

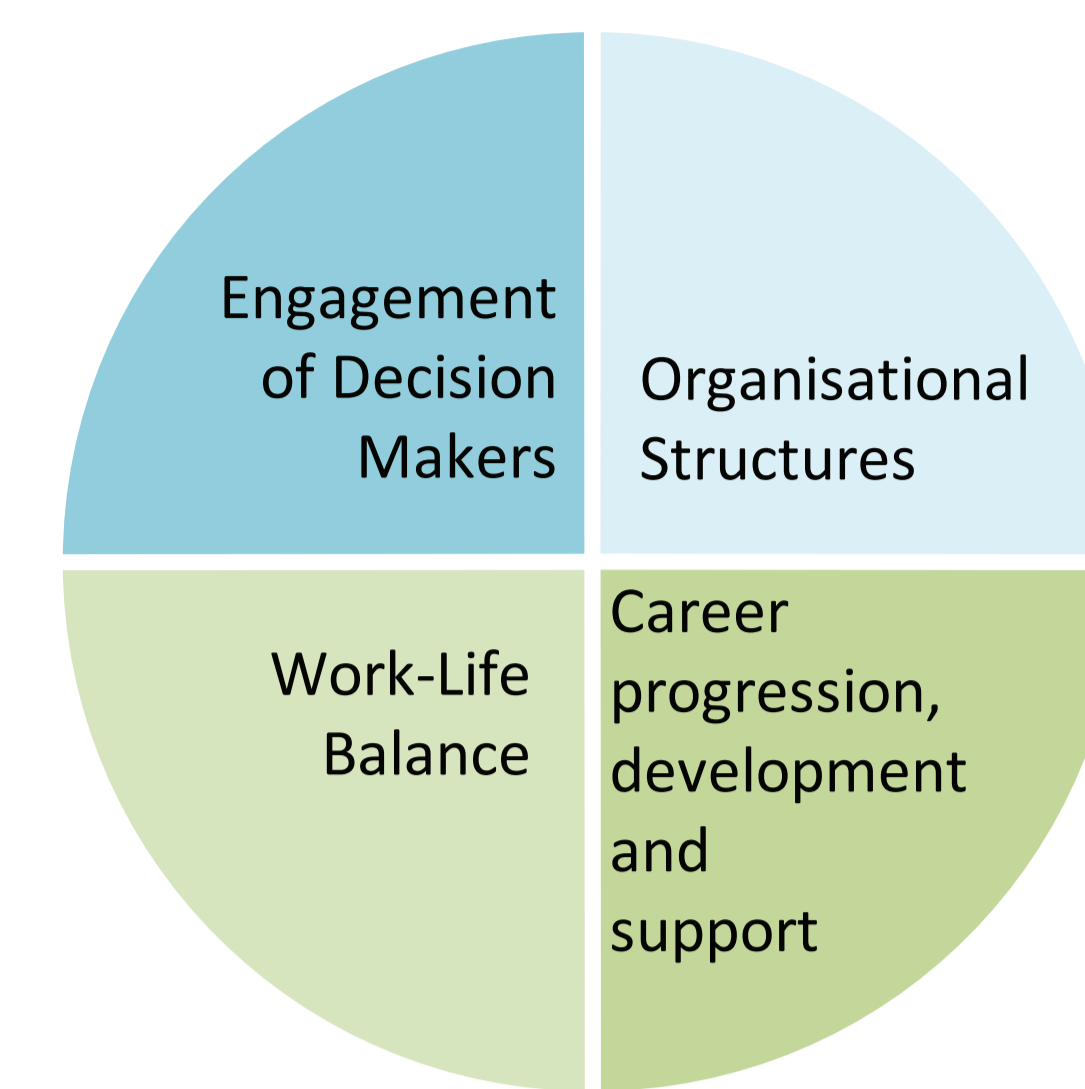
Authors:

Anne Pépin, Maria Teresa Pontois, Jeanne Collin (CNRS); Eileen Drew, Claire Marshall (TCD); Virginija Sidlauskienė, Gintautas Jazdauskas (SU); Anke Lipinsky, Maria Schäfer, Andrea Löther (GESIS)

The INTEGER project brings together a focused and balanced partnership of European higher education and research organisations that share a top level commitment to the implementation of sustainable institutional transformation, thereby creating environments in which women and men can perform equally.

Tailored Transformational Gender Action Plans (T-GAPs) have been developed within each of the three implementing organisations, following a detailed baseline data assessment.

They address both the institutional and local levels (e.g. selected Faculties, Schools, Institutes) and span across four themes:



Best practices:

Committee for Gender Equality and Research Excellence at CNRS



Key theme: Organisational Structure
Centre National de Recherche Scientifique, France

Inspired by the STRIDE Committee initially created at the University of Michigan (US) by NSF-ADVANCE.

- Review procedures and practices for the evaluation, recruitment and promotion of CNRS researchers.
- Membership: Chairs of all CNRS standing peer-review evaluation panels, CNRS deputy scientific directors, HR senior officers, senior women researchers & gender experts.

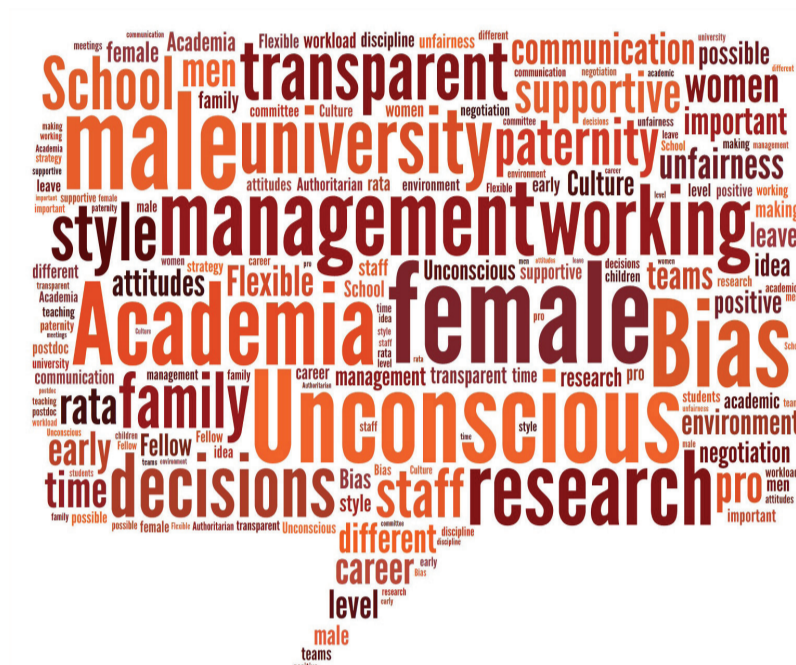


- Training on gender equality issues based on the latest social science literature; Pluriannual sex-disaggregated statistical factsheets used by panels; Family-related career breaks taken into consideration in evaluations; Increased gender balance in awards (CNRS Medals).

Addressing Unconscious Bias



Key theme: Engagement of Decision Makers
Trinity College Dublin, Ireland



Research shows that women and men may be unaware of their implicit, or 'unconscious' attitudes, yet these can impact on their decision making.

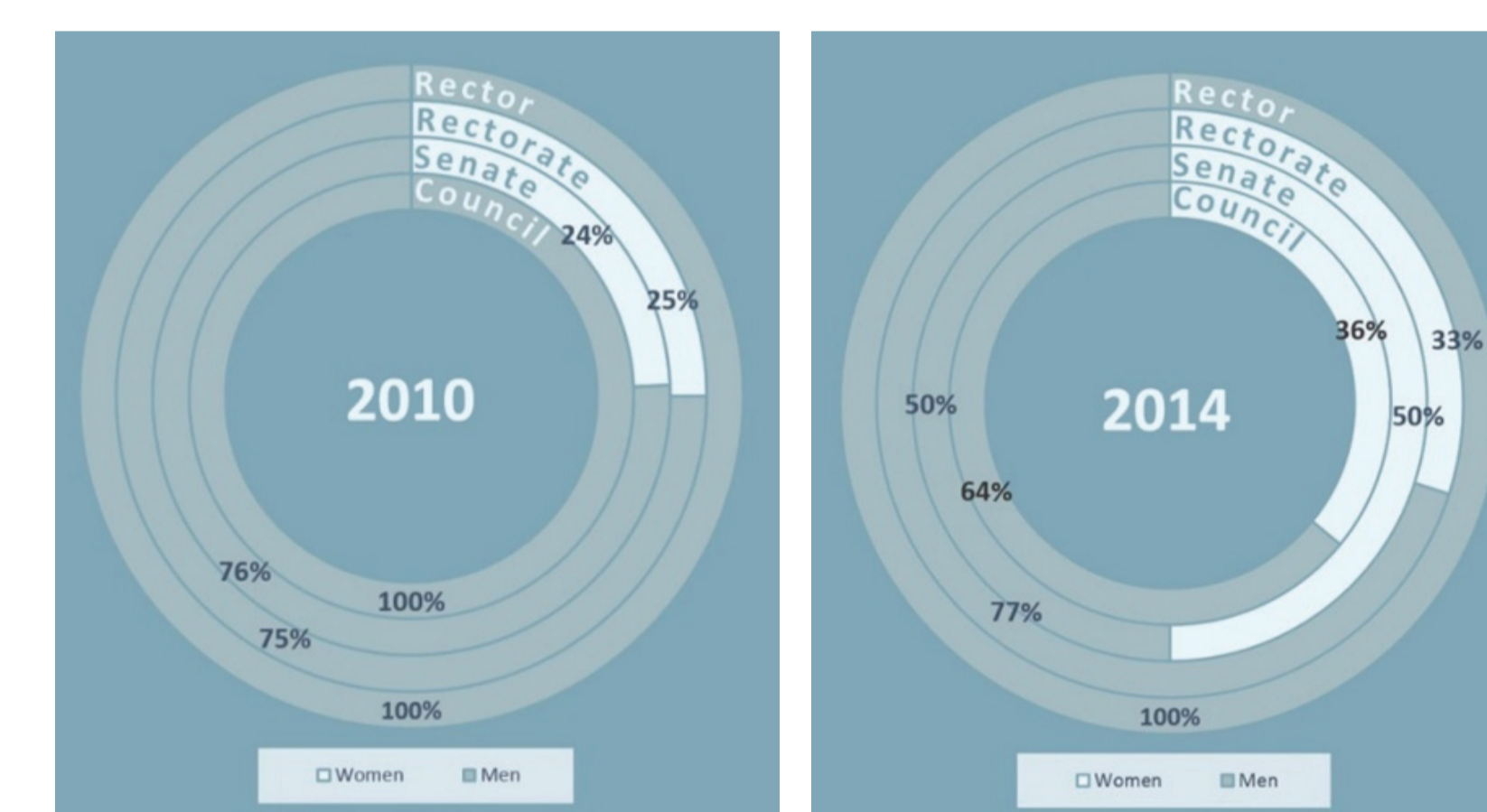
- Address unconscious biases at all levels of the university, from the highest-level senior management to PIs, Heads of School and the wider community.
- Unconscious Bias Workshops delivered to College Officers, who are the key decision makers, and academic promotions committees (by Pearn Kandola)
- Anticipated impact: improved decision making, enhanced gender balance and greater transparency and fairness in recruitment, selection and promotion.

Increasing the proportion of women in decision-making positions

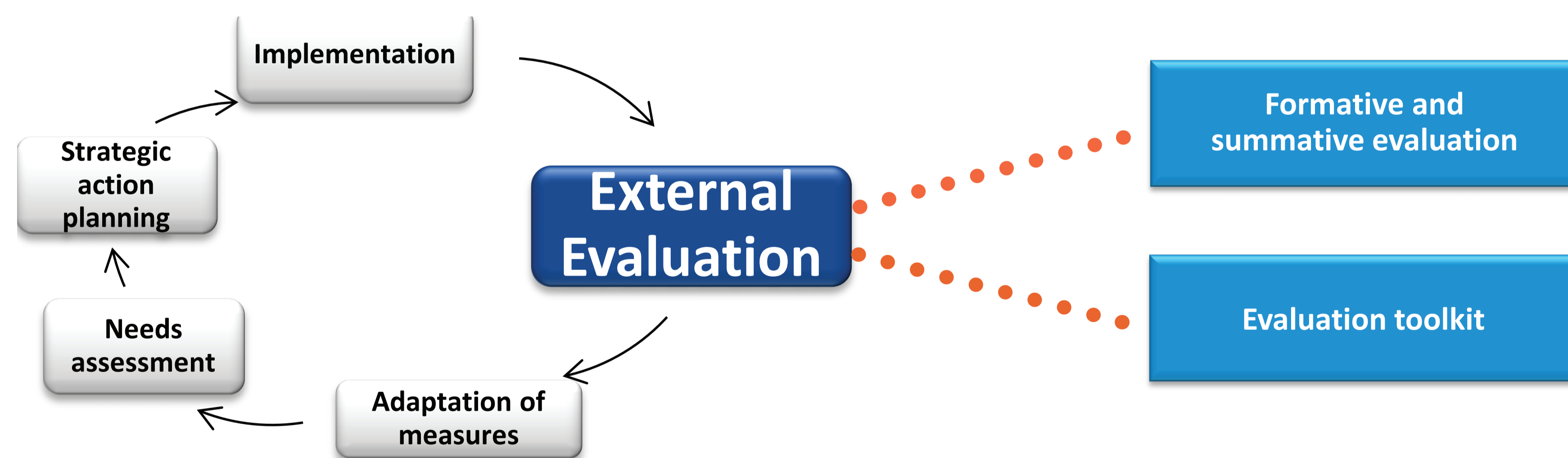


Key theme: Organisational Structure
Siauliai University, Lithuania

- Increased share of women main decision making bodies: Rectorate, Council and Senate.
- ŠU designed and piloted an election strategy that involved candidate search, inspiration, agitation and recruitment, lobbying of women candidates to be elected to the main decision body of the University.
- After the election the number of women in the University Council has dramatically increased – from 0% to 36,6%.



T-GAP implementation is assessed by GESIS - Leibniz Institute for the Social Sciences, Germany, through framework, process and impact analyses.



Creation of online Guidelines which will act as an implementation manual for peer institutions seeking to improve the position and progression of women researchers.

User-friendly, clear and informative, based on the good practice brought together from the experience of the implementing organisations.



www.integer-tools-for-action.eu



For further information contact:
Project coordinator
Anne Pépin, Director Mission for the place of Women at CNRS
anne.pepin@cnrs-dir.fr

Visit Partners' Websites:
www.cnrs.fr/mission-femmes/integer
www.tcd.ie/wiser/integer
www.projectinteger.com
www.gesis.org/cews