

# ***Practical Guide to Improving Gender Equality in Research Organisations***

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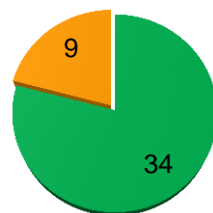
*Chair of Science Europe Working Group on “Gender  
and other Diversity Issues”*

# Science Europe (SE) Structure

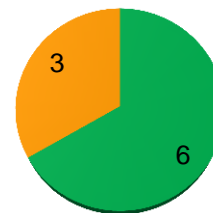
- ▶ 43 Member organisations (MOs) of 27 different countries → independently operating Research Funding (RFOs) and Research Performing (RPOs) organisations → with significant national impact
- ▶ MOs work across all research fields → substantial proportion of public research investment in Europe (≈20 Billion € / year) primarily public funding → policy impact
- ▶ Gender balance in SE Governance (Participation of Women)

23,7% in SE General Assembly (N=43)

27% in SE Governing Board (N=9)



■ Male  
■ Female



# What can Science Europe do?

## The Science Europe Roadmap

### Science Europe as Umbrella Organisation will:

- ▶ Encourage the **establishment of action plans**, along with the appropriate measures and resources to improve career progression
- ▶ Promote the development of **dedicated training of peer review** panels on the risks of bias when assessing researchers
- ▶ Promote **policy and research initiatives** to achieve gender balance
- ▶ **Monitor the impact of funding instruments** on recruitment and gender balance at both junior and senior levels
- ▶ Facilitate the **sharing of good practise**

# What can SE Member Organisations do? The Science Europe Roadmap

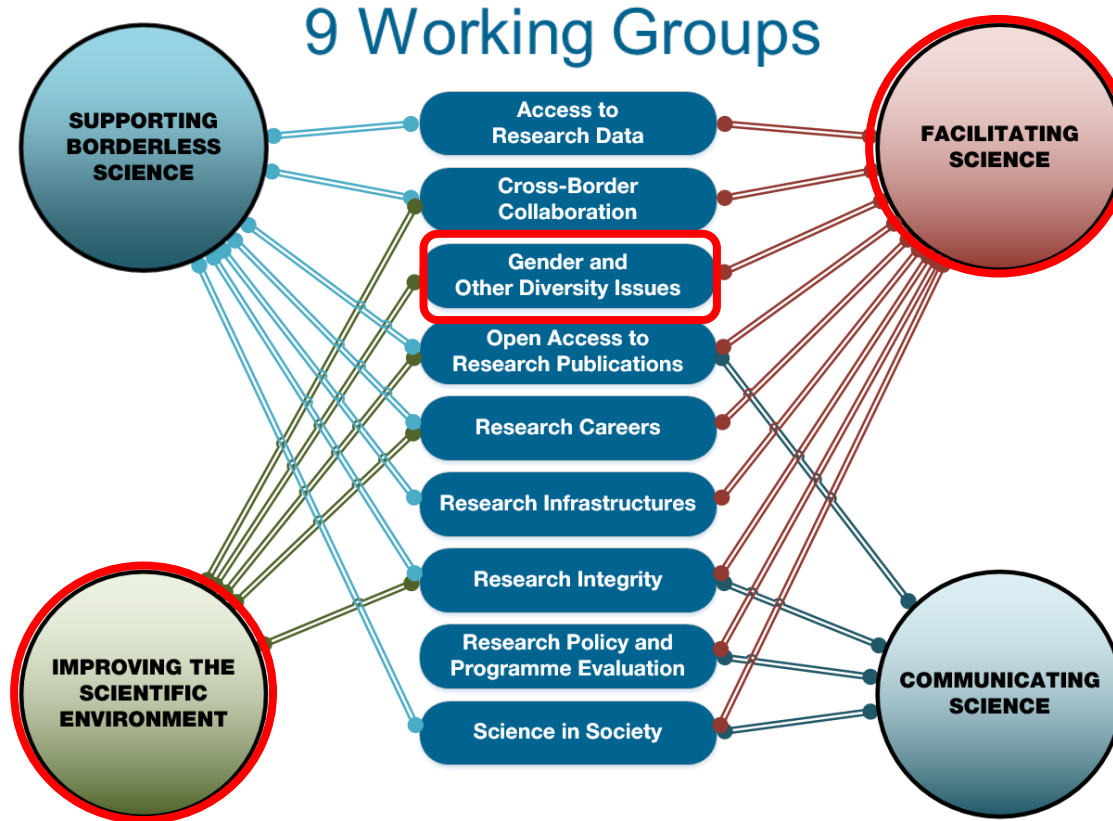
## Research funding and Research Performing Organisations as employers, as funders & as knowledge providers:

- ▶ Take the **responsibility to scrutinize the peer review** process and mitigate any source of bias
- ▶ Provide **equal opportunities** for all members of staff and all governance bodies.
- ▶ Integrate **gender and diversity dimension** into the design, implementation and content of research

# Science Europe Roadmap Implementation → Working Groups → WG Gender & Diversity

## WG Gender and Diversity Issues (since 2014):

- Improving the Scientific Environment & Facilitating Science



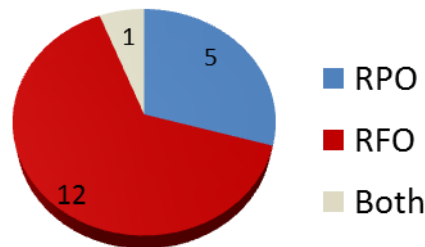
# Member Organisations within the SE WG Gender & Diversity (2014 – 2016)

## 18 Member Organisations (MOs)

- ▶ Austria FWF (Chair)
- ▶ Belgium FWO
- ▶ Denmark DG
- ▶ Estonia ETAG
- ▶ France CNRS; ANR; IRD
- ▶ Germany DFG; MPG
- ▶ Ireland SFI
- ▶ Italy INFNA
- ▶ Netherlands NWO
- ▶ Portugal FTC
- ▶ Spain CSIC
- ▶ Slovenia ARRS
- ▶ Sweden VR
- ▶ Switzerland SNSF
- ▶ United Kingdom RCUK, BBSRC



## Type of Organisation:



## Gender Balance

- ▶ 15 women / 3 men

## Collaborations with:

- ▶ Helsinki Group,  
GENDER-NET

# WG Gender & Diversity Work Plan

## → Survey → Practical Guide

### Roadmap Objectives → Transformed into the Work Plan

- ▶ Gender Bias in Peer-Review → Overview on Peer Review processes at the MOs; Recommendations
- ▶ Gender Indicators → Number and type of indicators monitored and analysed by the MOs; Recommendations
- ▶ Gender in Grant Management → Overview best practise in the MOs and best practise recommendations

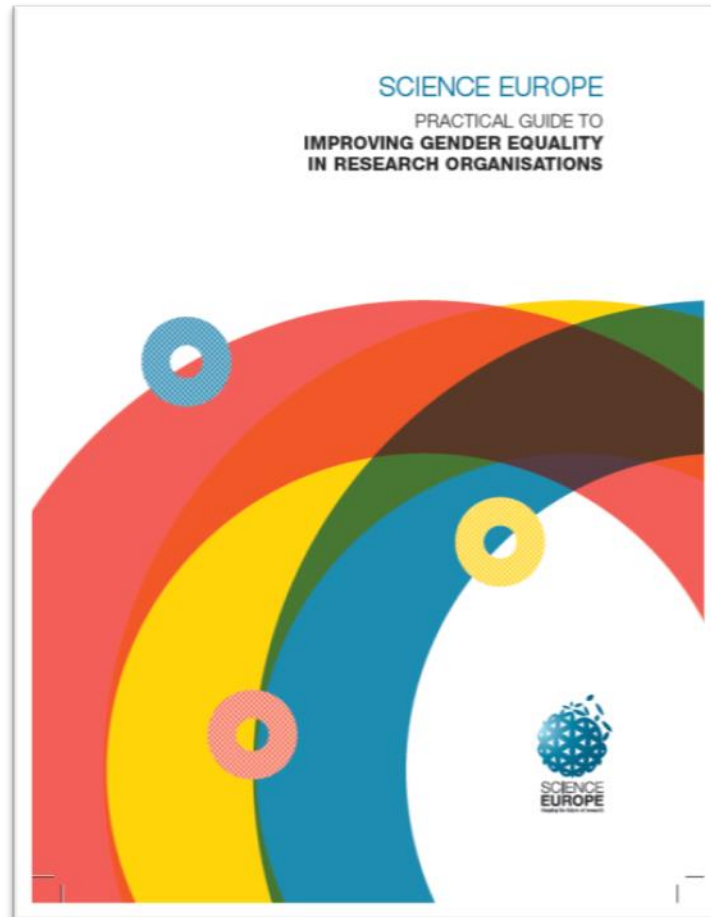
Science Europe WG → Survey (Winter 2015) among MO

→ Data received from 28 respondents = 35 MOs (25 RFOs and 10 RPOs)

→ Practical Guide (Recommendations on Bias, Indicators  
Good Practise on Grant Management)

# SE WG Gender & Diversity →

SCIENCE EUROPE  
PRACTICAL GUIDE TO  
**IMPROVING GENDER EQUALITY  
IN RESEARCH ORGANISATIONS**





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How to Avoid **UNCONSCIOUS BIAS**  
**IN PEER REVIEW PROCESSES**  
pages 11–25

## ▶ **Gender Bias in Peer-Review**

- Introduction & Recommendations
- Best Practise Examples and important literature
- Survey Results: Overview on measures avoiding Bias in Peer Review processes at the MOs

# SE WG Gender & Diversity →



## ► Gender Indicators

→ Recommendations:

→ What type of measures should be implemented?

→ What type of indicators should be monitored?

→ Survey Results: What type of measures and indicators are in place at the SE MOs?

# SE WG Gender & Diversity →



## ▶ **Grant Management Practises**

- Introduction & Good Practise Examples
- Survey Results: Overview on measures implemented at the SE WG Members

# SE WG Gender & Diversity →



How to Avoid **UNCONSCIOUS BIA**  
**IN PEER REVIEW PROCESSES**  
pages 11–25



How to Monitor  
**GENDER EQUALITY**  
pages 26–37



How to Improve  
**GRANT MANAGEMENT PRACTISES**  
pages 38–62