



diversity

# Improving the gender diversity management in materials research institutions

Dr. h. c. Rolf Pfrengle  
Project Coordinator



PROJECT RELATED DATA	<b>Project acronym:</b>	DIVERSITY
	<b>Grant agreement no.:</b>	230 253, Support Action
	<b>Theme:</b>	Science in Society
	<b>Area:</b>	Strengthening the role of women in scientific research and scientific decision-making
	<b>Call:</b>	FP7-SCIENCE-IN-SOCIETY-2008-1
	<b>Project duration:</b>	36 months, starting date 1 <sup>st</sup> of January 2009
	<b>Coordinator:</b>	Leibniz-Institute IFW Dresden, <i>Dr. h. c. Rolf Pfrengle</i>



Diversity

Diversity

Diversity



diversity

# PARTICIPANTS

DIVERSITY

## PARTICIPANTS and Key Persons

- P01 IFW Dresden *Dr. h. c. Rolf Pfrengle*
- P02 WU Vienna *Prof. Wolfgang Mayrhofer*
- P03 EPWS Brussels *Dr. Maren Jochimsen*
- P04 CNRS Grenoble/Nancy *Prof. Dominique Givord*  
*Prof. Jean-Marie Dubois*
- P05 GA University Göttingen *Prof. Konrad Samwer*
- P06 UA Barcelona *Prof. María Dolores Baró*  
*Prof. Maria Jesús Izquierdo*
- P07 JSI Ljubljana *Prof. Spomenka Kobe*
- P08 INT FZK Karlsruhe *Prof. Horst Hahn*
- P09 Chalmers TU Gothenburg *Prof. Uta Klement*
- P10 University of Turin *Prof. Livio Battezzati*
- P11 University of Oxford *Dr. Nicole Grobert*
- P12 STU Bratislava *Prof. Oliver Moravčík*
- P13 University Ioannina *Dr. Christina Lekka*
- P14 Saxon Ministry of Science and Fine Arts *Dr. Eva-Maria Stange*



Participants



P01



P02



P03



P04



P05



P06



P07



P08



P09



P10



P11



P12



P13



P14

PARTICIPANTS



# MOTIVATION

DIVERSITY

## WHY MORE WOMEN in DECISION-MAKING POSITIONS ?

Increasing the proportion of women scientists reflects the proportion from society

Career: New perspectives for undergraduate and graduate women

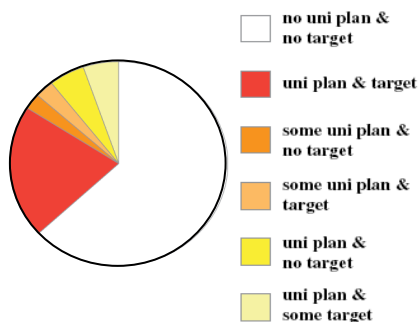
Focus on broader issues: Women leaders address the needs of female scientists

Diversity: Enrichment in research

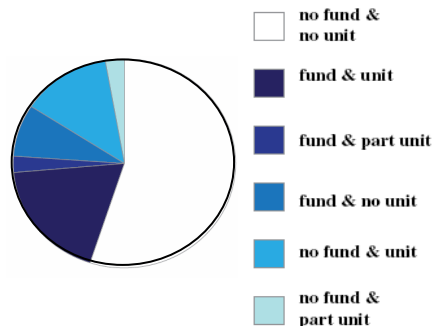
Cultural change: Focus on community and avoiding stereotypes

**The HELSINKI GROUP on WOMEN in SCIENCE (EC): situation report**

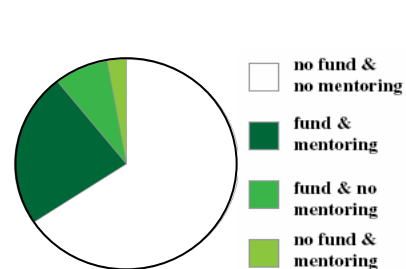
Overlap between targets and university equality plans



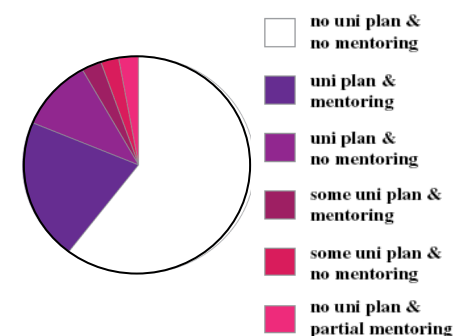
Overlap between women and science units and funding for women in science



Overlap between mentoring and funding for women in science



Overlap between mentoring and university equal opportunity plans



MOTIVATION



# WORKING HYPOTHESES

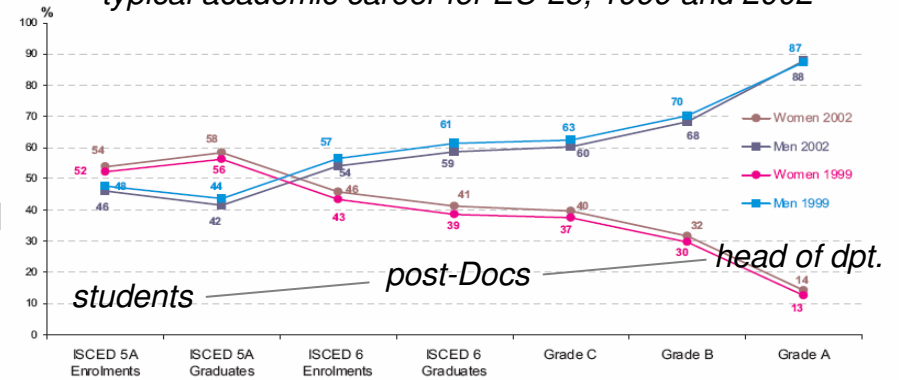
DIVERSITY

## SCIENCE IN SOCIETY ISSUES

### Decision-making bodies ...

- ... are male-dominated and not gender balanced
- ... do not use the fully available pool of human capital
- ... represent only the opinion of half of the scientific population

Relative share of women and men in a typical academic career for EU-25, 1999 and 2002



## WORKING HYPOTHESES

WORKING HYPOTHESES

Euclid's 'Elements'



Transl. by Adelard of Bath, Paris 1309 - 1316

Women teaching geometry

### Diversity ...

- ... increases creativity
- ... improves efficiency, quality and international competitiveness
- ... optimizes human resources
- ... creates new role model institutions in gender diversity policy
- ... makes european research institutes attractive



# OBJECTIVES & ACTIVITIES

DIVERSITY

OBJECTIVES & ACTIVITIES

Improvement of the gender diversity management in materials research organisations by ...

A

... Strengthening the role of women scientists in decision-making

- Identification of the effective methods, policies and mechanisms
- Activities to improve the gender balance: workshops, networking, European forum

B

... Support and implementation of a more transparent career appraisal system

- Implementation of the European Charter for Researchers and the Code of Conduct
- Formulation of guidelines and offering the best practice examples to the materials research community

C

... Enhancing solidarity by the involvement of men decision-makers in promoting gender equality

- Participation of male decision-makers: Complete involvement in all activities of 'DIVERSITY'
- Changing the attitudes based on gender stereotypes: policy recommendations

D

... Raising awareness about gender and research

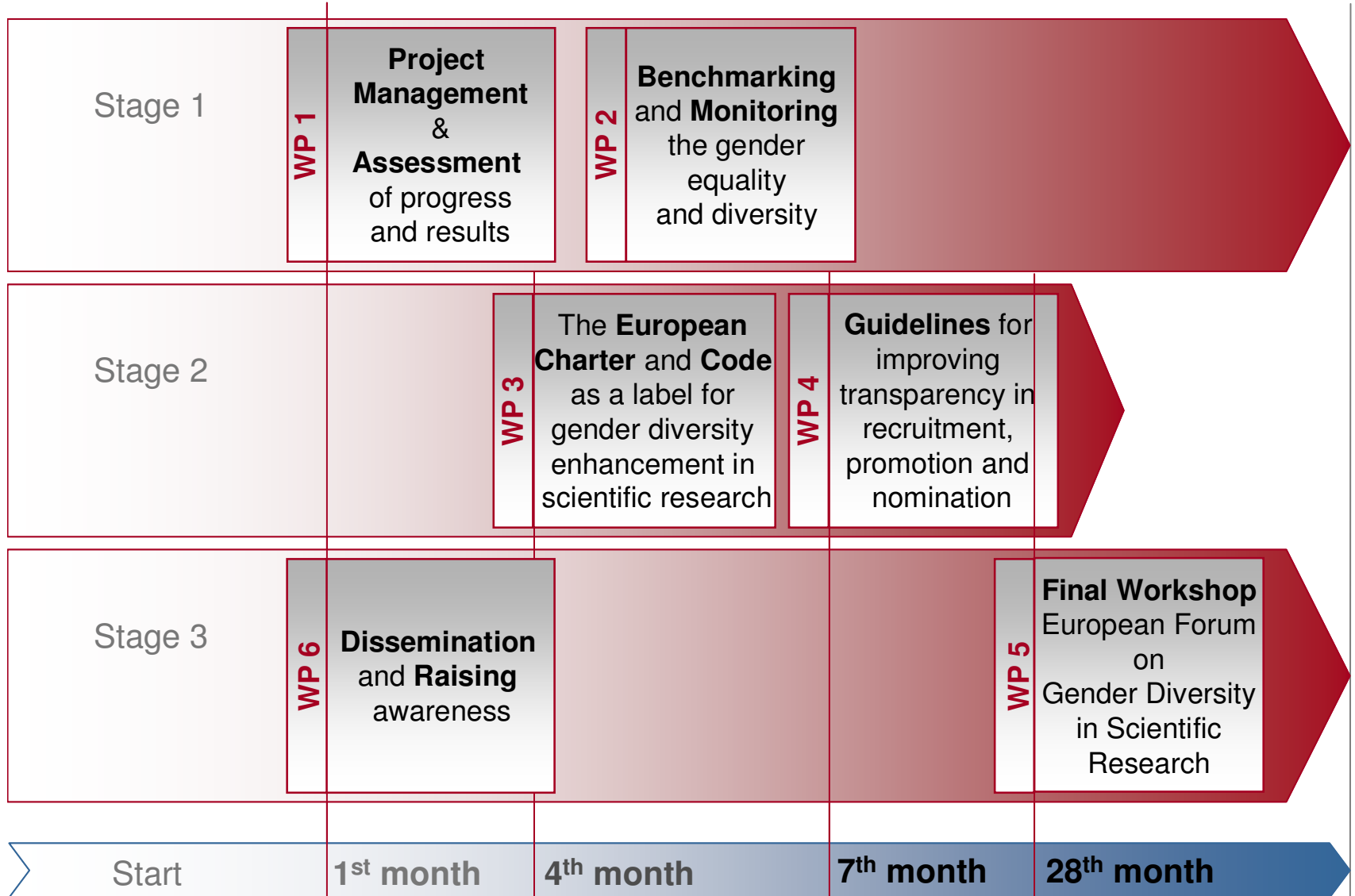
- Dissemination knowledge, spreading excellence and exploiting results
- Increasing the visibility of gender issues



# WORK PACKAGES

DIVERSITY

WORK PACKAGES



**DURATION: 36 months**



# WORK PACKAGES DETAILS

DIVERSITY

## WP 1: PROJECT MANAGEMENT and ASSESSMENT of PROGRESS and RESULTS

Duration: 30 months

Kick off Meeting: Project Management Committee

Administrative and Financial Management: Networking, Monitoring

Financial statements and Audit: Official Reports

Mid-term progress report

Final report

Participants:

[P1: IFW Dresden](#)  
P2: WU Vienna  
P4: CNRS Grenoble/Nancy  
P6: UA Barcelona

## WP 2: BENCHMARKING and MONITORING the GENDER EQUALITY and DIVERSITY

Participants:

P1: IFW Dresden  
P3: EPWS Brussels  
P4: CNRS Grenoble/Nancy  
P5: GA Univ. Göttingen  
[P6: UA Barcelona](#)  
P7: JSI Ljubljana  
P9: Chalmers TH Gothenburg  
P10: Univ. Turin  
P11: Univ. Oxford  
P12: STU Bratislava  
P13: Univ. Ioannina

Report on the Procedure System

Gather data from the materials research institutes: on-line Questionnaires

2 Planning and Assessment Meetings

Report: Benchmarking and Monitoring Studies

Identification of good practices

Duration: 4<sup>th</sup> – 27<sup>th</sup> month

WORK PLAN



# WORK PACKAGES DETAILS

DIVERSITY

## WP 3: The EUROPEAN CHARTER and CODE as a LABEL for GENDER DIVERSITY ENHANCEMENT in SCIENTIFIC RESEARCH

Duration: 4<sup>th</sup> – 30<sup>th</sup> month

- European Level Supporting Actions: Satellite Meetings
- Institutional Support: Local Workshops, Implementation of the Charter
- Recommendations and Guidelines: Creating Profiles
- Networking Activities: Short Visits
- Reports on the Main Results

### Participants:

- P2: WU Vienna
- [P4: CNRS Grenoble/Nancy](#)
- P5: GA Univ. Göttingen
- P6: UA Barcelona
- P8: INT-FZK Karlsruhe
- P10: Univ. Turin
- P12: STU Bratislava
- P13: Univ. Ioannina

## WP 4: GUIDELINES for IMPROVING TRANSPARENCY in RECRUITMENT, PROMOTION and NOMINATION

### Participants:

- [P2: UW Vienna](#)
- P4: CNRS Grenoble/Nancy
- P6: UA Barcelona
- P7: JSI Ljubljana
- P9: Chalmers TH Gothenburg
- P11: Univ. Oxford
- P14: SMWK

European Level Supporting Action: Workshop (Barcelona)

*„How to promote more women in leadership positions“*

Institutional Activities: Round Tables *„Better Leadership“*

Recommendations and Guidelines: Policies and concepts  
to ensure adequate gender balance in decision-making bodies

Duration: 7<sup>th</sup> – 27<sup>th</sup> month

WORK PLAN



# WORK PACKAGES DETAILS

DIVERSITY

WORK PLAN

## WP 5: FINAL WORKSHOP and EUROPEAN FORUM on GENDER DIVERSITY in SCIENTIFIC RESEARCH

30<sup>th</sup> month

Final Workshop (Dresden): Presentation of the Project Findings  
Methodologies to Implement the European Charter for Researcher  
and the Code of Conduct for their Recruitment in Materials Research  
European Forum (Dresden): Improving the Gender Diversity Management  
Report on the Main Results

### Participants:

P1: IFW Dresden  
P2: WU Vienna  
[P3: EPWS Brussels](#)  
P4: CNRS Grenoble/Nancy  
P5: GA Univ. Göttingen  
P8: INT-FZK Karlsruhe  
P9: Chalmers TH Gothenburg  
P10: Univ. Turin  
P11: Univ. Oxford  
P14: SMWK

## WP 6: DISSEMINATION and RAISING AWARENESS

### Participants:

P1: IFW Dresden  
P3: EPWS Brussels  
P4: CNRS Grenoble/Nancy  
P7: JSI Ljubljana  
[P11: Univ. Oxford](#)  
P12: STU Bratislava  
P13: Univ Ioannina  
P14: SMWK

Dissemination Plan: Design and Coordination of Activities  
Project Website: Creation and Update of the 'DIVERSITY' Website  
Media-related Activities: Open and Public Events, TV, radio and newspapers  
Printed Material: Brochures, Publications in Journals, Posters, etc.

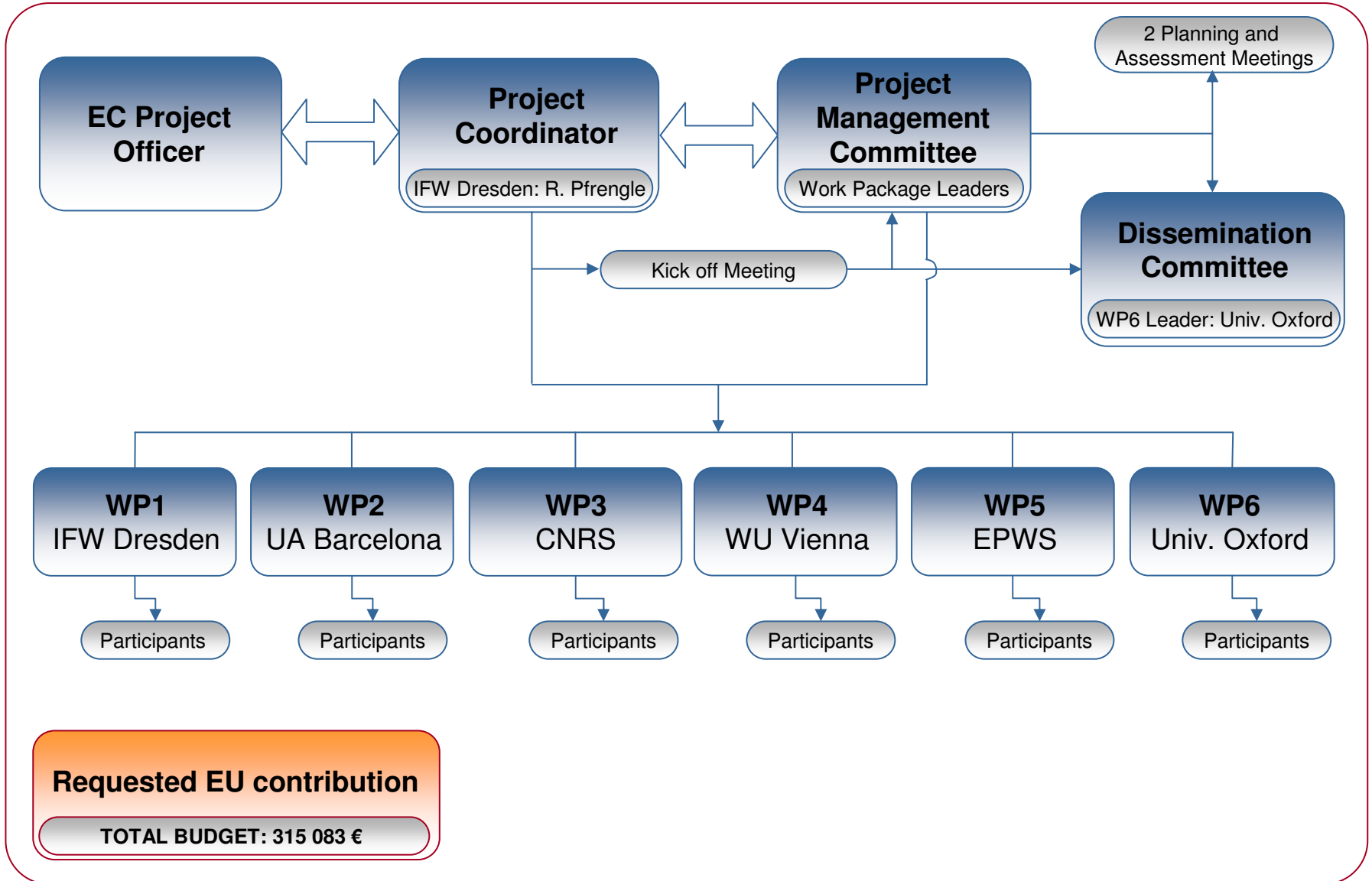
Duration: 30 months



# ORGANISATORIAL STRUCTURE

DIVERSITY

WORK PLAN





# PROJECT DIVERSITY

DIVERSITY

## KEY PERSONS



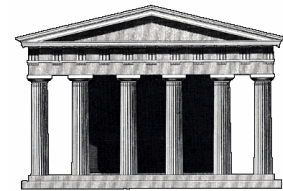
High-level actors in the European scientific community:

Minister, Directors, Deans, Heads of the Department, ...

Well known participating institutions:

Ministry, NGO, Research Centers, Universities, ...

## STRUCTURE of INSTITUTIONS



## CULTURE



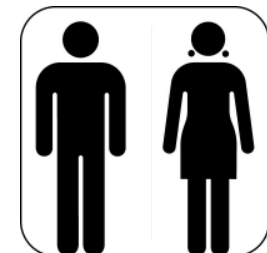
Multinational team:

Austria, Belgium, France, Germany, Greece,  
Italy, Spain, Sweden, Slovakia, Slovenia, UK

Key person gender balance:

7 Women and 7 Men

## GENDER



PROJECT DIVERSITY



# IFW – ‘DIVERSITY’ TEAM

DIVERSITY

**Dr. h. c. Rolf PFRENGLE**

*Project Coordinator*  
R.Pfrenge@ifw-dresden.de

Scientific issues

Prof. Mariana CALIN

Katarzyna WERNIEWICZ

Prof. Ludwig SCHULTZ

Prof. Jürgen ECKERT

Dr. Annett GEBERT

Financial issues

Birgit BENZ

Judith KALKSTEIN

Administrative issues

Friederike WASSERSCHIEDT

Tina WEBER



COORDINATING TEAM



Coordinating Institution  
*Leibniz-Institute IFW Dresden*



<http://www.diversity-fp7.eu/>

<http://www.ifw-dresden.de/>