

Italian GENDER IN PHYSICS DAY

10 Maggio 2017

10:00

Progetto GENERA, Thomas Berghoefer (GENERA)

9:00 REGISTRAZIONE

9:30 SESSIONE DI APERTURA

Moderata: Sveva Avveduto (CNR – IRPPS)

Saluti istituzionali

Massimo Inguscio (Presidente CNR),

Fernando Ferroni (Presidente INFN)

Valeria Fedeli (Ministra dell'Istruzione, Università e Ricerca)*

Monica Parrella (Pari Opportunità. Presidenza del Consiglio dei Ministri)*

10:00

Progetto GENERA, Thomas Berghoefer (GENERA)

CNR e INFN: dati e questioni aperte Sveva Avveduto (CNR - IRPPS),

Roberta Antolini (INFN)

10:30 Pausa Caffè

11:45 BUONE PRATICHE E "GEP IN PRATICA"

Moderata: Sandra Leone (INFN)

GenderTime Silvana Badaloni (Università di Padova)

GENOVATE Antonella Liccardo (Università di Napoli Federico II)

GenisLAB Oretta Di Carlo (INFN)

Il Piano Triennale di Azioni Positive dell'INFN Maria Rosaria Masullo (INFN)

CNR-CUG Buone Pratiche Gabriella Liberati (CNR)

13:00 CONCLUSIONI: A CHE PUNTO SIAMO, COSA ABBIAMO IMPARATO E AZIONI FUTURE

Moderata: Marco Ferrazzoli (CNR)

INFN Speranza Falciano (Giunta Esecutiva INFN)

CNR Corrado Spinella (Direttore Dipartimento Scienze fisiche e tecnologie della materia, CNR)

13:30 – 14:30 Pranzo



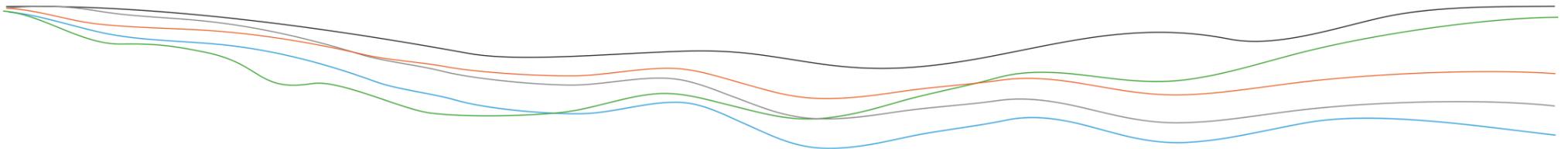
GENERA:
Measuring, monitoring, and advancing
gender equality in Physics Research
Processing Organizations

Thomas Berghöfer

Project Coordinator

Deutsches Elektronen Synchrotron DESY • Hamburg

Italian Gender in Physics Day • May 10, 2017



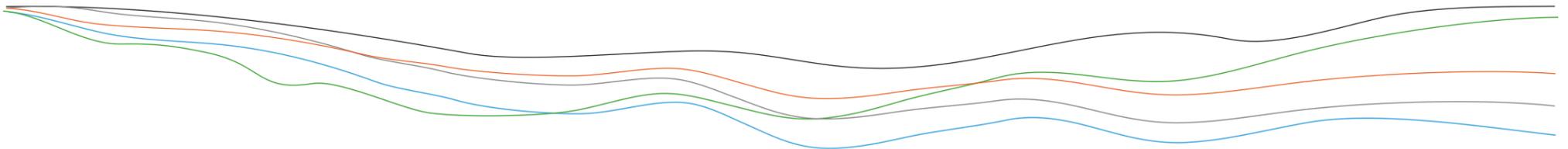


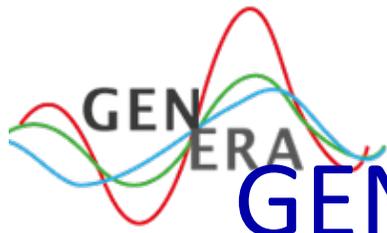
GENERA

Gender Equality Network in Physics

in the European Research Area

www.genera-project.com





GENERA in H2020-GERI-2014-1

Action provides support to RPOs and RFOs in order to

support systemic institutional changes, in particular through
the implementation of Gender Equality Plans,

which shall:

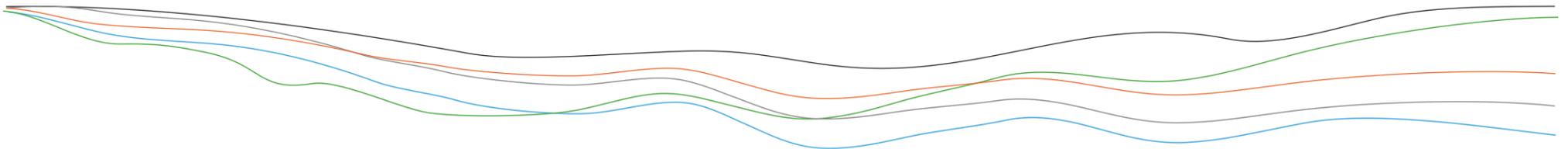
- Conduct impact assessment / audit of procedures and practices,
- Implement innovative strategies to address gender bias
- Set targets and monitor progress via indicators at organisation level.

(RPO/RFO: Research Performing/Funding Organization)



GENERA: Project

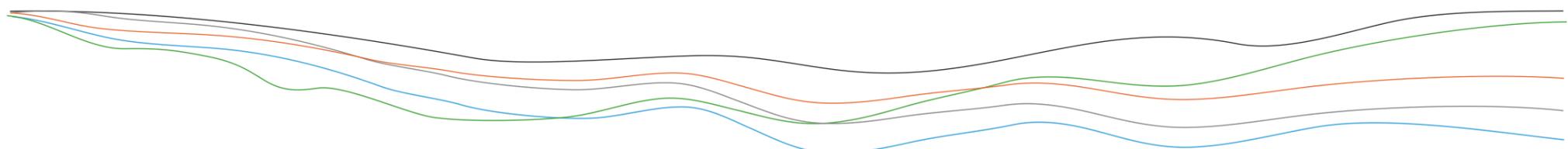
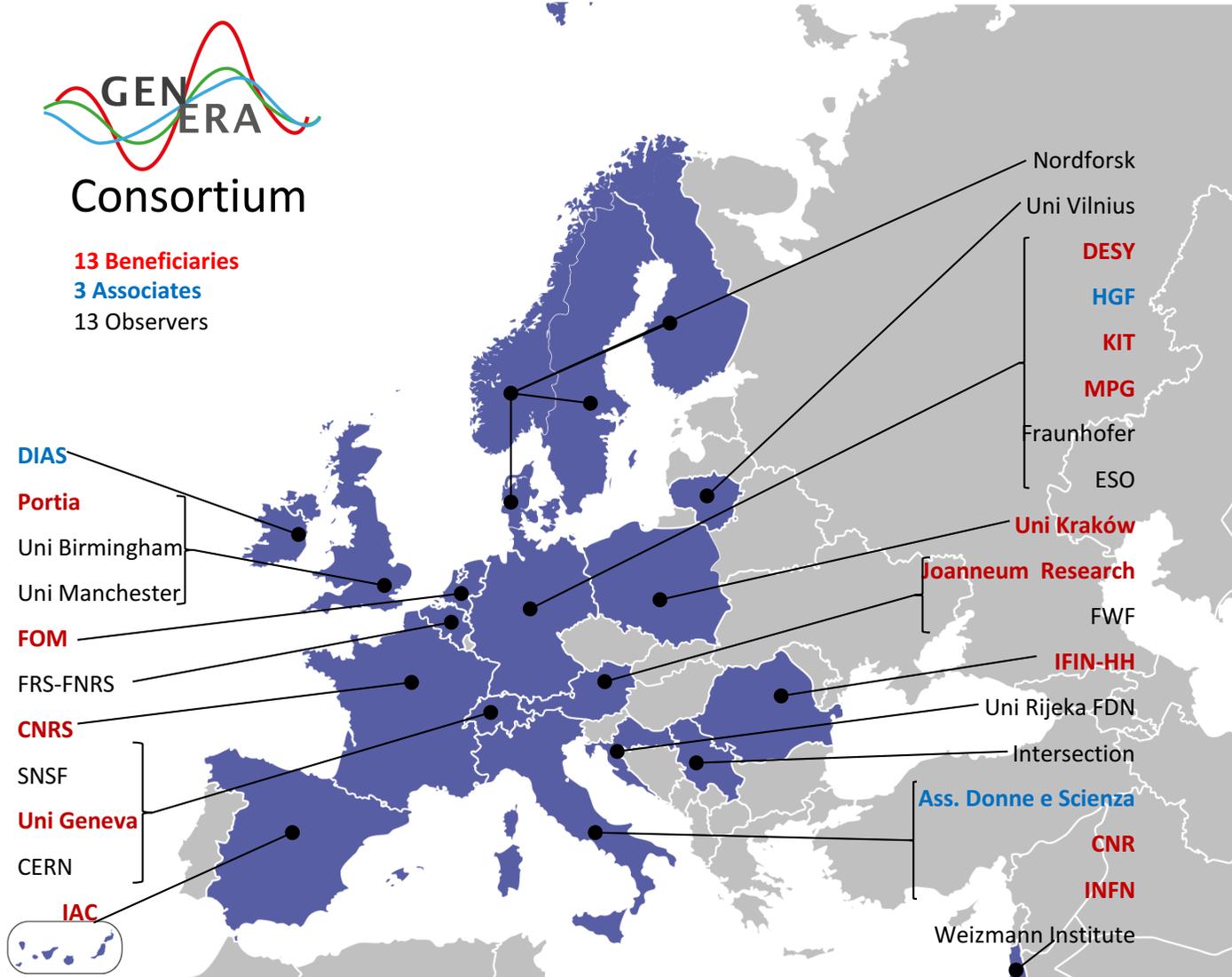
- Started in September 2015
- 3 years lifetime, 3.34 Mio Euro funding
- 13 beneficiaries:
 - 11 physics related organizations
 - 2 professional support organizations for evaluation and outreach & valorization
 - Now 13 observers





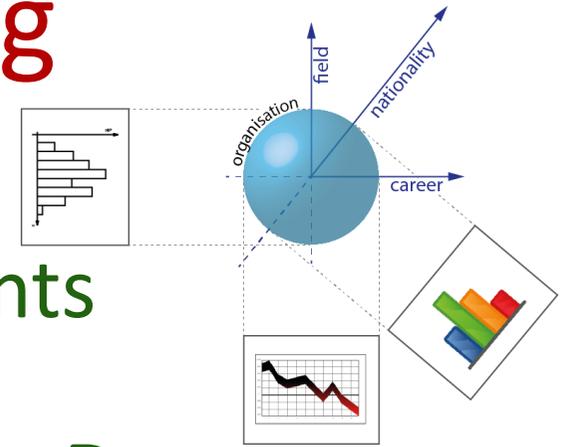
Consortium

13 Beneficiaries
3 Associates
13 Observers

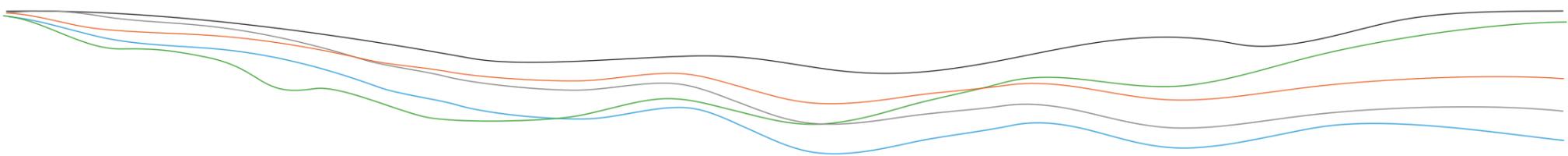




GENERA: Measuring



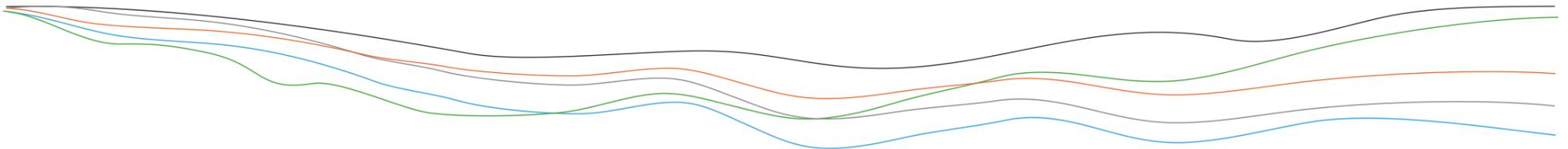
- Data collection from HR departments
- Series of national Gender-in-Physics Days
- Interviews series with male/female scientists
- Ex-ante /ex-post evaluation interviews with managements of participating institutions





GENERA: Monitoring

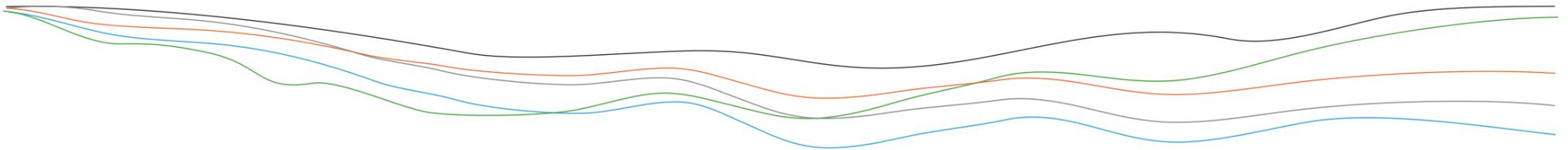
- Partner Joanneum Research is in charge of
 - monitoring and evaluation of the implementation of GEPs
 - developing indicators for long-term monitoring
- Consortium shall establish a long-term networking of partners to allow a monitoring beyond the lifetime of the project
- High-level Gender Experts Board is monitoring the progress of the project





GENERA: Advancing gender equality in physics related organizations

- GENERA approach:
 - Gender equality traditionally addressed by Human Resources departments
 - **NEW**: major institutions in a science (physics) community commonly address gender equality from the scientific point of view together with experts in structural change



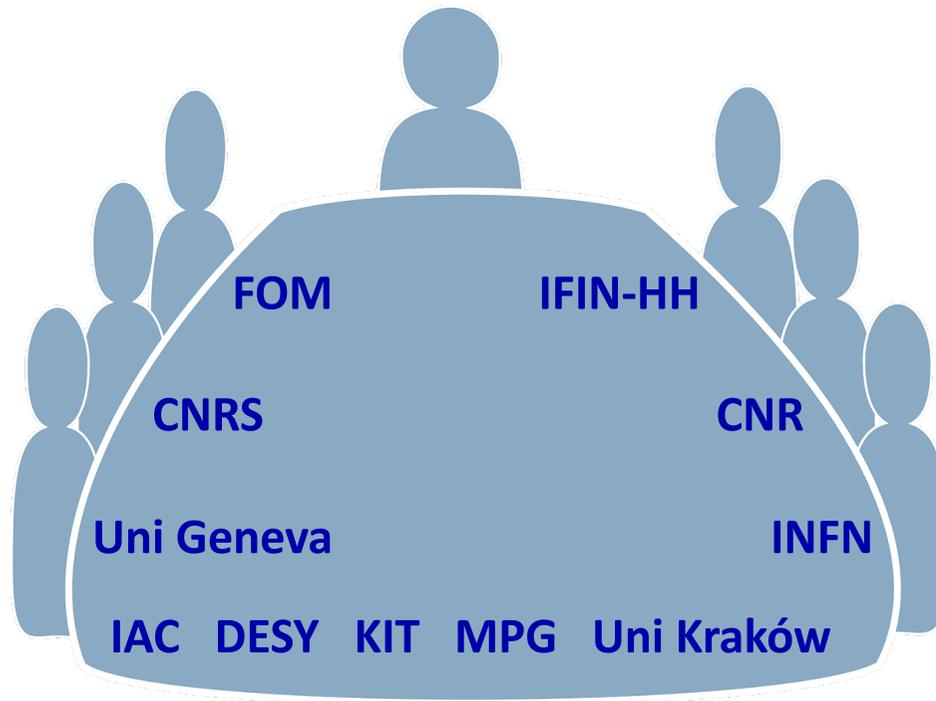


GENERA: Advancing gender equality in physics related organizations

- GENERA recipe:
 - Directly involve the managements (Governing Board)
 - Set up a group of implementation managers
 - Prepare a toolbox with measures proven to show a positive effect
 - Feed in measures that especially support a culture of mixed teams in physics
 - Describe the implementation process in a roadmap
 - Support institutions in developing their individual GEPs
 - Accompany the implementation process by a project internal evaluation
 - Networking to gain visibility and become a big European movement

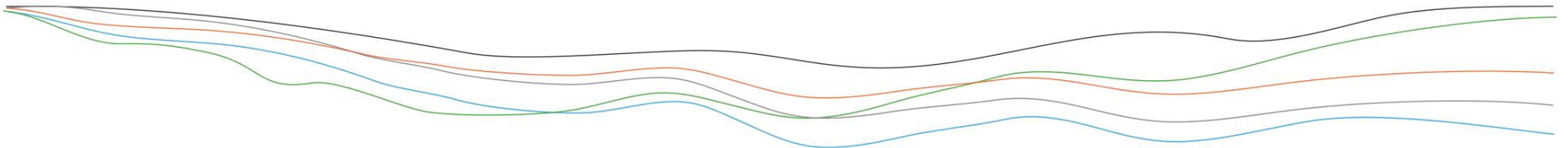


Implementation Manager group



Set up to

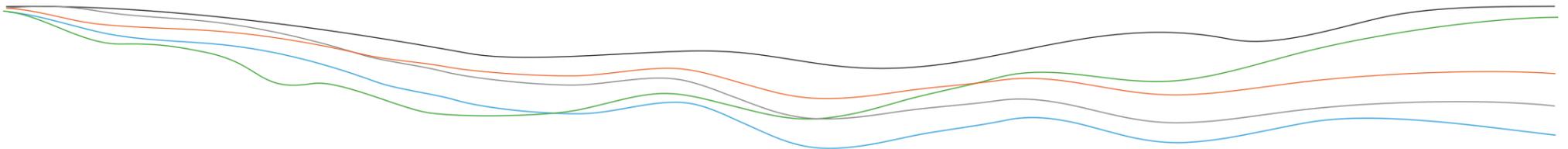
- Link the project into the organizations
- Report the progress of the implementation process
- Commonly address problems coming up during the implementation of GEPs
- Develop strategies to overcome possible resistances in implementing organizations
- Keep the managements informed





Gender in Physics Days

- Listed on the GENERA website:
 - <http://genera-project.com/index.php/gender-in-physics-days>
- Gender in Physics Days:
 - Italy, today in Rome
 - Austria, May 24, 2017 in Vienna
 - Romania, June 29, 2017 in Bucharest
 - ... and more to come





Enjoy your Italian Gender in Physics Day!

Project Information: www.genera-project.com

Contact: genera@desy.de

