Advancing gender balance and diversity at an intergovernmental organisation
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www.ebi.ac.uk
Our mission

- Deliver excellent research
- Deliver scientific services
- 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
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

Female members of personnel 2015 -2016 by staff category

- Staff Member
- Ancillary/Supernumerary Staff
- EMBL Predoc
- EMBL Postdoc
- Diploma Student/Trainee

2015 vs 2016
EMBL Statistics 2016

Female members of personnel 2015 -2016 by staff classification

- Administrative Support
- General Support
- Research
- Scientific or Technical Support
- Scientific Services
- Training and Outreach

2015 vs 2016
EMBL Statistics 2014-2016

Females in the Faculty by category 2014 - 2016

- Group Leader: 12% (2014), 16% (2015), 16% (2016)
- Team Leader: 16% (2014), 20% (2015), 20% (2016)
- Technical Team Leader: 17% (2014), 17% (2015), 17% (2016)
- Staff Scientist: 13% (2014), 26% (2015), 26% (2016)
- Senior Scientist: 14% (2014), 19% (2015), 17% (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?

- Wellcome Genome Campus Equality in Science Working Group
- EMBL-EBI Diversity Working Group
- EMBL Equality & Diversity Committee
- Recruitment & Employment WG
- Career Development WG
- Organisation & Culture WG
- Evaluation & Monitoring WG
- Diversity & Inclusiveness ad’hoc Working Group
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