

Dear readers,

The **Baltic Gender** newsletter will provide you with information on upcoming events, women networks and interesting reading about women in (marine) science. Our newsletter is published every four months and is also available for download under the following link: [www.baltic-gender.eu](http://www.baltic-gender.eu).

On March 8th the International Women's Day is celebrated around the world. 2018 marks 100 years since European countries like UK, Austria and Germany first gave way to women's suffrage in 1918. Since then the situation of women has improved but that there is still a long way to go. In this issue we therefore report on current and upcoming Baltic Gender activities tackling this challenge in Marine Science and Technology. If you have information for next issues, comments on the content, or suggestions – let us know! Enjoy reading, and we look forward to your feedback to:

[baltic-gender@io-warnemuende.de](mailto:baltic-gender@io-warnemuende.de).

## Project news



**First place: "Underwater lab"**  
by Ieva Šmitaitė, 15 years,  
Lithuania



**Second place: „Holding the ocean in your hands“**  
by Roberta Gaudiešiūtė,  
17 years, Lithuania



**Third place: „Sea face“**  
by Saulė Tamašauskaitė,  
15 years, Lithuania

The winners of the **Youth Creative Contest 'Insight into women in Marine Science and Technology'** (5 Sept – 5 Nov 2017) have been awarded. In total 29 contributions were received by the responsible partner Klaipėda University from Lithuania. The artworks have been evaluated by an international jury of artists, marine scientists and gender experts. The authors of the best three artworks received a prize of 500 EUR. Their contributions are displayed below. The whole artworks gallery is available on project website:

<https://www.baltic-gender.eu/youth-contest>. □

Baltic Gender arranged a **course on gender and leadership** in Lund the 26-28th of February. The modules included unconscious bias, thinking styles, how to give feedback and the value of active listening, communication challenges and strategic thinking.

Twenty-four participants from the partner organizations participated and the venue was full of energy during the discussions. Awareness and leadership are intermixed and we can all improve! □



Gender sensitive teaching aims at supporting equally the learning of female and male students. Therefore, it considers and recognizes the impact of gender aspects in interactions between teaching staff and students as well as among students and in teaching content and materials. Baltic Gender partner Kiel University of Applied Sciences has now completed a collection of online material aims at encouraging teaching staff to integrate the gender dimension into their teaching. The collection „**Tools and Resources on Gender-Sensitive Teaching methods in Higher Education**“ gives an overview of the existing resources, toolkits, best practice examples, manuals, guidelines and training tools and is available at the Baltic Gender website: <https://www.baltic-gender.eu/de/outcomes> □

On the 1st of March 2018 the **first review meeting of Baltic Gender** took place in Brussels. The agenda included presentations of the work packages during the morning session followed by an afternoon session of discussions. □

Check also the **Baltic Gender Blog** to read the latest entries:  
(<http://www.oceanblogs.org/balticgender/>). □

## News from Baltic Gender partners

On February 14, 2018, the **new building of research laboratories of a Marine Research Institute of Klaipėda University** was opened. It will house three modern laboratories: of Coastal Environment and



photo: R. Z. Gasiunaite

Biogeochemistry, of Waterborne Transport and Air Pollution, and of Mechanical and Marine Engineering. The labs are equipped for the needs of a spectrum of environmental research from the biodiversity to the elemental composition of the cells and all parameters of water and soil quality, for waterborne transport and engineering research including solutions for efficient energy and pollution prevention, marine constructions reliability, monitoring and non-destructive control. The infrastructure is also adapted to the needs of Erasmus and Lithuanian students conducting research

for their bachelor's and master's theses or doctoral dissertations. The MARINE RESEARCH INSTITUTE is a subdivision of Klaipėda University, conducting fundamental and applied research on marine and coastal environment and maritime technologies. The Institute aims to facilitate science, study, and business cooperation, based on high-level scientific knowledge and the up-to-date open access research infrastructure.

More information about Marine Research Institute is available here: <http://apc.ku.lt/en/> □

The **7th IEEE/OES Baltic Symposium „Clean and Safe Baltic Sea and Energy Security for the Baltic countries“** will take place on **12 – 15 June, 2018 in Klaipėda, Lithuania**. The event will be hosted by the Klaipėda University Marine Research Institute and association Baltic Valley (Lithuania), in cooperation with the Institute of Electrical and Electronics Engineers and Oceanic Engineering Society (United States of America). The program will include plenary talks by experienced lecturers, oral and poster presentations, round table discussions, and a field trip to the UNESCO Natural Heritage Site – Curonian Spit. Basic topics for the Symposium will be Energy Security and Independence, Hazard Planning and Mitigation, Handling of the Extensive Ammunition and Ordinance that have been disposed of in the Baltic Sea and Ecosystems and socio-economic impacts. Other relevant topics related to marine and maritime research are welcome.

For more information please visit Symposium website: <http://balticvalley.lt/baltic2018/> □

## Upcoming events

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16/17 April 2018, Rostock, Germany: 1st Baltic Gender Mentoring Meeting

25/26 May 2018, Berlin Adlershof, Germany: "I, Scientist" – Conference on gender, career path and networking. Details: [www.iscientist.de/](http://www.iscientist.de/)

29 May – 01 June 2018, Tallinn, Estonia: Baltic Gender Annual Meeting

April 2018: Call for applications for the 2. Baltic Gender Mentoring Scheme (deadline 01 June 2018)

14/15 June 2018, Kiel, Germany: Workshop on „Gender Equality and Gender-Conscious Teaching in Science“, Kiel University of Applied Sciences

14 /15 June 2018, Zurich, Switzerland: Second LERU Gender Conference. Details: [www.gleichstellung.uzh.ch/de/veranstaltungen/leru\\_conference.html](http://www.gleichstellung.uzh.ch/de/veranstaltungen/leru_conference.html)

18/19 June 2018, London, UK: Gender Summit 15 „United in Science and through Science“. Details: <https://gender-summit.com/gs15-eu-2018>

20–22 August 2018, Dublin, Ireland: 10th Conference on Gender Equality in Higher Education. Details: <http://genderequalityconference2018.com/>

11/12 October 2018, Amsterdam, The Netherlands: STEMM Gender Equality Congress. Details: <https://stemmequality.com/>

## Women networks

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### [AcademiaNet](#)

- Data base with profiles of excellent female researchers from all disciplines in Germany (since 2010) and Europe (since 2012)
- initiative funded in 2010 by Robert-Bosch Stiftung and Spektrum der Wissenschaft

### [epws](#) (European Platform of Women Scientists)

- since 2005
- >100 member networks in 40 countries
- international non-profit organisation
- represents >12,000 female scientists in Europe and beyond to give them a voice in EU research policy

### [eswn](#) (Earth Science Women's Network)

### [FemConsult](#) Note: Website (currently?) not in English available

- data base of more than 3,000 female scientists with doctoral or post-doctoral qualification from all disciplines and working at universities, non-university research institutions, industry and commerce from the German-speaking countries

### [Femdat](#) Note: Website only partially in English

- Swiss data base of highly qualified women (since 2001) with job offers (since 2006)
- today swiss women career portal (log-in required)
- tips & knowledge for job entry, career and switching

### [FEMtech](#)-Expertinnendatenbank

- database of female experts
- initiative of the Austrian Ministry for Transport, Innovation and Technology (BMVIT)
- further categories: news, events, knowledge, funding

### [FiF](#) (Contact point women into EU Research) Website in German with partial information in English

- initiated 2001 by the German Federal Ministry of Education and Research (BMBF)
- to provide women in Germany with information and service relating to the EU's research framework programmes (currently: Horizon 2020); only advisory services – no funding
- offers for female scientists: (i) seminars, workshops & lectures on EU research funding and participation chances, (ii) first information about funding opportunities, (iii) consulting during application, (iv) information about being a consultant to the EU

### [GEPRIS](#) Note: project information available mainly in German language

- online database made available by the DFG
- provides information on current DFG-funded research projects



## Interesting reading

Iris Laval Acejo, Sanley S. Abila, (2016) „Rubbing out gender: women and merchant ships“, Journal of Organizational Ethnography, Vol. 5 Issue: 2, pp.123-138, <https://www.emeraldinsight.com/doi/abs/10.1108/JOE-01-2016-0004>

Implicit bias in academia: A challenge to the meritocratic principle and to women's careers - And what to do about it: <https://www.leru.org/publications/implicit-bias-in-academia-a-challenge-to-the-meritocratic-principle-and-to-womens-careers-and-what-to-do-about-it>

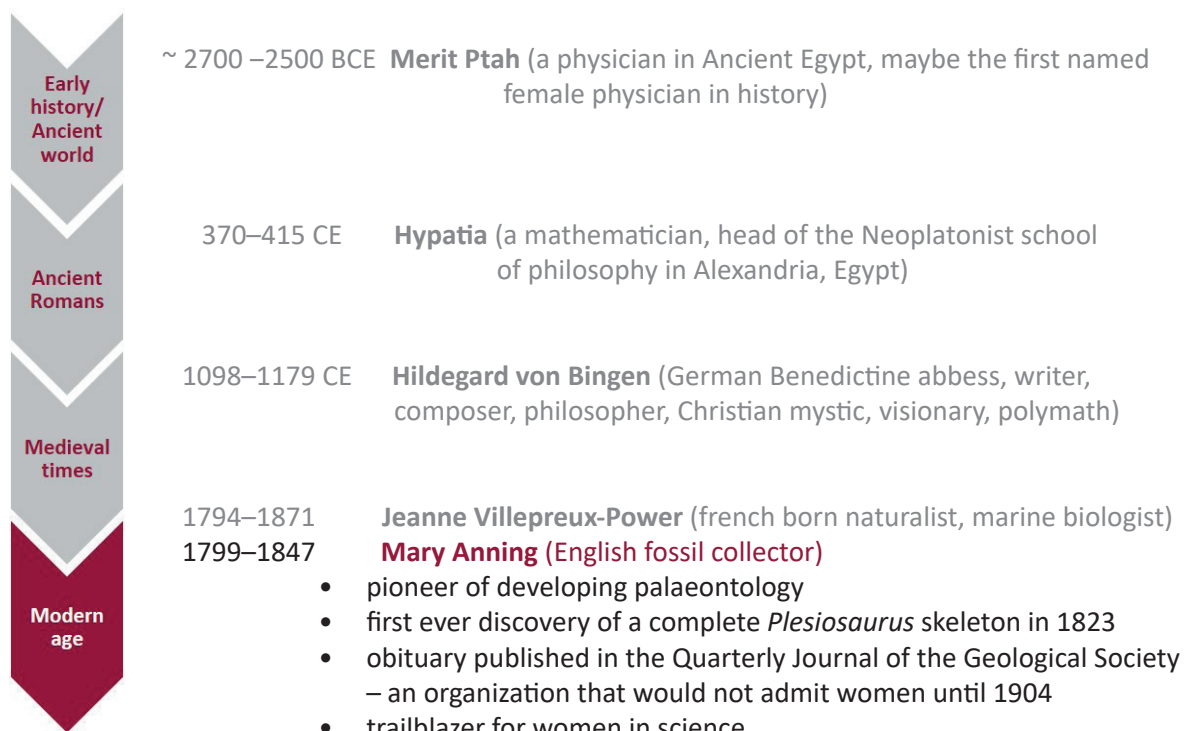
As an organization in the UK which supports universities and colleges to implement gender equality and diversity, the Equality Challenge Unit (ECU)'s equality charters aims to drive forward the cultural and systemic changes needed if institutions are to remain competitive and attractive to talented staff and potential students in a global market:

<https://www.ecu.ac.uk/guidance-resources/using-data-and-evidence/>

Gender and Equal Opportunities under Horizon 2020:

<https://www.bmbf.de/en/information-material.php?E=31314>

## Brief history of women in [marine] science – Part 2



## Past and present – Female scientists in portrait

**M**ary Anning (1799–1847) — „the greatest fossilist the world ever knew“<sup>[1]</sup> who in 2010 was recognized by the Royal Society as one of the ten British women who have most influenced the development of science

Mary Anning, prolific English fossil hunter and amateur anatomist credited with the discovery

of several dinosaur specimens that assisted in the early development of paleontology. Her excavations also aided the careers of many British scientists by providing them with specimens to study and framed a significant part of Earth's geologic history. Some scientists note that fossils recovered by Anning may have also contributed, in part, to the theory of evolution put forth by

English naturalist Charles Darwin.

Anning was one of two surviving children born to cabinetmaker and amateur fossil collector Richard Anning and his wife, Mary Moore. The family relied on the sale of fossils collected from seaside cliffs near their home along England's Channel coast as a source of income. After Richard's death in 1810, the family mainly relied on charity. Mary, her brother, Joseph, and their mother, who were skilled fossil collectors themselves, supplemented their meagre resources by selling fossils of invertebrates, such as ammonoids and belemnoids, to collectors and scholars. In 1817 the fossils attracted the attention of British fossil collector Lieut. Col. Thomas Birch, who assisted the family financially by purchasing a number of specimens. Later he auctioned off his collection and donated the proceeds to the Anning family during a particularly desperate period in their lives.



Painting of Mary Anning made after her death by B. J. Donne, at the Geological Society/NHMPL, based on a portrait from 1842. Public domain via Wikimedia Commons.

Over the course of her life, Anning also discovered the remains of several large vertebrates embedded in the cliffs of Lyme Regis. The cliffs, which date from the late Triassic to early Jurassic periods (some 229 million to 176 million years ago), a time when the area was submerged and located closer to the Equator, contain the fossil-rich limestone and shale of the Blue Lias formation. In 1810 her brother found the first

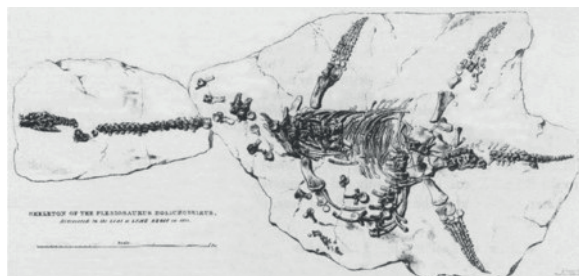
known Ichthyosaurus specimen; however, she was the one who excavated it, and some sources also give her credit for the discovery. British physician Everard Home described the specimen shortly thereafter in a series of papers. Her most famous find occurred in 1824 when she uncovered the first intact Plesiosaurus skeleton. The specimen was so large and well preserved that it attracted the attention of French zoologist Georges Cuvier, who doubted the finding until he saw the drawings of the specimen in a paper by English geologist and paleontologist William Daniel Conybeare. After Cuvier authenticated the discovery, the scientific community began to recognize the paleontological value of the fossils recovered by Mary Anning and her family.

News of Anning's fossil excavations made her a celebrity and prompted paleontologists, collectors, and tourists to descend on Lyme Regis to buy from her. She went on to recover additional Ichthyosaurus and plesiosaur skeletons from the cliffs. She uncovered a pterosaur in 1828, which became known as Pterodactylus (or Dimorphodon) macronyx. It was the first pterosaur specimen found outside Germany. In 1829 she excavated the skeleton of Squaloraja, a fossil fish thought to be a member of a transition group between sharks and rays.

Anning taught herself geology, anatomy, paleontology, and scientific illustration. Despite her lack of formal scientific training, her discoveries, local area knowledge, and skill at classifying fossils in the field earned her a reputation among paleontology's male and largely upper-class ranks. Her later hunting expeditions sometimes included famous scientists of the time, including British geologist and minister William Buckland and British anatomist and paleontologist Richard Owen, who proposed the term Dinosauria in 1842. She also corresponded with and sold fossils to other leading scientists, such as Cuvier and English geologist Adam Sedgwick.

Nevertheless, Anning was not given full credit for many of the fossils she excavated. Collectors donating specimens to institutions tended to be credited with their discovery. Of the many specimens she found and recovered, several were described in prestigious journals without even a mention of her name. However, some famous scientists of the time, such as British geologist Henry De la Beche and British paleontologist Gideon Mantell, did credit her in their work.

Toward the end of her life, Anning collected annuities from the British Association for the Advancement of Science and the Geological Society of London, which were set up in recognition of her contributions to science. After



Lithograph of *Plesiosaurus dolichodeirus* skeleton found by Mary Anning in 1823, published in the transactions of the Geological Society of London (1824), author: Thomas Webster (1773-1844). Public domain via Wikimedia Commons.

she died of breast cancer in 1847, the president of the Geological Society eulogized her in his annual address, even though the first women would not be admitted to the organization until 1904. In 2010 she was recognized by the Royal Society as one of the 10 most influential women scientists in British history. ■

#### Reference:

*Cited with minor text cuts from the original article published by John P. Rafferty on 19 April 2015 at: <https://www.britannica.com/biography/Mary-Anning>*

*[1] Annotation on an undated letter from Mary Anning to one of the Misses Philpot of Lyme, in the collection of the American Philosophical Society, Philadelphia, cited in Torrens, Hugh: „Mary Anning (1799-1847) of Lyme: ,the greatest fossilist the world ever knew,‘ British Journal for the History of Science, 25: 257-84, 1995.*

*[2] John P. Rafferty: Mary Anning. Encyclopædia Britannica. Publisher: Encyclopædia Britannica, Inc. Date Published: April 19, 2017, URL: <https://www.britannica.com/biography/Mary-Anning> (Access Date: Februar 16, 2018)*

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Baltic Gender brochure gives a summary of the motivation, aim, concept and activities of the project: [http://oceanrep.geomar.de/38342/1/fl\\_final.pdf](http://oceanrep.geomar.de/38342/1/fl_final.pdf)



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