

## NCCR MUST: National Center for Competence in Research

### Molecular Ultrafast Science and Technology

The NCCR MUST is an interdisciplinary research program launched by the Swiss National Science Foundation in 2010. It brings together 19 Swiss research groups working in Ultrafast Science across the fields of physics, chemistry, material sciences and biology.

Scientists have always relied on images of things invisible to the naked eye to advance their scientific knowledge. Seeing things, or visualizing a course of events, is one of the most powerful methods for unraveling nature's secrets. MUST researchers are at the forefront developing new methods and equipment, and using them to study fundamental processes and functions in nature.

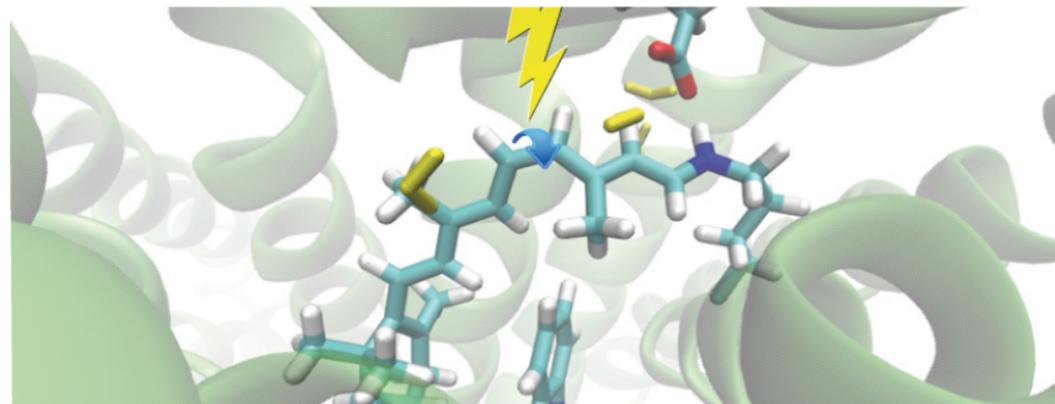
### RESOLV: Cluster of Excellence

#### Ruhr Explores Solvation

200 scientists from 7 institutions in the German Ruhr Area team up in the Cluster of Excellence Ruhr Explores Solvation (RESOLV in short). The Ruhr-Universität Bochum (RUB) hosts the cluster. Prof. Dr. Martina Havenith from RUB is the cluster Speaker and Coordinator.

What effects do solvent molecules have on diverse phenomena like corrosion, deep sea life or enzymatic reactions in cells? Since 2012, we mix our expertise in chemistry, physics and biology to answer these questions.

RESOLV mission is to establish Solvation Science as a new discipline, to inspire and train new generations of scientist and to provide society with valuable knowledge for future applications.



# Gender and Science Meeting

13 - 14 September 2017 ETH Zürich

[www.nccr-must.ch](http://www.nccr-must.ch)

Please join us for an international meeting for all scientists and those interested in **Gender and Science** particularly in **Physics and Chemistry**

Organized by **NCCR MUST** and **Cluster of Excellence RESOLV**

#### Speakers:

**Prof. Angelika Kalt**, Director of Swiss National Science Foundation SNSF, Bern  
**Prof. Ursula Keller**, Director of NCCR MUST, ETH Zürich  
**Prof. Martina Havenith**, Director of RESOLV, Ruhr Bochum University, Germany  
**Maya Widmer**, GEMO Widmer, Bern  
**Prof. Doris Wastl-Walter**, Vice Rector, University of Bern  
**Prof. Lesley Cohen**, Imperial College, London, UK  
**Prof. Tomas Brage**, University of Lund, Sweden  
**Prof. Teresa Montaruli**, D-PHYS, University of Geneva  
**Elisabeth Pöschl**, Equal Opportunities, ETH Zürich  
**Betty Friedrich-Grube**, Academic Association of Scientific Staff at ETH (AVETH)  
**Sara Da Ros**, D-CHAB Society for Women in Natural Sciences (WiNS)  
**Bibiana Prinoth**, D-PHYS Associations VMP and PhiMale, ETH Zürich  
Moderator panel discussion: **Dr. Gabriela Obexer**, Swissuniversities, Bern

#### Career Workshop:

Applying for EU funding to boost your career  
**Dr. Regina Notz**, **Dr. Alexandra Zingg**, EU Grants Access,  
ETH Zürich / University of Zürich (incl. Prof. Vanessa Wood, D-ITET, ETH Zürich)

#### Guided Lab Tour:

ETH Zürich, Hönggerberg Campus

## Wednesday 13<sup>th</sup> September 2017 (ML E 12)

- 12:00 – 13:15 Lunch (Turbinenhalle in ML E-floor)
- 13:15 – 13:30 Welcome: **Prof. Angelika Kalt**, Director of SNSF
- 13:30 – 14:00 **Prof. Ursula Keller**, Director NCCR MUST, ETH Zürich  
“NCCR MUST and Gender Equality Measures”
- 14:00 – 14:30 **Prof. Martina Havenith**, Director RESOLV, Ruhr Bochum University, Germany  
“Science and Careers in RESOLV”
- 14:30 – 15:00 **Maya Widmer**, GEMO Widmer, Bern  
“Kissing the Frog: A Brief History of Gender Equality in Europe”
- 15:00 – 15:30 **Prof. Doris Wastl-Walter**, Vice Rector (2011-2017), University of Bern  
“How to get the best – Excellence and the Gender Issue”
- 15:30 – 16:00 Coffee Break (Turbinenhalle in ML E-floor)
- 16:00 – 17:15 **Prof. Lesley Cohen**, D-PHYS, Imperial College, London, UK  
“Progress towards Equal Opportunities in the UK Physics Community”
- 17:15 – 18:00 **Prof. Tomas Brage**, D-PHYS, University of Lund, Sweden  
“What does Gender have to do with Physics?”
- 18:00 – 18:45 **Panel discussion:** Ursula Keller, Martina Havenith, Maya Widmer, Doris Wastl-Walter, Lesley Cohen, Tomas Brage  
**Moderator:** Dr. Gabriela Obexer-Ruff, Swissuniversities
- 18:45 – 20:15 Dinner (Apéro Riche) (Turbinenhalle in ML E-floor)

WLAN: public or public-5, browser username: MUST, login: RESOLV

**Prof. Teresa Montaruli**, D-Phys, University of Geneva

### ***GENERA in Physics and for Physics: status quo and future***

GENERA is a H2020 Project about measuring, monitoring and advancing gender equality in Physics Research & Funding Organisations. Thirteen Organisations, including the University of Geneva as a beneficiary and CERN as an observer, in 9 countries benefit of the support of GENERA in introducing actions targeted to ultimately improve the number of women in Physics. Eleven of such Organisations are updating their Gender Equality Plan (GEP). GENERA status, deliverables, future, and the impact of GENERA on UNIGE will be discussed.

**Betty Friedrich-Grube**, Academic Association of Scientific Staff at ETH

### ***AVETH - Together for a better working environment***

The academic association for scientific staff at ETH Zurich (AVETH) represents doctoral students and higher scientific staff at ETH Zurich. Together with its 18 sub-associations it builds a large network consisting of more than 2000 members. AVETH organizes the political representation of the scientific staff in various decision-making bodies to make ETH a better place to work and to be.

**Sara Da Ros**, Society for Women in Natural Sciences (WiNS), ETH Zürich

### ***WiNS: Connecting, Empowering and Inspiring Female Scientists***

**Bibiana Prinoth**, VMP/Phimale (Untergrad D-Phys/D-Math Associations)

### ***Behind the scenes of a student association***

Within the departments of mathematics and physics at ETH Zurich, our student association takes on an important role. VMP - the association of mathematics and physics students at ETH Zurich - has been a part of the departments for over 76 years now. Our goal is to represent our students in issues relating to university policy and to make our students' life more pleasant beside the classroom. Especially concerning the issue of gender equality, our opinion has been asked for many times, which encouraged us to found a commission within our student association for female student in 2016. In my talk, I wish to explain why we created [phimale], what we offer our students and what our goals are. I will focus on what we already achieved since its foundation and which projects we will address in the future.

**Prof. Tomas Brage**, D-Phys, University of Lund, Sweden

***What does Gender have to do with Physics?***

Physics is often seen, by Physicists not the least, as an objective Science and we believe we are surrounded by a “culture without culture”. At the same time our history, class- and board rooms are dominated by men. This is a clear paradox that should awaken the curiosity of anyone.

In this talk I will give some examples on how you can approach the question on “what does gender have to do with Physics”. There have been several studies of Physicists and I will combine a discussion of these with some general theory and personal experiences, to paint a picture on how gender transgress Physics, like all other fields. By using the three levels of change introduced by Schiebinger, I refer to studies of e.g. Anthropologists and Psychologists. The bias against women, due to the fact that Physics is stereotypically male, combined with the “myth of meritocracy” could be one key to understand the lack of women in the field.

The talk is intended as a translation of results from recent progress in Gender Science to an audience of non-experts in the field, especially people within STEM-fields. The aim is to give some answers to the question in the title, but also to show that this is an extremely interesting and active research field.

**Elisabeth Pöschl**, Equal Opportunities Office, ETH Zurich

***Gender Equality in Science – Problems and how to cope with them***

Not only do we have few women in STEM, but how visible are they in the scientific community? Do female scientists receive as many scientific awards and honours as men? Are they as successful at grant applications as their male colleagues? We will have an overview about problems women face in science and will discuss how we can cope with them.

**Thursday 14<sup>th</sup> September 2017 (ML E12 / LEE E101)**

09:00 – 09:30	Coffee (Turbinenhalle in ML E-floor)
09:30 – 10:00	<b>Elisabeth Pöschl</b> , Equal Opportunities Office, ETH Zürich “Gender Equality in Science – Problems and how to cope with them”
10:00 – 10:30	<b>Prof. Teresa Montaruli</b> , D-PHYS, University of Geneva “GENERA in Physics and for Physics: status quo and future”
10:30 – 11:00	Coffee Break (Turbinenhalle in ML E-floor)
11:00 – 12:00	<b>Betty Friedrich-Grube</b> , AVETH (Academic staff association) “AVETH – Together for a better working environment” <b>Sara Da Ros</b> , Society for Women in Natural Sciences (WiNS), ETH Zürich “WiNS: Connecting, Empowering and Inspiring Female Scientists” <b>Bibiana Prinoth</b> , VMP/Phimale (Undergrad D-PHYS / D-MATH Associations), ETH Zürich “Behind the scenes of a student association”
12:00 – 12:30	Discussion and Roundup
12:30 – 14:00	Lunch (Turbinenhalle in ML E-floor)
14:00 – 16:00	<b>Career Workshop</b> (LEE Building E 101) “Applying for EU funding to boost your career” Dr. Regina Notz, EU Grants Access, ETHZ/Uni Zürich (incl. Prof. Vanessa Wood, D-ITET, ETH Zürich)  <b>Lab Tour</b> : ETH Zürich

WLAN: public or public-5, browser username: MUST, login: RESOLV

## **Titles/Abstracts**

**Prof. Angelika Kalt**, Director of Swiss National Science Foundation

### ***Welcome***

**Prof. Ursula Keller**, Director of NCCR MUST, ETH Zürich

### ***NCCR MUST and Gender Equality Measures***

The NCCR MUST (Molecular Ultrafast Science and Technology) is an interdisciplinary research network established by the Swiss National Science Foundation in 2010. Our main disciplines are physics and chemistry, with 19 research groups working across Switzerland. One aspect of our work is to encourage gender equality in science. A key issue is the low number of women scientists at every stage of the science career in our disciplines. This presentation outlines the gender equality measures MUST has initiated to recruit, retain, support, promote and advance women scientists in our fields.

**Prof. Martina Havenith**, Director of RESOLV, Ruhr Bochum University, Germany

### ***Science and Careers in RESOLV***

The Cluster of Excellence RESOLV is a joint research project of about fifty research groups from seven institutions in the German Ruhr area performing cutting-edge experimental and computational research to understand the role of solvents at the molecular detail in the most diverse chemical processes. The aim of RESOLV is to promote gender equality in science by supporting women's careers in science, establishing new hiring strategies and creating a family friendly environment.

**Maya Widmer**, GEMO Widmer, Bern

### ***Kissing the Frog: A Brief History of Gender Equality in Europe***

The European Commission started dealing with the issue of "women in science" in the 1990's. At that time, there was only a suspicion that there could be a problem. No statistics existed yet to show that only a limited number of women was engaged in research, and only a few at the top. This talk will explore the activities of the European Commission and the history of gender equality at the Swiss National Science Foundation. I will analyse the activities undertaken and the policies introduced. Whenever possible, I will provide an assessment of the effectiveness and appropriateness of the gender equality measures over the last decades, including a reflection on what worked and what did not.

**Prof. Doris Wastl-Walter**, Vice Rector (2011-2017), University of Bern

### ***How to get the best – Excellence and the Gender Issue***

The presentation will focus on the measures an institution can take to encourage young women to study science and to envisage an academic career. There will be examples in seven spheres of activities from institutional establishment and definition of gender equality, gender equality in the recruitment procedures, promotion of female early career researchers, reconcilability of studies with profession and care, horizontal segregation and MINT, the fight against discrimination as well as information and communication.

**Prof. Lesley Cohen**, D-Phys, Imperial College, London, UK

### ***Progress towards Equal Opportunities in the UK Physics Community***

Within the UK the desire to encourage more women into STEM subjects has been the interest of our UK Government with numerous reports produced by the House of Commons over the last decade. In 2007 the UK Physics community initiated by the Institute of Physics, set out a charter called the Juno project, to encourage Physics departments to change their culture around supporting and encouraging women into physics. Shortly thereafter the UK Royal Society launched a project called Athena SWAN, with very similar objectives. In this talk I will describe these projects and the impact they have had on university culture in the intervening period.