

Mentoring in Academia and Research:  
a Tool to Improve Gender Equality in Human Resource Management

**23.10.2020**  
9.30 – 13.30

[www.genderaveda.cz](http://www.genderaveda.cz)  
[www.eument-net.eu](http://www.eument-net.eu)

gender & science

The poster features a background with silhouettes of three people's heads in profile, facing each other. The background is filled with various scientific and educational icons such as a DNA helix, a microscope, a globe, a ladder, a gear, a lightbulb, and a chemical structure. The text is overlaid on this background in white and yellow boxes.

## **Eument-net: history, experience and mutual learning**

Ekaterina Masetkina M.A.

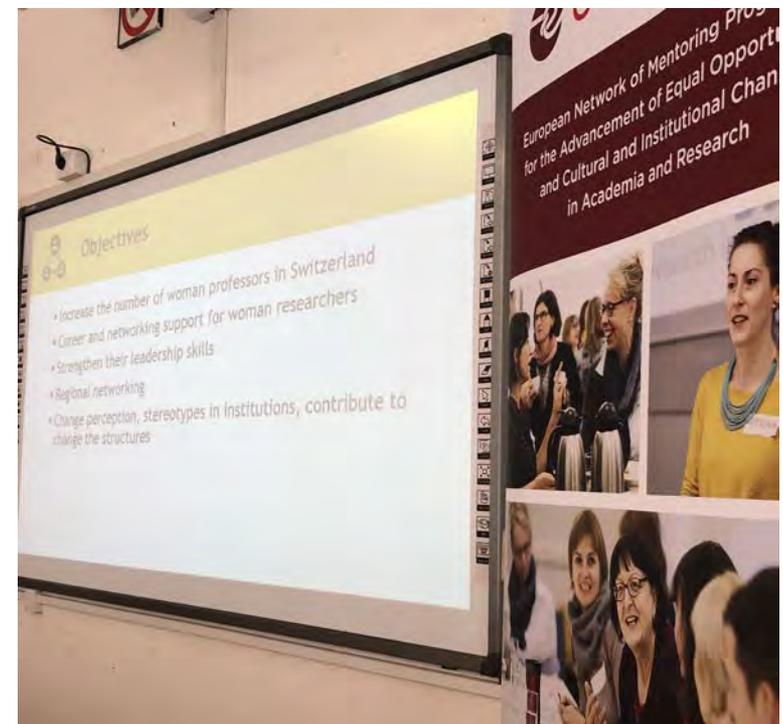


## European Mentoring Network

for the Advancement of Equal Opportunities and Cultural and Institutional Change in Academia and Research

### ■ Structure

- History of the network
- Experience
- Mutual learning
- Benefits for members



## Network`s history

- **2007** - eument-net started as a joint European project supported by FP6, initiated by a consortium of 5 partners from Austria, Bulgaria, Germany and Switzerland
- **2008** - eument-net is legally established as association of mentoring programmes by Swiss law, open to new members
- **2017** - change of legal status for being more flexible and inclusive – eument-net becomes a professional network of mentoring programmes



European Network of Mentoring Programmes  
for the Advancement of Equal Opportunities  
and Cultural and Institutional Change  
in Academia and Research

## We are a network of

- Coordinators of mentoring programmes
- Coordinators of projects on cultural and institutional change in academia and research
- Gender Equality Officers in universities and other research institutions
- Stakeholders in science and research

## Who we are

- 37 members
- from 8 countries

Austria  
Bulgaria  
Czech Republic  
Germany  
France  
Italy  
Norway  
Switzerland



# Main goal of mentoring programmes – eument-net members

- To support and to empower women in science
- To make the female researchers more visible

Icons **Female Scientists –  
Female Leadership**  
Copyright of Medical University  
of Innsbruck (Austria)



## eument-net: the european platform for mentoring towards gender equality in academia

Authors: Ekaterina Masetkina (University of Dusseldorf), Michaela Gindl (University of Krems), Dagmar Höppel (University of Stuttgart), Evelyn Rusdea (University of Freiburg).

### Our objectives

- to foster the exchange of experience and best practice among mentoring programmes coordinators (workshops, conferences, consulting)
- to promote quality standards of mentoring programmes in Europe
- to highlight the role of mentoring in the process of supporting gender equality and diversity
- to support the transfer of knowledge and expertise
- to facilitate cooperation among programmes and promotion of mentoring activities
- to put mentoring on policy agendas in universities and research institutions

### Our activities

Since our foundation in 2007 all our activities have been focused on the reflection of gender roles in academia and raising awareness for gender equality. Eument-net provides support and transfer of knowledge and experience for its members and the interested community and offers a broad knowledge base on mentoring issues, research, expert exchange, networking and consulting.

### Our coming conference



Eument-net emphasizes the potential of mentoring programmes to be effective not only on individual level, but also on cultural and structural level. We focus on supporting mutual learning and exchange of experience among coordinators of mentoring programmes

### Who we are

**37 members / 8 countries**



- Coordinators of mentoring programmes
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- Gender Equality Officers in universities and other research institutions
- Stakeholders in science and research



# Participation at Conferences



- 2014 – Panel at GEHE, Vienna (Austria): **Integrating mentoring into academic HR management/staff development: potential and pitfalls for gender equality?**
- 2018 – Panel at GEHE, Dublin (Ireland): **Mentoring Programmes – a Part of Cultural and Institutional Change in Academia and Research**
- 2020 – Poster at virtual EMBL Conference: **Eument-net: the European platform for mentoring towards gender equality in academia**
- 2021 – Panel at GEHE, Madrid (Spain): **accepted Mentoring as a part of sustainable gender equality policy**



# Eument-net expert exchange:



**2010** - International workshop **Mentor training and coaching**  
(Lausanne, Switzerland)



**2012** – International workshop **Sustainability and advancement of mentoring-programmes in the context of structural change**  
(Munich, Germany)



**2017** – Conference **Mentoring – tool for development of diversity, internationalism and interdisciplinarity in science/academia**  
(Prague, Czech Republic)



**2018** – International workshop **Peer-group mentoring**  
(Dublin, Ireland)



**2019** – Conference **Inequality vs inclusiveness in changing academic governance: policies, resistances, opportunities**  
(Naples, Italy)



**2020** – Virtual Conference **Mentoring in Academia and Research – a Tool to improve Gender Equality in Human Resource Management**  
(Prague, Czech Republic)

**Eument-net members at international conference Inequality vs. Inclusiveness in changing academic governance: policies, resistances, opportunities (Naples, Italy, 2019)**



# Publications:

Download: <http://www.eument-net.eu/documents>



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## Our aim

- to establish, develop and improve mentoring programmes since 2007
- to highlight the role of mentoring in the process of supporting gender equality, diversity and excellence



# Today we are at



- **The Joint Conference of**
- **eument-net**  
European Network of Mentoring Programs for the Advancement of Equal Opportunities and Cultural and Institutional Change in Academia and Research
- **Centre for Gender and Science** of Institute of Sociology of the Czech Academy of Sciences in Prague
- **Open to the target groups:**
  - New and experienced coordinators of mentoring programs
  - People who are interested in or who plan to establish a mentoring programme at their institution
  - Decision makers, human resource managers, gender equality officers
- **Immense interest in expert exchange on mentoring issue:**
- **86 applications from 18 countries worldwide**

## Let's find out who you are

- Please take your smart phone
- go to **www.menti.com**
- and enter the code **7 5 6 9 0 7 1**
  
- Please answer the question: **What is your job title in English?**  
And then press **SUBMIT**
- Please answer the second question:  
**What words come to your mind if you hear "mentoring"?** And then press **SUBMIT**



# Join us and become our member!

We are an open professional network

- of mutual support
- maintaining sustainable contacts
- direct exchange of experience and good practice
- a living network, in which
- **everyone can learn from everyone else**



▶ **Join us!**

[info@eument-net.eu](mailto:info@eument-net.eu)

[www.eument-net.eu](http://www.eument-net.eu)