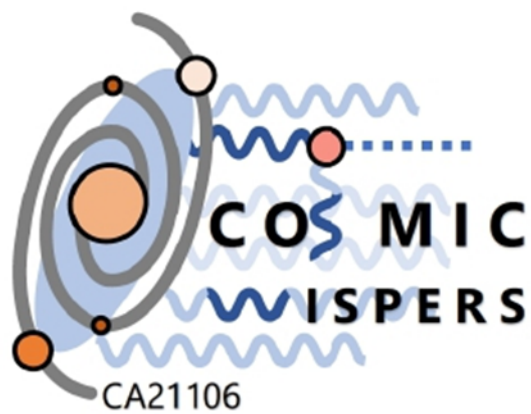


Gender Balance Plan

COST Action CA21106

Version 01

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VERSIONS AND HISTORY OF CHANGES

Version	Date of adoption by MC	Notes (e.g. changes from previous versions)	Lead author(s)*
GBP_01	02/10/2024	First version of the SCP	Deniz Sunar Cerci, Maria Benito, Francesca Calore, Loredana Gastaldo, Olga Mena

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COST (European Cooperation in Science and Technology) is a funding agency for research and innovation networks. Our Actions help connect research initiatives across Europe and enable scientists to grow their ideas by sharing them with their peers. This boosts their research, career and innovation.

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SURVEY IMPLEMENTATION

- Gather data on current perceptions and experiences related to gender within the Action, using methods successfully employed by other COST Actions.
- For instance, at the next General Meeting, plan a session dedicated to gender equality in one of the member countries, allowing for discussion on national strategies and experiences. Additionally, consult available resources such as the GEAM and GENERA projects to integrate best practices and findings related to gender equality in scientific fields.
- From the **GEAM** site [1], we can access a variety of documentation on gender equality, specifically how to measure and analyze gender perceptions in organizations through surveys and reports. These resources guide data collection, focusing on intersectional gender analysis.
- The **GENERA** initiative [2] targets gender equality in STEM, especially in physics. They provide collaborative tools and methodologies for institutional change, like sex-disaggregated data collection, policy development, and workshops. GENERA is supported by a network of physicists and gender equality practitioners.
- Both can provide frameworks for gender equality actions in our COST project.
- The number of participants and the survey results will provide a baseline for measuring future improvements.

[1] <https://geam.act-on-gender.eu/content/documentation>

[2] <https://genera.act-on-gender.eu/genera-gender-equality-physics-and-beyond>

DIVERSITY TAG ON WEBPAGE

- Highlight the diversity present within our COST Action by comparing the percentage of diverse members in different member countries. This comparison can serve as a basis for inspiring countries with lower diversity representation to enhance their efforts. By showcasing successful diversity models within our network, we can encourage less diverse countries to implement targeted strategies and policies aimed at fostering greater inclusivity and participation.
- 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 ACTIVITIES (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

To raise awareness about gender balance and diversity in your COST Action project:

- 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 view. This provides a continuous stream of content.
- **Soft-skill Training:** include a soft-skill lecture at the training school about gender and minorities balance. This lecture could help participants develop social skills such as collaboration, communication, and empathy, while also understanding how these skills relate to gender and minority groups. The goal is not only to improve technical skills but also to foster a more inclusive environment by encouraging respect for diversity within the team.
- **Colloquium on Unconscious Biases:** A colloquium on unconscious biases is suggested for senior members. Unconscious biases are tendencies to make judgments about people without realizing it. This session could focus on how more experienced individuals can become aware of and address the biases they've developed over their careers, helping them make more objective and inclusive decisions. Understanding and recognizing unconscious biases is crucial for ensuring fairness and balance, especially in decision-making processes. These last two approaches aim to create awareness and foster a more inclusive culture regarding gender balance and diversity among both junior and senior participants.