

9<sup>TH</sup> EUROPEAN CONFERENCE ON

**GENDER**

**EQUALITY**

**IN HIGHER**

**EDUCATION**

PARIS 2016

SCIENTIFIC PROGRAMME

**12 - 13 SEPTEMBER 2016**

**The Université Paris Diderot, Université Sorbonne Nouvelle - Paris 3, the Université Sorbonne Paris Cité (USPC) and the French National Center for Scientific Research (CNRS), with strong support from the French Ministry for National Education, Higher Education and Research,** are inviting researchers, professors, administrators, policy-makers, practitioners and students to Paris, on 12-14 September 2016, to attend the 9th European Conference on Gender Equality in Higher Education.

The European Conferences on Gender Equality in Higher Education have since 1998 brought regularly together hundreds of gender equality actors from Europe and beyond. France is hosting this event for the first time. France is also project coordinator for the GENDER-NET ERA-NET, a European project supported by the 7th Framework Programme, which will be holding its final dissemination and policy conference as part of this 9th Conference.

# Monday September 12th, 2016

## Four keynote presentations on the morning of Monday September 12th, 2016

09:00-09:30

### Conference Opening:

Officials and Conference Organisers

09:30-10:00

### Social stereotypes and unconscious gender bias

Pascal Hugué (CNRS Director of Research, Director of the Laboratory of Social and Cognitive Sciences-LAPSCO, UMR 6024, CNRS-University of Clermont Ferrand)

10:00-10:30

### Gender equality and diversity policies, construction of scientific excellence in academia and research

Marieke van den Brink (Professor of Gender and Diversity, Faculty of Social Sciences, Radboud University, The Netherlands)

10:50-11:20

### Integrating sex and gender analysis into research contents

Ineke Klinge (Visiting Professor, Institute of Gender in Medicine, Charité Universitätsmedizin, Berlin, Germany, and Chair of Horizon 2020 Advisory Group on Gender)

11:20-11:50

### Sexual harassment and gender-based violence in Canadian universities

Manon Bergeron (Professor, Department of Sexology, Université du Québec à Montréal, Canada) and/or Simon Lapierre (Associate Professor, School of social Work, University of Ottawa, Canada)

11:50-12:20

### Discussion

## Final Dissemination and Policy Conference of the EC FP7-funded GENDER-NET ERA-NET

14:10-15:40

### GENDER-NET Plenary session 1

Gender equality through structural change in research institutions

15:50-17:20

### GENDER-NET Plenary session 2:

Gendering research contents and programmes

17:30-19:00

### Cocktail offered by the GENDER-NET and Poster Session

Three overarching themes: A: Barriers to women's careers in higher education and research  
B: Public policies and gender equality initiatives  
C: Gender research and teaching

# Tuesday September 13th, 2016

9h-10h30

## A1 Session

### Gendered academic culture and environment

(Chair: Anke Lipinsky, GESIS-Leibniz Institute for the Social Sciences, Germany)

#### Gendered impacts of institutional academic culture and working conditions on decision to leave academic path in various research domains

Katerina Cidlinska (National Contact Centre for Gender and Science, Institute of Sociology, Czech Academy of Sciences, Czech Republic)

#### Gender, Education and Space in Contemporary India

Tara Atluri (Ontario College of Art and Design University, Canada), Ivory Towers and Saffron Streets

#### Gaining and retaining women in science: Psychological factors influencing application behaviour and selection processes

Lisa K. Horvath, Tanja Hentschel, Claudia Peus (Technical University of Munich, Germany), Susanne Braun (Ludwig Maximilian University of Munich, Germany)

## A2 Panel

### The role of LGBTI in anti-discrimination and gender diversity work in European Higher Education: Queering and Diversifying Gender in Higher Education

(Chair: Christelle Hamel, Institut National d'Etudes Démographiques, France)

Lisa Mense, Stephanie Sera (University of Duisburg-Essen, Germany)

Alva Traebert (University of Edinburgh, UK)

Sarah Vader (Rhine-Waal University of Applied Sciences, Germany)

## B1 Panel

### Finding Common Ground: Enabling Scientific Research Institutions that Foster Women's Careers through the Training and Engagement of Leaders

(Chair: Catherine Didion, National Academies, USA)

Carlotta Arthur (Henry Luce Foundation, USA)

Lydia Villa-Komaroff (Member of US National Academies' Committee on Women in Science, Engineering and Medicine and former Chief Scientific Officer of a biotech company, USA)

Loretta Moore (Member of US National Science Foundation's Committee on Equal

Opportunities in Science and Engineering and ADVANCE PI at Jackson State University, USA)

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## B2 Panel

### The Norwegian Balanse initiative

(Chair: Ingeborg Owesen, Research Council of Norway, Norway)

Solveig Kristensen (University of Oslo, Norway)  
Anne Marit Skarsbo (University of Bergen, Norway)  
Lynn Nygaard (PRIO- Peace Research Institute, Oslo, Norway)  
Vivian Lagesen (Norwegian University of Science and Technology, Norway)  
Jorun Ulvestad, University College of Southeast Norway, Norway)  
Vibeke Hervik Bull (University of Stavanger, Norway)  
Stephen Seiler (University of Agder, Norway)  
Nina Jon (Norwegian Police University College, Norway)  
Katrine Berg (Norwegian Police University College, Norway)  
Hilde Blix (University of Tromsø, Norway)

## B3 Panel

### Challenging research and higher education institutions from inside: Experiences from the FP7 EGERA project

(Chair: Hélène Périvier, USPC OFCE-Sciences Po Paris, France)

#### Between Knowledge and Power. Triggering Structural Change for Gender Equality from Inside

Viviane Albenga (IUT Bordeaux)

#### Gender Biases and Stereotypes in Student Evaluations of Teaching

Anne Boring (USPC Sciences Po Paris France)

#### Implementing a structural change project on gender equality in a Climate Change Research Institute: lessons learnt

Kateřina Hodická (Czech Globe, Czech Academy of Science)

#### Resistances to Gender Sensitive Research. Analysis from the implementation of EGERA Project (2014-2017) and the UAB Third Action Plan for Equality

Maribel Ponferrada (Universitat Autònoma de Barcelona, Spain)

#### Implementing gender quotas in academia: staff attitudes at a mid-range Belgian university

Jolien Voorspoels, Petra Meier (Antwerp University, Belgium),

Discussant: Maria Bustelo (Universidad Complutense de Madrid, Spain)

## C1 Session

### Training students and professionals on discrimination issues

(Chair: Marina Hughson, University of Belgrade, Serbia)

#### Gender in Continuing Education – A French Case Study in Learning from Experience

Patrick Farges, Anne Isabelle François (USPC Université Sorbonne Nouvelle-Paris 3)

#### Gabrielle Richard (Université de Paris-Est Créteil, France), Helping teachers tackle homophobia, sexism and gender-based violence: Lessons learned by the LGBT Family Coalition in Montréal (Canada)

Mona Greenbaum (LGBT Family Coalition, Canada)

#### Culturally Responsive Pedagogy in Computer Science: Teaching to Increase Diversity and Equity in STEM (TIDES)

Kate Winter, (Creighton University, Australia), Kelly Mack (Association of American Colleges and Universities, USA)

10h50-12h20

## A3 Session

### Gender bias in recruitment and assessment

(Chair: Fredrik Bondestam, Swedish Secretariat for Gender Research, Sweden)

#### Explaining Gender Bias in Grant Selection - The ERC starting grants case

Peter van den Besselaar (Vrije Universiteit Amsterdam, the Netherlands), Helene Schiffbänker, Florian Holzinger (Joanneum Research Vienna, Austria), Ulf Sandström (KTH Stockholm, Sweden), Lucia Alvarez Polo (Tecnalia Bilbao, Spain)

#### Observations on gender equality during interviews of a selection of researchers' recruitment and promotion panels at the French National Center for Scientific Research

Lola Gonzalez-Quijano (GIS Institut du Genre, France), Rose-Marie Lagrave, Nicole Mosconi, Anne Pépin (Mission pour la place des femmes au CNRS, France)

#### 'I'd rather see the best person get the job': exploring some of the challenges for gender equality interventions in UK Higher Education Administration

Gabriella Caminotto (City University London, UK)

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#### A4 Session

### Work-life balance and indirect discrimination in higher education and research

(Chair: Jörg Müller, Universitat Oberta de Catalunya, Spain)

#### Researchers and Work-Life Balance - Parenthood impact on men and women career paths

Sophie Lhenry (USPC Université Paris Diderot, PEFH, TRIGGER)

#### Balancing precarious work and family responsibilities in the academia: A comparative study

Sanja Cukut Krilić, Duška Knežević Hočevar (ZRC SAZU, Slovenia)

#### Gender Cultures in Academia: How Careers Develop in a Gendered Environment

Viviana Meschitti (Birkbeck, University of London, UK)

#### B4 Session

### Structural change or gender mainstreaming?

(Chair: Marcela Linkova, Czech Academy of Science, Czech Republic)

#### Creating Systemic Action for Gender Equality

Eileen Drew, Claire Marshall (Trinity College Dublin, Ireland)

#### From Sisyphus Sisters To Atlas Amazons: Stories About Up Hills and Battles Won In A Gender Change Project

Helen Peterson (University of Gothenburg, Sweden),

Jennifer Dahmen (University of Wuppertal, Germany)

#### Negotiating knowledges and meaning in gender mainstreaming

Kajsa Widegren, Ulrika Helldén (University of Gothenburg, Sweden)

#### B5 Session:

### Mentoring and Leadership

(Chair: Geneviève Sellier, Université Bordeaux Montaigne, France)

#### Mentoring III – part of an internal gender equality plan – and its impact on structural change

Doris Czepa, Michaela Gindl (Danube University Krems, Austria)

#### Attracting more women to academic leadership positions – the AKKA program

Inger Lövkrona (Lund University, Sweden)

#### Realistic evaluation of the first Mentoring Programme in an Italian University

Ilenia Picardi, Maria Carmela Agodi (University of Naples Federico II, Italy)

#### B6 Session

### The impact of gender equality policies on women's careers

(Chair: Suzanne de Cheveigné, Centre National de la Recherche Scientifique, France)

#### More than impact factors: How to get more women to the top in research

Beate Scholz (Scholz consulting training coaching, Germany)

#### Evidence does (not) tell- Behind the scenes of monitoring data

Anke Lipinsky, Andrea Löther (GESIS, Leibniz Institute for the Social Sciences, Germany)

#### Activating structural change: recurrent dynamics and different organisational profiles

Marina Cacace, Luciano d'Andrea, Giovanna Declich (ASDO, Italy)

#### C2 Session

### Resistances towards the teaching of gender

(Chair: Nicky Le Feuvre, Université de Lausanne, Switzerland)

#### Do Engineering Studies serve as Male Initiation Rites?

Brigitte Ratzler (TU Wien, Austria),

#### Gender in Medical Education at Charité - Universitätsmedizin Berlin

Vera Regitz-Zagrosek (Charité - Universitätsmedizin Berlin, Germany), George

Kararigas, Ute Seeland (Institute of Gender in Medicine (GiM), Germany)

#### Teaching Gender Today: Facing Gender Bias and Religious Skepticism

Soumaya Belhabib (Ibn Tofail University, Morocco),

14h10-15h40

#### A5 Session

### Top positions in academia: a persistent glass ceiling

(Chair: Ana Puy, Ministry of Economy and Competitiveness, Spain)

#### Gendered distribution of positions in management and academic leadership

Cecilia Castaño (Faculty of Political Science and Sociology (UCM), Spain),

Susana Vázquez-Cupeiroy (Faculty of Education, Spain), José L. Martínez-

Cantos (Internet Interdisciplinary Institute (UCM), Spain)

#### Equal But Different: Examining the cultural and institutional barriers to women's leadership positions

Marcela Linkova (Institute of Sociology of the Czech Academy of Sciences, Czech Republic)

#### A Cross-National Analysis of Women Faculty in Higher Education, 1970-2012

Christine Min Wotipka, Mana Nakagawa (Stanford University, USA)

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#### A6 Session

### Influence of political systems and reforms on women researchers' careers

(Chair: Maxime Forest, Sciences Po Paris, France)

#### Gendered mobility in the neoliberal academia: institutional discourses on gender and women's career paths in Estonian universities

Kadri Aavik, Triin Roosalu, Marion Pajumets, Maaris Raudsepp (Tallinn University, Estonia)

#### Gender Equality Policies in Alliance with Academic Excellence?

##### A Case Study on German Scientific Organizations

Heike Kahlert, Niels Spilker, Sarah Zapusek (Ruhr University Bochum, Germany)

#### "In many respects I don't envy the young ones": The Work Paths of Women scientists and researchers under state socialism and today

Marta Vohlídalová (Czech Academy of Science, Czech Republic)

#### B7 Panel:

### Standing Conferences for Equality and Diversity Officers within Higher Education and Research Institutions in Europe: the cases of Austria, France, Germany and Switzerland

(Chair: Katrien Maes, League of European Research Universities, Belgium)

Barbara Hey (GenderPlattform and Universität Graz, Austria)

Isabelle Kraus (CPED and Université de Strasbourg, France)

Marion Woelki (Federal Conference of Gender Equality Officers in Higher Education in Germany - BuKoF and Universität Konstanz, Germany)

Brigitte Mantilleri (Conference of Equality Delegates for Swiss Universities and Higher Schools – CODEFUHES/KOFRAH, Université de Genève, Switzerland)

#### B8 Panel

### Improving gender equality in working environments to improve gender equal careers. Experiences from the FESTA project

(Chair: Pat O'Connor, University of Limerick, Ireland)

Minna Salminen-Karlsson, Nina Almgren, Ulrike Schnaas (Uppsala University, Sweden)

Gülsün Saglamer, Hülya Caglayan, Mine Tan (Istanbul Technical University, Turkey)

Pat O'Connor, Clare O'Hagan (University of Limerick, Ireland)

Liv Baisner, (University of Southern Denmark, Denmark)

#### C3 Session

### Teaching gender and diversity

(Chair: Lars Jalmert, Stockholm University, Sweden)

#### Conception of E-learning Teaching Units in Gender Studies

Sandra Winheller (Technische Universität Braunschweig, Germany)

#### Design as a tool for norm-critical teaching and learning

Anna Isaksson (Halmstad University, Sweden)

#### Transnational and trans-sectoral Teaching in the field of Gender and Diversity

Federica Giardini (Università Roma Tre, Italy), Heike Pantelmann (Freie Universität Berlin, Germany), Sławomira Walczewska (Feminist Institute for Research and Education at efKa Academia Feministyczna, Poland)

#### C4 Session

### Integrating gender in research funding

(Chair: Maya Widmer, Swiss National Science Foundation, Switzerland)

#### Looking for the Fruits – First Decade of Gender, Science and Technology Research Support in Taiwan

Wen-Ling Hong, Jr-Ping Wang (National Kaohsiung Marine University, Taiwan) Yi-Ting Lu (National Kaohsiung Normal University, Taiwan)

#### Harnessing public funding to advance equality and diversity in English higher education

Amy Norton (Senior Higher Education Policy Advisor at the Higher Education Funding Council for England)

#### Integration of gender in research content – different ways to deal with gender concepts, gender norms and gender expertise in research projects

Angela Wroblewski (Institute for Advanced Studies, Austria)

15h50-17h20

#### A7 Session

### Recruitment and early career

(Chair: Rebecca Rogers, Université Paris Descartes, France)

#### The Gendered Construction of Excellence in Recruitment and Selection Practices of Early Career Researchers

Channah Herschberg, Yvonne Benschop, Marieke van den Brink (Radboud University, the Netherlands)

#### Mind the Gap! – Interrogating Gender and Diversity Policies in Academia

Henriette Ullmann, Ayla Satilmis (University of Bremen, Germany)

#### Gender trainings tailored for research leaders:

##### gender sensitive recruiting strategies

Helene Schiffbänker, Sybille Reidl (Joanneum Research, Vienna, Austria)

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## A8 Panel

### Global academia? Gender, race and place in international academic mobility

(Chair: Ella Ghosh, Norwegian Committee for Gender Balance and Diversity in Research, Norway)

Elisabet Ljunggren (The Norwegian Committee for Gender Balance and Diversity in Research, Norway)

Paula Mählck (Stockholm University, Sweden)

Parminder Bakshi-Hamm (Internationale Berufsakademie, University of Cooperative Education, Germany)

Gary Loke (Equality Challenge Unit, UK)

Rapporteur: Heidi Holt Zachariassen (The Norwegian Committee for Gender Balance and Diversity in Research, Norway)

## B9 Session

### Gender equality indicators and toolkits

(Chair: Florian Holzinger, Joanneum Research, Austria)

#### Gender equality indicators

Kirstin Eckstein (University of Graz, Austria)

#### Measuring Gender Equality in the Academia: How to capture the gendering of research in the making?

Anne-Sophie Godfroy (Université Paris Est Créteil, France)

#### Gender Mainstreaming Platform

Barbara Limanowska (European Institute for Gender Equality, Lithuania)

#### Research funding within the 'excellent university' and its gendered effects and using the master's tools to dismantle the master's policies: A toolkit for gender budgeting within European academic institutions

Finnborg S. Steinþórsdóttir, Thamar M. Heijstra, Þorgerður Einarsdóttir & Gyða M. Pétursdóttir (University of Iceland, Iceland)

## A9 Panel

### Taking into account sexual harassment, gender-based violence and sexist behaviour in higher education and research

(Chair: Sylvie Cromer, GIS Institut du Genre, France)

Sabrina Sebti (CPED and Université d'Angers, France)

Marta Vohlídalová (Institute of Sociology, Czech Academy of Science, Czech Republic)

Lorenza Perini, Silvana Badaloni (Department of Information Engineering, University of Padua, Italy)

Inés Sánchez de Madariaga, Inés Novella Abril (Polytechnic University of Madrid, Spain)

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## B10 Session

### Which careers for women in academia in STEM and medicine?

(Chair: Rossella Palomba, National Research Council, Italy)

#### The effects of gender on the evolution of medical doctors' career in academic settings

Karine Chevreul, Corinne Alberti, Coralie Gandré, Jeanne Gervais, Julien Thillard, (USPC Université Paris Diderot, INSERM, France), Dominique Meurs (EconomiX Université Paris Ouest-Nanterre la Défense, France)

#### France/Germany: academic career development of physicists

Isabelle Kraus (Université de Strasbourg, France), Nassira Hedjerassi (Université de Reims Champagne-Ardenne, France),

#### "Search for Women Excellence": A project to appoint more women professors in medicine

Natalie Lerch-Pieper, Beatrice Beck Schimmer (University of Zurich, Switzerland)

#### Canada's Chairs for Women in Science and Engineering Program: 20 years of Strategies to Increase the Participation of Women

Lesley Shannon (Simon Fraser University, Canada), Catherine Mavriplis (University of Ottawa, Canada)

## C5 Session

### Gender studies for change

(Chair: Sandra Laugier, Centre National de la Recherche Scientifique, France)

#### Gender and diversity in academic teaching: a toolbox for change

Pia Garske, Melanie Bittner (Freie Universität Berlin, Germany),

#### The Challenges of Writing Disciplinary History: A U.S. Perspective on Women's Studies

Elizabeth Hedrick (University of Texas, USA),

#### (Dis)Connections between gender mainstreaming and gender studies in universities under conditions of academic governance

Heike Kahlert (Ruhr University Bochum, Germany),

17h30-19h00  
Poster Session

20h00  
Conference Dinner

(Boat Tour on the River Seine, sponsored by L'Oréal)

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9h-10h30

## A10 Session

### Barriers to the careers of women in IT and engineering

(Chair: Claudine Hermann, Association Femmes & Sciences, France, and European Platform of Women Scientists)

#### Gendered Representations of Computer Science and IT-Related Professions: A Cross-Cultural Analysis

Heidi Gautschi (Ecole Polytechnique Federale de Lausanne, Switzerland), Fatma Ramdani (USPC Université Paris 13, France), Laure Bolka (University Lille 3, France)

#### An experimental online course for teaching Gender & IT to business and engineering students

Chantal Morley, Martina Mc Donnell, Carmen Gordon-Nogales (Institut Mines-Télécom/Télécom École de Management, France)

#### Integration According to the Polytechnicien Ideal – Hegemonic Masculinities and Higher Education Internationalization in France

Katrina Uhly (USPC Sciences Po Paris, France)

## B11 Panel

### Why simply adding women doesn't work: Some evidence-based solutions to promote gender-equality in science

(Chair: Naomi Ellemers, Utrecht University, The Netherlands)

Naomi Ellemers, Klea Faniko (Utrecht University, the Netherlands),  
Romy Van der Lee (Institute of Psychology, Leiden University, the Netherlands)  
Joseph Sweetman, Manuela Barreto (University of Exeter, United Kingdom)  
Geneviève Guinot (Diversity Programme Leader, CERN, Switzerland)  
Brigitte Julia Mantilleri (Leader of Equal Opportunities Office, University of Geneva, Switzerland)

## C6 Panel

### Integrating of the sex and gender analysis into research content: Ready for Dialogue? Preconditions and Suggestions for Take-off

(Chair: Maren Jochimsen, University of Duisburg-Essen, Germany)

Brigitte Mühlenbruch (European Platform of Women Scientists, Germany)  
Sabine Haubenwallner (Chair of the Science Europe Working Group on Gender and Diversity)  
Ineke Klinge (Chair of the Horizon 2020 Advisory Group on Gender)  
Katrien Maes (Chief Policy Officer at the League of European Research Universities-LERU)  
Isabelle Vernos (Chair of the Working Group on Gender Balance at the European Research Council-ERC)  
Commentator : Britta Thomsen (Copenhagen Business School, Denmark), former member of the European Parliament

10h50-12h20

## Rapporteur Session

One rapporteur for each of the three overarching themes:

#### A: Barriers to women's careers in higher education and research

Rapporteur: Gary Loke (Head of Policy, Equality Challenge Unit, UK)

#### B: Public policies and gender equality initiatives

Rapporteur: Liisa Husu (Professor, Gender Studies, Co-Director of GEXcel Collegium for Advanced Transdisciplinary Gender Studies, School of Humanities, Education and Social Sciences, Örebro University, Sweden)

#### C: Gender research and teaching

Rapporteur: Brigitte Ratzler (Head of the Office for Gender Competence, Vienna University of Technology, Austria)

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