ICFO



Workshop: Gender Perspective, Equality and Inclusion for Quantum Research Teams

November 20, 2025
10:00 to 12:00
Elements Room

This workshop is designed for PhD and early-stage Postdoc students in Quantum Sciences. Its primary goal is to raise awareness of structural inequalities in the scientific field-often mistaken for individual issues-and to provide tools and best practices to address them. Additionally, it introduces practical approaches for incorporating a gender perspective into research.

The two-hour session is divided into two parts. The first part focuses on context, culture, and identity in Quantum Sciences. It includes a brief overview of relevant data and a reflection on the dominant values and culture within the field. This will be followed by practical exercises on personal and collective identities in Quantum research and everyday practices. These activities encourage participants to reflect on their experiences, identify needs, and

recognize opportunities for collective improvement.
The second part centers on identifying effective inclusion strategies and applying a gender perspective in Quantum Sciences. Participants will explore successful actions and programs they have encountered or observed, share useful resources (such as outreach activities or institutional guides), and collaboratively develop a list of priority actions for future implementation. The session will conclude with a group discussion and reflection on key takeaways.
This training fosters critical thinking and gender awareness, equipping early-career researchers with inclusive tools for their academic and professional development in Quantum Sciences.
Mentoring and sponsoring initiatives to support early-career researchers will also be presented during the session.
TRAINERS:

Dra. Sonia Estrade Albiol
Dr. Sonia Estrade is a Physics graduate and obtained her PhD in Nanoscience. She is currently a Full Professor at the Department of Electronic and Biomedical Engineering of UB. Her research is focused on solid state physics, and computational physics.
She is interested in gender studies, especially gender and science. She is the director of the UB Chair of Gender Perspectives and Feminisms and belongs to the Gender and Science Seminar. She is a recipient of the Encarna Sanahuja prize for the inclusion of gender perspective in University-level teaching.
Dra. Nuria Verges i Bosch
Nuria Verges Bosch is a Permanent Professor in the Department of Sociology at the University of Barcelona. Former General Director of Care, Time Organization and Equity at Work within the first Ministry of Equality and Feminisms of the Government of Catalonia. She has been Director of the Equality Unit at the University of Barcelona. She holds a degree in Political Science and Administration from the Autonomous University of Barcelona and a Master's degree in Public and Social Policy from the Pompeu Fabra University and the Johns Hopkins University. She also has a Diploma of Advanced Studies (DEA) in Political and Social Sciences from the UPF and a PhD in Information and Knowledge Society from the UOC. Her career is highlighted by her feminist and technosocial activist work, as well as her work in teaching and research. She is a member of the COPOLIS research group and member of the Interuniversity Institute of Women and Gender Studies (IIEDG) and AMIT, of women researchers and technologists. She is co-founder of the Donestech collective on gender and technology. Her main research and action is related to Gender, Science and Technology; Gender and Work; Welfare State and Public Policy; Gender based violence, as well as Feminist Methodologies. She has carried on multiple projects and publications on those topics. She has a daughter, and one can also find her singing

PhD Student Julia Peral Calbo

Julia is a trained teacher pursuing an academic career in Women and Gender studies. She obtained the master's degree Women, Gender, and Citizenship (IIEDG, coordinated by the UB) and follows the Ph.D. program linked to it. With this training she is performing as the Gender Officer at the Equality, Diversity and Inclusion project from the Catalonian Quantum Academy.

In the past two years she has been performing as a gender officer for three different research institutes, for example, at the Institute of Cosmos Sciences (ICCUB) and has gained experience and knowledge regarding the gender perspective in research.

Audience: PhD and early-stage Postdoc students in Quantum Sciences

Hosted by: Academic Affairs