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**International Expert Exchange:**

**„Inclusive Research Cultures Through Mentorship:  
a Practitioner-Researcher Dialogue“**

**Dusseldorf, May 26-27, 2025**

**Venue: Heinrich Heine University Dusseldorf  
University Street 1, 40225 Dusseldorf  
Student Service Center SSC, Building 21.02.**

**Programme**

**Monday 26/05/2025**

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| 09:30 – 10:00 | Registration, coffee, light refreshments, and orientation (30 min)  |
| 10:00 – 10:30 | Welcome from the University and the Organisers<br><b>Prof. Dr. Heidrun Dorgeloh</b> , Prorector for University Culture, Heinrich Heine University (DE)<br><b>Dr. Anja Vervoorts</b> , Central Equal Opportunities Officer, Heinrich Heine University (DE)<br><b>Dr. Anne-Sophie Godfroy</b> , associate professor at University Paris-Est-Creteil-Val-de-Marne, Chair of COST Action VOICES (F)<br><b>Ekaterina Masetkina</b> , Chair of eument-net, Head of Mentoring Program, Heinrich Heine University (DE)<br><b>Dr. Ola Thomson</b> , Lecturer, Bournemouth University Business School, Co-Lead of VOICES working group on Employment, Career, Development & Mobilities (UK) |

- 10:30 – 11:15      **Exchange session (part I)**
- Dr. Helene Schiffbaenker:** Organisational impacts of a mentoring program in a non-university research organisation  
Senior researcher at Joanneum Research (AT)
- Prof. Dr. Ramona Mihaila & Luminita Popescu:** Empowering Gender Studies: The Role of Mentorship in Building Inclusive Research Cultures in South-Eastern Europe  
Ramona Mihaila: DCCU/State Office at the National Agency for Equal Opportunities; Luminita Popescu: Secretary of State (RO)
- 11:15 – 11:45      *Coffee break*
- 11:45 – 13:00      **Christiane Rühle & Claudia Miebach:** Mentoring programmes as catalysts for diverse research cultures – A practical report from Mentoring Hessen  
Project managers in Mentoring Hessen (DE)
- Gerolmina Di Nardo:** Inclusive mentoring for Early Career Researchers in a Technological University: Learnings from TU Dublin  
Researcher Career Development Manager at Technological University Dublin (IR)
- Simona Kriva & Antra Gaile:** Bridging diverse communities: Lessons from merging mentoring programmes at CERN  
Alumna Coordinator at CERN (CH); Researcher at RTU IPPAT (LV)
- 13:00 – 14:30      *Lunch*
- 14:30 – 16:00      **Parallel Workshops**
- Workshop 1**  
**Prof. Dr Liudvika Leišytė:** Transformative change towards gender equity at universities  
Deputy Director of the Center of Higher Education; TU Dortmund (DE)
- Workshop 2**  
**Dr. Nina Steinweg:** The power of mentoring: A Multi-Perspective Approach on quality assessment in Academia  
Senior Researcher, GESIS - Leibniz Institute for the Social Sciences, Center of Excellence for Women & Science, CEWS (DE)
- 16:00 – 16:30      Wrapping up
- 19:00**                **Get-Together in Dusseldorf Downtown (self-payment)**

## Tuesday 27/05/2025

08:30 – 09:00	Welcome
09:00 – 10:30	<b>Exchange session (part II)</b> <b>Aline Fuss:</b> The potential of mentoring programs for doctoral candidates from non-academic -family's Eberhard Karls Universitaet Tuebingen (DE) <b>Dr. Phuong Glaser:</b> Designing Systems with Compassion Competence – Building a More Inclusive Academic Culture Through Mentoring Transition and Grow   Coaching and Training (DE) <b>Dr. Giulia De Bonis &amp; Angela Gargano, Maria Rosaria Masullo, Sabina Pellizzoni, Ilenia Picardi:</b> Mentoring at the National Institute for Nuclear Physics (INFN): a gendered transformative pathway National Institute for Nuclear Physics (INFN) (IT) <b>Eveline Braber:</b> Unlocking hidden pathways to career development; the power of Career Sponsoring Erasmus University Rotterdam (NE)
10:30 – 11:00	<i>Coffee break</i>
11:00 – 11:40	<b>Dr. Oliana Sula:</b> Stakeholder engagement for young women researcher empowerment in the Western Balkans Aleksander Moisiu University of Durres (AL) <b>Sona Grigoryan:</b> Mentorship Culture in Armenian Universities and Think Tanks Association of Women Scientists of Armenia (AM)
11:40 – 12:00	<b>Possibility to visit “Diversity-Day Bazar of HHU Dusseldorf”</b>
12:00 – 13:30	<i>Lunch</i>
13:30 – 15:00	<b>Parallel Workshops</b> <b><u>Workshop 3</u></b> <b>Dr. Alice Matimba:</b> Flipping the Script: Reverse Mentoring for Inclusive Research Cultures Head of Training and Global Capacity, Wellcome Connecting Science (UK) <b><u>Workshop 4</u></b> <b>Dr. Manuela Picariello:</b> Organic Mentorship to Promote Inclusive Cultures Senior Lecturer, Bournemouth University Business School (UK)
15:00 – 15:15	Wrap-up of the conference

**18:00 – 21:00**

**Gala Evening of the Conference & Annual Reception of Dusseldorf  
SelmaMeyerMentoring**

**Prof. Dr. Anja Steinbeck**, President of Heinrich Heine University

**Dr. Anja Vervoorts**, Central Equal Opportunities Officer, HHU

Certificate ceremony for conference participants and mentees

Networking opportunities

Finger Food Buffet

Live Music



More details: <https://www.eument-net.eu/inclusive-research-cultures-through-mentorship-a-practitioner-researcher-dialogue/>

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