

Females in Academia Moving Towards Equity (FAME)

Annual Report 2024

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Introduction

Females in Academia Moving towards Equity (FAME) is a university-wide, interdisciplinary initiative committed to enhancing the participation, empowerment, and professional success of women faculty and professional services employees at all ranks within Erasmus University Rotterdam (EUR).

In 2024, the FAME board consisted of the following members:

- Dr Teresa Bago d'Uva, Associate Professor of Health Economics at Erasmus School of Economics (ESE) – stepped down as of September 2024
- Lucille Brakefield, Projectmanager & coordinator Career Skills at Erasmus School of Economics (ESE) – succeeded Dr. Bago d'Uva as of September 2024
- Dr Ellen Frank Delgado, HR Policy Advisor Inclusion, Diversity, Equity & Access (IDEA), embedded in the IDEA Center and HR Strategy department
- Dr Gabi Helfert, Cluster Lead/Director of Educational Excellence at Rotterdam School of Management (RSM)
- Dr Katarina Putnik, Senior HR Policy Advisor Inclusion, Diversity, Equity & Access (IDEA), embedded in the IDEA Center and HR Strategy department
- Dr Federica Violi, Associate Professor in International Law at Erasmus School of Law (ESL)

Community

FAME serves as a network for female academics and professional service staff across the university. All employees at EUR can join the community by subscribing to the mailing list by emailing fame@eur.nl. Through the mailing list, the Board disseminates information, shares resources, and announces opportunities for participation in events, awards, workshops, and other programming.

In 2024, the FAME community grew significantly, almost doubling in size—from approximately 40 members to 79. The Board continues to expand outreach efforts and foster engagement among members.

Activities

Negotiation for Women Workshops

In 2024, FAME organized two fully booked half-day workshops on negotiation skills for women:

- 15 February 2024: Facilitated by Dorothy Grandia, Associate Director of the Erasmus Centre for Women in Organisations (ECWO), with 21 participants.
- 28 November 2024: Facilitated by Linda van der Wal, an external trainer, with 12 participants.



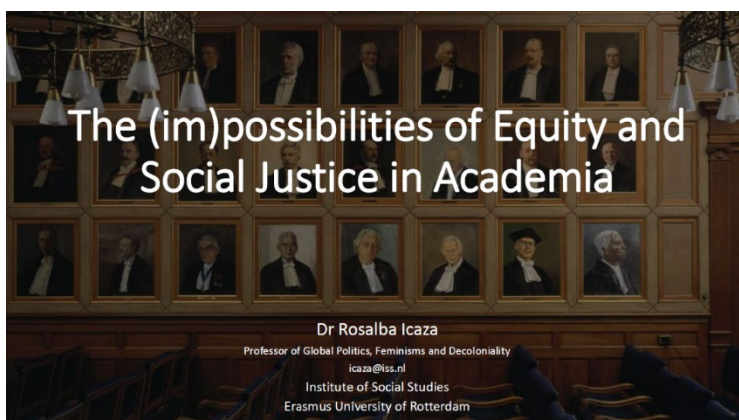
In these interactive workshops on Negotiation with Power and Impact for Women, the participants reflected on how their preferred approach may affect outcomes; they explored the implications of research on gender and negotiations, and practiced strategies for using each approach effectively.

Both workshops received outstanding feedback, with participants reporting that the skills learned were highly valuable and directly applicable to their professional growth.

Figure 1 Linda van der Wal offered insights into the secrets of negotiation

Talk by Prof. Dr. Rosalba Icaza Garza

On 23 September 2024, Prof. Dr. Rosalba Icaza Garza's (ISS) spoke about the (im)possibilities of equity and social justice in academia on Woudestein campus.



Rosalba's talk identified conditions that hamper justice and equity in teaching and research\ and offered some thoughts on how to respond to those conditions even if one is in the margins or outside universities. She also explained her decolonial feminist praxis and ethics, and the role that intersectionality plays in social justice work in universities. The talk rounded up with concrete examples in research and teaching that connect equity and social justice goals within universities and the larger society.

Figure 2 Professor Rosalba Icaza Garza offered a lively discussion over social justice goals within universities

promote equity and social justice in their everyday at EUR. Rosalba finished with an invitation to reflect on the importance of classrooms and curricula as spaces of transformation for social and epistemic justice.

An Introduction to Menopause and Work with Sophia Franklin, MD

On 9 December 2024, FAME, in partnership with the Inclusion, Diversity, Equity, and Access (IDEA) Center, hosted a discussion on menopause in the workplace, featuring Sophia Franklin, MD as the keynote speaker. Sophia Franklin, MD is an occupational health physician working independently and at the Polikliniek Mens en Arbeid with a passion for women's health and menopause in particular. She is involved in developing a guideline for occupational health physicians (NVAB) about menopausal transition and work. She is also an advisor at the Netherlands Labour Authority and a member of the Menopause Consortium Study, through which she is conducting research on menopause and complaints of the musculoskeletal system (joints, muscle, connective tissue).

The session increased awareness, as well as educated on what menopause is and how it can impact work. It also provided tips to mitigate menopausal symptoms and provided information for managers on how to support colleagues experiencing menopause. The event attracted nearly 70 participants and received highly positive feedback. Many attendees expressed a strong interest in continuing discussions and initiatives on this topic, which some of them did immediately after the event over drinks.



Figure 3 Sophia Franklin, MD presenting on ways to mitigate menopausal symptoms in the workplace

FAME Athena Award

For the tenth year in a row, the FAME board organized the Athena Award, a prize presented to EUR employees or students who support female talent within the academic environment. In 2024, the award, for the first time, was aimed at honoring an individual who stimulates early career female talent. The jury was chaired by Dr Ellen Frank Delgado (IDEA Center and FAME Board member) and the jury itself consisted of the following members:

- Prof. Dr Jane Murray Cramm, Chief Diversity Officer, IDEA Center
- Prof. Dr Hub Zwart, Dean, Erasmus School of Philosophy (ESPhil)
- Prof. Dr Ruard Ganzevoort, Dean, Institute for Social Studies (ISS)
- Dr Maryam Kavousi, Professor, Erasmus Medical Centre (EMC)
- Ugoeze Podler, Student, Rotterdam School of Management (RSM)
- Sherry Ebrahim, Alumna, Erasmus School of Social and Behavioural Sciences (ESSB, 2022)
- Dr Gabi Helfert, FAME Board Member, Rotterdam School of Management (RSM)

The jury received five nominations from four EUR schools. The 2024 award winner was Professor Pilar García-Gómez from Erasmus School of Economics (ESE).



The jury commended her for her significant contributions to gender equity, including her research on rank and salary disparities at ESE, her successful proposals to address these inequalities, and her role in establishing a mentoring program for junior faculty. Prof. Dr. Pilar García-Gómez was formally awarded the Athena Award at the Dies Natalis on 8 November 2024 by Chief Diversity Officer, Prof. Dr Jane Murray Cramm, and Dr. Ellen van Schoten, vice chair of the EUR executive board. The prize was an original painting by Sofja Wolsky.

Figure 4 Professor Pilar García-Gómez accepting the FAME Athena Award from Dr Ellen van Schoten & Prof. Dr Jane Murray Cramm

Finances

FAME operates on an annual budget of €3,000. For the negotiation workshops, we asked for a small contribution from the participants (€10-15 per person) to avoid last-minute cancellations or no-shows - a strategy that proved effective.

Below is an overview of the spendings for each of the activities:

Month in 2024	Activity	Expenses
February	Negotiation Workshop with Dorothy Grandia, including catering	€2,000.00 (no costs incurred)
June	Catering for cancelled event	€117.61
September	Talk by Prof. Dr Rosalba Icaza Garza, including catering	€225.63
November	FAME Athena Award, including cost of painting prize	€ 610.40
November	Negotiation Workshop with Linda van der Wal, including catering	€ 2,191.83 (-€150 from confirmation fees)
December	An Introduction to Menopause and Work with Sophia Franklin, MD, including catering	€2,118.31 (no costs incurred)
		€2,995.47

Total spend in 2024: €2,995.47

Budget surplus/deficit in 2024: + €4.53

Looking ahead to 2025

As of January 2025, FAME Board welcomes a new member: Prof. Dr Rosalba Icaza Garza, Institute for Social Studies (ISS).

FAME remains committed to advancing gender equity at EUR through advocacy, networking, and skill-building initiatives. The Board looks forward to another year of meaningful engagement and impactful activities in 2025. This will include the continued organization of the FAME Athena Award, with a call for nominations to be circulated over the summer break. As in previous years, the winner will be announced during the EUR Dies Natalis in November. The FAME board will be administering a survey in early 2025 to hear from the membership about what type of programming they find most valuable heading into 2025. In 2025, the FAME budget will be increased to €4,000 for the year.

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