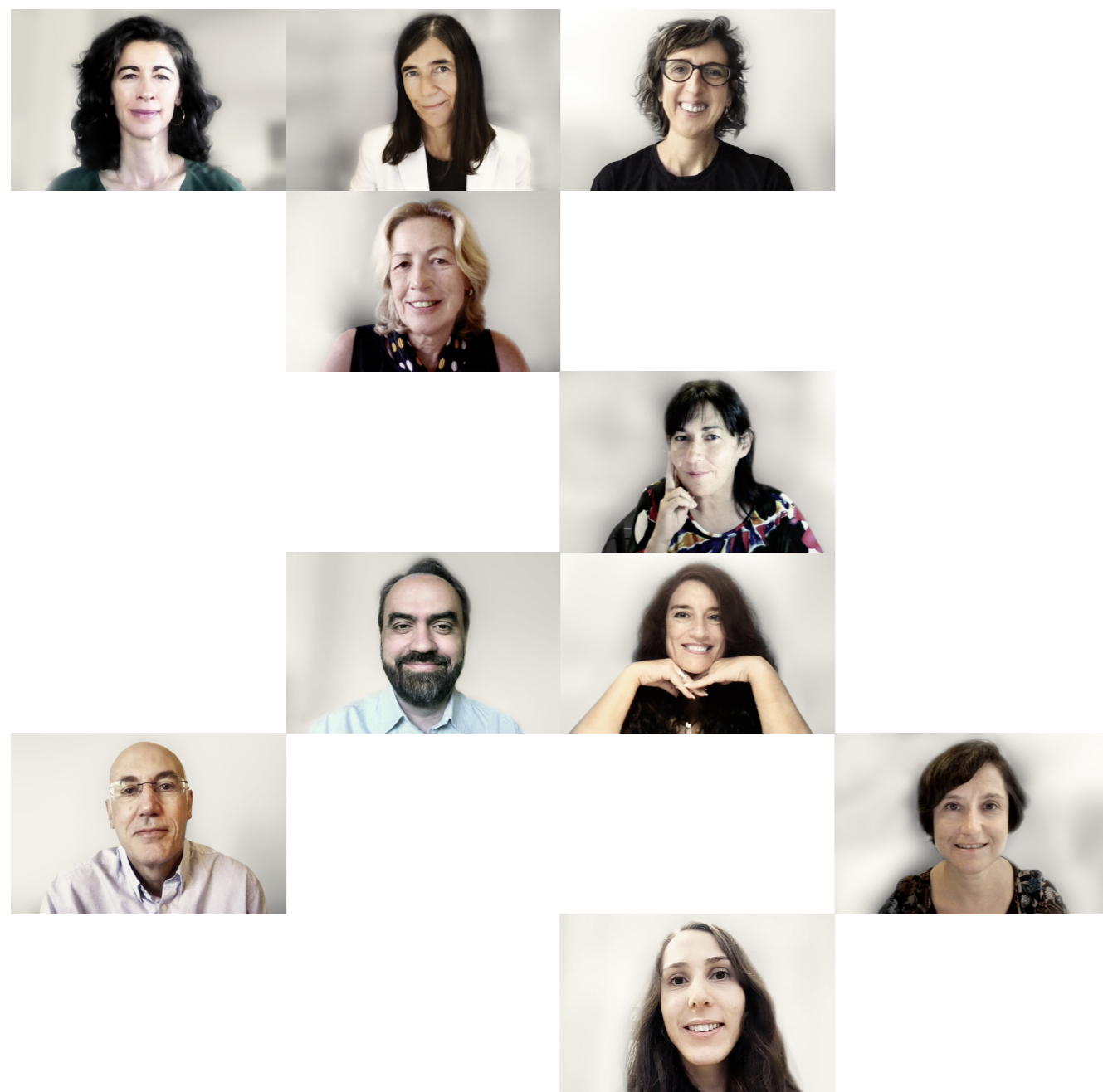


CNIO WOMEN IN SCIENCE OFFICE

Isabel López De Silanes
Coordinator

MEMBERS
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The CNIO Women in Science Office (WISE) was established in 2012. Our main objectives are to raise awareness about the importance of gender equality in science and society and to help correct imbalances in the career ladder within the CNIO community, especially in leadership positions. The WISE Office is composed of CNIO volunteers from across all the areas present in the Centre including the Director.

Despite the SARS-Cov2 pandemic of 2020, the WISE Office continued to work actively to make the CNIO a better place to work and to reconcile work and private life. Thanks to the “remote working” pilot programme implemented in February 2020, as part of the actions of the Equality Plan approved in 2019 (prepared by the WISE Office, among others), the CNIO adapted quickly to the restrictions imposed by the Government regarding physical presence at the workplace. In addition, using telematics tools and, in collaboration with the CNIO Direction and Management and the Works Council, the WISE Office worked on the preparation of a catalogue of permits and licences for CNIO workers to be added to the Equality Plan. It was also involved in the preparation of the Human Resources Excellence in Research Award (HRS4R) from the European Commission.

In 2020, we continued organising the WISE seminar series, in which we invite numerous top female and male leaders from different areas to speak. All the talks from March onwards were held online via the Zoom platform. The talks given during 2020 were the following:

- Laura Freixas, writer. Title: “*Cuando hablo de mí, hablo de vosotras... y de vosotros*”. 28/01/2020.
- Amelia Valcárcel, philosopher. Title: “*El don de la duda*”. 25/02/2020.
- Inés Cobo, curator of the contemporary art collections of the Friends of the Prado Museum Foundation. Title: “*El Museo del Prado y las artistas*”. 15/06/2020.
- Jose Luis Rodríguez Zapatero, former President of Spain. Title: “*Ciencia y Política*”. 15/09/2020.
- Ana de Miguel, philosopher. Title: “*Filosofía y feminismo: si la filosofía lo mueve todo... ¿por qué encerró a las mujeres y cada filósofo puso su propio cerrojo?*”. 13/10/2020.
- Marieta Jimenez, European President of Merck Healthcare. Title: “*El potencial de la mujer como fuente de crecimiento y líder del proceso de transformación social*”. 10/11/2020.
- Pepa Bueno, journalist and broadcaster. Title: “*Periodismo y feminismo*”. 12/11/2020.

Here at the WISE Office, we share what the twice Nobel prize winner laureate Marie Curie said: ‘Life is not easy for any of us. But what of that? We must have perseverance and above all confidence in ourselves. We must believe that we are gifted for something and that this thing must be attained.’

In addition, before the pandemic started, we organised the science workshop CNIOptics# entitled “The power of the light”. The most talented students from the Technovation platform participated in the event, which took place at the CNIO on February 25th. We were also involved in other educational initiatives, through the *11defebrero.org* platform, to promote scientific careers among students from the *Comunidad de Madrid* and other locations in Spain (e.g., *IES Cristo Rey de Valladolid*). This initiative was carried out in collaboration with the “CNIO and The City” science outreach project, which was funded by *FECYT*, with the aim of creating closer links between society and the educational system. As part of this project, WISE members mentored high school students in carrying out what is called “My first project”. The mentoring was done on an online basis because of the pandemic.