

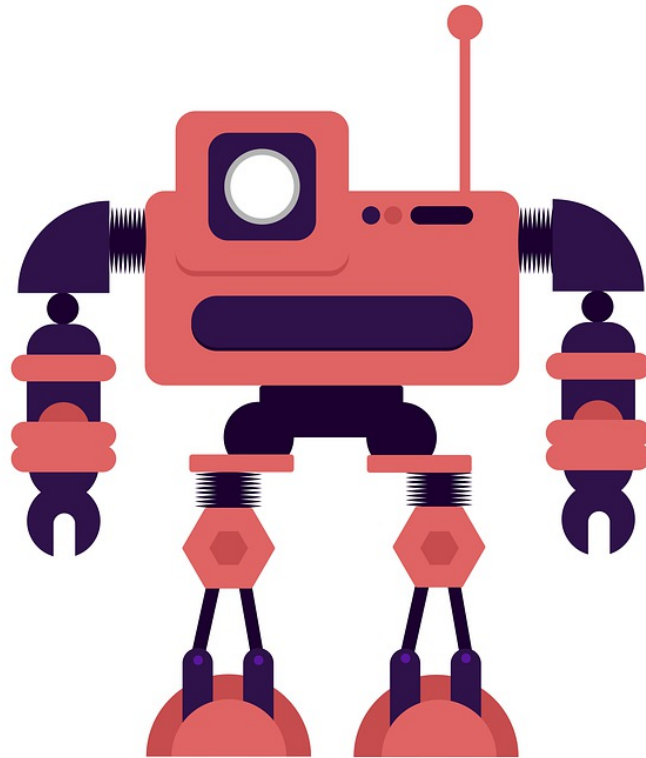
Gender and Diversity in Research and Research Funding

Understand the benefits and implications of considering
gender and diversity in research and projects

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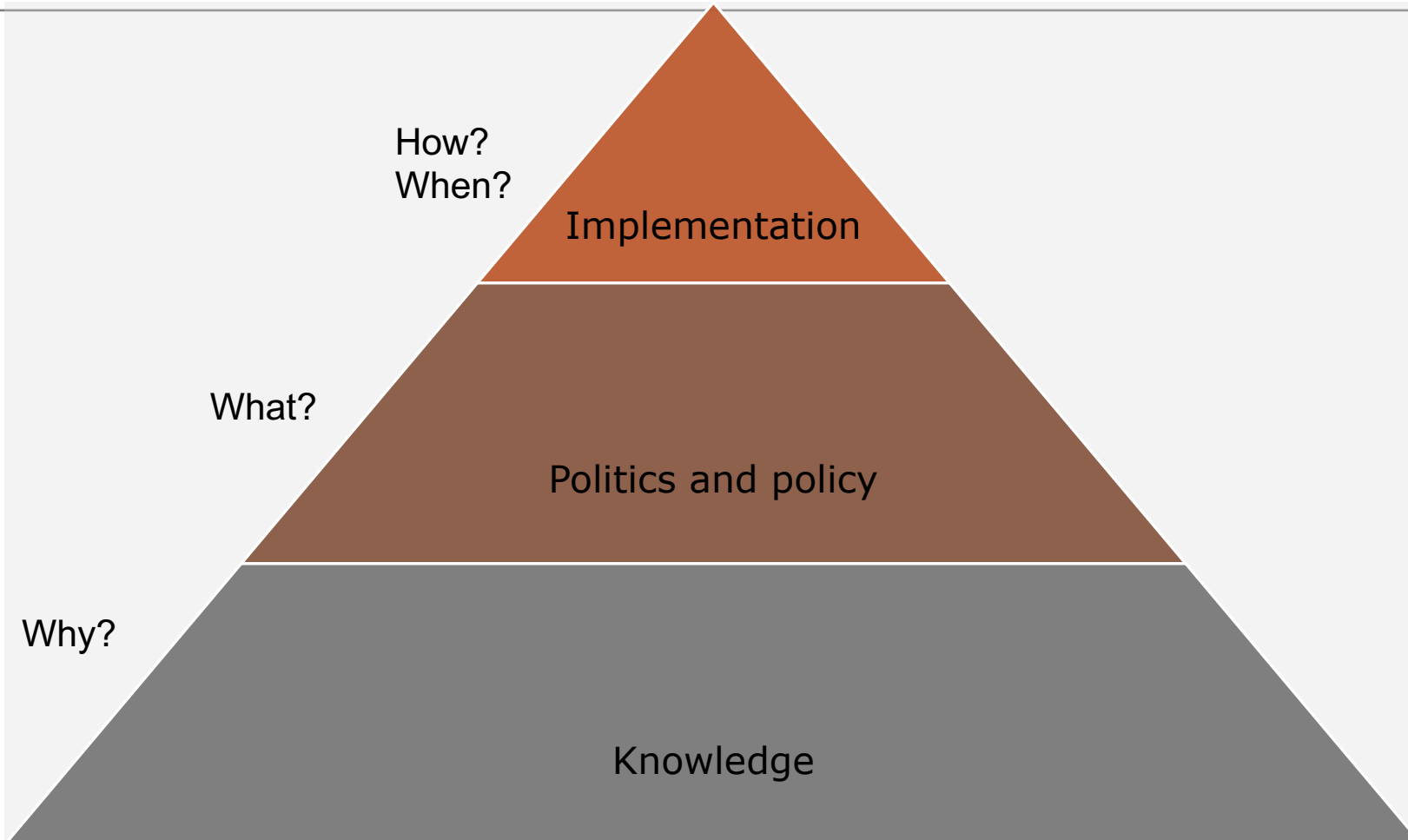


Sex refers to the biological characteristics



Gender refers to the social and cultural characteristics

Main challenges for researchers and research managers



Why?

Benefits:

- Equal opportunities/Human/Democratic rights
- Freedom from discrimination and irrational biases
- Economic: Cost-efficiency and innovation
- Excellence, Research Quality
- Attracting/retaining talents

Not optional: Compliance with domestic and EU laws and regulations

UN CONVENTION: The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979

European Convention of Human Rights (Article 14, Article 4.3 of Istanbul Convention)

National legislation against discrimination / National legislation on equal rights and opportunities

RRI – Responsible Research and Innovation

❖ Building bridges to society

❖ Inclusiveness, open science, gender equality, diversity, public engagement, ethics



smart, sustainable and inclusive growth in Europe



What?

Fix the numbers! Fix the institutions!

Equal opportunities: combat discrimination and lack of transparency

Fix the knowledge!

Integrate gender into research: improve quality



What is a sex/gender analysis?



[Gender equality and snow removal in Karlskoga](#)

Horizon 2020 goals



1. Fostering gender balance in Horizon 2020 research teams

To address gaps in the participation of women in the Framework Programme's projects

2. Ensuring gender balance in decision-making

To reach the Commission's target of 40% of the under-represented sex in panels and groups (50% for advisory Groups)

3. Integrating gender/sex analysis in research and innovation

To improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation

Long-term institutional change
through gender equality plans,

Participation of women in
research – careers, balance

Increase the scientific quality
and societal relevance

Expected
impact

Members of consortium:

Gender balance in research teams

Gender balance in decision-making

Imbalances between women and men, equal opportunities

Concept and approach:

Integrating gender/sex analysis in research and innovation

Scientific quality and societal relevance,

Goods and services better suited to potential markets



Increased importance in H2020

The screenshot displays the European Commission Research & Innovation Participant Portal. The header includes the European Commission logo and navigation links: (A-Z), Sitemap, About this site, Contact, Legal Notice, Search, and English. The main navigation bar shows 'HOME', 'FUNDING OPPORTUNITIES', 'HOW TO PARTICIPATE', 'EXPERTS', and 'SUPPORT'. A search bar and 'LOGIN'/'REGISTER' buttons are also present.

The left sidebar lists 'EU Programmes 2014-2020' with categories: Search Topics, Updates, and Calls. Under 'Calls', various programs are listed, including H2020, 3rd Health Programme, Asylum, Migration and Integration Fund, Consumer Programme, COSME, Internal Security Fund - Borders, Internal Security Fund - Police, Justice Programme, Promotion of Agricultural Products, and Research Fund for Coal & Steel.

The main content area is titled 'Topics with a Gender Dimension' and includes a link to the 'H2020 ONLINE MANUAL'. It contains a descriptive paragraph about the importance of gender dimension in research and innovation. Below this, a summary shows '20 Results'. A 'Status' filter is set to 'Open' (with 'Forthcoming' and 'Closed' also available). A 'Sort by' dropdown is set to 'Topic identifier' (with options for '(Planned) opening date', 'Deadline', and 'Topic title').

The first search result is for the topic 'SEC-18-BES-2017: Acceptance of no gate crossing point solutions', published on 14 October 2015. It is marked as 'Open'. The 'Types of action' is 'RIA Research and Innovation action', the 'DeadlineModel' is 'single-stage', the 'Opening date' is '01 March 2017', and the 'Deadline' is '24 August 2017 17:00:00'.

- Crosscutting
- Part of excellence
- Gender experts
- National perspective

What is gender relevance?

“A topic is considered gender relevant when it can be expected that its findings affect women and men or groups of women and men differently.”

European Commission



Can research be gender neutral?

- ❖ who decides on the research agenda?
- ❖ whose interests and needs are served with the research?
- ❖ who will be the users of the knowledge that is to be produced?
- ❖ who can benefit and in which way from the research?

Examples of H2020 topics with cross-cutting priorities: gender

” Sex and **gender differences should be investigated**, where relevant.”

SC1 TOPIC : Clinical research on regenerative medicine

” ...attention will be paid to the diversity of users and users' needs (e.g. age, **gender**, socio-economic status).”

ICT Topic: Interfaces for accessibility

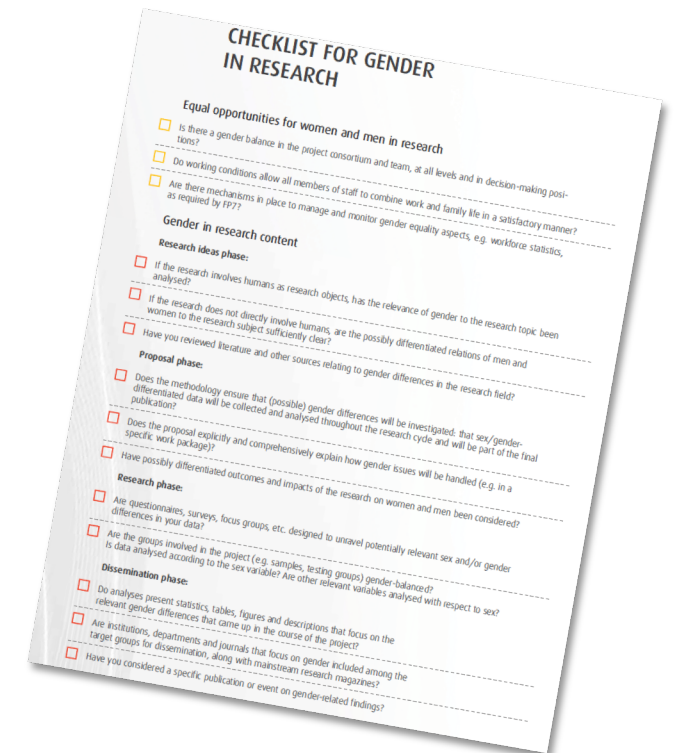
” The proposals **must include a first assessment of gender issues** in each partner organisation [...] ”...explain how they will **contribute to** the achievement of the European Research Area (ERA) **objectives on gender equality**.”

SwafS Topic: Support to research organisations to implement gender equality plans

Guidance for evaluators – what are they looking for in a project?

Checklist

- a) Gender dimension in R&I
 - How sex and/or gender is taken into account as requested
 - Score under excellence and impact criteria
- b) Gender balance in research teams
 - Gender balance of the consortium



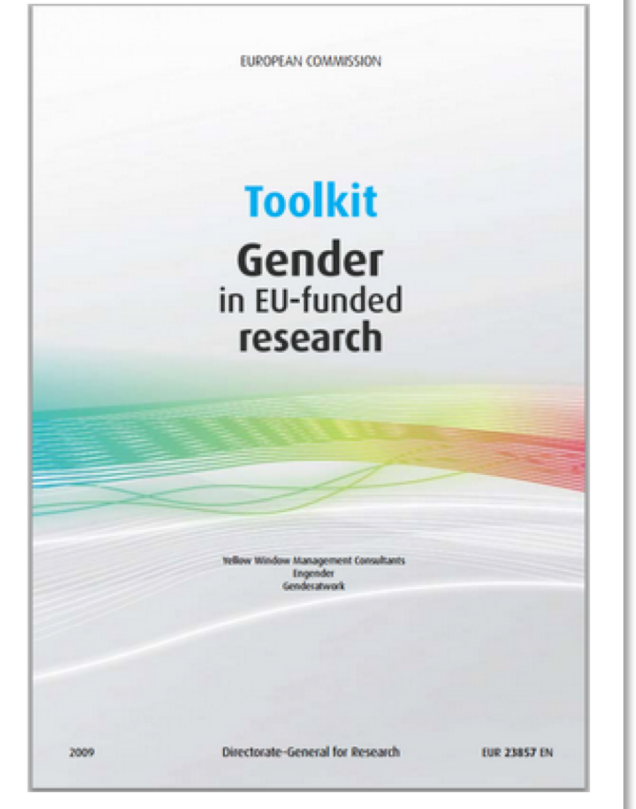
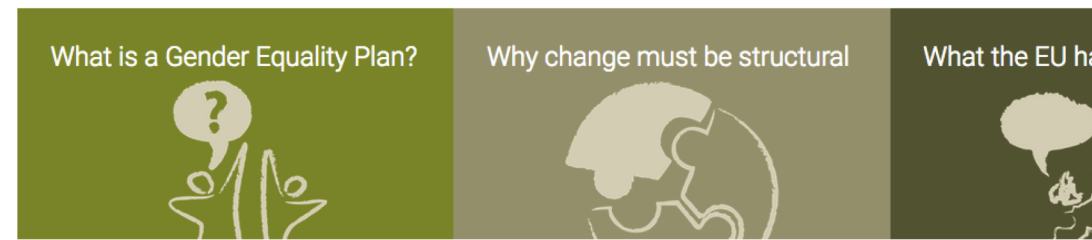
How?
When?

Resources for research managers



Gender Equality in Academia and Research -
GEAR tool

Making a Gender Equality Plan



**GENDER
ACTION**

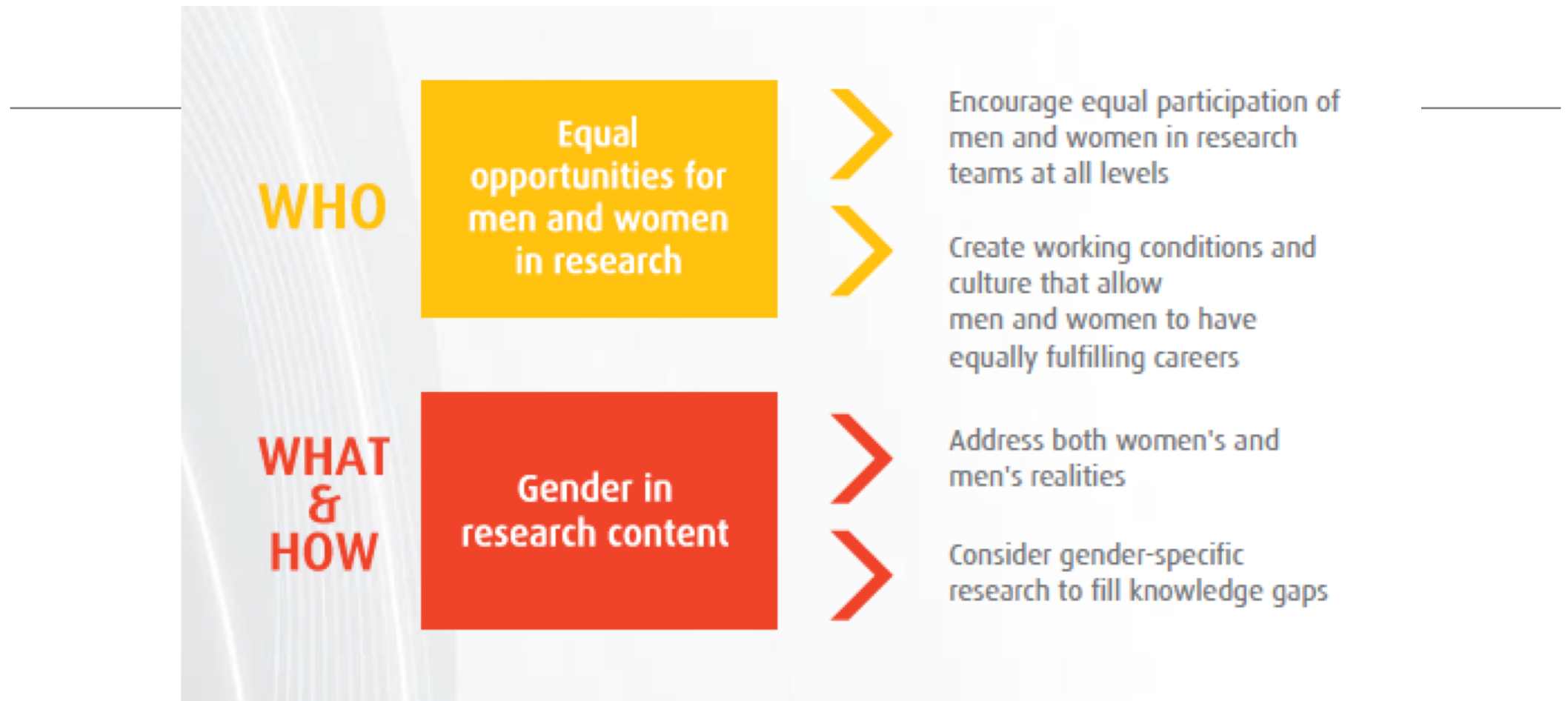


Image from EC (2011): Toolkit Gender in EU-funded research

Project cycle

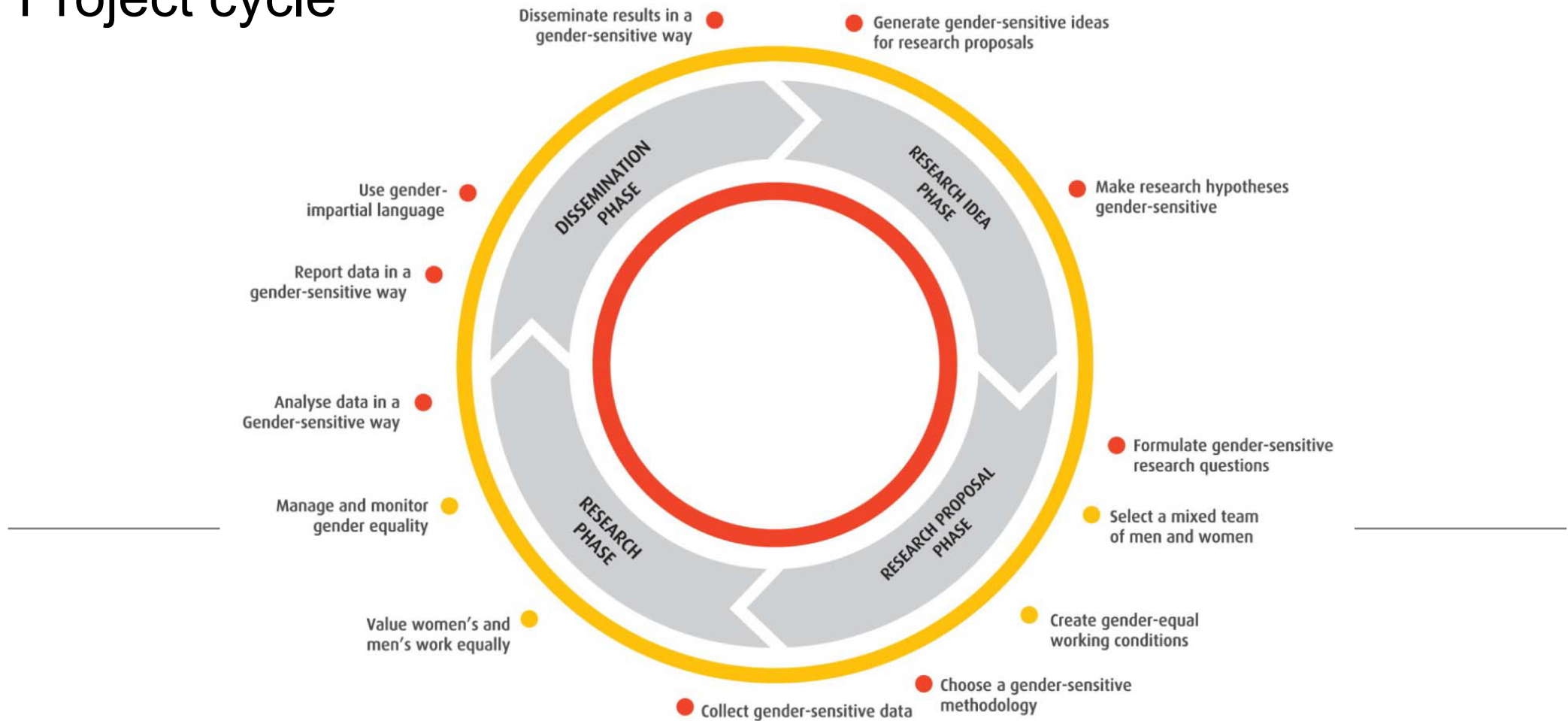


Image from EC (2011): Toolkit Gender in EU-funded research

Does gendering robots
enhance acceptance by
humans?

How can we make sure that
the design is gender
inclusive?

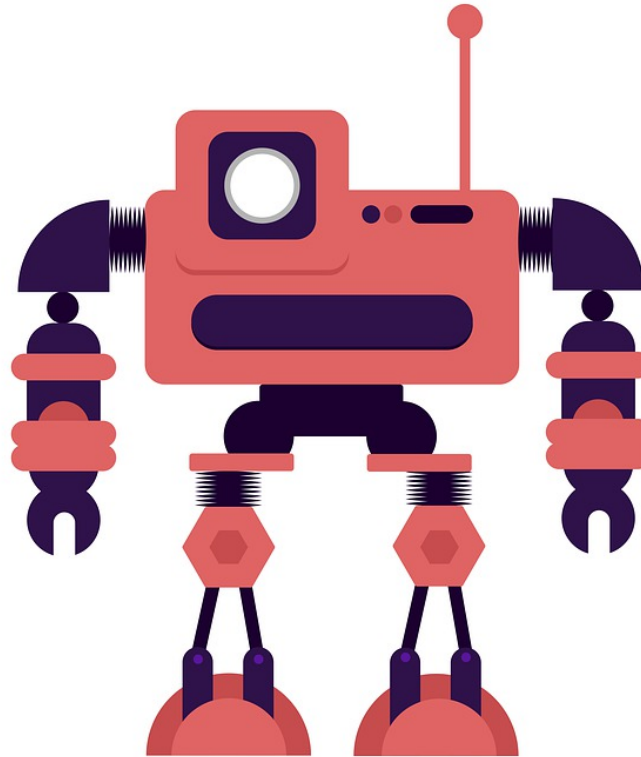
Is the team
gender
balanced?

How do
humans
"gender"
social
robots?

How do gender
become embodied in
robots?

Do both male and female
researchers have equal
opportunities and positions
in our team?

Can robots be
created to promote
social equality?



Read more at : <http://genderedinnovations.stanford.edu>