



European Gender Summit

2011

Quality Research and
Innovation Through Equality
8 - 9 November 2011, Brussels

Programme

Welcome Messages



Máire Geoghegan-Quinn, European Commissioner for Research, Innovation and Science

"It is clear that time alone will not redress the under-representation of women in research or scientific leadership. Specific measures are needed to support women's scientific careers, and to address gender factors in the research process, with a view to improving quality. This will also help enhance scientific excellence in Europe. The European Gender Summit will show how these issues can be tackled more effectively through collaboration between scientists, gender research scholars and policy makers. The programme sessions will draw on solid research evidence to demonstrate that improved action on gender equality can yield improved creativity, better scientific results and more successful organisations."



Giles Chichester Vice-President of the European Parliament and responsible for STOA (Scientific Technology Options Assessment for the European Parliament)

"As society looks towards science to help solve the many challenges ahead, it expects research and innovation that is more responsible and responsive to societal needs. Europe needs to improve its research and innovation strategy to gain better returns on investment in scientific and technical capital. Gender equality and diversity represent key elements of ensuring quality of human scientific resources and science knowledge. Supported by extensive research evidence on the gender dimension in science, the Gender Summit provides a new forum to shape sustainable research and innovation policies in which women and men play an equally effective and creative role."



Dr Maria Elżbieta Orłowska, Secretary of State of the Polish Ministry of Science and Higher Education

"Europe needs fresh stimuli to invigorate its existing R&D systems in light of Horizon 2020 and Innovation Union objectives. The EU has the potential to improve return on investment in its knowledge system by expanding women's participation and role in research and innovation. Europe has an important competitive advantage globally in the form of the very high proportion of women participating in both higher education and employment. This human capital resource is also a potential target for developing new markets for innovation, which so far has been largely overlooked. By addressing women's needs, preferences and purchasing power (both, in Europe and globally), new ideas and new opportunities for research and innovation can be created. Important trends towards personalization of products and services, on the one hand, and the grand challenges facing society, on the other, call for new approaches to innovation in areas where gender differences are important, such as health, aging, security, content, media, pharmaceuticals, diagnostics, food, transport, energy, climate change and others."



Prof Marja Makarow, Chief Executive, European Science Foundation

"Welcome to the First European Gender Summit. It is our pleasure to host a wide community of engaged researchers and policy makers from all over Europe and beyond. Research and innovation need the best and brightest to challenge dogmas, confront unsolved problems and come up with new findings, perspectives and discoveries that improve our lives and strengthen our societies. We need to engage all talented individuals, and create opportunities and equal playing fields to benefit from their skills, expertise, and creativity. This goal is unlikely to be met if we let gender prejudices or societal barriers keep in the shadow almost half of the research community. Just as we acknowledge the benefits of cross-disciplinary research and innovation, we should admit that men and women are equally valuable for the innovation enterprise. More effective bottom-up and top-down efforts at all levels of the educational and professional chain have to be combined in order to make this

happen, ensuring that also women realise their potential to yield their best. Passive measures have proven to be insufficient. It is time for action. Let us share our ideas and trigger change in the European Research Area and beyond.”



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

“The European Union regards gender balance as a key contributor to innovation yet recognises that more specific measures are required to reach the goals of an increasingly dynamic European Research Area. This Gender Summit is the place to kick start a much-needed structural change that would allow us to keep up with other social spheres and marketplaces. COST contributes to and fully supports the deep change in the institutional mind-set of the research and innovation players - such as policy-makers, funding bodies, universities and companies - that will unlock the full potential of European society”



Prof Rolf Tarrach, President, University of Luxembourg

“The Gender Summit provides opportunity for policy makers, gender experts and scientists to engage in an open dialogue on how the quality of knowledge production and research can be improved through gender mainstreaming. It is important that knowledge of the effects of gender balance is publicized and integrated into discussions about gender mainstreaming within scientific institutions, on a European and national levels, and crossing cultural and linguistic barriers, in order to promote structural change.”

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16:15 – 16:45	Break		
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Overview Day 2

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Registration Day 1

Tuesday 8 November 2011, 13:00 - 14:00

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Opening Session Day 1

Tuesday 8 November 2011, 14:00 - 14:30

Keynote via video link: Máire Geoghegan-Quinn, European Commissioner for Research, Innovation and Science

Keynote: Prof Marja Makarow, Chief Executive, ESF (European Science Foundation)

Address: Patricia Reilly, Cabinet of Commissioner Máire Geoghegan-Quinn on behalf of the European Commission

Welcome, on behalf of the genSET Science Leaders: Prof Rolf Tarrach, President, University of Luxembourg

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Session A1: SCIENTIFIC LEADERSHIP *Equally valuing talent of women and men*

Theme: Enhancing research quality

Tuesday 8 November 2011, 14:45 - 16:15

Recent research on leadership has questioned the traditional 'leader-follower' model, favouring instead a more collective approach to leadership, which values interpersonal, cooperative connections, and diverse leadership styles. This session will discuss and recommend how collaboration and cooperation in science could be improved through investment in 'collective leadership development' training, which equally values women and men as leaders.

Facilitator: Lawrence McGinty, Science Editor, ITV News

Chair: Prof Raymond Seltz, Secretary General, Euroscience

Roundtable:

- Prof Anders Flodström, President, The KTH Royal Institute of Technology, Vice Chairman, EIT (European Institute of Innovation and Technology) – *Defining scientific leadership*
- Prof Kevin Dunbar, Professor, Department of Human Development in the College of Education, University of Maryland – *Women's and men's problem solving strategies in research teams*
- Prof Teresa Rees, Professor, School of Social Sciences, Cardiff University, Director for Wales, the Leadership Foundation for Higher Education – *Diverse leadership styles*

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Session A2: HUMAN CAPITAL

Sharing duty and status in institutions

Theme: Enhancing research quality
Tuesday 8 November 2011, 14:45 - 16:15

Scientific human capital recognises the full range of resources and behaviours that scientists bring to their collaborations for knowledge creation and transfer towards social and economic ends. This session will discuss and recommend how the research process and institutional capacity to deliver scientific quality and societal value can be improved through gender sensitive management of human capital (as recommended in the genSET Consensus Report).

Facilitator: Dr Astrid James, Deputy Editor, The Lancet

Chair: Dr Hans M. Borchgrevink, Special Adviser, International Staff, RCN (The Research Council Norway)

Roundtable:

- Prof Curt Rice, Pro-rector for R&D, University of Tromsø – *Equality targets as a management tool*
- Prof Simone Buitendijk, Vice-rector, University of Leiden - *To the top through the maze*
- Prof Teresa Lago, Member of the Scientific Council, Chair of the ERC Gender balance working group, The ERC (European Research Council) – *Gender equality at the ERC (European Research Council)*

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Session A3: KNOWLEDGE PRODUCTION

Research norms and integrity

Theme: Enhancing research quality
Tuesday 8 November 2011, 14:45 - 16:15

Both sex and gender have come under increased scrutiny as factors of research process quality. This session will discuss the plasticity of sex as a biological phenomenon and of gender as a social role construct, which challenges the privileging of males over females and things masculine over things feminine. The session will recommend how scientific knowledge making can be improved through adoption of systematic methods of gender and sex analysis in research process (as recommended in the genSET Consensus Report).

Facilitator: Dr Magdalena Skipper, Editor, Nature

Chair: Dr Ángeles Rodríguez-Peña, President of the COST (European Cooperation in Science and Technology) Committee of Senior Officials

Roundtable:

- Dr Suzanne de Cheveigne, Director of Research, CNRS (Le Centre national de la recherche scientifique) - *Ambassadors and gatekeepers*
- Prof Maria Teresa Ruiz Cantero, Professor of Preventive Medicine and Public Health, Department Public Health, University of Alicante – *Gender analysis models*
- Prof Londa Schiebinger, John L. Hinds Professor of History of Science, Stanford University Director, EU/US Gendered Innovations in Science, Medicine, and Engineering Project – *Gendered Innovation Project*

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Session B1: GENDERED R&D *Opportunities for Innovation*

Theme: Advancing effectiveness of innovation
Tuesday 8 November 2011, 14:45 - 16:15

Traditional models of innovation are inadequate for innovation that crosses disciplinary, institutional, sectoral, and societal boundaries. The scientific system today, as envisaged in the context of ERA, has a much wider audience of users of scientific knowledge, and for exploiting research results. This session will discuss and recommend how new trends in research can improve Europe's innovation capacity and competitiveness.

Chair: Ernst H. Kristiansen, Executive Vice President, Regional Manager Oslo, SINTEF (The Foundation for Scientific and Industrial Research at the Norwegian Institute of Technology. Member, KIF (Committee for Gender Balance in Research Norway)

Roundtable:

- Silvia-Adriana Țicău, MEP and STOA (Scientific Technology Options Assessment for the European Parliament) Panel member - *Encouraging ICT led Innovation*
- Dr Wiebke Schone, Researcher, Hochschule Furtwangen University – *Patents: Impact of gender on inventions*
- Isabel Yordi, Coordinator of gender and health, Unit of Policy and Cross Cutting Priorities, WHO (World Health Organization) Regional Office for Europe - *Improving Women's Health by Joining Policy, Research and Practice*
- Dr Astrid Linder, Research Director of Traffic Safety, VTI (Swedish National Road and Transport Research Institute) - *Gender as a resource of new innovation*

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Session B2: COLLABORATIVE STRENGTH *Working better as teams*

Theme: Advancing effectiveness of innovation
Tuesday 8 November 2011, 14:45 - 16:15

Multi-institutional, multi-stakeholder R&D collaborations involving universities, companies, or government have become increasingly common. This session will discuss and recommend how gender diversity in teams (recommended by the genSET Consensus Report) can improve organisational structure, dynamics, and effectiveness of R&D consortia.

Facilitator: Dr Virginia Barbour, Chief Editor, PLoS Medicine

Chair: Prof Marja Makarow, Chief Executive, ESF (European Science Foundation)

Roundtable:

- Isabelle Esser, Vice-President Research & Development, Unilever – *Maximising potential of gender equality in industrial R&D*
- Prof Jürgen Popp, Professor for Physical Chemistry, Institute of Physical Chemistry, Friedrich Schiller University Jena, Scientific Director of the Institute of Photonic Technology – *Creating opportunities by crossing sectors and fields*
- Prof Geoffrey Boulton, General Secretary, Royal Society of Edinburgh - *Institutional synergies for collaboration*

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Session B3: INTELLECTUAL ADVANTAGE

Collective intelligence and social sensitivity of research

Theme: Advancing effectiveness of innovation

Tuesday 8 November 2011, 14:45 - 16:15

Recent research has shown that collective intelligence of groups of people who co-operate well extends beyond the cognitive abilities of the groups' individual members, and that the tendency to co-operate effectively is linked to the number of women in a group. This session will discuss and recommend how collective intelligence can be improved (and collective 'stupidity' avoided) through gender diversity of research teams (as recommended by the genSET Consensus Report) and better social sensitivity skills of all group members.

Facilitator: Dr Elisabeth Pain, Contributing Editor for Science Careers, Science Magazine

Chair: VAdm (rte) Jan Willem Kelder, Member of the Board of Management and Chairman of the Council for Defence Research, TNO (The Netherlands Organisations for Applied Scientific Research)

Roundtable:

- Dr Julia Bear, Fulbright Post-Doctoral Fellow, The Technion Israel Institute of Technology – *Collective intelligence and team collaboration: The role of gender*
- Dr Laure Turner, Head of Unit, Sectoral Studies Department, INSEE (National Institute of Statistics and Economic Studies) - *Gender diversity and innovative performance*
- Mieke Van Oostende, Principal, McKinsey & Company – *The Women Matter project*

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Gender and Innovation Networking Cafe

Theme: Shaping Innovation's Competitive Edge through Diversity

Tuesday 8 November 2011, 16:45 – 17:45

- 'World Café' style discussion on the results of Public Consultation
- Mapping key topics for the Manifesto

- Ambassadors for the Future of Gender Innovation in Europe

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Reception, Posters, Gender Research Exhibition

Tuesday 8 November 2011, 17:45 – 19:00

- A poster exhibition featuring projects and initiatives in the area of gender and research & innovation.
- The Gender Research Exhibition.

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Registration Day 2

Wednesday 9 November 2011, 08:00 – 09:00

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Opening Session Day 2

Wednesday 9 November 2011, 09:00 – 09:30

Keynote: Dr Maria Elzbieta Orłowska, Secretary of State of the Polish Ministry of Science and Higher Education, Representing the Polish Presidency of the EU Council

Keynote via video link: Giles Chichester, Vice-President of the European Parliament and responsible for STOA (Scientific Technology Options Assessment for the European Parliament)

Welcome, on behalf of the genSET Gender Experts: Prof Teresa Rees, Professor, School of Social Sciences, Cardiff University, Director for Wales, the Leadership Foundation for Higher Education

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Session C1: R&D AND HR STANDARDS

Effective management of R&D human resources

Theme: Promoting Structural Change

Wednesday 9 November 2011, 09:45 - 11:15

HR should ensure effective recruitment and retention of the best research and business talent, enabling leadership succession planning. Traditional evaluation approaches, for example the HAY system, encourage hierarchically constructed organisations and job functions. Presented and discussed in this session will be alternative approaches, more sensitive and responsive to the needs of women and career expectations of a new generation of researchers.

Chair: Prof Teresa Rees, Professor, School of Social Sciences, Cardiff University, Director for Wales, the Leadership Foundation for Higher Education

Roundtable:

- Prof Rolf Tarrach, President, University of Luxembourg - *Innovative C.V.s*
- Dr Thomas Eichenberger, Head, Office for Faculty Affairs, ETH Zürich – *Best practice at ETH*
- Ursula Schwartzenbart, Director of Global Diversity Office and Performance & Potential Management, Daimler AG - *Enabling innovativeness of teams*
- Ylann Schemm, Corporate Relations Manager, The Elsevier Foundation – *Dual Career initiatives*

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Session C2: LEVERAGING POLICIES AND LEGISLATION

The Norwegian experience

Theme: Promoting structural change

Wednesday 9 November 2011, 09:45 - 11:15

Norway's advances and leading position in mainstreaming gender has been closely watched by the rest of Europe. In this session, Norway's experience will be reviewed in the context of equality in science. Representatives of the Norwegian scientific system will focus their presentations on what (else) can be done to promote women to scientific leadership roles, and to what extent European gender equality legislation acts as a catalyst or a deterrent to this goal.

Chair: Dr Hans M. Borchgrevink, Special Adviser, International Staff, RCN (Research Council Norway)

Roundtable:

- Henriette Westhrin, Secretary of State to the Norway Ministry of Childhood, Equality and Social Inclusion - *Gender Issues in Norway*
- Jorun Hjertö, Senior Adviser, Norway Ministry of Childhood, Equality and Social Inclusion - *Policy Approach at National Level*
- Prof Gerd Bjørhovde and Dr Linda Rustad, Chair and Member of KIF (Committee for Gender Balance in Research Norway) - *Between governmental and institutional level - unique opportunities for action? The Norwegian Committee for Gender Balance in Research*
- Lise Christensen, Senior Adviser, RCN (The Research Council of Norway) – *The Role of the RCN in promoting the gender dimension in research*
- Dr Erik Litborn, Programme Manager, Vinnova - *VINNMER: the solution for successful careers for underrepresented gender*

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Session C3: MOBILISING AND MOBILITY OF SCIENTIFIC TALENT

Competitive advantage of gender equality

Theme: Promoting structural change

Wednesday 9 November 2011, 09:45 - 11:15

The need for adequate human resources for R&D has been identified as a key challenge since the launch of the Lisbon Strategy in 2008. The Commission proposed measures to increase the mobility of researchers across ERA in 2009, and highlighted issues in career development. This session will

discuss the role of gender equality as competitive advantage in competition for talent as the trend towards globalisation of the scientific endeavour strengthens.

Chair: Prof Flora de Pablo, Professor of Research, Centre for Biological Investigation, CSIC (Spanish National Research Council)

Roundtable:

- Maya Widmer, Equal Opportunities in Research Funding, SNSF (Swiss National Science Foundation) - *Gender equality in Swiss Universities*
- Prof Daniela Corda, Director, Institute of Protein Biochemistry, CNR (National Research Council), Italy – *Mobility and Careers*
- Jennifer Campbell, Director of Philanthropy and Partnership, L'Oréal - *Promoting female scientists*
- Dr Wanda Ward, Senior Advisor to the Director, NSF (The United States National Science Foundation) - *Advancing women scientists in academia: The NSF Experience*

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Session C4: EXCELLENCE AND RESPONSIBILITY OF SCIENCE

Gender as a scientific quality value

Theme: Promoting structural change
Wednesday 9 November 2011, 09:45 - 11:15

Extensive research on gender issues in science is available to ensure evidence-led policy to enhance quality of scientific systems in Europe. Following the call by the Council of Europe in 2010 for gender equality issues to be included in the modernisation of research institutions, this session will consider what actions should be taken to strengthen gender sensitivity of research policies.

Chair: Prof Henrik Toft Jensen, Former Rector, Roskilde University

Roundtable:

- Dr Ingrid Wüning Tschol, Senior Vice President and Head of Department “Health and Science”, Robert Bosch Foundation- *academia-net*
- Prof Ineke Klinge, Associate Professor of Gender Medicine, Maastricht University - *Gender, Biomedicine and Health*
- Prof Elke Anklam, Director, IHCP (Institute for Health and Consumer Protection), JRC (Joint Research Centre), - *Gender Equality in customer driven research based policy support*
- Prof Martina Schraudner, Professor of Gender and Diversity, Institute of Machine Tools and Factory Management, Technical University Berlin / Fraunhofer - *Involving Industry and markets*

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Session C5: EMBEDDING GENDER IN THE SCIENCE CURRICULUM

Improving professional competency of researchers

Theme: Promoting structural change
Wednesday 9 November 2011, 09:45 - 11:15

Understanding how gender issues impact on science knowledge making does not come automatically to women or men. By embedding gender in the science curriculum, we can ensure that its role and impact as a dimension of quality is considered when formulating research questions, designing experiments, analysing research priorities and social outcomes, and generally making sure that the research process avoids unintentional gender biases in its design, execution and communication.

Chair: Dr Lars Haikola, University Chancellor of Sweden, Head of Högskoleverket (The Swedish National Agency for Higher Education)

Roundtable:

- Prof Teresa Freixes, Professor of Constitutional Law, Autonomous University Barcelona - *Embedding through legislation*
- Prof Flavia Franconi, Professor of Pharmacology, Department of Pharmacology, University of Sassari - *Creating common modules and pools of teachers*
- Dr Lina von Sydow, Senior Lecturer, Division of Scientific Computing, Dean of Education, The Faculty of Science and Technology, Uppsala University - *Achieving constructive alignment*

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Session D: GENDER ISSUES IN SCIENCE PUBLICATIONS

How can editorial policies and writing on gender issues in science be improved to make the assessment and selection of research results for publication sensitive to gender and sex issues?

Theme: Gender and publications
Wednesday 9 November 2011, 09:45 - 11:15

Science journals have an important place in the research process and in ensuring that, where appropriate, the needs of and impact of research on women and men is given equal importance when papers are submitted and selected for publication. This session will address how publishers and science editors can promote the use and knowledge of methods for sex and gender analysis in research through editorial policy and other means.

Chair: Prof Simone Buitendijk, Vice-rector, University of Leiden

Roundtable:

- Dr Joan Marsh, Associate Publishing Director, Wiley-Blackwell, President, EASE (European Association of Science Editors)
- Dr Magdalena Skipper, Editor, Nature
- Dr Astrid James, Deputy Editor, The Lancet

- Prof Ulla Carlsson, Director, Nordicom Review
- Dr Shirin Heidari, Executive Editor, Journal of the International AIDS Society
- Dr Wim Weber, European Research Editor, British Medical Journal
- Dr Virginia Barbour, Chief Editor, PLoS Medicine

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Plenary Session

Policy for creating a gender and socially responsive science and innovation environment

Wednesday 9 November 2011, 11:45 – 13:20

The panel will discuss how their institutions can respond to the recommendations from the parallel sessions and offer their own recommendations for policy and decision makers in the European science system.

Session Chair: Dr Octavio Quintana Trias, Director, Directorate B - European Research Area, Directorate General Research and Innovation, European Commission

Roundtable:

- Henriette Westhryn, Secretary of State to the Norway Ministry of Childhood, Equality and Social Inclusion - *The Role of Government*
- Nik Everrat, R&D HR Director, Unilever - *The Global Industry Perspective*
- Prof Inés Sánchez de Madariaga, Head of the Women and Science Unit, Cabinet of the Minister, Spanish Ministry of Science and Innovation - *The Report on Structural Change of the European Commission Expert Group*
- VAdm (rte) Jan Willem Kelder, Member of the Board of Management and Chairman of the Council for Defence Research, TNO (The Netherlands Organisations for Applied Scientific Research) - *Perspective from Applied Research*
- Dr Ángeles Rodríguez-Peña, President of the COST (European Cooperation in Science and Technology) Committee of Senior Officials - *The role of Inter-governmental collaborations*
- Prof Anders Flodström, President, The KTH Royal Institute of Technology, Vice Chairman, The EIT (The European Institute of Innovation and Technology) - - *Effective Knowledge Transfer*

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Closing Remarks

Advancing Research Policy for Integrated Action on the Gender Dimension in Science

Wednesday 9 November 2011, 13:20 – 13:30

Dr Octavio Quintana Trias, Director, Directorate B - European Research Area, Directorate General Research and Innovation, European Commission

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Side Event Programme

Women in Science and the Arab World: The promotion of democracy by knowledge creation

Wednesday 9 November 2011, 14:00 – 16:00

Knowledge creation and gender equality are essential pillars of thriving societies. People around the world are meeting unprecedented challenges in relation to dissemination of information, enforcement of human rights, and building modern governance structures that empower them to create more prosperous societies. In the Arab world, women in science represent an untapped resource with exceptional potential and remarkable achievements that deserves to be supported. This interactive session will showcase the experiences of five remarkable scientists from different Arab countries and scientific backgrounds, and who are contributing to the development of their national scientific and social environments and to international networks. They will share their visions on the challenges that they have met to develop their careers and how their work is improving their societies.

Programme

14:00 - 14:05	Welcome Address and Introduction
14:05 - 14:20	Nihad Tousson Abou el Azm, Egypt
14:20 - 14:35	Nawal Bouaynayne, Morocco
14:35 - 14:50	Rima Albesharat, Syria
14:50 - 15:10	Amal Al Ghaferi, United Arab Emirates
15:10 - 15:30	Zohra Ben Lakhdar, Tunisia
15:30 - 16:00	Debate and Conclusions

Moderator: Marja Makarow, Chief Executive, ESF

Coordinator: Vanessa Campo-Ruiz, Science Officer to the Chief Executive, ESF vcamporuiz@esf.org

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