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The GENERA PAM Tool

PAM



- Find measures to improve on Gender equality in your institution



- Address gender imbalances in decision making processes



- Establish a gender fair selection process



- Composition and gender fairness of selection committees

Where do you want to become active?

Gender fairness of selection committees

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Addressing unconscious bias in selection committees	Trainings on unconscious bias (for selection committee members) Information/Documents on unconscious bias (for selection committees) Public advertising mechanisms for vacant positions Double-blind peer review procedures Anonymized Application Procedures Showing and spreading video clips on unconscious bias Participant observation of research panels and feedback on meeting practices	 # of people trained # of trainings held % of selection committee members who have been trained on gender bias Document on unconscious bias exists (yes/no) Document is available to all selection committee members (yes/no) % of vacant positions publicly advertised Double-blind peer review procedures are applied (yes/no) Anonymized Application Procedures (yes/no) Video clips are spread among all selection committee members (yes/no) 	• Share of board / committee members who received information or training on unconscious bias
Raising awareness about unconscious bias in the organization	 Talks and discussions on unconscious bias Trainings on unconscious bias (for the management / all staff) 	 # of talks/discussions/trainings held # of participants, by sex % of committee members / management / staff trained 	

Gender balanced composition of selection committees

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Increasing the number of waselection committees (including quantite)	omen in	CVsInvite women from other institutions/abroad to	 Quota introduced (yes/no) Quota fulfilled (yes/no) Number of people/applicants who can mention committee work in their CV 	a Participation of mon
Support fem committee r (also may le more wome	nembers ad to	Compensate for time lost due to committee work Provide research aid for committee members Reduce teaching load for committee members Specific gender trainings for female committee members	Compensation for committee work is offered (yes/no) Research aid is available for committee members (yes/no) for committee members (yes/no) for committee members provided with research aid, by sex Teaching load can be reduced for committee members (yes/no) for committee members who have reduced their teaching load, by sex	 Participation of men and women in selection boards/committees Share of women and men among heads of selection boards/committees Share of gender-balanced recruitment committees

Please click on the activities associated with your task and study the suggested measures and indicators.

From:

 ${\color{blue} https://www.genera-network.eu/- \textbf{Gender Equality Network in Physics in the European Research Area}}$

Permanent link:

https://www.genera-network.eu/pam:m_target2_2_1

Last update: 2019/10/17 07:34

