

Implementing Science Foundation Ireland's gender strategy:

How to ensure women are represented in STEM

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Who are Science Foundation Ireland?

- Largest STEM funder in Ireland
- We fund researchers in academic institutions in Ireland
- We fund individual awards & centre type awards

SCIENCE FOUNDATION IRELAND

**#Believe
InScience**

Gender Equality in Irish Higher Education

HEA | HIGHER EDUCATION AUTHORITY
AN tArdán na n-Éireann

REPORT OF THE EXPERT GROUP

HEA National Review of
Gender Equality in Irish
Higher Education Institutions

JUNE 2016



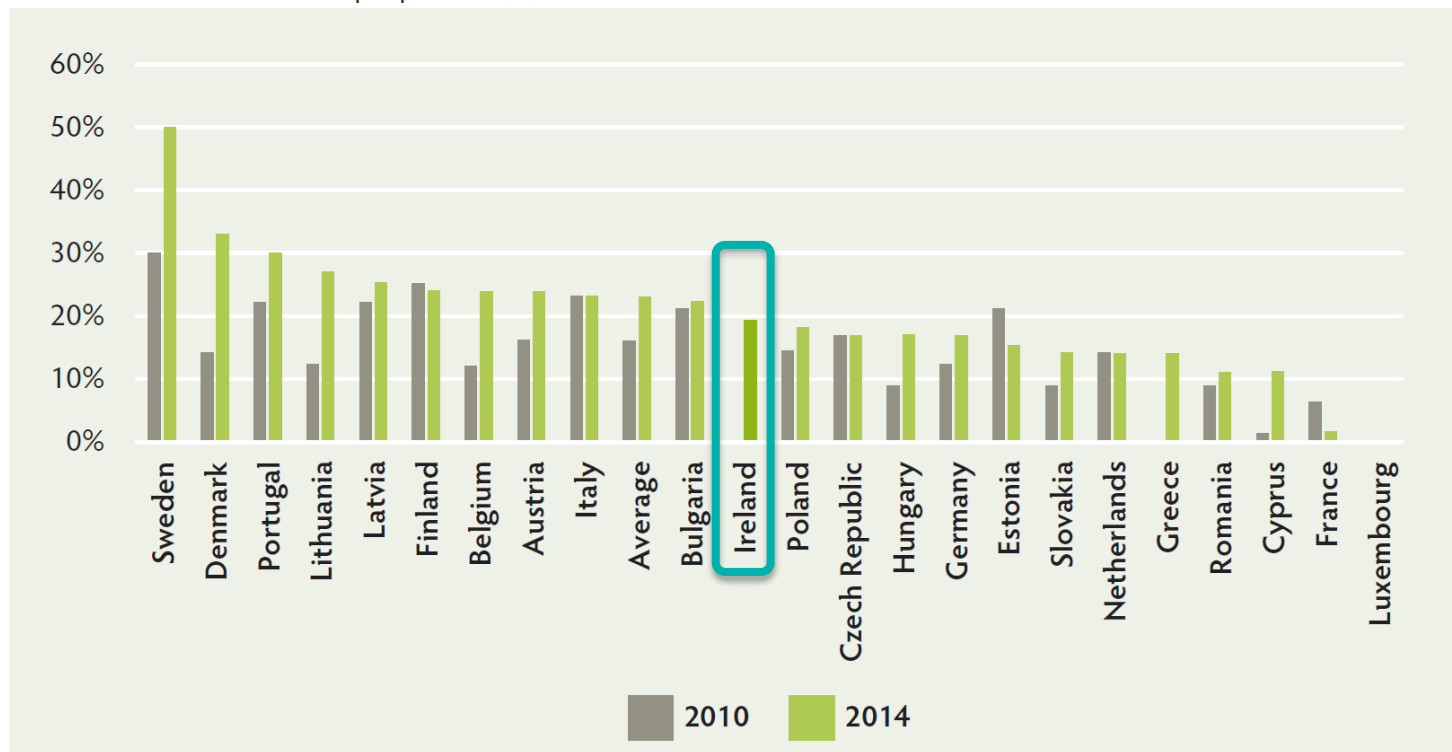
Expert group chaired by Máire Geoghegan-Quinn

'...it is clear that organisation and culture must change in order that talented women, and others who do not automatically benefit from the status quo, are fully recognised and rewarded'

'Without radical action, we cannot guarantee that Irish Higher Education Institutes will ever be free of gender inequality.'

Gender Equality in Irish Higher Education

FIGURE 4: Evolution of the proportion (%) of female heads of institutions 2010 vs. 2014⁸⁰



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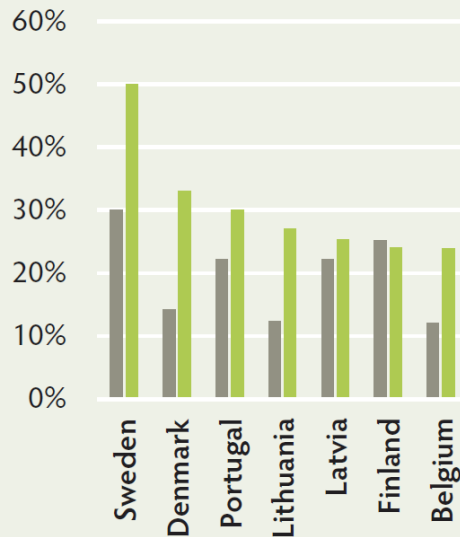
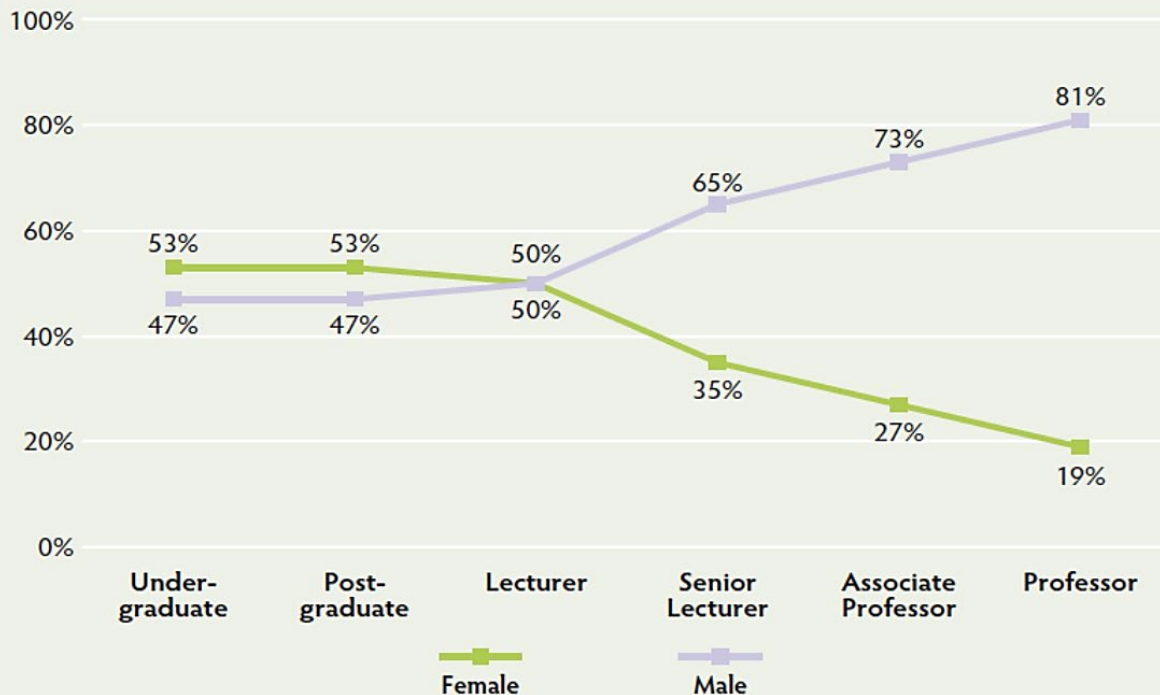


FIGURE 6: Percentage male and percentage female senior academic and lecturer staff in all universities (three-year average 2013–2015)



SFI's Gender Strategy – Three pillars

- **Education and public engagement**

Aim to increase the participation and interest of girls in STEM-related activities

- **Gender balance in research teams**

Female representation within the Science Foundation Ireland funded portfolio & review process

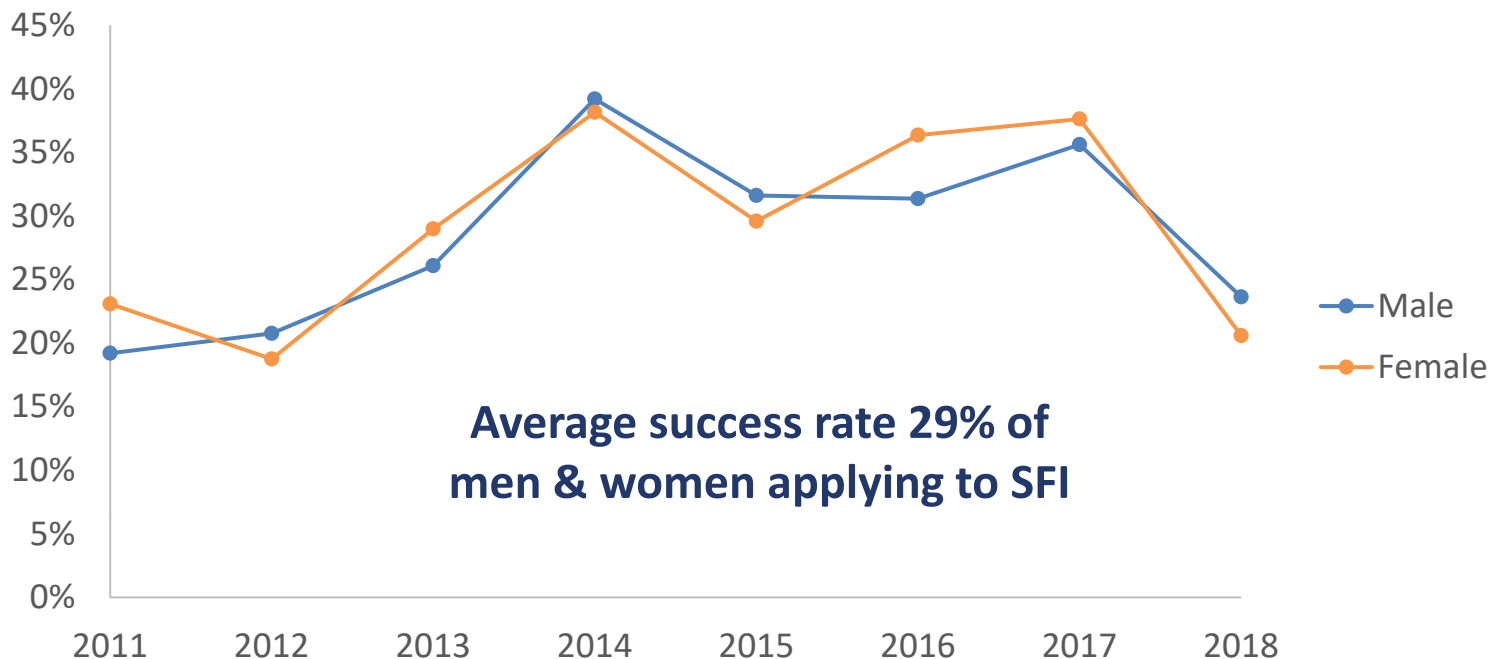
- **Gender in research and innovation**

Ensure that Science Foundation Ireland-funded research programmes address sex/gender aspects



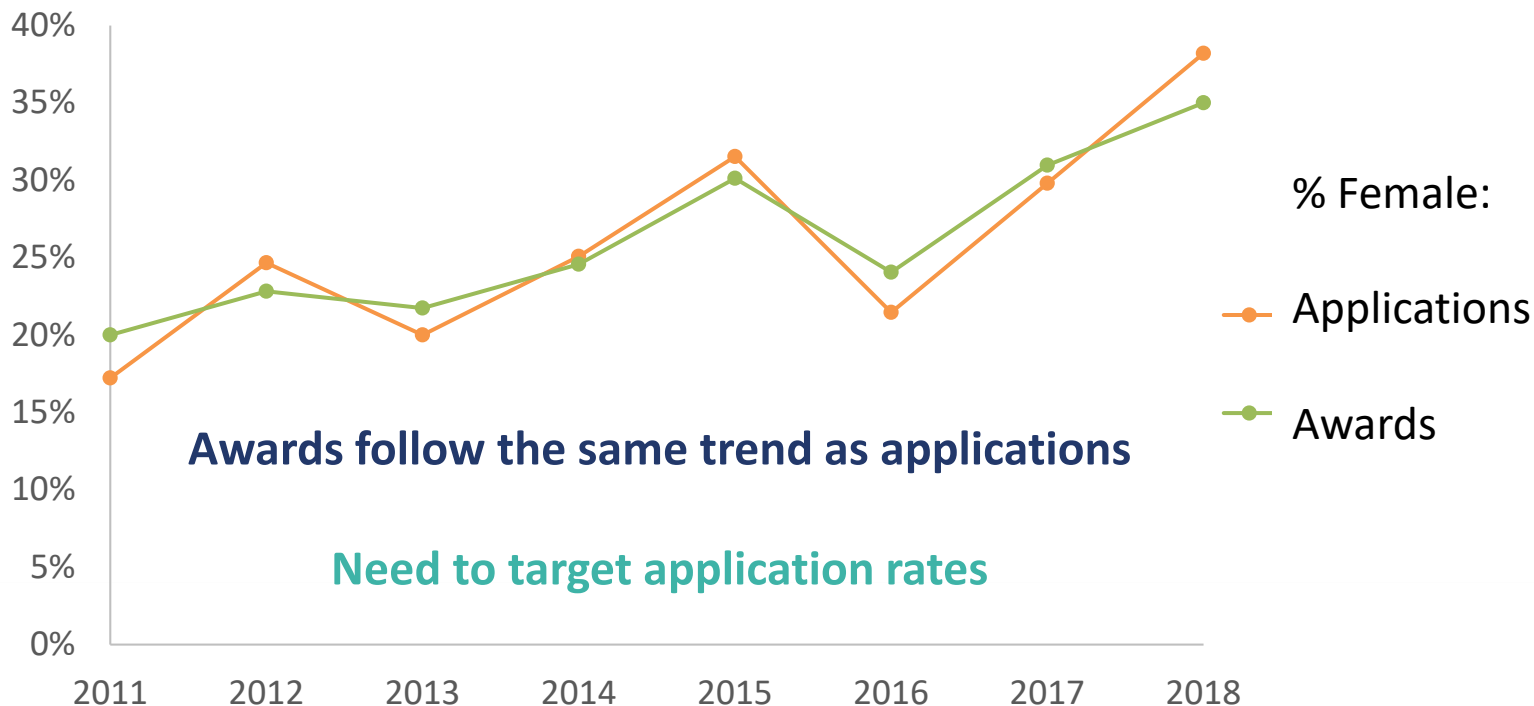
Gender equality during the review process

Analysis of the application review process – Success rates



Gender equality during the review process

Analysis of the application review process – Application & awards (Female)



SFI Starting Investigator Grant gender initiative

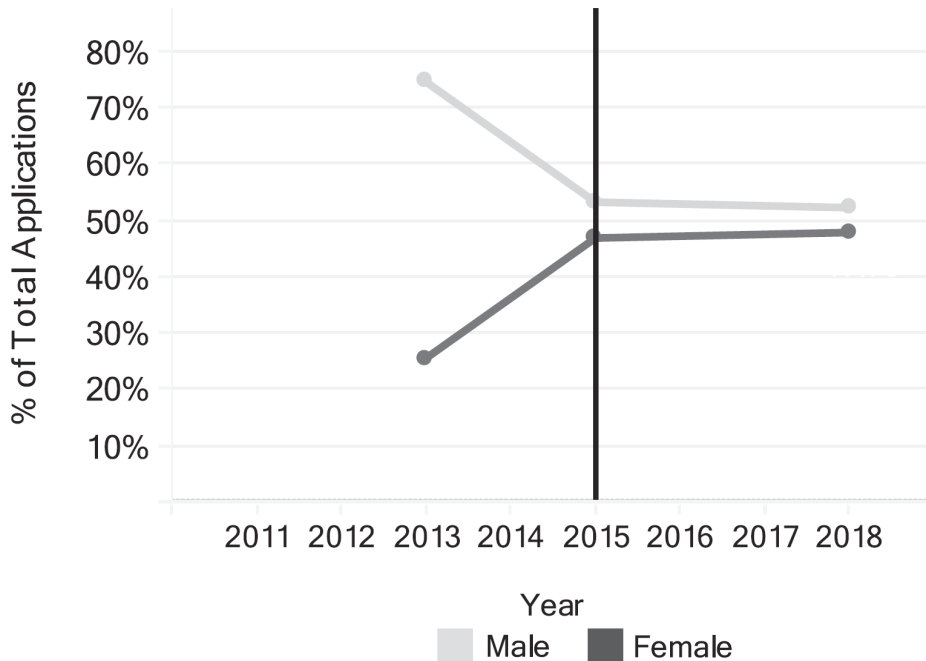
- Early career award – targets postdocs transitioning to independence
- Initiative introduced in 2015

Before:

- Institutions can submit 6 applications

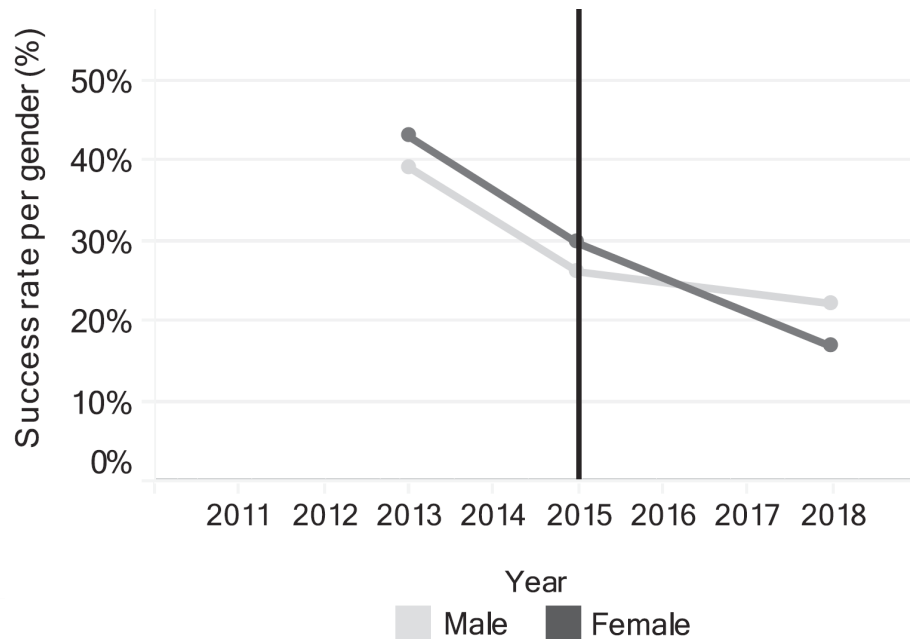
After:

- Institutions can submit 12 application per institution, with a maximum of 6 male applicants



Fritch *et al.* (2019) *Interdisciplinary Science Reviews*, 44:2, 192-203

SFI Starting Investigator Grant gender initiative

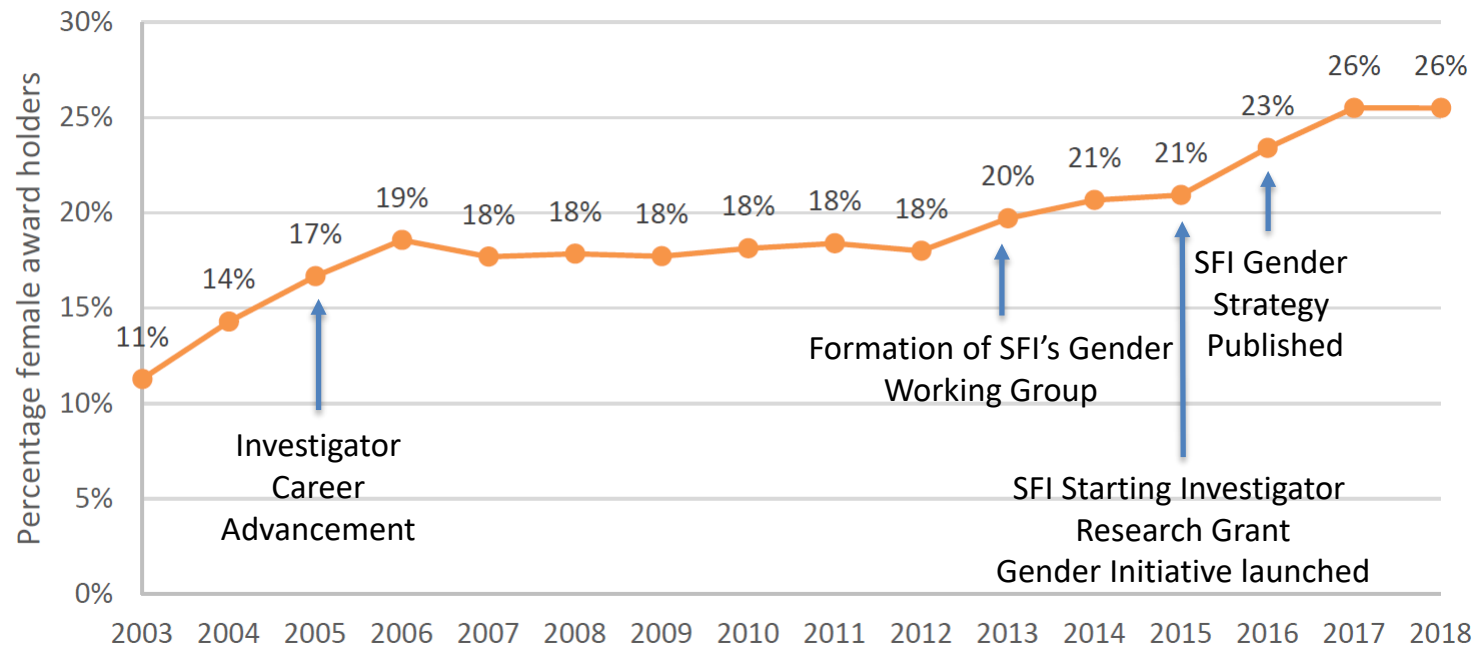


Female application & award rates

	2013	2015	2018
% Applications	25%	47%	48%
% Awards	27%	50%	42%

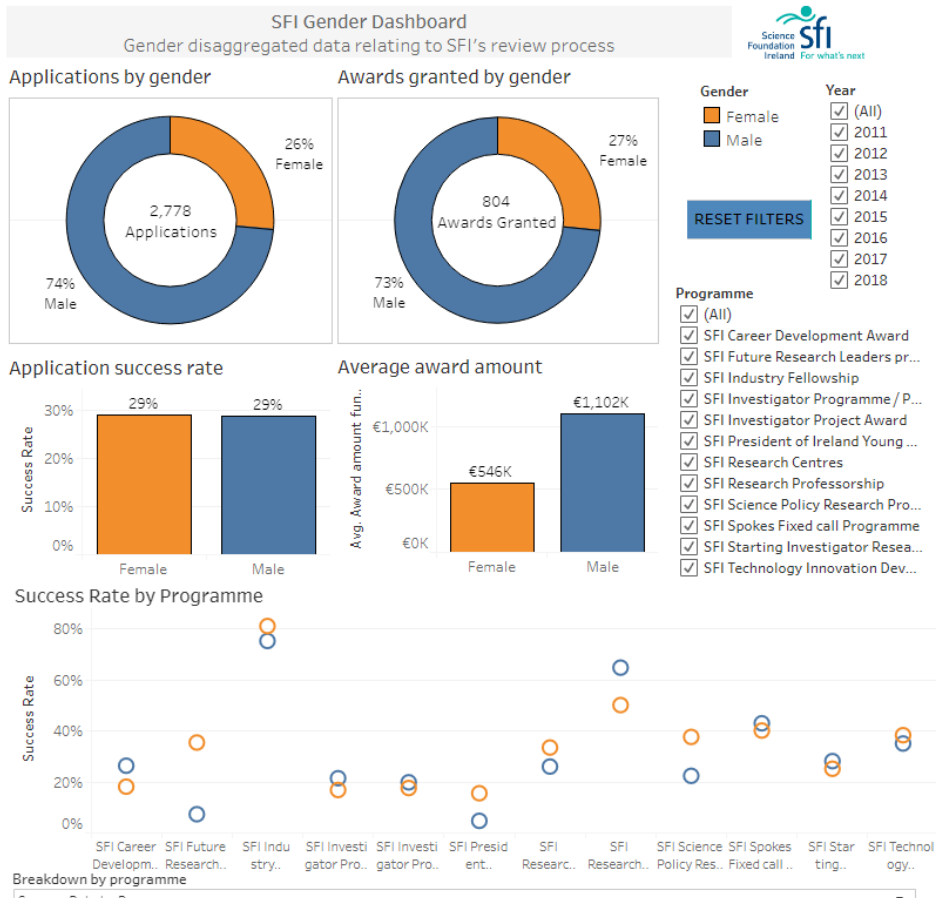
Gender Balance in SFI Portfolio

SFI's Gender KPI – 25% Female Award Holders by 2020



Target reached
in 2017
revised to 30%

Open Gender Data – SFI Gender Dashboard



Google: “SFI Gender Dashboard”

- Published in January 2019
- Fully interactive
- Anonymised data is available to download
- Two dashboards
 - Applications
 - Funding amounts

<http://www.sfi.ie/about-us/women-in-science/gender/>

SFI Frontiers for the Future Programme

SFI's new mid to late career stage award

Introduced a range of gender initiatives including:

- Call language reviewed
- Widened eligibility criteria
- Emerging Investigator category
- Rounding of final scores with tie-breaking by gender



SFI Frontiers for the Future Programme

We are currently in the process of this call

Compared to our previous mid & late career stage awards:

Female application rate increased

21% → 35%



Athena SWAN award required for funding



Irish Research Funding Agencies
have joined together requiring
certification to be eligible for
research funding



Innovative ways to increase women in leadership

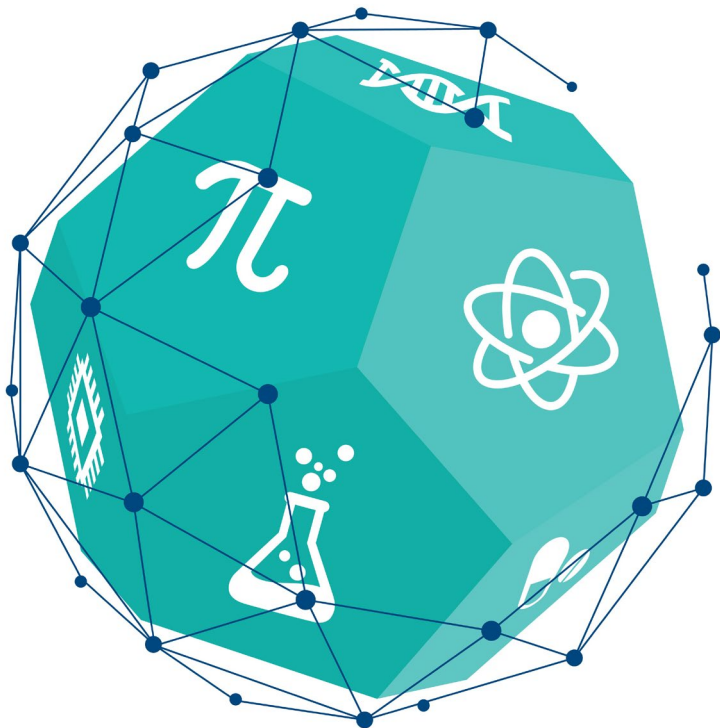
Senior Academic Leadership Initiative

- Launched in 2019
- 45 new professor posts
- Where there is gender under representation

Actions: Engaging with international partners to ensure best practice

- SFI is partnered on the EU Gender project ACT to enhance gender expertise and implementation of gender equality plans in Europe
- SFI are establishing the FORGEN Community of Practice to share experiences of gender equality in funding agencies, as part of the ACT project





Thank you for listening

SFI Gender Dashboard

<http://www.sfi.ie/about-us/women-in-science/gender/>

ACT Project

<https://act-on-gender.eu>

Fritch et al. (2019) Interdisciplinary Science Reviews,
44:2, 192-203

<https://www.tandfonline.com/doi/full/10.1080/03080188.2019.1603882>