

EURIZON

Statement of the Gender Officer Greta Facile - DESY



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How to promote actively the inclusion of female scientists and the integration of Gender balance principles in its activities according to the EU Gender Equality Strategy 2020-2025?

Some suggestions:

1-Be mindful about unconscious biases and barriers that prevent women to work as researchers during **the recruitment process**

2-Be sensitive about gender balance in the panel of speakers when you organize **events, workshops, schools, webinars, etc.**

Look at the **panel of invited speakers, experts, trainers, and chairs** and check if there are enough women.

3-Be sensitive about gender balance when **selecting the members of evaluation panels and of other relevant advisory and experts boards**

E.g. the WP9 Scientific Review Panel and SAC

4-Be sensitive about gender balance in **selecting candidates for schools, fellowship and training programmes**

5-Whenever you can, **try to include a module, a session or a statement about the importance of gender balance and inclusivity in Science** in the agenda/programme when organizing trainings, schools, etc.

EURIZON MAIN TRAINING EVENTS and SCHOOLS

	Speakers		Participants		Comments
Event	Women	Men	Women	Men	
1st International workshop (XAS)	0	6	5	19	participants on-site
Training event on beam delivery and propagation at extreme intensities	0	4	6	17	
Training event on pulse metrology, techniques and challenges - 2	0	3	3	7	5 women where chosen, but could not come because, as they are Ukrainians, they did not manage to travel
School for young scientists on particle detection technologies	4	14	19	44	2 other participants
EMMRI			7	2	

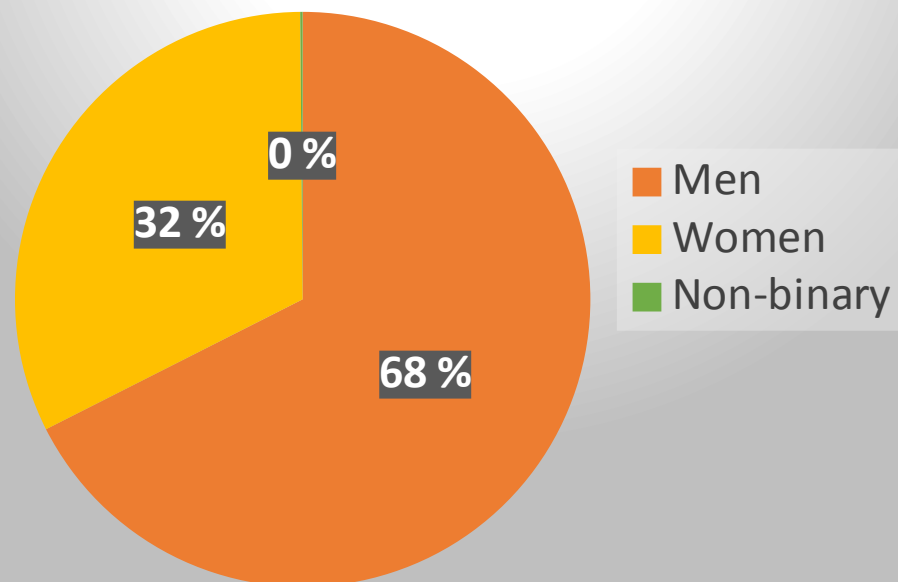
EURIZON ADVISORY BOARDS

	Women	Men
Scientific Advisory Committee	3	3
Scientific Review Panel	6	6

Jean Moulin	BELSPO Honorary General Advisor; Limal, Belgium
Hans Gutbrod	retired nuclear physicist at GSI/ FAIR, pioneer in heavy ion physics, Darmstadt, Germany
Caterina Biscari	Director of ALBA Synchrotron, Cerdanyola del Vallès, Spain
Arantxa Arbe	Research Professor at Materials Physics Center CFM, San Sebastián, Spain
Kiyoshi Ueda	Professor at the Tohoku University, Sendai, Japan
Nadiya Boyko	Prof., Dr.Sc., Rector Advisor for Innovation; Head of the Department of Medical and Biological Disciplines; Director of RDE Centre of Molecular Microbiology and Mucosal Immunology; Uzhhorod National University; Uzhhorod, Ukraine

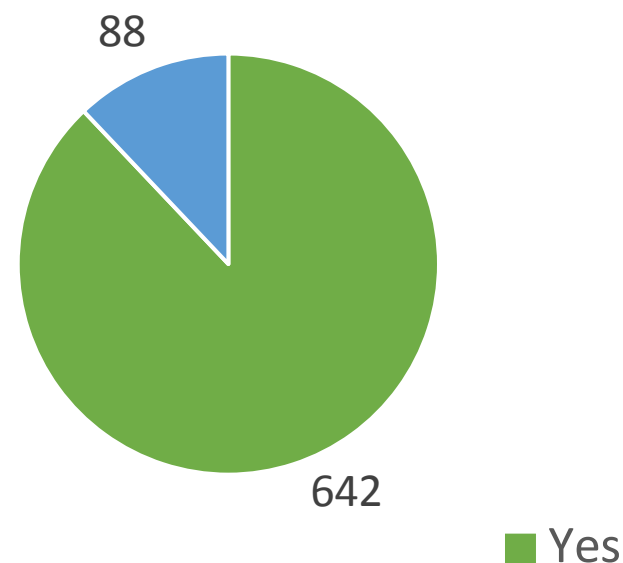
Scientific domain	Member	Function	Organization
Energy	Manuel J. Blanco	EC H2020 European Research Area (ERA) Project Chair	Cyprus Institute - EU SOLARIS
Energy	Sverre Quale	Executive Director	ECCSEL ERIC
Environment	Werner Kutsch	Director General	ICOS ERIC Chair of the Board of European environmental research infrastructures (BEERi)
Environment	Juan-Miguel González-Aranda	CTO	LifeWatch ERIC
Life Sciences	NN curently vacant -		
Life Sciences	Michael Raess	COO	Infrafrontier GmbH
Physical Sciences	Jana Kolar	Executive Director	CERIC-ERIC
Social Sciences & Humanities	Angelika Scheurer	Deputy Director	ESS ERIC
Social Sciences & Humanities	Jennifer Edmond	Former Director	DARIAH ERIC
eInfrastructures	Tiziana Ferrari	Managing Director	EGI Foundation
eInfrastructures	Hilary Hanahoe	Secretary General	Research Data Alliance
State budgetary institution established by the Government of Ukraine	Olga Polotska	Executive Director	NRFU -The National Research Foundation of Ukraine
Physical Science	Igor Girka	Dean of the School of Physics and Technology, Corresponding Member of the National Academy of Sciences of Ukraine	Kharkiv V.N.Karazin National University; National Academy of Sciences of Ukraine;

Principal Investigators' gender



Gender of PI: two third of PIs are men, one third are women.

Teams including women



	PI		Other team members	
	Women	Men	Women	Men
1st shift of Selected research teams	5	13	39	37



We will incorporate the **gender dimension in the activities of WP10** (sustainability of RIs)

The **gender dimension** and the **consequences of the war on women scientists** will be specifically investigated when performing the mapping of the status and needs for capacity building of Ukrainian RIs. Among the measures to improve sustainability of Ukrainian RIs, the empowerment of women scientists and the implementation of inclusive gender equality policies in science and innovation will be topic of discussion and object of strong recommendation.

The gender dimension will be considered when investigating the **possible measures to prevent and revert brain drain** (when conditions will allow) from Ukraine.



Gender balance in science is strategic for the sustainability and advancement of science in any Country. It contributes to a more dynamic and resilient scientific community because it guarantees a better use of the **Talent Pool available**.

Gender inequality generates wasted opportunities and cognitive errors in knowledge, technology and innovation

“Gender equality is not only a matter of concern for women, it must matter to all of us. If we want to take scientific excellence to the next level; if we want to deliver science-based solutions to the many urgent and pressing global challenges, **we need all talents in play**. There is still a long and bumpy road ahead of us but every single step we take is worth it. We can shatter the glass ceiling, we can fix the system that keeps women from developing their talents fully. I therefore invite you all to act as **ambassadors of change to close the gender gap**. Together, we will succeed.”

Carlos Moedas,
European Commissioner for
Research, Science and Innovation
from 2014 to 2019.

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THANK YOU FOR YOUR ATTENTION!

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