



Best practices on structural change in marine sciences

Dr. Ines Weber

Kiel, June 18th, 2020



Structural change

Counteract the **underrepresentation** of women in marine sciences

→ Focus on **structures and processes** in higher education institutions, e.g. decision-making, recruitment and allocation of resources

- Review and assess them with regard to their **gender balance, fairness and transparency**
- Improve them with **systematic and sustainable approaches**
- Reduce/remove **unconscious barriers** and **gender stereotypes** on decisions and developments

Best practices on structural change

- Comprehensive assessment in all partner institutions
- Six quality criteria to define a best practice
- Five categories:



Decision-making processes

Allocation of resources



Recruitment procedures

Staff development

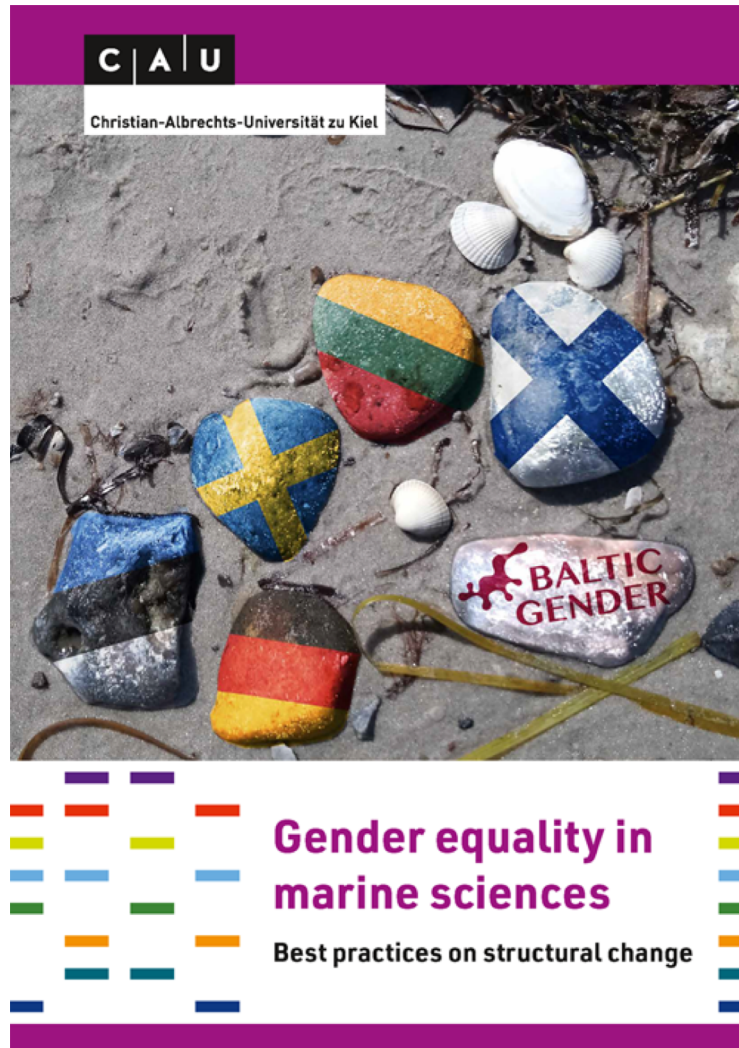


Awareness raising



13 gender-fair best practices

Brochure on best practices



The brochure can be downloaded on our website www.baltic-gender.eu under “outcomes”

Best practice example

Decision-making



Women's Executive Board (GEOMAR, GER)

- Female scientists with staff responsibilities
- Influence on decision-making processes: WEB representatives in important GEOMAR boards and committees
- Supporting measures for female researchers
- Marie Tharp Lecture Series
- Annual budget

Impact:

- More visibility of women
- Increased number of female professors (role models)
- Increased number of women in boards and committees
- Support of female young research careers
- Female network



„We are stronger, more present and are more recognized with the WEB and can therefore give advice to our female colleagues on their way to leadership positions.“

Dr. Catriona Clemmesen-Bockelmann, Marine Biologist

Best practice example

Gender awareness raising



Awareness trainings: See the human beyond (Lund University, SWE)

- Compact 3-4 hours-workshops offered to all members of Lund University
- Content:
 - Information on unfair treatment
 - Reflection on individual behaviour
 - Awareness raising of discriminatory action
 - Discussion of ways to combat discrimination, harassment and victimisation

„The workshop made it possible to discuss discrimination and actions against it around the coffee table and received eye opening experiences.“

Prof. Dr. Tomas Brage

Impact:

- Increased awareness
- Increased interest in the topic
- Development of follow up trainings



The See the human beyond-team:
Kajsa Widen, HR consultant/project manager and
Tomas Brage, professor and director of Studies for
Physics

Best practice example

Recruitment

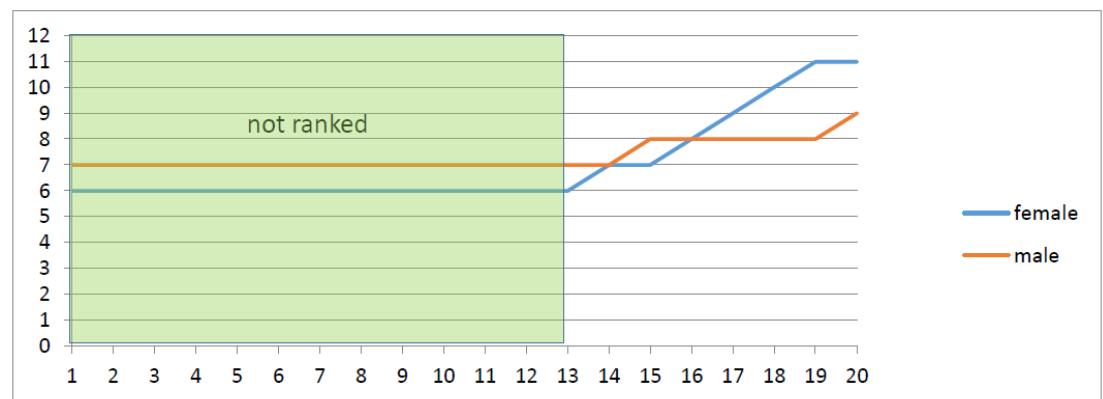


Transparent procedures to recruit outstanding postdocs (Future Ocean - CAU/GEOMAR, GER)

- Aim of 50% women throughout all stages of the selection process
- Diversity amongst deciders
- Gender awareness trainings for deciders
- Transparent selection criteria
- “Blind” final decision by Executive Board

Impact:

- 50% balance at the end of the process
- Excellent research projects
- Increased gender awareness and fairness
- Impact on other recruitment processes



Lessons learned

Regarding best practices

- **Award**
underlines the quality of the measure
- **Empowerment**
to develop one's own practices further
- **Encouragement**
to implement best practices from
other partner institutions



„I am the captain“
by Rita Lukošūūtė

Lessons learned


A large, dark grey, abstract, organic shape in the top left corner of the slide.

Best practices



Gender Equality Plans (GEPs)

Our conclusions:

- GEP or similar document can help to implement a new measure
 - The longer a practice is in place, the less a written agreement is needed
 - The more people get used to a structure, the more the institutional culture changes
- 
- A large, light grey, abstract, organic shape in the bottom right corner of the slide.