Title:	**Unconscious bias training**[1)]
Implementation	
Field(s) of Action:	* Structural Integration of Gender Equality * Gender-inclusive / Gender-sensitive Organizational Culture
Objectives:	* Awareness raising for gender equality * Gender-sensitive organisational culture
Target Group(s):	Management and Leadership All employees
Description:	One of the objectives of the Science Foundation Ireland Gender Strategy 2016-2020[2)] is to ensure that the agency review process remains unbiased, as demonstrated by the annual gender-disaggregated analysis of the success rates of all funding programmes. To that aim, in 2016, all SFI staff, including the Executive Committee and the Board of Management, received sector-specific, data-driven unconscious bias training by an external provider. Feedback and learnings from the session have been fed into process improvements within the organisation, such as expanded briefing to peer reviewers and a reconsideration of the information provided to review panels.
More information:	Science Foundation Ireland (SFI) (Ireland) Website: http://www.sfi.ie/

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

2)

http://www.sfi.ie/funding/sfi-policies-and-guidance/gender/

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