

Welcome to the Baltic Gender Final Conference

Prof. Dr. Katja Matthes

Project coordinator (GEOMAR)

Date: 18.06.2020



Today's Schedule

10:00 – 10:15: Opening, **Katja Matthes**

10:15 – 11:15: Impulse presentations

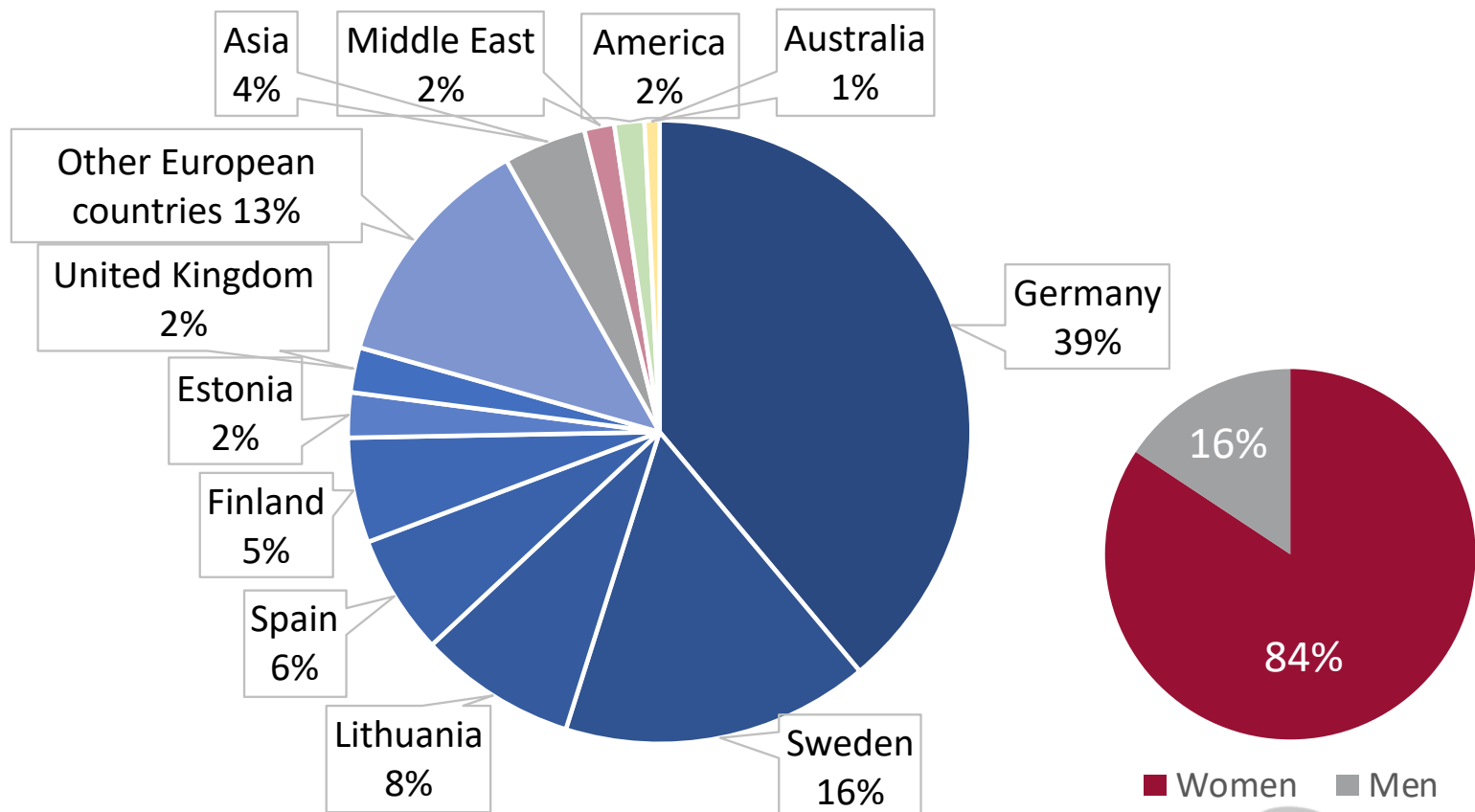
- **Structural changes**, Ines Weber
- **Gender sensitive teaching**, Britta Thege
- **Incorporation of gender perspectives**, Helena Valve
- **Sexualized violence at sea**, Nikole Lorenz

11:15 – 12:00: Discussion, moderator **Susan Buckingham**

12:00 – 12:15: Wrap-up

Distribution of participants

Over 270 participants from around the world are joining today



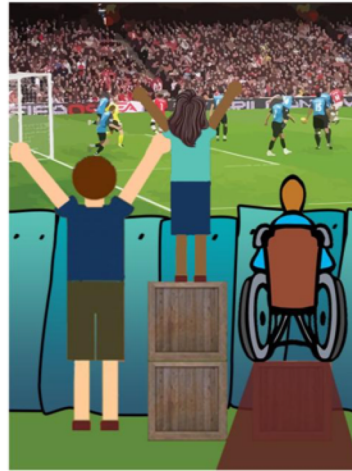
Participation guidelines

- Only panelists are visible and will be able to speak
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Before it starts: What is meant by 'gender equality'?



Same Treatment



Equitable Treatment



The systemic barrier
has been removed.
This is Equality.



www.canadianequality.ca

Gender Equality refers to the equal rights, responsibilities and opportunities of all genders (male, female, diverse) and is relevant to and should engage everyone.

Baltic Consortium on Promoting Gender Equality in Marine Research Organisations



EU HORIZON 2020 project (Sep 2016 – Aug 2020)
Call: Gender Equality in Research and Innovation
Topic : Support to research organisations to implement
gender equality plans

8 partners from 5 countries in Baltic Sea region

- GEOMAR Helmholtz Centre for Ocean Research Kiel
- Kiel University
- Kiel University of Applied Sciences
- Leibniz Institute for Baltic Sea Research Warnemünde
- Klaipėda University
- Estonian Marine Institute
- Finnish Environment Institute
- Lund University



Main motivations of the project



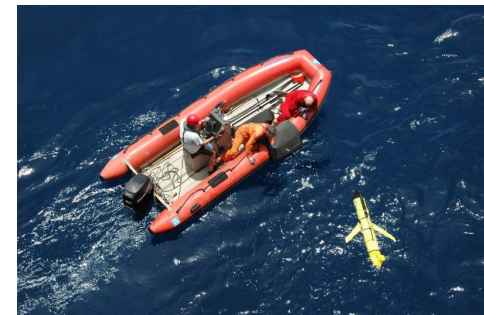
- lack of women in **leadership and technical positions** in marine sciences



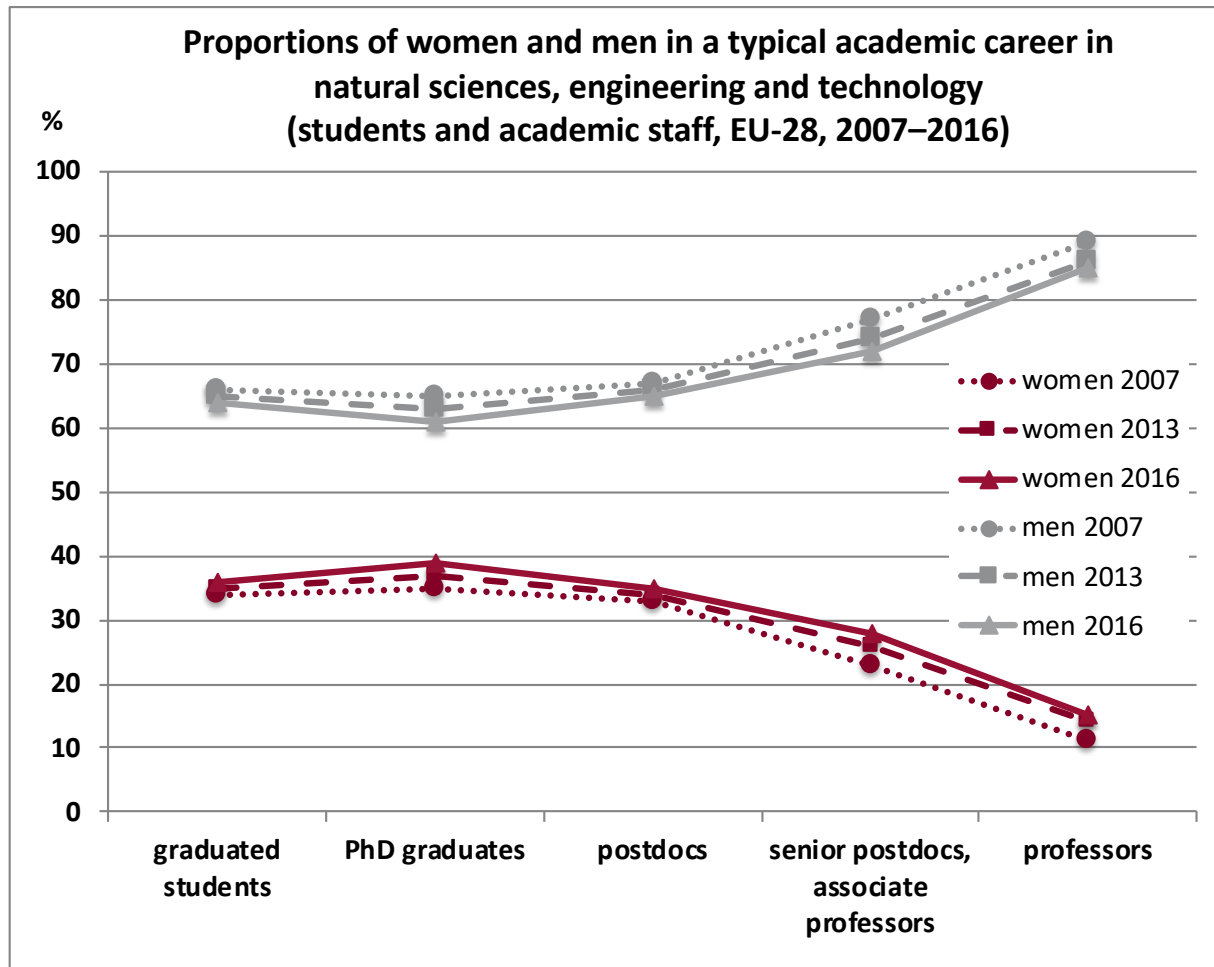
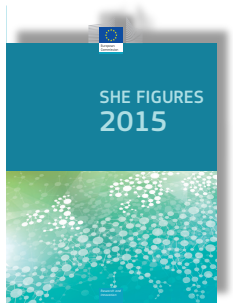
- unequal participation (of women and men) in academic **decision-making**



- unfair allocation of **resources** between women and men
- biases in **recruitment** procedures and practices
- raising **awareness** on gender equality
- poor **gender dimension** in research content
- struggles (of both men and women) in balancing **work and family life**



Gender imbalance in science, technology, engineering and mathematics (STEM) fields in Europe



Gender sensitive indicators as a tool for monitoring



Quantitative and qualitative indicators are needed:

- to assess the **status** of gender equality in an institution
- to measure gender related **changes over time**
- to develop possible **targets and innovative strategies** for improved gender equality

Baltic Gender established gender-segregated data collection for **13 indicators** such as "gender pay gap".

Data available at: www.baltic-gender.eu/outcomes

Accompanied by a **handbook**, that gives guidance on the collection and the calculation of the indicators

Updated handbook of gender-sensitive indicators in the Baltic Gender project

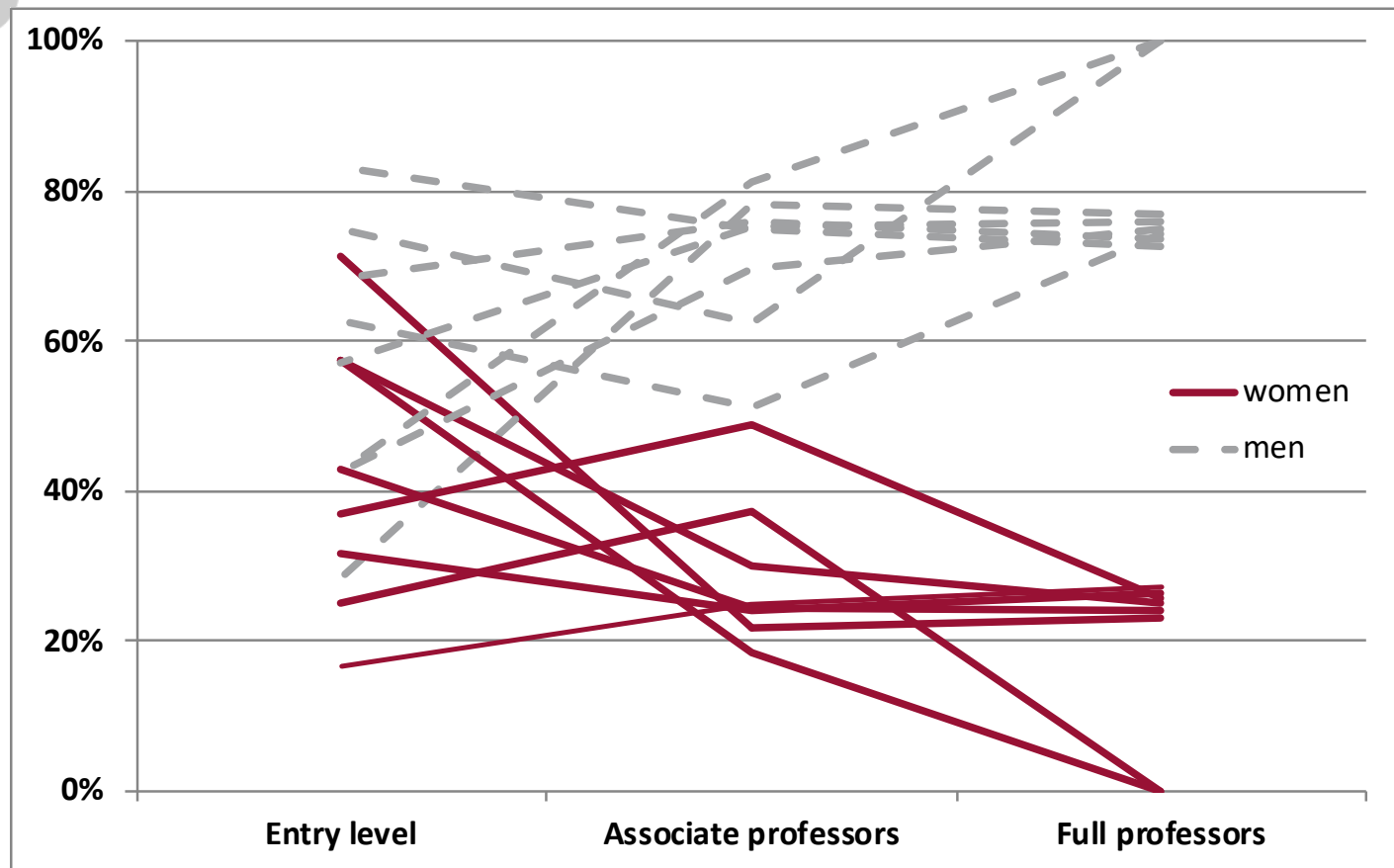
This handbook describes the gender sensitive indicators, selected by the Baltic Gender project to look at sex-segregated and aggregated data from its eight partner institutions. These comprise 7 quantitative indicators (explained in sections 1-4) and 6 qualitative indicators (sections 5-8). The sections are organised in the context of what the indicators aim to monitor (i.e., career advancement and leadership, resources, decision making, recruitment, work and family, gender in research content, language, teaching).

For each indicator, a short description is given followed by the rationale, data needed / computation method, initial ideas for data analysis and comments / critical issues.

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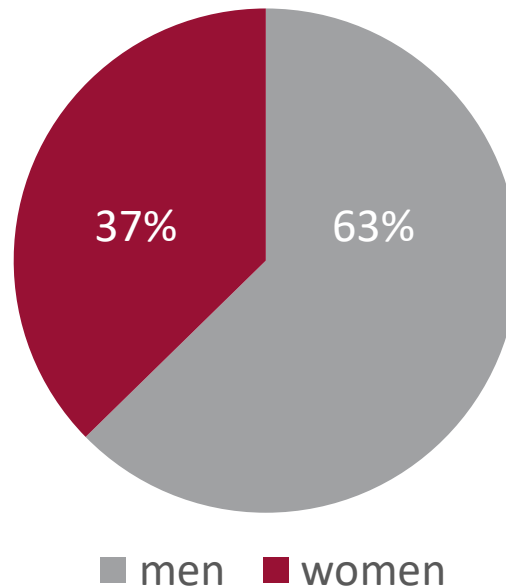
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Gender imbalance in the Baltic Gender consortium (2019)

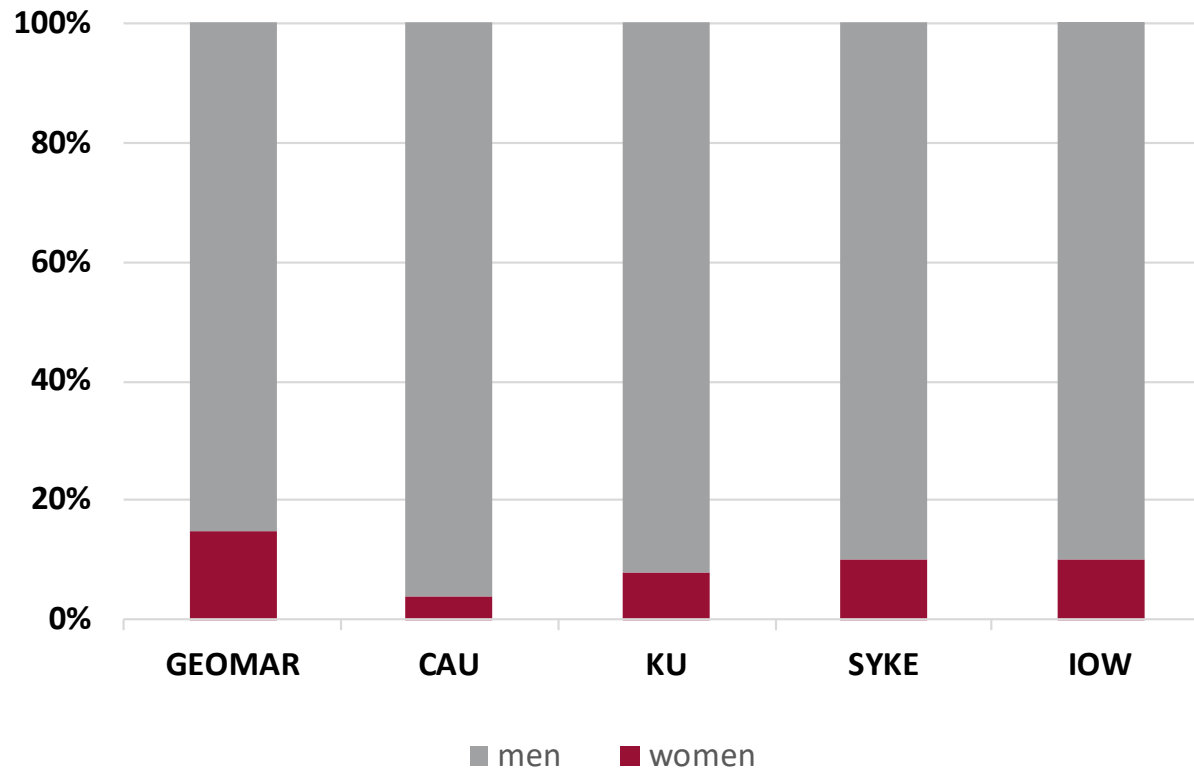


Percentage of women in committees and boards Baltic Gender Consortium(2018)

Average for all partners



Percentage of women as chief scientist on cruises Baltic Gender consortium (2013-2018 averages)

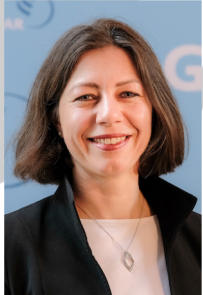


Some outcomes and achievements

- one of the **first Gender Equality Plans** in Estonia and Lithuania
- numerous opportunities for **networking** for leaders of the future, decision makers of today and agents of change via grass-root meetings, workshops and trainings sessions
- an international **mentoring** program, providing women researchers with personal guidance
- a blog series on the career paths of successful women scientist and engineers as **role models**
- support materials for policies that reconcile **work and family**



Schedule and outcomes promoted today



10:00 – 10:15: Opening, **Katja Matthes**



10:15 – 11:15: Impulse presentations

- Best practices examples that support **structural changes** towards gender equality in Marine Sciences, **Ines Weber**
- **Gender sensitive teaching** methods and examples from STEM, **Britta Thege**
- GenderWave, a digitool that supports the **incorporation of gender perspectives** into marine research and innovation, **Helena Valve**
- An initiative to prevent **sexualized violence** during sea-going expeditions, **Nikole Lorenz**



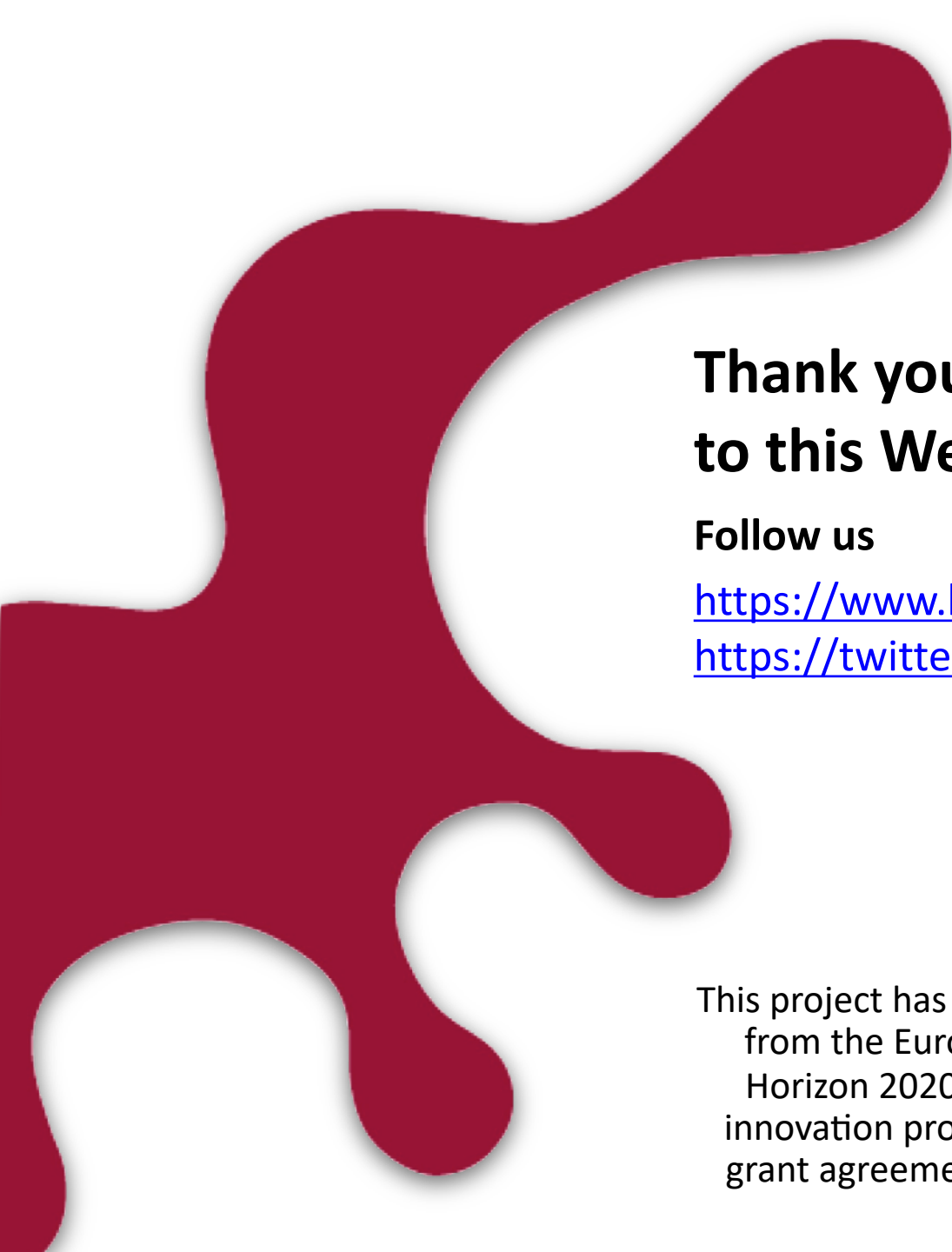
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**Thank you for your participation
to this Webinar!**

Follow us

<https://www.baltic-gender.eu>

<https://twitter.com/BalticGender>

This project has received funding
from the European Union's
Horizon 2020 research and
innovation programme under
grant agreement no. 710363.



Outlook

- **One pager with BG project highlights** to be implemented by other institutions/stakeholders
- **BG consortium's commitment to maintain network**
- **Links to other projects/initiatives** (World Maritime University, UN Decade for Ocean Sciences for Sustainable Development, DAM, EMB,)
- **Vision: Gender competence center** to keep BG knowledge

Please follow us!