



Mentoring and Gender Equality in European Academia and Research

Impressum

Publisher

Constanta Maritime University
Strada Mircea cel Bătrân 104,
900663 Constanta, Romania
Phone: +40 241 664740
Email: info@cmu-edu.eu
www.cmu-edu.eu

Editors

Cristina Dragomir
Michaela Gindl
Dagmar Hoepfel
Ekaterina Masetkina
Evelyn Rusdea

Design

yulydesign kreativagentur
Düsseldorf
Phone: +49 211 220 58 47
Email: info@yulydesign.de

Printing

Newline Print&Media SRL
Constanta, Romania

August 2024

Disclaimer

The content of this booklet reflects the views and research of the authors and does not necessarily represent the official policies or positions of Constanta Maritime University or of Eument-net. While every effort has been made to ensure the accuracy of the information, the authors and publisher assume no responsibility for errors or omissions.

Copyright Notice

Cover: participants of the eument-net & kite-mentoring international conference at the University of Freiburg, Germany.
© 2024 Constanta Maritime University. All rights reserved. No part of this publication may be reproduced, distributed, or transmitted in any form or by any means, including photocopying, recording, or other electronic or mechanical methods, without the prior written permission of the publisher, except in the case of brief quotations embodied in critical reviews and certain other noncommercial uses permitted by copyright law.

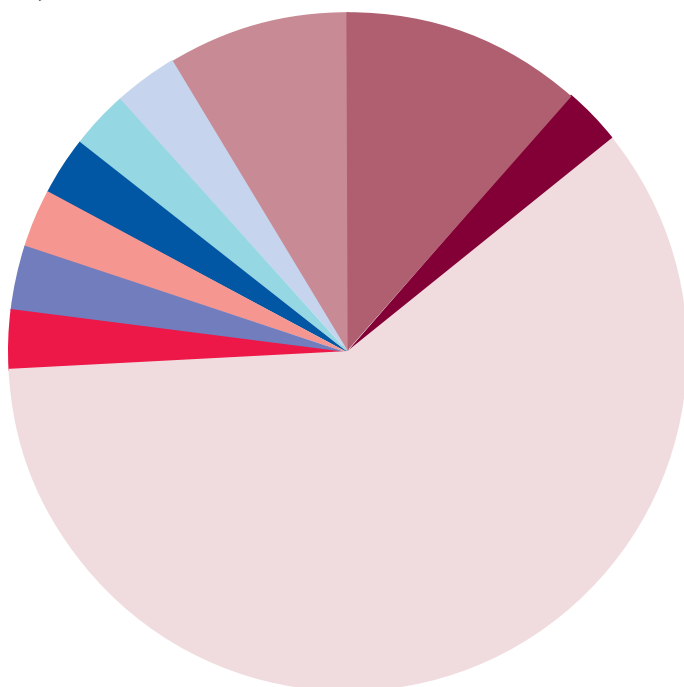
Contact Information

For inquiries related to this publication:
Email: cristina.dragomir@cmu-edu.eu
Phone: +40 726 903 396
Universitatea Maritima din Constanta,
Str. Mircea cel Batran 104, Constanta,
cod 900663, Romania

It has become a valuable practice of eument-net and already a tradition. On the occasion of our international conference "Mentoring – Potentials for the advancement of female careers in European academia and research and Gender Equality Plans", we offer a collection of well-established mentoring programs and gender equality initiatives in Europe and beyond.

Countries participating in survey

(n=35)





Words of welcome

eument-net members

Cristina Dragomir
Michaela Gindl
Dagmar Hoeppel
Ekaterina Masetkina
Evelyn Rusdea

Dear colleagues,

On behalf of the European Mentoring Network (eument-net), it is our pleasure to present this brochure on the diverse mentoring programs aimed at promoting gender equality across Europe. As we prepared for the international conference „Mentoring – Potentials for the Advancement of Female Careers in European Academia and Research, and for Gender Equality Plans,“ which took place in September 2024 at Constanta Maritime University in Romania, we engaged with practitioners who are actively involved in mentoring programs and gender equality initiatives in academia. The outcomes of these efforts have been compiled in this

brochure to provide you with an overview of various mentoring programs. In addition, the various abstracts submitted to the conference program highlight the topics that mentoring managers are currently addressing.

We are proud to support and bring to the forefront mentoring initiatives that play a crucial role in empowering women scientists and promoting gender equality in academia and research across Europe.

Mentoring is not just a process of guidance; it is a mutual journey of learning, growth, and empowerment. Through



Prof. Cristina Dragomir



Michaela Gindl



Dr. Dagmar Hoeppel



Ekaterina Masetkina M.A.



Dr. Evelyn Rusdea

these structured mentoring programs, we aim to build bridges between different experiences, knowledge, and perspectives, fostering an academic community where everyone has the opportunity to thrive.

By organizing this conference in Romania, we aim to help establish the necessary framework for similar mentoring programs at Romanian universities. At the same time, we want to support the initiation of a network within the academic environment that assists women in advancing more easily in their academic and research careers.

We extend our heartfelt thanks to all mentoring coordinators and gender equality advisors who contributed to this brochure and who have generously shared their experience, expertise, and contacts. Your dedication and passion for advancing gender equality are the driving forces behind its success.

With kind regards,
Prof. Cristina Dragomir,
Michaela Gindl,
Dr. Dagmar Hoeppel,
Ekaterina Masetkina M.A.,
Dr. Evelyn Rusdea

Words of welcome

Prof. Gabriel Raicu

Rector of Constanța Maritime University



**Dear readers/ Dear ladies
and gentlemen/ Dear participants,**

As a Rector of Constanta Maritime University, is with great pleasure that I present this brochure on mentoring programs for women academic career advancements. This initiative is a milestone of an inclusive, diverse, and equitable academic environment, where every individual can reach their full potential.

The path to academic leadership is often fraught with challenges, and for women, these challenges can be particularly pronounced. Mentoring and professional

guidance are the key ingredients that empower women as they navigate their academic careers. By connecting aspiring female academics with experienced mentors, we aim to cultivate a culture of support, inspiration, and collaboration, breaking down barriers, building confidence, and opening doors to opportunities that might otherwise remain out of reach.

This brochure provides an overview on mentoring programs and resources



available to support women in their academic journeys, unwavering dedication to advancing gender equality and nurturing the next generation of academic leaders.

I invite you to explore the opportunities mentoring programs offer and to take full advantage of the mentoring relationships that will shape your future. Together, we build an academic environment where talent and dedication are the only determinants of success, and where every woman could thrive.

Thank you for being a part of this vital project. Your participation and commitment are essential to our shared success.

Warm regards,

Prof. Gabriel Raicu, Rector of Constanța
Maritime University

Who is who: content

Austria

- 10 Career_Mentoring_III **Michaela Gindl**
- 11 doc:muv and postdoc:muv **Kerstin Tiefenbacher**
- 13 Reach higher, reach beyond. **Veronika Leiner**
- 14 Gender Equality Officer **Univ.-Doz. Dr. Alice Pechriggl**

France

- 15 Femmes & Sciences Mentoring Program **Dr. May MORRIS**

Germany

- 16 Career perspectives after the doctorate / Together on the path to a professorship **Dr. Leonie Windt**
- 18 Cornelia Harte Mentoring **Marlene Thomas**
- 19 Dorothea Schlözer Mentoring Program **Dr. Vera Bissinger**
- 20 Else-von-Behring Mentoring Program **Prof. Dr. Diana Pauly**
- 21 First Generation Doctorate Mentoring+ **Dr. Ann-Kristin Kolwes**
- 23 Gender Mentoring-Agentur **Dr. Katrin Pieper**
- 24 International Female Scholars Mentoring (IFS Mentoring) **Dr. Phuong Glaser**
- 25 KarriereWegeMentoring **Annette Ehmler**
- 26 kite-mentoring program **Dr. Evelyn Rusdea**
- 27 Mentoring Hessen **Claudia Miebach**
- 28 LMUMentoring **Nora Wildenauer**
- 30 Mentoringprogramm Konstanz, MEiN, Konstanzia Fellowship and Konstanzia Duo **Gudrun Damm**
- 31 Mentoring-Programm for female scientist and students **Grit Schuster**
- 32 MuT-Mentoring and Training **Dr. Dagmar Höppel**
- 33 Progressio. Successful development in academic leadership **Dr. Susanne Elpers**
- 35 SelmaMeyerMentoring **Ekaterina Masetkina M.A.**
- 36 TANDEM Mentoring Programs **Gitta Doebert**

- 37 via:mento / via:mento_international **Dr Ruth Kamm**
- 38 ProMotivation – Mentoring for female* students and graduates in the humanities and social sciences **Dr. Stefanie Wittich**
- 40 via:mento_international **Dr. Julia Anette Schreiner**
- 41 IPN, Kiel **Dr. Marta Chiarinotti**

Italy

- 42 Gender Mentoring Programme **Dr. Maria Rosaria Masullo**

Luxembourg

- 43 ADVANCE Mentoring Program **Dr. Inês Crisóstomo**

Philippines

- 45 Breaking Barriers – Mental program **Dr Angelica Baylon**

Romania

- 14 Initiatives of Gender Equality in CMU **Ass. Prof. Cristina Dragomir**

Serbia

- 46 Creative Mentorship **Ms Dragana Jevtić**

Sweden

- 47 Mentoring for change transformed into Learning for change
Professor Tomas Brage

Switzerland

- 48 Mentoring@CERN Programme **Antra Gaile / Simona Kriva**
- 41 Réseau romand de mentoring pour femmes **Manuela Schicka**
- 51 Réseau Romand de Mentoring **Natalie Emch**

Who is who

we introduce ourselves



Michaela Gindl

Head of Office for Equality, Gender and Diversity
University for Continuing Education, Krems, Austria
michaela.gindl@donau-uni.ac.at

Name of the office and the contact

person: Office for Equality, Gender and Diversity

Does your institution have a Gender Equality Plan (GEP)? yes

Link: www.donau-uni.ac.at/gender/gep.pdf

Some examples of our GEP actions:

annual „Equality Report“ published on the website

capacity building (e.g. unconscious bias, gender in teaching and research)

career development measures (program Career_Mentoring_III for female scientists, coaching program for female employees, mobility grants for female scientist)

guidelines for teaching and assessment of equality related competences

online courses

Does your institution have a Mentoring program? yes

Name of the mentoring program:



Career_Mentoring_III

(joint program of the universities Krems, Linz and Salzburg)

Disciplinary focus of the mentoring program:

open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded? university budget

Who are the mentees? PhD candidates, Postdocs

Where do the mentors come from? academia

What are the main goals and objectives of the mentoring program?

Career_Mentoring_III is originated from the need to mitigate the structural disadvantages that women* face in planning and developing their academic careers.

What are the components of the mentoring program?

one to one mentoring, workshops and trainings, coaching





Mag.a Kerstin Tiefenbacher

Officer in the Culture and Equality Unit
University of Vienna, Austria
kerstin.tiefenbacher@univie.ac.at

Name of the office and the contact

person: Culture and Equality Unit,
Head: Dr. Sylwia Bukowska

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

measures for career advancement for women (e.g. mentoring program for predocs and postdocs), Gender monitoring (e.g. equality report and data brochures), Reconciliation measures (e.g. mobility & care funds), Sexual Harassment & Mobbing Counselling Office, etc.

Does your institution have a Mentoring program? yes



Name of the mentoring program:

muv

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes



universität wien

Is the mentoring program for female mentees only? yes

How is the mentoring program funded?

100% funded by the University

Who are the mentees? PhD candidates, Postdocs

Where do the mentors come from? academia

What are the main goals and objectives of the mentoring program?

The three semester long programs give the participants the possibility to strategically plan their scientific careers, to form personal relationships for their growth and to establish (peer) networks that cross discipline boundaries.

What are the components of the mentoring program?

peer group mentoring, workshops and trainings, coaching

What mentoring is about

Voices of our participants

So that priorities don't just remain on paper: Institutional challenges for the establishment, development and sustainability of mentoring programmes – Czech case

Mentoring programmes do not have a long history in the Czech academia. They have only started to appear in the last ten years, usually as part of HR Award projects. Thus, they do not arise purely from the perceived need to pay attention to HR policies at the Czech universities and public research institutes, but primarily from the need to meet the conditions for funding research from European grant frameworks. This context creates specific challenges for mentoring programme coordinators regarding their own position in the institutions and related opportunities to fulfil the vision of the programmes written on the “HR Award paper”. Establishing programs and ensuring their promotion and participants requires often not easy negotiation and explanation within institutions. Development and sustainability of programmes is endangered by short-term grant funding. It is therefore sometimes difficult for Czech coordinators of mentoring programmes to draw inspiration and tips from countries where mentoring has a long tradition and where it is a stable part of the HR policies of institutions, e.g., from Germany or Austria. For this reason, it seems worthwhile to discuss which strategies are applicable in general and which are workable for the specific space of post-socialist countries.

Dr. Kateřina Cidlinská / Czech Republic
> cidlinska.katerina@gmail.com

Challenges stemming from inadequate financing and resource allocation

Improving and sustainably securing financial resources for mentoring in science for female scientists can be achieved through a combination of strategic planning, collaboration and innovative financing models. There are different approaches that can be taken and pursued, from individual approaches to structural or cultural approaches. Some examples are: targeted funding programs and scholarships, public financing and government support, cooperations with industry, crowdfunding and community financing, sustainable financing models, evaluation and transparency. The contribution presents various options and compares their advantages and disadvantages.

Dr. Dagmar Höppel / Germany
> hoeppel@lakog.uni-stuttgart.de

we introduce ourselves



Veronika Leiner (MMag.a, MAS)

Coordinator of the Mentoring Programme „Reach higher, reach beyond“
mdw - Universität für Musik und darstellende Kunst Wien, Austria
leiner@mdw.ac.at

Name of the office and the contact

person: Equality, Gender Studies and Diversity, Dr.in Andrea Ellmeier (head)

Does your institution have a Gender Equality Plan (GEP)? not yet, but is in progress.



Some examples

of our GEP actions:

Equal Opportunities Plan serves to implement constitutional and statutory requirements for the equality and equal treatment of all university members. It covers the core dimensions of diversity – namely gender, ethnicity, religion or worldview, age, sexual orientation, and disability.

Does your institution have a Mentoring program? yes



Name of the

mentoring program:

**Reach higher,
reach beyond**

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes



How is the mentoring program funded?

from the core budget of the university

Who are the mentees? women, inter* and non-binary persons

Where do the mentors come from? academia

What are the main goals and objectives of the mentoring program?

In light of the fact that the music and art business in general, and art universities in particular, are still characterised by structural gender inequalities that are reflected in the underrepresentation of women, inter* and non-binary persons as professors and artists in university leadership positions, the program aims to take action to counteract the unequal treatment over the course of their artistic and pedagogical careers

What are the components of the mentoring program?

peer group mentoring, peer group mentoring organised by the mentees themselves, Workshops and trainings, coaching, online sessions and discussions

we introduce ourselves



Dr. Cristina Dragomir

Associate Professor,
Constanta Maritime University, Romania
cristinadragomir.umc@gmail.com



Gender statistics update on women's access to education superiors in the maritime field; Review of internal reference documents (Gender Equality Plan, Plan of improving equity in education, Institutional Social Equity Strategy in education) in relation to the good practices of similar institutions in the field; Partnerships with representatives of the civil society (professional associations, non- governmental organizations, trade unions or federations) for the organization of joint projects and events that address issues of discrimination and gender equality.



Univ.-Doz. Dr. Alice Pechriggl

Full Professor, Chair of Department
University of Klagenfurt, Austria
alice.pechriggl@aau.at



Name of the office and the contact person:

Gender Equality Officer



Does your institution have a Gender Equality Plan (GEP)? yes

Some examples of our GEP actions:

Gender-Studies in all the curricula; career development actions, positive discrimination (when candidates are equally qualified the female / non-male candidate has to be chosen when gender equality is not yet achieved in the domain / faculty), gender audit positive 2024

Does your institution have a Mentoring program?

not yet, but in progress



Dr. May MORRIS

Coordinator of Femmes & Sciences Mentoring Programme
Femmes & Sciences / Montpellier University, France
maymorris19@yahoo.fr

Name of the office and the contact

person: CNRS Research Director,
Coordinator of Femmes & Sciences
Mentoring Programme

Does your institution have a Gender Equality Plan (GEP)? yes

Femmes & Sciences association
President Françoise Conan;
Coordinator of Mentoring Programmes:
May Morris ; CNRS mission for women:
Elisabeth Kohler ; Montpellier University:
Agnès Fichard Carroll

Does your institution have a Mentoring program? yes

Name of the mentoring program:



**Femmes & Sciences
Mentoring Program**

<https://www.femmesetsciences.fr/mentorat>

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded?

self-funded (ie Femmes & Sciences) +
support from University Montpellier



Who are the mentees? PhD candidates

Where do the mentors come from? academia

What are the main goals and objectives of the mentoring program?

life-balance, self-confidence,
scientific career development

What are the components of the mentoring program?

one to one mentoring, peer group
mentoring, Workshops and trainings

we introduce ourselves



Dr. Leonie Windt

Consultant for (prospective) doctoral candidates
Osnabrück University, Osnabrück, Germany
leonie.windt@uos.de

Name of the office and the contact

person: Equal Opportunity Office,
Dr. Sabine Jösting

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

Does your institution have a Mentoring program? yes

Name of the mentoring program:

1. Career perspectives after the doctorate

2. Together on the path to a professorship

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? for all postdocs (female, male, diverse)

How is the mentoring program funded? budget for academic development

Who are the mentees? PhD candidates, postdocs



Where do the mentors come from?

all of the above

What are the main goals and objectives of the mentoring program?

1. career orientation for female doctoral candidates, 2. strategic career planning for postdocs

Other central goals of both programs are to increase the proportion of women and first-time academics in scientific leadership positions and to strengthen equal opportunities within the science system by raising the diversity awareness of future leaders.

What are the components of the mentoring program?

one to one mentoring, peer group mentoring, workshops and trainings, online sessions and discussions, reflection sessions

What mentoring is about

Voices of our participants

Advance Mentoring Program Strategies to support mentoring conversation within mentoring programs

Advance Mentoring Program, Gender Equality Office, University of Luxembourg We propose a discussion on strategies to support mentoring conversations within mentoring programs through peer mentoring and action learning, specifically targeting women. These approaches can enhance mentoring interactions and support both actions and learning, fostering a collaborative environment where participants can benefit from each other's experiences and insights. Women can particularly benefit from these strategies since they are well suited for dealing with We will present our ideas, along with examples from literature, on integrating these modules to improve problem-solving skills, boost engagement, and build resilient networks that adapt to evolving challenges. We look forward to hearing about your experiences and receiving feedback on implementing these strategies effectively.

Dr. Inês Crisostomo / Luxembourg
> ines.crisostomo@uni.lu

Dr. Skerdi Zana / Luxembourg
> skerdilajda.zana@uni.lu

Challenges in Mentoring after the Pandemic: How to Reengage Participants and their Commitment.

Established mentoring programs such as the TANDEM mentoring programs at RWTH Aachen University and the kite-mentoring program at the University of Freiburg, Germany, both of which have been in existence for more than twenty and ten years respectively, have been facing the challenge of declining commitment, especially among mentees, for a few years now. However, the reliability of mentors is also becoming increasingly challenging. In a five to ten minutes presentation, possible reasons for the decline in commitment on mentee as well as on mentor side are first outlined. Then, the negative effects of the reduced commitment are examined in more detail, both at project coordination level and within the mentoring group. Measures that have already been considered and implemented independently at both universities, as well as other possible strategies for reengaging the participants will be presented and put up for discussion.

Kati Korst / Germany
> kati.korst@igad.rwth-aachen.de

Dr. Evelyn Rusdea / Germany
> kite-mentoring@uni-freiburg.de

we introduce ourselves



Marlene Thomas

Mentoring-Coordinator
University of Cologne, Germany
chm@verw.uni-koeln.de

Name of the office and the contact

person: Central Gender Equality Manager
and Department for Equal Opportunities

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

surveys, career development,
awareness, mentoring, net-
working

Does your institution have a Mentoring program? yes

Name of the mentoring program:
Cornelia Harte Mentoring

**Disciplinary focus of the mentoring
program:** open to all disciplines

**Does the mentoring program explicitly
focus on fostering gender equality?** yes

**Is the mentoring program for female
mentees only?** yes

How is the mentoring program funded?
university budget funds, permanent

Who are the mentees? PhD candidates,
postdocs

Where do the mentors come from?
sector academia, industry
and public sector



What are the main goals and objectives of the mentoring program?

career planning for female postdocs
and doctoral candidates inside
and outside academia

What are the components of the mentoring program?

one to one mentoring, peer group
mentoring organised by the mentees
themselves, workshops and trainings,
coaching



Dr. Vera Bissinger

Mentoring Manager
Georg-August-Universität Göttingen, Germany
vera.bissinger@zvw.uni-goettingen.de

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:
mentoring, monitoring,
coaching

Does your institution have a Mentoring program? yes



Name of the mentoring program:
Dorothea Schlözer
Mentoring Programme



Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded? university

Who are the mentees? PhD candidates, postdocs

Where do the mentors come from? academia

What are the main goals and objectives of the mentoring program?

contribute against the drop-out of female researchers in the phase between PhD and postdoc, enhance number of females in leading positions

What are the components of the mentoring program?

one to one mentoring, peer group mentoring organised by the mentees themselves, workshops and trainings, coaching, online sessions and discussions, networking activities, alumnae events

we introduce ourselves



Prof. Dr. Diana Pauly

Professor for Experimental Ophthalmology,
Chairperson of the Equal Opportunity Commission Medicine,
Chairperson steering committee
of Else-von-Behring Mentoring programme
University Marburg, Germany
Coordinator: ruth.wellenreuther@uni-marburg.de

Name of the office and the contact

person: Equal Opportunities Officer
for Medicine Veronika Ehinger & the Equal
Opportunity Commission Medicine
Diana Pauly

Does your institution have a Gender Equality Plan (GEP)? yes



**Some examples
of our GEP actions:**
mentoring programme,
surveys

Does your institution have a Mentoring program? yes



**Name of the mentoring
program:**
**Else-von-Behring Mentoring
Programm für Frauen und
Familienverantwortliche**

**Disciplinary focus of the mentoring
program:** medicine, life science medicine,
life sciences

**Does the mentoring program explicitly
focus on fostering gender equality? yes**

**Is the mentoring program for female
mentees only? no**



How is the mentoring program funded?
by the universities budget funds

Who are the mentees? postdocs

Where do the mentors come from?
academia

**What are the main goals and objectives
of the mentoring program?**

The goal is to support women and people
with family responsibilities on their way
to the next career step in science and to
prepare them for a professorship.

**What are the components of the
mentoring program?**

one to one mentoring, peer group
mentoring, workshops and trainings,
coaching



Dr. Ann-Kristin Kolwes

Mentoringcoordinator
University of Cologne, Germany
a.kolwes@verw.uni-koeln.de

Name of the mentoring program:

First Generation Doctorate Mentoring+



Disciplinary focus

of the mentoring program:

Open to all disciplines

**Does the mentoring program
explicitly focus on fostering
gender equality?** no



Is the mentoring program for female mentees only? no

How is the mentoring program funded? university budget

Who are the mentees? graduates, PhD candidates

Where do the mentors come from?

academia

**What are the main goals and objectives of the mentoring
program?**

support doctoral candidates and advanced master students
with a non-academic family background

What are the components of the mentoring program?

one to one mentoring, peer group mentoring organised
by the mentees themselves, workshops and trainings

What mentoring is about

Voices of our participants

Mentoring programmes as a way for inclusivity in research in architecture and urbanism

My work was mainly encompassing mentorship schemes in the German space (Germany, Austria, South Tyrol) compared to Romanian and Hungarian, with a focus on intersectionality (ie. also national minorities).

Dr. Maria Bostenaru / Romania
> mbostenaru@gmail.com

Career_Mentoring III – an intersectional approach

Mentoring is understood as a reciprocal relation characterized by appreciation and respect, to the success of which all involved actors – mentees, mentors, trainers, coaches, and program coordinators – contribute equally. The roots of mentoring lie in the need to address structural disadvantages and discrimination against women in their academic career planning and development. It has been observed, that for some time the concept of intersectionality increasingly builds the theoretical background of gender equality measures. Affiliations such as gender, socioeconomic status, age, origin, etc., are considered in their mutual, overlapping influences and intersections. Disadvantages or dimensions of discrimination are not simply “added”, but the underlying structural gaps are identified. But how do we put this in the practice of mentoring? The input will focus on this area of tension, on both, underlying theoretical conceptions and impacts on the practice of mentoring as exemplified by the Program Career_Mentoring III.

Michaela Gindl / Germany
> michaela.gindl@donau-uni.ac.at

Enhancing gender equality in research: A collaborative Inclusive Mentoring initiative with CA VOICES

The COST Action VOICES initiative seeks to address gender-based inequalities experienced by Early Career Researchers, fostering sustainable dialogue with stakeholders within the research ecosystem. Under the leadership of Maria Lopez Belloso, Marta Warat, and Ola Thomson, Working Group 1 focuses on inclusive mentoring as a key theme. The project has three main objectives: First, to convene stakeholders in a summer mentoring training event (Bilbao, 2024), resulting in the development of ten principles for inclusive mentoring. Second, to map existing mentoring programs across the EU and beyond, with a focus on women scientists and academics, to explore opportunities for integrating feminist and critical race methodologies into gender-specific mentoring programs. Third, the project aims to collaborate with mentoring stakeholders to enhance inclusivity in academic and research mentoring, promoting gender equality throughout the research community.

Ola Thomson / United Kingdom
> abthomson@bournemouth.ac.uk

we introduce ourselves



Dr. Katrin Pieper

Head of ,HR Section: Mentoring & Equal Opportunities
Cologne, Germany
k.pieper@verw.uni-koeln.de

Name of the office and the contact

person: Central Gender Equality Manager
and Department for Equal Opportunities

**Does your institution have a Gender
Equality Plan (GEP)?** yes



**Some examples
of our GEP actions:**

surveys, career
development, awareness,
mentoring, networking

**Does your institution have a Mentoring
program?** yes

Name of the mentoring program:
Gender Mentoring-Agentur

**Disciplinary focus of the mentoring
program:** open to all disciplines

**Does the mentoring program explicitly
focus on fostering gender equality?** yes

**Is the mentoring program for female
mentees only?** yes

How is the mentoring program funded?
budget resources

Who are the mentees? Graduates,
PhD candidates



GENDER MENTORING-AGENTUR

Where do the mentors come from?
academia

**What are the main goals and objectives
of the mentoring program?**

engage female graduate students
in a career in science

**What are the components
of the mentoring program?**

one to one mentoring, peer group
mentoring organised by the mentees
themselves, workshops and trainings,
coaching, online sessions and discussions,
workshops

we introduce ourselves



Dr. Phuong Glaser

Human Resources Development, University of Cologne, Germany
Department Mentoring and Equal Opportunities
p.glaser@verw.uni-koeln.de

Name of the office and the contact

person: The Gender Equality Officer,
contact person: Judith Arnau

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples

of our GEP actions:

Mentoring programs, career family coaching, networking among female scientists, family-friendly academic culture, gender in research and teaching, safeguarding against sexualized discrimination, awareness and public relations etc.

Does your institution have a Mentoring program? yes

Name of the mentoring program:

International Female Scholars Mentoring (IFS Mentoring)

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

Who are the mentees? PhD candidates, postdocs, junior professors (equivalent to assistant professors)

IFS | MENTORING

Mentoring program
for international
female scholars

Where do the mentors come from?

both academia and other sectors (the latter also to promote the career paths of professorships in Universities for Applied Sciences in Germany)

What are the main goals and objectives of the mentoring program?

1. strengthening the retention and recruitment of women in science, especially in leadership positions, through individual career and networking opportunities
2. integration of international female academics into the German academic system and the University of Cologne

What are the components of the mentoring program?

one to one mentoring, peer group mentoring organised by the mentees themselves, workshops and trainings, coaching, networking events organized across all mentoring programs in the department (in total 5 programs)



Annette Ehmler

Mentoring Coordinator
University of Greifswald, Germany
ehmler@uni-greifswald.de

Name of the office and the contact

person: Office for Gender Equality,
Ms Ruth Terodde, Central Gender
Equality Officer.

Does your institution have a Gender Equality Plan (GEP)? yes

Some examples of our GEP actions:
training and coaching for female
professors; mentoring and coaching
for young female scientists

Does your institution have a Mentoring program? yes



**Name of the mentoring
program:**
[KarriereWegeMentoring](#)

**Disciplinary focus
of the mentoring program:**

open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded?
European Social Funds and Federal State
of Mecklenburg-Vorpommern

Who are the mentees? students,
graduates, PhD candidates, postdocs



Where do the mentors come from?

all mentioned sectors: academia, industry,
public sector

What are the main goals and objectives of the mentoring program?

to empower and support female
scientists to pursue a career within
or outside academia

What are the components of the mentoring program?

One-to-one mentoring, Peer-group-
mentoring organised by the mentees
themselves, Workshops and trainings,
Coaching, Online sessions and discussions

we introduce ourselves



Dr. Evelyn Rusdea

Head of kite-mentoring
Albert-Ludwigs-University Freiburg, Germany
Coordinator: Dr. Jessica Günzle
kite-mentoring@uni-freiburg.de

Name of the office and the contact

person: Equal Opportunities Office,
Dr. Regina Herzog

Department for Equality, Diversity
and Academic Personnel Development,
Dr. Wibke Backhaus

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

mentoring, career work-
shops, lunch talks, career
evenings, networking events,
coaching for women.

Does your institution have a Mentoring program? yes

Name of the mentoring program:

[kite-mentoring](#)

www.kite-mentoring.uni-freiburg.de

Disciplinary focus of the mentoring

program: STEM fields, natural and life
sciences

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded?

contribution from the faculties and pooled
gender allowances from research pro-
grams



Who are the mentees? PhD candidates,
postdocs

Where do the mentors come from?

academia, public sector and industry

What are the main goals and objectives of the mentoring program?

career support, empowerment of women,
network building, personal development

What are the components of the mentoring program?

one to one mentoring, peer group
mentoring, career workshops
and trainings, company visits,
visits to career fairs, individual coaching,
online sessions and discussions



Dr. Ulrike Kéré

Director Mentoring Hessen,
Goethe-University Frankfurt, Germany
Contact: Claudia Miebach, miebach@mentoringhessen.de

Name of the office and the contact

person: Equal Opportunity Office:
Dr. Anja Wolde

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

mentoring, dual career, family, Inclusion, anti-discrimination, equality, diversity, family educational background

Does your institution have a Mentoring program? yes

Name of the mentoring program:
Mentoring Hessen

Disciplinary focus of the mentoring

program: In total we have four mentoring programmes. Our students mentoring programme (ProCareer.MINT) is focused on STEM. The three mentoring programmes for scientists (ProCareer.Doc, ProAcademia, ProProfessur) are open to all disciplines.

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded?

by five hessian universities and six universities of applied sciences



Who are the mentees? students, PhD candidates, postdocs, prospective professors

Where do the mentors come from? academia, industry, public sector, NGO's

What are the main goals and objectives of the mentoring program?

increase the proportion of female graduates, PhD candidates, and professors, especially in STEM fields: – strengthen scientific and professional skills for women, – highlight role models, particularly in STEM, – increase the number of women in attractive positions

What are the components of the mentoring program?

one to one mentoring, peer group mentoring, workshops and trainings, coaching, online sessions and discussions, networking events

we introduce ourselves



Nora Wildenauer

LMU Diversity Management
Diversity Management Coordinator
Ludwig-Maximilians-University, Germany
mentoring@lmu.de

Name of the office and the contact

person: LMU Diversity Management –
diversity@lmu.de – Alejandra Riedmiller,
Angelika Brunner and Nora Wildenauer

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

The GEP outlines actions in the following key areas:

(a) work-life balance and

organizational culture, (b) gender balance in leadership and decision-making, (c) gender equality in recruitment and career progression, (d) integration of the gender dimension into research and teaching content, (e) anti-discrimination, gender-based violence and sexual harassment. Concrete measures can be found in the published GEP.

Does your institution have a Mentoring program? yes

Name of the mentoring program:
LMUMentoring

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality?
yes, 50 %

Is the mentoring program for female mentees only? no



How is the mentoring program funded?

LMUMentoring is a centrally coordinated framework that is implemented by the individual faculties in order to account for the specific needs and requirements. Funds for LMUMentoring are made available depending on faculty size.

Who are the mentees? graduates, PhD candidates, postdocs

Where do the mentors come from? academia, industry and public sector

What are the main goals and objectives of the mentoring program?

LMUMentoring has evolved the promotion of young talent from the focus on the support for women to a more holistic approach, which values personnel diversity.

What are the components of the mentoring program?

One to one mentoring, peer group mentoring, workshops and trainings, coaching, online sessions and discussions, the faculties implement the program including the components in line with their needs. Other components include e.g. retreats, networking events, lunch lectures, career or role model talks and more.

What mentoring is about

Voices of our participants

From the advancement of women to diversity? Opportunities and obstacles in the intersectional opening of mentoring programs

In Germany, mentoring programs in science originate from the idea of classic women's promotion: women are underrepresented, their proportion should be increased, especially in leadership positions or individual subjects (in Germany, especially MINT). In addition, female scientists were addressed as (potential) mothers and questions about the compatibility of family and science were addressed. Calls for opening up existing mentoring programs focus on the inclusion of additional diversity categories. In addition to the gender read as female, nationality, migration experience, educational background, skin color, age, mental and physical abilities, sexual orientation, other caring responsibilities, financial circumstances, professional experience, leisure/commitment as well as Habitus/appearance come into play. This challenges mentoring coordinators and participants. The talk provides an insight into the ongoing opening and redesign of the ProMotivation mentoring program and discusses questions about addressing other genders than cis women as well as opportunities and hurdles in including other or more diversity categories.

Dr. Steffi Wittich / Germany
> stefanie.wittich@verwaltung.uni-marburg.de

Creative Mentorship: Empowering Women through Mentorship in the Arts, Culture, and Media

Creative Mentorship is an independent, non-profit, non-governmental organization that has been designing and implementing mentorship programs for professionals in the fields of arts, culture, creative industries, and media for the past 13 years in Serbia and across Europe. Over 350 participants have gone through our programs, with women comprising 85% of the participants. Through our work, we have recognized the critical importance of the informal support provided through mentorship for women engaged in these sectors. The presence of women in the arts and culture sector is often linked with additional challenges. In this context, mentorship has proven to be a crucial tool in improving the status of women working in these fields. The cross-sectoral and cross-generational connections fostered by our programs significantly enhance technical and soft skills, boost self-confidence, and expand the professional networks of women participants. These connections empower women to thrive both personally and professionally. At the conference, we will share our experiences and approaches, demonstrating how mentorship can effectively support the development of women in these fields.

Katarina Mitić Minić / Serbia
> katarina.mitic@kreativnomentorstvo.com

Dr. Dragana Jevtic / Serbia
> dragana.jevtic@kreativnomentorstvo.com

we introduce ourselves



Gudrun Damm

Mentoring Management
University of Konstanz, Germany
gudrun.damm@uni-konstanz.de

Name of the office and the contact person: Equal Opportunity Office

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

Does your institution have a Mentoring program?
yes



Name of the mentoring program:

**Mentoringprogramm
Konstanz, MEIN,
Konstanzia Fellowship
and Konstanzia Duo**

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

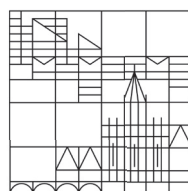
Is the mentoring program for female mentees only? yes

How is the mentoring program funded?

We have two funding sources: We are part of the Excellence Strategy and part of the Professorinnenprogramm, both funded by the federal and state governments of Germany.

www.exzellenzstrategie.de/en/

Universität
Konstanz



Who are the mentees? students, graduates, PhD candidates, postdocs

Where do the mentors come from?
academia, industry, culture, politics

What are the main goals and objectives of the mentoring program?

Main goals in all programs are to foster the careers of women inside and outside academia. In all we want to have more female researchers, more female professors and we promote women until actual equality.

What are the components of the mentoring program?

one to one mentoring, workshops and trainings, coaching, online sessions and discussions, network events, round tables



Grit Schuster

Coordinator TU Dresden, Dresden, Germany
grit.schuster@tu-dresden.de

Name of the office and the contact

person: Gleichstellungs- und Frauenbeauftragte der TUD,
Dr. phil. Jutta Luise Eckhardt

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

mentoring between female students and female scientist, career development, discussion rounds with a young scientist, scientific insights for prospective female scientists, peer mentoring between female students, career development workshops

Does your institution have a Mentoring program? yes

Name of the mentoring program:



Mentoring-Programm for female scientist and students

Disciplinary focus of the mentoring program:
women in MINT

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded?
equal opportunities funding from the DFG and DAAD



**TECHNISCHE
UNIVERSITÄT
DRESDEN**

Who are the mentees? students, PhD candidates

Where do the mentors come from?
academia

What are the main goals and objectives of the mentoring program?

The mentoring program supports young female scientists in their career development, the establishment and expansion of networks and the communication of their research activities. Mentoring is the focused instrument that trains the transformational leader

What are the components of the mentoring program?

one to one mentoring, peer group mentoring, workshops and trainings, online sessions and discussions, discussion rounds with female scientists

we introduce ourselves



Dr. Dagmar Höppel

Head of equal opportunity offices Baden-Württemberg
Universität Stuttgart, Stuttgart, Germany
hoeppel@lakog.uni-stuttgart.de



Name of the mentoring program:
MuT-Mentoring and Training



Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded? government and fees

Who are the mentees? PhD candidates, postdocs, teaching staff, junior professors, tenure track professors

Where do the mentors come from? academia

What are the main goals and objectives of the mentoring program?

foster women in science, rise awareness on gender bias in reports and evaluations, increasing the number of female professors

What are the components of the mentoring program?

one to one mentoring, workshops and trainings, coaching, online sessions and discussions



Dr. Susanne Elpers

Officer for Early Career Researchers
with a focus on Postdocs and Equal Opportunities
Carl von Ossietzky Universität Oldenburg, Germany
susanne.elpers@uol.de

Name of the office and the contact

person: Structural Planning and Development Unit/ Work area Gender Equality/ Diversity. Andrea Härtel, Officer for structural planning with a focus on diversity and Sandra Reinecke, Officer for structural planning with a focus on equal opportunities

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

training for members of appointment committees; financial support for researchers

with care responsibilities; incentive system for the appointment of women professors; position for the coordination of a mentoring programme for female researchers

Does your institution have a Mentoring program? yes



Name of the mentoring program:

Progressio.

Successful development in academic leadership

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes



How is the mentoring program funded? third party funding

Who are the mentees? postdocs, research group leaders, junior professors with or without tenure

Where do the mentors come from? academia

What are the main goals and objectives of the mentoring program?

Female researchers are still under-represented in (leading) research positions and in non-university institutions and companies. Mentoring for female researchers is therefore primarily aimed at preparing them for dealing with these structural obstacles and enabling them to exchange information with peers and more experienced people.

What are the components of the mentoring program?

one to one mentoring, peer group mentoring organised by the mentees themselves, workshops and trainings, coaching, supervision by a professional trainer for the entire duration of the programme

What mentoring is about

Voices of our participants

Focus Visibility of Women in Science

This short article presents measures that can improve the visibility of female scientists and have been and are being implemented at Kiel University. Focus on the topic „Visibility of Women in Science“ in our qualitative gender equality work with the following measures:

1. EmpowerMINT Prizes for outstanding BSc and MSc Theses of female STEM students
2. Website Portraits (interview, picture, audio recordings) of outstanding female scientists from research networks in the frame of the GenderConsulting Service
3. Exhibition (<https://womeninmath.net/>) combined with lecture series with female scientists from Mathematics and networking events (new grassroot network)
4. Offer in our Mentoring programmes: “Visibility package”: Workshop on Personal Branding & Online Presence and Photography as a Space for Visualisation: individual photo shoots & half-day reflection workshop (for female postdocs)
5. Visibility of Women in Humanities: Project “Women to the Stage!”: Funding to increase the amount and visibility of women speakers at lectures, seminars, summer schools and conferences. The aspect „Visibility of Women in Science“ is anchored in our Gender Equality Plan.

Dr. Julia Anette Schreiner / Germany
> jschreiner@gb.uni-kiel.de

we introduce ourselves



Ekaterina Masetkina M.A.

Head of mentoring programs
Heinrich-Heine-University Dusseldorf, Germany
masetkina@hhu.de

Name of the office and the contact

person: Central Gender Equality Office,
Dr. Anja Vervoorts



Does your institution have a Gender Equality Plan (GEP)? yes

Some examples of our GEP actions:

mentoring for female researchers of different qualification levels, travel costs to conferences for female researchers, publishing costs for female researchers, coachings for female postdocs, special events for STEM-students

Does your institution have a Mentoring program? yes



Name of the mentoring program:
[SelmaMeyerMentoring](#)

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded?
university internal funding



Selma Meyer Mentoring

Who are the mentees? PhD researchers, international early career researchers, medical interns, advanced postdocs

What are the main goals and objectives of the mentoring program?

to increase the number of the female professors at our university and generally female leaders

What are the components of the mentoring program?

one to one mentoring, peer group mentoring, peer group mentoring organised by the mentees themselves, workshops and trainings, coaching, networking events, meetings with role models

we introduce ourselves



Gitta Doeber

Deputy Head of the Rectorate Staff Unit Inclusion,
Gender and Diversity Management (IGaD)
RWTH Aachen University, Germany
mentoring@rwth-aachen.de

Name of the office and the contact

person: IGaD (Dr. Ralitsa Petrova-Stoyanov), Equal Opportunities Office (Jana Zimmermann)

Does your institution have a Gender Equality Plan (GEP)? yes

Some examples of our GEP actions:

mentoring for female participants on different career levels,

Gender and Diversity Knowledge Program, gender and diversity consulting for research proposals and projects, gender monitoring, genderfair and transparent appointment negotiations,

Equal and Fair Career Paths, Career Promotion and Networking of Young Women Researchers,

Gender-Neutral Language

Does your institution have a Mentoring program? yes



Name of the mentoring program:

TANDEM Mentoring Programs (4 different programs)

Disciplinary focus of the mentoring program:

all disciplines (except medicine)



**Inclusion,
Gender and
Diversity
Management**

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded? different funds

Who are the mentees? students, PhD candidates, postdocs

Where do the mentors come from? academia, industry, public (all genders)

What are the main goals and objectives of the mentoring program?

empowerment, career building, diversity, gender equality

What are the components of the mentoring program?

one to one mentoring, peer group mentoring organised by the mentees themselves, workshops and trainings, coaching, online sessions and discussions



Dr. Ruth Kamm

coordinator mentoring programme via:mento
& gender consulting Kiel University, Germany
rkamm@gb.uni-kiel.de



**Name of the office and
the contact person**

**Does your institution have a
Gender Equality Plan (GEP)?**
yes

Some examples of our GEP actions:



mentoring programmes for
female postdocs, central
gender equality budget for
individual support of women,
retention of audit „family-fri-
endly university“, annual
gender research awards, 6+4 programme
to extend contract after habilitation
phase, EmpowerMINT award for female
students in STEM fields

**Does your institution have a Mentoring
program?** yes

Name of the mentoring program:
[via:mento](https://via:mento.org) / [via:mento_international](https://via:mento-international.org)
www.mentoring.uni-kiel.de/en

**Disciplinary focus of the mentoring
program:** open to all disciplines

**Does the mentoring program explicitly
focus on fostering gender equality?** yes

**Is the mentoring program for female
mentees only?** yes



Christian-Albrechts-Universität zu Kiel

How is the mentoring program funded?

via:mento – budget line /
via:mento_international – third party
funding

Who are the mentees? postdocs

Where do the mentors come from?
academia

**What are the main goals and objectives
of the mentoring program?**

career support for female postdocs
pursuing their academic career after
doctorate / PhD

**What are the components
of the mentoring program?**

one to one mentoring, peer group
mentoring, workshops and trainings,
online sessions and discussions

we introduce ourselves



Dr. Stefanie Wittich

Officer for Gender Equality
Philipps University, Gender Equality Office, Germany, Marburg,
promotivation@verwaltung.uni-marburg.de

Name of the office and the contact

person: Gender Equality Office,
Dr. Nina Schumacher

Does your institution have a Gender Equality Plan (GEP)? yes

Some examples of our GEP actions:

Gender and diversityfriendly organisational structure (e.g. promotion of subject-specific gender equality projects via „nachhaltig chancengleich!“)

Balancing study/work and private life

Identifying career paths, creating better access and improving working conditions (e.g. mentoring programmes from bachelor students to upcoming female professors)

Promote anti-discrimination and self-empowerment programmes (e.g. forcing gender-equitable language and communication in words and images)

Enhancing intersectional women's or gender research and teaching

Professionalise gender and diversity monitoring through an intersectional approach

Does your institution have a Mentoring program? yes

Name of the mentoring program:
ProMotivation – Mentoring for female* students and graduates in the humanities and social sciences

Philipps



Universität
Marburg



Disciplinary focus of the mentoring program:

humanities and social sciences

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded? university's own resources

Who are the mentees? students, graduates

Where do the mentors come from? academia

What are the main goals and objectives of the mentoring program?

assistance on the decision for a doctorate; if yes: finding a good strategy for one's own dissertation

What are the components of the mentoring program?

one to one mentoring, peer group mentoring organised by the mentees themselves, workshops and trainings, alumnae network

What mentoring is about

Voices of our participants

Progressio. Successful development in academic leadership

The twelve-month mentoring programme “Progressio. Successful development in academic leadership” for female researchers only has been launched in 2020 at the Carl von Ossietzky University Oldenburg. The third round starts in 2024. A total of 28 experienced female postdocs, junior professors and junior research group leaders looking for a professorship or a leading position in academia took part in the first two runs. Until 2030 the programme is financed by third-party funds. After that, permanent funding from budget funds of the University will be sought. A high demand from mentees as well as positive evaluations and statements from mentees and mentors will be of decisive importance for the university’s favourable decision. The programme is already being regularly advertised to the university-wide public and in university committees. So far, we have only received a positive response. The establishment of an alumnae network would be desirable in order to make the sustainable impact of mentoring as a successful instrument for promoting gender equality in academia even more visible.

Dr. Susanne Elpers / Germany
> susanne.elpers@uni-oldenburg.de

'HAWKarriere' as a cross-university mentoring program

The 'HAWKarriere' mentoring programme is a cross-university programme in Baden- Württemberg for early career scientists and newly appointed professors as mentees, which is carried out as part of the federal-state programme FH-Personal programme. The target group is characterised by various diversity features, e.g. with regard to their current station within their academic career, their gender, their age, their academic discipline and their place of work and residence within Baden-Württemberg. The mentees are individually supported in their personal and professional development. The programme offers them the opportunity to clarify the next steps in their career or how to deal with current challenges, to set and to achieve their individual goals supported by suitable mentors usually HAW professors. The needs of the diverse group of participants place high demands on the coordination design of a targeted programme. Initial experiences on how to meet these challenges will be discussed during the exchange session.

Theresa Krinke / Germany
> theresa.krinke@hft-stuttgart.de

Charlotte Brenn/ Germany
> charlotte.brenn@hs-offenburg.de

we introduce ourselves



Dr. Julia Anette Schreiner

Coordinator of [via:mento_international](#) –
mentoring programme for international female researchers
Christian-Albrechts-Universität, Kiel, Germany
jschreiner@gb.uni-kiel.de

Name of the office and the contact

person: Central Office for Gender
Equality, Equal Opportunity & Family,
Dr. Iris Werner

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

EmpowerMINT Award,
recognise outstanding and
innovative bachelor's and
master's theses by female

students in the STEM subjects since 2021.
This initiative aims at bringing women in
those STEM subjects into focus, where
they are underrepresented at Kiel
University. Mentoring for Female Postdocs
at Kiel University. [via:mento_international](#)
and [via:mento](#) are mentoring programmes
for female postdoctoral researchers
of all faculties at Kiel University.

Gender Research Prize; Kiel University
aims to support gender studies across
all faculties and to make them visible.

Does your institution have a Mentoring program? yes

Name of the mentoring program:
[via:mento_international](#) & [via:mento](#)
(german-speaking)

**Disciplinary focus of the mentoring
program:** open to all disciplines

**Does the mentoring program explicitly
focus on fostering gender equality? yes**



**Is the mentoring program for female
mentees only? yes**

How is the mentoring program funded?
BMBF professorinnen-programm 30

Who are the mentees? postdocs
(member of Kiel University or cooperating
institution e.g. GEOMAR)

Where do the mentors come from?
academia worldwide

**What are the main goals and objectives
of the mentoring program?**

[via:mento_international](#) started in 2020
and is aimed specifically at international
female postdoctoral researchers of Kiel
University (recently arrived in Kiel or are
planning an extensive stay abroad).

**What are the components
of the mentoring program?**

one to one mentoring with a more
experienced researcher, workshops
and trainings (partly fix and partly on
demand), networking activities
(e.g. input about funding opportunities,
role model meetings). exchange with
the mentees of the german-speaking
programme and peer mentoring is also
offered in smaller groups



Dr. Marta Chiarinotti

Leiterin von Viamento ocean
IPN, Kiel, Germany

Name of the office and the contact

person: Gender Equality Officer

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

two junior research groups
explicitly for women, a pro-

fessorship for the topic gender, diversity,
Educational equity applied to the topics
of our institut, individual coaching for
female postdocs

Does your institution have a Mentoring program? we have some spots available
in the mentoring programm
of Kiel University



Manuela Schicka

program coordinator
University of Fribourg, Office for equality,
diversity, and inclusion, Switzerland
manuela.schicka@unifr.ch



Name of the office and the contact

person: Office for equality, diversity,
and inclusion, Muriel Besson

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

mentoring for women, work-
shops for women, workshop
coding for girls, sensibilisa-
tion workshops for working with
LGBTIQ+ persons

Does your institution have a Mentoring program? yes

Name of the mentoring program:

**Réseau romand
de mentoring pour femmes**

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded?

partner universities (program with 5
participating universities)
and Swiss National Science Foundation

Who are the mentees? PhD candidates,
postdocs

Where do the mentors come from?
academia

What are the main goals and objectives of the mentoring program?

Promotion of women (advanced PhD
candidates and postdocs) in their
academic career. Increase number
of female professors, networking
between women in academia

What are the components of the mentoring program?

one to one mentoring, workshops
and trainings, coaching

we introduce ourselves



Dr. Maria Rosaria Masullo

Senior researcher in Physics
Istituto Nazionale di Fisica Nucleare, Rome, Italy
Coordinator: Sabina Pellizzoni sabina.pellizzoni@roma1.infn.it
Giulia De Bonis giulia.debonis@roma1.infn.it

Name of the office and the contact

person: No real office for Gender Equality, but a Single Guarantee Committee for Equal Opportunities and Promotion of Workers' Welfare and Non-Discrimination (acronym CUG), as indicated by Italian law

Does your institution have a Gender Equality Plan (GEP)? yes



Some examples of our GEP actions:

Mentoring program

Brochure "Unconscious Bias and Discrimination", mandatory for all members of recruitment and selection panels; Inclusion of babysitting expenses as benefits covered by INFN; "Handbook on parenthood" ; National training courses on equal opportunity and parity in research- to prevent discrimination and harassment; Young women's awards instituted in theoretical physics;

Does your institution have a Mentoring program? yes

Name of the mentoring program:
Gender Mentoring Programme

Disciplinary focus of the mentoring program: for Physics for Physics

Does the mentoring program explicitly focus on fostering gender equality?
gender equality and equity through a transformative process

Is the mentoring program for female mentees only? it is for mentees and mentors, women and men



How is the mentoring program funded?

small budget from our Institute, mainly for mentoring meetings (one-to one and programme workshops) and for the organizations of training sessions

Who are the mentees? postdocs, researchers and/or technologists with fixed-term position or with a very new staff position

Where do the mentors come from?

both from our research Institute and from academia

What are the main goals and objectives of the mentoring program?

the programme has been designed with the intention of operating a transformation process within the organization starting from the younger generations and by their mentors to improve gender equality and equity

What are the components of the mentoring program?

one to one mentoring, peer group mentoring organised by the mentees themselves, workshops and trainings, coaching, online sessions and discussions



Dr. Inês Crisóstomo

Mentoring Program Coordinator
University of Luxembourg, Esch-sur-Alzette, Luxembourg
ines.crisostomo@uni.lu

Name of the office and the contact person: Gender Equality Office, Prof. Skerdi Zanjaj



Does your institution have a Gender Equality Plan (GEP)? yes

Some examples of our GEP actions:



ADVANCE Mentoring Program; Inclusive Language Guidelines; Marie Speyer Excellence Grants; Gender-disaggregated statistics

Does your institution have a Mentoring program? yes



Name of the mentoring program:
ADVANCE Mentoring Program

Disciplinary focus of the mentoring program:

open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? yes

How is the mentoring program funded?
Internally

Who are the mentees? PhD candidates, postdocs, teaching staff

Where do the mentors come from?
academia



What are the main goals and objectives of the mentoring program?

ADVANCE aims to achieve the following objectives:

1. Foster a mentoring culture and create a program to facilitate mentoring relationships.
2. Promote an environment where researchers, particularly women, feel supported.
3. Strengthen the offer of formal

What are the components of the mentoring program?

one to one mentoring, peer group mentoring, workshops and trainings, coaching, online sessions and discussions

What mentoring is about

Voices of our participants

Bridging diverse communities: Merging mentoring programs at CERN for a broader impact

The dynamic environment at CERN, one of the world's largest scientific organizations, is uniquely characterized by its diverse audiences, including physicists, engineers, technicians, and administrative staff. This rich diversity provides a unique backdrop for mentoring initiatives led by employee resource groups and volunteers. Our presentation will discuss the journey leading to the merger of two employee-led mentoring programs: the Women in Technology and the LHC Early Careers Fora. We will explore the pre-merger challenges faced by both programs and the opportunities of unification. As we currently are in our pilot year, we will examine lessons learned, the shift in challenges and obstacles and how this initiative has allowed us to reach a wider community. Additionally, we will highlight the informal yet impactful nature of our mentoring efforts, the role of CERN Alumni in enriching this program, and the strategies for managing high coordinator turnover and knowledge loss.

Antra Gaile / Switzerland
> antra.gaile@cern.ch

Simona Kriva / Switzerland
> simona.kriva@cern.ch

Mentoring – Challenges as Opportunities to Grow

Mentoring is a process that has at its core the importance of human relationships. Mullen (2009) highlights a denomination of the word mentoring as it is used “interchangeably” with “advising and supervising, coaching, leading, teaching, socialising”. On the other hand, Clutterbuck (2004, p. 3) talks about “the holistic nature of mentoring role that distinguishes it from other learning or support roles, such as coaching and counseling”. Mentoring a team implies knowing each individual's personality type, interests and goals and it can sometimes lead to challenging situations. Overcoming challenges means cultivating what Duckworth (2016) calls “the grit”, an internal process of perseverance even when there are external factors that can create disturbances or pressure. Megginson et al. (2006, p. 4) talks about mentoring as “off-line help by one person to another in making significant transitions in knowledge, work or thinking”. This paper aims to evaluate challenges as opportunities to grow and supporting each other on our way to becoming an emotionally intelligent being (Goleman, 2007).

Prof. Dr. Angela Bonehill / United Kingdom
> ad1415@coventry.ac.uk

Prof. Dr. Maria Iordan / United Kingdom
> ab8674@coventry.ac.uk

we introduce ourselves



Dr. Angelica Baylon

Director for External Relations
Maritime Academy of Asia and the Pacific
Mariveles Bataan Philippines
ambaylon@maap.edu.ph

Name of the office and the contact person: none

Does your institution have a Gender Equality Plan (GEP)? no

Some examples of our GEP actions:

Establishment of a Women Cadette Club, conduct of Women Maritime League, shared the GECAMET result study to the MAAP women cadettes and had encouraged their participation to the various activities to promote empowerment and inclusivity

Does your institution have a Mentoring program? yes

Name of the mentoring program:

Breaking Barriers – Mental program (recent activity at MAAP)

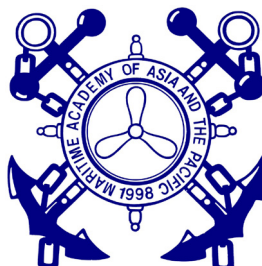
Disciplinary focus

of the mentoring program:

Open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality?

Establishment of Women Cadette Club and had “Cascaded the SIRC findings in MAAP and also GECAMET research outputs, curriculum dev’t etc” ... 100 participants from Philippine maritime colleges attended and Inter-cooperation between women cadets in the country/ Presentation of collaborative research entitled “Level of Awareness of Cadettes on Issues and Concerns on Women Seafarers as well



Is the mentoring program for female mentees only? no

How is the mentoring program funded?

funded by MAAP and AMOSUP and more parnters

Who are the mentees?

alumni who are currently women officers onboard or onshore

Where do the mentors come from?

MAAP women alumni share their experiences as seafarers with their junior women cadets

What are the main goals and objectives of the mentoring program?

to provide support network for growth and connection and to facilitate sharing and exchange of ideas

What are the components of the mentoring program?

one to one mentoring, peer group mentoring, peer group mentoring organised by the mentees themselves, workshops and trainings, coaching, online sessions

we introduce ourselves



Dragana Jevtić

Director and Founder
Creative Mentorship, Belgrade, Serbia
Coordinator: Adna Alihodžić
adna.maslo@kreativnomentorstvo.com

Name of the office and the contact person: none, we are small NGO

Does your institution have a Gender Equality Plan (GEP)? no

Some examples of our GEP actions:

For the past 13 years, we have organized various activities to support the personal and professional development / capacity building of female professionals in the fields of art and culture.

Does your institution have a Mentoring program? no



Name of the mentoring program:
Creative Mentorship

is an independent, non-profit, and non-governmental civil society organization that, for the past 13 years, has been developing and implementing mentoring and capacity-building programs for profes

Does the mentoring program explicitly focus on fostering gender equality? no

Is the mentoring program for female mentees only? no

How is the mentoring program funded?
by donations, sponsorship, consultancy services, and EU projects

Who are the mentees? professionals in the field of culture, arts, creative industries and media

Where do the mentors come from?
mentors comes from various sectors

What are the main goals and objectives of the mentoring program?

- Empower future art, cultural, and media leaders by supporting their personal and professional development.
- Affirm mentorship as a method for lifelong learning, personal and professional development, and the exchange of knowledge and experience.

What are the components of the mentoring program?

one to one mentoring, workshops and trainings, online sessions and discussions



Professor Tomas Brage

Professor and project leader. Member of expert group of university and action group of faculty
Faculty of Science, Lund university, Sweden
tomas.brage@fysik.lu.se

Name of the office and

the contact person: Ragnhild Möller,
Faculty of Science
ragnhild.moller@science.lu.se



Does your institution have a Gender Equality Plan (GEP)? yes

Some examples of our GEP actions:

Bi-focal mentorsprogram (mentoring for change), Bias observers in recruitment, Gender dimensions in all study programs, scientific literacy course, anti-discrimination workshops, ethnographic studies of students and teachers in Physics, survey and interviews on PhD students interest in staying, gender in science and technology course, Physics and gender course, gender bias in student evaluation project, nonviolent communication workshops, gender dimension in research training, bias awareness training.

Does your institution have a Mentoring program? yes



Name of the mentoring program:

Mentoring for change transformed into Learning for change

The program has a learning platform on Canvas reachable for participants in the program.



LUNDS UNIVERSITET

Does the mentoring program explicitly focus on fostering gender equality? yes

Is the mentoring program for female mentees only? no

How is the mentoring program funded?
faculty money

Who are the mentees? postdocs

Where do the mentors come from?
selected professors, with a record of EDI-engagement

What are the main goals and objectives of the mentoring program?

bi-focal and transformative – both individual development and institutional change

What are the components of the mentoring program?

peer group mentoring, workshops and trainings for both mentees and mentors

we introduce ourselves



Simona Kriva

Alumni Relations Communications Officer CERN
(European Organization for Nuclear Research)
simona.kriva@cern.ch

Antra Gaile

PhD Student, CMS Young Scientist Committee deputy chair,
antra.gaile@cern.ch

Name of the office and the contact

person: Diversity & Inclusion Programme
Contact person: Louise Carvalho,
Diversity & Inclusion Programme Leader

Does your institution have a Gender Equality Plan (GEP)? in progress



Some examples of our GEP actions:

Dedicated Resources @CERN:
Diversity & Inclusion

Programme with two full-time staff;
established in 2011 + 18 Diversity
& Inclusion Officers appointed in 2022 at
10% FTE: <https://diversity-and-inclusion.web.cern.ch/>

25 by '25 gender target initiative:
<https://diversity-and-inclusion.web.cern.ch/actions/25-25>

Annual Personnel Statistics, including on gender: <https://cds.cern.ch/record/2897705/files/CERN-HR-STAFF-STAT-2023.pdf>, Bi-annual reporting of gender progress under 25 by '25, Harassment Investigation legal framework (established 2011)

Workshop on Unconscious Bias, Active membership in GENERA Network.

Name of the mentoring program:

Mentoring@CERN Programme

Currently in a pilot phase of our new joint mentoring programme with the LHC Early Careers fora. Webpage will be updated by the end of 2024.

Disciplinary focus of the mentoring program: open to all disciplines

Does the mentoring program explicitly focus on fostering gender equality? no

Is the mentoring program for female mentees only? no

How is the mentoring program funded?

There are no funds specifically dedicated to the mentoring program. Trainings through the CERN Learning & Development Unit or sponsored by the D&I Programme are available on request.

Who are the mentees? students, graduates, PhD candidates, postdocs, teaching, administrative staff

Where do the mentors come from?

employed and associated members of the personnel at CERN, including some CERN alumni

What are the main goals and objectives of the mentoring program?

foster professional development opportunities, provide guidance on career pathways, provide safe space to learn and discuss ideas, facilitate networking

What are the components of the mentoring program?

one to one mentoring, workshops and trainings, mentoring circles (organised once in 2023 so far)

What mentoring is about

Voices of our participants

Advancing Gender Equality in Academic Curriculum and Research: A Framework for Inclusive Education

Gender mainstreaming in academic curricula is a strategic approach that systematically integrates gender perspectives across all levels of education. The objective is not only to establish gender studies as a distinct discipline but also to embed gender sensitivity throughout all academic fields. This approach aligns with broader efforts to promote gender equality and address structural inequalities within society. In the context of Romanian academia, conducting a curriculum review with a focus on gender mainstreaming is crucial for creating an educational environment that is inclusive, equitable, and reflective of diverse experiences and perspectives. This paper aims to present a case study of the policies related to gender mainstreaming in academic curriculum and research as implemented beyond obstacles in a private university in Romania.

Prof. Dr. Ramona Mihaila / Romania
> ramona.mihaila@anes.gov.ro

Governmental Policies to Integrate the Gender Perspective into Romanian Academia

Integrating a gender perspective into Romanian academia requires the implementation of policies and initiatives aimed at promoting gender equality and addressing gender biases in education, research, and academic leadership. The National Agency for Equal Opportunities between Women and Men, under the Ministry of Family, Youth, and Equal Opportunities, bases its policies on a legislative and regulatory framework that includes anti-discrimination laws. These laws are specifically designed to address gender discrimination within academia and to strengthen measures against such biases. Additionally, the Agency mandates the adoption of Gender Equality Plans (GEPs) in universities and research institutions as part of its comprehensive approach.

Dr. Luminita Popescu / Romania
> luminita.popescu@anes.gov.ro

What mentoring is about

Voices of our participants

Do we need any special mentoring program for women in science?

Special mentoring programs for gender equality in academia began in Germany in the early 2000s. At that time, only 11% of professors were female. Today, with mentoring having become a well-known measure for promoting gender equality at nearly every German university and research institution, the percentage of female professors has risen to 23%. However, since female researchers in leading positions are still considered a disadvantaged and underrepresented group in academia, we cannot yet speak of achieving gender parity in science. The need for special support measures for female early-career researchers remains evidently high. In this abstract, the authors explore the outcomes of a mentoring program for female early career researchers and for the institution itself (Case of the University of Dusseldorf, Germany).

Ekaterina Masetkina / Germany
> masetkina@hhu.de

Dr. Anja Vervoorts / Germany
> anja.vervoorts@uni-duesseldorf.de

Strategic Initiatives to Enhance Gender Equality in Constanta Maritime University

The maritime industry, traditionally male-dominated, faces significant challenges in promoting gender equality. In response, Constanta Maritime University has adopted strategic initiatives to enhance female representation and support in both academic and professional contexts. Gender equality is a basic value of the European Union, a fundamental right and a key principle of the European Pillar of Social Rights. Universities and institutions of research from the European Research Area and the European Higher Education Area are committed to strengthen themselves as inclusive and excellent institutions promoting equal opportunities, non-discrimination, equity and equality, being a support for open, democratic and fair societies, as well as for sustained growth, entrepreneurship, integration and employment. Gender equality is enshrined at a universal international level through the Development Goals Sustainable Development of the United Nations included in the UN 2030 Agenda and aims to reduce inequalities and eliminating discrimination in all areas, including education. Constanta Maritime University's Gender Equality Plan is in line with the European Commission's Gender Equality Strategy 2020-2025 and with Romanian legislation in force. It addresses five fundamental areas: gender balance in senior management positions and decision-making bodies; gender equality in recruitment, career development, career advancement and staff retention; integrating the gender dimension into teaching and research programs; work-life balance and combating gender-based violence, including sexual harassment.

Ass. Prof. Dr. Cristina Dragomir / Romania
> cristinadragomir.umd@gmail.com

we introduce ourselves



Natalie Emch

Project Manager
University of Lausanne, Switzerland
natalie.emch@unil.ch

Name of the office and

the contact person: Bureau de l'égalité,
Carine Carvalho (head)



**Does your institution
have a Gender
Equality Plan (GEP)?** yes

**Some examples
of our GEP actions:**

workshops and mentoring for women
researchers, guide on inclusive commu-
nication, anti-discrimination and harass-
ment trainings, recommendations for
recruitment, improving inclusivity and
safety in fieldwork.

**Does your institution have a Mentoring
program?** yes

Name of the mentoring program:

Réseau Romand de Mentoring

the programme is organised in
cooperation with the equality offices
of the Universities of Fribourg, Geneva,
Lausanne, Neuchâtel and the EPFL

**Is the mentoring program for female
mentees only?** yes

How is the mentoring program funded?

The Réseau romand de mentoring pour
femmes is financially supported by the
Swiss National Science Foundation
(SNSF), the partner universities and EPFL.

Who are the mentees? PhD candidates,
Postdocs, Teaching staff



Where do the mentors come from?
academia

What are the main goals and objectives of the mentoring program?

The mentoring programme is aimed at
advanced doctoral students, post-doc-
toral students and researchers just prior
to their transition to the professoriate.
The primary aim of mentoring is to sup-
port the mentee, but it is also a reciprocal
relationship. It helps female researchers to
resolve the practical difficulties associated
with organising their academic life and
pursuing their scientific careers.

What are the components of the mentoring program?

one to one mentoring, peer group
mentoring, workshops and trainings,
coaching

