

WEBINAR



WOMEN -IN- SCIENCE

CELEBRATING INCLUSION AND SHAPING THE FUTURE OF RESEARCH

OBJECTIVE OF MEETING

WHEN

Date 28/02/2025
Time 14.00 – 16.00 CET

WHERE

Event location
Science Europe Office,
Brussels – Online

REGISTER

Please register for the event via:

<https://eu01web.zoom.us/j/9876543210>
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Bring together member organisations and stakeholders for a public webinar centred around the International Day of Women and Girls in Science which celebrates its 10th anniversary on February 11th, 2025.

The International Day of Women and Girls in Science 2025 will not only highlight the achievements of women in science but also emphasise the critical importance of integrating Equity, Diversity, and Inclusion (EDI) in research.

Specific objectives of this event include:

- Discussing the role of EDI in enhancing research quality and impact, from the perspective of research organisations.
- Identifying strategies to overcome barriers faced by women and underrepresented groups in science from the perspective of researchers.
- Promoting policies and practices that support EDI in research institutions and funding bodies.
- Encouraging collaboration and networking among member organisations to share best practices and lessons learned in advancing EDI.

By addressing these objectives, the webinar aims to inspire and empower the next generation of women scientists and foster a more inclusive and equitable research community.

OVERVIEW

Science Europe has a long standing commitment to promoting and supporting Equality, Diversity, and Inclusion in research environments. Following a first milestone with the launch of the [Practical Guide to Improving Gender Equality in Research Organisations](#) (2017), we have been participating in numerous initiatives and campaigns in support of women in science, such as those in [2023](#) and [2024](#).

Furthermore, we published in February 2024 a [Practical Guide to Supporting Diversity in Research Environments](#). The Guide showcases good practices, and provides practical recommendations across topics such as positive action measures and the collection and use of diversity data, to support institutions in defining processes to reinforce positive environments and address misconduct. In the Science Europe [Briefing Paper on the ERA Policy Agenda 2022-2024](#) (Section 5), we explained concisely the points of advocacy of Science Europe.

Nowadays, we contribute in various forums in order to advance equality in the research ecosystem, in Europe and globally, in particular the [EDI Working Group of the Global Research Council](#) – which we co-chair – and the [European Commission expert group on Inclusive Gender Equality in the ERA](#). We support EDI in connection with other major policy initiatives that are driving national and international research cultures in positive directions such as the new [European Framework for Research Careers](#) and the new framework for research assessment promoted by [DORA](#) and [CoARA](#).

This webinar aims at discussing how research funding and performing organisations can better contribute to improve the framework conditions – through their own instruments and policies – to foster European and national research ecosystems that are more diverse, equitable, and free from bias and discrimination.

In particular, Science Europe aims to work towards the implementation of the zero-tolerance code of conduct on gender-based violence and sexual harassment, as well as promote the integration of EDI consideration in research content and priorities. Moreover, EDI does not have just a Human Resources dimension, but it can also influence scientific methodological approaches in research projects.

Through speaker interventions and a panel discussion the webinar will focus on several key areas:

- **Integrating EDI in research content:** How can the EDI dimension be integrated into research projects and what is the role of research organisations in promoting this (both funders and performers).
- **Integrating EDI in Priority Setting and Funding Priorities:** Examining the criteria and processes used to determine funding priorities. How can research organisations set EDI-sensitive priorities for their (funding) instruments?
- **Promoting holistic policy changes to support EDI:** How can policy developments - such as the reform of research assessment and the promotion of more diverse research careers - support EDI?

The outcomes of this discussion will be summarised in a report, highlighting possible avenues for research funding and research performing organisations to make research working environments more respectful with equality, diversity and inclusion matters. They will be used by Science Europe to support its members in this mission, and to advocate for better policies on a European and international level.

PROGRAMME

FRIDAY 28 FEBRUARY 2025

Science Europe Office, Brussels – Online

14:00-14:15 WELCOME AND OPENING REMARKS

Lidia Borrell-Damián, Secretary General, Science Europe

PRESENTATIONS

14:15-14:30 PRESENTATION 1

Marcela Linkova, National Contact Centre for Gender & Science at the Institute of Sociology of the Czech Academy of Sciences; Co-Chair of the ERA Expert Group on Inclusive Gender Equality.

14:30-14:45 PRESENTATION 2

Carmen Mayoral Gastón, Tenured Scientist. Instituto de Carboquímica (ICB), Executive Vice-President, Women and Science Committee of the Spanish National Research Council (CSIC).

14:45-15:00 PRESENTATION 3

Jo O'Leary, Head of Equality, Diversity and Inclusion, UK Research and Innovation, and Member of the Science Europe Working Group on Research Culture.

15:00-15:15 Q&A SESSION

15:15-15:50 DISCUSSION WITH THE AUDIENCE

Moderation: Adrien Braem, Senior Policy Officer

15:50-16:00 CLOSING REMARKS

Lidia Borrell-Damián, Secretary General, Science Europe