



**Universiteit  
Leiden**

**Annual report RISE  
2015 - 2016**

**Researchers In Science for Equality**

**rise**

## Content

Foreword	page 2
About	page 3
Organisation, board and members	page 4
Visibility	page 5
Diversity policy advise	page 6
Events	page 7
Finances	page 10
Banier	page 11



Dear RISE members, Faculty members

In this first annual report for RISE, an overview is given of the activities and the events that for you as a member and for employees of the Faculty of Sciences, Leiden University have been organised. We can rightfully say that, for us, a part of 2015 and the year 2016 shall go down in history as the year in which we have founded this female network. We are very proud about what we, with the help and active participation of many of you, have been able to achieve the past period. The meetings with the members, other female networks and the management team of the Faculty will leave its mark on the future role that we as a network for Researchers in Science for Equality will play. The discussions have been engaging us in many respects.

Behind the scenes we are working on a supportive environment for female scientists on top positions. In front of the scenes we try to create stimulating network opportunities for all our female top scientists in joint meetings touching upon professional & personal development. We see this starting year as a first step taken to make an appropriate contribution to *a diverse environment* at the Faculty of Science of Leiden University.

Written by

Martina Vijver, Miranda van Eck, Ernstjan van Doorn,

Checked by Eveline Castermans (P&O Leiden University)



## About

Founded in September 2015, **Researchers in Science for Equality (RISE)** is the network for female beta scientists of Leiden University, Faculty of Science.

The mission of RISE is to build an inspiring work environment for female scientists, to stimulate their personal and professional development and advance their careers to top positions in beta sciences. Also we want to enhance the visibility of female top researchers at the Faculty of Science and rise awareness of the importance of gender equality in the scientific staff by providing solicited and unsolicited advice to the Faculty Board and Selection and Appointment Committees.

Target group: female beta scientists at junior postdoctoral level and beyond at Leiden University, Faculty of Science.

Activities organized by RISE are supported by grants from the NWO funding program ASPASIA awarded to Dr. Martina Vijver and Prof.dr. Miranda van Eck.

For more information, please visit [www.rise.nu](http://www.rise.nu) / [www.rise.science.leidenuniv.nl](http://www.rise.science.leidenuniv.nl)

## Aims of the network

- To create an inspiring community in which female scientists can exchange ideas, innovations and expertise related to beta sciences
- To enhance the visibility of female top researchers at the Faculty of Science
- To organise activities focused on personal and professional development
- To facilitate intervision groups and mentoring activities
- To advise the Faculty Board on their diversity policy
- To initiate strategic partnerships with other local, national, and international female networks (e.g. the Dutch Network of Female Professors (LNVH) and European Platform for Women Scientists (EPWS))

## Organisation, board and members

The RISE network is run on a voluntary basis by female scientists of the Faculty of Science.

The **board** (2015 – today) exists of two members (also the founders):

Prof. dr. Miranda van Eck, Professor in CardioVascular and Metabolic Therapeutics at Leiden University.

Dr. Martina Vijver, Associate professor Ecotoxicology at Leiden University.

Ernstjan van Doorn has been instrumental as **communication assistant** to the board.

We currently have 58 **members** (between sept 2015 – jan 2017) coming from the seven institutes at the faculty of Science, Leiden University. Members are at junior postdoctoral level and beyond.

Board meetings are held on a regular basis to plan events and discuss policy issues.

During the startup period, we have had 2-monthly joint meetings with the diversity officers of the Faculty to discuss diversity issues at both Faculty and University level. Moreover meetings were held with the Faculty board. An important outcome of one of the meetings was that the Faculty board has committed herself to support RISE by promoting that future generations of ASPASIA candidates will use their part of the stimulation money (so not the personal content money) for stimulation of the RISE network. Currently however decision nor policy has been developed by the Faculty on how to implement this. In the next period RISE will strive to negotiate on this.

Contacts initiated with other female networks include LNVH (National female network), DEWIS (of Delft University), Vitaal (of the LUMC), and POC Leiden (of the Leiden BioScience Park)



Discover the world at Leiden University

## Visibility

We have a website [www.rise.nu](http://www.rise.nu) and [www.rise.science.leidenuniv.nl](http://www.rise.science.leidenuniv.nl) on which our missions and events are visible. Moreover, important achievements of our top female scientists are presented at the website.

The website also presents a direct online subscription form, which automatically couples with our newsletter and mailinglist.

We use the online free application of 'Mailchimp' for mailings. This enables us to create separate mailinglists, the use of templates, and monitor the rate of mail-openings. All coupled to the mailaddress: [rise@science.leidenuniv.nl](mailto:rise@science.leidenuniv.nl)

- We also have a mailbox at the entrance of the Gorleus, near the reception.
- We have business cards that have been distributed among the members. Via the personnel affairs office the cards are handed out to every new female scientist appointed at the Faculty of Science.
- We prepared RISE powerpoint slides that are presented to every new introduction group of newly appointed personnel at the Faculty (regularly organized by the personnel affairs office).
- On 14 april 2015 at the diversity symposium of the Faculty of Science we have presented RISE
- On November 2016 a RISE banier has been prepared and printed.
- We are visible at several websites:
  - Bioscience Park community <https://leidenbiosciencepark.nl/community/networking-community>
  - LNVH <http://www.lnvh.nl/site/Networking/Academic-Networks>
- In the news: Leids Dagblad 31-05-2016 "Vrouwelijke Beta's moeten ondernemen"

## Diversity policy advice

### Faculty level

The RISE-board has provided solicited and un-solicited input to faculties diversity ideas and issues.

- We have co-organised the diversity symposium of the Faculty of Science held on 14 April 2015, during which also the launch of RISE later that year was announced.
- We brought to the attention of the Faculty that policy should be made with respect to “output agreements” and extension of output deadlines for pregnancy and maternity leave of female tenure trackers as well as PhD students and post docs appointed by both male and female tenure trackers .
- PhD regulations; the promotor was addressed with “he”. We asked for a replacement with “he/she”.
- Leave and allowance regulations (in Dutch: vakantie verlof en uitkerings-regelement); the professor was addressed with “he”. We asked for a replacement with “he/she”.
- Form “Use excess leave hours for extra income” (In Dutch “Verlofuren omzetten in extra inkomen”. The employee was addressed with “he”. We asked for replacement with “he/she”: “De medewerker is zelf verantwoordelijk voor de keuze(s) die hij/zij maakt; geen enkel nadelig gevolg hiervan is te verhalen op de Universiteit Leiden.”

### National level

At the national level we have had discussions with LNVH and DEWIS about the flexibility in tenure track appointments, particularly with respect to dealing with staff having pregnancy leave and how that is accounted for within the “output agreements” of a tenure tracker.

In support of this we have stimulated our members to sign a petition to reform the Dutch tenure track policy.

[Please read about this recent petition calling for equal and fair maternity leave:](#)



<http://rise.nu/2016/06/14/petition-for-equal-and-fair-maternitypaternity-leave/>

## Events organised

### September 11<sup>th</sup> 2015: RISE launched



Participants: >100 male and female scientists  
Organisers: RISE board  
Location: Rapenburg  
Time: 15:00-16:00

### September 24<sup>th</sup> 2015: Start up meeting/ networking



Participants: 40 female scientists  
Organisers: RISE board  
Location: De Stal  
Time: 15:00-17:30



#### Topics discussed:

- Expectations of the network. The attendances indicated the following points: 1) To find role models and mentors, 2) Get to meet each other, new contacts, 3) Finding out what we can do with the gendered dis-balance within our faculty of Science, 4) How to get ways to get in contact with the faculty board
- Target group of the network. It became clear that also female members closely working with the Faculty of Science and higher staff from education and PhD students were interested to become members. We very much appreciate the enthusiasm of all female personnel that want to support or join us. We decided that members need to be part of the Faculty of Science of the Leiden University, and we focus on the post doc up to professor level. All

others can support us and get the minutes and emails from us. Nevertheless, we decided that workshops are primarily aimed for the earlier described group. Annual meetings will be open to all supporters (so female PhD students, education and/or diversity office staff, collaborating scientists and for dedicated meetings also male colleagues).

- The number of yearly meetings: 4 meetings will be organized per year, the types of meetings can be various and include: networking luncheons and seminars; workshops aimed at personal and professional development; and annual symposium (male staff is invited to participate). Upon request, throughout the year RISE will: facilitate intervision groups and mentoring activities; and organize internal peer review of grant proposals. We could also consider to assist in other events that have their orientation to female scientists such as Ladies in Physics day, and so on.
- Active participation of members: The board currently exists of Miranda van Eck and Martina Vijver, however we are always searching for more active participants. So if you would like to be an active member please send an email with what type of contribution you could have.

### February 4<sup>th</sup> 2016: Workshop Personal Authority



Participants: 9 female scientists  
Organisers: RISE and Eva Wiltingh BV  
Location: Lorentz centre  
Time: 10:00-14:00

A workshop on personal and professional development especially for females was given by Eva Wilhinghs team. The focus was on Personal Authority. During this workshop the notion of 'authority' was addressed. At an individual basis, obstacles as experienced in developing your personal authority were explored and tailor-made each participant learned to effectively deal with the obstacles.

The setup was as follows: an interactive workshop having both reflective and practical elements. In subgroups discussions were held through feedback from trainers and fellow participants.

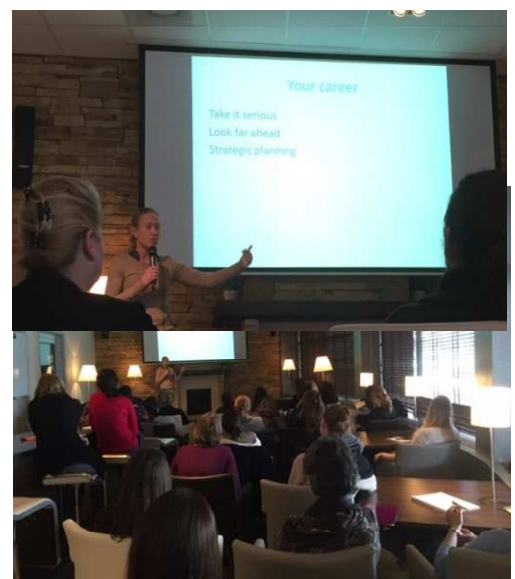
### February 25<sup>th</sup> 2016: Interactive presentation career planning using research funding



Participants: 28 female scientists, 4 male scientists  
Organisers: RISE and dr. Aletta Debernardi  
Location: Science club  
Time: 14:30-16:30

Topics discussed:

- Alpha leadership versus beta leadership
- What do I need to reach professorship/scientific leadership?





- What research funding is out there?
- How do I plan research funding for my career?
- What qualities do I need to develop further?
- How and where do I get help?

## June 2<sup>nd</sup> 2016: Interactive workshop Female Scientists and Entrepreneurship



Participants: 30 participants ranging from scientists (from students to profs: LU, LUMC and TUDelft) and CEO or top managers of the companies of the BioScience Park

Organisers: RISE & TheNextWomen (<http://www.thenextwomen.nl/about/>)

Location: Faculty Club

Time: 15:30-20:00

We offered group sessions with ambitious scientists, entrepreneurs, professionals, and experts on entrepreneurship. Beginning entrepreneurs and interested scientists got the opportunity to ask questions and gain advice, from each experienced entrepreneurs.



TheNextWomen offers a unique ecosystem and enlarges the engagement, influence, and impact of female startup founders, business leaders, and investors. It is a challengers platform for female high potentials with ambition, optimism, and persistence. As a member of TheNextWomen you will get access to all the knowledge and tools you need to boost your capital and network.

As speakers we invited Simone Brummelhuis who is Founder of the TheNextWomen, Prof.dr. Jacqueline Meulman - Project leader of the LeidenUniv-IBM/SPSS, Dr. Nettie Buitelaar - Chief Business Officer of BiosanaPharma BV, Dr. Melanie Rieback - Founder Radically Open Security. Three participants also received feedback on their ideas and steps to make.

Two articles were published on this event in Leidsch Dagblad June 1<sup>st</sup> 2016, and Leiden University news June 2<sup>nd</sup> 2016.



## November 24<sup>th</sup> 2016: Workshop Moms @ Work: Ditch the balance and get the flow



Participants: 19 female scientists  
 Organiser: RISE and Moms&More (Nikolien Martina)  
 Location: Lorentz centre  
 Time: 15.30 - 17.00



The moment that you experience a new phase in your life as a mother, it has an immediate effect on you. Both at home and at work. You realise that life is not longer as it used to be. Your priorities change, you juggle with a lot of balls, and it seems that others need you all the time. Afraid as you are to disappoint others, to be not good enough, and not be appreciated enough, you find it very hard to set your boundaries and say 'no'. If you let things just drift, it harms your family, your relationship, your work and foremost yourself. Nikolien of Moms&More presented how to deal with those issues, why women need to take into account their (biological) cycle understanding their mood swings. And offered all participants to have a one on one Skype meeting discussing their personal balance issues, and offering them 1 hour coaching for free.

### Finances

RISE is financially supported by NWO ASPASIA premia awarded to Prof. dr. Miranda van Eck and Dr. Martina Vijver.

	NWO bijdrage ASPASIA	IBOW debiteur algem	-55,340.00
	<b>Omschrijving</b>	<b>Naam van tegenrekening</b>	<b>Waarde/CO-valuta</b>
2016	Workshop Moms and More	Nikolien Martina	363
	Workshop Personal Authority	Eva Wiltingh BV	2500,65
	Drukwerk		108.75
	Workshop NextWomen		1,466.74
2015	Ontwerp RISE-logo	Creja ontwerpen BV	556.60
	Website RISE	Laurette Levi	1,815.00
	<b>TOTAAL</b>		<b>4,310.09</b>
	IN CASH		-51,029.91



Researchers in Science for Equality  
Network for female beta scientists



#### The mission of RISE



- to build an inspiring work environment for female scientists
- to stimulate their personal and professional development
- to advance their careers to top positions in beta sciences

[www.rise.science.leidenuniv.nl](http://www.rise.science.leidenuniv.nl)



Universiteit  
Leiden  
Wiskunde en Natuurwetenschappen



Bij ons leer je de wereld kennen

The banier as it is printed