Parallel Session 4
Developing Evaluation Methods for Diversity in Research

＜**Chair**＞

Ryoichi Fujii (ROIS, Japan),

Elizabeth Pollitzer (Portia Ltd., U.K.)

＜**Keynote Speakers**＞

Sonja Ochenfeld-Repp (GRF. , Germany)

Linxiu Zhang, (CAS, China)

Kellina M. Craig-Henderson (NSF, U.S.A.)

Rubiyah Yusof (MJIIT, UTM, Malaysia)
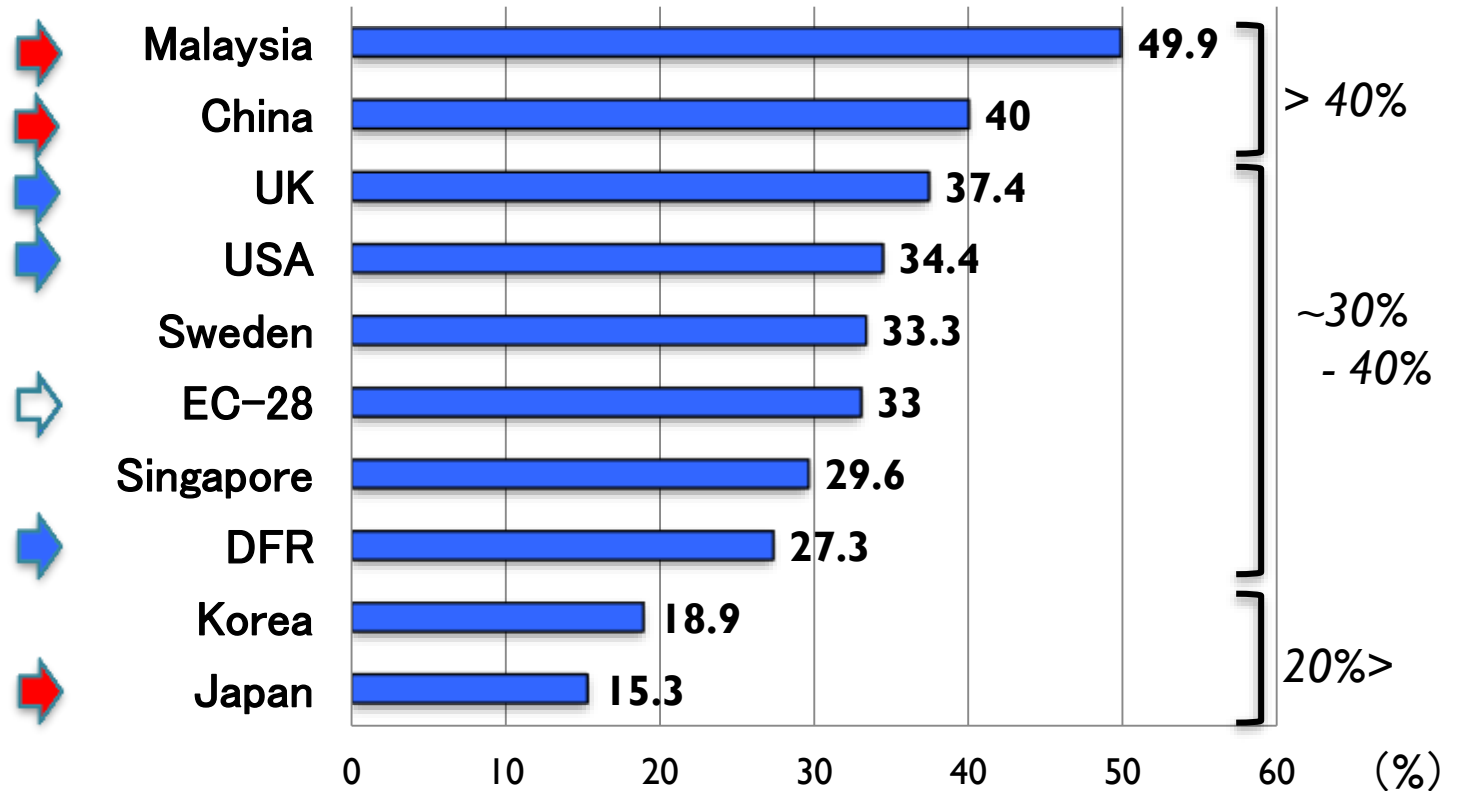
Sarah Dickinson Hyams (Athena SWAN, ECU, U.K.)

<Working Group Members)

Machi Dilworth (OIST, Japan), Iris Wiezelock (IRIS, Japan)

Yoshiko Nakamura (ROIS, Japan), Hisako Ohtsubo (NU, Japan)

Issues Presented as a Background

Proportion of Women Researchers (%)

Malaysia — 49.9
China — 40
> 40%

UK — 37.4
USA — 34.4
Sweden — 33.3
EC-28 — 33
Singapore — 29.6
DFR — 27.3
~30% - 40%

Korea — 18.9
Japan — 15.3
20%>

0   10   20   30   40   50   60   （%）

Issues presented and discussed

Our Milestones

➢ *Low ratio of women researchers in STEM*
  Strategic area:
    U.S.A: Chem., Math., Computer Sci. (2011)
    China: Green Development
➢ *Low ratio of women in decision-making positions*
➢ *Awareness of Unconscious bias (NSF_ADVANCE)*
➢ *Index for Assessment*
    Athena SWAN, genSET, Ochadai-Index, GEMST
➢ *Gender dimensions in science*

Process of the session

➢ *5 presentations from five different organization*

➢ *Questions and Discussions*

➢ *Comparing 4 different list of indicators*

➢ *Recommendations*

Some Questions and Discussions

➢ *What action should institutions such as JSPS, JST, MEXT, AMED take*

➢ *How are such actions to be mandated?*

➢ *What are the gender sensitive indicators already in use by other countries/institutes?*

➢ *How can countries in Asian-Pacific learn/adopt very good examples form elsewhere, e.g., DFG?*

➢ *How to ensure transparency and selection of PIs?*

➢ *How to improve understanding of gender dimensions in research content?*

Recommendations for Evaluation Systems (1)

➢ *An evaluation system must be sensitive to local/national circumstances/conditions.*

➢ *It must benefit women, men and be inclusive of all different groups.*

➢ *It should be based on a comprehensive strategy that covers: 1) knowledge making, 2) organizational practices and processes, 3) human capital, and 4) regulation, legislation and policy.*

➢ *Accurate gender disaggregated data needs to be collected and rigorously analyzed by the institutions. Evaluation should be based on good data and indicators, focusing on research and innovation and a monitoring system.*

Recommendations for Evaluation Systems (2)

➢ *It should cover 3 levels: national/legal framework, organizational, and individual.*

➢ *It should identify clear criteria for the selection, the progression and reward of individuals and organizations.*

➢ *Government and national funding agencies should include gender equality as one of their review considerations and should implement it in their evaluation review systems. Proposals should include previous evaluation results and trends.*