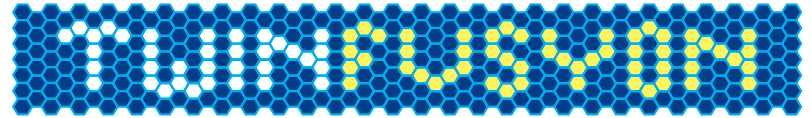


Calendar 2018

EUROPEAN COMMISSION

for **WOMEN IN SCIENCE**





Let's start with a fact. There are far fewer women than men working in scientific, mathematical, engineering, and technological careers (STEM). Diversity is essential in science: it recruits new ideas, different perspectives, and fresh approaches to problem-solving – the ingredients that fuel creativity required for innovation.

Underrepresentation of women in science cannot be solved in a day. Attitude and lab culture won't change overnight.

With this agenda, we would like to attract your attention to gender sensitive issues in science and encourage to keep them in mind during your daily duties. You can start small and promote gender inclusive culture in your lab/department, as well as be proactive in proposing long-term solutions for encouraging integration of women in the STEM workforce!

*One person can make a difference and everyone should try.
(John F. Kennedy)*



This material was prepared within the frame of H2020 project TWINFUSYON No 692034 in collaboration with project BISON No 692068 (Renée Schroeder guest story). This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 692034. This material reflects only the author's view and the Research Executive Agency is not responsible for any use that may be made of the information it contains.

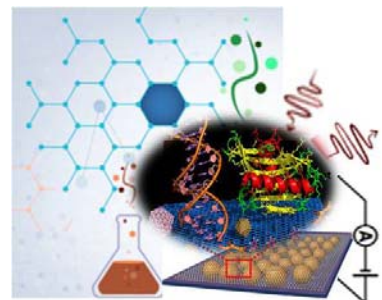
About TWINFUSYON project

The project **Twinning for Improving Capacity of Research in Multifunctional Nanosystems for Optronic Biosensing** (TWINFUSYON) is a 3-year (2016-2018) H2020 TWINNING project. The philosophy of H2020 TWINNING projects lies in strengthening of a specific research field in a research institution through linking it with internationally-leading partners via a number of institutional networking and training activities.

The TWINFUSYON project unites 4 partner-institutions Masaryk University, CEITEC – Central European Institute of Technology (CEITEC MU, Czech Republic), CNR-NANOTEC (Italy), Linz University (JKU, Austria), and CNRS-LNCMI (France) under a unique mission to seek opportunities in the development of nanotechnologies, new materials and structures with intelligent surfaces and exceptional mechanical, electrical, magnetic, optical and biological properties to develop novel design of an optronic biosensor.



The TWINFUSYON aim is to strengthen, to the highest European level, CEITEC MU scientific excellence and innovation capacity in emerging multifunctional two-dimensional transition metal dichalcogenides materials and heterostructures coupled with plasmonic nanosystems for a novel generation of label-free non-invasive optronic biosensing by harmonising integration of expertise in nanomaterials synthesis, characterisation at nanoscale, nanofabrication technologies, theory and modelling development, design of biosensors, which are the building blocks to innovate biosensing devices.



The TWINFUSYON aim is to strengthen, to the highest European level, CEITEC MU scientific excellence and innovation capacity in emerging multifunctional two-dimensional transition metal dichalcogenides materials and heterostructures coupled with plasmonic nanosystems for a novel generation of label-free non-invasive optronic biosensing by harmonising integration of expertise in nanomaterials synthesis, characterisation at nanoscale, nanofabrication technologies, theory and modelling development, design of biosensors, which are the building blocks to innovate biosensing devices.

TWINFUSYON representatives on Women in Science
Maria Losurdo – a scientist

Director of Research at the CNR NANOTEC and Full Professor of Materials Engineering at University of Bari, Italy



It is not your gender, it is your curiosity, your intelligence, your passion for discoveries, and your determination that make you a scientist. And if you have confidence in them, then nobody can discourage you, no matter what they say, you can be both the charming and good sides of science. Use the „it is not for a woman“ as an inspirational challenge to improve yourself“


Daria Kucharova – an administrator

Research Project Manager at CEITEC MU in charge of 3 TWINNING projects.

I think that gender equality is not (only) about solving women rights issue, though it is important. It is about challenging the stereotypes we built through centuries about female and male roles in the society, it is about openness and empathy. This can be solved only by us standing together and not letting these ideas to divide us.

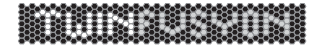
Iris Prinz – an industry representative

Head of Sales & Business Development EMEA at STRATEC Consumables GmbH.



Being a women working in industry and science is a challenge, but also a great chance. Most of the teams in technical professions are dominated by male scientists, but are therefore even happier to welcome a female colleague. So in my experience it is easy to find your role in such teams, even though it might take a little bit longer for some of the colleagues to “recognize” your expertise.

JANUARY 2018



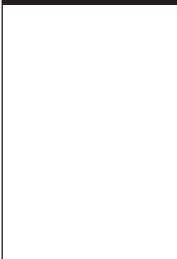
DECEMBER

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FEBRUARY

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THIS MONTH'S FOCUS



European Platform of Women Scientists (EPWS) is “an international non-profit organisation that represents the needs, concerns, interests, and aspirations of more than 12.000 women scientists in Europe and beyond.” Find their news and events at <http://epws.org/>.

MONDAY	TUESDAY	WEDNESDAY
1	2	3
8 NEW YEAR	9	10
15	16	17
22	23	24
29	30	31

THURSDAY	FRIDAY	SATURDAY	SUNDAY
4	5	6	7
11	12	13	14
18	19	20	21
25	26 WONDER WOMEN TECH D.C. GLOBAL SUMMIT WASHINGTON, USA	27	28
1	2	3	4

JAN 1 - JAN 7

WEEK 1

2018

1 MONDAY NEW YEAR 	5 FRIDAY
2 TUESDAY 	6 SATURDAY
3 WEDNESDAY 	7 SUNDAY
4 THURSDAY 	<p style="text-align: center;">Did you know?</p> <p>Organization for Women in Science for the Developing World (OSWD) is “the first international forum to unite eminent women scientists from the developing and developed worlds”. https://owsd.net/</p>

JAN 8 - JAN 14

WEEK 2

2018

8 MONDAY 	12 FRIDAY
9 TUESDAY 	13 SATURDAY
10 WEDNESDAY 	14 SUNDAY
11 THURSDAY 	<p style="text-align: center;">Wise Words</p> <p><i>„Don't be afraid of hard work. Nothing worthwhile comes easily. Don't let others discourage you or tell you that you can't do it. In my day I was told women didn't go into chemistry. I saw no reason why we couldn't.“</i> – Gertrude Elion, biochemist, Nobel Prize laureate</p>

JAN 15 - JAN 21

WEEK 3

2018

<p>15 MONDAY</p>	<p>19 FRIDAY</p>
<p>16 TUESDAY</p>	<p>20 SATURDAY</p>
<p>17 WEDNESDAY</p>	<p>21 SUNDAY</p>
<p>18 THURSDAY</p>	<p>Experience of women in STEM The Science of crystallography has been accused of being overrun with women and has been likened to 'intellectual knitting.' ... The international figure for women in crystallography in 1981 was 14 per cent of the population of 8,174 entries in the World Directory of Crystallographers. (Maureen M. Julian, author of 'Women in Crystallography')</p>

JAN 22 - JAN 28

WEEK 4

2018

<p>22 MONDAY</p>	<p>26 FRIDAY</p> <p>WONDER WOMEN TECH D.C. GLOBAL SUMMIT WASHINGTON, USA</p>
<p>23 TUESDAY</p>	<p>27 SATURDAY</p>
<p>24 WEDNESDAY</p>	<p>28 SUNDAY</p>
<p>25 THURSDAY</p>	<p>Wise Words "As always in life, people want a simple answer . . . and it's always wrong." – Susan Greenfield, British scientist, CEO and co-founder of Neuro-bio Ltd.</p>

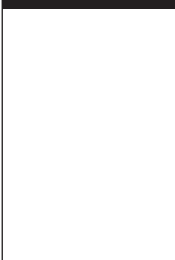
FEBRUARY 2018



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MARCH						
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THIS MONTH'S FOCUS



Find a suitable call for your institution within **H2020 Science with and for Society (SwafS)** Work programme 2018-2020 Strategic orientation 2. **Stepping up support to Gender Equality in Research & Innovation policy** at <https://ec.europa.eu/programmes/horizon2020/en/h2020-section/promoting-gender-equality-research-and-innovation>

MONDAY	TUESDAY	WEDNESDAY
29	30	31
5	6	7
INTERNATIONAL CONFERENCE ON FUTURE OF WOMEN '18 KUALA LUMPUR, MALAYSIA	INTERNATIONAL CONFERENCE ON FUTURE OF WOMEN '18 KUALA LUMPUR, MALAYSIA	INTERNATIONAL CONFERENCE ON FUTURE OF WOMEN '18 KUALA LUMPUR, MALAYSIA
12	13	14
19	20	21
26	27	28

THURSDAY	FRIDAY	SATURDAY	SUNDAY
1	2	3	4
8	9	10	11
			INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE
15	16	17	18
22	23	24	25
1	2	3	4

FEB 5 - FEB 11

WEEK 6

2018

<p>5 MONDAY</p> <p>INTERNATIONAL CONFERENCE ON FUTURE OF WOMEN '18 KUALA LUMPUR, MALAYSIA</p>	<p>9 FRIDAY</p>
<p>6 TUESDAY</p> <p>INTERNATIONAL CONFERENCE ON FUTURE OF WOMEN '18 KUALA LUMPUR, MALAYSIA</p>	<p>10 SATURDAY</p>
<p>7 WEDNESDAY</p> <p>INTERNATIONAL CONFERENCE ON FUTURE OF WOMEN '18 KUALA LUMPUR, MALAYSIA</p>	<p>11 SUNDAY</p> <p>INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE</p>
<p>8 THURSDAY</p>	<p>Wise Words</p> <p><i>"I hope the fathers and mothers of little girls will look at them and say 'yes, women can.'"</i> – Dilma Rousseff, Former President of Brazil</p>

FEB 12 - FEB 18

WEEK 7


2018

<p>12 MONDAY</p>	<p>16 FRIDAY</p>
<p>13 TUESDAY</p>	<p>17 SATURDAY</p>
<p>14 WEDNESDAY</p>	<p>18 SUNDAY</p>
<p>15 THURSDAY</p>	<p>Wise Words</p> <p><i>"A woman is always Right. But sometimes confused or may be misinformed or rude or stubborn or senseless or unchangeable about her opinions or even down right stupid at times but NEVER wrong... She is always Right..."</i> – Albert Einstein, theoretical physicist, developer of the theory of relativity</p>

FEB 19 - FEB 25

WEEK 8

2018

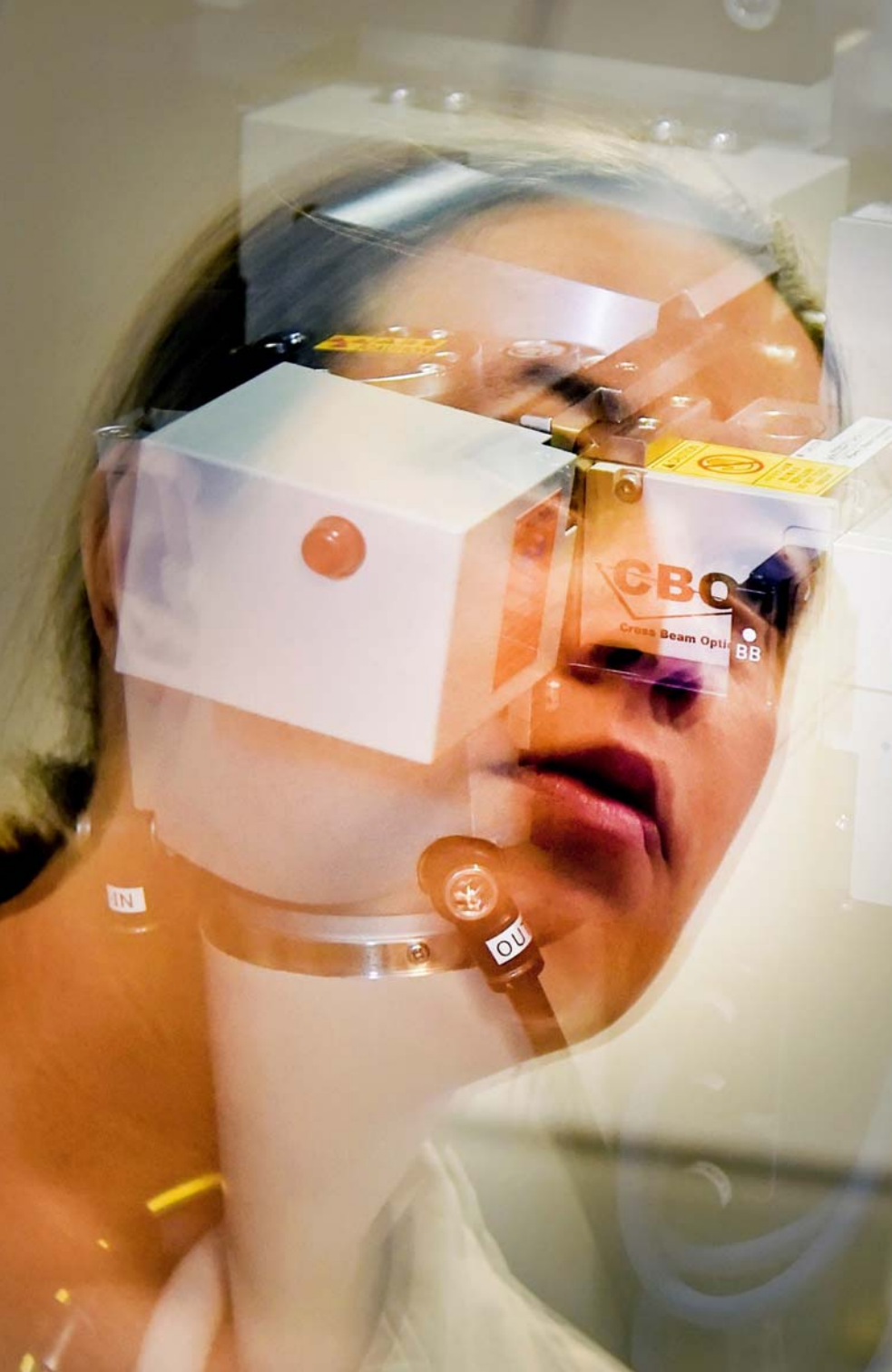
<p>19 MONDAY</p>	<p>23 FRIDAY</p>
<p>20 TUESDAY</p>	<p>24 SATURDAY</p>
<p>21 WEDNESDAY</p>	<p>25 SUNDAY</p>
<p>22 THURSDAY</p>	<p><i>A Chemist Woman deals with them with equal confidence!</i></p> 

FEB 26 - MAR 4

WEEK 9

2018

<p>26 MONDAY</p>	<p>2 FRIDAY</p> <p>9TH ANNUAL WOMEN'S LEADERSHIP AND EMPOWERMENT CONFERENCE BANGKOK, THAILAND</p>
<p>27 TUESDAY</p>	<p>3 SATURDAY</p> <p>9TH ANNUAL WOMEN'S LEADERSHIP AND EMPOWERMENT CONFERENCE BANGKOK, THAILAND</p>
<p>28 WEDNESDAY</p>	<p>4 SUNDAY</p>
<p>1 THURSDAY</p> <p>9TH ANNUAL WOMEN'S LEADERSHIP AND EMPOWERMENT CONFERENCE BANGKOK, THAILAND</p>	<p>Wise Words</p> <p><i>"There is no recipe, there is no one way to do things — there is only your way. And if you can recognize that in yourself and accept and appreciate that in others, you can make magic." – Ara Katz, Chief Marketing Officer at Spring</i></p>



Dr. Mary O'Connell, ERA-Chair and Research Group leader at CEITEC MU

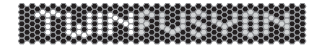
A favorite quote of mine is from Alain de Botton *“There is no such thing as work-life balance. Everything worth fighting for unbalances your life.”*

If you decide to have a family and have a research career, be conscious that you are entering a period of your life where you will be making constant compromises, there is no balance. No one will say you are doing a good job either as a scientist or as a mother, younger colleagues will not hold you up as a role model, your partner will ask you why you are constantly tired.

Fast forward, a few years and things will magically change; your children are smart, independent and so proud of you. So grit your teeth and enjoy those early tough years, they are the hardest but also the most fun. Be proud of your compromises, and acknowledge them. Be aware that your salary is probably lower than what your male colleagues receive, they will be recommended for committees and you will reason to yourself that it is fair as you are not as committed as they are. Rubbish. You are probably more committed, however until you ask for that pay rise or that promotion you will not get it. This is also important for your family, as not only do you get less but your family is also penalized.

So go for it, try to have it all. But, remember your fellow sister and help her along the path. Only together can we change the world for our children's generation.

MARCH 2018



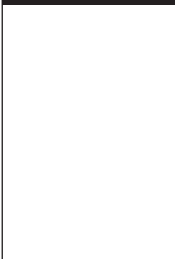
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APRIL

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THIS MONTH'S FOCUS



Michael Kimmel gave a talk on **Why Gender Equality Is Good for Everyone — Men Included** at TED. The video is available at https://www.ted.com/talks/michael_kimmel_why_gender_equality_is_good_for_everyone_men_included.

MONDAY	TUESDAY	WEDNESDAY
29	30	31
5 GLOBAL WOMEN IN DATA SCIENCE (WIDS) CONFERENCE STANFORD UNIVERSITY, USA (LIVE STREAM AVAILABLE)	6	7
12	13	14
19	20	21 2ND INTERNATIONAL WOMEN IN SCIENCE WITHOUT BORDERS (WISWB) CONFERENCE JOHANNESBURG, SOUTH AFRICA
26	27	28

THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 9TH ANNUAL WOMEN'S LEADERSHIP AND EMPOWERMENT CONFERENCE BANGKOK, THAILAND	2 9TH ANNUAL WOMEN'S LEADERSHIP AND EMPOWERMENT CONFERENCE BANGKOK, THAILAND	3 9TH ANNUAL WOMEN'S LEADERSHIP AND EMPOWERMENT CONFERENCE BANGKOK, THAILAND	4
8 INTERNATIONAL WOMEN'S DAY	9	10	11
15	16	17	18
22 2ND INTERNATIONAL WOMEN IN SCIENCE WITHOUT BORDERS (WISWB) CONFERENCE JOHANNESBURG, SOUTH AFRICA	23 2ND INTERNATIONAL WOMEN IN SCIENCE WITHOUT BORDERS (WISWB) CONFERENCE JOHANNESBURG, SOUTH AFRICA	24	25
29	30	31	1

MAR 5 - MAR 11

WEEK 10

2018

<p>5 MONDAY</p> <p>GLOBAL WOMEN IN DATA SCIENCE (WIDS) CONFERENCE STANFORD UNIVERSITY, USA (LIVE STREAM AVAILABLE)</p>	<p>9 FRIDAY</p>
<p>6 TUESDAY</p>	<p>10 SATURDAY</p>
<p>7 WEDNESDAY</p>	<p>11 SUNDAY</p>
<p>8 THURSDAY</p> <p>INTERNATIONAL WOMEN'S DAY</p>	<p>Did you know?</p> <p>Find out What does a physicist look like? From a survey developed by Institute of Physics. http://www.iop.org/news/16/apr/ page_67247.html</p>

MAR 12 - MAR 18

WEEK 11

2018

<p>12 MONDAY</p>	<p>16 FRIDAY</p>
<p>13 TUESDAY</p>	<p>17 SATURDAY</p>
<p>14 WEDNESDAY</p>	<p>18 SUNDAY</p>
<p>15 THURSDAY</p>	<p>Wise Words</p> <p><i>"If you know you are on the right track, if you have this inner knowledge, then nobody can turn you off... no matter what they say."</i> - Barbara McClintock, geneticist, Nobel Prize laureate</p>

MAR 19 - MAR 25

WEEK 12

2018

<p>19 MONDAY</p>	<p>23 FRIDAY</p> <p>2ND INTERNATIONAL WOMEN IN SCIENCE WITHOUT BORDERS (WISWB) CONFERENCE JOHANNESBURG, SOUTH AFRICA</p>
<p>20 TUESDAY</p>	<p>24 SATURDAY</p>
<p>21 WEDNESDAY</p> <p>2ND INTERNATIONAL WOMEN IN SCIENCE WITHOUT BORDERS (WISWB) CONFERENCE JOHANNESBURG, SOUTH AFRICA</p>	<p>25 SUNDAY</p>
<p>22 THURSDAY</p> <p>2ND INTERNATIONAL WOMEN IN SCIENCE WITHOUT BORDERS (WISWB) CONFERENCE JOHANNESBURG, SOUTH AFRICA</p>	<p>Wise Words</p> <p><i>“Make the most of yourself by fanning the tiny, inner sparks of possibility into flames of achievement.”</i> – Golda Meir, Former Prime Minister of Israel</p>

MAR 26 - APR 1

WEEK 13

2018

<p>26 MONDAY</p>	<p>30 FRIDAY</p>
<p>27 TUESDAY</p>	<p>31 SATURDAY</p>
<p>28 WEDNESDAY</p>	<p>1 SUNDAY</p> <p>EASTER</p>
<p>29 THURSDAY</p>	<p>Experience of women in STEM</p> <p>Potential customer at booth, first question: “I would like to speak with a technical person, is there someone?”</p>

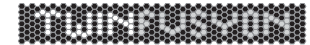


Dr. Loretta del Mercato, Researcher at CNR NANOTEC, winner of ERC STARTING GRANT 2017

Loretta del Mercato is one of 406 winners of ERC STARTING GRANT 2017 selected from 3085 submitted projects by the European Research Council. A 38-years old researcher leads the project “Sensing cell-cell interaction heterogeneity in 3D tumor models: towards precision medicine – INTERCELLMED” with a young research group at CNR NANOTEC working on multifunctional systems for biosensing and therapy, with emphasis on cancer. The objective of the project is to develop in-vitro 3D models for pancreas cancer, engineering a set of nanotechnology sensors to monitor interactions of cancer cells in their microenvironment to validate anti-cancer therapies in collaboration with the Cancer Institute “Giovanni Paolo II” in Bari (Puglia, Italy).

This grant is an important recognition for precision medicine research at CNR NANOTEC and an undisputable talent award for the young female researcher. Loretta is successful combining preparing the grant application and leading such a demanding project with bringing up two children.

APRIL 2018



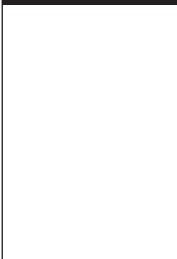
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MAY

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THIS MONTH'S FOCUS



Gender Equality Index 2017 measures gender equality in European Union in years 2005-2015 in various areas, including work, power, money, knowledge, etc. It is freely available to read online and download.

MONDAY	TUESDAY	WEDNESDAY
26	27	28
2 EASTER MONDAY	3	4
9	10	11
16	17	18
23	24	25
30	1	2

THURSDAY	FRIDAY	SATURDAY	SUNDAY
29	30	31	1 EASTER
5	6	7	8
12	13	14	15
19	20	21	22 EARTH DAY
26	27	28	29
3	4	5	6

APR 2 - APR 8

WEEK 14

2018

<p>2 MONDAY</p> <p>EASTER MONDAY</p>	<p>6 FRIDAY</p>
<p>3 TUESDAY</p>	<p>7 SATURDAY</p>
<p>4 WEDNESDAY</p>	<p>8 SUNDAY</p>
<p>5 THURSDAY</p>	<p>Wise Words</p> <p><i>“The most difficult thing is the decision to act, the rest is merely tenacity.” – Amelia Earhart, American aviation pioneer and aviator</i></p>

APR 9 - APR 15

WEEK 15

2018

<p>9 MONDAY</p>	<p>13 FRIDAY</p>
<p>10 TUESDAY</p>	<p>14 SATURDAY</p>
<p>11 WEDNESDAY</p>	<p>15 SUNDAY</p>
<p>12 THURSDAY</p>	<p>Did you know?</p> <p>WISE “enables and energises people in business, industry and education to increase the participation, contribution and success of women in science, technology, engineering and mathematics (STEM).” https://www.wisecampaign.org.uk</p>

APR 16 - APR 22

WEEK 16

2018

16 MONDAY	20 FRIDAY
17 TUESDAY	21 SATURDAY
18 WEDNESDAY	22 SUNDAY
19 THURSDAY	

EARTH DAY

Wise Words

"We still think of a powerful man as a born leader and a powerful woman as an anomaly." – Margaret Atwood, poet, novelist

APR 23 - APR 29

WEEK 17

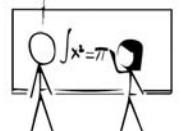
2018

23 MONDAY	27 FRIDAY
24 TUESDAY	28 SATURDAY
25 WEDNESDAY	29 SUNDAY
26 THURSDAY	

WOW, YOU SUCK AT MATH



WOW, GIRLS SUCK AT MATH



Picture source: [5]

30 MONDAY	4 FRIDAY
1 TUESDAY LABOUR DAY	5 SATURDAY
2 WEDNESDAY	6 SUNDAY
3 THURSDAY	

Wise Words

“The woman who follows the crowd will usually go no further than the crowd. The woman who walks alone is likely to find herself in places no one has ever been before.”
 – Albert Einstein, theoretical physicist, developer of the theory of relativity

Have you heard about the “leaky pipeline”?

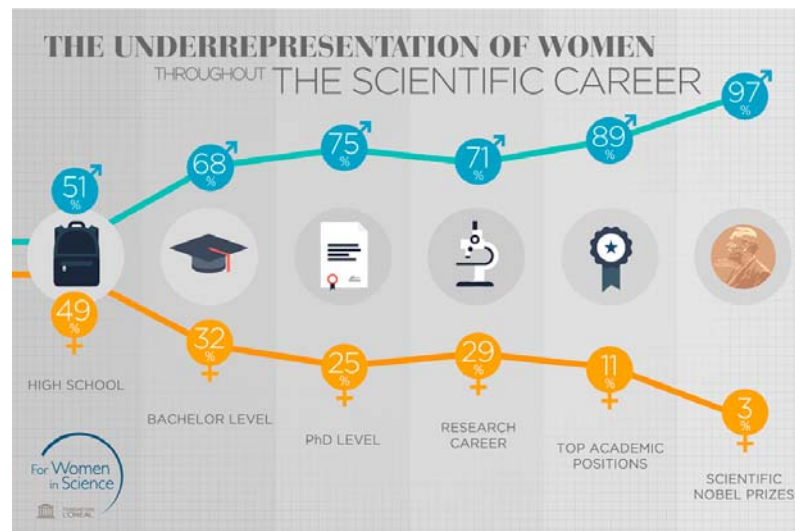
Some have heard of that, but what does it mean?

The metaphor is used to describe female researchers drop out throughout their research careers.

The figure emphasizes that although boys and girls have the same interest in science at the early age, the gap between genders grows as the careers advance.

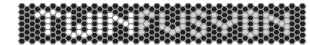
Thus, measures aimed at encouraging women to enter science are not the solution, and the problem has to be approached from another angle.

What measures to adopt to “keep, promote and let advance” women in science?



Sources of pictures: [2] and [3].

MAY 2018



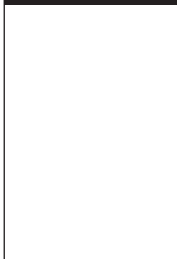
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THIS MONTH'S FOCUS



GenPORT is
 “a community
 sourced internet
 portal for sharing
 knowledge
 and inspiring
 collaborative action
 on gender and
 science.” You can
 find their latest
 news at [http://www.
 genderportal.eu/](http://www.genderportal.eu/).

MONDAY	TUESDAY	WEDNESDAY
30	1 LABOUR DAY	2
7	8	9
14 GEWINN CONFERENCE HEILBRONN, GERMANY	15 GEWINN CONFERENCE HEILBRONN, GERMANY	16
21	22	23
28	29	30

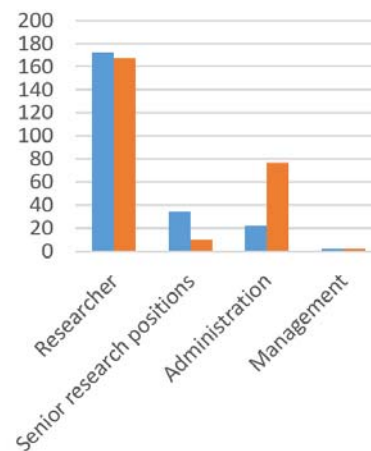
THURSDAY	FRIDAY	SATURDAY	SUNDAY
3	4	5	6
10	11	12	13 MOTHER'S DAY
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31	1	2	3

Women in TWINFUSYON institutions / statistics

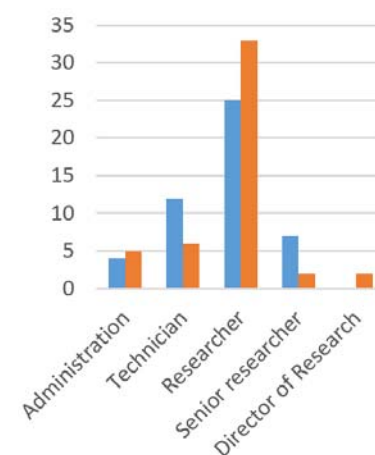
Distribution of male and female personnel in various categories.



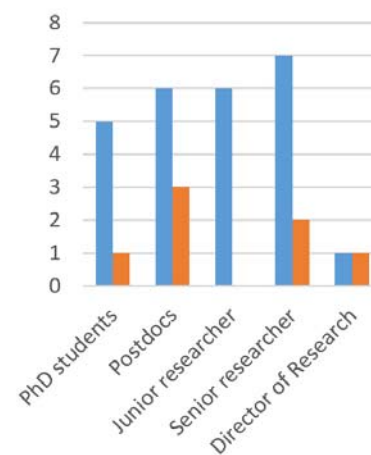
CEITEC MU statistics for 2017



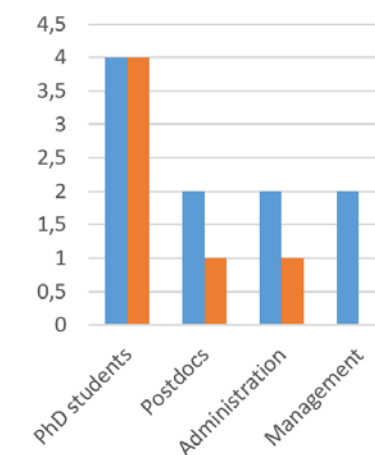
CNR NANOTEC statistics 2017



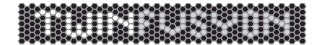
CNRS LNCMI statistics for 2017



JKU ZONA statistics for 2017



JUNE 2018



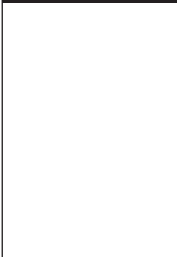
MAY

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JULY

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THIS MONTH'S FOCUS



If you are searching for a new book to read, try **Women, Science, and Technology: A Reader in Feminist Science Studies** (Edited by Mary Wier, Mary Barbercheck, Donna Cookmeyer, Hatice Ozturk, and Marta Wayne).

MONDAY	TUESDAY	WEDNESDAY
28	29	30
4	5	6
11	12	13 10TH BIENNIAL GENDER, WORK & ORGANIZATION CONFERENCE SYDNEY, AUSTRALIA
18	19	20
25	26	27

THURSDAY	FRIDAY	SATURDAY	SUNDAY
31	1	2	3
7	8	9	10
14 10TH BIENNIAL GENDER, WORK & ORGANIZATION CONFERENCE SYDNEY, AUSTRALIA	15 WONDER WOMEN TECH CONFERENCE LONDON, UK 10TH BIENNIAL GENDER, WORK & ORGANIZATION CONFERENCE SYDNEY, AUSTRALIA	16 10TH BIENNIAL GENDER, WORK & ORGANIZATION CONFERENCE SYDNEY, AUSTRALIA	17 FATHERS' DAY
21	22	23	24
28	29	30	1

JUN 4 - JUN 10

WEEK 23

2018

4 MONDAY	8 FRIDAY
5 TUESDAY	9 SATURDAY
6 WEDNESDAY	10 SUNDAY
7 THURSDAY	

Wise Words

“Courage is like — it’s a habitus, a habit, a virtue: you get it by courageous acts. It’s like you learn to swim by swimming. You learn courage by couraging.” – Marie M. Daly, the first African-American woman to receive a Ph.D. in chemistry

JUN 11 - JUN 17

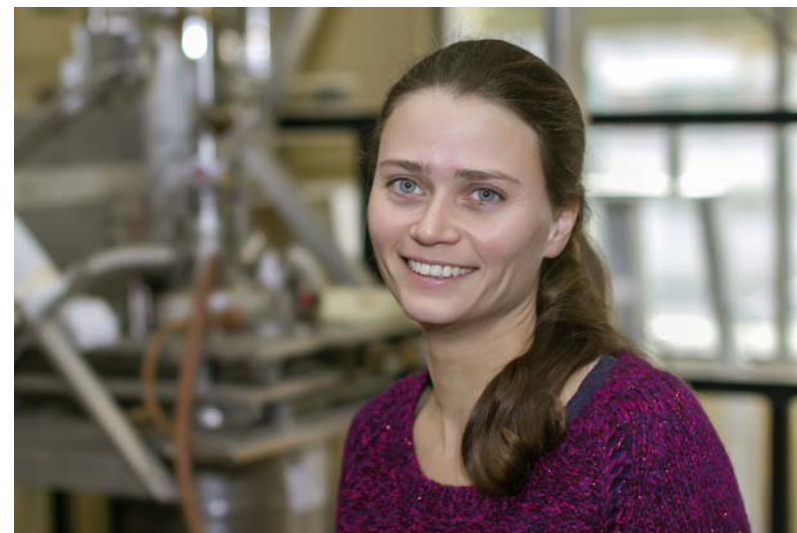
WEEK 24

2018

11 MONDAY	15 FRIDAY
	10TH BIENNIAL GENDER, WORK & ORGANIZATION CONFERENCE SYDNEY, AUSTRALIA
	WONDER WOMEN TECH CONFERENCE LONDON, UK
12 TUESDAY	16 SATURDAY
	10TH BIENNIAL GENDER, WORK & ORGANIZATION CONFERENCE SYDNEY, AUSTRALIA
13 WEDNESDAY	17 SUNDAY
10TH BIENNIAL GENDER, WORK & ORGANIZATION CONFERENCE SYDNEY, AUSTRALIA	FATHERS' DAY
14 THURSDAY	
10TH BIENNIAL GENDER, WORK & ORGANIZATION CONFERENCE SYDNEY, AUSTRALIA	

Wise Words

“When I’m tired, I rest. I say, ‘I can’t be a superwoman today.’” – Jada Pinkett Smith, American actress

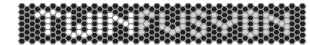


Dr. Iris Carsee, Postdoc.Mobility Fellow SNF at CNRS LNCMI

During my PhD I did not feel overly concerned over being a woman, even though for a few years I was the only woman in the group. After having my first child, it took me 4 months to settle in my new role as a mother before starting a new position. Frankly, I had difficulty juggling everything that I expected from myself, and disappointment in myself was the dominant feeling. Luckily, I got a proposal granted with which I got an inter-group position between the University of Bern and the University of Geneva. At that time, I joined the woman-mentoring program at the University of Geneva, where we discussed various aspects of academic careers. My mentor played a pivotal role in my next step: applying for a Postdoc. Mobility fellowship.

The prince fulfils the dreams of the princess: especially for a woman in science real life is not that simple. For me, to be a scientist is to create your own chances instead of leaving it up to luck or others. Early on, I thought about my dreams, goals, and ways to reach them. Later, I used all possible support, like mentoring and workshops, to help me understand which steps I had to take and how. Chances to fulfil your dreams don't appear out of thin air, it takes months or sometimes years to create your own chances. Do not wait and see, you should always be a few steps ahead. What is *your dream* and how do *you* make it come true?

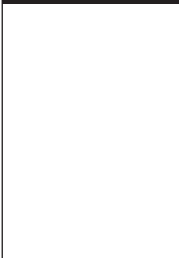
JULY 2018



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AUGUST						
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THIS MONTH'S FOCUS



The European Commission awards the **EU prize for women innovators** to “women entrepreneurs who have achieved outstanding innovations and brought them to market”. Find more at <http://ec.europa.eu/research/prizes/women-innovators/index.cfm?pg=home>.


MONDAY	TUESDAY	WEDNESDAY
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THURSDAY	FRIDAY	SATURDAY	SUNDAY
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19	20	21	22
26	27	28	29
2	3	4	5

JUL 2 - JUL 8

WEEK 27

2018

<p>2 MONDAY</p>	<p>6 FRIDAY</p>
<p>3 TUESDAY</p>	<p>7 SATURDAY</p>
<p>4 WEDNESDAY</p>	<p>8 SUNDAY</p>
<p>5 THURSDAY</p>	 <p><i>“That’s an excellent suggestion, Miss Triggs. Perhaps one of the men here would like to make it.”</i></p> <p>Picture source: [6]</p>

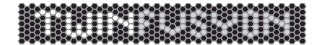
JUN 9 - JUL 15

WEEK 28

2018

<p>9 MONDAY</p>	<p>13 FRIDAY</p>
<p>10 TUESDAY</p>	<p>14 SATURDAY</p>
<p>11 WEDNESDAY</p>	<p>15 SUNDAY</p>
<p>12 THURSDAY</p>	<p style="text-align: center;">Wise Words</p> <p style="text-align: center;"><i>“The question isn’t who is going to let me; it’s who is going to stop me.” – Ayn Rand, Russian-American novelist</i></p>

AUGUST 2018



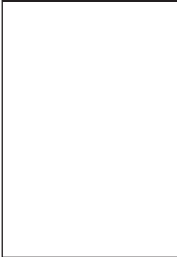
JULY

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SEPTEMBER

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THIS MONTH'S FOCUS



The European Commission published the **2017 Report on equality between women and men in the EU** which provides an overview on latest initiatives as well as remaining inequalities in various areas like employment, fight against gender based violence, transparency regarding pay, education, etc.

MONDAY	TUESDAY	WEDNESDAY
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20	21	22
27	28	29

THURSDAY	FRIDAY	SATURDAY	SUNDAY
2	3	4	5
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16	17	18	19
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30	31	1	2



She Figures is a report prepared by the European Commission to investigate and disseminate the level of progress made towards gender equality in research & innovation (R&I) in Europe.

According to *She Figures* 2015:

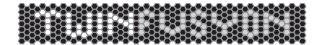
“More and more, European women are excelling in higher education, and yet, women represent only a third of researchers and around a fifth of grade A, top-level academics. In 2011, women in the EU accounted for only 33 % of researchers (EU-28) – a figure unchanged since 2009 (EU-27). In only eight out of 28 EU Member States women account for more than 40 % of researchers. In 2013, women made up only 21 % of the top-level researchers (grade A), showing very limited progress compared to 2010 (20 %).

Women and men in research show different patterns in terms of their research & innovation outputs (Chapter 7). Men in the EU tend to have greater success in funding applications in national programmes, outstripping women by 4.4 percentage points in 2013 (success rate for men = 31.8%; rate for women = 27.4 %). Women are less likely than men to hold the corresponding author role in scientific publications or to apply for patents. Between 2010 and 2013, just 9 % of patent applications in the EU registered a woman as the inventor.”

Text and picture source: [4]



SEPTEMBER 2018



AUGUST

M T W T F S S
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OCTOBER

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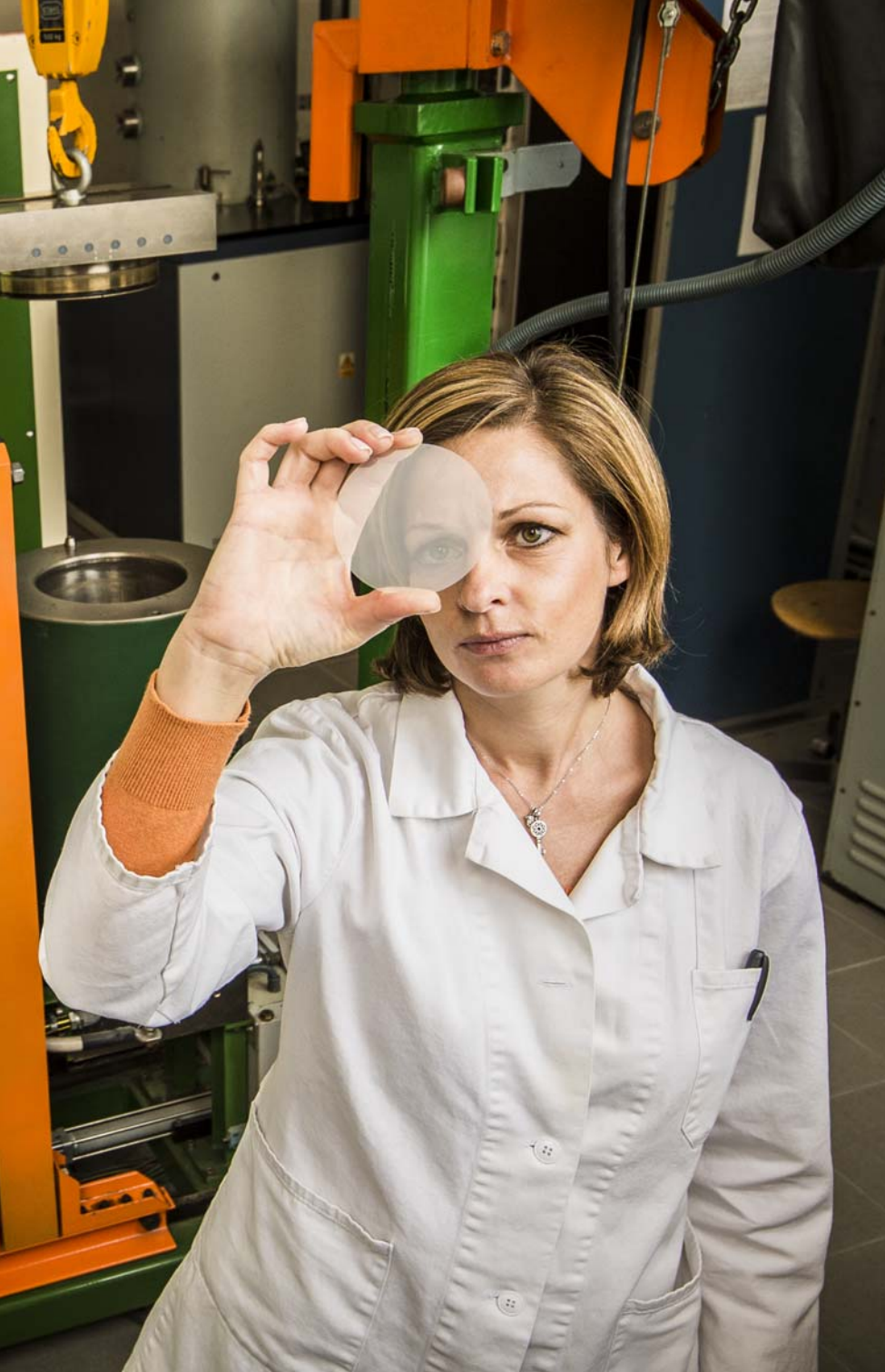
THIS MONTH'S FOCUS

If you question yourself **Why we have too few women leaders**, watch Sheryl Sandberg's TED talk at https://www.ted.com/talks/sheryl_sandberg_why_we_have_too_few_women_leaders

MONDAY	TUESDAY	WEDNESDAY
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24	25	26

THURSDAY	FRIDAY	SATURDAY	SUNDAY
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27	28	29	30

INTERNATIONAL LITERACY DAY



Dr. Renée Schroeder, Head of Biochemistry and Cell Biology Department at University of Vienna, Group leader at Max. F. Perutz Laboratories

I was very lucky to belong to a generation of women, who in the 60ies were determined to fight for women rights and with the confidence that everything would get much better. Our self-expectations were without limits, however, the society had little expectations on what women would be able to achieve. We were still not a threat.

I had to fight for each step in my career from the moment on it became clear that I was good enough to be successful. Having children in addition to being a successful scientist was not perceived as something common, but as exception. Professors would not listen to me. Everything changed as soon as I received prestigious awards, suddenly my opinion became relevant.

It was always very important for me to help and support young women (and young men!!) to developing their individual careers. Being a mentor for many young scientists was a very enriching and rewarding experience. Today we have 44% female full professors at my faculty (University of Vienna, Centre for Molecular Biology) and I am very proud of it!!!!

I want to encourage women and men to pursue a scientific career if it is your dream job, but please (!!!!!) be helpful and nice to your students and co-workers. Our current system is selecting selfish behavior! Help your students to develop into independent researchers themselves. This will be good for science in general.

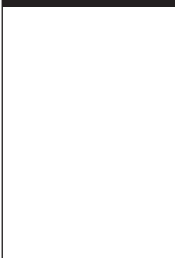
OCTOBER 2018



SEPTEMBER						
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NOVEMBER						
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THIS MONTH'S FOCUS



The L'Oréal-UNESCO partnership **For Women in Science** was founded in 1998 to "recognize and promote women in science". You can nominate candidates for their international awards, apply for fellowships programs, or participate in selection processes at <https://www.forwomeninscience.com/en/home>.

MONDAY	TUESDAY	WEDNESDAY
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THURSDAY	FRIDAY	SATURDAY	SUNDAY
4	5	6	7
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25	26	27	28
1	2	3	4

<p>29 MONDAY</p>	<p>2 FRIDAY</p>
<p>30 TUESDAY</p>	<p>3 SATURDAY</p>
<p>31 WEDNESDAY</p>	<p>4 SUNDAY</p>
<p>1 THURSDAY</p> <p>EUROPEAN WOMEN IN TECHNOLOGY CONFERENCE. DATE TBA. AMSTERDAM, NETHERLANDS</p>	<p>Wise Words</p> <p><i>“Take criticism seriously, but not personally. If there is truth or merit in the criticism, try to learn from it. Otherwise, let it roll right off you.”</i> – Hillary Clinton, America politician, Former First Lady of the United States</p>

Young women in science STORY / Klara Mareckova (CEITEC MU)



Dr. Klara Mareckova, Marie Curie Fellow in Brain and Mind Research Programme at CEITEC MU

After receiving my MSc in Cognitive Neuroscience and Neuroimaging in 2008 and defending my PhD thesis at the University of Nottingham (UK) in 2013, I moved with my husband to our home town of Brno, and joined the BeSoN group. This position enabled me to focus on clinical neuroscience and develop a collaboration with Harvard Medical School. My current work, funded by Marie Curie grant, studies Biomarkers and underlying mechanisms of vulnerability to depression which is aimed to enrich the longitudinal data from the European Longitudinal Study of Pregnancy and Childhood (ELSPAC) with neuroimaging data from young adulthood and reveal the impact of prenatal stress on mood dysregulation and grey matter volume. Thanks to the access to European and North American cohort studies, I can take a life-course perspective and investigate the early origins of adult diseases.

Research is not just a job but a lifestyle. And I am glad that thanks to the EU funding and the close proximity to my family here in Brno, I have the opportunity to combine my curiosity for neuroscience and research with being a mother.

NOV 5 - NOV 11

WEEK 45

2018

5 MONDAY	9 FRIDAY
6 TUESDAY	10 SATURDAY
	WORLD SCIENCE DAY FOR PEACE AND DEVELOPMENT
7 WEDNESDAY	11 SUNDAY
8 THURSDAY	

Wise Words

“Women always worry about the things that men forget; men always worry about the things women remember.” – Albert Einstein, theoretical physicist, developer of the theory of relativity

NOV 12 - NOV 18

WEEK 46

2018

12 MONDAY	16 FRIDAY
13 TUESDAY	17 SATURDAY
	INTERNATIONAL STUDENTS' DAY
14 WEDNESDAY	18 SUNDAY
15 THURSDAY	

Wise Words

“I need to listen well so that I hear what is not said.” – Thuli Madonsela, South African advocate

NOV 19 - NOV 25

WEEK 47

2018

<p>19 MONDAY</p>	<p>23 FRIDAY</p>
<p>20 TUESDAY</p>	<p>24 SATURDAY</p>
<p>21 WEDNESDAY</p>	<p>25 SUNDAY</p> <p>INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN</p>
<p>22 THURSDAY</p>	<p>Experience of women in STEM</p> <p>Airport worker: "Can I check the weight of your hand luggage, it is most probably too heavy?" Note: my male colleague with a much bigger suitcase was sitting next to me.</p>

NOV 26 - DEC 2

WEEK 48

2018

<p>26 MONDAY</p>	<p>30 FRIDAY</p>
<p>27 TUESDAY</p>	<p>1 SATURDAY</p>
<p>28 WEDNESDAY</p>	<p>2 SUNDAY</p>
<p>29 THURSDAY</p>	<p>Wise Words</p> <p><i>"I learned a long time ago that there is something worse than missing the goal, and that's not pulling the trigger."</i> – Mia Hamm, American soccer player</p>



What TWINFUSYON institutions do for gender equality?

CEITEC MU

CEITEC MU would like to become an institute with open, international, fair and friendly working environment. A strong part of this vision is connected with having modern HR policy incorporating principles of gender equality and supporting diversity. As a result, CEITEC MU is one of the partners in the Leading innovative measures to reach gender balance in research activities (LIBRA) project (started in October 2015) which aims to “increase the representation of women in science and their participation at management positions”. We still have a long journey to make, but we are on the right track.



CNR

Comitato Unico di Garanzia, a body of the National Research Council (CNR), aims to promote substantial equality in work among women and men and to guarantee equal workplace dignity to all underrepresented categories, identifying all forms of direct and indirect discrimination which hinders its full realization.



CUG within the CNR exercises, as specified in art. 3.2 of the Directive of 4 March 2011, functions of: (i) monitoring (ii) proposing (iii) consultative and (iv) verification of the contrast to discriminatory practices and mobbing in the work environment.

CNRS

The Centre National de la Recherche Scientifique (CNRS) is well-known for its longstanding effort to achieve gender equality in employing research staff. Since 2001, CNRS runs the project *Mission pour la place des femmes au CNRS* aiming at fostering gender equality within the organisation and promoting the full participation of women in scientific research. At the moment, women represent more than 30% of all researchers and 50% of engineers and support staff at CNRS. On the other hand, the corresponding proportionalities worsen when dealing with senior positions.



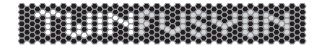
JKU

In 2010, the universities of Linz, Salzburg and Krems developed a joint program titled “Mentoring” to support the academic career paths of women at all three universities as well as take advantage of synergies through the collaboration of the three universities. It enables young female researchers to build mentoring relationships with established women professionals in academia and areas of science who share similar interests.



Also JKU is the only University in Austria, which has an *Institute for Women's Studies and Gender Research*. It was founded in May 2001 and so far is the only trans-faculty university institute in Austria dealing with gender studies. The institute defines itself as an interface in questions of gender relations in science and society.

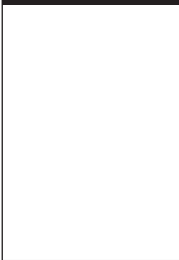
DECEMBER 2018



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THIS MONTH'S FOCUS



One of key themes in **Horizon magazine** is Women in Science with articles and interviews of female scientists. Explore the topic at <https://horizon-magazine.eu/key-themes/women-science>

MONDAY	TUESDAY	WEDNESDAY
25	26	27
3	4	5
10	11	12
17	18	19
24	25 CHRISTMAS DAY	26 SAINT STEPHEN'S DAY
31 NEW YEAR'S EVE	1	2

THURSDAY	FRIDAY	SATURDAY	SUNDAY
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13	14	15	16
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27	28	29	30
3	4	5	6

DEC 3 - DEC 9

WEEK 49

2018

3 MONDAY	7 FRIDAY
4 TUESDAY	8 SATURDAY
5 WEDNESDAY	9 SUNDAY
6 THURSDAY	<p style="text-align: center;">Wise Words</p> <p><i>“Almost all women in science run into snags. There are roadblocks. People can be negative. We’ve all been through that. But you put that behind you and move on.” – Mildred S. Dresselhaus, physics professor</i></p>

DEC 10 - DEC 16

WEEK 50

2018

10 MONDAY	14 FRIDAY
11 TUESDAY	15 SATURDAY
12 WEDNESDAY	16 SUNDAY
13 THURSDAY	<p style="text-align: center;">Did you know?</p> <p>Graduate Women in Science (GWIS) “connects, inspires and supports women in science.” http://www.gwis.org/</p>

DEC 17 - DEC 23

WEEK 51

2018

17 MONDAY	21 FRIDAY
18 TUESDAY	22 SATURDAY
19 WEDNESDAY	23 SUNDAY
20 THURSDAY	

Wise Words

„Success is failure turned inside out. If you're afraid to fail, you'll never succeed.“

- Dorothy Herman, CEO of Douglas Eliiman (Forbes quote of the day)

DEC 24 - DEC 30

WEEK 52

2018

24 MONDAY	28 FRIDAY
25 TUESDAY	29 SATURDAY
26 WEDNESDAY	30 SUNDAY
27 THURSDAY	

CHRISTMAS DAY

SAINT STEPHEN'S DAY

A Chemist Woman deals with them with equal confidence!



DEC 31 - JAN 6

WEEK 53

2019

<p>31 MONDAY</p> <p>NEW YEAR'S EVE</p>	<p>4 FRIDAY</p>
<p>1 TUESDAY</p>	<p>5 SATURDAY</p>
<p>2 WEDNESDAY</p>	<p>6 SUNDAY</p>

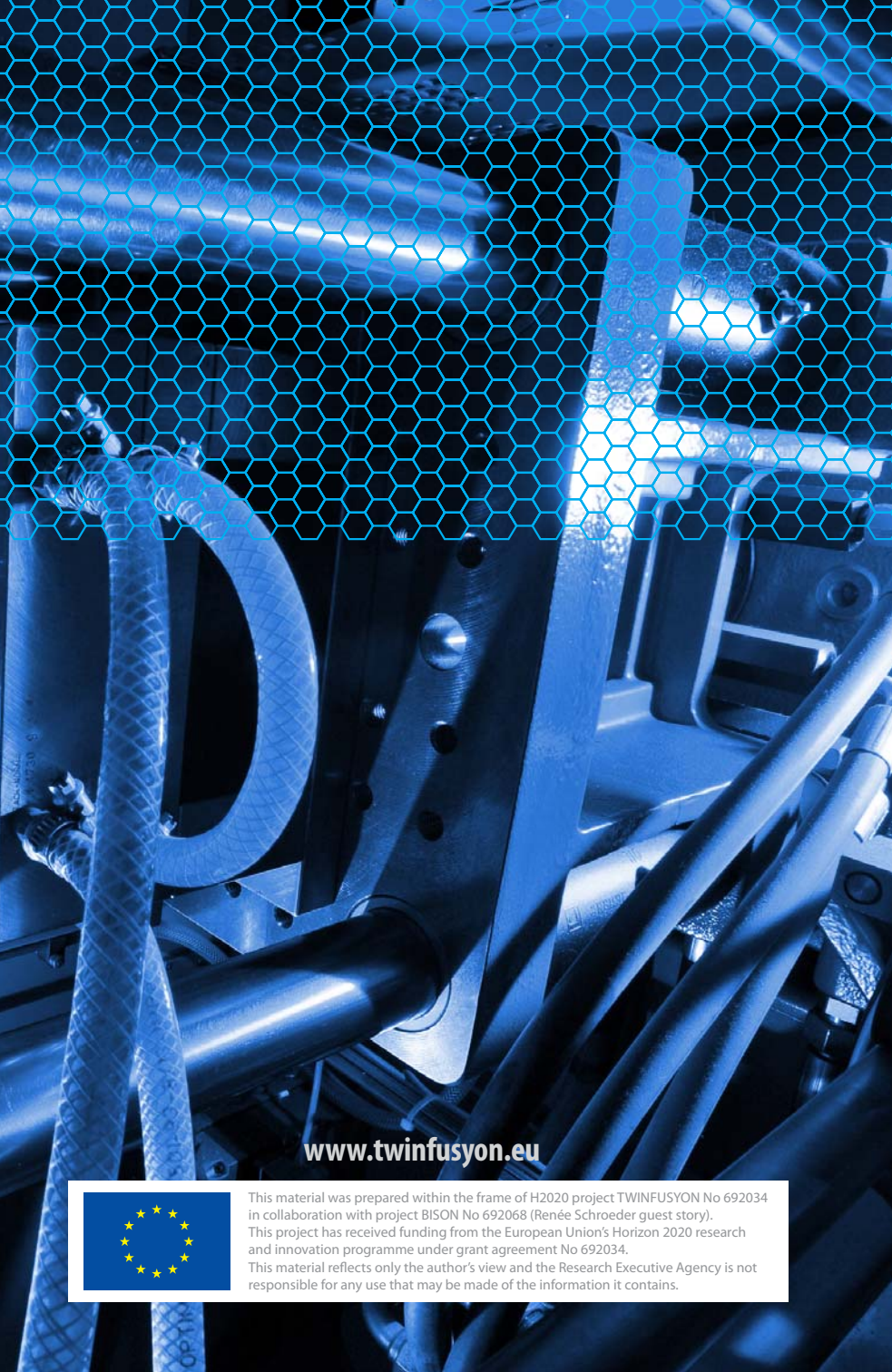
<p>3 THURSDAY</p>

Wise Words
"Change your life today. Don't gamble on the future, act now, without delay."
 – Simone de Beauvoir, French writer



Sources

- [1]. Wikipedia page 'Women in Science' https://en.wikipedia.org/wiki/Women_in_science
- [2]. Women in science: Clogging the leaky pipeline <http://blogs.nature.com/naturejobs/2016/03/23/women-in-science-clogging-the-leaky-pipeline/>
- [3]. Brave women wanted for Antarctic expedition to change the world <http://www.bioblogia.net/2016/11/deborahpardoantarcticexplorer.html>
- [4]. She Figures https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf
- [5]. Picture source: <https://medium.com/q-e-d/how-a-physicist-is-healing-from-trauma-caused-by-math-teaching-c17db175c316>
- [6]. Picture source: <https://ieip.weebly.com/women-in-science.html>
- [7]. Picture source: <http://strippedwomeninscience.blogspot.cz/2011/02/women-in-science-historical-outlook.html>



www.twinfusion.eu



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