

## An Invitation to the GENERA Network

We would like to invite you to join a Network for Collaboration in Gender Policy dedicated to Physics.

### Background

The GENERA Network came about from a Horizon 2020 GENERA project (September 2015-August 2018). Eleven (11) research performing organisations (RPOs) and research funding organisations (RFOs) in physics came together to design, pilot and implement Gender Equality Plans (GEPs) at the institutional level. A further twenty-seven (27) RPOs and RFOs participated as active observers.

GENERA project achievements comprise a set of policy and implementation tools that organisations can adapt and adopt to: (i) promote gender-bias free policies and processes in research and in human resources activities, and (ii) demonstrate commitment to governance standards that adhere to national and European gender equality regulations and guidelines.

The GENERA Network connects and supports RPOs and RFOs in physics across Europe by sharing the achievements and lessons. The GENERA Network will help science institutions make their learning, teaching, and research environments equally attractive and supportive to women and men and other genders, students and staff, at each stage of their education and career path. It will provide organisations with access to knowledge and tools to encourage gender-bias free policies and processes.

### Core activities

The GENERA Network supports its members by:

- Maintaining a common framework for the collection of gender aggregated data at the institute level. The Network's data sharing among its members enables comparative analyses for gender equality in physics. Institute-level gender aggregated data is not available for Physics in Europe.
- Enabling access to expertise across the Network on methods for the analysis of the gender dimension in research content, process, and impact. Gender-based information can improve collective intelligence and performance, as well as provide opportunities to identify new markets for science knowledge where gender differentiates quality of research and innovation outcomes.
- Advancing a Community Of Practice (CoP) approach to improve how RPOs and RFOs in physics can collectively respond to shared and well evidenced gender issues and specific challenges such as retention of women already in the system and mobility of dual-career couples. This is supported through the inclusion of the GENERA Network as a target in the new Horizon 2020 project ACT (<http://gender-ict.net/act-is-launched-a-new-international-project-on-gender-equality-in-research-and-innovation/>), which is developing CoPs in research and innovation across Europe.
- Ensuring that gender considerations, e.g. gender stereotyping of jobs, are properly integrated into advocacy and outreach activities designed to promote the value of physics education and awareness of opportunities for physics-related employment and careers. Statistics evidence shows a low level of interest in physics among school children, primarily girls but also boys, and persistent gender imbalance in university enrolment by field, with physics lagging other fields such as life sciences in attracting women.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Signed by Chair of GENERA General Board? By GENERA Coordinator?

**Attached for signing**

Memorandum of Understanding to join a Network for Collaboration in Gender Policy in Physics