

CNIO WISE DIVERSITY OFFICE

Isabel López de Silanes
Coordinator



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

In 2022, the WISE Office expanded its name to “WISE Diversity” Office. In line with CNIO’s commitment to diversity and inclusion, 2 of our invited speakers, the writers and journalists Gabriela Wiener and Paloma Chen, were racialised women (see details below).

We also resumed in-person activities following the pandemic. The WISE Diversity Office dedicated significant efforts into making the CNIO a better place to work and to reconcile work

and private life. We continued our activity as part of the Equality Plan Monitoring Committee (CSPD). The “Workplace Harassment” Protocol was elaborated and submitted to the CNIO Direction for final approval. We also worked on a “Maternity and Pregnant Women” protocol. In addition, the Office was involved in preparing an application for the Human Resources Excellence in Research Award (HRS4R) from the European Commission.

Throughout the year, the WISE Diversity Office continued organising the WISE seminar series, in which we invite numerous top female leaders from different areas to give a talk. The following talks were given during the year:

- María Folguera, artistic director of *Teatro Circo Price*. Title: “*Marta y María han de andar juntas. Vivir entre la acción y las nubes*”. 18/01/2022.
- Fe López, presenter and TV writer in *RTVE*. Title: “*Periodismo, mujer y deporte*”. 17/02/2022.

- Members

Maria A. Blasco
Maria Jesús Alcamí
Isabel López de Silanes
Lola Martínez
Francisca Mulero
- Eva Ortega
Fernando Peláez
Sandra Rodríguez-Perales

- Gabriela Wiener, writer and journalist. Title: “*Espejos descoloniales*”. 01/03/2022.
- Paloma Chen, writer and journalist. “*Reflexiones desde una experiencia chino-española sobre la identidad*”. 24/05/2022.
- Eva Orúe, director of the Madrid Book Fair. Title: “*Feria del Libro de Madrid: apocalípticos e integrados se encuentran en El Retiro*”. 20/09/2022.
- Marina Echebarría, professor of commercial law and activist for LGBTI rights. Title: “*Challenges of Law in the face of technology*”. 15/11/2022.
- Cristina Aranda, co-founder of Big Onion. Title: “*Diversity, the main lever for innovation*”. 13/12/2022.

In the spirit of supporting STEM careers among young women and breaking gender stereotypes, on February 11, 2022, International Day of Women and Girls in Science, the CNIO released a video in which representatives from all CNIO professional categories of women involved in research tell us why they love research: https://youtu.be/Qhq3se_YFb4. This video was circulated on social networks under the hashtag #HazteCientífica and had a remarkable impact. In addition, on that day, CNIO scientists participated in several online talks at different organisations.

On March 8, 2022, to mark International Working Women’s Day, the WISE Office organised a joint event together with the British Embassy, and with the participation of the Jane Goodall Institute, in which a tribute was paid to the career of Dr Jane Goodall. In this event, a video sent by Dr Goodall for the occasion was broadcast, and there was a roundtable discussion in which the following speakers took part: Maria A. Blasco, CNIO Director; Federico Bogdanowicz, Director of the Jane Goodall Institute in Spain and Senegal; and Rebeca Atencia, Director of the Jane Goodall Institute in the Republic of Congo. The British Ambassador Hugh Elliot delivered the closing remarks. At the end of October, the WISE Office organised another event, which consisted of an interview with Irene Cano, the General Director of *Meta Iberia*, conducted by our Director Maria A. Blasco. ■

Here at the WISE Diversity Office, we share what the Pakistani activist and Nobel Prize laureate Malala Yousafzai said: “I raise up my voice – not so I can shout but so that those without a voice can be heard... We cannot succeed when half of us are held back.”