

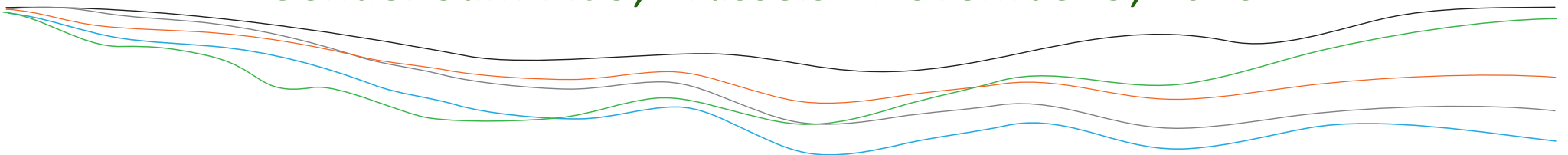
GENERA:
Measuring, monitoring, and advancing
gender equality in Physics Research
Processing Organizations

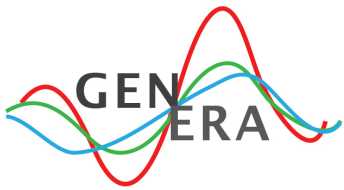
Dr. Thomas Berghöfer

Project Coordinator

Deutsches Elektronen Synchrotron DESY • Hamburg

Gender Summit 9, Brussels • November 9, 2016



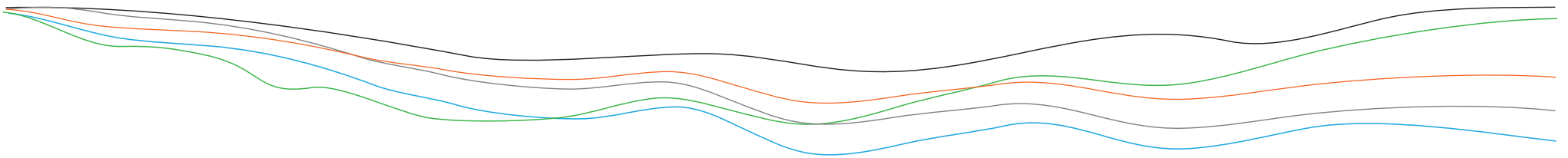


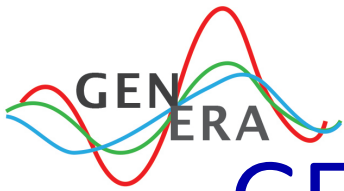
GENERA



Gender Equality Network in Physics
in the European Research Area

www.genera-project.com





GENERA in H2020-GERI-2014-1

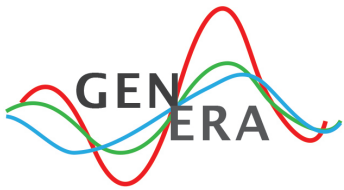
Action provides support to RPOs and RFOs in order to

support systemic institutional changes, in particular through
the implementation of Gender Equality Plans,

which shall:

- Conduct impact assessment / audit of procedures and practices,
- Implement innovative strategies to address gender bias
- Set targets and monitor progress via indicators at organisation level.

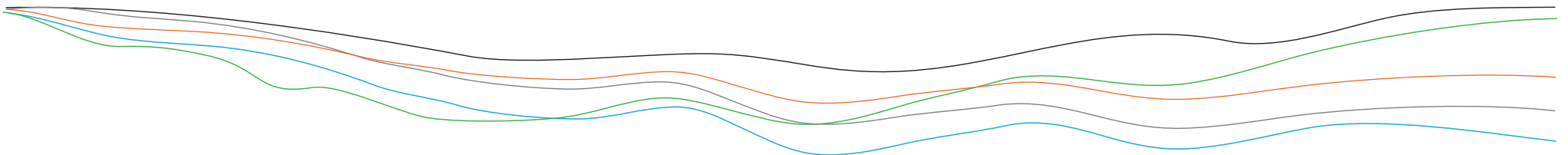
(RPO/RFO: Research Performing/Funding Organization)

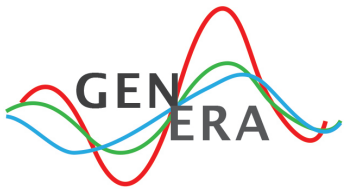


GENERA: Project



- Started in September 2015
- 3 years lifetime, 3.34 Mio Euro funding
- 13 beneficiaries:
 - 11 physics related organizations
 - 2 professional support organizations for evaluation and outreach & valorization
- Physics related organizations had to commit themselves to seriously consider implementing a Gender Equality Plan (GEP)





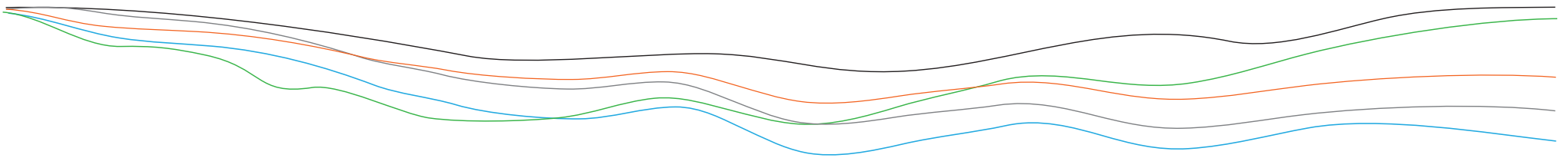
GENERA @ GS9

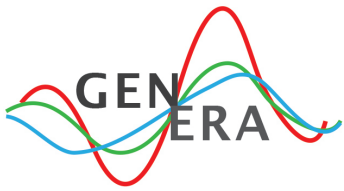


Second presentation this afternoon:

GENERA Careers in physics - which perspectives for women?

Prof. Sveva Avveduto, National Research Council (CNR), Italy

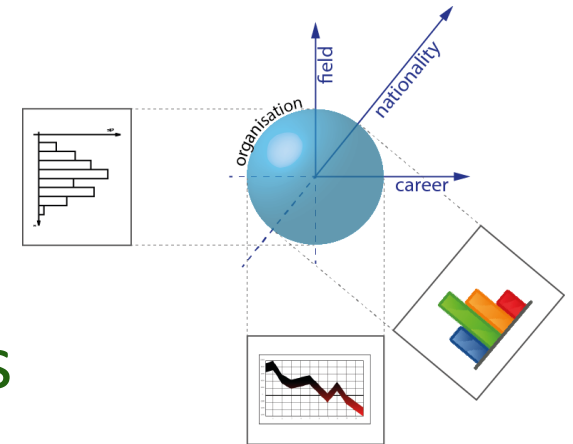


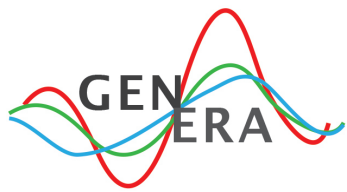


GENERA: Measuring



- GENERA Measuring is fourfold:
 - Data collection from HR departments
 - Series of national Gender-in-Physics Days
 - Interviews series with male/female scientists
 - Ex-ante /ex-post evaluation interviews with managements of participating institutions

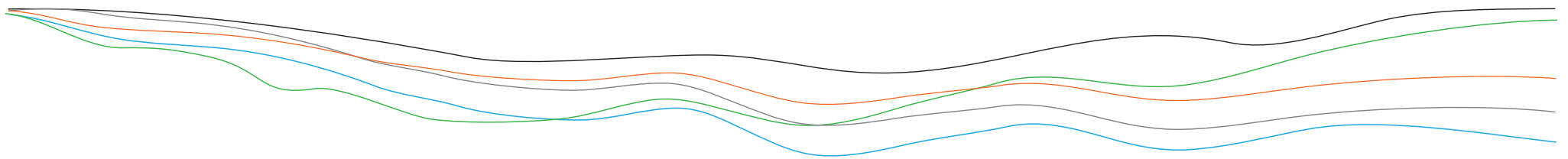


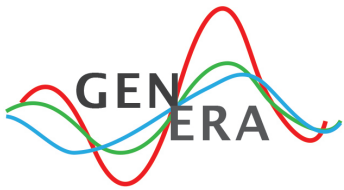


Status assessment: first results



- HR departments provide **anonymized data only, mostly demographic data**, data set is different for all institutions
- additional datasets exists in e.g. libraries or gender equality offices, which are difficult to combine with data from HR departments
- GENERA has started a feedback process with HR departments on what need to be collected in the future
- Series of Gender-in-Physics days just got started, shall extend information base nation-wise

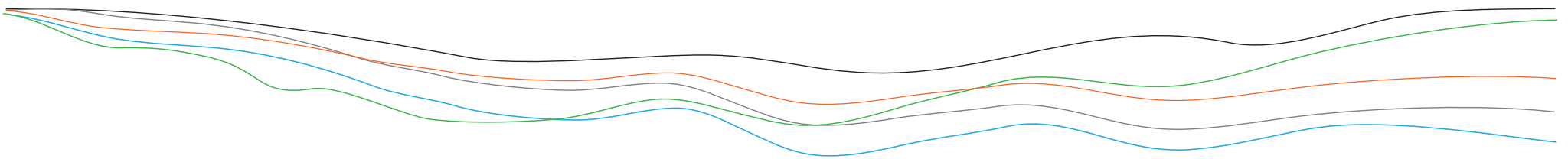


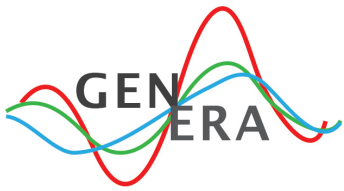


GENERA: Monitoring



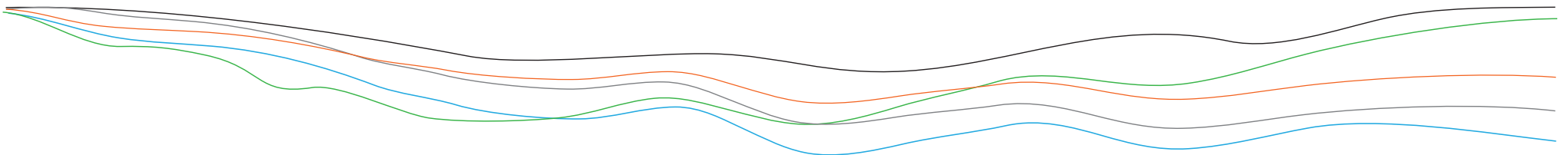
- Partner Joanneum Research is in charge of
 - monitoring and evaluation of the implementation of GEPs
 - developing indicators for long-term monitoring
- Consortium shall establish a long-term networking of partners to allow a monitoring beyond the lifetime of the project
- High-level Gender Experts Board is monitoring the progress of the project

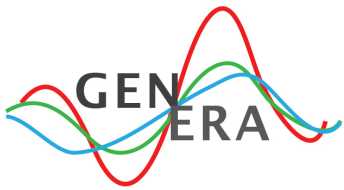




GENERA: Advancing gender equality in physics related organizations

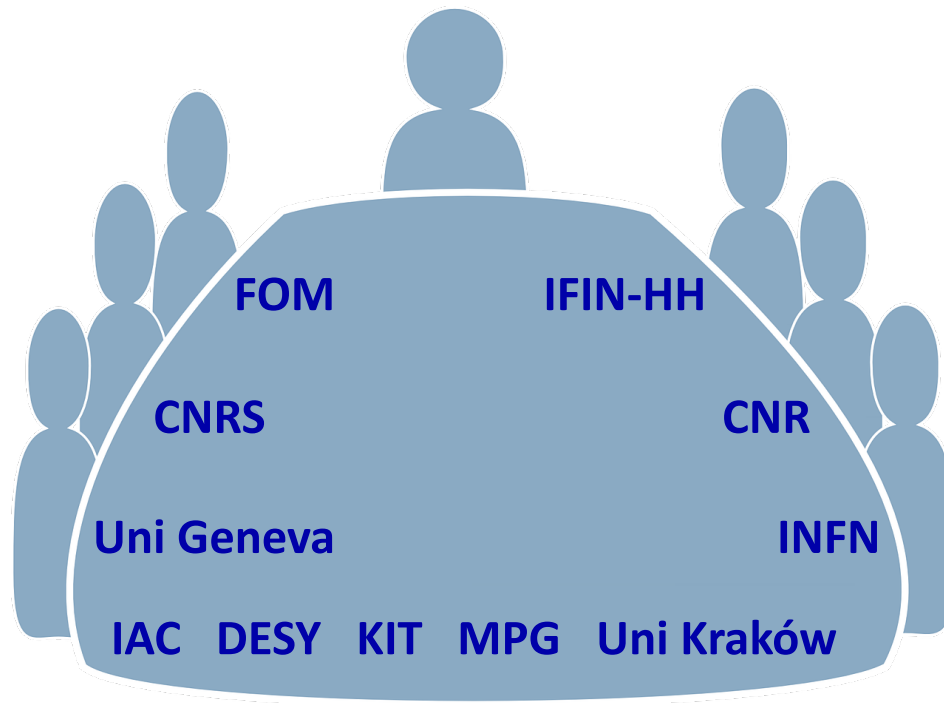
- GENERA approach:
 - Gender equality traditionally addressed by Human Resources departments
 - **NEW**: major institutions in a science (physics) community commonly address gender equality from the scientific point of view together with experts in structural change





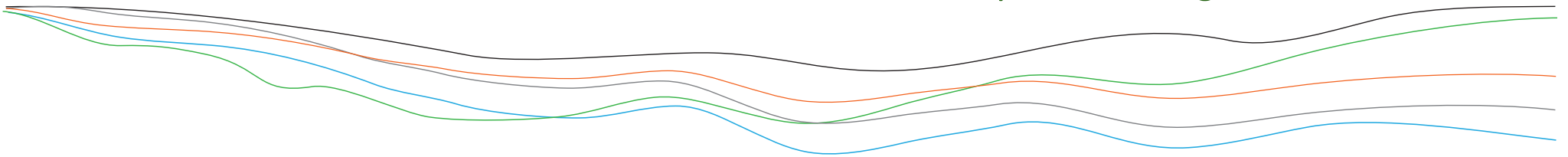
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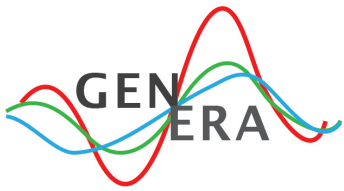
- GENERA recipe:
 - Directly involve the managements (Governing Board)
 - Set up a group of implementation managers
 - Prepare a toolbox with measures proven to show a positive effect
 - Feed in measures that especially support a culture of mixed teams in physics
 - Describe the implementation process in a roadmap
 - Support institutions in developing their individual GEPs
 - Accompany the implementation process by a project internal evaluation
 - Gain visibility, become a big movement



Set up to

- Link the project into the organizations
- Report the progress of the implementation process
- Commonly address problems coming up during the implementation of GEPs
- Develop strategies to overcome possible resistances in implementing organizations
- Keep the managements informed

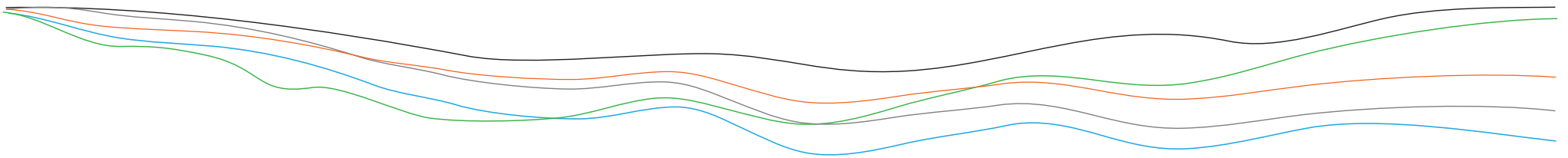


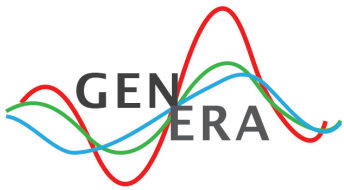


Gain visibility, become a big movement



- Physics highly relies on international cooperation
- GENERA should try to establish Gender Equality as an integral part of international cooperation
- Existence of a GEP should become an excellence criteria
- GENERA is currently making an inventory of the physics-related RPOs/RFOs in Europe to be involved
- Current consortium (network core) on the next slide





Consortium

13 Beneficiaries

3 Associates

11 Observers

DIAS

Portia

Uni Birmingham

FOM

FRS-FNRS

CNRS

SNSF

Uni Geneva

CERN

IAC

Nordforsk

Uni Vilnius

DESY

HGF

KIT

MPG

Fraunhofer

ESO

Uni Kraków

Joanneum Research

FWF

IFIN-HH

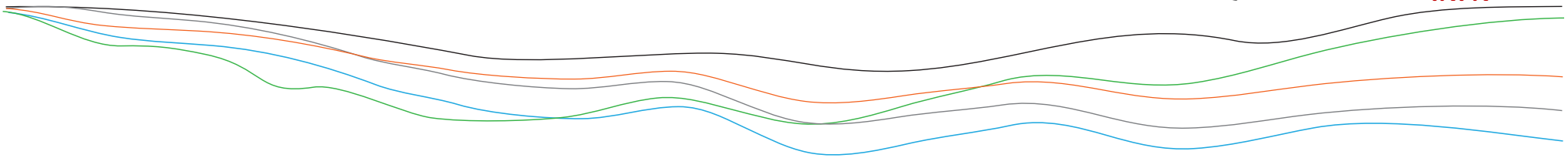
Intersection

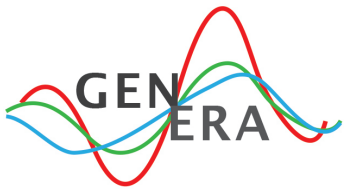
Uni Rijeka

Ass. Donne e Scienza

CNR

INFN

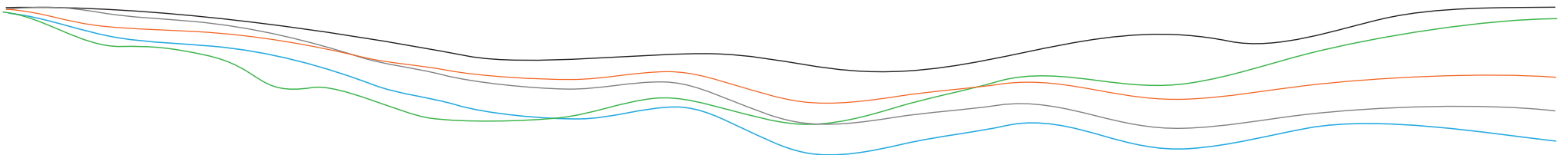


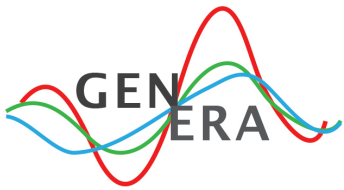


GENERA: Networking



- GENERA is open to physics-related organizations
- Option to become observer:
 - Get access to all project results and documents
 - Entitled to participate in all project meetings
 - Depending on the individual ambitions, observers can participate in all project activities (e.g. participate in data collection/interviews, organize own Gender-in-Physics Days, development of measures for GEPs, implementation of GEPs)
 - Interested? Get in touch with us here or write email to genera@desy.de

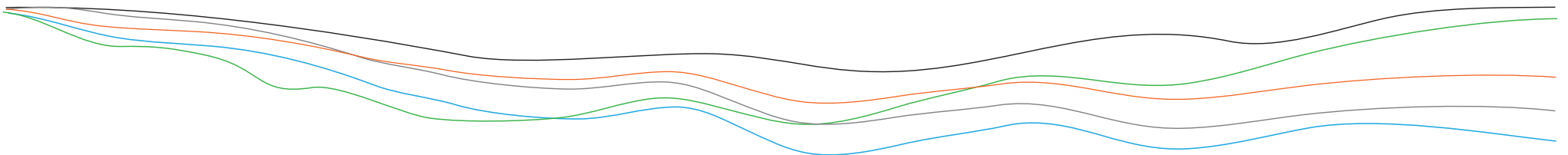


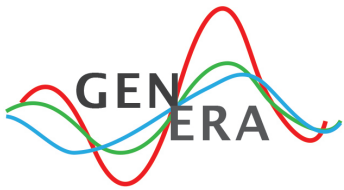


Gender in Physics Days



- Listed on the GENERA website:
 - <http://genera-project.com/index.php/gender-in-physics-days>
- Next Gender in Physics Days:
 - Germany, January 12, 2017 at DESY
Info & registration: <https://indico.desy.de//event/gip>
 - Switzerland, January 26, 2017 at University of Geneva
Info & registration: <https://indico.cern.ch/event/525539/overview>
 - CERN-ESO-NORDFORSK, January 27, 2017 at CERN:
Info: Lotta Strandberg @ GS9 or geneva-gipday@cern.ch





Thanks a lot for your attention!

Project Information: www.genera-project.com

Contact: genera@desy.de

