## GENDER

**BLACK SEA MARINE RESEARCH NEEDS BALANCE** 

MARINE RESEARCH THRIVES WHEN **GENDER EQUALITY IS PART OF THE MISSION** 

## **WHY IT MATTERS:**

Gender-balanced teams lead to more inclusive. innovative, and effective marine science, policy, and conservation



- Representation review: track gender in hiring, leadership & research grants
- Equal visibility: 50% women speakers at conferences & in media



- Field Equality: women fully included in diving & vessel expeditions
- Women-led research: scholarships for conservation & sustainability projects



unconscious bias & diversity workshops for marine researchers

**Tackling Bias and** 

Fair hiring: standardise gender-neutral job descriptions



Ensuring equal opportunities in leadership, fieldwork, and research for women and men, while addressing stereotypes and integrating gender in marine science

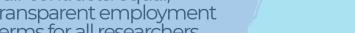


## Creating a family-friendly, fair workplace

- Childcare support: for parents on fieldwork or long expeditions
- Fair contracts: equal, transparent employment terms for all researchers

## **Integrating Gender in** research & outreach

- Women in Black Sea science series: videos & storytelling campaigns
- Awareness week: panels, stories & workshops spotlighting gender in science





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