

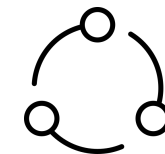


Changing physics through implementation of
Gender Equality Plans in physics institutions
in Europe and beyond:

learnings & critical reflections of a network
on gender equality

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- Horizon 2020 Project, funded under the call „Support to research organisation to implement gender equality plans”
- GENERA Acronym: **G**ender **E**quality **N**etwork in Physics in the **E**uropean **R**esearch **A**rea
- Sept. 2015 – Aug. 2018
- 3.34 Mio Euro funding
- Network out of 13 beneficiaries:
 - 11 physics related organizations
 - 2 professional support organizations for evaluation and outreach & valorization
 - More and more observers (2 => 18)

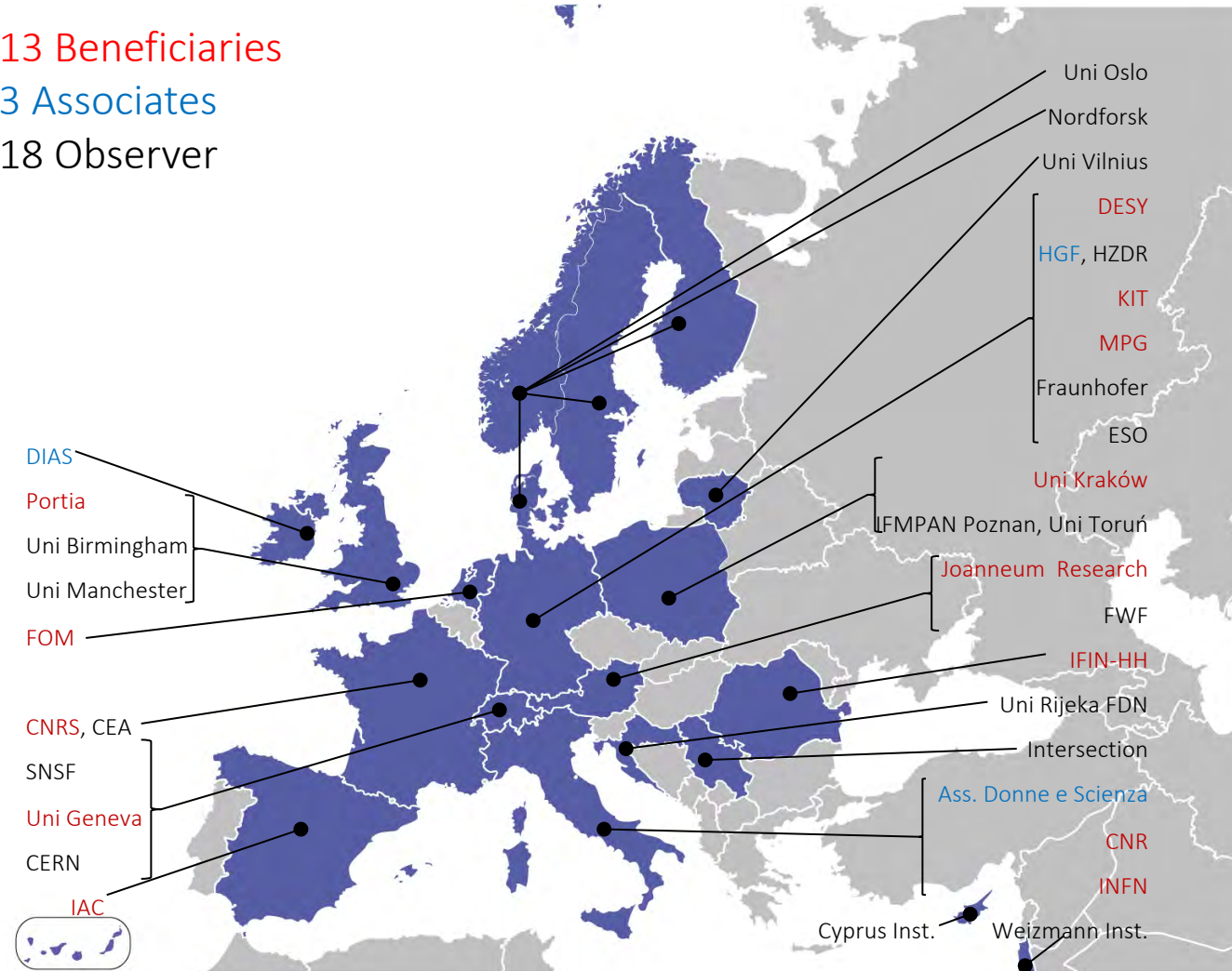
Unique selling point: Field-specific approach *“from physics for physics”*

GENERA Project Consortia (August 2018)

13 Beneficiaries

3 Associates

18 Observer

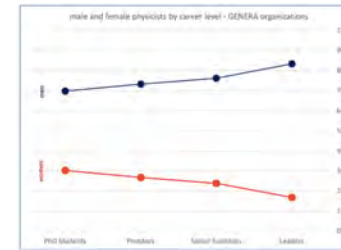


GENERA Project: Achievements

new GEPs



updated GEPs



List of measure and instruments (Overview according Fields of Action)	Structural Integration of Gender Equality	Engaging Leadership	Flexibility, Time and Work Life	Presence and Visibility	Gender- Inclusive / Gender- Sensitive Organisation at Culture	Gender Diversity in Research and Education
100% support GEPs						
5-yearly Review of Employment Conditions at CERN						
Advice by International gender experts						
Anonymous Application Procedures						
Alpha - Programme of Studies Anticipates						
Awareness-raising activities						
Awareness-raising activities within head office and review boards						
Site Library Program						
Care con assessments						
Career Steps OPPORTUNITIES - Road Show						



Tools:



Events:

Gender in Physics Days
School Competition

"Women in Physics: stereotypes and gender bias",
Network Events

...

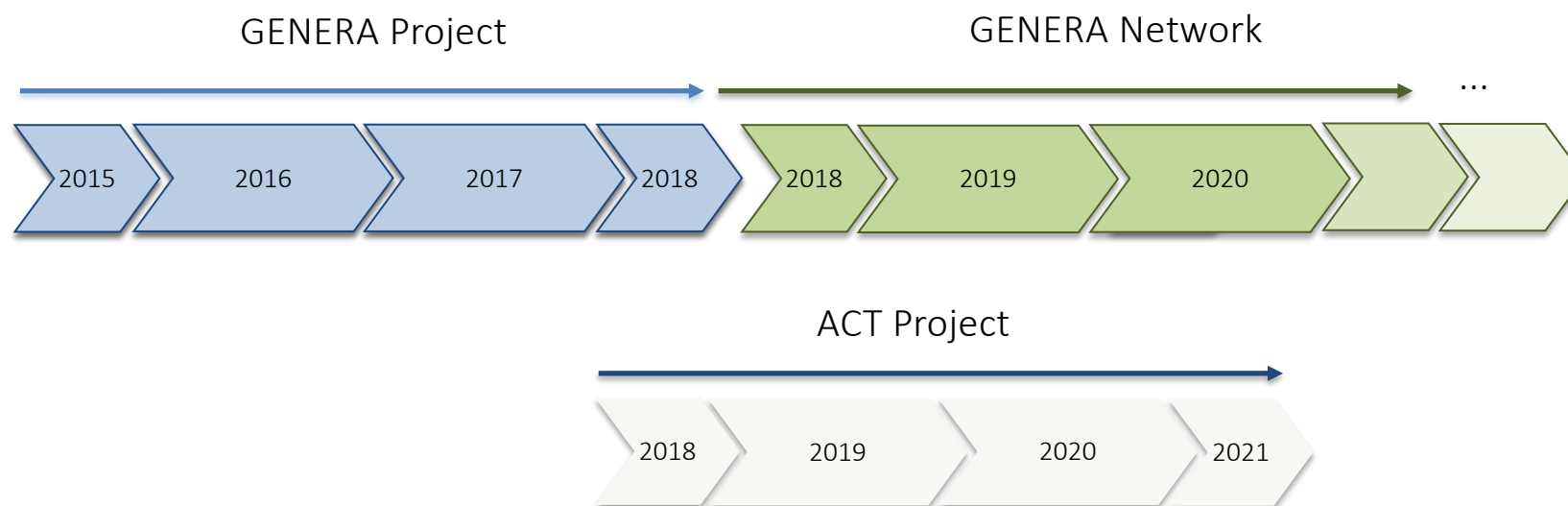


Reports/Studies:

Report on how to improve the Research Cultural Environment
Interview Study
Observer Study
Gender and Mobility Report
GENERA Protocol

...

From GENERA project to GENERA Network





GENERA Network & Community

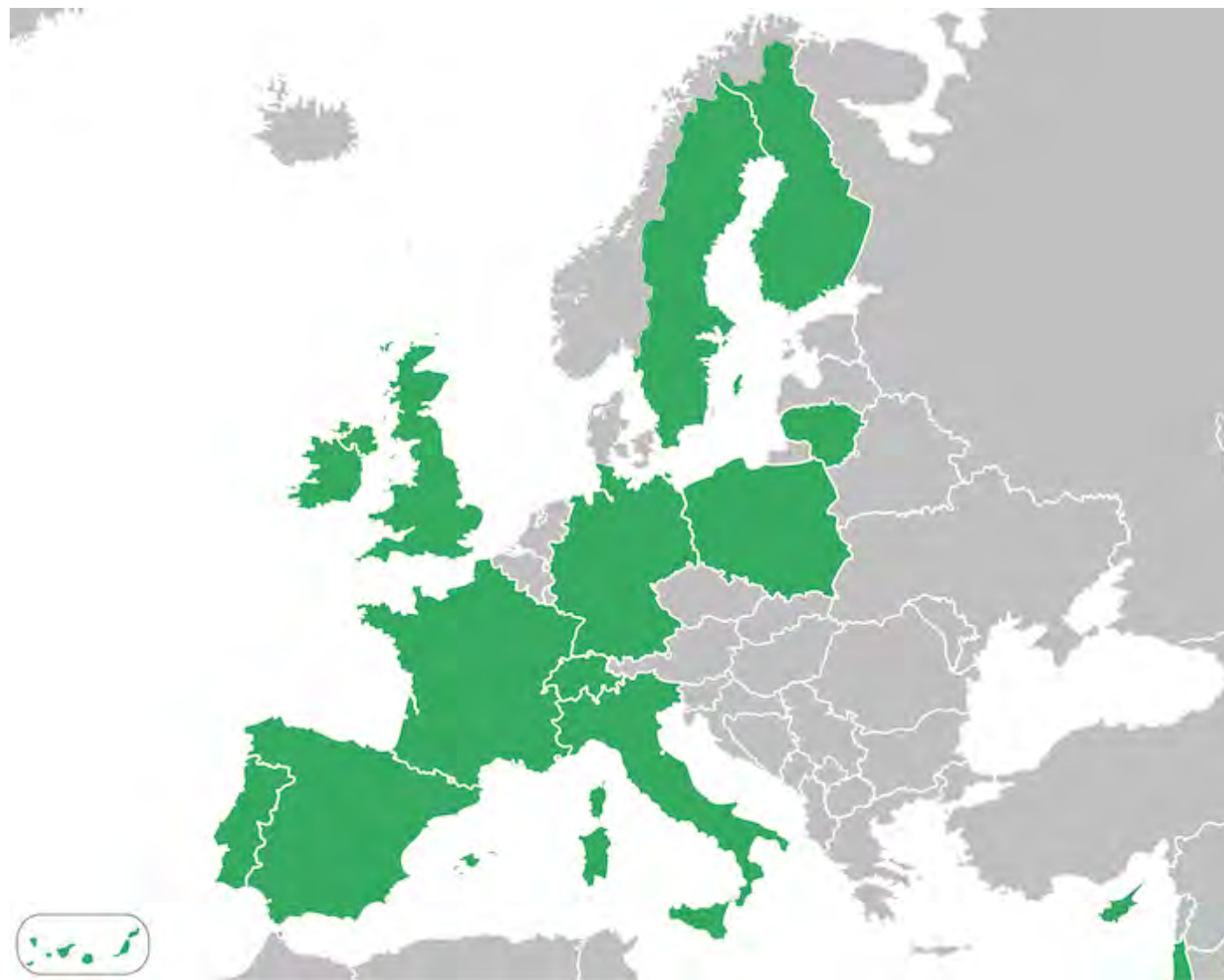


Established on August 31, 2018

27 Members:

- 10 Universities
- 10 Research Institutes
- 5 Research Organisations
- 2 Clusters / Project Consortia

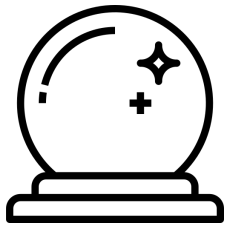
3 Friends of GENERA



- Started a series of online meetings (6) to
 - Introduce the achievements of GENERA project
 - Bring all partners on a similar level of knowledge
 - Find out the interests and needs of the partners
 - Exchange on good practice
- Started preparing the webpage www.genera-network.eu
 - Started making GENERA Tools online usable
- Launched the first Network Meeting (Sept. 18/19, 2019)
 - Set up a working structure
- Internal Survey
- Data Collection
- Extended the network by new Members and Friends



Vision



We want

- ✓ all partners to have GEPs
- ✓ the leadership involvement and support
- ✓ to gather data and develop tools and resources
to support a structural and cultural organizational change
- ✓ to create a network of change agents, who work together towards change

How do we get there? We appreciate your inspirations.



Thank you!

Get involved:

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www.genera-network.eu



#GENERA_H2020