EGI-InSPIRE

GENDER ACTION PLAN

EU DELIVERABLE: D1.10

Document identifier:	EGI-D1.10_Gender_Action_Plan_v2
Date:	**14/09/2012**
Activity:	**NA1**
Lead Partner:	**EGI.eu**
Document Status:	**FINAL**
Dissemination Level:	**PUBLIC**
Document Link:	https://documents.egi.eu/document/1270

Abstract

EGI-InSPIRE has included a Gender Action Plan in its deliverables and is committed to working towards gender equality in its spheres of influence. This document outlines the activities and strategies that will be used during the final two years of the project to build on the achievements of PY1 and PY2 in these areas. The document provides an update on plans for the GAP task force, attendance at events, progress on the website and materials. It includes details of the ideas and plans proposed to support and create gender awareness during the project through collaborations with project partners through the NILs and with projects such as e-ScienceTalk. It also lists and describes the channels the project will use for dissemination of messages promoting gender equality.

I. COPYRIGHT NOTICE

II. DELIVERY SLIP

	Name	Partner/Activity	Date
From	Catherine Gater/Erika Swiderski	EGI.eu/WP1	11 July 2012
Reviewed by	**Moderator:** M. Krakowian **Reviewers:** C. Devereux, M. Turala	Cyfronet STFC, Cyfronet	28 August 2012
Approved by	**AMB & PMB**		14 September 2012

III. DOCUMENT LOG

Issue	Date	Comment	Author/Partner
1	11 July 2012	First draft	Erika Swiderski/EGI.eu
2	21 July 2012	Second draft	Catherine Gater / EGI.eu
3	31 August 2012	Third draft	Catherine Gater / EGI.eu

IV. APPLICATION AREA

This document is a formal deliverable for the European Commission, applicable to all members of the EGI-InSPIRE project, beneficiaries and Joint Research Unit members, as well as its collaborating projects.

V. DOCUMENT AMENDMENT PROCEDURE

Amendments, comments and suggestions should be sent to the authors. The procedures documented in the EGI-InSPIRE "Document Management Procedure" will be followed:
https://wiki.egi.eu/wiki/Procedures

VI. TERMINOLOGY

A complete project glossary is provided at the following page: http://www.egi.eu/about/glossary/.

VII. PROJECT SUMMARY

To support science and innovation, a lasting operational model for e-Science is needed − both for coordinating the infrastructure and for delivering integrated services that cross national borders.

The EGI-InSPIRE project will support the transition from a project-based system to a sustainable pan-European e-Infrastructure, by supporting 'grids' of high-performance computing (HPC) and high-throughput computing (HTC) resources. EGI-InSPIRE will also be ideally placed to integrate new Distributed Computing Infrastructures (DCIs) such as clouds, supercomputing networks and desktop grids, to benefit user communities within the European Research Area.

EGI-InSPIRE will collect user requirements and provide support for the current and potential new user communities, for example within the ESFRI projects. Additional support will also be given to the current heavy users of the infrastructure, such as high energy physics, computational chemistry and life sciences, as they move their critical services and tools from a centralised support model to one driven by their own individual communities.

The objectives of the project are:

1. The continued operation and expansion of today's production infrastructure by transitioning to a governance model and operational infrastructure that can be increasingly sustained outside of specific project funding.
2. The continued support of researchers within Europe and their international collaborators that are using the current production infrastructure.
3. The support for current heavy users of the infrastructure in earth science, astronomy and astrophysics, fusion, computational chemistry and materials science technology, life sciences and high energy physics as they move to sustainable support models for their own communities.
4. Interfaces that expand access to new user communities including new potential heavy users of the infrastructure from the ESFRI projects.
5. Mechanisms to integrate existing infrastructure providers in Europe and around the world into the production infrastructure, so as to provide transparent access to all authorised users.
6. Establish processes and procedures to allow the integration of new DCI technologies (e.g. clouds, volunteer desktop grids) and heterogeneous resources (e.g. HTC and HPC) into a seamless production infrastructure as they mature and demonstrate value to the EGI community.

The EGI community is a federation of independent national and community resource providers, whose resources support specific research communities and international collaborators both within Europe and worldwide. EGI.eu, coordinator of EGI-InSPIRE, brings together partner institutions established within the community to provide a set of essential human and technical services that enable secure integrated access to distributed resources on behalf of the community.

The production infrastructure supports Virtual Research Communities (VRCs) − structured international user communities − that are grouped into specific research domains. VRCs are formally represented within EGI at both a technical and strategic level.

VIII. EXECUTIVE SUMMARY

The aim to raise the employment rate of women was first outlined in Lisbon in 2000 by Heads of Governments of the European Union, and the Roadmaps also expressed the need to strengthen efforts to reach the target, together with eliminating the pay gap between men and women and also raising the number of female entrepreneurs. Alongside employment issues, promoting gender equality in scientific research and increasing women's participation in science are regarded as cornerstones of the EC's gender and development policies.

After 2010, when a new Action plan was set up by the EC to control and promote efforts towards gender equality, discussions about the topic started to focus on introducing recommendations about specific actions and best practices.

As EGI.eu is an umbrella organisation representing a federation of European research institutes and resource providers, it has a responsibility to communicate policies and share ideas about promoting Gender Equality in our community. Most of all, EGI would like to investigate and promote best practices that can help women in and towards a professional career in science and computing, through the help of our partner institutes and through attendance at policy meetings focusing on best practices in gender equality activities..

The aims of the EGI's Gender Action Plan, as set out in D1.2 Gender Action Plan [R4] are: to promote the work of the EC in moving towards gender equality; to collaborate with other organisations working in this area; to gather statistics on participation with the project and project events; to act as conduit for information to project partners and the project's target audiences; to actively feature work emanating from the grid user communities about women, by women and for women.

The activities already achieved during PY1 and PY2 in these areas are outlined in D1.6 Gender Action Plan Report [R5]. These include establishing an EGI-InSPIRE GAP taskforce to promote gender equality issues within the project and to drive forward the implementation of the GAP. As part of an MoU signed with e-ScienceTalk, EGI communicated materials produced by the GAP team and promoted the message of gender equality through articles and case studies. The major channels for communicating these activities have been the GAP pages on the EGI website, the project newsletter, EGI events and the EGI blog and social media channels. The team also attended two dedicated events on EGI's behalf during PY1 and PY2, including Women in Science, Innovation and Technology in the Digital Age 7-8 March, 2011, Budapest and the European Gender Summit in Brussels, 8-9 November, 2011, distributing materials to delegates and blogging about the events and the issues raised. This led to EGI signing the Manifesto for Integrated Action on the Gender Dimension in Research and Innovation.

The Gender Action Plan for PY3 and PY4 will be implemented through a range of mechanisms, overseen by a consulting GAP task force drawn from members of NA1 and NA2 within EGI.eu and from the PMB as required. The main channels for GAP messages and activities will be: quarterly newsletters, the EGI website and blog, social media, events, publicity materials and Virtual Teams. EGI will also seek collaborations with other projects, such as e-ScienceTalk, which provide additional channels for gender activities, including GridCast, GridGuide, GridCafé, e-ScienceCity and iSGTW.

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1 INTRODUCTION

1.1 THE EUROPEAN COMMISSION AND THE ISSUE OF GENDER

The aim to raise the employment rate of women was first outlined in Lisbon in 2000 by Heads of Governments of the European Union, and the "Roadmap for equality between men and women" [R1]also expressed the need to strengthen efforts to reach the target, together with eliminating the pay gap between men and women and raising the number of female entrepreneurs. Alongside employment issues, promoting gender equality in scientific research and increasing women's participation in science are regarded as cornerstones of the European Commission's gender and development policies.

After 2010, when a new Action plan [R2] was set up by the EC to control and promote efforts towards gender equality, discussions started to focus on introducing recommendations about specific actions and best practices.

During the 31st Employment, Social Policy, Health and Consumer Affairs Council meeting on 21 June 2012, which focused on gender equality and the environment, members pointed out again that the participation of more women scientists in research is essential in order to tackle critical global issues, such as climate change.

The conclusions [R3] of the event call on the member states and the European Commission to support and enhance women's access to post-graduate education and research especially in the STEM fields and also reduce segregation in the labour market.

1.2 AIMS OF THE GENDER ACTION PLAN

As EGI.eu is an umbrella organisation representing a federation of European research institutes and resource providers, it has a responsibility to communicate policies and share ideas about promoting Gender Equality in our community. Most of all, EGI would like to investigate and promote best practices that can help women in and towards a professional career in science and computing, through the help of our partner institutes and through attendance at policy meetings focusing on best practices in gender equality activities. Project participants are encouraged to target women at the beginning of their scientific post graduate education to prevent them from falling out or choosing another career because of gender bias or lack of information.

As stated in D1.2 Gender Action Plan [R4], the aims of EGI-InSPIRE's gender action plan are:

- To promote the work of the EC in moving towards gender equality.
- To collaborate with other organisations working in this area where possible.
- To gather statistics on participation with the project and project events.
- To act as conduit for information to project partners and the project's target audiences.
- To actively feature work emanating from the grid user communities about women, by women and for women through the project's dissemination channels.

2 THE EGI-INSPIRE GENDER ACTION PLAN FOR PY3 AND PY4

The Gender Action Activities are part of the tasks assigned to the project management activity, NA1 and also to NA2 –External Relations, but all the project participants are requested to make efforts in these areas. Activities in PY1 and PY2 are reported in D1.6 Gender Action Plan report. [R5]

As described in D1.6, an EGI-InSPIRE GAP taskforce has been established to promote gender equality issues within the project and to drive forward the implementation of the GAP. The major channels for communicating these activities have been the GAP pages on the EGI website, the project newsletter, EGI events and the EGI blog and social media channels.

In addition to the EGI channels, an MoU was signed between EGI and e-ScienceTalk in June 2011, and this has provided opportunities to communicate materials produced by the EGI GAP team and to promote the message of gender equality. The e-ScienceTalk project tells the success stories of Europe's e-Infrastructures, targeting four main audiences: policymakers working in government, science and industry; scientists with an interest in grid computing; students and the general public. EGI has published material through the GridCafé, e-ScienceCity and GridGuide websites, as well as in International Science Grid This Week, and on the GridCast blog. The collaboration activities for PY3 are described later in the document.

The GAP has monitored the statistics for men and women attending and participating in the EGI events over the last 2 years, and also designed materials intended to promote discussion at these events on gender related issues. The team also attended two dedicated events on EGI's behalf during the PY1 and PY2, including Women in Science, Innovation and Technology in the Digital Age 7-8 March, 2011, Budapest and the European Gender Summit in Brussels, 8-9 November, 2011, distributing materials to delegates and blogging about the events and the issues raised. This led to EGI signing the Manifesto for Integrated Action on the Gender Dimension in Research and Innovation.

2.1 *The EGI-InSPIRE GAP Taskforce*

The EGI-InSPIRE GAP taskforce was established in PY1 to promote gender equality issues within the project and to drive forward the implementation of the GAP. Led by the Deputy Director, the work of the taskforce is supported by members of EGI Project Office staff, including:

- Catherine Gater, Deputy Director (NA1 and NA2)
- Sara Coelho, Communications Officer (NA2)
- Erika Swiderski, Project Office (NA1)
- Marie-Louise van der Weijde, Project Office (NA1)
- Damir Marinovic, Strategy & Policy Officer (NA2)
- Consulting PMB member (to be nominated as needed)

During PY1 and PY2, these task force members provided consultancy to GAP activities. While the group does not meet formally on a regular basis, the consultancy role for these group members will continue into PY3 and PY4. As the head of the taskforce is also responsible for both project management and communications activities, mainstreaming gender issues into project plans can continue to be achieved in a synergistic way. Similarly, the project communications tools are used to provide publicity for gender action activities.

2.2 *Equal Opportunity Policy*

EGI.eu as coordinating partner is an equal opportunity employer. At EGI.eu, 10 out of 23 employees are female, about 43% of the staff. This compares to an average of 20% female participation in EGI conferences. The project partners are encouraged to create and follow similar equal opportunities policies. These policies can be linked to and shared on the EGI website.

2.3 *GAP activities*

2.3.1 Publicity channels

The main channels for GAP messages and activities will be:

- EGI quarterly newsletter *EGI Inspired* –an editorial policy of promoting success stories and works including women or done by women, and research that may affect women positively
- EGI website and blog
- Social media eg Twitter, Facebook, Flickr, YouTube
- Events, including the EGI Forums
- Publicity materials eg postcards, posters
- Virtual Teams
- Collaborating projects eg e-ScienceTalk

2.3.2 EGI website

As stated in D1.6 Gender Action Plan [R4], the most important task is the implementation of a lively and interesting GAP area on the EGI website.

The area is being developed[1] and the following sections will be expanded:

- EC and the issue of gender: extracts from the latest key gender equality policies from the Commission, with links to the full documents or statements
- Upcoming events which may be of interest to the EGI community
- Initiatives around Europe, including advice on best practices
- Statistics from the previous EGI community conferences

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[1] http://www.egi.eu/about/egi-inspire/gap/

Figure 1: Screenshot of the GAP webpage on the EGI website

The main source of information presented will be the website of the European Centre for Women and Technology[2] and their monthly newsletter.

2.3.3 Events

In addition to measuring the statistics of attendance and participation by women in the two EGI main annual events, EGI will also explore opportunities for encouraging discussion on gender issues within the community at these events, via the EGI or GridCast blog, through producing materials such as postcards or organising networking sessions.

The communications team and GAP task force members will also explore opportunities to attend events focusing on GAP issues, to gather information on policy and strategy for communication to the EGI community and to promote the work of EGI in this area. Events in PY3 being considered are the STEM Network Conference, the Netherlands, 5–6 September 2012, the European Gender Summit, Brussels, 29–30November 2012, Millennia 2015 – an action plan for women's empowerment, France,

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[2] www.womenandtechnology.eu

3– 4 December 2012 and WIRES3, Women's International Research Engineering Summit, Greece, 10–12 April 2013. Upcoming events are advertised on the GAP area of the EGI website.

2.3.4 GAP Virtual Team

Following the recommendations from the reviewers of D1.6 Gender Action Plan report, EGI will encourage the set up of specific, gender equality-related Virtual Teams in PY3 to involve NGI representatives in planning and maximising the impact of the EGI Gender Action Plan.

2.4 *GAP Statistics*

The Single Sign On System (SSO) enables data collection about project members including their role within their institution.   From this data, for example, it is possible to gather statistics on the number of female staff within the project, and the proportion that occupy senior positions. Basic gender-related statistics are also collected at the EGI Forums, such as the ratio of male to female delegates, speakers and session conveners, and trends are tracked year by year. It should be emphasised that all the statistics collected during the project will remain anonymous and un-attributable to individuals.

The statistics will be available on the GAP website and will be updated bi-annually, after each major EGI event.

2.5 *E-ScienceTalk*

EGI will seek collaborations with partner projects to promote the work of the EGI GAP activities through their channels. The e-ScienceTalk project tells the success stories of Europe's e-Infrastructures, targeting four main audiences: policymakers working in government, science and industry; scientists with an interest in grid computing; students and the general public. Collaboration with e-ScienceTalk provides several unique and powerful opportunities to disseminate materials produced by the EGI GAP team and to promote the message of gender equality.

GridCafé and e-ScienceCity

The GridCafé website (www.gridcafe.org) was produced by CERN in 2003 with the aim of explaining to non-experts in a simple and stimulating fashion what the grid is and what it could soon be. GridCafé has been translated into several languages and is widely cited as a primary web-based introduction and source of information about the grid. E-ScienceTalk has extended GridCafé into the e-ScienceCity (www.e-sciencecity.org), which covers other supporting technologies for e-Science, including the CloudLounge, a forthcoming HPC Tower area, the Volunteer Garage and a Virtual World Portal.

Relevance to EGI-InSPIRE GAP:

The team will produce materials to appear on the GridCafé website to identify opportunities for gender equality in the grid workplace and also the people section currently under development will be an opportunity for female researchers and team members to be introduced.

International Science Grid This Week (iSGTW)

*International Science Grid This Week (*www.isgtw.org*).* iSGTW is an international weekly online publication that covers distributed computing and the research it enables. iSGTW reports on all aspects of distributed computing technology, such as grids and clouds covering a large variety of disciplines, including physics, biology, sociology, earth sciences, archaeology, medicine, disaster management, crime, and art. iSGTW attracts more than 8000 subscribers from 199 countries and territories.

Relevance to EGI-InSPIRE GAP:

Articles highlighting gender issues or promoting successful female role models can be sourced or produced by GAP team for coverage in iSGTW and for listing in the searchable iSGTW archives. The GAP team will pay special attention to articles introducing research that is gender related.

GridCast

The GridCast (www.gridcast.org) blog features posts and interviews from major distributed computing conferences in order to disseminate the outcomes of events and discussions to a wider audience. E-ScienceTalk produces at least three major GridCasts each year, publicised and distributed through GridCafé, iSGTW and e-science policy reports.

Relevance to EGI-InSPIRE GAP:

The GAP team will help to source female bloggers and interviewees for inclusion in GridCasts, aiming to increase female representation in these successful modern dissemination tools.

Grid Guide

The e-ScienceTalk team produces a virtual grid map (www.gridguide.org) that allows users to see the people and places behind the grid. Visitors to the site can click on some of the hundreds of grid sites worldwide and listen to podcasts from the site and watch interviews with researchers. As well as giving a visual overview of current grid work, GridGuide enables users to drill down to more detail about an individual scientist's work and how the grid has produced results.

Relevance to EGI-InSPIRE GAP:

The GAP team will help to source male and female profiles for inclusion in the GridGuide aiming to facilitate more equal representation of females and males within EGI's contribution to the GridGuide.

In this way, through close collaboration with e-ScienceTalk and other projects, the EGI GAP team will work to ensure that materials they produce are reported in the e-ScienceTalk websites, including GridGuide, GridCast, GridCafé, e-ScienceCity and iSGTW. Together e-ScienceTalk and EGI GAP can work to improve the gender balance in grid and e-science reporting, and to encourage young men and women to work in e-science.

3 CONCLUSIONS

In collaboration with the e-ScienceTalk team, the GAP team will leverage EGI conferences and other relevant events to provide opportunities for the EGI community to express their ideas and attitudes towards gender equality issues. By populating the GAP website area, EGI will act as a channel for providing relevant information, recommendations and initiatives, reinforced by the planned Virtual Team, that may also help EGI to collect more extensive statistics, for example through the VT for the EGI Compendium.

A further report on the Gender Action Plan will be published in PM46 in D1.14 and will include a summary of the statistics gathered.

4 REFERENCES

R 1	Roadmap for equality between men and women http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52006DC0092:EN:NOT
R 2	Strategy for equality between women and men 2010-2015 http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52010DC0491:EN:NOT
R 3	Council conclusions on gender equality and environment http://www.womenandtechnology.eu/digitalcity/servlet/PublishedFileServlet/AAABTYHK/Council_Conclusions_on_gender-equality_and_environment.pdf
R 4	D1.2 Gender Action Plan https://documents.egi.eu/document/171
R 5	D1.6 Gender Action Plan report https://documents.egi.eu/document/982