Prioritizing GE measures

GENERA network
Participative session
London, January 2018

Using multi-criteria decision analysis method

Claartje Vinkenburg
5th GENERA Network meeting, July 17, 2019

Sources for GE measures

- GENERA project toolbox (printed copies available)

- EFFORTI project (Table 1: GE intervention typology)

- Williams et al. (2017, FiPsy) (Strategies for attracting and retaining women in academic science)

Project acronym:	EFFORTI
Project full title:	Evaluation Framework for Promoting Gender Equality in R&I
Project number:	710470
Programme:	Horizon 2020 - Science with and for Society (SWAFS)
Objective:	GERI-3-2015, "Evaluation of initiatives to promote gender equality in research policy and research organizations"
Type of action:	RIA

A Conceptual Evaluation Framework for Promoting Gender Equality in Research and Innovation

A synthesis report

EFFORTI - Deliverable 3.3

ORIGINAL RESEARCH
published: 22 May 2017
doi: 10.3389/fpsyg.2017.00700

Does Gender of Administrator Matter? National Study Explores U.S. University Administrators' Attitudes About Retaining Women Professors in STEM

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Programme (round 1)

- Map 120+ unique gender equality measures identified by three separate sources onto two dimensions:
  - Quality / effectiveness;
  - Feasibility / usefulness
- Please rate each of the measures on 9-pt scale
  - QUALITY ("Q") we mean: How good is this strategy, if the goal is to increase the number of women in physics?
  - FEASIBILITY ("F") we mean: How workable, cost-effective, and reasonable would this strategy be to implement in your organization?
- 8 groups of around 10 participants, rating 30 measures per group (2 sets of 15) using table format provided

Assignment
(per table, example)

| COLLECTION OF PRACTICES FOR GENDER EQUALITY		
Please rate each of the following policy ideas on a 1-to-9 scale for QUALITY and FEASIBILITY, in which 1 = extremely low, 3 = somewhat low, 5 = neutral, 7 = somewhat high, and 9 = extremely high. By QUALITY ("Q") we mean: How good is this strategy, if the goal is to increase the number of women in physics? By FEASIBILITY ("F") we mean: How workable, cost-effective, and reasonable would this strategy be to implement in your organization?		
Practices:	**Quality**	**Feasibility**
GENERA TOOLBOX (1)		
120% support Grant		
5-yearly Review of Employment Conditions at CERN		
Advice by international gender experts		

Programme (round 2)

- Find all measures with scores >6 from round 1
  - On both quality and feasibility
- Rank them
  - Use the empty table
  - Maximum of 10!
- Use stickers to identify fit for your own organization
- Identify gaps
  - What would be needed for better fit?
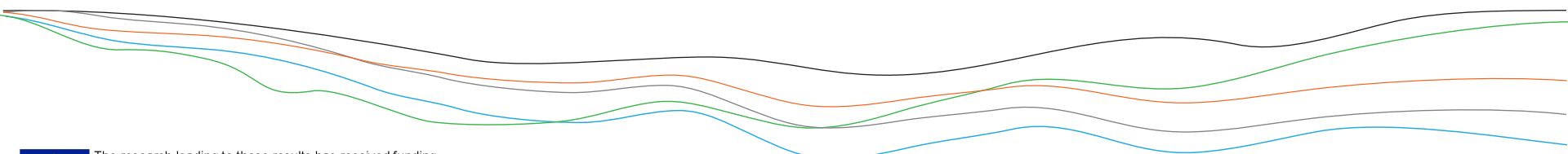
Output

- Excel file with all measures
  - Source provided (GENERA, EFFORTI, Williams et al.)
- Ranked on sum score of
  - Quality + Feasibility + Fit
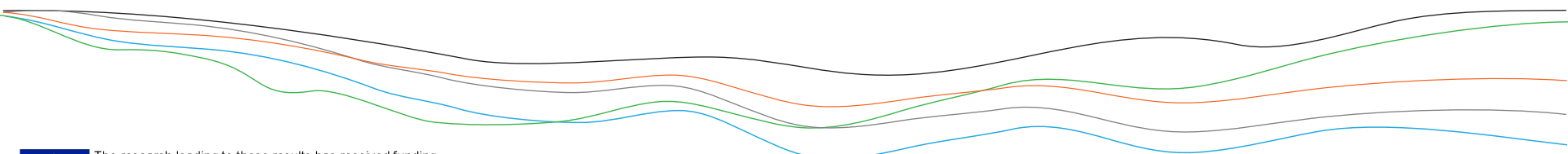
Table

Rank	Measure description	Quality	Feasibility	Fit	Source (G, W, E)
1	Unconscious / implicit bias training	9	7	15	G
2	Develop mentoring programs for all faculty	9	9	12	W
3	Girls day	9	9	9	G
4	Train decision makers for inclusive action	9	9	8	W
5	Managing motherhood and scientific career	7	9	10	G
6	Leadership Accountability	9	5	11	G
7	Support no-cost extensions for grants	9	9	6	W
8	Parental leave with occupational activity	8	9	7	G
9	Flexible Working Conditions	9	8	7	E
10	Stakeholder Engagement	8	7	9	G
11	Allow changing from full-time to part-time	9	7,5	7	W
12	Management Programme for women	9	9	5	G
13	Awareness raising activities	8	8	7	G
14	Post Career Break Fellowship	8	8	7	G
15	Use technology to promote flexibility (e.g. telework)	8	8	7	W
16	Gender-disaggregated data	9	5	9	G
17	Advice from international gender experts	8	9	5	G
18	Search committees to ignore family-related CV gaps	9	7	6	W
19	Childcare on campus	8	8	6	G
20	Diversity training for research funders	9	7	6	G
21	Allow unpaid sabbatical & leave M/F without penalty	9	7,5	5	W
22	Workshops on workplace climate & resource allocation	9	8	4	W
23	Observation in evaluation panels	9	7	5	G
24	Provide subsidies for care services	9	7	5	W
25	Participatory Modeling (system dynamic intervention)	8	7	6	G