

Webinar Gender & the 'Dissemination, Exploitation and Evaluation' Work Programme in H2020

19 September 2018

NCP-WIDE.NET - GenderAction – Yellow Window

Hand-out: background info and reading list

Resources on gender

Gender in EU-funded research toolkit (downloadable), available at:

<https://www.yellowwindow.com/genderinresearch>

Gender statistics database of the European Institute for Gender Equality: <http://eige.europa.eu/gender-statistics/dgs>

Resources on gender in research and innovation

- Gender in EU-funded research toolkit (downloadable), with case examples from 9 scientific fields, available at: <https://www.yellowwindow.com/genderinresearch>
- Gendered Innovations: concepts, definitions, methods, checklists, case studies and more about the integration of gender in research and innovation, available at: <http://genderedinnovations.stanford.edu/index.html>
- GEAR - Gender Equality in Academia and Research: online step-by-step guide on how to set up and implement a Gender Equality Plan, with references to examples, existing tools and instruments, suggestions to overcome barriers, and much more, via: <http://eige.europa.eu/gender-mainstreaming/toolkits/gear>
- Giovanna Declich and Luciano d'Andrea with TRIGGER partners (2017). *Triggering institutional change towards gender equality in science. Final Guidelines of the TRIGGER project*. The guidelines present experiences and learnings from seven different structural change projects: EGERA, FESTA, GARCIA, GenderTime, GenisLab, GENOVATE, INTEGER and STAGES, and thus represent informative reading to everyone active in this field. <http://triggerproject.eu/wp-content/uploads/2018/01/TRIGGERING-PAGG-SINGOLE.pdf>
- Gender and Equal Opportunities under Horizon 2020 – Theory and Practice under the EU's Current Framework Programme for Research and Innovation (2017), published by the German Federal Ministry of Education and Research (BMBF). https://www.bmbf.de/pub/Gender_and_Equal_Opportunities_under_Horizon_2020.pdf

Data and key figures

- She Figures 2015 investigates the level of progress made towards gender equality in research & innovation (R&I) in Europe. It is the main source of pan-European, comparable statistics on the representation of women and men amongst PhD graduates, researchers and academic decision-makers. The data also sheds light on differences in the experiences of women and men working in research – such as relative pay, working conditions and success in obtaining research funds. It also presents for the first time the situation of women and men in scientific publication and inventorships, as well as the inclusion of the gender dimension in scientific articles. https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf
- OECD statistics and country notes (2017): http://www.oecd-ilibrary.org/education/education-at-a-glance-2017_eag-2017-en
- Academic career paths, positions, conditions for access, salaries, etc. for different EU countries, by the European University Institute: <https://www.eui.eu/ProgrammesAndFellowships/AcademicCareersObservatory/AcademicCareersbyCountry>
- Gender statistics database of the European Institute for Gender Equality: <http://eige.europa.eu/gender-statistics/dgs>

On gender bias

- Workshop report focussing gender biases during evaluations: Viera, Marta Artiles; Locane, Maija; Pépin, Anne; Willis-Mazzichi, Viviane: Implicit Gender Biases during Evaluations: How to Raise Awareness and Change Attitudes? Workshop Report, Brussels 30-31 May 2017. Edited by Gender Sector of Unit B7-Science with and for Society, Directorate-General for Research and Innovation. Available online at https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/report_on_implicit_gender_biases_during_evaluations.pdf
- LERU (2018), Implicit Bias in academia: A challenge to the meritocratic principle and to women's careers – And what to do about it. URL: <https://www.leru.org/files/implicit-bias-in-academia-full-paper.pdf>

Videos & podcasts

- Video on unconscious bias, produced by the Libra EU-funded project on institutional change for gender equality: 'recruitment bias in research institutes, at: <https://www.youtube.com/watch?v=g978T58gELo>
- Podcast (46'): Can good leadership solve academia's gender and diversity problems? Keynote by Frank Dobbin, Professor in sociology at Harvard University, and a panel discussion about barriers and solutions with Dobbin, sociologist Arnfinn Midtbøen, recruitment expert Dyveke Hamza of the law firm Haavind, and Professor Gabrielle Griffin of the Centre for Gender Research at Uppsala University: http://kifinfo.no/en/2017/11/podcast-can-good-leadership-solve-academias-gender-and-diversity-problems?utm_source=Kilden%27s+newsletter+ENGLISH&utm_campaign=6b0422a643-EMAIL_CAMPAIGN_2017_12_04&utm_medium=email&utm_term=0_8e0566702b-6b0422a643-429056093
- Video prepared by the young French team of PhD students from WAX (Cf. <https://www.wax-science.fr/wax-quest-ce-que-cest/>) which had won the alternative "Science it's your thing" competition launched at the Gender Summit conference: <http://youtu.be/oWMbnOlwJas>
- Inspiring The Future - Redraw The Balance: a film <https://www.youtube.com/watch?v=qv8VZVP5csA&feature=share>
- Tutorials for Change. Gender Schemas and Science Careers: 4 online modules (presentations, transcripts and annotated bibliographies) <http://www.hunter.cuny.edu/gendertutorial/index.html>

Miscellaneous

- Book by Royal Society: *Parent Carer Scientist: fostering diversity in science*; online stories and a (downloadable) booklet about the lives of scientists, aimed at breaking down stereotypes: <https://royalsociety.org/topics-policy/diversity-in-science/parent-carer-scientist/>
- [Guidelines for using gender-sensitive language in communication, research and administration](#). This concise document provides practical suggestions to ensure that language and wording are not gender discriminatory.