



# PROJECT STAGES

"STRUCTURAL TRANSFORMATION  
TO ACHIEVE GENDER  
EQUALITY IN SCIENCE"

GA N° 289051

NEWSLETTER 1



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# THE PROJECT STAGES

## "STRUCTURAL CHANGE" TO IMPROVE GENDER EQUALITY IN SCIENCE AND RESEARCH

When we talk about women access to scientific careers we can notice that the trend is the same all over Europe: women represent the majority of students and about half of the doctoral research fellows in most of the countries and, although the percentage of women in European research has been high for a long time, still only a few of them reach top level positions.

Promoting gender equality in research is a priority for the European Commission and Member States because only with the full participation of women in the scientific and technological sector it will be possible to support economic growth and create a society based on knowledge and excellence.

In this regard, since 2007, the European Commission has funded several projects under FP7, that were designed to:

- ♦ analyze the underlying causes of the current under-representation of women in science,
- ♦ collect and benchmark all the management tools in research organisations that assist in improving the situation
- ♦ and, since 2011, new projects have been developed, aimed at implementing "Structural Change" policies within the institutions.

In the European context, 'structural change' definition refers to making human resource management in universities and research institutions more gender-aware, and modernising the organisational culture. This has important implications for equal opportunities, full use of talent, appeal of scientific careers, and quality of scientific research.

In this scenario the STAGES Project has been conceived with the general aim of leaving the logic of pilot projects behind and launching structural change strategies addressing the many and interconnected layers of the problem of gender inequality in science from an integrated perspective, deeply involving

human resources management in research institutions, modifying and gendering its basic tenets.

Under the coordination of the Department for Equal Opportunities of the Italian Presidency of Council of Ministers, and assisted by a research centre specialised in gender and science – ASDO, 5 Research Institutes/ Universities from Italy, Germany, Denmark, Romania and the Netherlands are implementing a self-tailored action plan implementing activities in 3 strategic areas : **Women-friendly environment**, **Gender-aware science**, **Women's leadership of science**.

These activities include, inter alia: awareness-raising initiatives in high level institutional bodies; training modules on gender equality for internal decision-makers; mentoring programmes for young women scientists; actions to enhance the visibility of women scientists; updated management and research assessment standards; course content development; leadership development; work-life balance measures; gender quotas in committees; promotion and retention policies.

*More specifically, this Project has three objectives:*

1. applying different self-tailored action plans aimed at introducing gender-aware management at all levels in each of the participating organisations, representing different kinds of research institutions;
2. producing a deeper understanding of the dynamics surrounding structural change efforts by constantly analysing, monitoring and assessing the process activated in each institution, so to start mutual learning practices among partners;
3. spreading, among the European universities and research institutes, successful negotiation strategies implemented to build consensus and commitment around structural-level gender-equality initiatives, addressing different leadership levels and the many stakeholders directly or indirectly involved in change.

# THE DEPARTMENT FOR EQUAL OPPORTUNITIES

## A COMMITMENT TO IMPROVE THE ROLE OF WOMEN IN SCIENCE

### The Department for Equal Opportunities-DPO

is the institutional structure of the Presidency of Council of Ministers responsible for the coordination on the policies of equal opportunities and the government's actions to prevent and remove any form of discrimination.

During the past years the DPO has carried out several actions in order to improve the role of women in the scientific field and the fight against the discrimination that women suffer in this strategic sector such as the coordination of two projects financed by the Italian Government and by the European Commission within the 7<sup>o</sup> Framework Programme for Research:

### The Project PRA.G.E.S.

"PRActising Gender Equality in Science"- It was an action of coordination aimed at comparing the various strategies implemented for promoting the presence of women in decision-making positions relating to scientific research in public institutions ended in 2009. All the outcomes of the project have been collected in the Guidelines for Gender Equality Programmes in Science.

[http://www.retepariopportunita.it/Rete\\_Pari\\_Opportunita/UserFiles/Progetti/prages/pragesguidelines.pdf](http://www.retepariopportunita.it/Rete_Pari_Opportunita/UserFiles/Progetti/prages/pragesguidelines.pdf)

### The Project WHIST

"Women Careers Hitting the Target" was started with the aim to better understand the problem of the under-representation of women in Science, through the implementation of experimental activities concerning gender diversity management policies in the organisations involved in the Project.

<http://www.retepariopportunita.it/defaultdesktop.aspx?page=3134>

Following these two projects, the Minister for Equal Opportunities signed in September 2010 a **Memorandum of Understanding** with the Ministry for Education, University and Scientific Research aimed at promoting equal opportunities in science, creating for the first time in Italy, a national strategy aimed at increasing the participation of women and girls in science and technology education, training, research and employment.

The DPO is now the coordinator of the Project STAGES ! It coordinates the various activities provided by the project so that they are carried out effectively and successfully. Particularly, management should assure that the administration requirements are met, that the activities are monitored and assessed in order to guarantee high scientific quality level and that the STAGES team members are assisted during the implementation of their individual tasks.

The DPO is also responsible for the communication activities with the aim to communicate the results obtained through the project, collect suggestions from the scientific community and from other relevant stakeholders, to facilitate activities and knowledge brokerage through networking.

<http://www.retepariopportunita.it/defaultdesktop.aspx?page=3937>



THE NEW WEBSITE  
OF THE PROJECT STAGES  
WILL BE ON-LINE  
VERY SOON!

# ASDO - THE ASSEMBLY OF WOMEN FOR DEVELOPMENT AND THE STRUGGLE AGAINST SOCIAL EXCLUSION

A RESEARCH ORGANISATION SPECIALISED IN THE STUDY OF CONTEMPORARY KNOWLEDGE-BASED SOCIETIES FROM A GENDER PERSPECTIVE

ASDO is a research organisation specialised in the study of contemporary knowledge-based societies from a gender perspective, trying to bridge the gap in the interpretation of transformations under-way in contemporary societies world-wide and to promote greater awareness of female potential and of the obstacles to its full realisation.

The knowledge base produced through research has also enabled ASDO to carry out training and experimentation initiatives geared to promoting a greater participation of women in economic, political and social life, also as regards leadership positions in Europe and abroad.

ASDO has the special consultative status at the United Nations Economic and Social Council.

ASDO pursues the following research lines:

- **women's social action, i.e. study of women's social action and collective action** for the transformation of contemporary societies;
- **gender, welfare and social exclusion, i.e. research on risks factors affecting women lives which lead to exclusionary processes;**
- **action-research on work family conciliation and family policies;**
- **women's training needs when returning to the job market, with particular focus on skills, experiences and expertises of women;**
- **women and politics, pointing out obstacles to women's full participation in political life;**
- **women and leadership in the working world;**
- **women and science, entailing an analysis of the scale of women's vertical and horizontal segregation in scientific**

**research institutions and of** their underlying segregating factors; epistemology, theory and methodology of social sciences.

Under the 7FP, together with DPO and some other STAGES partners, ASDO carried out the Projects PRAGES and WHIST, and, besides STAGES, is currently implementing the Project TWIST "Towards women in science and technology".

Its main role in STAGES concerns the technical assistance to and the evaluation of the Action Plans, as well as the implementation of an accompanying research, geared at formalising the lessons learned and taking stock of the Project results, through final Guidelines.

<http://www.asdo-info.org/?Lingua=ENG&Action=&Id=>



# STATE UNIVERSITY OF MILAN (UMIL)

## ADVANCING GENDER EQUALITY: HOW TO ENHANCE CHANGE IN SCIENTIFIC CAREERS

The Centre for Study and Research on Women and Gender Differences of the University of Milan, one of the first centres for gender studies within an Italian university, was established in 1995. In 2007 it became an interdepartmental research centre with a multidisciplinary approach.

Based in the University of Milan's Faculty of Political Science, the Centre focuses on five main research areas: human rights and women's rights; women and science; equal opportunities, work and gender policies; gender and social policies; women and politics. Particular attention is given to analyzing ongoing transformations in society through a gender lens.

The Centre is implementing an Action Plan within the University of Milan that includes an **integrated set of actions** aimed at triggering structural change processes conducive to gender equality and equal opportunities in the Faculties of **Agriculture** and **Medicine**, with selected actions concerning the whole University.

The plan establishes a **strategic link to the 2015 International Expo**, to be held in Milan, whose key issue (nutrition) is strictly connected with scientific and technological research, Medicine and Agriculture in particular, with an important role to be played by women scientists.

STRATEGIC AREA	OBJECTIVES	ACTIONS
<b>Women-friendly environment</b>	Actions promoting change in <b>organisational culture</b> and formal/ informal <b>behaviours</b>	Course on equal opportunities and scientific careers (Faculty of Agriculture and Faculty of Medicine) Research on S&T professional contexts (Faculty of Medicine)
	Actions supporting early-stage <b>career-development</b>	School of Strategies for improving publishing for doctoral students (Faculty of Agriculture and Faculty of Medicine)
<b>Gender-aware science</b>	Actions challenging gender <b>stereotypes</b> and consequent <b>horizontal segregation</b>	Crash courses on equal opportunities and gender stereotypes in science for top management (Faculty of Agriculture and Faculty of Medicine)
	Actions aimed at gendering <b>S&amp;T contents and methods</b>	Workshops on "Gender Medicine" (Faculty of Medicine)
<b>Women's leadership of science</b>	Actions promoting women's leadership in the <b>practice</b> of research	School of project drafting and management of European projects for post-doctoral and young researchers (Faculty of Agriculture)
	Actions promoting women's leadership in the <b>management</b> of research	Annual reporting to the Academic Senate (whole University) Annual reporting to the Faculties (Faculty of Agriculture and Faculty of Medicine)
	Actions promoting women's leadership in <b>scientific communication</b>	Launch conference (whole University) Week of Women and Science (whole University)

[http://users.unimi.it/DoDiGe/?page\\_id=2/en/](http://users.unimi.it/DoDiGe/?page_id=2/en/)



# FRAUNHOFER INSTITUTE

## BUILDING AN INTERNAL MARKET FOR GENDER DIVERSITY IN SCIENCE AND INNOVATION

Fraunhofer is Europe's largest application-oriented research organization. Its research efforts are geared entirely toward people's needs: health, security, communication, energy and the environment.

Early in 2003, Fraunhofer stated its support for the application of "gender mainstreaming" principles and equal opportunities standards. In accordance with its decentralised structure, consisting of 57 separate institutes, **Equal Opportunity officers (BfCs) have been established at each institute.** Having said that, there are **many gender equality-oriented activities within the many Fraunhofer institutes.** However, even if women's presence in scientific personnel has increased across all institutes in the last 10 years by 7.2% (reaching 19.3% in 2010), a **stagnation has occurred in the last five years**, and there was even a slight decrease of women in the most highly-remunerated positions (from 4.3% in 2006 to 3.6% in 2010).

Therefore, an extra effort was deemed necessary. Based on the non-centralised structure, a central strategy is not adequate to change the situation, so a participatory process is applied. A starting point was to recognize that there **is no systematic overview and assessment** of the activities in the various Fraunhofer institutes and **no systematic exchange of good or successful initiatives.** Moreover, some institutes are very advanced in gender diversity promotion, while others are still moving their first steps. Therefore, the Action Plan sets out to foster **mutual learning among the different institutes.** New solutions, developed in the dialogue among several institutes and implemented in many of them at the same time, will be particularly supported. When the structure for exchange and support has been established among Fraunhofer institutes, solutions are intended to be made available to **external research institutes.**

STRATEGIC AREA	OBJECTIVES	ACTIONS
<b>Internal exchange (test)</b>	Test of the exchange procedure among a regional group of Fraunhofer institutes	Development and implementation of a structure for regular exchange of experiences among the regional Commissioners for Equal Opportunities (BfCs) at the local Fraunhofer institutes (Regional Group)
<b>Knowledge production</b>	Production of baseline information and final assessment of results	Initial and final surveys on the activities concerning gender equality at the Fraunhofer institutes
<b>Internal exchange</b>	Widening the internal market area of gender diversity concepts and solutions	Involvement of the other Fraunhofer institutes in the change process Definition of platforms for actions at the participating institutes
<b>Internal communication and dissemination</b>	Documentation and joint evaluation of old and new measures concerning gender equality at the different institutes, to further develop the concept of institutional gender equality	National meetings of participating Fraunhofer institutes
<b>External communication and dissemination</b>	Expand the exchange of concepts for the management of gender diversity beyond the organisational boundaries of Fraunhofer	National Conference on "Gender and Diversity Management in Research Organisations"
<b>External exchange</b>	Involve external institutes and actors in the exchange process	Exchange of experiences with non-Fraunhofer research institutes

<http://www.fraunhofer.de/en.html>



# AARHUS UNIVERSITY

## TAKING ADVANTAGE OF RESTRUCTURATION TO BUILD A FULLY GENDER-EQUAL INSTITUTION

Aarhus University-AU is a leading European research university with education and research activities in all scientific and scholarly disciplines. AU is one of the most rapidly advancing institutions with more than 40,000 students and 11,000 employees.

Gender inequality is a relevant problem at all levels among the scientific personnel at AU, in fact, women only represent 14.5% of all full professors and 32% of associate professors. In addressing this issue, in 2008 AU appointed a **Task Force on Gender Equality** (TFGE) to draw up the new gender equality policy for the University. The Task Force included diverse managerial positions, as well as fr:AU (female researchers at AU, a bottom-up organisation of women) representatives. The University is committed to draft a gender equality action plan and determine a number of target figures. **Initiatives** have been taken to

meet these targets, such as a mentoring programme, training courses for staff, improved work-life balance, etc. However, a **more systemic action plan is needed to achieve more comprehensive results and long-term effects**, namely a structural change.

At the moment, AU is in the **process of restructuring** its entire organisation, which could prove to be an excellent opportunity to implement also gender-related structural changes. As part of the restructuring process, the University decided to appoint a permanent committee, the **Diversity Committee** (which replaced the provisional Task Force on Gender Equality in 2012) to handle the gender equality issue. The Action Plan of the University includes a set of integrated activities, targeting all the faculties, geared at extending and at making permanent the results of the last two years.

STRATEGIC AREA	OBJECTIVES	ACTIONS
<b>Women-friendly environment</b>	Actions promoting change in <b>organisational culture</b> and formal/ informal <b>behaviours</b>	Documenting developments in gender equality Communicating strategies to promote the visibility of female role-models Organising 4 University-wide workshops Periodical training modules on gender diversity management
	Actions promoting <b>work-life balance</b>	Establishing and managing home offices for staff Introducing flexible working hours Rules for time reimbursement for PhD coordinators/ assistant professors/post-doc supervisors Organising and managing dinner services to bring home
	Actions supporting early-stage <b>career-development</b>	Mentoring programme for young female researchers Career advice and training for early-career women researchers Setting up mechanisms to support temporary staff
<b>Gender-aware science</b>	Actions challenging gender stereotypes and consequent <b>horizontal segregation</b>	Organising 4 Faculty-level initiatives on stereotypes Collection of data on horizontal segregation at Faculty level
<b>Women's leadership of science</b>	Actions promoting women's leadership in the practice of research	Establishing praxis for women's presence in evaluation committees Establishing new rules for the evaluation of productivity Disseminating information about available opportunities
	Actions promoting women's leadership in the management of research	Supervision of young female researchers on research management skills Direct support to access decision-making boards
	Actions promoting women's leadership in scientific communication	Communication of women's scientific excellence

<http://www.au.dk/en/>



AARHUS UNIVERSITET

# ALEXANDRU IOAN CUZA UNIVERSITY

## BRIDGING THE GENDER GAP THROUGH AN ACTIVE KNOWLEDGE BROKERAGE

The "Alexandru Ioan Cuza" University UAIC is the oldest higher education institution in Romania. Since 1860, the university has been carrying on a tradition of excellence and innovation in the fields of education and research.

After 1990 UAIC has developed from 9 to 18 faculties and the number of students grew to more than 38,000. In 2010-2011 the ratio of female to male students was 1.93. **The graduation statistics by gender** keep this trend, with more graduated females than men (total ratio being 1.7). At **postgraduate level** this same ratio is 2.46. The **retention ratio is reversed** (0.80) and the downward of females in academic and research positions is strong in the upper levels (ratio C **professors/researchers** 0.86; B **professors/researchers** 0.60; A **professors/researchers** 0.38; **leading/managerial positions** 0.24). In this framework, UAIC's participation in the project aims at implementing, through **the active transfer of knowledge,**

**experience and good practice from more gender-aware institutions,** structural changes to support gender diversity. The activities are targeting nine Faculties, i.e. Physics, Chemistry, ICT, Geography & Geology, Mathematics, Philosophy and Social-Political Sciences, Letters, Biology, Economics, but all will benefit from the different actions. The Project starts while the **new Law of the National Education System** enters into action, which radically changed the internal organisation and managerial structures at all the levels. It also let universities to choose among a managerial or a collegial management system (UAIC chose the latter). To the aim of the Project, these changes increased organisational complexity, multiplied the structures and managerial positions involved in key strategic decisions, generated a new system of distribution of power and authority, imposed the widening of the strategies aiming at capturing the support and commitment of top managerial structures.

STRATEGIC AREA	OBJECTIVES	ACTIONS
<b>Women-friendly environment</b>	Actions promoting change in <b>organisational culture</b> and formal/informal <b>behaviours</b>	<ul style="list-style-type: none"> <li>Setting up the "UAIC's Network of Women Academics and Researchers"</li> <li>Implementing a climate and organisational values evaluation survey</li> <li>Developing gender-disaggregated statistics and gender-sensitive indicators</li> <li>Organising a workshop for research results presentation and debate</li> <li>Drafting and establishing guidelines and policies</li> <li>Establishing a Senate position for the representatives of the UAIC Network of Women Academics and Researchers</li> <li>Setting up the Senate's periodic reporting practice on equal opportunities</li> <li>Setting up permanent training modules for University's employees</li> <li>Setting up permanent training modules for senior managers</li> <li>Institutionalisation of the "UAIC's Network of Women Academics and Researchers"</li> <li>Integrating a special chapter on Equal Opportunities of women and men in the UAIC Charter</li> <li>Developing national standards for Equal Opportunities of women and men in funded research</li> </ul>
	Actions promoting <b>work-life balance</b>	<ul style="list-style-type: none"> <li>Improving and developing existing childcare services for academics and researchers</li> <li>Organising info-days on services and work arrangements for women</li> </ul>
	Actions supporting early-stage <b>career-development</b>	<ul style="list-style-type: none"> <li>Negotiating with the National Agencies (CNCSIS) to extend the provision of grants to be allocated for women's professional development</li> <li>Editing and updating leaflets with advice on career and professional development</li> <li>Early-career researchers day</li> </ul>

STRATEGIC AREA	OBJECTIVES	ACTIONS
<b>Gender-aware science</b>	Actions challenging gender stereotypes and consequent horizontal segregation	Creating the Compendium of women researchers at UAIC Setting up the special permanent exhibition on Women and Science at UAIC's museum Organising the Annual thematic workshop of UAIC's Network of Women Academics and Researchers
	Actions aimed at gendering S&T contents and methods	Implementing a cross-disciplinary teaching module on gender and science
<b>Women's leadership of science</b>	Actions promoting women's leadership in the practice of research	Carry out a national evaluation survey on women's participation in funded research Publication and wide dissemination of the outcomes of the survey Integration of the National Guidelines for Project Applications with provision encouraging women's participation
	Actions promoting women's leadership in the management of research	Negotiating new transparent rules and procedures for appointing/ electing members of high-level boards and commission at University, local and national level
	Actions promoting women's leadership in scientific communication	Acknowledging the successful careers of female researchers in S&T and ICT Documentary "Life and career of outstanding women scientists in Europe" National Conference "Women and Scientific Research: Outcomes and Future Challenges" Establishing the "Science and Technology Excellence Awards" for outstanding women in S&T
	Actions promoting women's leadership in innovation processes and science-society relationships	Establishing the "Science and Technology Excellence Awards" for outstanding women in S&T

<http://www.uaic.ro/uaic/bin/view/Main/?language=en>



# RADBOUD UNIVERSITY OF NIJMEGEN

## TAKING CHANGE ONE STEP FURTHER

Radboud University of Nijmegen- RU is one of the leading academic communities in the Netherlands and it enrolls over 19.000 students and has 4.000 staff members.

RU has now a long record of gender-equality oriented initiatives, enjoying the support of an active central Human Resource Department. Programmes have concerned a wide range of issues:

- **funds** for stimulating research careers of talented women;
- **gender-neutral procedures** for the appointment of new professors; target numbers of women at top and sub-top levels of scientific staff;
- **mentoring and coaching** programmes;
- **childcare facilities and flexible working arrangements;**
- **annual awards for 10 promising young women researchers;**
- **full compensated parental leave schemes.**

Moreover, a Women's Network exists of professors; as well as an Institute for Gender Studies. These efforts notwithstanding, **results are still unsatisfactory.** At the University level, women represent 61.8% of all master students and 54.4% of all PhD students, but they are only 32.1% of assistant professors, 21% of associate professors and 15.8% of full professors. As for managerial positions, women represent 14.8% of higher positions in top management, there are no women in the 3-member Board of Directors, and only two women are among the 21 vice-deans.

**The idea behind the Action Plan**, which enjoys the full support and active participation of the University Human Resources department, **is to test in two important schools within the university (the School of Management and the Donders Institute for Brain, Cognition and Behaviour) further tools for gender equality**, starting from the results that have been achieved in previous programmes as well as trying to integrate them and overcoming their flaws and inadequacies.

STRATEGIC AREA	OBJECTIVES	ACTIONS
<b>Women-friendly environment</b>	Actions promoting change in <b>organisational culture</b> and formal/informal <b>behaviours</b>	Evaluating the pilot mentoring programme Workshops for female scientists in the mentoring programme Extending the mentoring programme
	Actions promoting <b>work-life balance</b>	Internal research examining the use of work-life arrangements
	Actions supporting early-stage <b>career-development</b>	Setting up and facilitating a women's network of young female scientists
<b>Gender-aware science</b>	Actions challenging gender <b>stereotypes</b> and consequent <b>horizontal segregation</b>	Screening and improving internal communication on recruitment and career progress Gender awareness training of deans and managers: increasing advising and supervising skills
	Actions aimed at gendering <b>S&amp;T contents and methods</b>	Developing and providing an interdisciplinary PhD course on gender and research methodologies Developing the use of computer-based modelling in gender analysis
<b>Women's leadership of science</b>	Actions promoting women's leadership in the practice of research	Implementing target figures for female full and associate professors
	Actions promoting women's leadership in the management of research	Gender awareness training of deans and managers: increasing knowledge on gender quotas
	Actions promoting women's leadership in scientific communication	Increasing the visibility of female scientists in internal communication Increasing the visibility of gender research in internal communication

<http://www.ru.nl/english/>



Radboud Universiteit Nijmegen



## NEWS



### THE KICK OFF MEETING OF THE PROJECT STAGES TOOK PLACE IN ROME ON 19-20 MARCH 2012

During the meeting, coordinated by the Department for Equal Opportunities, the activities of STAGES have been presented. More specifically, the work activities can be divided into two broad categories: the Action Plans of individual research institutions and a set of common actions. As for the Action Plans, all the partners have described the actions to be implemented in order to foster mutual learning among them. As for the common activities, designed to facilitate the implementation of the Action Plans, include technical assistance, ongoing and final evaluation of the initiatives, accompanying research geared at drafting final

guidelines, and dissemination of the Project results through several public communication tools. The communication programme activated by the DPO, with inputs coming from all the consortium members, includes, among others, an intense networking activity at European level, aimed at spreading the guidelines and the most successful solutions envisaged by the consortium. Dissemination activities will also be the tool for the Project to start a dialogue with local and national social partners, implement structural change within research institutions and facilitate activities and knowledge brokerage.



### 8TH MARCH 2012 TOWARDS GENDER EQUALITY IN SCIENCE AT THE UNIVERSITY OF MILAN

On 8th March 2012, the University of Milan, in collaboration with the Department for Equal Opportunities, organised the launch Conference of the Project Stages. The Italian Minister for Labour and Social Policies in charge of equal opportunities issues, Ms Elsa Fornero, participated in the event by video-conference. She stressed again on the importance to have

more young girls involved in scientific research, since only with the full participation of women to the scientific sector it will be possible to overcome this economic crisis. Also Professor Alice Hogan took part in the Conference, who illustrated the lessons learned from the famous American programme called ADVANCE: Innovations for promoting gender equity at US Universities.



### 23RD MAY 2012 THE 1ST WORKSHOP ON GENDER MEDICINE IN MILAN

On 23rd May 2012, the University of Milan organised the 1st workshop on Gender Medicine in the framework of the activities envisaged by the Project STAGES. The workshop represented a great opportunity to open a debate on the importance of sex and gender in the medical research and on gender analysis as a resource for scientific excellence. The workshop has seen the participation of the representative of the Department for Equal Opportunities and

of famous experts as: Ms Ineke Klinge, Associate Professor of Gender Medicine at the Maastricht University, Ms Vera Regitz-Zagrosek, Director of the Institute of Gender Medicine at the University of Berlin and Ms Patrizia Presbitero, responsible of the Operative Unit of Invasive cardiology, Humanitas Clinical Institute of Milan.