

Dear Colleagues,

This is the 5th Newsletter of “[Women STEM Up](#)” project that aims at tackling a key challenge related to the persistent gender gap in STEM higher education i.e., Science, Technology, Engineering and Mathematics; and consequently, in the labour market. STEM graduates are in high demand in the labour market and STEM jobs are among the most highly paid.

Women STEM-up Hackathon

In September 3rd to 5th, it was organised the International Women STEM-up hackathon in Thessaloniki, Greece. The hackathon was focused on innovation, sustainability and inclusion. Participants collaborated across borders to tackle real-world challenges, build creative solutions and pitch their ideas to expert judges.

The agenda included inspiring keynotes, hands-on workshops, and team-based prototyping sessions— all designed to empower young women in STEM to lead change in their communities and beyond.

An exciting keynote talk from [Kave Bulambo \(She/Her\)](#) followed with a vivid discussion. Kave set up the scene of the hackathon and provide ideas and challenges to young women. Kave named as one of the voices of a new era of leaders by the Female Factor in 2024 and finalist in the category of most influential women in the Diversity and Inclusion Space in Germany in 2021, Kave Bulambo is a trailblazing pioneer



on a mission to challenge the status quo around women and underrepresented groups in tech. In 2025, she was also recognized as one of Tagesspiegel’s 40 under 40 in Berliner Wirtschaft, highlighting her influence in shaping the future of business and innovation in Berlin. A [TEDx](#) speaker and moderator, Kave has built an extraordinary career in Talent Acquisition, working with some of Europe's most innovative organizations in the technology industry. This experience, coupled with her life journey, led her to establish enterprises that center around building people up and cementing

inclusion as a core part of business. She is the visionary behind BlackInTechBerlin, the first community of people of African descent in tech in Germany. Next, she launched TalentDiverse, connecting diverse talent to excellent career opportunities with inclusive organizations.

The second day of the Hackathon, we are welcomed our keynote speaker [Stella Kasdagli](#) that is a writer, an inclusion expert and the co-founder of [WHEN Hub](#), a non-profit organisation in Greece working for the economic development of women and for gender equality in the workplace. She is also the co-founder of inc.lude, a specialised agency offering consulting and training services that enable companies of any size and industry to enhance equity, diversity and inclusion in all aspects of their structure, culture

and public profile. Stella is also a published author, a translator and the facilitator of impactful workshops on professional development, gender issues and social change. She previously studied French Literature in Athens, Greece, and Media Studies in London, and has worked for 10+ years as a women's magazine and online editor. She is a certified ILO Participatory Gender Audit Facilitator, an IVLP alumna and a 2023 Vital Voices Visionaries Fellow, and the recipient of the Social Impact UK Alumni Award. She has published ten books for the empowerment of girls, women and teens, and she lives in Athens with her husband and two daughters.



The three groups of students of Norwegian University of Science and Technology, University of Thessaly, Linköping University, DLI supported by Stimuli for Social presented their projects on sustainable cities that also enhanced the gender dimensions. The selected cities were Shanghai, Nairobi and Barcelona. The jury committee was Archontia Sakellariou and Letizia Jaccheri.

The testimonials of the hackathon can be found at our web page at: <https://women-stem-up.eu/testimonials/>

Final activity at UTH, LiU and NTNU



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As the final activity of the project, an information meeting will be held in October in all participating universities.

[Find out more](#)

For more information about the Women STEM-UP, you can visit the website <https://women-stem-up.eu/> or follow the social media: <https://www.facebook.com/womenstemup/> or here: <https://www.linkedin.com/company/88461645/admin/feed/posts/>

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Dear Colleagues,

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Organisation of focus groups



Outcomes from the data collection Focus groups and surveys that helped in the development of the prototype. We have collected data through surveys and focus group discussions, to understand students’ and teachers’ experiences regarding gender in STEM, mainly CS and education. The outcomes of the surveys shown: (1) how students and teachers perceive gender, gender imbalance and gender inclusion; (2) Examples and areas students expect receive during lectures; (3) Preferences regarding pedagogical methods i.e. lecturers, seminars, work groups, workshops, online

learning; (4) Demand for female role models; (5) Differences between female and male teachers on how to give feedback to students.

From the outputs of the surveys, we have adapted a check lists to be used to review course materials, literature and exercises. Students ask for: (1) More female literature; (2) Historical overview of STEM areas and highly contributions to the area from both women and men. Teachers ask for: (1) Tutored seminars with faculty colleagues to become aware of which questions to ask, which indicators to look for, and how to be more inclusive.

Presentation of Women Stem Up prototype and WomenENCourage Conference, Trondheim

The first draft of the prototype was presented at the **10th ACM Celebration of Women in Computing: womENCourage™ 2023**, which hosted by the Norwegian University of Science and Technology in Trondheim, Norway, 20-22 September, 2023.

[More Information](#)



Project meeting in Trondheim

The progress of the project and the next steps discussed during the second meeting that took place in Trondheim.

Women Stem-UP prototype

The Women Stem-UP prototype will be a training program for equipping STEM university lecturers with knowledge, skills, and tools for creating an inclusive learning environment and supporting their female students to consider STEM as a viable career option. It will include the following modules: Module 1: Introduction; Module 2: Gender balance through language; Module 3: Gender balance into practice; Module 4: Gender equitable and inclusive teaching material; Module 5: STEM as viable career option.

[More Information](#)



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The Women Stem-UP Training programme



The outcomes of the project offer university lecturers as well as female undergraduate students unique and contextualized tools, resources to stimulate and support lecturers to develop gender and intersectional sensitive education and training practices for STEM educational academic programmes. See examples and the training programme in the following link:

[Training Programme – Women Stem-up](#)

The Women Stem-UP Leadership Academy

The Women Stem-UP Leadership Academy collected important resources as videos and posters: 16 items for the STEM Careers, 18 for Leadership, and 21 for Academia.

<https://women-stem-up.eu/leadership-inspiration-academy-and-mentoring-program/>

There is still room for collecting more resources, by filling this form



<https://docs.google.com/forms/d/e/1FAIpQLSdp0WdNk04K07trntjf7WpghWBzLqsoYZOKnP5CnmpFhGhojQ/viewform>

Among the featured leaders, we mention Prof. Patricia Lago, an International known professor in Tech.

The Women Stem-UP Mentoring Programme

To increase gender balance in the field, it is crucial to dedicate efforts to both recruit more women to and retain those already in STEM education or careers. Mentoring has been found to be a key success factor for marginalised groups within STEM. Particularly for women, it has been shown to function as a facilitator for entering and staying in STEM. As part of the Women STEM Up project, we created resources to help universities to run women-focused mentoring programmes. In addition, we designed a mentoring programme for 10 women students from each of the three partner universities. Each student is paired with a mentor, and the pairs are expected to meet for a minimum of three hours over three months, through February.

The goal of the mentoring program is to test the mentor training, the methodology, and above all ensure that the women mentees’ sense of belonging, confidence, and interest in STEM careers is increased. We look forward to hearing the testimonials of the mentees at the end of the programme!

“Having a good mentor early in your career can mean the difference between success and failure in any field.”

Nature 447, 791-797 (14 June 2007) | doi:10.1038/447791a

[Learn more](#)

Meeting in Brussels

In November, the Women STEM Up team met in Brussels for two days to discuss the project and run a 'Train the Trainers' session for university staff from the three partner universities. The training taught the 12 attendees, guidelines and best practices around running a mentoring program for women STEM university students. The training focused on various components of a mentoring program, including one-on-one vs group mentoring, online vs face-to-face mentoring, and how to set up the program for success, including clear communication on expectations and training your mentors. During the meeting, team members discussed their experiences, offered (and received) new information and, of course, led the interactive training.



The active interaction between the partners and the open dialog culture enables partners to take responsibility and develop results that enrich the project and all partners with new experiences and knowledge.

[Find out more](#)



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Dear Colleagues,

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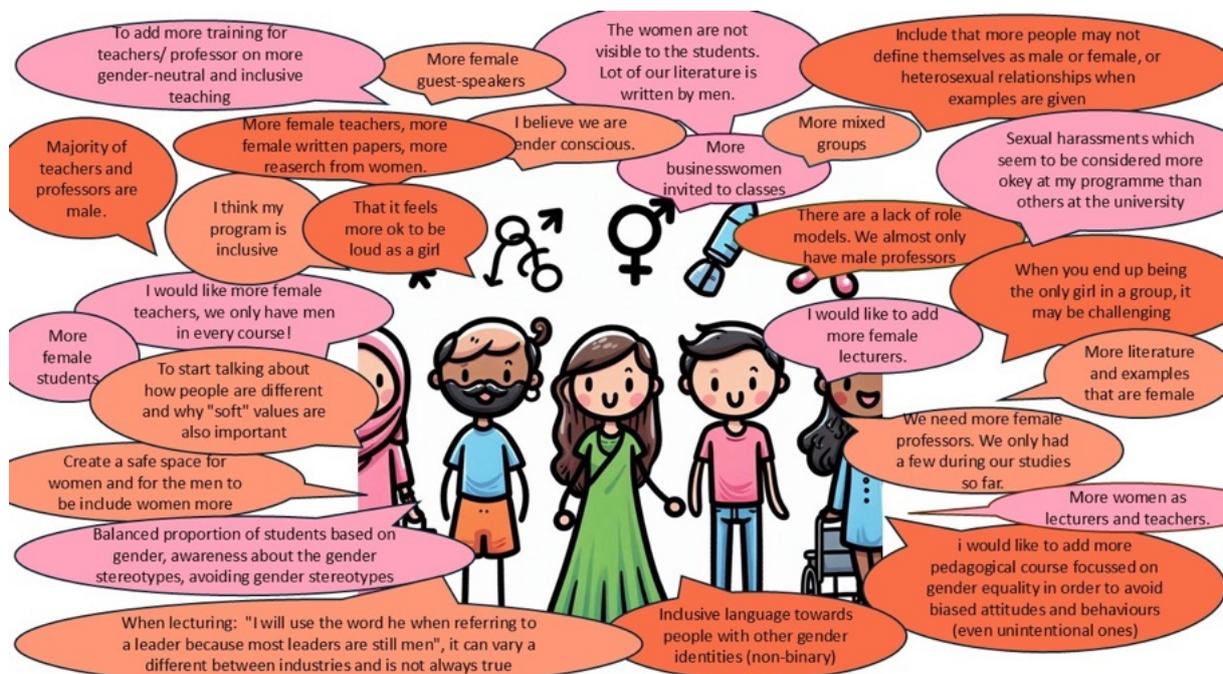
Pedagogical Day 2025: The Teacher’s Odyssey – An Adventurous Journey

Pedagogical Day is an annual conference at Linköping University where teaching staff exchange experiences and inspire each other on higher education pedagogy and didactics. This year's event, held on March 19th, embraced the theme "The Teacher's Odyssey- an Adventurous Journey."

One of the highlights was a presentation by Malin Wiger, a partner in the EU-funded WOMEN STEM-UP project. Malin shared her journey in increasing gender awareness, which led to the development of the [online course](#) aimed at equipping STEM educators with tools to support women and marginalized groups. Her presentation emphasized the importance of gender-aware teaching that recognizes diverse gender identities and expectations, promoting fairness and inclusion.

Malin also presented survey results from the project's inception, highlighting students' need for role models in technical fields to achieve gender equality. One student poignantly stated: "Don't hesitate to point out bad behavior – especially as a teacher." This quote underscores the courage required to address gender issues in the classroom.

Pedagogical Day 2025 was a testament to the ongoing commitment of Linköping University's teaching staff to foster an inclusive and equitable educational environment. The University is celebrating 50 years so of course a birthday cake ended the day!





[Find out more](#)

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IDA students participated in international hackathon on gender and STEM

In September, three students from IDA took part in an international hackathon in Thessaloniki, Greece, within the framework of the EU project Women-STEM-UP. The project is funded by Erasmus+ and coordinated by LiU/IDA, with partners from Belgium, Greece, Norway, and Sweden.

The aim of Women-STEM-UP is to strengthen women’s representation in STEM fields (Science, Technology, Engineering and Mathematics) and to create conditions for more gender-equal and inclusive environments. Read more about the project here: [Women STEM-UP](#).

The students’ experience

Two of the participants from IDA, Klara och Josefin, who are in their final year of the Master of Science in Engineering programme in Information Technology, shared their impressions:

“Over the course of a few days we took part in a hackathon in Greece where we joined a workshop focused on gender equality within STEM. We were 15 students in total from different parts of Europe, engaging in lectures, discussions, and activities related to equality and sustainability. The work concluded with group projects where we developed and presented ideas to a jury. It was both fun and educational, and we came away with many new perspectives!”

In addition to the students, Vivian Vimarlund from IDA, who helps coordinate the project, also participated, together with Malin Wiger from IEI and a gender studies lecturer from the Faculty of Science and Engineering.

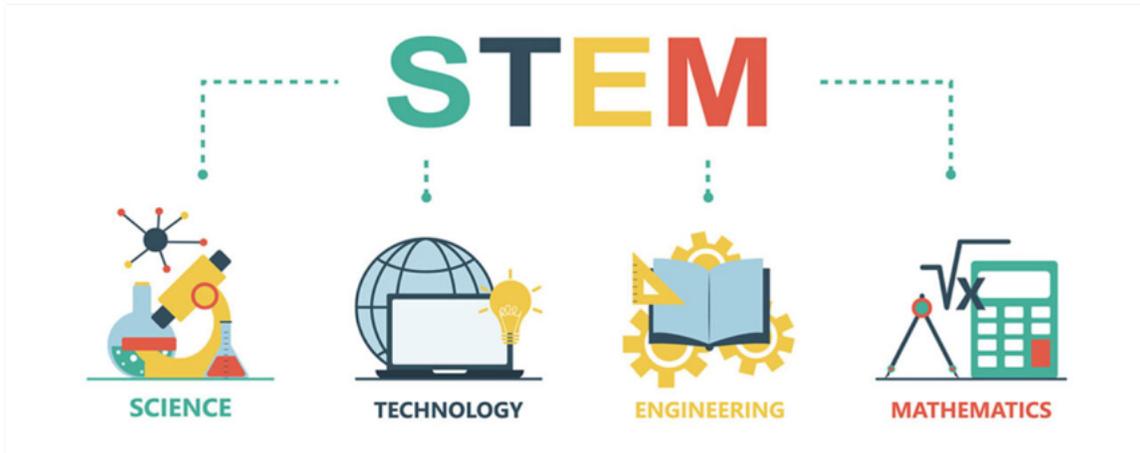


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Final activity at UTH, LiU and NTNU

As the final activity of the project, an information meeting will be held at the end of October, with the goal of gathering at least 40 participants. An invitation with more details will be shared soon.



[Find out more](#)

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Women STEM-up Multiplier events

Women STEM-Up finalised its activities at the end of October 2025. At the last month of the project, all the partners organised a Multiplier event in their respective countries.

LiU organised the multiplier event in Linköping at 23/10/2025, with more than 40 participants and the results and opportunities offered by the project presented to Students, professors, researchers and policy makers.



NTNU organised at 7/10/2025 the replication event in front of students and professors of the University.



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UTH organised the multiplier event at the University of Thessaly with more than 40 participants representing students, professors and researchers.



DLi organised the multiplier event on 18/10/2025 in Brussels.



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