

MAKING YOUNG RESEARCHERS'

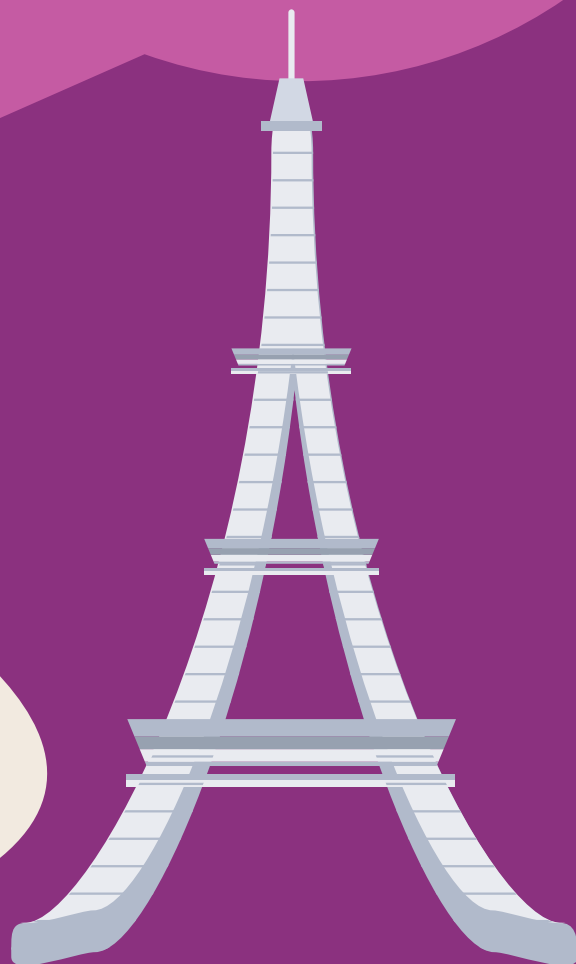
# VOICES

HEARD FOR GENDER EQUALITY

**Ecole Normale  
Supérieure  
d'Ulm,  
Paris**  
jul. 09–11

# 2025

final  
meeting





jul 09

DAY



**Paris 2025 Final Meeting**

of Making Young Researchers' Voices Heard for Gender Equality

## Welcome

18:00 - 18:30

**Welcome speech and opening of the session Gender Based Violences**

**Anne-Sophie Godfroy** – VOICES Action Chair  
**Elif Kaya** – WG4 co-leader  
**Philippe Liotard** – WG4 leader

Dussane Room

**Results of the Working Group 4 on the Gender Based Violences**

## Keynote Speech

18:30 - 19:00

**Creating Safer Academic Spaces: A Young Researcher's Perspective on Gender-Based Violence from the EU to the Local Level**

**Zuzana Andreska** – General Secretary of the Gender Studies Programme at Sciences Po Paris, will present results of the SAFEDUC Project

Dussane Room

Zuzana Andreska is a doctoral student at Charles University in Prague, specializing in socio-legal studies and public policy. Her research focuses on the implementation of ombuds positions in higher education and their role in protecting rights within organizations, particularly in relation to equal treatment and occupational health and safety. She explores access to justice through alternative dispute resolution mechanisms as a complement or alternative to court proceedings. She also works as a junior researcher at the Centre for Gender and Science of the Institute of Sociology at the Czech Academy of Sciences. She contributed to the Horizon Europe project UniSAFE, which aimed to make universities and research organizations safer from gender-based violence.

## Speech

19:00 - 19:30

**Mapping Gender-Based and Sexual Violence in Higher Education: Insights from the SAFEDUC 2024 Survey**

**Violette Toye** – Ph.D. student at Charles University in Prague, specializing in socio-legal studies and public policy

Dussane Room

Violette Toye, General Secretary of the Gender Studies Programme at Sciences Po Paris, will present results of the SAFEDUC Project. This SAFEDUC Research Project involved two French universities, Université Paris Cité and Sciences Po, jointly launching a survey to map experiences of sexist and sexual violence (SGBV) among student populations in higher education.

## Speech

19:30 - 20:00

**Doing "Dirty Work" in Academia: Personal and Institutional Experiences of Researchers Working on LGBTQI+ Topics in Europe**

**Dr. Shaban Darakchi** – Junior researcher at the Bulgarian Academy of Sciences

Dussane Room

Dr. Darakchi is a junior researcher at the Bulgarian Academy of Sciences. His main professional interests are gender, sexuality, ethnicity, and religion in Eastern Europe and Bulgaria. His doctoral thesis explores the changing gender roles and notions of sexuality among the Bulgarian Muslims. He has published one book and several articles devoted to the intersections of gender and sexuality. Currently, Shaban is investigating sexual minorities' activism and identities in Bulgaria and Eastern Europe.

## Round Table

**20:00 - 21:00**

### **Ordinary sexism in academia: status quo, impacts and how to deal with it**

This roundtable is organised by the european platform of women scientists

**Chair:**

**Colette Guillopé** – Université de Paris Créteil, France

**Participants:**

**Lisa Morhain**

**Ekaterina Masetkina**

**Chloé Mour**

**Ana De Freitas**

**Nolwenn Lesparre**

**Dussane Room**

**Rotonde of the DUSSANE room**

**Welcoming Cocktail**

jul. 10

DAY



**Paris 2025 Final Meeting**

of Making Young Researchers' Voices Heard for Gender Equality

## Welcome Coffee

08:30 - 09:00

Welcome coffee

Dussane Room

## Opening Speech

09:00 - 10:00

**Opening Speech of the Gender Voices Final Conference**

**Frederic Worms** – Director of Ecole Normale Supérieure

**Anne-Sophie Godfroy** – VOICES Action Chair

Dussane Room

The director of the Ecole Normale Supérieure, will kindly open the Final Conference. The main aim of the VOICES conference is to increase visibility of inequalities faced by Young Researchers and Innovators (YRIs) from a gender perspective and to promote a sustainable dialogue between YRIs and stakeholders in the research ecosystem at the systemic level (European & national policy-makers) and the institutional level (senior researchers, academic managers) by creating a community of gender equality practitioners composed of various stakeholders (YRIs, researchers, academic managers, organizations) across Europe and beyond. The conference will bring together for discussion the presentation of the main results of the VOICES COST Action (CA20137 from 2021 to 2025, see [gendervoices.eu](http://gendervoices.eu) for more information) and the research on the same topic. The programme will combine academic presentations, keynote speeches, round tables, workshops and other events.

## Speech

10:00 - 10:30

**Unlocking knowledge, experience, and good practice in inclusive mentoring**

**Marta Warat** – WGI Leader

Dussane Room

## Speech

10:30 - 11:00

**Gender in Research and Academia: Insights from migration history & leadership**

**Jennifer Redmond** – Associate Professor in Twentieth Century Irish History at the Department of History, Maynooth University, Ireland

Dussane Room

Her research interests are in migration, the history of identity documentation, citizenship, gender and women's histories. She is the Chair of the HIDDEN COST Action (Identity documentation has come to feature in every part of modern life) which runs until October 2026. The main aim and objective of the Action is to create a better understanding of ID regimes by integrating personal narratives of those facing ID challenges (migrant or not) into scholarship and public discourses. It draws out the intersection of gendered, racialised and class issues in accessing citizenship documentation, especially in 'hotspot' countries at EU borders. Through this network, Jennifer has focused on providing opportunities for training and career development of ECR.

## Coffee Break

## Plenary Working Group 3

11:30 - 12:15

### Panel discussion: Gender as a research dimension

VOICES Visions for Gendered Research

**Speakers:** Clemens Striebing & Anita Thaler – WG3 Co-Leaders

**Chairs:** Rakibe Kulcur & Gilda Hoxha

**Invited participants:** Jelena Grahovac, Anita Thaler, Clemens Striebing, Gul M. Kurtoglu Eskisar, Jennifer Dahmen-Adkins, Edna S. Falorca da Costa, Vivian Stamou, Katerina Pastra, Anne-Sophie Godfroy

Dussane Room

## Plenary Working Group 1

12:15 - 13:00

### Employment, Career Development and Mobilities

**Speakers:** Ola Thomson ; Marta Warat & Maria Lopez Belloso – WG1 Co-Leaders

**Chairs:** Victoria Showunmi & Anne-Sophie Godfroy

The plenary session will permit the presentation of the following abstracts and outputs of the Working Group 1: Inclusive mentoring as transformative practice:

Reimagining early-career researcher support through intersectional and

participatory approaches – Ola Thomson; Mapping Gendered Precarity in Neoliberal Academia: A Systematic Review (2000–2023) – María López Belloso.

Dussane Room

## Lunch & Coffee Break

## Parallel Session Working Groups

14:30 - 16:00

### WG 1: Employment, Career Development & Mobilities

**Chairs:** Ola Thomson; Marta Warat & Maria Lopez Belloso

Confluence of Teaching, Research, and Family Life: Work-Life Balance in Academia

Focusing on Gender – **Theranda Beqiri**

In search of belonging. Women's experience in STEAM bachelor's, master's and PhD-programmes across European universities – **Katalin Oborni**

The Impact of ReMO COST Action on Researcher Mental Health on Policy in European Research Governance – **Brian Cahill; Murat Gunes**

Teaching while Black and Female: Navigating Mental, Curricular, and Professional Aggression – **Victoria Showunmi; Stephen D. Hancock**

Dussane Room

### WG 2: Leadership & Decision-Making

**Chairs:** Ivana Nacinovic & Vanya Rangelova

Breaking Barriers: Early Career Researchers and Their Quest for Representation in the decision making bodies of the German Higher Education Institutions. – **Panourgias Papaioannou**

Leadership and Decision-Making Roles of Early Career Researchers: Insights from a Western Anatolian University – **Baysan Sultan**

Diversity of representation and voices of early career researchers in university decision-making: European comparative perspectives – **Liudvika Leisyte**

Cavaillès Room

### WG 4: Gender Based Violence

**Chairs:** Elif Kaya & Philippe Liotard

Collaborative Institutional Approaches and Legal Frameworks: Strengthening Gender Equality and Protection in Higher Education – **Anja Vervoorts**

Institutional Challenges for Addressing GBV and Precarity among Early Career Researchers – **Mirelur González-Oronoz**

Sexual Harassment of Students by Lecturers in Universities of Tirana – **Roland Lami**

Celan Room

## Parallel Session Working Groups

14:30 - 16:00

### WG 5: Intersectionality

**Chairs: Victoria Showunmi & Anne-Sophie Godfroy**

Decolonising Researchers' Intersectional Lived Experiences: A Narrative Inquiry within the COST Action VOICES Network – **Maria Brown**

Symposium: Sharing insights about WG5 Special Issue on Intersectional approaches to educational research through a gendered lens (European Education Research Journal) – **Eleni Meletiadou**

Education, intersectionality and transition to basic vocational training from a gender perspective – **Nadal-Masegosa Antonio**

Beckett Room

Coffee Break

## Parallel Session Working Groups

16:30 - 18:00

### WG 1: Employment, Career Development & Mobilities

**Chairs: Ola Thomson, Marta Warat & Maria Lopez Beloso**

From Margins to Mainstream: Advancing Gender Equality for Young Researchers through Policy, Regulatory Science, and Funding Gateways – **Theo Zacharis**

How Precarious Work Widens the Gender Gap in European Academia – And How to Fix It – **Gül Ertan Özgüzer**

Economic instability in social sciences: Insights from qualitative data in Romania – **Ana Maria Preoteasa**

The impact of female employment in academia on the well-being of researchers and the sustainability in Latvia – **Liva Grinevica**

Dussane Room

### WG 2: Leadership & Decision-Making

**Chairs: Ivana Nacinovic & Vanya Rangelova**

Representation of women in research and innovation. The Republic of Moldova case – **Diacon Maria**

An autoethnography of a female researcher : Rise Like a Phoenix – **Şerife Durna**

The role of civil society organizations (CSOs) in combating anti-gender policies in Moldova – **Victoria Lisnic**

Cavaillès Room

### WG 4: Gender Based Violence

**Chairs: Ivana Nacinovic & Vanya Rangelova**

Enhancing Protective Policies to Combat Gender-Based Violence in Higher Education: Challenges, Barriers, and Strategies for Strengthening CITÖB Units in Turkey – **Asuman Özgür Keysan**

Evaluation of Theses on LGBTI+ Issues in Higher Education in Turkey – **Özgün Pehlivan**

Celan Room

### WG 5: Intersectionality

**Chairs: Victoria Showunmi & Anne-Sophie Godfroy**

Gender and Intersectional Belonging in Software Engineering – Anna Szlavi, Norwegian University of Science and Technology – **Jennifer Dahmen-Adkins**

Methodologies for an intersectional lens – **Stephen Hancock**

Surviving in the ableist ivory towers: Exploring neurodiverse precarious female early career academics' experiences through an intersectional lens to build supportive and inclusive Higher Education Institutions in Europe – **Eleni Meletiadou**

Beckett Room

Break



## Plenary Working Group 6

**18:30 - 19:30**

### Data Collection, Monitoring and Evaluation

**Speakers:** Rakibe Kulcur & Gilda Hoxha – WG6 Co-leaders

**Chairs:** Marta Warat, Ola Thomson & Maria Lopez Belloso

30 minutes presentation on the narrative research study (life trajectories) and 30 minutes of discussion including ECR's

Dussane Room

## Plenary Session

**19:30 - 20:30**

### Roundtables with Young Female Researchers:

**Experiences and challenges**

**Chairs:** Anne-Sophie Godfroy – VOICES Action Chair

Dussane Room

**Networking Cocktail**

jul. 11

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## Welcome Coffee

09:00 - 09:30

Welcome coffee

Dussane Room

## Parallel Session Working Groups

09:30 - 11:00

### WG 1: Employment, Career Development & Mobilities

**Chairs:** Ola Thomson, Marta Warat & Maria Lopez Beloso

Career Mentoring III – an intersectional approach to mentor young female\* researchers – **Michaela Gindl**

Gender disparities in academia and mental health : a systematic review of the albanian higher education context – **Eglantina Dervishi**

Tailored Mentoring Strategies for Overcoming Specific Intersectional Challenges: Insights from the SelmaMeyerMentoring Program – **Ekaterina Masetkina**

Leveraging Inclusive Marketing Strategies to Address Structural Inequalities for Early Career Researchers in Academia – **Burak Yaprak**

Dussane Room

### WG 3: Gender as a Research Dimension

**Chairs:** Clemens Striebing & Anita Thaler

Exploring Gender in Turkish Political Discourse: A Preliminary Computational Analysis of Official Webpages of Political Parties – **Gul Kurtoglu Eskisar**

Resistances among proposal evaluators to policies promoting sex and gender analysis in research – **Jana Dvorackova**

Disabled by a structure: Revealing why children struggle with learning and drop out with a focus on mental struggles as embodied intersecting violence in Nepal – **Anna Hata**

Cavaillès Room

### WG 6: Data Collection, Monitoring & Evaluation

**Chairs:** Rakibe Kulcur & Gilda Hoxha

Gender Disaggregated Data Collection: the case of Research Centers and Independent Research Institutes – **Margarita Zachariou**

Gender Disparities in Academic Research Funding in Austria: A Current Overview – **Nataliya Rohr-Udilova**

Interactive Workshop on Gender Equality Evaluation Tools – **Şerife Durna**

Celan Room

## Plenary Working Group 2

11:15 - 12:15

### Data Collection, Monitoring & Evaluation

**Speakers:** Ivana Nacinovic Braje & Vanya Rangelova – WG2 Co-Leaders

**Chairs:** Elif Kaya & Philippe Liotard

The Strategic Role of Early Career Researchers in Academic Governance –

Contrasting Theory and Real Life Dynamics

Dussane Room

Lunch & Coffee Break

## Plenary Working Group 5

14:00 - 14:30

### Intersectionnality

Speakers: **Victoria Showunmi** – WG5 Leader

Chairs: **Clemens Striebing & Anita Thaler**

Dussane Room

## Parallel Session Working Group 5

14:30 - 15:00

### Keynote speaker speech

**Kimberley Aparaisio** – Transatlantic Transformations: Black Women Reimagining Identity Through Study Abroad

She holds a degree in Psychology and Sociology from the University of Pennsylvania and studied abroad at Goldsmiths College, University of London. She is currently a PhD candidate at the UCL Institute of Education, where she earned an MA in Education and International Development. Her doctoral research explores how temporary migration from the U.S. to the UK shapes the identities of Black women in higher education. Kimberley teaches on the BSc Sociology module Identities: Sociological Perspectives at UCL and is also a dedicated yoga practitioner and instructor.

Dussane Room

## Plenary

15:00 - 16:00

### White Book Session and outputs

**Anne-Sophie Godfroy** – VOICES Action Chair

The aims of the white book are : • To identify policy recommendations emerging from the WGs. • To discuss our recommendations with stakeholders. • To promote policy recommendations and disseminate and discuss them with decision makers. The six working Groups of the Gender Voices COST Action have contributed to the outputs : 1. Employment, Career Development & Mobilities 2. Leadership & Decision-Making 3. Gender as a Research Dimension 4. Gender Based Violence 5. Intersectionnality 6. Data Collection, Monitoring & Evaluation.

Dussane Room

## Keynote Speech

16:00 - 16:30

**Martin Andler** – Professor Emeritus UVSQ and President of a-Ulm

Specialized in mathematics, history of science, philosophy of science and sociology. His main domains of research are Lie theory in mathematics, and in history the development of mathematics in France since 1870. A graduate of École normale supérieure in Paris, he obtained his PhD (doctorat d'État) from Université Paris-Diderot in 1983. He has held positions as a CNRS researcher, before joining Versailles-St-Quentin University. He has held visiting positions as professor at MIT, Rutgers, and as visitor at IAS-Princeton. He was vice-president of the Société mathématique de France (1997-1999) and the founding president of Animath, the main mathematics outreach organisation in France (1998-2017). His interest in European policy issues led him to be Vice-President of Euroscience (2012-2018). Since 2017, he has been the President of the Initiative for Science in Europe. of science


Dussane Room

## Closing Speech

16:30 - 17:00

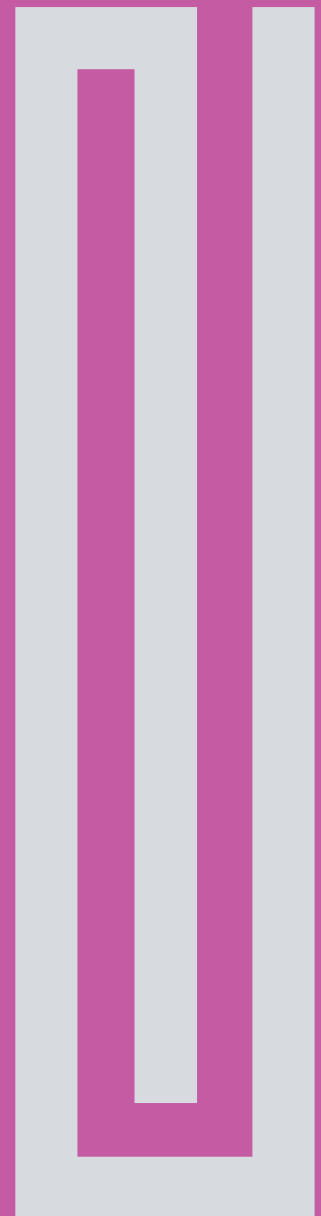
**Anne-Sophie Godfroy** – VOICES Action Chair

Dussane Room



frequently  
asked  
questions

# Practical information



**Paris 2025 Final Meeting**

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## Place

### Where is the conference held?

The Final Conference will be held at the **Ecole Normale Supérieure**,  
45 rue d'Ulm, 75005, France

### Where are the sessions?

Four rooms will be available:

- 1) **Celan**
- 2) **Beckett**
- 3) **Cavaillès**
- 4) **Dussane**

## Conference registration

### Is the Conference free of charges?

Yes, the entrance and inscription is **free**.

### Where do participants need to register?

Participants need to register on **Eventbright**, if not full COST members. Please, click **here** to register online.  
All participants, even the not full COST members have to **sign the attendance list** at the entrance each day

## Lunch & Amenities

### Is lunch included in the conference?

**No**, the lunches are at the participant's charge.  
The **cantine** of the ENS will propose preferable tariffs (**13€**) for full lunches with several options.  
**Tickets** will have to be purchased directly inside the cantine.  
A **credit card** is required

### What to bring?

**Water** will be accessible in every room and in the building.  
**Coffee breaks** will be available at several times during the day.  
People are welcome to bring their **own facilities to take notes**.

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