

Dear readers,

The **Baltic Gender** newsletter will provide 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.

In this issue we report on recent and upcoming project activities and outcomes. Because 2018 is the 100th anniversary of the birth of Elisabeth Mann Borgese (1918-2002), we present a portrait of this outstanding woman. 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

Application deadline for the second round of the Baltic Gender Mentoring Scheme has been extended until 30 June 2018. For details have a look at the flyer on the Baltic Gender webpage at: https://www.baltic-gender.eu/documents/1199638/1199678/flyer_mentoring_II_Final_ext3.pdf/9e018bfb-8c43-49d4-b071-2a4b293fabc5

30-31 May 2018, Annual meeting, Tallinn

The third annual meeting of Baltic Gender was held in Tallinn, Estonia, on the 30th and 31st of May. The focus of the meeting was on the implementation of Gender Equality Plans in the eight scientific institutions, which are partners of the project. Sex-segregated data on qualitative and quantitative indicators, which show the status-quo of gender issues in the institutions, were presented. The results



Photo: B. Kisakürek-Ibsen/GEOMAR

of the indicator data, together with a wealth of information derived from other tasks of the Baltic Gender project, will lead to recommendations for new or improved targets, actions and measures for the Gender Equality Plan of each partner institution. □

Workshop on “Methods and test cases to include gender aspects in marine research” 29 May 2018, Tallinn: Baltic Gender aims to remove discriminative barriers in marine research, but also to develop means that can support integration of gender in research and innovation contents. In late May, a one-day workshop was arranged to generate discussion about a draft “method protocol” and its testing in specific research projects. The workshop brought together members of the project consortium and its advisory group. In the development of the method protocol, the so-called test cases play a central role. These on-going or past research and innovation projects operate as a testing ground for gender integration. How could sensitization to gender and gendered concerns be fostered in the projects? In the workshop, eight test cases from seven partner organizations were presented. Together they create a diverse mix that echoes the diversity in marine scholarship in the partner institutions. □

First Baltic Gender Mentoring Meeting held in April: The Baltic Gender Mentoring Program was formed with the intention to promote young female scientists in marine research by providing them with supportive information and a financial budget for individual advancement. For two days in mid-April this year, the Leibniz Institute for Baltic Sea Research Warnemuende (IOW) invited all mentees and mentors in the first round of the mentoring program to join the 1st Baltic Gender Mentoring Meeting. This meeting was the first opportunity for all mentees to come together for exchange and reflections. All participants could add their views, experiences and questions to the discussions during the workshop on gender and diversity aspects in marine science and a workshop on guidance for career development in science. Come-together activities, guided visits to the IOW exhibitions and a walking tour through Warnemuende offered additional opportunities to exchange opinions and

experiences and to continue discussions. Below are some opinions from participants about the mentorship program and the meeting:

- *“I have got an idea that situation of the gender differs among scientific institutions in different European countries but the main difficulties for women, who balance between family and scientific career and/or indirectly compete with men, are the same. At my point of view, general understanding of this issue is very missing in all levels of researchers from students to heads of scientific institutions and at the same time it troubles improvement of working conditions and satisfaction of work for both genders, and also family planning and well-being in researchers’ families.”*
- *“My experience with Baltic Gender has been very positive. I had a few meetings with my mentor and he gave me great advice regarding career choices and also volunteered to provide input for an application I wrote recently. The exchange with*



photo: K. Beck /IOW

the organisers, the other mentees and the speakers at the meeting in Warnemünde was very interesting. I particularly enjoyed the seminar by Katrien van der Heyden on “gender in research”. It gave me new perspectives and insights e.g. regarding unconscious gender bias, societal imprinting and the inclusion of gender in research proposals. It also sharpened my view on gender issues, which is crucial if we want to resolve them.” □

A report on “National Legislation on Gender Equality” is now available on the Baltic Gender Home-page: <https://www.baltic-gender.eu/outcomes>. This summary report gives a systematic overview of the different conditions of the legal and policy frameworks in the partner countries (Finland, Sweden, Estonia, Lithuania and Germany) with a focus on the implementation of Gender Equality Plans in Higher Education.

Workshop series on Gender & Diversity for leading staff of Baltic Gender partners started:

On 03 April 2018, a series of workshops on Gender & Diversity aiming specifically at the top management of partner institutions started with a first workshop on "How to understand and promote gender equality in the organization" held in Tallinn. The course, led by Ülle-Marika Papp and Riina Kütt, was attended by the high and middle management as well as the leaders at UT-EMI. □

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

Other news

On 7 June 2018, the European Commission announced its proposal for Horizon Europe. <https://ec.europa.eu/info/node/71880/>

On 17/18 May 2018, the EU Horizon 2020 project ACT (Communities of Practice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe), has been launched. Press release: http://research.uoc.edu/portal/en/ri/difusio-publicacions/noticies/noticies-OSRT/2018/noticia_actgentic.html

Deutsche Forschungsgemeinschaft (DFG, German Research Foundation): **Antje Boetius Wins 2018 Communicator Award.** DFG Press Release No. 14, 20 April 2018, http://www.dfg.de/en/service/press/press_releases/2018/press_release_no_14/index.html

Upcoming events

13 June 2018, Amsterdam, The Netherlands: Engaging Boys and Young Men in the Age of #MeToo Conference. Details: <https://www.emancipator.nl/en/event/conference-engaging-boys-and-young-men-in-the-age-of-metoo-2/>

14/15 June 2018, Kiel, Germany: Workshop on „Gender Equality and Gender-Conscious Teaching in Science“, Kiel University of Applied Sciences. Details: <https://www.baltic-gender.eu/de/events;jsessionid=89B293F2DBA0C8CDE93AD516F7280277>

14 /15 June 2018, Zurich, Switzerland: Second LERU Gender Conference. Details: www.gleichstellung.uzh.ch/de/veranstaltungen/leru_conference.html

18/19 June 2018, London, UK: Gender Summit 15 „United in Science and through Science“. Details: <https://gender-summit.com/gs15-eu-2018>

25/26 June 2018, Brussels, Belgium: Infoday on Societal Challenge 2 calls 2019. Details: <https://ec.europa.eu/programmes/horizon2020/en/news/infoday-societal-challenge-2-calls-2019-brokerage-event>

20–22 August 2018, Dublin, Ireland: 10th Conference on Gender Equality in Higher Education. Details: <http://genderequalityconference2018.com/>

04 September 2018, Kiel, Germany: Workshop on “Gendered Innovations in Science and Engineering”. Details & Announcement: <https://www.baltic-gender.eu/de/events>

11/12 October 2018, Amsterdam, The Netherlands: STEMM Gender Equality Congress. Details: <https://stemmequality.com/>

Women networks

[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

[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)

[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

[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

[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)

[GEPRIIS](#) 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)

Interesting reading

Nature editorial (09 April 2018): **New awards aim to celebrate women in science.** Announcement in: Nature, Vol 558, 12 April 2018, p.150, <https://www.nature.com/articles/d41586-018-04323-w?>

Carol Morris, Alice Moncaster (eds.), Felizitas Sagebiel, Kate White (guest eds.): **Special Issue: Gender and Masculinities in Careers and Leadership in Higher Education.** International Journal of Gender, Science and Technology, Vol 10, No 1 (2018), Table of Contents: <http://genderandset.open.ac.uk/index.php/genderandset/issue/view/29> (articles freely available for download)

George Yancy: **The Ugly Truth of Being a Black Professor in America.** The Chronicle Review, April 29, 2018, <https://www.chronicle.com/article/The-Ugly-Truth-of-Being-a/243234>

Laura Sherbin: **6 Things Successful Women in STEM Have in Common.** Harvard Business Review (27 April 2018), <https://hbr.org/2018/04/6-things-successful-women-in-stem-have-in-common>

Book Announcement (Fall 2018): **The Future of Ocean Governance and Capacity Development - Essays in Honor of Elisabeth Mann Borgese,** edited by IOI-Canada. http://internationaloceaninstitute.dal.ca/EMB_book_announcement.pdf

Brief history of women in [marine] science – Part 4



Past and present – Female scientists in portrait

Elisabeth Mann Borgese (24.04.1918 – 08.02.2002) — founder of the International Ocean Institute and known worldwide as “The Mother of the Oceans”

2018 is the 100th anniversary of the birth of Elisabeth Mann Borgese (1918-2002).

Elisabeth Mann Borgese was born in Munich

in 1918 to Katia Pringsheim and Nobel Prize-winning author Thomas Mann. The fifth of six children, Elisabeth was born into an intellectual family whose views supported the post-war movement for World Federalism. In exile from Nazi Germany, Elisabeth earned a Bachelor of Arts degree in Classics and a diploma from the Conservatory of Music in Zurich before her

family immigrated to the United States in 1938. The following year, Elisabeth married Giuseppe Antonio Borgese, an Italian-born writer and professor at Princeton University, with whom she had two children.

Working as a research associate with Giuseppe Borgese and other international scholars at the University of Chicago, Elisabeth helped to form „The Committee to Frame a World Constitution“ and edited their monthly journal, *Common Cause*. Widowed in 1952, Elisabeth continued to pursue the ideas articulated by the committee, writing a critical introduction to the *Constitution of the World*, which was reissued in 1966 by the Center for the Study of Democratic Institutions in Santa Barbara, California. It was through the Center, where she was Senior Fellow from 1964 to 1978, that Elisabeth first focused her attentions on the law of the sea as an area of critical international concern. She began to publish ocean-related research, including *The Ocean Regime*, a blueprint for a „constitution for the world’s oceans,“ in an effort to urge world leaders to re-examine ocean governance. In the late 1960s, she organized the first *Pacem in Maribus* conference (held 1970 in Malta) as a forum for discussing the law of the sea, bringing it to the attention of international governmental and non-governmental organizations.

A founding member of groups such as the Club of Rome, the Nuclear Age Peace Foundation, and the Group of 78, Elisabeth invested great effort in working with organizations to influence international policy. In 1972, she established the International Ocean Institute (IOI) at the Royal University of Malta with the cooperation of the United Nations Development Programme and the Government of Malta. As Chairman of the Planning Council, she worked with the IOI to sponsor *Pacem in Maribus*, to conduct training programmes, and to facilitate and publish research with the goal of promoting peace and a deeper understanding of oceans and their resources in world policy and sustainable economic development.

In 1978, Elisabeth relocated to Halifax, Nova Scotia, taking up Canadian citizenship. As a Killam Fellow at Dalhousie University, she taught courses in political science and continued to pursue projects relating to disarmament, international development, integration of marine resources, and marine management. Serving as a member of the Austrian Delegation to the Third United Nations Convention of the

Law of the Sea, the Preparatory Commission for the International Seabed Authority and the International Tribunal of the Law of the Sea, Elisabeth was instrumental in the 1982 adoption of the United Nations Convention on the Law of the Sea and its entry into force in 1994.



Elisabeth Mann Borgese on the bridge of R/V „Prof. A. Penck“, Photo: L. Postel (IOW)

Elisabeth’s career was prolific and diverse. She published fifteen books, including *The New International Economic Order and the Law of the Sea*, *The Drama of the Oceans*, and *The Ascent of Woman*. In 2001, Germany bestowed its most prestigious award on her, the Commander’s Cross of the Order of Merit. She was also nominated for the Nobel Peace Prize. A true citizen of the world, Elisabeth Mann Borgese - the „Ambassador of the Seas“ - died at the age of 83 in St. Moritz after a morning on the slopes. ■

Reference:

Text cited with minor changes from the fonds description, Dalhousie University Archives Catalog: Elisabeth Mann Borgese fonds, MS-2-744, Dalhousie University Archives, Halifax, Nova Scotia, Canada (<https://memoryns.ca/elisabeth-mann-borgese-fonds>; access date: June 5, 2018)

further reading: Sunil M Shastri: Elisabeth Mann Borgese: A Life Dedicated to Pacem in Maribus. Ocean Yearbook 18(1):75-87 Jan 2004 DOI: 10.1163/22116001-90000228

IOW Day of Action: First issue of special postage stamp on the occasion of the 100th birthday of Elisabeth Mann Borgese

To mark the 100th anniversary of Elisabeth Mann Borgese, engaged marine conservationist, co-founder of the Club of Rome and daughter of Nobel literature laureate Thomas Mann, the German Federal Ministry of Finance recently issued a EUR 3.70 commemorative special postage stamp on 12. April 2018. Within the action „Briefmarken:Erlebnis“ Deutsche Post opened a special post office that day in the exhibition hall of the IOW. Only there the commemorative stamp was available on a specially designed envelope with a special postmark, which shows the IOW research vessel „Elisabeth Mann Borgese“. ■



Credit: Deutsche Post (design: Nicole Elsenbach, Hückeswagen, photo: Fotolia / klikk; editor: Federal Ministry of Finance)



Credit: Deutsche Post

Link to the IOW press release:
https://www.io-warnemuende.de/mitteilung/items/Aktionstag_am_IOW_Erstaussgabe_der_Sonderbriefmarke_zum_100_Geburtstag_von_Elisabeth_Mann_Borgese.html

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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



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