

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, the mentees of the finished first round of the Baltic Gender Mentoring Programme express their personal conclusions. The portray introduces a marine biologist who led the first all-female team of women aquanauts, set the world untethered diving record in 1979 and became the first woman to be chief scientist at the National Oceanic and Atmospheric Administration (NOAA) in US, and later, the National Geographic Society's first female explorer in residence.

Finally, as December marks the end of the year, we thank all our project partners, supporters and enquirers. We wish you all a great Christmas time and all the best for 2020, the last project year for Baltic Gender.

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.



WE WISH ALL OUR READERS A PEACEFUL ADVENT SEASON, A MERRY CHRISTMAS AND A HAPPY NEW YEAR:

**Gott jul och ett gott nytt år! 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!
Priecīgus Ziemassvētkus un laimīgu Jauno gadu!**

Photo: F. Kunz

Project news

3rd December 2019 – Baltic Gender experience discussed at Gender conference in Jakarta

During the Conference “Women in Higher Education II: Introducing Gender & Diversity in Teaching and Curricula” which was held in Jakarta, Indonesia the EU-Project Baltic Gender was represented by Kiel UAS. The 30 participating scientists and DAAD-alumni discussed about the outcomes. In Indonesia there is also a lack of women in leadership positions and also in professorship. The best-practice examples from all work packages were a good basis for the discussion. The Conference was organized by DAAD, Universitas Kristen Indonesia, and the Institute of Gender Research and Diversity (Kiel UAS).



Workshop on "Border violation in academia", Kiel

On 28th November the workshop on "Border violations in Academia - How to deal with and prevent sexualized violations" was open for all interested scientists. It was conducted by Dr. Sabine Blackmore, a coach specialised in academia issues and gender equality. The workshop was part of the workshop series "Things like this of course do not happen here?! Sexual harassment in institutions on higher education & research institutes". Key topics discussed by the ten participants from Kiel institutions (CAU Kiel, GEOMAR, UAS Kiel) were e.g. the legal framework and how to recognize as well as communicate border violations. The focus was on research cruises, an issue that specifically concerns female researchers in marine science.



Photo: GEOMAR / D. Bibiella

8th November 2019 – WINGS workshop on time and stress management at Lund University

This workshop has been arranged for doctoral students, postdocs and researchers before, but this time supervisors were invited. They got time to reflect on both their own time and stress management and how they can support their PhD students. 20 participants, 2/3 women and 1/3 men signed up. The company providing the workshop emphasized gender aspects and thereby increased the participants' awareness on these issues in academia, and (foremost) they provided hands-on tools on how you can structure your working day to reduce stress/be able to focus. Read more: <https://www.wings.lu.se/article/from-negative-to-positive-stress-from-efficiency-to-effectiveness-for-doctoral-student-supervisors-fully-booked> □

EU-conference on Research and Innovation Excellence through gender equality

Celebrating 20 years of the work of European Commission Communication on Women in Science, the 23rd– 24th of October Helsinki conference focused on new pathways and challenges for enhancing structural and institutional change in gender equality in R & I. The Conference, through its "Helsinki Call for Action" document pointed out there is still much to be done. It advocated gender equality as a top priority for new European Commission in order to increase European competitiveness and enabling broader reach to face today's challenges. Tarja Halonen, former President of Finland, gave a keynote speech in the conference. Panel plenary sessions addressed a diversity of topics. These included the role of funding organizations to



Photo: SYKE / E. Rantajärvi

advance gender equality, gender biased data in training of artificial intelligence, and sexual harassment in Academia. The Baltic Gender project was presented through a poster by SYKE's Senior Researcher Helena Valve, and its publication "[Best practices on gender equality in research institutions](#)" received much attention. Conference web streams for [Day one](#), [Day two](#) will be available until the end of January 2020. □



Photo: SYKE / E. Rantajärvi

First round of the Baltic Gender Mentoring Programme finished

After a period of two years, the first Baltic Gender Mentoring Scheme ended on 30 September 2019. Although the official mentorship is finished now, many of the established mentee-mentor co-operations and contacts are likely to be continued beyond the framework of the project. Here, the participating mentees present their résumés:



Amongst the many positive aspects of the BG mentoring programme, I benefited the most from the trusting and productive relationship I was able to build with my mentor, who was and still is a source of great advice and guidance in all areas of academia. (Karen Strehlow, GEOMAR Helmholtz Centre for Ocean Research Kiel, Germany)



With the help of my mentor I learned to find my individual way of dealing with a male-dominated work environment. She taught me to find the right balance between insisting and easy-going to pursue my goals. (Karoline Hammer, Leibniz Institute for Baltic Sea Research Warnemünde, Germany)

The mentoring programme opened my eyes why it is so important to share the knowledge, trust and empathy within scientific community. Within the program and with mentor's support, I was able to perform my dream-study which encourages me to move deeper to science and feel confident about my present and future research. (Rasa Morkune, Klaipėda University, Lithuania)



The combination between personal mentoring with a mentor of our own choice, the opportunity to participate in a suit of different seminars and workshops, as well as the interaction with young scientists from diverse cultural and scientific backgrounds was a real asset during my post doc time in Germany. Additionally, the very good structure and organization of the program provided an excellent personal backup, from a financial as well as a coaching perspective. Now I managed to secure substantial funding and have just started a permanent science position in Copenhagen. I would like to thank the entire Baltic Gender team for their effort to make this program happen and I instantly hope that future generations will be able to profit from it as well. (Cornelia Jaspers, National Institute of Aquatic Resources, Technical University of Denmark (DTU Aqua), Denmark)



Through the Baltic Gender Mentoring Programme and my great mentor Joanna Norkko I gained more passion for being a female marine scientist with confidence and strength to create my individual and independent life in science. (Ines Bartl, Leibniz Institute for Baltic Sea Research Warnemünde, Germany)



Assertiveness and Self-Defense Training for women at Kiel University

Seventeen women from GEOMAR, CAU and Kiel UAS took part at the self-defense and assertiveness training on 25th October 2019. The workshop was conducted by a trainer from WING Concepts academy. The participants learned useful tools for prevention, assertiveness and self-defense with exercises to train mental and physical strengths. All participants gave a great feed-back to the instructor and the whole workshop. □



Photo: Kiel UAS / M. v. Elsacker

Mentoring Program of Baltic Gender ventures out

The mentoring programs „Baltic Gender“ (Horizon 2020) has been presented together with two other mentoring programs via:mento_ocean and via:mento at the international conference “Inequality vs inclusiveness in changing academic governance: policies, resistances, opportunities (Napels, 16-17 September 2019)”. Marta Chiarinotti held the presentation “Mentoring programs as instruments for cultural change”. More about the conference: <http://www.eument-net.eu/eument-net-conference-2019/> □

Baltic Gender in the campus magazine VIEL at Kiel University of Applied Sciences

This year, Kiel University of Applied Sciences is celebrating its 50 years anniversary. Therefore, the current issue of the campus magazine VIEL deals with the current situation and gives an outlook into the future. Here, Baltic Gender is presented giving an overview about the projects visions and solutions (p.66-69, in German only): https://www.fh-kiel.de/fileadmin/data/marketing/viel/viel-online/viel_19_epaper.pdf □

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

News from Baltic Gender partners & Other news

EIGE conference for dialogue with new European Parliament and Commission

On 19th November, EIGE hosted the "Power Up for more Gender Equality and Gender Mainstreaming Conference" in Brussels. Together with Member States, the European Commission, European Parliament, civil society, social partners and academia, EIGE discussed how the EU can fulfil its legal and political commitments to gender equality. More details: <https://eige.europa.eu/gender-mainstreaming/power-up-conference-2019>

Helsinki Call for Action

As an outcome from the conference "Research and Innovation Excellence through gender equality: New pathways and challenges" held in October in Helsinki, the Helsinki Call for Action was published. Available at: <https://www.lyyti.fi/p/NEUPATHWAYS/en/outcomes>

German-Chinese expedition with R/V "SONNE" explored South China Sea

This summer, 20 female scientists from China and Germany studied the environment in the South China Sea. The joint cruise was a great opportunity to talk about the situation of women in science. Online available at: <https://www.br.de/mediathek/video/mit-dem-forschungsschiff-sonne-nach-china-wie-wissenschaftlerinnen-das-meer-erforschen-und-gleichzeitig-um-erkennung-kaempfen-av:5dc048bfb85f3c00192a155f>

Upcoming events

11 February International Day of Women and Girls in Science.

Details: <http://sdg.iisd.org/events/international-day-of-women-and-girls-in-science/>

18–19 March 2020, Rostock Warnemünde, Germany: 3rd Baltic Gender Mentoring Meeting

2–3 April 2020. University of Reading, United Kingdom: 3rd International Conference on Gender Research (ICGR). Details: <https://www.academic-conferences.org/conferences/icgr/>

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 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

Cara Tannenbaum, Robert P. Ellis, Friederike Eyssel, James Zou, Londa Schiebinger: Sex and gender analysis improves science and engineering. *Nature* 575, 137–146 (2019). Available at: <https://doi.org/10.1038/s41586-019-1657-6>

Meredith Wadman: Report details persistent hostility to women in science. *Science* 360, 6394 (2018): pp. 1159. DOI: [10.1126/science.360.6394.1159](https://doi.org/10.1126/science.360.6394.1159)

Shamika Sirimanne: How can we STEM the tide of women graduates leaving science? Available at: <https://www.weforum.org/agenda/2019/09/stem-women-gender-equality-science-technology-engineering-mathematics/>

Heads of JHA Agencies' statement on the occasion of the 10th Anniversary of the Charter of Fundamental Rights of the European Union. Available at: https://eige.europa.eu/sites/default/files/joint_statement_-_10th_anniversary_eu_statement_fundamental_rights_version_for_final_endorsement.pdf

Gender Equality Index 2019. Work-life balance.

Available at: <https://eige.europa.eu/publications/gender-equality-index-2019-work-life-balance>

Brief history of women in [marine] science – Part 10

Early history/ Ancient world	~ 2700 –2500 BCE	Merit Ptah (Physician in Ancient Egypt, maybe the first named female physician in history)
Ancient Romans	370–415 CE	Hypatia (Mathematician, head of the Neoplatonist school of philosophy in Alexandria, Egypt)
Medieval times	1098–1179 CE	Hildegard von Bingen (German Benedictine abbess, writer, composer, philosopher, Christian mystic, visionary, polymath)
Modern age	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“)
	*1935–	Sylvia Earle (American marine biologist, explorer, author, lecturer)
	*1947–	Sally (Penny) W. Chisholm (American marine biologist)

Past and present – Female scientists in portrait

Sylvia Alice Earle
 (*August 30, 1935, Gibbstown/New Jersey, U.S.) — Undersea Explorer & Ambassador for the World's Oceans

Sylvia Earle, in full Sylvia Alice Earle, (born August 30, 1935, Gibbstown, New Jersey, U.S.), American oceanographer and explorer known for her research on marine algae and her books and documentaries designed to raise awareness of the threats that overfishing and pollution pose to the world's oceans. A pioneer in the use of modern self-contained underwater breathing apparatus (SCUBA) gear and the development of deep-sea submersibles, Earle also held the world record for the deepest untethered dive.

Earle was the second of three children born to electrical engineer Lewis Reade Earle and his wife, Alice Freas Richie. She spent her early life on a small farm near Camden, New Jersey, where she gained a respect and appreciation for the wonders of nature through her own explorations of nearby woods and the empathy her parents showed to living things. When she was 12, her father moved the family to Dunedin, Florida, where the family's waterfront property

afforded Earle the opportunity to investigate living things inhabiting nearby salt marshes and sea grass beds.

Earle first learned to dive with SCUBA gear while attending Florida State University. She majored in botany and graduated in 1955. Later that year she enrolled in the master's program in botany at Duke University, graduating in 1956. She completed her thesis work on algae in the Gulf of Mexico. Earle married American zoologist John Taylor in 1957 and started a family. (She and Taylor later divorced.) She completed a Ph.D. in 1966, publishing her dissertation *Phaeophyta of the Eastern Gulf of Mexico* in 1969. For this project she collected over 20,000 samples of algae.

Earle's postgraduate experiences were a mixture of research and groundbreaking oceanographic exploration. In 1965 she accepted a position as the resident director of Cape Haze Marine Laboratories in Sarasota, Florida. In 1967 she became a research fellow at the Farlow Herbarium of Harvard University and a research scholar at the Radcliffe Institute. In 1968 she discovered undersea dunes off the coast of the Bahamas. In 1970 she led the first all-

female team of women aquanauts as part of the Tektite II experiment, a project designed to explore the marine realm and test the viability of deepwater habitats and the health effects of prolonged living in underwater structures. The habitat was located about 15 metres (about 50 feet) below the surface of Great Lameshur Bay off the island of St. John in the U.S. Virgin Islands. During the two-week experiment, she observed the effects of pollution on coral reefs first hand. Occurring during a time when American women were just beginning to enter fields traditionally staffed by men, the Tektite II project captured the imagination of scientists and nonscientists alike because Earle's team did the same work as previous all-male crews.

Earle led numerous undersea expeditions over her career. Her oceanographic research took her to such places as the Galapagos Islands, China, and the Bahamas. In the 1970s she began an association with the National Geographic Society to produce books and films on life in Earth's oceans. In 1976 she became a curator and a research biologist at the California Academy of Sciences. In 1979 she became curator of phycology at the California Academy of Sciences. On September 19, 1979, she set the world untethered diving record, descending 381 metres (1,250 feet) beneath the surface of the Pacific Ocean in a JIM diving



Portrait photograph of Sylvia Earle. Photo: Veni Markovski.

suit, a special diving apparatus that maintains an interior pressure of 1 standard atmosphere (14.70 pounds per square inch). During the early 1980s Earle founded Deep Ocean Engineering and Deep Ocean Technology with British engineer Graham Hawkes, her third husband. Together they designed the submersible Deep Rover, a vehicle capable of reaching depths of 914 metres (3,000 feet) beneath the surface of the ocean.

Earle served on the National Advisory Committee on Oceans and Atmosphere between 1980 and 1984. Between 1990 and 1992 Earle was the chief scientist at the National Oceanic and Atmospheric Administration (NOAA), the first woman to serve in that position. In 1998 she became the National Geographic Society's first female explorer in residence. Throughout her career she published over 100 scientific papers. Her other works include *Sea Change: A Message of the Oceans* (1994), *Wild Ocean: America's Parks Under the Sea* (1999) with American author Wolcott

Henry, and *The World Is Blue: How Our Fate and the Ocean's Are One* (2009). □

Text cited from: John P. Rafferty. "Sylvia Earle", Encyclopædia Britannica. Encyclopædia Britannica, inc., August 26, 2019. Accessed: November 05, 2019

Photo: Veni Markovski, 2009, own work, CC BY 3.0. Color portrait photograph of Sylvia Earle, 2009. [Retrieved from <https://commons.wikimedia.org/wiki/File:SylviaEarle.jpg>, accessed: November 5, 2019]

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