



Equality

The CNB is strongly committed to promote gender equality in the academic and research environment, and to ensure that the principle of equal opportunities is respected without any discrimination due to gender, ethnicity, religion, political affiliation, sexual orientation or disability. In June 2020 the Equality Committee of the CNB was formally established to implement measures promoting gender equality and diversity, to inform on equality issues and to mediate in possible conflict situations. In their composition (gender-balanced) both men and women from all professional levels are represented.

The committee works to implement a feasible Equality Plan in the institute, analysing the centre's staff data broken down by gender, producing documents related to gender equality plans and protocols for the prevention of sexual harassment that are now in force at the CNB-CSIC.

EQUALITY COMMITTEE

Saúl Ares
Alicia Calvo Villamañán
Pilar Cubas
Ana Cuenda
Mónica Chagoyen
Daniel López
José Martín Gómez
Carmen San Martín
Juan José Sanz-Ezquerro



Ciclo Visibles-CNB

SEMINARIO

23
DICIEMBRE
12:00



Structural insights into the regulation of the gene silencer PRC2

Dra. Eva Nogales
Dept of Molecular & Cell Biology
UC Berkeley, USA

CNB
Centro Nacional de Biotecnología

On site: CNB Lecture Hall
On line: <https://youtu.be/L8b8pWMUln4>



Ciclo Visibles-CNB

WEBINAR

11
FEBRERO
16:00



Robótica: aplicaciones y retos

Dra. Concepción A. Monje
Universidad Carlos III de Madrid

CNB
Centro Nacional de Biotecnología

Enlace al evento
https://youtu.be/TZssvTOKr_s

11F Día Internacional de la Mujer y la Niña en la Ciencia

Since the creation of the Committee, there has been an increase in the participation in equality training courses by CNB personnel, going from 4 women in 2019-2020, to 32 people in 2021-2022, including men. Moreover, in 2021 the Committee co-organised, in collaboration with the neighbouring centers Instituto de Catálisis y Petroleoquímica (ICP-CSIC) and the Instituto de Ciencias Materiales de Madrid (ICMM-CSIC), a Workshop on the "Inclusion of the gender perspective in research projects". Also, we have ensured gender parity in the speakers of all the seminars cycles and workshops organised by the center, and for example, 45% of speakers in the CNB main seminar series in 2022 were women.

During these two years, the committee has continued organising and participating in activities to make visible the work of CNB women scientists. In special dates such as

#11F, International Day of Women and Girls in Science, our female scientists have participated in numerous outreach activities both in-house and at external venues (schools, civic centres, media). Moreover, in 2022 we produced 12 short videos (CNB's YouTube channel) of researchers from the CNB (women and men) where they describe either their work or the inspiring female scientists and mentors in their professional career. It is worth noting the relevance and impact of the communication work by CNB female researchers during the Covid19 pandemic, due to their scientific expertise in coronaviruses and vaccines.

Día de la mujer y la ciencia

"Ser científica no es el mundo de la alfombra roja o los Oscar, pero también resulta fascinante"

La ciencia es la base de nuestra sociedad, por eso hay que visibilizar a quienes están detrás de un microscopio y darles el papel que merecen, uno en el que las mujeres tienen un espacio enorme.



Isabel Sola Gúrpeguñi, bióloga española experta en coronavirus y coinventora de tres patentes.

Katalin Karikó: de Budapest a Filadelfia
La vida de una investigadora tenaz cuyo trabajo posibilitó las vacunas de ARNm
11 de febrero, 12 horas
Lluís Montaliu, CNB-CSIC




11Febrero
Día internacional de la mujer y la niña en la ciencia

Acceso online: <https://youtu.be/bwI20685Wpg>

Comisión de Igualdad Intercentros Campus UAM-CSIC · CSIC uM ·



We have also implemented the Conference series "Visibles-CNB" to show the professional success of women despite inequalities and gender biases. By making the work of these great women visible, we want to provide female references to young people who are starting their careers. We inaugurated this series on #11F in 2021, with Concha Monje, electronics engineer, professor and researcher in 'Humanoid Robotics and Systems Control' from Carlos III University, Madrid (UC3M). A second conference presented by Eva Nogales, structural biologist at University of California Berkeley was held on December 2022,

These two years, the CNB has continued participating in the program "Science by Women" from Women for Africa Foundation to promote the leadership of African women in

scientific research. The CNB has hosted 2 researchers, from Tunisia and Nigeria, who have worked on projects related to agriculture and systems biology.

Additionally, in 2022 the CNB equality committee has coordinated the Inter-Centre Equality Commission of the Campus of International Excellence CSIC+UAM. In this context, we have organised the joint celebration of #11F, with a talk about Katalin Karikó's achievements, that is available at the CNB Youtube channel. Also, for the 25th November, the International Day for the Elimination of Violence against Women (#25N), we have organised a colloquium about sexual harassment in Spanish academia, inviting Ángela Bernardo, journalist and author of the book #Metoo en la ciencia española (#Metoo in Spanish academy), Zulema Altamirano, director of the Women and Science Committee, Spanish Science and Innovation Ministry, and Laura Chaparro, scientific journalist from the Spanish Science Media Center (SMC). This debate was recorded and can be viewed at the CNB Youtube channel.

Finally, the CNB won one of the accessits from the CSIC Equality Award in 2022, in recognition of the work carried out for the implementation of equality measures and the outreach and mentoring activities to promote women in research.



ACOSO
#METOO EN LA CIENCIA
ESPAÑOLA

ÁNGELA BERNARDO




JUEVES, 24 DE NOVIEMBRE
 13H-15H
 SALÓN DE ACTOS, FACULTAD DE FORMACIÓN
 DE PROFESORADO Y EDUCACIÓN (UAM)

PARTICIPAN

ZULEMA ALTAMIRANO ARGUDO
 (Directora de la Unidad de Mujeres y
 Ciencia, Ministerio de Ciencia e Innovación)

LAURA CHAPARRO
 (Responsable de redacción del Science
 Media Centre España)

Comisión de Igualdad Intercentros Campus UAM-CSIC CSIC+UAM


