

# Examining gender unconscious biases and good-practices: BBC- Israeli academic college as a case study



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## CHANGE

CHAlleNging Gender (In)Equality in Science and Research



universidade  
de aveiro



NIB  
NACIONALNI INŠTITUT ZA BIOLOGIJO

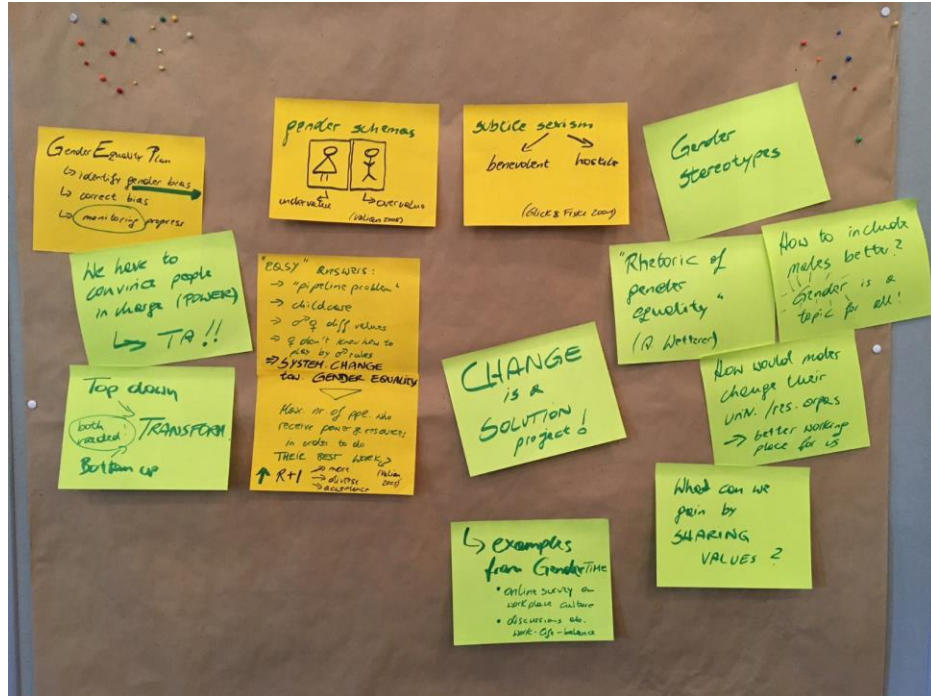


המכללה האקדמית בית ברל  
الكلية الأكاديمية بيت بيرل  
Beit Berl College



This project has received funding from the European Union's Horizon 2020 Research & Innovation Programme under Grant Agreement no. 787177.

# Project CHANGE



- CHANGE contributes to a
  - structural change towards gender equality in the European Research Area by
  - stimulating institutional cultural change towards gender equal work environments in RPOs
  - fostering the importance of gender dimension inclusive research and innovation programmes in RFOs.

• Duration: 2018–2022

<https://www.change-h2020.eu/>

RPOs = Research Performing Organisations  
RFOs = Research Funding Organisations



# CHANGE Objectives



1. Removing barriers to the recruitment, retention and career progression of female researchers;
2. Addressing gender imbalances in decision making processes;
3. Strengthening the gender dimension in research programmes.



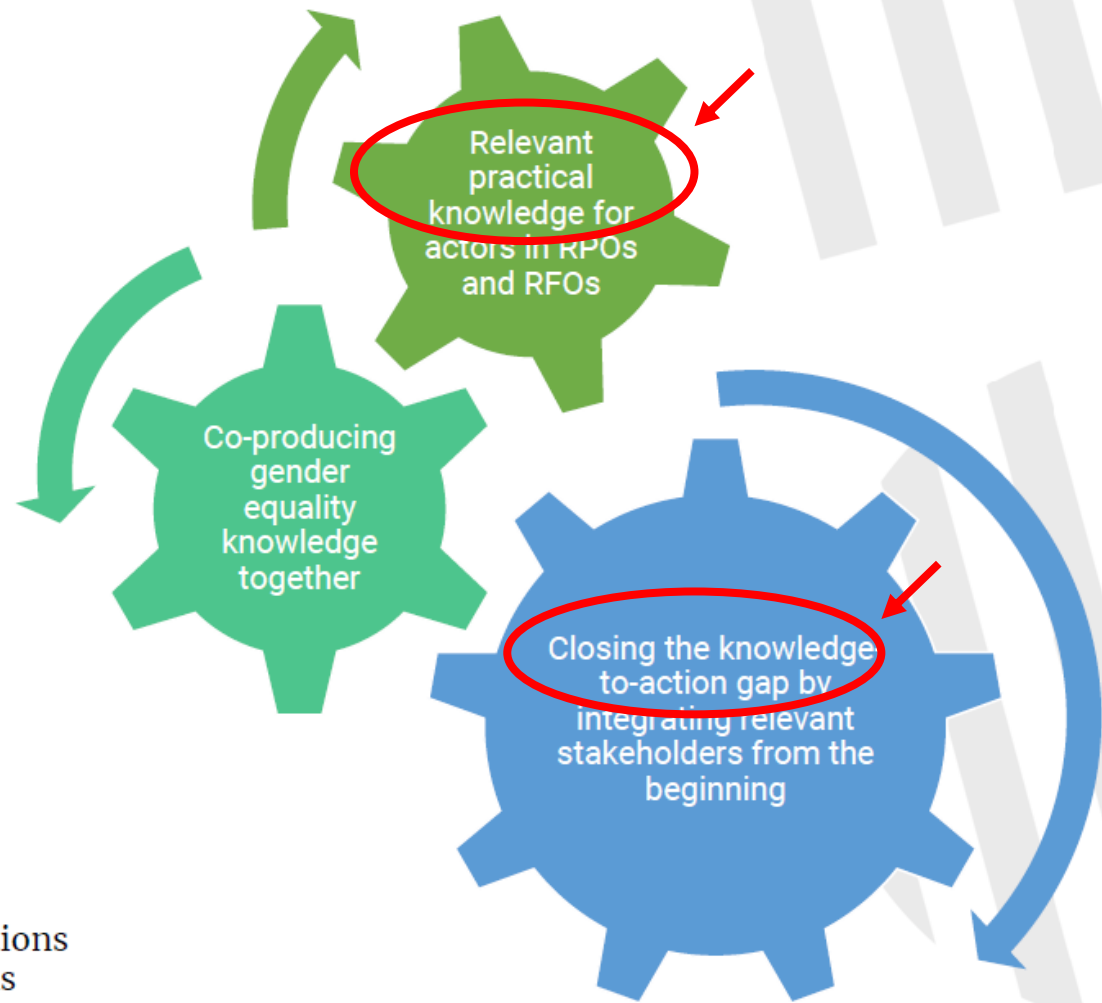
# The CHANGE Approach

(Danhem-Adkins et al., 2019)



*“Scholarly research tends to focus on the description [...] of the status quo [...] while it remains disconnected from actual initiatives of gender transformations.”*

(Benshop & Verloo, 2011)



RPOs = Research Performing Organisations  
RFOs = Research Funding Organisations



“...gender change in practice entails an **eclectic amalgam of strategies...**”

“...potential effect of **combination of strategies** in terms of transforming organizations to foster gender equality.”

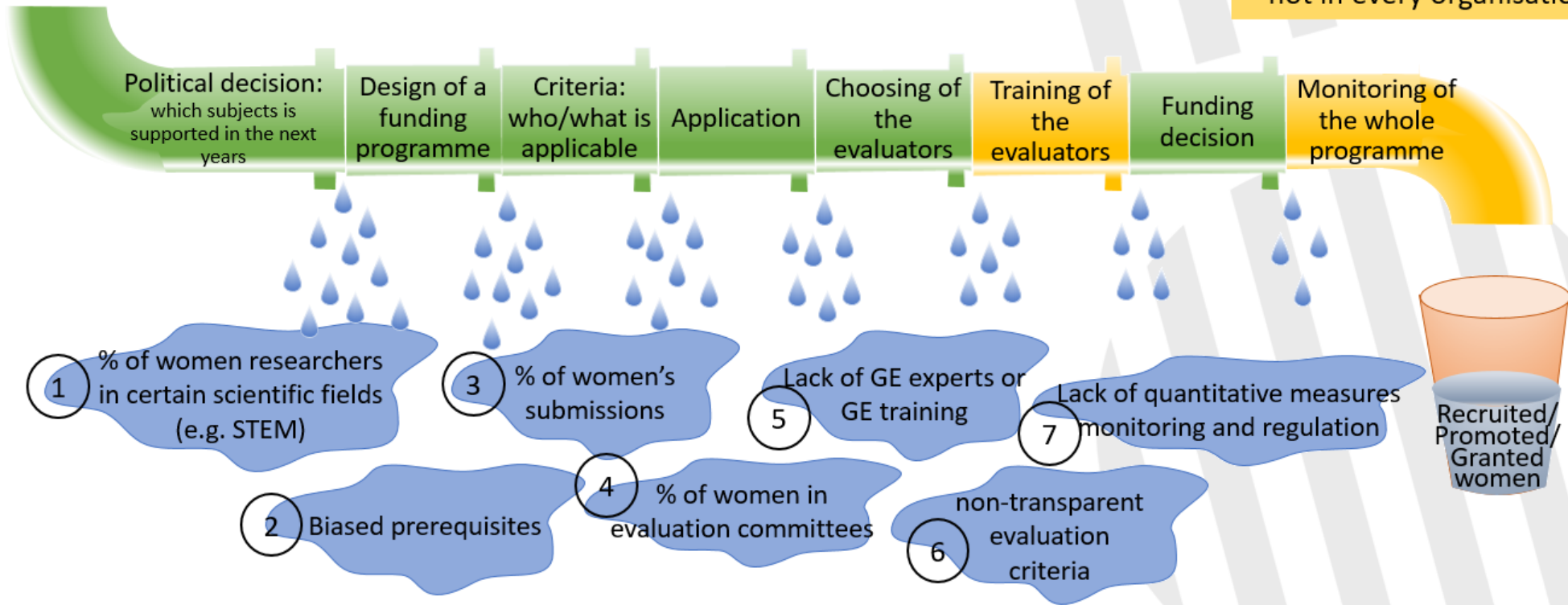
“the strategy requires activists to **address both the individual and structural levels** in order to organize needed systematic transformations”

(Benschop & Verloo, 2011).



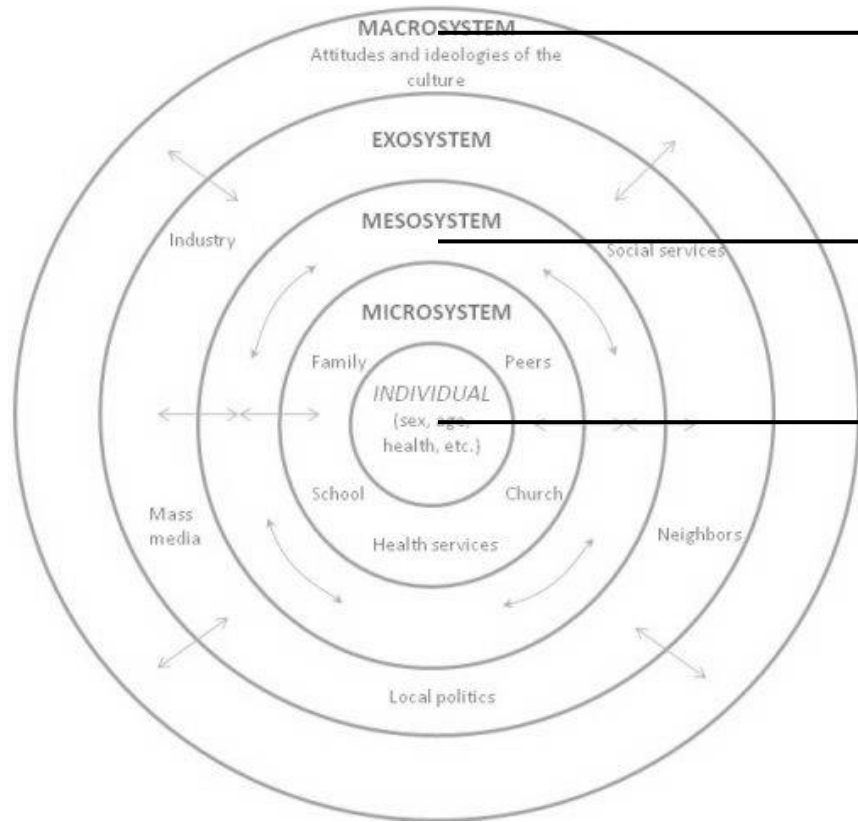
# The Leaky Pipeline Model

\* not in every organisation



# Adapting the Ecology of Human Development model\* to research and academia

**CH  
AN  
GE!**



**Regional or national level**



**International level**

\*Bronfenbrenner, U. (1979).The ecology of human development: Experiments by nature and design. Cambridge, MA: Harvard University Press

# Gender-Inclusive Good Practices



1

Special support instruments  
for researchers

2

Gender balance in decision-  
making bodies

3

'Fair play': organisational  
transparency

4

Gender mainstreaming and  
sensitisation

5

Gender experts and  
trainings

6

GE Policy, budget,  
regulation and monitoring





**1** **Individual level**  
Special support instruments for researchers

**2** **institutional level**  
Gender balance in decision-making bodies

**3** **institutional level**  
'Fair play': organisational transparency

**4** **All levels**  
Gender mainstreaming and sensitisation

**5** **All levels**  
Gender experts and trainings

**6** **Regional/national/international levels**  
GE Policy, budget, regulation and monitoring



**1** **Individual level**  
Special support instruments for researchers

% of women researchers in certain scientific fields (e.g. STEM)

% of women's submissions

**2** **Institutional level**  
Gender balance in decision-making bodies

Biased prerequisites

% of women researchers in certain scientific fields (e.g. STEM)

non-transparent evaluation criteria

**3** **institutional level**  
'Fair play': organisational transparency

Biased prerequisites

non-transparent evaluation criteria

**4** **All levels**  
Gender mainstreaming and sensitisation

% of women's submissions

Biased prerequisites

**5** **All levels**  
Gender experts and trainings

Lack of GE experts or GE training

Biased prerequisites

**6** **Regional/national/international levels**  
GE Policy, budget, regulation and monitoring

% of women researchers in certain scientific fields (e.g. STEM)

Lack of quantitative measures monitoring and regulation

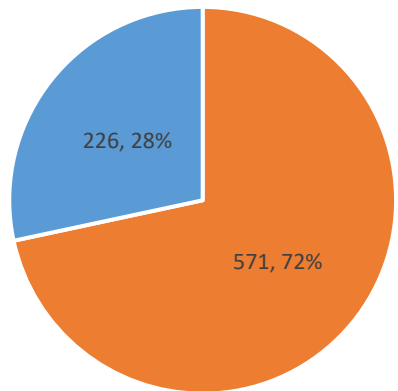




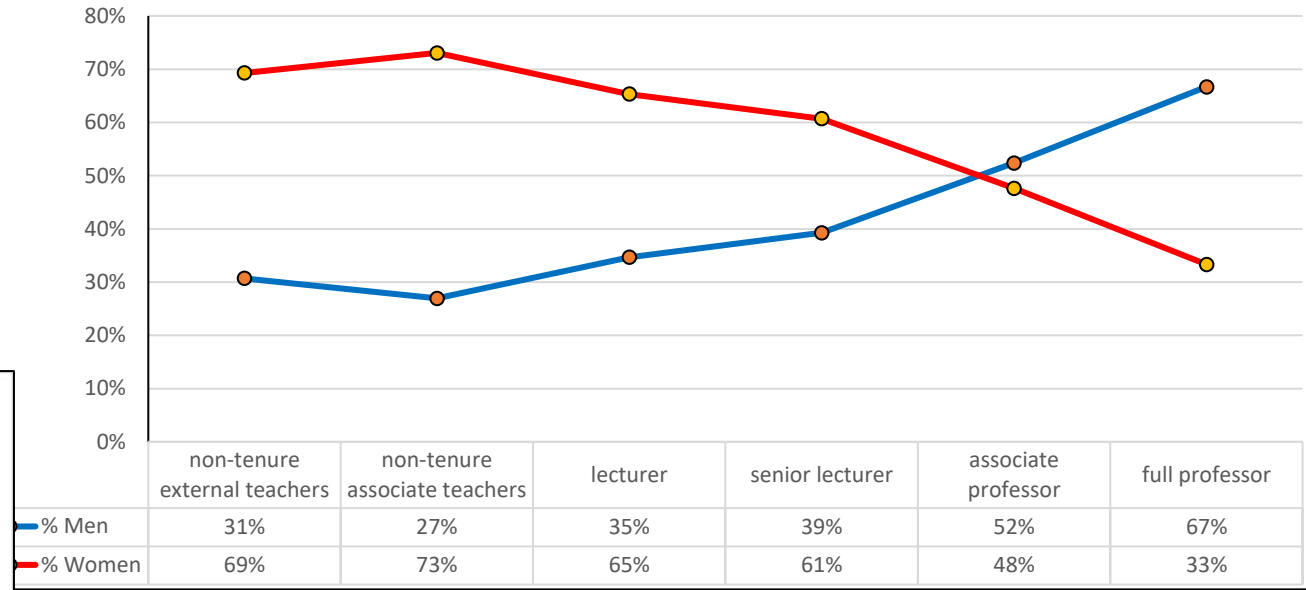
**Beit Berl Academic College  
as a case study**



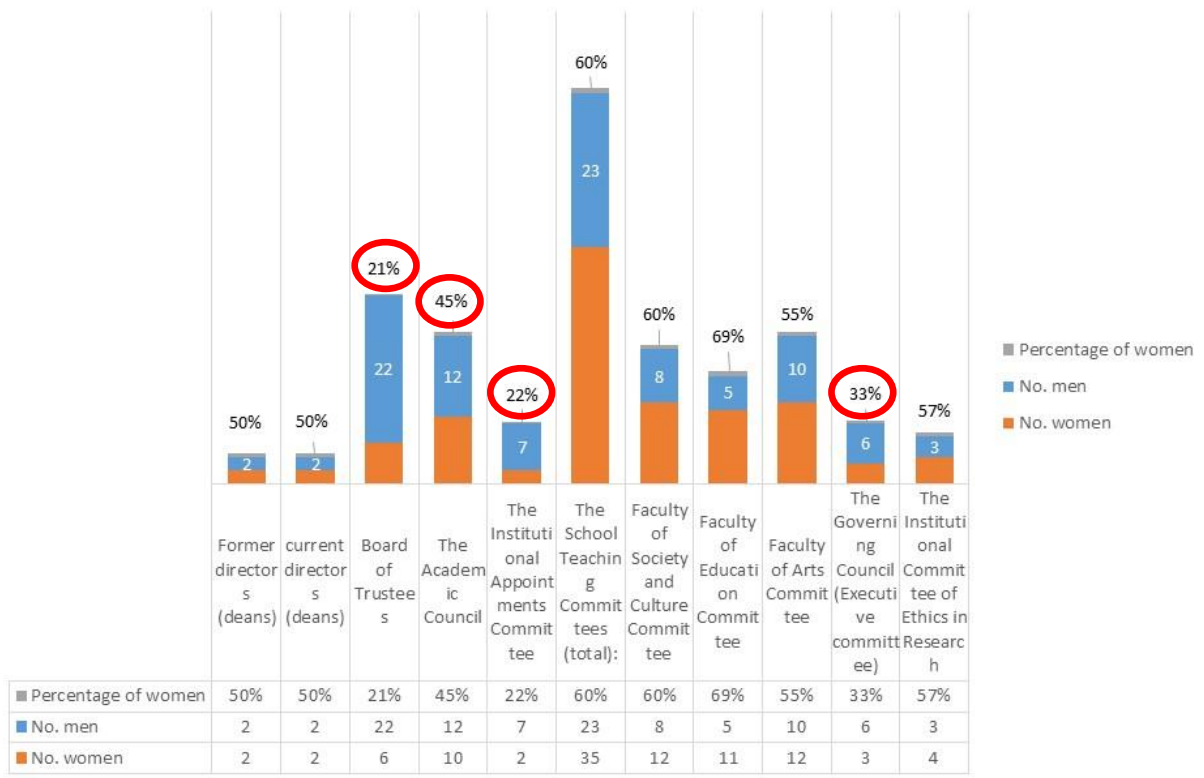
### Total number of employees



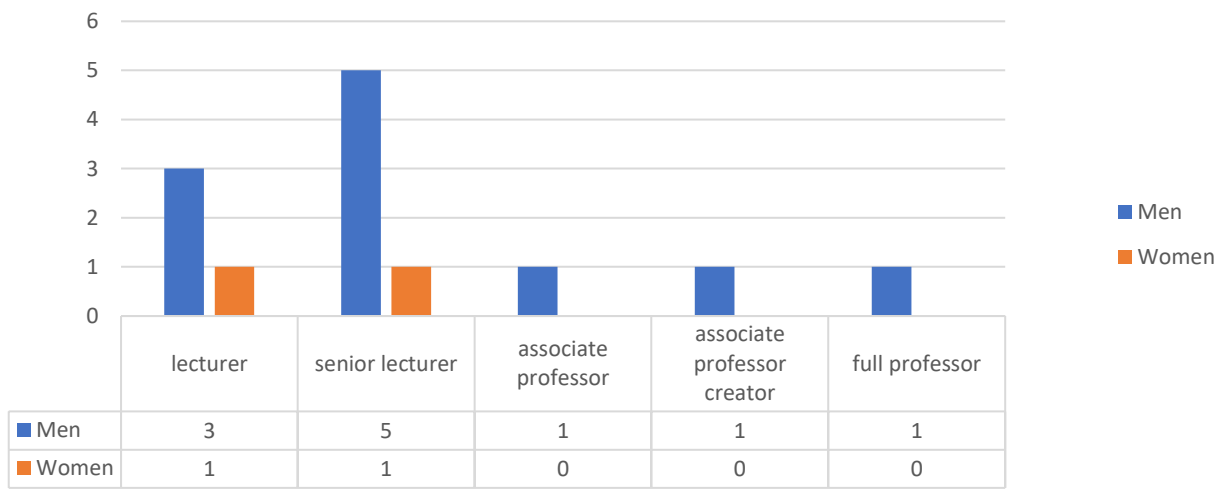
### Scissors Diagram - Beginning of 2019/20 Academic Year Beit Berl Academic College





### WOMEN REPRESENTATION IN DECISION MAKING COMMITTEES BEIT BERL ACADEMIC COLLEGE 2018



### Senior Staff Promotions - 2019/20 Beit Berl Academic College



Online questionnaire: Gender-inclusive good practices in academia and research

Section 1 of 17

## שאלון בנושא פרקטיקות לקידום שוויון מגדרי באקדמיה ובמחקר

שלום רב,

במסגרת פרויקט Horizon2020-CHANGE לקידום שוויון מגדרי באקדמיה ובמחקר (2018-2022) מבוצעות מגוון פעילויות של בחינה, סקירה ושיתוף ידע ברמה הארצית על ידי כל אחת משותפות הקונסורציום (אוסטריה, גרמניה, סלובקיה, סלובניה, פורטוגל, ישראל). מטרת שאלון זה היא למפות ולהבין אילו פרקטיקות או כלים מעשיים לקידום שוויון מגדרי מיושמים כיום בישראל במוסדות אקדמיים, מכון מחקר ו/או קרנות מחקר. מידע זה יסייע בידינו בהיבטים הבאים:

1. קבלת תמונת מצב מהימנה באשר ליישום פרקטיקות מוכוונות-מגדר במוסדות מחקר שונים בארץ (gender-inclusive best-practices).
2. חיזוק קהילה של בעלי ובעלות עניין על ידי שיתוף ידע מעשי ויישומי.
3. גיבוש המלצות אסטרטגיות למעצבי מדיניות ברמה הארצית, על בסיס הפרקטיקות הנהוגות כיום והפערים המזוהים ביחס אליהן.

שאלון זה מופץ לבעלי ובעלות עניין אשר לקחו חלק באחת או יותר מהפעילויות שבהובלת המכללה האקדמית בית ברל במסגרת פרויקט CHANGE.

השאלון הינו אנונימי ובכפוף לנהלי האתיקה של פרויקט CHANGE והאיחוד האירופי. הנתונים הינם חסויים לחלוטין ולא ייעשה בהם כל שימוש למטרות הפרויקט. במידה וייעשה שימוש במידע בפרסומים פומביים הוא ייעשה ללא כל פרטים אישיים מזהים. נשמח לפירוט מילולי נרחב ככל האפשר בשאלות הפתוחות. השאלון מנוסח בלשון רבים ומיועד לגברים ולנשים כאחת!

תודה מקרב לב על שיתוף הפעולה,

ד"ר חנה חימי  
מרצה בכירה, ראש תכנית תואר שני בקידום נוער בסיכון, הפקולטה לחינוך  
יועצת הנשיאה להוגנות מגדרית

<https://www.change-h2020.eu/>



חלק ב' - מיפוי פרקטיקות לקידום שוויון מגדרי בארגון

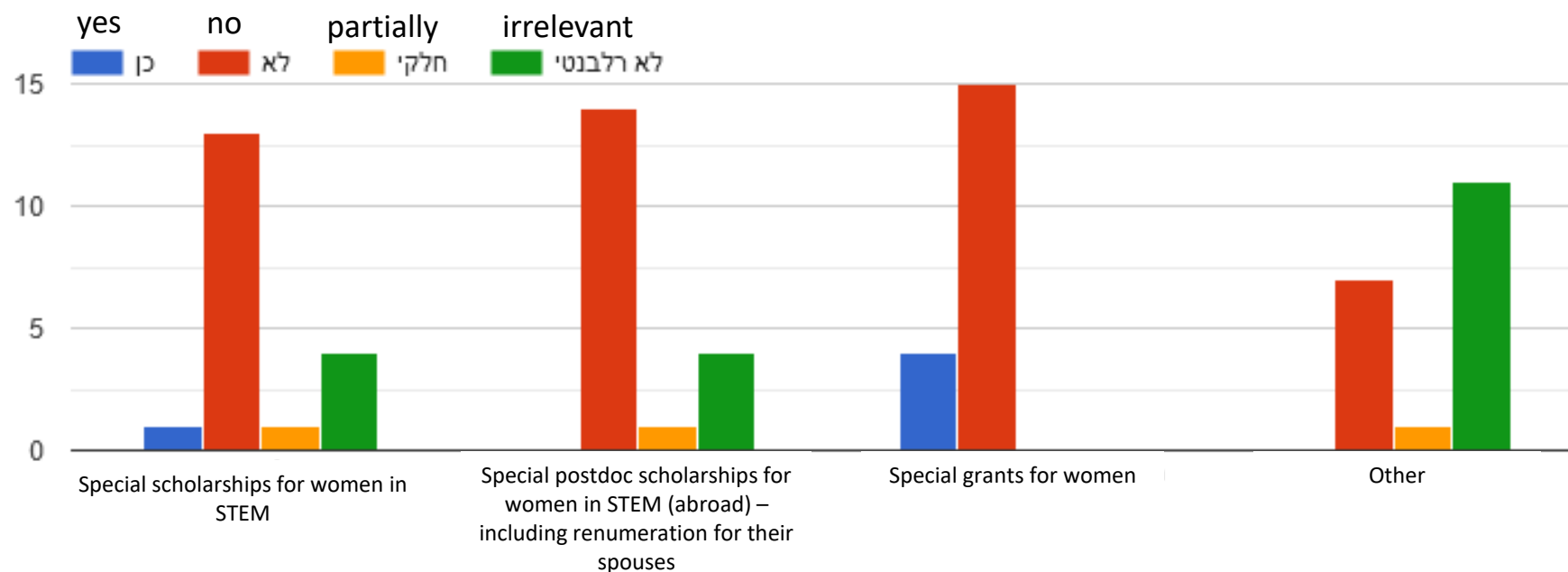
קבוצה מספר 1: תמיכה ישירה בחוקרות/חוקרים

תת-קבוצה 1א - תקציבים ייעודיים לנשים חוקרות

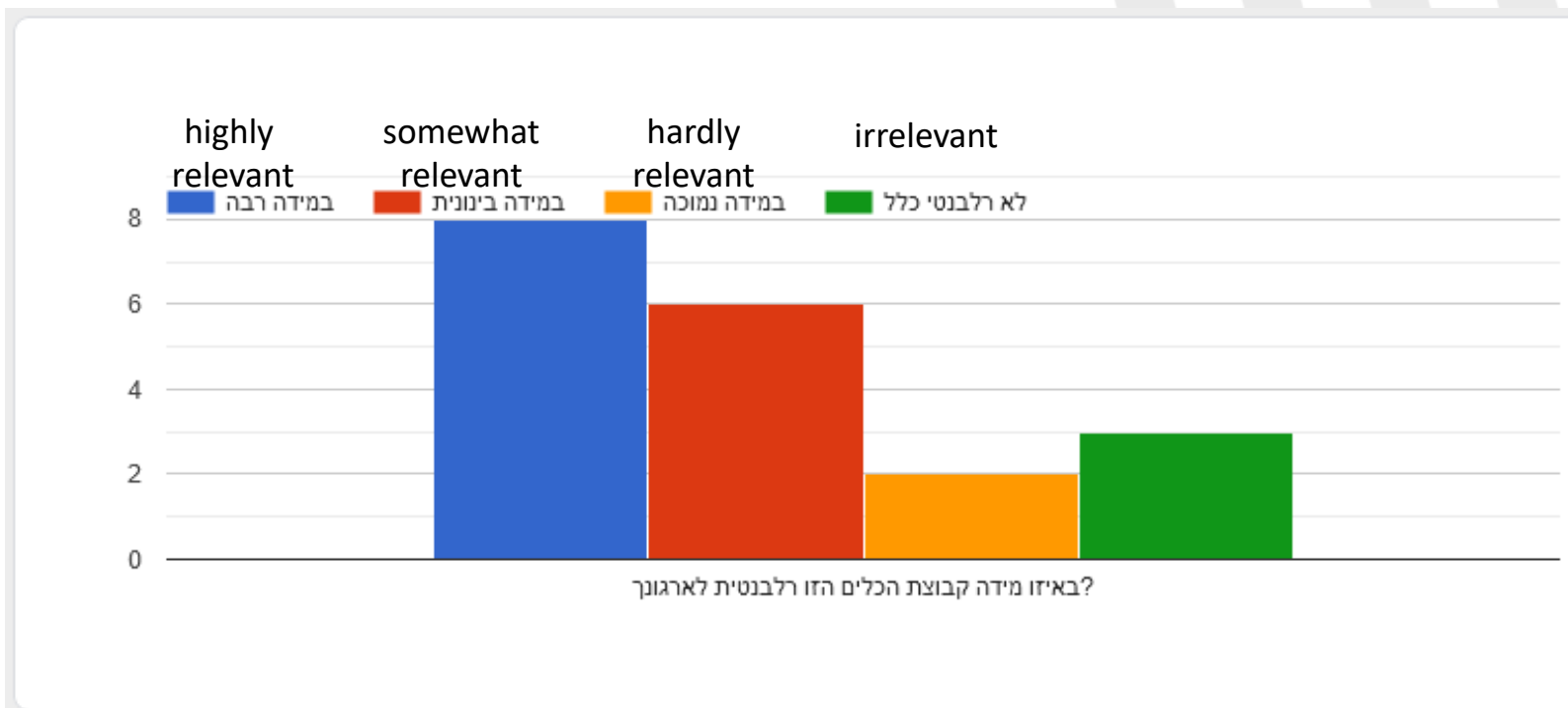
**1A**  
Funds for women researchers

האם קיימים בארגון תקציבים ייעודיים לנשים חוקרות, כמפורט להלן?

Do you have special funds for women in your institution?



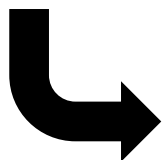
## Is this group of practices relevant for your institution?



# Gender-Inclusive Good Practices



## 1 Special support instruments for researchers



**Category no. 1: Special Support instruments for researchers**  
Tools that directly support, empower and leverage careers of researchers, especially women

**Solution to which gap(s):**

- Low percentage of women in certain fields (e.g. STEM)
- Low percentage of women submissions

**Level(s) of implementation:**

- individual

**1A**  
Funds for women  
researchers

**1B**  
Funds and  
remuneration  
for academic staff  
members

**1C**  
Institutional support  
in career  
management

**1D**  
Instrumental support  
in research

**1E**  
Women  
empowerment

**1F**  
Work Life Balance  
tools





1

## Special support instruments for researchers

# Good-Practice Examples

1A

Funds for women researchers

- Special scholarships for women in STEM
- Special postdoc scholarships for women in STEM (abroad) – including remuneration for their spouses
- Special grants for women

1B

Funds and remuneration for academic staff members

- Annual institutional research funding for senior and junior staff members
- Institutional grants
- Sabbatical dedicated for research
- Bonuses for excellent performance in research, teaching and academic administration
- Institutional budget for scientific translation and editing

1C

Institutional support in career management

- Institutional guidance and encouragement to publish
- Career management seminar, training and workshops
- Clear and transparent promotion criteria in the institutional statute.

1D

Instrumental support in research

- Comprehensive assistance and support in the research process, e.g.: statistical analysis, translation, information sciences support, infographics, editing, research assistants, corresponding with journals
- Mentoring for young researchers
- Research teams, networking
- Seminars on how to apply to grants – tips and tricks
- Software, hardware, laboratories, equipment

1E

Women empowerment

- Prizes for top female scientists
- Gender awareness workshops for women
- Seminars and support groups for women researchers
- Publishing women's achievements on the institutional website and social media

1F

Work Life Balance tools

- Prolonging research duration due to home care or other life events
- Alternative postdoc tracks – e.g. local postdoc (not abroad), online/distant or acknowledging other achievements such as PI of international projects.
- On-campus daycare, breast feeding rooms.
- Meeting no later than 16:00.
- Parental leave for men as well as women
- Flexible employment arrangements



# 1 Special support instruments for researchers

# BBC Case Study: good-practice mapping



**1A** Funds for women researchers

no
irrelevant
no
women

**1B** Funds and remuneration for academic staff members

yes
yes
yes
yes
yes
yes
no
yes

**1C** Institutional support in career management

yes
partially
no
partially

**1D** Instrumental support in research

yes
irrelevant
yes
no
yes
yes
yes
partially
no
no
yes
no

**1E** Women empowerment

no
partially
yes
partially
partially
partially

**1F** Work Life Balance tools

no
irrelevant
no
yes
no
yes
partially
yes



# In sum



The good-practice questionnaire:

- clarifies and simplifies complex realities
- reveals gender gaps
- raises awareness towards GE
- brings the issue to the organizational agenda
- assists in **identifying specific key sites of inequality** that require intervention (baseline for institutional GEPs).
- **provides practical tools** what to do and how to bridge the gaps
- demonstrates the importance of **combining several practices in all systemic levels**: individual, institutional, regional, national

GEP: Gender Equality Plan



*“...the problem needs to be tackled directly, trying to fight and change the system itself, starting from gender inequalities to other types of inequalities, such as those based on sexuality, class and ethnicity. In short, it is about changing the very roots of the system.”*

*(Murgia & Poggio, 2019)*



# References



Benschop, Y., & Verloo, M. (2011). Gender Change, Organizational Change and Gender Equality Strategies. In E. Jeans, D. Knights, & P. Yancey-Martin, *Handbook of Gender, Work and Organization* (pp. 277-290). London: John Wiley.

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Dahmen-Adkins, J., Karner, S., & Thaler, A. (2019). Co-producing gender equality knowledge in a European project setting. *Critical Issues in Science, Technology and Society Studies - STS Conference 2019*, (pp. 50-66). Graz.

Murgia, A., & Poggio, B. (2019). *Gender and Precarious Research Careers A Comparative Analysis*. London and New York: Taylor & Francis Ltd.



CH  
AN  
GE!

THANK YOU

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