The GENERA project: fostering gender equality and the importance of mixed teams in physics

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Gender Equality Network in Physics in the European Research Area

www.genera-project.com
GENERA: Project

- EU funded in the frame of H2020-GERI-2014-1
- Support to research organisations to implement gender equality plan
- Started in September 2015
- Funded for 3 years, 3.34 Mio Euro funding
- Long-term perspective beyond the project lifetime
GENERA Approach

• Gender equality traditionally addressed by Human Resources departments

• **NEW**: major institutions in a science (physics) community address gender equality from the scientific point of view together with experts in structural change

• **NEW**: top down
GENERA Top down

• Establish a high level Experts Board with expertise in the fields:
  – gender equality / organizational change
  – sociology of science
  – administration / human resources
  – policy making / funding of science
  – stereotypes / unconscious biases
  – cultural diversity
  – public relations

• Governing Board with a political role
Objectives (1)

• **Assess the status of gender issues** in the partner organisations.

• **Identify gaps in existing Gender Equality Plans** and determine specific needs or actions to enhance gender equality and women careers in physics.

• **Monitor and evaluate the existing activities** of the involved organisations.
Objectives (2)

• **Formulate customized GEPs** for all implementing organizations and create a roadmap for implementation of the GEPs in **physics** with the potential of application in other research fields.

• **Support involved organisations in implementing customized GEPs.**
Objectives (3)

- Create a network of RPOs, HEIs and RFOs to promote gender equality in physics.

- Set up a long-term monitoring system allowing RPOs and RFOs monitoring the impact of their GEPs in physics with the potential of application in other research fields.
Physics

Table top -> large multi-billion € research infrastructures

Individuals -> large international collaborations (e.g. CERN experiments)

Traditional fields / emerging interdisciplinary fields

Female physicists are traditionally underrepresented
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Female researchers in physics

• Underrepresentation not equally distributed in physics
  – varies with research topic
  – emerging fields attracting more female researchers
  – varies from country to country

• Examples of positive impact of mixed teams
Gender in Physics Days

• A concept to be developed in GENERA to raise awareness on the importance of gender equality in the countries and in the research organizations part of the GENERA project.

• Involving directly various levels of participants from junior and senior researchers, to management level personnel, policy makers and different stakeholders, internal or external, to the hosting organization.

• Typically a one day event with all GENERA partners invited

• Contributes to deriving the status of gender in physics in Europe
Gender in Physics Days

Main topics

1. Recruitment and Retention
2. Career and Progression
3. Work-life balance policies including work-environment
4. Practices in Gender equality promotion
Thanks a lot for your attention!

Project Information: [www.genera-project.com](http://www.genera-project.com)

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