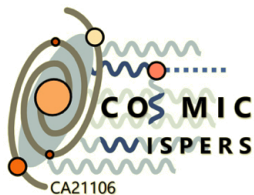


Implementation of the COST Excellence and Inclusiveness Policy

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- As the Equity and Inclusiveness Advisor for CA21106, our goal is to develop and implement a structured plan to improve gender balance within our Action.



- This presentation outlines a strategy based on the **Deming Cycle (Plan-Do-Check-Act)**, focusing on specific indicators to monitor and enhance gender balance.



The GEP suggests several actions:

- Ensuring gender balance in networks
- Nominating a gender equality advisor
- Developing and implementing a Gender Equality Plan for the Action
- Organizing events with a gender focus
- Incorporating gender equality training

The Deming Cycle Approach (Plan-Do-Check-Act)



A. PLAN

- Objective Setting: Establish clear objectives for gender balance within the Action, such as achieving a minimum of 40% female participation in leadership roles by the end of the next grant period.
- Strategic Planning: Develop a comprehensive Gender Equality Plan (GEP) that includes recruitment strategies, mentorship programs, and gender-focused events.
- Indicators:
 - Percentage of female applicants for leadership positions
 - Number of gender-focused events conducted annually
 - Percentage increase in female participation in WGs

B. DO

- Implementation: Execute the GEP by: Actively recruiting female participants for WGs and leadership roles.
- Promoting mentorship programs to support female ECIs.
- Organizing workshops and seminars that address gender issues in STEM.
- Indicators:
 - Number of female participants recruited
 - Attendance and feedback from gender-focused events
 - Participation rates in mentorship programs

C. CHECK

- Monitoring: Regularly assess progress using the indicators established during the planning phase.
- Evaluation: Conduct quarterly reviews to evaluate the effectiveness of implemented strategies.
- Indicators:
 - Progress towards the 40% female participation goal
 - Improvement in gender balance in leadership roles

D. ACT

- Adjustment: Based on the evaluation, refine and adjust the GEP. Address any barriers identified during the implementation phase.
- Sustainability: Develop long-term strategies to maintain gender balance, such as establishing a permanent Gender Equality Committee within the Action.
- Indicators:
 - Continued improvement in gender balance statistics
 - Institutionalization of gender equality practices within the Action

A. Short-Term Actions (0-6 Months)

- Appoint a Gender Equality Advisor: Form a Gender Equality Committee to oversee the implementation of the GEP.
- Launch a Gender Equality Mentorship Program: Pair female ECIs with senior researchers for guidance and support.
- Organize Initial Gender-Focused Workshops: Host seminars on the importance of gender diversity in research.

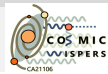
B. Medium-Term Actions (6-12 Months)

- Increase Female Representation in WGs: Actively recruit female researchers and encourage participation in leadership roles.
- Monitor and Report: Begin quarterly monitoring of gender balance indicators and report findings to the Management Committee.

C. Long-Term Actions (12+ Months)

- Institutionalize Gender Equality: Establish permanent structures for gender equality within the Action, such as regular gender audits and ongoing mentorship programs.
- Achieve Gender Balance Goals: Aim to meet or exceed the 40% female participation target across all levels of the Action.

Strategy for enforcing the gender dimension within our Action



❖ Gender Committe: Maria Benito, Francesca Calore, Lorena Gastaldo, Olga Mena, Deniz Sunar Cerci



Survey Implementation

Gather data on current perceptions and experiences related to gender within the Action, using methods successfully employed by other COST Actions

The number of participants and the survey results will provide a baseline for measuring future improvements.



Diversity Tag on Webpage

Increase visibility of diversity-related content and highlight efforts toward gender equality.

The "diversity" tag will centralize gender equality content, making it more accessible.

Sharing on social media platforms like Twitter/X enhances outreach and community engagement.

Key Indicator: 100 views per entry.



Monitoring Gender Distribution of Speakers in each Action activity (Colloquium, JC, ...)

Achieve a 50%/50% gender balance in speakers at all Action activities by the end of 2025.-
→Ensuring that all activity leaders/organizers are committed to this goal.

Publicly sharing the data on the webpage under the "diversity" tag



Raising Awareness on Social Media

Use Twitter/X to highlight gender imbalance in STEM careers and share the Action's efforts to address it.

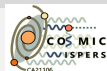
Awareness: Regular tweets will keep gender issues at the forefront of the Action's communication strategy.

Targeting 10-15 tweets per year, each with 100 views→ provides a continuous stream of content.

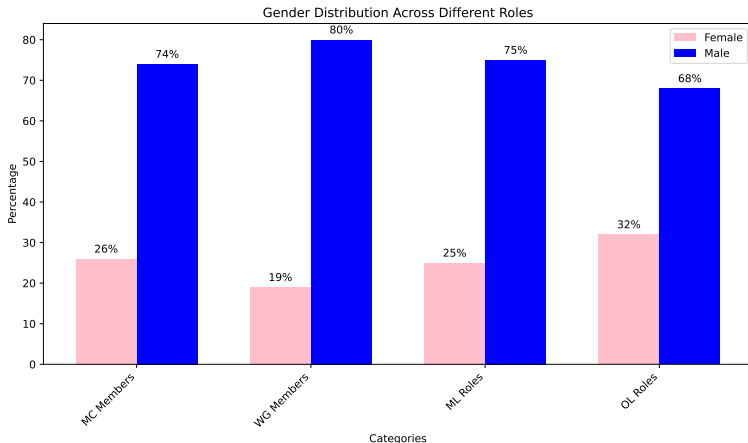
❖ **Ensuring Female Representation in Leadership**

- Fill 80% of future vacant leadership positions with female researchers.
- Prioritizing women for leadership roles directly addresses the gender imbalance.
- Personal Outreach: Individually contacting candidates increases the likelihood of acceptance.

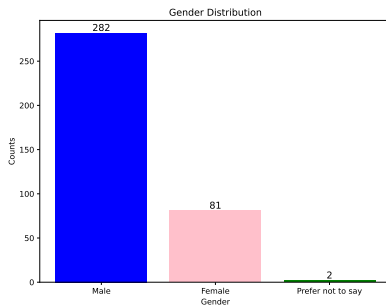
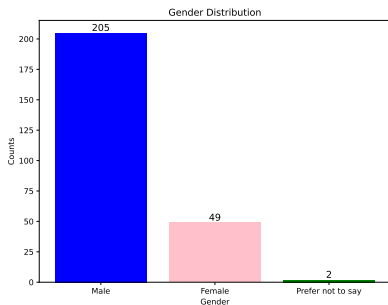
Current State Analysis



- According to the 1st progress report and the GEP by the COST Association, the current gender distribution within CA21106:

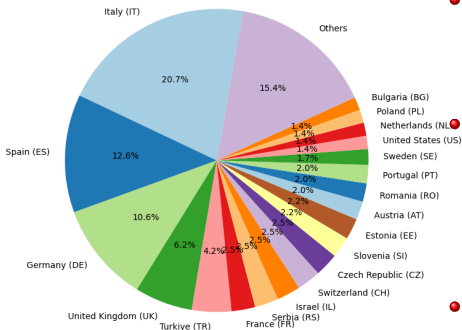


- MC Members: 26% (F)/74%(M)
- WG Members: 19% (F)/80% (M)
- Mandatory Leadership Roles: 25% (F)/75% (M)
- Other Leadership Roles: 32% (F)/ 68% (M)



- Before-256 participants: 80.08% (M), 19.14% (F), 0.78% (PNS)
- **Now-357 participants: 79.44% (M), 22.82% (F), 0.56% (PNS)**
- The percentage of female participants increased by approximately 19.23%. This indicates a significant rise in the proportion of females in the group.
- The percentage of male participants decreased slightly by 0.80%.
- Our action has become more gender-balanced, with a notable increase in female representation.

Top 20 Countries by Count with Others Grouped



- 357 people from 46 different countries, from Europe, Asia, North America, South America and Oceania.
- COST Full Member: 314
- International Partner: 26
- COST Cooperating Member: 9
- Near Neighbour Country: 3
- International Organisation: 3
- European RTD Organisation: 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

Focus: Implementation of the COST Excellence and Inclusiveness Policy

Gender Equality Plan (GEP):

- Increasing female participation and leadership roles

Key Initiatives:

- **Medium-term (6-12 months):** Increase female representation in working groups (WGs)
- **Long-term (12+ months):** Institutionalize gender equality within the Action

Progress:

- Female participation increased from 19.14% to 22.82%
- Notable improvement in gender balance across leadership roles

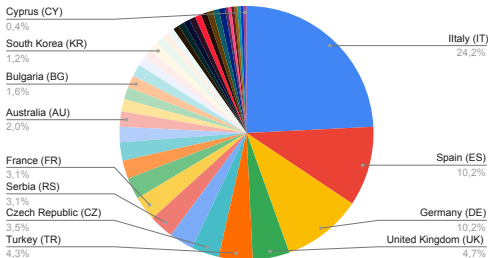
Geographical Representation:

- 357 participants from 46 countries

Challenges:

- Encouraging more ITC researchers in leadership roles
- Addressing barriers to gender equality such as unconscious bias and work-life balance

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

- 1. Awareness and Perception: Question: How aware are you of gender diversity initiatives within your organization or academic department?**
 - Not aware at all
 - Somewhat aware
 - Moderately aware
 - Very aware
 - Extremely aware
- 2. Experiences with Gender Imbalance: Question: Have you experienced or observed gender imbalances in leadership roles or decision-making positions within your field?**
 - Yes, frequently
 - Yes, occasionally
 - Rarely
 - No, never
- 3. Barriers to Gender Equality: Question: What do you believe are the most significant barriers to achieving gender equality in your workplace or academic environment? (Select all that apply)**
 - Lack of female role models
 - Unconscious bias
 - Work-life balance challenges
 - Limited access to leadership opportunities
 - Cultural or societal norms
 - Other (please specify)
- 4. Effectiveness of Current Initiatives: Question: How effective do you believe current gender diversity initiatives are in addressing gender imbalances within your field?**
 - Not effective at all
 - Slightly effective
 - Moderately effective
 - Very effective
 - Extremely effective
- 5. Suggestions for Improvement: Question: What additional actions or initiatives do you believe could help improve gender diversity and inclusion in your field?** * Open-ended response [BOX]