

The GENERA PAM Tool



- Find measures to improve on Gender equality in your institution



- Address gender imbalances in decision making processes



- Establish a gender fair selection process



- Gender-fair and transparent selection criteria

Where do you want to become active?

Gender-fair and transparent selection criteria

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
Reflection on excellence/improve the gender fairness of assessment indicators	<ul style="list-style-type: none"> • Install a working group to analyze results of selection procedures • Events to create more visibility for excellent female physicists 	<ul style="list-style-type: none"> • Results and recommendations of the working group exist (yes/no) • # of events to create visibility for excellent female physicists • # of visitors of events, by sex 	<ul style="list-style-type: none"> • Promotion/tenure criteria are transparent • Information on the selection criteria is available for the candidates
Transparent selection criteria	<ul style="list-style-type: none"> • Have a list of well-defined criteria • Mobility rules • Have a formalized way of applying criteria, e.g. evaluation sheets 	<ul style="list-style-type: none"> • Evaluation sheets are used (yes/no) • A list of criteria is available (yes/no) • All decision makers have the list of criteria (yes/no) • Mobility rules exist (yes/no) 	<ul style="list-style-type: none"> • Decision makers are informed about the selection criteria

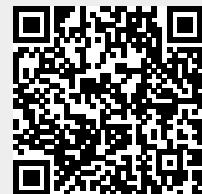


Please click on the activities associated with your task and study the suggested measures

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_2

Last update: **2019/10/17 07:34**