

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 also gives you an insight into the expectations of the ten participants of the second Baltic Gender Mentoring Programme. Looking back on the history of science you can read about the first female professor in Norway, who made key discoveries in the field of genetics.

The year 2018 is coming to a close and we would like to extend our heartfelt thanks to all our project partners, supporters and enquirers. We wish you all a great Christmas time and all the best for 2019! And if you are still looking for a unique present - here comes an idea: **WHO'S SHE?** - a wooden guessing game about extraordinary women!

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

SYKE Workshop "Gender and equality training for SYKE group leaders and mid-management"

On November 29, 2018, seven SYKE members met to discuss their experiences with gender equality and equality with gender expert Sinikka Mustakallio (WoM Oy, Helsinki, Finland). The objective was to understand the different ways gender and equality promotion link to managerial duties, to recognize gender and equality relevant themes and issues, and to identify practical means for equality promotion. Following an introductory lecture, the group discussed how equality in management and leadership could be best promoted including personnel management and SYKE-specific issues. The workshop revealed that it is very important to wake up more gender and equality awareness and to have more workshops like this. The participants left the round with new ideas. Their impression: this workshop "lights up the new lamps". Furthermore, the small group turned out to be ideal for profound and open discussions. □

Foundation of the network „TalentIng“ at Kiel University of Applied Sciences

On 2nd November 2018 the first meeting of the network "TalentIng" took place. The network works towards the promotion of young female academics at Kiel UAS. TalentIng is open for all women at all academic career stages and will meet on a regular base. □

Check also the **Baltic Gender Blog** to read the latest entries:

<http://www.oceanblogs.org/balticgender/>. □

Second Baltic Gender Mentoring Scheme running in the fourth month now

In mid-August this year the second round of the international Baltic Gender Mentoring scheme started. Now, after the first months, the first mentor-mentee meetings took place. We wish all teams a good cooperation and are looking forward to welcome our new members to the joint meeting on 8–9 April 2019 in Warnemünde. Here the ten participants voice their expectations (photos & statements in random order). □

"From the Baltic Gender Mentoring Scheme, I expect advice in career planning by open and trustful discussions with my mentor, considering my scientific achievements but also my personal situation with a young family."



"My expectation of the scheme is to enhance my academic-related skills that will benefit my future career development in the field of marine science in my home country as well as future employment opportunities abroad."



"I'm looking forward to collaboration with my mentor both professionally and unprofessionally as we both tackle the challenges of combining family life and demanding, yet very interesting work in marine ecology."



"I hope to get help in career planning and learn ways to improve the visibility of women in science."

"I would like to develop and expand my scientific and methodological skills and I'm expecting to figure out my future working perspectives."



"I hope that my mentor supports me in formulating my goals, strategies of defending them in front of my colleagues, and how to assert myself and my research."



"I am thrilled with the opportunity to meet new people, exchange experiences and discuss ideas openly. I expect that the programme will give me confidence to find my own way to pursue a successful research career."



"Apart from the mentoring relationship, I'm excited about meeting all participants to extend my current network specifically in the area of Baltic Sea research. Let's do science together on our doorstep ecosystem!"



"From this Baltic Gender Mentoring Scheme I expect to receive an outside perspective on my research and guidance for my next career steps."



"From this mentoring program, I am expecting new contacts, guidance and opportunity to attend several interesting and useful events and conferences, that will help me to develop further."

**A voice from the first round of the Baltic Gender Mentoring Scheme:
Cornelia Jaspers, Mentee in the Baltic Gender program since autumn 2017**

"The Baltic Gender mentoring program not only offers unique initiatives, workshops and international networking opportunities, but also highlights the importance of science communication, hence the arts of spreading the word of novel research results to the broader public. This sounds like a large and frightening task, but in fact, it is fun and rewarding. I was pushed into this world by chance – or maybe due to my research Guinea pig, namely jellyfish and other gelatinous zooplankton organisms, but I can only support young researchers to try this adventure. Featured with printed interviews for National Geographic, Welt am Sonntag and Spektrum der Wissenschaft, writing popular science articles for national and international newspapers such as Welt and Weekendavisen.dk and being invited as studio guest for the television science series "Planet Wissen" along with a 1 hour ARTE documentary about jellyfish, this is only one side of the coin, as it takes time and energy to do this job. But it is a very rewarding task as it helps to break down complex scientific problems into simple words. So I hope that I have encouraged some young researchers to take part in science communication and to engage with the larger public!

Looking back at 1.5 years of Baltic Gender Mentoring, the program gave me independence through training and financial support. The close relationship to my mentor at Yale University and the visit last summer was a highlight during my research career so far, thanks to Baltic Gender to be so supportive along the way." □

News from Baltic Gender partners & Other news

International Conference "The Baltic Sea Region - A Science Powerhouse"

On 26th November the conference "The Baltic Sea Region - A Science Powerhouse" took place in Brussels. It rose the question on how to align existing and upcoming innovation policy and R&D activities by operating in transnational structures to respond to the challenges at large. The transnational cooperation in research and innovations in the Baltic Sea Region can serve as a role model. The EU-Project Baltic Gender was represented during a poster session.

General Survey on Women Scientists 2018 by European Platform of Women Scientists EPWS

The European Platform of Women Scientists EPWS invites you to respond to this survey, launched at the EU level. It will take you about 10 minutes and the key findings will be made available through open access on the EPWS website. For details see: <https://epws.org/general-survey-on-women-scientists-2018/>

First EPWS Memorandum on Horizon Europe

On 5 Nov, 2018, EPWS announced the publication of the Platform's First Memorandum on the European Commission's Proposal for the next EU Research & Innovation Programme (2021-2027) Horizon Europe. It is the vision of the European Platform of Women Scientists EPWS that the new Framework Programme should have a clear and strict directive promoting equal opportunities in research and innovation, as is currently postulated in Horizon 2020. Download of the memorandum: <https://epws.org/first-epws-memorandum-on-horizon-europe/>

Upcoming events

Workshops on Gender in Research 14–16 January 2019 in Warnemünde, Germany

Unconscious bias concerns everyone. That's why a workshop series on aspects of gender equality and diversity in research was set up at the Leibniz Institute for Baltic Sea Research Warnemünde to sensitize scientific and administrative staff members including top-management, leaders and young scientists. The training was made possible due to financial support of BG. A special workshop for PhD students and PostDocs is embedded in the IOW "Skills Week" 2019 to which all IOW Bachelor and master students as well as PhD candidates and PostDocs are invited. □

Second Workshop "Gender Equality and Gender-Conscious Teaching in Science" 28th February – 01st March 2019 at Kiel University of Applied Sciences, Germany

Do mathematical equations have a gender? Probably not. Does the way science is taught has an impact on the ways students perceive their objects of research, themselves and others? Definitely. The 2-day workshop will focus on the question how gender can be integrated in academic teaching. The workshop has an open agenda combining theoretical input on gender and interactive methods in order to involve as much as possible of participants' own experiences and concerns. The participants can be lecturers (teaching staff) in marine science or natural science but it is also open for all interested staff at the partner institutions. □

30-31 Jan 2019, Birmingham, UK: **STEM Conference 2019**: Delivering next generation teaching in STEM. Details: <https://www.heacademy.ac.uk/training-events/events/STEM-conference-2019>

6-7 March 2019, Barcelona, Spain: **ICWGEE 2019**: 21st International Conference on Women, Gender Equality and Education. Details: <https://waset.org/conference/2019/03/barcelona/ICWGEE>

10 -11 Oct 2019, MTC München, Germany: **herCAREER** – leading fair for female graduates, women in specialist and executive positions and female founders. Details: <https://www.her-career.com/en/>

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)
- 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)

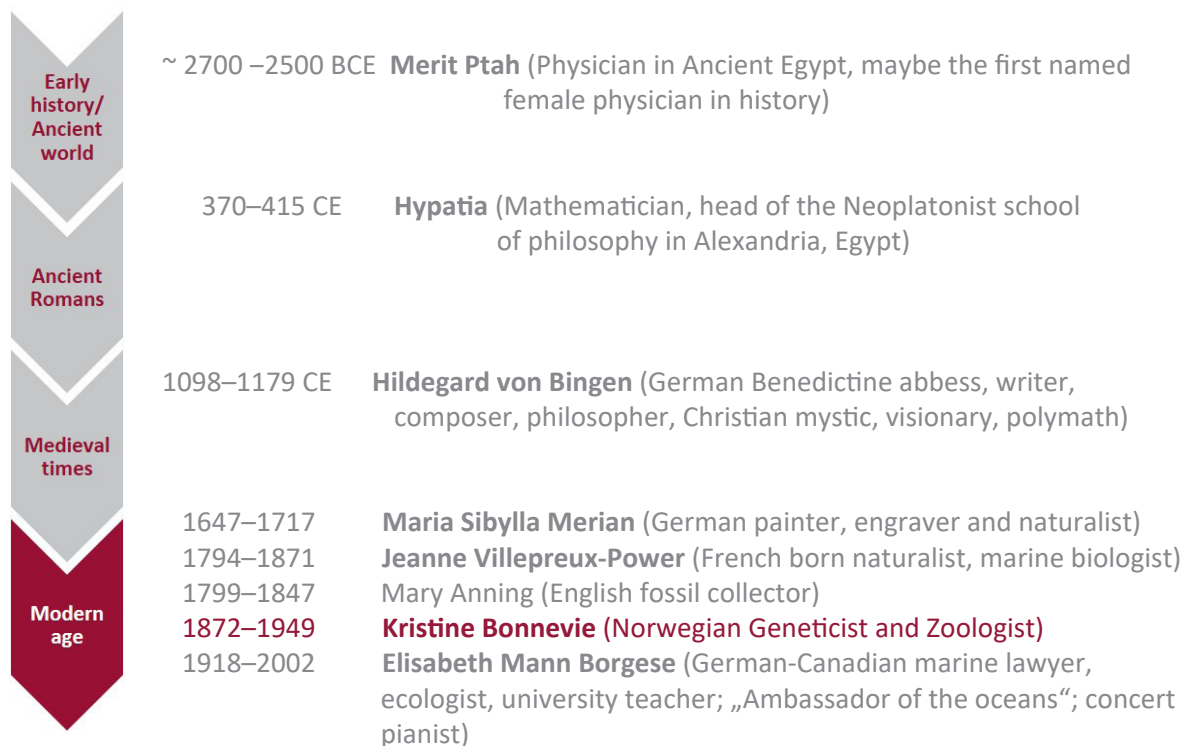
[WICGE](#) (International Network of Women in Coastal Geoscience and Engineering)

Interesting reading

The future of ocean governance and capacity development: Essays in honor of Elisabeth Mann Borgese (1918–2002). Edited by the International Ocean Institute-Canada, D Werle, PR Boudreau, MR Brooks, MJA Butler, A Charles, S Coffen-Smout, D Griffiths, I McAllister, M L. McConnell, I Porter, SJ Rolston, and PG Wells. Leiden, Boston: Brill Nijhoff, 2018. More Information: [here](#)

M De Paola, F Gioia, V Scoppa, 2018. **Teamwork, Leadership and Gender.** IZA Discussion Papers 11861, Institute for the Study of Labor (IZA). Fulltext: <https://ideas.repec.org/p/iza/izadps/dp11861.html>

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



Past and present – Female scientists in portrait

Kristine Elisabeth Heuch Bonnevie (*8. October 1872, Trondhjem, Norway; † 30. August 1948, Oslo, Norway) — Norwegian biologist and Norway's first female professor

A forceful character with a strong sense of civic duty and a devotion to science, Norwegian geneticist and zoologist Kristine Bonnevie (1872-1949) filled her life with scientific research and politics. The first woman to be appointed professor in her native country, she published significant works in the fields of human and animal genetics. Outside the laboratory, she was honoured for her humanitarian work during both World Wars.

The call of the wild – Kristine Bonnevie was one of nine children born to Jacob Aall Bonnevie, a prominent teacher and cabinet minister, and his wife Anne Johanne Daae. When Bonnevie was

14, the family relocated from Trondheim (then called Nidaros) to Norway's capital, Kristiania (now Oslo) where she continued her education at a gymnasium. After graduating in 1892, the budding scientist enrolled at Det Kongelige Frederiks Universitet (now the University of Oslo) to read medicine. She quickly realised that her true interests lay elsewhere – in the animal kingdom – and changed her focus to zoology, specialising in marine life.

An international education – Whilst still an undergraduate, Bonnevie published a study of ascidia (sea squirts) and hydriodea (worm tubes) specimens collected by the Norwegian North Sea expedition. Continuing her studies abroad, she was taught cytology (the study of cells) by specialists in Switzerland and Germany from 1898-1901. In 1900, she was appointed

curator of the university's Zoological Museum. Throughout this period she continued to work on her PhD thesis on the development of germ cells in parasitic snails. Published in 1906, 'Studies on the germ cells of *Enteroxenos østergreni*' was the first of Bonnevie's many contributions to the study of chromosomal structure and function. That same year, she crossed the Atlantic to train at Columbia University in New York, where she focused on sex chromosomes in sea snakes.



Portrait of Kristine Bonnevie (date and photographer unknown, owner: National Library of Norway, Image Number: blds_05858; public domain via Wikimedia Commons)

Mixing work with pleasure – Her love of nature and fascination with animal life was such that she even devoted her leisure time to their study. Holidaying at biological stations along the Norwegian coast, she claimed that she loved these tours “where work and pleasure are so tightly interwoven that you cannot tell where the one ends and the other begins”. A profile published in the magazine *Folkebladet*, when she became a professor, said that “It is only during the holidays that Dr Bonnevie can work on her scientific studies”.

Scientist, politician and humanitarian – In 1911, Bonnevie's work was recognised and she was the first woman to be appointed as a member of the Norwegian Academy of Science and Letters. The following spring, the Stortinget (Norwegian parliament) gave women access to academic office and Bonnevie was made extraordinary Professor of Zoology. In 1919, she was elevated

to ordinary professor. She remained a dedicated lecturer and writer of popular science throughout her career. She was well liked as a teacher, and gave inspiring lectures. One former student described how she spent hours before a lecture putting dotted lines on the blackboard (invisible to the students) so that, during the lectures, with the help of coloured chalk, organs and structures began to appear.

A human interest story – Although her passion for nature never left her (she remained head of the zoological laboratory until 1938), Bonnevie began to turn her attention to the study of human genetics. In 1912, she launched a large-scale study of heritability, which would lead to a number of important discoveries. To facilitate these studies, in 1916, alongside three other professors, Bonnevie founded the University Institute for Research on Heredity (later Genetics). Her work would lead to advances in our understanding of inherited characteristics.

Mother to all her students – Bonnevie cared about the welfare of her students. She was responsible for setting up homes to accommodate female students and, during World War I, organised food and shelter for students from other parts of the country, even renting land where they could grow potatoes. In 1920, she was rewarded with the Royal Gold Medal of Merit. Similarly devoted in World War II, Bonnevie organised food supplies for the resistance and her students, distributing food packages from her apartment after the university was closed by the Nazis in 1943. For this, she was made a Knight, First Class, of the Order of St Olav in 1946. Moreover, Bonnevie was interested in promoting the interests of women scientists. In 1920, she was one of the founders of the Norwegian Association of University Women and became its first president. In that capacity she hosted the Third International Conference of the International Federation of University Women in Oslo in 1924. Bonnevie also held official political office, serving as a representative on the City Council of Kristiania from 1908-1919 and as a deputy in the Stortinget from 1916-1918. Between 1920 and 1924, she was a member of the Norwegian delegation to the first five assemblies of the League of Nations in Geneva.

Scientific achievements – Bonnevie published a number of important studies, some of which had an instant impact and others which were only later acknowledged. In 1908, she published an article describing the structure of chromosomes,

but it took 25 years before her interpretation could be proven. Her research led to the naming of a chromosomal disorder found in some females who lack all or part of one X chromosome as Bonnevie-Ulrich syndrome.

From 1912 onwards, Bonnevie focused much of her research on hereditary characteristics, resulting in two ground-breaking studies. One considered the occurrence of dwarfism, polydactylism (having extra digits on the hands or feet) and multiple births in isolated mountainous and fjord regions. This led to the publication in 1926 of a study showing the genetic predisposition of dizygotic (non-identical) twins. Two years earlier, Bonnevie had published a ground-breaking study of fingerprint patterns, identifying the three basic elements that make up fingerprint patterns and showing that a tendency towards certain pattern types was hereditary.

After her death, the academic Bjørn Føyen gave a eulogy quoting her personal philosophy, saying: "Age and death follow as natural parts of the life of each subject – in the same way as the plants wither at the end of their flowering period. The individual has done its deed, and life is at an end. But if they have succeeded during their lifetime in arriving at some of the goals of the ethics of Nature, to live according to the best in their characters, then their lives will, without doubt, leave some marks behind among their fellows and relatives." Bonnevie's life and work left a mark that reached beyond those who knew her. □

Reference:

[Text cited with minor changes from the original article at: <https://www.epigenesys.eu/es/science-and-you/women-in-science/748-kristine-bonnevie>, access date: Nov 26, 2018]

Research infrastructure bearing the name of Kristine Bonnevie:

A research vessel based with the Institute of Marine Research in Bergen, Norway, has been renamed in 2016. After a severe upgrading, the former "Dr. Fridtjof Nansen" changed name till "Kristine Bonnevie". [source: <https://www.hi.no/en/hi/about-us/facilities/our-vessels/kristine-bonnevie>]



RV Kristine Bonnevie in the Kongsfjord*

*(Wikimedia Commons contributors, "File:9062934 Kristine Bonnevie 1993.jpg," Wikimedia Commons, the free media repository, https://commons.wikimedia.org/w/index.php?title=File:9062934_Kristine_Bonnevie_1993.jpg&ol=did=329618686 (accessed November 26, 2018).

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Editor: Friederike Kunz

Liable for editorial content: Joanna Waniek

E-Mail: baltic-gender@io-warnemuende.de

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http://oceanrep.geomar.de/38342/1/fl_final.pdf



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