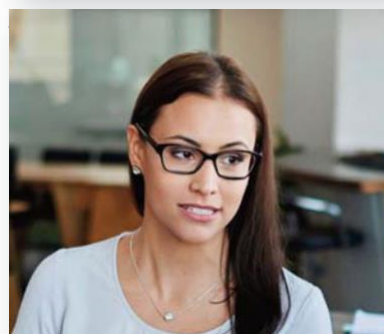


Equality and Status of Women in Research

Case studies of GRC participants' policies and
practices relating to gender equality in research

May 2016



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Equality and Status of Women in Research 2016

Case studies of GRC participants' policies and practice relating to gender equality in research

The Global Research Council (GRC) commissioned a report on the policies and practice of GRC participants relating to gender equality and the status of women in research. This report contains case studies identified through desk research and interviews for a cross-section of GRC participants across the five GRC regions. It also contains case studies from a selection of other research funders that may be of interest to GRC participants. The case studies are listed by topic, specifically:

1. Their interest in gender and diversity
2. Their gender related policies
3. Gender specific terms and conditions of funding
4. Gender specific funding schemes
5. Training and development schemes for female researchers
6. Gender-related data collection
7. Career progression of female researchers
8. Gender dimension in research
9. Other aspects of gender equality and diversity.

1. Interest in gender and diversity

Title	Organisation and Country
1. Gender Equality in Research Statement and Gender Equality Action Plan 2015	Australian Research Council (ARC), Australia
2. NSERC Policy Statement on Gender Equality in Science and Engineering 2011	Natural Sciences and Engineering Research Council (NSERC), Canada
3. Science and Gender	Ministerio de Ciencia y Tecnología y Telecomunicaciones (MICITT), Costa Rica
4. Gender Equality Plan	European Research Council (ERC), Europe
5. The Mission for the Place of Women	Centre national de la recherche scientifique (CNRS), France
6. Office for Diversity and Inclusion	Japan Science and Technology Agency (JST), Japan
7. SNSF Mission Statement on Equality between Women and Men	Swiss National Science Foundation (SNSF), Switzerland

1. Australian Research Council (ARC), Australia

Gender Equality in Research Statement and Gender Equality Action Plan, 2015

The Australian Research Council (ARC) Gender Equality in Research Statement outlines the principles of gender equality within the National Competitive Grants Programme funding schemes. The ARC believe that all researchers should have the same opportunity and access to research funding irrespective of gender. The Statement outlines the underlying principles, expectations and support for gender equality within their funding schemes. ARC grants offer supported participation in the research workforce for all diversity groups, including indigenous researchers and women.

The ARC Gender Equality Action Plan outlines the activities they are doing during 2015–16. Their Gender Equality in Research webpage brings together in one place the current activities that the ARC have in place to support gender equality, including gender disaggregated data and stories recognising outstanding women in research.

The ARC also have an organisational Workplace Diversity Plan which addresses equality on an organisational level.

www.arc.gov.au/gender-equality-research-statement

www.arc.gov.au/arc-gender-equality-action-plan-2015-16

www.arc.gov.au/news-media/news/arc-launches-workplace-diversity-programme-and-reconciliation-action-plan

2. Natural Sciences and Engineering Research Council (NSERC), Canada

NSERC Policy Statement on Gender Equality in Science and Engineering (2011)

Promoting careers for women in the natural sciences and engineering is a priority for the Natural Sciences and Engineering Research Council of Canada (NSERC). They are committed to increasing the number of women in these fields, facilitating the accommodation of career and family, and nurturing mentorship.

“We are people who respect and value the contributions of others. We are enriched by the diversity of people with whom we work and interact, and continuously learn and grow through these interactions.”

NSERC’s programmes and peer review system are designed to ensure fair treatment of all applicants. They are committed to monitoring for gender bias in the evaluation of any submission.

NSERC believe that all Canadians should have every opportunity to participate fully in science and engineering and strongly encourages both women and men to consider entering careers in these fields. NSERC recognises that challenges remain in achieving the full participation of women in science and engineering careers. They are committed to identifying and eliminating barriers that may exist within their own programmes and working together with other stakeholders, when appropriate, to do the same.

www.nserc-crsng.gc.ca/NSERC-CRSNG/Politiques-Politiques/Wpolicy-Fpolitique_eng.asp

3. Ministerio de Ciencia y Tecnología y Telecomunicaciones (MICITT), Costa Rica

Science and gender

The Ministerio de Ciencia y Tecnología y Telecomunicaciones (MICITT) Science and Gender programme aim to encourage scientific and technological vocations equally for women and men. They seek to:

- To analyse the different gender gaps in the production, use and access to science and technology.
- Promote the contributions of women to science and technology.
- Seek to inform and motivate students and professionals to select and / or remain in science and technology, increasing the current and future labour force.
- Coordinate with various institutions, organisations and companies interested in closing the gender gap in science and technology.

www.micit.go.cr/index.php?option=com_content&view=article&id=610&Itemid=916

4. European Research Council (ERC), Europe

Gender Equality Plan (2014-2020)

As a funder the European Research Council have developed their own Gender Equality plan in line with the principles of Horizon 2020.

The main objectives are:

- To continue raising awareness about the ERC gender policy among potential applicants
- To improve the gender balance among researchers submitting ERC proposals in all research fields and within the ERC teams
- To continue identifying and removing any potential gender bias in the ERC evaluation procedure
- To continue monitoring possible differences in gender specific careers and academic posts, following the ERC grants
- To embed gender awareness within all levels of the ERC processes, from creating awareness about the ERC to grant signing, while keeping the focus on excellence
- To strive for gender balance among the ERC peer reviewers and other relevant decision making bodies, aiming at a minimum participation of the underrepresented gender while taking into account the situation in the field of the action. Also, the proportional representation of genders should be at least equal to that of the applications by the underrepresented sex in the advanced grants in the same area, aiming at the level of 40% in the future.

https://erc.europa.eu/sites/default/files/document/file/ERC_ScC_Gender_Equality_Plan_2014-2020.pdf

5. Centre national de la recherche scientifique (CNRS), France

The Mission for the Place of Women

By creating the 'Mission pour la place des femmes au CNRS' in July 2001, CNRS became the first public research institution in France to set up a dedicated structure aimed at fostering gender equality within the organisation and promoting the full participation of women to scientific research. Reporting directly to the Presidency of CNRS, the Mission have four main areas of action and have developed strong partnerships at national, European and international levels. CNRS currently have 37.3% women among CNRS junior researchers but only 26.7% women among CNRS senior researchers. The four main areas of priority for the mission are:

- Fostering gender equality within CNRS
- Promoting gender(ed) research
- Outreach to young women, female role models, profile raising
- Developing networks and partnerships.

www.cnrs.fr/mpdf/?lang=en

6. Japan Society for the Promotion of Science (JST), Japan

Office for Diversity and Inclusion

Japan Science and Technology Agency (JST) have a high level of commitment to equality and diversity and have established an Office for Diversity and Inclusion in December 2013. They recognise the value of equality and diversity for innovation and benefiting from the abilities of all researchers, irrespective of gender, age and nationality, for the benefit of the research system and society. They have an organisational statement on diversity and a biannual meeting on diversity that all staff must attend. They will host a Gender Summit in 2017 (see case study 57).

The Japanese Government require organisations, including funding agencies, to increase their ratio of female staff and publish the data annually. Within the research system, the target is for the ratio of female researchers to almost

double by 2020, e.g. from 11% to 20% in the natural science, and 8% to 15% in engineering. From 2016 JST will take these targets into account in the evaluation of funding applications.

www.jst.go.jp/diversity/

7. Swiss National Science Foundation (SNSF), Switzerland

SNSF Mission Statement on Equality between Women and Men

The Swiss National Science Foundation (SNSF) are committed to equality between women and men. They actively undertake measures to distribute opportunities equitably and to support the equal and balanced participation of women and men in all functions, on all boards and across all programmes.

The SNSF defines equality as a responsibility to gender mainstreaming anchored in all activities of its research council and administrative offices. The SNSF set their goals in the area of equality and monitors progress by regularly collecting relevant data.

In order to achieve equality in practice, the SNSF apply targeted measures to eliminate existing gender-based disadvantages.

www.snf.ch/SiteCollectionDocuments/wom_leitbild_gleichstellung_e.pdf

2. Gender related policies

Title	Organisation and Country
8. Research Opportunity and Performance Evidence	Australian Research Council (ARC), Australia
9. Tri-Agency Equity Working Group	NSERC, Social Sciences and Humanities Research Council (SSHRC), Canadian Institutes of Health Research (CIHR), Canada
10. Institutional Transformation for Effecting Gender Equality (INTEGER)	European Union
11. A Gender Neutral Process – A Qualitative Study of the Evaluation of Research Grant Applications 2014	Swedish Research Council (SRC), Sweden
12. Requirements for Funding Applications	NIHR, UK
13. Guidance Documents for Equality and Diversity	Research Councils UK (RCUK), UK
14. Role Model film to Encourage Board Membership	Research Councils UK (RCUK), UK
15. The Committee on Equal Opportunities in Science and Engineering (CEOSE)	National Science Foundation (NSF), USA

8. Australian Research Council (ARC), Australia

Research Opportunity and Performance Evidence (ROPE), 2011

Research Opportunity and Performance Evidence (ROPE) is a selection criteria introduced by the Australian Research Council (ARC) to help provide a more realistic consideration of a researcher's capabilities and assist those who have had career interruptions for family and other reasons.

ROPE aims to ensure the assessment processes accurately evaluate a researcher's career history relative to their current career stage, and considers whether their productivity and contribution is commensurate with the opportunities that have been available to them.

ROPE provides a framework within which the quality and benefit of achievements is given more weight than the quantity or rate of particular achievements. It considers working arrangements, career histories and personal circumstances and provides an acknowledgement of research performance given the opportunities available.

In 2014 ARC released their ROPE statement to provide applicants and assessors with information regarding the principles and implementation of ROPE across the NCGP schemes.

ARC and the National Health and Medical Research Council (NHMRC) agreed to change how they assess research publications in grant applications from women with interrupted careers. The ARC extend the period taken into account, while the NHMRC will consider any nominated five years of an applicant's career, rather than simply the previous five years.

www.arc.gov.au/arc-research-opportunity-and-performance-evidence-rope-statement
www.nhmrc.gov.au/

9. Natural Sciences and Engineering Research Council (NSERC), Social Sciences and Humanities Research Council (SSHRC), and the Canadian Institutes of Health Research (CIHR), Canada

Tri-Agency Gender Equity Working Group

The Presidents of CIHR, NSERC and SSHRC are harmonising of the agencies' gender and equity related policies and activities, where relevant through the Tri-Agency Gender Equity Working Group. This follows the Council of Canadian Academies Expert Panel on Women in University Research 2012 report 'Strengthening Canada's Research Capacity: The Gender Dimension'. This included an analysis of the agencies' current policies and practices related to encouraging women and reducing barriers to their participation in research.

10. European Union

Institutional Transformation for Effecting Gender Equality (INTEGER)

In 2009, inspired by the ADVANCE Program created by the US National Science Foundation, the European Commission launched a new set of calls for proposals as part of the Science-in-Society Work Programme of the 7th Framework Programme (FP7), which sought to directly support research institutions in engaging in structural change through the implementation of tailored gender equality plans, and subsequently in Horizon 2020.

The EU-funded INTEGER project's aim is to create institutional transformation in order to establish an environment in which women and men can perform equally. The INTEGER project's aim is to address gender imbalances in STEM, at both institutional-level (i.e. targeting the institution as a whole) and local-level (faculties/institutes/schools) through the implementation of Transformational-Gender Action Plans (T-GAPs) based on detailed baseline data assessments carried out in three institutions.

The INTEGER project was funded in the first call for proposals. Subsequent funding calls have helped create a community of practitioners and evaluators, which have now started to share results and best practices.

www.integer-tools-for-action.eu/en/institutional-page/about-the-integer-project

11. Swedish Research Council (SRC), Sweden

[A gender neutral process – A qualitative study of the evaluation of research grant applications 2014](#)

This 2014 study aimed to investigate the Swedish Research Council's (SRC) evaluation process from a gender equality perspective and to make recommendations for improvements. This followed a previous study and recommendations. The study showed a number of effective measures including training initiatives which have led to a greater awareness of gender equality issues and a clearer role for the Council's staff. Concrete measures, such as pre-determined seating arrangements for meetings, have also improved the group dynamics in the evaluation panels from a gender equality perspective. Another positive change is new procedures in one of the scientific councils, whereby prioritisation and proposal for funding are no longer dealt with in the same forum.

At the same time, the observations point to the importance of the Swedish Research Council continuing its active work towards gender equality. To further ensure the quality of the evaluation process, there is a need to apply a gender equality perspective consistently throughout the process. Furthermore, the link between gender equality and quality should be conveyed more explicitly to the reviewers.

An overall conclusion from the observations is that when various informal structures or unstated assessment criteria have an influence on the evaluation process, this has an adverse effect on gender equality. To minimise the impact of these, the authors propose a greater formalisation of the process. The proposals are specified in the form of 14 recommendations grouped under three main headings:

- 1) Formalise and clarify roles
- 2) Formalise criteria and instructions
- 3) Formalise and structure discussions

www.festa-europa.eu/public/swedish-report-gender-neutral-process-qualitative-study-evaluation-research-grant-application

12. National Institute for Health Research (NIHR), UK

[Requirements for funding applications](#)

Since 2011 the NIHR requires medical schools applying for biomedical research centre and unit (BRC/BRU) funding to hold a Silver Athena SWAN Award.

The Athena SWAN Charter was established in 2005 in the UK by the Equality Challenge Unit (ECU) to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women. Awards are available at either organisational or department level, awarded at gold, silver or bronze categories. Currently in the UK there are 137 Athena SWAN members, holding 536 awards between them.

www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-members/

www.medschools.ac.uk/AboutUs/Projects/Athena-SWAN/Pages/Athena-SWAN-and-Medical-Schools.aspx

13. Research Councils UK (RCUK), UK

Guidance Documents for Equality and Diversity

Research Councils UK (RCUK) have produced a number of guidance documents in order to clearly state their position on equality and diversity, they include:

- RCUK Expectations for Equality and Diversity targeted at RPOs
- RCUK staff Equality and Diversity Guidance for Funding - an internal document aimed at RCUK staff
- RCUK staff Equality and Diversity Policy Statement - an internal document aimed at RCUK staff

The RCUK Expectations for Equality and Diversity states 'RCUK expects that equality and diversity therefore is embedded at all levels and in all aspects of normal research practice'. The guidance for funding and policy statement documents both provide support and also clear instruction for all employees, job or funding applicants and other stakeholders on equality and diversity dimensions within their work. RCUK use the term diversity widely and try not to differentiate between the protected characteristics defined in UK Equality Act 2010, which are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. Their wider focus on diversity means that they do not consider it appropriate to have any gender specific awards or schemes.

www.rcuk.ac.uk/RCUK-prod/assets/documents/skills/EqualityStatement.pdf

www.rcuk.ac.uk/RCUK-prod/assets/documents/terms/EqualityandDiversityGuidanceforResearchFunding.pdf

www.rcuk.ac.uk/RCUK-prod/assets/documents/terms/EqualityandDiversityPolicy.pdf

14. Research Councils UK (RCUK), UK

Action plan to improve the gender balance on RCUK Councils, 2014

Research Councils UK (RCUK) have agreed an action plan as a driver for improving the gender balance of the governing Councils for the seven Research Councils. The plan is continually monitored and updated by a cross-council working group and acknowledges that aspirational targets are different for each council depending on their own disciplinary circumstances.

Review of the applications for Council membership demonstrated that the number of women interviewed and subsequently appointed was comparable to the proportion of female applicants. However, the diversity of the applicant pool in the first place needed improving. As a result the group agreed that actions should concentrate on increasing the numbers of quality applications from women to the Research Councils.

www.rcuk.ac.uk/RCUK-prod/assets/documents/skills/OutcomeofRCUKDiversityinPublicAppointments2014.pdf

Role model film to encourage Board membership

Research Councils UK (RCUK) have commissioned a short film showing current and former members of a number of the Research Council boards talking about their experiences as a member, the benefits, how they have contributed; and what is required as a member. The film emphasises the need for a diverse membership on our respective Councils, and encourages those who may be unsure whether they are the right people for the role and highlights the importance of a broad perspective. All the individuals that speak in this film are high achieving women from the research community.

www.rcuk.ac.uk/RCUK-prod/assets/documents/skills/Grantsawardedandsuccessrates.pdf

15. National Science Foundation (NSF), USA

The Committee on Equal Opportunities in Science and Engineering (CEOSE)

CEOSE are a congressionally mandated advisory committee to the National Science Foundation (NSF). CEOSE advise the NSF on policies and activities of the Foundation to encourage full participation of women, minorities, and persons with disabilities in scientific, engineering, and professional fields, CEOSE submit biennial reports to Congress.

The NSF also have an office of diversity and inclusion which develops and issues policies. A broadening participation working group recommended in a 2011 report that the science and engineering fields should match the race and ethnicity of the US population.

www.nsf.gov/od/broadeningparticipation/Summary_PathwaysToBroadeningParticipationInResponseToCEOSE2011-2012Recommendation_Nov2014.pdf

3. Terms and Conditions of Funding

Title	Organisation and Country
16. Gender Equality in Research Statement 2015	Australian Research Council (ARC), Australia
17. Family Friendly Policies	German Research Foundation (DFG), Germany
18. Maternity, Paternity, Shared Parental and Adoption Leave and Pay conditions	Research Councils UK (RCUK), UK

16. Australian Research Council (ARC), Australia

Gender Equality in Research Statement, 2015

The Australian Research Council (ARC) Gender Equality in Research Statement outlines the principles of gender equality within the National Competitive Grants Programme funding schemes. ARC expects eligible organisations will:

- meet any relevant legislative requirements in relation to gender (including the Workplace Gender Equality Act 2012)
- have policies and procedures in place to support the progressions and retention of women in the research workforce.

The ARC Discovery Early Career Researcher Award and Future Fellowship schemes assists researchers who have experienced career interruptions, e.g. due to maternity/paternity leave and child caring responsibilities, to extend the period of eligibility by up to four years. Researchers who are primary carers of dependent children are able to extend their eligibility by two years for each dependent child (not limited to four years). The ARC have funding guidelines for flexible working for each scheme, including part-time arrangements.

www.arc.gov.au/gender-equality-research-statement

www.arc.gov.au/leave-and-part-time-arrangements

17. German Research Foundation (DFG) – Germany

Family Friendly Programmes

DFG funding schemes have flexible family friendly policies. Funding allows for extension of grants for career breaks, replacement personnel, working part-time, maternity for up to 14 months and paternity leave.

http://dfg.de/en/research_funding/principles_dfg_funding/legal_aspects/fixd_term_temp_contracts/index.html

18. Research Councils UK (RCUK), UK

Maternity, Paternity, Shared Parental and Adoption Leave and Pay conditions

This comprehensive briefing provides information relating to Maternity, Paternity, Shared Parental and Adoption Leave and Pay for Research Council funded researchers. Key points include:

- Research Council funded students are entitled to up to 26 weeks of maternity leave on full stipend and a further 26 weeks of unpaid maternity leave.
- Partners are entitled to up to 10 days paid Ordinary Paternity Leave on full stipend.
- Partners may be entitled to up to 50 weeks of Shared Parental Leave; this may include paid and unpaid leave, depending on the individual circumstances, any paid leave should be at full stipend.
- There is no qualifying period for maternity, paternity, shared parental or adoption leave e.g. a student can take leave regardless of when they commenced their studies.
- Students may opt to study part-time (at least 50%) following a change in their personal circumstances.

www.rcuk.ac.uk/RCUK-prod/assets/documents/skills/RCUKMaternityBriefing.pdf

4. Gender specific funding schemes

Title	Organisation and Country
19. APEC Women in Research Fellowships	Australian Research Council (ARC), Australia
20. ARC Australian Laureate Fellowship Scheme	Australian Research Council (ARC), Australia
21. Chairs for Women in Science and Engineering (CWSE) Program	Natural Sciences and Engineering Research Council (NSERC), Canada
22. Award Career Development Programme	AWARD, Kenya
23. Human Resource Development for Health Research	Indian Council of Medical Research (ICMR), India
24. Aspasia	Netherlands Organisation for Scientific Research (NWO), The Netherlands
25. Marie Heim-Vogtlin (MHV) Awards	Swiss National Science Foundation (SNSF), Switzerland
26. Advance Programme	National Science Foundation (NSF), USA

19. Australian Research Council (ARC) Australia

APEC Women in Research Fellowships

This scheme provides financial support for high-achieving female researchers from developing Asia-Pacific Economic Cooperation (APEC) economies to pursue research opportunities in partnership with Australian education and research institutions. It is administered by the Department of Industry, Innovation and Science through the Royal Melbourne Institute of Technology (RMIT) University.

It aims to encourage the mobility of postdoctoral female researchers in the APEC region. It is designed to assist with the particular challenges female researchers face in undertaking cross-border research activities, such as arrangements and financial support for child care.

Up to ten fellowships are awarded annually, with two fellowships offered to early career researchers with fewer than five years' research experience, to facilitate a research project of between one and four months.

www.rmit.edu.au/about/our-education/academic-colleges/college-of-business/industry/australian-apec-study-centre/projects/australia---apec-women-in-research-fellowship/

20. Australian Research Council (ARC) Australia

ARC Australian Laureate Fellowship scheme

The scheme includes the award of at least two dedicated fellowships for exceptional female researchers. The Kathleen Fitzpatrick Australian Laureate Fellowship for the humanities, arts and social sciences, and Georgina Sweet Australian Laureate Fellowship for science and technology are offered to outstanding female researchers. The recipients of these fellowships receive up to A\$20 000 each year, in addition to the funding provided for the Australian Laureate Fellowship. This funding is awarded to support an ambassadorial role for the recipient to promote women in research and to mentor early career researchers, particularly women, to encourage them to enter and establish careers in research in Australia.

www.arc.gov.au/australian-laureate-fellowships

21. Natural Sciences and Engineering Research Council (NSERC) Canada

Chairs for Women in Science and Engineering (CWSE) Program

The CWSE Program was launched in 1996. The goal of the programme is to increase the participation of women in science and engineering, and to provide role models for women active in, and considering, careers in these fields. The CWSE Program is regional with one Chair for each of the Atlantic, Quebec, Ontario, Prairies, and British Columbia/Yukon regions. NSERC funding must be matched by cash contributions from supporting organisations.

The CWSE objectives are to:

- Develop, implement and communicate strategies to raise the level of participation of women in science and engineering as students and as professionals;
- Provide female role models who are accomplished, successful and recognised researchers in science and engineering.
- Develop and implement a communication and networking strategy to ensure a regional and national impact on opportunities for women in science and engineering

www.nserc-crsng.gc.ca/Professors-Professeurs/CFS-PCP/CWSE-CFSG_eng.asp

22. AWARD, Kenya

Award Career Development Programme

AWARD is a career-development programme that equips top female agricultural researchers across sub-Saharan Africa to accelerate agricultural gains by strengthening their research and leadership skills, through tailored fellowships. AWARD is a catalyst for innovations with high potential to contribute to the prosperity and well-being of African smallholder farmers, most of whom are women.

Established in 2008, African Women in Agricultural Research and Development (AWARD) was launched following a successful three-year pilot programme in East Africa supported by the Rockefeller Foundation from 2005-2008.

AWARD Fellows benefit from a two-year career-development programme focused on fostering mentoring partnerships, building science skills, and developing leadership capacity. Following a highly competitive process, the fellowships are awarded on the basis of intellectual merit, leadership capacity, and the potential of the scientist's research to improve the daily lives of smallholder farmers, especially women.

www.awardfellowships.org

23. Indian Council of Medical Research (ICMR), India

Human resource development for health research

This new Indian Council of Medical Research (ICMR) scheme aims to develop research capacity for health research from medical colleges/medical institutions and encourage the take up of medical and health research as a career. It includes a funding stream for female researchers who have taken a career break.

ICMR have recently introduced a re-entry scheme for unemployed female researchers between 30-50 years old providing fellowships for up to three years, reviewed on an annual basis. The scheme is open to female researchers holding a doctoral qualification or a master's degree with at least two years' work experience.

www.icmr.nic.in/

24. Netherlands Organisation for Scientific Research (NWO), the Netherlands

Aspasia

The Aspasia programme is an initiative to encourage women into top positions, acknowledging that they are underrepresented at the higher levels in the Netherlands. Aspasia ensures that more female assistant professors progress to the level of associate or full professor. The grant is intended to encourage the promotion of female candidates to associate or full professorship. They tend to target recipients of NWO's 'Vidi' or 'Vici' grants, who would be funded to 100,000 euros. Other candidates, who applied for Vidi or Vici grants and were judged highly are also eligible to apply. This is an established 15 year old programme, which has recently been expanded with a 7 million euro budget (previously 3 million).

A 2014 study reported that as a result of Aspasia a total of 112 top female scientists obtained a tenured appointment more quickly and in a higher position than they originally had. This included 18 new professors.

www.nwo.nl/en/funding/our-funding-instruments/nwo/aspasia/aspasia.html

25. Swiss National Science Foundation (SNSF), Switzerland

Marie Heim-Vögtlin (MHV) grants

MHV grants are aimed at female doctoral and postdoctoral researchers in Switzerland who had to interrupt or reduce their research activities due to family commitments. Grant holders can boost or re-start their career with a research project of their own and improve their scientific profile. MHV is primarily aimed at female researchers whose chances of obtaining other funding are reduced due to their non-linear career path.

The grant includes salary for up to two years and, in addition, can cover a portion of the research costs, as well as childcare costs. It is possible to work part-time. The SNSF counts upon the host institutions to help make the scheme a success in the long term by committing themselves to providing further financial support following the expiry of the MHV grant.

www.snf.ch/en/funding/careers/mhv-grants/Pages/default.aspx

26. National Science Foundation (NSF), USA

Advance Programme

Since 2001, National Science Foundation (NSF) have invested over \$135M to support ADVANCE projects at more than one hundred different institutions of higher education and STEM related, not-for-profit organisations in 41 states, the District of Columbia, and Puerto Rico with the aim of Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers.

The ADVANCE programme currently supports a number of projects including institutional transformation. Since 2001, ADVANCE Institutional Transformation awardees have developed an understanding of the steps needed to create a more equitable environment for female faculty. Many of these steps can be incorporated into ongoing strategic planning efforts and implemented by existing institutional offices and administrative positions. In order to be successful and sustainable, these activities should involve the institutional leadership, mid-level administrators, and faculty.

www.nsf.gov/funding/pgm_summ.jsp?pims_id=5383

5. Training and development schemes for female researchers

Title	Organisation and Country
27. Science in Australia Gender Equity (SAGE)	Australian Academy of Sciences (AAS) and Australian Academy of Technological Sciences and Engineering (AATSE), Australia
28. Coaching Workshops for Female Applicants	Austrian Science Fund (FWF), Austria
29. International Capacity Building Workshop for Researchers 2015	Estonian Research Council (ÈRCE), Estonia
30. Gender Equality in Research and Academia Toolbox	German Research Foundation (DFG), Germany
31. Gender Equality Measures in Research Networks	German Research Foundation (DFG), Germany
32. Recruitment of Female Researchers	Iran National Science Foundation (INSF), Iran
33. Encouraging Secondary School Girls to Specialise in Science Support Scheme 2015	Japan Science and Technology Agency (JST), Japan
34. Support Program for Women in Science, Engineering and Technology	National Research Foundation (NRFK), Korea
35. QNRF-CRDF Global Women in Science Workshop	Qatar National Research Fund (QNRF), Qatar
36. Unconscious Bias Briefing	Royal Society, UK
37. Support for Increasing Success Rate of Female Researchers	King Abdullah University of Science & Technology (KAUST), Saudi Arabia
38. Equality and Diversity Training	National Science Foundation (NSF), USA
39. Training and Female Researcher Role Models	National Science and Technology Council (NSTC), Zambia

27. Australian Academy of Sciences (AAS) and Australian Academy of Technological Sciences and Engineering (AATSE), Australia

Science in Australia Gender Equity (SAGE), 2015

SAGE is an initiative of the Australian Academy of Science (AAS) in partnership with the Australian Academy of Technological Sciences and Engineering that addresses gender equity in the science, technology, engineering, maths and medicine (STEMM) sector.

The programme has been adapted from the Athena SWAN Charter, established in the UK in 2005, an accreditation and improvement programme for higher education and research organisations focusing on gender and other forms of inequality. The Athena Swan Charter is proving highly successful in transforming gender equity action to improve the promotion and retention of women and gender minorities within STEMM. Athena SWAN has an international reputation for creating a gender inclusive workplace, with accredited institutions demonstrating a competitive edge in attracting the best scientists.

32 research organisations are part of the pilot, including half of the university sector. The pilot requires participants to collect, analyse and present data on gender equity policies and practices in STEMM departments, as well as identify gaps and opportunities for improvement. SAGE Pilot participants have signed up to the Athena SWAN principles and are now recognised as members of the SAGE Athena SWAN Charter in Australia.

www.sciencegenderequity.org.au/science-in-australia-gender-equity-sage-pilot-2015/

28. Austrian Science Fund (FWF), Austria

Austrian Science Fund (FWF) Coaching Workshops for Female Applicants

The FWF hold tailored workshops for female applicants, which include specific details on the FWF's career development programme for women in science and research. In addition, these workshops are designed to create a separate space for the exchange of information and experiences among female researchers.

These workshops are part of a programme of coaching workshops for female researchers who already have concrete ideas for grant proposals and wish to submit an application for FWF funding. There is an expectation that applicants will attend an FWF workshop.

www.fwf.ac.at/de/forschungsfoerderung/info-veranstaltungen/coaching-workshops/

29. Estonian Research Council (ERCE), Estonia

International Capacity Building Workshop for Researchers, 2015

As a response to the prioritisation of gender as part of Horizon 2020 this workshop covered topics like the importance of gender-responsible research, methods for integrating the gender dimension in research, as well as an overview of the European Union policy on gender, research and innovation. Researchers from six countries presented case studies to provide practical examples on how they had integrated the gender aspect in their research in the fields of urban planning, and industry and design. The workshop was targeted to early stage and mature researchers from Estonia and neighboring area.

There was a particular focus on the integration of sex and gender analysis in research and the creation of gender-responsible research which maximises impact and societal benefits.

www.etag.ee/en/uritus/international-capacity-building-workshop-for-researchers-25-26-08-2015

30. German Research Foundation (DFG), Germany

Gender Equality in Research and Academia Toolbox

The German Research Foundation (DFG)-Toolbox is an online information system that presents selected real-life examples of gender equality measures within the research community in Germany. The examples illustrate the possible breadth of measures and provide ideas which users can apply in their own working environments. The Toolbox has been developed in the context of the DFG's Research-Oriented Standards on Gender Equality. This was adopted by the DFG in 2008 as a voluntary commitment to implement structural and personnel standards on gender equality and to significantly increase the proportion of women at all career levels in the German research system.

The real-life examples in the toolbox are selected in a quality-assured process to ensure that they are of high quality and thematically varied. The toolbox gives users ideas and inspiration for their own work as well as the option of submitting measures of their own for inclusion in the database.

www.dfg.de/en/research_funding/principles_dfg_funding/equal_opportunities/toolbox/index.html

31. German Research Foundation (DFG), Germany

Module: Gender Equality Measures in Research Networks

German Research Foundation (DFG) have an additional module for RPOs or research networks with DFG funding to request of up to 30,000 euros for specific measures to promote gender equality in science and academia and to help researchers combine career and family.

The measures funded through this module should help to:

- increase the number of female researchers at the project management level;
- increase the career qualifications (in addition to academic qualifications) of early-career female researchers working in the network;
- make jobs in science and academia more family friendly.

www.dfg.de/formulare/52_14/52_14_en.pdf

32. Iran National Science Foundation (INSF), Iran

Recruitment of female researchers 2015

The Iran National Science Foundation (INSF) have developed a comprehensive programme to encourage more women to engage with research and to apply for research grants and to research projects. It involves travelling to all of the Iranian provinces to speak directly to individuals and develop a deeper understanding of the barriers faced by female researchers. Culturally, women are less likely to put themselves forward or speak up than men. The programme will include help with submissions for research funding. Initial indications are that this is generating more female applications for funding schemes.

<http://en.insf.org/index.aspx?siteid=44&fkeyid=&siteid=44&pageid=9404&newsview=12739>

33. Japan Science and Technology Agency (JST), Japan

Encouraging Secondary School Girls to Specialise in Sciences Support Scheme, 2015

This programme is funded by the Japanese Cabinet Office and its aim is to support female junior and high school students who are interested in science and technology. Female researchers will discuss with high school students their experiences, and the pros and cons of going into the science and technology sector as a woman. These female 'role models' show female school children that there are job opportunities for employment in the science and engineering sector.

Japanese women in Science and Engineering: History and policy changes, 2015, Routledge, p95

34. National Research Foundation (NRFK), Korea

Support Program for Women in Science, Engineering and Technology

This programme is designed to nurture talented women in science and technology by creating a research and training environment favourable to women at varying levels of experience. It includes a mentoring programme using established female researchers and engineers.

It provides five years' funding for institutions to reorganise engineering education; offer training programmes and support for industry-university partnership and employment; encouraging women with backgrounds in natural science or engineering to engage in research.

www.nrf.re.kr/nrf_eng/cms/show.jsp?show_no=96&check_no=89&c_relation=0&c_relation2=0

35. Qatar National Research Fund (QNRF), Qatar

QNRF-CRDF Global Women in Science workshop, 2015

This pilot workshop was done in collaboration with CDRF Global, USA and designed to explore barriers for women in science, allow mentoring and offer internships with successful female principal investigators. Ten leading female researchers from the US were paired with female graduates in Qatar and offered opportunity for 3-4 month internships.

Participants at the workshop rated family support as the most important factor in terms of support and therefore success for female researchers: notably having a motivating husband. The main barrier was that women in Qatar tend to marry and have children early, coinciding with the time that they would undertake their doctoral studies. As there is little maternity provision, the wider family is the main source of childcare in Qatar so supportive parents are also seen as key.

www.qatarisbooming.com/article/qatar-national-research-fund-holds-women-science-workshop

36. Royal Society, UK

Unconscious Bias Briefing

The Royal Society have produced a briefing on unconscious bias for selection panels and appointment committees to ensure they are objective and professional. The briefing considers what unconscious bias is, who is affected, how it manifests itself and how it can be identified. It also identifies clear action points addressing what we can do about unconscious bias. They are:

- When preparing for a committee meeting or interview, try to slow down the speed of your decision making.
- Reconsider the reasons for your decision, recognising that they may be post-hoc justifications.
- Question cultural stereotypes that seem truthful. Be open to seeing what is new and unfamiliar and increase your knowledge of other groups.
- Remember you are unlikely to be fairer and less prejudiced than the average person.
- You can detect unconscious bias more easily in others than in yourself so be prepared to call out bias when you see it.

The Royal Society have also produced a short animated video that introduces the key concepts and current academic research on unconscious bias. They are piloting a training programme on unconscious bias for their peer review panel chairs.

<https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/>

37. King Abdullah University of Science & Technology (KAUST) Saudi Arabia

Support for increasing success rate of female researchers

The OST are working to increase the success rate of female researchers in funding applications. Unsuccessful female applicants are offered an ex-peer review panel member as a mentor for their next application. This year success rates for female researchers were higher than for males, previously having been slightly below.

www.kaust.edu.sa/

38. National Science Foundation (NSF), USA

Equality and Diversity Training

The National Science Foundation (NSF) Office of Diversity and Inclusion provides mandatory diversity training for their managers and supervisors to ensure that employees are aware of Federal anti-discrimination laws, sexual harassment laws, rights under whistle-blower laws and other civil rights. US Stem workforce have an implicit bias training module which seeks to increase awareness of implicit bias among scientific staff at NSF who make funding recommendations and manage grant programs. This module has been incorporated into the mandatory training for all new NSF scientific staff involved in the peer review process.

NSERC have a target to raise awareness of gender bias and measures of counteracting it among peer reviewers, agency staff and university administrators. Tools are integrated into performance management processes. On-line training modules are produced for applicants, university administrators and peer reviewers. NSF seeks to train all peer reviewers in implicit bias. Grant programmemanagers include information on implicit bias in their panel orientation for peer reviewers before the start of panel review; however, this overview is optional. Staff regularly monitor discussions and reviews to ensure minimal impact of bias.

www.nsf.gov/discoveries/disc_summ.jsp?cntn_id=100297&org=NSF

39. National Science and Technology Council (NSTC), Zambia

National Science and Technology Council (NSTC) promote female researcher role models at their Annual Science Week Awards ceremony and the career stories of successful female researchers through their Funding Organisation Newsletter. They also provide a range of training and mentoring for doctoral and postdoctoral female researchers

www.nstc.org.zm/

6. Gender-related data collection

Title	Organisation and Country
40. Data on applications and success rates	Australian Research Council (ARC), Australia
41. Fix the Numbers: FWF Applicants and Principal Investigators	Austrian Science Fund (FWF), Austria
42. Monitoring Gender Equality in Horizon 2020	European Commission Europe
43. Science, Technology and Innovation Indicators in Sao Paolo	Sao Paolo Research Foundation (FAPESP), Brazil
44. Competition Statistics	Natural Sciences and Engineering Research Council (NSERC), Canada
45. Data Collection and Monitoring Report	German Research Foundation (DFG), Germany
46. Evaluation and Rating: Facts and Figures 2014	National Research Foundation (NRF) , South Africa

40. Australian Research Council (ARC), Australia

Data on applications and success rates

The Australian Research Council (ARC) record and analyse the number of applications and success rates for women for all of their funding schemes. They have published gender disaggregated statistical data for each round of funding for most schemes since 2002. This includes participation rates and success rates by scheme, year, career age and field of research.

ARC also run the Excellence in Research for Australia (ERA), Australia's national research evaluation framework. ERA identifies and promotes excellence across the full spectrum of research activity in Australia's higher education institutions. In the 2015 round of ERA, gender data was collected for the first time and will be used to analyse and broaden understanding of issues around gender and research excellence in the future.

www.arc.gov.au/gender-equality-in-research

www.arc.gov.au/excellence-research-australia

41. Austrian Science Fund (FWF), Austria

Fix the Numbers: FWF applicants and principal investigators

Success rates for women and men have been recorded, processed and published annually since 2009. These figures are reported in the Austrian Science Fund (FWF)'s annual report, which gives a comprehensive overview of participation and funding statistics for all FWF programmes. In 2005, the share of female applicants who requested funding from the FWF was approximately 20.4%. By 2013, this figure had risen to 31%, increasing the number of applicants by 50% over this period.

The success rates for women and men fluctuate each year. Nevertheless, between 1998 and 2008 the overall success rate for stand-alone projects was lower for women than for men. "The reasons for this development are most probably not related to the decision-making process (including the peer review procedure), but to the under-representation of women in certain disciplines, to additional (especially family-related) burdens during periods which are decisive to one's career, and to the higher proportion of unstable employment relationships."

www.fwf.ac.at/en/about-the-fwf/gender-issues/fix-the-numbers/

42. European Commission, Europe

Monitoring gender equality in Horizon 2020

Gender equality is a cross-cutting issue in Horizon 2020. The Commission have identified Specific Performance Indicators to be collected on an annual basis:

- Inclusion of gender in the content of research (number of projects including gender analysis in the content of research – products, instruments, methods, technologies, prototypes):
- Workforce statistics by gender (number of full-time equivalent (FTE) and gender of projects' staff, technicians, and administrative staff).

The following Indicators will be used on an annual basis to determine the prevalence of gender as a cross-cutting issue:

- % of female Marie Skłodowska-Curie Fellows;
- % of women as ERC principal investigators;
- % of women in advisory groups, expert groups, evaluation groups and panels;
- % of projects with gender dimension in the project design.

http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/hi/gender/h2020-hi-guide-gender_en.pdf

43. Sao Paulo Research Foundation (FAPESP), Brazil

Science, Technology and Innovation Indicators in São Paulo

Sao Paulo Research Foundation (FAPESP) analysed the applications and success rates of female and male researchers from institutions in Sao Paulo over 19 years. Women submitted 42% of all grant applications to FAPESP in 2010. Over this period the proportion of female applicants increased from 30% to 42%, close to the 43% of researchers in the region who are women. The comparative success rate for female and male researchers in 2010 was 61% and 60%, respectively.

www.fapesp.br/indicadores/boletim/stiisp1_en.pdf

44. Natural Sciences and Engineering Research Council (NSERC), Canada

Competition Statistics 2015

Natural Sciences and Engineering Research Council (NSERC) publish competition statistics on their discovery grants and research tools and instruments programmes. There is a specific section on gender. The 2015 report states that “regular analysis of the outcomes of the discovery grants competitions reveals that male and female applicants have relatively similar success rates (63% for males and 59% for female researchers), and average grants (\$33086 for males, \$33314 for female researchers), The difference in average grant is largely attributable to the career stages of applicants, with a larger proportion of female applicants who are assistant or associate professors as compared to male applicants.

www.nserc-crsng.gc.ca/_doc/Students-Etudiants/2015StatsDGP_e.pdf

45. German Research Foundation (DFG), Germany

Data Collection and Monitoring Report

The German Research Foundation (DFG) Monitoring Report on equal opportunities publishes detailed comprehensive data on application success of female and male researchers, as well as the share of female researchers in evaluation (reviews and panels) and decision making (joint committee) process. All figures are also published by academic discipline.

Individual grants are the main instrument with which the DFG supports researchers and academics to carry out a research project on a specifically defined topic within a limited time period. Nearly a quarter (23.5%) of the proposals was submitted by female researchers.

In 2014, success rates for DFG individual grants were 34.8% for men and 32.2% for women. Since 2011, female researchers have consistently had a slightly lower success rate than their male peers by academic discipline. Reviewers and members of decision-making bodies who serve on a voluntary basis are an important pillar of the DFG. In 2014, a total of 3,405 reviews of project proposal, or 15.8%, were written by female researchers, compared with 13.7% in 2011.

www.dfg.de/en/dfg_profile/facts_figures/statistics/index.html

46. National Research Foundation (NRF), South Africa

Evaluation and Rating: Facts and Figures 2014

This report examines the facts and figures around the National Research Foundation (NRF) rating system for researchers, a valuable tool for benchmarking the quality of the country's researchers against the best in the world, 30 years after its introduction. NRF ratings are allocated based on a researcher's recent research outputs and impact as perceived by local and international peer reviewers. The system encourages researchers to publish high quality outputs in high impact journals/outlets.

From an equality and diversity perspective analysis is thorough with the number of rated researchers shown by age, gender and race. In 2013 women constituted 30% of rated researchers, whilst only 22% are black. The rate of improvement for this currently stands at 1% per year.

www.nrf.ac.za/sites/default/files/documents/NRF%20Facts%20and%20Figures%2025%20September%202014.pdf

7. Career progression of female researchers

Title	Organisation and Country
47. Scholarships and Fellowships Survey 2011	Social Sciences and Humanities Research Council (SSHRC), Canada
48. Strengthening Canada's Research Capacity: The Gender Dimension 2012	Council of Canadian Academies (CCA), Canada
49. Gender and Research Funding 2008	Swiss National Science Foundation (SNSF), Switzerland
50. Women, Minorities and Persons with Disabilities in Science and Engineering	National Science Foundation (NSF), USA

47. Social Sciences and Humanities Research Council (SSHRC), Canada

Scholarships and Fellowships Survey, 2011

The Canadian Social Science and Humanities Research Council (SSHRC) review of their scholarships and fellowships programmes surveyed the career progression and salaries of their funded researchers. More than ten years after their funding 85% of postdoctoral fellows and 80% of doctoral fellows were employed in academia.

www.sshrc-crsh.gc.ca/about-au_sujet/publications/SSHRC_ScholarshipsFellowshipsSurvey_Report_e.pdf

48. Council of Canadian Academies (CCA), Canada

Strengthening Canada's Research Capacity: The Gender Dimension, 2012

Following an absence of female candidates for the Canada Excellence Research Chairs (CERC) program, the Government of Canada commissioned the Council of Canadian Academies (CCA) to undertake an assessment of the factors that influence university research careers of women, both in Canada and internationally. It also developed a baseline of information regarding the statistical profile of female researchers in Canada.

The major findings are that:

- In general, the Canadian profile is similar to that of other economically advanced nations.
- Women's progress in Canadian universities is uneven and dependent on discipline and rank.
- The higher the rank, the lower the percentage of women in comparison to men.

The key that impact the career paths of women start early in life with stereotypes that define roles and expectations, followed by a lack of knowledge about requisites for potential career paths, and a lack of role models and mentors. These issues, combined with a rigid tenure track structure, challenges associated with the paid work-family life balance, and the importance of increased support and coordination amongst governments and institutions should be examined if Canada is going to achieve a greater gender balance within academia.

www.scienceadvice.ca/en/assessments/completed/women-researchers.aspx

49. Swiss National Science Foundation (SNSF), Switzerland

Gender and Research Funding, 2008

This study aimed to collect and quantify the gender-specific rates of loss from the academic career path in the Swiss higher education system. It investigated the reasons, both academic and non-academic, for the disproportionate loss of women from the academic career path. Data was collected in a number of ways including analyses of the career paths of people awarded a doctorate in 2002, based on a panel survey of doctoral graduates and qualitative interviews.

The report made a number of interesting findings:

- Up to five years after the doctorate, women submit applications for individual and project funding to the SNF and other research support institutions just as frequently as men
- Women receive less career-specific support from (male or female) senior academics in the way of mentoring.
- Female doctoral graduates who remain in research have children less frequently than their male counterparts,
- Numerically, female researchers have a significantly lower publication output in the five years after completing a doctorate than male early career researchers.

www.snf.ch/SiteCollectionDocuments/wom_ber_gefo_synthesis_report_e.pdf

50. National Science Foundation (NSF), USA

Women, minorities and persons with disabilities in science and engineering

The National Science Foundation (NSF) publishes comprehensive data on women, minorities and persons with disabilities in science and engineering, including employment data. In the past 20 years, participation of women in the academic doctoral workforce has increased considerably. Growth in the participation of under-represented minorities has been slower. Women and under-represented minorities in academic employment continue to differ from their male, white, and Asian counterparts in rank, tenure, salary, and federal support

Women's share of full-time, full professorships has more than doubled since 1993. Despite this increase, women currently occupy only about one-fourth of these senior faculty positions. Women are more likely to hold full-time associate and assistant professorships than full-time, full professorships, in part because older cohorts of academically employed doctorate holders in science, engineering, and health are disproportionately male.

www.nsf.gov/statistics/2015/nsf15311/digest/theme7.cfm#federal

8. Gender dimension in research

Title	Organisation and Country
51. Guidance on Gender Equality within Horizon 2020	European Commission, Europe
52. The Gender Challenge	Centre national de la recherche scientifique (CNRS), France

51. European Commission, Europe

Guidance on gender equality within Horizon 2020

Three objectives underpin the European Commission's activities on gender equality in Horizon 2020. One of these objectives specially relates to the gender dimension in research:

- Integrating gender/sex analysis in research and innovation (R&I) content helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

The gender dimension is explicitly integrated into several topics across all section of the H2020 Work Programme. A research project is considered gender relevant when it, or its findings, affects individuals or groups of persons. The gender dimension is specifically evaluated in all Horizon 2020 proposals, where applicable. The Commission will evaluate the proportion of funded project with a gender dimension.

<https://ec.europa.eu/programmes/horizon2020/en/h2020-section/promoting-gender-equality-research-and-innovation>

52. Centre national de la recherche scientifique (CNRS), France

The Gender Challenge

The Gender Challenge was initiated in 2012 with the aim to develop research on gender and sexual difference in an interdisciplinary way. This national programme aims to develop a gender perspective in different scientific fields by funding targeted and innovative research projects proposed by interdisciplinary teams, drawing on CNRS's experience of in disciplinary social sciences and humanities and gender research.

Calls have been open annually for this project.

www.cnrs.fr/mi/spip.php?article87&lang=fr

9. Other aspects of gender equality and diversity

Title	Organisation and Country
53. Discovery Indigenous	Australian Research Council (ARC), Australia
54. Working Group on Gender and Diversity	Science Europe, Belgium
55. WISAT Assessments	Women in Global Science and Technology (WISAT), Worldwide, based in Canada
56. Human Capacity Development Programme	National Research Foundation (NRF) , South Africa
57. Gender Summits	Worldwide

53. Australian Research Council (ARC) Australia

Discovery Indigenous

Australian Research Council (ARC) are committed to supporting Indigenous researchers and have a targeted research funding scheme, Discovery Indigenous, aimed at developing and building research capacity of higher degree research and early career indigenous researchers.

The objectives of the Discovery Indigenous scheme are to:

- support excellent basic and applied research and research training by Indigenous Australian researchers as individuals and as teams
- develop the research expertise of Indigenous Australian researchers
- support and retain established Indigenous Australian researchers in Australian higher education institutions
- expand Australia's knowledge base and research capability.

ARC have implemented a Reconciliation Action Plan, which recognises the value of the diverse skills, abilities and backgrounds of our employees, consultants, suppliers and the Australian community including all those of Aboriginal and Torres Strait Islander descent.

ARC also have a Multicultural Action Plan which aims to enhance the knowledge and capacity in matters relating to culturally and linguistically diverse employees, indirect stakeholders and communities.

www.arc.gov.au/discovery-indigenous

www.arc.gov.au/news-media/news/arc-launches-workplace-diversity-programme-and-reconciliation-action-plan

www.arc.gov.au/sites/default/files/filedepot/Public/ARC/careers/Agency_Multicultural_Action_Plan_July2013.pdf

54. Science Europe, Belgium

Working Group on Gender and Diversity 2014 - 2016

The Science Europe Working Group (WG) on Gender and Diversity was set up to develop activities that support member organisations (large public research funding and research performing organisations in Europe) to pursue objectives towards more diversity and gender equality in research.

The WG have focused its activities on four main priority areas:

- Addressing unconscious bias in research assessment processes (either for funding purposes or for recruitment purposes), including typically bias in processes such as peer-review.
- Analysing availability and use of gender relevant data by large public research organisations for monitoring and evaluation purposes, and making recommendations.
- Exploring relevant action to take into account the gender dimensions in the content of research.

- Collecting examples of good practice of gender and diversity promotion measures in grant management.

In all four tasks the WG started out from a general exchange of experience and practice, as well as gathering knowledge through surveys or similar means. Based on the evidence an information collected the WG produces recommendations and practical guidance material for Member Organisations.

In the particular case of data availability and use the WG will recommend collecting gender disaggregated data on core operations of research organisations such as scientific staff under contract, success rates of funding schemes, composition of selection and recruitment panels, recipients of prizes among others. Crucially, to allow for significant findings that lead to improved and more effective measures toward gender equality and diversity, the data must not only be disaggregated by gender but also by such factors as discipline or field, type of grant, type of contract among other factors. Finally the WG analysis and exchange of good practice should lead to recommendations about best use of the data once it is collected.

www.scienceeurope.org/policy/working-groups/gender-diversity

55. Women in Global Science and Technology (WISAT), International based in Canada

WISAT Assessments

Women in Global Science and Technology are an international non-profit organisation, based in Canada which promote science, technology and innovation to support women and men to participate actively in national knowledge societies. They have a specific focus on the impact of gender acknowledging that in most countries of the world, women and girls have lower levels of access and ownership of information and communications technologies (ICTs) than men.

They have carried out a number of National Assessments on Gender a cross-national comparison of the status of women in national knowledge economies, including STI. It is a collaborative initiative of Women in Global Science and Technology (WISAT), the [Organization for Women in Science for the Developing World \(OWSD\)](#), the [Elsevier Foundation](#), and GenderInSITE (Gender in science, innovation, technology and engineering).

The first phase – an assessment of six countries and one region – took place during 2012 with funding from the Elsevier Foundation: Brazil, India, Indonesia, the Republic of Korea, South Africa, the United States, and the European Union.

Currently studies are underway in Argentina, Chile, and Mexico, with studies in Kenya, Ethiopia, Rwanda and Uganda planned for 2015.

Key findings include:

- Numbers of women in the science, technology and innovation fields are alarmingly low in the world's leading economies, and are actually on the decline in many, including the United States.
- There is no simple solution: "Getting women into science" is insufficient and needs to be supported by a multi-dimensional approach which includes access to resources, gender empowerment, along with a strong educational system

<http://wisat.org/national-assessments/>

56. National Research Foundation (NRF), South Africa

Human Capacity Development Programmes (HCDP)

'Thuthuka' is a specific HCDP programme that targets gender and diversity. It aims to develop human capital and to improve the research capacities of designated researchers including black, Indian, coloured, female and disabled researchers, in partnership with public HEIs, Science Councils and other research institutions.

Over the past five years, National Research Foundation (NRF) have seen an increase of 77% in the number of black researchers and 52% in the number of female researchers. NRF have invested considerably in growing research capacity and improving the research and innovation infrastructure as part of the Government's efforts to strengthen South Africa's global competitiveness in the knowledge creation and innovation arena.

www.nrf.ac.za/division/hicd/instruments/human-capacity-development-programmes

57. Gender Summits, worldwide

Quality Research and Innovation through Equality

The Gender Summits are a series of interconnected action based conferences held across the globe under the theme Quality Research and Innovation through Equality.

The aim is to make gender equality in research and innovation the norm, and to embed gender as a primary dimension of quality. The Summits were established in 2011 in Europe. They bring together researchers from all disciplines and sectors, policy makers and gender equality practitioners from across the world in evidence based dialogue. Each Summit, builds on this dialogue and consensus to inform policy and action, at institutional, national and international levels.

Seven Summits have been held since 2011, bringing together over 2000 participants and 400 contributors from over 50 countries, representing expertise and leadership in policy, gender scholarship, science decision making and industry. From the beginnings in Europe, the Gender Summit mission has been taken on in new global regions: North America, Africa and Asia-Pacific. The 2015 Gender Summits were held in: Cape Town, Africa; Seoul, South Korea and Berlin, Germany.

2016 sees the further expansion to Latin America with the GS8 North & Latin America 2016 in Mexico in April. GS9 will be in Brussels in November 2016.

<https://gender-summit.com/>

Vitae, is an international programme led and managed by CRAC, a not-for-profit registered UK charity dedicated to active career learning and development. Working in the UK since 1968, when we ran our first project to support transitions of doctoral researchers to industry, Vitae has considerable expertise in enhancing the skills and careers of researchers.

Vitae works in partnership with UK and international higher education institutions, research organisations, funders, and national bodies to meet society's need for high-level skills and innovation.

Vitae aims to:

- Influence effective policy development and implementation relating to researcher development to build human capital
- Enhance higher education provision to train and develop researchers
- Empower researchers to make an impact in their careers
- Evidence the impact of professional and career development for researchers

Vitae and its membership programme is led and managed by CRAC: The Career Development Organisation. Further information on our activities with HEIs, researchers and employers may be found on this website,

www.vitae.ac.uk



Vitae Every Researcher Counts and Premia aim to improve equality and diversity for researchers.

Every Researcher Counts (ERC) aims to change culture and practice in research organisations by creating an inclusive research environment. ERC has resources, case studies and stakeholder briefings to support understanding of equality and diversity issues amongst those who manage and work with researchers. ERC resources cover the nine protected characteristics of the UK Equality Act, 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Premia provides an insight into the issues facing disabled researchers in the research environment. It consists of a collection of resources, case studies and advice designed to benefit disabled researchers and those supporting them.

www.vitae.ac.uk/everyresearchercounts
www.vitae.ac.uk/premia

