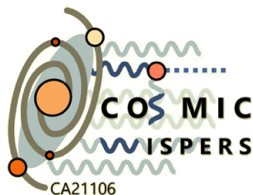


Implementation of the COST Excellence and Inclusiveness Policy

Deniz Sunar Cerci
Adiyaman University, Turkiye and
CERN, Switzerland

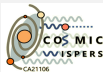


September 8, 2023

- COST is committed to bringing out excellence and inclusiveness in science Europe-wide and clearing away obstacles by offering low-barrier entry research networks and creating interdisciplinary research cooperation opportunities for researchers.
- The COST inclusiveness policy is developed around three main elements:
 1. Geographical spread: with a focus on less research-intensive countries and regions (in COST these are known as the ITC countries)
 2. Career stage: involving young researchers,
 3. Gender balance.

- Identifying excellence in science and technology across Europe increasing research communities' access to funding and infrastructures triggering structural changes in Members' national research systems
The career spread focuses on empowering young talents at the beginning of their careers to acquire the necessary recognition and leadership.
- COST Actions will focus on: leadership: encouraging young researchers to set up and lead COST Actions, as well as manage COST Action grants increasing brain circulation between peripheral regions to research intensive territories.

Where are we with all these?

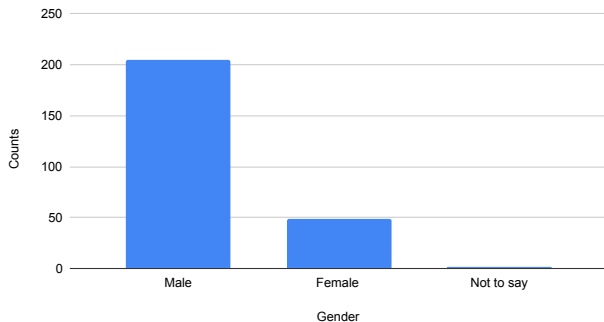


- This is our action's objective: Capacity Building 1: Promote the gender balance of the Action, favoring more women in leading positions.
- Geographical spread: 256 participants
- List of MC participants :
COST members represented: 25, ITC countries: 13
Total number of MC participants: 41 (9 women, 18%)
- 14 Leadership positions: 3 from ITC countries, 4 ECI, 5 women (35%)

Gender balance



Counts-Gender



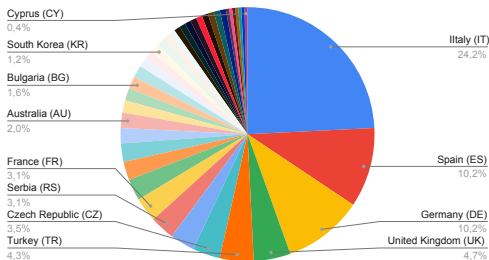
- We have 256 people registered to our action.
Males: 80.08%
Females: 19.14%
Prefer Not to Say: 0.78%

- A majority of the participants are male!
- There is an underrepresentation of females in your action compared to males.
- Ultimately, these numbers indicate a clear gender imbalance in our action, with a majority of male participants.
- Depending on our goals and objectives, we need to consider strategies to encourage greater gender diversity and inclusion in our initiative.

Geographical spread



Participants



- 256 people from 40 different countries, from Europe, Asia, North America, South America and Oceania.
- COST Full Member: 228
International Partner: 21
Near Neighbour Country: 2
- Inclusiveness Target Countries (ITC): 67

- Leadership: we need to encourage researchers and institutions in ITCs
- Dedicate a certain amount of activities/budget involving researchers from ITCs