



## CA22131 – Supramolecular Luminescent Chemosensors for Environmental Security

<https://lucescostaction.com/>

### Gender Equality and YRI Careers Panel

**Chair:** Dr Hannah Crory

*Queen's University Belfast, UK*

**Panel:** Dr Estefania Delgado-Pinar

*University of Valencia, Spain*

Dr Ariadna Lázaro Palacios

*Karlsruhe Institute of Technology, Germany*

Dr José Manuel Marín Beloqui

*University of Malaga, Spain*

Professor Sophia Hayes

*University of Cyprus, Cyprus*



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## Schedule

**10:00-10:15:** Dr Hannah Crory – Welcome and LUCES Gender Equality Plan

**10:15-10:30:** Panel Member Introductions

**10:30 – 11:15:** Career Panel Discussion and Audience Q&A

**11:15 – 11:30:** Discussion Point – What Gender Equality (*or EDI*) Initiatives would you like to see?



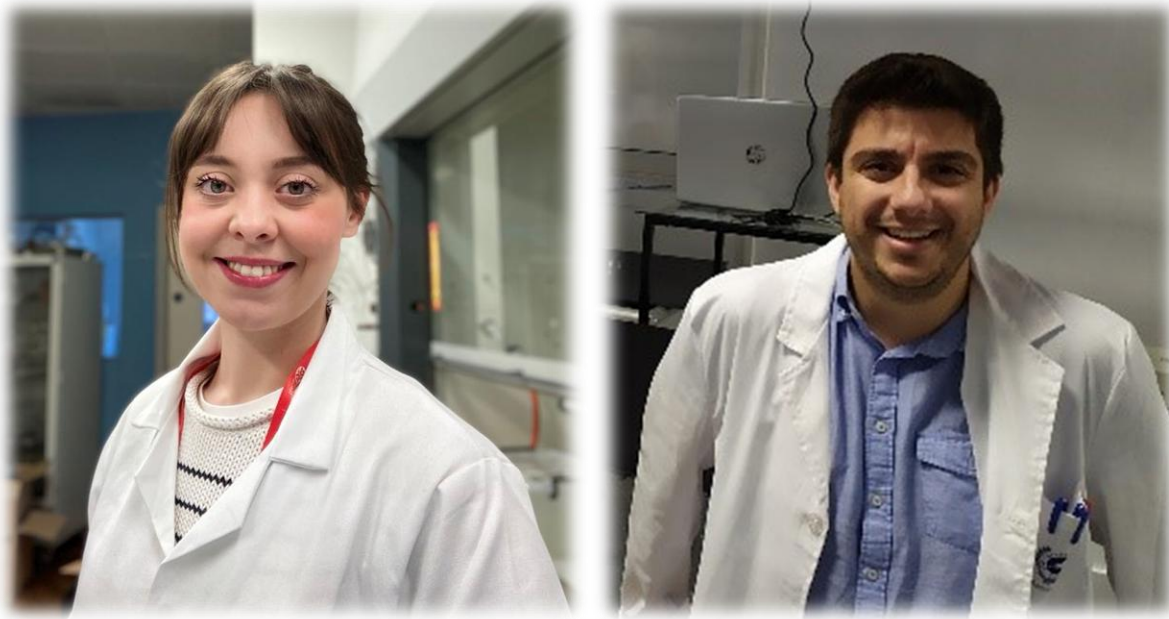
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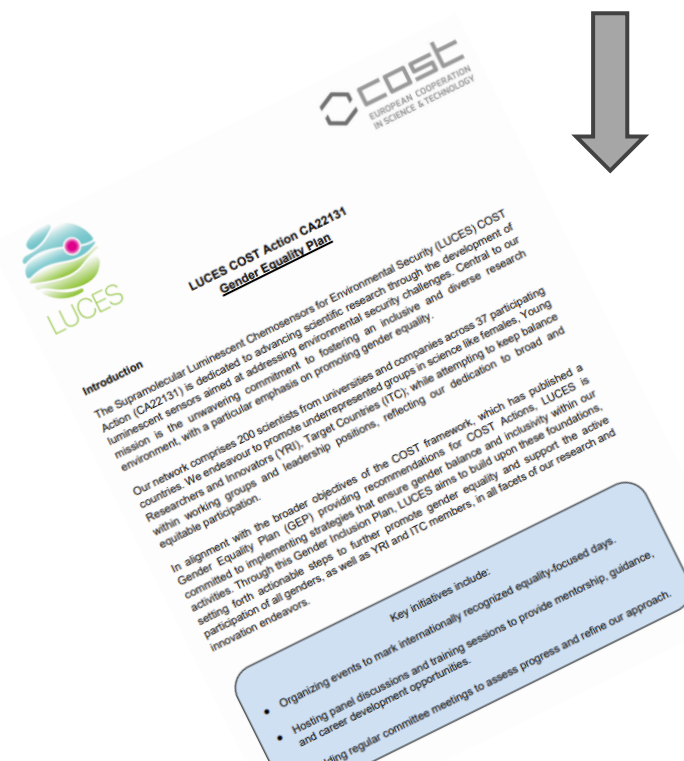


## What have we done so far?

### Gender Equality Team

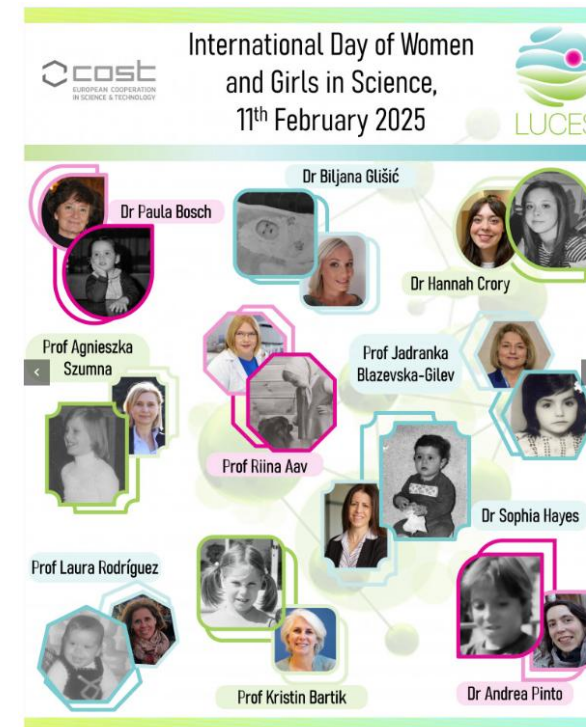


*Dr Hannah Crory and Dr José Manuel Marín Beloqui*



### LUCES Gender Equality Plan

### Gender Equality Events



*Promoting LUCES members for International Day of Women and Girls in Science!*

### Gender Equality & YRI Career Panel Event Online & in person?



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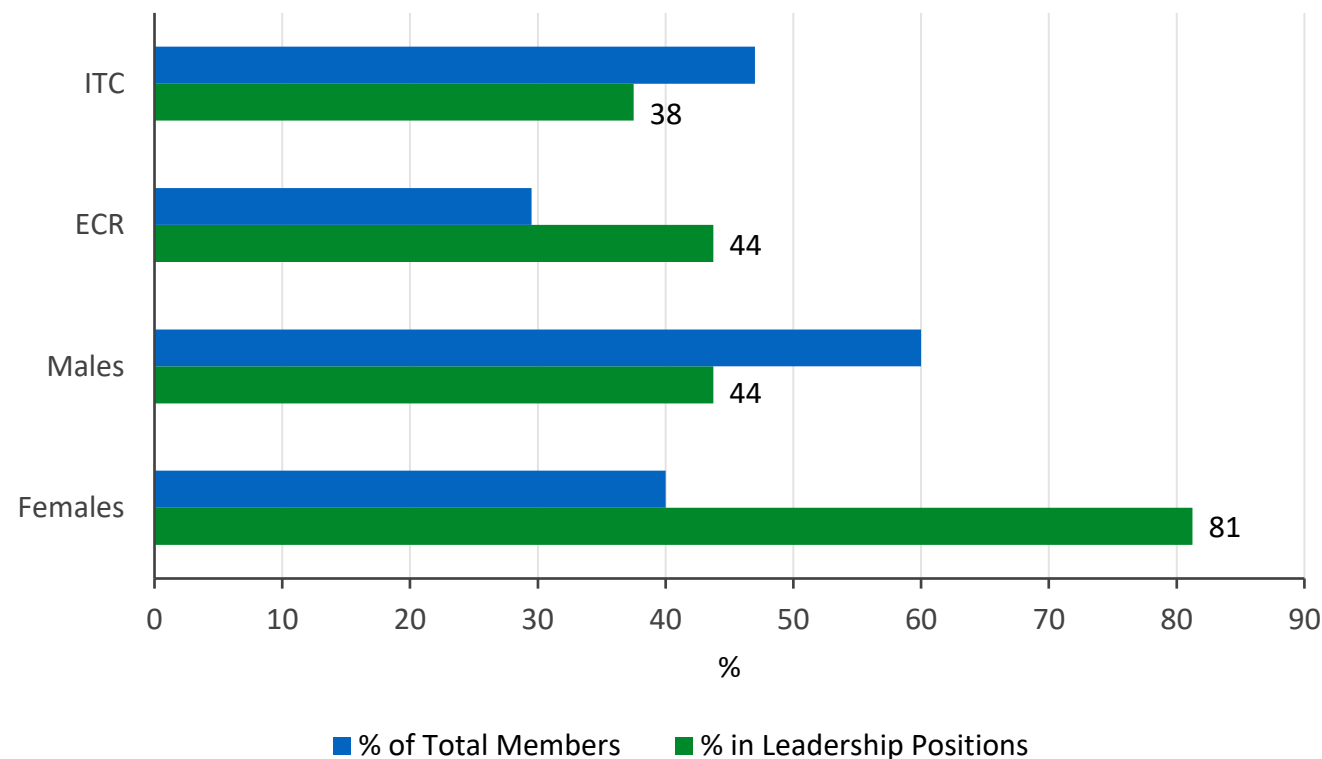




## Gender Equality Plan

### Key initiatives include:

- Organizing events to mark internationally recognized equality-focused days.
- Hosting panel discussions and training sessions to provide mentorship, guidance, and career development opportunities.
- Holding regular committee meetings to assess progress and refine our approach



### LUCES COST Action CA22131 Gender Equality Plan

#### Introduction

The Supramolecular Luminescent Chemosensors for Environmental Security (LUCES) COST Action (CA22131) is dedicated to advancing scientific research through the development of luminescent sensors aimed at addressing environmental security challenges. Central to our mission is the unwavering commitment to fostering an inclusive and diverse research environment, with a particular emphasis on promoting gender equality.

Our network comprises 200 scientists from universities and companies across 37 participating countries. We endeavour to promote underrepresented groups in science like females, Young Researchers and Innovators (YRI), Target Countries (ITC); while attempting to keep balance within working groups and leadership positions, reflecting our dedication to broad and equitable participation.

In alignment with the broader objectives of the COST framework, which has published a Gender Equality Plan (GEP) providing recommendations for COST Actions, LUCES is committed to implementing strategies that ensure gender balance and inclusivity within our activities. Through this Gender Inclusion Plan, LUCES aims to build upon these foundations, setting forth actionable steps to further promote gender equality and support the active participation of all genders, as well as YRI and ITC members, in all facets of our research and innovation endeavors.

#### Key initiatives include:

- Organizing events to mark internationally recognized equality-focused days.
- Hosting panel discussions and training sessions to provide mentorship, guidance, and career development opportunities.
- Holding regular committee meetings to assess progress and refine our approach.



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## Gender Equality Training

COST ACADEMY WORKSHOP:  
GENDER EQUALITY IN R&I

24th October 2024



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## Gender Equality Training: Questions Raised

If COST Action is gender balanced, who should we be promoting?

*ECRs, young academics, those with additional caring responsibilities*

Should gender equality initiatives only target the 'under-represented sex' or benefit all?

*e.g. Mentorship programmes for all ECRs*

Should the 'Gender Equality Representative' be female, male, non-binary or a mixed team?

*It doesn't need to be a woman to advocate for women & vice versa*

How do we measure the impact of gender equality initiatives, other than numbers of participants?

*Measure career progression at transition stages, feedback.*



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## Gender Equality Training:

### Activities

- Role modelling (*gender mainstreaming*)
  - Newsletter
  - Mentorship for ECRs
- Posting into groups/social media
- Highlight work of minority groups
- Disseminate publicly gender balance within the COST Action *e.g. how we are fostering new collaboration between minority groups, ECRs or ITC countries*



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## Gender Equality and YRI Careers Panel

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## What Initiatives would you like to see going forward?

### ***Promoting LUCES Members on Internationally Recognised Days***

- International Day of Scientific Culture (28<sup>th</sup> Sept)
- International Men's Day (19<sup>th</sup> Nov)
- International Day of Women & Girls in Science (11<sup>th</sup> Feb)
- International Women's Day (8<sup>th</sup> Mar)
- International Day of Light (16<sup>th</sup> May)

### ***Gender Equality Events***

- Caring responsibilities & research
  - Careers discussions
- Mentorship programmes or events
  - In-person event for YRIs

?



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## Wrap up & Thank you!

Dr Estefania Delgado-Pinar

*University of Valencia, Spain*

Dr Ariadna Lázaro Palacios

*Karlsruhe Institute of Technology, Germany*

Dr José Manuel Marín Beloqui

*University of Malaga, Spain*

Professor Sophia Hayes

*University of Cyprus, Cyprus*



### Audience

*Participation in Support of Gender Equality Initiative*

*Please get in touch with Gender Equality Team*

- *Identify researchers in need of promotion*
- *Ideas for Gender Equality (EDI) events*

LUCES Gender Equality Team

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