



Vrije Universiteit Brussel

Making gender/diversity equality happen: Recruiting, retaining and follow-up

A.E. Woodward GenSET Capacity Building Seminar

Vienna 19-20 May 2011



Reflections of a 68-er?

© Original Artist

Reproduction rights obtainable from
www.CartoonStock.com



Search ID: gr10049

"Darling, please stop your cloning experiments."



Beyond Gender and Science?

- GenSET as a tool to let us know what we have in Europe
 - Significant national research and practice, sometimes stimulated by European funding on how to stimulate and retain scientific talent
 - Much is not in English – but workshops build knowledge sharing
 - Consensus process and declaration vital and need concrete follow-up- Here we have recruited, now we need ‘retention’



GEZOCHT: RECTOREN (M/V)



HET VLIR-EQUAL-PROJECT 'EQUALITY GUIDE' WERKT ERAAN.





Beyond Gender and Science?

- From Academia to Human Resources
 - We need to monitor what we already have and retain it
 - We need to be aware of intersections beyond gender if we really want to open up research in Europe, but remember to keep gender at the center
 - **Useful reference: Teaching Intersectionality: Putting gender at the center** (Franken, Woodward, Bagilhole, Cabo eds)
http://www.athena3.org/images/documents/teaching_intersectionality.pdf



Imagine

Discover the world of optics, photonics, and light-based technologies. From exploring the world around us to treating the world within us, scientists and engineers use light to make the world a better place.

Optics and photonics professionals help create cell phones, digital cameras, and GPS trackers; they work on solar technology, medical imaging, communications, and much more.

Scientists and engineers are respected, recognized, and rewarded for their innovative thinking. Jobs in optics and photonics are plentiful, well-paying, and interesting.

Imagine what you can do



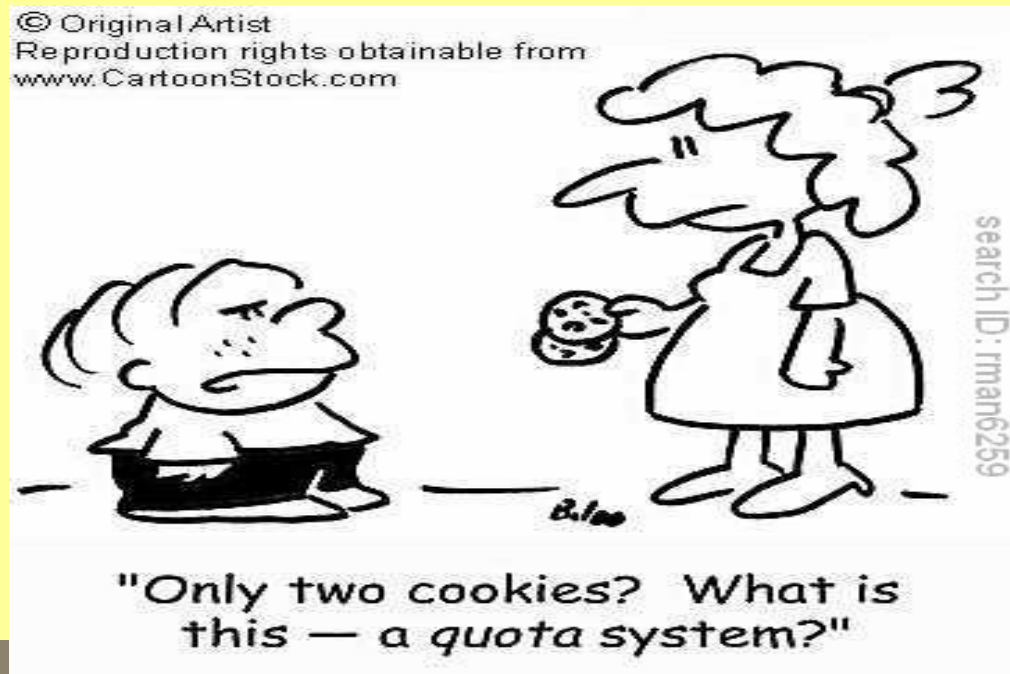
Women and Men Allies

Women in Science for
Women in Science
The role of professional associations and gender activists, networks for comparison / Benchmarking



Targets for recruitment & retention

- Explicit policies such as quotas or minimums must, as a last resort and with respect to national regulations, guarantee gender balance within scientific institutions:
- **An empty letter without implementation and monitoring**





Making gender mainstreaming permanent

- Compliance with gender issues must be among the topics of internal and external evaluation...this should begin with a critical review of gender mainstreaming processes.
 - **The gender situation should be reported statistically**
 - YESSSSS! Appointments to boards, appointments to posts, final results, Full Time Equivalent measurment: Public knowledge is public power



What's needed to **retain** what we know and go beyond gender and science?

Change the context

- European Gender studies as a respected scientific field
- Monitoring and feedback across society
- Recognition of challenges of intersections of identities: the gender question is the question of the future of European science: harnessing creativity from the crucible of diversity



- With energy, with climate change, with biodiversity...
- and with social equality...
- *We scientists* 'know' the answers-
-But the recipe to make it happen is the secret