Implementing frameworks to achieve recognised, measurable success in gender equality

Science Europe Practical Guide to Improving Gender Equality in Research Organisations

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Members of Science Europe (January 2017)

- Austria: FWF
- Belgium: FWO, FNRS
- Bulgaria: BAS
- Croatia: HRZZ
- Czech Republic: GAČR
- Denmark: DFF, DG
- Estonia: ETAG
- Finland: AKA
- France: ANR
- Germany: DFG, MPG, WGL
- Hungary: OTKA
- Iceland: Rannís
- Ireland: HRB, IRC, SFI
- Italy: CNR, INFN
- Latvia: LZP
- Lithuania: LMT
- Luxembourg: FNR
- Netherlands: NWO
- Norway: RCN
- Poland: NCN
- Portugal: FCT
- Slovakia: APVV, SAV
- Slovenia: ARSS
- Spain: CSIC
- Sweden: FORTE, FORMAS, VR
- Switzerland: SNSF
- United Kingdom: AHRC, BBSRC, EPSRC, ESRC, MRC, NERC, STFC

43 organisations from 27 countries
- Different functions (RFO, RPO)
- Cover all or only specific research fields
- Different cultures and best practices

With a common goal to safeguard and further “excellence” in research

Together:
- 75-80% of total public research funding (= 25? Billion Euro) in Europe
- Reach out of about 2 million researchers
Basis for Science Europe (SE)

Need for

• Strong voice of academic research in the Brussels arena, therefore
• Speak with one voice and
• Strategic engagement with European Institutions and stakeholder;
• And national governments when required

• SE: collaborator and constructive critic with the EC and its partners
Science Europe current focus

Policy organisation - no programme and fund management

Advocacy and interest representation
- Framework programmes FP8/FP9 and linked policies (e.g. innovation)
- Directives and Regulations (with impact on research)

Collaboration platform
- Coordination, exchange best practices, establish principles, “intelligent survey”
- Work on 9 priorities and ‘gender’ is one of them (Research Data, Research Integrity and Research Evaluation…)

Representation
- at EU Institutions and the Global Research Council (GRC)

Supported by a Scientific Advisory Board (SAC)
SE Gender Statistics

Governing Board (till June 2017)
- out of 10 members **three female leaders**, one of them is SE Vice-President; the other was SEs Champion for Gender and Diversity
- Equal gender distribution is part of the selection criteria
- Identification of a new SE champion in terms of gender

Working Groups of SE (action priorities)
- Made up of SE member organisations staff
- ± Balanced in terms of gender participation –with exception of the WG on gender

SE Office (15 members)
- ’Inverted gender pyramid’ high representation of female in administration function and from research (‘leaky pipeline’)
- Very high percent of female CVs for science (and policy) officers
Scientific Advisory Committee (SAC) of SE

GB policy decision (50/50 rule)

- Prerequisite to send suggestions for nominations for SAC from SE members: For each male a female CV was required – in the already ongoing nomination process
- SAC selection committee (scientists with already a good representation of female)
- Multidisclinarity helped to open up discussions
- Selection process was moderated with a moderator as honest broker
- Not necessarily a gender expert, but should know what the expected/ideal result should be
- Major achievement - 50/50 rule will stay (however needs understanding of the past to maintain strategy)

Members represents all regions, all disciplines, all career stages,
Out of 30 members 15 are female scientists
Science Europe on Gender and Diversity

- Gender and Diversity in Research is one of nine Priority Action Areas of the Science Europe Roadmap;
- From 2015 to 2017: Expert Working Group
  - Recommendations to Science Europe governance on Gender and Diversity aspects;
  - Expert input to European Research Area (ERA);
  - Expert input to Global Research Council (GRC);
  - Links and collaboration with many groups and initiatives: Helsinki Group, EPWS, Gender-NET, etc.
  - Contribution from gender expert from the scientific committee
The fruit of this SE member collaboration

28 February 2017: Launch of the Science Europe Practical Guide to Improving Gender Equality in Research Organisations

Main purpose:

• Practical, hands-on recommendations
• To be used as a tool for by SE member organizations for recommendations/to handout to Universities/Ministries
• For newcomers in the field – where to start with..
• Modulation on national level needed to meet the national needs
Practial Guide focus on three issues

- Avoiding unconscious bias;
- Monitoring Gender Equality;
- (Improving Grant Management);
Unconscious bias

Appears in evaluations of science and of researchers, for funding, recruitment, promotion and other purposes.

- *Cognitive sciences to better understand unconscious
- Awareness raising that science is not infallible – we are all subjected (scientist) to bias – what is excellence?

- EU Strategic Engagement for Gender Equality: 2016-2019
- SDG 5: Achieve gender equality and empower all women and girls -
Unconscious bias

**SE General recommendations:**

1. Check indicators for differences in the success rates of men and women researchers.
2. Discuss gender and other biases within your organisation.
3. Conduct awareness-raising activities in evaluation panels, decision making bodies, and with staff on a regular basis.
Unconscious bias

SE General recommendations:

4. Provide training to staff, evaluation panels, and decision-making bodies.

5. Monitor the success rates of men and women applicants in order to trace possible effects of awareness-raising activities.

6. Learn from (other) Science Europe Member Organisations on how to tackle (gender) bias (see good practice examples).
Unconscious bias: Good practice examples – SFI

Science Foundation Ireland:

Counteracting the gender stereotype as part of Gender Strategy 2016-2020:

• increase the participation and interest of girls in STEM-related activities with the idea to increase their confidence in the relevance for girls of studying STEM subjects
Unconscious bias: Good practice examples - CNRS

French National Research Centre:

- 2013 – specific committee (inspired by the ‘Strategies and Tactics for Recruiting to Improve Diversity and Excellence Committee (STRIDE) – University of Michigan

- To review procedures and practices (evaluation, recruitment and promotion) of CNRS researchers with respect to gender equality

- Membership: Chief CNRS research officer, all Chairs of the 46 standing peer review evaluation panels, deputy scientific directors, HR officer, senior women researchers, gender experts

- Actions so far: training on unconsciousness bias (based on latest expert literature, statistical factsheets, changes in the procedures of awarding CNRS medals).
Unconscious bias: Good practice examples

- **Austrian Science Fund (FWF):** Diversity training in the context of research funding;
- **Swiss National Science Fund (SNSF):** Advice by international gender experts.
- **Swedish Research Council (VR):** Observations in evaluation panels.
- **German Research Foundation (DFG):** Awareness-raising activities within head office and review boards.
Monitoring Gender Equality

General Recommendations:

- Organisations should define explicit objectives for Gender Equality;
- Mandatory actions should be undertaken to meet the objectives;
- Gender equality data should be collected and indicators calculated annually, and the results should be made public on a regular basis (transparency).
Monitoring Gender Equality – suggestion of indicators

**Recommended indicators to guide data collection:**

- Share of women and men among main applicants (for positions, promotions or funding);
- Share of women and men among successful main applicants (recruited, promoted or funded);
- Success rate for women and men applicants;
- **For funders:** Average size of grant for women and men;
- Always broken down by: field, funding scheme, academic age (years since PhD).
Monitoring Gender Equality

- Share of women and men among reviewers or on recruitment and promotion boards;
- Share of women and men among heads of review panels or promotion and recruitment boards;
- Share of women and men in funding decision-making bodies or recruitment and promotion decision-making bodies.
- For Performers: Share of women and men among employed researchers.

Always broken down by: academic position, scientific field, type of contract or position (full-time/part-time, temporary/permanent).
Monitoring Gender Equality

The monitoring and collection of this data:

- Base for information (numbers to understand the process and as a base for evidence based decisions)
- Install a routine
- Raise consciousness
- Increase transparency
Improving Grant Management Practices

Inspiring practices: (when not provided by the state)

Support during maternity leave:
- 100% of salary during leave

Support during paternity leave:
- From days to weeks

- RFOs provide extensions (no-cost) of grants, ideally automatic.

- Part-time and flexible work options for researchers including option to change post-award
How to use the guide

SE Invites to use the guide proactively

- Invites to look for inspirations and **good practice examples**.
- It includes list of specific **grant management initiatives** by national RFOs and RPOs.
- The guide includes many **references to current literature** and further reading suggestions.
- Invites to contact organisations behind each example to find out more details about different practices.
- The guide is complement by survey data available here: [http://scieur.org/gd-data](http://scieur.org/gd-data)
Beyond the traditional way of doing research

Beside the collection of an extensive body of knowledge on gender diversity and the reasons for inequalities,

How will transformation processes in the research enterprise impact on gender:

- Research design (e.g. citizen science);
- Co-design/interdisciplinarity
- Collaboration (‘team science’)
- New crediting systems or
- New publication forms (open access platform, open peer review), tools

Will those changes help to support female scientists towards a more inclusive science?
EU’s work on fostering equality

- Equality between women and men is one of the European Union's founding values. It goes back to 1957 when the principle of equal pay for equal work became part of the Treaty of Rome.
- EU's achievements in fostering equality between women and men have helped to change the lives of many European citizens for the better.
- Although inequalities still exist, the EU has made progress over the last decades. This is mainly thanks to:
  - equal treatment legislation; gender mainstreaming (integration of the gender perspective into all other policies); specific measures for the advancement of women.
  - Some encouraging trends include the increased number of women in the labour market and their progress in securing better education and training.
EU’s work on fostering equality and the traditional way of doing research

- However, gender gaps remain and in the labour market, women are still over-represented in lower paid sectors and under-represented in decision-making positions.

- The Strategic engagement for gender equality 2016-2019 was published in December 2015, and is a follow-up and prolongation of the Commission Strategy for equality between women and men 2010-2015. It sets the framework for the Commission's future work towards improving gender equality.
EU’s work on fostering equality

The Strategic engagement focuses on the following five priority areas:

1. Increasing female labour market participation and equal economic independence;
2. Reducing the gender pay, earnings and pension gaps and thus fighting poverty among women;
3. Promoting equality between women and men in decision-making;
4. Combating gender-based violence and protecting and supporting victims;
5. Promoting gender equality and women's rights across the world.

The Strategic engagement sets out objectives in each of these priority areas and identifies more than 30 concrete actions. It reaffirms commitment to gender mainstreaming: A gender equality perspective will be integrated into all EU policies as well as into EU funding programmes. The Strategic engagement also supports the implementation of the gender equality dimension in the Europe 2020 Strategy.

Progress is reported every year and presented in a Report on Equality between women and men.