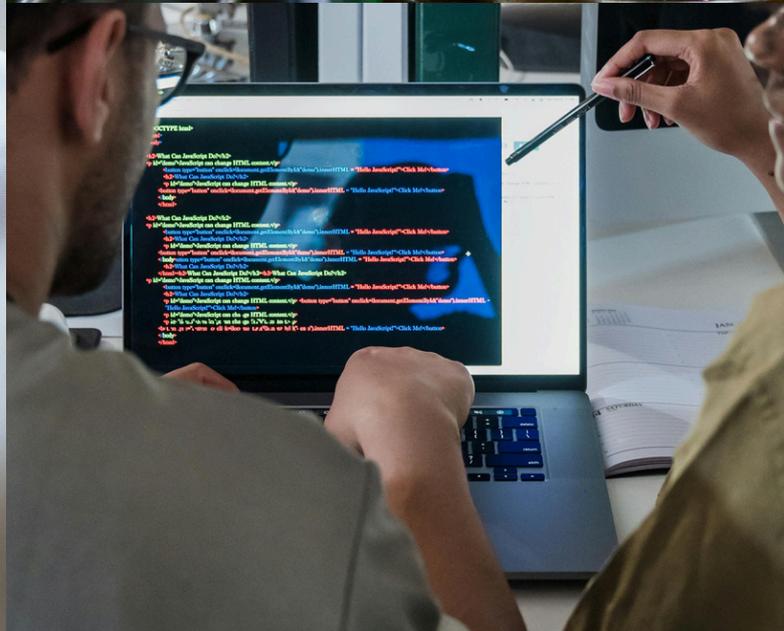


STEP

STEM Research
Equality, Diversity and Inclusion

STEP Newsletter ISSUE 6 | DECEMBER 2025



step.ipb.pt





STEM RESEARCH CONNECTING IMAGINATION AND REALITY

Dear STEP Community,

Over the past three years, STEP has grown into much more than a project - it became a truly collaborative initiative, crossing borders, disciplines, and institutions. Together with our partners, we have delivered activities that strengthened STEM research and included Equality, Diversity and Inclusion (EDI) values within our community. This work has enriched IPB's research culture and increased the reach and impact of our collective efforts. None of this would have been possible without the engagement and shared commitment of all involved, particularly the international partner institutions - Università degli Studi di Genova, Universidad Complutense de Madrid, Södertörn University, and Université de Reims Champagne-Ardenne - whose expertise and generosity helped shape our progress every step of the way. Their insights, experience and readiness to collaborate have significantly strengthened the project's outcomes and the learning opportunities available to our community.

As we share this final edition of the STEP newsletter, we celebrate not just what we achieved, but the relationships and networks that made it possible. The legacy of our joint work will continue to inspire future initiatives and contribute to an inclusive research environment long beyond this chapter's close.

Ana Isabel Pereira
STEP Project Coordinator

WEBSITE

 step.ipb.pt



SOCIAL MEDIA

 [STEP IPB Project](https://www.linkedin.com/company/step-ipb-project)

 [STEP Project](https://www.facebook.com/STEPProject)

 [@STEPProjectIPB](https://www.instagram.com/STEPProjectIPB)

 [@STEPProjectIPB](https://www.youtube.com/STEPProjectIPB)

IN THIS ISSUE

STEP Past Events	3
STEP Summer School	4
IMFAHE 2025-2026	5
Communication and Dissemination	6
Next Events	7
STEP in Numbers	8

STEM RESEARCH
CONNECTING IMAGINATION
AND REALITY

STEP PAST EVENTS

STEP Talks!

Mobility and Scientific Cooperation Programs: Opportunities for Young Researchers

06 November 2025 | 17 

In this edition of STEP Talks!, Beatriz Flámia shared her experience in international scientific cooperation and mobility programs, showing how these opportunities can open doors to innovative projects and inclusion in global research networks. Throughout the session, topics such as access to scholarships and support programs, strategies for successful applications to universities and centers of excellence, and the impact of international research on academic and professional growth were discussed.

With 17 participants, the meeting promoted rich exchanges between young researchers and students, who were able to learn about best practices, funding sources, and calls to apply.

You can watch Beatriz's testimony, an IMFAHE participant who was selected for an international research stay at MIT: <https://www.youtube.com/watch?v=HsfnPnpiqAM>



Currently: CeDRI Researcher

- Collaborative Learning and Gamification
- Generative AI
- Data Discovery

2025: Invited Researcher (MIT – USA)

2024: PhD in Industrial and Systems Engineering (Uminho – Portugal)

- Hybrid Methods (Optimization and Machine Learning - clustering)
- Recommendation System
- Applied Mathematics
- STEM

2021: Invited Researcher Erasmus Staff (Univ Zaragoza – Spain)

2020: Master in Electrical and Computer Engineering (IPB – Portugal)

2019: Degree in Control and Automation Engineering (UTFPR – Brazil)

My Research Area

IMFAHE Platform

- Courses
 - Professional Development
 - Innovation and Entrepreneurship
 - Leadership Careers in Science
- Opportunities and Experiences
 - IMFAHE connect platform
 - Mentorship
 - Shark Tank
 - Conference
 - Fellowship

Massachusetts Institute of Technology

This conversation marked the latest edition of STEP Talks!, ending the cycle with valuable reflections, practical lessons, and inspiration for those seeking to expand their academic and scientific horizons.

You can access the STEP Talks and Workshops on our [YouTube Channel](#)

STEM RESEARCH
CONNECTING IMAGINATION
AND REALITY

STEP SUMMER SCHOOL

STEP Summer School at Bragança

How to Write Innovative and Fundable Proposals with the EDI Principles

08-12 September 2025

The STEP Summer School, held between September 8 and 12 at the Polytechnic Institute of Bragança (IPB), was an intensive training, knowledge-sharing, and international cooperation event in the field of competitive research project preparation, with a special focus on integrating the principles of Equity, Diversity, and Inclusion (EDI).

The event brought together 35 participants and 8 sessions of training, involving representatives from the five STEP partner institutions: UniGe, URCA, SH, UCM, and IPB, as well as the National Innovation Agency (ANI).

Throughout the week, key topics for successful competitive funding applications were addressed, namely the Horizon Europe Programs, Responsible Research and Innovation (RRI) tools, strategies for structuring and writing winning proposals, project evaluation criteria, as well as the effective incorporation of EDI in research proposals. Also noteworthy were the hands-on sessions, brainstorming activities, collaborative work sessions, and the Ask the Expert initiative, which allowed direct contact between participants and experts in European projects.

The diversity of profiles and institutions represented contributed significantly to the richness of the discussions and to the construction of a shared vision on more inclusive and responsible practices in scientific research. The STEP Summer School provided an environment conducive to networking, the exchange of experiences between different institutional and cultural contexts, and the strengthening of existing international partnerships within the STEP project.



STEM RESEARCH
CONNECTING IMAGINATION
AND REALITY

IMFAHE PLATFORM OF TALENT 2025-2026

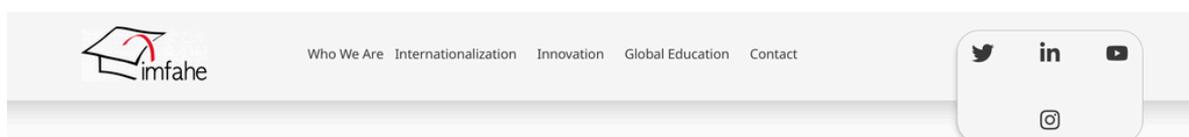


For the third consecutive year, the Polytechnic Institute of Bragança (IPB) is strengthening its strategic partnership with the IMFAHE Foundation, within the contribution of the STEP IPB Project, continuing a collaboration focused on promoting internationalisation, innovation and the development of high-performance academic and professional profiles among students and teachers.

For the 2025–2026 academic year, the selection process included applications from 6 teachers and 21 students. From an internal selection process, 5 teachers and 10 students were selected to join the IMFAHE Talent Network, gaining access to exclusive programmes, global resources, international networking opportunities, the possibility for international mobilities, and initiatives aimed at developing cross-cutting skills that complement the academic training provided by IPB.

The activities offered as part of this collaboration include open access online courses and international workshops, aimed at the academic and scientific community and led by experts from different fields.

And to close this edition, the **XII International Conference – Innovation Camp IMFAHE**, is scheduled to take place on 25 May 2026, bringing together participants from various international institutions and organisations. During the conference, the results of awards winners, fellowship program winners, and Shark Tank evaluations will be announced.



Set up Your Future for Success



Prepare yourself to successfully face your next professional challenges through our three inclusive, global, and open online International Quarter Courses about Professional Development, Innovation, Entrepreneurship and Leadership and Scientific Careers.

www.imfahe.org

STEM RESEARCH
CONNECTING IMAGINATION
AND REALITY

COMMUNICATION AND DISSEMINATION

International Workshop on Multicultural Approaches to Diversity

18-22 November 2025

The STEP Project sponsored and attended the 1st International Workshop on Multicultural Approaches to Diversity with representatives from three partner institutions. The event featured cultural visits to the São Francisco support community in Cartagena de Indias, Colombia. It also provided a forum for discussion to explore innovative approaches and challenge preconceived ideas in the field of diversity.

The workshop was also marked by the presentation of various projects represented by the participants present. This moment was an opportunity to exchange best practices and discuss future collaborations.

- Juan de Dios (Colombia): The Role of ChatGPT in Modern Education: Challenges and Opportunities
- Raquel Ávila (Spain): On Social Bias and Cultural Stereotypes in AI-Generated Images: Ideas for Shaping the GRACO Project
- Paloma Piqueiras, Olga Kolotouchkina (Spain): Mapping vulnerabilities and inequalities in the green and digital twin transition scenario in Europe
- Sergio D'Antonio (Spain): EDI in an Engineering School
- Ana Pereira (Portugal): The STEP Project.
- Fatima Pacheco (Portugal): Mentoring Academy
- Santiago Herrero (Spain): I.amAble project
- Sofiane Mahi (France): Challenging EDI
- David Alonso, Andrés Arias (Spain): Social Work for inclusive societies.



STEM RESEARCH
CONNECTING IMAGINATION
AND REALITY

NEXT EVENTS

XII International Conference – Innovation Camp IMFAHE

25 May 2026

The XII IMFAHE International Conference – Innovation Camp, which will take place online on Monday, May 25th, 2026. The conference is open to all members of IPB community, or universities associated to IMFAHE Platform.

The registration link will be send soon.

More informations about IMFAHE: www.imfahe.org.

VI International Conference on Optimization, Learning Algorithms and Applications

10 - 12 June 2026

The sixth edition of the International Conference on Optimization, Learning Algorithms and Applications (OL2A 2026) will take place at Ada Byron, University of Málaga, and participants can attended on-site or online (all OL2A sessions will be streamed live).

All submitted papers will pass through a multiple peer-review process and will be carefully evaluated based on originality, significance, technical soundness, and clarity of exposition. Conference proceedings will be published in SCOPUS indexed Springer-Verlag Book Series, Communications in Computer and Information Science (CCIS).

Paper submission by 22 February 2026. More information: ol2a.ipb.pt



Hybrid Event

Ada Byron, University of Málaga, Spain and Online

10-12 June 2026

STEM RESEARCH
CONNECTING IMAGINATION
AND REALITY

STEP PROJECT IN NUMBERS

After 3 years, the STEP Project comes to an end, celebrating its achievements. There were many events and strategic actions, with a significant impact on the community involved. Thank you to everyone who was part of this story.

TRAINING COURSES

26 STEP Talks!

+540 participants

41 STEP Workshop

+560 participants

2 Summer School

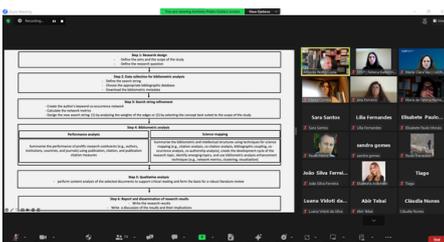
Stockholm - Boosting Scientific Excellence and Inclusion in Academia

Bragança - How to Write Innovative and Fundable Proposals with EDI Principles

+70 participants in both

Blended Intensive Program - Equality, Equity, Diversity and Inclusion in STEM

+60 participants



Science Dates
35 participants among STEP Partners

Step-by-Step PhD Day
24 PhDs among STEP Partners

115 Mobilities within partnership

28 STEP Online Events

8 STEP Meeting Points

5 Joint PhD/Masters supervision and 5 Papers

INTERNATIONAL COLLABORATION

STEM RESEARCH
CONNECTING IMAGINATION
AND REALITY

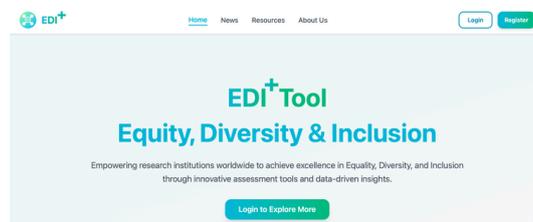
STEP PROJECT IN NUMBERS

CeDRI EDI COMMITTEE

STEP pilot at CeDRI-IPB

Promoting Equality, Diversity, Inclusion, Ethics, and Civil Responsibility (EDI+)

- STEP pilot initiative implemented at CeDRI to strengthen responsible research practices and align with European standards on inclusive and ethical research.
- Inclusive Labs Protocol: Establishment of clear guidelines to ensure equitable access to CeDRI infrastructures and promote a respectful, safe, and professional research environment.
- EDI+ Award: Recognition of scientific publications that integrate equality, diversity, inclusion, ethics, and societal impact principles.
- Workshops and training: Delivery of technical and transversal training sessions for students, researchers, and faculty, fostering an inclusive and collaborative research culture.
- EDI+ Tool: Development of a structured platform to support awareness and integration of EDI principles in STEM research, providing practical guidance, resources, and monitoring indicators.
- Reinforcing CeDRI's position as a centre of excellence committed to responsible, inclusive, and high-impact research.



STEM RESEARCH
CONNECTING IMAGINATION
AND REALITY

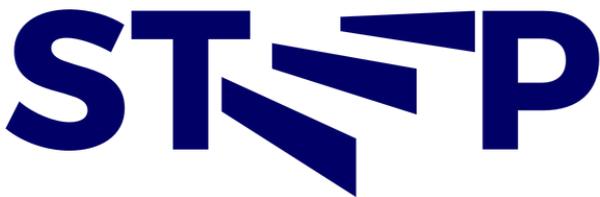
STEP PROJECT IN NUMBERS

DISSEMINATION

More than 100 events where STEP was disseminated



Check this video with
[STEP Results](#)



STEM Research
Equality, Diversity and Inclusion

**WE HOPE THE IDEALS PROMOTED
THROUGHOUT THE PROJECT LIVE
ON IN THE CORRIDORS, PRACTICES,
AND FUTURE DECISIONS.**

