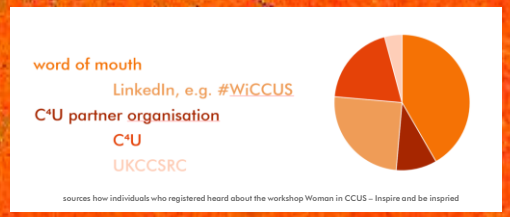
Promoting and supporting gender dimension in the CCUS community – A novel approach by the C⁴U Project

Dorothee Rebscher[1], Elena Catalanotti[2], Haroun Mahgerefteh[2]

[1] Federal Institute for Geosciences and Natural Resources (BGR), Germany
[2] University College London (UCL), United Kingdom



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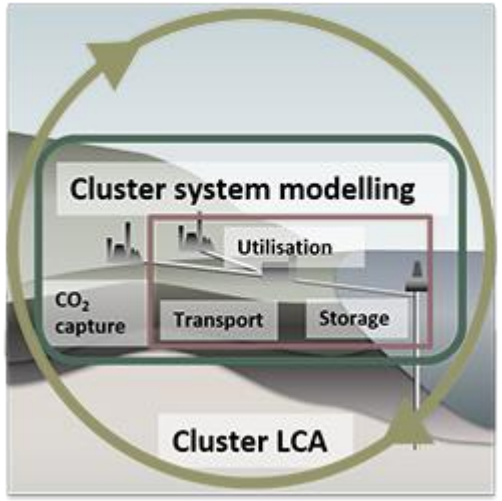
I always imagined it would be the role of scientists and artists to speak out,... Glib Mazepa, 14.3.2022

C⁴U project

c4u-project.eu

holistic interdisciplinary approach to the integration of CO_2 capture in the iron and steel industry as part of the CCUS chain



modified after www.porthosco2.nl, accesses 2021_10_15

capture iron and steel industry

transport pipeline, ship transport

storage depleted gas fields, offshore

++ life cycle analysis, social aspect, gender dimension, ethics, …

EC funded interdisciplinary CCUS project

I cannot deny the existence of stereotypes regarding "female" and "non-female" professions in our country, especially in such a historically "male industry" as the security sector. But, fortunately, we can observe a rapid departure from outdated views in society. This happens both as a result of matter-of-course evolution, when everything unnecessary and old fades out, and through a number of state and public measures designed to reduce gender inequality in our country. Tatyana Andrianova, 17.5.2021

GEEB Gender Dimension, Equality + Ethics Board

Andrzey
Dorothee
Elena
Haroun
Heleen
Marko
Richard

taking advantage of existing **diversity**

promote **inclusiveness**

based on personal **experience**

build **trust** + **confidence**

start **changes** from within, **benefit** us + others

encourage + facilitate **exchange**

Ukrainian women are well educated and in general are actively involved in the labor market, yet they are excluded from high positions of political decision-making. Tamara Martsenyuk, 16.5.2019

address + mitigate imbalance in **gender representation**

hiring collecting information, evaluate processes, provide options

representation adjust speaker lists + board roles

networking participation in discussion, social networks #WiCCUS, conferences, etc.

workshop initiative from within the CCUS community for the community

avoid negative impact on **aptitude** or **expertise**

I haven't seen official restrictions for women. That would be illegal, but the unofficial restrictions start with where and how you recruit for a position, how you set up the resume sorting process (are there built in biases against women and URM's) and who you bring forward for interviews. This is a whole other topic to take a deep dive in. Tamara Martsenyuk, 16.5.2019

dorothee.rebscher@bgr.de

workshop + networking

Raise awareness of gender imbalance and ethical concerns,

Identify reasons behind the still existing inequality,

Search for counter measures, contribute ideas,

Laugh over quick witted repartee, meet congenial individuals,

Inspire female scientists, and inclusively be inspired by others.

Our definition of feminism includes the advancement of women, as well as more profound changes in societal norms and combating discrimination and violence of various kinds. We use the word "feminism" in order to implement ideas of a diverse, inclusive and gender-sensitive world via integrative methods. Feminist workshop Україна*, accessed 18.5.2020*

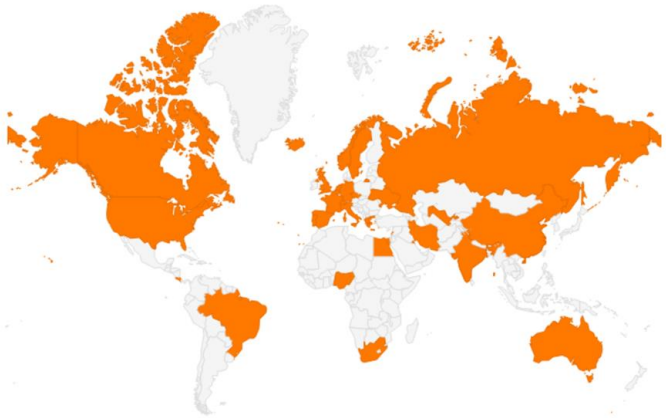
dorothee.rebscher@bgr.de

inclusiveness expressively embracing all genders
ages
career phases
ethnical or
scientific backgrounds

diversity achieving participation of academia
governmental agencies
industry

Inclusion is a process of full integration of any person, ensuring possibilities of equal participation in social life. Mariya Yasenovska + Olena Zinenko, 10.2020

19
774
377



genders
ages
career phases
ethnical or
scientific backgrounds

academia
governmental agencies
industry

So Ukraine was a place with plenty of existing gender inequities, kind of like the United States or pretty much anywhere. But what people tell me is that things were actually getting better. Anya Kamenetz, 15.5.2022

dorothee.rebscher@bgr.de

Woman in CCUS – Inspire and be inspired

2 half days, virtual workshop, fall 2021

Friday, 1st October 2021,
Second day of Workshop Women in CCUS – Inspire and be inspired

all times are in CEST	Title	Speaker
9:00 to 9:05	Welcome + short recap by Co-Organiser	Dr. Elena Catalanotti, Workshop co-organiser
9:05 to 9:15	When life has a different plan	Dr. Elena Catalanotti, Research Fellow, UCL, UK
9:15 to 9:45	3D Project: The power of woman!	Dr. Yasia Sarkar-Pontas, Research Engineer, IFRIPL, France
9:45 to 9:55	Confidence	Dr. Yingqi Zhang, Senior Scientist, LBNL, USA
	Break	
10:10 to 10:20	Changes in time?	Prof. Hansen Hahgenfeldt, UCL, UK
10:20 to 10:30	Geographical diversity	Medina Mosaiala, PhD student, Imperial College, UK
10:30 to 10:40	CO_2 Revelations at Swanena	Dr. Louise B. Hardy, Senior Research Scientist, CSG, UK
10:40 to 10:50	Life-work balancing in academia – challenges for young parents	Dr. Jin Ma, Early Career Scientist, University of Bern, Switzerland
	Break	
11:00 to 12:00	Breakout Rooms	all
12:00 to 12:30	Convene, presentation + discussion of results	all
12:30 to 12:50	Closing remarks	Dr. Dorothee Rebscher, Workshop organiser
12:50 to 13:00	Opportunity to gather + chat + network	all

invited speakers

to achieve diversity
to make it interesting

Wednesday, 29th September 2021,
First day of Workshop Women in CCUS – Inspire and be inspired

all times are in CEST	Title	Speaker
9:00 to 9:05	Welcome + intro	Dr. Dorothee Rebscher, CCUS Chair of Gender Dimension, Equality + Ethics Board, Workshop organiser
9:05 to 9:20	Thinking outside the box	Dr. Dorothee Rebscher, Senior Scientist, BGR, Germany
9:30 to 9:50	Promoting and supporting equality of opportunities at the ERC	Dr. Claudia Jesus-Rydin, Senior Programme Officer, ERC, Belgium
9:50 to 10:00	Gender Equality and EDI challenges at the UKCCSRC	Carys A. Ellard, Finance and Centre Manager, UKCCS Research Centre, UK
	Break	
10:10 to 10:20	About Q & A	Prof. Hans-Joachim Kümpel, former President of BGR, Germany
10:20 to 10:30	Woman in male-dominated sectors	Gudrun Turan, General Manager Advocacy + Communications, Global CCS Institute, UK
10:30 to 10:40	Female in a male dominated workplace – my Norwegian perspective	Dr. Anne Karl Penn, Senior Scientist, Equinor, Norway
10:40 to 10:50	A geologist journey, the challenges and learnings	Prof. Anita Torabi, University of Oslo, Norway
	Break	
11:00 to 12:00	Breakout Rooms	all
12:00 to 12:30	Convene, presentation + discussion of results	all
12:30 to 15:00	Opportunity to gather + chat + network	all

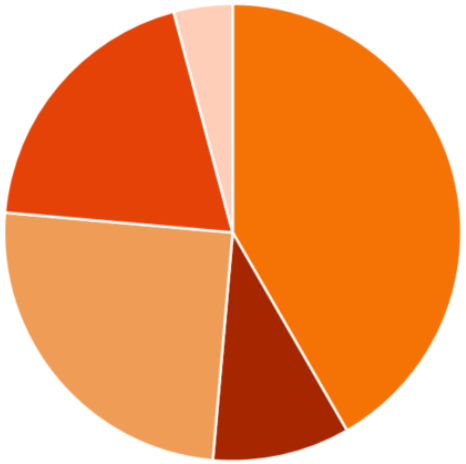
part of + for CCUS community

student to retire, females + males, academia, industry, government

We argue that the gender identity of the speaker is not taken into account in the structure of communicative competence. This can be the result of conflicts between a man and a woman. [...] we emphasize the need for a detailed study of the gender conflict, which opens up perspectives for new knowledge of the functioning of the Ukrainian language. We believe that the gender-conflict aspect should be introduced in the structure of communicative competence and gender-communicative competence should be formed. Yulia Kekalo, 2020

Woman in CCUS – Inspire and be inspired

2 half days, virtual workshop, fall 2021



participants

word of mouth
LinkedIn
C⁴U partner organisations
C⁴U
UKCCSRC

part of + for CCUS community

student to retire, females + males, academia, industry, government

Ukrainian women are well educated and in general are actively involved in the labor market, yet they are excluded from high positions of political decision-making. Tamara Martsenyuk, 16.5.2019

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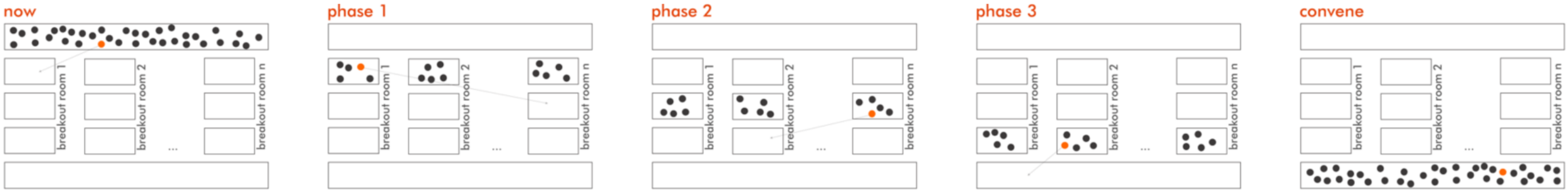
breakout sessions discussions of various topics, small groups

willingness + readiness to exchange + listen



e.g. confidence, work life balance, role model, male dominant workplace, geographical diversity

The resulting Women, Peace and Security agenda holds that women must play a meaningful role in peace negotiations, rendering settlements more durable and more conducive to justice, human security and democratic development. This is not some feminist fairy tale but is backed by large-scale quantitative studies of dozens of conflicts. In our patriarchal, deeply gendered societies, men and women play different roles and hold different status, and consequently women acquire a different understanding of needs in their community and different skills for navigating and negotiating the world around them. Almut Rochowanski 22.4.2022

resume?

gender + minority

despite all efforts, we are still far away from a balanced representation

representatives

conscious selections of speakers, changes in management team,, etc.

raising awareness

within GEEB, C⁴U, partners and hopefully with impact on their institutions, CCUS community, and beyond

networking

e.g. listen, being visible + heard at conferences and workshops

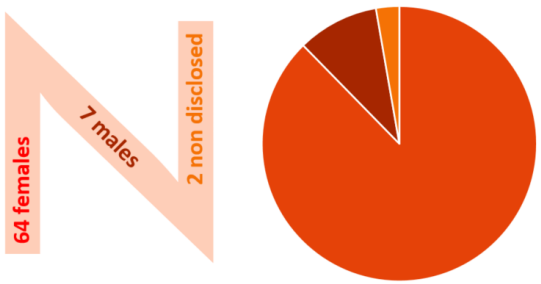
are we there yet?

Ensure that data and evidence is collected from persons of all genders and at-risk groups to inform a gender-responsive and intersectional humanitarian response and are reflected in budgeting, programming and service delivery. [...] Ensure the meaningful participation of women and girls, including those from marginalized groups, in all decisionmaking processes, care + UN Women 29.3.2022

dorothee.rebscher@bgr.de

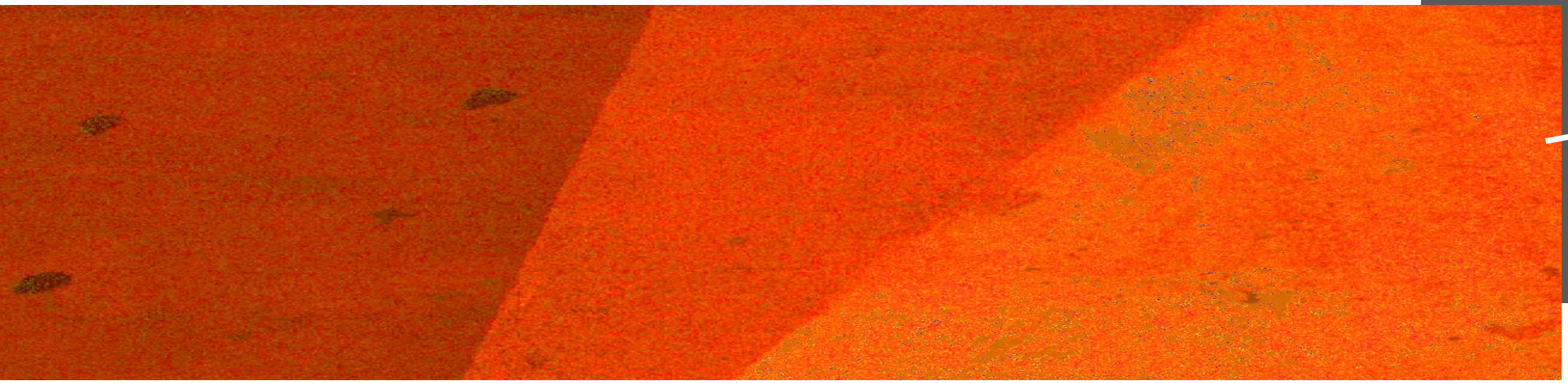
resume!

continue to improve
network
learn
exchange
inspire
raise awareness
challenge our own thoughts + actions



are we there yet?

Women always have a reason to stand up and restart their lives. They are living for their children, their families and to support others. Sometimes men just think about themselves. That's why I think women are very, very strong. Denis Mukwege, 18.5.2022



thanks

We fight against these ideas, and try to create a space for freedom, where everyone could be themselves. Oleksandra Golub, 18.1.2019