Workshop B **Nr of participants:**	**Most important result of the discussion**

Write here the one most important results of the discussion in Workshop B

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Find solutions to take out the bias in recruitment & assessment procedures.

Workshop B **Nr of participants:**	Addressed? Y/N	Recommendations/comments
Question 1.c What are your recommendations for sustainable monitoring of the gender balance in physics research and/or the performance of gender equality plans for physics research in the Netherlands?	Y	1. Let GENERA define the performance indicators 2. Ensure a national governmental body (ministry etc) to harvest the data periodically (annually) per discipline Which indicators: GENERA has a list and is the knowledgeable body For instance Promotion % both internal and to outside

Workshop B **Nr of participants:**	Addressed? Y/N	Recommendations/comments
Question 3.a In the assessment of tenure-trackers, what are your recommendations for compensation for pregnancy-, parental or carer's leave?	Y	Put the extra time in the contract right at the start (AMOLF example = 6 months) Adjust the expectations if necessary and/or postpone the evaluation

Workshop B **Nr of participants:**	Addressed? Y/N	Recommendations/comments
Question 4.a How do you evaluate the transparency of the recruitment and selection procedures in your organisation or at your institute?	Y	Look for opportunities to take out the bias: e.g. - anonymous 1st selection - maintain the % of female in all the steps of recruitment - involve externals (vacancy text / external advice / presence)

Workshop B **Nr of participants:**	Addressed? Y/N	Recommendations/comments
Question 5.b Would you recommend <u>mandatory</u> training on gender/diversity awareness and unconscious biases of <u>all</u> physics and technical staff in your organisation or at your institute?	Y	Yes and no: Mandatory only for those who opt to be involved in recruitment / selection

Workshop B **Nr of participants:**	Addressed? Y/N	Recommendations/comments
Other issues		