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| <b>Title:</b>              | <b>Advice by international gender experts<sup>1)</sup></b>   |
| <b>Implementation:</b>     |   |
| <b>Field(s) of Action:</b> | Structural Integration of Gender Equality<br>Gender-inclusive/Gender-sensitive Organisational Culture  |
| <b>Objectives:</b>         | * Addressing gender equality issues regularly in the organization<br>* Raising awareness on bias and stereotypes and their impact  |
| <b>Target group(s):</b>    | Management and Leadership  |
| <b>Description:</b>        | The Swiss National Science Fund has an international advisory board for gender equality. The members are internationally known gender experts and distinguished researchers. This committee meets twice a year at SNSF and makes sure that gender equality issues are addressed in the organisation on a regular basis. Committee members have given presentations on biases and stereotypes and their impact on the evaluation process to the SNSF Research Council members in 2015 and 2016. |
| <b>More information:</b>   | Swiss National Science Foundation SNSF (Switzerland)<br>Website:<br><a href="http://www.snf.ch/en/theSNSF/research-policies/gender-equality/Pages/default.aspx#Gender%20Equality%20Commission">http://www.snf.ch/en/theSNSF/research-policies/gender-equality/Pages/default.aspx#Gender%20Equality%20Commission</a>  |

1)

Science Europe (2017): Practical Guide to Improving Gender Equality in Research Organizations;  
online available at: [https://eige.europa.eu/sites/default/files/se\\_gender\\_practical-guide.pdf](https://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf)

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