

9th Global Summit on

Feminist and LGBTQ+ Studies

November 03-04, 2025

PROCEEDING BOOK

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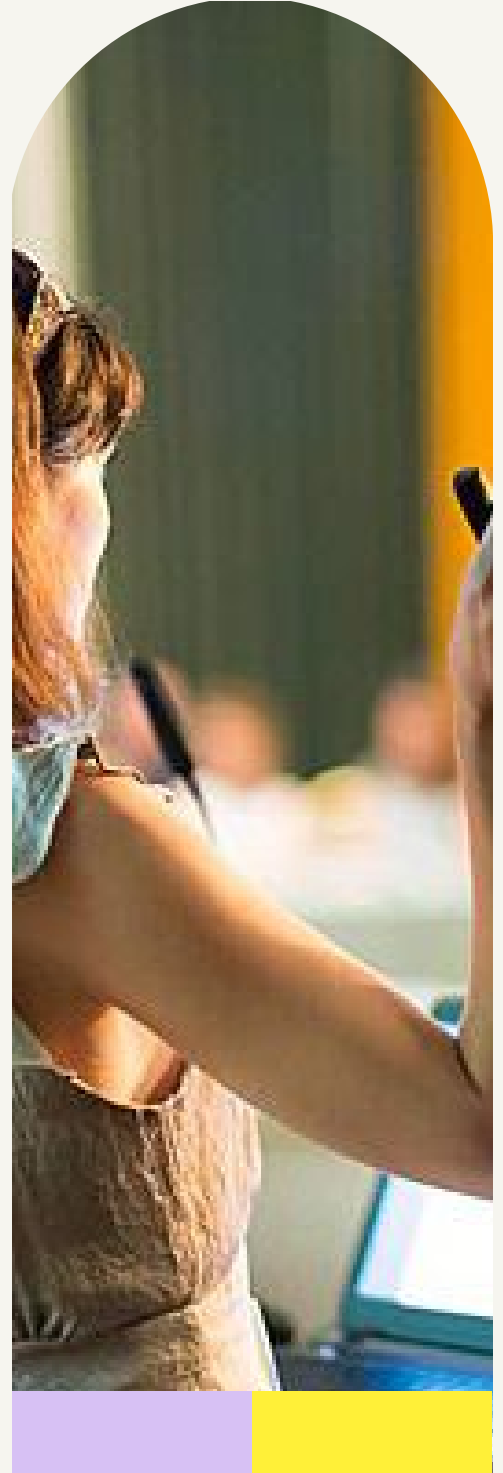


Introduction

The 9th Global Summit on Feminist and LGBTQ+ Studies, organized by the Sciinov Group, was successfully held on November 3–4, 2025. This two-day global event brought together distinguished scholars, researchers, activists, and thought leaders from across the world to engage in meaningful discussions on diverse themes related to feminism, gender, sexuality, and queer studies, and their intersections with social, cultural, and political dimensions.

The summit served as an inclusive platform for both established experts and emerging voices, fostering rich dialogues that explored the evolving landscape of feminist and LGBTQ+ scholarship. The Sciinov Group was honored to host this inspiring and impactful gathering, which not only shed light on critical contemporary issues but also inspired collaboration, innovation, and pathways toward a more equitable and inclusive future.

Keynote Presentations



Beyond Sensitivity: The Transformative Power of Gender Professionals in Humanitarian Response

Francesca Paola Traglia

*Co-President, Society of Gender Professionals,
Spain*



Abstract:

In today's complex humanitarian landscape, the role of gender professionals is more critical than ever. As crises intensify, they expose and deepen existing inequalities—particularly gender-based discrimination and exclusion. In this keynote, I will explore the transformative potential of gender professionals in shifting humanitarian action from merely gender-sensitive to truly gender-transformative. While gender-sensitive programming identifies and accommodates gender differences, gender-transformative approaches go further—challenging harmful norms and power structures that uphold inequality. Crisis settings, paradoxically, offer unique opportunities for this transformation. As traditional systems are disrupted, so too is the potential for reimagining community dynamics and advancing gender justice. Drawing on field experience and applied training methodologies developed for Gender in Humanitarian Action (GiHA) workshops, I will share concrete strategies for building intersectional, rights-based responses. These include gender power analysis, inclusive participation mechanisms, and accountability frameworks on Gender Equality. I will reflect on capacity building initiatives delivered across regions, where local actors were empowered to mainstream gender but also to mobilize for deeper cultural and institutional change. This keynote will reflect on lessons from practice, including insights from the Journal of International Humanitarian Action that critique the limitations of traditional gender mainstreaming. Participants will be encouraged to rethink their roles as practitioners, advocates, and changemakers—to leverage crises as moments of possibility, where feminist values can shape more than policy, but lives. At the heart of this discussion lies a clear call: gender professionals are not auxiliary to humanitarian action—we are essential. And when our work is recognized, resourced, and grounded in transformative practice, we can help ensure that no one is left behind—not in crisis, and not in recovery.

Biography:

Francesca Paola Traglia is a dynamic humanitarian and gender equality expert with over 17 years of experience designing and leading transformative, rights-based programs in crisis and emergency contexts. Her work spans Africa, Southeast Asia, and Latin America, where she has spearheaded inclusive, community-centered approaches to humanitarian response, gender justice, and human rights advocacy.

Currently serving as Co-President of the Society of Gender Professionals (SGP), Francesca is at the forefront of global efforts to professionalize the gender field and strengthen feminist movements through collective action, intersectional research, and policy dialogue. Her career reflects a deep commitment to feminist leadership, advancing the rights of marginalized communities, and holding institutions accountable to the people they serve.

The Politics of Becoming: Queer Subjectivities in Indian Lesbian and Trans Narratives

Dr. Neha Kumari

Sri Balaji University, Pune



Abstract:

In India, lesbian and trans bodies are often seen as subversive and subjected to significant political control, challenging the heteronormative norms of gender and sexuality. This research explores narratives that portray the struggles and resilience of lesbian and trans women in postmillennial India, focusing on their body image, appearance, and the social control they endure. By examining literary works and autobiographies, the paper investigates how nonbinary desires and aesthetic expressions disrupt traditional gender roles and norms. It highlights the commodification of lesbian identity and the pressure to conform to heteronormative standards, as discussed by scholars like Sridevi Nair. Western critics such as Caroline Huxley and Nikki Hayfield have also observed that alternative sexualities are often policed to fit into an 'authentic' sexuality framework. Through the analysis of protagonists in Manju Kapur's "A Married Woman" and Abha Dawesar's "Babyji," the paper illustrates the internalization of dominant heterosexuality and its impact on body image. Additionally, autobiographical works like Living Smile Vidya's "I Am Vidya," A. Revathi's "The Truth About Me," and Manobi Bandyopadhyay's "A Gift of Goddess Laxmi" offer insights into the lived experiences of trans women navigating their identities in a restrictive cultural setting. This study emphasizes the intersectionality of sex, body image, gender behavior, and desire, showing how lesbian and trans women shape their identities amidst societal pressures, thereby enhancing the understanding of gender and sexuality in contemporary India.

Biography:

Dr. Neha Kumari is an Assistant Professor at Sri Balaji University Pune, India. She has completed her Doctor of Philosophy (Ph.D.) at Indian Institute of Technology (ISM) Dhanbad, India, availing MHRD (JRF & SRF) Fellowship. She is a dedicated researcher, editor, and academic contributor in the fields of Gender and Sexuality Studies, Fat Studies, Film Studies, Transgender Studies, Cultural Studies, and Women's Studies and Communication. She qualified and scored AIR 2nd in IIT ISM JRF ENTRANCE EXAM under MHRD Ph.D. Fellowship Program and received MHRD fellowship. She secured 2nd rank in M.A. in English, Ranchi University, Ranchi, India. Dr. Neha received the BEST RESEARCH PAPER AWARD at the International Conference on Interdisciplinary Dialogues (ICID-2024) organized by Chinmaya Vishwa Vidyapeeth (Deemed to be University). She has published her articles in Media Watch; the others include Intersections: Gender and Sexuality in Asia and the Pacific, Indian Journal of Health, Culture and Sexuality, and KEMANUSIAAN: The Asian Journal of Humanities. She is on the Editorial Board of Fat Studies: An Interdisciplinary Journal of Body Weight and Society and Journal of Health, Culture and Sexuality. She has a passion for creative writing and has published a poetry named My Identity and a short story titled My Journey Through Thorns.

Through the Looking Glass - What Queer Refugees Can Focus on to Gain Sanctuary

Dr S Chelvan

33 Bedford Row Chambers and Southampton Law School, Uk



Abstract:

Through the Looking Glass - What Queer Refugees Can Focus on to Gain Sanctuary:

The fixation on determining the SOGIESC2S (Sexual-Orientation, Gender Identity and Expression, Sexual Characteristics and Two Spirit) of Queer Refugees has led to the continued lack of engagement by decision-makers, and those who support refugees, with the pivotal “Difference” between refugee victim and potential agent of persecution, where from a lack of voluntary conformity to engrained cultural relativist gender conformity.

Fourteen years after the seminal July 2010 UK Supreme Court judgment in HJ (Iran) and HT (Cameroon) v. Secretary of State for the Home Department [2010] UKSC 31, modified the discretion-test at paragraph 82 of the judgment (as per Lord Rodger of Earlsferry), with the Court creating a template to continue to refuse protection claims on the basis of ‘discretion’ based on their personal choice or social pressure. The Court of Appeal’s 12 November 2024 landmark judgment of the European Court of Human Rights in MI v Switzerland citing, the 2012 UNHCR International Protection No9 (SOGIE) Guidelines, and the obvious reality of what discretion, or concealment actually involves, ie lifetime of non-guaranteed secrecy, where the First-tier Tribunal not only heard his evidence in proceedings where the Judge is addressing the specific charges against the establishment of safe zones, but there are always the potential victim. The institutional shadow transitory and insecure form of support he may be able to provide. Dr Chelvan will, noting his professional conduct duties be able to share what he has developed in his over 25-year practice as a barrister in England and Wales reshaping, or in some cases creating the safe spaces for the hearing of their refugee stories, knowing the devil is in the detail.

Drawing from the author’s litigation, policy, and academic background in England and Wales, the author will analyse the contextual background, and address the specific cases of SW (lesbians – HJ ad HT applied) Jamaica CG [2011] UKUT 251 (IAC), and LC (Albania) v Secretary of State for the Home Department [2017] EWCA Civ. 351; [2017] 1 WLR 4178 (“the silence fallacy”), and pending by November conference will be able to update the conferences of any recent changes in the legal framework, specifically since the Court of Appeal’s successful on appeal in Secretary of State for the Home Department v. PG [2025] EWCA Civ. 133 (currently seeking permission to appeal to the UK Supreme Court), reigniting the interpretation by the Home Office that any individual who seeks UK-based sanctuary will be forced to accept domestic third party support. To counter-balance this cannon of negative case-law, the author proposes a fundamental shift in refugee law, instigated by the Strasbourg Court’s rejection of discretion-retaining in MI, and by doing so reverses the fact-finding process to “proving straight” in countries known to persecute Queer Refugees, thereby simplifying credibility, plausibility, and RSD.

The core finding the author proposes is determination of non-conformity based on gender and sex roles applied to Queer Refugees, by the potential persecutor, thereby consigning discretion to the historical bin marked “injustice”. Through the use of imputed, rather than actual Convention reason, enables Alice (a Queer Refugee), to Walk into the Looking Glass, where the world is reversed, specifically from an intersectional perspective, to battle with the hoard of decision-makers, blocking her path to safety.

Biography

The author, Dr S Chelvan, is a multi-award winning user, person of colour, first-generation Jaffna Tamil immigrant, who lives with a disability, and self identifies as a refugee lawyer, academic, consultant for policy development shaping both nationally (UK Home Office) and globally (UNHCR/IOM/European Asylum Agency). Dr Chelvan is a charismatic media legal commentator in the United Kingdom, and abroad. He holds a First in Politics and Law from Southampton University (1998, ranked first in department of seventy), a Masters in Law from Harvard Law School (Kennedy Memorial Trust Scholar), and 2 Doctorates, one Research PhD from Kings College London (2019) and an Honorary Doctorate from the Open University for his commitment to education of the under-privileged, social justice and the rule of law. Dr Chelvan was called to Bar by Inner Temple as a Major Scholar in October 1999 and since November 2020, he joined 33 Bedford Row Chambers as Head of Immigration and Public Law (dc@33br.co.uk). He has been profiled consistently in Tier 1 in Legal 500 for Immigration at the London Bar since 2017. He is also an Adjunct Professor at the Centre for International Law and Globalisation since September 2022.

Oral Presentations



Canadian sex workers discuss the effects of stigma on their work, their mental and physical health, and their overall occupational health and safety

Kathleen Cherrington
York University, Canada

Abstract:

Sex work has been widely stigmatized since the 1500s CE. This stigmatization continues to this day. The objective of this qualitative study is to explore the question: “What would sex workers want civilians (non-sex workers) to know about the effects of stigma on their work, their mental and physical health, and their overall occupational health and safety?” Members of the research team used a participatory research approach by forming a community- academic partnership with SWAP Hamilton, a sex worker support organization located in Hamilton, Canada. Using purposive and snowball sampling, sex workers across Canada were invited to participate in the qualitative study. By May 29, 2025, 52 sex workers responded. Sex workers had a choice of participating in interviews or focus groups. Focus group discussions were facilitated by a researcher with lived sex work experience. Using thematic content analysis, the focus group and interview transcripts will be analyzed by the research team using a coding framework based on Bowleg’s intersectional theoretical framework. However, it is expected that themes other than the ones contained in the theoretical framework will emerge. Previous research has documented that sex workers may be oppressed by legal, social and political structural determinants and marginalized by society. The qualitative analysis results are expected to reveal sex workers’ stories of the impacts of these determinants on their occupational health and safety.

Biography:

Kathleen Cherrington is a PhD candidate at York University researching the political, legal, economic, and ethical dimensions of human-AI relationships in sextech. Grounded in posthumanist, anti-carceral, and critical disability frameworks, her work explores consent, surveillance, and the commodification of erotic labour. She presented on AI chatbot companions at Arse Elektronika 2025 in Vienna and will exhibit her AI-collaborated acrylic on canvas series *Flesh Meets Machine* at the 2025 Love and Sex with Robots conference in Montreal. Kathleen also chaired *Beyond the Interface*, a transnational conference investigating the impacts of emerging technologies within commercial sex industries through scholarship and creative practice.

Canadian sex workers discuss the effects of stigma on their work, their mental and physical health, and their overall occupational health and safety

Jelena Vermilion

Sex Workers' Action Program (SWAP) Hamilton, Canada

Abstract:

Sex work has been widely stigmatized since the 1500s CE. This stigmatization continues to this day. The objective of this qualitative study is to explore the question: “What would sex workers want civilians (non-sex workers) to know about the effects of stigma on their work, their mental and physical health, and their overall occupational health and safety?” Members of the research team used a participatory research approach by forming a community- academic partnership with SWAP Hamilton, a sex worker support organization located in Hamilton, Canada. Using purposive and snowball sampling, sex workers across Canada were invited to participate in the qualitative study. By May 29, 2025, 52 sex workers responded. Sex workers had a choice of participating in interviews or focus groups. Focus group discussions were facilitated by a researcher with lived sex work experience. Using thematic content analysis, the focus group and interview transcripts will be analyzed by the research team using a coding framework based on Bowleg’s intersectional theoretical framework. However, it is expected that themes other than the ones contained in the theoretical framework will emerge. Previous research has documented that sex workers may be oppressed by legal, social and political structural determinants and marginalized by society. The qualitative analysis results are expected to reveal sex workers’ stories of the impacts of these determinants on their occupational health and safety.

Biography:

Jelena Vermilion is an interdisciplinary artist and executive director of the Sex Workers' Action Program (SWAP) Hamilton. Her research and artistic work focus on the intersection of sex work, gender, and social justice. Through archival investigations, public history, and the integration of mixed media, Jelena challenges dominant narratives, emphasizing the voices of marginalized communities. She is dedicated to the preservation of historical contexts surrounding sex work and advocating for systemic change. Jelena’s scholarship, advocacy, and presence continues to meaningfully contribute to the understanding of sex work history, policy, and its implications in contemporary feminist discourse.

LGBTQ Issues in the Pre-Modern World

Albrecht Classen

University of Arizona, United States

Abstract:

We know that the Catholic Church was vehemently opposed to homosexuality and condemned it strictly, calling it the 'unmentionable sin.' But reality has always been quite different, and this throughout time. In fact, a close analysis of medieval and early modern literature demonstrates that many writers at least toyed with the idea of genderreversals and homosexual attractions. Cross-dressing was not so unusual, and living out gay desires even under the horrible legal conditions then was not fully impossible. The issue is, of course, highly problematic, but a careful analysis can open many meaningful perspectives regarding pre-modern literature and hence society.

Biography:

ALBRECHT CLASSEN received his Ph.D. from the University of Virginia in 1986. He has a broad range of research interests covering the history of German and European literature from about 800 to 1600. He has currently published 132 books and well over 800 articles dealing with comparative issues, gender topics, environmental concerns, and cultural historical themes. Most recently appeared *Prostitution in Medieval and Early Modern Literature* (2021), *Charlemagne in Medieval German and Dutch Literature* (2021), *Tracing the Trails in the Medieval World* (2021), *Wisdom from the European Middle Ages* (2022), *The Secret in Medieval Literature* (2022), *Globalism in the Middle Ages and the Early Modern Age* (ed., 2023), and *Der Niederrheinische Orientbericht, c. 1350* (trans., 2024). A new book on court criticism and of evil kings in medieval literature appeared in 2024. In 2017, he received the rank of Grand Knight Commander of the Most Noble Order of the Three Lions.

The unsung heroes of climate-change: Women at the Grassroots

Bidyut Mohanty

Institute of Social Sciences, India

Abstract:

In the history of civilization, women in the agrarian, forest and water economy as well as in cultural arenas are the symbols who protect the Mother Earth and try to minimize the impact of climate change. This was what the Chipko (Hugging the trees) Movement in Uttaranchal (India) on the Himalayan foothills showed us in the 1970s. In fact, that movement shaped the history of environmental discourse in contemporary India.

Chipko was the first eco-feminist and eco-socialist mass movement with enduring significance for many reasons. Firstly, women in the forest areas are generally the primary actors responsible for the management of forest and all commons of the village. As the backbone of the agrarian economy, women knew that they were directly affected by the environmental degradation. Secondly, the forest is the major source of the livelihood for the villagers. Its customary use and its regeneration are built into the local people's lives and culture. So when the loggers came to cut the trees for the use of railway tracks, paper mills etc., the women came out in large numbers to save the trees. Leaders like Gaura Devi, Meera Behn, and Amrita Devi, many children and young people accompanying them came together, and hugged the trees. Thirdly, this new form of resistance – people hugging the trees and clinging to them became the widespread weapon of the unarmed people to assert their right to save the forest.

When the police came and asked them to vacate the forest, they showed the lanterns during the day. When the police asked as to why they were showing the light they replied that the forest is the light of our lives. If the forest go, we and Mother Earth will be destroyed.

Even before the Chipko movement, Amrita Devi from Rajasthan hugged the date tree to protect the underground water and to ensure fruits for the village.

The message of the Chipko movement – the perspective and strategy of saving the forest and protecting the environment – spread to other parts of India in succeeding years. In fact it spread into other countries as well. It demonstrated that women were the main protectors of nature. Therefore, they advocate promotion of that kind of economic development such as agro-industry which preserve the environment and thereby driving the process of sustainable economic development. Women have specialized knowledge of trees and medicinal values of different roots. They grow up grasping the biological diversity, sustainable management and conservation practices. In a nutshell, one might say that those rural women who became unsung heroes were the real eco-feminists. In the present day when there is a severe climate crisis, we must recall their contributions.

Biography:

Bidyut Mohanty, Ph. D (Delhi), is Head, Women's Studies Department at the Institute of Social Sciences (ISS) in New Delhi. She has been a Visiting Professor in the Global and International Studies program at UC Santa Barbara and is a fellow of the Orfalea Center for Global & International Studies at UCSB. She is the coordinator of ISS and UNDP project on Capacity Building of Elected Women Leaders in Local Government in India and also of the project sponsored by the National Commission on Protection of Child Rights and has coordinated several projects on HIV and AIDS and the role of Panchayats, trafficking and local government's new role, as well as the project "Total Sanitation Scenario: a Reality Check." These projects were sponsored by UNIFEM (UNWOMEN), UN AIDS and FINISH (through the ISS), respectively. As series coordinator of the program of the National Women's Political Empowerment Day Celebrations, Dr. Mohanty is also a specialist on famine, agrarian history, and decentralization studies with a focus on gender, culture and development. She combines grassroots activism with participatory research.

How Gender Constructs Lead to Sexual Shame

Lauren Muratore

Society of Australian Sexologists, Australia

Abstract:

Gender is a construct. Whilst mainstream culture and recent politics are propagating a gendered binary, sexual health acknowledges gender is a spectrum, unique to the individual. Medical research, health literacy, and public health reports are also suggesting gendered biases, which reinforce the binary and the societal constructs influencing people's beliefs.

This talk will discuss antidotal evidence. As an accredited clinical psychosexual therapist, the challenges people face across a wide diversity all share a commonality of sexual shame when it comes to issues impacting their sexually intimate life. Irrespective of sexual orientation, sexual identity, or where we they are raised, societal narratives contribute and influence a person's belief on who they are sexually. How one experiences sexual desire, arousal, interest, and fantasies (just to name a few) are shaped heavily by cultural discourse; influencing how people believe they "should" be when it comes to their sexuality. Current geopolitical movements are only creating more confusion in this arena, either further solidifying the unhelpful discourse, or highlighting the imbalance. This is not assisting with many folk who are already confused on the mixed messages of gender and sexuality.

Both how a "woman" and "man" behave sexually are engrained into individuals, setting up expectations that are unrealistic and unhelpful to the person. These are amplified over the course of a sexual relationship and can often lead individuals to believe they are not living up to how they "should be performing sexually". Pleasure is often eliminated from the initial conversation people have, and their expected performance based on gender is what can create many issues that present in clinical practice. When individuals believe they are not "performing" in line with their gendered expectations, shame, and the inherent belief that they are not good enough greatly impact sexual satisfaction.

Canadian sex workers discuss the effects of stigma on their work, their mental and physical health, and their overall occupational health and safety

Dr. Thérèse Bernier

George Brown College, Canada

Abstract:

Sex work has been widely stigmatized since the 1500s CE. This stigmatization continues to this day. The objective of this qualitative study is to explore the question: “What would sex workers want civilians (non-sex workers) to know about the effects of stigma on their work, their mental and physical health, and their overall occupational health and safety?” Members of the research team used a participatory research approach by forming a community- academic partnership with SWAP Hamilton, a sex worker support organization located in Hamilton, Canada. Using purposive and snowball sampling, sex workers across Canada were invited to participate in the qualitative study. By May 29, 2025, 52 sex workers responded. Sex workers had a choice of participating in interviews or focus groups. Focus group discussions were facilitated by a researcher with lived sex work experience. Using thematic content analysis, the focus group and interview transcripts will be analyzed by the research team using a coding framework based on Bowleg’s intersectional theoretical framework. However, it is expected that themes other than the ones contained in the theoretical framework will emerge. Previous research has documented that sex workers may be oppressed by legal, social and political structural determinants and marginalized by society. The qualitative analysis results are expected to reveal sex workers’ stories of the impacts of these determinants on their occupational health and safety.

Biography:

Dr. Bernier graduated from the University of Toronto in November 2022. Her dissertation focused on Canadian sex workers’ usage of information and communication technologies to assist in their occupational health and safety. Dr. Bernier obtained a SSHRC IDG grant in June 2023 for the research project “Sex work - the musical: altering societal perceptions of sex work through audience engagement with a musical play.” Dr. Bernier’s work has been published in several peer-reviewed publications, and she is also a conference presenter and organizer. At George Brown College, Dr. Bernier manages and teaches in the Health Informatics program

Discourses of care, wellbeing and human rights: a case study of Saving Mothers' Comadronas' understanding of reproductive health in Guatemala in the misinformation age

Carolina Matos

University of London, United Kingdom

Abstract:

Sexual and reproductive health rights have come under attack particularly in the last years across the world, amid the rise of far right populist groups from Europe to Latin America and the US, amid the counter-framing of discourses against the 'women's rights' agenda during the 1980s and 1990s (Friedman, 2003). In the post-pandemic context, and among a growing disillusionment with Western institutions, there has been a proliferation of misinformation and manipulation of reproductive health matters online (Malki et al, 2023; Selvi et al, 2024; John et al, 2024). The pushback on women's health rights, particularly when it comes to more vulnerable groups like indigenous women, has necessitated new approaches for targeted communication strategies by health NGOs on sexuality and reproductive health rights (SRHR). To assess indigenous women's understanding of health communications on SRHR, this study conducted focus groups with the Comadronas of Saving Mothers in Guatemala to explore their reception to these messages. Results underscored the difficulties of access of these groups to quality information.

Operating under various socio-economic and geopolitical constraints that have impacted their communications and messaging on reproductive health rights (author, 2023), various women's health NGOs worldwide have faced many challenges in their advocacy on SRHR, from India to Brazil and the US, many NGOs have been targets of conservative attacks on reproductive health orchestrated by political 'populist' groups as part of their crusade against a supposedly 'imposed gender ideology' on governments and communities by feminists, challenging their efficacy in their communities (author, 2023).

A lack of access to health literacy resources, limits the capacity of women, girls and other community members to navigate through the political manipulation and media misinformation, which does not necessarily solely circulate online, and is an element of a wider manipulated rhetoric on SRHR in the mediated (global) public sphere (author, 2023). As author (2023) has evidenced, the consumption of 'hard facts' on sexuality and reproductive health is not enough. Rather, people need to feel more connected to the messages at an emotional level, relating these to their lived experiences. These findings resonate with other results from the literature on science communications (Nutbeam et al, 2018; Scrimshaw, 2019), which revealed how people process 'scientific facts' through a series of filters. Furthermore, a growing body of literature underscores the rise of misinformation on reproductive health online within different local and global contexts (e.g. Malki et al, 2023; John et al, 2024), threatening to harm health outcomes and making it more challenging for women to navigate a polarised information landscape. This is particularly more pronounced for Latin American women's indigenous communities, who are also inserted within deeply rooted authoritarian, patriarchal and highly unequal societies

Biography:

Dr Carolina Matos is a Senior Lecturer in Sociology and Media at the Department of Media, Culture and Creative Industries at the School of Communication and Creativity and a visiting research scholar and former visiting associate professor in Global Communication at the School of Communication, University of Miami, US (2023-2024). Matos was also the Programme Director of the MAs in Media and Communications and International Communications and Development (ICD) from 2018 until 2023, and until August 2022 was based in the Department of Sociology at City University. Matos joined City University in 2013. Matos has nearly 30 years of professional experience, in academia and journalism, having been a former full-time journalist for over 10 years before becoming an academic. Matos has taught and researched in UK HE for more than 20 years, and she has also been a visiting researcher abroad, in Brazil and Finland. In 2022 Matos was a visiting scholar at the Institute of Social and Political Studies (IESP UERJ) in Rio Brazil for two months, and also in March-May 2019. Matos obtained her PhD in Media and Communications from Goldsmiths College, University of London, in January 2007, with a thesis on the relationship between journalism and democracy in Brazil. Her research is on media, gender and development, NGOs, advocacy communications and women's health, and the role of communications in social change, digital media and new technologies. Matos' research also explores issues of democracy and the public sphere, as well as health communications and sexual and reproductive health and rights.

Lessons in Love & Understanding: the importance of all inclusive education on Gender, Sexuality and Relationship Diversity

Jenni Gates

Counselling Therapist, Researcher & Author, UK

Abstract:

Working as a counselling therapist with specialism in GSRD (gender, sexual and relationship diversity), means being on a career course of constant learning. Developing knowledge of human identities and how health and wellbeing is impacted by psycho-social interactions, involves exploring intersectionality and culture across time, and trying to use this knowledge to support the individual in the therapy room. Further than this though, in a world that frequently challenges the individual and their unique sense of self and identity, it is important to share knowledge that is supportive of each unique human experience, and promotes diversity and the freedom to live in a compassionate and inclusive world. Published in 2020 under SAGE education: 'Lessons in Love & Understanding: Relationships, Sexuality & Gender in the classroom' is a book co-authored by a specialist in Gender, Sexual and Relationship Diversity, Jenni Gates and a classroom school teacher, Dr Scott Buckler - because the younger we can educate people on understanding more about these important topics and aspects of being, the easier it is to enhance wellbeing, by fostering a secure and solid sense of self, and as a result, more meaningful connections with others. Therefore, good psychoeducation of all kinds is life enhancing for the individual; and education specifically around Gender, Sexuality and Relationship Diversity, is crucial for successful interactions, connections and socialisation with others.

Biography:

Jenni Gates graduated from University of Glasgow in 2002 with an MA in English Literature and Psychology. She worked in health and social care with young people and families in a variety of settings, including managing a multi award winning youth project in Scotland, and providing charity consultancy in Asia and Africa. In 2012 Jenni qualified with an Advanced Diploma in Integrative Counselling from The Iron Mill, Exeter and worked full time as a specialist counsellor for The West of England Gender Identity Clinic (NHS) where she not only gained training from world leading experts in gender and sexuality studies, but also was part of a research team, publishing a paper in the International Journal of Transgenderism in 2018: 'An exploration of the lived experiences of non-binary individuals who have presented at a gender identity clinic in the United Kingdom'. Jenni currently works as an integrative counsellor in private practice as well as under Pink Therapy. Jenni is a member of SEA (Sex Education Alliance) and has been delivering relationship and sex education across schools and education centres in the UK since 2003. In 2020 Jenni's first book was published under SAGE education titled: Lessons in Love & Understanding: Relationships, Sexuality & Gender in the classroom.

Queer & Communist in the United States: Betty Millard (1911-2010 & Lorraine Hansberry (1930-1965)

Bettina Aptheker

University of California, United States

Abstract:

Although it feels counter-intuitive, the U.S. Communist Party banned gays and lesbians from membership beginning in 1938, classifying us as “degenerates.” The ban became more explicit and more adamant over time so that from the 1950s until the ban ended in 1991 Party resolutions sometimes reflected the most bigoted, stereotypical language to describe us, indistinguishable from the most vicious homophobia on the Right. In spite of the 60 year ban individual queer members of the Communist Party made astonishing contributions to LGBT liberation, women’s liberation, antiracist organizing, and African American and African liberation movements. Queer Communists were teachers, artists, poets, playwrights, composers, journalists, social workers, union and community organizers. This queer presence is an essential part of Communist and radical history in the United States, although historiography, even by progressive and radical historians almost never acknowledge this. Based on ten years of archival research, and at times calling up my own history in the Party between 1962 and 1981 this paper tells two of the stories, focused on the life of Betty Millard, and Lorraine Hansberry. Millard was a charismatic, energetic, and immensely creative activist, writer, journalist, poet, and photographer.

While an editor at the *New Masses*, the Party’s cultural magazine with a circulation in the tens of thousands she wrote a widely circulated essay (republished as a pamphlet) *Woman As Myth* among the first ever written Marxist-feminist manifestos. She was the U.S. representative to the Women’s International Democratic Federation 1949-1951, based in Paris. Later, resettled in New York

in the mid- 1950s she edited the anti-imperialist monthly journal *Latin America Today*. Lorraine Hansberry was a journalist, poet, playwright whose most famous work, *A Raisin in the Sun* was the first play by an African American woman ever produced on Broadway, opening in March 1959 with a star-studded cast and to rave reviews. In the early 1950s Hansberry was assistant editor of the news journal *Freedom* published by Paul Robeson, and was an integral member of the Harlem-based Black Communist intelligentsia that included W.E.B. Du Bois (with whom she studied), Shirley Graham Du Bois, and Louise Thomson-Patterson with whom she organized and reported on the African American women’s initiative, “Sojourners for Freedom.”

These Black women descended on Washington, D.C. in 1951 seeking redress from the unmitigated violence against Black people especially in the South. James Baldwin and Nina Simone were among her other most significant friendships. In her all-too-brief life Hansberry wrote multiple plays, essays, and poems in brilliant, passionate illuminations of liberation that embraced all peoples, including gay people, in all ways.

Biography:

Bettina Aptheker is Distinguished Professor Emerita, Feminist Studies Department at the University of California, Santa Cruz (UCSC). A scholar-activist Bettina co-led both the Free

Speech Movement at the University of California, Berkeley 1964-65, and the National United Committee to Free Angela Davis (1970-1972). Bettina began teaching in the Women’s Studies program at the University of California, Santa Cruz in 1981 and helped to build it into one of the leading Feminist Studies departments in the country. In 2019 Bettina launched an online course, *Feminism & Social Justice*. As of now over 127,000 people have taken the course across the globe. Bettina’s two most recent books are *Intimate Politics: How I Grew Up Red, Fought for Free Speech & Became a Feminist Rebel* (2006). *Communists in Closets: Queering the History, 1930s-1990* (2023)

Nonviolence Management in the Construction and Consolidation of Safe and Violence-Free Virtual Work Environments.

Daniela Sepúlveda Ruiz
Catalizador.Social, Mexico

Abstract:

Facing the challenges of creating and maintaining safe and violence-free virtual workspaces, Catalizador.Social undertook a nonviolence management process to promote the construction and consolidation of safe spaces for the people who collaborate and interact within Catalizador.Social.

The objective of this presentation is to share the knowledge, experiences, and good practices that Catalizador.Social has accumulated in building a safe, nonviolent workspace for diverse populations, integrating gender, differential, intercultural, intergenerational, and intersectional approaches. To date, the internal process of constructing safe and violence-free virtual work environments has been systematized.

The methodological proposal for this process, which is proposed as a continuous and cumulative process, consists of six phases—diagnosis, design, implementation, monitoring, evaluation, and learning—will be presented. Subsequently, the theoretical framework, initial results and progress of applying this methodology will be shown, focusing in the exposition of findings from the diagnostic analysis of violence expressions felt and identified by people collaborating at Catalizador.Social, followed by an approximation of the transformative peace actions proposed by those collaborating in the organization, in order to design and implement them within the organization itself, considering the dynamics of the workspace. Finally, progress, challenges, and tools for advocacy in promoting nonviolence in virtual work environments will be presented.

Biography:

Daniela Sepúlveda Ruiz, an economist with doctoral studies, has dedicated her professional career to development projects since 2005. She has specialized in Monitoring, Evaluation and Learning, as well as quality control of information in projects funded by international development organizations. In 2008, she founded Fundación Que Transform, where she promotes proactive urban culture; and, in 2015, she co-founded Catalizador.Social, a civil association whose mission is to professionalize evidence-based advocacy activism in Latin America and the Caribbean through accompaniment and technical assistance processes. She has collaborated on projects seeking the full exercise of human rights.

"Neither Here Nor There": Feminist Reflections on Insider–Outsider Positionality in Research with Marginalized Communities.

Fairuz Sharif

University of Ottawa, Canada

Abstract:

This paper develops a feminist methodological reflection on the insider-outsider framework based on my doctoral research with Garo women in Bangladesh's beauty industry. While my research centers on the migration, labour, mobility and aspirations of Garo women, this paper departs to explore how positionality: particularly in one's own national context, demands a continuous negotiation between insider and outsider roles. As a Bengali-Muslim woman from an urban, middle-class background, I am ethnically and socially distinct from the Garo women I study. These differences position me as an outsider, with implications for trust, representation, and ethical data collection. However, shared national belonging, language fluency in Bangla, gendered experiences in Dhaka, and familiarity with the local context render me a partial insider. I see myself as a compromised researcher (Griffin, 2012), neither fully inside nor fully outside. This dual identity comes with both strengths and limitations, drawing on Noh (2019), Islam (2000), and Smith (2004), I argue that insider/outsider status is fluid, relational, and historically situated. I introduce a three-step reflexive approach that includes: (1) endogenous reflexivity- acknowledging my identity and training; (2) cultural and historical immersion to mitigate misrepresentation; and (3) attentiveness to the lived experiences and strategic silences of participants. I engage with Butz and Besio's (2004) notion of "transcultural knowers" to highlight how Garo women navigate narratives on their own terms. This paper calls for more critical engagement with positionality in South Asian research contexts, especially among dominant-group researchers working with marginalized communities. In articulating the "in-betweenness" of my positionality, I offer an analytical lens to reconceptualize feminist research ethics and power within familiar geographies.

Biography:

Fairuz Sharif, Ph.D. Candidate (ABD) at the Institute of Feminist and Gender Studies in University of Ottawa.

Gendered Silences and Everyday Navigations: Gender-Based Violence in Japan's Music Industry

Chiharu CHUJO

University of Jean Moulin Lyon III, France

Abstract: This paper explores how gender-based violence (GBV) is embedded, negotiated, and rendered invisible in Japan's music industry. Drawing on long-term qualitative research conducted from 2019 to 2025—including 17 in-depth interviews with female musicians and professionals, as well as recent fieldwork within the club and electronic music scenes the research investigates how power, aesthetics, labor precarity, and gender intersect in shaping everyday experiences. Rather than overt physical violence, many participants described ambiguous situations involving sexualized expectations, aesthetic control, coercive networking practices, and informal harassment, which often remain unnamed and unaddressed due to social norms and institutional silence.

The study avoids a binary framing of victim/resister, instead emphasizing how actors in these industries navigate gendered constraints through subtle forms of self-regulation, avoidance, and adaptation. Some participants articulated strategies of boundary-setting or symbolic distancing, while others relied on social networks to buffer against hostile environments. These micro-navigations unfold in an ecosystem marked by informality, competitive pressures, and male-dominated hierarchies. Recent developments (2024–2025) suggest a slow cultural shift, with some venues and collectives introducing anti-harassment protocols and initiating conversations around consent and safety. However, systemic transformation remains limited.

This research contributes to broader debates on GBV in the field of art and culture by highlighting how silence and normalization function as structural tools of control, while also inviting a decentered perspective that challenges Western frameworks. It questions what forms of recognition and response are possible within creative industries shaped by inequality, precarity, and culturally specific gender norms.

Biography:

Chiharu Chujo is Maîtresse de conférences (Associate professor) at the University of Jean Moulin Lyon III, specialising in Japanese studies, the sociology of music, and gender studies. Her research focuses on gender dynamics in the Japanese music industry, particularly hip-hop and electronic music, using socio-anthropological and ethnographic approaches. She has translated academic works and manga, including *Femmes du jazz* (Marie Buscatto) and *Be Creative* (Angela McRobbie), and organised international seminars on Japanese popular culture and music. Her recent publications include: Chujo, Chiharu. "Navigating the Boundary Between Subjection and Agency." *Gender-Based Violence in Arts and Culture: Perspectives on Education and Work*, edited by Marie Buscatto, Sari Karttunen, and Mathilde Provansal, 2025, pp. 49–72.

Reproductive health and disability : Working towards a more inclusive and supportive environment for adolescents with disabilities

Dr. Ernestine NGO MELHA

*Association d'Aide à l'Education de l'Enfant Handicapé (AAEEH),
France*

Abstract:

An estimated 15% of the world's population live with a disability. In some settings and cultures, menstruation remains a taboo subject. Girls and women with disabilities face double stigma due to social norms related to gender and menstruation, as well as their disability. This double stigma can lead to social isolation and even forced sterilization. Yet access to reproductive health, without discrimination, is a fundamental right for all women and girls. Mainstreaming disability into menstrual hygiene involves making adjustments in the design and implementation of programs and policies to address specific vulnerabilities related to disability.

According to the United Nations Population Fund (UNFPA), global and national health and development policies must prioritize menstrual health, with investments reflecting its important role in human rights, public health, gender equality and sustainable development.

The United Nations Children's Fund (UNICEF) estimates that in Africa, for example, 66% of girls do not have good information about menstruation before they are confronted with their first period. However, access to reproductive health is a fundamental right for all women and girls. Periods have become a public health issue, on which it is important to discuss openly.

This contribution aims to present and discuss preliminary findings of an ongoing project « dignity kits for girls with disabilities » implemented by the Association d'Aide à l'Education de l'Enfant Handicapé (AAEEH) and to provide the next steps or way forward.

Biography:

Dr Ernestine NGO MELHA is an education and disability specialist. Senior lecturer in educational sciences, author of numerous publications and associate researcher with the national institute for special educational needs and disability (INSEI) in France. She is the founder, CEO and main representative to the UN of Association d'Aide à l'Education de l'Enfant Handicapé (AAEEH), an NGO founded in 1998 committed to education, disability and cross cutting issues as well as equity and social justice. Selflessly, with more than 25 years of experience, Ernestine actively and significantly contributes to the advancement of disability mainstreaming in various fields.

BurkaBondage—A Utopian Queer Performance

Dr. Andrea K. Zach

George Mason University, United States

Abstract:

The political discourse around the hijab in Germany can be viewed as culturally confining or as a social threat to the woman herself or as a vehicle with subversive or transformative potential. This paper discussed the performance of “BurkaBondage.” It is an illustration of a utopia of two women encountering another culture through the medium, the burka a symbolic representation of a binding of two cultures in which ethnic differences reside and represents the shared experience of two women from two different continents. The female body, show as a double-bound force that is simultaneously frei und gefesselt (free and chained), is not just a repository of mere surface inscription; rather, through the performance, the body is utilized to navigate gendered cultural and religious norms which suggest the desire for recognition. The repetition of bodily acts in the performance of the “BurkaBondage,” maintaining this double edge of being frei und gefesselt (free and chained) opens up the space for the cultural discursive concern with otherness that exceeds the possibility of differences and marks the body, its materiality, as a force standing outside of and as a challenge to the normative discourse of a national body.

Gender Bias in Dystopian Novels from the 20th Century: Knowledge and Power in Brave New World and Fahrenheit 451

Francesca Elena Rodríguez García

National University of Distance Education, Spain

Abstract:

Dystopian literature has long been recognized for its critical engagement with political, social, and ideological structures, often revealing deep-rooted anxieties about the future. While these narratives expose systems of control and oppression, their referents are concrete and proximate in relation to the historical situation of the author (Norledge 11). As a result, they also reflect the biases of the societies in which they were written, in this case, the gender bias.

This dissertation examines how *Brave New World* (1932) by Aldous Huxley and *Fahrenheit 451* (1953) by Ray Bradbury depict the monopolization of knowledge, focusing on how access to knowledge is largely reserved for male characters both the so-called heroes (Bernard Marx and Guy Montag) and the authoritative figures who define their worlds (Mustapha Mond and Captain Beatty). By analysing their journeys, this study explores the gendered dimension of intellectual power in these dystopian novels. Their female counterparts are portrayed as obstacles to enlightenment, reinforcing a pattern in which women are denied access to critical thought. Furthermore, the male figures of authority are the ones deciding what is worth knowing, demonstrating how dystopian societies mirror real-world structures of intellectual control.

Innis's theory of the monopolization of knowledge and Foucault's theory of power and knowledge, will serve as a framework for the study of Huxley's and Bradbury's dystopian novels, arguing that dystopian literature can reflect and perpetuate contemporary gender hierarchies through the management of knowledge. While previous scholarship has analysed themes such as censorship, consumerism, and political control in these works, the gendered distribution of knowledge remains underexplored. By integrating gender studies and communication theory, this research sheds new light on the structural inequalities embedded in early dystopian fiction, revealing how these novels reinforce the marginalization of women within intellectual and ideological spaces.

Biography:

Recently finished the master in Cultural and Literary studies the Universidad Nacional de Educacion a Distancia (UNED), graduated from English Studies at the Universidad Complutense de Madrid in 2024. Scholarship recipient at the University of Helsinki through the Erasmus 22/23 program and former tutor for the Erasmus Students Network. Has participated in several conferences and seminars, such as the 13th International Conference on Chicano Literature and Latino Studies in Santiago de Compostela, and the last one being the Seminar on Gender Studies at the Universidad Complutense de Madrid.

The First Dominos: How attacks in the United States on abortion and trans rights have been used to build authoritarian power

Samantha Boucher

Trans Liberty, United States

Abstract:

Authoritarian movements rarely begin with mass arrests or overt coups. They start by reshaping culture and law around who controls the body. In the United States, attacks on abortion and trans rights have become the “first dominos” in this process. These issues were not chosen at random: both are deeply personal, both can be framed in moral and religious terms, and both allow governments to expand control over private life while gaining political capital. They have also forged unlikely alliances, bringing together religious conservatives, populist nationalists, and corporate actors in pursuit of power.

This talk argues that the rollback of reproductive and trans rights in the U.S. is not only a civil rights crisis but also a key strategy in the rise of authoritarian power. By targeting healthcare and identity, political leaders create polarizing wedge issues, erode trust in medical institutions, and normalize the idea that fundamental rights are conditional.

I will examine three mechanics of this strategy: pressuring institutions to “obey in advance,” politicizing medicine through ideological litmus tests, and weaponizing documentation and benefits as tools of exclusion. These are not end goals but proving grounds for methods that can then be applied more broadly to speech, to migration, to citizenship itself.

Finally, I will offer lessons for an international audience: how to recognize when bodily autonomy is being used as an authoritarian wedge, how to resist institutional intimidation, and how to build coalitions that link reproductive and trans justice together. The U.S. experience is a cautionary tale, but also a guide: resistance is possible, and action is needed before the dominoes fall

Biography:

Samantha Boucher is the Founder and Executive Director of Trans Liberty PAC, the first U.S. political action organization dedicated solely to defending the civil rights of transgender Americans. She made history as the first openly transgender federal (U.S. House & U.S. Senate) campaign manager in the United States and has since trained campaigns nationwide and guest-lectured at the University of Chicago’s Institute of Politics. With a background in political organizing and technology, her current focus is building cross-movement coalitions to resist authoritarianism, defend vulnerable communities, and engage faith-based and rural audiences in support of trans and reproductive justice.

Gender and Innovation in Migration: Migrant Women as Transformative Forces in Host Communities

Fatima Gomez Sota

Universidad Europea de Valencia, Spain

Abstract:

In a context of organizational and social transformation, traditional leadership models are being challenged, giving way to more inclusive, collaborative, and sustainable approaches. Female leadership emerges as a response to this need for change, bringing competencies such as empathy, emotional intelligence, horizontal team management, and the ability to reconcile work and personal life. This paper explores how women leaders are redefining the concept of leadership from a more human and resilient perspective, challenging hierarchical structures and promoting more equitable organizational cultures. Through a theoretical review and empirical experiences, the study analyzes the distinctive contributions of female leadership as well as the structural and cultural barriers that still persist. It invites a rethinking of current leadership models and highlights the need to integrate gender diversity as a key element for innovation, sustainability, and the development of 21st-century organizations.

Several studies have addressed the specific challenges women face in accessing and maintaining leadership positions. Authors such as Alice H. Eagly and Linda L. Carli have analyzed structural and symbolic barriers using metaphors such as the "leadership labyrinth," questioning the one-dimensional notion of the "glass ceiling." Meanwhile, Sally Helgesen and Herminia Ibarra have emphasized the unique characteristics of female leadership—such as collaboration, empathy, and cross-cutting communication—offering a perspective that challenges traditional, masculinized leadership models. In this regard, the project adopts an interdisciplinary approach, drawing from Psychology, Sociology, Communication, and Gender Studies. Its aim is not only to analyze the barriers and stereotypes women face but also the strategies and strengths they develop as leaders in complex environments.

Biography:

Fátima Gómez Sota, has a degree in Political Science and Sociology from the University of Deusto and a PhD in Sociology from the University of the Basque Country (Spain). Actually She is Associate professor of Sociology and research Coordinator on the Faculty of Social Sciences at European University. She has participated in numerous national and international conferences, and write more than 20 papers, in the field of international migrations, Sociology of work and diversity and new forms of socialization and identity of Z generation.

Her current lines of research focus on Social Innovation, Diversity in the Workplace and Social Inequality. She is IP of GISO Research Group (Gender and Socio-Organizational Innovation).

Gender and Talent: Initiatives and Best Practices for Promoting Female Talent in Universities – An International Perspective

Cristina Gimenez Elorriaga

University of Deusto, Spain

Abstract:

In a context of organizational and social transformation, traditional leadership models are being challenged, giving way to more inclusive, collaborative, and sustainable approaches. Female leadership emerges as a response to this need for change, bringing competencies such as empathy, emotional intelligence, horizontal team management, and the ability to reconcile work and personal life. This paper explores how women leaders are redefining the concept of leadership from a more human and resilient perspective, challenging hierarchical structures and promoting more equitable organizational cultures. Through a theoretical review and empirical experiences, the study analyzes the distinctive contributions of female leadership as well as the structural and cultural barriers that still persist. It invites a rethinking of current leadership models and highlights the need to integrate gender diversity as a key element for innovation, sustainability, and the development of 21st-century organizations.

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Biography:

Dr. Cristina Giménez Elorriaga is the Director of Corporate Relations at the Faculty of Engineering, University of Deusto (Bilbao, Spain). She also lectures in several master's programs on leadership and soft skills. Dr. Giménez is the Director of the International Ada Byron Award for Women in Technology, and a recipient of the National Award for Cultural Research. She is the author of various studies and projects for public and private institutions

SO BIG, SO INVISIBLE- Bi-erasure among those who also experience other multi-minority conditions such as autism and giftedness. Technical perspective and testimony from within

Luisa Di Biagio

Cascina Blu(R), Italy

Abstract:

The international panorama is increasingly attentive to conditions of diversity. Gender identity, sexual orientation, neurological diversity such as autism, and Giftedness are hot and current topics. While the goal of inclusion appears increasingly urgent, some obstacles are constantly "under the radar". Evidence highlights the statistically significant overlap between the autistic population and gender fluidity and/or non-heterosexual orientation. The autistic and LGBTQIA+ population has, in fact, many members in common. Yet, in what should be a situation of recognition and acceptance, Bi-erasure appears even more profound.

The alliance between minorities, based on the mutual understanding and respect, cuts out Bisexuality with an ease that deserves scientific attention. This has enormous consequences, both on the very young and on the more mature population. Bisexual people are excluded from accessibility to educational models necessary for the structure of identity and wellbeing. Since the autistic population is already excluded from common accessibility dynamics, this double marginalization is dramatic.

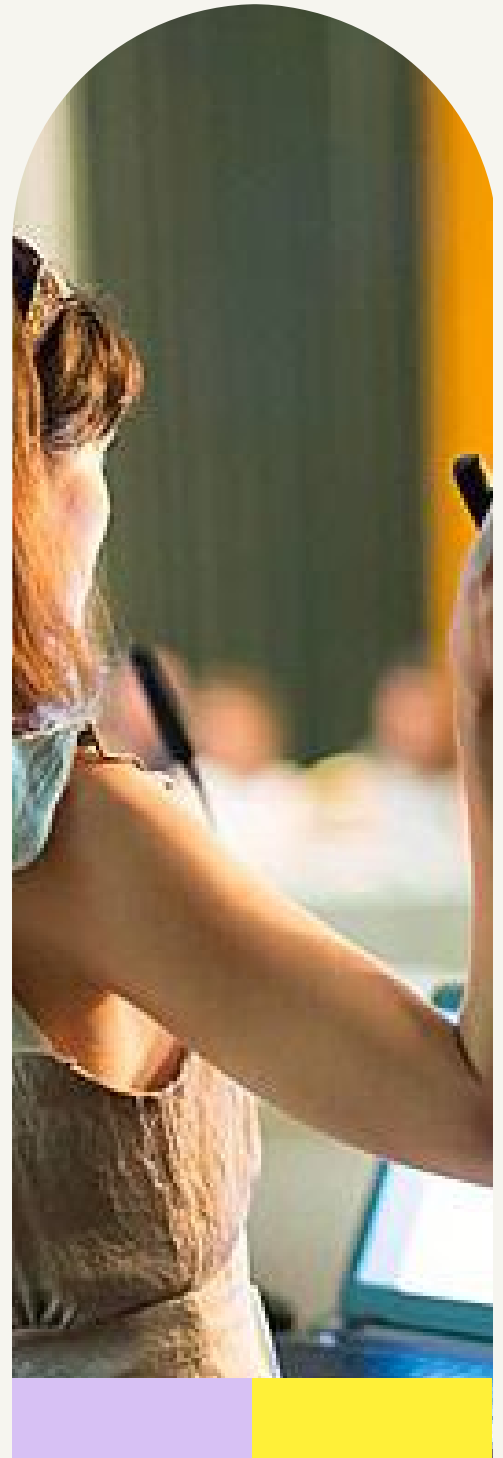
The perception of the network, on which the idea of oneself is built, seems to refer to a constant oscillation between heterosexual phases and homosexual phases. Social groups also act as dramatic choices and pressures depending on this perceived placement. But Bisexuality is something else.

This work intends to offer an overview of the international situation, an empirical collection with some elements organized according to scientific standards. And it is enriched by both: the clinical and technical researcher perspective and the personal "from within" experience as a person who experiences the effects of at least three minorities.

Biography:

Luisa Di Biagio studied at the University "D'Annunzio", Chieti, Italy and "Regina Apostolorum", Pontifical University, Italy/Vatican City. Member of the research group on sexuality and gender studies SinAPSI, University Federico II, Naples, Italy. Psychologist, Chartered Member of the BPS- British Psychological Society, Ethologist, Expert in Autism, Giftedness, Human-Animal Relationships, Sexologist, Researcher with numerous participations in international conferences, Author of numerous publications both in the academic and popular fields. Activist for the rights of Autistic, Gifted, LGBTQIA+, and for Victims of Violence. Vice President of the Cascina Blu® Association, Italy, and President of the ANILDD in Cape Verde, Africa.

Poster Presentations



New Leadership Models: Female Leadership

Fatima Gomez Sota

Universidad Europea de Valencia, Spain

Abstract:

In a context of organizational and social transformation, traditional leadership models are being challenged, giving way to more inclusive, collaborative, and sustainable approaches. Female leadership emerges as a response to this need for change, bringing competencies such as empathy, emotional intelligence, horizontal team management, and the ability to reconcile work and personal life. This paper explores how women leaders are redefining the concept of leadership from a more human and resilient perspective, challenging hierarchical structures and promoting more equitable organizational cultures. Through a theoretical review and empirical experiences, the study analyzes the distinctive contributions of female leadership as well as the structural and cultural barriers that still persist. It invites a rethinking of current leadership models and highlights the need to integrate gender diversity as a key element for innovation, sustainability, and the development of 21st-century organizations.

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University of Deusto, Spain

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