



**Project Number:** [956004]

**Project Acronym:** [BioTrib]

**Project title:** [Advanced Research Training for the Biotribology of Natural and Artificial Joints in the 21st Century]

***Gender Opportunities Committee Final Report***

**Month Due:** PM48

**Month Delivered:** PM48

Project coordinator name	Dr. Gregory N. de Boer
Project coordinator organisation name	UNIVLEEDS
Report prepared by	<i>André Mathias Souza Plath</i> Dr. Gregory N. de Boer Robert Elkington Review by members of the Supervisory Board

**Dissemination Level of Report**

PU	Public	X
PP	Restricted to other program participants (including the Commission Services)	
RE	Restricted to a group specified by the consortium (including the Commission Services)	
CO	Confidential, only for members of the consortium (including the Commission Services)	

The BioTrib ETN project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No. 956004.



Version	Date	Comment	Modifications made by
V.1	06-08-24	First Draft circulated to GOSC Committee	AMSP
V1.2	06-08-24	Review and Amendment	GB
V1.3	04-10-24	Review and Amendment	GB, RJE, AMSP

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<b>V1.4</b>	<b>Uploaded to BioTrib.eu</b>	<b>RJE (UNIVLEEDS)</b>
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## 1) SCOPE

“Advanced Research Training for the Biotribology of Natural and Artificial Joints in the 21<sup>st</sup> century – BioTrib, Grant number 956004” is an EU-funded consortium with the following participants: University of Uppsala, Lulea, Leeds, Imperial College of Science (London), and the Federal Technical University of Zurich (ETHZ). 15 early-stage researchers (ESRs) were recruited by the institutional partners. Aiming to promote more equitable gender opportunities, the following objectives were stipulated by the members: (1) ensure equality and impartiality during ESR recruitment, progression, and career opportunities; (2) communicate good practices to the participating institutions and widely inside the consortium; and (3) provide visibility of suitable role models for the ESRs and the wider research population.

According to these principles, the recruitment and establishment of supervisory board actions were completed (Work package 1). The project has an equitable gender balance of male and female researchers both on the supervisory board and amongst the ESRs. Gender Opportunity, diversity, and inclusion are discussed throughout the network in trimestral meetings and network-wide events. Training and public engagement activities via blog posts measures were also implemented during the project.

## 2) FIELDS OF ACTION

### **a. Ensure quality and impartiality during the ESR recruitment, progression, and career opportunities.**

According to the Horizon2020 Framework Programme for Research and Innovation

### **b. Communication and education of good practice to the participating institutions, more widely, as well as inside BioTrib**

According to the Horizon2020 Framework Programme for Research and Innovation

### **c. The provision and visibility of suitable role models for the ESRs and the wider researcher population.**

According to the Horizon2020 Framework Programme for Research and Innovation

### 3) OBJECTIVES AND MAIN GOALS

Objectives	Indicator	Main Measures
<b>Ensure equality and impartiality during the ESR recruitment, progression, and career opportunities</b>	Supervisory positions filled by women and minorities  ESR positions filled by women and minorities	BioTrib supervisory board  BioTrib ESR network members  Divisional management including HR. For instance, all appointments are screened for appropriate language  Systems to appoint leadership
<b>Communicate good practices to the participating institutions more widely as well as inside BioTrib</b>	Training and communications within the network  Communications to the external audience (blog)  Communications to external audiences (conferences, talks, etc.)	Training provided by the consortium  Social network interactions of BioTrib blog posts  Talks were given by ESRs and supervisors
<b>Provide visibility of suitable role models for the ESRs and the wider researcher population.</b>	Participation of women and minorities in commissions and other administrative roles within the consortium  Participation of women and minorities in commissions and other administrative roles without the consortium  Training provided by women and gender/ethnic minorities for the ESRs	Composition of boards and project committees  Participation of ESRs and supervisors in external societies  Training and network events provided by the external community

#### **Ensuring equality and impartiality during the ESR recruitment, progression, and careers opportunities**

Horizon programmes aim to widen participation and strengthen the European Research Area. Gender equality and support for international cooperation are listed within this scope. Measurements for assuring equal opportunity were put in place during ESR recruiting, namely the use of appropriate language and broad dissemination of the opportunities.

In the supervisory board, about 50% of the positions are filled by women. Among the ESRs, 5 women were recruited for the 15 advertised positions. Although the balance is slightly inferior to the average reported

by MSCA actions (40%), equal opportunities for career development are set in place – namely, the representatives of the students for the last two consecutive years were women.

Another important aspect is that, among the recruited ESRs, about half of the group is originally from non-European countries, and institutional partners assuring the diversity. Finally, a Gender Opportunities (GO) committee with student and lead supervisor representatives from all institutions is established and meets quarterly.

### **Communication and education of good practice to the participating institutions more widely as well as inside BioTrib**

Formal training about gender bias and minorities was provided to the ESRs online in January 2022 (M13) and on-site at the University of Lulea in April 2022 (M16). A series of blog posts and a special section of the BioTrib blog are devoted to this topic and are constantly updated by the ESRs.

#### **The provision and visibility of suitable role models for the ESRs and the wider researcher population.**

Role models must be established and outlive the project. Therefore, the participation of the ESR and supervisory boards in leadership roles in their host institutions and societies is encouraged. Another way to foster role models is to provide training by members of ethnic/racial minorities on scientific topics relevant to the project.

## **4) Implementation**

Regular blog and social media (Linkedin) posts were made to the Biotrib webpage. 7 outreach activities are also reported by the project administrations. The blog posts were written by the ESRs and the project administration. Representatives of each consortium member, the ESRs met every three months to discuss gender opportunity themes. The minutes are archived by the project administration and attached to this final report. Below, is an overview of training action. :

### **(1) Gender Equality workshop, Prof. Nazanin Emami, (U. Lulea, 2022)**

A sensibilization about relevant gender bias aspects was made with several videos. Then, a round-table discussion was fostered by the moderator, Prof. Nazanin Emami. Gender equality themes were discussed by the ESRs.

### **(2) Inclusive language, Beyond political correctness (ETHZ, Hybrid, 26 May 2023), with Tatiana Andrade Vieira, MSc. Language and Communication, Goethe Institut Brazil.**

In the event, a definition of Inclusive Language was presented and the speaker shared her extensive experience. A case study at the Swiss Broadcasting Company was also discussed. The dimensions of inclusive language in social interactions were extensively debated. Finally, academic tools were introduced to implement this manner of communication. To finish the debate, the participants talked about the challenges of implementing practices in their daily written oral/ formal, or informal communication.

**(3) Gender bias in academia: talking about persisting issues (ETHZ, 2024) with Dr. Dominika Ignisiak (ETH Zurich), Dr. Laura Baraldi (ETH Zurich) and Dr. Luana Sella Motta Maia (U. Basel)**

The talk was held at Biotrib's final conference, Sept. 9, 2024. In their talk, the speakers shared their experiences in and post-academia. The event discussed gender disparities in STEM, discrimination, and family planning. In the end, the ESRs and participants discussed possible solutions, and how they influence research institutions, universities, and financing institutions to reduce gender discrimination and biases.

## **5) Final Considerations**

The overall objectives stipulated by the Gender Equality plan were fulfilled in their totality during the project implementation. The recruitment allowed for a relatively balanced gender equality. The communication of good practices and suitable role model visibility was made via blog posts, outreach, and training events.

### **ABBREVIATIONS AND ACRONYMS**

ESRs – Early-stage career researchers

U.Leeds- University of Leeds

U.U- University of Uppsala

Imperial – Imperial College of Sciences of London

ETHZ – Eidgenössische Technische Universität Zürich

STEM – Sciences, Technology, Engineering, and Maths

REA – European Research Executive Agency

GEDI – Gender Equality, Diversity, and Inclusion

### **SUPERORDINATE DOCUMENTS**

This plan was elaborated according to the following superordinate documents:

1. [Horizon 2020 – The framework Programme for Research and Innovation](#)
2. [Gender equality policies and gender distribution in MSCA and ERC](#)
3. [Grant Agreement Number 956004 – Biotrib](#)

**BioTrib**  
**BioTrib Gender Opportunities Meeting**  
**15.00 (UK time)/14.00 (CET); 24<sup>th</sup> March 2021**

**Minutes**

Virtual meeting – Zoom

**Representatives:**

**LTU:** Nazanin Emami (NE), Chair of the GO, Scientist in Charge – LTU

**UNIVLEEDS:** Richard M Hall (RMH) Co-ordinator, Michael Bryant (MB) Deputy Co-ordinator, Judith Schneider (JMS), Project Administrator

**IMPERIAL:** Robert Hewson (RWH), Chair of the TCDSC, Scientist in Charge – Imperial

**UU:** Cecilia Persson (KCP), Chair of the RISC, Scientist in Charge – UU

**ETH Zurich:** Stephen Ferguson (SF), Scientist in Charge – ETH Zurich

**ESR rep:** Kaushikk Iyer (KI)

21.1 Welcome – NE, RMH

Following the initial welcome by RMH and NE the committee discussed ways of educating students about equality and diversity matters, such as workshops in small groups, encouraging discussion, video tutorials, quizzes, etc. Events could be cross ITN to widen the audience.

Further discussions will be required to formulate a Gender Plan which is a requirement for BioTrib

21.2 Diversity and Equality section for the website – and comment/links for the blog

Rob Elkington, employed to develop the BioTrib website, joined the meeting for this item.

There were a number of suggestions of how the BioTrib website should meet the Diversity and Equality requirements, such as specific sections for Women in STEM, mental health in men, minority related issues. Other suggestions included uploading relevant documents (Gender Action Plan, Code of Practice, etc) as well as creating and updating dynamic content such as events, quizzes, blogs, twitter feeds, etc. BioTrib could also be used as a mechanism to educate others by tailoring Outreach activities to reach minority groups.

21.3 AOB

21.4 Date of next meeting: 30 June 2021



**BioTrib Gender Opportunities Meeting**  
**29<sup>th</sup> September 2021; 12:30 (UK time)/13:30 (CET);**

**Minutes**

**Representatives:**

**LTU:** Nazanin Emami (NE), Chair of the GO, Scientist in Charge – LTU

**UNIVLEEDS:** Richard M Hall (RMH) Co-ordinator, Michael Bryant (MB) Deputy Co-ordinator, Judith Schneider (JMS), Project Administrator

**IMPERIAL:** Connor Myant (CM) – Imperial

**UU:** Cecilia Persson (KCP), Chair of the RISC, Scientist in Charge – UU

**ETH Zurich:** Stephen Ferguson (SF), Scientist in Charge – ETH Zurich

**ESR rep:** Kaushikk Iyer (KI),

21.8 Welcome – NE

21.9 BioTrib website – discuss ideas of how to promote diversity and equality matters on the website – NE

Niklas Lehto – Head of Education at Department of Engineering Sciences and Mathematics.

Swedish Education Act 1992 – Equality between women and men.

Gender mainstreaming under a government initiative within Universities from 2016-19, special action at at LTU –

- Web area devoted to equality
- Gender equality day
- All programmes have a gender equality in the syllabus
- Study module slotted into already ready existing courses, including international programmed
- Equality for men and women focused
- Other protected characteristics fall under general equality

It was agreed that a series of short seminars talking about gender/sex equality within a 1 hour slot should be developed for roll out to the ESRs

***Action: NE, in co-operation with Stephen in Switzerland and Rob in the UK, to look at inviting people to discuss the meaning of gender/sex equality in each of the three host countries.***

21.10 AOB

21.11 Date of next meeting: 30 March 2022





**BioTrib Gender Opportunities Meeting**

**6<sup>th</sup> April 2022**

**12.30 (UK time)/13.30 (CET)**

**Minutes**

Virtual meeting – Zoom

**Representatives:**

**LTU:** Nazanin Emami (NE), Chair of the GO, Scientist in Charge – LTU

**UNIVLEEDS:** Richard M Hall (RMH) Co-ordinator, Michael Bryant (MGB) Deputy Co-ordinator, Judith Schneider (JMS), Project Administrator

**IMPERIAL:** Connor Myant (CM) – Imperial

**UU:** Cecilia Persson (KCP), Chair of the RISC, Scientist in Charge – UU – not in attendance

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**ESR Reps:** Marie Moulin (MM), Pedro Luiz Lima dos Santos (PLS) (November 2021-October 2022)

22.1 Welcome – NE

22.2 Review of actions from the last meeting (**updates in bold**)

Item / description	Responsible	Due
Look at inviting people to discuss the meaning of gender/sex equality in each of the three host countries.	NE / SJF / RWH	ongoing

21.3 GreenTRIBOS gender equality workshop – NE

This workshop took place 1<sup>st</sup> April 2022 during which GreenTRIBOS students watched several movies followed by interactive Q&A discussions.

NE is hoping to include a similar session in the programme for the BioTrib 'Advanced Biotribology and Corrosion' course 19<sup>th</sup> – 21<sup>st</sup> April 2022 in Lulea. She also welcomed the suggestion by ESR reps to share her experiences as a woman in STEM at the event.

The committee agreed that sessions on Gender Opportunities and discussions should be included in all network events, especially in face-to-face events.

There will be a workshop on hybrid working at the 'It's all about Patents, People and Networks' event in July in Leeds and RMH is also considering adding a session on male privilege.

21.4 AOB

22.5 Date of next meeting: 29<sup>th</sup> June 2022



**BioTrib Gender Opportunities Meeting**

**29<sup>th</sup> June 2022**  
**12.30 (UK time)/13.30 (CET)**

**Agenda**

Virtual meeting – Zoom – see calendar request for link etc

**Representatives:**

**LTU:** Nazanin Emami (NE), Chair of the GO, Scientist in Charge – LTU

**UNIVLEEDS:** Richard M Hall (RMH) Co-ordinator, Michael Bryant (MGB) Deputy Co-ordinator, Judith Schneider (JMS), Project Administrator

**IMPERIAL:** Connor Myant (CM) – Imperial

**UU:** Cecilia Persson (KCP), Chair of the RISC, Scientist in Charge – UU

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**ESR Reps:** Marie Moulin (MM), Pedro Luiz Lima dos Santos (PLS) (November 2021-October 2022)

21.6 Welcome and review of actions from the last meeting – NE

<b>Item / description</b>	<b>Responsible</b>	<b>Due</b>
Look at inviting people to discuss the meaning of gender/sex equality in each of the three host countries.	NE / SJF / RWH	ongoing

22.7 AOB

22.8 Date of next meeting: 28<sup>th</sup> September 2022

**BioTrib**  
**BioTrib Gender Opportunities Meeting**  
**28<sup>th</sup> September 2022;**  
**12.30 (UK time)/13.30 (CET)**

**Minutes**  
 Virtual meeting – Zoom

**Representatives:**

**LTU:** Nazanin Emami (NE), Chair of the GO, Scientist in Charge – LTU

**UNIVLEEDS:** Richard M Hall (RMH) Co-ordinator, Michael Bryant (MGB) Deputy Co-ordinator, Judith Schneider (JMS), Project Administrator

**IMPERIAL:** Connor Myant (CM) – Imperial

**UU:** Cecilia Persson (KCP), Chair of the RISC, Scientist in Charge – UU

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**ESR Reps:** Marie Moulin (MM), Pedro Luiz Lima dos Santos (PLS) (November 2021-October 2022)

22.9 Welcome – NE

Apologies had been received from Richard Hall and Connor Myant.

22.10 Male inclusion – follow up from the discussion at the last meeting (item 22.6): ‘Rather than solely focussing on women, males should also be approached to get their perspective, bias, etc. This may enhance visibility (in addition to the visibility coming from women-focused programs).’

It was proposed to get male and female researchers to share their experiences and examples of situations where females were treated differently to male colleagues during meetings or in research situations. The aim is to raise awareness, establish what is happening and what can be done to change this. This could be done through a LinkedIn series and should include male and female researchers at various stages of their career.

***ACTION: JMS to discuss with Rob Elkington***

22.11 Gender plan – NE

Gender plan is a part of deliverable lead by LEEDS Uni. There is not enough detail in the GA and further discussions are required to establish what the Gender Plan should contain or what it should look like. The committee discussed that Equality, Diversity and Inclusion strategies of each beneficiary (where available) would be a good starting point.

***ACTION: ALL to look at the respective EDI strategy in their organisation.***

22.12 AOB

22.13 Date of next meeting: **21<sup>st</sup> December 2022 – 10:30 UK / 11:30** (re-scheduled from 28<sup>th</sup> December)

**Summary of actions:**

Agenda item	Description	Responsible	By when?
22.10	Discuss LinkedIn series on male inclusion with Rob E.	JMS	ASAP
22.11	Gender Plan – consult EDI strategies and discuss further.	ALL	GOSC meeting December 2022

**BioTrib Gender Opportunities Meeting**  
**21<sup>st</sup> December 2022**  
**10.30 (UK time)/11.30 (CET)**

**Minutes**

Virtual meeting – Zoom

**Representatives:**

**LTU:** Nazanin Emami (NE), Chair of the GO, Scientist in Charge – LTU

**UNIVLEEDS:** Richard M Hall (RMH) Co-ordinator, Michael Bryant (MGB) Deputy Co-ordinator, Judith Schneider (JMS), Project Administrator

**IMPERIAL:** Connor Myant (CM) – Imperial

**UU:** Cecilia Persson (KCP), Chair of the RISC, Scientist in Charge – UU

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**ESR Reps:** Elisa Bissacco (EB), Sallar Ali Qazi (SAQ) (November 2022-October 2023)

22.14 Welcome – NE

Apologies had been received from Richard Hall and Sallar Qazi

22.15 Minutes of the last meeting - approved as a true record

Actions from the last meeting (**updates in bold**)

Agenda item	Description	Responsible	By when?
22.10	Discuss LinkedIn series on male inclusion with Rob E. <b>Action Complete – see item 22.16</b>	JMS	ASAP
22.11	Gender Plan – consult EDI strategies and discuss further. <b>See item 22.17</b>	ALL	GOSC meeting December 2022

22.16 Male inclusion – create a LinkedIn series

JMS discussed creating a LinkedIn series with Rob Elkington following the last GOSC meeting. He suggested to start off with collating experiences from within the BioTrib network using MS Forms (anonymous responses). This could then be followed up with a LinkedIn survey.

Rob E was unable to make it to this meeting. This item will be picked up in 2023 for further discussion.

22.17 Gender plan – NE

Gender plan activity will be led by Leeds as it is a part of Leeds University deliverable; NE has had discussions with RMH about this. A gender plan is required as per the Grant Agreement although there does not seem to be a specific deadline for this.

EB proposed that ESRs could discuss this in January during their network events at Imperial and ETHZ and report back at the next GOSC meeting with ideas and suggestions.

***ACTION: ESRs to discuss what they would like to do and see in the gender plan.***

22.18 AOB

22.19 Date of next meeting: 29<sup>th</sup> March 2023

Agenda item	Description	Responsible	By when?
22.17	Discuss what should be in gender plan from ESR perspective.	ESR	GOSC March 2023



**BioTrib Gender Opportunities Meeting**  
**29<sup>th</sup> March 2023 12.30 (UK time)/13.30 (CET)**

**Minutes**

Virtual meeting – Zoom

**Representatives** (in grey those not present)

**Chair:** Andre Plath (AP)

**UNIVLEEDS:** Richard M Hall (RMH) Co-ordinator, Michael Bryant (MGB) Deputy Co-ordinator, Judith Schneider (JMS) Project Administrator,

**IMPERIAL:** Connor Myant (CM) – Imperial

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**LTU:** Nazanin Emami (NE), Scientist in Charge – LTU

**UU:** Cecilia Persson (KCP), Chair of the RISC, Scientist in Charge – UU

**ESR Reps:** Sallar Ali Qazi (SAQ), Elisa Bissacco (EB) (November 2022-October 2023)

**Apologies:** Mike Bryant, Richard Hall, Nazanin Emami

23.1 Welcome & review of actions from the last meeting (**updates in bold**)

Agenda item	Description	Responsible	By when?
22.17	Discuss what should be in gender plan from ESR perspective. <b>Action complete</b>	ESR	GOSC March 2023

23.2 Gender Plan (GEDI)

Suggestions from the committee were about a minor change of the wording in one paragraph and including actual activities planned for the future as well as some that may have already been implemented.

***ACTION: ALL to think about activities they would like to see in the Gender Plan.***

23.3 Male inclusion – LinkedIn series

The committee discussed that anonymous experiences from within the BioTrib network would be a good starting point for creating a LinkedIn series on male inclusion. This activity could be included in the GEDI.

***ACTION: JMS to draft and circulate MS Form for collating experiences from within BioTrib network.***

23.4 EDI & Social Media activities

Following the recent network event at Imperial several blog posts have been produced and there will also be the LinkedIn series.

23.5 AOB

23.6 Date of next meeting: 28<sup>th</sup> June 2023

Agenda item	Description	Responsible	By when?
23.2	Think of activities to be included in GEDI	ALL	GOSC June 2023
23.3	Create and circulate MS Form to collate anonymous experiences from within BioTrib network.	JMS	April 2023



## BioTrib Gender Opportunities Meeting

**Minutes of the meeting held  
26 July 2023 12.30 (UK time)/13.30 (CET)**

Virtual meeting – Zoom

**Representatives:** (in grey those not present at the meeting)

**Chair:** Andre Plath (AP)

**UNIVLEEDS:** Richard M Hall (RMH) Co-ordinator, Michael Bryant (MGB) Deputy Co-ordinator, Judith Schneider (JMS) Project Administrator

**IMPERIAL:** Connor Myant (CM) – Imperial

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**LTU:** Nazanin Emami (NE), Scientist in Charge – LTU

**UU:** Cecilia Persson (KCP), Chair of the RISC, Scientist in Charge – UU

**ESR Reps:** Sallar Ali Qazi (SAQ), Elisa Bissacco (EB) (November 2022-October 2023)

**Apologies:** Richard Hall, Cecilia Persson, Stephen Ferguson, Elisa Bissacco

23.7 Welcome & review of actions from the last meeting (**updates in bold**)

Agenda item	Description	Responsible	By when?
23.2	Think of activities to be included in GEDI <b>Action complete – ‘Gender Plan’ has been added as standing item for GOSC (see 23.8)</b>	ALL	GOSC June 2023
23.3	Create and circulate MS Form to collate anonymous experiences from within BioTrib network. <b>It became apparent that doing a survey is more involved and complicated than initially anticipated. It could also trigger distress with those we are asking to respond. It was therefore suggested that existing data should be used for the LinkedIn series on male inclusion (item 23.9)</b>	JMS	April 2023

23.8 Gender Plan (standing item)

AP is planning a Round Table discussion on ‘Women in science worldwide’ in September 2023. AP has two people in mind for this and MGB possibly a third person.

Please let AP know if you can think of anyone who might be interested in taking part in this round table discussion.

**ACTIONS:**

**(1) AP to circulate further details on round table discussion.**

**(2) AP / JMS to update GEDI with recent and upcoming events for circulation and further comments.**

23.9 Male inclusion – LinkedIn series

Rethink and discuss the objective and format of this at the next meeting.

***ACTION: JMS to check with KCP what the initial thoughts were on creating a LinkedIn series about male inclusion.***

23.10 EDI & Social Media activities and update (standing item)

AP is keen to increase EDI content.

23.11 AOB

n/a

**Date of next meeting: 27 September 2023**

**Summary of actions:**

<b>Agenda item</b>	<b>Description</b>	<b>Responsible</b>	<b>By when?</b>
23.8 (1)	Circulate details on round table discussion.	AP	ASAP
23.8 (2)	Update and circulate Gender Plan.	AP / JMS	ASAP
23.9	Check with KCP objective of LinkedIn series on male inclusion.	JMS	ASAP



**BioTrib Gender Opportunities Meeting**  
**25 October 2023 12.30 (UK time)/13.30 (CET)**

**Agenda**

Virtual meeting – Zoom – see calendar request for link

**Representatives:**

**Chair:** Andre Plath (AP)

**UNIVLEEDS:** Richard M Hall (RMH) Co-ordinator, Michael Bryant (MGB) Deputy Co-ordinator, Judith Schneider (JMS) Project Administrator, Sarah Field (SLF) Knowledge Exchange Manager

**IMPERIAL:** Connor Myant (CM) – Imperial

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**LTU:** Nazanin Emami (NE), Scientist in Charge – LTU

**UU:** Alexandra Davydova

**ESR Reps:** Sallar Ali Qazi (SAQ), Elisa Bissacco (EB) (November 2022-October 2023)

Apologies: Cecilia Persson (KCP)

23.12 Welcome & review of actions from the last meeting (**updates in bold**)

<b>Agenda item</b>	<b>Description</b>	<b>Responsible</b>	<b>By when?</b>
23.8 (1)	Circulate details on round table discussion.	AP	ASAP
23.8 (2)	Update and circulate Gender Plan.	AP / JMS	ASAP
23.9	Check with KCP objective of LinkedIn series on male inclusion. <b>Action complete – see item 23.14</b>	JMS	ASAP

23.13 Gender Plan (standing item)

Update plan as required.

23.14 Male inclusion – LinkedIn series

The idea was to post short interviews with male researchers describing their experiences with female discrimination (eg observations/stories), since it is important that males are aware of when this happens – this is the first step to prevention, that they actually see what is going on. Maybe some thoughts on what happened, how they reacted, how they would react next time

23.15 EDI & Social Media activities and update (standing item)

23.16 AOB

**Date of next meeting:** 31 January 2024 (re-scheduled from 27 December 2023)





## BioTrib Gender Opportunities Meeting

31 January 2024

12.30 (UK time)/13.30 (CET)

### Minutes

Virtual meeting – Zoom

**Representatives:** (in grey those not attending)

**Chair:** Andre Plath (AP)

**LTU:** Nazanin Emami (NE), Scientist in Charge – LTU

**UNIVLEEDS:** Greg de Boer (GdB) Co-ordinator, Michael Bryant (MGB) Deputy Co-ordinator, Judith Schneider (JMS) Project Administrator, Sarah Field (SLF) Knowledge Exchange Manager

**IMPERIAL:** Connor Myant (CM) – Imperial

**UU:** Cecilia Persson (KCP), Chair of the RISC, Scientist in Charge – UU

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**ESR Reps:** Giulio Cavaliere (GC), Niccolò de Berardinis (NdB) - from November 2023

### Apologies: Cecilia Persson, Nazanin Emami

24.1 Welcome and review of actions from the last meeting – AP  
(updates in bold)

Agenda item	Description	Responsible	By when?
23.8 (1)	Circulate details on round table discussion. <b>Action completed.</b>  Think of suitable guests for the discussion. <b>Action completed and further discussed under item 24.2</b>	AP  ALL	ASAP  January 2024
23.8 (2)	Update Gender Plan. <b>Action remains ongoing.</b>	AP / JMS	continuous
23.14	Think about suitable questions for LinkedIn series about inclusion. <b>Action completed and further discussed under item 24.3</b>	ALL	January 2024

24.2 Round table discussion about why women transition to industry and their experiences. KCP had previously suggested several potential guests:

Female PhD holders in medtech industry: Malin Nilsson, CEO Inossia AB, Gemma Mestres, Scientist at Cytiva, Johanna Unosson, R&D manager chemical products, Directa AB.

Other industry: Johanna André, Quality Director, Erasteel; Maria Öström, Manager for Quality & Development Lab, Heidelberg Materials Cement Sweden

Other: Susanne Lewin, Patent Engineer, Swedish Patent and Registry (PRV)

AS proposed to schedule the round table discussion for spring / early summer 2024 and discuss the finer details at the next GOSC meeting. Please let AS know if you can think of any further potential guests.

***ACTION: AS to suggest date for round table discussion.***

24.3 LinkedIn series about inclusion

There were no objections to the proposed question of ‘What men can do to reduce the gender pay gap’

AS proposed to collate responses from men and women within BioTrib to highlight gender specific perspectives for posting on LinkedIn.

***ACTION: AS to create a Google Form.***

24.4 AOB

n/a

**Date of next meeting:** 27 March 2024

**Summary of actions:**

<b>Agenda item</b>	<b>Description</b>	<b>Responsible</b>	<b>By when?</b>
23.8 (2)	Update Gender Plan.	All	continuous
24.2	Propose date for round table discussion on women transitioning to industry.	AS	ASAP
24.3	Create form to collate responses for LinkedIn series about what men can do to reduce the gender pay gap.	AS	ASAP



## BioTrib Gender Opportunities Meeting

27 March 2024

12.30 (UK time)/13.30 (CET)

### Minutes

Virtual meeting – Zoom

#### Representatives (in grey those not attending)

**Chair:** Andre Plath (AP)

**LTU:** Nazanin Emami (NE), Scientist in Charge – LTU

**UNIVLEEDS:** Greg de Boer (GdB) Co-ordinator, Judith Schneider (JMS) Project Administrator, Sarah Field (SLF) Knowledge Exchange Manager

**IMPERIAL:** Connor Myant (CM) – Imperial

**UU:** Urban Wiklund (UW),

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**ESR Reps:** Giulio Cavaliere (GC), Niccolò de Berardinis (NdB) - from November 2023

**Apologies:** Nazanin Emami, Niccolò de Berardinis

24.5 Welcome and review of actions from the last meeting – AP  
(updates in bold)

Agenda item	Description	Responsible	By when?
23.8 (2)	Update Gender Plan.	All	continuous
24.2	Propose date for round table discussion on women transitioning to industry. <b>See item 24.6</b>	AP	ASAP
24.3	Create form to collate responses for LinkedIn series about what men can do to reduce the gender pay gap. <b>Action complete – see item 24.7.</b>	AP	ASAP

24.6 Round table discussion about why women transition to industry and their experiences. KCP had previously suggested several potential guests:

Female PhD holders in medtech industry: Malin Nilsson, CEO Inossia AB, Gemma Mestres, Scientist at Cytiva, Johanna Unosson, R&D manager chemical products, Directa AB.

Other industry: Johanna André, Quality Director, Erasteel; Maria Öström, Manager for Quality & Development Lab, Heidelberg Materials Cement Sweden

Other: Susanne Lewin, Patent Engineer, Swedish Patent and Registry (PRV)

It was proposed to potentially incorporate the round table discussion in the programme of the final conference at ETHZ on 9 September 2024, or perhaps on 10 September 2024 (in person).

Alternatively, it could be a separate online event on zoom on a different date to suit. This would require attendees to do some pre-work to ensure that the event is meaningful.

***ACTION: Discuss and decide on date and format for round table discussion on women transitioning to industry.***

24.7 LinkedIn series about inclusion

The link for the survey was initially shared on the ESR WhatsApp group but only three responses had been received. AP to re-circulate on WhatsApp and also by email. If this does not generate more responses the survey should be extended to a wider circle.

***ACTION: SiC and ESR reps to encourage ESRs to respond.***

24.8 AOB

n/a

**Date of next meeting:** 26 June 2024

**Summary of actions:**

<b>Agenda item</b>	<b>Description</b>	<b>Responsible</b>	<b>By when?</b>
23.8 (2)	Update Gender Plan.	All	continuous
24.6	Discuss and decide on date and format for round table discussion on women transitioning to industry.	AP / All	ASAP
24.7	Encourage ESRs to respond to survey for LinkedIn series about inclusion.	SiC / ESR reps	ASAP



## BioTrib Gender Opportunities Meeting

26 June 2024

12.30 (UK time)/13.30 (CET)

### Minutes

Virtual meeting – Zoom

**Representatives: (those in grey did not attend)**

**Chair:** Andre Plath (AP)

**LTU:** Nazanin Emami (NE), Scientist in Charge – LTU

**UNIVLEEDS:** Greg de Boer (GdB) Co-ordinator, Robert Elkington (RJE) Project Administrator, Sarah Field (SLF) Knowledge Exchange Manager, Tony Redmund (TR) – On behalf of GdB

**IMPERIAL:** Connor Myant (CM) – Imperial

**UU:** Urban Wiklund (UW),

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**ESR Reps:** Giulio Cavaliere (GC), Niccolò de Berardinis (NdB) - from November 2023

Apologies: Greg de Boer (GdB), Sarah Field (SLF)

24.5 Welcome and review of actions from the last meeting – AP  
(updates in bold)

Agenda item	Description	Responsible	By when?
23.8 (2)	Update Gender Plan.	All	continuous
24.6	<p>Discuss and decide on date and format for round table discussion on women transitioning to industry.</p> <p>It was proposed to potentially incorporate the round table discussion in the programme of the final conference at ETHZ on 9 September 2024, or perhaps on 10 September 2024 (in person).</p> <p>Alternatively, it could be a separate online event on zoom on a different date to suit. This would require attendees to do some pre-work to ensure that the event is meaningful.</p>	AP / All	ASAP
24.7	<p>Encourage ESRs to respond to survey for LinkedIn series about inclusion.</p> <p>Form already circulated on ESR whatsapp group.</p>	SiC / ESR reps	ASAP

23.8 No updates on gender plan from last meeting.

Consensus is the gender plan is completed at this stage in the project, focus should be how this feeds in to the presentation in September.

24.6 Round table discussion about why women transition to industry and their experiences. KCP had previously suggested several potential guests:

- Female PhD holders in medtech industry: Malin Nilsson, CEO Inossia AB, Gemma Mestres, Scientist at Cytiva, Johanna Unosson, R&D manager chemical products, Directa AB.
- Other industry: Johanna André, Quality Director, Erasteel; Maria Öström, Manager for Quality & Development Lab, Heidelberg Materials Cement Sweden
- Other: Susanne Lewin, Patent Engineer, Swedish Patent and Registry (PRV)

Post doc has been found who is able to speak about gender opportunities and perspectives in academia. A second academic has been asked at ETH.

**Action:** AP to get in contact and circulate details of propose speakers.

Question (TR): Is the discrepancy of female academics in senior positions due to less women entering engineering courses or due to challenges of gaining management positions?

**Action:** This would be a good topic to address in the upcoming September GOSC session. (AP, All)

24.7 Strategies to encourage ESRs to respond to survey for LinkedIn series about inclusion.

Survey: How men can help reduce gender discrepancy in academia, three responses have been received.

**Action:** To continue to drive engagement with the ESR survey and to prepare this into LinkedIn/Website content to effectively disseminate (AP).

**Action:** AP to circulate provisional report and circulate amended draft to wider GOSC committee.

24.8 AOB

No other business.

**Date of next meeting:** Wednesday 25<sup>th</sup> September. 12.30 (UK time)/13.30 (CET).



## BioTrib Gender Opportunities Meeting

25 September 2024

12.30 (UK time)/13.30 (CET)

### Minutes

Virtual meeting – Zoom

**Representatives: (those in grey did not attend)**

**Chair:** Andre Plath (AP)

**LTU:** Nazanin Emami (NE), Scientist in Charge – LTU

**UNIVLEEDS:** Greg de Boer (GdB) Co-ordinator, Robert Elkington (RJE) Project Administrator, Sarah Field (SLF) Knowledge Exchange Manager

**IMPERIAL:** Connor Myant (CM) – Imperial

**UU:** Urban Wiklund (UW),

**ETH Zurich:** Stephen Ferguson (SJF), Scientist in Charge – ETH Zurich

**ESR Reps:** Giulio Cavaliere (GC), Niccolò de Berardinis (NdB)

24.5 Welcome and review of actions from the last meeting – AP

(updates in bold)

Agenda item	Description	Responsible	By when?
23.8 (2)	Update Gender Plan.	All	continuous
24.7	Encourage ESRs to respond to survey for LinkedIn series about inclusion.  Form already circulated on ESR whatsapp group.	SiC / ESR reps	ASAP

*AP asked the participants whether there were any changes or amendments necessary to the final report. The participants mentioned there were no changes needed.*

24.6 Follow on actions from gender opportunities roundtable discussion facilitated during final meeting in Zurich.

*AP shared the feedback of the participants in the round table session, emphasizing the interest and engagement of the ESRs and scientists in charge. SJF mentioned that despite the opposing points of view, the event was engaging and brought new perspectives.*

24.7 Strategies to encourage ESRs to respond to survey for LinkedIn series about inclusion.

*RJE compromised to get the ESRs to participate in the survey and increase the respondent numbers for a final BioTrib blog post.*

24.8 AOB

*No other business raised.*

This is the final GOSC meeting.