

The GENERA project:

fostering gender equality
and
the importance of mixed teams
in physics

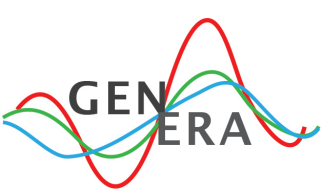
Dr. Thomas Berghöfer

Project Coordinator

Deutsches Elektronen Synchrotron DESY • Hamburg

Berlin • November 7, 2015



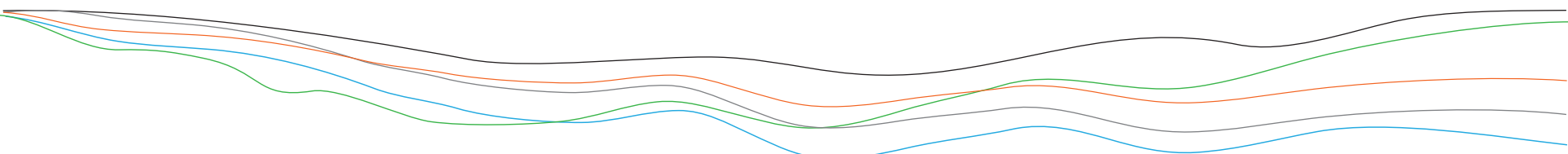


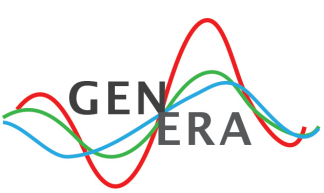
GENERA



Gender **E**quality **N**etwork in Physics
in the **E**uropean **R**esearch **A**rea

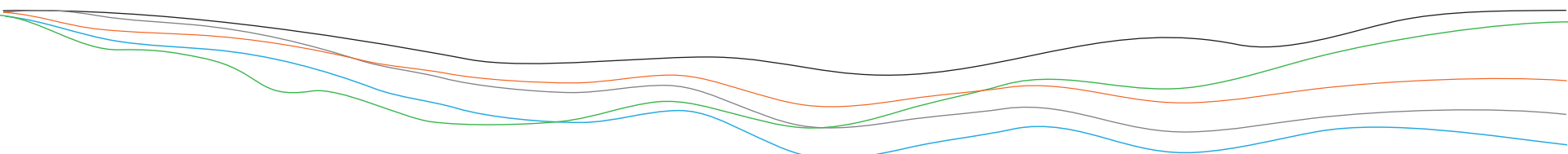
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GENERA: Project

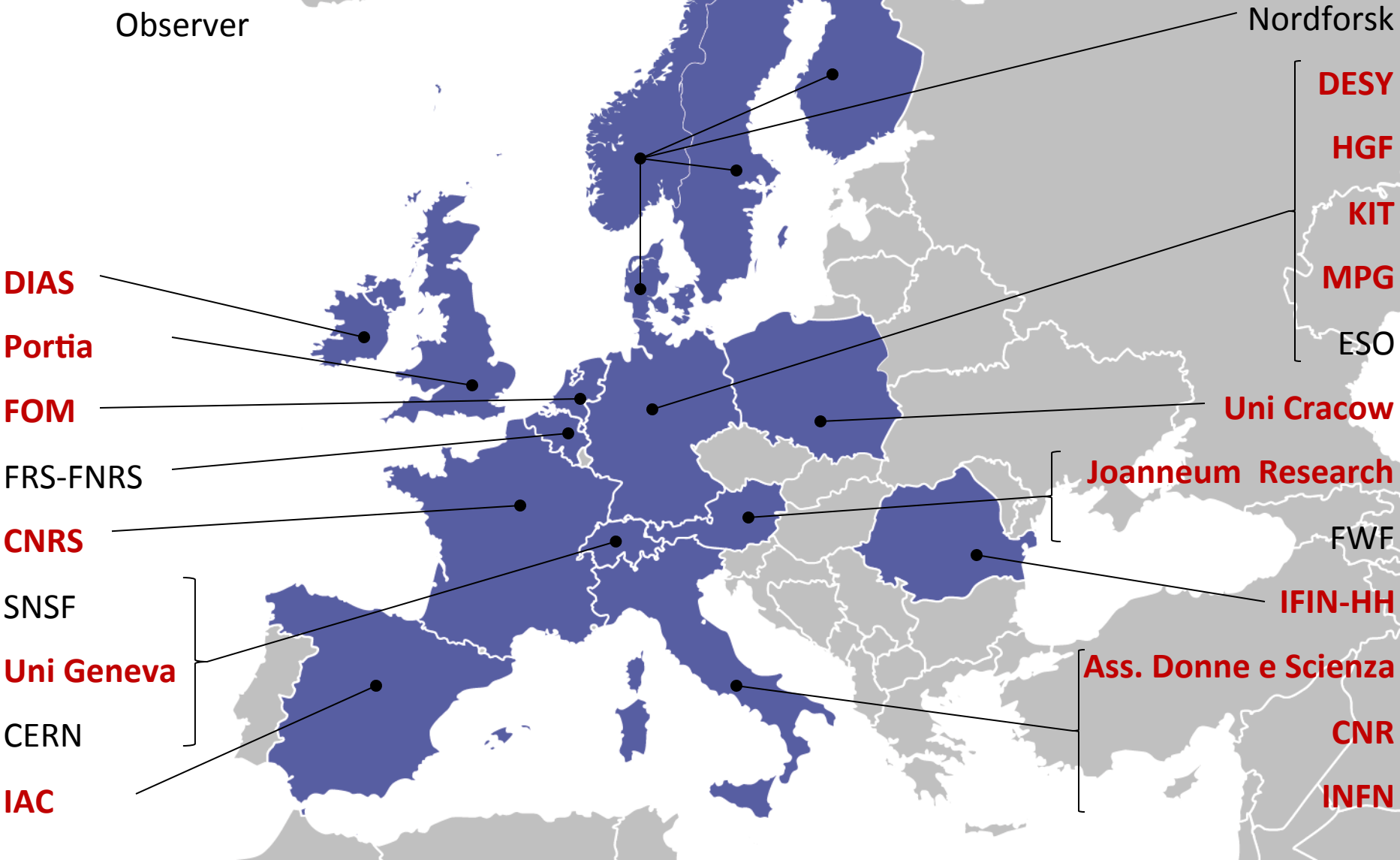
- EU funded in the frame of H2020-GERI-2014-1
- Support to research organisations to implement gender equality plan
- Started in September 2015
- Funded for 3 years, 3.34 Mio Euro funding
- Long-term perspective beyond the project lifetime



GENERA consortium

Partner

Observer



DIAS

Portia

FOM

FRS-FNRS

CNRS

SNSF

Uni Geneva

CERN

IAC

Nordforsk

DESY

HGF

KIT

MPG

ESO

Uni Cracow

Joanneum Research

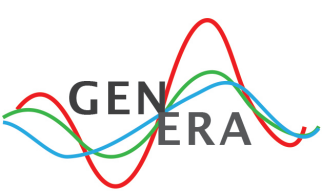
FWF

IFIN-HH

Ass. Donne e Scienza

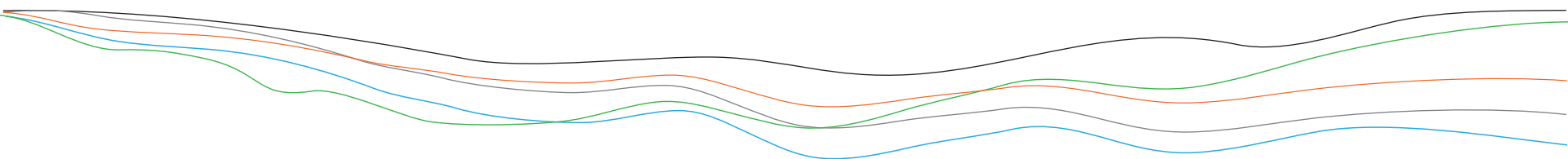
CNR

INFN



GENERA Approach

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

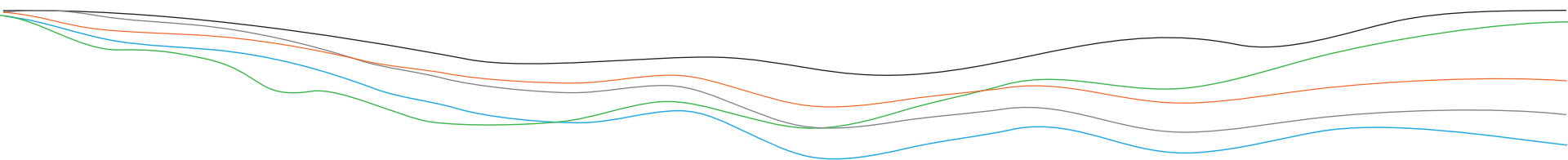


GENERA Top down

- Establish a high level Experts Board with expertise in the fields:
 - gender equality / organizational change
 - sociology of science
 - administration / human resources
 - policy making / funding of science
 - stereotypes / unconscious biases
 - cultural diversity
 - public relations
- Governing Board with a political role

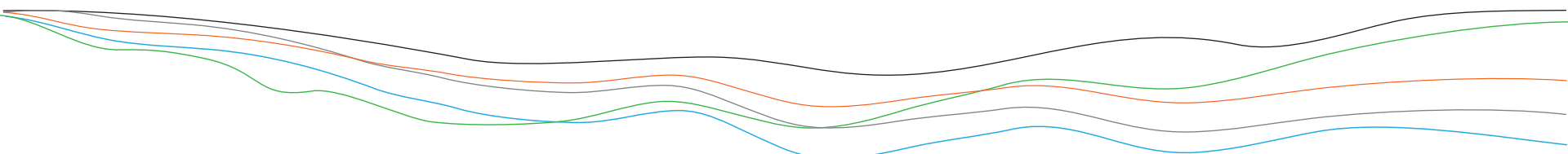
Objectives (1)

- **Assess the status of gender issues** in the partner organisations.
- **Identify gaps in existing Gender Equality Plans** and **determine specific needs or actions to enhance gender equality and women careers in physics.**
- **Monitor and evaluate the existing activities** of the involved organisations.



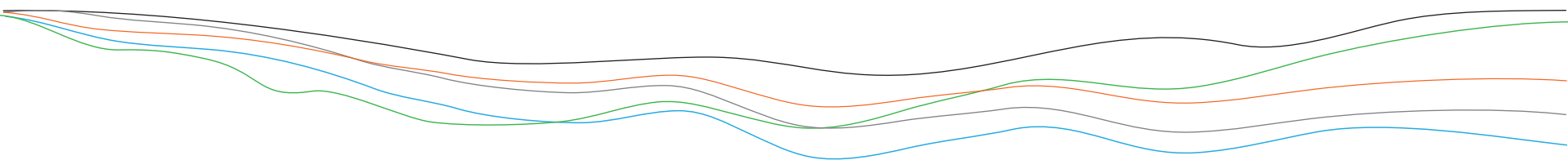
Objectives (2)

- **Formulate customized GEPs** for all implementing organizations and **create a roadmap for implementation of the GEPs in physics** with the potential of application in other research fields.
- **Support involved organisations in implementing customized GEPs.**



Objectives (3)

- **Create a network** of RPOs, HEIs and RFOs **to promote gender equality in physics.**
- **Set up a long-term monitoring system** allowing RPOs and RFOs monitoring the impact of their GEPs in physics with the potential of application in other research fields.



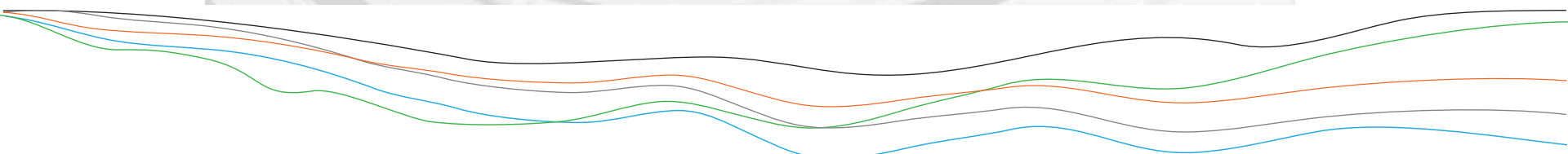
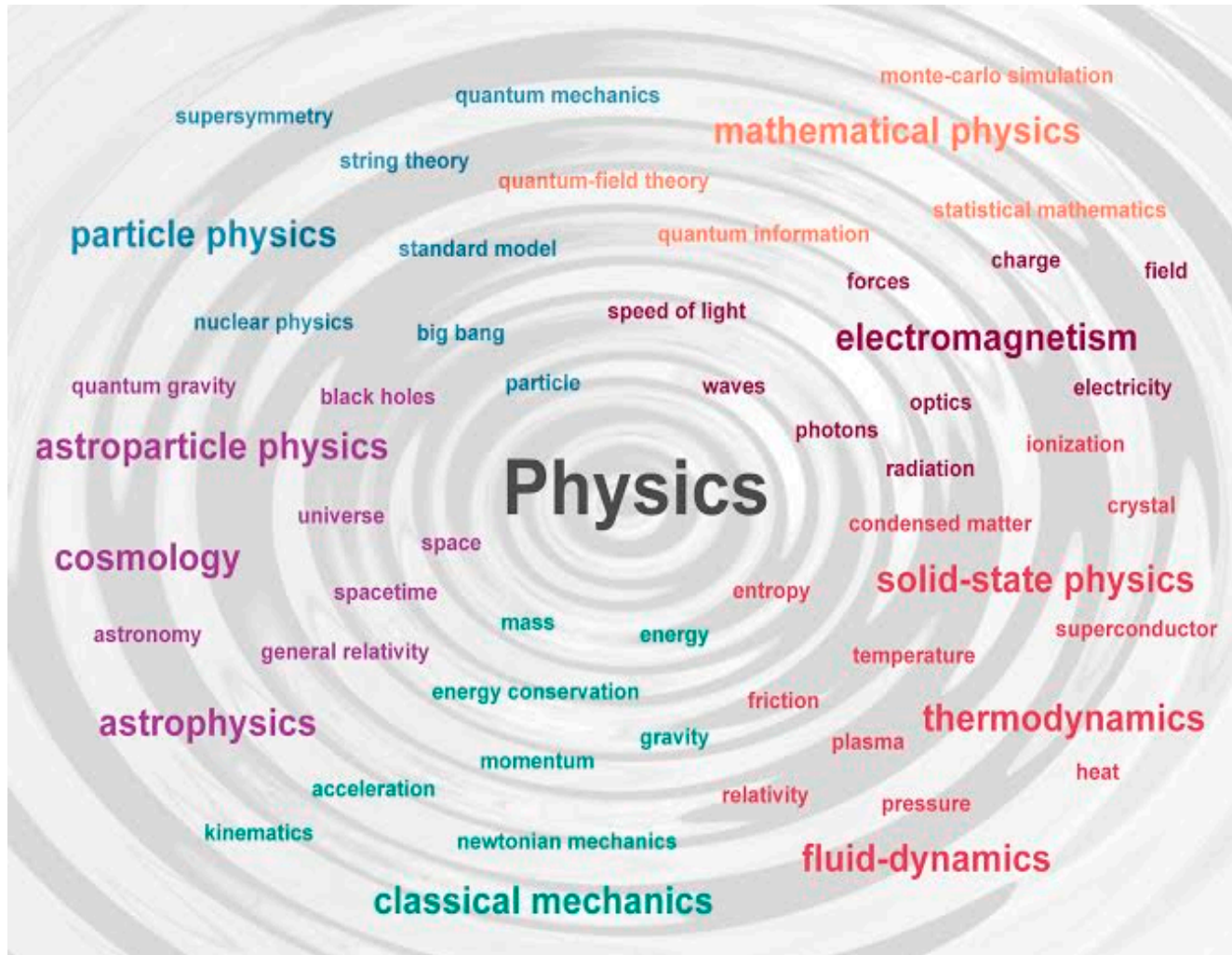


Table top -> large multi-billion € research infrastructures

Individuals -> large international collaborations (e.g. CERN experiments)

Traditional fields / emerging interdisciplinary fields

Female physicists are traditionally underrepresented

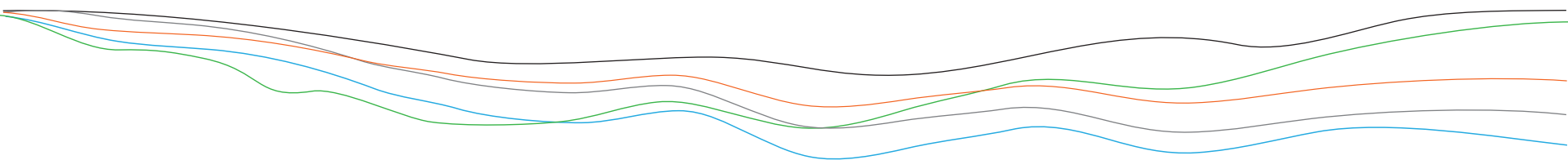
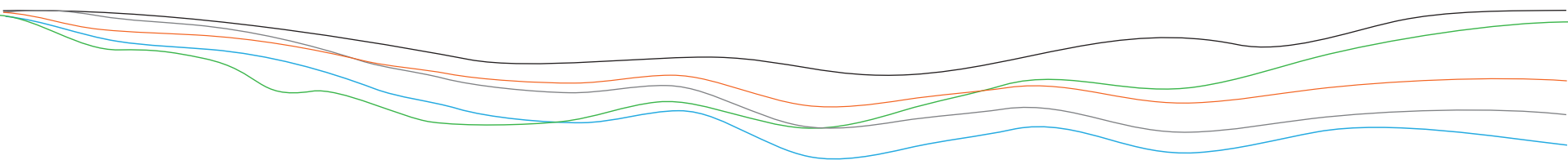


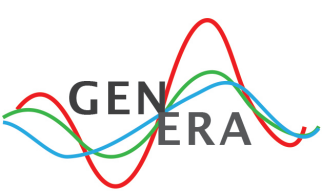
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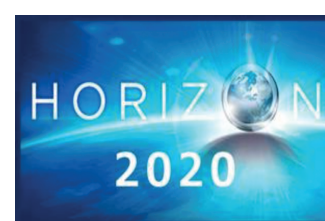
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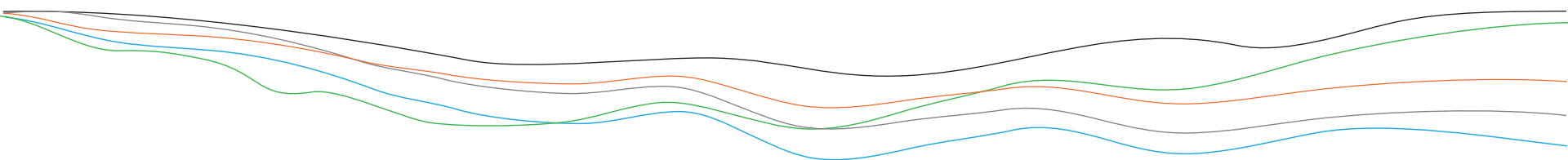


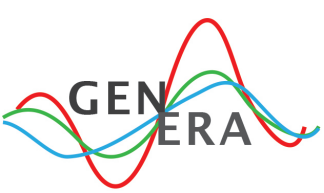


Female researchers in physics



- Underrepresentation not equally distributed in physics
 - varies with research topic
 - emerging fields attracting more female researchers
 - varies from country to country
- Examples of positive impact of mixed teams

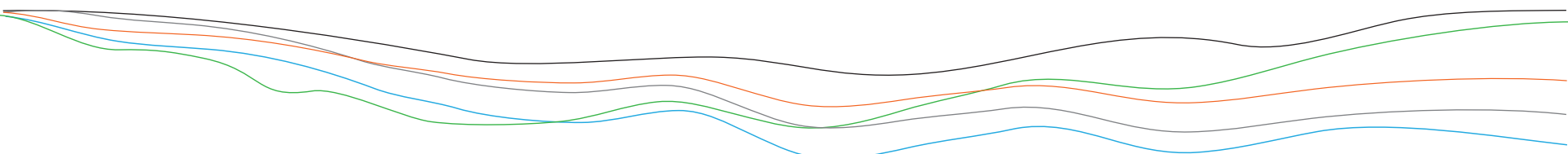


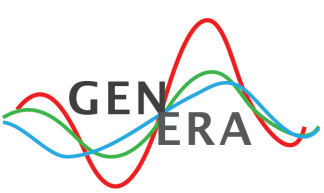


Gender in Physics Days



- A concept to be developed in GENERA to raise awareness on the importance of gender equality in the countries and in the research organizations part of the GENERA project.
- Involving directly various levels of participants from junior and senior researchers, to management level personnel, policy makers and different stakeholders, internal or external, to the hosting organization.
- Typically a one day event with all GENERA partners invited
- Contributes to deriving the status of gender in physics in Europe



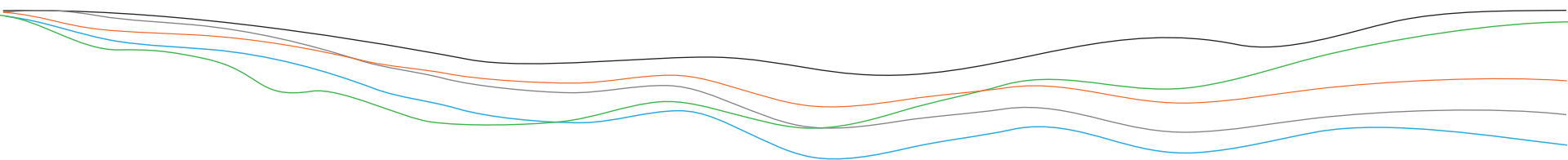


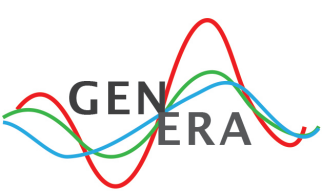
Gender in Physics Days



Main topics

1. Recruitment and Retention
2. Career and Progression
3. Work-life balance policies including work-environment
4. Practices in Gender equality promotion





Thanks a lot for your attention!

Project Information: www.genera-project.com

Contact: genera@desy.de

