



CERN-ESO-NordForsk Gender in Physics Day


27 January 2017


PARALLEL BREAK-OUT SESSION

Workshop 1 - How to make a net-work?

Session chair: Laura Comendador Frutos (ESO – Chair of the EIRO Forum Coordination Group)

Session panel members:

-  **Lidia Arroyo Prieto** (Gender & ICT Research Group - Internet Interdisciplinary Institute (IN3) Universitat Oberta de Catalunya, Barcelona). Member of the EU-funded project GenPORT

-  **Michela Petrini** (Laboratoire de Physique Théorique et hautes énergies, Université Pierre et Marie Curie, Paris). Member of the Cost Action « The String Theory Universe »

One of the objectives of the [GENERA project](#) (Grant Agreement 665637) is to form an alliance addressing gender in research through fostering the networking between RFOs and RPOs on gender issues nationally and internationally and implementing a sustainable long-term monitoring and impact evaluation. One of the work packages (WP5) is dedicated to that particular objective. A primary goal of EIROforum is to play an active and constructive role in promoting the quality and impact of European Research. In particular the EIROforum constitutes a basis for effective, high-level interaction and coordination between the member organisations.

Can we make existing network embed gender equality matters in their work plan? What is the effectiveness of the existing networks? What kind of tools could help them in their work and communication?

In this session we will:

- ❖ Listen to the lessons learnt from existing networks, what works and what doesn't:
 - Gender activities in the COST action "[The string theory universe](#)";
 - [GenPORT](#), a community sourced internet portal for sharing knowledge and inspiring collaborative action on gender and science.
 - [EIROforum](#)'s experience.

- ❖ and discuss:
 - What is expected from networks, what should be the expected outcomes?
 - Why are the existing networks not sufficient (by field, by country, by type of organisations)?
 - Is there an optimal size for the network to work and who are the best candidates as contact persons?
 - What kind of tools can allow the network to work and be sustainable?



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Workshop 2 - Promoting gender equality in international consortia (EU funded projects, international collaborations)

Session chair: Enikó Patkős (ESO)

Session panel members:

-  **Silvia Borghi** (Unige- Coordination of the LHCb Early Career, Gender and Diversity Office)
-  **Christina Wenninger-Mrozek** (EuroFusion - Head of Administration)
-  **Geneviève Guinot** (CERN - Diversity Office)

International consortia whether they are EU-funded projects or international collaborations are aggregates of institutes and decentralised structures: there might be a host institute, like in the case of the LHC collaborations hosted by CERN; but there might not (e.g. GENERA). The consortium may have integrated in its governance or leadership cultural elements of diversity management. The H2020 framework expects projects to “promote equal opportunities and ensure a balanced participation of women and men at all levels in research and innovation teams and in management structures” (Vademecum to H2020).

The recruitment of contributors to consortia is often decided by participating institutes who apply their own diversity / gender equality policies, processes and procedures. Consortia have to define their own modus operandi to embed gender equality and more generally diversity issues.

In this session we will:

- ❖ listen to the lessons learnt from international collaborations and consortia that have developed or are working on developing mechanisms to embed gender equality mechanisms:
 - [LHCb](#), one of the LHC collaborations.
 - [EuroFusion](#), the European Consortium for the Development of Fusion Energy.
 - [FCC - EuroCirCol](#), a consortium in formation.
- ❖ and discuss
 - What projects / international collaborations can do to embed mechanisms to ensure gender equality.
 - What they can address within the scope of their management responsibilities.
 - Are the project teams too much focused on the technical, scientific and/or innovation aspects?
 - Can the concept of Responsible Research and Innovation be a way to support excellence in innovation through the wider lens of social aspects?



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Workshop 3 - What do early career scientists expect from gender equality policies?

Session chair: Sabine Kradolfer (NCCR LIVES, University of Lausanne)

Session panel member:

 **Francesca Primas (ESO)**

The work culture in the field of physics and related technologies still promotes the idea of more than 100% dedication to work with little room to balance a professional career with a personal life, and high levels of stress to succeed. In addition, the increase in the number of women, even if slow, and a corresponding increase in dual-career couples means that many issues that have been considered to be women's issues may be more appropriately managed as dual career issues. A key challenge for dual-career couples is co-ordinating their careers, but career breaks and (lack of) mobility are often cited as reasons why some women fail to advance. What is the perception of the younger generation of scientists and what do they expect from their organisations or governments?

In this session we will:

- ❖ draw on lessons learnt from research and experience :
 - Challenges and support for early careers - results of the EU research [project GARCIA](#) / brief summary of a research study carried out at CERN.
 - Reflections and expectations of ESO's early career astronomers.
- ❖ and explore the following questions:
 - What are the obstacles that are preventing professionals from balancing work and life? What are the leverages?
 - How could the work culture be described and how can it be changed?
 - How can the challenges of international mobility be addressed? What strategies can be effective in mitigating the impact of career breaks and geographic limitations on the career?
 - How to manage career breaks so that careers are kept on track?
 - Do mentorship and sponsorship programmes produce results?
 - How to address the image of the field and present it as an attractive and viable option to students?



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Workshop 4 - Gender Equality initiatives towards general public – changing the image of physics

Session chair: Tomas Brage (University of Lund – Department of Physics)

Session panel members:

- ✚ **Emma Sanders** (CERN, Education and Communication group)
- ✚ **Kristin Kaltenhäuser** (IT University Copenhagen, formerly CERN Diversity Office)

Educational research has shown that school girls are far less likely than boys to take up science subjects, as shown e.g. by a [UK study by the Institute of Physics](#). This has repercussions on professional choices. Textbooks that embed stereotypes of sex and gender in materials perpetuate [gender assumptions](#), they shape impressions of the nature of scientific work. The images presented by scientific organisations can also contribute to perpetuate stereotypes and exclusion of women. Organisations, national and international, that face a continued difficulty in attracting gender-balanced talent pools within science and technology can contribute to making a difference in the way they outreach to students, teachers, general public.

In this session we will

- ❖ listen to different experiences such as
 - Recent initiatives to increase the diversity of CERN’s public face.
 - The introduction of a [Gender inclusive teaching workshop](#) for High School Teachers.
 - Reflections on how to change the image of physics.
- ❖ and discuss the following questions
 - Are there innovative initiatives for changing the image of physics?
 - What are the results?
 - How to include the gender dimension in teaching?