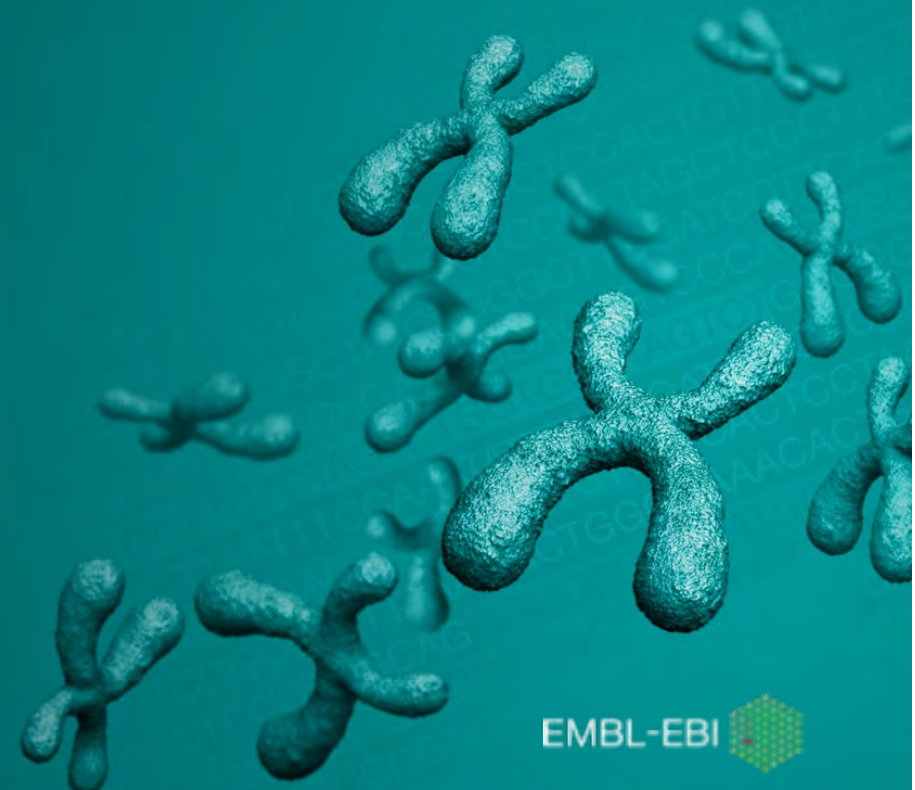


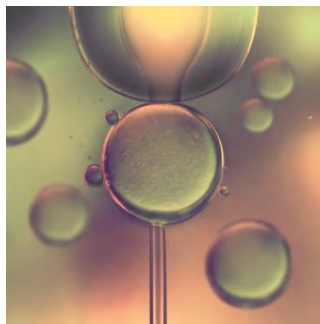
Advancing gender balance and diversity at an intergovernmental organisation

Catherine Gater, EMBL-EBI

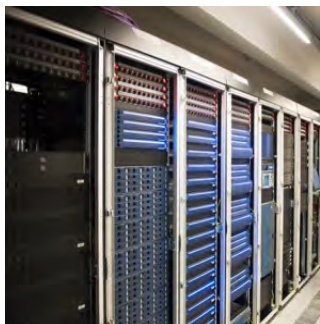
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excellent
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scientific
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Train the
next
generation
of scientists



Engage with
European
industry



Coordinate
bioinformatics
in Europe

EMBL member states

Austria, Belgium, Croatia, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Israel, Italy, Luxembourg, the Netherlands, Norway, Portugal, Slovak Republic, Spain, Sweden, Switzerland and the United Kingdom

Associate member states: Argentina, Australia

Prospect member states: Montenegro, Lithuania



The European Molecular Biology Laboratory

80+ nationalities

>1600 personnel

6 sites in Europe

Heidelberg, Germany



Hinxton, Cambridge, UK



Grenoble, France



Tissue Biology, Disease Modeling



Barcelona, Spain

Mouse Biology



Monterotondo, Rome, Italy

Structural Biology



Hamburg, Germany

Sources of funding

- EMBL-EBI is primarily funded by EMBL's 23 member states.
- Other major funders:
 - European Commission
 - Research Councils UK
 - National Institutes of Health
 - Wellcome Trust
 - Industry Programme



Challenges of an intergovernmental organisation

- Mobility (weekly/monthly travel, moving to new country, lack of support network, dual career couples)
- Acting as a state and employer e.g. child benefit to ensure parity of experience across sites
- Limited duration contracts
- Must recruit internationally for most posts, can be a slow process
- Benchmarking (who is like us, what does good look like?)
- Terms and conditions governed by Council of Nations, 3 year review process

Opportunities of an international organisation

- Diverse nationalities with a rich set of cultures
- Supportive working environment
- Outstanding environment for doing research (core funding, can follow own research interests)

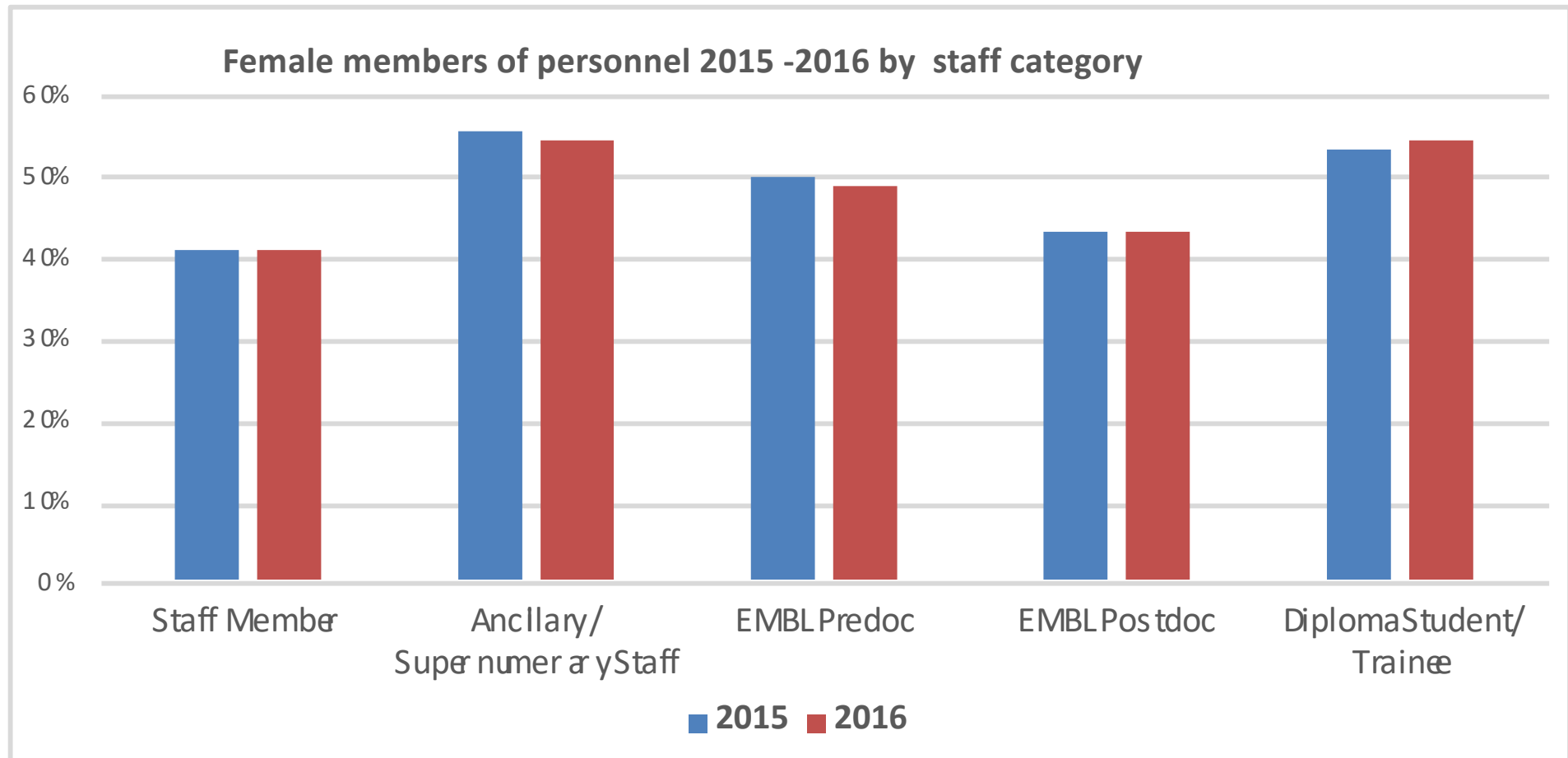
What questions are we asking?

- Is EMBL attracting women and men to apply for positions? Junior and senior? Admin, scientific and technical?
- How many women and men are shortlisted and interviewed by EMBL?
- How many women and men are appointed by EMBL?
- Once appointed, do women and men progress at the same rate?
- Is EMBL successful at retaining women and men?
- Are women and men offered Open Ended Contracts at equal rates?
- How are women and men represented in decision-making bodies?
- How can we collect and present data and improve diversity and inclusion at EMBL for **all** protected characteristics?

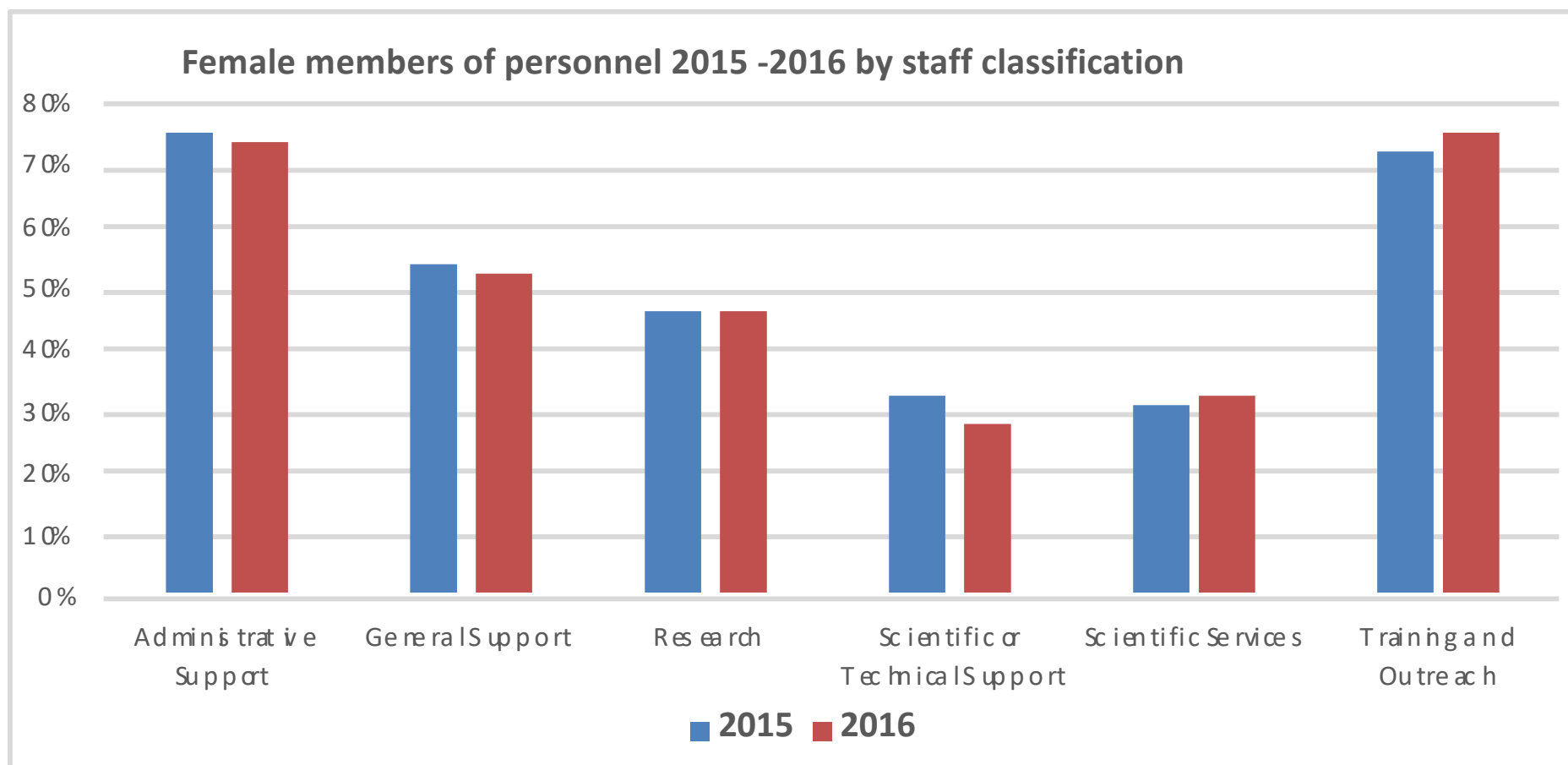
What are we measuring?

- Male / female split by grade, classification, category
- Gender split in recruitment
- Promotions and step increases by gender
- Part-time working and flexible working by gender
- Numbers taking paid and unpaid maternity leave
- Take up of paternity leave
- Take up of child sick leave by gender
- Gender split of Open-Ended Contracts
- Gender split in decision-making bodies and committees
- Gender split on senior recruitment panels

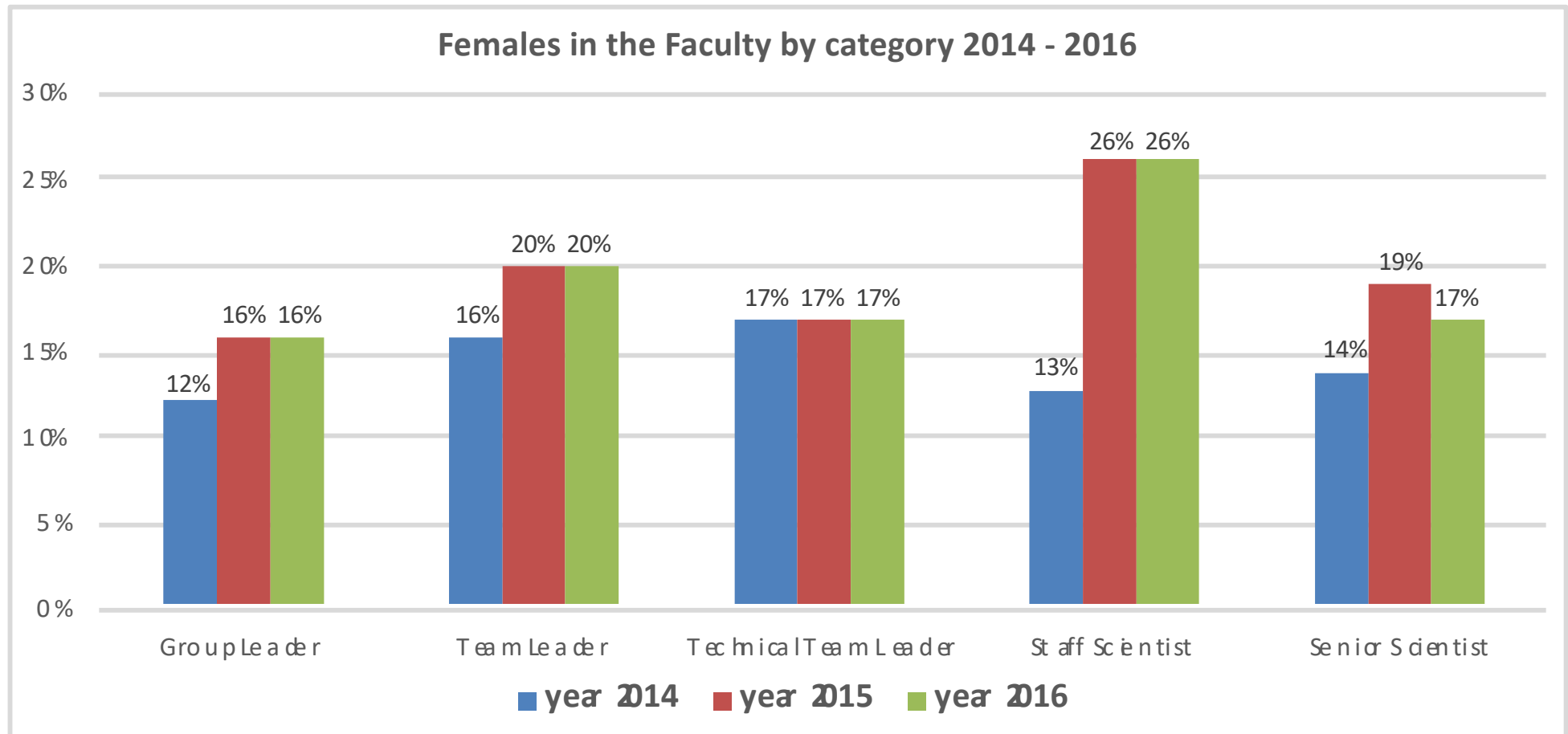
EMBL Statistics 2016



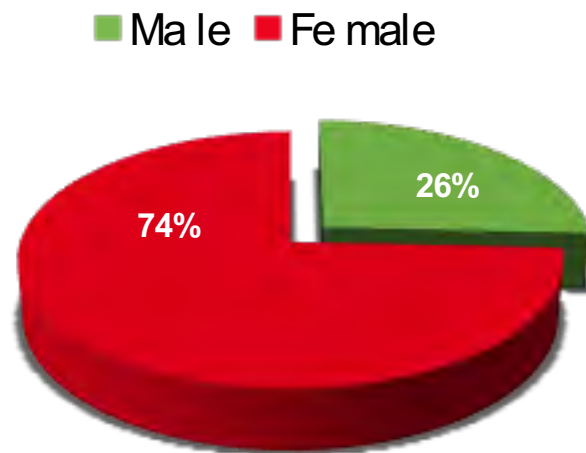
EMBL Statistics 2016



EMBL Statistics 2014-2016

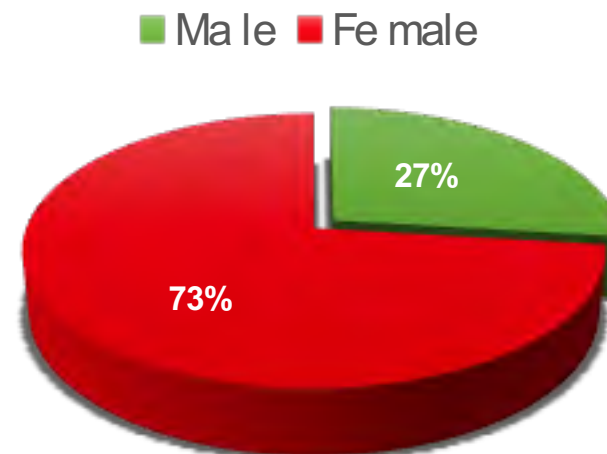


Gender split across EMBL-EBI of staff working part-time 2017-2018



April 2017

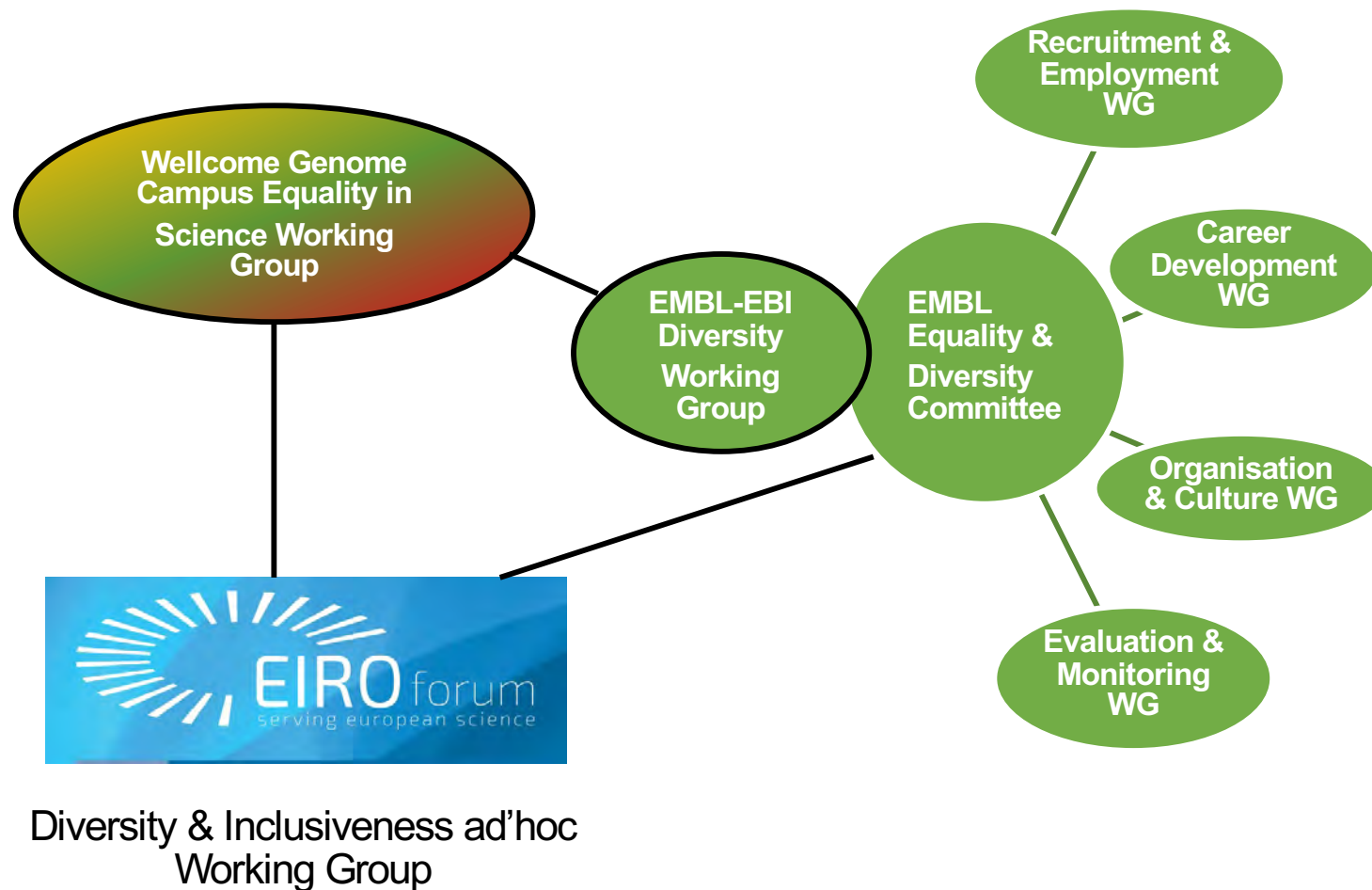
6.4% of staff work part-time
(26 women, 9 men)



April 2018

8% of staff work part-time
(38 women, 14 men)

Who are we working with?



Workshops, awards and training 2017-2018

- *Unlocking Potential Workshop*, Sep & Oct 2017
- *Debate: Women should leave academia to progress*, Nov 2017
- *Workshop: Steven Frost on Diversity at Work*, Nov 2017
- *Workshop: Entrepreneurship*, Dec 2017
- *International Women's Day Best Practice Awards*, 8 March 2018 (EMBL-EBI winner Elspeth Bruford)
- *Cultural Benchmarking Workshop*, 6 March
- *Flexible Working Workshops (managers & staff)*, 15 March
- *Careers Day*, 21 June
- *UN International Day of LGBTQ+ in STEM*, 5 July 2018
- *AdvanceHE / Athena Swan Audit*, June-July 2018

Summary

- Overall gender split at EMBL is 43%, EMBL-EBI 39% female, higher than 2017
- There has been a large growth in staff with an increase in the number of women at grades 5 and 6 (but the percentages are largely the same)
- Gender split in scientific & technical roles seems to be holding steady but not significantly increasing– a focus on senior appointments does increase numbers of female applicants
- Part-time workers are still overwhelmingly female but there are larger numbers of men and women working part-time
- A number of flexible working arrangements have been logged with HR since Jan 2018 and these are being monitored
- Keeping in Touch Days introduced during maternity leave
- Cultural benchmarking survey in Jan 2018 with Cambridge University carried out
- Agile recruitment to increase the numbers of female applicants for tech roles

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