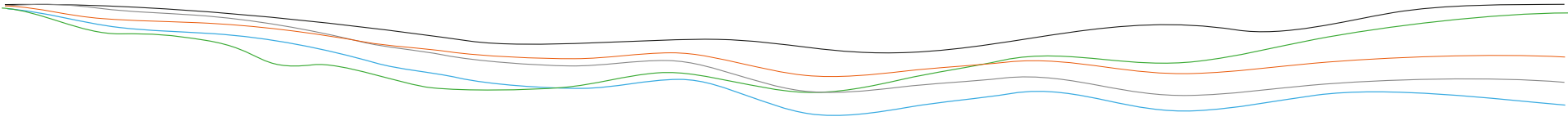




# Le projet GENERA

Thomas Berghöfer  
(le coordinateur – DESY, Hamburg)

Journée de l'égalité des genres en physique  
le 10 Janvier Paris Diderot

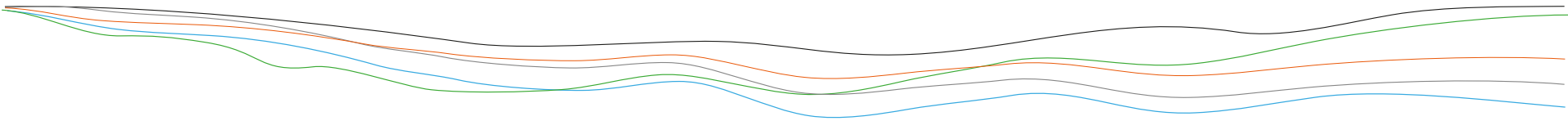




# GENERA

Gender Equality Network in Physics  
in the European Research Area

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





# Gender in Physics Days



Name

- ▶ GiP\_Day\_2016-11-01-Netherlands
- ▶ GiP\_Day\_2017-01-12-Germany
- ▶ GiP\_Day\_2017-01-26-Switzerland
- ▶ GiP\_Day\_2017-01-27-CERN-ESO-NORDFORSK
- ▶ GiP\_Day\_2017-05-10-Italy
- ▶ GiP\_Day\_2017-05-24-Austria
- ▶ GiP\_Day\_2017-06-29-Romania
- ▶ GiP\_Day\_2017-10-23-Spain
- ▶ GiP\_Day\_2018-01-10-France



<http://genera-project.com/index.php/gender-in-physics-days>

Material\_USB\_Stic > GENERA Gender in Physics Days



# GENERA in 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)



# GENERA: Project

- Started in September 2015
- 3 years lifetime, 3.34 Mio Euro funding
- 13 beneficiaries:
  - 11 physics related organizations
  - 2 professional support organizations for evaluation and outreach & valorization
  - Now 17 observers

# Consortium

13 Beneficiaries

3 Associates

17 Observers

DIAS

Portia

Uni Birmingham

Uni Manchester

FOM

FRS-FNRS

CNRS, CEA

SNSF

Uni Geneva

CERN

IAC

Uni Oslo

Nordforsk

Uni Vilnius

DESY

HGF, HZDR

KIT

MPG

Fraunhofer

ESO

Uni Kraków

IFMPAN Poznan

Joanneum Research

FWF

IFIN-HH

Uni Rijeka FDN

Intersection

Ass. Donne e Scienza

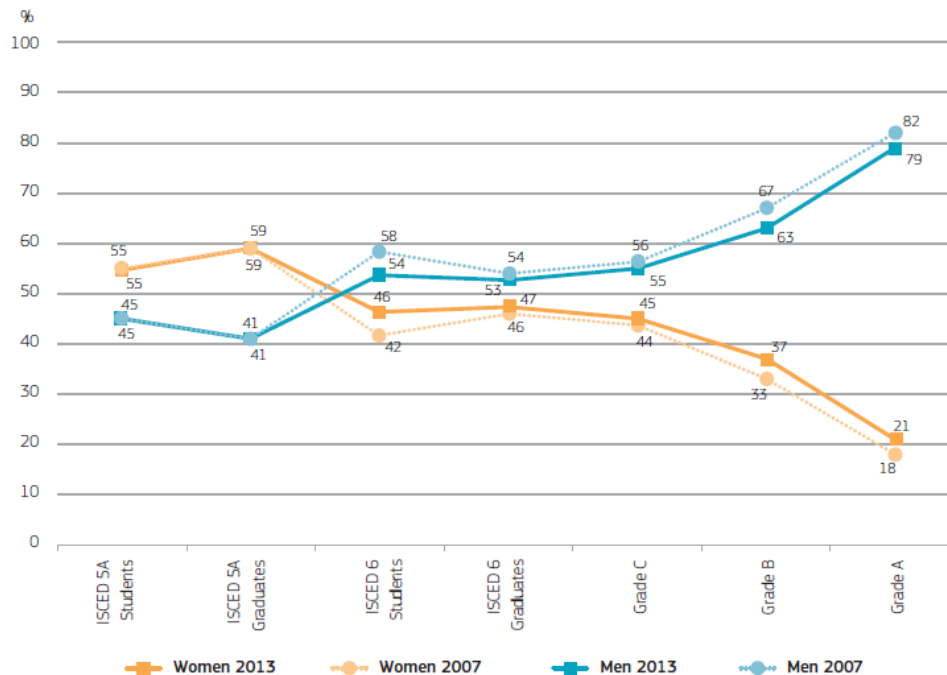
CNR

INFN

Weizmann Institute

# Proportion of women and men in a typical academic career

SHE figures 2015 (STEM fields)





# GENERA



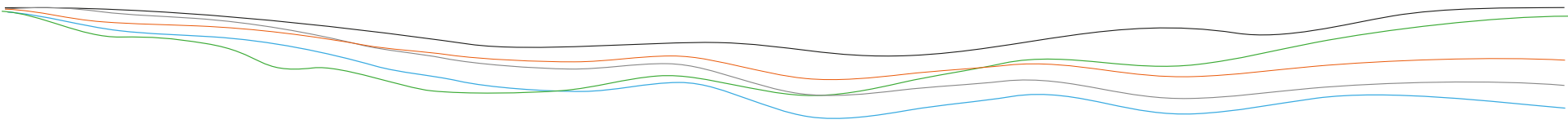
Following a **from physics for physics** approach:

physicists

- are trained in problem solving
- like to measure

In the following:

Measuring, monitoring, advancing gender equality, networking

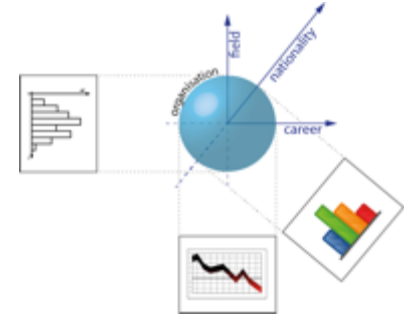






# GENERA: Measuring

- Data collection from HR departments  
=> GENERA needs to define a standard!
- Series of national Gender-in-Physics Days
- Interviews series with male/female scientists  
=> Bottom up view
- Ex-ante /ex-post evaluation interviews with managements of participating institutions  
=> Top down view





# GENERA: Monitoring

- Partner Joanneum Research (Austria) is in charge of
  - monitoring and evaluation of the implementation of GEPs
  - developing indicators for long-term monitoring in organizations
- Consortium shall establish a long-term networking of partners to allow a monitoring beyond the lifetime of the project
- High-level Gender Experts Board is monitoring the progress of the project



# GENERA: Advancing gender equality in physics related organizations



- GENERA approach:
  - Gender equality traditionally addressed by Human Resources departments
  - **NEW**: major institutions in a science (physics) community commonly address gender equality from the scientific point of view together with experts in structural change



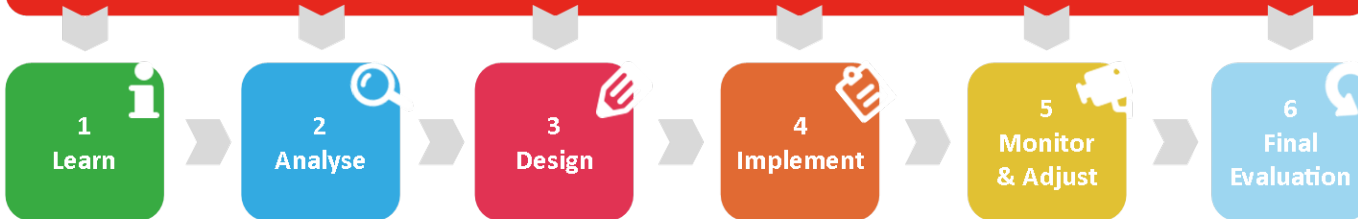
# GENERA: Advancing gender equality in physics related organizations

- Recipe:

- Directly involve the managements (Governing Board)
- Set up a group of **Implementation Managers** (one per organization)
- Prepare a **toolbox** with „good practice“ measures towards GE
- Feed in measures that especially support a culture of mixed teams in physics
- Describe the process in an **implementation roadmap**
- Support institutions in developing their individual GEPs
- Accompany the implementation process by a project internal **evaluation**
- **Networking** to gain visibility and become a big European movement



# GENERA Roadmap => Gender Equality Plan



Understand the structures of your organization and its rules

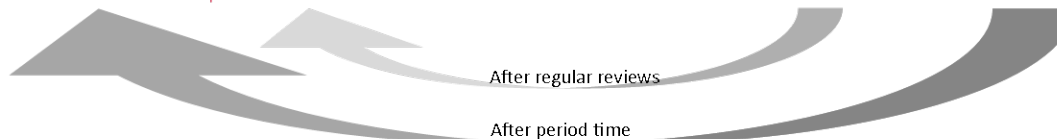
Analyse the state of affairs using gender indicators

Design a tailored Gender Equality Plan: define specific aims and develop measures to reach them

Implement your Gender Equality Plan and its measures

Monitor the progress and adjust the specific aims and measures

Based on the results adjust the Gender Equality Plan and move forward



# GENERA Toolbox: Example

Measures (Overview according Fields of Action)	Structural Integration of Gender Equality	Engaging Leadership	Flexibility, Time and Work Life	Presence and Visibility	Gender- inclusive / Gender- sensitive Organizational Culture	Gender Dimension in Research and Education
120% support Grant						
5-yearly Review of Employment Conditions at CERN						
Advice by international gender experts						
Anonymized Application Procedures						
Athéna - Programme d'Études Anticipées						
Awareness-raising activities						
Awareness-raising activities within head office and review boards						
Café con astrónomas						
Childcare						
Conferences for undergraduate Women in Physics						
Creating Futures in Science - workshop						
Directive for tendering scientific positions						
Diversity training in the context of research funding						
Do STEM - exhibition						
Employee Survey						
Equality on the intranet						
Exploring Gender and Culture - workshop						

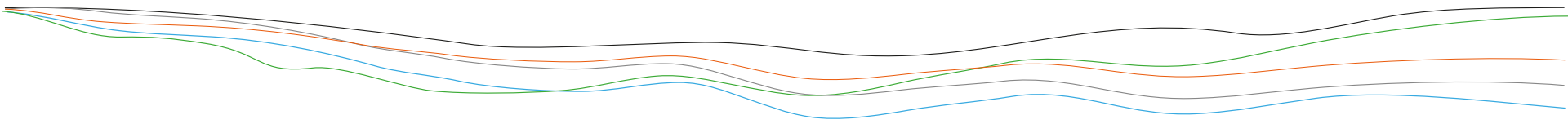


# GENERA: Networking beyond project lifetime



## Why?

- Long-term monitoring of progress
- Maximize the impact of GENERA
- Bring together gender equality supporters within physics as a driving force





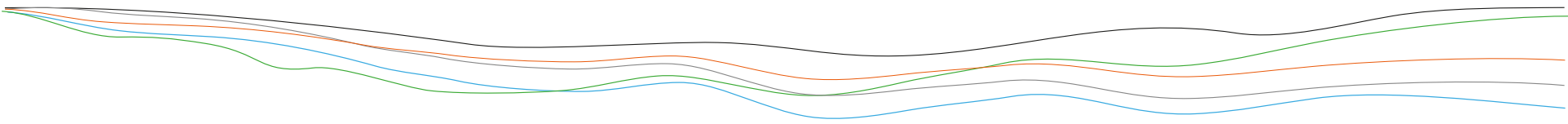
# GENERA: Networking beyond project lifetime



## How?

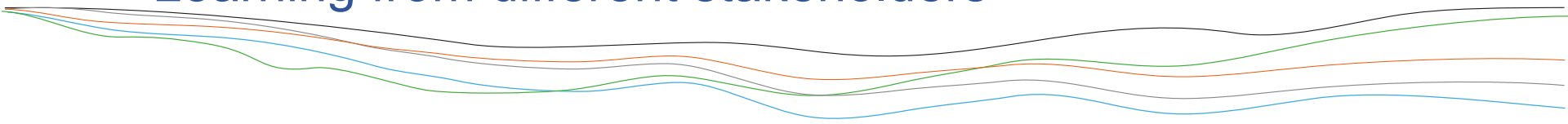
1. Letter of Intent: already signed by 20 institutions
2. 1<sup>st</sup> GENERA Networking workshop: Jan 22/23, London
3. Draft Memorandum of Understanding (MoU)
4. 2<sup>nd</sup> GENERA Networking workshop: TBD
5. Signing of MoU

Some support from EU (CHANGE project on setting up of communities of practice, 2018-21),





# Gender in Physics Days

- Raise awareness on the importance of gender equality
  - Create a forum to discuss gender equality issues within physics and the ERA
  - Get overview about initiatives in the respective country
  - Exchange experiences following a best practice approach
  - Learning from different stakeholders
- 

# Gender in Physics Days

“I didn’t know that the gender balance is still that bad in physics”  
(male)

“What happened in the last 20 years that nothing has changed?”  
(male)

“Excellence is the only criterion that counts, I managed to become a  
p r o f e s s o r !”  
(female)

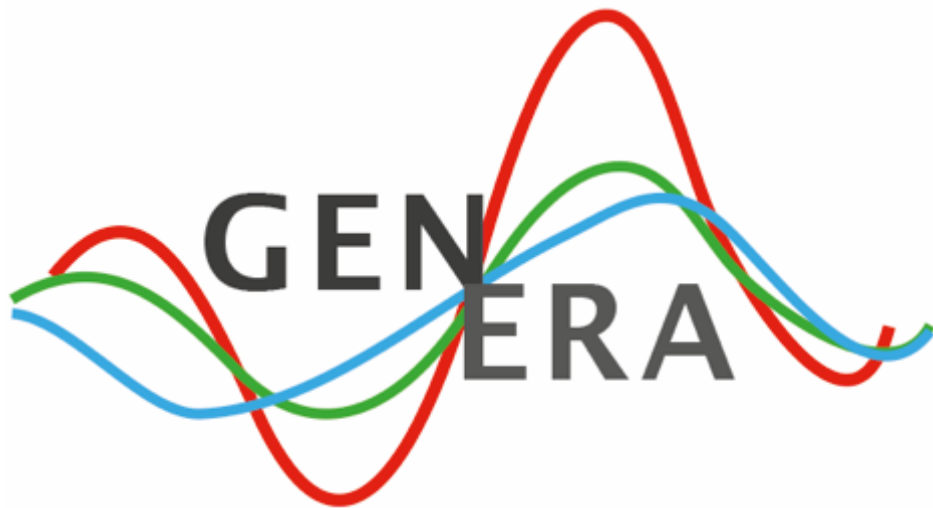
“I appreciate very much working in a gender mixed team led by a female  
professor. Already the language used in our group is much nicer.”  
(male)

“I managed to become a professor. I experienced sexual harassment and  
never expected such a tough and stony way to get into position.”  
(female)

# Gender in Physics Day (DESY)



Merci pour votre attention et  
bonne journée l'égalité des genres en physique!



Contact: [genera@desy.de](mailto:genera@desy.de)

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