

Dear readers,

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

As the Baltic Gender Mentoring Scheme is running now, we are happy to welcome our new members participating in this programme as mentees and mentors. In this issue we let the mentees voice their expectations.

As the year is drawing to a close, we would like to use this newsletter as an opportunity to thank all our project members for their support during Baltic Gender's first fifteen months. **We wish all our readers a peaceful advent season, a Merry Christmas and a Happy New Year: Frohe Weihnachten und ein gesundes neues Jahr! Häid jõule ning õnnelikku uut aastat! Hyvää joulua ja onnellista uutta vuotta! Linkiu linksmų Šv. Kalėdų ir laimingų Naujųjų Metų! Gott jul och ett gott nytt år!**

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](mailto:baltic-gender@io-warnemuende.de).

## Project news

On the 1st of October 2017 was the official start for the first round of the **Baltic Gender Mentoring scheme**. Six mentees from four different partner institutions are now supported by seven experienced scientists acting as mentors until end of September 2019. Currently, the participants are actively building their mentee/mentor relationship. We wish all teams a good start and are looking forward to welcome them to the first joint meeting on 16th – 17th April 2018 in Warnemünde.

□ *“I expect guidance on navigating the bumpy road to becoming a successful and leading scientist in submarine volcanology, which includes making the right career decisions, becoming an effective group leader, dealing with the unavoidable involved politics and finding a sensible balance between different responsibilities.”*



□ *“One of my expectations of the scheme is the appropriate preparation to withstand competitive situations using my (female) strengths.”*



□ *“This mentoring experience might help to develop my personal and professional confidence and skills in research planning, expansion of network, and finding life balance and perspectives.”*



□ *“From this mentoring programme I am expecting to get insights how to plan my research career and getting courage to act as an independent scientist.”*



□ *“With my mentor's advice I wish to gain an outside perspective of my work and develop my skills as a researcher.”*



□ *“I think the Baltic Gender Mentoring Scheme will facilitate great and inspiring support in my development to a good marine scientist.”*

Baltic Gender produced a report about specific actions that lead to gender equality in research projects. The title of the report is **„Guidelines for Gender Equality Plans as a part of marine research proposals and project plans“**. The leaflet and the full report can be downloaded from the project website: [www.baltic-gender.eu/outcomes](http://www.baltic-gender.eu/outcomes). □

In the annual meeting in Helsinki five legal experts from the partner countries (Anne Haller (EST), Dr. Nina Steinweg (GER), Inkeri Tanhua (FIN), Prof. Dalia Satkovskiene (LTU) and Eva Schömer (SWE) gave an overview presentation about the **national legislation on gender equality** in general and in relation to higher education and the field of science and technology. Kiel UAS as the task leader has collected each expert’s review report which includes **recommendations for Gender Equality Plans (GEPs)** in marine science, and is now busy preparing a **summary report** for further discussion, which will be disseminated and published in January 2018. □



From 5 September until 5 November 2017, the **Youth Creative Contest** has been open for artwork submissions (animation, illustration/poster, photography/photography essay, video/film, drawing, painting, etc.) taking up the topic ‘Insight into women in Marine Science and Technology’. The overall aim of the creative contest is to promote marine sciences and technologies as a career path for youth. Since marine science and technology remains a male dominated sector, especially in leadership positions, we have draw a special attention to women, who work in marine sciences and technologies. Thus, the contest further aims are to promote women role models for marine S&T. Youth of age 14-18 from five countries in the Baltic sea region (Estonia, Finland, Germany, Lithuania and Sweden) were invited to send their creative interpretations. In total 29 contributions were received by the responsible partner Klaipeda University from Lithuania. The artworks will be evaluated by international jury, containing artists, marine scientists and gender experts. The authors of the best three artworks will be awarded a prize of 500 EUR. Artworks gallery is available on project website: <https://www.baltic-gender.eu/youth-contest>. □

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

## News from Baltic Gender partners

On October 4-6 2017, an international review panel of 17 scientists, commissioned by the Helmholtz Association, reviewed the scientific activities of **GEOMAR Helmholtz Centre for Ocean Research Kiel** during the last 5 years. Finally, GEOMAR was declared as „Outstanding“ in its scientific merit by the evaluation board. In his conclusion speech, the chairman of the review panel, Dr. Peter Heffernan (Director of the Marine Institute in Galway, Ireland) made remark that „the efforts for talent management and gender equality at GEOMAR need to be continued“. □



The team of evaluators with representatives of the Helmholtz Association in front of the submersible JAGO (photo: Jan Steffen)

## Upcoming events

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2018-2020 Work Programme for Horizon 2020 announced by the European Commission. Link to the programme part „Science with and for Society“ (SwafS), considering Gender Equality as research topic (SwafS-09-2018-2019, SwafS-10-2018 and 13-2018, SwafS-11-2019, and 12-2019) for calls: [here](#)

20-21 November 2017 – “Accelerating ERA Development by promotion of gender equality in STEM research” Conference, Vilnius. Conference website: <http://www.acceleratingera.vu.lt>

12 December 2017, 11am ET/4pm GMT – Webinar: Mobilizing Women to Lead on the Sustainable Development Goals. Details and registration: [here](#)

26-28 February 2018 – Leadership course, Lund. More Information: <https://www.baltic-gender.eu/events>

## Women networks

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### [AcademiaNet](#)

- Data base with profiles of excellent female researchers from all disciplines in Germany (since 2010) and Europe (since 2012)
- initiative funded in 2010 by Robert-Bosch Stiftung and Spektrum der Wissenschaft

### [Femdat](#) Note: Website only partially in English

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

### [FemConsult](#) Note: Website (currently?) not 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

### [FEMtech-Expertinnendatenbank](#)

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

### [GEPRIS](#) Note: project information available mainly in German language

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

### [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

### [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

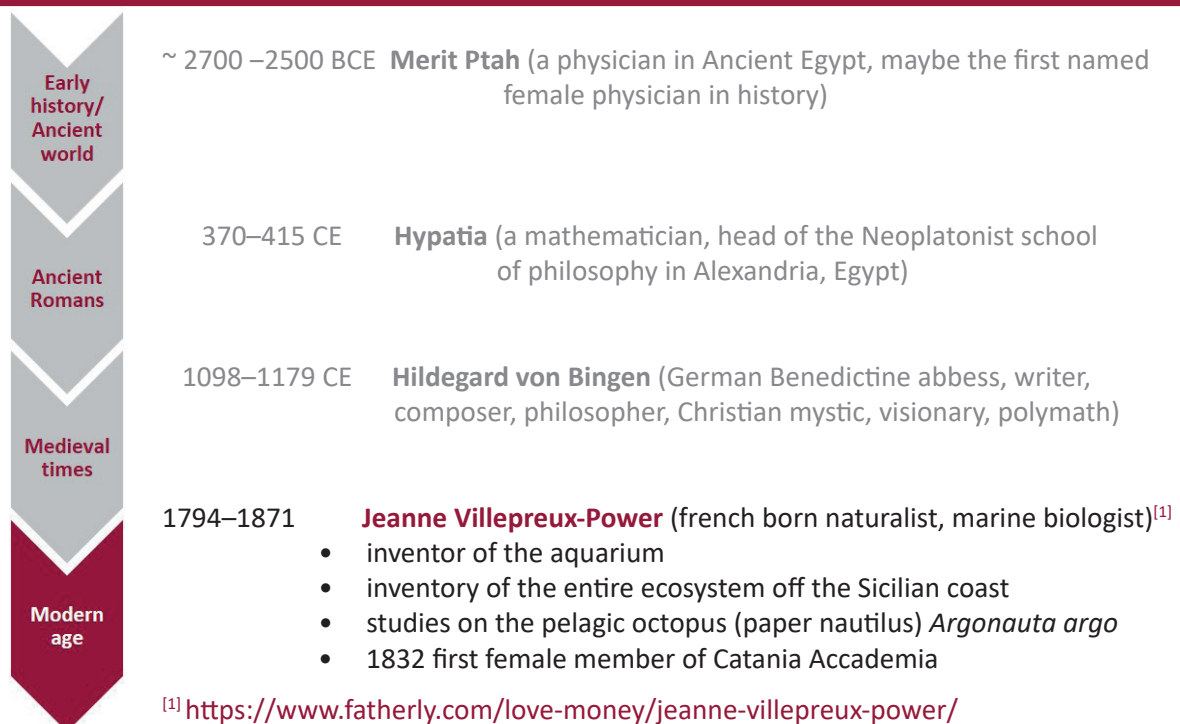
## Interesting reading

Lubienski, Sarah & K. Miller, Emily & Stephanie Saclarides, Evtthokia. (2017). **Sex Differences in Doctoral Student Publication Rates**. *Educational Researcher*, Vol. XX No. X, pp. 1–6.

DOI: 10.3102/0013189X17738746. First Published Nov 1, 2017. More information: [here](#)

Legislation Change in Germany for a third gender option on birth certificates. More information: <https://www.theguardian.com/commentisfree/2013/nov/10/germany-third-gender-birth-certificate>

## Brief history of women in [marine] science – Part 2



## Past and present – Female scientists in portrait

**Jeanne Villepreux-Power (1794–1871)** — Jeanne Villepreux-Power invented the aquarium and studied cephalopods, but today few recognize her name —

Most science history buffs have heard of the English biologist and paleontologist Richard Owen, who gave dinosaurs their name and challenged Charles Darwin's proposed mechanism of evolution. But few have heard of the ground-breaking marine biologist who was his contemporary. Jeanne Villepreux-Power invented the aquarium, an achievement that led Owen to call her "the mother of aquariophily." But today, few recognize her name. Likely, this historical oversight is due in part to a shipwreck in 1843 that carried

most of Villepreux-Power's books and writings to the bottom of the ocean. [...]

The daughter of a shoemaker, Villepreux was born in 1794. She gained renown as a seamstress at age 17 or 18 and embroidered the wedding dress of an Italian princess. The feat helped her catch the eye of a wealthy merchant, James Power. They married and moved to Messina, Sicily. [...]

Villepreux-Power also pioneered the use of the aquarium. The Encyclopedia Britannica credits her with inventing the "first recognizable glass aquarium in 1832," although British naturalist Philip Gosse is more widely known because he brought the aquarium to the public consciousness. [...]



The aquaria were necessary for Villepreux-Power's studies of the paper nautilus, *Argonauta argo*. She needed a container that would let her watch young larval nautili grow into adults and see if they also developed their own shells. They did. She also found a small creature that looked



Jeanne Villepreux-Power, photographed in 1861 by André-Adolphe-Eugène Disdéri. Public domain via Wikimedia Commons.

like an octopus's suckered arm embedded in the egg sac of the female. Villepreux-Power posited that this was probably the male *Argonauta* and was later proved right.

Any who questioned her findings were struck down by Richard Owen, who "championed" her work for the Zoological Society of London, reports Louisa Allcock of the University of Ireland Galway and her colleagues in *Journal of Natural History*. Villepreux-Power became a member of more than a dozen scientific societies around Europe.

Then, a rare disaster struck. All of her papers and writings were lost at sea when the ship moving them from Sicily to England sunk in 1843. Not all of her discoveries were forgotten, thanks to previous correspondence with other researchers, but after that loss she didn't publish again. She died in 1871.

In 1997, Villepreux-Power's name was given to a large crater on Venus. The woman who studied alien-like creatures beneath the sea on this world now has a namesake beneath the clouds of another world. ■

*Reference:*

*[Cited with minor text cuts from the original article published by Marissa Fessenden on 02 June 2015 in the smartnews category at: <https://www.smithsonianmag.com>]*

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Baltic Gender brochure gives a summary of the motivation, aim, concept and activities of the project:

[http://oceanrep.geomar.de/38342/1/fl\\_final.pdf](http://oceanrep.geomar.de/38342/1/fl_final.pdf)



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