

Keynote speaker/Panel member Stijn Oosterlynck is a Professor in Urban Sociology at University of Antwerp and Coordinator of MSCA European Training Network Solidarity in Diversity (SOLiDi) financed by EU Horizon Europe. The SOLiDi Project aims to provide professionals and institutions with insights and instruments for building cohesive communities. Oosterlynck is also Scientific Director of the Hannah Arendt Institute for Urbanity, Diversity and Citizenship (<https://hannah-arendt.institute/>). In his work, he approaches the concept of solidarity from a sociological perspective, making a link to concrete moments and places where diversity is encountered.

Abstract Practicing solidarity

Solidarity is key to how modern societies are organized. Solidarity is the glue that keeps highly individualized, secularized and unequal societies together. But what exactly is solidarity and how is it produced? In this keynote lecture, I explain how sociologists have historically been trying to understand the sources of solidarity by looking at the structural features of societies such as the division of labour or shared norms and values. I argue that today, as modern societies are undergoing large-scale changes, solidarity is being rethought. Focusing on how solidarity is practiced in the places of everyday life may help to understand how solidarity is changing.



Keynote speaker Belle Derks is a Professor of Social and Organizational Psychology at Utrecht University. Her research focuses on analyzing complex gender and diversity issues from societal and economic perspectives and solving them. In particular, she studies negative effects of ethnic or gender discrimination and prejudice, the Queen Bee phenomenon, and other mechanisms preserving social inequality in our society. Derks was a member of the KNAW Young Academy 2016-2021 and its chairperson in 2018-2020. She is also a part of the Gender and Diversity Hub at Utrecht University, an interdisciplinary platform focusing on solving gender and diversity issues.

Abstract Women in Science

Of superhero's and queen bees Gender gaps in academia persist with women being less likely to attain leadership, earning lower salaries, and receiving less research funding and resources compared to their male peers. In this presentation I will demonstrate yet another, more intangible gender gap in academia called 'lack of fit', whereby compared to male academics, female academics perceive higher misfit between their professional self-concept and the agentic 'superhero' stereotype of the successful academic. I will explain how this 'masculine default' of success in academia pushes some

junior women (and men!) out, and how it stimulates others to turn into queen bees on their way to the top. Implications for building more inclusive academic cultures are discussed.



Monica Zakhari : Invisible Disabilities

About the diversity fund awarded:

By a team of five assistant professors from the Department of Mechanical Engineering, a proposal was made to the Diversity Fund with the goal of "To raise awareness and educate staff members on invisible disability, rendering TU/e a place that fosters disabilities beyond the visible and the apparent."

For this, a TU/e Diversity fund of € 4500.00 has been awarded.

With this fund, a workshop and training (pilot) was proposed to TU/e educators and employees on the awareness and sensitivity for invisible disability.

As the main applicant, Monica Zakhari is happy to tell more about this initiative during her talk at the WISE Annual Event.



Panel member Maria Vlasiou is professor in stochastic interacting networks at the University of Twente and TU/e. Prof. Vlasiou served as the president of the Dutch association of women mathematicians for five years and is currently the Study+ Ambassador of the M&CS department at TU/e. She is currently on the advisory board of the national associations of women mathematicians in Greece and in Cyprus and serves as an associate editor at four scientific journals.



Panel member Carla Maria Verwer is an experienced community-art theatre director & communication consultant and founder of School of Narrative Leadership. She is a sharp and caring specialist in Interaction Patterns & Collaboration, with a focus on psychological safety and well-being in the workplace. She supports teams and their leaders with tailor made interventions that work towards safer and inclusive work spaces.

