

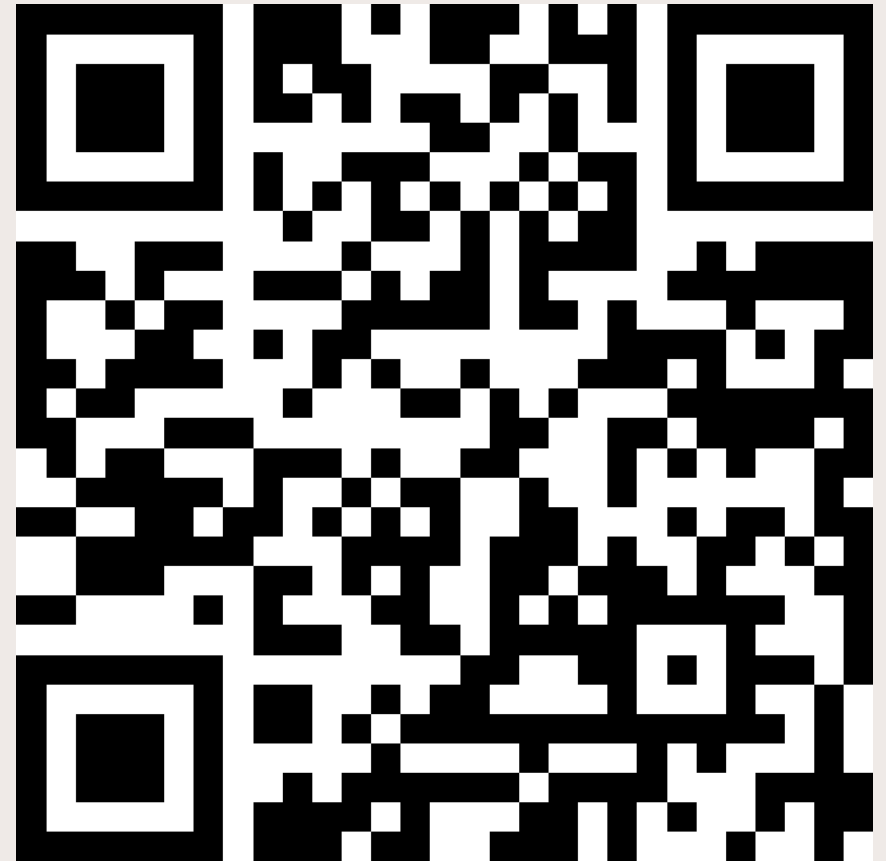
Remarkable Women: Making the Invisible Visible



Forging connections and growing
our community

Who are **up to three remarkable or inspiring women** from the Mediterranean region that you admire for their contributions to science, engineering, or management?

Now imagine how many we don't know !



- We believe that each of you has been inspired by a **remarkable woman**
- someone who may not be widely known, yet has made a meaningful impact in your life.
- Maybe, It could be your **teacher**, your **mother**, a **mentor**, a **manager**, or **any woman you consider truly inspiring**.

To be inspiring or remarkable to even one person, or a whole group, is truly powerful and meaningful.




**This idea did not
emerge from nothing**

The idea started with

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TARGET } Taking a Reflexive approach to Gender Equality for institutional Transformation


Project acronym	TARGET
Project name	TARGET - TAKing a Reflexive approach to Gender Equality for institutional Transformation
Project type	Coordination and Support Action
Start date of the project	01 / 05 / 2017
End date of the project	30 / 04 / 2021
	This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741672.

RMEI Strategy: The TARGET Project

Reflexive Gender Equality

RMEI (Réseau Méditerranéen des Ecoles d'Ingénieurs) serves as a critical partner in the Horizon 2020 **TARGET Project**.

- **Action:** Developing bespoke Gender Equality Plans (GEPs) for engineering institutions.
- **Goal:** "Taking a Reflexive approach to Gender Equality for institutional Transformation."
- **Outcome:** A sustainable quality culture that actively combats gender bias in Mediterranean STEM research.



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RMEI Strategy: The TARGET Project

The RMEI Working Group on Gender Equality

The starting point for the establishment of a gender equality-working group within RMEI is a group of representatives of universities. All representatives are senior researchers at their own organization, bring along gender competence and are committed to participate actively in TARGET.

1. **Anastasia ZABANIOTOU**, Greece
2. **Olivier BOIRON**, France
3. **Fatma ASHOUR**, Egypt
4. **Ibtissam MEDARHRI**, Morocco
5. **Khalid NAJIB**, Morocco
6. **Massimo GUARASCIO**, Italy

7. **Mara LOBARDI**, Italy
8. **Najwa ABENAMARA**, Tunisia
9. **Moncef GHISS**, Tunisia
10. **Juan Jesus PEREZ**, Spain
11. **Irene JORGE**, Spain
12. **Tilda Karkour Akiki**, Lebanon

RMEI Strategy: The TARGET Project

PUBLICATIONS



TARGET H2020



what is TARGET ?



RMEI Gender Equality Policy



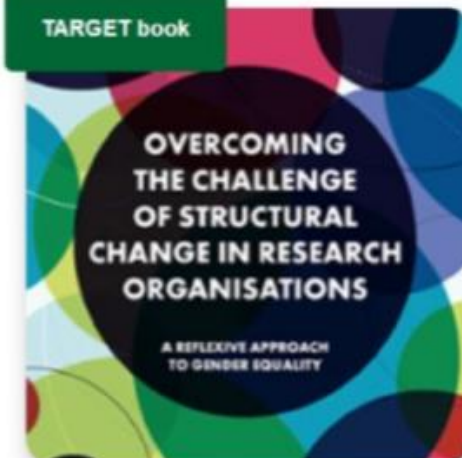
Survey



Events and Workshops



TARGET book

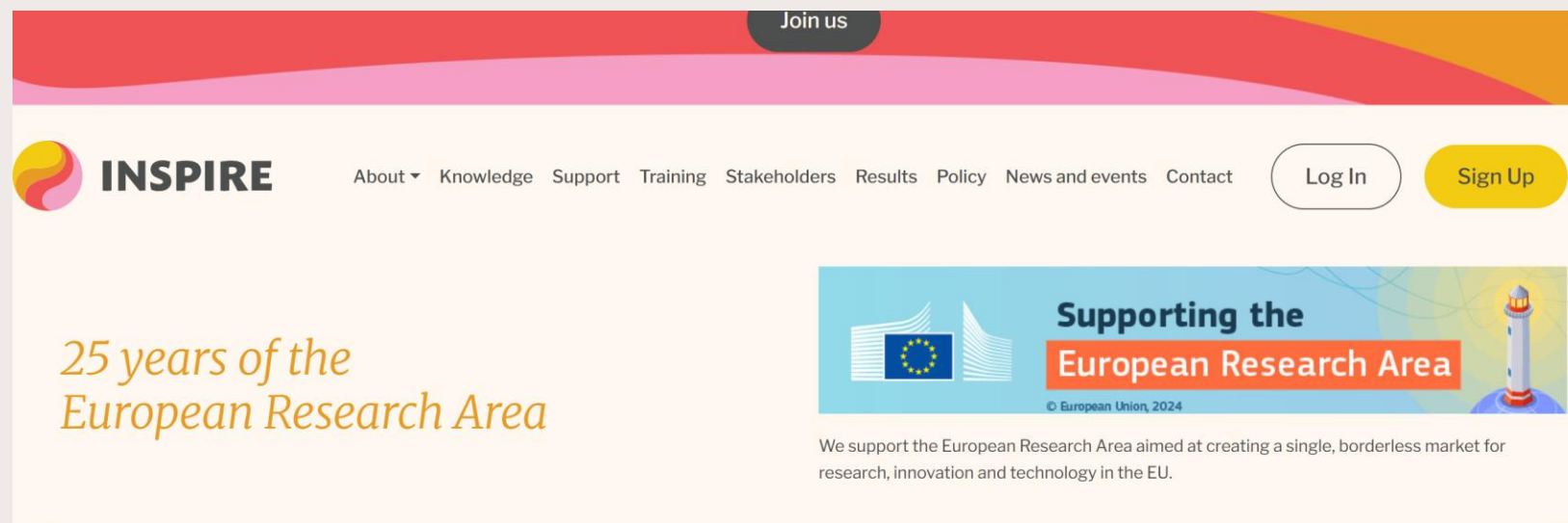


RMEI Strategy: The TARGET Project



RMEI Strategy: Associate at Inspire project

- European Centre of Excellence (**Horizon Europe**)
- Supports Gender Equality Plans (GEPs)
- Connects researchers, institutions, policymakers
- Promotes inclusive & intersectional approaches
- From knowledge to systemic institutional change



RMEI Strategy: Associate at Inspire project

- Research-based evidence
- Training & capacity building
- Policy dialogue
- Tools (monitoring indicators, GEAM: (Gender Equality Audit and Monitoring))
- Communities of Practice:
 - Collaboration
 - co-creation
 - knowledge sharing

RMEI Strategy: Associate at Inspire project

How INSPIRE Drives Change?

- **Policies and tools are necessary** but **not sufficient**
- Long-term impact requires:
 - active communities
 - human engagement
 - visibility of role models
- Need for: '**Remarkable Women: Making the Invisible Visible**'

European Framework Reminder

TARGET Project

Introduction of Gender Equality Plans

Institutional transformation

INSPIRE Project

Consolidation of results

Quality-driven approach



Critical Perspective

These projects have delivered:

Policies

Tools

But gaps remain:

Lack of visible role models

Weak human networks

Limited continuity after project funding

We have structures, but not enough visible faces.

Proposed Initiative

Creation of a community within RMEI-M that:

- Identifies inspiring women across the network
- Showcases their journeys
- Connects students, researchers, and professionals
- Promotes collaboration

Strategic Value for RMEI-M

Expand

Strengthens the network's identity

Positions RMEI-M as a regional leader in gender equality

Enhance

Adds a human dimension to European initiatives

Inspires future generations

Explore

Provides a reference database in key areas such as AI and sustainable development

Creates opportunities for its members

What makes it Unique?

- Regional focus (Mediterranean / RMEIM)
- Cross-disciplinary (engineering + management + science)
- Combines **technology + social impact**

Concrete Proposal to the Network

Move to action

Launch a pilot group within RMEI-M

Identify “**Remarkable Women**” in each institution

Sustainability Dimension

Proposed sustainability pillars for a long-term asset of the network:

- Institutional embedding within member schools
- Continuous activities (events, talks, storytelling)
- Intergenerational mentoring
- Mediterranean-wide collaboration

What have we done so far?

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Meeting

- Date: **10 November 2025** (to explain idea)
 - Date: **19 February 2026** (working together)
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Key Objectives

- **Promote gender equality** by highlighting the expertise and achievements of women in the network
 - **Establish focal points** in member institutions to support European project participation, mobility, and visa processes.
 - **Develop a digital platform** showcasing outstanding women and institutional initiatives, **supported by data and gender equality KPIs.**
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Governance

- **A Scientific Committee** defines criteria and validates profiles.
- A **Technical & Communication Team** develops the digital platform and ensures consistency.
- **A Working Group coordinates priorities**, initiatives, and alignment with the network's mission.

What Defines a Woman Remarkable?



For You, What Defines a Woman Remarkable?





Strategic Vision

- **Increase visibility and recognition of women** in academia and leadership roles.
- **Inspire young women** to pursue scientific and academic careers through role models.
- **Strengthen Euro-Mediterranean** cooperation and collaborative projects.
- **Measure impact through clear indicators** (KPIs) on women's representation.

Trombinoscope_Groupe

And, also:

- **Nora Abia**
- **Fatma Ashour**
- **Najoua Essoukri Ben Amara**
- **Tilda Karkour Akiki**
- **Ibtissam Medarhri**
- **Naima El Haoud**
- **Fatma Trabelsi**
- **Ahlem Ben Younes**
- **Fouzia LARBI CHAHT**

⋮ +	<p>Anastasia Zabaniotou azampani@gmail.com</p> <p>https://www.linkedin.com/in/anastasia-zabaniotou-96a57856/stasia-Zabaniotou Aristotle University of <u>thessaloniki</u>, Greece</p> <p>Current Dr Chemical Engineer Professor NDE European Commission DG Research</p> <p>Education</p> <p>Expertise Bioenergy, Bioeconomy, cascade Biorefinery, Circular Economy</p>	
	<p>Véronique Moncada veronique@moncada.fr https://www.linkedin.com/in/veroniquemoncada/ RMEIM France</p> <p>Current General Director of RMEIM International Consultant for Higher Education Teacher in Intercultural Management </p> <p>Education DESS (Master's Degree) in Human Resources and Interpersonal Management, HR - Management - Leadership - Strategy - International</p>	



**We need to complete
the Strategic vision,
and have more
women with us**

Now, we have:

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Join us and upload your profile to the Trombinoscope-Groupe.



What Defines a Woman Remarkable?

“Recognition is not just about visibility—it is about creating opportunities, inspiring change, and shaping the future.”



What Defines a Woman Remarkable?

- The **Remarkable Women initiative** is more than recognition-it is a **strategic effort** to empower women, strengthen the network, and **inspire the next generation of leaders** in science, technology, and management.
- By highlighting these remarkable women, RMEIM not only **celebrates talent** but also **drives progress** in gender equality, innovation, and sustainability.

Thank you

Tilda KARKOUR
Ibtissam MEDARHRI