



ADAM MICKIEWICZ UNIVERSITY IN POZNAŃ

**‘Women’s Laboratory Meeting REPORT
of November 29, 2018,**

held within the framework of WHEN SCIENCE IS A WOMAN project.

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1. WHEN SCIENCE IS A WOMAN

The Women's Laboratory is an assembly of women. Its idea was born within the framework of the WHEN SCIENCE IS A WOMAN project.

The ever-changing socio-economic reality and moral standards are conducive to the creation of new solutions at universities, as far as academic employees and scientific spheres are concerned. The project WHEN SCIENCE IS A WOMAN meets the growing needs and new challenges posed both to women and men in connection with their new social and cultural roles.

1.1. OBJECTIVES

The project is to introduce the following activities vis-à-vis the following objectives:

1. activities encouraging the policy of equal rights and equal treatment at the University;
2. researching and promoting the knowledge on past and contemporary achievements of women at the University;
3. monitoring the needs of women working and studying at the University;
4. introducing solutions and sharing good practices in support of scientific careers of women;
5. publicizing good work practices in line with the Work-Life-Balance concept.

Introducing the project in *The University Life* in November 2018, professor Bogumiła Kaniewska, the University Vice-President for Students' Affairs and professor Beata Mikołajczyk, the University Vice-President for Education, explained the concept and its aims in the following terms: *On one hand, our project is aimed at remembering our predecessors, outstanding female scholars and educators at the Adam Mickiewicz University, on the other hand, it is directed toward the present and the future. Our goal is not only to "show ourselves" as female scientists and educators, but above all to make our University a better place to work for all scholars, as well as the administrative staff that supports them. We want to boast of the solutions we consider to be very efficient, but at the same time we try to identify and improve those we consider to be in need of improvement. We also want to implement new tools and solutions applied successfully in European and other foreign universities and develop our own Poznań concepts and ideas.*

1.2. PROJECT TEAM

The project team of WHEN SCIENCE IS A WOMAN was appointed in October 2018 by the President of the Adam Mickiewicz University in Poznań, UAM professor Andrzej Lesicki, PhD, who chairs the project.

On behalf of the chair, the team is supervised by professor Bogumiła Kaniewska, Vice-President for Students' Affairs and UAM professor Beata Mikołajczyk, PhD, Vice-President for Education.

The team comprises of female and male scholars and administrative staff: Iwona Chmura-Rutkowska, PhD, of the Educational Studies Department, UAM professor Grażyna Gajewska, PhD, of the Institute of European Culture in Gniezno, UAM professor Edyta Głowacka-Sobiech, PhD, of the Educational Studies Department, Lucyna Marzec, PhD, of the Polish and Classical Philology Department, UAM professor Adam Robert Kmieciak, PhD, the UAM President's Representative for Equal Rights, of the Political Sciences and Journalism Department, UAM Professor Maciej Michalski, PhD, of the History Department, Aleksandra Bocheńska, PhD, Head

¹ Professor Bogumiła Kaniewska and profesor Beata Mikołajczyk in *The University Life*, UAM, Poznań, November 2018.

of the UAM Organizational and Legal Department and of the Law and Administration Department, Anna Rutz, PhD, the UAM President's Representative for Disabled Students, as well as Anna Schmidt-Fiedler, PhD, of the UAM 100th Anniversary Office, Joanna Morawska-Jancelewicz, M.A., of the Organizational and Legal Department, and Katarzyna Wala, PhD, of the UAM Marketing Center.

1.3. ACTIVITIES

Within the framework of the WHEN SCIENCE IS A WOMAN project the following activities are scheduled:

1. Conferences and scientific seminars

Academic Year 2018/2019

- I. Conference: *Independence and Commonwealth. The 100th Anniversary of Winning the Voting Rights for Polish Women*. Originator and organizer: UAM professor Grażyna Gajewska, PhD; October 15 through 16, 2018, the UAM Institute of European Culture in Gniezno. During the conference the WHEN SCIENCE IS A WOMAN project was inaugurated.
- II. Seminar: *The First Female Scholars of the University of Poznań. Discovering the Herstory at the Academy*. Originators and organizers: Iwona Chmura-Rutkowska, PhD; UAM professor Edyta Głowacka-Sobiech, PhD; March 8, 2019, the UAM Department of Educational Studies.

Academic Year 2019/2020

Linguistic Conference

- I. Scientific conference on the Equality Language. Originator: UAM professor Beata Mikołajczyk, PhD, the UAM Vice-President for Education.

2. Women's Laboratory

Meetings of the academic community organized on a regular basis.

Academic Year 2018/2019

The first University-wide Women's Laboratory within the framework of the WHEN SCIENCE IS A WOMAN project: identifying problems, searching for solutions. November 29, 2018, at Collegium Minus, 1 Wieniawskiego St.

3. Promoting the UAM Female Scholars Achievements

Academic Year 2018/2019

- The exhibition: *Wisdom, courage and enthusiasm. First Female Scholars at the University of Poznań (1919-1939)*. Developed and elaborated by: Iwona Chmura, PhD, of the Educational Studies Department, and UAM professor Edyta Głowacka-Sobiech, of the Educational Studies Department; with the cooperation of the Equality Education Scientific Circle *Emancipation*; graphic layout: Anna Krenz; exhibited at Collegium Minus; the Polish and

Classical Philology Department; the History Department; the Educational Studies Department; the Political Science and Journalism Department

- The Performance of *Wisdom, courage and enthusiasm. First Female Scholars at the University of Poznań (1919-1939)* scripted and developed by students active in the Digression Students' Literary and Theatrical Circle at the Educational Studies Department.
- Calendars with images and biographies of the Poznań University first female scholars, 1919-1939.
- Presentation of Wanda Stanisława Pawłowska, the interwar period female student at the Poznań University, and her Master's Thesis: *The Knowledge of Poland in France in the 17th Century*.
- Academic Television of the Adam Mickiewicz University Reports:
- *Independence and Commonwealth. The 100th Anniversary of Winning the Voting Rights for Polish Women* <https://www.youtube.com/watch?v=ZG9cfcK4Sfo&t=2s>
- Invitation to the first UAM Women's Laboratory <https://www.youtube.com/watch?v=Xi9r4wV0IDw>
- WHEN SCIENCE IS A WOMAN: Women's Laboratory at the UAM https://www.youtube.com/watch?v=Y3Uj4g_M4qU&t=150s
- First Female Scholars at the Poznań University, 1919-1939. Exhibition and performance https://www.youtube.com/watch?v=_8B9B8ZBUvc&t=141s
- A historical publication by Wanda Stanisława Pawłowska, an interwar period female student at the Poznań University <https://www.youtube.com/watch?v=EqSTfnZXFMQ>
- March 8th. International Women's Day. Women to Women. <https://www.youtube.com/watch?v=izz6Rqt0HGQ>
- Seminar: *The First Female Scholars of the University of Poznań. Discovering the Herstory of the Academy*. <https://www.youtube.com/watch?v=qEiw5Pr-qvA>
- Articles in *The University Life* and on its homepage <https://www.universyteckie.pl>; (*The University Life* no. 11 (302), November 2018, and <https://www.universyteckie.pl>; WHEN SCIENCE IS A WOMAN: <http://uniwersyteckie.pl/nauka/gdy-nauka-jest-kobieta>)
- Women's Rights: The Way to Freedom <http://uniwersyteckie.pl/zycie/droga-do-wolnosci-praw-kobiet>
- First Female Scholars at the University of Poznań <http://uniwersyteckie.pl/sto-lat-uam/pierwsze-uczone-universytetu-poznanskiego>

- Women's Laboratory: WHEN SCIENCE IS A WOMAN
<http://uniwersyteckie.pl/nauka/laboratorium-kobiet-gdy-nauka-jest-kobieta>
- Women's Laboratory: Deliberations on Equality
<http://uniwersyteckie.pl/zycie/laboratorium-kobiet-dyskusje-o-rownosci>
- First Female Scholars at the University of Poznań: the Polish and Classical Philology Department
<http://uniwersyteckie.pl/nauka/pierwsze-uczone-universytetu-poznanskiego-na-wfpik>
- Publicizing the project on the Internet and social media: on the Adam Mickiewicz University and First Female Scholars at the Poznań University 1919-1939 profiles: #FirstFemaleScholarsatthePoznańUniversity #WhenScienceIsaWomanUAM.

Scheduled Events:

- Presentation of the project's WHEN SCIENCE IS A WOMAN premise as a part of the Greater Poland Women's Congress at the Political Science and Journalism Department, March 30, 2019;
- Publishing and promoting the book *Wisdom, courage and enthusiasm. First Female Scholars at the University of Poznań*, edited by Iwona Chmury-Rutkowska, PhD, and UAM professor Edyta Głowacka-Sobiech, PhD, of the UAM Educational Studies Department (May through October 2019).
- The Herstory Tour devoted to the First Female Scholars at the University of Poznań (October 2019).
- Digitalizing a virtual archive devoted to the First Female Scholars at the Poznań University (in cooperation with the UAM Archives and the Archives of the Polish Academy of Science).
- Commemorating and popularizing the achievements of professor Ludwika Dobrzyńska-Rybicka by naming after her one of the halls of Adam Mickiewicz University.
- An exhibition on Julia Woykowska, a 19th century poet, columnist and children's literature writer; in cooperation with the Polish and Classical Philology Department and the Poznań Gate ICHOT. Author and curator: Lucyna Marzec, PhD

2. WOMEN'S LABORATORY

The first University-wide Women's Laboratory within the framework of WHEN SCIENCE IS A WOMAN project: identifying problems, searching for solutions.

2.1. OBJECTIVES

The meeting was aimed at making a collaborative diagnosis of the most important problems and challenges related to working at the University and focused on equal rights of women and men.

The goals set:

- diagnosing the problems and searching for solutions concerning equal rights at the Adam Mickiewicz University;
- discussion on good practices;
- developing recommendations concerning solutions serving the needs of women at the University;
- celebrating the 100th Anniversary of granting voting rights for women in Poland in 1918;
- commemorating professor Ludwika Dobrzyńska-Rybicka and other female scholars during the celebrations of the 100th Anniversary of the Adam Mickiewicz University.

2.2. FEMALE AND MALE PARTICIPANTS

Female scholars, post-graduate female students, as well as students involved in research projects, not to mention administrative and other female staff, all in all every woman working at the Adam Mickiewicz University, had been invited to participate in the Women's Laboratory. The University-wide circular and intensive promotional campaign in the University media were aimed at the entire academic community. Individual invitations were sent to about 90 persons.

The list of invited guests included the President and Vice-Presidents of the Adam Mickiewicz University, the Female Presidents and Vice-Presidents of other Poznań Universities, female deans of the Adam Mickiewicz University's departments, female directors of institutes, female University's managerial staff, representatives for equal rights at Poznań Universities, as well as in voivodeship's administration, women managing centers and auxiliary units at the Adam Mickiewicz University, female MPs and politicians, as well as women managing cultural institutions in Poznań.

The first part of the meeting was attended by about one hundred and thirty people. Eighty people applied to participate in the workshops. Registration took place online.

2.3. THE AGENDA

Women's Laboratory Agenda

November 29, 2018

9.30 am	Check-in
10.00 – 10.15 am	Opening of the Women's Laboratory Speeches delivered by the Adam Mickiewicz University's President, UAM professor Andrzej Lesicki, PhD, and professor Bogumiła Kaniewska, Vice-President for Students' Affairs
10.15 – 11.00 am	Panel session The European Scholar Charter: what it means in our context; UAM professor Beata Mikołajczyk, Vice-President for Education. Facets of Discrimination in the Light of Labor Law; Aleksandra Bocheńska, PhD, Head of the UAM Organizational and Legal Department. Neutralizing Discrimination at the Adam Mickiewicz University; UAM professor Robert Kmiecik, PhD, UAM representative for equal rights.
11.00 – 11.30 am	Get to know first female scholars at the University of Poznań The exhibition <i>First Female Scholars at the Poznań University, 1919-1939</i> UAM professor Edyta Głowacka-Sobiech, PhD; Iwona Chmura-Rutkowska, PhD; The performance of the Digression Literary and Theatrical Circle.
11.30 am – 1.00 pm	Workshops at Topic Tables Group work concerning such issues as: Career; Misconceptions; Female Leader; Homemaking, A Women and...; HYDE PARK: we look forward to hearing from you.
1.00 – 1.30 pm	Recap

2.4. WOMEN'S LABORATORY MEETING REPORT

The meeting was divided into three parts.

In the first part, the so-called good practices implemented at the Adam Mickiewicz University were invoked; they are conducive to reconciling women's scientific and didactic duties with family life responsibilities, including care for dependents. Professor Bogumiła Kaniewska outlined the premises of WHEN SCIENCE IS A WOMAN project, and professor Beata Mikołajczyk, presented the commitments taken on by the University in implementing the European Scholar Charter. Aleksandra Bocheńska, PhD, Head of the Organizational and Legal Department, delivered a speech on The Facets of Discrimination in the Light of Labor Law, and the UAM President's Representative for Equal Rights professor Robert Kmiecik presented the results of his activities in Neutralizing Discrimination at the Adam Mickiewicz University.

The second part was devoted to the Herstory of the Adam Mickiewicz University: professor Edyta Głowacka-Sobiech and Iwona Chmura-Rutkowska, PhD, presented, on an exhibition, the preliminary results of their research on the first female scholars in Poznań,

and students from the Digression Literary and Theatrical Circle staged a performance recapping the biographies of the first female scholars in Poznań.

The third part was devoted to table workshops divided into five topics: Career; Misconceptions; Female Leader; Homemaking, A Woman and...; HYDEPARK. Each female participant and each male participant chose a topic of their interest. The workshops took place at several thematic tables. Under the supervision of moderators, male and female laboratory participants shared their experiences and observations in order to formulate problems needed to be addressed, and then proposed their practical solutions.

The table workshops covered the following issues:

Topical issues.	No. of participants registered online
Career: of scientific advancements and challenges. Moderators: Professor Magdalena Koch (the Polish and Classical Philology Department), Lucyna Marzec, PhD (the Polish and Classical Philology Department).	24 persons
Misconceptions: (self)stereotypes, cognizant or not, and what they imply. Moderator: Professor Edyta Głowacka-Sobiech (the Educational Studies Department)	19 persons
Female Leader: of managing science. Moderators: Professor Bogumiła Kaniewska, Vice-President for Students' Affairs, Professor Beata Mikołajczyk, Vice-President for Education, Professor Ewa Kraskowska (the Polish and Classical Philology Department)	9 persons
Homemaking, A Woman, And...: of reconciling different social roles. Moderator: Iwona Chmura-Rutkowska, PhD, (the Educational Studies Department)	23 persons
HYDE PARK: a slow-pitch discussion. Moderators: professor Grażyna Gajewska (the Institute of European Culture, Gniezno) and Joanna Morawska-Janclawicz (Organizational and Legal Department)	6 persons

Meeting's conclusions and recommendations were deemed to be helpful in shaping further stages of the WHEN SCIENCE IS A WOMAN project

Edited by Katarzyna Wala, M.A.

3. PROBLEMS AND SOLUTIONS. THE ANALYSIS OF WORKSHOP ACTIVITIES

3.1. CARRIER: of scientific advancements and related challenges

Chair: professor Magdalena Koch (the Polish and Classical Philology Department, Lucyna Marzec, PhD, (the Polish and Classical Philology Department).

Thematic scope:

Discussion on issues related to academic career development: How to plan and organize your academic career? What blocks the career and what factors facilitate it? How do women function in the system of grants and academic mobility? Looking for ways to secure and improve academic careers at our University, as well as for solutions to key local issues.

Grant system, employment system, mobility and instability	
Problem	Solution
Lack of permanent university posts, necessity of employment in the grant system and forced mobility, which destabilizes private and professional life.	Abolition of the mobility priority; virtual mobility (participation in projects abroad or in other units without moving).
Institutes/departments do not treat grant recipients in the same way as permanent employees (e.g. in awarding benefits, division of duties, sense of belonging).	
One of the factors of employee assessment is their mobility, which is impossible (or very difficult) in the case of young parents or those caring for dependents (e.g. parents).	
Lack of clear employment procedures supporting healthy competition.	Employment procedures, which not only compare scientific CVs, but also call for supervised lectures, etc.
Maternity and a career	
Problem	Solution
Lack of enough places in the academic preschool, inconvenient location of the preschool at Rubież;	Network of academic preschools.
Inconvenient teaching schedule for young parents; organizational and administrative problems, including calling meetings at times, when a young parent cannot leave their child; lack of understanding for the responsibilities of a young parent.	Leaflets/guidance courses for planners, managers/authorities; relieving young parents of their administrative and organizational duties; lectures and meetings during nurseries and preschools working hours.
Lack of support programs for women returning from maternity leave (career planning)	
Mobbing and harassment	
Problem	Solution
Of various types, including the so-called soft forms of harassment and mobbing, covert sexual aggression, misogyny, forced favors and involuntary work input for the benefit of others.	Guidance courses and awareness programs of what mobbing and harassment mean for all employees; information leaflets with a description of anti-mobbing and anti-harassment procedures.
Ambiguous instructions (it is often impossible to tell a private request from an official order) and associated manipulations.	
Calling/ mailing in the evenings, at night and at weekends, assigning tasks (organizational, administrative, didactic) for weekends or to be	Defining clearly the responsibilities of female and male university employees; putting down a list of the good practices in terms of communication between authorities and university

immediately fulfilled; lack of respect for employees' afterhours and/or their intensive work periods (writing a book, finalizing grants, etc.); tutors treating post-graduate students as their assistants.	employees and among employees themselves; calling for good practices by university authorities as a way of conduct for other employees.
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RECOMMENDATIONS

- Guidance courses and anti-discriminatory and anti-mobbing leaflets on gender violence and the respect for research autonomy;
- Distribution of leaflets on good communication practices between superiors and subordinates regardless of gender;
- Guidance courses/leaflets for superiors/planners to support young parents/guardians (modifying the schedule, relieving them from the administrative burden);
- Introduction of mentoring, tutoring and advisory projects for women in need of support in their career development at different stages, especially after returning from the maternity leave

Edited by: Lucyna Marzec, PhD.

3.2. MISCONCEPTIONS: (self)stereotypes, cognizant or not, and what they imply

Chair: UAM professor Edyta Głowacka-Sobiech (the Educational Studies Department)

Thematic scope:

Discussion on whether, with regard to the work of a female researcher/scholar, there are any stereotypes and/or false representations (misconceptions) concerning women; causes and effects of such social representations; possibilities for women to conduct research on "their own terms" and to create their own, not only scientific, image.

Sources of misconceptions	
Problem	Solution
Stereotypical perception of male and female social roles, a growing sense of insecurity in a radicalizing society.	More attention needs to be paid to better education in Poland, to fighting stereotypes, getting to know female increasing activity and presence in every aspect of social and scientific life; there is also a need of teaching respect for women's emancipatory aspirations, especially in language and its feminine forms, e.g. in relation to professions or social/occupational functions. With regard to the functioning of the Academy and female academics, the main recommendation/postulate that follows the deliberations at the "misconceptions" table is to actively participate in the editing of the Charter of the Adam Mickiewicz University, so that it covers the abovementioned linguistic issues. According to the participants, it is also worthwhile to use feminine forms every day and defend the legitimacy of their use.
Stereotypes related to the behavior or appearance of female scientists.	
Problem	Solution
Conventional approach to female scientists' behavior and appearance. Can a female scholar sport dreadlocks and tattoos? Can she curse/smoke/engage in unconventional hobbies (e.g. ballroom dancing or martial arts)?	In terms of the stereotypical female scientists' perception in relation to their appearance and engaging in unconventional situations and behaviors, the workshop participants arrived at a conclusion they should always be themselves, while maintaining the generally accepted principles of good manners.

RECOMMENDATIONS

- introducing the equality language into the academic language and the language of didactics;
- conducting a series of guidance courses on gender stereotypes and prejudices among individuals working and studying at the university.

Edited by: UAM professor Edyta Głowacka-Sobiech, PhD.

3.3. HOME-MAKING, A WOMAN AND...: of reconciling different social roles

Chair: Iwona Chmura Rutkowska, PhD, the Educational Studies Department.

Thematic scope:

Family roles and unpaid work of women at home, in particular motherhood and care for dependents, lack of fair division of domestic work, domestic work overload, excessive burdens, pressures, environmental and institutional obstacles and underlying traditional beliefs and stereotypes, are considered to be the most frequently obstacles to women's scientific and professional development at all stages of their lives. Despite the research results and analysis, we have at our disposal, this problem is rarely addressed at open discussions, scientific debates and, finally, considered a real factor taken into account when creating a working environment. Fortunately, there are women who, in favorable circumstances, are able to cope with their double burden. However, most of them pay a high price of slowing down or entirely discontinuing their scientific and professional careers. What, if anything, can we do about it?

Barriers related to parental role	
Problem	Solution
The burden of parenthood and care for dependents, particularly difficult for single-parent families, including children with disabilities.	Supporting (bridging) projects for women returning from maternity and/or care leave. Achievement and career evaluation taking into account not only the duration of pregnancy and maternity leave, but also the time when a child is still very young (under 3 years). University nursery, preschool, afternoon day centers. Co-financing the care of small children.
Growing cultural expectations and pressures on women as caregivers and mothers; their inability to create room for themselves and their own development.	Psychological counselling for career planning and work-life balance.
Care for children during irregular working hours (afternoon teaching, conferences, team meetings, trips, etc.) poses a particular problem.	University afternoon day care center for children (there was one after the war, by the way: a scientific workshop for children). Day care center can be created as a scientific-educational project.
Regulations that do not take into account maternity and caring duties towards dependents. Work philosophy which oppresses a person resigning from a meeting or asking for a different date or place of the meeting due to caregiving responsibilities.	Work regulations and work philosophy that take into account the real time-related and psychophysical burden of people intensively involved in the care for a child or dependent.
Barriers related to parental role	
Problem	Solution
Lack of room for individual work and rest at work, especially in laboratories.	A particularly unfriendly environment for pregnant women and people with disabilities.
Lack of job security. Short contracts.	Keeping lower but safer posts. Stabilization is a priority.
Work organization	
Problem	Solution

Career model promoting individual achievements and successes.	Supporting culture and appreciation of teamwork.
Non-acceptance or lack of ability to manage and organize remote work environment (the need to be physically present at all meetings)	<p>More flexible work organization more focused on results than on physical presence.</p> <p>Modern communication technologies allow for a more flexible organization of teamwork and individual work (and the integration of professional roles), and therefore they can contribute to the career development of scholars regardless of their gender. Training is needed for team and institute leaders, as well as scholars in this respect.</p>
Working culture	
Problem	Solution
Keeping a distance and observing hierarchy in interpersonal relations; uncertainty in relations with individuals perceived as superiors in the academic hierarchy.	Promoting a culture of academic community and mutual respect for work done at every stage of career development.
Assigning stereotypical characteristics and labels to women because of their family situation, e.g. an old spinster, a young childless girl, one with a rich husband.	Raising awareness among employees of the Adam Mickiewicz University of the harmful stereotypes and negative results of prejudice against women (courses, seminars, papers, interviews with female academics, social campaigns).
Stereotypes regarding women's predispositions and competences in managing other people, money management, etc. (present in the mindset of women themselves, in other people's convictions and in the system) and the resulting expectations, limitations and pressures, e.g. unpaid work, work less exposed, symbolically undervalued, for the benefit or prestige of others, etc.	Tutoring, counseling and support in career development but also psychological support in crisis situations at the intersection of life and career.
Gender-based violence	
Problem	Solution
Unwanted and unacceptable gender and/or sexual conduct that violates human dignity.	<p>Developing University standards concerning reporting any extraordinary situations: violence, mobbing and harassment.</p> <p>Safe path of support for victims of violence. Guidance courses for decision-makers and every employee.</p> <p>Diagnosis: research on the scale and character of the problem at the Adam Mickiewicz University.</p>

RECAP

The difficulty of balancing work and family life leads female scholars to developing profound internal (psychological) conflicts, as well as many divergences as far as the organization of everyday life is concerned, and further, to psychophysical overloads. In most cases, they hardly see any choice between giving up or delaying motherhood or slowing down one's own career, which in turn means further stress and frustration (or formally failing to meet deadlines and falling out of the system), and usually irreversible consequences for their whole career. By adapting their

aspirations to the "limited development pathway"², women pay an additional psychological price: they face a sense of failure and are not aware of their full potential.

RECOMMENDATIONS

- Reviewing and making an inventory of existing legal and organizational solutions supporting reconciliation of social roles; developing and conducting negotiations for reaching possible new and more effective solutions (submitted by participants). It is important to understand and to conduct the narrative in such a way, as to make it clear that the work-life balance is a fundamental right of every person and that, while recognizing the particular situation and the burden associated with the maternal role, it is also crucial to remember that carrying out parental roles does not only concern women: mothers. Work-life-balance solutions concern everyone, and everyone benefits from them, because they allow both women and men to make healthier and more rewarding choices and shape their careers.
- Anti-discriminating, anti-mobbing and anti-gender harassment guidance courses.
- Introducing mentoring, tutoring and advisory projects for women in need of support at different stages of career development or in an extraordinary situation.

Edited by: Iwona Chmura-Rutkowska, PhD.

² *Family friendly research to boost science careers of women, Euroscientist, 30.05.2018*
<https://www.euroscientist.com/family-friendly-research-to-boost-science-careers-of-women/>

3.4. HYDE PARK: topics raised and covered

Chair: UAM professor Grażyna Gajewska, PhD, Institute of European Culture, Gniezno, and Joanna Morawska-Janczewicz, M.A., Organizational and Legal Department.

Thematic scope:

Slow-pitch discussion on equal opportunities and equal rights of women and men in science. Submitting of suggestions, observations, problems, as well as pitches for structural regulations concerning the issue of gender equality.

Problem	Solution
Various manifestations of inappropriate and degrading statements and behavior of university staff (reported by students, scholars and administrative staff)	Detailed diagnosis of the problem through a University-wide survey on mobbing and harassment; Commissioning an educational film emphasizing the importance of observing standards of behavior and expression in academic relations.
Negligible participation of female scholars/scientists in promotion of science at the University and outside for a wider audience.	Increasing the number of shows in UAM.TV and articles in <i>The University Life</i> with the participation of women. Encouraging female scholars to promote their research in a popular science version outside the University.
Lack of programs supporting cooperation between female scholars of different age groups that would create network of female mentors/coworkers/students and allow for sharing research results, implementing some complex projects, and counteracting the so-called "glass ceiling" and "retracted ladder" effects.	Identification of good practices in this respect at other universities (also outside Poland); Drafting a project supporting intergenerational cooperation at the Adam Mickiewicz University.

RECOMMENDATIONS

- Developing and conducting a university-wide survey on mobbing and harassment;
- Drafting a project supporting intergenerational cooperation at the Adam Mickiewicz University, e.g. a network of mentors (however, some examples of good practice in this respect are needed).
- Creating of a university-wide code of good manners based on the policy of equal rights.

Edited by: UAM professor Grażyna Gajewska, PhD, and Joanna Morawska-Janczewicz, M.A.

3.5. FEMALE LEADER: of managing science

Chair: professor Bogumiła Kaniewska, Vice-President for Students' Affairs; UAM professor Beata Mikołajczyk, PhD, Vice-President for Education; professor Ewa Kraskowska, the Polish and Classical Philology Department.

Thematic scope:

Discussion on why so few women hold high positions in science management. Looking for the cause and effects of such a disproportion and proposing actions encouraging female scholars to participate in decision-making bodies and convincing the academic community to make such a change possible.

Women in university management	
Problem	Solution
A disproportion in management, corresponding to a disproportion in academic careers: the problem of an inverted pyramid: the higher the positions in management, the lower the percentage of women.	Increasing women's participation in the process of university and science management through conscious equality policy, the university authorities care for parity (although it should not be arithmetically determined) and creating conditions conducive to women's careers.
Women's internal barriers: their conviction of inability to perform any official functions, or of "failure" in managing larger teams.	Re-modelling of male and female mentality, promoting women's success by presenting their achievements, "introducing" women to the history of the University, promoting research on women's participation in the development of Poznań science and scientific institutions.
Social barriers: stereotypes in the perception of women in managerial positions (from a "butch" to a "little girl"). The problem of female function names: "serious" sound of male forms, as opposed to female forms.	Organizing motivation and self-motivation courses. Formal acceptance for female forms in the official language in relation to functions and titles; recognizing the language as an important factor in shaping social awareness.
Objective barriers: the need to reconcile family and professional roles, greater burden on women in caregiving roles.	Creating conditions facilitating reconciliation of roles, as in the Recommendations for point 3.3.
Project and research teams' management, expert competence. "Feminine" style of management	
Problem	Solution
Lack of confidence in one's own competence.	Promoting women's achievements at the University, creating a platform of female experts, joining national and international networks of women in science (e.g. Evora).
Seeing gender as a career obstacle in science.	
Delayed degree achievement due to maternity leaves and caring for children.	Undertaking a discussion on the role of women in the management of scientific research on a regular basis
Loneliness, lack of support from other women.	
Seeing responsibility as a personal burden, not a task. Empathy: a disadvantage or advantage in managing human teams.	Creating a network of female scholars and scientists in Poznań, extending the project WHEN SCIENCE IS A WOMAN to other universities. Creating a support system; transferring the experience in science management; organizing meetings with "successful women", as well as science management and self-promotion courses.

RECOMMENDATIONS

Increasing the participation of women in science and University management requires a multilevel action:

- supporting measures (undertaken by women at higher academic positions) aimed at creating better working conditions for every woman (especially in reconciling professional and family roles);
- combating the social stereotype of the "male" dimension of management through the promotion of women who have succeeded in science and in the organization of science (contemporary researchers, their female ancestors, but also female students and post-graduate students); creating good role-models;
- combating female self-stereotype concerning lower usefulness of women in the management process through promoting (Ibid.), courses, publicizing women's networks in science in the country and abroad; creating a Poznań network of women active in science;
- conscious and purposeful policy of the Presidential Authorities based on parity in terms of appointments, rewards, and promotion of women at the University; adherence to the principle of equal rights and combating the symptoms of discrimination (also in terms of language forms).

Edited by: Professor Bogumiła Kaniewska

4. WOMEN'S LABORATORY RECOMMENDATIONS

1. Mainstreaming the principle of equal opportunities for women and men into University's policies and working philosophy (*gender mainstreaming*). Monitoring gender and other inequalities and conducting open discussions on discrimination and related issues. Placing regulations against discrimination and violence and supporting equal rights in strategic documents of the University. Joint development of standards and possible and realistic pro-equality and anti-discrimination solutions in all agencies of the Adam Mickiewicz University. Continuous monitoring and evaluation of these activities³.
2. Creating a violence and discrimination-free environment, supporting the aspirations and efforts of women, as well as the philosophy of work and science. This is influenced by, among others, clear and transparent standards of scientific career development, promotion and research funding, rules concerning the problems of abuse in employee relations, as well as systemic support for parents of small children, caregivers of dependents and mothers returning from maternity leave, etc.
3. Promoting equal and inclusive language in internal and external communication of the Adam Mickiewicz University.
4. Tutoring, counselling and support for the career development of women at different stages or in difficult/crisis situations in the context of difficulties in reconciling their social roles. Providing opportunities to acquire knowledge and competence in creating and developing scientific careers: planning, organizing, managing projects and teams, fund-raising for research, maintaining work-life balance, etc.
5. Mentoring and intergenerational cooperation; building a network of experts and a support system, where experienced researchers are mentors of younger ones. Helping to identify and fully exploit their potential, but also to overcome gender stereotypes and prejudices.
6. Recognition, appreciation and broad publicity of projects, successes, achievements of contemporary female scientists, as well as their historical ancestors in various fields of science (role-models). Promoting women's scientific careers, especially non-stereotypical ones.
7. Promoting the idea of work-life balance with the message that a change in the philosophy of work organization towards women's needs is beneficial for all individuals and the whole organization.
8. Raising awareness of the University community of the harmful and negative stereotypes effects, as well as of prejudice against girls and women in science; teaching females how to deal with discrimination.
9. Ensuring security and ethical conduct in gender relations. Preventing and responding effectively to cases of discrimination, gender-based violence and sexual harassment. Drafting and implementing a clear, safe, rapid and ethical procedure reporting and responding to any misconduct;
10. Encouraging female high-school students to study in different areas of science, especially male-dominated ones (at the same time encouraging high-school graduates to choose stereotypically female fields of study). Promoting the Adam Mickiewicz University as an institution for ambitious, courageous, and inner-directed young women and men without gender bias.

Final recommendations by: Iwona Chmura-Rutkowska, PhD.

³ An example of such a solution is the "Outline of the University Anti-discrimination Standard", which was developed as part of the University standards for preventing violence and discrimination project: https://www.autonomia.org.pl/doc/Standard%20antydiskryminacyjny_ver_10_09_2015.pdf