

4th Yearly Meeting 2009, Vienna

**EVAN**  
**Gender Board's Review**  
**2006-2009**

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# Importance of Gender Board

European Union commitment to promoting women in science –  
Target of 40% for female recruitment and participation

EVAN gender board approached by European Union Research Project on gender in Science

# What is the role of the Gender Board?

## Goals

- Monitor gender equality
- Ensure gender equality
- Co-ordinate measures to promote equality between men and women
- Make links to existing initiatives promoting women in science

# Goals – Monitor gender equality

- Created forms, successful for first 1-2 years
- Lack of interest on behalf of SICs and hiring institutions
- As a results, stats not accurate, difficult to monitor where people are going

# Goals – Monitor gender equality

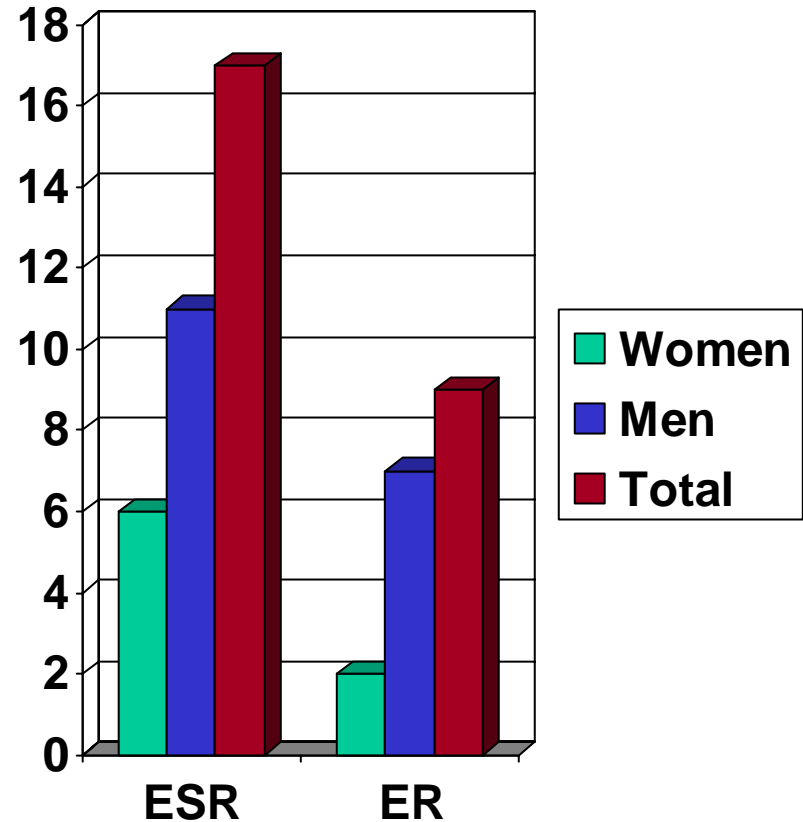
Out of the 26 fellows:  
8 women, 18 men

32% women

< 40% EU goal 😞

17 ESR thereof 6 women (35%)

9 ER thereof 2 women (22%)



# Goals – Ensure gender equality

Appointments proportionate to applications (for existing stats)

Skew towards PhD students rather than Postdocs

# Goals – Ensure gender equality

Extensive briefing notes, also for SICs and hiring at

<http://www.evan.at/gender/ensuring-equal-opportunities>

Sexual harassment/discrimination – list of institutional HR contacts at

<http://www.evan.at/gender/sexual-harassment-discrimination>

# Goals – Coordinate measures to promote equality between men and women

- Organized reporting
- Mentoring activities
- Lobbied for and achieved childcare options at EVAN meetings, family-friendly scheduling
- Presence of the Gender Board at EVAN events



# Goals – Make links to existing initiatives promoting women in science

- European platform for women scientists
- Center for Gender Equality, University of Vienna
- Contacts established with gender representatives at host institutions
- Full list of resources at <http://www.evan.at/gender/links-to-other-organizations>
- Little feedback on this topic from fellows and SICs

# Additional Activities

- Regular women's meetings
- Ad hoc mentoring
- Career planning workshop 'Life after EVAN' (best ratings ever!)
- Discussions with Frank Marx, Appendix to EVAN final report

# What worked

- Childcare, scheduling
- Mentoring
- Female only discussions
- Workshop
- Stats for first year
- Website
- Networking, HR
- EU Report

# What didn't

- Stats for last 3 years
- EU goal quota
- Experienced researchers
- Links to other organizations
- Duties confused with those of a training coordinator

# Career achievements

- 3 out of 6 female ESRs have defended PhDs
- 2 out of 6 female ESRs have permanent posts outside EVAN
- 1 additional ESR has a postdoctoral post outside EVAN

# Points for the future

- To more closely approach the EU 40 percent quota
- Female SICs
- Gender board should have separate role from general Ombudsperson
- Career tracking of Fellows
- Role of Gender Board for future projects

# Thank you!

