Forming a Gender Equality Group
Status report – First achievements - Challenges

Agenda

1. Timeline and first achievements
2. Building recommendations
   a. EuroCirCol as a pilot framework
   b. First proposals
1. Timeline and first achievements

**Gender equality section in EuroCirCol submission proposal**

“... aimed at long-term institutional mechanisms to achieve optimal gender balance.”

**Publication of a GE roadmap for FCC**

- Exchange of practices
- Release of tools

**First Annual Meeting for FCC in Washington**

- Exchange of practices
- Release of tools

**GE at the EuroCirCol kick-off meeting**

- Generating the list of GE task force officers of the EuroCirCol institutes

**GE Kick-off meeting for EuroCirCol partners**

- 3 participants
- Activity proposals
2. Building a set of recommendations

→ EuroCirCol as a pilot

“an ideal opportunity to strengthen women’s representation in Europe’s science landscape”

- Commitment from the consortium ✓
- Monitoring → periodic reports ✓
- Informing & raising awareness ✓
- Encourage best practices
- Establish a taskforce with representatives from all partner institutes ✓

Elaborate consensus based actions for the whole project

EuroCirCol consortium, federating 16 partners, 1 from Japan and 1 IEIO
2. Building a set of recommendations

→ First proposals

- Proposing set of gender disaggregated data
- Data collection process
- Data publication

Monitoring
2. Establishing a set of recommendations

→ First proposals

**Gender distribution in the EuroCirCol Consortium (WP 2-5)**

- Project participants (95): 79% Female, 21% Male
- Leadership positions (23): 82% Female, 18% Male

**Leadership positions in the EuroCirCol Consortium (WP 2-5)**

- Task leader: 4 Female, 0 Male
- WP leader: 4 Female, 0 Male
- WP deputy leader: 4 Female, 0 Male

**Gender distribution at the 2015 FCC Annual Meeting**

- Participants (335): 82% Female, 18% Male
- Contributions (136): 83% Female, 17% Male
- Chairpersons (54): 78% Female, 22% Male

Source: EuroCirCol Milestone Report EuroCirCol-P1-WP1-MS-x1, November 2015 and FCC secretariat
2. Establishing a set of recommendations

→ First proposals

- Proposing set of gender disaggregated data
- Data collection process
- Data publication

Monitoring

- Inside and outside the collaboration
- Defining dissemination tools
- Building diversity competency

Raising awareness

- Building a platform for exchanging practice

Exchanging practices
2. Establishing a set of recommendations

→ First proposals

• Inside and outside the collaboration
• Defining dissemination tools
• Building diversity competency

Raising awareness
2. Establishing a set of recommendations

→ First proposals

„The experience of INFN“
Dr. Maria Rosaria Masullo

• Building a platform for exchanging practice

Exchanging practices