



3RD EDITION INTERNATIONAL

WOMEN'S FORUM

MARCH 17-19, 2025

AMSTERDAM, NETHERLANDS



CONTACT US

MOUNIKA P

PROGRAM MANAGER | WOMEN'S FORUM 2025

WOMENSFORUM@SCHOLARSEVENTS.ORG

+447426060443

21 CLIFTON ROAD, NEWCASTLE UPON TYNE,
ENGLAND | UK, NE4 6XH

[HTTPS://SCHOLARSCONFERENCES.COM/WOMENS-FORUM/](https://scholarsconferences.com/womens-forum/)

Scientific Program

Day 01 | March 17, 2025 | In-Person

08:30-09:15 Registrations

09:15-09:30 Opening Ceremony

Keynote Forum

09:30-10:00 **Title: Crossing Borders through Culturally Informed Intersectionality: Reflecting on being an Indigenous Woman Living with Disability in Higher Education**

Sheelagh Daniels-Mayes and Anthea Skinner, University of Melbourne, Australia

10:00-10:30 **Title: Understanding Machiavellianism: Traits, Psychological Perspectives, and Implications for Psychotherapy**

Benjamin Pelz, Curamed, Germany

10:30-11:00 **Title: Breaking Barriers, Shaping the Future of Women: Public Policies in Brazil**

Larissa Albuquerque Oliveira Vitoriano Rodrigues, Pontificia Universidade Catolica do Parana, Brazil

Networking and Refreshments Break @ 11:00-11:20

11:20-11:50 **Title: Advancing Interprofessional Clinical Care in an Academic Psychiatry Department**
Sabine Schmid, University of Minnesota, United States

11:50-12:20 **Title: Securing the Safety Net: Cybersecurity Strategies for Protecting Financial Guarantees**
Daniela Tolici, Bank Deposit Guarantee Fund, Romania

12:20-12:50 **Title: Women as Victims and Actors in Conflicts: A Dual Reality**
Helene Conway-Mouret, French Senate, France

Group Photo @ 12:50-13:00

Lunch and Networking Break @ 13:00-13:50

13:50-14:20 **Title: Positive Mental Health**
Nidhi Trivedi, Nidhi Perception Pty LTD, Australia

Speaker Session:

Session Chair: Barb Smith Varclova, Your Steps Counselling, United Kingdom

Nidhi Trivedi, Nidhi Perception Pty LTD, Australia

14:20-14:45 **Title: Alcohol-Related Brain Damage: Improving Outcomes for Patients and Providers**
Renee Willenborg & Stephen Smith, NHS Lothian, United Kingdom

14:45-15:10 **Title: Mental Health and Leadership: Empowering Women through Mindfulness and Stress Management**

Sabira Arefin, IdMap.ai, Institute of Global Health, United States

15:10-15:35 **Title: Assessing an Online Jing Method™ Advanced Clinical Massage Protocol to Treat Stress in Unpaid Carers of Children or Adults with Disability**

Casey Stewart Smith, Revive Therapy, United Kingdom

15:35-16:00 **Title: Unveiling the Gender Gap in Nutrition: A formative Study of Sociocultural barriers in Southeast and West Africa**

Nazneen Rahman, CARE USA, United Kingdom

Networking and Refreshments Break @ 16:00-16:20

16:20-16:45 The Sea Recovery Retreat, Spain

16:45-17:10 **Title: Closing The Gender Inequality Gap in the Energy Sector**
Patty Mhanguwo, Zesa Holdings, Zimbabwe

17:10-17:35 **Title: Jordan Social Entrepreneurship Policy & Roadmap**
Mahmoud Awad Zayed Alkaraki, Plan International, Jordan

Panel Discussions & B2B Meeting @ 17:35-18:00

Day 01 End | Closing Ceremony**Day 02 | March 18, 2025 | In-Person****09:00-09:15 : Introduction****Keynote Forum**

- 09:30-10:00** **Title: Parenting in the Trauma Recovery - Break a Cycle**
Barb Smith Varclova, Your Steps Counselling, United Kingdom
- 10:00-10:30** **Title: Evaluating the effects of The Jing Method™ of Advanced Clinical Massage on stress, anxiety, and depression in those with desk based work/sedentary lifestyles**
Sian O Flynn, Jing Institute of Advanced Clinical Massage & Complementary Medicine, United Kingdom
- 10:30-11:00** **Title: Adaptability: A Superpower for the Next-Gen Female Leaders Fostering Innovation**
Tina Persson, Passage2Pro AB – Educational & Coaching Company, Sweden

Networking and Refreshments Break @ 11:00-11:20

- 11:20-11:50** **Title: Responsive Commercial Architecture for Improving the Quality of Life for Neurodivergent Individuals: A Neuroarchitectural Approach to Rethinking Workspaces**
Leticia Schuwartz Deps, Ibrachics, Brazil

Speaker Session**Session Chair: Barb Smith Varclova**, Your Steps Counselling, United Kingdom

- 11:50-12:15** **Title: Break Those Barriers and Pave the Way**
Syreeta Bond, Walden University, United States
- 12:15-12:40** **Title: Transcranial Direct Current Stimulation (tDCS) Improves Emotion Regulation in Children with Attention-Deficit Hyperactivity Disorder (ADHD)**
Mariam Hosseinzadeh, Shahid Beheshti University of Medical Sciences, Germany
- 12:40-13:05** **Title: Identity as a Driver for Cosmetic Intervention as Palliative Care**
Keren Ezra, Hasmonian High School, United Kingdom

Lunch and Networking Break @ 13:05-13:55

- 13:55-14:20** **Title: A Life Cursed with Difference of Mind and Body: The Role of Counseling, Technology, and Innovation in Empowering Women and LGBTQ+ Mental Health in Bangladesh**
Mohammad Abdul Mannan Akond, Abul Quasem George & Md Al Emam Reza, SSD Youth Foundation, Bangladesh
- 14:20-14:45** **Title: Unlocking Potential: Empowering Women in Science and Technology-Bridging the Gender Gap in Bangladesh's Digital Future**
MD Khairul Islam, JAAGO Foundation Trust, Bangladesh
- 14:45-15:10** **Title: Mainstream Governance in Local Politics: Experience of Women Leaders in the City of San Fernando, La Union, Philippines**
Dulce Rodriguez, DMMMSU, Philippines
- 15:10-15:35** **Title: TBA**
Martha Doq, Perkumpulan Nurani Perempuan, Indonesia
- 15:35-16:00** **Title: Leadership Development: A case study of political, environmental and social activism led by Women**
Oyeyinka Oyelowo, Canadian Voice of Women for Peace (VOW), Canada

Networking and Refreshments Break @ 16:00-16:20**Poster Session @ 16:20-16:50**

- EP001** **Title: Mental Health Challenges of Medical Students At Different Stages of Training: Incidence and Associated Factors After an Academic Year Follow-Up**
Meredith Xepoleas, Keck School of Medicine of the University of Southern California, United States
- EP002** **Title: Investing in Women in Norway: Accelerating the Pace towards Equality**
Furaha Kabisuba, LLS, Norway

Panel Discussions & B2B Meetings
Day 03 | March 19, 2025 | Virtual | GMT +1

09:00-09:15 : Introduction

Keynote Forum

- 09:15-09:45** **Title: The Right to be a Mother in Europe in the 21st Century. Case Study of Poland**
Maciej Rzewuski, University of Warmia and Mazury, Poland
- 09:45-10:15** **Title: The Role and Place of Women in Polish Theological Faculties**
Aleksandra Klos-Skrzypczak, University of Silesia in Katowice, Poland
- 10:15-10:45** **Title: Women Empowerment in Indian Slum Areas by applying Amartya Sen Capability Approach Case Study of Annapurna Pariwar - A Microfinance Organization**
Sukanya Patwardhan, Jade Global Software Pvt Ltd, India
- 10:45-11:15** **Title: Leadership of African Women in Wealth Creation**
Sanae Hanine, University Hassan Premier, Morocco

Refreshments Break @ 11:15-11:35

Speaker Session

- 11:35-12:00** **Title: Women's Health and Wellness**
Madhu Shukla, Marwadi University, India
- 12:00-12:25** **Title: Visualizing Gender and Inequality in Crisis: The Portrayal of Atlas Women during the Al Haouz Earthquake**
Salim Dib, Sidi Mohamed Ben Abdellah, Morocco
- 12:25-12:50** **Title: Kuroda Chika (1884-1968) - Pioneer Woman Chemist in Twentieth Century Japan**
Yona Siderer, Hebrew University, Israel
- 12:50-13:15** **Title: Breaking the Glass Ceiling: Achieving Gender Equality in the Workforce**
Alona Lebedieva, Aurum Charity Foundation, Ukraine

Refreshments Break @ 13:15-13:35

- 13:35-14:00** **Title: Taliban Policies Towards Women: An Analysis of Interaction between Deobandism and Pashtunwali**
Razia Joya, Nagoya University, Japan
- 14:00-14:25** **Title: Woman- The Best Helper in the Family for a Better Community**
Mary Anbarasi Johnson, CMC Vellore, India
- 14:25-14:50** **Title: Women in Power & Decision Making**
Anita Guha, IBM, India
- 14:50-15:15** **Title: Analysis of the Challenges Faced by Women after Disasters in the Context of Gender Inequality: A Meta-Synthesis Study**
Kubranur Gormus, Sinop University, Turkey
- 15:15-15:40** **Title: What Factors Explain the Racial GAP in Severe Maternal Morbidity (SMM) in the Southeastern US?**
Kathleen Adams, Emory University, United States

Refreshments Break @ 15:40-16:00

Keynote Forum

- 16:00-16:30** **Title: Workshop Abstract: "Leadership and Empowerment: Developing Skills, Breaking Barriers, and Leading with Confidence**
Klaudia Zinaty, Women Empowerment Awards, Canada

Speaker Session

- 16:30-16:55** **Title: Exploring the Perspectives: How Bangladeshi Men in Canada from Various Generations Define Womanhood**
Abu Saleh Mohammad Sowad, Concordia University, Canada
- 16:55-17:20** **Title: Empowering Women in STEM: Breaking Barriers, Inspiring Change**
Nil Demirag, Gulf Breeze High School, United States

Panel Discussions Day 03 End | Closing Ceremony

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands

A large pink circle with a drop shadow, containing the text 'KEYNOTE SPEAKERS Day 1'. A thin pink line connects the top of the circle to a thick pink horizontal bar above it.

**KEYNOTE
SPEAKERS**
Day 1



International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Sheelagh Daniels-Mayes

University of Melbourne, Australia

Biography

Sheelagh Daniels-Mayes is a Gomeroi woman who has low vision. She is Lecturer in Indigenous Studies, and Deputy Associate Dean, Diversity and Inclusion – Disability in the Faculty of Arts at the University of Melbourne. Her research expertise includes sociology of racism, Critical Indigenous Studies, Critical Disability Studies and intersectionality.

Sheelagh is the Chief Investigator of an ARC Discovery Indigenous, 'Improving Life Outcomes for Indigenous People Living with a Disability: Lessons from Australia's Universities' (The BlakAbility Project). This is a multidisciplinary team investigating the experiences of Indigenous staff and students with disability. She is developing a framework referred to as BlakAbility

Crossing borders through culturally informed intersectionality: Reflecting on being an Indigenous woman living with disability in higher education

In this presentation I reflect upon my experiences of being an Australian Indigenous, disabled and, yes, a woman, who leads a major research project in higher education. More specifically, I will speak of how I navigate the university landscape that largely remains under the leadership of men, the able-bodied and those who are affiliated with the dominant culture. While Indigenous women are increasingly achieving leadership roles in higher education, they are hindered in their undertakings by barriers such as racism and sexism, and for me and many others, ableism. This complex entanglement of identities too often results in multiple sites of exclusion, disempowerment and invisibility. However, such identities can also be sites of opportunity, strength and resistance.

For generations colonisation has enacted a process of disempowerment for Indigenous women. It is essential to understand that my Aboriginality comes first and impacts all that I do. A culturally responsive model of leadership goes beyond being a position or a person. Instead, it involves responsibility and respect in both directions—from the younger to the older and the older to the younger. It is about deep listening, recognizing difference and lived experience, and working from where people are at—not where you would want them to be. It is, undoubtedly, also a gendered practice. Culture also frames disability as a strength and not a deficit. Culture is a way of reclaiming power; about disrupting racialized deficit narratives; resistance and, pushing back against the colonial load. Finally, using the framework of intersectionality reveals both the barriers and opportunities of belonging to multiple categories of inequity and ways in which to work across borders of difference.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Anthea Skinner

University of Melbourne, Australia

Biography

Anthea Skinner – Anthea is a Chief Investigator on the BlakAbility project, developing the research design, conducting fieldwork, evaluating gathered data and co-designing professional training resources. Anthea is a musicologist and a McKenzie Postdoctoral Research Fellow at the Victorian College of the Arts, University of Melbourne. She is the co-ordinator of the Melbourne Youth Orchestras' Adaptive Music Bridging Program, provided instrumental music education for children with disability. In 2024 she was awarded an ARC Early Career Industry Fellowship.

Crossing borders through culturally informed intersectionality: Reflecting on being an Indigenous woman living with disability in higher education

In this presentation I reflect upon my experiences of being an Australian Indigenous, disabled and, yes, a woman, who leads a major research project in higher education. More specifically, I will speak of how I

navigate the university landscape that largely remains under the leadership of men, the able-bodied and those who are affiliated with the dominant culture. While Indigenous women are increasingly achieving leadership roles in higher education, they are hindered in their undertakings by barriers such as racism and sexism, and for me and many others, ableism. This complex entanglement of identities too often results in multiple sites of exclusion, disempowerment and invisibility. However, such identities can also be sites of opportunity, strength and resistance.

For generations colonisation has enacted a process of disempowerment for Indigenous women. It is essential to understand that my Aboriginality comes first and impacts all that I do. A culturally responsive model of leadership goes beyond being a position or a person. Instead, it involves responsibility and respect in both directions—from the younger to the older and the older to the younger. It is about deep listening, recognizing difference and lived experience, and working from where people are at—not where you would want them to be. It is, undoubtedly, also a gendered practice. Culture also frames disability as a strength and not a deficit. Culture is a way of reclaiming power; about disrupting racialized deficit narratives; resistance and, pushing back against the colonial load. Finally, using the framework of intersectionality reveals both the barriers and opportunities of belonging to multiple categories of inequity and ways in which to work across borders of difference.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Benjamin Pelz

Curamed, Germany

Biography

Benjamin Pelz is a clinical psychologist based in Germany, where he works with the CuraMed clinic group. He holds a master's degree in clinical mental health counseling, a bachelor's degree in psychology, and a graduate degree in neuropsychology. Additionally, he is a trained positive psychologist and is currently pursuing a PhD in general psychology with a focus on performance psychology. Mr. Pelz is an international speaker, having presented at several national and international conferences. He is also a published author, with multiple contributions to various scientific journals.

Understanding Machiavellianism: Traits, Psychological Perspectives, and Implications for Psychotherapy

This presentation explores the psychological concept

of Machiavellianism, tracing its development from a political idea derived from Niccolò Machiavelli's influential work, "The Prince," to its modern interpretation as a personality trait marked by manipulation, cynicism, and emotional detachment. A primary focus of our discussion is how Machiavellian traits manifest in psychotherapy, presenting unique challenges and opportunities. Individuals with high levels of Machiavellianism often hinder the establishment of genuine therapeutic alliances due to their manipulative behaviors and lack of empathy. This presentation analyzes the core characteristics of Machiavellianism within the broader context of the Dark Triad, which also includes narcissism and psychopathy. This presentation will highlight the complex interplay of behaviors and attitudes that define these personality types. The speaker will examine the psychological mechanisms underlying these traits, such as strategic manipulation and a transactional approach to relationships. The implications for therapy are substantial, as these traits frequently stem from environmental factors like childhood maltreatment and dysfunctional family dynamics. Effective therapy necessitates an understanding of these origins, enabling therapists to navigate the complexities of treatment ethically. This presentation synthesizes existing literature and employs a multifaceted methodological approach. It offers insights into the challenges and potential strategies for addressing Machiavellian traits in clinical practice. By integrating theoretical frameworks with evidence-based approaches, the aim is to develop a comprehensive understanding of how these traits influence therapeutic processes and outcomes, ultimately fostering more effective therapeutic practices.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Larissa Albuquerque Oliveira Vitoriano Rodrigues

Pontificia Universidade Catolica do Parana, Brazil

Biography

Larissa Vitoriano is a criminal lawyer specializing in gender, violence against women, and women's rights. She is a professor of Criminal Procedure at the National Faculty of Education and Higher Education of Paraná (FANEESP). Larissa holds a Master's degree in Human Rights and Public Policies from the Pontifical Catholic University of Paraná and a postgraduate degree in Administration, Finance, and Value Generation from the Pontifical Catholic University of Rio Grande do Sul. She is currently pursuing a postgraduate degree in Civil Procedural Law at the University of Fortaleza. Larissa is a member of the Gender Violence Studies Commission and the Human Rights Defense Commission at the OAB/PR, part of the Criminology and Criminal Policy Center at UFPR, Secretary-General of the National Women's Coalition, and a full member of the Women's Rights Commission in Araucária, Paraná.

Breaking Barriers, Shaping the Future of Women: Public Policies in Brazil

In recent decades, Brazil has embarked on a journey to advance gender equality through progressive public policies. This study examines the impact of these policies on women's empowerment, focusing on key initiatives like the Maria da Penha Law, which addresses domestic violence, and efforts to enhance female representation in politics and leadership. Through comprehensive policy analysis, the research evaluates the effectiveness of these measures.

The results highlight significant progress in reducing gender-based violence and increasing women's participation in public life. However, challenges remain, such as persistent wage gaps and underrepresentation in certain sectors. The analysis reveals that while policies have created a foundation for gender equality, societal norms and structural inequalities continue to pose barriers. The study underscores the importance of intersectional strategies that address the diverse experiences of women, considering factors like race and socioeconomic status.

In conclusion, the findings emphasize the need for comprehensive and inclusive public policies to sustain and accelerate progress in gender equality. This research contributes to the discourse on women's rights in Brazil, offering insights into effective policy-making and advocacy strategies. The study serves as a call to action for continued efforts to break down barriers and shape a future where all women can thrive.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Sabine Schmid

University of Minnesota, United States

Biography

Sabine P. Schmid, PhD, is a clinical psychologist and associate professor in the Department of Psychiatry and Behavioral Sciences at the University of Minnesota. Her work is located within the Mood Disorders Program, which investigates and provides novel interdisciplinary interventions for depression. Her research focuses on the integration of cognitive-behavior therapy with emerging biological interventions.

Her clinical care approach is evidence-based with a core foundation in Cognitive Behavior Therapy and integrated with mindfulness and acceptance-based techniques. In addition to her involvement in clinical care and research, she currently directs her department's Psychology and Behavioral Sciences Education programming and leads interprofessional education efforts for trainees across disciplines.

Advancing Interprofessional Clinical Care in an Academic Psychiatry Department

Over the past decade, the Department of Psychiatry and Behavioral Sciences at the University of Minnesota has gradually shifted its clinical and educational activities towards greater interprofessionalism. Yet, barriers to excellence in interprofessional clinical care and education remain. This year, the department's Education Council created an Interprofessional Education (IPE) committee charged with developing and implementing the first IPE retreat for (independently) practicing clinical professionals within the

department.

This presentation will detail the retreat planning and implementation process including composing an IPE planning committee, selecting content/speaker, narrowing the target audience, crafting the evaluation process, and debriefing lessons learned. Logistics described in this presentation will focus on determining the format of the retreat, funding, and scheduling a ½ day event for clinicians, educators, and staff across professions.

The retreat had two parts, each containing didactics followed by "hands-on" practice. Part 1 didactics included: 1) defining interprofessional education and interprofessional collaborative practice (IPCP); 2) understanding multiple national forces moving toward IPCP and healthcare reform; and 3) evaluating existing literature on IPE and IPCP. The active learning workshop aimed at developing opportunities to improve team functioning. Part 2 didactics included: 1) defining the clinical integration process; 2) applying IPEC Core Competencies to work in healthcare settings; and 3) modeling competencies while engaging in interprofessional precepting. Part 2 concluded with a workshop identifying opportunities to implement interprofessional integration in clinical care settings, precepting, and team functioning.

Of 58 total participants, 16 completed the evaluation form. Responses (while limited) indicated the retreat a) was valued, directly relevant to participants' work, and deemed an effective use of their time, b) raised appreciation and understanding of IPE, and c) increased participants' motivation to implement and enhance IPE. Committee members and retreat participants valued the opportunity to create a shared mission consistent with the department's vision of interprofessionalism in the clinical learning environment. Participants identified the following primary barriers to greater implementation of IPE: 1) competing priorities by different employment homes in a complex, matrixed healthcare system, 2) conflicting schedules and limited protected time, 3) perceived lack of leadership support for prioritizing IPE and IPCP, and 4) limitations in team communication skills such as providing/receiving instructive feedback.

Moving forward, department education leaders will advance training opportunities tailored to identified needs and barriers to excellence in IPE and IPCP. For instance, capitalizing on the retreat, we will utilize interprofessional Crucial Conversations training to maximize effective communication and team functioning.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Daniela Tolici

Bank Deposit Guarantee Fund, Romania

Biography

Daniela Tolici is an Organizational Strategist with a rich professional journey spanning over 20 years. Throughout her career, she has been dedicated to enhancing organizational performance through strategic business planning, change management, and sustainable development. Currently serving as Advisor to the Director of Romanian Bank Deposit Guarantee Fund, she strives to establish and prioritize business objectives while offering invaluable insights into strategic matters. Her expertise lies in organizational development, with a keen interest in sustainability, gender diversity, and best practices within the financial sector. Her academic journey includes an MBA from the University of Wales, UK, and a PhD Diploma in Knowledge Management. Additionally, she shares her knowledge and passion for Change Management

and Organizational Development as an Associate Professor at the NUPSPA University, Bucharest, Romania. Daniela firmly believes that a collective effort can make a lasting impact and shape a future where organizations thrive while embracing positive change and diversity.

Securing the Safety Net: Cybersecurity Strategies for Protecting Financial Guarantees

In today's digital economy, ensuring the cybersecurity of financial guarantee systems is essential for maintaining public trust and financial stability. The Romanian Deposit Guarantee Fund (FGDB), a critical institution for safeguarding depositors, faces an escalating array of cyber threats that challenge its operational integrity and security. This paper delves into the unique cybersecurity challenges confronting financial guarantee institutions and outlines strategies to mitigate these risks effectively. By analyzing recent cyber incidents targeting financial entities, we identify key vulnerabilities relevant to systems like the FGDB. The study proposes a tailored cybersecurity framework emphasizing risk management, regulatory compliance, advanced threat detection, and rapid incident response. Additionally, it explores the potential of emerging technologies such as artificial intelligence and blockchain to strengthen defenses against sophisticated cyberattacks. Highlighting the importance of a proactive and dynamic approach, this research underscores the critical role of cybersecurity in protecting financial guarantees and reinforcing trust in an increasingly interconnected financial landscape.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Helene Conway-Mouret

French Senate, France

Biography

Conway-Mouret is a University Professor. She is appointed Head of the foreign language department at the Dublin Institute of Technology (DIT) in 1997. She is also Project Director at the European affairs Institute of Dublin, visiting Professor at the Research Institute IREST (Université Paris I Panthéon-Sorbonne) and founding member of the Unesco Chair "Culture, Tourism and Development" at Université Paris I Panthéon-Sorbonne.

She holds a B.A in modern languages (Université Lumière-Lyon II), a Higher Diploma in Education (Trinity College of Dublin, Ireland), a Master in philosophy (Trinity College) and a Degree in Management (University of Ulster in Belfast, United-Kingdom).

Women as victims and actors in conflicts: A dual reality

War is still seen as a "man's business", and women are often invisible. Few studies are carried out on the

impact of armed conflict on females, despite the fact that they represent a particularly vulnerable but resilient target group and play an increasingly active role in combat.

Civilian women: invisible but resilient victims

The human toll in armed conflicts is traditionally based on the number of casualties on the battlefields, whose majority are men. It overlooks the other victims who are women.

First and foremost, they are the primary victims of the bombardment of civilian areas, but also of sexual violence used as a weapon of war, as demonstrated by the attack on October 7. They are also victims of various explosive devices.

Secondly, they suffer the collateral effect of the upheaval in social and family structures caused by the absence or death of men. This restructuring of roles is particularly visible in Ukraine. It is just as prevalent in the Gaza Strip, although less documented due to the denial of access to the territory.

Women combatants: from exception to normality

Women are not just passive victims of conflict.

In the West, the feminization of armies is relatively recent but still limited. However, in war zones, taking up arms is a matter of survival. Kurdish women, for example, were pioneers in the empowerment of the Rojava region. Ukrainian women have seen their role evolve since the war in the Donbass.

It is essential to understand and integrate these realities to better meet the needs of women in conflict zones, while supporting their role in post-conflict transformation.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Nidhi Trivedi

Nidhi Perception Pty LTD, Australia

Biography

Nidhi Trivedi, a passionate advocate for mental health and inclusion support. With a background in counseling as a CBT therapist, coaching, and speaking, she is dedicated to empowering vulnerable populations to promote independence and positive change. Through her programs and advocacy efforts, she strives to create a more inclusive and supportive environment for individuals facing mental health challenges. As the CEO of Nidhi Perception Pty LTD, she led with empathy, determination, and resilience, inspiring others to join the cause of mental health awareness. She is committed to expanding my reach and impact, continuing to advocate for mental health support and empowerment. Together, we can make a difference in the lives of those who need it most.

Positive Mental Health

In the quest for holistic mental well-being, a unique and effective approach emerges through the integra-

tion of Cognitive Behavioral Therapy (CBT) and the ancient wisdom of Vedanta, a philosophical system that underpins many schools of thought in Hinduism. This innovative blend combines the evidence-based practices of CBT with the profound teachings of Vedanta, offering individuals a comprehensive roadmap toward positive mental health.

Drawing from the works of Beck et al. (1979) and Ellis (1995), CBT provides a structured foundation for identifying and challenging negative thought patterns and behaviors that contribute to mental health issues. On the other hand, Vedanta offers a profound understanding of the self, consciousness, and the interconnectedness of all beings. By incorporating Vedantic principles into therapy, individuals can deepen their self-awareness, cultivate mindfulness, and align themselves with their true inner nature.

Research by Kriyananda (2011) highlights the benefits of incorporating Vedanta philosophy in therapy, showing promising results in promoting emotional well-being and self-realization. The integration of CBT and Vedanta principles offers a unique perspective that not only addresses symptoms but also seeks to uncover the underlying causes of mental distress, guiding individuals toward a more profound sense of purpose and fulfillment.

This integrative approach empowers individuals to navigate the complexities of the mind with a blend of Western psychology and Eastern philosophy, providing a harmonious path towards positive mental health and spiritual growth. By embracing the synergy of CBT and Vedanta, individuals can embark on a transformative journey of self-discovery, resilience, and inner peace.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands

A large red circle with a white border, containing the text 'SPEAKERS Day 1' in white. A thin red line connects the top of the circle to a thick red horizontal bar above it.

SPEAKERS
Day 1



International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Renee Willenborg

NHS Lothian, United Kingdom

Biography

Renee Willenborg is an Assistant Psychologist with the NHS Lothian Substance Use Psychology team. She completed her degrees in Psychology and Neuroscience at the University of Amsterdam. In 2021, Renee moved to Edinburgh to further her career in Psychology within the NHS. She works across several services, including an alcohol detox ward, homeless hostels, and the Penumbra Milestone ARBD unit. Her diverse experience allows her to support individuals in various challenging settings. Renee is dedicated to making a positive impact in the field of substance use and mental health.

Alcohol-Related Brain Damage: Improving outcomes for patients and providers

To describe and evaluate a cost-effective, integrated model of service provision for people with Alcohol Related Brain Damage (ARBD).

Methods: Participants identified by three large acute hospitals as having ARBD and suitable for recovery and rehabilitation were offered a 12-week recovery-focused programme at a residential unit. The unit is a collaboration between an NHS board, the local council, and a 3rd sector organization. Participants' pre-admission and post-admission medical data was gathered to analyse the effectiveness of the unit's programme on Emergency Department (ED) attendance and inpatient bed use. Improvement in cognition was measured by comparing the ACE-III results for all participants at admission and just prior to discharge from the programme. Thirty-one participants met the inclusion criteria.

Results: The programme significantly reduced attendance at ED, use of inpatient beds after discharge, and improved cognitive functioning.

Conclusion: This integrated service provides clear benefits to residents' cognitive functioning and to the NHS by freeing up inpatient beds and ED capacity, and should therefore be considered by commissioners when addressing the needs of people with ARBD.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Stephen Smith

NHS Lothian, United Kingdom

Biography

Stephen Smith is a Senior Clinical Psychologist and the ARBD Psychology Lead. After a career in social care and social work, he earned his Doctorate in Clinical Psychology in 2013. Since 2017, he has led the psychology team at Penumbra Milestone ARBD unit. Dr. Smith has served on the UK Expert Panel for ARBD and currently provides training services across Scotland for staff working with individuals with ARBD. His expertise and experience are highly valued in the field, particularly in supporting staff in their work with ARBD patients.

Alcohol-Related Brain Damage: Improving outcomes for patients and providers

To describe and evaluate a cost-effective, integrated model of service provision for people with Alcohol Related Brain Damage (ARBD).

Methods: Participants identified by three large acute hospitals as having ARBD and suitable for recovery and rehabilitation were offered a 12-week recovery-focused programme at a residential unit. The unit is a collaboration between an NHS board, the local council, and a 3rd sector organization. Participants' pre-admission and post-admission medical data was gathered to analyse the effectiveness of the unit's programme on Emergency Department (ED) attendance and inpatient bed use. Improvement in cognition was measured by comparing the ACE-III results for all participants at admission and just prior to discharge from the programme. Thirty-one participants met the inclusion criteria.

Results: The programme significantly reduced attendance at ED, use of inpatient beds after discharge, and improved cognitive functioning.

Conclusion: This integrated service provides clear benefits to residents' cognitive functioning and to the NHS by freeing up inpatient beds and ED capacity, and should therefore be considered by commissioners when addressing the needs of people with ARBD.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Sabira Arefin

IdMap.ai, Institute of Global Health, United States

Biography

Sabira Arefin is an accomplished American entrepreneur, businesswoman, and best-selling author. She has founded multiple AI and data-driven startups, including IdMap.ai, which specializes in big data and AI technology. Known for her expertise in women's empowerment, AI in healthcare, data privacy, and personal growth, Sabira has authored several best-selling books such as *Empower Her* and has been published in respected scholarly journals. Her work has earned her a spot among the top 10 entrepreneurs recognized by the International Business Times.

In addition to her technological ventures, Sabira is deeply committed to global health. She has established several health startups and founded the Institute of Global Health to advance health and wellness education. With a strong focus on integrating technology and health, Sabira has made significant contributions to global and mental health.

Sabira holds an MBA from Duke University and completed the Global Healthcare Leadership program at Harvard Medical School. She has been honored with the Marquee Who's Who Award in 2022 and 2023, and the Stellar Business Award in 2024, acknowledging her remarkable achievements and impact.

Mental Health and Leadership: Empowering Women Through Mindfulness and Stress Management

Mental Health and Leadership: Empowering Women Through Mindfulness and Stress Management

In today's dynamic workplace, the mental health of leaders has become an urgent conversation, but when we shift our focus to women leaders, the challenges intensify. Women in leadership positions must navigate a unique landscape—one where the pressures of professional success are compounded by personal responsibilities, societal expectations, and often, the weight of invisible emotional labor. As these demands accumulate, they present profound risks to women's mental health, well-being, and longevity.

Drawing from my extensive research and insights featured in my upcoming textbook on mental health and leadership in women, this presentation sheds light on the intricate challenges women leaders face. We will explore the root causes of these challenges and discuss actionable strategies for fostering resilience and mental well-being among women in leadership.

Unique Challenges Faced by Women Leaders: Women in leadership roles encounter stressors that are amplified by societal and workplace dynamics. Let's break down some of the most pervasive challenges:

Workplace Stress Amplified by Gender Biases: Gender bias often forces women leaders to overcompensate, working twice as hard to prove their worth in male-dominated environments. This creates disproportionate stress, placing women in a constant state of emotional hyper-vigilance that can lead to burnout and deteriorating health.

The "Second Shift" Phenomenon – Balancing Work and Home: Many women, even in high-ranking positions, still shoulder the bulk of household and caregiving responsibilities. This 'second shift' leads to chronic stress, leaving little room for personal recovery and contributing to exhaustion that erodes mental well-being.

Emotional Labor: Women are frequently expected to be the emotional caretakers, not only for their families but also for their colleagues and teams. This often unacknowledged burden depletes their emotional resources, intensifying the risk of burnout.

Imposter Syndrome: Despite their achievements,

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands

many women leaders grapple with self-doubt, constantly questioning their competence in the face of success. The internalization of this self-doubt feeds anxiety and stress, exacerbating mental fatigue.

The Consequences on Health and Longevity: The mental health challenges women face are not confined to emotional well-being—they have real, measurable consequences on physical health and longevity. Stress-related burnout can lead to the shortening of telomeres (the protective ends of chromosomes), which accelerates aging and increases the risk of cardiovascular disease, cognitive decline, and a host of other chronic conditions. The stress-induced biological response in women leaders can significantly shorten life expectancy if not adequately addressed.

Strategies for Empowering Women Leaders: While the challenges are immense, solutions rooted in mindfulness, leadership strategies, and workplace wellness can mitigate the damage and create pathways to resilience.

Mindfulness and Stress Management: Mindfulness, meditation, and stress-reduction techniques are powerful tools that can help women leaders manage emotional stress and prevent burnout. Daily mindfulness practices are scientifically proven to lower cortisol levels and improve emotional regulation, enabling leaders to approach their roles with greater clarity and resilience.

Leadership Development with a Mental Health Focus: Traditional leadership training often overlooks the importance of mental health. By integrating stress management and mental wellness into leadership programs, we can arm women with the tools to navigate the complexities of their roles while protecting their well-being. Leadership programs must focus on equipping women with techniques to manage stress, overcome biases, and foster emotional intelligence.

Supportive Workplace Cultures: Organizations must go beyond acknowledging these challenges and create supportive environments that foster work-life balance. Policies that allow for flexible work schedules, mental health days, and family-friendly benefits not only alleviate stress but also create conditions for sustained leadership effectiveness.

Peer Networks and Mentorship: Building networks where women can support and mentor each other is vital. These peer groups offer emotional validation and practical strategies to deal with the pressures of leadership. Mentorship programs that connect emerging women leaders with experienced mentors provide invaluable guidance and emotional support.

Embracing Telehealth and Wellness Technologies: With advancements in telehealth and wellness technologies, there are now innovative ways to address the mental health needs of women leaders. AI-powered platforms can offer personalized mental health care, while telehealth allows for timely access to therapy and stress management resources. These technologies can ensure that women leaders receive proactive mental health support, improving their ability to lead with resilience and confidence.

The Broader Impact on Health, Wellness, and Longevity: By embracing these solutions, we not only enhance mental health but also extend the life span and quality of life for women in leadership. Reducing the effects of chronic stress through mindfulness, wellness programs, and leadership support directly combats the physical impacts of burnout, promoting longevity and well-being.

Conclusion: A New Paradigm for Women Leaders In conclusion, addressing the mental health challenges of women in leadership is not only a necessity but a moral imperative. As we navigate this evolving workplace, it is essential that we create an environment where women leaders are empowered to prioritize their well-being, leverage mindful leadership strategies, and thrive without sacrificing their health or happiness.

By fostering a workplace culture that acknowledges these challenges and promotes comprehensive mental health strategies, we can unlock the full potential of women leaders, driving innovation, success, and well-being for all.

Through my work and research, I am committed to not only identifying these challenges but also offering transformative solutions that empower women leaders to break through barriers, maintain their mental health, and achieve sustainable success.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Casey Stewart Smith

Revive Therapy, United Kingdom

Biography

Casey Stewart Smith is an Advanced Clinical Massage Therapist specialising in a fusion of techniques to provide relief from chronic pain and stress related illnesses. Treatments are outcome based. She will take a holistic view of your life, of any pain, injury or stresses and strains that are limiting what you can do on a daily basis. She will then use a fusion of advanced massage techniques ranging from Deep and Soft tissue, Trigger Point Therapy, table Shiatsu, Myofascial work and stretching techniques to create a bespoke treatment plan.

Assessing an online Jing Method™ Advanced Clinical Massage Protocol to treat stress in unpaid carers of children or adults with disability

Objective: This study aims to build on previous studies which have shown positive evidence that providing weekly online massage and self-care, following the principles of The Jing Method™ Advanced Clinical Protocol, has a positive effect on stress levels in unpaid carers of children or adults with disability.

Method: 8 participants agreed to join the 16-week

study, with initial levels for eligibility assessed using the Depression, Anxiety and Stress Scale 21 (DASS-21) questionnaire. They were recruited from the researcher's client base, social media, and through the Carers Centre Tower Hamlets. Control period: Week 1-6 Participants completed the DASS-21 questionnaire without any treatment. These findings established the group's stress level as a baseline. Intervention Period: Weeks 7-12 Using a modified Jing Method™ protocol, weekly guided self-treatment sessions were conducted using the Zoom platform. Every session addressed a distinct area of the body. Four sessions were scheduled over two days were conducted in small groups of no more than five people to allow for flexibility—as the position of carer can be unpredictable.

The DASS-21 questionnaire was used throughout the 14 week project. Weeks 1-6 to establish baseline stress levels and weeks 7-12 during the intervention period, a follow-up was sent at week 14 to assess whether longer-term results. Participants were also encouraged to complete a self-care routine in the intervening period between sessions and were sent a written feedback form to fill in a few weeks later.

Result: All participants showed a marked decreases in levels of depression, anxiety and stress with average decreases by 58.5%, 42% and 50% respectively. Overall DASS-21 scores decreased by 38.7% during the intervention phase.

Conclusion: This research study clearly demonstrates that the adaptation of the Jing Method™ principals to an online protocol has huge potential and that further investigation to establish optimum intervention levels could be helpful to improve efficiency and may have significant implications for the health and wellness field, including the future possibility of social prescription.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Nazneen Rahman

CARE USA, United Kingdom

Biography

Nazneen is a Senior Technical Adviser at CARE USA. As a Technical Lead-Nutrition, she is providing technical leadership and support to CASCADE, a multi-country, multi-sectoral project implemented in six African countries. Before joining CARE USA, while at CARE Bangladesh (2017-2022), Nazneen, as Senior Team Leader, led multiple nutrition advocacy projects and achieved several advocacy wins with the national government to strengthen the multisectoral approach to nutrition into the Second National Nutrition Action Plan (NPAN2). She worked with BRAC for 9 years (2008-2016), performed as a Senior Sector Specialist and Divisional Manager, and led multiple initiatives successfully. She was elected twice and represented as Co-Chair of CSA for SUN from 2019 to 2022). Nazneen is a Public Health Professional with 20 years of working experience with an academic background, an M.Sc. in Food and Nutrition Science and two Master of Public Health (MPH) majors in Epidemiology & Research and Reproductive and Maternal Health and Nutrition

Unveiling the Gender Gap in Nutrition: A formative study of sociocultural barriers in Southeast and West Africa

Abstract should give clear indication of the objectives, scope, results, methods used, and conclusion of your work. One figure and one table can be included in your results and discussions.

Background: Gender inequalities and gender norms

restrict women's access to resources and services, such as land, knowledge, and food, leading to poverty and food and nutrition insecurity¹. Gender issues are multivariate and acute in Southeast and West African settings. Cultural and social norms often dictate that women and girls eat last and least. We conducted formative studies on how gender inequality affects women's access to and consumption of healthy diets under the CASCADE project. CASCADE, a consortium of CARE and GAIN funded by the Ministry of Foreign Affairs, Netherlands, aims to strengthen nutrition policy implementation in six African countries – Nigeria, Benin, Ethiopia, Uganda, Mozambique, Kenya - from 2022-26.

Objectives of the study: To understand social and cultural norms that affect gender inequalities as they affect access to and consumption of healthy diets, especially among women and children in six African countries, and guide the development of gender-transformative interventions for the CASCADE project.

Methodology: The studies were conducted using both quantitative and qualitative methods. The research team shared findings from a desk review of country-specific reports to facilitate the interpretation of gender-related data to improve nutrition.

Result and discussion: Cultural restrictions and taboos significantly limit women's access to protein and vitamin-rich animal-source foods across several African countries. Pregnant and lactating women face additional dietary prohibitions, particularly concerning animal-specific parts and sizes. In Nigeria, the findings reveal that the root causes like ignorance (60.13%), cultural norms (59.57%), and religious beliefs (46.26%) perpetuate gender inequalities. Practices in Kenya and Uganda prioritize men and boys in food allocation, with misconceptions about foods like fruits and animal intestines affecting women and children. In Ethiopia, household spending prioritizes coffee and salt over nutritious foods.

Conclusion: Across these countries, cultural norms, beliefs, and social inequalities play significant roles in limiting women's and children's access to nutritious food, perpetuating gender-based nutritional disparities. Efforts to address these challenges must include culturally sensitive SBC-oriented interventions.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Patty Mhanguwo

Zesa Holdings, Zimbabwe

Biography

Patricia Mhanguwo is the Gender Coordinator (A) at the Zimbabwe Electricity Supply Authority (ZESA) Holdings (Pvt) Ltd, a leading organization in the energy sector. ZESA Holdings comprises four subsidiary companies: ZETDC, ZPC, ZENT, and Powertel Communications, collectively employing over 8,000 individuals.

Patricia holds a Bachelor of Science in Gender and Community Development and a Postgraduate Diploma in Social Work. She plays a key role in driving the gender equality agenda within ZESA Holdings, ensuring that organizational policies align with Sustainable Development Goal 5 (SDG5), which focuses on achieving gender equality and empowering all women and girls.

In her position, Patricia works closely with Human Resources Managers across all subsidiaries, providing leadership on gender-related issues through a dotted-line reporting structure. Her responsibilities include promoting women's participation at all levels of the organization and facilitating gender equality training for staff. Her work aims to foster an inclusive and equitable workplace culture for all employees.

Closing The Gender Inequality Gap in the Energy Sector

Greetings to you colleagues,

I am very delighted to be part of this forum whereby, we meet cross-culturally to share our ideas at this important and recognisable worldwide event, "International Women's Forum". I extend my sincere gratitude for your presence, and we look forward to a productive and engaging session together. It is not by coincidence that we meet in this month of March, as we all know that this is a very special month for women.

I work for the Energy Sector and worldwide statistics reveal that women make up about one-fifth of the energy workforce today. Women are vital energy consumers who make a crucial contribution to the global energy security and energy transitions, and, in order for the globe to build a more secure, fair and equitable energy future, hinges on women's active participation. Confronting gender disparity in the energy sector is crucial to driving energy transitions forward, otherwise we are leaving a huge pool of untapped talent.

Our Organisation seeks to close this gap and recognises the importance of nurturing a positive and inclusive work environment, which prioritises the mental health of its employees and undo the historical imbalances by collaboration with the International Labour Organisation (ILO) Zimbabwe Office to ensure everyone receives training on gender equality, sexual harassment, inclusivity, and mental health in all our Stations nationwide.

We are hoping that, by participating in this forum, and with our Organisation's Vision to mainstream gender, will draw from this key event when planning and implementing policies and programmes from a gender point of view, and at the same time, you will also take a leaf from our way of mainstreaming gender in the workplace.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Mahmoud Awad Zayed Alkaraki

Plan International, Jordan

Biography

Mahmoud Alkaraki is a highly experienced Jordanian professional born on November 19, 1983, with a robust background in project management, community engagement, and program implementation. Holding a Master's in Business Management from Florida and Al-Balqa University and a Bachelor's in Computer Science from Mutah University, Mahmoud has over 19 years of experience collaborating with local governments and civil society across various sectors, including economic empowerment, protection, education, and health. Currently serving as the Head of Programs at Plan International Jordan, Mahmoud oversees a portfolio of projects valued at 8 million Euros annually, ensuring alignment with donor requirements and organizational goals. Notable contributions include leading significant initiatives in social enterprise, green economy research, Project management and community, government and private sector engagement, underscoring a commitment to sustainable development and social impact. Mahmoud continues to foster innovation and capacity building within diverse communities, driven by a passion for enhancing livelihoods and advocating for vulnerable populations.

Jordan Social Entrepreneurship Policy & Roadmap

Mahmoud Awad Zayed Alkaraki

This study aims to develop a comprehensive policy roadmap for social entrepreneurship in Jordan, focusing on its economic, social, and governance dimensions. The research employs a mixed-methods approach, including qualitative interviews with stakeholders and quantitative analysis of existing social enterprises, to assess their operational frameworks and impacts.

The findings reveal that social enterprises in Jordan are transitioning from reliance on public funding to diverse income streams, including private contracts and earned revenue, thereby enhancing sustainability. A notable shift is observed in the social dimension, where enterprises increasingly address a wide range of community needs beyond traditional welfare services, such as education, health, and renewable energy.

Governance structures show a trend towards inclusive decision-making processes, where stakeholders, including beneficiaries and community members, participate actively in shaping enterprise strategies. This participatory approach ensures that social enterprises remain aligned with community needs and values.

Figure 1 illustrates the interconnections between the three dimensions of social entrepreneurship, while Table 1 presents key indicators for assessing the effectiveness of social enterprises based on their economic viability, social impact, and governance practices.

In conclusion, the roadmap underscores the need for a supportive regulatory environment and capacity-building initiatives to foster social entrepreneurship in Jordan. By enhancing economic sustainability, broadening social objectives, and ensuring inclusive governance, social enterprises can significantly contribute to addressing pressing social issues in the region. The study highlights the importance of stakeholder engagement and diversified funding mechanisms as critical elements for the success and longevity of social enterprises in Jordan.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands

A large pink circle with a drop shadow, containing the text 'KEYNOTE SPEAKERS Day 2'. A thin pink line connects the top of the circle to a horizontal pink bar above it.

**KEYNOTE
SPEAKERS**
Day 2



International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Barb Smith Varclova

Your Steps Counselling, United Kingdom

Biography

Barb Varcl Smith is a therapist, educator, and trauma specialist with over 30 years of experience in human behaviour and emotional wellness. She is dedicated to helping individuals heal from CPTSD, overcome emotional trauma, and break free from generational cycles of pain.

Barb's work is rooted in a trauma-informed, neuroscience-backed approach that empowers individuals to recognize patterns, process past experiences, and build emotional resilience. She specializes in working with men, women, and young adults, providing compassionate support and practical strategies for lasting recovery.

As an advocate for conscious parenting, Barb helps parents heal their own wounds so they can raise emotionally secure, resilient children. Her mission is to break harmful generational patterns and foster deep emotional connections within families, creating a foundation of love, security, and confidence for future generations.

Barb is the author of *Parenting with Purpose: Breaking the Trauma Cycle to Raise Happy, Confident Children*, a step-by-step guide for parents seeking self-awareness, emotional intelligence, and a nurturing approach to raising children. She is also a sought-after public speaker, delivering impactful workshops and keynote talks that inspire individuals to embrace healing, personal transformation, and mindful parenting.

At the core of her work is The Healing with Purpose Method, a structured approach designed to help individuals and families: Recover from past trauma and build healthy resilience.

Develop self-awareness and emotional intelligence.

Break generational cycles of inherited trauma.

Foster deep, meaningful connections with loved ones.

Create a thriving, emotionally secure family environment.

Through her therapy practice, educational programs, books, and speaking engagements, Barb Varcl Smith continues to guide individuals and families toward embracing change, empowerment, and a future defined by strength, connection, and purpose.

Parenting in the trauma recovery - Break a cycle

Trauma responses are exaggerated when adults become parents. If in the way of refusing responsibility, become overly protective and controlling, outbursts of anger or disassociation and depression. Symptoms vary, but more people find themselves triggered by their children or emotionally immature partners.

The realisation of the effects of one's behaviours leading to the traumatising of children is often a challenging part of trauma recovery, especially during the phase of trauma grieving. I found during work with parents suffering from CPTSD that they don't have realistic expectations and, in principle, don't know how to build healthy relationships because of the lack of their own experience of respectful, supportive and balanced relationships. Understanding the four phases of trauma recovery, their manifestation in behaviours, and ways of accelerating it are essential for change in the parent-child relationship.

I collected proven techniques and strategies for parents on how to handle their recovery and feel equipped as parents to work on the restoration of relationships with their children and help them recover from trauma in the book "How to Raise a Healthy Mind".

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Sian O Flynn

Nature To Nurture/Jing Institute of Clinical Massage & Complementary Therapy, United Kingdom

Biography

Sian has been working as a professional aromatherapist and massage therapist for 11 years initialling qualifying with Neal's Yard Remedies on their level 5 Essential Oil Science Diploma. Working alongside physiotherapists and osteopaths as a holistic and clinical massage therapist she completed her degree level 6 BTEC in Advanced Clinical Massage Therapy and Sports Massage, graduating from the Jing Institute, Brighton in 2024. During the Covid pandemic she took referrals for NHS Community Living Well mental health service and ran online sessions for Kensington and Chelsea Social Care, which in part directed her choice of research study subject.

Evaluating the effects of The Jing Method™ of Advanced Clinical Massage on stress, anxiety, and depression in those with desk based work/sedentary lifestyles

Background: The upward trend in mental health disorders (MHD) and longer working hours in the UK by 2020 (Trade Union Congress, 2019) has been greatly exacerbated by the COVID-19 pandemic. The World Health Organization declared that it "has created a global crisis for mental health" (World Health Organization, 2022c). With increased risk of stroke and heart disease in those with longer working hours (Johnson and Jasarevic, 2021) and the NHS stating that a seated lifestyle can lead to early death (NHS, 2022b) this study assessed the effects of a 6-week course of Jing Method™ massage on those with a desk-based/sedentary lifestyle affected by stress, anxiety and depression.

Method: A mixed group of 22 adults joined the 16-week study. Eligibility & levels were assessed throughout using the DASS-42 self-report instrument, with a 6-week control period, 6-week treatment phase of weekly Jing Method™ chronic stress protocol massage and daily self-care routine of stretches and breathing techniques.

Results: All participants showed marked improvements with group average scores decreasing by 77% for depression, 85% for anxiety and 66% for stress. Overall DASS-42 scores decreased by 68% during the treatment phase, continuing to decrease by 9% post-treatment with an overall decrease of 74% for the full study.

Conclusion: This study demonstrates Jing Method™ chronic stress protocols and HFMAST multi-modal approach as an effective complementary therapy, and potentially valuable adjunct with conventional treatment. Given high and increasing levels of MHD, and relative lack of research in massage therapy, these results warrant future research and investigation.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Tina Persson

Passage2Pro, Sweden

Biography

Tina Persson is a visionary coach with a multifaceted background in the university and corporate world. She holds an ICF PCC certification as an Executive, Career, and Leadership Coach, specializing in emotional and adaptability intelligence.

Tina is a highly sought-after speaker. She frequently facilitates workshops and seminars for senior leaders, C-level executives, and high-potential individuals to help them achieve their goals.

Having spent nearly two decades in academia, Tina transitioned to the recruitment industry, where she gained eight years of expertise as a Recruiter, consultant, and brand manager.

As a successful businesswoman with an unwavering entrepreneurial spirit, she is the Founder of Passage2Pro AB, an educational and coaching company, and Aptahem AB, a biotech start-up. She has featured in over 20 scientific publications and is the inventor of 2 scientific patents. This passionate professional works

out at the CrossFit Gym when she isn't coaching.

Adaptability: A Superpower for the Next-Gen Female Leaders Fostering Innovation

In today's fast-paced world, driven by AI and technological advances, many leaders feel overwhelmed by the challenge of keeping pace with necessary changes while managing daily operations. Maintaining a long-term perspective while quickly adapting to new circumstances driven by competitive pressures requires strategic thinking, organizational adaptability, and resilience.

Emotional intelligence, combined with self-awareness training, is well-known for improving leaders' ability to understand and manage emotions in themselves and others, leading to more effective and resilient teams. However, organizations often need deeper insight into who, when, and why individuals and teams adapt. An organization where people are not adapting will be left behind in a fast-changing market, as organizations can only adapt if their people do.

Increasing the Adaptability Intelligence (AQ) of individuals, teams, and the organization will empower leaders and teams to embrace change and navigate uncertainty at all levels. Leaders who foster a mindset of proactivity, continuous learning, and unlearning old habits represent the next generation of leaders, facilitating an innovative, driven environment.

The good news is that AQ is measurable and can be developed over time through the right training and coaching of an organization's people.

In this presentation, we will provide insights into the competencies required for next-generation leaders and explore how these skills can help guide organizations through transformation, fostering proactive, collaborative, and resilient teams in a rapidly evolving landscape.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Leticia Schwartz Dops

IBRACHICS, Brazil

Biography

With over 20 years of experience, Leticia Schwartz Dops is a designer and neuroarchitect, a member of the American Academy of Neuroscience Applied to Architecture (ANFA) in San Diego, and the Brazilian chapter. As the Director of Accessibility and Inclusion at IBRACHICS, they focus on human-centered, sustainable cities. A Pranic Therapist at the Pranic Healing Center, they specialize in energy healing. Letícia Schwartz Dops has worked across Brazil, the USA, and Europe, advising on accessibility policies for government institutions. A speaker and consultant, they advocate for public inclusion and accessibility. Their expertise spans architecture, neuroscience, and holistic healing.

Responsive Commercial Architecture for Improving the Quality of Life for Neurodivergent Individuals: A Neuroarchitectural Approach to Rethinking Workspaces.

In an increasingly neurodiverse world, the quest for inclusive workspaces for neurodivergent individuals is becoming crucial. In this context, neuroarchitecture emerges as a powerful tool for rethinking these spaces, promoting the well-being and professional development of this population.

This study, conducted through a systematic literature

review, qualitative analysis of relevant research, explored the potential of neuroarchitecture in creating more inclusive and neurodivergent-friendly workspaces. The results indicate that the implementation of neuroarchitectural principles can significantly contribute to the quality of life, productivity, and job satisfaction of this population.

Principles for Inclusive Workspaces:

Sensory Accessibility: Minimize excessive sensory stimuli, such as noise and bright lights, and create spaces with different levels of stimulation to meet individual needs.

Spatial Clarity: Clear reading of the organization of the space through intuitive signage, use of appropriate colors and materials, and spatial organization that facilitates navigation.

Flexibility and Adaptability: Multifunctional workspaces can be reconfigured to meet the different needs of users, with adjustable furniture options and adaptable lighting.

Connection with Nature: Integration of natural elements into the workspace, such as plants, natural light, and views of green areas, to promote well-being and reduce stress.

Promoting Social Interaction: Creation of spaces that facilitate interaction and collaboration between colleagues, with welcoming common areas and private areas for rest and individual concentration.

By incorporating these principles, neuroarchitecture contributes to the creation of workspaces that respect the needs and characteristics of neurodivergent individuals, promoting their inclusion in the labor market and strengthening their professional development.

Neuroarchitecture presents itself as a fundamental ally in the construction of more inclusive and neurodivergent-friendly workspaces. The implementation of its principles contributes to the improvement of the quality of life, productivity, and job satisfaction of this population, promoting a more just and equitable future for all.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands

A large red circle with a white border, containing the text 'SPEAKERS Day 2' in white. A thin red line connects the top of the circle to a thick red horizontal bar above it.

SPEAKERS
Day 2



International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Syreeta Bond

Walden University, United States

Biography

Bond, with an illustrious 20-year career, is a recognized expert in the project management sector and published author, collaborating with giants like Apple, Inc. and Barclays Bank. Not only has she held prestigious positions with PMI in both Los Angeles and Dubai, but she was also the Chapter President for the National Society of Leadership & Success.

Dr. Bond's academic prowess includes a Doctorate in Business Administration from Walden University and MBA in Project Management from Keller Graduate School of Management.

Dr. Bond is the driving force behind Edgy Opulence Lifestyle Branding Co, a consulting firm designed to uplift businesses with innovative solutions. Moreover, Dr. Bond is the brain behind Lipstick Killers Collection, a fashion line championing fearless woman. True to her principles, her brand emphasizes sustainability, with a commitment to offsetting its carbon footprint. This dedication earned her a feature in PMI's Hours of Impact in 2022.

Break Those Barriers and Pave the Way

According to the researchers of the 2023 Women in the Workplace report, the glass ceiling is not the biggest barrier to women's advancement but rather the broken rung. For every 100 men promoted from entry-level to manager, eighty-seven women were promoted; however, seventy-three women of color were promoted to manager for every 100 men, a downtrend from 2021 to 2022. Women lose the most ground at the first step as managers, hence the broken rung. Performance bias also affects women because men are hired for their future potential while women are hired based on past accomplishments, leading to an unfair playing field.

Women can channel project planning, project initiation, project monitoring and controlling, and project closing to defy the odds, set ambitious goals, seize opportunities, and inspire future generations leaving a legacy. Based on Dr. Bond's research and expertise, she recommends women conduct a SWOT and PEST analysis to set ambitious goals. Project initiation processes shared by PMI can help women assess their current workload to determine whether they have the capacity to take on additional projects. The project management process of the monitoring and controlling phase can help overcome backlash at work. And lastly, the project management process of closing will help women to evaluate outcomes and capture lessons learned. With the lessons learned, women can gather insights for future projects, promote continuous improvement, and ensure a seamless transition to the post-project phase. With these invaluable lessons, the knowledge gained will leave a lasting impression on our youth today.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Mariam Hosseinzadeh

Shahid Beheshti University of Medical Sciences, Germany

Biography

Mariam Hosseinzadeh is a psychiatrist and a subspecialist in child and adolescent psychiatry. After completing her general medical education and graduating from Mashhad university of Medical Sciences, I pursued a four-year psychiatry training program at Shahid Beheshti University of Medical Sciences. Subsequently, I undertook a one-year subspecialty program in child and adolescent psychiatry at the same university. Currently, she resides in Germany and is

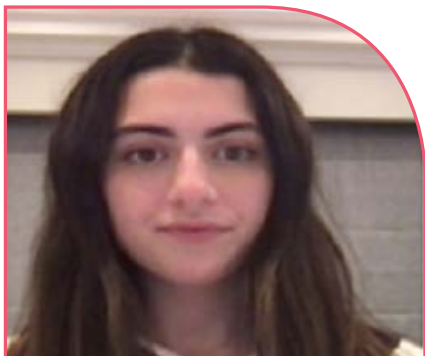
preparing for her exams required to continue my professional career in this country.

Transcranial direct current stimulation (tDCS) improves emotion regulation in children with attention-deficit hyperactivity disorder (ADHD)

Children with attention deficit/hyperactivity disorder (ADHD) typically exhibit difficulties in emotion regulation. It has been shown that the dorsolateral prefrontal cortex (dlPFC) and ventromedial prefrontal cortex (vmPFC) are crucially involved in these deficient processes. In this study, we aimed to explore the impact of electrical stimulation over the left dlPFC and right vmPFC on emotion regulation in children with ADHD. Twenty-four children with ADHD completed the Emotional Go/ No-Go and Emotional 1-Back tasks while undergoing transcranial direct current stimulation (tDCS) in three separate sessions, each with a different electrode placement: anodal dlPFC (F3)/cathodal vmPFC (Fp2), anodal vmPFC (Fp2)/cathodal dlPFC (F3), and sham stimulation. During both real tDCS conditions, the accuracy of pre-potent inhibitory control and working memory performance improved, but not speed. This study provides evidence that the left dlPFC and the right vmPFC are involved in emotion regulation in ADHD.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Keren Ezra

Hasmonean High School, United Kingdom

Biography

Keren Ezra is a psychology student with a particular interest in Quality of Life in Palliative care and the role of identity in illness behaviours.

Identity as a driver for cosmetic intervention as palliative care

This paper describes the unusual phenomenon of cosmetic surgery in a palliative care setting and to evaluate the appropriateness of these interventions. A retrospective review was performed of consecutive

palliative patients presenting for cosmetic interventions over a three-year period. Four female patients, with a mean age of 57 years (range 48 to 67 years) and all with a diagnosis of metastatic cancer were identified. The first patient underwent non-surgical cosmetic interventions to address a tired appearance and volume loss from chemotherapy and radiotherapy. The second patient was treated with upper eyelid blepharoplasty in addition to non-surgical treatments after expressing a loss of identity. A third patient with a history of upper and lower eyelid blepharoplasty, malar implants and fillers underwent removal of the malar implants and dissolving of fillers as she wished to remove all artificial material from her body. The final patient who had undergone enucleation of her eye twenty years previously had eyelid surgery and fillers to the upper eyelid sulcus to improve the appearance of her artificial eye and to address the trauma of losing her eye as a young woman. Patients' motivations for seeking treatment included diminished self-esteem, a loss of identity, wanting to take control and wishing to look healthy in the final stages of life. Our experience has been positive with patients reporting significant satisfaction with low-risk procedures, enhanced confidence and improved social interactions leading to a discernable benefit in quality of life.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Mohammad Abdul Mannan Akond
SSD Youth Foundation, Bangladesh

Biography

Mohammad Abdul Mannan Akond is a seasoned social worker with over two decades of experience advocating for women's and LGBTQ+ rights in Bangladesh. With a background in Sociology and Anthropology, he has worked extensively on Sexual and Reproductive Health and Rights, Gender-Based Violence (GBV) prevention, and protection initiatives. His expertise in gender analysis and women's empowerment has made him a key figure in developing strategic interventions for marginalized groups. Throughout his career, Mohammad has also focused on the LGBTQ+ community, working to promote inclusivity and human rights in both urban and rural contexts.

His practical experience spans public health projects, including HIV/AIDS and TB control management, and he is committed to creating sustainable solutions for underrepresented communities. He is currently working with SSD (Step-up Skill Development) Youth Foundation in Cox's Bazar, under the United Nations High Commissioner for Refugees (UNHCR), as part of the emergency response program for Myanmar refugees in Bangladesh.

A Life Cursed with Difference of Mind and Body: The Role of Counseling, Technology, and Innovation in Empowering Women and LGBTQ+ Mental Health in Bangladesh

In Bangladesh, the lived experiences of women and LGBTQ+ people reveal a striking disconnect between the mind and body, shaped by deeply rooted cultural, religious, and social norms. For many women, their bodies are often viewed as vessels for familial honor, fertility, and submission, while their minds yearn for autonomy, equality, and respect. The contradiction between what society expects from them and what they aspire to creates a "cursed" existence where the mind and body are constantly at odds. This clash is even more pronounced for LGBTQ+ individuals, whose gender identity and sexual orientation often deviate from the rigid binary and heteronormative structures that dominate the country's social landscape.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Abul Quasem George

SSD Youth Foundation, Bangladesh

Biography

Abul Quasem George is a professional counsellor and dedicated social worker with over 15 years of experience advocating for women's and LGBTQ+ rights in Bangladesh. Throughout his career, he has participated in hundreds of workshops and training sessions, enhancing his expertise in social advocacy and mental health support as a committed counsellor at different development organizations. And currently he is serving to the Myanmar Refugees with SSD Youth Foundation, Cox's Bazar under United Nations High Commissioners for Refugee (UNHCR) for emergency response program as Case Management Officer, George provides mental health counselling and care for marginalized communities, particularly women and LGBTQ+ individuals. He is deeply devoted

to his community, working tirelessly to prevent gender-based violence and promote protection initiatives. In addition to his counselling work, George is a passionate cultural activist who enjoys singing and acting. He frequently performs at community events to raise awareness on social issues. Looking ahead, he aspires to create content rooted in folk culture that will empower and uplift vulnerable communities in Bangladesh.

A Life Cursed with Difference of Mind and Body: The Role of Counseling, Technology, and Innovation in Empowering Women and LGBTQ+ Mental Health in Bangladesh

In Bangladesh, the lived experiences of women and LGBTQ+ people reveal a striking disconnect between the mind and body, shaped by deeply rooted cultural, religious, and social norms. For many women, their bodies are often viewed as vessels for familial honor, fertility, and submission, while their minds yearn for autonomy, equality, and respect. The contradiction between what society expects from them and what they aspire to creates a "cursed" existence where the mind and body are constantly at odds. This clash is even more pronounced for LGBTQ+ individuals, whose gender identity and sexual orientation often deviate from the rigid binary and heteronormative structures that dominate the country's social landscape.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Md Al Emam Reza

SSD Youth Foundation, Bangladesh

Biography

MD Al Emam Reza is a dedicated social activist in Bangladesh, focusing on women's and LGBTQ+ rights. With over five years of experience in the development sector working with various NGOs, he has played a key role in initiatives aimed at preventing gender-based violence and ensuring protection for marginalized communities.

Currently, he serves as the MEAL (Monitoring, Evaluation, Accountability, and Learning) Officer at SSD (Step-Up Skill Development) Youth Foundation in Cox's Bazar, under the United Nations High Commissioner for Refugees (UNHCR), as part of the emergency response program for Myanmar refugees.

Reza excels in data management and project documentation. His proficiency in tools such as Word, Photoshop, Illustrator, Excel, and various online platforms enables him to create comprehensive reports and digital content. His work not only enhances his skills in analysis, organization, and leadership but also prepares him for greater involvement in social development and advocacy. In the future, he aspires to create data-driven content to support and empower vulnerable communities.

A Life Cursed with Difference of Mind and Body: The Role of Counseling, Technology, and Innovation in Empowering Women and LGBTQ+ Mental Health in Bangladesh

In Bangladesh, the lived experiences of women and LGBTQ+ people reveal a striking disconnect between the mind and body, shaped by deeply rooted cultural, religious, and social norms. For many women, their bodies are often viewed as vessels for familial honor, fertility, and submission, while their minds yearn for autonomy, equality, and respect. The contradiction between what society expects from them and what they aspire to creates a "cursed" existence where the mind and body are constantly at odds. This clash is even more pronounced for LGBTQ+ individuals, whose gender identity and sexual orientation often deviate from the rigid binary and heteronormative structures that dominate the country's social landscape.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Khairul Islam

JAAGO Foundation Trust, Bangladesh

Biography

Md. Khairul Islam is a passionate education professional with over 10 years of experience working in the NGO and development sector. Born in 1986, his journey began in Shariatpur, Bangladesh. His academic background is strong, with a Master's in Education from the University of Dhaka's Institute of Education and Research (IER).

Khairul's career has focused on child education, with a particular emphasis on the Reaching Out-of-School Children (ROSC) Phase-2 Project. His most recent role as a Trainer (Soft Skills) with the BIJOYEE Project exemplifies this commitment. Funded by USAID and implemented by JAAGO Foundation Trust, this project aims to empower young people with valuable skills.

Before this, Khairul served as an Upazila Program Manager for the Peace & Development Organization (PDO). Here, he played a crucial role in the "Out-of-School Children Education Program," ensuring smooth program operations and supporting the development

of children and child-friendly learning environments. His extensive experience also includes work with the Directorate of Primary Education, where he coordinated training for community groups on child protection and psycho-social care.

Khairul's dedication extends beyond his professional roles. He is an active theatre worker and a member of the Bangladesh Nazrul Abrity Porisod, showcasing his passion for the arts and culture. His love for learning is further evident in his participation in workshops like Project Cycle Management and Training of Trainers.

In conclusion, Md. Khairul Islam's life reflects a deep commitment to improving the lives of children through education. His skills in program management, training, and community development make him a valuable asset in the fight for educational equity in Bangladesh.

Unlocking Potential: Empowering Women in Science and Technology: - "Bridging the Gender Gap in Bangladesh's Digital Future"

As a country in anticipation of an imminent digital shift, Bangladesh understands the importance of women in the determination of the nation's shift towards the complete advancement of technological development. However, there is a considerable share of difference in the representation of gender in STEM education and career. Such disparities also result in the restriction of one's ability to grow or progress and also the rates of the nation as a whole. This proposal seeks to further respond to this challenge by offering a feasible plan that will launch an action to advance women in STEM, close the gender digital divide, and remodel the direction of the digital society of Bangladesh.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands

A large red circle with a white border, containing the text 'Posters Day 2'. A thin red line connects the top of the circle to a thick red horizontal bar above it.

Posters
Day 2



International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Meredith Xepoleas

Keck School of Medicine of the University of Southern California, USA

Biography

Meredith Xepoleas is a fourth-year medical student at the Keck School of Medicine at the University of Southern California, applying for a psychiatry residency this year. She is a research assistant with the Prevention, Early Intervention, and Addiction Recovery Lab at USC, where she investigates mental health disorders among medical students. Her research aims to understand the factors that influence their mental well-being at various stages of training. Meredith's dedication to mental health stems from her observations during medical school and her desire to contribute to improving the mental health of her peers.

Mental Health Challenges of Medical Students At Different Stages of Training: Incidence and Associated Factors After an Academic Year Follow-Up

Introduction: Over a third of medical students suffer

from stress, anxiety, and depression. Longitudinal research indicates that poor mental health at the start of medical school predicts future problems, including dropout. This study explored medical students' mental health at the beginning and end of an academic year.

Methods: We surveyed American medical students online in fall 2021 and spring 2022. Participants (72% female; 40% racial/ethnic minorities) came from 19 states, mostly enrolled in MD programs (92%), across all class years. We assessed depression, anxiety, loneliness, social support, and mental health services receipt at both time points.

Results: Of the 510 students initially surveyed, 67% completed the follow-up. Depression and anxiety reports remained stable from baseline to the follow-up survey for all students and by class year; however, first- and second-year students exhibited higher anxiety than their more senior counterparts at both time periods. Stress significantly increased by about 48% at follow-up, but with no significant differences between class years. Although loneliness remained constant for all students, social support increased among first- and second-year students. Lastly, 42% of students who reported unmet mental health needs at baseline continued to report unmet need at follow-up.

Conclusion: We found stable depression and anxiety levels across the academic year, with variation across class years on anxiety. As stress increased over time, so did social support, which could possibly serve a buffering role for students. Unmet need for mental health care persisted, suggesting interventions targeting the early years of medical education could be beneficial.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands

A large pink circle with a drop shadow, containing the text 'KEYNOTE SPEAKERS Day 3'. A thin pink line connects the top of the circle to a thick pink horizontal bar above it.

**KEYNOTE
SPEAKERS**
Day 3



International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Maciej Rzewuski

University of Warmia and Mazury, Poland

Biography

Maciej Rzewuski is the Head of the Department of Civil Procedure and Legal Protection at the Faculty of Law and Administration, the University of Warmia and Mazury in Olsztyn; a judge at the Court of Appeal in Olsztyn; a lecturer in attorneys' and legal advisers' training; he authored over 250 scientific publications on civil law and civil procedure; he specializes in inheritance law, family law and private international law; by working in both capacities, i.e., as an academic teacher and a judge, he skillfully combines theory with the

practical application of law; adjudicating in the Court of Appeal, he deals with problems related to the topic of the present study on a daily basis.

The right to be a mother in Europe in the 21st century. Case Study of Poland

The article concerns the issue of in vitro and post-mortem fertilization in light of the Infertility Treatment Act (ITA) of 25 June 2015, effective as of 1 November 2015. Through an analysis of the legal solutions in force pre-ITA, it identifies a legal loophole that precludes those women who are neither married nor in cohabitation with a man from implanting embryos created before 1 November 2015 from their gamete cells and the gamete cells of anonymous male donors. The legal solutions also make the transfer impossible if the embryo created pre-ITA comes from a partner donation and the gamete donor who died before declaring consent to the transfer. Simultaneously, they allow another woman to give birth to a child against the genetic mother's will. Thus, the ITA contains exemptions explicitly limiting the rights of individuals to self-determination in matters pertaining to procreation, demonstrates gender discrimination against women, and constitutes a clearly anachronistic solution, whose axiology remains questionable.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Aleksandra Klos-Skrzypczak

University of Silesia in Katowice, Poland

Biography

Aleksandra Klos-Skrzypczak is a Doctor of Theology, Master of Sociology; Associate Professor at the Faculty of Theology, University of Silesia in Katowice, di-

rector of courses: theology; family science. Research interests: moral and social aspects of prenatal child loss, marriage and family in American society, American neoconservatism.

The role and place of women in polish theological faculties

The aim of the presentation is to highlight the issue of situation of women theologians at Polish universities. The starting point is demonstration of the legal provisions of individual Polish universities, conditions of employment and promotion path. The problem of the glass ceiling will form the next part of the consideration. The presentation is theoretic-empirical in nature and situates itself at the intersection of sociology and moral theology. The author analyzes the collected data through questionnaire surveys and by conducting casual interviews with women theologians.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Sukanya Patwardhan

Jade Global Software Pvt Ltd, India

Biography

Sukanya Patwardhan is a versatile Human-resource / Learning and Development professional and known as an innovator and thought leader with strong execution and collaboration ability across diverse cultures and working with global senior leadership teams. Her professional career has spanned a little over 30 years in various top global corporations in global leadership roles : SKF Bearings, Cummins Ltd, IBM and, the Tata Group handling key assignments for business results. She has completed her master's in chemistry, research in Materials Science, and then chose a career in human resources due to her innate passion for people development. She graduated with a gold medal in Human Resource Management from Tata Institute of Social Sciences, Mumbai, India. She has completed her master's degree in Sustainability Leadership from Cambridge University, U.K. with distinction, a significant achievement by Global standards.

Sukanya has been working as a coach globally in her various roles earlier and now. She was a practice head for coaching, at the Tata Global Leadership Development Centre where she coached several executives. She is recognised with several national and international awards to name a few: Global top coach award, Remarkable Working Women's award, Global leader in Diversity and Inclusion, Prestigious fellowship by Department of Science and Technology, India, Scholarship by Government of Japan, Scholarship by Rotary International to travel to Australia and has several international publications to her credit. She is regularly invited to speak at the na-

tional and international forums. She is currently working as a Vice President -Learning and Organisational Development at Jade Global Software Ltd, a Silicon Valley-US based MNC specialising in high tech IT Services company. Sukanya is interested in reading, music, nature walk, physical and emotional fitness and passionately works as a Career, Performance, and life coach. She is keenly interested in contributing to the well-being of the society, hence has got herself certified as an advanced level coach in neuroscience and neuroplasticity and is sought after globally. She provides her coaching services to corporates, professionals and to anyone who wants to create a life of their dreams with positive results.

Women Empowerment in Indian slum areas by applying Amartya Sen Capability Approach Case Study of Annapurna Pariwar - a microfinance organization

Annapurna Pariwar (AP) is a group of five development organizations working in Pune and Mumbai, India since 1993 covering 1000 slums, with membership of 62,717 women borrowers. Their main aim is to empower poor women in urban slums and their families through an integrated model of microfinance (micro: credit, life insurance, asset insurance, health insurance, savings, and pensions) and supporting social services. This model has emerged over time through a collaborative understanding of its borrowers' needs.

This research seeks to understand the extent of women's empowerment and its most important aspects through AP's needs-based integrated model and was approached using Professor Amartya Sen's capability approach and framework, and list of capabilities based on Robeyns' Capability Approach.

Ninety percent of the participants in this study experienced empowerment through their association with Annapurna Pariwar. This research reveals that women's empowerment at AP is a cyclical process where several interdependent agency loops lead to achievements/ functionings via capability expansion. These functionings are collectively achieved by AP Borrowers, Staff and Leadership. They feed into each other leading to an understanding of emerging needs and addressing them to further facilitate women's empowerment. This cycle at AP has become the foundation for women's empowerment, leading to poverty alleviation, advancing gender equality, a better quality of life for members and member families, thereby enriching their community.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Sanae Hanine

University Hassan Premier, Morocco

Biography

Hanine Sanae is a full professor of economics and management at the Faculty of Sciences and Technology of Settat, Hassan I University – Morocco. She holds a Master of Science in Management from the University of Quebec at Chicoutimi UQAC; a master's degree in Marketing from the Higher Institute of Commerce and Business Administration ISCAE-Casablanca, and a master's degree in Public Law from the Mohammed V University of Rabat. She also holds a doctorate in Management Sciences from the Higher Institute of Commerce and Business Administration ISCAE--Casablanca.

Internationally, she is a Fellow of the Entrepreneurship Development Institute of India (EDII), Ahmedabad, India. She is also a member of the "Professional Fellows Program" of the United States Department of State – Washington DC – USA.

Leadership of African women in wealth creation

Today, female entrepreneurship presents itself as a strategic axis enabling the economic and social development of countries. OECD reports confirm that female entrepreneurship is a significant source of economic growth but remains insufficiently exploited. According to a study by WIA Philanthropy, a quarter of African women of working age are entrepreneurs and are, according to experts, responsible for 65% of the continent's wealth. Women pillar of the African economy who display the highest percentage of female entrepreneurs in the world. According to the 2016/17 Global Entrepreneurship Monitor (GEM) report, the rate of female entrepreneurship in sub-Saharan Africa reaches 25.9% of the adult female population, meaning that in Africa, one in four women launch or manage a business. The contribution of young women (aged under 35) to the continent's GDP stood at 11% in 2022, or \$340 billion out of a total GDP of \$3,093 billion. This study revealed that more than half of micro, small and medium enterprises (MSMEs) are owned by women. According to Roland Berger's study on female entrepreneurship in Africa, the rate of entrepreneurial activity of women in Africa is the highest with (24%) among the 312 million women aged 18 to 64 on the continent. . For 2016, this study estimates the total GDP value created by women's entrepreneurship in Africa at between \$150 billion and \$200 billion, or approximately 7% to 9% of African GDP. In our intervention we will focus on how the leadership of African women is transforming the continent. While emphasizing the characteristics of the African entrepreneur and the obstacles that slow down her momentum.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Klaudia Zinaty

Women Empowerment Awards, Canada

Biography

Klaudia Zinaty is a visionary leader, entrepreneur, and passionate advocate for women's empowerment. As the President and Founder of the Women Empowerment Awards and The Women Empowerment Foundation, Klaudia has led a transformative movement dedicated to amplifying women's voices and creating opportunities for success, collaboration, and growth. With an extensive background in marketing, media, public relations, and business, Klaudia is recognized as a trailblazer, inspiring women across Canada to break barriers and reach their full potential. Her initiatives provide mentorship, recognition, and resources that empower women entrepreneurs and professionals to thrive. Klaudia's impactful work has been featured in leading publications such as ELLE, FLARE, HELLO Magazine!, Spencer Magazine, Vegas to LA, Forward Fashion, Living Luxe, EFE, and York University Magazine, showcasing her expertise in business, fashion, and leadership. She is a sought-after speaker, having delivered keynote addresses at notable events, both nationally and internationally. Beyond her leadership, Klaudia has served as a professor, published columnist, and former Regional Director for Fashion Group International, fostering collaboration and innovation within global networks. Her numerous accolades, advisory board roles, and dedication to mentoring the next generation underscore her belief in the transformative power of empowerment and community.

Through her dedication and commitment, Klaudia continues to inspire women to dream bigger, achieve more, and support one another—building a legacy of

inclusivity, progress, and meaningful change.

Workshop Abstract: "Leadership and Empowerment: Developing Skills, Breaking Barriers, and Leading with Confidence"

In today's rapidly evolving world, women are stepping into leadership roles across all sectors, yet many still face unique challenges and barriers that can hinder their growth and success. This workshop is designed to empower women by providing them with the tools and strategies needed to develop strong leadership skills, break through existing barriers, and lead with confidence.

Workshop Objectives:

Skill Development: Equip participants with essential leadership skills, including effective communication, strategic decision-making, and the ability to inspire and motivate teams.

Breaking Barriers: Address the unique obstacles women face in leadership roles and offer practical advice on overcoming these challenges. This segment will focus on strategies for navigating gender bias, negotiating effectively, and advocating for oneself in the workplace.

Building Confidence: Highlight the importance of self-confidence in leadership. Through exercises and real-life examples, participants will learn how to harness their inner strength and present themselves as confident, capable leaders.

Interactive Sessions: Participants will engage in interactive activities, including role-playing scenarios, group discussions, and leadership assessments. These sessions are designed to foster a supportive environment where women can share experiences, practice new skills, and receive feedback.

Key Takeaways: By the end of this workshop, participants will have a deeper understanding of what it takes to be an effective leader and the confidence to step into leadership roles. They will leave with a personalized action plan to continue developing their leadership skills and the inspiration to break through barriers and lead with conviction. This workshop is ideal for women at all stages of their careers who are eager to advance into leadership positions and make a meaningful impact in their organizations and communities. Join us for an empowering experience that will equip you with the knowledge and confidence to lead with excellence.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands

A large, stylized graphic on the left side of the page. It features a pink zigzag line that forms a large 'S' shape, with a yellow diagonal line running through it. A small pink circle is connected to the top of the zigzag by a thin line. A graduation cap is positioned at the top right of the zigzag.

SPEAKERS
Day 3

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Madhu Shukla

Marwadi University, India

Biography

Madhu Shukla received her Ph.D. in Computer Engineering from RK University, Rajkot, India, in 2019. She is currently the Head of the Department of Computer Engineering—AI and Data Science Programs (UG and PG) at Marwadi University, Rajkot, India. With over 15 years of academic and administrative experience, she has made significant contributions to research, teaching, and curriculum development.

Her research interests include machine learning, artificial intelligence, data stream clustering, and privacy-preserving algorithms in cloud environments. She has published extensively in Scopus and SCI-indexed journals, covering topics such as AI in healthcare, explainable deep learning, and clustering algorithms. She has also chaired sessions at prestigious conferences and served on the technical program committees of several international events.

Shukla is actively involved in mentoring Ph.D. scholars and has guided over 150 undergraduate projects. Her accolades include being recognized as a Certified Trainer by Oracle and receiving awards for excellence in teaching and research contributions.

Women's health and wellness

Women's health and wellness encompass a wide range of physiological, psychological, and socio-economic factors; the methods of treatment and care

were naturally bound to be advanced and specialized.

Genomics and Personalized Medicine: Genomic advances allow personalized treatment plans based on analysis of an individual's genetic profile and make targeted therapies very effective for conditions like breast and ovarian cancer.

Reproductive Health Technologies: Innovations in assisted reproductive technologies and long-acting reversible contraceptives improve choice in reproduction, with better success rates and access for women.

Telehealth and Remote Monitoring: Telehealth platforms and wearable devices for continuous health monitoring, with easy access to medical consultations, are useful in better management of chronic conditions like PCOS and endometriosis.

Hormonal Health and Endocrinology: Next-generation endocrinology brings efficient hormone replacement therapies and diagnostic tools for the treatment of disorders like hypothyroidism, adrenal disorders, and menstrual irregularities.

Mental Health and Neuropsychiatry: Neuropsychiatric research provides improved pharmacological and psychotherapeutic treatment for mental health disorders, such as depression and anxiety disorders, by facilitating easily accessible treatments for mental health through digital platforms.

Bone Health and Osteoporosis: Improved bone health assessment tools and new treatments like bisphosphonates and monoclonal antibodies improve the prevention and management of osteoporosis in postmenopausal women.

Cardiovascular Health: Research in sex-specific cardiology has been helpful in giving impetus to the development of targeted therapies and preventive strategies that would further improve outcomes in cardiovascular diseases in women using person-specific interventions.

Conclusion: The innovations in technology and biomedical sciences are completely transforming women's health and wellness by giving them more tailored, effective, and gender-equitable healthcare solutions to meet the unique challenges faced.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Salim Dib

Sidi Mohamed Ben Abdellah, Morocco

Biography

Salim Dib is an assistant professor of English studies at the Faculty of Letters and Humanities, Sais-Fes, Morocco. He earned his doctorate in Cultural Studies from Sidi Mohamed Ben Abdellah University. In addition to his academic focus on cultural studies, Salim is deeply interested in media representation and migration, particularly the experiences of sub-Saharan migrants in Morocco.

Visualizing Gender and Inequality in Crisis: The Portrayal of Atlas Women During the Al Haouz Earthquake

The occurrence of a crisis has the potential to amplify and reflect preexisting inequalities within a society. The impact of such crises on women can vary across different regions. This research paper aims to investigate gender representation in the visual coverage of the 2023 earthquake in the Haouz region. Data was collected from images of the earthquake published in two of Morocco's most widely circulated Arabic newspapers: Assabah and Al Akhbar. The study analyzes how gender is framed in these visuals and argues that the portrayal of gender reinforces stereotypes and cultural norms prevalent in Moroccan society. The gendered coverage of the earthquake in both newspapers often took a simplistic approach, limiting the representation of women to traditional, gender-specific roles. While the coverage was sensitive to gender issues, depicting women as helpless victims of the disaster, it evoked sympathy from readers and donors, motivating them to provide immediate moral and material support to those affected. However, while the media's intent may have been to exploit the politics of sympathy, it inadvertently reinforced gender stereotypes.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Yona Siderer

Hebrew University, Israel

Biography

Yona Siderer. Ph.D. Edelstein Center for the History and Philosophy of Science, Technology and Medicine, The Hebrew University of Jerusalem, Israel.

Kuroda Chika (1884-1968) - Pioneer Woman Chemist in Twentieth Century Japan

Kuroda Chika was one of the first two women to study chemistry in Japan, at Tohoku Imperial University in Sendai City in 1913. Though the Ministry of Education criticized the University for letting women start their education there, she graduated from Tohoku University in 1916. Chika Kuroda's scientific work includes the isolation, crystallization and characterization of natural dyes extracted mainly from plants that were used for fabric dyeing and for medicinal purposes. In 1918 she was the first woman to present, and subsequently publish, the results of her research "About the Pigment of Purple Root" before the Tokyo (later Japan) Chemical Society assembly. Her research continued

at Oxford University (1921-1923). Her scientific approach included a comprehensive knowledge and understanding of organic chemistry reactions, applying methods of both analysis and synthesis. She collaborated with several colleagues at RIKEN, the Physical and Chemical Research Institute that was located in Komagome in northern Tokyo since its establishment in 1917 until after World War II.

In 1929, she became Doctor of Science (D.Sc.), and in 1936 received the 1st Majima Award from the Chemical Society of Japan. Kuroda was Japan's first female Bachelor of Science (B.Sc.); the second female Doctor of Science and the first female Doctor of Science in chemistry. In 1949 she became professor of Ochanomizu University, her alma mater in Tokyo.

Her ongoing research achieved the production of Keltin C, the anti-high blood pressure medicine that received several patents. Commercial sale began in 1956.

In her various lectures and writings she expressed deep respect and gratitude to her teachers, Prof. Nagai Nagayoshi, Prof. Majima Riko, Prof. Sakurai Jōji, and to her English Professor W.A. Perkin Jr., to his brother Prof. A. G. Perkin and to Prof. Robert Robinson.

Ochanomizu University archives website presents Kuroda Chika's career, including a list of more than 60 publications. In 2013, 100 years after the beginning of this pioneering woman's scientific career, her documents and personal relics were donated by her family to the Tohoku University special archival site. These are under further study in order to make her life and career achievements known in Japan and abroad.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Alona Lebedieva

Aurum Charity Foundation, Ukraine

Biography

Alona Lebedieva born in a small town, Alona Lebedieva aspired to great achievements from an early age. At 17, she moved to the capital—Kyiv—where she gained experience in consulting and auditing. Motivated by her interest in the railway engineering industry, she founded Aurum Group, which eventually became a leader in the production and repair of freight railcars. Her achievements include successfully launching and managing a company with a fleet of 2,000 railcars, as well as selling this business profitably before the crisis. Alona invested in repair depots and foundries, ensuring the strengthening of local industry and protection against competition from worn-out imported railcars. Thanks to her leadership qualities and perseverance, Lebedieva overcame multiple raider attacks while retaining key employees. Today, Aurum Group continues to develop, proving that professionalism and courage are the driving forces of success.

Breaking the Glass Ceiling: Achieving Gender Equality in the Workforce

This report examines critical challenges and potential solutions related to gender inequality in today's workforce, focusing on the persistent gender pay gap, discrimination in hiring and promotion, and the glass ceiling effect in higher education and careers. The goals of this work include assessing current policies, identifying the most pressing systemic barriers women face, and outlining effective strategies for promoting an inclusive workplace.

The scope of this report covers both qualitative and quantitative data, including case studies from different industries and statistical analysis of wage disparities. The main methods used in this study are comparative policy analysis, surveys and structured interviews with women professionals in different sectors. Preliminary findings show that unconscious biases, lack of mentoring programs, and limited access to networking opportunities are significant barriers to women's career development. Additionally, specific policy reforms and targeted advocacy at the corporate and government levels have the potential to reduce discrimination and close the pay gap.

In conclusion, this study highlights that despite significant progress, there is still a significant need for continued efforts to achieve true equality in the workplace. Addressing these issues through legislation, corporate responsibility and cultural change is essential for women's empowerment and long-term social and economic growth.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Razia Joya

Nagoya University, Japan

Biography

Razia Joya is a PhD candidate at Graduate School of International Development, Nagoya University. She holds a master's degree in international development from Nagoya University and a bachelor's degree in Pedagogy from Kabul University. She is currently working as Human Resources Consultant with United Nations University Center in Tokyo and attends Advancing Business Innovation and Entrepreneurship Training at UNITAR Hiroshima.

Razia Joya is a solid development professional with diverse experience in capacity building, monitoring and evaluation, community mobilization, education management, and project management, committed to bringing about social change to improve people's lives. She has proven ability to build and nurture productive partnerships with diverse stakeholders and international organizations to enable effective communication in a multicultural environment.

Razia is a visionary leader passionate about women's empowerment and women's rights focusing on equality and social justice to contribute to a better world for all regardless of gender, ethnicity, race, etc.

Taliban Policies Towards Women: An Analysis of Interaction Between Deobandism and Pashtunwali

This study which is part of my master's degree thesis submitted to Nagoya University, explores the complex interplay between Deobandism and Pashtunism in creating Talibanism and shaping the policies of the Taliban towards women. The Taliban's rule has been marked by violations of women's rights, with severe restrictions on education, employment, and public appearance making Afghanistan the only country in the world with such formal nationwide bans on women.

The study delves into the historical and cultural context, tracing background of the Taliban as an Islamic movement originating from Pashtun regions influenced by Deobandi interpretations of Islam through education at Madrassa and Pashtunwali tribal traditions.

In this research, the current consensus and belief as well as roots of 30 announced degrees of Taliban related to women's education, employment, and public appearance are analyzed in Deobandism and Pashtunwali. It is a qualitative study with a survey of 44 respondents as primary data and Fatwas of Deobandism and Pashtunwali tenets including Pashtu language proverbs as secondary data. Descriptive and thematic analysis are implemented.

The results show that stringent interpretations of Deobandi Islam, with a focus on Purdah and gender segregation, contribute to the Taliban's oppressive measures against women. Simultaneously, the Pashtunwali code of conduct, valuing women as symbols of honor but positioning them as inferior to men, serves as a cultural tool for the Taliban to violate women's human rights.

The research contends that Talibanism, emerging from the synthesis of Deobandism and Pashtunwali, is instrumental in shaping the group's treatment of women. Views of Deobandism on women's rights and Pashtunwali's gender norms are inseparable and mutually reinforce each other, forming the strong basis for the Taliban's policies towards women. This study contributes to understanding the plight of women under the Taliban regime, offering multidimensional insight for policymakers and development practitioners in addressing women's issues in Afghanistan.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Mary Anbarasi Johnson

CMC Vellore, India

Biography

Mary Johnson is a professor and the Head of the Department of Pediatric Nursing at CMC Vellore. She has previously held positions as a Clinical Nurse Specialist in PICU for a year and as an Assistant Professor in the United States.

Throughout her career, she had her Master Trainer for several international projects such as GFATM, IMNCI, and National Projects such as ICMR Infection Control, Child Sexual Abuse Protection, OSCE by Dr.MGR Medical University, and Diabetic Educators Program.

Women's Role in Pediatric Care and Building a Better Society

Women's contributions to pediatric care have been pivotal in shaping both the healthcare profession and the development of healthier, more equitable societies. Historically, women have been the primary care-

givers in families, and this foundational role has translated into their significant participation in the medical field, especially in pediatrics. Female pediatricians, nurses, and allied healthcare professionals not only provide essential clinical care but also serve as advocates for children's rights, well-being, and mental health. This paper explores how women in pediatric care influence positive societal change, focusing on their impact on patient outcomes, healthcare access, and community health.

Women's ability to foster compassionate, holistic care is crucial in pediatric medicine, where emotional and psychological well-being is as important as physical health. Female professionals often excel in communication and empathy, leading to stronger patient-family relationships and more effective care. Furthermore, women in leadership positions within pediatric care are increasingly driving policy reforms that advocate for better healthcare infrastructure, particularly in underserved areas. This has contributed to broader societal improvements, such as increased access to medical services for marginalized communities and a greater focus on preventive healthcare.

Despite ongoing challenges, such as gender disparities in leadership roles and pay equity, the collective impact of women in pediatric care continues to be transformative. By fostering a more inclusive and compassionate healthcare environment, women not only improve the lives of children but also play a critical role in shaping a healthier, more just society. This paper emphasizes the need for continued support for women in the healthcare workforce, advocating for policies that enhance gender equality and promote the well-being of both caregivers and patients.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Anita Guha

IBM, India

Biography

Anita S Guha is a Harvard graduate with a proven track record driving growth and transformation by influencing organizational culture. Her experience spans a range of industries and locations including public sector, pharmaceutical, shipping, beverages, & Information Technology in India (Delhi, Kolkata, Bangalore, Mumbai), Japan, & Austria.

She is a skilled facilitator and instructional designer and is currently, the Talent & Growth Enabler as well as Technical Vitality Development Manager at IBM, based in Bangalore, India. Anita's professional passions and areas of specialization include Leadership Development, Learning, Diversity, and Talent Management.

Women in Power & Decision Making

Research was undertaken with IBM female executive leaders – 600+ surveyed; 400+ interviewed globally. Three themes emerged from this study to help women succeed in executive roles in the corporate world. These three are:

1. Be Visible
2. Plan Your Career
3. Integrate Work and Life

I propose to introduce and give a flavor of these three themes in an interactive workshop over 90 mins. The outcome would be valuable practical tips targeted to women with the objective to empower their decision making and thereby thrive in the corporate world.

Please note that the research referred to above was not done by me but by a former IBM colleague, Dr. Kim Stephens. She, along with Heather Howell, also former IBMer, used the following methodology to arrive at their conclusions:

The Advancing Women at IBM Research Study included both a quantitative survey of 13 questions and set of one-on-one interviews with the executive women to gain additional insights and recommendations. For the survey portion of the study, we had over 639 executive women participate. To delve deeper into the findings, the project team then took the survey results and developed the eight interview questions on topics including: Work/Life Integration, Building Professional Eminence, and Building a High Performance Culture. The one-on-one interviews were conducted with 450 IBM executives. The interviews were carried out by over 200 of IBM's identified future women leaders, giving them a chance to hear the feedback first hand and expand their professional network.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Kubranur Gormus, Bilge Turkoglu & Serap Ozturk Altınayak

Sinop University, Turkey

Biography

Kübranur GÖRMÜŞ is a lecturer at Sinop University, Vocational School of Health Services, Department of Health Care Services. She received her master degrees Department of Social Work at the İstanbul University- Cerrahpaşa. She is a PhD candidate in the Department of Social Work at the University of Ankara. Her research interests are child and youth welfare, grief-trauma and disaster, social work with groups and families and social work education.

Analysis of the Challenges Faced by Women After Disasters in the Context of Gender Inequality: A Meta-Synthesis Study

Disasters, whether natural or human-induced, have devastating effects on individuals and societies. The primary consequences of these effects include loss

of life, as well as economic, social, and cultural losses. It is also well known that disasters negatively impact individual and community mental health. The reflections and levels of experience of these losses at both individual and societal levels vary based on gender. This situation leads to double disadvantage for women, who are among relatively vulnerable groups. After disasters, women face the risk of contracting various infections and contagious diseases due to unhealthy living conditions, difficulty in accessing clean water, and especially the lack of menstrual hygiene products. Additionally, reproductive and sexual health issues can arise, leading to complications such as pregnancies resulting in preterm birth or miscarriage, which pose significant threats to maternal and newborn health. It has been reported that the domestic responsibilities traditionally assigned to women within the framework of gender roles—such as housework, cleaning, cooking, and caregiving—remain unchanged after disasters and that women experience high rates of domestic violence and abuse. Additionally, women are at a higher risk of mental health issues such as depression and post-traumatic stress disorder (PTSD). Consequently, disasters exacerbate gender inequality in their aftermath. It is essential to understand the challenges women face after disasters and to empower them at individual, cultural, and structural levels. Moreover, efforts to support women in overcoming these difficulties are considered crucial. Based on this need, this study synthesizes qualitative research on the challenges experienced by women in post-disaster settings in Turkey using the meta-synthesis method. In this context, recommendations are provided to promote women's empowerment.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Kathleen Adams

Emory University, USA

Biography

Adams is an Economist who has spent her career applying economic tools to large, secondary data bases with a focus on low-income and vulnerable populations and on Medicaid policies and issues. She holds degrees in Mathematics and Economics and has previously worked at the Education Commission of the States, the American Medical Association (AMA) and SysMetric. While at Emory, she completed work with the Division of Reproductive Health (DRH) at the Centers for Disease Control and Prevention (CDC) on insurance transitions during pregnancy, the costs of smoking during pregnancy and the effects of cigarette taxes on maternal smoking. Currently, she leads the evaluation of the effects of the Medicaid family planning waiver, P4HB® in Georgia and is M-PI on an NIH funded study called 'Minding the Gap' (MTG) using linked vital records and hospital discharge abstract data to analyze racial disparities in severe maternal morbidity (SMM) in Georgia.

What Factors Explain the Racial GAP in Severe Maternal Morbidity (SMM) in the Southeastern US?

The maternal mortality rate in the United States (US) far exceeds that of other industrialized countries, with Black mortality rates three times that of white women. Severe maternal morbidity (SMM) reflects unintended outcomes of labor and delivery resulting in serious short- or long-term health consequences, and is regarded as a "near-miss" outcome proximate to maternal mortality. SMM rates are also increasing and systematically higher for Black women. We used linked hospital discharge, birth and fetal death records data from Georgia, a large and racially diverse state in the Southeastern US, to examine the Black-white SMM gap. We identified occurrences of 21 SMM indicator conditions during delivery or subsequent hospitalizations through 42 days postpartum for 413,124 deliveries to non-Hispanic white (229,357, 56%) or Black (183,767, 44%) women 2016-2020. The rate of SMM/100 discharges among non-Hispanic Black (3.15) was 1.8 times that of white (1.73) individuals. We estimated race-specific logistic models and used the Oaxaca-Blinder decomposition technique to derive an "explained portion" of the gap attributed to: 1) sociodemographic factors; 2) medical conditions; 3) obstetrical factors; 4) access to care; 5) hospital factors and 6) residential factors. Models including indicators reflecting within-hospital processes explained a larger portion of the gap and, notably, hospital-specific effects were the largest explanatory contributor to the Black-white SMM gap at 15.1%, followed by access (14.9%) and sociodemographic factors (14.4%). Residential factors, indicative of provider access, were largely protective for Black individuals (-7.5%) in Georgia. As almost half of deliveries in the US are publicly insured, we re-estimated models by insurance. Here too, hospital-specific effects increase the percentage of the racial gap explained, especially among the publicly insured. Differences in within-hospital processes by race contribute a large portion of the discriminatory SMM gap, while greater provider access reduces the gap, especially among the publicly insured in Georgia.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Abu Saleh Mohammad Sowad

Concordia University, Canada

Biography

Abu Saleh Mohammad Sowad (he/him) is a doctoral candidate in Social and Cultural Analysis at Concordia University. His research, supported by scholarships from FRQSC and Concordia, delves into the intersection of transnational migration, culture and gender in shaping the identities and lived experiences of Bangladeshi men in Canada.

Sowad holds a master's degree from the London School of Economics and Political Science, where he studied the interaction between transnational migration and the construction of masculinities among Bangladeshi men in the UK. His passion for gender studies began in Bangladesh, where he earned a bachelor's and master's degree in women and gender studies from the University of Dhaka.

Sowad further contributes his expertise to the Concordia University Research Chair on Gambling, leading the research team on gender and gambling. His experience as a consultant with international NGOs has enriched his understanding of gender dynamics and social issues, further fueling his research.

Exploring the Perspectives: How Bangladeshi Men in Canada from Various Generations Define Womanhood

This study investigates the perceptions of femininities among migrant Bangladeshi men in Canada, aiming

to deepen our understanding of gender roles shaped by diasporic identities and experiences. By analyzing qualitative interviews with Bangladeshi men residing in Canada, this research highlights how diverse socio-demographic factors influence their expectations and relationships regarding gender, thereby enriching the discourse on diasporic femininities.

The Canadian Bangladeshi diaspora is characterized by significant diversity, where the concept of "Bangladeshihood" is complex and context-dependent. It intersects with Canadian cultural norms, which often reflect male-centric values that privilege men. By exploring these dynamics, this study examines how participants conceptualize femininities within the frameworks of normative Bangladeshi culture, diasporic identity in Canada, and mainstream Canadian culture. It reveals how multiple socially and culturally constructed identities interact, giving rise to diverse expressions of femininities.

Participants generally associate women with emotional and interpersonal traits, often linked to caregiving and domestic roles. While they are frequently viewed as nurturing, supportive, and empathetic, these positive attributes coexist with negative stereotypes such as dependence, emotional volatility, and a lack of assertiveness. When comparing Bangladeshi and Canadian women, participants highlight distinct cultural differences. While many respondents commend Bangladeshi women's commitment to family, they seldom question the underlying societal factors that shape these choices.

This research contributes to a nuanced understanding of gendered discourses and the construction of femininities in specific cultural contexts. By revealing the power dynamics, biases, and stereotypes that shape gender relations, it underscores the interplay between gendered socialization and cultural context. Moreover, there is an emerging recognition among participants of the need for gender parity, suggesting a potential shift toward less hegemonic masculinities. Ultimately, this study enhances broader discussions on gender roles and femininities across diverse cultural landscapes, offering valuable insights into the evolving nature of femininities within the Bangladeshi diaspora.

International Women's Forum

March 17-19, 2025 | Amsterdam, Netherlands



Nil Demirag

Gulf Breeze High School, United States

Biography

Nil Demirag is a passionate advocate for women's STEM education as a senior at Gulf Breeze High School. She is originally from Istanbul, Türkiye. Nil founded and is the president of her high school's Women in STEM (WiSTEM) chapter and is one of the top directors of the international WiSTEM organization. She has spoken at international conferences on gender equity and STEM innovation. Nil has led impactful community projects, including providing free feminine hygiene products in school bathrooms—a first in her school's history. She also coordinates mentorship programs for young women aspiring to pursue careers in STEM. Recognized as one of the six most influential women leaders at her school in the 2023-24 yearbook out of 1,000 girls, she is committed to empowering future generations of female STEM leaders. Outside of advocacy, Nil is a classical pianist who has performed at prestigious venues, including New York's Carnegie Hall.

Empowering Women in STEM: Breaking Barriers, Inspiring Change

The STEM field plays a crucial role in shaping the fu-

ture in today's rapidly advancing world. Despite progress, gender disparities persist globally, with women still underrepresented in key STEM roles. This presentation explores the importance of empowering women in STEM and its benefits to society, the economy, and individuals.

Historically, women have faced barriers in STEM education and careers, contributing to the gender gap. Yet, individuals like Marie Curie, Katherine Johnson, and Mary Jackson have proven the value of diverse perspectives in advancing STEM. Increasing female involvement is essential for fostering innovation, creativity, and problem-solving needed to tackle global challenges. Research shows that diversity in STEM enhances innovation, driving both economic growth and societal progress.

Global initiatives like Women in STEM (WiSTEM) provide mentorship, networking, and advocacy to support women in pursuing STEM careers. WiSTEM's mission is to create a culture of diversity and inclusivity, with a focus on underserved areas, to provide opportunities for young women. As one of the directors of WiSTEM, our work emphasizes mentorship, networking, outreach, and advocacy, with direct contributions to creating pathways for future STEM leaders.

Increasing female involvement in STEM is not only a matter of individual success but also a matter of economic and societal progress. It is not just a moral imperative but also a strategic necessity. A 2023 MIT study shows that greater gender equity in STEM helps to address gaps in creativity and problem-solving, leading to economic growth and job creation. Supporting women-led organizations like WiSTEM, the Society of Women Engineers, and Girls Who Code is key to shaping a more inclusive future for STEM. This abstract calls for collective action to build a more just and equitable society by recognizing the transformative power of women in STEM and the potential for positive change.

UPCOMING CONFERENCES

Singapore Public Health Conference

15-17 Sep 2025 | Singapore

publichealth@frontiersmeetings.org

<https://scholarsconferences.com/public-health/>

4th Edition Global Women's Empowerment & Leadership Summit

27-29 October 2025 | Bali, Indonesia

gwf@scholarsevents.org

<https://women-forum.com/>

3rd Asia-Pacific Mental Health and Well-being Congress

27-29 October 2025 | Bali, Indonesia

dileep@scholarsconferences.com

<https://scholarsconferences.com/asia-pacific-mental-health/>

4th Edition World Congress on Gynecology, Obstetrics & Women's Health

27-29 October 2025 | Bali, Indonesia

<https://scholarsconferences.com/gynecology-obstetrics/>

Global Summit on Breast and Women's Cancer

27-29 October 2025 | Bali, Indonesia

breastcancer@scholarsweb.org

<https://breast-womens-cancer.scholarsconferences.com/>

Book Mark Your Dates:

International Women's Forum

March 23-24, 2026 | London, UK

<https://womens-forum.scholarsconferences.com/>