



European Network of Mentoring Programmes
for the Advancement of Equal Opportunities
and Cultural and Institutional Change
in Academia and Research

International Conference:

Mentoring – Potentials for the advancement of female careers in European academia and research and Gender Equality Plans

02. – 03. September 2024, Constanta Maritime University, Romania

Constanta Maritime University (Romania) and the European Mentoring Network (eument-net) are organising an international conference and a professional exchange session:

Mentoring – Potentials for the advancement of female careers in European academia and research and for Gender Equality Plans

The core aims are to share good practices and promising examples of first mentoring programs designed for the advancement of female careers in academia and second of Gender Equality Plans (GEP) actions. The event will also provide excellent opportunities for networking and for the development of joint actions in mentoring and overall gender equality.

We are welcoming members of academic and research institutions, practitioners, governmental agencies and overall people interested in mentoring programs and GEP and institutions across Europe.

Venue: Constanta Maritime University - Nautical Base (Universitatea Maritima din Constanta - Baza Nautica), str. Cuartului 2, Constanta

The detailed program and the **registration for the conference** are available online.

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Objectives of the conference:

- Improve action based on mutual sharing and discussion on mentoring and overall gender equality.
Share good practice on changing organisational culture towards gender equality.
- Share good practice on mentoring as part of Gender Equality Plan (from beginning to monitoring/evaluation).
- Brochure in advance to share good practices on mentoring and GEP prerequisites.
- Discussion and further perspectives.

Program

Monday 02.09.2024 10.00 – 17:00

09:00-10:00	Registration and Welcome Coffee
10:00-10:20	Welcome Rector of Constanta University Ass. Prof. Cristina Dragomir, RO – Host Ekaterina Masetkina, DE – Eument-net Chair
10:20-10:30	NN, RO , Romanian Ministry of Education – Gender Equality approach in Romanian education and science policy
10:30-11:15	Dr. Anne Pépin (tbc) Senior Policy Officer, DG Research & Innovation Gender Sector, European Commission – implementation of Gender Equality Plans and funding possibilities Alexandru Dinu, RO , Executive Agency for Higher Education, Research, Development and Innovation Funding, RO – presentation of the Gender Equality Plan Csaba Ferenc Asztalos, PhD, RO , Director of National Council for Combating Discrimination (CNCD), RO – experiences made in combating discrimination in higher education Ramona Michaila, RO , Head of the Secretary of State’s Office at the National Agency for Equal Opportunities between Women and Men, within the Ministry of Family, Youth, and Equal Opportunities, Romanian Government.
11:15-11:45	Coffee Break
11:45-12:30	Keynote: Prof. Marieke v.d. Brink, NE – overview on mentoring programs – review and future
12:30-13:00	Q&A
13:00-14:15	Lunch break (Catering)

- 14:15-15:15 Keynote: [Prof. Laura Grünberg, RO](#) – Romanian gendered contexts-
(Dis)Advantages for Gender Equality Plans

Keynote: [Prof. Roxana Marinescu, RO](#) - Approaching Gender Equality
Plans in universities from an intercultural communication perspective
(Bucharest University of Economic Studies and intercultural
perspective)
- 15:15-15:45 Coffee Break
- 15:45-17:00 Panel Talk and Discussion – **Laura Grünberg, Roxana Marinescu,
Claudia Cristina Berghezan-Gyarmath, Aynur Gursoy, Ramona
Mihaila, Marieke v.d. Brink**
Moderation: [Michaela Gindl, AUT](#)
- Conference Faciliator:** [Emma Mark, UK](#)
- 19:30** **Conference networking diner (self-payment)**

Tuesday 03.09.2024 10.00 – 15:30

09:30-10:00	Welcome Coffee
10:00-12:30	Professional Exchange Session: Resilient Mentoring Programs – Strategies to Overcome Challenges Input and guidance: Prof. Marieke v.d. Brink, NE Working groups, sharing insights, experiences and lessons learned on how to overcome upcoming challenges of organizing mentoring programs (organizational structures, financing, management, commitment, and other)
12:30-13:30	Lunch Break
13:30-15:00	Continuing of morning professional exchange session Resilient Mentoring Programs – Strategies to Overcome Challenges Working groups, sharing insights, experiences and lessons learned on how to overcome upcoming challenges of organizing mentoring programs (organizational structures, financing, management, commitment, and other)
15:00-15:30	Wrap up and next steps
Optionally	Sightseeing in Constanta