

# **Proceedings of the**

**6th International Conference on  
Gender Research**

**ICGR 2023**

**hosted by**

**Ulster University Magee Campus  
Londonderry, Northern Ireland**

**20-21 April 2023**

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## ICGR Preface

These proceedings represent the work of contributors to the 6th International Conference on Gender Research (ICGR 2023), hosted by Ulster University Magee Campus, Derry - Londonderry, Northern Ireland on 20-21 April 2023. The Conference Chair is Professor Sandra Moffett, and the Programme Co-Chair Dr Shirley Barrett are from Ulster University, Magee Campus, Northern Ireland and the second Co-Chair, Dr. Andrea Reid is from Ulster University, Belfast Campus, Northern Ireland

ICGR is a well-established event on the academic research calendar and now in its 6<sup>th</sup> year the key aim remains the opportunity for participants to share ideas and meet the people who hold them. The scope of papers will ensure an interesting two days. The subjects covered illustrate the wide range of topics that fall into this important and ever-growing area of research.

The opening keynote presentation is given by Professor Maura McAdam, from Dublin City University, Ireland, on the topic of *Permission Granted: A Manifesto for Female-Centric Entrepreneurship*. The second day of the conference will open with an address by Darren McKinstry, Equality Commission for Northern Ireland, who will talk about *Gender Equality in Northern Ireland: Context, Priorities and Opportunities*.

With an initial submission of 105 abstracts, after the double blind, peer review process there are 33 Academic research papers, 3 PhD research papers, 2 Masters Research papers and 3 work-in-progress papers published in these Conference Proceedings. These papers represent research from Austria, Brazil, Canada, Czech Republic, Germany, Greece, Iceland, Ireland, Italy, Morocco, Netherlands, Pakistan, Palestine, Peru, Poland, Portugal, South Africa, Spain, Turkey, United Kingdom and United States of America.

We hope you enjoy the conference.

Prof Sandra Moffett  
Ulster University  
Northern Ireland  
April 2023

## ICGR Conference Committee

*Dr Rafidah Abd Karim, Universiti Teknologi Mara, Malaysia; Prof Laurice Alexandre, Paris Descartes university, France; Dr Reem Alkhamash, Taif University, Saudi Arabia; Professor Simona Arduini, Roma Tre University, Rome, Italy; Prof Liz Bacon, University of Greenwich, UK; Dr Afsaneh Bagheri, Faculty of Entrepreneurship, University of Teahran, Iran; Dr Olgahan Baksi Yalcin, Istanbul Yeni Yuzyil University, Turkey; Prof Joan Ballantine, University of Ulster, UK; Dr Zélia Breda, University of Aveiro, Portugal; Prof Sladjana Cabrilo, I-Shou University, Department of International Business Administration, Taiwan (R.O.C.); Senior Lecteur, Phd Ana Paula Camarinha Teixeira, IPP - Iscap, Portugal; Dr Sancha Campanella, Instituto Superior de administração e Linguas (ISAL), Portugal; Dr Claudia Canali, University of Modena and Reggio Emilia, Italy; Prof Luísa Carvalho, University of Évora, Portugal; Prof Teresa Carvalho, University of Aveiro, Portugal; Dr Carla Cerqueira, Lusófona University - CICANT, portugal; Prof Francesca Maria Cesaroni, University of Urbino Carlo Bo, Italy; Prof Mary Corcoran, University of Michigan, USA; Francesca Dal Mas, Università degli Studi di Udine, Italy; Dr Serene Dalati, Arab International University, Syria; Geoffrey Darnton, WMG, UK; Prof Sara Diogo, University of Aveiro, Portugal; Assc John Dumay, Macquarie University, Australia; Dr Jeanne Ellis, University of Stellenbosch, South Africa; Prof Turan Erman Erkan, Atilim University, Turkey; Dr José Esteves, IE business school, Spain; Prof Elisabete G. S. Félix, University of Évora, Portugal; Prof Emilia Fernandes , Universidade do Minho, Portugal; Dr Ana Freire, Universitat Pompeu Fabra, Barcelona, Spain; Dr Valerie Priscilla Goby, Zayed University, UAE; Prof Mortaza kokabi, Shahid Chamran University of Ahvaz, Iran; Blair Kuntz, University of Toronto, Canada; Dr Alessandra Lardo, University of Naples Parthenope, Italy; Dr Regina Leite, University of Minho - School of Economics and Management, Portugal; Assc Jeanette Lemmergaard, University of Southern Denmark, Dept. of Marketing & Management, Denmark; Dr Maria de Lourdes Machado-Taylor, CIPES-Center for Higher Education Policies, Portugal; Dr Carmen-Pilar Martí-Ballester, Universitat Autònoma de Barcelona, Spain; Dr. Anabela Mesquita, School of Accounting and Administration of Porto (ISCAP) / Politechnic Institute of Porto (IPP), Portugal; Assc Ludmila Mladkova, University of Economics Prague, Czech Republic; Prof Nasima Mohamed Hoosen Carrim, University of Pretoria, South Africa; Dr Gunilla Myretteg, Örebro University School of Business, Sweden; Prof Alcina Nunes, Polytechnic Institute of Bragança, Portugal; Assoc Prof Dr Nuran Öze, Arkin University of Creative Arts and Design (ARUCAD), Northern Cyprus; Prof Paola Paoloni, La Sapienza University, Rome, Italy; Dr Stamatis Papadakis, Department of Education, University of Crete, Greece; Prof Elisabeth T. Pereira, Department of Economics, Management, Industrial Engineering and Tourism - University of Aveiro, Portugal; Dr francesca picciaia, Department of Economics, University of Perugia, Italy; Prof Maryna Pichugina, National Technical University of Ukraine, Ukraine; Prof Cristina Rodrigues, University of Minho, Portugal; Dr navjot Sandhu, Birmingham city university, UK; Dr Roy Schwartzman, University of North Carolina at Greensboro, USA; Dr paola Sdao, University of Calabria, Italy; Dr Annalisa Sentuti, University of Urbino Carlo Bo, Italy; Prof Susana Silva, School of Hospitality and Tourism, Institute Polytechnic of Porto, Portugal; Dr Jenni Simon, University of North Carolina Greensboro , USA; Prof Vera Teixeira Vale, Aveiro University, Portugal; Prof Nachiketa Tripathi, Indian Institute of Technology Guwahati, India; Dr Annelien van Rooyen, University of South Africa, South Africa; Dr Sonia Vivona, Institute for Agricultural and Forest Systems in the Mediterranean, National Research Council, Italy; Doris Wesley, North Carolina State University (known previously to be affiliated with the University of North Carolina, Greensboro), USA; Yu Zhang, LuxshareICT, China.*

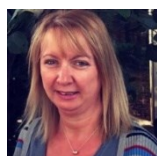


## Biographies

### Conference and Programme Chairs



**Professor Sandra Moffett** is a Professor in Business Analytics and Head of the Ulster University Business School, Ulster University, Magee Campus. Sandra is a core research-active member staff, her expertise knowledge management and business intelligence contributes to her being one of the UK leading authors, with over 100 high quality, international research publications. She has received a number of research awards and citations for her work. Sandra has over £6m external research funding enabling her to undertake extensive research on technological implementation and process improvement initiatives (based on data analytics) within Irish and UK companies.

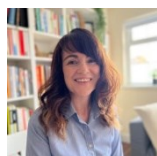


**Dr Andrea Reid** is Programme Director MSc Marketing\Senior Lecturer Business Communication in the Ulster University Business School. She holds a PhD from Queens University Belfast in Customer Relationship Management (CRM). Her research area of expertise includes Customer Relationship Management, Data Management and Entrepreneurial Marketing Education. Andrea's research has been presented at International Conferences and published in journals such as the European Journal of Marketing, International Journal of Information Management and the International Journal of Retail and Distribution Management. Professional experience includes lead researcher/consultant in a number of Consultancy and Knowledge Transfer Projects with industry partners in various sectors with specific focus on CRM implementation. Andrea has been awarded an Ulster University distinguished teaching award in January 2019 for Distinguished Education Excellence in Professional Practice Innovation.



**Dr Shirley Barrett** is an experienced academic in higher education, and is currently the Associate Head of Department of the Ulster University Business School at Magee. She has acted as Course Director at both undergraduate level and postgraduate level, and has significant experience in leading the design, delivery and evaluation of programmes of study and university-wide initiatives at both undergraduate and postgraduate level. Shirley has a keen interest in gender issues and has conducted research into female entrepreneurship in the accounting profession, and also in female graduate employability.

### Keynote Speaker



**Prof Maura McAdam** is renowned internationally for her pioneering work in the area of gender equality and women's entrepreneurship, as a result of her exploration of the influence of gender and diversity upon entrepreneurial behaviour spanning more than 20 years. She has extensive experience of building and leading international research teams and of enabling and participating successfully in both regional and international entrepreneurial ecosystems, because of well-established research networks in the UK, Ireland, EU, New Zealand, US and the Middle East. Prof McAdam has made serious and lasting theoretical and methodological contributions to the area of women's entrepreneurship, with her research has been published in FT Top 50 US journals and other top-rated US and UK journals across a range of theoretical disciplines. Additionally, she has authored the books *Female Entrepreneurship* (2013) and *Women's Entrepreneurship* (2022). For the last two consecutive years, Prof McAdam has been ranked amongst the top 2% of scientists in the world for research impact for her research on women's entrepreneurship. She is an invited Fellow of the Royal Society of Arts and a selected member of the Royal Irish Academy Social Sciences Committee. In 2019, she received an Irish Women's Award and in 2022 she was a Women Mean Business finalist in the Empowering Women Category. Known by many aspiring women entrepreneurs, Prof McAdam is an engaged thought leader and regular media commentator on women's entrepreneurship.



**Darren McKinstry** oversees a directorate developing policy priorities and recommendations designed to tackle key inequalities. He works to engage Government and stakeholders to raise awareness, build advocacy and secure policy and legislative change to advance equality. This currently includes work with Government to advance a range of social and equality strategies, and wider related strategies, including for example on childcare. Darren is a member of the EQUINET (European Network of Equality Bodies) policy formation working group and sits on a range of advisory panels such as the Northern Ireland Skills Strategy Diversity and Equality Group. He was previously a member of the Northern Ireland Census Advisory Group; and has led strands of the Commission's work such as an EU funded project to strengthen the capacity of the Equality bodies in other jurisdictions. He has a background in research and evaluation, and prior to joining the Commission was a Research Fellow at the Queen's University of Belfast specialising in employment, unemployment and targeting social need. He holds a Diploma in Advanced Management Practice; an M.Sc. in Geographic Information Systems; and a B.Sc. in Geography.

### Mini Track Chairs



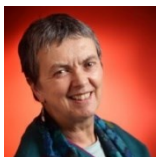
**Tindara Addabbo** is a full Professor in Economic Policy at the University of Modena and Reggio Emilia. Her current main research areas include wage discrimination by gender, well-being, gender budgeting, gender gap in education, gender equity firm's certification. She is the coordinator of Leading Towards Sustainable Gender Equality Plans in research institutions – (H2020-SwafS-2019 – 873072). <http://personale.unimore.it/rubrica/curriculum/addabbo>



**Ewert Aukes** is Assistant Professor in the field of energy transition governance with a focus on frames, discourses, and identities at the dept. Governance and Technology for Sustainability (CSTM), University of Twente (NL). His tasks involve research and teaching. He has worked in EU H2020 projects in the fields of the local energy transition, forest ecosystem services governance innovations and science diplomacy.



**Claudia Canali** is Associate Professor in Information Engineering at the University of Modena and Reggio Emilia. Her research interests focus on cloud/fog computing systems and gender equality in ICT. She is responsible for her university in the Horizon 2020 Project EQUAL-IST Gender Equality Plans for Information Sciences and Technology Research Institutions and for the 'Ragazze Digitali' Summer Camp project ([www.ragazedigitali.it](http://www.ragazedigitali.it)). <https://personale.unimore.it/Rubrica/Dettaglio/clcanali>



**Joy Clancy** is Professor Emeritus of Energy and Gender, University of Twente, The Netherlands. Joy's research has focused, for more than 30 years, on the social dimension of energy systems in which gender has been an important factor addressed in this research. Although she initially focused on the Global South, her area of interest now includes the Global North, particularly in relation to energy poverty.



**Dr Serene Dalati** is director of Equality and Sustainability center and head of management department at the faculty of Business administration, at Arab International University, Syria (<https://www.aiu.edu.sy/>). Serene obtained a PhD in Leadership, Organizational Culture and Job satisfaction in 2008 which was preceded by British Chevening scholarship to study for an MBA in Banking and Finance from University of Wales, Bangor in 2002. She teaches for areas in Organizational Behavior, Leadership, Culture and Job satisfaction. Serene has also established experience in Erasmus+ Capacity Building in Higher Education and developed a project application with acronym FREE which has a scope of Female Resilience and Empowerment in Higher Education in the South Mediterranean Region.



**Emília Fernandes** is an Assistant Professor in the School of Economics and Management of the University of Minho, Portugal, lecturing at undergraduate and post-graduate levels in courses of Management, Human Resources Management. Her publications have been in research areas related to gender discourses and identities, practices of resistance, entrepreneurship and small and medium enterprises, and professional embodiment.



**Regina Leite** is an Assistant Professor in Organizational Behaviour and HRM in the Department of Management of the School of Economics and Management at the University of Minho. Former coordinator of the master course in Human Resource Management. Research interests: Work and non-work spheres, privacy in the workplace, sexual and moral harassment, and gender issues

## Biographies of Contributing Authors

**Salwa Aligod** is a PhD in economics and management. She is currently a professor at Euromed Business School of the University Euromed of Fez, Morocco. Her research interests are in the areas of entrepreneurship, entrepreneurial ecosystems and processes. She explores different problematics in this field of research through a gendered perspective and is thus concerned with gender studies.

**Giulia Arena** is a Post-Doc researcher at the University of Genoa and her research project about Gender equality policies in universities is situated at the intersection of law, sociology, and feminism. She got her PhD from the same university and she's currently in the team for the Gender Budget and Gender Equality Plan. Drafting the UniGe gender budgets she fell in love with data feminism. Her main research topics are gender in prison, gender public policies, gender mainstreaming, gender inequalities in academia and the connections between reproductive and productive work.

Mrs. **Aysegul Bakir** is a PhD student at Hacettepe University, Ankara, Turkey. Her main research subjects are violence and gender.

**Barbara Barreiros** PhD candidate in Public Law (Law School of University of Minho), Researcher at NORTE-01-0145-FEDER-000063, "Smart Cities and Law, E.Governance and Rights: : Contributing to the definition and implementation of a Global Strategy for Smart Cities". Member of the editorial board of Law Magazines. Master degree in Local Government Law – Law School of University of Minho. Postgraduate in European Studies (Law Faculty of University of Coimbra). Postgraduate in European, international and diplomatic affairs (Law and Political Science at University of Auvergne).

**Tommaso Beck** is a PhD student at Roma Tre University, Department of Business Studies. Associate Professor of Administrative Law at University of Minho Law School. Director of Administrative Law Master and Director of Specialized training course on Public Governance and Human Rights in Digital Age. Principal Researcher at NORTE-01-0145-FEDER-000063, "Smart Cities and Law, E.Governance and Rights: : Contributing to the definition and implementation of a Global Strategy for Smart Cities". Member of the editorial board of Law Magazines.

**Ginevra Bianchini** is a PhD student at Trinity College Dublin, working on a project under the supervision of Dr Melanie Otto on the intersectional and interdisciplinary representation of rape culture and sexual assault in North America and the UK. She is co-convenor for the academic year 2022-23 of the Staff-Postgraduate Seminar Series at the School of English of Trinity College. She has recently presented her work at the IAAS Postgraduate Symposium and at the NWSA Annual Conference in Minneapolis. Her next article will be published in December 2022 on the journal LEA – Lingue e Letterature d'Oriente e d'Occidente.

**Kristýna Binková** is an assistant professor of the Faculty of Military Leadership, University of Defence and head of the Group of Management at the Department of Resources Management. She received her PhD from University of Defence in 2018. Her main research areas are human resources management, career management and soft managerial skills.

**Danielle Botha** is a computer engineer in the cybersecurity field. She received her BEng in Computer Engineering at the University of Pretoria, South Africa, in 2021. She is currently employed as a junior cybersecurity specialist and researcher at the Council for Scientific and Industrial Research (CSIR) in Pretoria.

**Claire Brown (FHEA)** is a Senior Lecturer and Course Leader at Teesside University. Claire sits on the Editorial Board for two journals, chairs the TU Social Work Research Network, vice chairs TU's Gender Focus Group, is a member of the Research and Innovation and Ethics Subcommittees, JSWEC Research Subcommittee and several international EDI groups.

**Teresa Carvalho** is an Associate professor with agregação (Habilitation) at the University of Aveiro, Portugal. She is the Vice-dean of the Department of Social, Political and Territorial Sciences, the Director of the PhD program in Public Policies and Director of CIPES Aveiro

**Annabelle Clawson** is an MPhil student in Multi-disciplinary Gender Studies at the University of Cambridge, UK. She received her BS in Mathematics from Brigham Young University in 2021. Her main research areas are women's religious history in the western US and feminist approaches to theology.

**Dr. Julia DeVoy**, MBA Oxford, MTS Harvard, PhD Boston College, is Dean of Undergraduates at Boston College, LSEHD and Director of Experience, Reflection & Action (ERA) First-Year Program. She designed and launched Boston College's 'Design for ImpACt' initiative. DeVoy focuses on environmental and health justice concerns -especially as related to gender.

**Short Bio: Penelope Engel-Hills.** Penelope is an Adjunct Professor in the Faculty of Health and Wellness Sciences at the Cape Peninsula University of Technology. She is an active researcher, and her projects include the co-creation of knowledge with women living in a community near Cape Town, South Africa.

**Francesco Faenza** is a PhD Candidate in Labour, Development and Innovation, University of Modena and Reggio Emilia - Marco Biagi Foundation. His research interests include gender equality in ICT and gamification. He has taught coding and robotics since 2016 in primary and secondary school. Teacher from 2016 to 2019 at Digital Girls Summer Camp.

**Emilia Fernandes** is an Assistant Professor at the School of Economics and Management of the University of Minho, Portugal, lecturing at undergraduate and postgraduate levels in Management programs. Her publications have been in research areas related to gender and identities, diversity management, work practices of resistance, entrepreneurship and small and medium enterprises, and sport and corporate governance.

**Marianna Ferraz Teixeira** is a Brazilian lawyer, whose main research involves cooperative law, consumer law and gender issues. She received her MBA in Management of Credit Unions from University of São Paulo and her master's degree in in Management and Corporate Legal Regime of the Social Economy from Polytechnic Institute of Porto.

**Anna Góral** - organisational and management researcher, PhD, Assistant Professor at the Institute of Culture, Faculty of Management and Social Communication, Jagiellonian University in Kraków, Poland. Much of her ongoing work focuses on the community building and governance, communities' self-

organisation and networking. She is also interested in diversity management and in particular studying female leadership in feminised organisations.

**Brescia Sofia Guerrero-Ochoa** is a student of the Administration and International Business career at the Universidad Privada del Norte (UPN) in Lima, Peru. She has experience working in the administrative area for companies in the international logistic sector. Specialized in international market research and issues related to gender equity in business.

**Sigrún Gunnarsdóttir** is professor at the University of Iceland, School of Business. She holds a PhD from London School of Hygiene & Tropical Medicine. Sigrún has worked within health care services and government. Her area of research includes leadership and wellbeing at work with emphasis on health promoting servant leadership.

**Sarina Gursch** holds a master's in industrial mathematics. She currently works as a Ph.D. student at the Institute of Software Technology at Graz University of Technology. The topic of her doctoral thesis is gender equality in Science, Technology, Engineering, and Mathematics. FFG project Code'n'Stitch, EU Project Gender STI, and the annual Girls Coding Week enrich her knowledge in this field.

**Amber E. Holland, MA**, is a PhD candidate in the Communication, Rhetoric, and Digital Media program at North Carolina State University in Raleigh, North Carolina, United States. Her teaching and research are in the areas of interpersonal and health communication. Specifically, she focuses on mental health, relational adversities, and resilience.

**Theopoula Karanikolaou** received her PhD in children's literature from Democritus University of Thrace in 2022. She teaches children's literature in Democritus University of Thrace, GR. Her main research areas are gender studies and children's literature.

**Ms Kyriaki Karydou**, (ViLabs) economist and gender expert is the coordinator of the CALIPER project. She has significant experience in the implementation of H2020/Horizon Europe projects promoting Gender Equality. Her research interests cover gender equality and institutional change and board quotas topics.

**Rihab Khalid** is a Research Fellow at Lucy Cavendish College and Director of Studies in Architecture at Clare College at the University of Cambridge. She is an interdisciplinary researcher working on the socio-technical intersections of gender, energy infrastructure and space use. She is committed to problem-driven research to improve energy efficiency and sufficiency to meet climate change targets.

**Ms Danai Kyrkou** (ViLabs) is a political scientist, working on EU-funded projects on impact assessment and dissemination, and exploitation management. She is the communication manager of CALIPER, working on the policy recommendations for inclusive GEPs.

**Melva Linares Guerrero**, is a Professor in the Accounting and Finance Career, at the North Private University - Perú. Master of Science, Audit Mention from the National University of Cajamarca-Perú, she is currently pursuing a PhD in Economic Sciences at the same university, specializing in the areas of expertise, auditing and research.

**Martina Manzo** is a PHD student in Business Administration at the Business Studies Department of the University of Roma Tre (Italy). Her research is mainly concerned with the following areas: the role of intangible resources, with a focus on relational capital; the digitisation process in SMEs; innovative start-ups; peculiarities and developments in female entrepreneurship; Gender Diversity Management.

**Mojdeh Mardani** is currently a Senior Lecturer in Electronics, the Equity, Diversity, & Inclusion Lead, and the Teaching & Learning Lead at the Dyson Institute of Engineering and Technology, UK. Her Ph.D.

research examines the unique experiences of underrepresented minority groups in STEM and how motivation is related to discrimination, microaggressions, and allyship.

**Carmen-Pilar Martí-Ballester** is an associate professor in the Business Department at the Universitat Autònoma de Barcelona. Her research focuses on analysing the financial and social performance of pension and mutual funds and examining the investor behaviour in the pension and mutual funds industry. Her research papers have been published in several top journals.

**Ana Luísa Martinho** holds a PhD in Social Economy, by University of Valencia. Invited Assistant Professor at ISCAP-Polytechnic University of Porto, researcher at CEOS.PP, ISCAP, Polytechnic University of Porto, and External specialist at Associação A3S, Porto, Portugal. Email: anamartinho@iscap.ipp.pt

**Giulia M Mininni** is a Research Fellow at the University of Sussex currently working on three research projects centred on place-based models for Net Zero, Local Green New Deals and community wellbeing, and retrofitting in the private rented sector. Her research interests focus on gender and energy, and sustainability.

**Erika Miyamoto** is a doctoral candidate in international law at Barcelona University, Spain, who has been involved with studies on gender-based violence. Erika has completed a Master of Laws in international law at Glasgow University, UK. In 2021, Erika has worked at the Embassy of Japan in Tanzania as a coordinator for economic cooperation.

**Diego Morris's** research covers policy relevant microeconomic issues related to innovation, energy, and climate change. His research has been published in world leading peer-reviewed journals and as book chapters and he has many years of work experience in economic research, teaching, management, and public policy formulation, having worked for four different universities and an international development institution, the Inter-American Development Bank (IDB). Diego holds a PhD and MRes in Economics from the University of Manchester, a MSc in Business and Financial Economics and a BSc in Economics and Statistics (double major) from the University of the West Indies.

**Aaron Muldoon** is a first year PhD candidate in the Centre for Gender Studies at the University of Cambridge. Prior to this, he completed an undergraduate degree in Economics and Philosophy at St Andrews, a Master's in Art History at the University of Edinburgh and a Master's in Literary Studies at the University of Amsterdam.

**Munawwar Najim** is Associate Professor & the Director the head of the Projects Committee at the Faculty of Education at the Islamic University of Gaza (IUG). Her research interests are in the areas of women issues, leadership & higher education .She has co-published and co-presented more than 70 articles & research higher studies locally & internationally on Education issues. She has several awards for research; she had Award for designing the best electronic course at the Islamic University. She won the First Palestine Woman Award for the year 2016 AD in the academic field .

**Melina Niraki** is a Social Psychologist specialising in Psychosocial Interventions and Human Rights and Conflict Management. Her major interests are human rights protection and advocacy, mental health & psychosocial support, social justice, gender and LGBTQIA+ rights. Currently she is working in the non-profit sector as a project manager coordinating projects focusing on human rights.

**Loreen N. Olson** (Ph.D.) is a Professor of Communication Studies at the University of North Carolina-Greensboro, United States. Her teaching and research focus primarily on various forms of gendered violence and harmful family communication processes.

**Federica Palazzi** earned her Ph.D. at the University of Urbino (Italy) in 2010. She is an Associate Professor in Accounting and Business Administration II, International Accounting Principles. Her research interests are in the following areas: entrepreneurship, corporate performance, corporate social responsibility and sustainability, social capital, intellectual capital, earnings management, and small and medium-sized enterprises' valuation.

**Gina Rossi**, PhD, is an Associate Professor of Business Economics at the University of Udine (Italy). Her current research interests include accountability to stakeholders and its multifaceted aspects, governance and accountability in non-profit organisations, and accounting history. She has written several publications on these topics and has some more forthcoming.

**Catinca Roth** is doctoral student and research assistant at Frankfurt UAS. Her main research field is gender and leadership with a focus on role models in specific business contexts and different career steps. She has professional and teaching experience in the area of communication and organization.

**Andrea Ruppert** is professor of Business Law. Her main fields in teaching and research are negotiating contracts, contract drafting, data protection law and corporate law. She serves as managing director of Institute for Mixed Leadership and has professional experience as a lawyer and legal counsel as well as a trainer for negotiation.

**Petra Salisbury** is a Lecturer and PhD student within the School of Health. Petra is a qualified youth worker and social worker with over 20 years of practice experience. Her poster today shows an initial Thematic Analysis of the literature and findings of her PhD *Entering the Unknown – exploring women's initiation into illicit drug use*

**Isabel Salgueiro** works as project manager of EELISA InnoCORE at UPM (Universidad Politécnica de Madrid). Graduated in translation and interpretation of languages, she holds various postgraduate diplomas on international business management and European project management. She has been working in EU policy-making and EU funding for over 10 years in different positions both in Brussels and Spain.

**Roy Schwartzman** is a full professor and Head of the Department of Communication Studies and faculty affiliate with the Women's, Gender, and Sexuality Studies Program at the University of North Carolina, Greensboro. The Global Citizenship Foundation named him among the World's 100 Leading Thinkers in Education for Global Citizenship in 2021.

**Annalisa Sentuti**, Ph.D., is a research fellow at the University of Urbino (Italy), Department of Economics, Society, and Politics. Her main research areas include entrepreneurship, small and medium-sized firms, family firms, management control systems, corporate governance, corporate performance measurement, corporate social responsibility, governance and gender issues in the public and private sector.

**Adrienne Steffen** is a Professor of Business Administration at the International University of Applied Science (IU). She earned a BBA in International Management, during which she spent time at the University of Michigan and at ESC Rennes. She received her PhD in Marketing from the University of Strathclyde. Adrienne worked in marketing and business development.

**Mel Stiller**, PhD, recently graduated in social psychology at University of Barcelona (Spain). Their current research centres on the interactions between gender-related stereotypes and terror management. They are especially interested in death-centred intervention strategies against social prejudice, such as racism or ableism.

**Theresia Betty Sumarno** is a lecturer in Management at Aberdeen Business School, Robert Gordon University, UK and a research fellow at the Purnomo Yusgiantoro Center, Indonesia. She holds a PhD in energy management, policy and economics from University of Dundee. She has worked as energy policy consultant for various international and intergovernmental organisations.

**Prof. Dr. Martina Voigt** is a professor of Management Skills. Her main fields of teaching and research are communication, negotiation, presentation, coaching, conflict resolution, self-management, leadership, change management and empirical research. She has professional experience as a project manager in the field of human resources development and as a trainer and facilitator.

**Louise Warwick-Booth** is a Reader in Health Promotion and has conducted several research projects with vulnerable women, drawing upon feminist participatory approaches to data collection to capture their views and experiences. Her research has been used to improve interventions during their delivery period.

**Malte Wattenberg** is research assistant at the "Denkfabrik Digitalisierte Arbeitswelt" at Bielefeld University of Applied Sciences, Germany. His work and research focuses in particular on the requirements of the digital transformation in companies as well as digital business models. Involved in teaching in the module "Communication and Management Competencies" and in various modules of business informatics.

**Ahmet Kerem Yılmaz** is a research associate of sociology at Galatasaray University, Turkey. At the same time, he is pursuing his doctorate studies at Mimar Sinan University, Sociology Doctoral Program. His main research areas are the reproduction of gender inequality at various organizational levels of political parties, relationships between hegemonic masculinities and other masculinity identities, and new fatherhood.