



UPPSALA
UNIVERSITET

FESTA

Female Emergence in Science and Technology Academia

Improving the institutional environment for
female researchers

Minna Salminen-Karlsson

Uppsala University

Minna.Salminen@uadm.uu.se



Who we are:

- Uppsala University, Sweden
- Siauliu Universitetas, Lithuania
- Syddanske Universitet, Denmark
- RWTH Aachen Universität, Germany
- University of Limerick, Ireland
- Fondazione Bruno Kessler, Italy
- Istanbul Teknik Universitesi, Turkey

Who we are:

- Personnel/faculty administrators
- Gender equality officers
- Gender researchers
- Science/technology researchers

In different positions in our
institutional hierarchies



UPPSALA
UNIVERSITET

**The truth is, science can be done by
people who are not necessarily younger
versions of their professors.**

Sheila Tobias



What we want to do

EU agenda

More women into research,
in particular more female
professors

Lasting change

European added value

FESTA agenda

Better working environment
for female researchers on all
career stages

Work with structures and
processes, not with women

Try out same measures in
several European contexts,
compare



What we are going to do – our actions

Awareness raising

- Gender equality indicators - statistics

- Individual awareness raising

Decision making and communication processes

- Formal decision making processes

- Informal decision making and communication processes

Perceptions of excellence

- Hiring processes

- Subtle perceptions of excellence in working environment

Interaction

- Meetings culture

- PhD supervision

Analysis of resistance



What's in it for the rest of Europe

Dissemination:

- Website
- National conferences
- Final conference
- Other venues

Publications:

"Toolkits" and products from different actions, for example

- web decision support system for female researchers
- hiring criteria guidelines
- study material for PhD education
- handbook for managing resistance