States FP6 project "Baltic States Network: Women in Sciences and HT" (BASNET) and FP7 project „Structural Change Promoting Gender Equality in Research Organizations“ (SAPGERIC), „Gender Equality Implementation in Research Institutions: Collaborative Approach“ (GEIRICA) project financed by EEA and Norway Funds Bilateral programme and others. She is working as Advisory Board member for FP7 TRIGGER, EGERA and Horizon 2020 Baltic Gender projects and is an observer in GENERA project. She initiated the establishment of BASNET Forumas and currently is the elected president of BASNET Forumas. Prof. Šatkovskienė has strongly contributed to the implementation of gender mainstreaming policy in the Baltic States region. She is an active member of Administrative Board of prestigious European women scientists' organization European Platform for Women Scientists (EPWS).



Prof. Rimantas Jankauskas

Rimantas Jankauskas is Vice-rector for research of Vilnius University, member of the Lithuanian Academy of Sciences, and Professor in the Department of Anatomy, Histology and Anthropology, Faculty of Medicine. He obtained his PhD from Moscow Lumumba State University in 1988. His research interests are interdisciplinary, include bioarchaeology of the Baltic region from Stone Age till modern times, paleopathology, human biology and forensic anthropology. He has served as an expert in various expert boards, as well as editorial boards of several international journals.

Editor Danguolė Straižytė

Layout design made by Rokas Aleliūnas and Miglė Strumskytė

