



Unifying innovative efforts of  
European research centres to  
achieve gender equality in  
academia

**EQUALITY, DIVERSITY AND INCLUSION**

[www.eu-libra.eu](http://www.eu-libra.eu)

# THE PROJECT



October 2015 – March 2019  
Budget: ~ €2.3M (H2020, SwafS)

13 Life sciences research institutes  
Gender Expert - ASDO

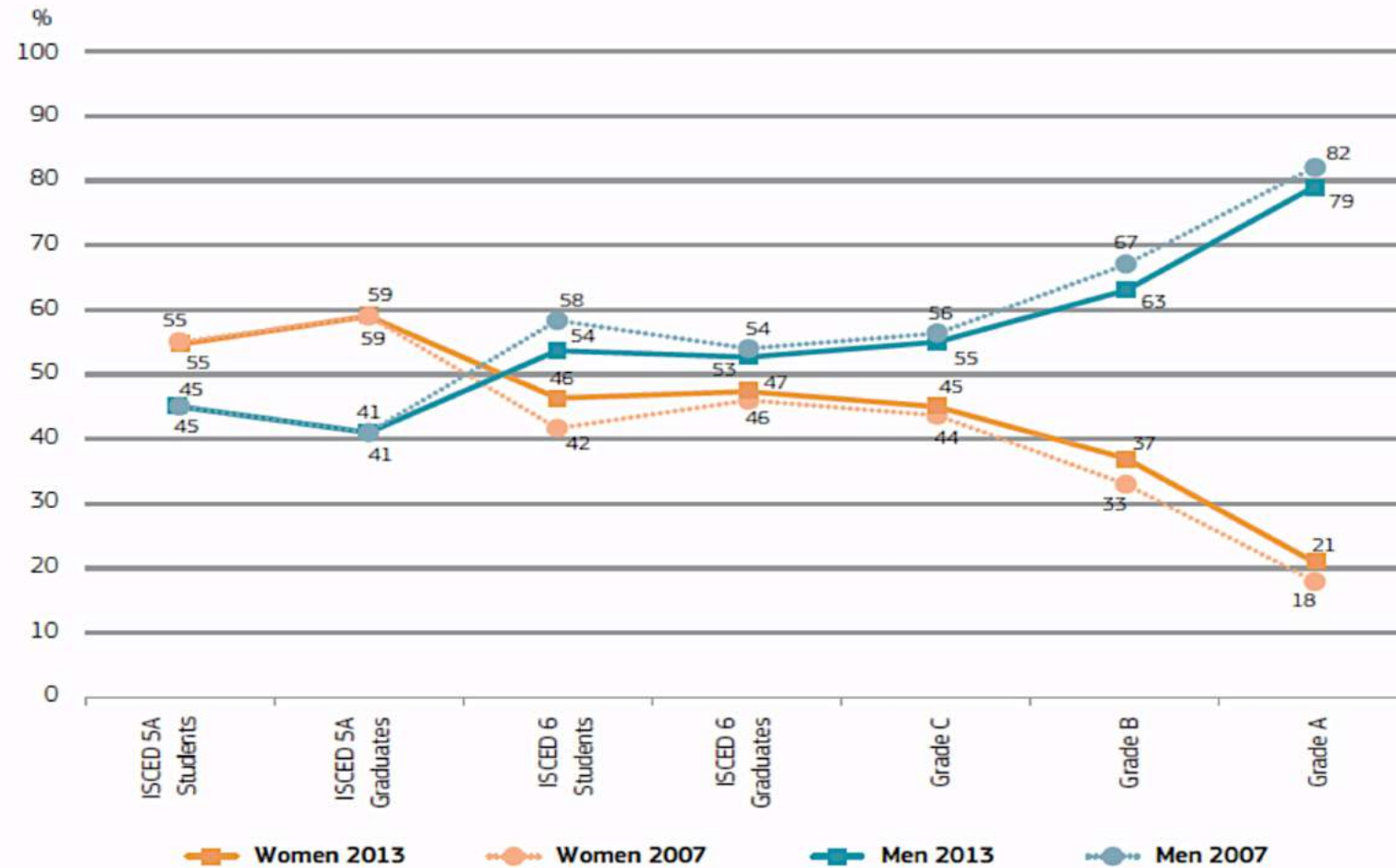
Built on **EU-LIFE alliance**:

- 13 Partner Institutes
- 7,418 scientists and support personnel
- 543 Group Leaders
- >4,000 publications
- 115 running ERC Grants

(2016 data)

# THE MOTIVATION

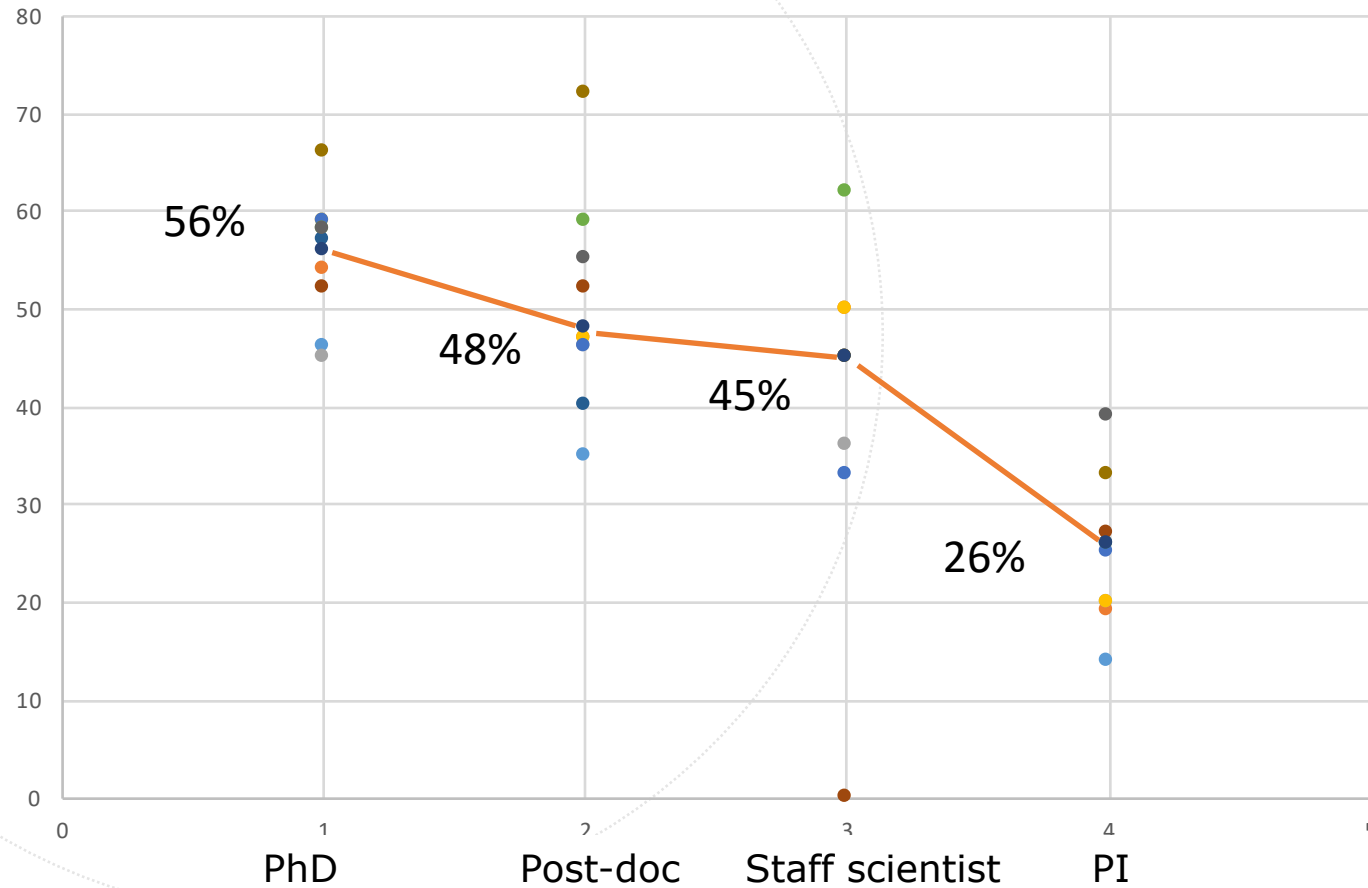
Proportion of women and men in a typical academic career, students and academic staff, EU-28, 2007-2013



SHE FIGURES  
2015

# THE MOTIVATION

**% Women Researchers at EU-LIFE institutes (2016)**



The goal of LIBRA is to increase the representation and participation of women in leadership positions in life sciences.





# LIBRA APPROACH

## 4 areas of intervention

1. Recruit without Gender Bias
2. Support Career Development
3. Improve Work-Life Balance
4. Integrate Sex and Gender Dimension in Research



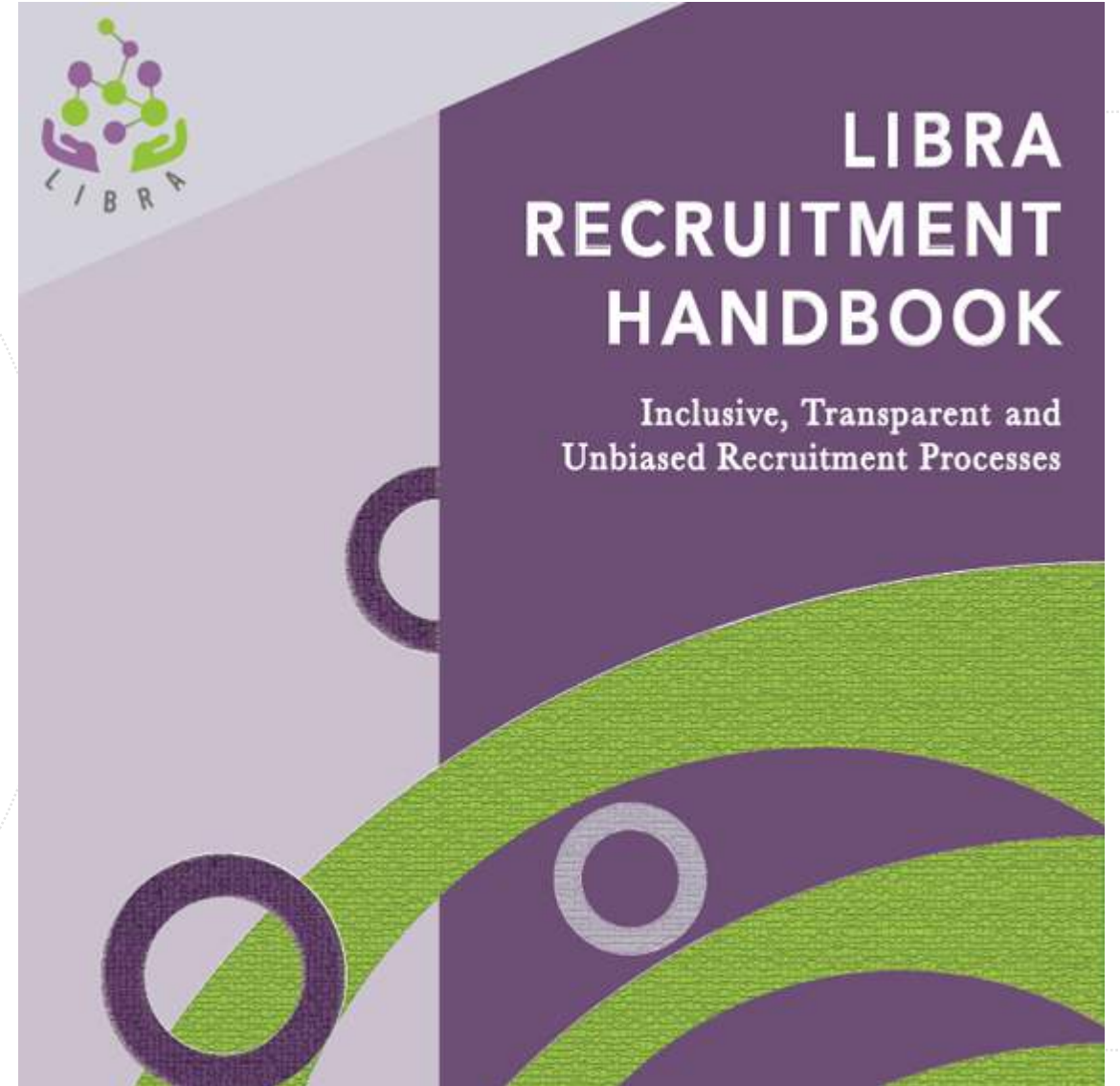
## How

- Assess current status
- Tailored Gender Equality Plans
- Joint activities
- Sustainability plan

# LIBRA OUTPUTS

## 1. RECRUIT WITHOUT GENDER BIAS

- Workshops for HR personnel on recruitment
- **LIBRA Recruitment Handbook:** inspiration, knowledge, resources, recommendations, templates, ...
- Workshops on implicit bias for researchers (including PIs)





# LIBRA OUTPUTS

## 2. SUPPORT CAREER DEVELOPMENT

### COMPASS programme for high-profile women postdocs

- Online collaboration group and meetings
- Mentorship programme with at least two meetings of mentee and mentor
- Workshop on self-leadership, communication and confidence
- Workshop on strategic career planning
- Talks by scientists about their career experience
- Discussions with role models





# LIBRA OUTPUTS

## 3. IMPROVE WORK-LIFE BALANCE

Poster campaign to increase awareness on the relevance of balanced lifestyle

Online Self-development tools

- My Perspective – Tool for Better Self-Knowledge
- Job Stage Analysis
- CEITEC: <http://libra.ceitec.cz/self-development-tools/>



# LIBRA OUTPUTS

## 3. IMPROVE WORK-LIFE BALANCE



Cambridge



Amsterdam



Barcelona



Copenhagen



Milan



Ghent



Vienna



# LIBRA OUTPUTS

## 4. INTEGRATE SEX AND GENDER DIMENSION IN RESEARCH

- Workshops on sex and gender dimension in research
- Case studies - exemplars and expert opinions from basic biomedical research
- Online training

### Scientific Presentation - **The sex of organs and why it matters**

**Irene Miguel-Aliaga**, Professor, Imperial College, London, UK

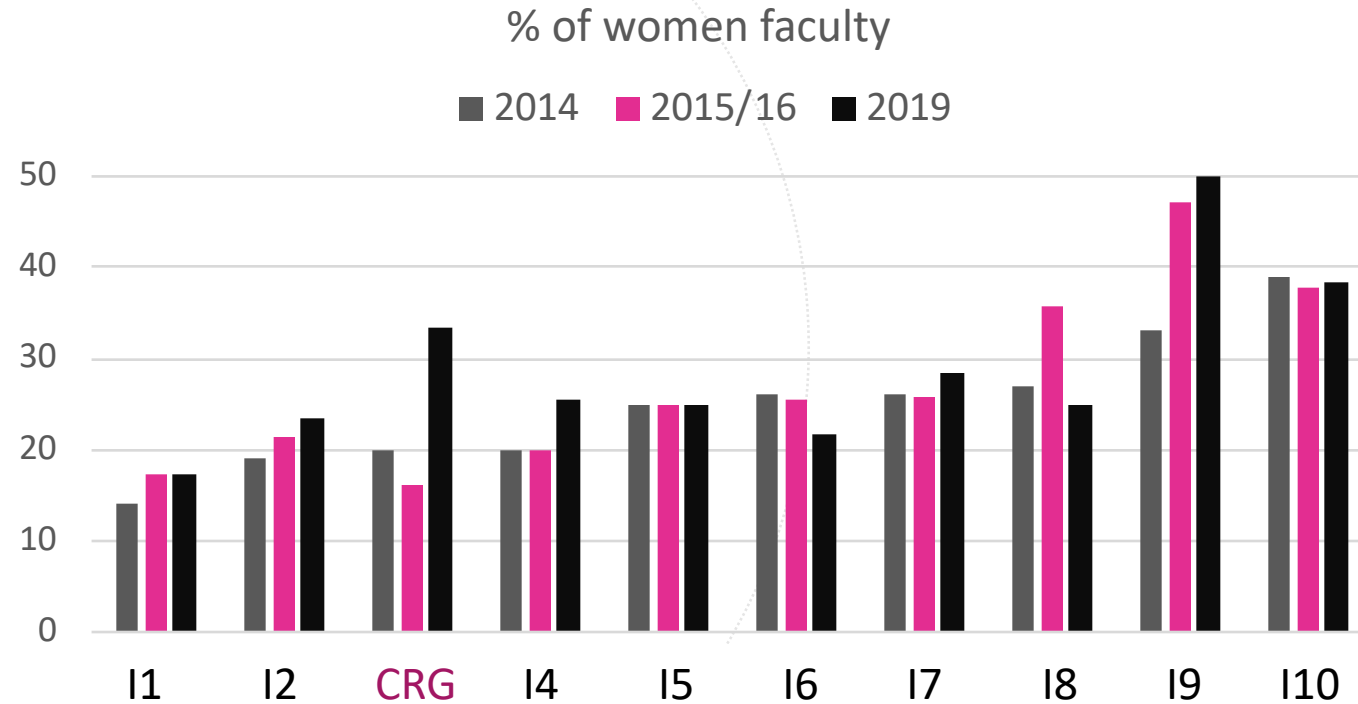
(recorded presentation at the workshop on Sex and Gender in Research and Experimental Design)





# IMPACT

Overall, women Group leaders increased from **26% to 30%**



Before LIBRA (2010-2015): **26%** of hired PIs were women (12 out of 45)  
During LIBRA (2016-2019): **37%** of hired PIs were women (19 out of 51)



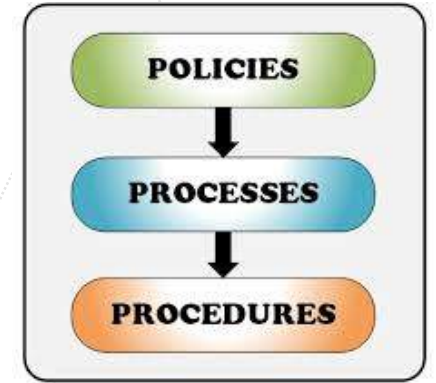
# IMPACT

TWO COMPLEMENTARY PERSPECTIVES TO EVALUATE PROGRESS OF INSTITUTIONAL GENDER EQUALITY

1. Institutional capacity for gender mainstreaming



Progress in the introduction of new rules, procedures and structures



2. Actor mobilisation

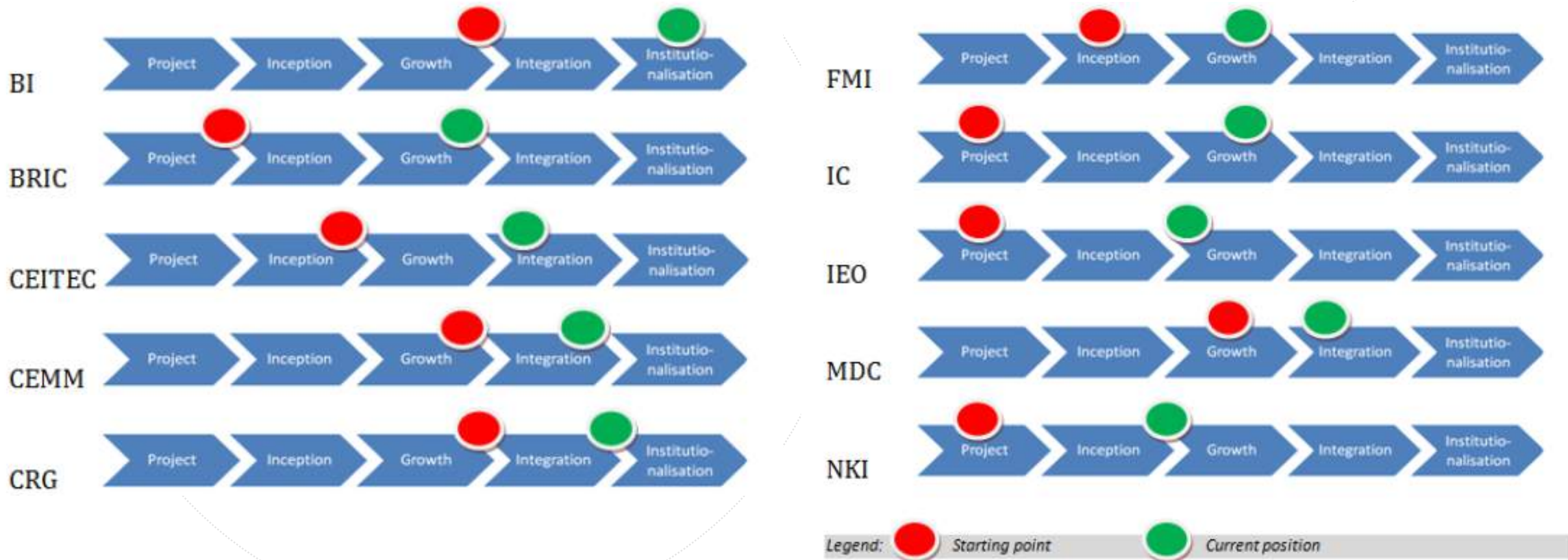


Involvement of stakeholder to sustain change process



# IMPACT

## 1. INSTITUTIONAL CAPACITY FOR GENDERMAINSTREAMING – A PROGRESS SNAPSHOT



# LESSONS LEARNED

*If you want to boost gender balance...*

- Maintain commitment of the whole institute (top-down, bottom-up)
- Ensure adequate resources (staff and budget)
- Commit to action plans and follow-up, and evaluate impact
- Look for advice from gender experts
- Collaborate with peers

# SUSTAINABILITY

## LIBRA

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### EU-LIFE

- All LIBRA resources online
- New WG committed to sustain more impactful LIBRA activities and launch new initiatives
- Directors personal action plans

## CRG

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### WITHIN THE INSTITUTE

- Sustained commitment from the Director
- CRG new coming GEP
- CRG Committee on Gender Equality



### OTHER COLLABORATIONS

- PRBB and SOMMa WGs.
- New H2020 projects. Ongoing ACT on gender.
- Facilitator of life sciences community of practice.
- L'Oreal and the league of men for women.

[www.crg.eu/equality-diversity-and-inclusion](http://www.crg.eu/equality-diversity-and-inclusion)  
<https://zenodo.org/communities/libra/?page=1&size=20>



# RESOURCES

- LIBRA Recruitment handbook

<https://zenodo.org/record/3234400#.XaCe5UYzY2w>

- LIBRA guide for faculty evaluation

<https://zenodo.org/record/3234553#.XaCfXEYzY2w>

- Online training tool on sex and gender dimension of research

<https://www.libra-sgr.eu>

- The sex and gender dimension of research – Case studies (Exemplars and expert opinions from basic biomedical research.)

<https://www.eu-libra.eu/work-packages/integrate-sex-gender-dimension-research>

- Online Self-Development Tools

<http://libra.ceitec.cz/self-development-tools/>

- Poster campaign for a balanced lifestyle

<https://zenodo.org/record/2608903#.XaCfNEYzY2w>

Thanks for your attention.  
Questions?



*The LIBRA team*

