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The United Nations proclaimed a Decade of Ocean Science for Sustainable Development (2021-2030). The required drive towards a sustainable and healthy ocean calls for the transformation of marine science, which is traditionally a male-dominated field with a significant lack of women in leadership and decision-making positions. The EU project, [Baltic Gender](#), has supported and guided change in its eight partner institutions in the Baltic Sea region from 2016 through 2020 to reduce gender inequalities and to harvest the full capacities of women and men alike.



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Main outcomes and achievements

Baltic Gender initiated **structural changes** in its institutions via:

- establishing **gender-segregated data collection** for [13 indicators](#) such as "gender pay gap" or "sex of the chief scientist on cruises";
- implementing the **first Gender Equality Plans (GEPs)** at the level of the marine departments of the Estonian and Lithuanian partners;
- collecting and promoting [13 best practices](#) on structural changes, e.g. the [Women Executive Board](#) and the mentoring program [via:mento_ocean](#), which support equal chances, transparent processes and fair cooperation;
- establishing **workshops and training sessions** on topics such as leadership and decision making, unconscious bias, gender conscious teaching.



Baltic Gender empowered **scientific communities** in marine science via:

- bringing leaders of the future, decision makers of today and agents of change together in various activities such as leadership courses, informal grass-root meeting; and thus, offering numerous opportunities for **networking**;
- an international **mentoring** program, providing 16 early-stage women researchers with personal guidance, opportunities for networking and financial support for further qualification;
- a [blog series](#) on the career paths of 18 successful women scientist and engineers as **role models**;
- support materials for policies that reconcile **work and family**.

Baltic Gender developed an innovative tool, **GenderWave**, that supports the **incorporation of gender perspectives into marine research and innovation**. GenderWave consists of a series of questions and examples that guide scientists to consider gender issues in the context of their projects, a requirement that is increasingly advocated by funding bodies.



"I am the captain" by Rita Lukosiute