

The GENERA PAM Tool



Task

- Find measures to improve on Gender equality in your institution

T₁

- Further targets & measures

T₂

- Raising awareness for gender equality

Where do you want to become active?

Raising awareness for gender equality

Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
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Potential activities	Examples for measures	Indicators related to the activity	Indicators related to the target = Indicators to measure changes
<p>Trainings, Workshops and Seminars</p>	<ul style="list-style-type: none"> • Trainings on gender equality • Gender Stereotypes and implicit bias trainings • Gender Mainstreaming workshops and seminars • Workshops to raise gender awareness • Gender in Physics Workshop 	<ul style="list-style-type: none"> • # of trainings / workshops / seminars • # people trained • # of participants, by sex • % of all staff / management team / commission members trained <p>Have leaders received gender equality training? [GENDER-NET]</p> <ul style="list-style-type: none"> - Yes, all leaders have received gender equality training - Yes, some leaders have received gender equality training - No, no leaders have received gender equality training - Do not know <p>If some or all leaders have received gender equality training, please rate in your view the efficacy of the training in increasing leaders' commitment to addressing gender equality issues in your institution [GENDER-NET]:</p> <ul style="list-style-type: none"> - Very effective - Effective - Somewhat effective - Neither effective nor ineffective - Somewhat ineffective - Ineffective - Very ineffective - Do not know 	<ul style="list-style-type: none"> • Gender Equality-dedicated administrative staff • Leadership involvement, commitment and competence

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Increasing the gender awareness of HR, recruitment, management	<ul style="list-style-type: none"> • Gender awareness trainings • Unconscious bias tests + trainings • Meetings with decision makings to create awareness and commitment 	<ul style="list-style-type: none"> • # trainings held • # people trained • # of people tested • # of meetings held • # of decision makers committed to gender equality 	
Visibility of women's contribution to science	<ul style="list-style-type: none"> • Brochure presenting profiles of female researchers, students or colleagues who have made outstanding contributions • Creating role models 	<ul style="list-style-type: none"> • Brochure with profiles exists and has been distributed (yes/no) 	



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

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

Permanent link: http://www.genera-network.eu/pam:m_target4_1

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