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Knowing and Solving – From the Gender Audit to the Gender Equality Plan

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■ Knowing and Solving – From the Gender Audit to the Gender Equality Plan

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Poster display delivered by University of Bologna at the STEM Gender Equality Congress 2017 held on the 8th and 9th June, Berlin, Germany. The poster display was titled Knowing and Solving – From the Gender Audit to the Gender Equality Plan

Keywords: DIVERSITY; GENDER EQUALITY; GENDER EQUITY; IMPLICIT BIAS; INCLUSION; LGBT; RESEARCH FUNDING; STEM; STEMM; UNCONCIOUS BIAS

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Each year the STEM Gender Equality Congress offers the best case studies, most important policy developments, and an opportunity to network with other delegates who are facing the same challenges in trying to balance gender equality in STEM around the globe.

Only the most dynamic and relevant keynotes, speakers and case studies are selected to be part of the agenda. The program is filled with thought-provoking addresses, high level panel discussions, and in-depth case studies along with informative poster sessions and exhibitions.



Promoting gender balance and inclusion
in research, innovation and training

Knowing and Solving

From the Gender Audit to the Gender Equality Plan

Gendering Research in the University of Bologna – UNIBO

Authors: Benedetta Siboni*, Daniela Sangiorgi, Angela Balzano, Tullia Gallina Toschi (University of Bologna)

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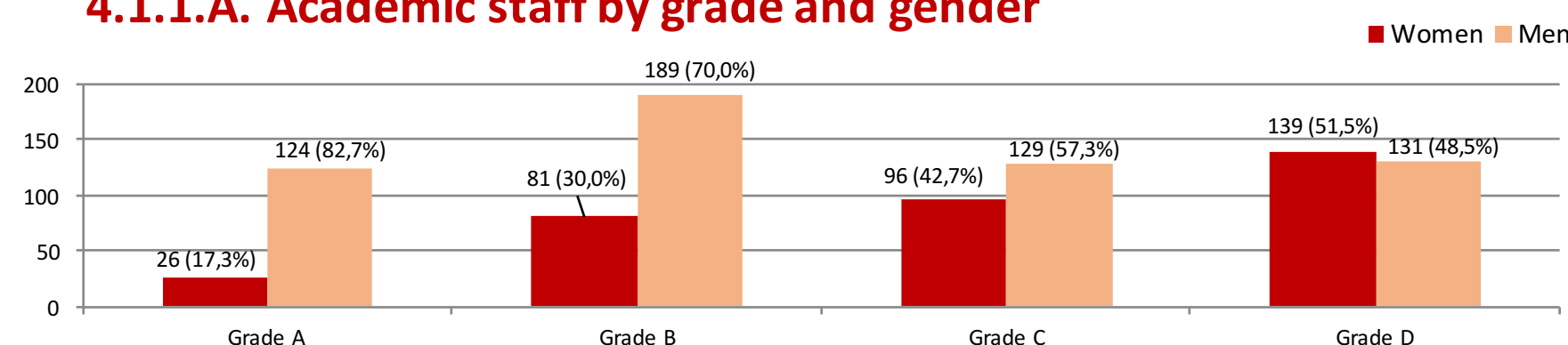
WP2 Leaders: Progetto Donna, Elhuyar

Scientific coordinator: Tullia Gallina Toschi

Project manager: Alessia Franchini

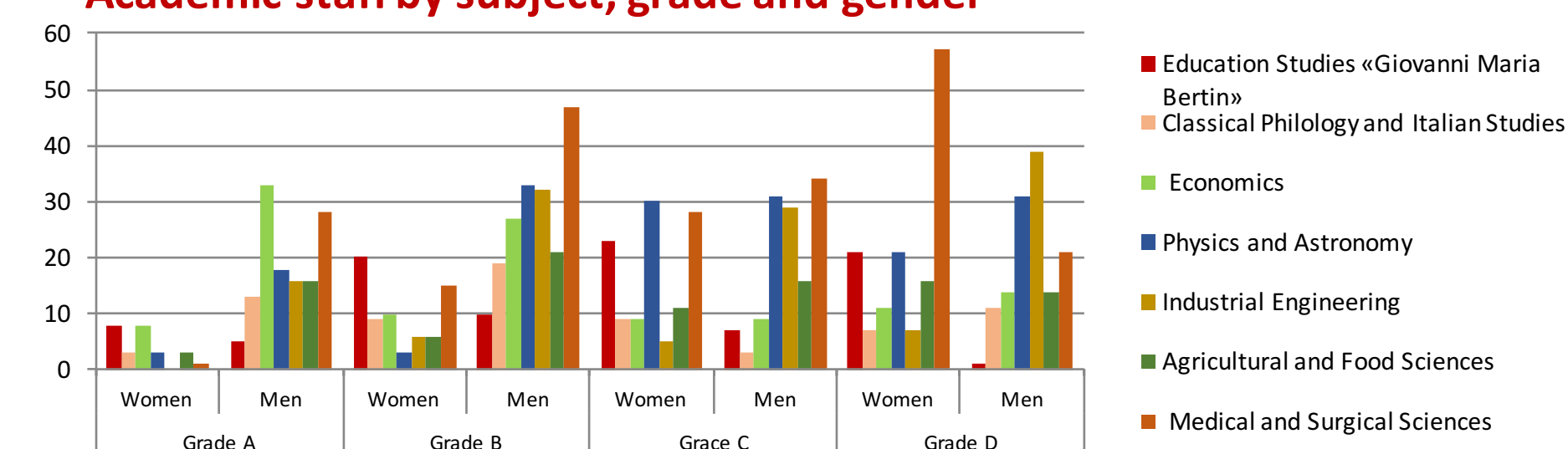
Gender Equality and Research at UNIBO: the Gender Audit Results

4.1.1.A. Academic staff by grade and gender



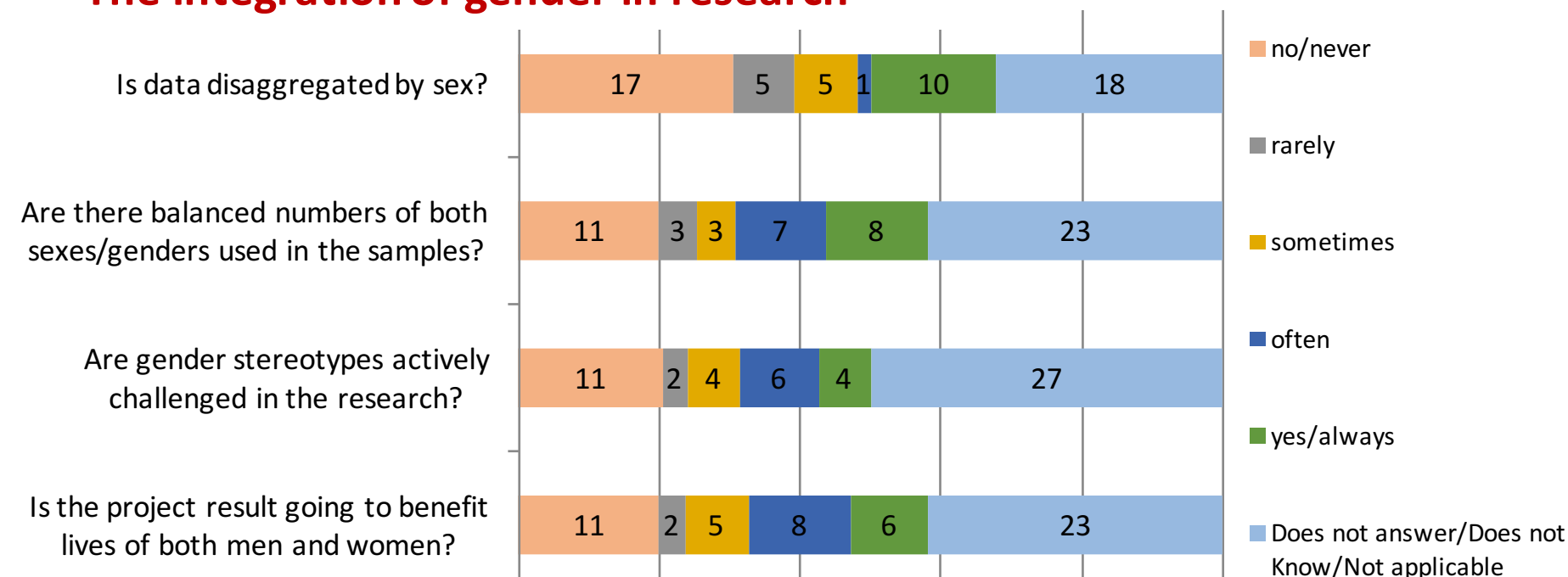
Sample of 7 Departments out of 33, including 1 Department for each area of research identified by She Figures (UE, 2015).

Academic staff by subject, grade and gender



Sample of 7 departments out of 33, including 1 department for each area of research identified by She Figures (UE, 2015).

The integration of gender in research



Survey submitted to 66 Research programs Coordinators financed in 2015.
Response rate: 83,33% (18 UNIBO's departments out of 24 surveyed).

The Gender Perspective in UNIBO from the Gender Audit

Gender perspective in research project management

	2015			
	Women	Men	% Women	% Men
1. Average composition of research teams who got public funding				
a. Specifically, in the European funding programmes	44	105	29,53	70,46
b. Specifically, in the National funding programmes	290	382	43,15	56,84
2. Average composition of peer review teams	35	69	33,65	66,34
3. Number of researchers that are mentors to Young Researchers (PhD students) in your institution	358	682	34,42	65,57
4. Funded Research Project Coordinators by gender				
a. Specifically, in the European funding programmes	13	17	43,33	56,66
b. Specifically, in the National funding programmes	12	25	32,43	67,56
5. Amount of academics who have published solo-articles in scientific publications	433	615	41,31	58,68
6. Amount of academics who have published co-authored articles in scientific publications	902	1,392	39,31	60,68
7. Number of publications authored by at least one author from UNIBO, which have in their Title and/or Key Words a word connected to gender	39	29	57,35	42,64

The UNIBO Gender Equality Plan 2017-2020

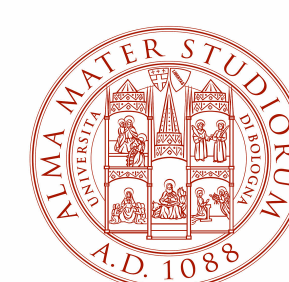
Key Area 2: Recruitment, career progression and retention

- 2.1 Creating guidelines to be undersigned by recruitment and appointment Commission Members
- 2.1 Mentoring/Empowerment courses to improve self-confidence, negotiating and leadership skills, particularly dedicated to the underrepresented gender
- 2.1 Sharing career good practices - role models for women (scientists, researchers and academics)
- 2.1 Introduction/retention at UNIBO internal research evaluation of the consideration of maternity/parental leave periods to reach a more equal assessment

The UNIBO Gender Equality Plan 2017-2020

Key Area 4: Researchers and research: gender equality and sex and gender perspective

- 4.1 Monitoring of Research data disaggregated by gender: funding, publications, evaluation, patents
- 4.1 Training seminars on sex and gender perspective in research, to foster the acknowledgment of its economic, social and innovation value
- 4.1 Introduction in the local calls of the integration of 'sex and gender' variables in research as a criterion for evaluation
- 4.1 Institutional recognition of dissertations that take the gender dimension into account (prizes for MA/Phd Thesis)
- 4.1 Promotion of networking of multidisciplinary research groups interested in gender issues



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