

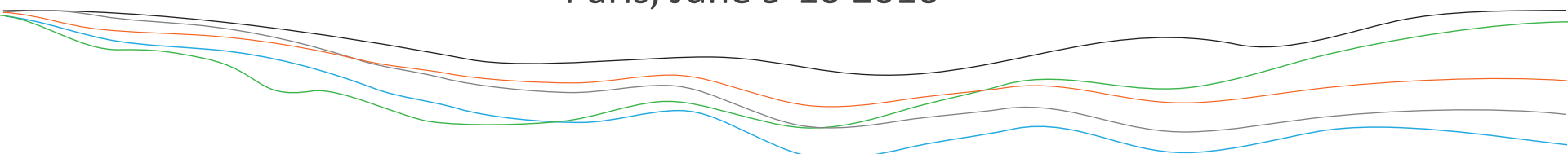
The GENERA project:

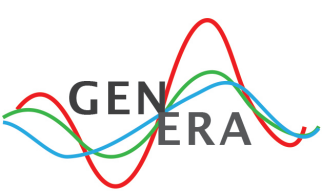
gender equality in physics in Europe

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**Université Paris Diderot – Laboratoire AstroParticule et Cosmologie
(CNRS contact)**

2nd Workshop on String Theory and Gender
Paris, June 9-10 2016



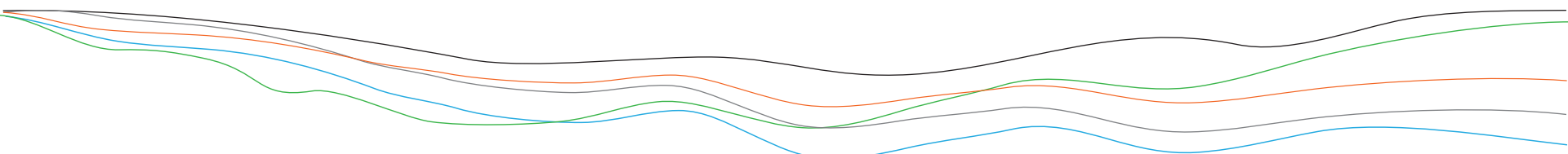


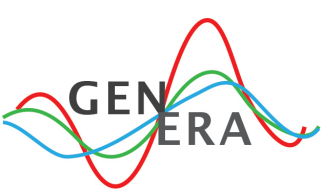
GENERA



Gender Equality Network in Physics
in the European Research Area

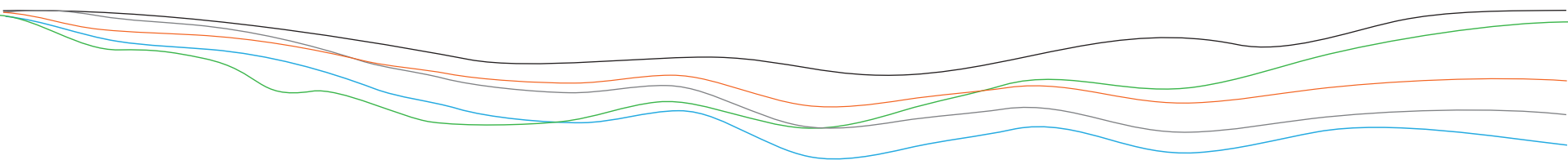
www.genera-project.com

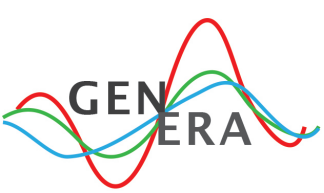




GENERA: Project

- EU funded in the frame of H2020-GERI-2014-1
- Started in September 2015
- Funded for 3 years, 3.34 Mio Euro funding
- Shall establish a long-term perspective beyond project lifetime





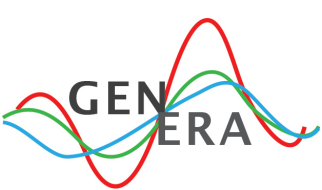
H2020-GERI-2014-1



Action provides support to RPOs and RFOs in order to **support systemic institutional changes**, in particular through the **implementation of Gender Equality Plans**, which shall:

- Conduct impact assessment / audit of procedures and practices,
- Implement innovative strategies to address gender bias
- Set targets and monitor progress via indicators at organisation level.

(RPO/RFO: Research Performing/Funding Organization)



Project Coordinator:
Dr. Thomas Berghöfer
DESY Hamburg

Consortium

Beneficiary
Associate
Observer

DIAS

Portia

Uni Birmingham

FOM

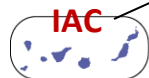
FRS-FNRS

CNRS

SNSF

Uni Geneva

CERN



Nordforsk

DESY

HGF

KIT

MPG

ESO

Uni Kraków

Joanneum Research

FWF

IFIN-HH

Uni Rijeka FDN

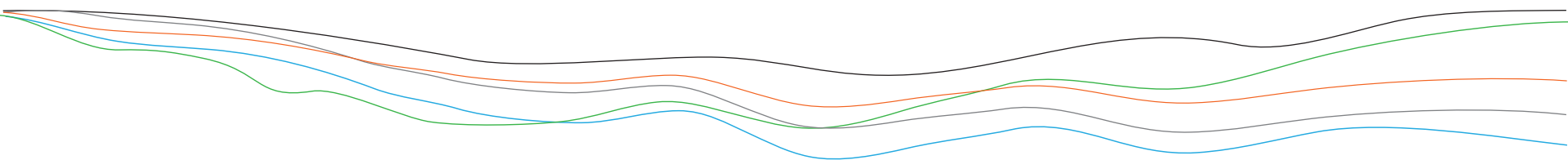
Ass. Donne e Scienza

CNR

INFN

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

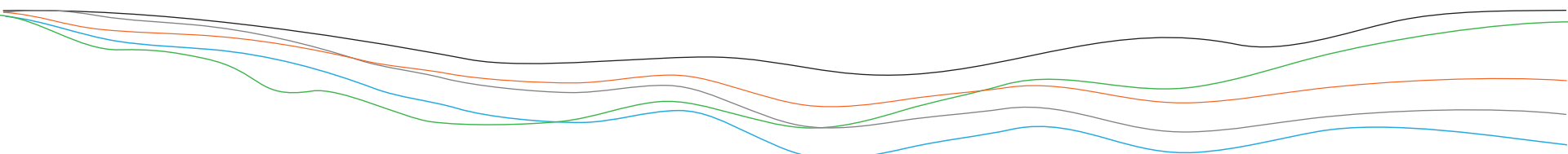


GENERA Top down

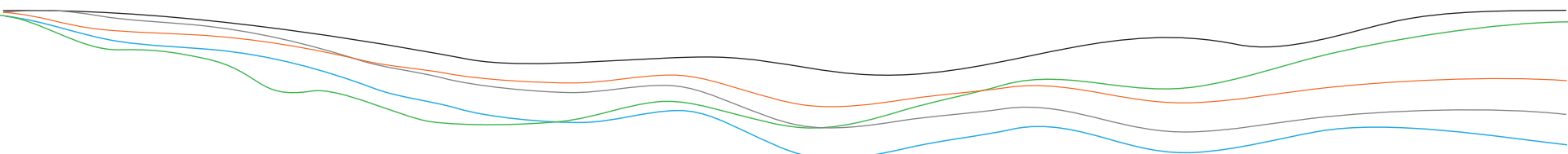
- Establish a high level Experts Board with expertise in the fields:
 - gender equality / organizational change
 - sociology of science
 - administration / human resources
 - policy making / funding of science
 - stereotypes / unconscious biases
 - cultural diversity
 - public relations
- Governing Board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

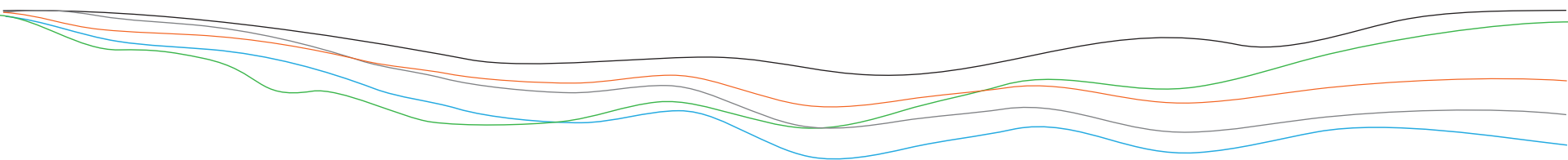


Objectives (2)

- **Create a toolbox to customize GEPs**
 - **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.



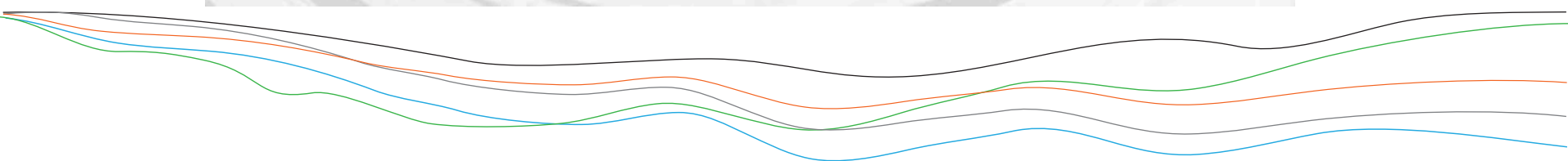
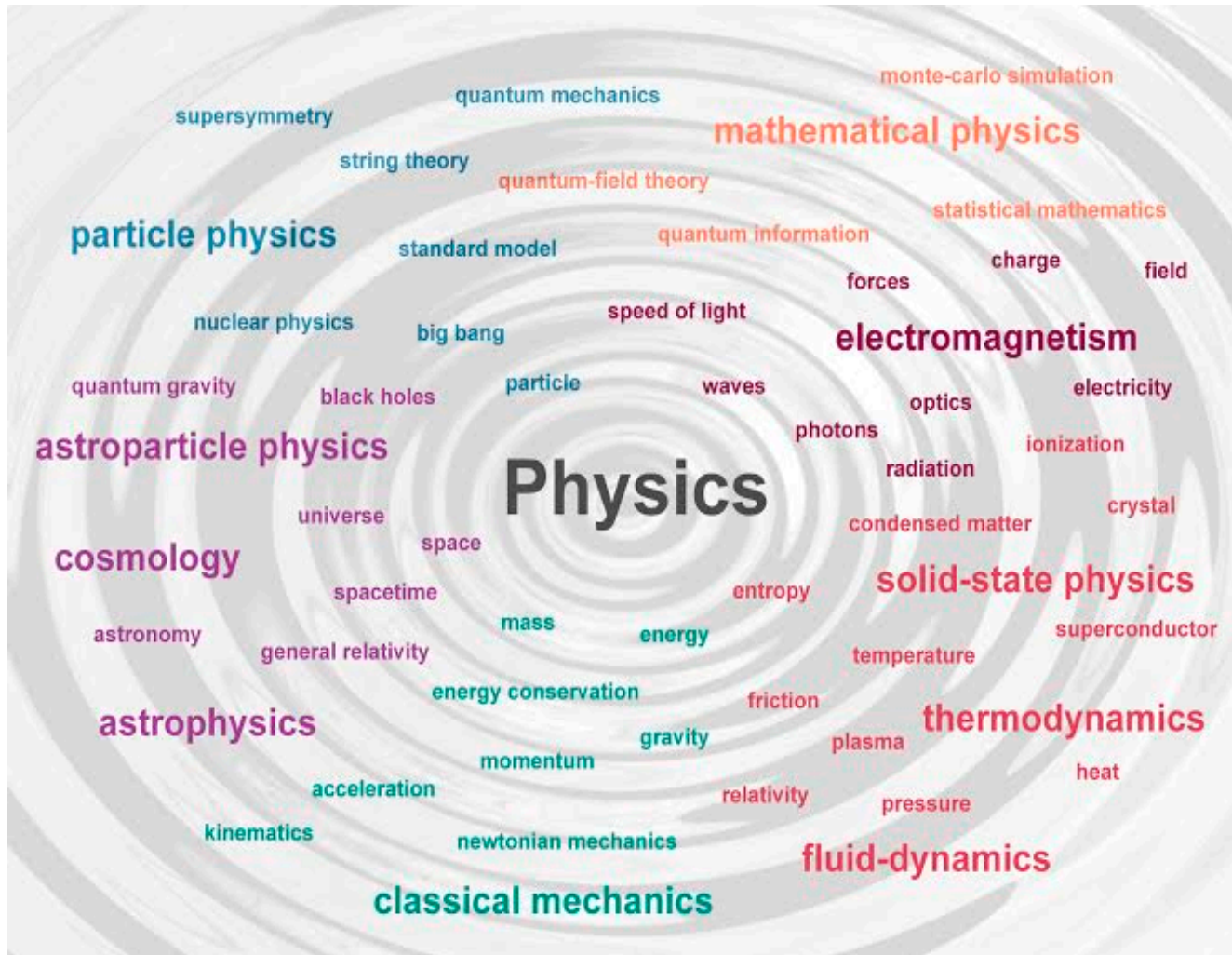
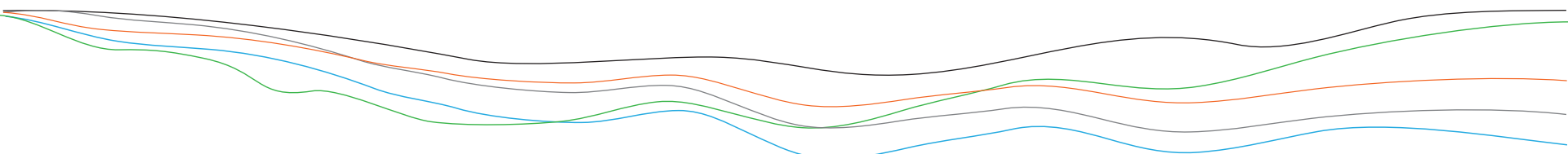


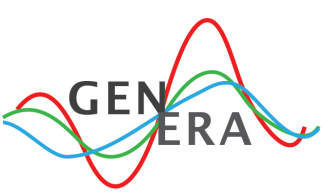
Table top -> large multi-billion € research infrastructures

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

Traditional fields / emerging interdisciplinary fields

Female physicists are traditionally underrepresented (variations with topic and with country)

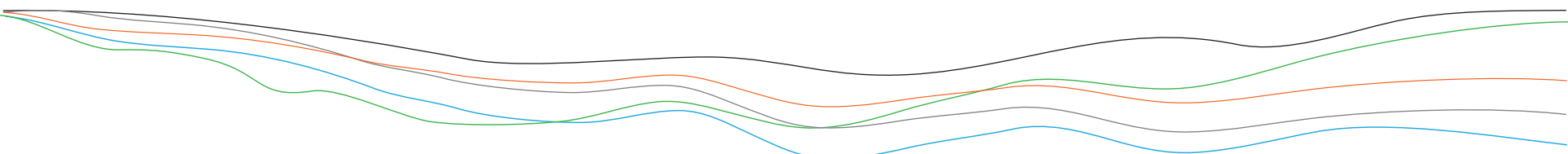


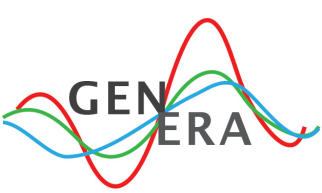


Gender in Physics Days



- A concept 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

Series of GinP Days will start on June 30, 2016 at DESY Hamburg

French GinP Day in Paris : October or November 2017

You are invited !

