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

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

**Document Type:** Regular Paper
Publication date: 1 giugno 2017

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.
Gendering Research in the University of Bologna – UNIBO

Authors: Benedetta Siboni*, Daniela Sangiorgi, Angela Baitano, Tullia Gallina Toschi (University of Bologna)
*benedetta.siboni@unibo.it

WP2 Leaders: Progetto Donna, Elhuyar
Scientific coordinator: Tullia Gallina Toschi
Project manager: Alessia Franchini

Knowing and Solving

From the Gender Audit to the Gender Equality Plan

Gender perspective in UNIBO from the Gender Audit

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

The UNIBO Gender Equality Plan 2017-2020

Key Area 1: Recruitment, career progression and retention

2.1 Creating guidelines to be underpinned 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 2: 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

www.plotina.eu
plotina@unibo.it

Plotina has received funding from the European Union’s Horizon 2020 research and innovation programme under Grant Agreement No. 666008. The views and opinions expressed in this poster are the sole responsibility of the author and do not necessarily reflect the views of the European Commission.