

Dear readers,

The **Baltic Gender** newsletter provides you with information on upcoming events, women networks and interesting reading about females in (marine) science. Our newsletter is published every four months and is also available for download under the following link: www.baltic-gender.eu.

We report on recent and upcoming project activities and outcomes. In this issue, we look back on a series of events happening in the the first months of 2020. We regret that we had to cancel the mentoring meeting planned for mid of March due to the current health risk situation in Europe. Furthermore you will find an intrepid explorer of the sky and the sea portrayed.

Once again the International Day of Women and Girls in Science (February 11th) and the International Women's Day (March 8th) with this year's motto "I am Generation Equality: Realizing Women's Rights" reminds us that gender equality is concerning all of us.

If you have information for next issues, comments on the content, or suggestions – let us know! Enjoy reading, and we look forward to your feedback to: baltic-gender@io-warnemuende.de.

Project news

Shattering the glass ceiling in marine science – a Baltic Gender success story

A success story article on Baltic Gender is published at the EC website on the International Women's Day (March 8th). Available at: https://ec.europa.eu/research/infocentre/index_en.cfm

3rd Baltic Gender Mentoring Meeting Cancelled

All preparations were done and all arrangements ready. Then, unfortunately, the organizers had to cancel the meeting due to prevention measures in connection with the current spreading of the corona virus in Europe. We are very sorry for that.

Baltic Gender Leadership course 10-12 February – Improving leadership skills

Twenty participants attended the second leadership course arranged by Baltic Gender in Lund, Sweden. An intensive exercise where all participants introduced themselves to the others on a one-to-one basis started the course on Monday evening. Tuesday morning the sessions focused on statistics from the European Union and the partner organizations and unconscious bias and how this bias can be overcome. In the afternoon different thinking styles and how to influence others were the main topics introduced by consultants from the Barefoot thinking company ltd. Wednesday morning included coaching and mentoring conversations and tools for strategic thinking. Before the course ended an action plan was written down and discussions on how leaders can be gender aware in their roles as leaders. Apart from the skills and knowledge achieved the participants found the networking with staff from other organizations an important add-on.



Photo: Daniel Conley

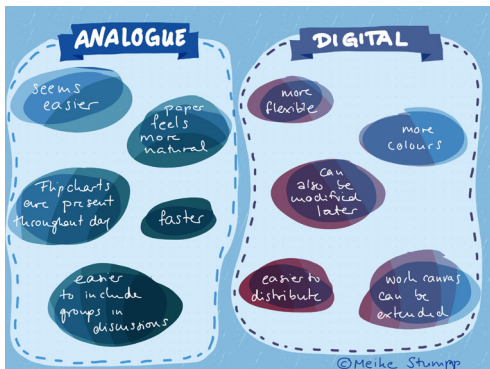
A number of young researchers from the Marine Research Institute of Klaipeda University had the opportunity to improve their leadership skills at the Baltic Gender training course “Challenge of Science Leadership” in Lund. Following the completion of the course the participants expressed positive feedback about the course, in particular about the fact that it was rich with practical exercises. One female participant positively highlighted the methodology of ‘Other Points of View’. If you want to be a good leader you need to be sensitive to other team members’ aims and motivations. Another female participant indicated that the course was valuable in helping to get to know herself better enabling her to identify those personal qualities which needed to be improved.

Gender issues were also discussed during the course. One of the interviewed researchers was really surprised that we are actually somehow all gender-biased, which however in general is not a bad thing as long as one is aware of it. What is key is keeping this top of mind when you need to take decisions which can have gender-related effects. Interestingly all participants noted that at present they did not feel the presence of gender inequality at work.

The course is highly recommended for young to lead researchers alike, whether it is learning about the different qualities of people, understanding their differences and improving leadership skills which are key to deliver more effective work in the future. □

Visualization using the iPad – a Baltic Gender mentee's perspective on individual qualification

Last week, Baltic Gender supported my participation in a course called „Visualization using the iPad“ presented by the Bikablo-Academy in Cologne. This course offered insights and training into digital visualization techniques, such as inclusion of photography in visualizations, live-sketching of presentations and a new way to presenting information using the iPad. I'm intrigued by the new possibilities the iPad offers me as a researcher and teaching staff. I think the contents of the course will be especially valuable for lectures or seminars with students as well as public outreach measures, because the techniques offer a



more illustrated way of presenting university knowledge, therefore combining visual anchors with scientific information. The picture depicts one of the training exercises I did during the course to evaluate the advantages of analogue and digital notetaking. This topic of visualization techniques using new digital media is so far not covered by University based courses. Therefore, I'm very grateful to Baltic Gender for giving me the opportunity to choose the course content based on my own interest.

More information on the course: <https://bikablo.com/en/>

(Meike Stumpp, Kiel University, Germany) □

Women Scientists Network meets Postdoc Centre at Kiel University (19.2.2020)

The Women Scientists Network at Kiel University was founded in 2001 and is open to all female scientists holding a PhD. The members of the network meet in varying compositions 5-6 times a year. The meetings take place at different institutes of Kiel University and give the opportunity to get to know



Photo: CAU / I. Weber

the scientific works of the inviting woman scientist. Furthermore, the meetings provide the opportunity to exchange information, to extend inter- and transdisciplinary experience, to network, cooperate, to get insides into higher education policy and to engage in academic self-government, as the Women Scientists Network also prepares election lists for the Senate and the faculty convents.

The Baltic Gender Team of Kiel University initiated a special meeting

of the Women Scientists Network on February, 19th 2020 in order to shortly introduce our project and to give the director of the Postdoc Centre, Dr. Gesche Braker, the opportunity to present her work. The Postdoc Centre was founded in 2018, but has a longer history though. Gesche Braker has built up the Integrated Marine Postdoc Network (IMAP) of the Cluster of Excellence “The Future Ocean” since 2012, and has supported the networking and individual career development of postgraduates in integrative marine sciences. The Postdoc Centre at Kiel University offers a central contact point for concerns, questions and suggestions, information and individual career advice as well as a bundling of offers for career advancement. □

Check also the **Baltic Gender Blog** to read the latest entries: (<http://www.oceanblogs.org/balticgender/>). □

News from Baltic Gender partners & Other news

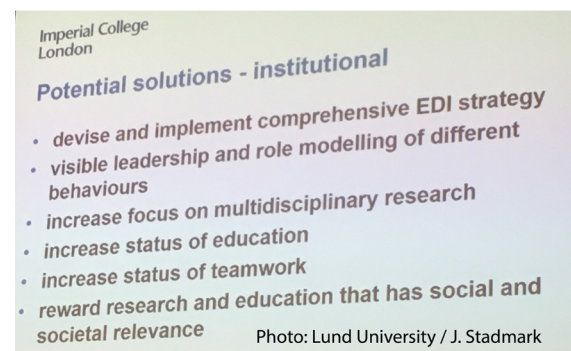
Baltic Gender best practice dissemination

On March 15–19, 2020, partners from Kiel UAS will join the DAAD-Alumni Seminar: "Gender-Responsive Leadership in Higher Education Management" in Yogyakarta, Indonesia. Kiel UAS will present best practice example from the Baltic Gender project.

The **first GRANTeD conference on February 24, 2020** in Vienna, Austria was an activity within GRANTeD, an ongoing H2020 research project, analysing potential gender bias in grant allocation and the impact of grants on female and male grantees’ careers. The aim of the first GRANTeD conference was to establish a forum to exchange knowledge and experiences in respect to policies and practices promoting fairness and gender equality in research funding.

LERU seminar in Lund

In December LU organized a seminar with high-level management (vice chancellors and similar) from three LERU (League of European Research Universities) universities and two of the authors of a manifesto that has been signed by the members of LERU (<https://www.leru.org/publications/equality-diversity-and-inclusion-at-universities>).



H2020 project takes up gender experience of Estonian Marine Institute

The Estonian Research Council (ERC) is one of the partners in the H2020 GEARING ROLES (Gender Equality Actions in Research Institutions to traNsform Gender ROLES). One of the main aims of the project is to develop 6 gender equality plans (GEPs) in partner organisations. Estonian Marine Institute was the first research institution in Estonia who developed their own GEP in the frame of the Baltic Gender project. Therefore, the ERC invited Tiit Kutser to participate in the GEARING ROLES first annual conference on recruitment, retention and career progression of women in academia that took place in University of Lisbon on November 27. The conference included a very interesting keynote address by Marloes van Engen from Tilburg University about her long experience in implementing gender equality in different academic institutions. The conference included also round table discussions about gender equality in Academia (with participants from several H2020 sister projects) and promoting gender equality in public, private and civil society organisations (with participants from Portuguese government, municipalities and women organisations). Tiit Kutser presented a



poster about the developments in the Baltic Gender project and shared experiences in developing GEP in the Estonian Marine Institute.

Tiit Kutser was invited to share the experiences in developing GEP in the GEARING ROLES project blog. The blog contribution (with some introduction from the ERC) can be found at: <https://gearingroles.eu/implementing-a-gep-the-journey-towards-gender-equality-in-marine-science-in-estonia/> □

Upcoming events

26 March 2020 at 13.00-14.00 cet: **Webinar: Mobilising and engaging. Creating long lasting commitment for gender equality in research.** Details: <https://ge-academy.eu/long-lasting-commitment-for-gender-equality/>

16 April 2020 Vienna, Austria: **Workshop: Participatory methods for gender equality in science.** Details: <https://ge-academy.eu/participatory-methods-for-ge-in-science/>

17 – 18 June 2020 Kiel, Germany: **BALTIC GENDER Final Meeting**

16–18 September 2020 Madrid, Spain: **XI European Conference on Gender Equality in Higher Education**". Details: <http://upm.genderequalityconference2020.com/>

Women networks

AcademiaNet

- Data base with profiles of excellent female researchers from all disciplines in Germany (since 2010) and Europe (since 2012)
- platform initiated, founded and hosted by Robert-Bosch Stiftung (2010–2019);
- taken over and continued by Swiss National Science Foundation (since January 2020 profiles and content sites maintained again)

epws (European Platform of Women Scientists)

- since 2005; >100 member networks in 40 countries
- international non-profit organisation
- represents >12,000 female scientists in Europe and beyond to give them a voice in EU research policy

eswn (Earth Science Women's Network)

- shaped 2020, expanded 2005 (online center), officially launched 2014 as a non-profit, member-driven organization

FemConsult Note: Website functions only partially in English available

- data base of more than 3,000 female scientists with doctoral or post-doctoral qualification from all disciplines and working at universities, non-university research institutions, industry and commerce from the German-speaking countries

Femdat Note: Website only partially in English

- Swiss data base of highly qualified women (since 2001) with job offers (since 2006)
- swiss women career portal (log-in required)
- tips & knowledge for job entry, career and switching

FEMtech-Expertinnendatenbank

- database of female experts
- initiative of the Austrian Ministry for Transport, Innovation and Technology (BMVIT)
- further categories: news, events, knowledge, funding

FIF (Contact point women into EU Research) Website in German with partial information in English

- initiated 2001 by the German Federal Ministry of Education and Research (BMBF)
- to provide women in Germany with information and service relating to the EU's research framework programmes (currently: Horizon 2020); only advisory services – no funding
- offers for female scientists: (i) seminars, workshops & lectures on EU research funding and participation chances, (ii) first information about funding opportunities, (iii) consulting during application, (iv) information about being a consultant to the EU

GEPRIS Note: project information available mainly in German language

- online database made available by the DFG
- provides information on current DFG-funded research projects

INWES (International Network of Women Engineers and Scientists)

WICGE (International Network of Women in Coastal Geoscience and Engineering)

Interesting reading

Marc J Lerchenmueller, Olav Sorenson, Anupam B Jena: Gender differences in how scientists present the importance of their research: observational study. *BMJ* 2019;367:l6573
DOI: <https://doi.org/10.1136/bmj.l6573>

Holly Else: How to banish manels and manferences from scientific meetings. *Nature* 573, 184-186 (2019). DOI: [10.1038/d41586-019-02658-6](https://doi.org/10.1038/d41586-019-02658-6)

Gemeinsame Wissenschaftskonferenz GWK: Chancengleichheit in Wissenschaft und Forschung. 23. Fortschreibung des Datenmaterials (2017/2018) zu Frauen in Hochschulen und außerhochschulischen Forschungseinrichtungen. Available (only in German language) at: https://www.gwk-bonn.de/fileadmin/Redaktion/Dokumente/Papers/Druckfassung_Heft_65_23_Fortschreibung_CHAG.PDF

League of European Research Universities (LERU) publications:

(1) Equality, diversity and inclusion at universities: the power of a systemic approach. LERU position paper: executive summary, September 2019. Available at: <https://www.leru.org/files/LERU-PositionPaper-EDI-Executive-Summary.pdf>

(2) Equality, diversity and inclusion at universities: the power of a systemic approach. LERU position paper: full paper, September 2019. Available at: <https://www.leru.org/publications/equality-diversity-and-inclusion-at-universities>

(3) Towards a Research Integrity Culture at Universities: From Recommendations to Implementation. LERU advice paper: executive summary, January 2020. Available at: <https://www.leru.org/files/Publications/Towards-a-Research-Integrity-Culture-at-Universities-executive-summary.pdf>

(4) Towards a Research Integrity Culture at Universities: From Recommendations to Implementation. LERU advice paper no.26: full paper, January 2020. Available at: <https://www.leru.org/files/Towards-a-Research-Integrity-Culture-at-Universities-full-paper.pdf>

Brief history of women in [marine] science – Part 11

Early history/ Ancient world	~ 2700 –2500 BCE	Merit Ptah (Physician in Ancient Egypt, maybe the first named female physician in history)
	370–415 CE	Hypatia (Mathematician, head of the Neoplatonist school of philosophy in Alexandria, Egypt)
Ancient Romans	1098–1179 CE	Hildegard von Bingen (German Benedictine abbess, writer, composer, philosopher, Christian mystic, visionary, polymath)
Medieval times	1647–1717	Maria Sibylla Merian (German painter, engraver and naturalist)
	1794–1871	Jeanne Villepreux-Power (French born naturalist, marine biologist)
	1799–1847	Mary Anning (English fossil collector)
	1872–1949	Kristine Bonnevie (Norwegian geneticist and zoologist)
	1907–1964	Rachel Carson (American marine biologist and nature writer)
	1918–2002	Elisabeth Mann Borgese (German-Canadian marine lawyer, ecologist, university teacher; „Ambassador of the oceans“)
Modern age	*1935–	Sylvia Earle (American marine biologist, explorer, author, lecturer)
	*1947–	Sally (Penny) W. Chisholm (American marine biologist)
	*1951–	Kathryn Dwyer Sullivan (American oceanographer and astronaut, the first American woman to walk in space)

Past and present – Female scientists in portrait

Kathryn Dwyer Sullivan
 (*October 3, 1951, Paterson, New Jersey, U.S.) — **Spacewalker and Earth Explorer**

What motivated Sullivan wasn't a hunger for the final frontier, but a passion for Earth. After 15 years and three trips to space, she left NASA and returned to her academic roots as an oceanographer and Earth scientist. She became the chief scientist of the National Oceanic and Atmospheric Administration (NOAA), oversaw science education at the Center of Science and Industry in Ohio and eventually served as the administrator of NOAA, where she oversaw initiatives related to Earth observation and weather forecasting.

"My real roots are a fascination with the planet and how it works, and a desire to explore every facet of that I can," she said during a lecture at the Symphony Space performing arts center in New York City on Dec. 3, 2019.

From linguist to scientist

Sullivan was born in New Jersey but grew up in Woodland Hills, California, where her enthusiasm for adventure drove her toward linguistics. "When I was in high school," she said, "I believed my path would be best set by learning a lot of languages, and somehow that would turn into a life where people bought me airline tickets to go explore all of these places that I wanted to explore."

But as a freshman at the University of California, Santa Cruz, general education requirements forced Sullivan to broaden her horizons with science classes. Despite her protests that she wanted to study languages and arts exclusively, she ended up taking earth science and oceanography. "I thought it was a terrible idea," she said, but "I lost all the arguments."

Those classes introduced her to an unexpected side of science — one where researchers spent much of their time not in harshly lit laboratories, but out in the field getting their hands dirty. She found that research, more than languages, could help her achieve the lifestyle she desired. "People were always buying [my professors] plane tickets to fly off to interesting places," Sullivan said.

She changed her major to earth sciences at the end of her freshman year, then went on to earn a Ph.D. in geology from Dalhousie University in Canada and never looked back.

From the seas to the skies

During her doctoral studies, Sullivan joined multiple oceanographic expeditions to study the Mid-Atlantic Ridge and other deep-sea features. And by the time she received her degree, she had secured a fellowship offer to continue her exploration of the Atlantic in deep submersibles. But an entirely new type of research vessel also called to her. By 1978, NASA was evolving from a quasi-militaristic organization determined to win the space race into the more civilian-friendly, scientific institution it is today. Whereas previous

members of the astronaut corps had come exclusively from the ranks of military test pilots, the agency had just opened its recruiting pipeline to include civilian researchers who would be needed to work on the upcoming space shuttle.

Immediately after graduate school, Sullivan interviewed to become an astronaut; it was her first serious job interview, she recalled. And, at age 26, her first full-time job was as an astronaut. In the winter of 1978, Sullivan joined NASA's eighth class of astronauts, nicknamed the "Thirty-Five New Guys" (TFNG). Because astronaut recruitment

was no longer restricted to Air Force pilots, the new group represented NASA's first step toward a more diverse astronaut corps, including six women, three African American men and one Asian American man — all firsts for the elite cadre.

"By the end of our first day, right after we'd been introduced to the public, it became clear to all of us that the simple way to describe our group was 10 interesting people and 25 standard white guys," Sullivan joked. [...]

For the next six years, Sullivan trained, studied and supported other missions until she reached the front of the line. Sally Ride had become the first American woman in space the year before, and in early 1984, Sullivan learned that she and Ride were scheduled for an October mission during which Sullivan was scheduled to perform a spacewalk. [...]

Being the first American woman to walk in space was more than enough for Sullivan, however. In October 1984, she flew on the space shuttle for an eight-day mission and "snuck outside on the second to last day for several hours," she recalled. Sullivan tested out new technology for



Dr. Kathryn D. Sullivan's official astronaut portrait.
 (Image credit: NASA)

refueling an orbiting satellite to extend its life span. While the demonstration was successful, the technology has yet to be put to use.

Sullivan's work with Hubble

Sullivan went on to spend more than 530 hours in space over three missions, but she views her work with the Hubble Space Telescope as one of her most lasting contributions.

In 1985, a NASA supervisor told Sullivan that the large space telescope, custom designed to fit snugly into the space shuttle's cargo bay, was expected to be completely serviceable and upgradeable. It would be up to her and fellow astronaut Bruce McCandless II to oversee the development of tools and procedures needed to ensure that astronauts would be able to keep the complex machine running smoothly. [...] a repairable Hubble was ready for launch in 1990. The deployment went smoothly — although Sullivan didn't get to watch it happen because she was stuck in a windowless airlock, standing by in case an emergency spacewalk became necessary.

Sullivan, who recently published a book detailing her experiences with the space telescope called "Handprints on Hubble" (MIT Press, 2019), marveled at how the twists and turns of the instrument's journey to space mirrored many parts of her own career. Since the Hubble project began five years before Sullivan's birth, it's almost like "he's my older brother," she said.

From the skies to the planet

In 1993, after 15 years as one of the "Thirty-Five New Guys," Sullivan accepted a nomination from President Bill Clinton to serve as the chief

scientist at NOAA, a sister agency to NASA, focusing on Earth's oceans and atmosphere. In this role, she supervised initiatives related to ocean biodiversity and climate change. She went on from there to become the president and CEO of the Center of Science and Industry — a science museum in Columbus, Ohio — and the director of the Battelle Center for Mathematics and Science Education Policy at The Ohio State University.

She returned to NOAA in 2011, nominated by former President Barack Obama and unanimously confirmed by the U.S. Senate to serve as the agency's deputy administrator. Three years later, she became NOAA's 10th administrator, and led the organization's efforts to coordinate observations from space, land and sea to provide the best weather and climate forecasts possible. For Sullivan, this work served as a natural culmination of a life spent exploring the Earth. NOAA's niche, she said, is "to keep the pulse of the planet, to measure and monitor the things that can help us make those better decisions; and then broker, package and transmit the information to us, as a weather forecast, or to heads of state or to fishermen." □

Text cited from: Charlie Wood. "Kathryn Sullivan: Spacewalker and Earth Explorer", <https://www.space.com/kathryn-sullivan-bio.html>, January 13, 2020. Accessed: March 05, 2020

Photo: NASA [Retrieved from: <https://airandspace.si.edu/multimedia-gallery/7462hjpg>, accessed: March 5, 2020]

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