



CONCEPT FOR GENDER IN PHYSIC DAYS

Sveva Avveduto, Daniela Luzi, Ilaria Di Tullio, Lucio Pisacane, Loredana Cerbara, Maria Girolama Caruso, Maria Carolina Brandi

Institute for Research on Population and Social Policies, CNR, Italy

GENERA publication, Grant Agreement Nr. 665637

<http://genera-project.com>

1. INTRODUCTION

Gender Days are initiatives usually carried out within STEM fields (Science, Technology, Engineering and Mathematics) aiming to improve female participation starting from the higher education level to research career recruitment and progression.

The GENERA project focuses specifically on physics with the ambitious aim to promote a substantial structural change in gender policies and practices towards gender equality in Research Performing Organizations (RPO) as well as in Research Funding Organizations (RFO).

Gender-in-Physics Days (GiPD) are a crucial activity organized by GENERA Project to raise awareness on gender equality issues and enhance changes in RPO and RFO (par.2). The GiPD thus provide a great opportunity for individual institutions to learn from each other and exchange experiences following a best practice approach.

The starting point of GiPD builds from the existing initiatives and activities already set up in organisations, including policies implemented at local and national levels, GEPs, gender equality committees, relevant data collected and available documentation (par.5), that will complement the ad hoc analysis of driving and resisting forces that affect changes.

These Days will take place in GENERA hosting institutions 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. The format of the GiPD, within a general common framework provided (par.3), may be tailored by GENERA partners according to their institutional and/or national requirements and necessities. This refers in particular to the length of the event and the choice of the various topics based on those suggested in paragraph 4 as well as to stakeholders participating in these events (par.6).

The aim of this concept paper is to provide a common framework for the organization of GiPD identifying the :

- Objectives of the GiPD
- Measures, guiding principles, format for the GiPD
- Catalogue of topics to be address
- Statistical information to take into consideration
- List of typology of stakeholders to be invited

A Glossary for a common understanding is provided at the end of this report.

2. OBJECTIVES

The aim of the GiPD is to analyse the implementation of innovative activities towards gender equality identifying gaps, barriers as well as best practices. These events pursue the goal of gender equality in RPOs and RFOs modernising the organisational culture. The GiPD will enable an exchange of experiences and information supporting an alliance of RPOs and RFOs to promote gender equality in Physics. The objectives are in particular:

Build a collaborative network on gender issues among RPOs and RFOs

Propose innovative ideas for gender equality measures

Highlight gaps between gender equality policies and the status quo
Communicate successful and unsuccessful approaches
Focus on barriers and challenges to gender equality
Focus on GEP application and implementation in RPOs and RFOs

3. DEVELOPMENT OF A COMMON FRAMEWORK FOR GENDER-IN-PHYSICS DAYS

In order to ensure the active participation of all GENERA partners in the event some indications on organization are suggested:

A full one day event is recommended but partners may decide to expand it even to two or more days;
Adopt a GENERA layout for all event materials: logo, font, ppt template, set-up, etc;
Provide the event with a dedicated discussion slot on GEP adoption, implementation and on data to monitor their application;
Provide each event with an evaluation questionnaire for both internal and external participants (to be designed in collaboration with WP3).
Ensure full visibility to the event with a strong internal and external communication strategy
Ensure that all GiPD produce relevant material and documentation, such as video audio, ppt, publications, to be uploaded on the GENERA website, and to communicate the events results to external stakeholders

4. CATALOGUE OF TOPICS

In this paragraph a number of slot/topics that could be discussed during GiPD are suggested. Each GENERA partner may choose to focus on one or more topics following institutional priorities. Please consider that some issues and topics may be found under different headings as they can be addressed from different point of views and accordingly analysed.

4.1 RECRUITMENT AND RETENTION

- ✓ Recruitment practices in general and addressing the following problems:
 - Male and female candidates in the recruitment process
 - Recruitment practices in the RPOs (gender-equal personnel development and career concept, gender pay equity, talent management programmes)
 - Gender stereotypes in the recruiting processes (implicit bias, gendered understanding of merit and excellence, etc..)
 - Recruitment as link in the chain of women underrepresentation
 - Discrimination in recruitment linked to age, numbers of children, marital status, disability, having to care for dependant others, as well as, intersectional discrimination when two or more of these features are present for a single candidate.
- ✓ Proactive measures for gender-balanced recruitment
 - Best practices, if any, and their impact
 - Support scheme and prizes for gender balance recruitment
 - Institutional support towards these measures and the level of implementation (local, regional, national, supranational)
 - Active search for appropriate female candidates
 - Dual careers household support mechanisms and services
- ✓ Career breaks
 - Recruiting which considers careers breaks for a variety of family reasons (especially maternal and parental leaves)
 - Types of evaluation applied to career breaks in the process of filling vacancies (selections criteria), including the probing used during the interview stage
- ✓ Retention
 - Assessment of women's career trajectories: when do they leave and why? Is there a common theme in women researchers leaving at a specific stage or level?
 - Trainings on gender and diversity – equal opportunities
 - Equal treatment of part-time work
 - Resignation/dismissals (how many male vis-à-vis female physicist quit at each career stage? Why do women and men leave organizations? Are there any gender-specific factors or correlations (e.g. increased numbers of women resigning at a certain career step/age)

4.2 WORK ENVIRONMENT AND WORK-LIFE BALANCE

- ✓ Measures to support a friendly and gender inclusive work environment (for instance, gender and diversity trainings, code of conduct, gender awareness training, online tools, PR work, ...)
- ✓ Means of fostering a friendly and gender-equal work environment. Legal frameworks in place and their accessibility/executability
- ✓ Transparent wage/remuneration policy
- ✓ Measures to improve work-life balance and reconciliation of work and family life
 - The measures implemented in order to enhance work-life balance: maternity/paternity leave, availability of nurseries either directly connected to the workplace or in the area (providing quality and affordable care), training, telework, vacations policy, part-time employment options,

career development plans, flexible forms of work, flexible work hours, career breaks, dual careers household support, gender sensitive healthcare plans (e.g. featuring reproductive healthcare during pregnancy and post-partum), transparent and family friendly policies on overtime, business travel, and meetings outside of business hours.

- ✓ Strong and weak aspects of the institutional policies: key element of success.
- ✓ New policies ideas to improve the existing measures in each GENERA partner institutions: specificity for Physics as a discipline (long hours at work, night work in the lab, national and international mobility between laboratories and research institutions)
- ✓ Enhance cognitive creativity in collaborative working in research teams and project consortia
- ✓ Workload issues (teaching, participation in committees, administrative duties, etc.)

4.3 CAREERS AND PROGRESSION

- ✓ Career progression in the field of physics: opportunities and barriers for female physicists
 - Transparency of criteria in decision-making
 - Institutional practices inhibiting career opportunities (cognitive errors in assessing merit, suitability for leadership, unconscious gender bias in assessing excellence)
 - Including women in all promotional campaigns for scientific careers
 - Nominating women for prizes
 - Recognizing women's achievements appropriately
 - Recognizing the importance of double-blind peer review in funding bodies and other research-related stakeholder bodies (e.g. top journals, conference committees)
 - New/emerging subfields of physics as opportunities for female physicists
- ✓ Gender Balance committees in Institutions/Countries: role and impact of their policies
 - Balancing the gender composition of committees (both evaluating funding proposals and research results)
 - Measures providing gender awareness/knowledge for female and male panellist (trainings, awareness raising,...)
- ✓ Career trajectories of women returning from a career break (child care or elder care/maternity leave): support policies provided by the organization and the unspoken rules
- ✓ Work-life balance and career progression: how paternity/maternity leave, part time, telework and so on impacts, careers, international mobility, pace and possibility of advancement/progression in the field
- ✓ Gender pay gap
- ✓ Vertical segregation, glass ceiling and leaky pipeline in female careers
- ✓ How to support female physicists in their careers: measures and perspectives across the partner institutions

4.3 RESEARCH FUNDING ORGANISATIONS (RFOs)

- ✓ Calls for proposal
 - use of gender-neutral wording
 - gender sensitivity of selection criteria (e.g. excellent seems a male-word)
 - criteria to compensate for maternity leave etc.
- ✓ Review process

- implicit bias awareness
- composition of committees and juries
- training of reviewers
- ✓ Topics to monitor
 - percentage of females in committees and boards
 - percentage of female referees
 - percentage of female applicants for grants (applied for and granted)

4.4 GEP STATUS AND IMPLEMENTATION

- ✓ GEP status in GENERA partners and their actual implementation
 - If present, how long have GEPs been in place (and how often is GEP drawn up/adjusted)? How is progress measured and evaluated?
 - GEP implementation responsibility, organisation at central or lower institutional level
 - National legal provisions
- ✓ Problems and inefficacy of GEP
 - Collection of relevant data for GEP monitoring and evaluation (e.g. longitudinal, sex-disaggregated data, multi-method empirical material)
 - How to enhance the impact GEPs in organisations

4.5 STRUCTURAL AND CULTURAL CHANGE IN PRACTICE: LEARNING FROM RELEVANT EXPERIENCES

- ✓ Supporting an inclusive organization culture. Best practices: Juno, American Physics Society, Athena Swan. Involvement and valorisation of results and policy recommendations from existing schemes
- ✓ Action and policy specific for RPO/RFO to set clear guidelines on building diversity
- ✓ Structural integration of gender equality
 - Leadership accountability
 - Stakeholder engagement/commitment
- ✓ Effective and evidence based gender equality policy
 - Measurement and reporting

4.6 GENDER INCLUSIVE CULTURE/GENDER AWARENESS

- ✓ Awareness building
- ✓ Use of gender-neutral (or gender-sensitive, depending on the language context) language within the organisation
- ✓ Non-discrimination
- ✓ (Zero Tolerance) Sexual Harassment Policy

4.7 BARRIERS AGAINST GENDER EQUALITY MEASURES

- ✓ Lack of binding regulations/ policies at national or regional level
- ✓ Lack of resources for implementing GEP
- ✓ Internal resistance again implementing measures supporting GE
- ✓ Missing knowledge or caginess

5. GENDER RELEVANT STATISTICAL INFORMATION

GiPD are requested to present relevant statistical information on gender equality in RPOs and RFOs. Each GENERA partner could focus on relevant data that can be chosen either to illustrate institutional figures on gender equality or specific gender policies. The statistical information should be focused on the selected topics of the catalogue, giving clear evidence of status quo and achievements reached so far. Macro-level areas and data of each institution are suggested:

- ✓ Demographics data (sex, age, etc..)
- ✓ Education qualification (type of degree, type of a granting institution) and field of work
- ✓ Career path
- ✓ Physics subfields mobility
- ✓ Geographical mobility
- ✓ Research output (publications, patents)
- ✓ Project/Team/Lab responsibility
- ✓ Work organisation (parental leave, part-time, telework, flexitime etc.)

6. TYPOLOGIES OF STAKEHOLDERS TO BE INVITED

All GENERA partners are invited to take part to each GiPD. Local organizer needs to engage a large number of stakeholders at institutional and national level. Following different typologies of stakeholders as suggested:

- ✓ Institute/Lab/Departments directors
- ✓ Institutions: RFOs, RPOs, Universities
- ✓ Management and research directors
- ✓ Human Resources managers
- ✓ Lab and project responsibles
- ✓ Scientific national community in physics
- ✓ Active leading women scientists
- ✓ Internal research staff, both male and female, junior and senior
- ✓ Representatives of relevant institutional committees, such as Gender Equality ones
- ✓ Policy makers
- ✓ Journalist, media and communication representatives
- ✓ All other external stakeholders perceived as relevant to the organization