

*gender equality*

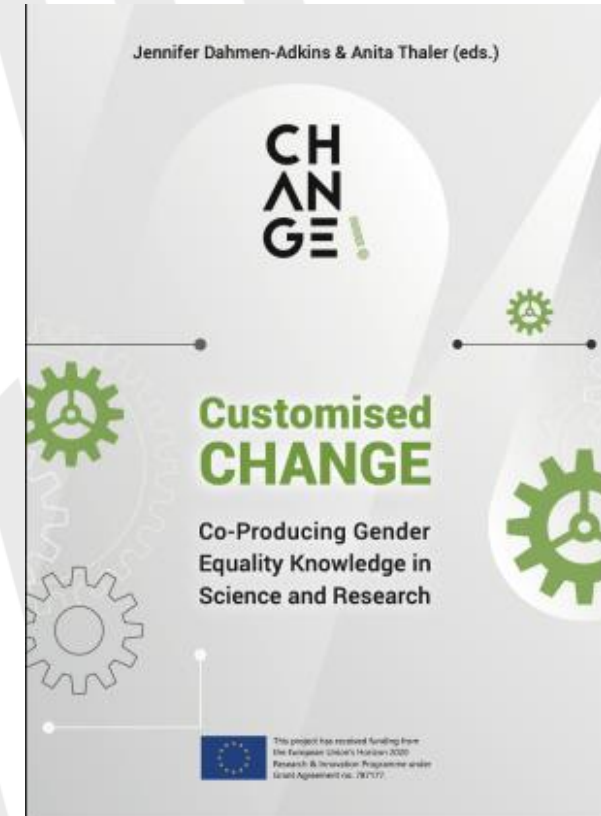
# Customised CHANGE

## the case of Beit Berl Academic College

Dr. Hana Himi

BBC book launch event  
25-01-2023

<https://www.change-h2020.eu/bilder/CustomisedCHANGECo-ProducingGenderEqualityKnowledgeinScienceandResearch-2022.pdf>



# CHANGE project



‘**CHANGE** - **CHAlleN**ging **G**ender (In)**E**quality in science and research’ has received funding from the European Union’s Horizon 2020 research and innovation programme under grant agreement No 787177.

Duration: 2018-2022

- **Coordination:**

- The Interdisciplinary Research Centre for Technology, Work and Culture - **IFZ** (Austria),

- **Monitoring:**

- Rheinisch-Westfälische Technische Hochschule Aachen **RWTH** (Germany)

- **Implementing partners:**

- Fraunhofer Gesellschaft Zur Foerderung der Angewandten Forschung E.V. **IFAM** (Germany)
- Universidade De Aveiro **UAVR** (Portugal)
- Zilinska Univerzita V Ziline **UNIZA** (Slovakia)
- Nacionalni Institut za Biologijo **NIB** (Slovenia)
- Beit Berl Academic College **BBC** (Israel)



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



# 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



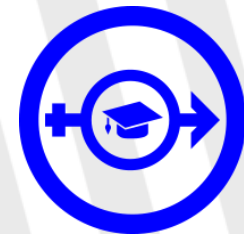
1. Removing barriers to the recruitment, retention and career progression of female researchers;



2. Addressing gender imbalances in decision making processes;



3. Strengthening the gender dimension in research programmes.





**CH  
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## **CHANGE BEIT BERL ACADEMIC COLLEGE (BBC) TEAM**

### ***Institutional PI and Transfer Agent (TA)***

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Noa Becker

Peleg Lielien

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Prof. Anat Stavans

Prof. Gila Shilo

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Dr. Amihai Rigbi

Dr. Einat Baram Eshel

Shani Liraz-Federman

Gaby Cohn



**Dr. Anat Lapidot-Firilla**

Fulbright Israel Executive Director  
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We at Fulbright Israel attach great importance to gender equity and diversity and see it as an important civic value on the road to our success. Organisations and societies that were open to diversity and inclusion of women have prospered. It is our policy to encourage people from different communities and different backgrounds, of all beliefs, origin, gender and geographical and socio-economic status to take part in our programme. If our vision is realized, the organisation will be sustainable and new areas of knowledge that we cannot currently imagine will come to our door.



**Prof. Rachel Erhard**

Chair, Afik in Academia,  
Israeli Women University  
Professors' Forum  
© Rachel Erhard



**Prof. Hagit Messer-Yaron**

Professor of Electrical Engineering, and former Vice-President  
for Research and Development, Tel Aviv University

Former Vice-Chairperson, Council of Higher Education of Israel  
Former President, Open University, Israel  
Former Chief Scientist, Ministry of Science of Israel

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Gender bias against women in academia is indicated in any of the following: the gender dissimilarity in various academic fields – the horizontal dimension; the rate of promotion of women vs. men – the vertical dimension; and the third, the hidden dimension – the retention of women in academic careers. Therefore, a key point in advancing women in academia is routine monitoring of these three dimensions and disclosing the findings. Academic leaders at all levels are responsible for reducing gender bias in the three dimensions, by the means most suitable for their environment.

## “ Quotes from Israel

Gender equity must be accepted as an organisational core value and not merely as a programme. Therefore, the change process has to be systemic, comprehensive, sustainable and strategically well planned. Gender equity will be achieved only if management, policies and decision makers are deeply committed to the change process and routinely express it symbolically and practically. Talk the talk and walk the walk.



**Dr. Sharon Rashi-Elkeles**

CEO & Co-founder of EVE – Femtech Hub LTD  
Chair of the Council for the Advancement of Women  
in Science and Technology,  
The Ministry of Science and Technology, Israel

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Gender equality in research and innovation organisations is key to ensuring that technology serves all of society, as well as ensuring that the research and innovation industry has the human resources and brain power to reach its potential. We applaud every step taken by the Horizon programme to further this goal. We want to see as many Israeli RFOs and RPOs as possible building gender equality plans and participating in projects to advance gender equality.



**Prof. Yifat Bitton**

President, Achava Academic College  
Chair, Tmura Center for Equality

© Avi, Bessor

It is the responsibility of the institution's leader to remain aware of potential gender discrepancies inside the organisation and to devise innovative strategies to address them. True leadership would make these institutional steps transparent and ensure that the institution's primary organs are involved and engaged in the programme, allowing women faculty to feel supported and instilling faith in their ability to change their fate while also changing the institution itself in favour of gender equality.

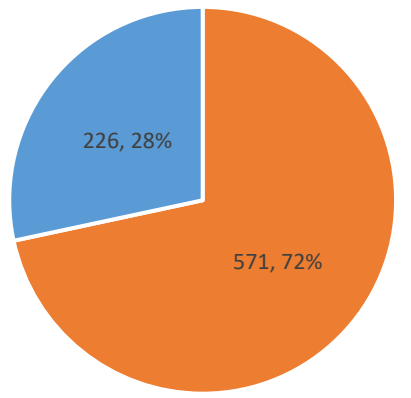




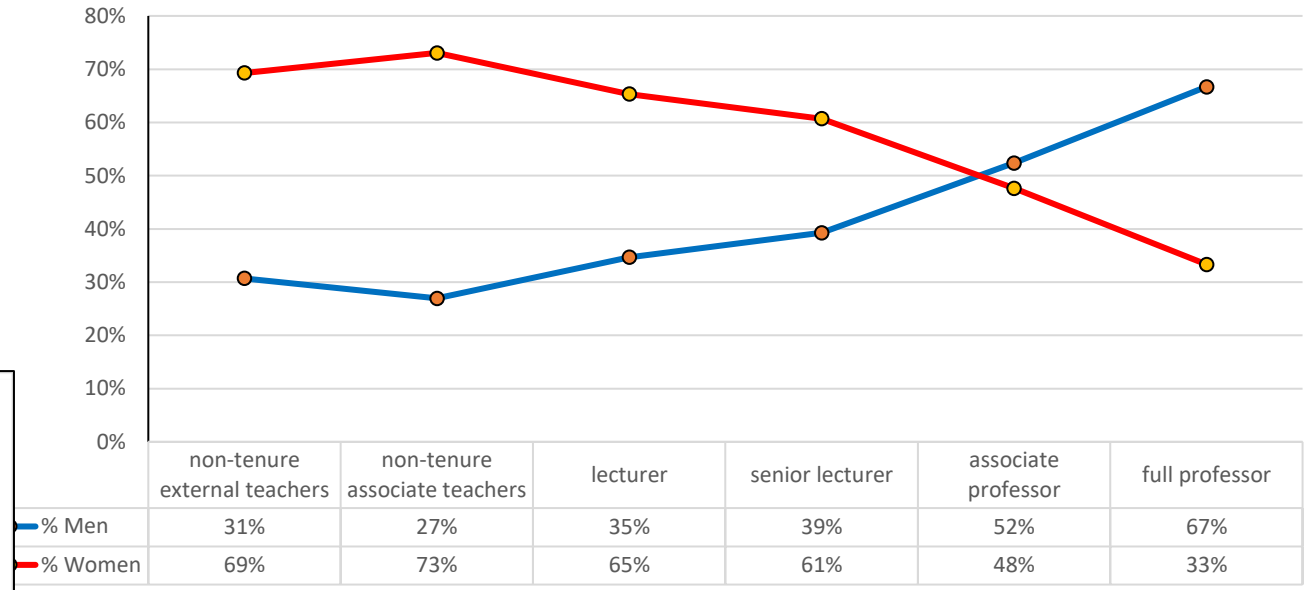


Institutional gender benchmarking

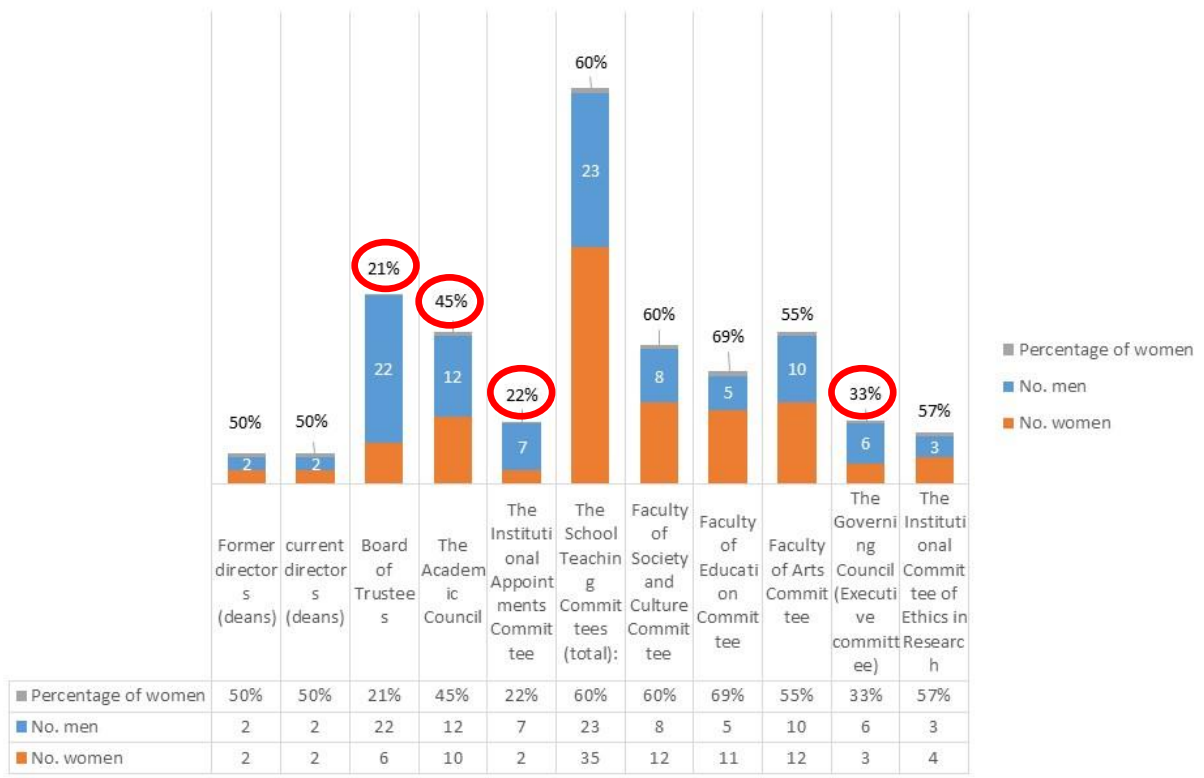
### Total number of employees



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



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



Decision-making bodies	Women's representation 2018   2022	Variation (2018-2022) (% average)
IFAM (Germany)	5%   7%	+2%
BBC (Israel)	42%   43%	+1%
UAVR (Portugal)	33%   45%	+12%
UNIZA (Slovakia)	15%   24%	+9%
NIB (Slovenia)	68%   60%	-8%

# BBC Gender Equality Plan

## Thematic Areas

### Gender in Education

- Personal interviews of ECE teachers and pedagogical advisors
- Gender training for ECE teachers and pedagogical advisors
- Support group for male ECE teachers
- Gender training for novice teachers

**\*Gender mainstreaming in research and teaching content**

### Work-Life Balance

- On-line questionnaire
- Interviews
- Gender workshops for academic staff members

**\*Prevention of gender-based violence**

### Institutional Barriers and Job Security

- Personal interviews of staff members
- Gender workshops and lectures about unconscious bias
- Personal talks and guidance on academic career-management
- Organizational gender mainstreaming

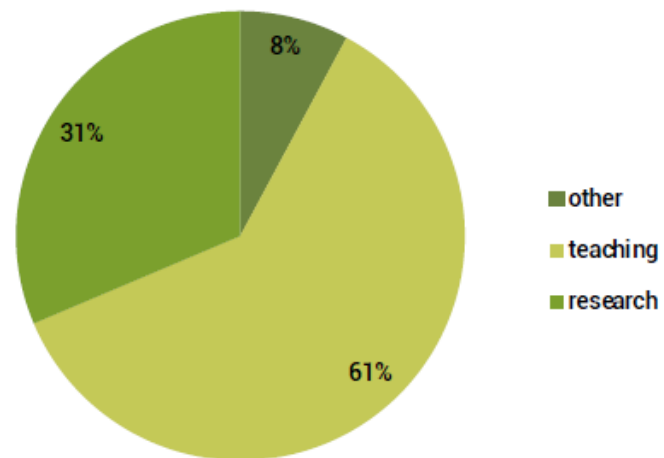
### GE in a Multicultural society

Women of Minority Groups, intersection of identities

- Personal interviews of women researchers of minority groups (Ethiopian, Arab)
- Mentoring
- Awareness events

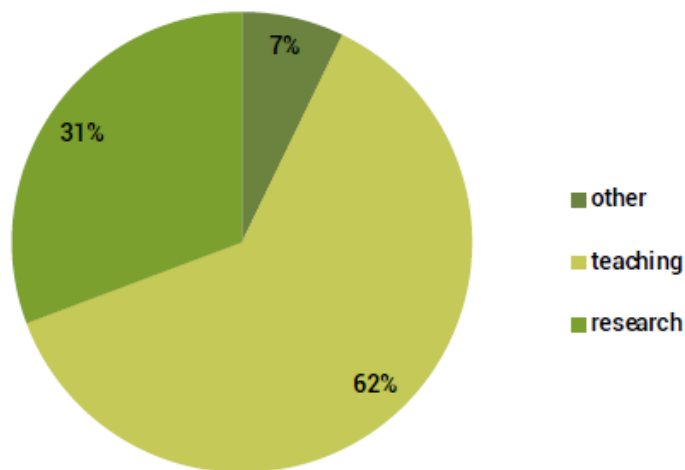
**Figure 6: What is the most important aspect of your work?**

BBC online survey, 2019  
153 responses



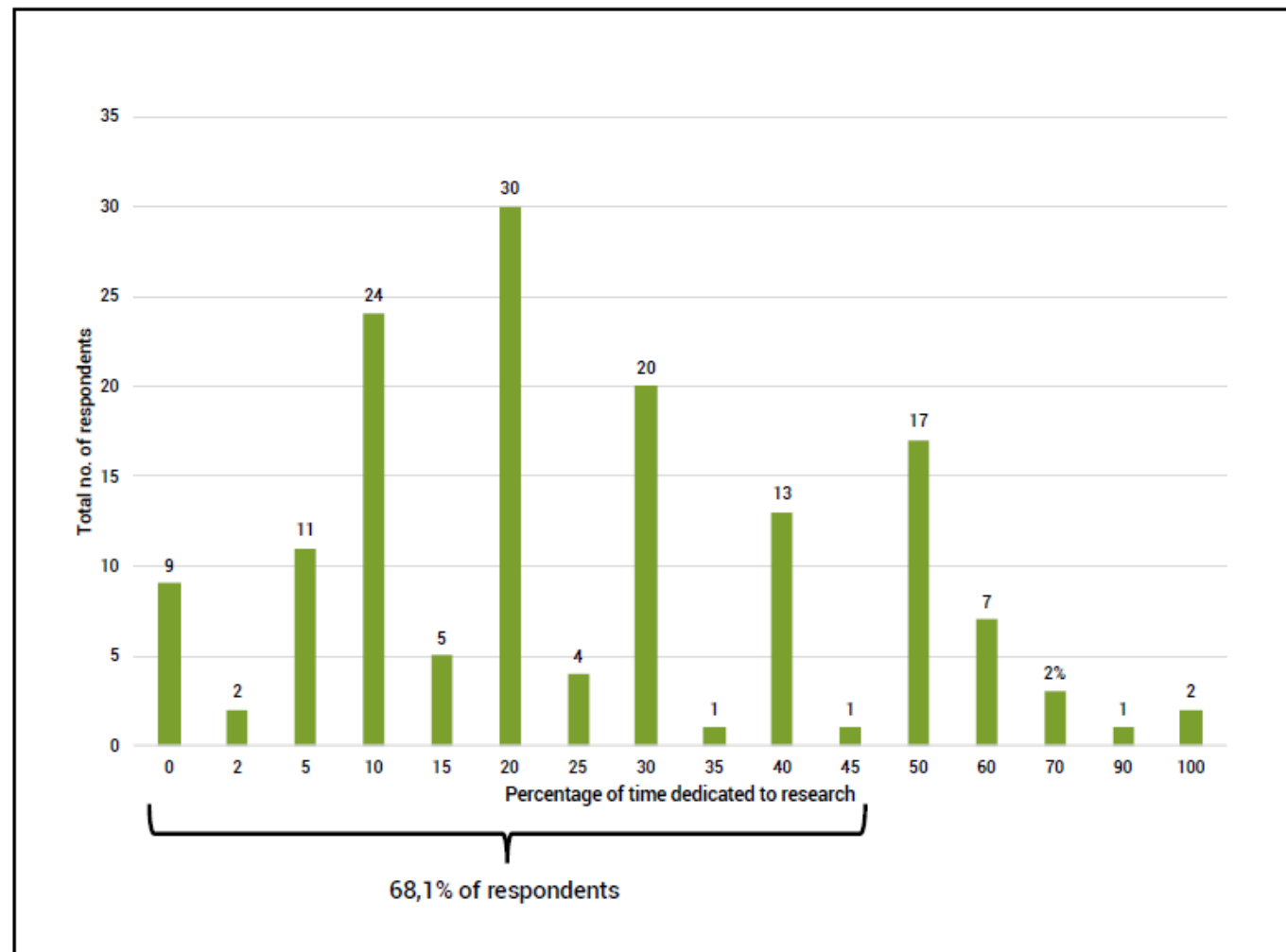
**Figure 7: What is the most fulfilling aspect of your work?**

BBC online survey, 2019  
153 responses



**Figure 8: What is the share of your time dedicated to research?**

BBC online survey, 2019  
150 responses



*"I have no idea how to apply for promotion and what is required for that, and the feeling is I will not get promoted because of other people on the service list. It's amazing, I work more than X years here. I'd love to be promoted, but...I would like to understand..." (NT interviewee)*

*"I have academic work in three colleges. I work here because I need to earn my basic income...because I am a non-tenure employee...My time is full 24/7. I don't have a minute for myself...a sense of a crazy race. It's not about better exploitation of time – I simply put a lot of time in work...Something which is impossible..." (NT interviewee)*

NT – non-tenured staff member (female)



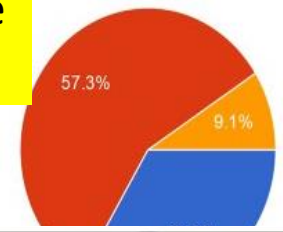


Workshops and training



quantitative data

ממני את ההיבט החשוב ביותר בעיניך בהקשר לעבודתך  
110 responses What is the most important aspect of your work?



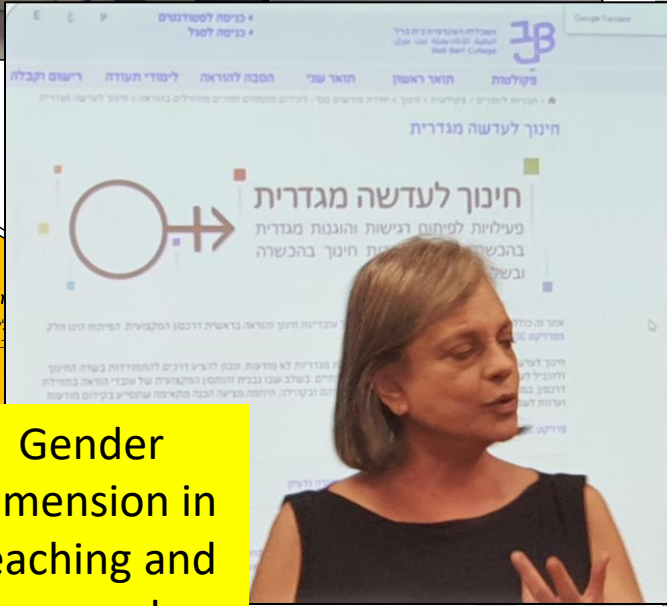
● מחקר research  
● הוראה teaching  
● אחר other



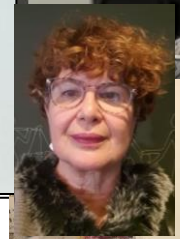
Awareness events



Gender dimension in teaching and research



Personal interviews



grandmother of seven, and a sister and aunt of many

Transfer Agent network



שבוע מגדר  
במכללה האקדמית בית ברל

מרכז ימימה  
מחקר ספרות ילדים  
ונוער ולהוראתה

המכללה האקדמית בית ברל  
الكلية الأكاديمية بيت بيرل  
Beit Berl College

סוגיות מגדריות בספרות ילדים  
התבוננות ביקורתית, המלצות קריאה ועיון

חיברו: ד"ר עינת ברעם אשל, שני לירז-פדרמן וגבי קון



# Conclusions

- **The gender gap in colleges intersects with structural inequalities between colleges and universities**, mainly the fact that academic promotion is stipulated by ‘research productivity’ and not ‘teaching productivity’ or other contributions.
- **Gender mainstreaming in teaching and research content raises awareness** of issues such as unconscious gender bias, tolerance and diversity in multicultural environments

# Recommendations

Comprehensive intervention actions both on individual and systemic levels:



- **Individual level** – support staff members in colleges by providing research resources and infrastructure



- **Systemic level** - foster a more diverse academic landscape – enable multiple and diverse career tracks in all kinds of higher education institutions



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