

4th GENDER SUMMIT - EUROPE

European Commission, Charlemagne Building, De Gasperi Room
Brussels 30 June – 1 July 2014

REPORT FROM THE 2014 EUROPEAN GENDER SUMMIT
TO THE EUROPEAN COMMISSION AND EUROPEAN PARLIAMENT

Research and Innovation Quality through Equality

From Ideas to Markets: Excellence in mainstreaming gender into research, innovation, and
policy

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1. Executive Summary

With the inclusion of gender as a criterion of success in Horizon 2020, and in the European Research Area, the quest to mainstream gender into EU policies and programmes has taken a giant leap forward. Horizon 2020 introduces paradigm change in how the role of gender in science is perceived and addressed, namely as a cross cutting issue; as a dimension of research quality; and as an equality issue.

This Report summarises the discussions and recommendations of the 4th Gender Summit - Europe¹, held at the European Commission's Charlemagne venue in Brussels on 30 June and 1 July 2014. 350 participants from 40 countries, representing over 200 science organisations participated in the event.

The key conclusions of the Summit are:

- 1. The recent scientific evidence for the positive effect of gender balance and diversity on scientific quality, team performance, innovation, and business performance should be emphasized in all Horizon 2020 calls and in evaluation processes, including ERC and MSCA. The same applies to the positive benefits of incorporating gender dimension in research and innovation content.**
- 2. The assessment of gender in Horizon 2020 evaluation process, and as a criterion in funding decisions, needs explanation. This information should be available on the web to be shared by NCPs, applicants, evaluators and experts to ensure that each has the same understanding of the process. Participants at the Gender Summit also encourage broader training of evaluators on all of the criteria that may be relevant for ranking applications, including the gender dimension.**

When gender is explicitly flagged in individual Calls this should be supported by additional information explaining what is expected, for example that the role of gender should be considered in the objectives, the work plan, and in the expected impacts. This will help establish that applicants have conducted sex/gender analysis. It will also enable monitoring the number of projects that have developed a gender dimension and the new knowledge they will produce.

- 3. Since 2011, the evidence- and consensus-based approach advanced by Gender Summit - Europe has spread to other continents with new platforms created for North America, Africa, Asia and South America regions. Incorporating institutions, leaders, practitioners and experts from different continents transforms the Gender Summit into a global alliance for promoting harmonization of rules and practices to facilitate international collaboration and mobility, excellence, and societal advancement.**

2. Summary of Summit Discussions

A number of high-level EU policy makers have contributed their views to the 4th Gender Summit debate, including:

¹ <http://www.gender-summit.com>

² Commissioner's welcome message to the Summit

1. DG Research and Innovation Commissioner, Mrs **Maire Geoghegan Quinn** (through Welcome message)
2. EC Chief Scientific Adviser to the President, Prof **Anne Glover** (through Welcome message)
3. DG Joint Research Centre Director General, Mr **Vladimir Sucha** (Chair of Plenary session)
4. DG Research and Innovation Acting Deputy Director General, Dr **Peter Droell** (Keynote)
5. DG Energy, Director of New and Renewable Sources of Energy, Mrs **Marie Donnelly**
6. President of Science Europe, Prof **Paul Boyle** (Keynote)
7. Member of the Cabinet, DG RTD, Ms **Patricia Reilly** (Keynote)

Plenary speakers presented: new policy actions; new research; new advances in understanding the role of sex-gender and the impact of sex-gender differences on research results and outcomes; new advances in research methods. The participants debated a wide range of topics, from institutional policies to scientific discoveries, including:

- Policy actions taken in Horizon 2020; by Science Europe; and at national level by Research Council Norway. There is a need to encourage research funders in all Member States to adopt similar approaches to gender issues in science.
- New policy approaches and practices introduced by research performing organisations, with examples from VTT, Fraunhofer, CESAER, CERN and AIC.
- New roadmap for North America, sex-gender analysis research methods, user-led approaches to innovation, development of gender indicators, multi-stakeholder engagement, research cultures in knowledge production.
- New approaches to building and advancing human scientific capital: how to diversify and expand its potential; how to ensure institutional accountability; how to understand the steps defining women's science career paths; how to effectively create and manage collaborative science teams.
- Role of basic biology in determining female-male differences and how understanding these differences can benefit health services and economy, for instance through better biomarkers for psychiatric disorders, more effective stem cells therapies; better approaches to treating autoimmune diseases.
- Ways of improving methodologies commonly used in research to gather data, such as surveys; developing and delivering gender aware medical curriculum; making gender a key starting component in interdisciplinary innovation processes.
- Expanding Gender Summit as both a regional and a global platform for using evidence and consensus to address gender issues in science and create alliances and communities of leaders, practitioners and experts.

3. Notes on the Background

The EC vision advanced by the Commissioner Marie Geoghegan-Quinn is that **“Horizon 2020 provides a clear incentive to applicants to ensure a better gender balance in their research teams. If two proposals receive exactly the same scores on all other evaluation criteria, the gender balance will be one of the factors in deciding which proposal is ranked higher. Horizon 2020 also promotes the gender dimension in research and innovation content to ensure that it takes into account the needs, behaviours and attitudes of both women and men. This is the way to excellence...”**²

The HORIZON 2020 Work Programme (published so far for 2014-2015 only) introduces three important changes to how gender is perceived and addressed in the EU Framework Programmes. For the first time, gender is identified as a cross cutting issue, relevant across all themes; and it has been assigned a dual role: as a structural factor directed at improving the participation of women, and as a dimension in research content directed at improving quality of research and its outcomes.

² Commissioner's welcome message to the Summit

Flagged in the current H2020 Work Programme are 137 (out of 600) Call topics where gender has been identified as being relevant to the challenges that these Calls wish to address, and in the scope of the expected work. The cross cutting role of gender greatly expands the remit of the Framework Programmes by making gender relevant to areas where it was rarely mentioned before, i.e. Transport, Energy, Environment, Food Security and other themes.

Whilst gender equality is a concept that science community is well acquainted with, the concept of gender dimension in research content will be new to most researchers, and evaluators. Therefore, the aim of the 2014 European Gender Summit was to explain the different levels in knowledge production, application and communication where the inclusion of the gender dimension leads to improved quality of research and innovation. These efforts will continue in future summit events.

Since it was created in 2011, the European Gender Summit acted as a high-level platform for dialogue between the scientists, policy makers and gender research scholars and gender experts brought together to jointly assess and agree on the best, evidence-based gender equality strategies for science. The overarching theme is Research and Innovation Quality through Equality, but the reverse also applies, namely Equality through Research and Innovation Quality.

4. Explanatory Notes

1. The hosting of the 4th Gender Summit at the EU Charlemagne venue was supported by DG JRC.
2. The Programme can be seen at <http://www.gender-summit.com/index.php/programme>
3. The Policy Partners and Patrons of the Gender Summit included: the Research Council Norway and Elsevier. Plus, numerous science institutions from across Europe supported the Summit by enabling their representatives to attend.
4. Participants included representatives from 40 countries including many from outside Europe, for example USA, Canada, Mexico, South Africa, South Korea, Taiwan, Japan.
5. The convenors of the event were Portia Ltd³ and the Da Vinci Institute.
6. The Gender Summit builds on the approach for advancing gender equality and gender dimension in science developed by Portia as part of the FP7-funded genSET⁴, gender in science, project. Key to this approach is scientific evidence, dialogue involving all relevant actors, and consensus on common issues and recommendations what actions are most likely to deliver the improvements needed.
7. The Gender Summit started in Europe in 2011.
8. In 2013, the National Science Foundation (NSF) introduced Gender Summit – North America (GS3-NA), and with this step the NSF together with the GS3 - NA partners started the process of transforming Gender Summit into a global platform.
9. In 2015, Gender Summit – Africa will be introduced to Africa by South Africa's Human Sciences Research Council (HSRC), and in the same year Gender Summit – Asia Pacific will be introduced to Asia by a consortium of regional research funders led by Korea's Women in Science, Engineering and Technology (WISSET). In 2016, Gender Summit – Latin America will be introduced by Mexico's National Council of Science and Technology (CONACYT) to South America.
10. Further details regarding the content of this Report can be obtained from Dr Elizabeth Pollitzer, ep@portiaweb.org.uk

³ <http://www.portiaweb.org.uk>, responsible for scientific content and programme

⁴ <http://www.genderinscience.org>