



Funded by
the European Union



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

- | | |
|---------------|---|
| 09:30 – 10:00 | Registration, coffee, light refreshments, and orientation (30 min) |
| 10:00 – 10:30 | Welcome from the University and the Organisers
Prof. Dr. Heidrun Dorgeloh , Prorector for University Culture, Heinrich Heine University (DE)
Dr. Anja Vervoorts , Central Equal Opportunities Officer, Heinrich Heine University (DE)
Dr. Anne-Sophie Godfroy , associate professor at University Paris-Est-Creteil-Val-de-Marne, Chair of COST Action VOICES (F)
Ekaterina Masetkina , Chair of eument-net, Head of Mentoring Program, Heinrich Heine University (DE)
Dr. Ola Thomson , 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. Ramona Mihaila:** Empowering Gender Studies: The Role of Mentorship in Building Inclusive Research Cultures in Southeastern Europe
Head of the Secretary of State’s Office at the National Agency for Equal Opportunities (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	Exchange session (part II) Aline Fuss: The potential of mentoring programs for doctoral candidates from non-academic -family's Eberhard Karls Universitaet Tuebingen (DE) Dr. Phuong Glaser: Designing Systems with Compassion Competence – Building a More Inclusive Academic Culture Through Mentoring Transition and Grow Coaching and Training (DE) Dr. Giulia De Bonis & Angela Gargano, Maria Rosaria Masullo, Sabina Pellizzoni, Ilenia Picardi: Mentoring at the National Institute for Nuclear Physics (INFN): a gendered transformative pathway National Institute for Nuclear Physics (INFN) (IT) Eveline Braber: 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	Dr. Oliana Sula: Stakeholder engagement for young women researcher empowerment in the Western Balkans Aleksander Moisiu University of Durres (AL) Sona Grigoryan: Mentorship Culture in Armenian Universities and Think Tanks Association of Women Scientists of Armenia (AM)
11:40 – 12:00	Possibility to visit “Diversity-Day Bazar of HHU Dusseldorf”
12:00 – 13:30	<i>Lunch</i>
13:30 – 15:00	Parallel Workshops <u>Workshop 3</u> Dr. Alice Matimba: Flipping the Script: Reverse Mentoring for Inclusive Research Cultures Head of Training and Global Capacity, Wellcome Connecting Science (UK) <u>Workshop 4</u> Dr. Manuela Picariello: 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. Sonja Wrobel, Head of the Department for Equal Opportunities in Science, Ministry of Culture and Science of the State of North Rhine-Westphalia (tbc)

Invited lecture: Dr. Insa Thiele-Eich, meteorologist and climate researcher, coordinator for the newly-founded University Partnership for Atmospheric Sciences (UPAS) at the University Bonn. (tbc)

Mentee Graduation

Finger Food Buffet

Live Music



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

This co-organised event is based upon work from COST Action VOICES, CA20137, supported by COST (European Cooperation in Science and Technology).

COST (European Cooperation in Science and Technology) is a funding agency for research and innovation networks. Our Actions help connect research initiatives across Europe and enable scientists to grow their ideas by sharing them with their peers. This boosts their research, career and innovation.