

Advancing Excellence in Science through Gender Equality: equality leads to quality in science

“... as we pursue excellence in education, we must recognize that equity is an inseparable component of excellence. Excellence without equity is not excellence, it is privilege”

Dr Adam Urbanski

- ❑ Policy developments and debates on both excellence in science, and the need for more effective gender mainstreaming and gender equality measures
- ❑ This part of the genSET project looks at how gender equality aids excellence in science. Without that, science is operating with very limited and short-sighted notions of excellence
- ❑ However, these two sets of initiatives have usually been promoted separately from each other

Selected recommendations

From *genSET Workshop on gender & excellence*,
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Policy!

Without putting gender equality into focus it is not possible to bring together gender equality in science and excellence in science

Integrate gender mainstreaming into all research contexts, and gather best practices

Leadership!

Persuade political and academic leaders to become committed to gender equality

Ensure that women are well represented in decision-making bodies

More women on evaluation panels, especially as panel Chairs who can be main gatekeepers

Monitoring!

Develop monitoring systems, Gender Equality Plans, mid-term & long-term goals for women's representation

Ensure sex-disaggregated statistics and monitoring of all measures

Awareness building & knowledge base!

Ensure critical discussion of the notion of excellence; is the present model of excellence based on a male model?

Organise workshops & conferences on gender in/equality for science personnel

Funding organisations should organise meetings for research institutions on gender initiatives

Face barriers and confront resistance, e.g. lack of sex-disaggregated data, disinterested leaders

Actions !

Introduce recruitment goals for gender equality together with follow-up measures

Action by research funders to ensure equal success and amounts of funding are achieved

Funders should include reference to principles of EUs Researchers' Charter/ Code in calls, documents and contracts, ask institutions receiving funding to adhere to those principles

Funding organisations should ask institutions receiving funding how they include gender equality initiatives, career planning for women researchers & stimulation of women to apply for leading positions; and expect reports on gender initiatives midterm and end of project

Recognise growing importance of journals as a site for deciding excellence; transparency in appointing editors and board members

Trials for new systems of reviewing, moves towards non-anonymity in reviewing research

Organisations participating in genSET mentoring

CNRS, France, European Research Council Executive Agency, Swiss Federal Institute of Technology Zurich (ETH), Tel Aviv University

Contact: Prof Jeff Hearn jefhe@tema.liu.se

Prof Liisa Husu liisa.husu@oru.se

Alp Biricik alp.biricik@liu.se

Also see genSET website: www.genderinscience.org