

# The GENERA PAM Tool

The logo consists of a purple rounded square containing the letters 'PAM' in a bold, white, sans-serif font.

## Task

- Find measures to improve on Gender equality in your institution

## T<sub>1</sub>

- Address gender imbalances in decision making processes

## T<sub>2</sub>

- Establish a gender fair selection process

## T<sub>3</sub>

- Composition and gender fairness of selection committees

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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	<ul style="list-style-type: none"> <li>• Trainings on unconscious bias (for selection committee members)</li> <li>• Information/Documents on unconscious bias (for selection committees)</li> <li>• Public advertising mechanisms for vacant positions</li> <li>• Double-blind peer review procedures</li> <li>• Anonymized Application Procedures</li> <li>• Showing and spreading video clips on unconscious bias</li> <li>• Participant observation of research panels and feedback on meeting practices</li> </ul>	<ul style="list-style-type: none"> <li>• # of people trained</li> <li>• # of trainings held</li> <li>• % of selection committee members who have been trained on gender bias</li> <li>• Document on unconscious bias exists (yes/no)</li> <li>• Document is available to all selection committee members (yes/no)</li> <li>• % of vacant positions publicly advertised</li> <li>• Double-blind peer review procedures are applied (yes/no)</li> <li>• Anonymized Application Procedures (yes/no)</li> <li>• Video clips are spread among all selection committee members (yes/no)</li> </ul>	<ul style="list-style-type: none"> <li>• Share of board / committee members who received information or training on unconscious bias</li> </ul>
Raising awareness about unconscious bias in the organization	<ul style="list-style-type: none"> <li>• Talks and discussions on unconscious bias</li> <li>• Trainings on unconscious bias (for the management / all staff)</li> </ul>	<ul style="list-style-type: none"> <li>• # of talks/discussions/trainings held</li> <li>• # of participants, by sex</li> <li>• % of committee members / management / staff trained</li> </ul>	

### Gender balanced composition of selection committees

Increasing the number of women in selection committees (including quotas)	<ul style="list-style-type: none"> <li>• Quotas for women in selection committees</li> <li>• Value committee work in CVs</li> <li>• Invite women from other institutions/abroad to participate in committees</li> </ul>	<ul style="list-style-type: none"> <li>• Quota introduced (yes/no)</li> <li>• Quota fulfilled (yes/no)</li> <li>• Number of people/applicants who can mention committee work in their CV</li> </ul>	
Support female committee members (also may lead to more women)	<ul style="list-style-type: none"> <li>• Compensate for time lost due to committee work</li> <li>• Provide research aid for committee members</li> <li>• Reduce teaching load for committee members</li> <li>• Specific gender trainings for female committee members</li> </ul>	<ul style="list-style-type: none"> <li>• Compensation for committee work is offered (yes/no)</li> <li>• Research aid is available for committee members (yes/no)</li> <li>• # of committee members provided with research aid, by sex</li> <li>• Teaching load can be reduced for committee members (yes/no)</li> <li>• # of committee members who have reduced their teaching load, by sex</li> </ul>	<ul style="list-style-type: none"> <li>• Participation of men and women in selection boards/committees</li> <li>• Share of women and men among heads of selection boards/committees</li> <li>• Share of gender-balanced recruitment committees</li> </ul>



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

From:

<https://www.genera-network.eu/> - **Gender Equality Network in Physics in the European Research Area**

Permanent link:

[https://www.genera-network.eu/pam:m\\_target2\\_2\\_1](https://www.genera-network.eu/pam:m_target2_2_1)

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