



# Diversity Equity & Inclusion in Academia

**Eurodoc Annual Conference 2025**  
**Copenhagen, August 6 & 7**

**eurodoc**

IT UNIVERSITY OF CPH



The Eurodoc Annual Conference 2025 is organised by the **European Council of Doctoral Candidates and Junior Researchers (Eurodoc)** and the **PhD Association Network of Denmark (PAND)** hosted at the **IT University of Copenhagen (ITU)**.

The conference is supported by **Dansk Magisterforening (Sektionen for Universiteter)**, **PROSA**, **Tuborgfondet**, **Wistifonden**, and **CoARA**.

**Contact Information:**

[info@eurodoc.net](mailto:info@eurodoc.net)

[eurodoc.net](http://eurodoc.net)

Rue d'Egmont 11  
Brussels

**Organising Committee**

Norbert Bencze (Eurodoc)  
Kasper Hjort Berthelsen (PAND)  
Moritz Böhme (PAND)  
Kai Burdrikas (PAND)  
Sandra Carapeto (PAND)  
Nicola Dengo (Eurodoc)  
Héloïse Delaporte (PAND)  
Salim Hanna (PAND)  
Karl Kilbo Edlund (Eurodoc)  
Alessandro Pisanu (PAND)  
Valeska Slomianka (PAND)  
Pil Maria Saugmann (Eurodoc)  
Hannah Schoch (Eurodoc)





## Eurodoc Annual Conference 2025

How can universities and researchers contribute to shaping democratic societies, not only at the European level but also nationally and locally? How can academic communities become more inclusive and equitable? The Eurodoc Annual Conference 2025 offers a unique platform for early career researchers to share their insights, voice their concerns, and present solutions.

Held in the heart of Copenhagen, Denmark, this two-day gathering dedicated to the topic of **“Diversity, Equality, and Inclusion in Academia”**. The event spotlights the challenges and opportunities early-career researchers across Europe face, with a strong focus on breaking down systemic barriers, particularly those affecting women and other underrepresented groups.

Together with other Scandinavian countries, Denmark shares a reputation of being inclusive, especially in terms of gender equality. But even in a culture with flat hierarchies, inequalities further persist, an experience shared by many early career researchers across Europe. Diversity, equity, and inclusion (DEI) in today’s academia serve not only as moral imperatives but also as catalysts for innovation, progress, and genuine representation. The inherent value of DEI in academic settings cannot be overstated as it directly influences the quality and integrity of research, teaching, and institutional culture. Accordingly, the conference aims to foster meaningful dialogue on how academic communities can become more inclusive and equitable. The programme includes:

- Three keynote presentations exploring the current state of diversity, equality, and inclusion in academia.
- Two interactive panel debates featuring researchers and policymakers.
- Two special sessions titled “ECR Perspectives from Across Europe” showcasing real-world experiences and institutional practices from early-career researchers.

## Organisers

**eurodoc**

The European Council of Doctoral  
Candidates and Junior Researchers

**The European Council of Doctoral Candidates and Junior Researchers (Eurodoc)**, is a grassroots federation of 26 national associations of early career researchers (ECRs) from 24 countries across Europe. Eurodoc was established in 2002 and is based in Brussels. As a representative of doctoral candidates and junior researchers at the European level, Eurodoc engages with all major stakeholders in research, higher education, and innovation in Europe.

website: [eurodoc.net](https://eurodoc.net)



The **PhD Association Network of Denmark (PAND)** is a national network of local associations who represent PhD candidates at a university level. Established in January of 2017, it is devoted to facilitating collaboration and knowledge sharing among the network’s member associations and to providing a common voice for PhD candidates in Denmark on nationally and internationally relevant topics.

website: [phddenmark.dk](https://phddenmark.dk)





## Host Institution

### IT UNIVERSITY OF COPENHAGEN

The **IT University of Copenhagen (ITU)**, founded in 1999, is Denmark's leading institution for higher education and research in IT. Located in the heart of Copenhagen, ITU offers a range of programs in software development, computer and data science, digital design, business IT, and games. It's known for its interdisciplinary approach, combining technology with design, business, and societal impact. Using this approach ITU has researched and implemented changes in its bachelor programmes to equalise the gender imbalance in software education and has increased its intake of women for its bachelor programmes from 25% in 2013 to 41% in 2025.

website: [en.itu.dk](https://en.itu.dk)



## Sponsors



### Dansk Magisterforening (Sektionen for Universiteter)

DM is a labour union for 75,000 academic professionals. They work to ensure that their members can create a meaningful work life with space for both a career and personal life. They are convinced that change is something that can only be achieved together as a community. DM Uni is the sector for academic staff working at universities and other research institutions.

website: [dm.dk/sektorer-i-dm/dm-universitet](https://dm.dk/sektorer-i-dm/dm-universitet)



### PROSA din IT Fagforening

PROSA is a labour union of IT professionals. PROSA has an inclusive view with respect to the definition of IT professionals. For us IT also includes professionals working with IT training, education, technical sale, support and IT staff functions.

website: [prosa.dk](https://prosa.dk)



Sponsors



Tuborgfondet provides opportunities for the youth to create a sustainable future. At the Tuborg Foundation, they work to strengthen young people’s opportunities to make a difference together. They support those who together set something in motion. Those who want to push the boundaries and change for the better.

website: [tuborgfondet.dk](http://tuborgfondet.dk)



Wistifonden was founded by the couple Folmer (1908-2000) and Helle (1923-2015) Wisti. The foundation supports activities that contribute to international understanding and strengthening of human rights, democratic local governance, an open and well-functioning civil society, freedom of expression and diversity of identities. Of particular importance are cross-border youth exchanges and NGO initiatives that build bridges between nationalities and regions within Europe.

website: [wistifonden.dk](http://wistifonden.dk)

Sponsors



The Coalition for Advancing Research Assessment (CoARA) is a collective of organisations committed to reforming the methods and processes by which research, researchers, and research organisations are evaluated. Current research assessment methods rely heavily on publication-based metrics such as citation counts, and often fail to recognise the wide array of contributions made by researchers.

website: [coara.eu](http://coara.eu)





Conference Venue

The Eurodoc Annual Conference 2025 will be held at the IT University of Copenhagen (ITU).

The venue is placed in the middle of Ørestaden between Copenhagen University South and DR Byen. It is easily reachable by metro, bike, foot or car.

IT University of Copenhagen (ITU)  
Rued Langgaards Vej 7 | 2300 København S



Programme Overview

DAY 1 – Wednesday, August 6<sup>th</sup>

13:00	Conference Opening
AUDITORIUM 1	
13:15	Keynote   Sara Pilia <i>The Cost of Precarity: Social Rights, Inequalities and Accessibility to the ERA</i>
AUDITORIUM 1	
14:00	Panel Discussion   <i>Equality and Inclusion in Danish Universities: The VIVE Report</i>
AUDITORIUM 1	
15:30	Coffee Break
ATRIUM	
16:00	Early Career Researchers' Session 1
AUDITORIUM 1	
17:15	Keynote   Mira Skadegård <i>Beyond Good Intentions: Confronting Hidden Inequities in European Higher Education</i>
AUDITORIUM 1	
18:00	Conference Dinner
CANTEEN	

DAY 2 – Thursday, August 7<sup>th</sup>

09:30	Opening Day 2
AUDITORIUM 1	
09:45	Keynote   Valeria Borsotti <i>Neurodiversity and the Accessible University</i>
AUDITORIUM 1	
10:30	Early Career Researchers' Session 2
AUDITORIUM 1	
11:45	Lunch Break
CANTEEN	
12:45	Panel Discussion   <i>European Perspectives on Inclusive Academic Environments</i>
AUDITORIUM 1	
14:15	Conference Closing
AUDITORIUM 1	

FOLLOWED BY

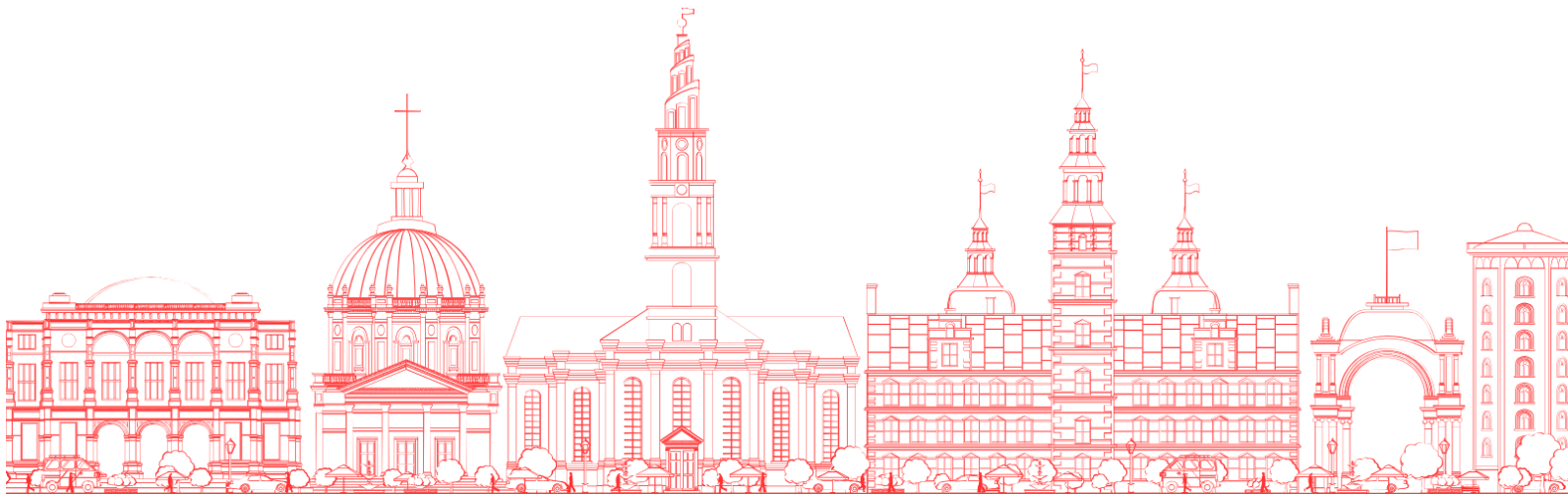
15:20–18:00	Co-creation workshops
Workshop 1:	<i>Diversity, Inclusion, Equitable Opportunities: Best Practices, Academic Engagement, and Enhancing the University's Democratic Mission</i>
ROOM 4A20	
Workshop 2:	<i>Towards Mental Health and Healthy Work Environments</i>
ROOM 4A22	
Workshop 3:	<i>Open and Transparent Assessment Practices in Doctoral Education</i>
ROOM 4A54	

Conference Programme

DAY 1 — Wednesday, August 6<sup>th</sup>

12:30 ATRIUM	Registration
13:00-13:15 AUDITORIUM 1	<b>Conference Opening</b> <b>Per Brockhoff</b> Rector of ITU and Chair of the Committee for Diversity, Equity and Inclusion <b>Sandra Filipa Oliveira Carapeto</b> PAND <b>Pil Maria Saugmann</b> Eurodoc
13:15-14:00 AUDITORIUM 1	<b><i>The Cost of Precarity: Social Rights, Inequalities and Accessibility to the ERA</i></b> <b>Keynote 1</b> <b>Sara Pilia</b> Eurodoc  <p>In the last decades, equal opportunities have become a relevant topic in the European debate, moving from gender equality to intersectionality of factors as approaches to analyse and tackle inequalities. In the meanwhile, in the ERA arena, also thanks to the effort of researchers' organisations, precarity has slowly emerged as the key issue to tackle in order to favour the retention of talented researchers in the EU. It is more rare, though, to hear discussions around precarity as a tool often used to directly reduce social rights, social security and redistribution of wealth. However, social rights, social security and wealth redistribution mechanisms are, in liberal democracies, the basic strategies aimed at reducing inequalities. Moreover, on one hand it is useful to divide the researchers community into different groups (women, people with disabilities, people with migratory background and/or non-EU citizens, etc) to better analyse how each specific driver of inequality impacts people's lives, but on the other hand it would be useful to highlight how the reduction or absence of social rights further amplify these inequalities on the watershed of family economic background and individual ability to access credit, public welfare and citizenship-based rights. This would definitely also help to further understand some geographical characteristics of the European research job market, and thus consider EU level strategies to ensure greater equitable opportunities for talented researchers.</p>

14:00-15:30 AUDITORIUM 1	<b><i>Equality and Inclusion in Danish Universities: The VIVE Report</i></b> <b>Panel Discussion 1</b>  Moderated by <b>Norbert Bencze</b> Eurodoc  <b>Alex Klinge</b> Associate Professor at CBS <b>Nanna Inie</b> Assistant Professor at the IT University of Copenhagen <b>Siv Sørensen</b> Early Career Researcher  <p>Although the Nordic countries are often considered to set standards for equality and inclusion, a new report from the National Research and Analysis Center for Welfare (VIVE) shows that 37% of female PhD students at Danish universities have experienced some form of sexism. Young, bisexual, and international women without children are particularly vulnerable. This panel debate examines the challenges and consequences of gender-based discrimination for younger researchers. The debate draws on the VIVE report as well as the insights and experiences of the panelists. It also poses the question: What does it mean that countries perceived as progressive still face such significant problems in combating sexism and ensuring equality and equal opportunities? There will be room for questions and personal stories to make the discussion interactive and reflective.</p>
15:30-16:00 ATRIUM	<b>Coffee Break</b>



ECR Session 1

16:00-17:15 *Tension Points in the Postdoctoral Talent Pipeline:  
A Comparative Study in Three Small, Advanced Economies*  
AUDITORIUM 1

**Richard Lombard-Vance\*** Dublin City University, **Ingrid Holme** University of Galway, **Paula Tumulty** University of Galway, **Júlia Machado** University of Galway, **Alexander Stingl** University of Galway, **Brendan Flynn** University of Galway, **Susi Geiger** University of Galway, **Shane O'Donnell** University College Dublin, **Jennifer Keenahan** University College Dublin, Women in Technology and Science, **Pat O'Connor** University of Limerick, **Jane Calvert** The University of Edinburgh, **Conor Douglas** York University

Developing scientific research personnel, or ‘talent’, requires technical training, material resources, and the nurturing of researchers’ social well-being. This is particularly the case as progression in STEM fields is impacted by factors such as gender and race, producing a widely acknowledged leaky pipeline. Funded under Research Ireland’s Science Policy Research strand, this project explores the research talent pipeline and researcher career progression in Ireland, Denmark, and Singapore as examples of small, advanced economies. This presentation discusses the initial findings from mapping the lived experiences of postdoctoral staff within the talent pipeline to understand the qualitative and quantitative elements of the pipeline, and the constraints and blockages. This enables participants to understand whether, and in what way, an optimal national research talent pipeline is possible and attainable.

*Breaking Barriers from Within:  
Strengthening PhD Communities through Evidence and Action*

**Akrimar Tongkaew\*** PhD Association of the Technical University of Denmark (DTU), **Blandine Genet** PhD Association of the Technical University of Denmark (DTU)

At the Technical University of Denmark (DTU), the PhD Association is working to identify and reduce barriers faced by early career researchers—particularly those related to well-being, inclusion, and professional development. Central to the approach is the annual PhD Survey, which is distributed to all PhD students at DTU. The data gathered from this survey has highlighted several DEI-related issues (e.g., harassment) and provided data-driven evidence for institutional dialogue. Based on the survey findings, the association actively engages with university leadership, HR, and DEI task forces to co-develop strategies for improvement. In parallel, they have also initiated an effort to build community and peer support, for example with Creative Club, which they envision as an informal setting that could evolve into a safe space for open discussions around challenges faced during the PhD journey. The presentation shares how a student-led initiative can drive both structural and cultural change—by combining bottom-up engagement with institutional collaboration.

*The State of Postdoctoral Research in Italy:  
2024 ADI Survey Results*

**Margaux Introna\*** Associazione Dottorandi e Dottori di Ricerca in Italia (ADI)

The 12th Annual ADI Survey focuses on the condition of postdoctoral work in Italy. It is based on responses to a questionnaire aimed at young postdocs working mainly in Italy, distributed within the community between April 10 and August 1, 2024, with a sample of nearly 3,000 participants. The main topics analysed in the survey are the working conditions of postdocs, differentiated by sources of funding (public, private, European, project-based), geographic origin and gender. The presentation will present the main findings of the survey. The overall picture depicts a system that is severely underfunded, relying on the hyper-precarious labour of young researchers, who are forced to choose between jobs without rights or being pushed out of the academic system. Given the timing of the questionnaire distribution, the survey also provides an early overview of the impact of European PNRR (pandemic recovery plan) funds on the Italian academic system.

*Equal Access to Language Courses for a More Inclusive  
Work Environment: Lessons from Norway*

**Davit Gigilashvili\*** Association of Doctoral Organizations in Norway (SiN)

The mandatory language requirements in Norway for early career researchers with a non-Scandinavian background sparked an intense debate in academia and politics alike. The government decided to repeal the controversial requirement, but language skills as a potential barrier for diversity, equity, and inclusion remained. During the work at the local interest organization in Norway, a large-scale survey was conducted to investigate the Norwegian language tuition needs, experiences, and challenges faced by the early career researchers. Even though the respondents confirmed interest in learning Norwegian and highlighted its importance in personal as well as professional life, they may still face obstacles to learning the language. Based on their input, specific policy suggestions were prepared for more accessible language tuition to the early career researchers. In this presentation, the key takeaways will be summarized that may be generalized at the national and European levels for language tuition politics for a more inclusive and nurturing work environment.



**17:15-18:00**  
AUDITORIUM 1 ***Beyond Good Intentions:  
Confronting Hidden Inequities in European Higher Education***  
**Keynote 2**

**Mira Skadegård** Associate Professor at Aalborg University

In this keynote, we delve into the persistent and often uncomfortable realities of inequity and unequal opportunities within higher education across the Nordic and broader European contexts. While this year’s Eurodoc conference has surfaced many concrete challenges, this talk takes a step back to examine the more opaque, systemic, and often hidden issues that continue to shape and sustain inequality in academia.

We will explore why it remains so difficult to confront the “elephant in the room”—namely, the structural and epistemic forms of discrimination and racism that are still largely unacknowledged within European academic institutions. Drawing from both legal and ethical frameworks, this keynote emphasizes non-discrimination not only as a moral obligation but also as a strategic imperative for transformative change in research, hiring, pedagogy, and institutional culture.

The talk offers reflections on how inspiration can be drawn from recent EU sustainability and governance frameworks—such as the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD)—to introduce parallel accountability mechanisms within the higher education sector. How can we hold academic institutions to account in ways that move beyond well-meaning declarations and toward systemic equity?

Importantly, the keynote also addresses how discrimination, particularly in its more subtle forms, often escapes recognition—both by those who may unwittingly perpetuate it, and by those who experience it but lack the language or institutional support to respond.

Through concrete examples and practical suggestions, the keynote offers a roadmap for interventions at multiple levels—leadership, institutional policy, educational practice, and student experience. It encourages an interdisciplinary and equity-embedded approach to higher education reform, recognizing that most of us need support, tools, and shared language to identify, articulate, and address the realities of discrimination in our academic environments.

**18:00**  
CANTEEN **CONFERENCE DINNER**

**DAY 2 — Thursday, August 7<sup>th</sup>**

**09:30-09:45**  
AUDITORIUM 1 **Opening Day 2**  
**Alesandro Pissanu** PhD candidate SDU, co-chair of PAND  
**Pil Maria Saugmann** Eurodoc

**09:45-10:30**  
AUDITORIUM 1 ***Neurodiversity and the Accessible University***  
**Keynote 3**  
**Valeria Borsotti** Postdoctoral Researcher at University of Copenhagen

Neurodiversity is a concept created to de-stigmatize “atypical” neurobiological structures and to celebrate the human variation in how nervous systems interact with the world. The term is typically used in relation to ADHD, autism, dyslexia and dyspraxia, but also includes neurological conditions acquired as a result of trauma, injury or illness. The intersection of neurodiversity and accessibility is still underexplored, but neurodivergent people in academia regularly interact with systems and environments that do not take into account their skills and needs.

In this talk I share findings from my research on the experience of neurodivergent students in Denmark. I approach neurodiversity from a socio-technical and holistic perspective, mapping out issues related to assistive technology, stigma, cognitive/physical accessibility and intersecting dimensions. I also document the emerging, creative micro-interventions implemented by neurodivergent students and their allies, proposing new ways to reimagine how we work with neuroinclusivity at the university.



ECR Session 2

10:30-11:45  
AUDITORIUM 1

**Conditions of Belonging In STEM: Access All Area**  
**Elizabeth Rees Chin\*** Technical University of Denmark, **Andrea Becker Hilgart**

Despite the urgent demand for engineers (Bol, 2023; IRIS Group et al., 2021), attrition in (STEM) programs perseveres (Camelia et al., 2018; Seymour & Hunter, 2019). Student attrition disproportionately affects those from minoritized backgrounds, due in part to systemic barriers in curricula, assessment, and STEM culture (Seymour & Hunter, 2019; Ulriksen et al., 2017). A key factor in student persistence is perceived sense of belonging, underpinning motivation and engagement (Tinto, 2017). This presentation investigates belonging in differing capacities: the PhD project (mixed methods) focused on student persistence and the MSc. (qualitative) explored how minoritized students experience of the study environment shapes their sense of belonging and self-perception. Integrating the two studies revealed four intersecting themes: Belonging as Conditional and Performative; Gendered Power Dynamics and Sexualization; Racialized and Cultural Exclusion; Teacher–Student Interaction: Mediator or Reinforcer. However, both studies found that belonging is not stable nor equally distributed, but conditional and performative - particularly for women and racially minoritized students. Furthermore, results showed that experiences of marginalization in the form of sexual objectification, gendered and racialized gate-keeping, and discriminatory practices undermined students’ perceived belonging. To facilitate inclusion in STEM via belonging, initiatives must look beyond access, ensuring all students can safely and authentically inhabit academic spaces. Reforms must address not only curricula, but also the affective, embodied, and cultural dimensions of persistence.

**Barriers to the Recognition and Diagnosis of Autism in Girls**

**Anamarija Veic\*** University of Iceland (FEDON), **Emma Williams** University of Surrey

Social expectations and norms may lead young girls to camouflage their autistic traits to fit in, making their symptoms less noticeable or atypical compared to boys (Hull et al., 2017; Cook et al., 2021). Hull et al. (2017) describe social camouflaging as the use of strategies by autistic individuals to mask or compensate for their difficulties in social situations, often by mimicking the behaviors of neurotypical peers. This masking behavior complicates the diagnostic process, as it obscures the core symptoms of autism and may lead clinicians to overlook or dismiss potential signs of the disorder (Bargiela et al., 2016; Hull et al., 2018). Moreover, societal and cultural expectations play a significant role in shaping the experiences of women seeking an autism diagnosis. The stigma surrounding mental health and neurodevelopmental disorders may deter women from seeking assessment or disclosing their struggles, further delaying the recognition of their autism (Turnock et al.,2022; Bargiela et al., 2016). The presentation builds upon the previous work done by Lockwood et al. (2021), and explores barriers to obtaining an autism diagnosis by interviewing diverse groups of individuals, including autistic people, parents, teachers, and GPs. Using thematic analysis (TA) (Braun & Clarke, 2006), the identified barriers were as follows: preconceived notions of autism, lack of awareness, societal gender expectations, inadequacies of diagnostic tools, and issues within the diagnostic process. The findings carry significant implications for clinical practice, education, and public policy.

**Building Bridges: Integration and Diversity in the DOSZ Ambassador Programme in Hungary**

**Rawand Ben Brahim\*** Chair of International Committee, Association of Hungarian PhD and DLA Candidates (DOSZ), **Norbert Bencze** Presidential Commissioner Responsible for the Ambassador System DOSZ, **Anna Tarackközi** Board Member Responsible for International Affairs DOSZ

The DOSZ Ambassador Programme, initiated and led by the Association of Hungarian PhD and DLA Candidates (DOSZ) in 2021 as a pilot project, has rapidly evolved into a leading example of integration and diversity within academia in Hungary. Starting with representatives from 16 countries, the programme has grown to include ambassadors from 44 countries. Each ambassador represents their home country and serves as a bridge between international doctoral candidates and the Hungarian academic community. The selection process actively ensures diversity across multiple dimensions. The core mission of the DOSZ Ambassador Programme is to cultivate openness, mutual respect, and cross-cultural understanding. To foster a cohesive and inclusive academic environment, the DOSZ Integration Working Group plays a central role by organizing targeted workshops, language support activities, and intercultural events designed to break down communication and cultural barriers. By embracing diverse worldviews, religious backgrounds, and social perspectives, the programme exemplifies good practice in creating supportive spaces for early career researchers.

**PhD Well: Insights into Doctoral Candidates’ Well-being in Poland**

**Aleksandra Lewandowska\*** Polish National Association of Doctoral Candidates (KRD), **Aneta Fraser** KRD, **Wojciech Milczarski** KRD, **Monika Wilanowska** KRD

The presentation outlines the objectives of the “PhD Well” project, developed based on the findings of the nationwide survey “Well-being of the Doctoral Community – Needs Assessment”, conducted by the Polish National Association of Doctoral Candidates (KRD) in 2025. The collected data clearly indicate the scale of the mental health crisis among Doctoral Candidates: 91.1% of respondents reported symptoms of decreased well-being, with the main causes being burnout, deadline pressure, overwork, and financial instability. The survey also revealed a significant lack of access to psychological support – only 25.5% of Doctoral Candidates reported having real access to such services. Based on these findings, key recommendations have been formulated. The presentation also highlights potential touchpoints for quality-enhancing reforms within the architecture of the higher education system.

11:45-12:45      **Lunch break**

CANTEEN

12:45-14:15 *European Perspectives on Inclusive Academic Environments*  
AUDITORIUM 1 **Panel Discussion 2**

Moderated by **Moritz Böhme** PAND Delegate to Eurodoc; PhD candidate at CHEC Research Center, DTU

- Emma Day** Project Manager at VITAE in UK  
**Susanne Ditlevsen** President, Royal Danish Academy of Sciences and Letters  
**Monica Dietl** Executive Director of the Initiative for Science in Europe; Researcher in Neurobiology at CNRS, France  
**Norbert Bencze** Eurodoc

The panel explores the fundamental causes of challenges within diversity, equality, and inclusion (DEI) on both global and institutional levels, focusing on concrete solutions to create a more inclusive and equitable research environment. At the national and structural levels, academia is still characterized by elitist networks, rigid evaluation criteria, and unstable career paths. Early career researchers, especially those without established networks, face significant barriers in securing research funding and permanent positions, which further amplifies the divide between privileged and marginalized groups. At the institutional level, the working culture in academia is often marked by competition and a harsh tone towards underrepresented groups. Moreover, decision-making bodies in academia often lack democratic representation of younger researchers in particular, which limits the voices of those most affected by these systemic problems. The panel will examine national initiatives, institutional reforms, and EU-wide strategies.

14:15-14:45 **Conference Closing**  
AUDITORIUM 1 **Sandra Filipa Oliveira Carapeto** PAND  
**Pil Maria Saugmann** Eurodoc



**Workshops**

15:20-18:00 *Diversity, Inclusion, Equitable Opportunities: Best Practices, Academic Engagement, and Enhancing the University’s Democratic Mission*  
ROOM 4A20 **Workshop 1**

This session builds on the conference theme and invites participants to identify challenges in academia, particularly for underrepresented or marginalized groups. Being an early career researcher can be demanding, and overlaps between different identities – such as being a mother, an international researcher, a first-generation academic, or having a non-linear career path – can negatively affect experiences and access to opportunities. This workshop addresses how such factors impact career development, visibility, and provides early-career researchers with an opportunity to engage with the democratic mission and purpose of research and higher education in local contexts with sharing experiences and best practices from different institutions and contexts, and reflecting on their roles as representatives.

Organisers and Facilitators:  
**Norbert Bencze, Margaux Introna, Sara Pilia**

ROOM 4A22 *Towards Mental Health and Healthy Work Environments*  
**Workshop 2**

Mental health has become an increasingly visible issue in academia, but greater awareness is not enough. This session invites early-career researchers to move beyond simply acknowledging the pressures of academic life and instead collectively create a culture where well-being is prioritized. Through a combination of personal experiences, institutional insights, and shared knowledge, the workshop will examine how mental health challenges manifest in academia – from burnout and impostor syndrome to isolation and the consequences of often competitive environments – and what can actually be done to change the system. Based on Eurodoc’s declaration “Towards Healthy Working Environments for Early Career Researchers” we will explore practical strategies for transforming the academic environment.

Organisers and Facilitators:  
**Aleksandra Lewandowska, Magali Weissgerber, Mathias Schroijen**



ROOM 4A54

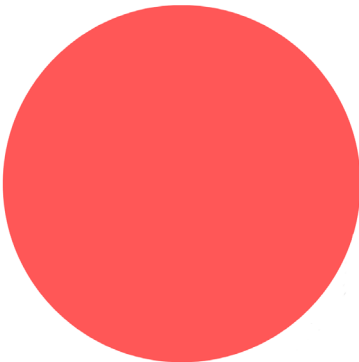
*Open and Transparent Assessment Practices in Doctoral Education*  
**Workshop 3**

This session is organized by the Coalition for Advancement of Research Assessment’s working group for early and mid-career researchers (CoARA WG EMCR). The workshop aims to develop a set of best practices for how peer assessment of R1 and R2 researchers and their work can promote Open Science principles. Participants will explore how to enhance the recognition of the importance of contributions in the following areas: open-access publishing, FAIR data principles, transparency and reproducibility, research collaborations, research communication, and societal impact of research. Special emphasis is placed on how the evaluation of PhD theses and the associated research is conducted.

Organisers and Facilitators:  
**Nicola Dengo, Karl Kilbo Edlund, Emma Day, Pil Maria Saugmann**



**Conference Contributors**



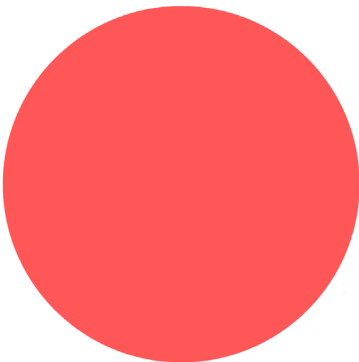
**Rawand Ben Brahim** | Chair of International Committee, Association of Hungarian PhD and DLA Candidates (DOSZ)  
**Speaker**

Rawand Ben Brahim is a araduating PhD candidate in International Relations and Security Studies (Peacebuilding expert) at Corvinus University and researcher at Europe Strategy Research Institute – Ludovika University. She is one eight members of the Expert Group on Youth Rights. Rawand is now the chair of the DOSZ International Committee for a second term, facilitating scientific cooperation and moderating DOSZ events.



**Norbert Bencze** | Eurodoc General Board Member  
**Conference Organiser | Speaker | Moderator | Workshop Organiser and Facilitator**

Norbert Bencze is a General Board Member of Eurodoc and the Coordinator of the Equitable Opportunities and Sustainable Research Cultures Working Group as well as a Presidential Commissioner responsible for the Ambassador System at DOSZ. He completed his PhD in Applied Linguistics focused on educational development. Besides policy making processes, he participates in academic programme assessment as evaluation specialist of the Hungarian Accreditation Committee.



**Kasper Hjord Berthelsen** | PAND  
**Conference Organiser**

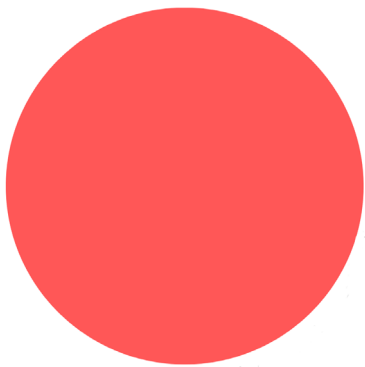
Kasper Hjord Berthelsen handed in his PhD thesis at the IT University of Copenhagen (ITU) in December 2024 in the field of edge computing and sensor network databases. Kasper co-founded and vice-chaired the PhD Club at ITU while representing the PhD Club at PAND. Coming from a male-dominated field like computer science Kasper cares deeply about improving diversity in academia and fostering an equal and inclusive environment for early-career researchers.



**Moritz Böhme** | PAND Delegate for Eurodoc; PhD candidate at CHEC Research Center, DTU

**Conference Organiser | Moderator**

Moritz Böhme works as a PhD candidate at Technical University of Denmark (DTU) on next-generation biofuels for the maritime sector. He served as Chair of the PhD association of Denmark, was a member of the Copenhagen Youth Council and a delegate at EuroDoc representing Danish PhD students. His passion is to promote the triple bottom line for organisations – ecological, social, and economic sustainability.



**Linnéa Carlson** | Eurodoc

**Conference Support**

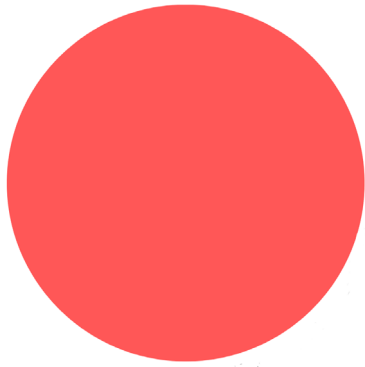
Linnéa Carlson is a postdoc researcher and Eurodoc Secretariat Coordinator, focusing on digital humanism, AI, and human flourishing in digital transformation issues through cross-sectoral collaboration.



**Valeria Borsotti** | Postdoctoral Researcher, University of Copenhagen

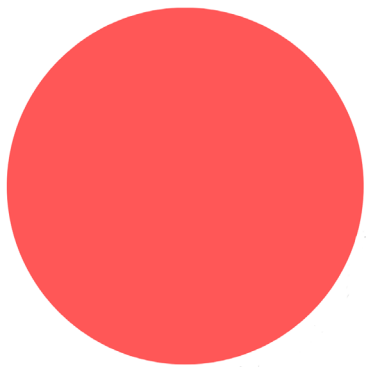
**Keynote Speaker**

Valeria Borsotti is a researcher in human-centered computing, currently working as a Postdoc at the Faculty of Health and Medical Sciences, University of Copenhagen (Denmark). Her research explores how scientific institutions engage with issues of equity and accessibility, with an emphasis on their socio-technical practices. Valeria has a mixed background in Computer Science and Anthropology.



**Oluwadabobomi Davies** | PAND

**Conference Support**



**Kai Burdrikas** | PAND

**Conference Organiser**

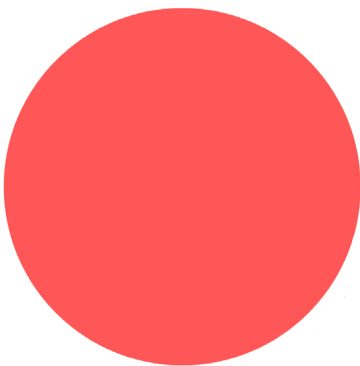
Kai Budrikas is a PhD fellow at the IT University of Copenhagen. Her research focuses on the statistical evaluation of complex DNA mixtures with relatedness in forensic casework. It aims to improve statistical methodologies behind the identification of criminals who left DNA evidence at a crime scene. In addition to her research-related activities, Kai contributes actively into several organisations, including chairing the ITU PhD Club, being a board member of Young Statisticians Denmark and volunteering at PAND.



**Emma Day** | VITAE UK

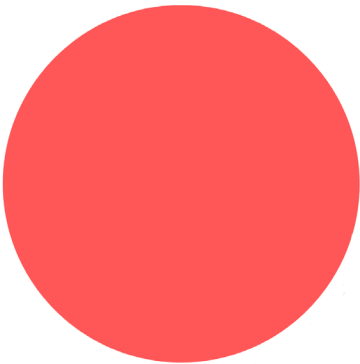
**Speaker | Workshop Organiser and Facilitator**

Emma is responsible for strategic leadership and delivery of CRAC – Vitae’s policy and advocacy strategy and engagement with senior sector stakeholders – and leads Vitae’s work on EURAXESS UK. She has worked in researcher career and professional development for over fifteen years, most notably on Horizon Europe projects, leading on SECURE, OPUS, and COARA Boost. She is Co-Chair of the COARA working group on Early and Mid Career Researchers and is passionate about healthy research culture.



**H  lo  se Delaporte** | PAND  
**Conference Organiser**

H  lo  se Delaporte completed her PhD in Theoretical Physics at the University of Southern Denmark (SDU) in December 2024. Alongside her PhD, she has been a member of the PhD Association at the University of Southern Denmark (PAUSD) for two years, first as a co-chair and then as a PAUSD representative at PAND. She is committed to bringing together early-career researchers to share their experiences and fostering DEI in the High Education sector.



**Nicola Dengo** | Eurodoc Vice President  
**Conference Organiser | Moderator | Workshop Organiser and Facilitator**

Nicola Dengo received a PhD in Chemistry from the University of Padova, where he is now a postdoctoral researcher. He co-chairs the COST Cross-Cutting Activity on Career Development for Young Researchers. His work as a representative focuses on research careers, including research assessment, career paths, and transferable skills. He routinely represents Eurodoc in relations with European institutions, other stakeholder organizations, and the media.

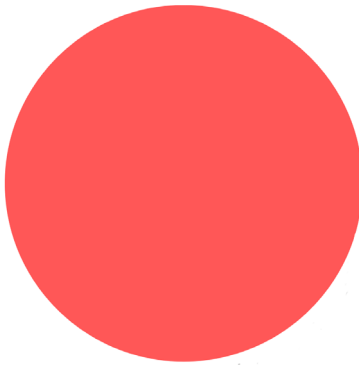


**Monica Dietl** | Initiative for Science Europe (ISE)  
**Speaker**  
Monica Dietl completed her PhDs in Neurosciences on animal and human central nervous systems at the Universities of Vienna, AT, and Paris VI ‘Pierre et Marie Curie’, FR. She worked on European R&I policy and advocacy in different positions, as director of the CNRS Brussels office, BE, at the EC’s DG RTD setting up the ERC, as COST director setting up the COST Association, at CNRS, Science|Business, French Ministry of Higher Education, Research and Innovation, and ISE. Today, she is director of Europe Matters.



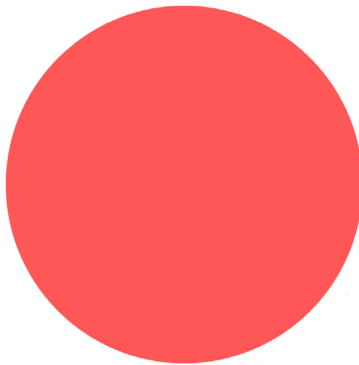
**Susanne Ditlevsen** | President of the Royal Danish Academy of Sciences and Letters, Professor at the University of Copenhagen  
**Speaker**

Susanne Ditlevsen is professor of statistics and stochastic models in biology at the Department of Mathematical Sciences at the University of Copenhagen, Denmark. Her research interests center around statistics for stochastic processes, biostatistics, mathematical modeling, nonlinear dynamics, climate changes, particularly tipping points, ecology in the Arctic, and neuroscience. She is the President of the Royal Danish Academy of Sciences and Letters.



**Gledson Emidio** | Eurodoc  
**Conference Support**

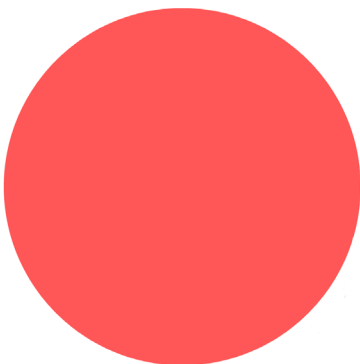
Gledson Emidio holds a PhD in Chemical and Process Engineering from the University of Strathclyde, Scotland, and has strong international and multidisciplinary experience. At Eurodoc, he is a project officer working on the SECURE project. Gledson is very interested in applying human-centred design to science support services. He served as the vice-chair of the Marie Curie Alumni Association from 2022 to 2024 and now works as a consultant for European-based companies and researcher-led associations.



**Davit Gigilashvili** | Association of Doctoral Organizations in Norway (SiN)  
**Speaker**

Davit Gigilashvili is a postdoctoral researcher at NTNU, Norway, and has served on the board of DION – NTNU’s local interest organization. He is currently Head of Communications at SiN, the Association of Doctoral Organizations in Norway.





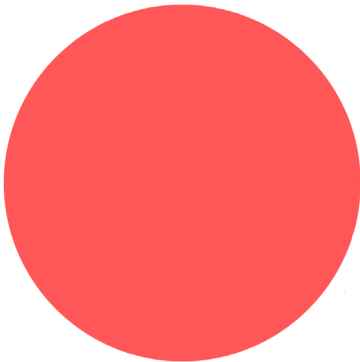
**Salim Hanna** | PAND  
**Conference Organiser**

Salim Hanna is completing his PhD in Molecular Medicine at the University of Copenhagen, focusing on metabolism control of muscle regeneration. He serves as Chair of PAND, where he advocates for improving conditions for early-career researchers. With a strong commitment to Diversity, Equity, and Inclusion (DEI), he has co-organized workshops and events that promote inclusive academic communities.



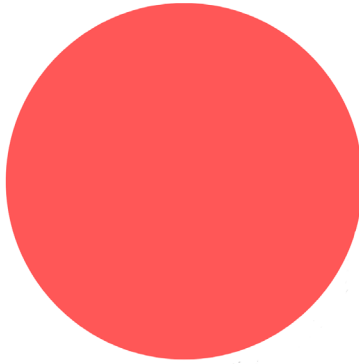
**Nanna Inie** | Assistant Professor at IT University of Copenhagen  
**Speaker**

Nanna Inie is a human-computer interaction researcher with specializations in cognition & computation, computing education, and AI safety. She uses mixed-method designs to study how humans use technology to extend their cognitive abilities, evaluate how technology affects human cognition in return, and to transform findings into the design of novel cognitive augmentation technologies. Her current research agenda explores the cognitive cost of generative AI.



**Margaux Introna** | Associazione Dottorandi e Dottori di Ricerca in Italia (ADI)  
**Speaker**

Margaux Introna is a PhD candidate in Space Science and Technology researching celestial mechanics, with active roles in advocacy, policy, and equity in European research.



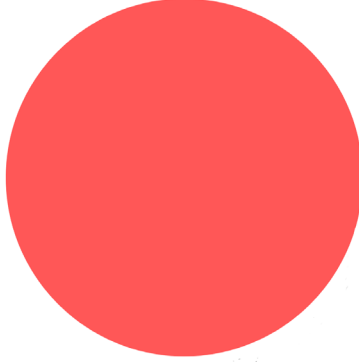
**Karl Kilbo Edlund** | Eurodoc General Board Member  
**Conference Moderator | Workshop Organiser and Facilitator**

Karl Kilbo Edlund is a board member of the European Council of Doctoral Candidates and Junior Researchers. He finished his PhD at the University of Gothenburg, focusing on cardiovascular and kidney health effects of air pollution. When not doing research, he works as a physician at the Sahlgrenska University Hospital



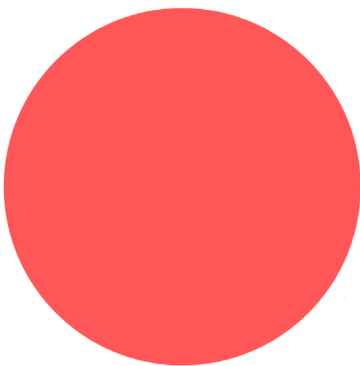
**Alex Klinge** | Associate Professor at CBS  
**Speaker**

Alex Klinge is an associate professor of communication at the Department of Management, Society and Communication at CBS. Alex served as a head of department at CBS for ten years and subsequently five years as the director of a CBS graduate programme in International Business Communication. In 2017 Alex became the second Equal Opportunities Officer of CBS, a part-time function he still occupies, and a function which spans both academic and administrative staff as well as students.

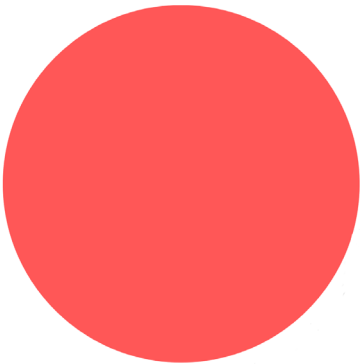


**Aleksandra Lewandowska** | Eurodoc, Polish National Association of Doctoral Candidates (KRD)  
**Speaker | Workshop Organiser and Facilitator**

Aleksandra J. Lewandowska is a researcher and mental health advocate in academia, holding a PhD in Social Sciences and an MSc in Psychology and Criminology. She co-coordinates the Eurodoc Mental Health Working Group and represents Eurodoc in the European Higher Education Area's Bologna Follow-Up Group. With extensive experience in both European and national doctoral organizations, she works to strengthen well-being and support systems for early-career researchers.



**Richard Lombard-Vance** | Dublin City University  
**Speaker**



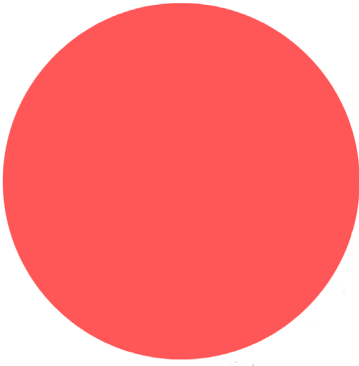
**Manca Lunder** | Eurodoc Treasurer  
**Conference Support**

Manca Lunder is a fixed term assistant at the Faculty of Health Sciences, University of Ljubljana. Her background is in Sanitary engineering, and her recent work has focused on hospital infection prevention, particularly with the cold plasma technology. Moreover she has been researching the eradication of antibiotic resistant bacteria on surfaces and in contaminated water. She has also been involved in the Open4UA project and has been part of the Eurodoc board as the treasurer in 2024/25 term.



**Sandra Filipa Oliveira Carapeto** | PAND Representative  
**Conference Organiser | Speaker**

Sandra Carapeto is a veterinarian from Portugal and PhD candidate at the University of Copenhagen, where she applies mathematical modelling to support disease control strategies for avian influenza and other zoonoses. She serves as Chair of PAND, representing UCAPS – the University of Copenhagen Association for PhDs and Postdocs. She works with the Food and Agriculture Organization of the United Nations, teaches at the University of Lisbon, and contributes to One Health and biosecurity initiatives.



**Anna Pavelieva** | Eurodoc External Communications Officer  
**Conference Support**

Anna Pavelieva is a Ukrainian researcher holding a PhD in Philology and serving as an Associate Professor at the National University “Yuri Kondratyuk Poltava Polytechnic.” Since 2022, she has been the External Communication Coordinator at Eurodoc. In addition to her role at Eurodoc, Anna is a member of the Expert Council of Young Scientists at Ukraine’s Ministry of Education and Science and actively contributes to academic and cultural projects as a simultaneous interpreter.



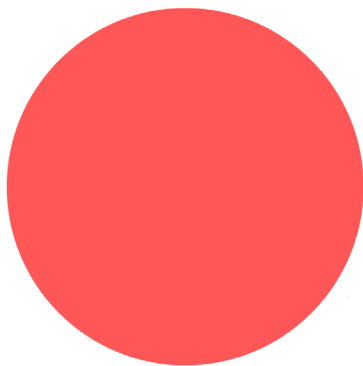
**Sara Pilia** | Eurodoc  
**Keynote Speaker | Workshop Facilitator**

Sara Pilia has worked in CSOs since 2003. Her major interest has always been Education and the use of research in community building and empowerment for social change. She now works with ARCI as National contact-person on the topic of “left-behind areas” and in 2023 joined the Horizon project “EXIT – Exploring sustainable strategies to counteract territorial inequalities”, as co-coordinator for the WP7 – Communication and Outreach.

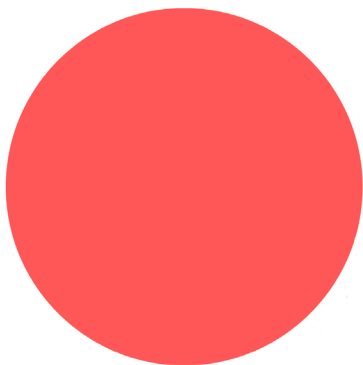


**Alessandro Pisanu** | PhD candidate SDU, co-chair of PAND  
**Conference Organiser | Speaker**

Alessandro Pisanu works in Denmark as an industrial PhD candidate at a large manufacturer of consumer goods. He originally comes from Sardinia and is affiliated with the Department of Technology and Innovation at the University of Southern Denmark (SDU). Since March 2025, he has held the role of Chair of the PhD Association Network of Denmark (PAND). Additionally, he serves as a board advisor for a student rocketry association in Denmark.

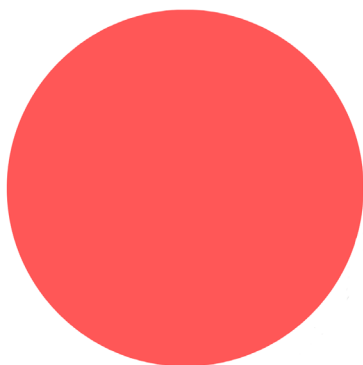


**Elizabeth Rees Chin** | Technical University of Denmark  
**Speaker**



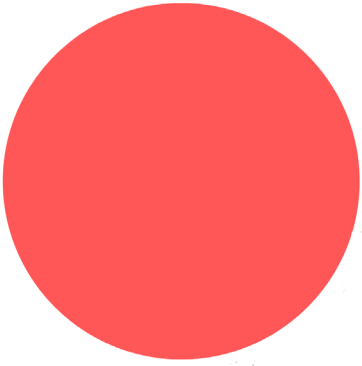
**Petar Rosenov Sofev** | PAND  
**Conference Support**

Petar is a PhD fellow at Copenhagen Business School (CBS) with a wider interest in ecosystems, and current focus on how informal networks influence the green transition. Before joining academia, he worked in the private and NGO sector.



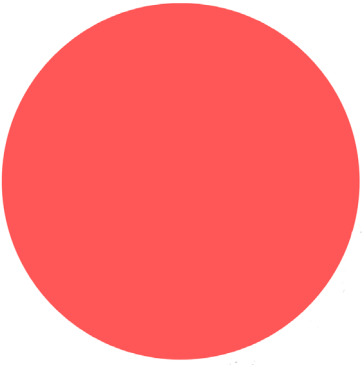
**Pil Maria Saugmann** | Eurodoc President  
**Conference Organiser | Speaker | Workshop Organiser and Facilitator**

Pil Maria Saugmann holds a PhD in theoretical physics from Stockholm University. She represents Eurodoc at the Council of Europe's conference of International NGOs, in the Steering Committee for Education (CDEDU) as an academic member of the Bureau of CDEDU, and towards other international organisations and institutions. Her current research centres on the role of higher education in society as well as research ethics and integrity in the light of digitalization.



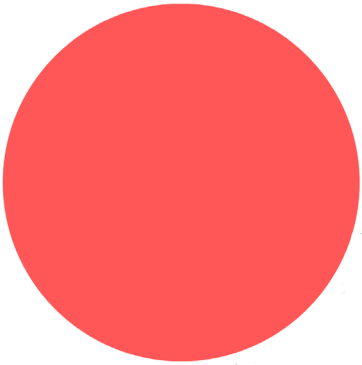
**Hannah Schoch** | Eurodoc Secretary  
**Conference Organiser | Person of Confidence**

Hannah Schoch contributes to Eurodoc's policy and advocacy work on a wide array of topics including academic freedom and the university's democratic mission. She is currently finishing her PhD in American studies on narrative fiction and democracy. She works for a non-profit organization in Switzerland facilitating knowledge exchange between politics and science. She has experience developing courses for and teaching at all levels (BA, MA, as well as further education courses for faculty) at the university.



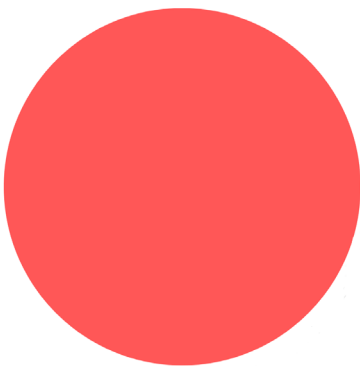
**Mathias Schroijsen** | Eurodoc  
**Workshop Organiser and Facilitator**

Based at ULB, Mathias works on researcher training and career development. He previously served Eurodoc as Secretary and as Mental Health Working Group co-coordinator.



**Clément Sebastiao** | PAND  
**Conference Support**

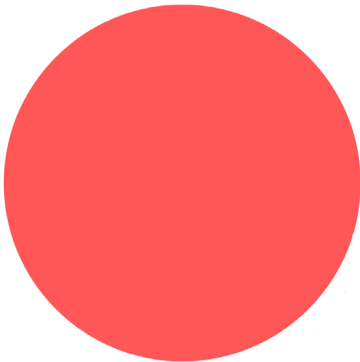




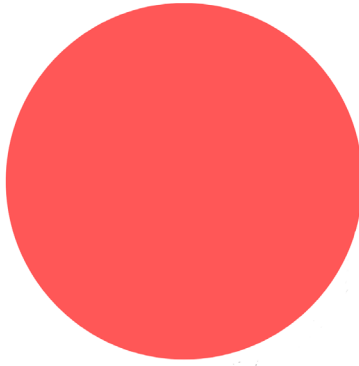
**Meisam Jamshidi Seikavandi** | PAND  
Conference Support



**Mira Skadegård** | Associate Professor at Aalborg University  
**Keynote Speaker**  
Mira C. Skadegård is Assistant Professor at the department of Culture and Learning, Aalborg University in Copenhagen, Denmark. Her focus is primarily on structural and systemic forms of oppression and discrimination in everyday and organizational contexts. Her work centers on structural discrimination, equality, diversity, gender, sexuality, racialization, and human rights. Mira is also Senior Advisor in social sustainability, and works with analysis & policy development in regards to non-discrimination, equity & diversity.



**Valeska Slomianka** | PAND  
**Conference Organiser**  
Valeska Slomianka is a PhD candidate at the Technical University of Denmark (DTU), where she researches the multimodal dynamics of conversational behaviour and how these are influenced by conversational difficulties. She currently serves as Chair of the local PhD association at DTU and is a board member of both PAND and the Movement for a Free Academia, working to promote healthy working conditions and strengthen democratic structures within academic institutions.

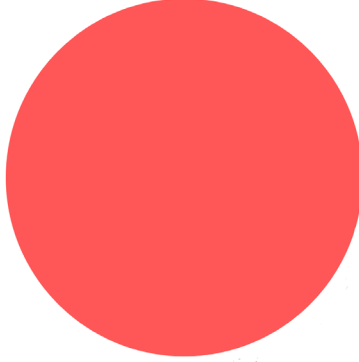


**Natascha Sofie Søndergaard** | PAND  
Conference Support

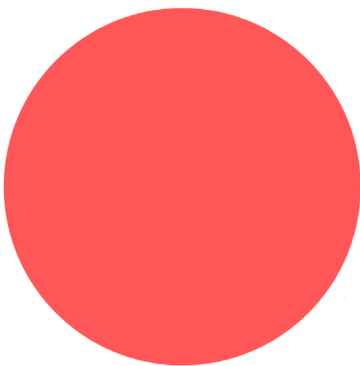
Natascha Sofie Søndergaard is a Medical Anthropologist from the University of Copenhagen and currently conducting a Ph.D.-project on rehabilitation experiences and practices amongst people with hearing loss in Denmark.



**Siv Sørensen** | Early Career Researcher  
**Speaker**  
Siv is a researcher in Operations Research with a particular focus on optimizing logistic problems to reduce greenhouse gas emissions. Her PhD centered on technician routing and scheduling within the telecommunications industry. Since 2023, Siv has served as a board member of the PhD Association at DTU, where her work focused on PhD wellbeing. She also sat on the Academic Council at DTU during the 2024 term.



**Akrimar Tongkaew** | PhD Association of the Technical University of Denmark (DTU)  
**Speaker**  
Akrimar Tongkaew is a PhD candidate and PhD Association board member at the Technical University of Denmark. Her research explores how to foster an inclusive mindset in engineering education.



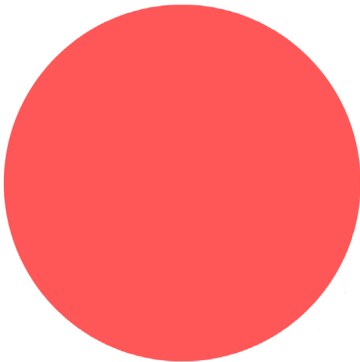
**Anamarija Veic** | University of Iceland (FEDON)  
**Speaker**

Anamarija Veic is a postdoctoral researcher at the University of Iceland, investigating individual differences in learning Icelandic as a second language. She completed her PhD in auditory and linguistic processing in autism at the University of Reading. She worked on a multidisciplinary project that studied the experiences and identities of autistic girls at the University of Surrey. Until October 2024, Ana conducted research on scalable and low-cost interventions to improve medication adherence in individuals prescribed treatment for hypertension University of Cambridge.



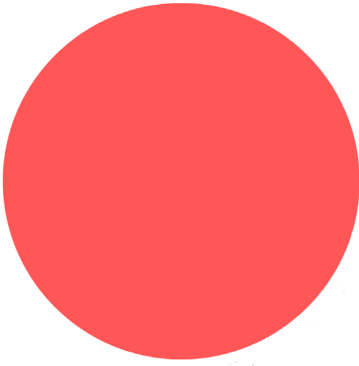
**Laura Wehl** | PhD Candidate at the IT University of Copenhagen,  
PAND Representative  
**Conference Support**

Laura Wehl is a PhD candidate at the IT University of Copenhagen working on reliable AI for underwater robotics, where she focuses on adapting cutting-edge computer vision techniques for underwater environments. Beyond the lab, she is passionate about making academia more inclusive and accessible – she leads a working group at Eurodoc on Doctoral Supervision, where they recently developed a statement on doctoral supervision standards across the EU.



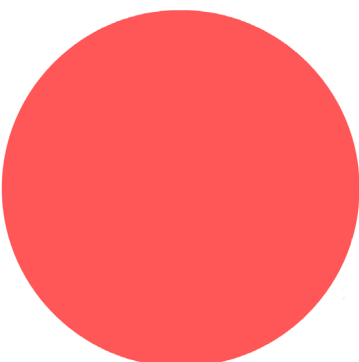
**Magali Weissgerber** | Eurodoc General Board Member  
**Moderator | Workshop Organiser and Facilitator**

Magali Weissgerber works as a postdoctoral researcher at the German Institute for Integrative Biodiversity Research. She has been involved in local, national, and European NGOs for early career researchers since 2018. She is a general board member of Eurodoc.



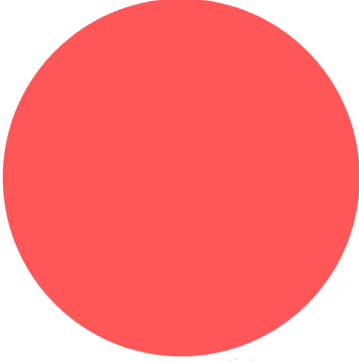
**Sara Willhammar** | Eurodoc Working Group Coordinator  
**Workshop Organiser and Facilitator**

Sara Willhammar has a double PhD degree from Lund University and KU Leuven and is currently a postdoc at Lund University. She has been involved in SFS-DK and is now a co-coordinator of the mental health working group within Eurodoc.



**Khrystyna Zub** | Eurodoc  
**Workshop Support**

Khrystyna Zub, PhD in Information Systems and Technology, is a leading software engineer and assistant lecturer at Lviv Polytechnic National University (Ukraine), and serves as Eurodoc webmaster (2022–2025).



**Agnieszka Żyra** | Eurodoc  
**Conference Support | Person of Confidence**

Agnieszka Żyra, PhD, Eng. – has been involved in advocating and supporting Doctoral Candidates' and Early Career Researchers' at national and international level for several years. Former Eurodoc Advisory Board Member, President and Secretary. Assistant professor at the Faculty of Mechanical Engineering at the Cracow University of Technology in Poland.



The European Council of Doctoral  
Candidates and Junior Researchers



**Eurodoc 2025**

Conference Booklet by  
Gledson Emidio and Hannah Schoch

image credit: Adobe Stock