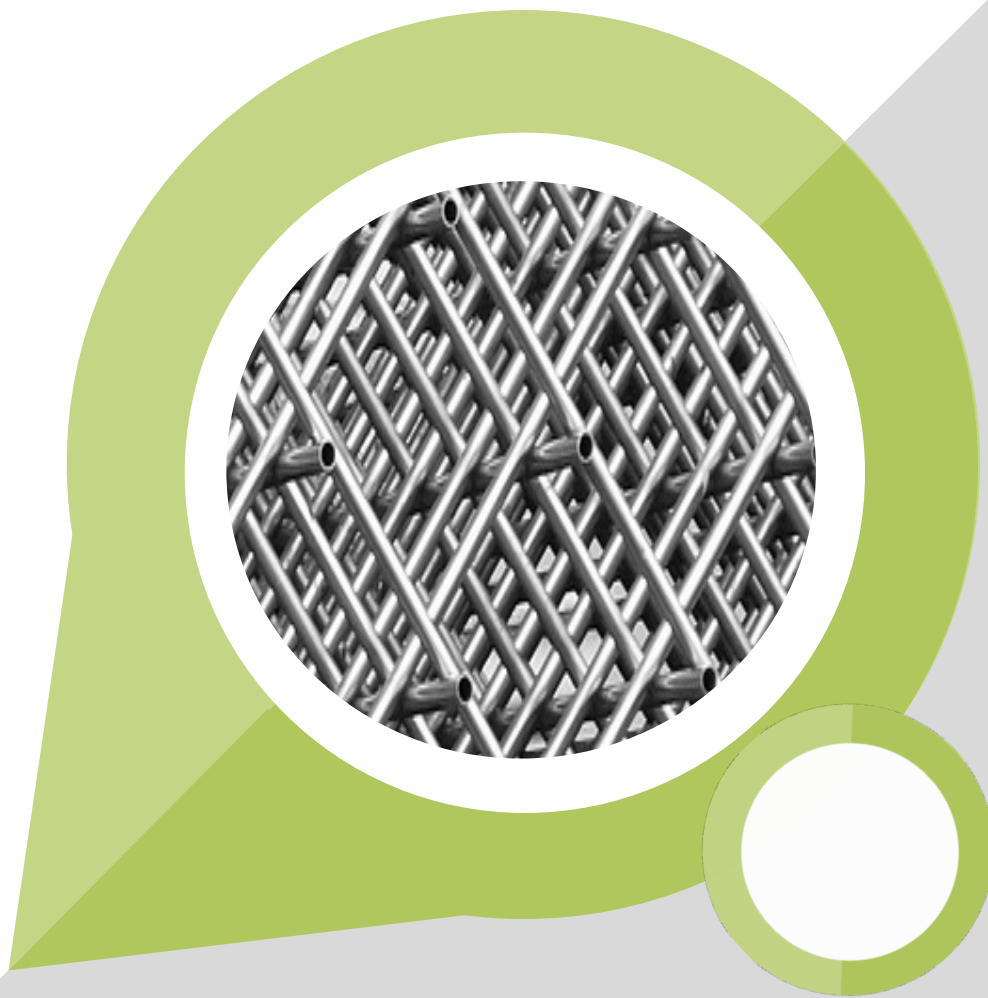


Lightme



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Questionnaire / Females in STEM¹ professions

Name: Ioanna Deligkiozi

Profession: Chemical Engineer

Entity (Name & type/ industry, Uni, etc.): AXIA Innovation, SME

Position in the Entity: Senior Manager, CEO



Photo (if available):

By completing this questionnaire, I agree that these data will be published in the official website of the project (<https://www.lightme-oie.eu/en/static/home>).

A/ Personal Experience

A-Q1: What did you study to get to your chosen career?

I obtained my diploma in Chemical Engineering from the National University of Athens. In my post-graduate studies, I gained my M.Sc. degree in the field of Science and Technology of Materials and my Ph.D. on “Synthesis and characterization of new [2]rotaxanes of α -cyclodextrine with diazobenzene containing molecular dumbbells acting as Molecular Switches» in the field of supramolecular chemistry.

A-Q2: Who has served as an ‘influencer’ in your path to a STEM focused education and/or career?

My interest to pursue a STEM focused career was mainly influenced by a supporting family and the numerous inspiring educators, researchers, engineers and colleagues that came along my path, encourage me to explore opportunities and expand my skills. Additionally, being a student I have joined the American Society of Heating Refrigerating and Airconditioning (ASHRAE Hellenic Chapter) where I got multiple positions and some leading ones as well Chairing the Young Engineers of ASHRAE. This society inspired me to STEM and people meet there mentored me to get influenced by influencing others!

¹ STEM: Science, Technology, Engineering, and Mathematics

A-Q3: Can you see any roadblocks or challenges which might be influenced by your gender, when applying for a job?

In the last years we have witnessed great positive change regarding the opportunities and roles that women pursue in the STEM. Gender stereotypes and unconscious bias have been significantly reduced in the industry, however, I believe that awareness is required to allow equal opportunities for genders.

A-Q4: What is your favourite thing about your current job and what do you find the most challenging?

One thing that I am most inspired of is being part of highly innovative research team that aims to address real problems of our Society. Of course, the many responsibilities of this role requires a very strict time management, which sometimes can become very challenging. I am a true believer of "LEAD BY EXAMPLE"!

A-Q5: How have your beliefs, motivations and aspirations changed over time? When did a career in STEM become a priority or choice

Experience gained during my career in STEM, and passionate inspiring people I met and collaborated with, have influenced and motivated me to continue working on things I am passionate about. This started to flourish in me already after my main studies, when I discovered my passion to STEM and started my Master and my PhD, that exactly time I was sure I would like to contribute to reach a better World!

B/ Women in STEM Impact

B-Q1: Can you recall any times when you questioned your involvement in STEM because of your gender?

In my career, I have faced many difficulties and challenges, however, I want to believe that these were not associated with my gender. Personal effort, guidance and support by teammates have always been the best tools to address any challenge that might appear.

B-Q2: What are some of the personal experiences - or compelling arguments - that have influenced your thinking around gender and STEM, and have motivated you to get involved in being an advocate for change?

Being an active member of the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE), I had the opportunity to actively work in the Women in Engineering ASHRAE (WiA) committee, supporting the role and professional development opportunities of women in the built environment. As a woman in engineering and research, it is essential to be involved in the the discussions, identify current problems and propose solutions.

B-Q3: How might we involve more males in gender inequality discussions?

The main goal is to include everyone in the gender inequality discussion. By identifying existing issues, it is important to make sure males are included in the discussions and are encouraged to propose solutions, express opinions, evaluate the effectiveness of existing measures. Everyone needs to feel involved and valuable, to ensure that inequality will be eliminated.

C/ Advice to the younger you and women considering a career in STEM

C - Q1: Which achievement do you look at and think "I'd love to go back in time and tell younger me that this was possible"?

One thing I wish I knew was possible when starting my career is proudly witnessing my own company growing successfully. It would have boosted me with more confidence in my first steps.

C - Q2: What advice would you give to women who are 1) Curious about STEM, 2) Questioning their STEM related studies, 3) Questioning their STEM related career?

If you are truly passionate about something, there is nothing standing between you and your dream. To pursue your dream in STEM, embrace your curiosity and ask questions.

C - Q3: How might we help girls have more confidence in their STEM abilities?

It is important that both families and educators support girls during their first steps by providing multiple experiences in STEM, extending learning opportunities, embracing their curiosity in engaging lessons and encouraging them to ask questions and work on solutions.

C - Q4: How might we encourage more industries to consider the long-term implications of gender messaging?

After witnessing the #WomenOnBoards Directive by the European Commission and the way it has embraced the dialogue and raised awareness within Europe, I am very optimistic that gender equality is a step closer to us. Already we have achieved a lot and the presence of women in the industry has been increased. This can be translated in more inclusive working environment, with more passionate and motivated employees.

Do you have a favorite quote? What is it and who is it from?

*"The important thing is to **never stop questioning.**"*

(Albert Einstein)