



Gender Roles and their Impact in Academia - Virtual

EMBO | EMBL | HHMI CONFERENCE



EMBL Courses and Conferences during the Coronavirus pandemic

With the onsite programme paused, many of our events are now being offered in virtual formats.

Registration is open as usual for many events, with back-up plans in place to move further courses and conferences online as necessary. Registration fees for any events affected by the COVID-19 disruption are fully refundable.

More information for participants of events at EMBL Heidelberg can be found [here](#).

Programme

Got something to say? Tweet it with [#GenderAcademia2020](#)

To find out the equivalent time zone in your location, enter Berlin, the CEST programme time and your city into the [Time Zone Converter](#).

- The virtual conference includes live-streamed invited speakers with Q&A sessions after each talk.
- Information on the live stream and access to the discussion platform and digital posters will be provided shortly before the start of the event.
- Access to the recorded talks will be available for 1 week after the start of the event.

The following times are used in the programme below:

- Central European Summer Time (CEST): eg. Berlin, Amsterdam Paris
- Eastern Daylight Time (EDT): eg. New York, Quebec

Day 1 - Tuesday 13 October 2020

Time	Speaker
13:50 - 14:00 (CEST)	Opening remarks
07:50 - 08:00 (EDT)	Edith Heard - Director General of EMBL Heidelberg, Germany
14:00 - 14:30 (CEST)	Keynote Lecture: Women after all: sex, evolution, and the end of male supremacy
08:00 - 08:30 (EDT)	Melvin Konner - Emory University, USA
	Moderator: Edith Heard - Director General of EMBL Heidelberg, Germany
	<i>AVAILABLE ON DEMAND AFTER LIVE STREAM</i>
14:30 - 15:10 (CEST)	Session 1 - What is the impact of gender stereotypes in society and the workplace?
08:30 - 09:10 (EDT)	Chair: Maria Leptin - Director of EMBO, Germany
14:30 - 14:50 (CEST)	The Vicious Cycle: Sex-segregated Social Roles Produce Gender Stereotypes that Foster Sex-segregated Social Roles
08:30 - 08:50 (EDT)	Alice Eagly - Northwestern University, USA
14:50 - 15:10 (CEST)	Gendering men and masculinities in research and academia
08:50 - 09:10 (EDT)	Jeff Hearn - Örebro University, Sweden
	<i>AVAILABLE ON DEMAND AFTER LIVE STREAM</i>
15:10 - 15:30 (CEST)	Break
09:10 - 09:30 (EDT)	

Time	Speaker
	<p>Discussion session: Gender in the workplace and society Chair: Maria Leptin - Director of EMBO, Germany Moderator: Michele Garfinkel - EMBO, Germany</p>
	<p>Including the below short talks:</p>
15:30 - 16:55 (CEST)	<p>– Reevaluation of biological evidence for gender (in)equality Gemma Puixeu - Institute of Science and Technology, Austria</p>
09:30 - 10:55 (EDT)	<p>Analysis of the perception of gender stereotypes experienced by students and professionals in STEM careers in Colombia — Elkin Alvis Narvaez - Universidad de Los Andes, Colombia</p> <p>– Gender and its Impact on Experiences of Social Misconduct at the Research Workplace Clemens Striebing - Fraunhofer IAO, Germany</p>
16:55 - 17:00 (CEST)	
10:55 - 11:00 (EDT)	Transitioning break
17:00 - 17:40 (CEST)	
11:00 - 11:40 (EDT)	<p>Session 2 - Are the aims of academia compatible with the aim of equal opportunities for all? Chair: Erin O'Shea - President of HHMI, USA</p>
17:00 - 17:20 (CEST)	
11:00 - 11:20 (EDT)	<p>Honest Evaluation in the Academy Joseph Hermanowicz - University of Georgia, USA</p>
17:20 - 17:40 (CEST)	
11:20 - 11:40(EDT)	<p>Equality and diversity in UK academia Ijeoma Uchegbu - University College London, UK AVAILABLE ON DEMAND AFTER LIVE STREAM</p>
17:40 - 18:00(CEST)	
11:40 - 12:00 (EDT)	Break

Time**Speaker****Discussion session: Men and women in academia****Chair:** Erin O'Shea - President of HHMI, USA**Moderator:** Hilde Janssens - Institute of Science and Technology Austria, Austria**Guest Panelist:** Susan Gasser - Friedrich Miescher Institute for Biomedical Research, Switzerland

18:00 - 19:30

(CEST)

12:00 -

13:30(EDT)

Including the below short talks:

- **'Debunking the Con Job: Getting Ahead for Your Competence in a World Obsessed with Confidence'**

Suzanne Doyle-Morris - InclusIQ, UK

- **Strategy to integrate 'female' qualities into leadership criteria**

Corinne Houart - King's College London, UK

- **Men are from Mars, women are from Venus? The pitfalls of essentialist gender beliefs for gender equality measures in STEM universities**

Claudia Schredl - GESIS Leibniz-Institute for the Social Sciences, Germany

19:30 (CEST)

13:30 (EDT)

End of Day 1**Day 2 - Wednesday 14 October 2020****Time****Speaker**

11:00 - 11:30

(CEST)

05:00 - 05:30

(EDT)

Keynote Lecture: Why does workplace gender diversity matter?

Cordelia Fine - The university of Melbourne, Australia

Moderator: Gerlind Wallon - EMBO, Germany***AVAILABLE ON DEMAND AFTER LIVE STREAM***

11:30 - 13:50

(CEST)

05:30 - 07:50

(EDT)

Break and pre-recorded short talks

13:50 - 14:10

(CEST)

07:50 - 08:10

(EDT)

Session 3 - How do we define and recognize merit in academia, in a gender neutral way?**Chair:** Edith Heard - Director General of EMBL Heidelberg, Germany

13:50 - 14:10 (CEST)	Gender equality in academia: how to ensure science is built by men and women
07:50 - 08:10 (EDT)	Stephen Curry - Imperial College London, UK AVAILABLE ON DEMAND AFTER LIVE STREAM
14:10 - 14:30 (CEST)	Break
08:10 - 08:30 (EDT)	
	Discussion session: Recognizing merit
	Chair: Edith Heard - Director General of EMBL Heidelberg, Germany
	Moderator: Cornelius Gross - EMBL Rome, Italy
	Including the below short talks:
14:30 - 15:55 (CEST)	– Applicants are not always as U C: ranking applicants and detecting gender bias in UC Berkeley graduate school admissions Jacob Spertus - University of California, Berkeley, USA
08:30 - 09:55 (EDT)	– Recognising merit in academia: gender neutral or gender explicit? Julia Trattinig - convelop cooperative knowledge design gmbh, Austria
	– Selling science: challenging meritocratic and gendered beliefs in research funding decisions Claartje Vinkenburg - CJ Vinkenburg Advies, The Netherlands
15:55 - 16:00 (CEST)	Transitioning break
09:55 - 16:00 (EDT)	
16:00 - 16:20 (CEST)	Notes from the Field: Men's Devotion to Science and Outstanding Questions for CSEM Research
10:00 - 10:20 (EDT)	Sarah Damaske - The Pennsylvania State University, USA Moderator: Gerlind Wallon
16:20 - 16:30 (CEST)	Break
10:20 - 10:30 (EDT)	
16:30 - 18:00 (CEST)	Poster session
10:30 - 12:00 (EDT)	
18:00 (CEST)	End of Day 2
12:00 (EDT)	

Day 3 - Thursday 15 October 2020

Time	Speaker
10:00 - 12:00 (CEST)	Poster session and pre-recorded short talks
04:00 - 06:00 (EDT)	
12:00 - 14:00 (CEST)	Break
06:00 - 08:00 (EDT)	
14:00 - 15:20 (CEST)	Session 4 - Measures
08:00 - 09:20 (EDT)	Chair: Michele Garfinkel - EMBO, Germany
14:00 - 14:20 (CEST)	Equality in selection processes: Challenges of implementing Quotas Ansgar Büschges - Cologne University, Germany <i>AVAILABLE ON DEMAND AFTER LIVE STREAM</i>
08:00 - 08:20 (EDT)	
14:20 - 14:40 (CEST)	Gender equality and sex and gender perspectives in research project – experiences from the Swedish Research Council Lisbeth Söderqvist - Swedish Research Council, Sweden <i>AVAILABLE ON DEMAND AFTER LIVE STREAM</i>
08:20 - 08:40 (EDT)	
14:40 - 15:00 (CEST)	Diversity and Inclusion within TU/e: Irène Curie Fellowship Program Evangelia Demerouti - Eindhoven University of Technology, The Netherlands
08:40 - 09:00 (EDT)	
15:00 - 15:20 (CEST)	ADVANCE-ing gender equity in academic STEM: lessons learned from twenty years of research, policy, and practice Heather Metcalf - Association for Women in Science, USA <i>AVAILABLE ON DEMAND AFTER LIVE STREAM</i>
09:00 - 09:20 (EDT)	
15:20 - 15:40 (CEST)	Break
09:20 - 09:40 (EDT)	

Discussion session: Measures to support gender equality in academia

Chair: Michele Garfinkel - EMBO, Germany

Moderator: Gerlind Wallon - EMBO, Germany

Including the below short talks:

- 15:40 - 17:05
(CEST)

— **Inclusive Teaching Overcomes the Societal Stereotypes Imposed on Women of Color in STEM**
Tugce Bilgin Sonay - University of Columbia, USA
- 09:40 - 11:05
(EDT)

— **Language, stereotypes and unconscious bias: university policies for gender equality**
Rosella Marzullo - Mediterranea University of Reggio Calabria, Italy
- **Equal Opportunities at the Swiss National Center of Competence in Research “RNA & Disease” - Can a technical support before and during the maternity leave foster the female scientist career?**
Frederic Allain - ETH Zurich, Switzerland
- **ERC Funding opportunities and Gender Equality**
Nadia El Mjiyad - European Research Council Executive Agency, Belgium
- 17:05 - 17:10
(CEST)

Transitioning Break
- 11:05 - 11:10
(EDT)
- 17:10 - 17:40
(CEST)

Keynote Lecture: Gender Bias in Academic Science
Jo Handelsman - Wisconsin Institute for Discovery, USA
- 11:10 - 11:40
(EDT)

Moderator: Eileen Furlong, EMBL Heidelberg
AVAILABLE ON DEMAND AFTER LIVE STREAM
- 17:40 - 17:50
(CEST)

Closing remarks
- 11:40 - 11:50
(EDT)

Maria Leptin - Director of EMBO, Germany
- 17:50 (CEST)

End of Day 3
- 11:50 (EDT)