



Curriculum Vitae

Gender and Science Group AIL

The **Gender & Science Group** of the Iberian Association of Limnology (AIL) was launched in 2014 with the aim of acting as an observer of the gender bias within freshwater sciences. Since then, we have studied the barriers that female scientists face during their career, and led different activities to accomplish gender equity in the field of Limnology.

AWARDS

[1] Most Inspiring Talk

II Meeting of the Iberian Society of Ecology (SIBECOL), Aveiro (Portugal), July 2022.

[2] Contribution to Diversity and Inclusion in Academia

Spanish Association of Terrestrial Ecology (AEET), 2021.

FUNDED PROJECTS

[1] AUMENTA – Emergencia climática y agua: ilustraciones aumentadas con voz de mujer (ref: FCT-22-18291).

Call: FECYT 2022, Spain. Period: 2023-24. PI: Ada Pastor. Amount: € 15,000.

[2] Fòrum de discussió "Dones i crisi ecològica"

Call: Convocatòria d' Ajuts per a la l'organització d' activitats, jornades i congressos de sensibilització i formació per impulsar la igualtat de gènere a la universitat de Girona durant l'any 2023. Period: 2023. PI: Ada Pastor. Amount: € 1,000.

- [3] **¡MUAC! – Ecofeminismos aumentados: Mujer, agua y emergencia climática (ref: 22/22).**
Call: Postgrados de Estudios Feministas y de Género y Actividades del ámbito universitario relacionadas con la Igualdad, Ministerio de Igualdad, Spain. Period: 2023. PI: Ada Pastor. Amount: € 25,000.
- [4] **Exhibition “Mujeres en la Limnología”.**
Funded by: Museo del Agua, Murcia. PI: María M. Sánchez-Montoya. Period: 2021-2023. Amount: € 3,500.
- [5] **Gender LimnoEDU – Meet the women in Limnology: developing teaching resources for university.**
Call: Higher Education Teaching Grant, European Geophysical Union. Period: 2020. PI: María M. Sánchez-Montoya. Amount: € 750.
- [6] **The role of female ecologists in academic conferences.**
Funded by: Iberian Society of Ecology (SIBECOL). Period: 2019-2020. PI: Ada Pastor & Anna Lupon. Amount: 1,400€.
- [7] **Exhibition “Women in Limnology”.**
Funded by: Iberian Association of Limnology (AIL). Period: 2018. PI: Núria Catalán, Ada Pastor, Anna Lupon, Susana Bernal, María M. Sánchez-Montoya. Amount: 500€.

PUBLICATIONS

PEER-REVIEW ARTICLES

- [1] Mendoza-Lera, C., M. Anton-Pardo, M. Bartrons, X. Benito-Granell, S. Bernal, E. Bohorquez Bedoya, M. Cañedo-Argüelles, N. Catalán, I. Fernandes, A. Freixa, A. Genua-Olmedo, E. León-Palmero, A. Lupon, A. Pastor, S. Poblador, M.M. Sánchez-Montoya, A. Zufiaurre, P. Rodríguez-Lozano. **My teaching is not gender biased, is it?** *Limnology and Oceanography Bulletin*.
<https://doi.org/10.1002/lob.10598>
- [2] Mendoza-Lera, C., Juarez-Bourke, S., Catalán, N., Lupon, A. 2023. **Negotiating Gender Roles in Academia: A Courageous Exploration**, *Limnology and Oceanography Bulletin*.
- [3] Catalán, N., M. Anton-Pardo, A. Freixa, P. Rodríguez-Lozano, M. Bartrons, S. Bernal, A. Genua-Olmedo, C. Mendoza-Lera, G. Onandía, X. Benito, M. M. Sánchez-Montoya, M. Cañedo-Argüelles, A. Pastor, A. Lupon. 2022. **Women in limnology: From a historical perspective to a present-day evaluation**, *Wiley Interdisciplinary Reviews: Water*, 10 (1) e1616.
- [4] Lupon, A., P. Rodríguez-Lozano, M. Bartrons, A. Anadon-Rosell, M. Batalla, S. Bernal, A. G. Bravo, P. Capdevila, M. Cañedo-Argüelles, N. Catalán, A. Genua-Olmedo, C. Gutiérrez-Cánovas, M.J. Feio, F. Lucati, G. Onandía, S.

- Poblador, R. Rotchés-Ribalta, A. Sala-Bubaré, M.M. Sánchez-Montoya, M. Sebastián, A. Zufiaurre, A. Pastor. 2021. **Towards women-inclusive ecology: Representation, behavior, and perception of women at an international conference.** *PlosOne*, 16: e0260163.
- [5] Sánchez-Montoya, M.M., A. Pastor, I. Aristi, A.I. del Arco, M., Antón-Pardo, M. Bartrons, C. Ruíz, M.J. Feio, B. Gallardo, E Chappuis, N. Catalán. 2016. **Women in limnology in the Iberian Peninsula: biases, barriers and recommendations.** *Limnetica*, 35: 61-72.
- [6] Vidal-Abarca, M.R., B. Martín-López, A. Sala-Bubaré, M.A. Pardo, N. Catalán, A. Freixa, A. Lupon, N. Nicolás-Ruiz, S. Poblador, P. Rodríguez-Lozano, M. M. Sánchez-Montoya, M.L. Suárez. 2025. **Older people care increases the gender gap in academia.** *Scientific Reports*, 15: 33336. <https://doi.org/10.1038/s41598-025-13360-1>
- [7] Pastor, A., C. Mendoza-Lera; G. Agel; M. Anton-Pardo; M. Bartrons; S. Bernal; M. Cañedo-Argüelles; R. Cussó; N. Catalán; L. Carrau; M. J. Feio; M. Dzinovic; I. Fernandes; B. Franco-Cisterna; A. Freixa; A. Genua-Olmedo; E. Hernandez del Amo; J.t Lencina-Diaz; E. Leon-Palmero; C. Olid; J. Orrit Gonzalez; J. Ordonez; A. Pigem; S. Poblador; P. Rodríguez-Lozano; A. M. Romani; M. M. Sanchez-Montoya; M. E. Solórzano Ruiz; M. L. Suárez Alonso; J. Valencia-Leguizamon; M. R. Vidal-Abarca Gutierrez; A. Sala-Bubare; A. Lupon. 2025. **Women, Water, and the Climate Emergency: Art and Science for Bringing Ecofeminism to Society.** *Limnology and Oceanography Bulletin*. 34: 100 - 103. <DOI: 10.1002/LOB.10721>.
- [8] Genua-Olmedo, A., Poblador, S., Lecina-Diaz, J., Sánchez-Montoya, M.M., Rodríguez-Lozano, P., Bartrons, M., Hernández-del Amo, E., Anton-Pardo, M., Catalán, N., Pastor, A., Cañedo-Argüelles, M., Freixa, A., Bernal, S. 2025. **Breaking barriers: 10 essential steps to achieve gender equity in academia through scientific societies.** *NPJ Biodiversity* 4 (1): 37 (2025). DOI: 10.1038/s44185-025-00105-6.

BOOK CHAPTERS

- [1] Catalán, N., P. Rodríguez-Lozano, M. Batrons, S. Bernal, A. Genua-Olmedo, G. Onandía, X. Benito, M. M. Sánchez-Montoya, M. Cañedo-Argüelles, C. Mendoza-Lera, A. Pastor, A. Lupon. 2023. **Limnólogas: pasión por el estudio de las aguas continentales**, in "Mujer y agua: una relación natural". Ed: MI Castro-Rebolledo & J. Walteros Rodríguez Ediciones, Unisalle, Colombia.

OUTREACH PUBLICATIONS

- [1] Pardo, M. A., M. Bartrons, S. Bernal, X. Benito, N. Catalán, M. Colls, A. G. Bravo, A. F. Filipe. A., Genua-Olmedo, S. Herrero, A. Lupon, M. Menéndez, J.

René-Mor, S. Romo, G. Onandia, A. Pastor, C. Romero, M. M. Sánchez-Montoya, M. L. Suárez, J. Toja, R. Trobajo, M. R. Vidal-Abarca, A. Zufiaurre. 2018. **Les dones d'aigua**. *Espiadimonis*, pp. 6-8.

CONFERENCES & SEMINARS

INVITED TALKS IN CONFERENCES

- [1] **Gender & Science: Fostering women in Limnology.**
Plenary talk, II SIBECOL Meeting, Aveiro (Portugal), July 2022.
- [2] **Activities to support Early Career Researchers within the European Freshwater Federation Societies context.** Hungarian Limnology conference, Nov. 2021.
- [3] **Gender & Science: Promoting women's participation in the scientific community.**
Invited talk, Forum: Negotiating the uncertainty of researcher careers, Webinar, RID-SSISS, December 2020. [Link to the talk.](#)
- [4] **Developing gender-inclusive conferences in Ecology: results from the first SIBECOL conference.**
Invited talk, Women in Science: Ecology Virtual Conference, November 2020. [Link to the talk.](#)

INVITED SEMINARS

We have been invited to give seminars or participate in round tables at different universities and research institutions of Europe. In addition, most of our group members give talks at primary and high schools of Spain to celebrate the International Day of Women and Girls in Science (IIF).

The most relevant seminars are:

- [1] **Mujeres científicas: De una perspectiva histórica a la evaluación de la situación actual en la limnología.**
Universidad de Jaén, Jaén (Spain), March 2023. Presenter: Maria Anton-Pardo.
- [2] **Gender & Science AIL Commission: fostering visibility and participation of Women in Science.**
Danish Institute for Advanced Study (DIAS), University of Southern Denmark, Odense (Denmark), March 2023. Presenter: Elizabeth León-Palmero.
- [3] **Towards gender inclusive conferences.**
University of Koblenz-Landau, online, May 2022. Presenter: Anna Lupon.

- [4] The (in)visibility of women in science.**
Barcelona Supercomputer Center (BSC), Barcelona (Spain), April 2022.
Presenter: Anna Lupon.
- [5] Towards gender inclusive conferences.**
Centre de Recerca Ecològica i Aplicacions Forestals (CREAF), online, February 2022. Presenter: Anna Lupon.
- [6] Towards a more gender diverse and inclusive academia: take part in it!**
Plants and Ecosystems Research Group, University of Antwerp (Belgium), February 2022. Presenter: Sílvia Poblador.
- [7] Gender & Science AIL group: Challenges & achievements to foster women in freshwater sciences.**
École Normale Supérieure, Paris (France). Feb. 2022
- [8] Gender & Science: Promoting participation in the scientific community.**
University of Koblenz-Landau, Landau (Germany), September 2021.
Presenter: Núria Catalán.
- [9] Científiques invisibles.**
Institut Català de Recerca de l'Aigua (ICRA), Girona (Spain), February 2021.
Presenter: Anna Freixa, María Antón-Pardo, Anna Lupon.
- [10] Gènere i Ciència.**
Institut Català de Recerca de l'Aigua (ICRA), Girona (Spain), March 2017.
Presenter: Ada Pastor, Núria Catalán, Jordi-René Mor, Anna Freixa.
- [11] Les dones en el camp de la limnologia a la Península Ibèrica: biaixos, barreres i recomanacions.**
Department of Ecology, University of Barcelona (UB), Barcelona (Spain), April 2015. Presenter: Ada Pastor.
- [12] Entendiendo el cambio climático desde una perspectiva social y de género.** Jornadas HACIA UNA DOCENCIA SOSTENIBLE: Recursos y experiencias para promover la sostenibilidad en el aula de lengua. Barnard College at Columbia University, New York City (USA), April 2026. Presenter: Elizabeth León Palmero.
- [13] “Blancos” y “negros” en el cuidado de mayores desde la perspectiva de género: Un análisis desde la Academia.** Ciclo de Conferencias y Actividades 8 de Marzo de 2024: La UJA por los derechos de las mujeres y la niñas.. Universidad de Jaén. Presenter: Maria Rosario Vidal-Abarca Gutierrez.

PRESENTATIONS IN CONFERENCES

- [1] Women, water and climate emergency: Art and Science hand in hand to approach ecofeminism to the university community**
Regular oral presentation, ASLO Aquatic Sciences Meeting 2023, June 2023.
Presenter: Anna Lupon, Ada Pastor.

- [2] **Towards women-inclusive ecology: participation of women at an international conference**
Regular oral presentation, 36th Congress of the International Society of Limnology (SIL), Berlin (Germany), August 2022. Presenter: Anna Lupon.
- [3] **Women in Limnology: from a historical perspective to a present-day evaluation.**
Regular oral presentation, 36th Congress of the International Society of Limnology (SIL), Berlin (Germany), August 2022. Presenter: Núria Catalán.
- [4] **Gender gap in Science: A small attempt to understand and tackle it.**
Regular oral presentation, 36th Congress of the International Society of Limnology (SIL), Berlin (Germany), August 2022. Presenter: Clara Mendoza-Lera.
- [5] **The impact of COVID-19 on Earth Sciences researchers from a gender perspective: emotional state, research activity and support.**
II SIBECOL Regular oral presentation, Meeting, Aveiro, July 2022. Presenter: María M. Sánchez-Montoya.
- [6] **Women in Limnology: from a historical perspective to a present-day evaluation.**
Regular oral presentation, II SIBECOL Meeting, Aveiro, July 2022. Presenter: Núria Catalán.
- [7] **Is women underrepresentation affecting career choices of potential young women researchers?**
Regular oral presentation, II SIBECOL Meeting, Aveiro, July 2022. Presenter: Xavier Benito.
- [8] **Gender & Science AIL Group: Challenges & achievements to foster women in freshwater sciences.**
Regular oral presentation, Annual SFS Meeting, online, June 2021. Presenter: Anna Lupon.
- [9] **CARING FOR ELDERLY PEOPLE GENERATES A MAJOR GENDER GAP IN ACADEMIC TEACHING AND RESEARCH STAFF IN SPAIN.** Poster presentation. Sociedad Ibérica de Ecología (SIBECOL) y Asociación Española de Ecología (AEET), Pontevedra, July 2025. Presenter: M^a Mar Sanchez-Montoya
- [10] **Pocas “luces” y muchas “sombras” en el cuidado de mayores desde una perspectiva de género: Un análisis desde la Academia.** Regular oral presentation, XXII AIL Meeting, Vigo, Junio 2024. Presenter: M^a Rosario Vidal-Abarca.
- [11] **Los costes profesionales del cuidado de mayores también mantienen la brecha de género entre el personal investigador.** Regular oral presentation, XVI Congreso nacional de la AEET. Almería Octubre 2023. Presenter: M^a Rosario Vidal-Abarca.

- [12] **Elderly care charges a higher mental and physical fee to female researchers.** Poster presentation. ASLO Aquatic Sciences Meeting-2023, June-2023, Palma de Mallorca, Presenter: M^a Mar Sanchez-Montoya

ORGANIZATION OF SPECIAL SESSIONS & ROUND TABLES

- [1] **Nuevos desafíos en la investigación ecológica argentina: ¿cómo traducir nuestras investigaciones en oportunidades de mayor liderazgo político para las mujeres en la academia?**
Round table participant (S. Poblador), Reunión Argentina de Ecología, Bariloche (Argentina), October 2023.
- [2] **Face to Face With Diversity and Inclusion Experiences in Aquatic Sciences**
Special Session, ASLO Annual Meeting, Palma de Mallorca (Spain), June 2023.
Coorganizer: Diversity and Inclusion Committee of SIBECOL.
- [3] **Las carreras investigadoras y género en contextos multiculturales**
Formative Forum (S. Poblador participant), Doctorado Interuniversitario en Psicología de la Educación, Universidad Blanquerna-Ramón Llull, Barcelona (Spain), April 2023.
- [4] **Herstory of Limnology**
Special Session, 36th Congress of the International Society of Limnology (SIL), Berlin (Germany), August 2022.
- [5] **Diversity and Inclusion in Ecology: A long way to walk together**
Special Session, II SIBECOL meeting, Aveiro (Portugal), July 2022.
Coorganizer: Diversity and Inclusion Committee of SIBECOL.
- [6] **Round table on Scientific career**
Round table participant (N. Catalan) Dpto. Ecología Integrativa, Doñana Biological Station (EBD-CSIC), Sevilla (Spain), December 2021.
- [7] **Herstory of Freshwater Sciences**
Special Session, Society for Freshwater Sciences (SFS) Annual Meeting, online, June 2021. Coorganizer: Megan Fork, Rebeca Barnes.
- [8] **Round table on Scientific career**
Round table participant (N. Catalan). Conference of the German Limnological Society (DGL), Sep. 2021.
- [9] **Round tables on the Women in Science: Ecology Virtual Conference,**
Round table participant (A. Pastor), Nov. 2020.
- [10] **Gender & Science**
Special Session, XX Congress of the Iberian Association of Limnology (AIL), online, November 2020.

[11] Work Group about Gender & Science

Round Table organization, XVIII Congress of the Iberian Association of Limnology (AIL), Tortosa (Spain), July 2016.

[12] Gender & Limnology

Round Table organization, XVII Congress of the Iberian Association of Limnology (AIL), Santander (Spain), July 2014.

ORGANIZATION OF SPECIAL EVENTS

[1] Seminar “Women in Academia”

Danish Institute for Advanced Study (DIAS), University of Southern Denmark, Odense (Denmark), March 2023.

[2] Wikipedia Editathon “Women in Ecology”

Catalan Institutions working in Ecology (ICRA, CEAB-CSIC, ICM-CSIC, UB, CREAF), online (Spain), March 2020, 2021, and 2022.

SOCIAL MEDIA

Our group members have been interviewed in different social media (radio programs, TV shows). Similarly, our research has been highlighted in several regional and national newspapers.

The most relevant participations are:

[1] Telenotícies Vespre, TV3.

Regional news, Spain, March 2023. Participant: Núria Catalán. [Link to interview.](#)

[2] De cero al infinito, Onda Cero

National radio program, Spain, February 2022. Participant: Anna Lupon. [Link to interview.](#)

[3] Avui sortim, Radio 4.

Regional radio program, Spain, September 2021. Participant: Anna Lupon. [Link to interview.](#)