



LIBRA

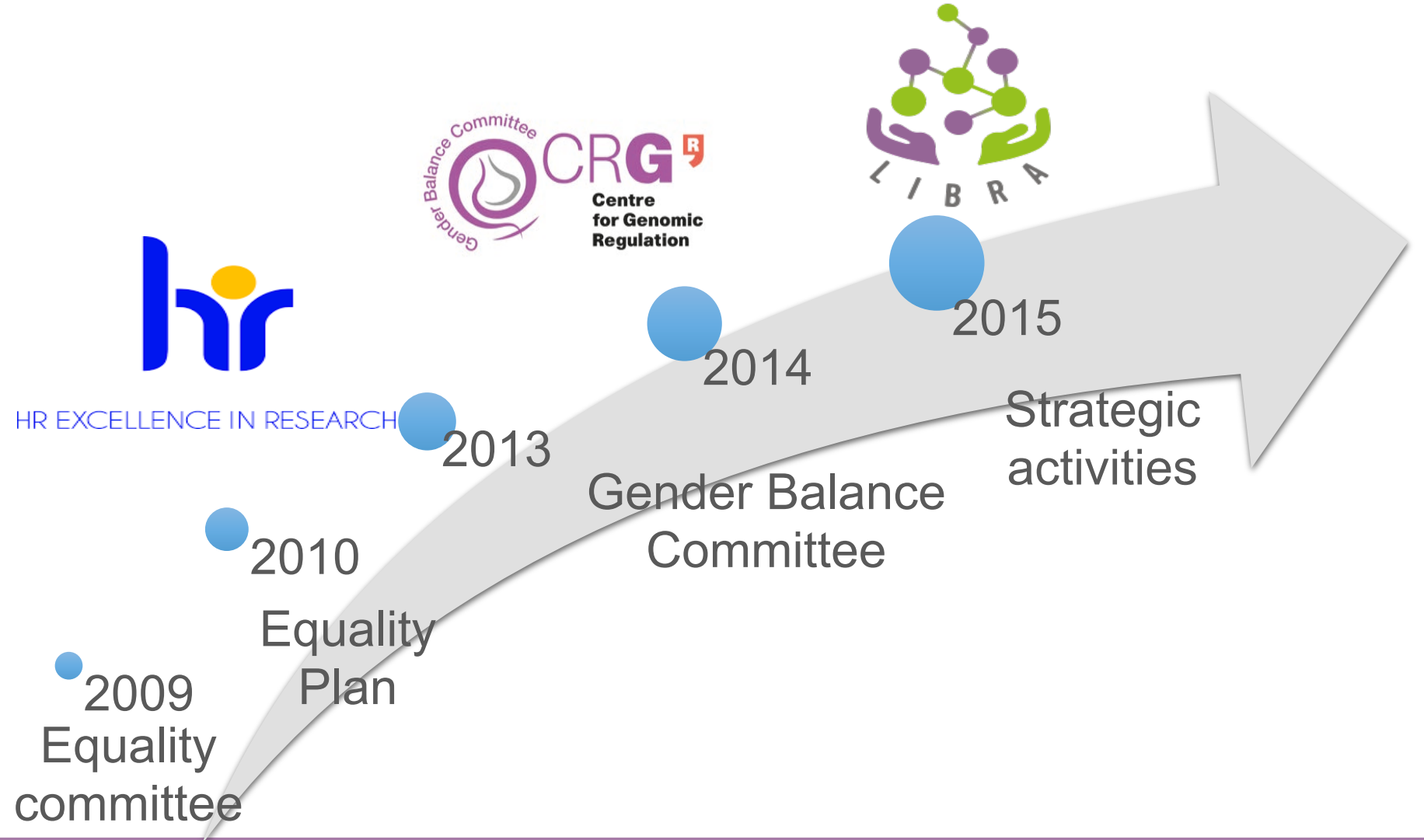
Measuring , monitoring and advancing gender equality in Life Sciences RPOs

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Gender Balance at the CRG



Mission:

To promote equal opportunities for men and women at the CRG and women's advancement in the scientific career

Mentoring Programme



Women Scientists Support Grant (WOSS)



PI Recruitment Policy

- Shortlist for interviews must include top women candidates
- Pro-active search for candidates
- This year three Pis were recruited: two women and a man

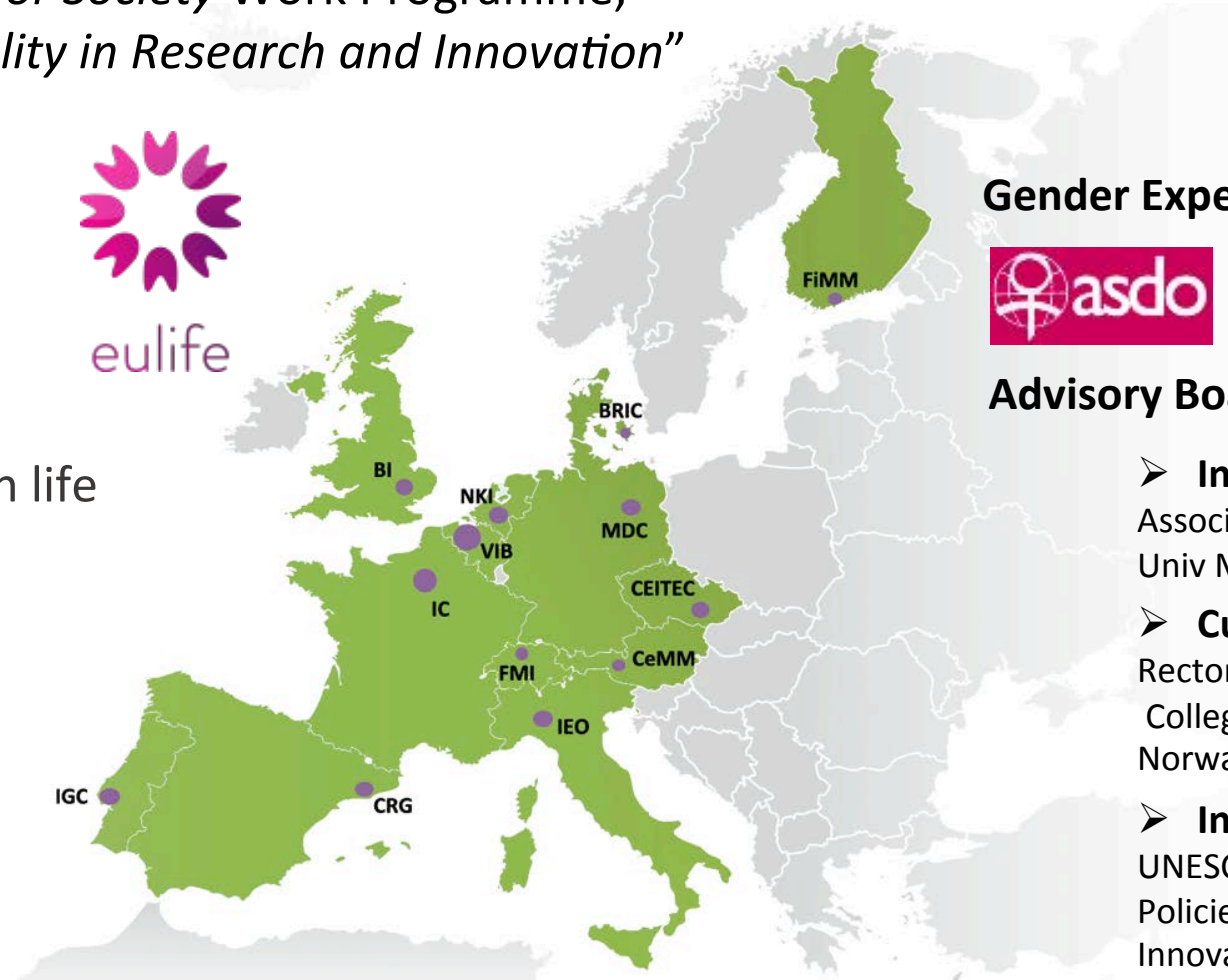


LIBRA & EU-life

Horizon 2020, *Science with and for Society* Work Programme,
call for “*Promoting Gender Equality in Research and Innovation*”



Address gender imbalance in life sciences across Europe with innovative actions



Gender Expert organisation



Advisory Board:

- **Ineke Klinge**
Associate Prof of gender medicine
Univ Maastricht, The Netherland
- **Curt Rice**
Rector Oslo University
College of Applied Science
Norway
- **Ines Sanchez de Madriaga**
UNESCO Chair on Gender Equality
Policies in Science, Technology and
Innovation



LIBRA – Approach

Start date October 1st, 2015 (42 months)
Budget: 2.291.641,25 Euros

Areas of intervention

- Recruit without Gender Bias
- Support Career Development
- Improve Work-Life Balance
- Integrate Sex & Gender Dimension in Research

How

1. Assess current status at each institute
2. Tailor Gender Equality Plans
3. Implement GEP actions
4. Sustainability plan





LIBRA - assessment



- **Current status and policies at each partner institute**

- Access to institutional data
- gathering data

➔ **Diagnostic Report**

(ASDO)

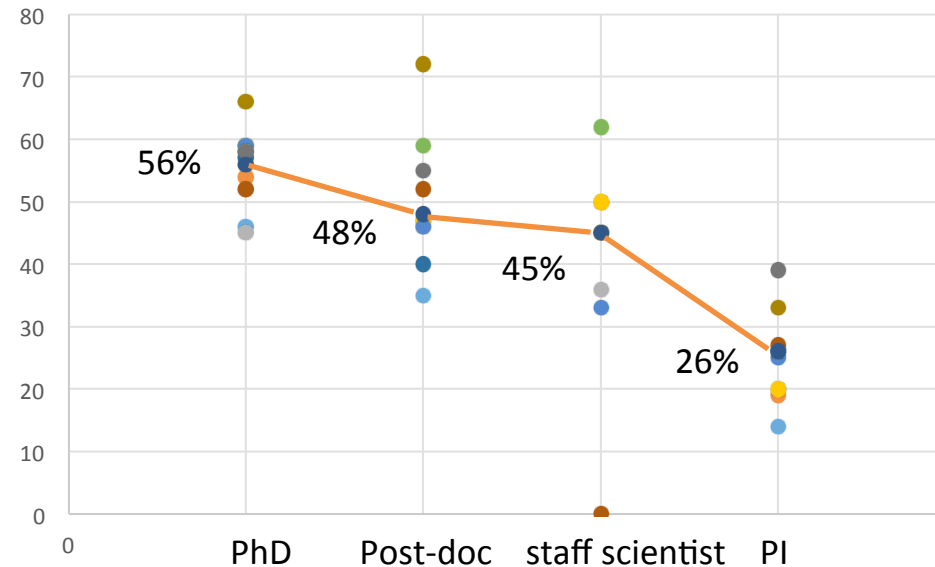
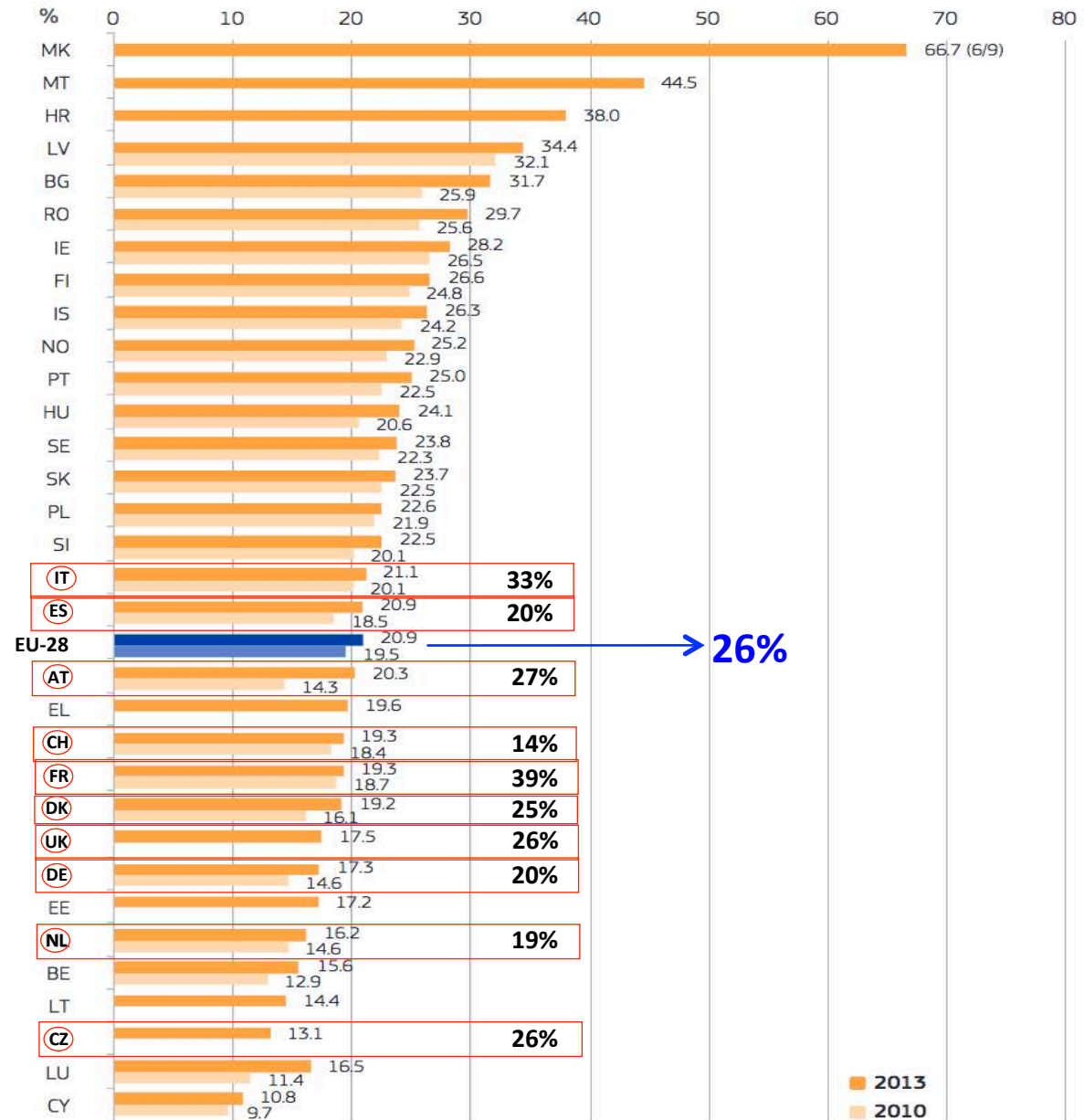




Figure 6.3. Evolution of the proportion of women in grade A positions, 2010 and 2013



Notes: Exceptions to the reference years: AT: 2006–2011; BE (FL), FI, NL, NO, SE: 2011–2013; CY, IE, IS, PT: 2010–2012; EL: 2012; LU: 2009–2013; FR: 2009 (She Figures 2012) and 2012; MK: 2012; MT: 2015; PL, SK: 2012–2013; HR: 2014; SI: 2010 (She Figures 2012) and 2013; UK: 2006 (She Figures 2012); EE: 2004 (She Figures 2012); LT: 2007 (She Figures 2012); CZ: 2008; Data unavailable for: LI, ME, AL, RS, TR, IL, FO, MD; Others: When the population size is very small, the actual numerator and denominator are presented in parentheses next to the proportion in the chart to highlight results that are more prone to yearly fluctuations.



LIBRA - assessment



- **Current status and policies**
 - Access to institutional data
 - gathering data



Diagnostic Report



- **Staff surveys**
 - Targeted to scientific staff



Staff perception

- Career Development
- WLB
- Sex/Gender dimension in research



Sex and Gender dimension in Research

Are you taking into account the sex of cell lines/primary cells to answer your research question?
(e.g. by recording and reporting the sex of cell lines used in experiments):

41 %

Yes, or depends on
research question



LIBRA - assessment



- **Current status and policies**
 - Access to institutional data
 - gathering data



Diagnostic Report

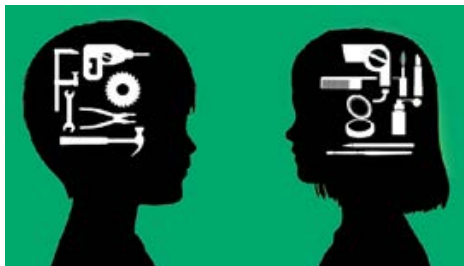


- **Staff surveys**
 - Targeted to scientific staff



Staff perception

Career Dev.
WLB
Sex/Gender dimension
in research



- **Implicit Association Test**
 - Raise awareness of implicit bias
 - Measure the level of implicit bias



Staff bias



Implicit Association Test

Gender-Science Association

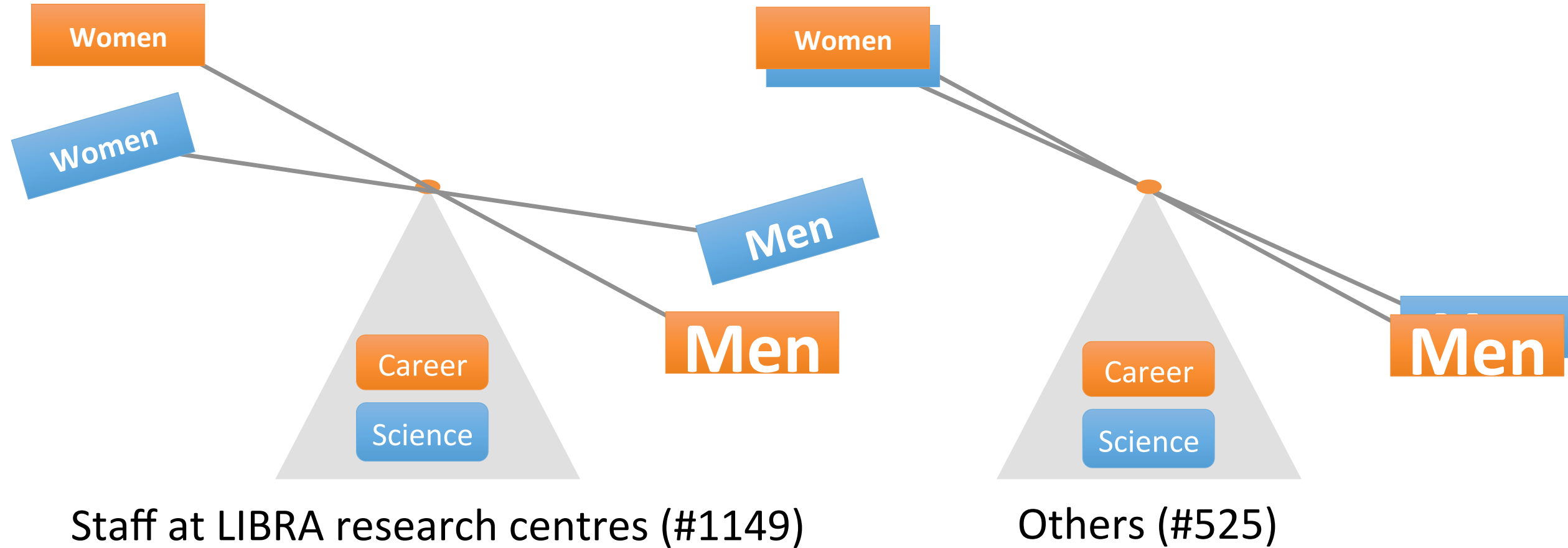
Natural science words with male or female
AND
Liberal arts words with male or female

Gender-Career Association

Career words with male or female
AND
Family words with male or female



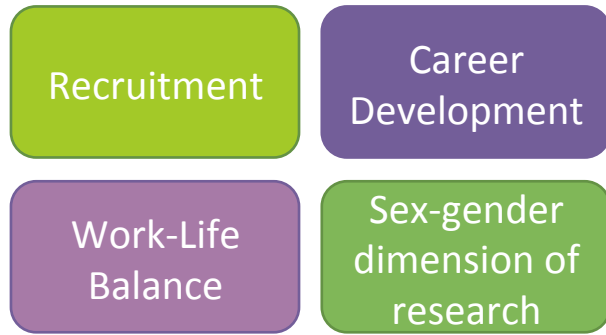
Implicit Association Test





LIBRA – Gender Equality Plans

- 1- Template developed by ASDO
- 2- Menu of actions provided by WP leaders



- 3- Actions selected by institutional GEP teams
(Diagnostic Report; Staff perceptions; Staff bias)



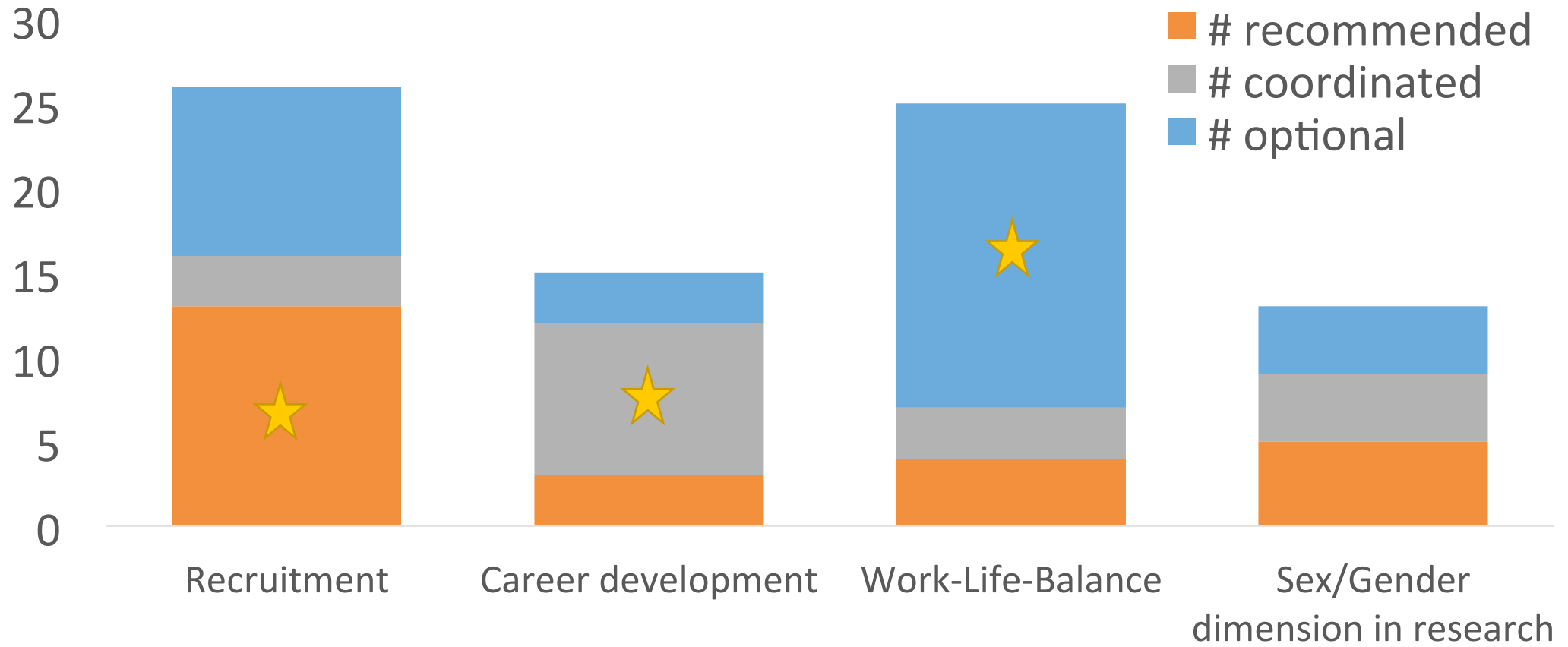
- 4- Planning and implementation of actions at the institutes

GEP for XXX (name of the institute)									
AREA	LINES OF ACTION	ACTIONS	COMMENTS by IO*	IO	COORD. LEVEL**	Start	End	Select (X)***	
1. REC	1.1. Improving job announcements equally attractive for women and men	1.1.1. Organization of a workshop on best practice for gender inclusive job announcements and recruitment measures addressing HR staff (including gender experts)		CeMM	LPA		Jan 2017		
		1.1.2. Participation of HR representatives in a workshop on best practice for gender inclusive job announcements and recruitment measures		All IOs	LPP		Jan 2017	X	
		1.1.3. Compiling job announcement guidelines		CeMM, MDC	LPA		Feb 2017		
		1.1.4. Applying job announcement guidelines (see 1.1.3) to prepare gender-inclusive requirement profile templates which will be used for all subsequent job announcements.		All IOs	CA		Oct 2017	X	
	1.2. Increasing the percentage of female applicants and the offer acceptance rate	1.2.1. Institutional website revision (in collaboration with PR department) to demonstrate diversity-inclusive work environment (e.g. including pictures of both male and female role models in non-traditional roles)			All IOs	CA			X
		1.2.2. Creating a section on institutional website describing social benefits and measurements improving work-life balance (e.g. family friendly workplace)				CA			
		1.2.3. Developing and presenting at least one "family case" on institutional website, introducing a family of which one parent is working at the institute. (E.g. interview with the parents describing how they handle their family and business life.)				CA			
		1.2.4. Developing gender inclusive PR material (e.g. posters, brochures (see 1.3.7)) to present a more diversity-inclusive environment. Make sure that contracted companies (graphics & design) understand the purpose.				CA			
		1.2.5. Proactively identify and contact potential female candidates for leading positions (faculty and senior leadership positions). E.g. by searching female expert			All IOs	CA			X



LIBRA – Gender Equality Plans

Menu of 84 actions categorized in 4 areas of intervention





Benefits and Impact

1. Excellent Research

- Improving working conditions for researchers
- Attracting new talent (female and male)
- Integrating sex & gender dimension in research

2. Developing and implementing new tools

- Guidelines
- Mentoring programs
- Workshops and training modules
- Career development (postdocs)

3. Dissemination

- Conferences, Workshops
- Publications
- Twitter, Webpage



Acknowledgements:



1st Annual meeting
NKI – 27-28 October 2015

Follow us on:

<http://www.eu-libra.eu/>

Twitter: @libra_science



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