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Horizon2020 –CHANGE

Presentation to the Chair of the
Council for the Advancement of Women
Ministry of Science and Technology

Dr. Hana Himi, Presidential Advisor for Gender Equity
Beit Berl Academic College
December 7, 2021



RWTHAACHEN
UNIVERSITY



NIB
NACIONALNI INŠTITUT ZA BIOLOGIJO

Fraunhofer
IFAM

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.

Agenda

 The CHANGE project: review & outlook

 WP5 – Gender in **research funding** processes and organizations

 WP2 – National and international **stakeholder workshops**

MOS feedback
needed by
12/2021

MOS is invited
13/1/2022
25-26/4/2022

HORIZON 2020: Science with and for Society



“The aim is to build effective cooperation between science and society, to recruit new talent for science and to pair scientific excellence with social awareness and responsibility.”



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.

Duration: 2018-2022

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



The CHANGE approach: Closing the theory-to-practice gap

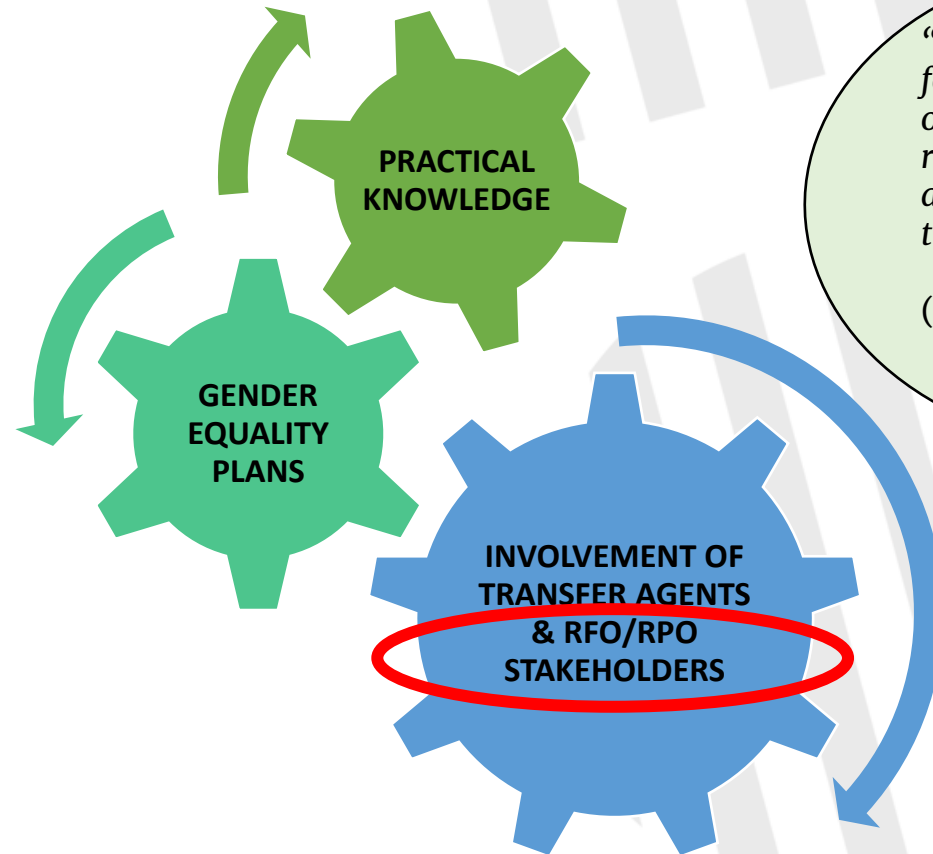
(Danhem-Adkins et al., 2019)

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TA – Transfer Agent

GEP – Gender Equality Plan

CoP – **Community of Practice**



“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)

RFO – Research Funding Organisations

RPO – Research Performing Organisations



CHANGE WORKPACKAGES






- WP1 Project Management and Dissemination
- WP2 Co-Production and Communication of Gender Equality Knowledge
- WP3 Boosting Women's Careers in Science and Research
- WP4 Creating Gender Equal Decision-Making Processes and Bodies
- WP5 Towards Gender-Inclusive Research Programmes and Funding
- WP6 Process Monitoring and Impact Evaluation
- WP7 Ethics Requirements



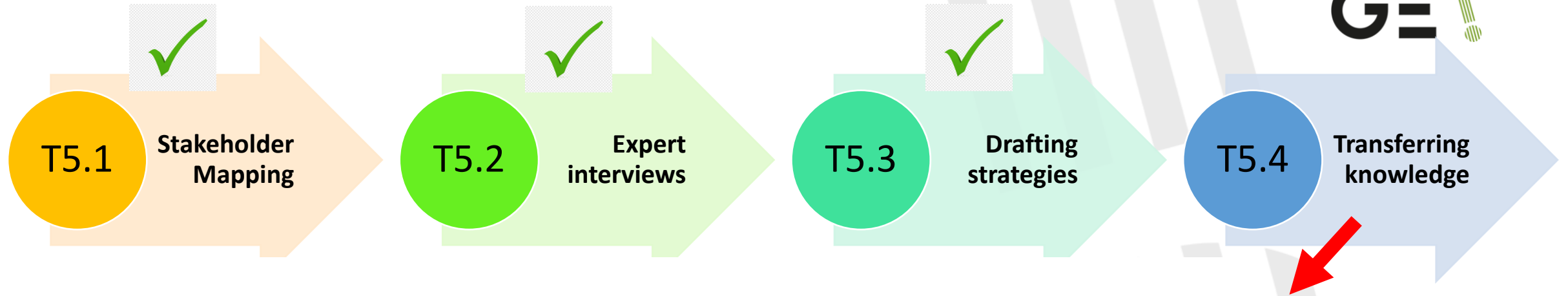
workshops and strategic actions on the national / international levels



WP5 Objectives

- Objective 5.1: To map gender in research programmes and funding 
- Objective 5.2: To establish a network of RFO stakeholders 
- Objective 5.3: To **propose strategic actions** to improve gender-inclusive research programmes and funding 

WP5 plan and tasks



T5.4 Transferring knowledge via a report and policy papers for stakeholders to improve gender-inclusive research programmes and funding in English and all project relevant languages (task lead BBC & IFAM; participants: all) – month 38-45

WP 5 leaders will compile a part of the final CHANGE report (D5.2) based on:

- Mapping of Gender in Research Programmes and Funding in Austria, Germany, Israel, Slovakia, Slovenia, and Portugal.
- Expert interview analysis including relevant research funding organisation networks and good practice examples for gender in research and funding programmes from national research funding organisations.
- Results from national RFO stakeholder workshops regarding increasing gender-equality and gender-sensitivity in science and research in Austria, Germany, Israel, Slovakia, Slovenia, and Portugal.

The draft of this report will be discussed during the 8th consortium meeting (month 41; in connection with WP 2 and 6) and will finally identify best practices and barriers, and outline a strategy for transferring knowledge to regional and national funding institutions.

Based on this report D5.1, the WP5 leaders will prepare the policy paper for RFO stakeholders in English (the national partners will translate it in all project relevant languages) and share it online for dissemination and exploitation (WP1).

Strategic Actions: Next steps

- As support for the development of the Policy Papers, we would like to use the Standing Working Group contacts to provide them with strategic actions that each country has identified and elaborated during our project.
- For Israel, Austria and Germany, we have summarized these strategic actions in a publication.
- Such information about strategic actions should be sent by all partners to their responsible SWG contact person.

Timeline

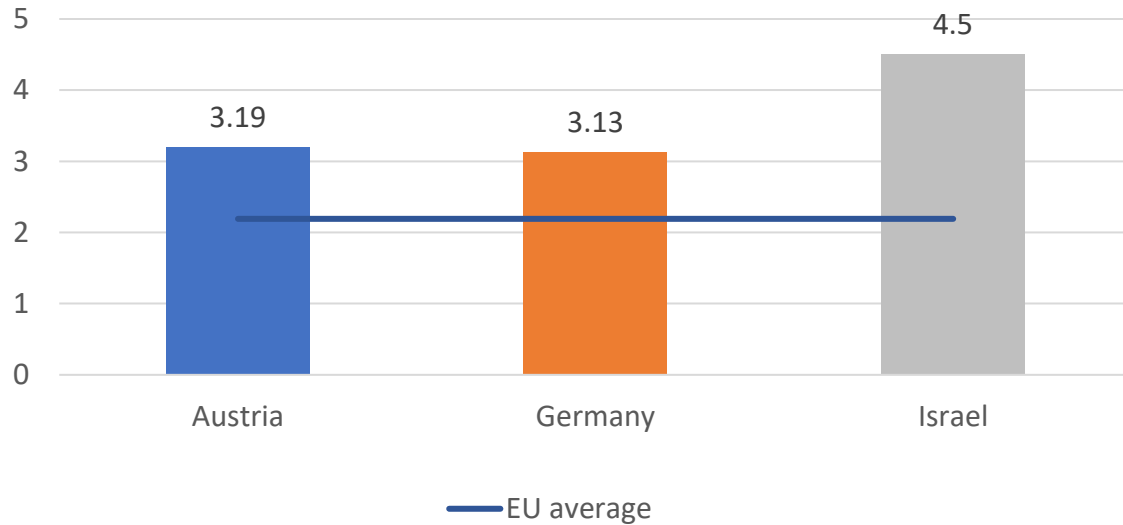
- 11/21 (after consortium meeting): Reflecting of Inputs with SWG of the individual countries
- **End 12/21**: Sending your Inputs and **answers of SWG** to WP5 leaders
- Start 02/22: Finalizing D5.3 for Review (will go to Angela Wroblewski)
- End 03/22: Final Version of D5.3 is ready for international Stakeholder Workshop in Aveiro

Publication: The hidden potential

(Tahler et al., 2021)

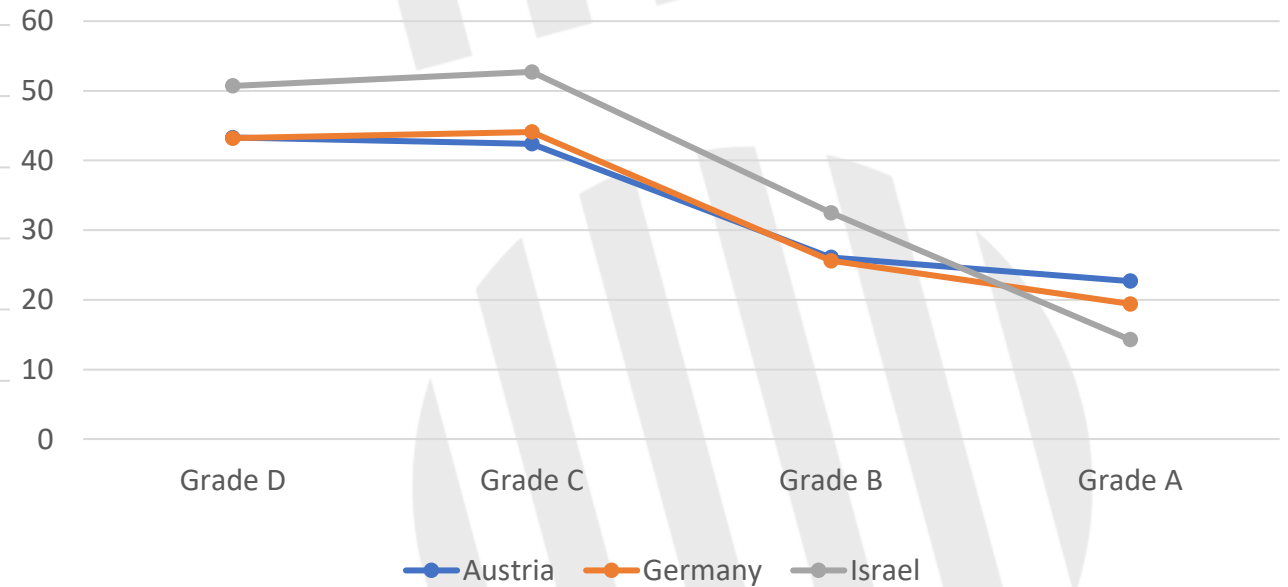


Gross domestic expenditures on R&D as percentage of their GDP



ERAC 2018

Proportion (%) of women among academic staff, by grade and total, 2016



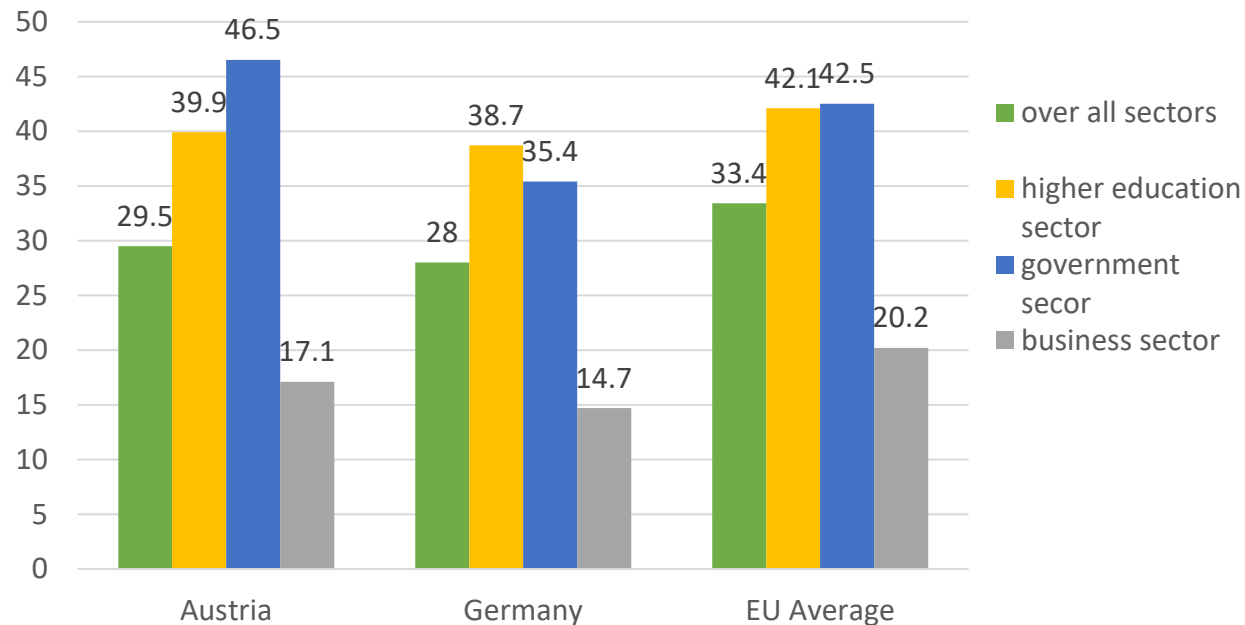
SHE Figures 2018



Gender inequalities (Tahler et al., 2021)

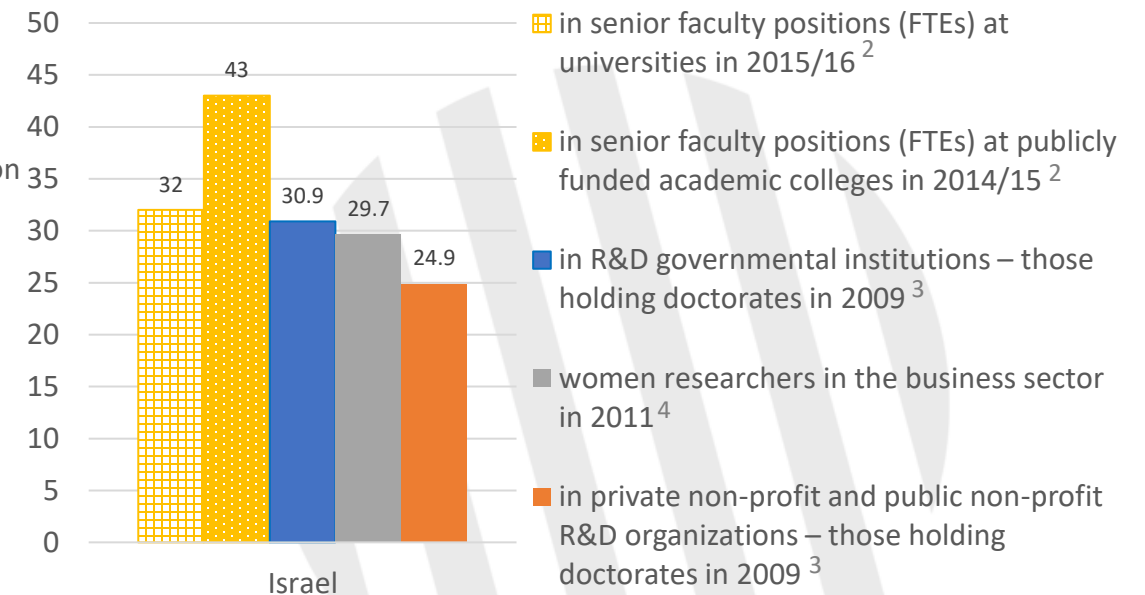
Even though in terms of women's presence in research and research funding these strong innovators manifest gender imbalances

Share of women researchers ¹



¹ Source: European Commission: She Figures 2018, Figure 4.1, 4.5, 4.6, 4.7

Share of women



² Source: <https://m.knesset.gov.il/EN/activity/mmm/me040618.pdf>

³ Source: https://www.cbs.gov.il/he/mediarelease/doclib/2011/292/12_11_292e.pdf

⁴ Source: <https://www.cbs.gov.il/he/publications/DocLib/2014/1550/excel/t25.xls>



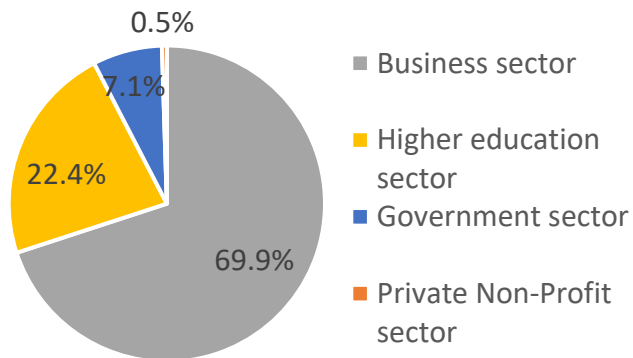
Research budgets (Tahler et al., 2021)



Where is the money going?

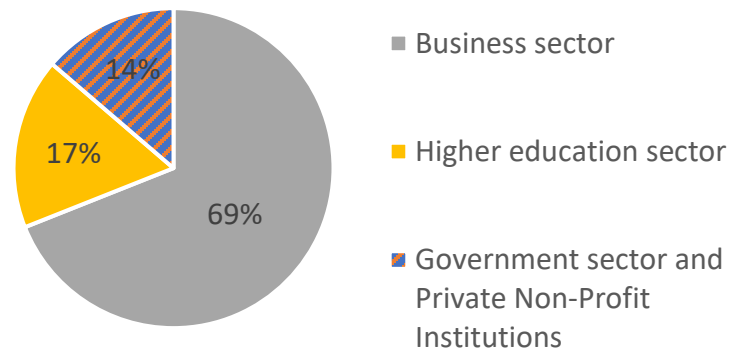
Where are the gender policies?

Proportion of research expenditure in Austria by sector in % ¹



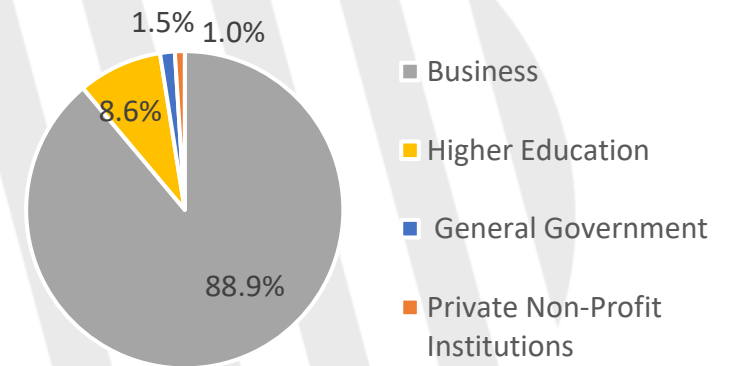
¹ Source: Federal Ministry of Education, Science and Research et al. 2020

Internal expenses for research and development 2019 in Germany by sector in % ²



² Source: Statistisches Bundesamt, www.destatis.de, 2020

National Expenditure on Civilian R&D in Israel, by Operating Sector 2019 ³

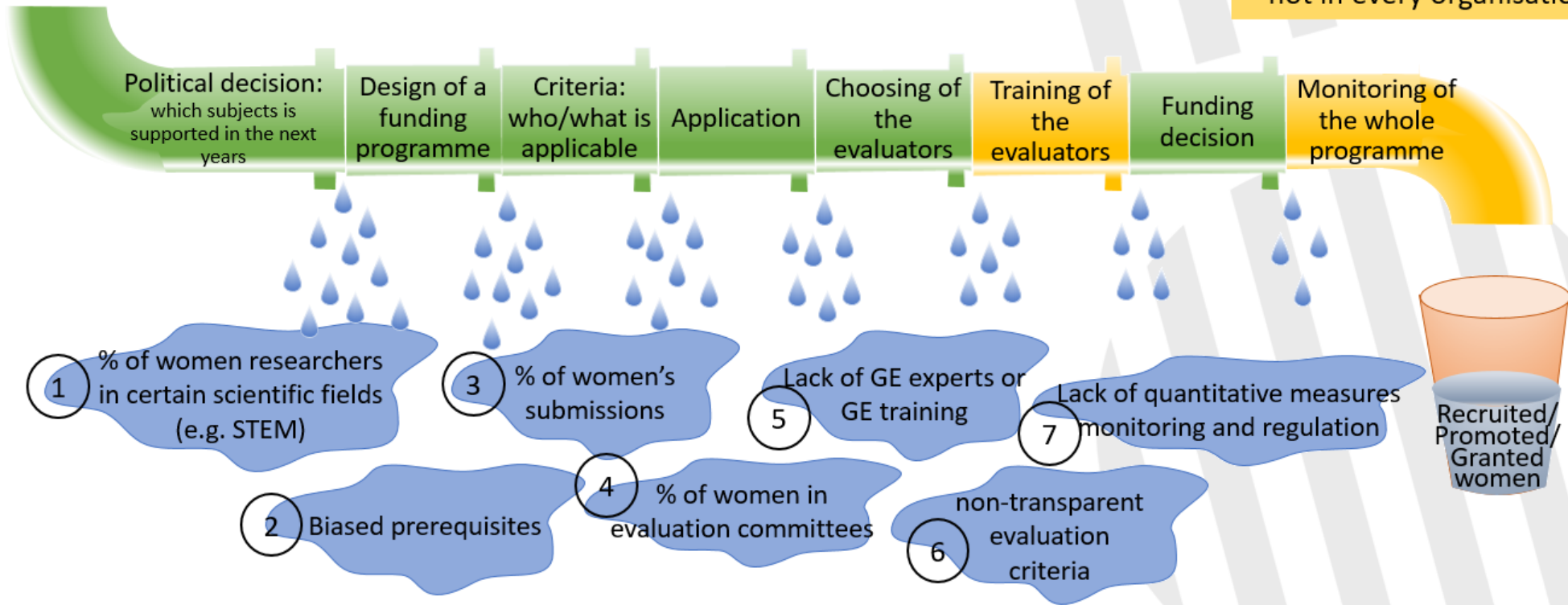


³ Source: State of Israel, Central Bureau of Statistics (2020), https://www.cbs.gov.il/he/mediarelease/DocLib/2020/345/12_20_345e.pdf



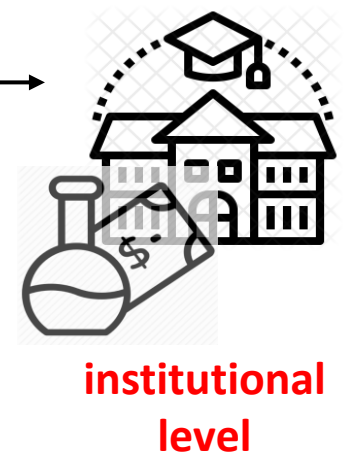
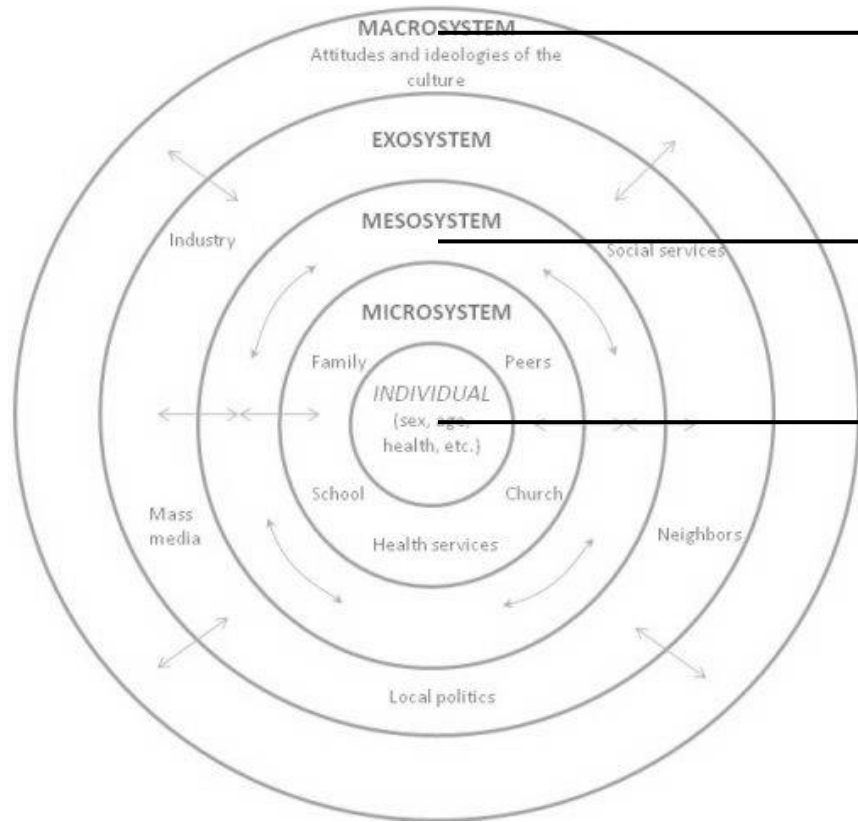
The Leaky Pipeline Model

* not in every organisation



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

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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

% 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



ISRAEL -Conclusions



- Almost the only way for researchers in the HE sector to apply for funds is by being affiliated and in senior or tenured positions in Israeli academia. Therefore, funding processes are not 'stand-alone' procedures, but rather a continuation of Higher Education processes of recruitment, retention, and promotion.
- Less women tend to apply for research grants relatively to their percentage in academic staff members. Once they do apply, their chances to be granted are rather proportionate to their percentage in total submissions (Ministry of Science and Technology, 2019). This finding suggests that the main barrier or bias in the process is related to women's ability or possibility to apply, resulting from prerequisites or other factors such as promotion criteria in academia and (lack) of supportive instruments given to them by their home-base institutions.
- Researchers in academic colleges in Israel – both women and men – face additional challenges regarding funding, due to structural differences and lower supportive resources compared to their university peers. Consequently, some funding programmes are not adapted to colleges and therefore college applicants might sometimes be denied equal opportunities to apply for grants.
- Unlike HEIs where an institutional position of GEO is mandatory, most (if not all) public funds in Israel lack GEOs, GE experts or gender awareness and mainstreaming in their organisational cultures. Although there is general consent of the importance of the GE issue, and that some attention is given to support young female researchers in certain postdoc programmes in the STEM fields, still the gender issue is not included as a crosscutting issue in the policy nor in the routine procedures of the funding process.
- Research funds representatives are deeply embedded in the 'meritocracy' paradigm. They consider themselves as absolutely committed to excellence and high scientific quality, and their organisations and procedures as objective and fair. However, although many of the evaluators are external, and the evaluation processes are 'half blind' (the evaluators are anonymous), it seems that not all procedures are completely blind, transparent or gender unbiased



ISRAEL - Initial Recommendations



- Transfer policies and gender-inclusive good practices from the HE & GOV to the BE and PNP sectors.
- RFOs and RPOs should communicate and share knowledge to identify gender gaps and biases in their organisational processes, as well as intersections or matching points where women might face more challenges, and thus procedures could be adapted or gender sensitised.
- RFO employees in all hierarchy levels should be more educated and therefore more aware of gender unconscious biases and their implications on women in science and research.
- Special attention should be given and certain adaptations should be made in order to enable researchers from academic colleges to apply for grants equally to their university peers.
- Connecting research budgets to gender national policy and legislation by implementing gender-inclusive good practices of all six categories and in all implementation levels.



Symptoms

Tactics

CORE PROBLEMS

STRATEGIC SOLUTIONS

The academic paradigm
[meritocracy, basic research, mono-disciplinary...]

Unconscious gender bias
(universal and inevitable phenomenon)

Inherent bias in the Higher Education system
(‘Research universities’ Vs. colleges of all kinds)

male-oriented research funding opportunities

Budget goes to male-dominated areas

Biased prerequisites and evaluation criteria:
- age, relocation abroad, affiliation
- excellence, meritocracy

Adjust prerequisites and criteria in a gender-sensitive way by GE expert acknowledgment

Adjust funding programs and develop diverse research programs

Offer alternative academic and scientific career tracks
[e.g. applied research, professorship in practice and creative arts]

Bring the bias out of the closet!
[gender trainings, appoint institutional GEOs in RFOs]

Establish clear policy regarding different HEIs backed-up with adequate resources
(‘Research universities’ Vs. colleges of all kinds)



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Anita Thaler, Maya Ashkenazi, Madlen Baumert, Janne Haack, Hana Himi, Sandra Karner (2021), The Hidden Potential: Gender in research funding of three strong innovators, to be published in The Conference Proceedings of the STS Conference Graz 2021: Critical Issues in Science, Technology and Society Studies, 3-5 May 2021. [[Link](#)]





המכללה האקדמית בית ברל
الكلية الأكاديمية بيت بيرل
Beit Berl College



CHANGE

CHalleNging Gender (In)Equality in Science and Research

Stakeholder Workshop no. 4

13.01.2022



הזמנה לסדרת
מפגשי חשיבה
בנושא:

קידום
הוגנות
מגדרית
במכללות
האקדמיות
המתוקצבות
בישראל

המכללה האקדמית בית ברל
תשפ"א

המכללה האקדמית בית ברל
במסגרת תכנית Horizon 2020
לקדם הוגנות מגדרית ושו
שבעה מוסדות (אוניברסי
אוסטריה, גרמניה, פורטוגו

במסגרת הפרויקט ייערכו
לבעלי/בעלות עניין ומו
האירועים הינם בהובלת

האקדמית בית ברל (שותפה בקונסורציום המדינות) ויועצת הנשיאה להוגנות
מגדרית, ובחסות נשיאת המכללה, פרופ' יולי תמיר.

אירועים אלו מהווים חלק ממגוון יוזמות מקבילות שמקודמות בארץ בימים אלו
על-ידי קבוצות וארגונים שונים. אנו, במכללה האקדמית בית ברל, מציעות לתרום
את חלקנו וזווית הראייה הייחודית לנו בשפע העשייה הברוכה לקידום הוגנות
מגדרית במדע ובמחקר בישראל. תקוותנו כי תוצרי השיח בפעילויות אכן יספקו
פרספקטיבה מעניינת וכלים יישומיים לקידום הוגנות מגדרית במדע ובאקדמיה,
ובכן יצטרפו ויעצימו את קהילת הידע של העוסקות והעוסקים במלאכה חשובה
זו ברמה הכלל-ארצית.

נשמח להצטרפותכם, למפגש אחד או יותר במסגרת: **סדרת מפגשי חשיבה
בנושא קידום הוגנות מגדרית במכללות המתוקצבות בישראל**. נסיונכם,
העשיר והתובנות שצברתם. במהלך השנים יוכלו ללא ספק לתרום רבות
למטרות הפרויקט ולקידום משמעותי של הוגנות מגדרית במכללות האקדמיות
המתוקצבות ובכלל המוסדות האקדמיים בישראל.

לפרטים נוספים והרשמה - ראו בעמ' הבא.

בתודה ובברכה,
ד"ר חנה חימי

מרצה בכירה, ראש תכנית תואר שני בקידום נוער בסיכון, הפקולטה לחינוך
יועצת הנשיאה להוגנות מגדרית






1 CHANGE - CHAlleNging Gender (In)Equality in Science and Research - This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 787177.

2 IFZ (Austria); coordination of the project, Rheinisch-Westfälische Technische Hochschule Aachen (Germany), Universidade De Aveiro (Portugal), Zilinska Univerzita V Ziline (Slovakia), Nacionalni Institut za Biologijo (Slovenia), Fraunhofer Gesellschaft Zur Förderung der Angewandten Forschung E.V. (Germany), Beit Berl College (Israel)



This project has received funding from the European Union's Horizon 2020 Research & Innovation

מטרות סדרת המפגשים

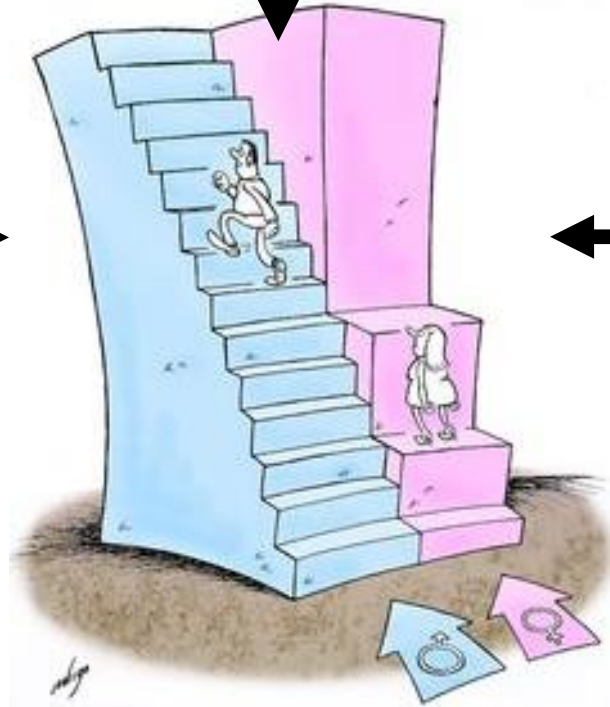
- לסקור את הפער המגדרי באקדמיה בישראל, תוך התמקדות בהתמודדות חבריות. סגל אקדמי במכללות המתוקצבות 
- לבחון את היוזמות והפעילויות לקידום הוגנות מגדרית באקדמיה בישראל כיום 
- לקיים שיח והתבוננות מעמיקים במאפייני התהליכים והדרישות שתוצאותיו יאפשרו גיבוש נייר עמדה כולל המלצות יישומיות לבעלי.ות תפקידים לטובת קידום איזון והוגנות מגדרית באקדמיה ובמדע בישראל בכלל, ובפרט במכללות המתוקצבות 

הפער המגדרי במכללות המתוקצבות בישראל

פער מגדרי
באקדמיה בכלל

פערים בקרנות
ובתהליכי מימון
מחקר

פערים עקב
מאפיינים ייחודיים
למכללות



מתווה סדנה מס' 4 : 13/01/2022

מטרה:

- גיבוש נייר עמדה כולל המלצות יישומיות לבעלי.ות תפקידים לטובת קידום איזון והוגנות מגדרית במכללות המתוקצבות בישראל, וכן הוגנות מגדרית בתהליכי מימון מחקר.

שיטה

- עבודה בקבוצות לפי 3 תמות מובילות:
 - תמה מס' 1 - הפרדיגמה האקדמית
 - תמה מס' 2 - הטיות מגדריות לא מודעות
 - תמה מס' 3 - מקומן של המכללות האקדמיות המתוקצבות במערכת ההשכלה הגבוהה בישראל

Save the Date: Final CHANGE Stakeholder Workshop in Aveiro 26-27 April, 2022



- Co-produce gender equity knowledge together
- work together on overcoming hurdles and achieving structural change in science and research towards more gender equity.
- Invited members of our communities of practice from Austria, Germany, Israel, Portugal, Slovakia and Slovenia
- International advisors and further stakeholders from RFOs and RPOs in Europe

Let's co-produce gender equity knowledge together!

26-27 April, 2022 | AVEIRO



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



Thank You!

Dr. Hana Himi, Presidential Advisor for Gender equity

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