GENERA TOP 25 - Prioritizing Gender Equality measures

Download the report of all GENERA stakeholder workshops (as of 2018)

At the first GENERA network workshop on January 22-23, 2018 at the Kings College in London organized for practitioners and managers of physics related institutions the 85 participants jointly examined and prioritized the almost 150 gender equality measures collected from the following three sources:

1. GENERA Toolbox,
2. EFFORTI typology of gender equality interventions (see page 14ff), and
3. list of strategies for attracting and retaining women in academic science (see table 3 in Williams et al., 2017).

The approach involved a multi-criteria decision analysis method. The participants were organised into small groups and asked to review the collected measures and segregated them onto two dimensions:

- quality/effectiveness vs. feasibility/usefulness,

giving a score ranging from 1 – extremely low to 9 – extremely high.

Each group was asked to map 2 sets of 15-20 measures from one of these sources, making sure each 1 set was mapped twice. After the initial mapping exercise, participants were asked to rank the prioritised measures again to identify the best fit with the potential to of implementing each in their own organization. In addition, we asked participants to reflect on possible gaps and ideas for improving fit. This resulted in the selection of TOP 25 of gender equality measures prioritized as of high quality, feasibility and fit for purpose.

Rank	Measure description	Quality	Feasibility	Fit	Source (G [1)], E [2)]), W[3)])
1	Unconscious / implicit bias training	9	7	15	G
2	Develop mentoring programs for all faculty	9	9	12	W
3	Girl's Day	9	9	9	G
4	Train decision makers for inclusive action	9	9	8	W
5	Managing motherhood and scientific career	7	9	10	G
6	Leadership Accountability	9	5	11	G
7	Support no-cost extensions for grants	9	9	6	W
8	Parental leave with occupational activity	8	9	7	G
9	Flexible Working Conditions	9	8	7	E
10	Stakeholder Engagement	8	7	9	G
11	Allow changing from full-time to part-time	9	7,5	7	W
12	Management Programme for women	9	9	5	G
13	Awareness raising activities	8	8	7	G
14	Post Career Break Fellowship	8	8	7	G
15	Use technology to promote flexibility (e.g. telework)	8	8	7	W
16	Gender-disaggregated data	9	5	9	G

17	Advice from international gender experts	8	9	5	G
18	Search committees to ignore family-related CV gaps	9	7	6	W
19	Childcare on campus	8	8	6	G
20	Diversity training for research funders	9	7	6	G
21	Allow unpaid sabbatical & leave M/F without penalty	9	7,5	5	W
22	Workshops on workplace climate & resource allocation	9	8	4	W
23	Observation in evaluation panels	9	7	5	G
24	Provide subsidies for care services	9	7	5	W
25	Participatory Modeling (system dynamic intervention)	8	7	6	G

1)

GENERA Toolbox

2)

EFFORTI typology of gender equality interventions (see page 14ff

3)

Williams et al., 2017)

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