

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. This issue particularly informs about the past project activities and on how partners engage in internal and external events.

By end of this month, the first round of the Baltic Gender Mentoring Programme will be finished, and the mentorship period will end for the six mentee-mentor pairs while the participants of the second round started into their second year of the mentorship period. Therefore, we would like to express our gratitude once again to all mentors for their deep commitment. We wish all participants in the on-going mentoring partnership continued mutually beneficial cooperation and all leaving mentees that the Baltic Gender experience may contribute to reach their professional and personal goals.

Also, we portray a marine biologist who became well-known world wide as a nature writer catalyzing the global environmental movement in the 1960ies.

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

2nd July 2019 – Workshop on “Border violations in academia – How to deal with and prevent sexualized violations”, Kiel UAS.

During the workshop, which was led by Dr. Sabine Blackmore, a couch in academia and gender equality, 12 participants from Kiel UAS, CAU Kiel and GEOMAR discussed prevention measurements in the context of “research cruises” and the needs of the workshop participants. This workshop was the first in a series of workshops on “sexual harassment in institutions on higher education and research institutes” arranged by the three Kiel institutes as part of the project Baltic Gender.

Baltic Gender at the COST connect workshop

Baltic Gender took part in the COST Connect workshop on oceans, which was organised by the COST Association on 13 & 14 June 2019 in Brussels, with the aim of enabling a debate between researchers, policy makers and funding organisations active in the wider field of ocean sciences. Stakeholders such as DG MARE, JPI Oceans, European Marine Observation & Data Network as well as various COST actions working on marine issues were present in this workshop. The workshop presented a good opportunity to showcase outcomes of Baltic Gender and to raise awareness by bringing issues of gender (in)equality on the table. □

Baltic Gender at SETAC Helsinki

Certain people – men, of course – discouraged me, saying [science] was not a good career for women. That pushed me even more to persevere.

-Francois Barre-Sinoussi, Nobel Prize Physiology and Medicine for the discovery of HIV

I hadn't been aware that there were doors closed to me until I started knocking on them.

-Dr. Gertrude B Elion, Nobel Prize winner in Physiology and Medicine

I have frequently been questioned, especially by women, of how I could reconcile family life with a scientific career. Well, it has not been easy.

-Marie Curie, two-time Nobel Prize winner and mother of a daughter, Irène Joliot-Curie, who also won the Nobel Prize

To embed changes that counteract gender bias, you need to have buy-in not only from senior women, but also from senior male colleagues who will listen.

-Dr. Polly Arnold, founder of SciSisters and Crum Brown chair of chemistry, University of Edinburgh

The above quotes projected to the wall welcomed around hundred participants to the special session "Gender Bias and Equal Opportunity in Scientific Research" in the SETAC Europe 29th Annual Meeting, held on 26-30 May 2019 in Helsinki. SETAC stands for the Society of Environmental Toxicology and Chemistry. The society engages also marine scientists.

In the special session, Helena Valve from the Finnish Environment Institute was given an opportunity to present the Baltic Gender project and particularly the work focusing on best practices on structural change. The presentation was followed by intriguing talks by Jen Lynch (SETAC, USA) on gender bias in publishing and Miriam Diamond (University of Toronto, Canada) on "Old and New Faces of Gender and Diversity Bias in Science".

And here are some impressions and opinions from Baltic Gender Mentees:

I have to admit that the most impressive and lasting presentation I have joined was not a scientific talk at the SETAC conference. Right after the lunch break I went to a comparatively small conference room which was filled by ten people, not unusual for the variety of sessions in parallel but I was a little early and so time after time, the room filled up. Thus, my first impression that this topic is not of greatest concern in the scientific community was wrong. Even five, ten and fifteen minutes after the session have started, people were pouring into the room and since seats were no longer available they stood in the back and at the entrances. After an overview given by Helena Valve also introducing the Baltic Gender Program, two women I have never heard of before, give some insights in reference to gender bias during the publication processes and a historical breakdown of Gender and Diversity Bias in Science. Already during these presentations, where personal experiences were proofed by (statistical) numbers the atmosphere in the conference room was oppressive, despite all the people. And also the conversation afterwards went quite emotional. What impressed me the most was the number of men who joint this session, yet small but more than I thought. And they weren't just sitting and listen, they participate in the conversation with very thoughtful arguments which is the best sign I think for the future - to cope with this topic together.

(Karoline Hammer, IOW, Germany)

The SETAC in Helsinki was very well organized. Even though I could only participate for one day, I listened to many interesting presentations and had good discussions at the poster session. I had the impression that it is a very open minded conference with critical and constructive scientific discussions. I can recommend it to anyone who is interested in ecotoxicology and e.g. contaminants of emerging concern.

(Kathrin Fisch, IOW, Germany) □

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 & Other news

MARCONS survey on gender balance

The COST action MARCONS (Advancing Marine Conservation in the European and contiguous seas) initiated a survey on the role of women and gender balance in the marine sciences. The survey, which takes 5-10 minutes to complete, targets PhD holders, men & women in Marine sciences. In case you are interested to join, the link is: <https://forms.gle/vGAeWKwmuLgd3QRj7>

3rd TOTAL EQUALITY AWARD for the Leibniz Institute for Baltic Sea research Warnemünde

The Leibniz Institute for Baltic Sea Research Warnemünde (IOW) was awarded the TOTAL EQUALITY title for the years 2019 to 2021 for the third time this year.

Three German Baltic Gender partners are founding members of the German Alliance for Marine Sciences

On July, 18th leading German Marine Sciences institutions signed the founding agreement of the German Alliance for Marine Sciences ("Deutsche Allianz für Meeresforschung", DAM). Geomar, IOW

and CAU are founding members of the DAM, which is one of the biggest Marine Sciences alliances worldwide. Its goal is to foster a sustainable dealing with the ocean. To do that, the DAM joins forces of the main German Marine Sciences institutions and provides solution-oriented action knowledge as well as infrastructure. The federal republic of Germany finances the DAM with up to 56,25 Mio. € until 2022. Geomar's Executive Director Peter Herzig is one member of DAM's Executive Board.

For more information see: <https://www.allianz-meeresforschung.de/> (in German only)

Baltic Gender partner institution Kiel University honoured as a European University with a focus on marine sciences

Through the ERASMUS+ project "SEA-EU - The European University of the Seas", Kiel University (CAU) is one of the 17 new European Universities alliances, which were selected from 54 proposals in the first round of applications. European Universities are transnational alliances of higher education institutions from the entire EU, which pursue a long-term strategy and promote European values and identities. The alliances selected will each receive funding of 5 million Euros over the next three years. Kiel University is one of 15 German universities that are participating in the SEA-EU programme. SEA-EU universities are committed to implementing and promoting equal opportunities, parity and social equity. Gender will be integrated into the actions, in particular by setting up programmes for young women to guide them towards training from which they generally feel excluded (technology,



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earth sciences, etc.). The issue of the values and characteristics of female leadership will also be integrated into the actions and reflections of the EU-SEA. The diversity of audiences is taken into account in all dimensions of the project, whether in terms of socio- professional origins, availability (family status, student employment, public in lifelong learning), reduced mobility constraints.

Upcoming events

Things like this of course do not happen here?!" – Workshop series on "sexual harassment in institutions on higher education and research institutes" October & November 2019 in Kiel, Germany

Two more workshops on this topic will take place in Kiel, which are organized by GEOMAR, Kiel University and Kiel University of Applied Sciences.

On 25th October there will take place an "Assertiveness and Self-Defense Training" only for women, which is conducted by WING CONCEPTS. On 28th November the workshop on "Border violations in Academia - How to deal with and prevent sexualized violations" is open for all interested scientists. It is conducted by Dr. Sabine Blackmore.

More information via the Baltic Gender website: [here](#) or baltic.gender@fh-kiel.de

3–4 October 2019, Amsterdam, The Netherlands: **GS17 EU – European Gender Summit**.

Details: <https://gender-summit.com/gs17-eu>

15 October 2019, Brussels, Belgium: **Gender Equality Index conference 2019**.

Details: <https://eige.europa.eu/gender-equality-index/2019-conference>

23-24.10.2019, Helsinki, Finland: **Research and Innovation Excellence through gender equality: New pathways and challenges**. Details: <https://www.lyyti.fi/p/NEUPATHWAYS/en/welcome>

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

SAGE Charter of Principles for Gender Equality. Available at: https://www.sage-growingequality.eu/web/assets/media/publications/sage_publications/sage_charter_of_principles_for_GE.pdf

European Marine Board Position paper No. 24 and flagship publication "Navigating the Future V: Marine Science for a Sustainable Future" (NFV). Available at: <http://www.marineboard.eu/publications/navigating-future-v>

Charikleia Tzanakou: Unintended consequences of gender-equality plans. Nature 570, 277 (2019)
DOI: [10.1038/d41586-019-01904-1](https://doi.org/10.1038/d41586-019-01904-1)

Danielle Quinn: Who's talking? Gender discrepancy in conversation at AFS 148. Fisheries 44, No. 6 (June 2019) DOI: [10.1002/fsh.10253](https://doi.org/10.1002/fsh.10253)

Leonie Nüßer & Jennifer Lynch: Gender Bias and Equal Opportunity in Scientific Research. 2019, Events, Science and Publications, Session Summaries, Vol. 20 (9) <https://globe.setac.org/gender-bias/>

Springer Nature feature: Women in Science. Available at: <https://www.springernature.com/gp/researchers/campaigns/women-in-science?>

Brief history of women in [marine] science – Part 6



Past and present – Female scientists in portrait

Rachel Louise Carson (*May 27, 1907 in Springdale, Pennsylvania, USA; April 14, 1964, Silver Spring, Maryland, USA) — catalyzed the global environmental movement with her 1962 book *Silent Spring*

Born on May 27, 1907 on a farm in Springdale, Pennsylvania, Carson was the youngest of Robert and Maria McLean Carson's three children. She developed a love of nature from her mother, and Carson became a published writer for children's magazines by age 10. She attended the Pennsylvania College for Women (now Chatham University), graduating magna cum laude in 1929. She next studied at the oceanographic institute at Woods Hole, Massachusetts and at Johns Hopkins University, where she received a master's degree in zoology in 1932. Strained family finances forced her to forego pursuit of a doctorate and help support her mother and, later, two orphaned nieces.

After outscoring all other applicants on the civil service exam, in 1936 Carson became the second woman hired by the US Bureau of Fisheries. She

remained there for 15 years, writing brochures and other materials for the public. She was promoted to Editor-in-Chief of all publications for the US Fish and Wildlife Service.

Meanwhile, she wrote several popular books about aquatic life, among them *Under the Sea Wind* (1941) and *The Sea Around Us* (1951). The latter was serialized in the *New Yorker* and sold well worldwide. She won a National Book Award, a national science writing-prize and a Guggenheim grant, which, with the book's sales, enabled her to move to Southport Island, Maine in 1953 to concentrate on writing. In 1955, she published *The Edge of the Sea*, another popular seller. She also began a relationship with Dorothy Freeman, a married summer resident. Though much of their correspondence was destroyed shortly before Carson's death, the rest was published by Freeman's granddaughter in 1995 as *Always, Rachel: The Letters of Rachel Carson and Dorothy Freeman, 1952–1964: An Intimate Portrait of a Remarkable Friendship*.

After a niece died in early 1957, Carson adopted



How silent the spring; Rachel Carson, half-length portrait, standing, facing front, holding her book, *Silent Spring*. (Photo: 1963, Associated Press photo; New York World-Telegram & Sun Collection)²

her son and relocated to Silver Spring, Maryland, to care for her aging mother. A letter from a friend in Duxbury, Massachusetts about the loss of bird life after pesticide spraying inspired Carson to write *Silent Spring*. The book primarily focuses on pesticides' effects on ecosystems,

but four chapters detail their impact on humans, including cancer. She also accused the chemical industry of spreading misinformation and public officials of accepting industry claims uncritically.

Chemical companies sought to discredit her as a Communist or hysterical woman. Many pulled their ads from the CBS Reports TV special on April 3, 1963, entitled "The Silent Spring of Rachel Carson." Still, roughly 15 million viewers tuned in, and that, combined with President John F. Kennedy's Science Advisory Committee Report—which validated Carson's research—made pesticides a major public issue. Carson received medals from the National Audubon Society and the American Geographical Society, and induction into the American Academy of Arts and Letters.

Seriously ill with breast cancer, Carson died two years after her book's publication. In 1980, she was posthumously awarded the Presidential Medal of Freedom. Her homes are considered national historic landmarks, and various awards bear her name¹. □

References:

¹[Text cited from: Michals, Debra. "Rachel Carson" National Women's History Museum. National Women's History Museum, 2015. Access date: August 30, 2019]

²(1963)How Silent the Spring., 1963. [Photograph] Retrieved from the Library of Congress, <https://www.loc.gov/item/93506538/>, access date: August 30, 2019]

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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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