INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

The INTEGER Project : Driving Equality and Excellence

Gender Summit 5
29 April 2015, Cape Town, South Africa

Anne Pépin (CNRS, France)
Eileen Drew (TCD, Ireland)
Virginija Šidlauskienė (ŠU, Lithuania)
Maria Schäfer (GESIS, Germany)

CAPACITIES

The Rationale

- Women are under-represented in STEM fields
  - 38% at PhD level in science & engineering across EU (*She Figures* 2012)
  - 11% in Grade A positions in science & engineering across EU
- Science needs more Women
  - Loss of Talents, loss of Diversity, loss of Excellence
- Research and Higher Education Institutions need to be transformed to effect better Gender Equality

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

The INTEGER Project: INstitutional Transformation for Effecting Gender Equality in Research

EU FP7 2010 Science-in-Society Work Programme

- Activity: Gender and research
- Area: Strengthening the role of women in scientific research and in scientific decision-making bodies
- Call: Implementing structural change in research organisations/universities

• Start Date:	1 March, 2011
• End Date:	30 June, 2015
• Budget:	3.2 M€ (with 70% EC funding)

CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

The INTEGER Consortium

Implementing Institutions	cnrs	TRINITY COLLEGE DUBLIN	ŠIAULIAI UNIVERSITY
	• Institute of Physics (+ target laboratory) • Institute for Mathematical Sciences (+ target lab)	• School of Natural Sciences • School of Chemistry • School of Physics	• Faculty of Mathematics and Informatics • Faculty of Technology
Gender Equality Expertise	Mission pour la place des femmes au CNRS	WiSER (Centre for Women in Science & Engineering Research)	Gender Studies Centre
Evaluator	gesis Leibniz Institute for the Social Sciences	Center of Excellence Women in Science	
Coordinator	cnrs		
Experts & Ambassadors	e.g. Awardees from NSF-ADVANCE (US) & Athena SWAN (UK)		

CAPACITIES


TRINITY COLLEGE DUBLIN
gesis
Leibniz-Institut für Sozialwissenschaften
cnrs
ŠIAULIAI UNIVERSITY
INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

INTEGER Transformational Gender Action Plans

- Based on a baseline data assessment
- Gender-balanced implementation teams
- Common framework of 4 key Themes
- 2 to 5 Objectives per Theme
- 40-50 Actions per T-GAP
- Institutional-level and local-level measures
  → Combining top-down and bottom-up

CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

The CNRS Experience

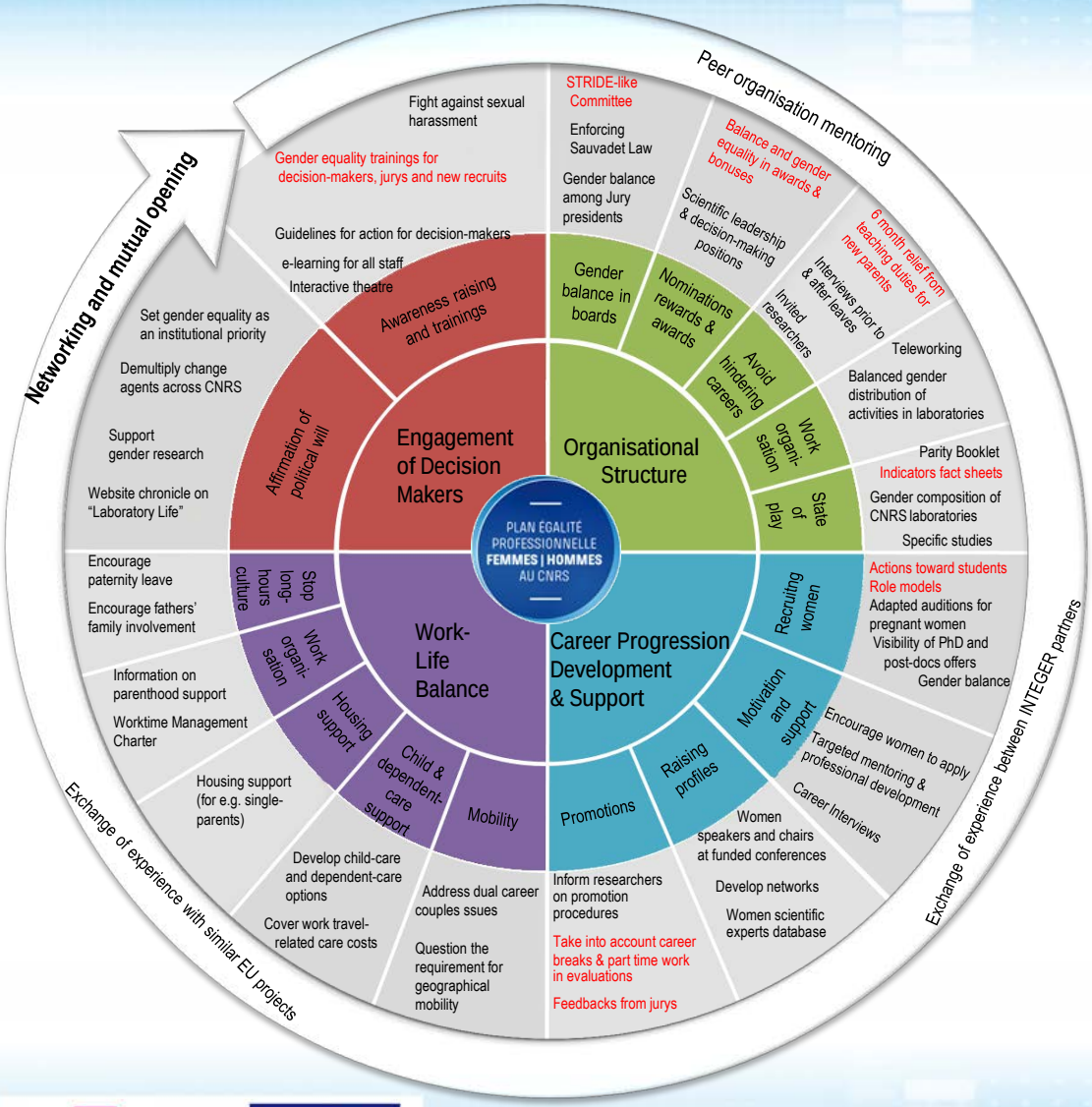
Transforming a very large and complex public research organisation

Anne Pépin, Jeanne Collin, Maria Teresa Pontois, Clarisse Costaz, Samia Touati
Mission pour la place des femmes, Centre National de la Recherche Scientifique, FRANCE

CAPACITIES

INTEGER
INstitutional Transformation for
Effecting Gender Equality in Research

The CNRS T-GAP



CAPACITIES

Actions towards young women & Development of female role models

www.femmesenphysique.cnrs.fr website

- Video portraits of women physicists (researchers, engineers, PhD students) made by Masters students + written interviews
- Quiz on gender stereotypes
- Comic strip (published jointly with *Le Monde* French daily newspaper)
- Downloadable poster
- Resources on study paths in France and on career paths at CNRS
- Twitter

→ Disseminated widely and used during classroom interventions
→ 6500 visits December 2014, over 2000 per month; 500 posters distributed

Femmes en physique

Témoignages, vidéos, questionnaires...

Pourquoi pas toi ?

Marie-Aude Méasson

« Beaucoup de progrès ont été fait pour lutter contre les inégalités de genre. Mais il faut rester vigilant·e ! »

RECHERCHER

Sur ce site OK

Sur le Web du CNRS OK

ACTUALITÉS

TOUTES LES ACTUALITÉS

17 mars 2015

Interview de Cynthia Hadjidakis, physicienne des particules à Orsay

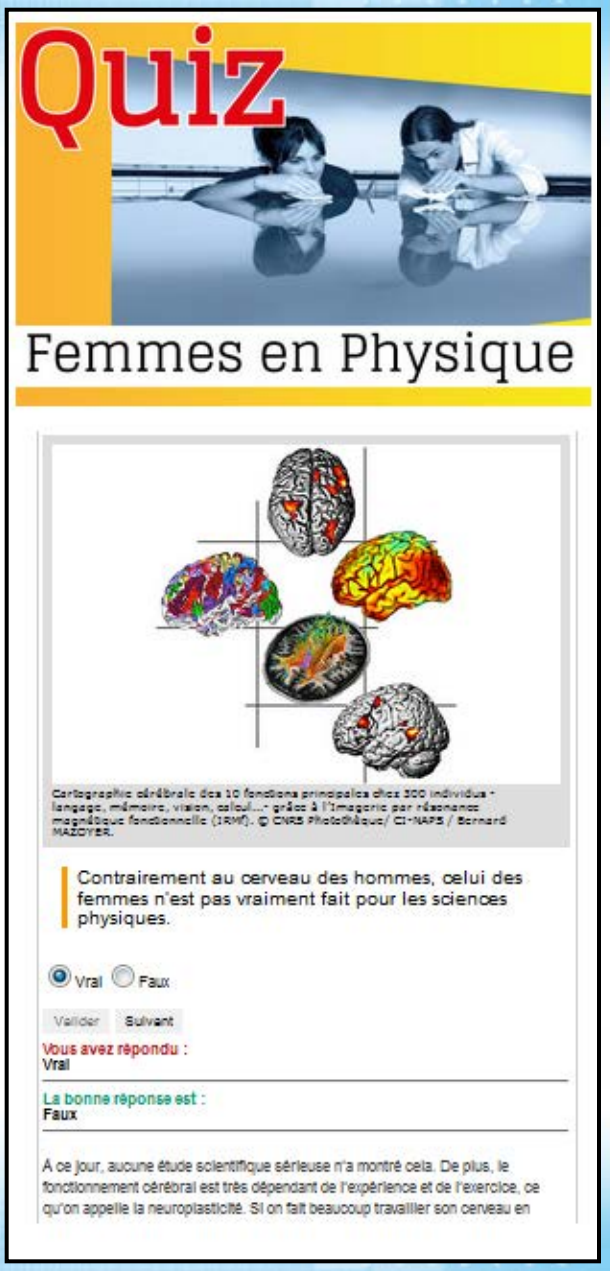
Cynthia Hadjidakis est chercheuse au CNRS à Orsay, à l'Institut de physique nucléaire d'Orsay (IPNO). Cette interview est la quatrième d'une série réalisée à l'occasion des 60 ans du Cern. Illustration (...)

Lire la suite

Tweets Suivre

27 Mars
MissionFemmesCNRS

INTEGER
INstitutional Transformation for
Effecting Gender Equality in Research



CAPACITIES

Supporting early career researchers, Actions towards young women & Development of female role models

"PEPS Egalité" : Innovative type of call for proposals

- Short-term financial support to research projects coordinated by a young woman researcher and involving gender-balanced teams
- Commitment to develop activities towards high school students and to act as new role models in mathematics/physics

→15 projects supported in mathematics

→ 6 projects supported in physics

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

CNRS Committee for Gender Equality and Research Excellence

Inspired by the *Strategies and Tactics for Recruiting to Improve Diversity and Excellence* (STRIDE) Committee initially created at the University of Michigan (US) through the NSF-ADVANCE Program

Objectives: Review procedures and practices for the evaluation, recruitment and promotion of researchers at CNRS

Membership: Chairs of all CNRS standing peer-review evaluation panels, deputy scientific directors, HR senior officers, senior women researchers & gender experts

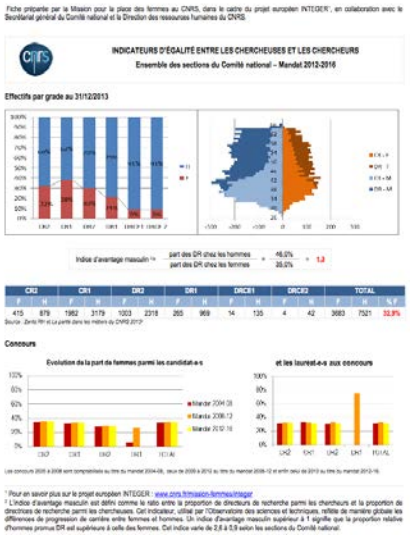
CAPACITIES

INTEGER
INstitutional Transformation for
Effecting Gender Equality in Research

CNRS “STRIDE” Committee

Actions:

- Training on gender equality issues and unconscious bias based on the latest social science literature + online platform
- Pluriannual sex-disaggregated statistical factsheets used by panels
- External observers (gender researchers) during the 2015 interviews for the CNRS entry and promotion competitions
- Family-related career breaks taken into consideration in evaluations



→ Increased gender balance in scientific awards (CNRS Medals)

→ Increased women recruitments/applications & promotions/applications

CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

The Trinity College Dublin Experience

Engaging a research-intensive university into gender equality planning

TRINITY COLLEGE DUBLIN

WiSER Trinity College Dublin

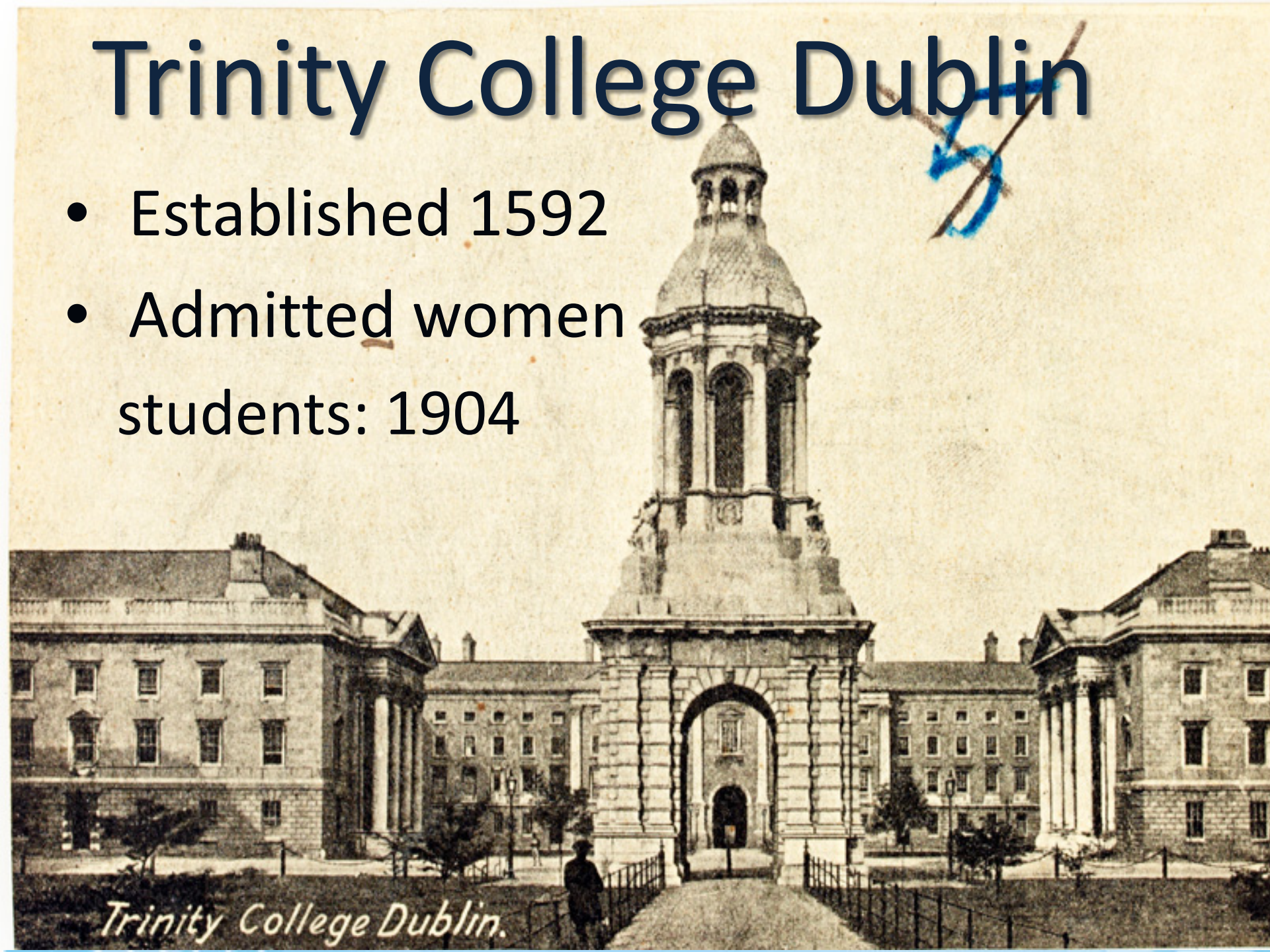
Eileen Drew, Claire Marshall

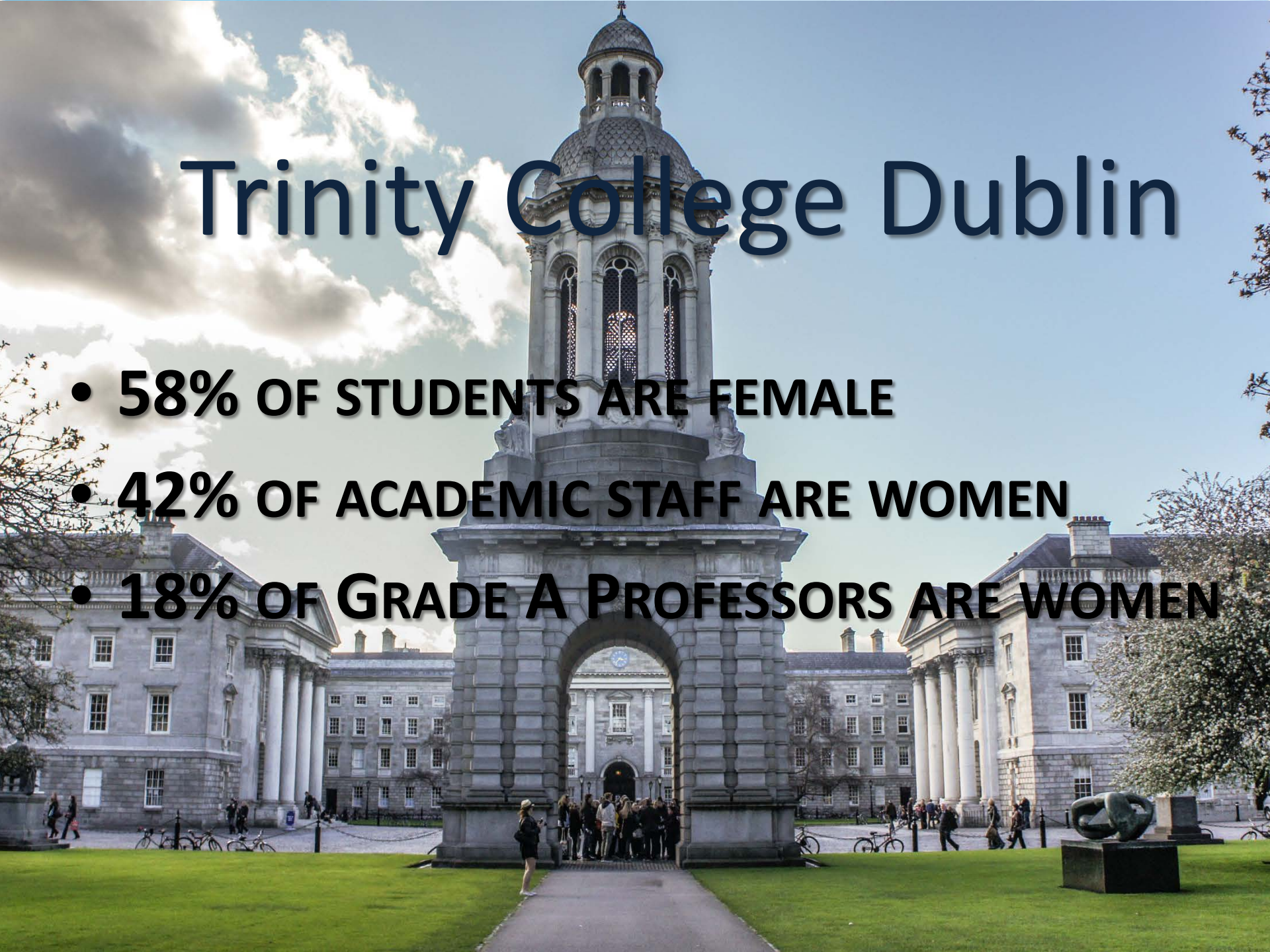
WiSER (Centre for Women in Science & Engineering Research), TCD, IRELAND

CAPACITIES

Trinity College Dublin

- Established 1592
- Admitted women students: 1904

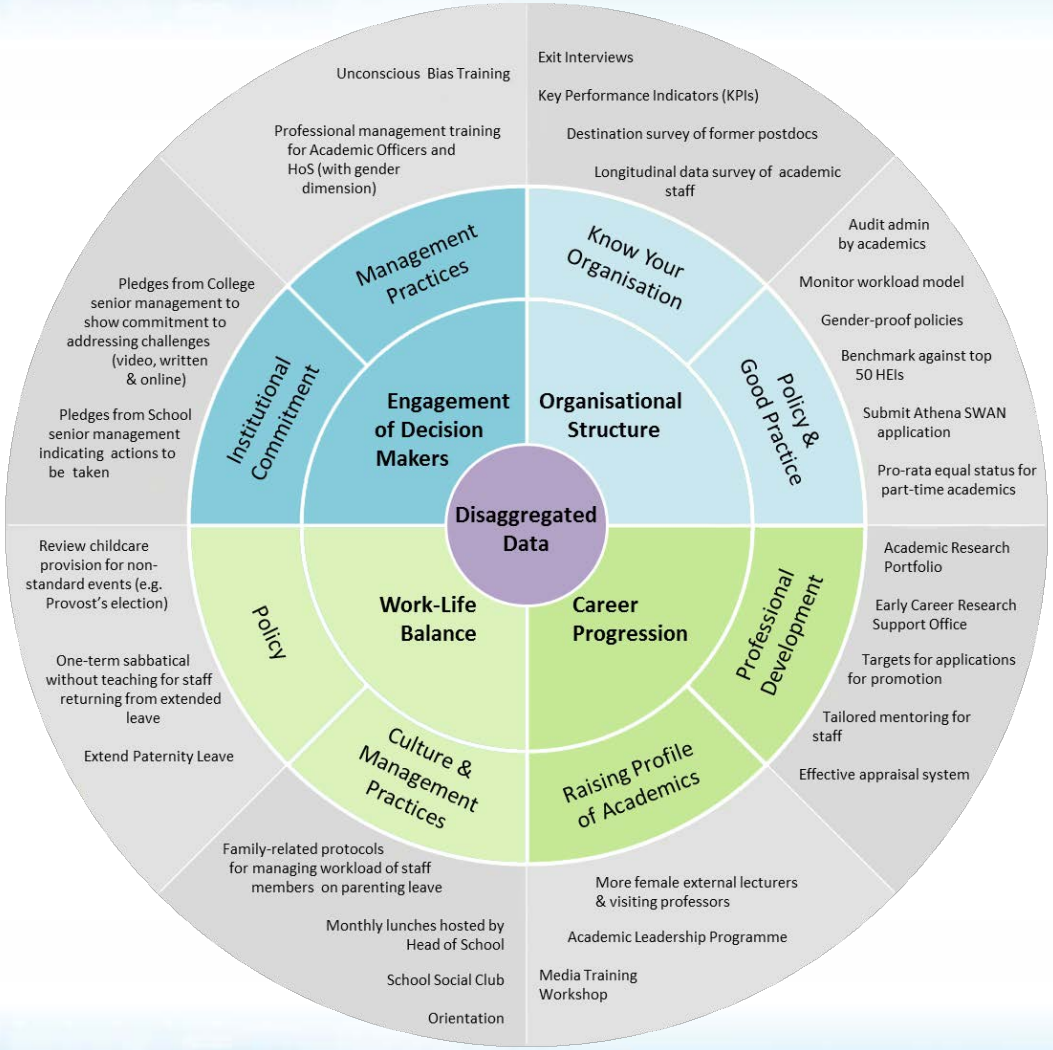




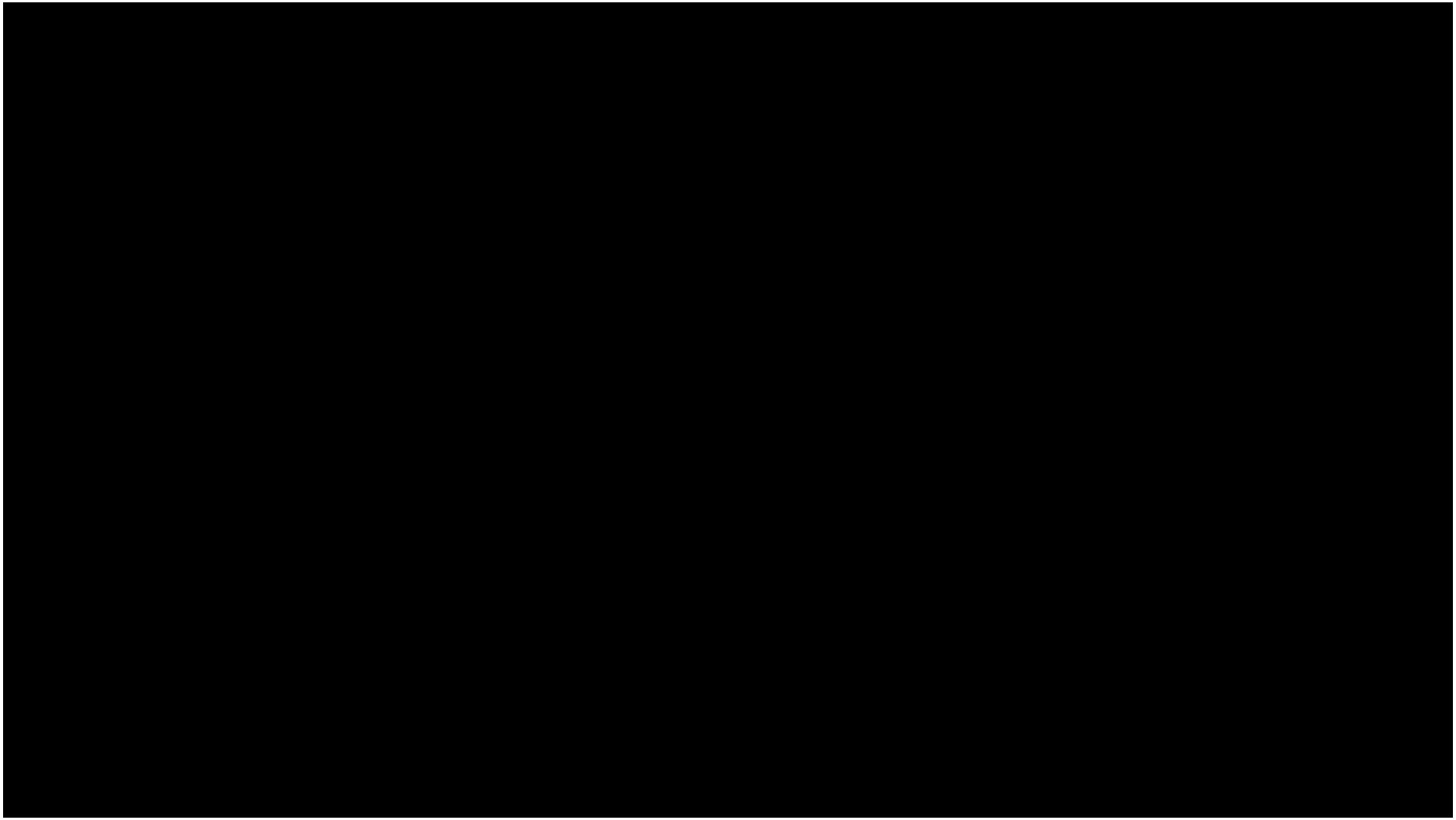
Trinity College Dublin

- 58% of students are female
- 42% of academic staff are women
- 18% of Grade A Professors are women

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research



The TCD T-GAP



TRINITY COLLEGE DUBLIN

WiSER Trinity College Dublin

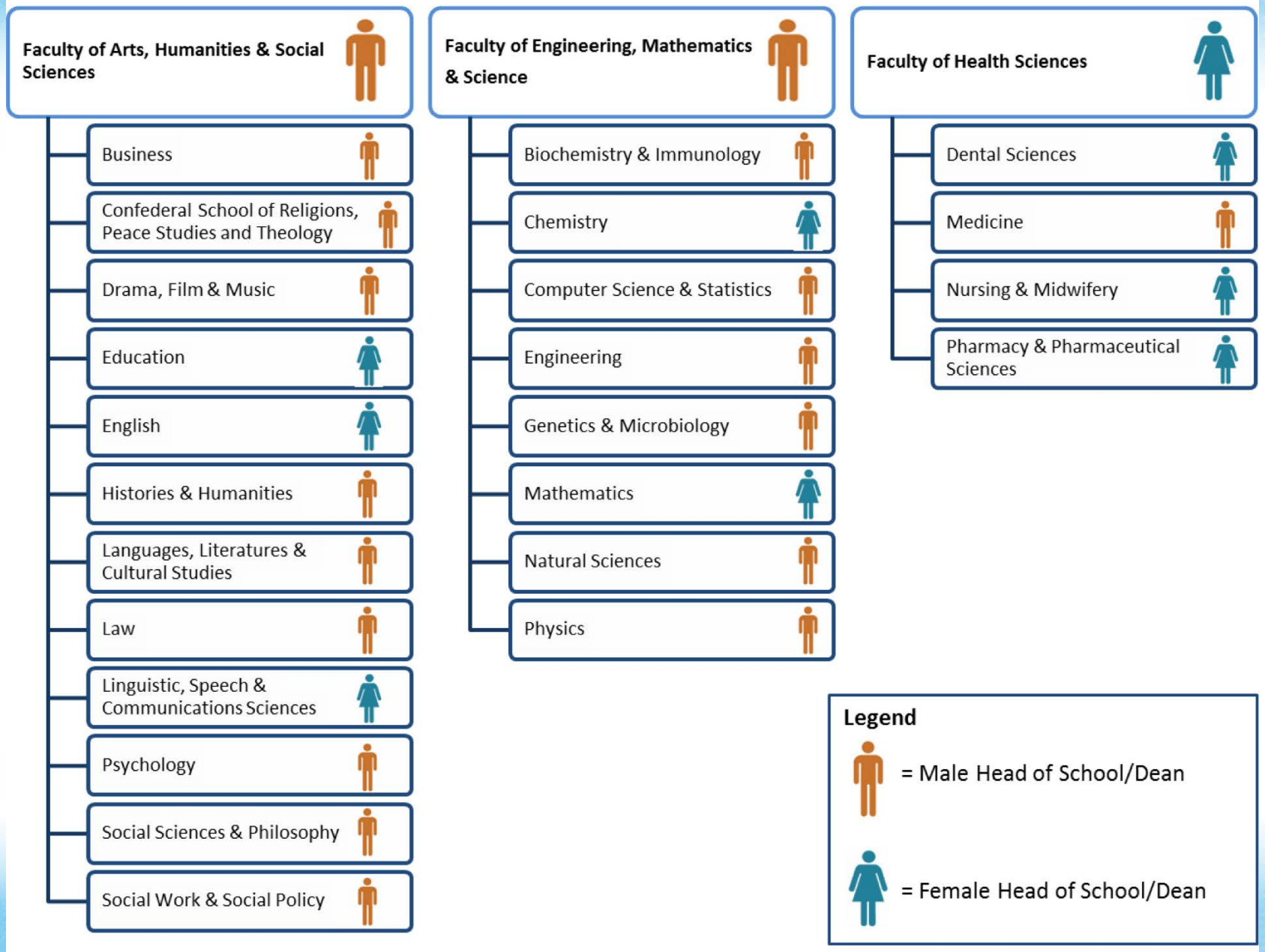
INTEGER INstitutional Transformation for Effecting Gender Equality in Research

- **Unconscious Bias Training – 3 providers contacted for 3 levels:**
  - **Executive Officers Group - Prof Paul Walton, York University**
  - **Promotion Committees – Pearn & Kandola, UK**
  - **Fellows – Prof Joyce Yen, Uni of Washington**

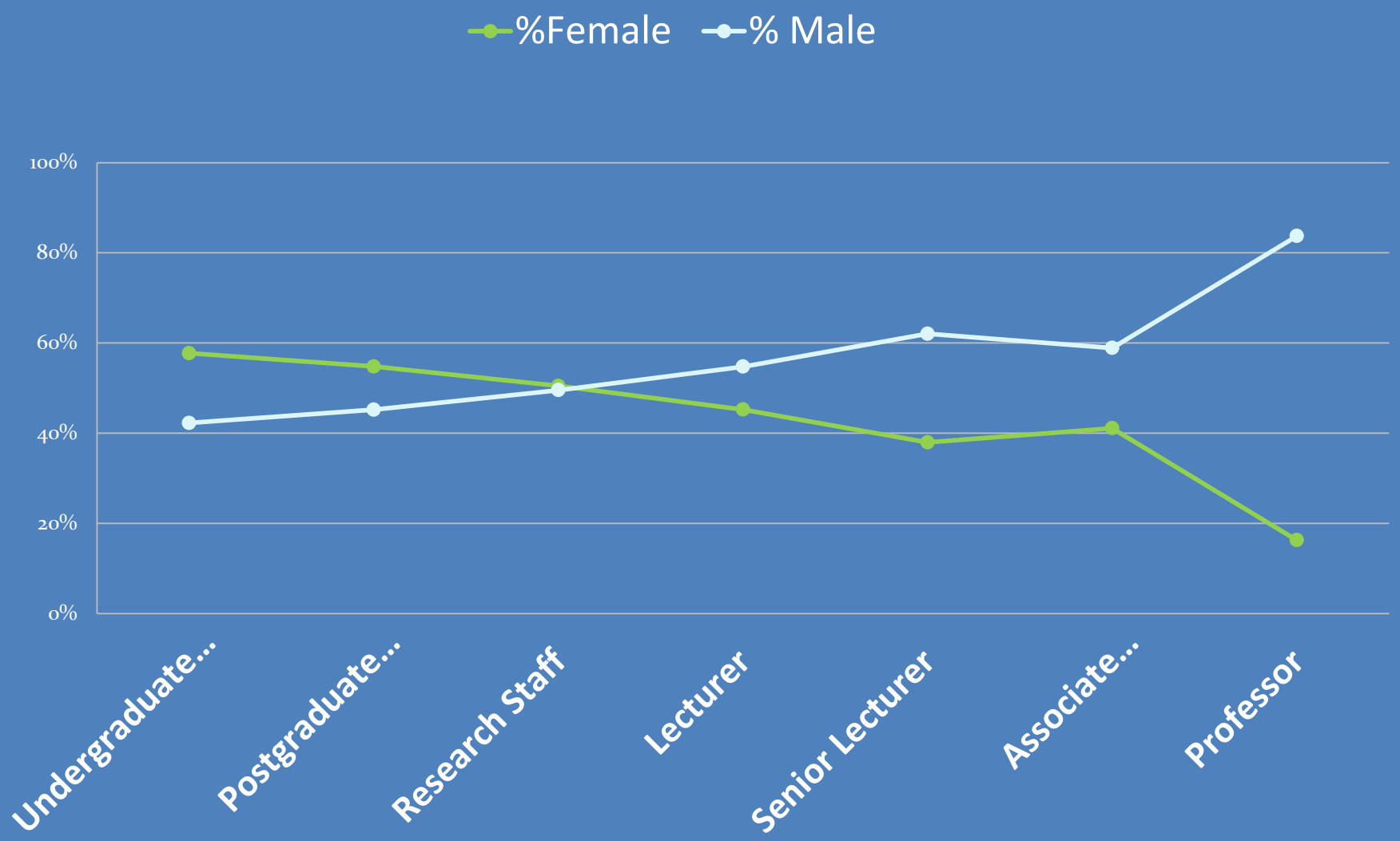

PEARNKANDOLA
Because all business is psychology

Progress to Date?

Faculty & School Structure



Progress towards Gender Parity in Academic & Research Grades 2014



INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

The Šiauliai University Experience

Big Changes for a Small University

ŠIAULIAI UNIVERSITY

Virginija Šidlauskienė, Gintautas Jazdauskas
Gender Studies Centre, Šiauliai University, LITHUANIA

CAPACITIES

Strategy for Implementing a 2-3 hour Childcare Service

Identify the need for such services in your institution (needs assesment).

Target group: 3-7 year old children (pre-school).

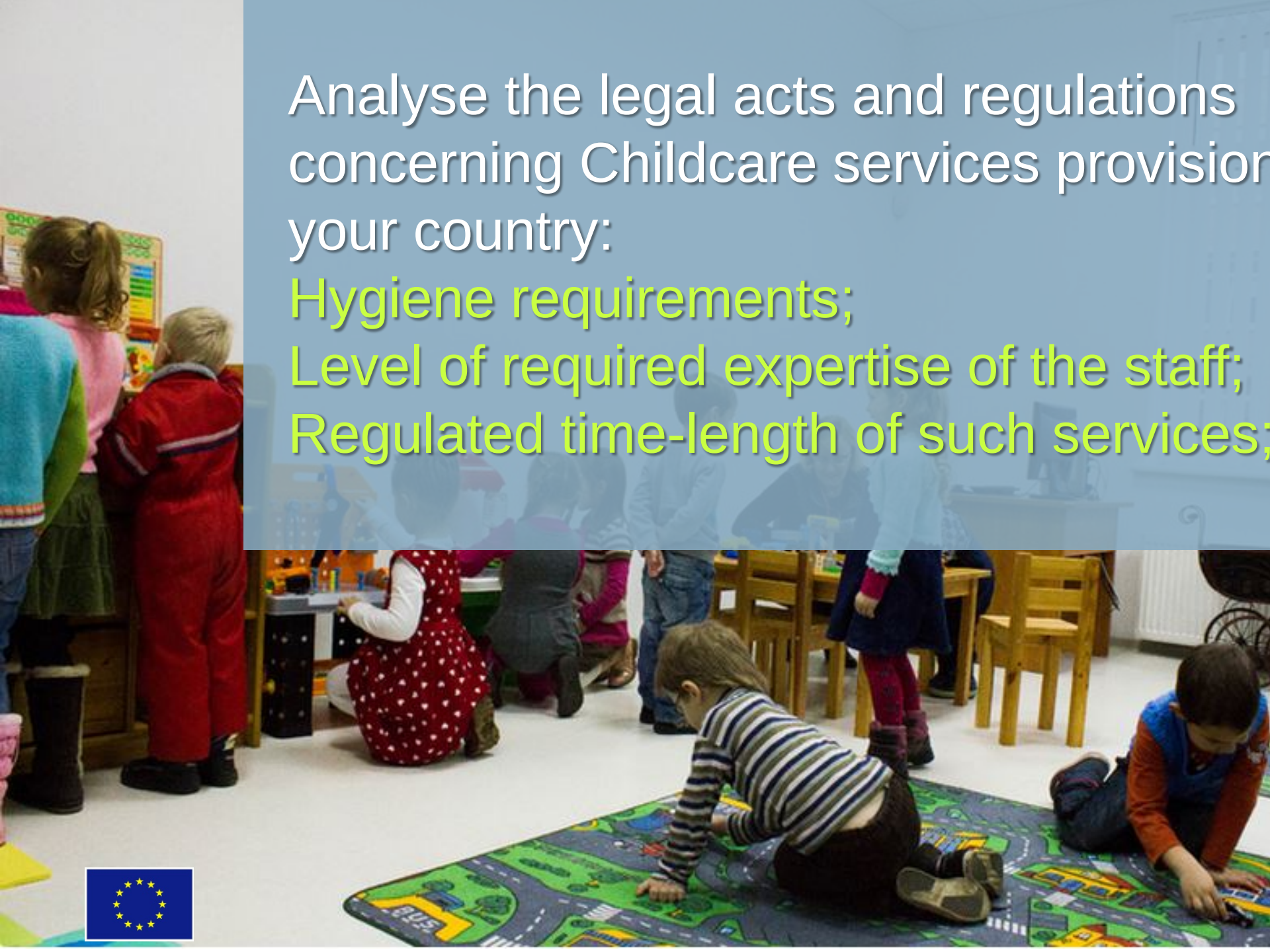
Equipment: Furniture, toys, carpets, literature, etc.

Analyse the legal acts and regulations concerning Childcare services provision your country:

Hygiene requirements;

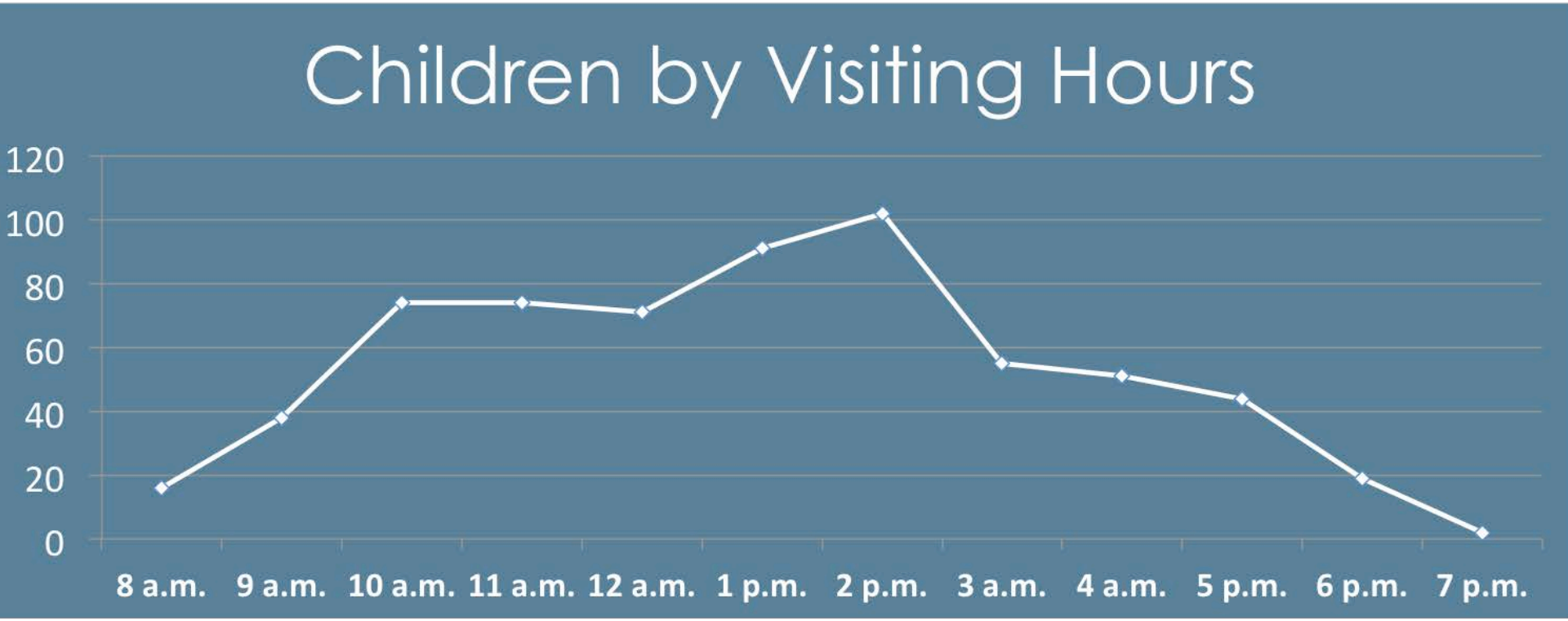
Level of required expertise of the staff;

Regulated time-length of such services;



Šiauliai University Experience

In 2014 293 (46 %) girls and 344 (54 %) boys used the Service, popularity increased by 11% since 2013.
On average one child spent 93 minutes in care.



Who uses the services?

University employees, students, invited speakers, etc.

When are they using it?

Seminars, lectures, meetings, research activities, work in general.

What are the benefits?

‘No need for reservation or arrangements, perfect for emergency meetings!’

‘Direct impact on work productivity’;

‘Warm and intelligent environment for children’;

‘Invaluable for young parents working at the University’;

‘University environment is positive for children on their development’

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

Assessing processes & progress towards greater gender equality

gesis
Leibniz Institute for the Social Sciences

Experiences from the INTEGER project

Maria Schäfer, Anke Lipinsky
GESIS-Leibniz Institute for the Social Sciences, Cologne, GERMANY

CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

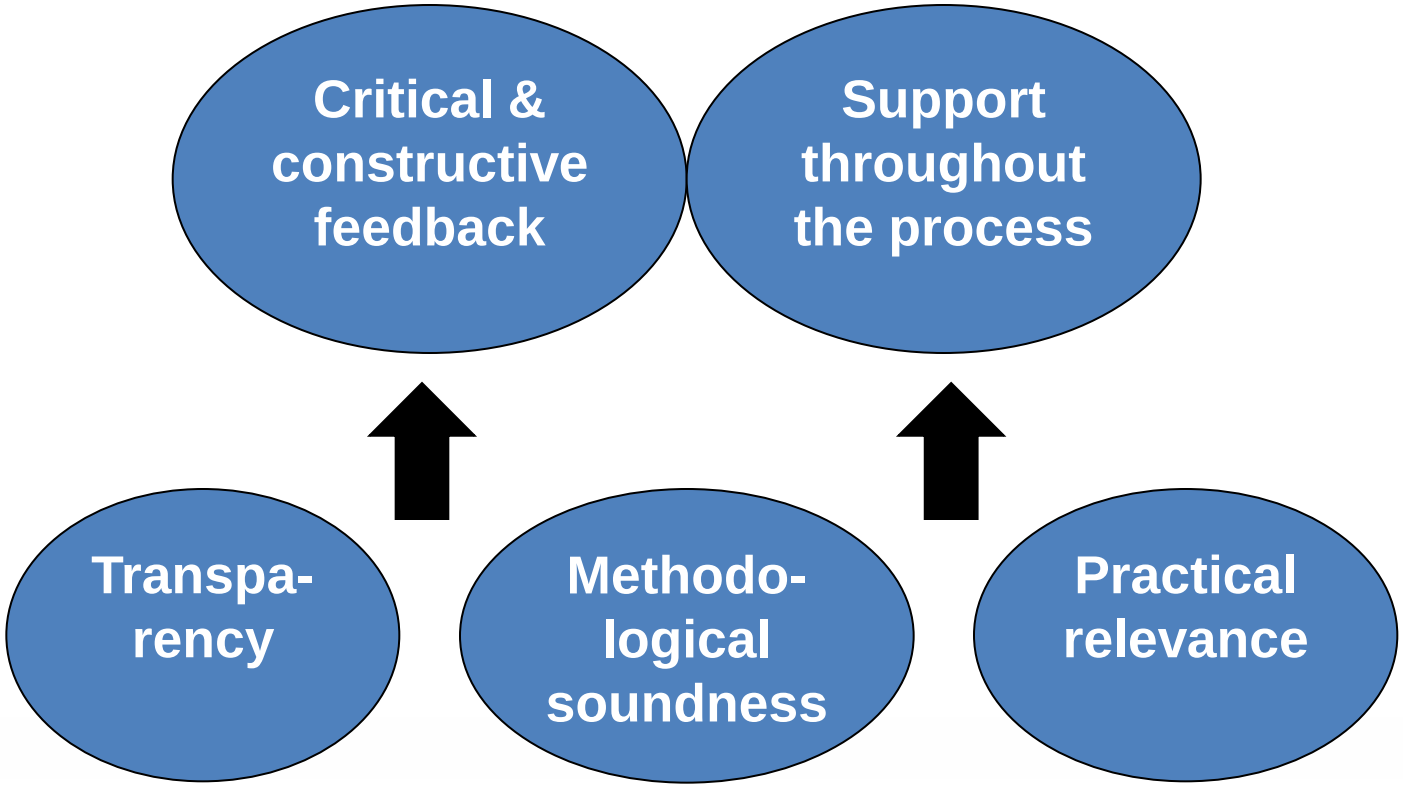
Why assess processes & progress towards gender equality?

- To **optimize** the measures and their implementation
- To support the design of **new measures**
- To enhance **accountability**
- To contribute to the **legitimization** of the initiative
- To **raise awareness** of the need for (further) initiatives to combat inequalities

CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

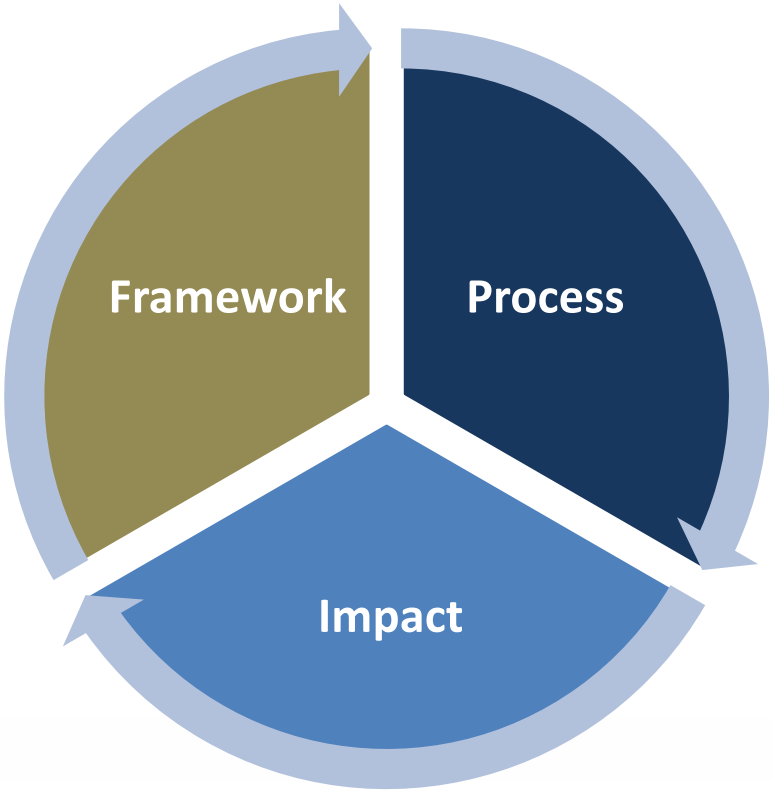
Approach: The evaluator as a 'critical friend'



CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

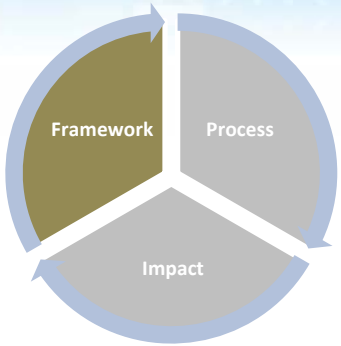
Perspectives of the evaluation



CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

Framework analysis I



At national/regional level:

- Research policies and initiatives & respective legislation
- Gender equality policies and initiatives & respective legislation

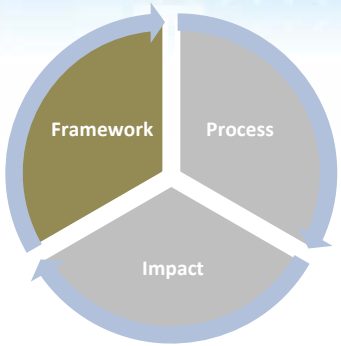
At the level of the organization:

- Financial situation of the organization
- Mission of the organization
- Gender equality actors and structures
- Gender research

CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

Framework analysis II



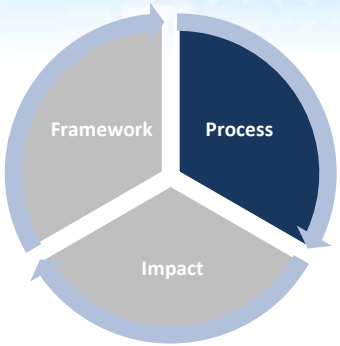
Data collection methods:

- Document analysis
- Interviews with decision-makers and gender equality actors

CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

Process analysis



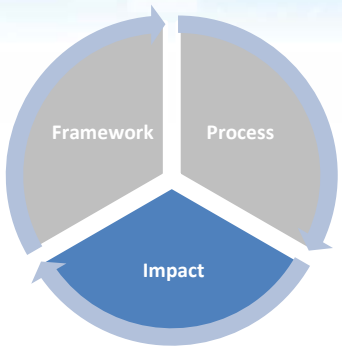
- Implementation structures
- Implementation processes & dynamics
- Support by gatekeepers and other actors
- Resistances and conflicts

Data collection methods:

- Interviews with gender equality actors
- Self-report by gender equality actors

CAPACITIES

Impact analysis



- Can observed effect(s) be **causally attributed** to the measure/initiative? To what extent?
  - ➢ **Logic Chart Model**

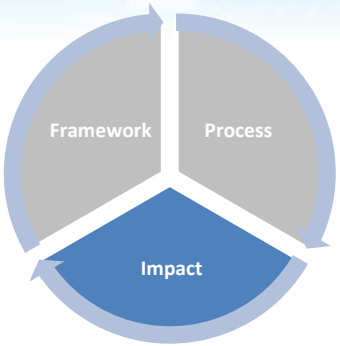
- Has a measure/initiative **reached its objective(s)?** (= success)

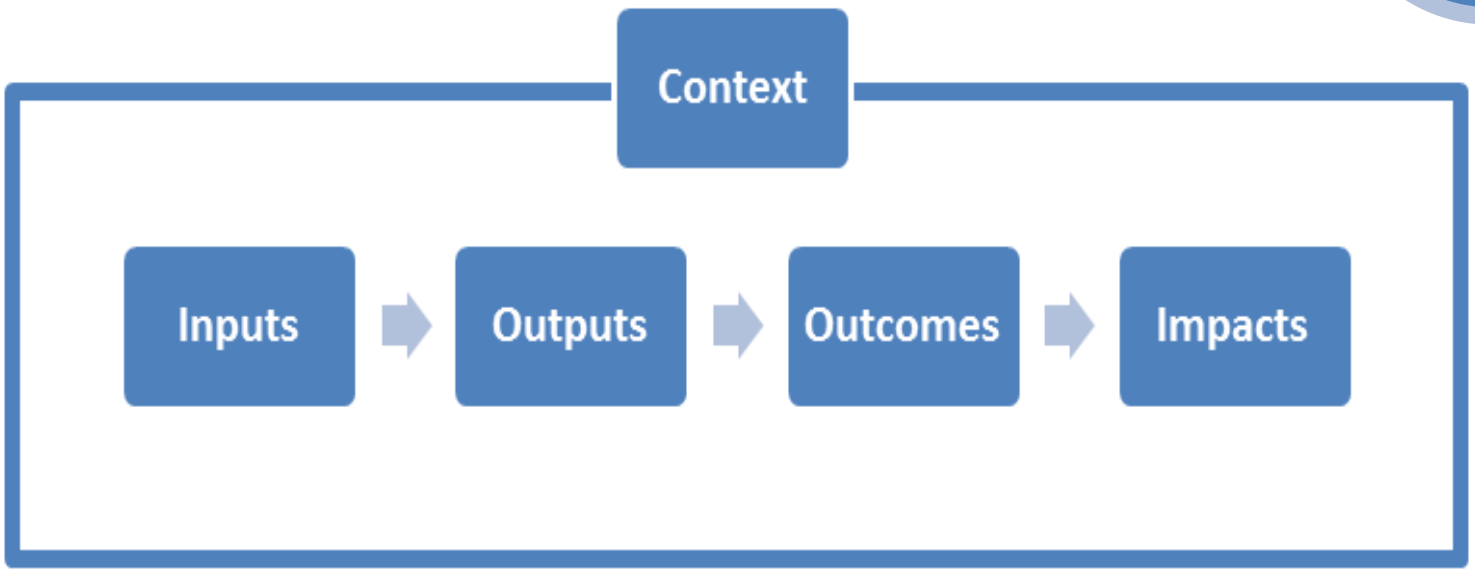
Data collection methods:

- Interviews
- Staff survey
- Statistical data monitoring

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

Impact analysis – The Logic Chart Model

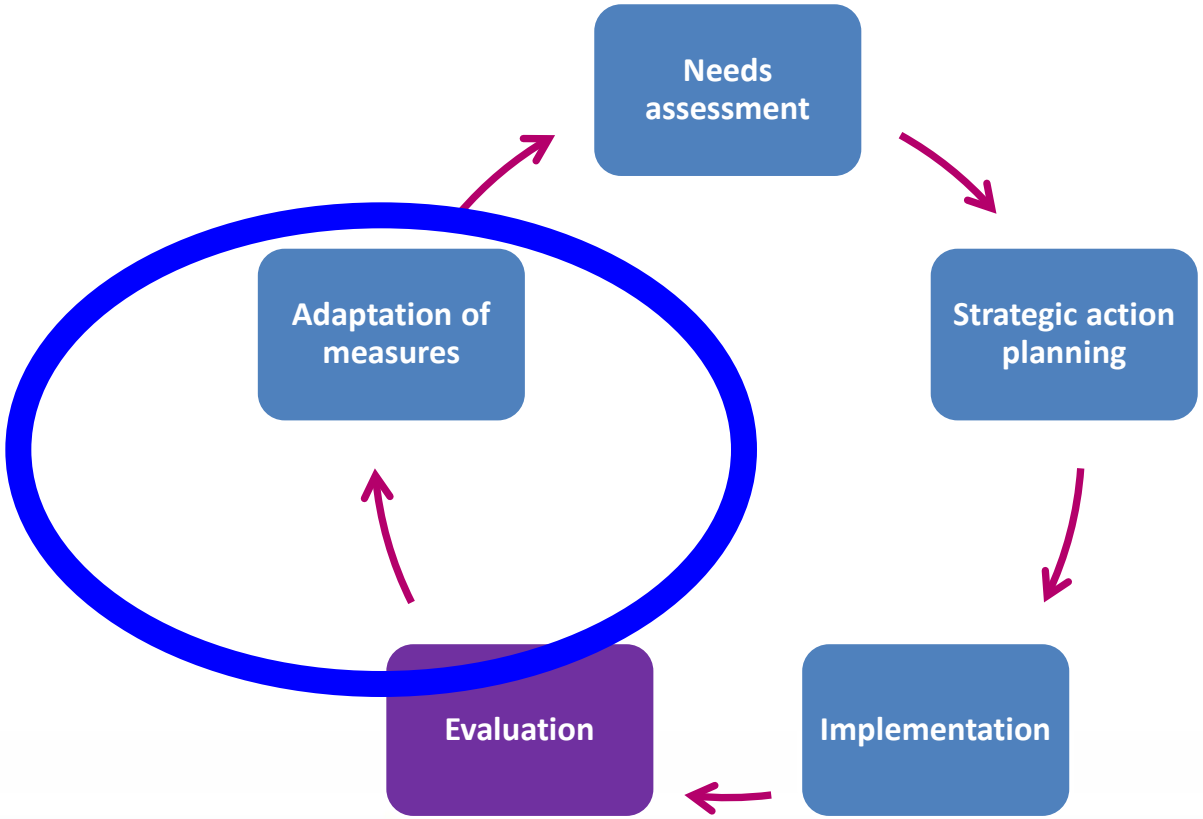




CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

Follow-up of the evaluation – Optimization of gender equality measures & their implementation



CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

Lessons learned: Key Components for Success of Structural Change

- Buy-in
  - o Top-down - Commitment
  - o Bottom-up - INTEGER ImplementationTeams
- Institutional infrastructure (MPDF, WiSER, CGS)
- Data Collection and Monitoring
- Unconscious Bias Training

CAPACITIES

INTEGER
INstitutional Transformation for Effecting Gender Equality in Research

INTEGER Contacts

CNRS (Project Coordination)
anne.pepin@cnrs-dir.fr
www.cnrs.fr/mission-femmes/integer

TCD: www.tcd.ie/wiser/integer

ŠU: www.projectinteger.com

GESIS: www.gesis.org/cews

→See Poster & Leaflets !

→Online guidelines ready in June 2015
www.integer-tools-for-action.eu

→Final Regional Dissemination Seminars

June 8th (Vilnius – ŠU/EIGE)
June 15th (Dublin - TCD)
June 26th (Paris - CNRS)

CAPACITIES