



# EGI-InSPIRE

## GENDER ACTION PLAN

### EU DELIVERABLE: D1.2

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#### 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 project to achieve its goals in these areas. The document provides an introduction to the EGI-InSPIRE GAP taskforce and includes details of the ideas and plans proposed to support and create gender awareness during the project. It also lists and describes the channels of dissemination for messages promoting gender equality and also prescribes specific actions to reinforce this.



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## II. DELIVERY SLIP

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## III. DOCUMENT LOG

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| 3     | 6 October 2010    | Third Draft  | Steven Newhouse/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 subject of gender equality has become an important point of discussion in the European Community - especially in technology and science. To

support the EC in its goals, EGI-InSPIRE has 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 projects to achieve its goals in these areas.

The aims of EGI-InSPIRE's gender action plans are:

- To promote the work of the European Commission (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 itself.
- To act as conduit for information to project partners and the project's audiences
- To actively feature work emanating from the grid user communities about women, by women and for women through the project's dissemination channels, working particularly with e-ScienceTalk to maximise the impact of these efforts.

The document outlines the composition of the EGI Taskforce that will be established to promote gender equality issues within the project and to drive forward the implementation of the GAP. The EGI-InSPIRE GAP team will explore new approaches towards gender equality, based on prior experiences in the EGEE series of projects. Apart from promoting the active presence of female members in every possible project area in collaboration with all the partners, the team will also opportunities arising from the work of European gender equality related networks, such as OECD's GENDERNET.

The GAP team will use the EGI-InSPIRE communication channels to achieve its aims, including creating a new area on the website, [www.egi.eu](http://www.egi.eu) for sharing information with the community as well as the social media channels, quarterly newsletters, press releases and EGI events. Similarly, EGI-InSPIRE will work closely with the e-ScienceTalk project to utilise its dissemination channels to promote work from the EGI user communities. These channels include GridCafé, International Science Grid This Week, the GridGuide and the GridCast blog.

The GAP team has agreed to collect data about project members in order to monitor gender balance, and also collect gender related attendance statistics at the User and Technical Forums.

In conclusion, the GAP team will aim to work with members of the grid user communities as well as other research communities and gender equality networks to spread awareness and encourage world-wide participation in GAP activities.



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## 1 INTRODUCTION

### 1.1 THE EUROPEAN COMMISSION AND THE ISSUE OF GENDER

The subject of gender equality has always been an important point of discussion in the European Community, and it has also become more and more defined over the years. Six priority areas are mentioned in “Roadmap for equality between men and women” [R1] which covers the period from 2006 to 2010

In 2005 *The European Consensus on Development* [R2] pointed out that gender equality is a fundamental democratic right and is essential for reducing poverty. It is also highlighted in the UN’s Millennium Development Goals [R3], in which Goal 3 is: Promote Gender Equality and Empower Women.

In 2007 the *Communication on Gender Equality and Women’s Empowerment in Development Cooperation* [R4] identifies gender equality as one of the five common principles of development coordination and prescribes 41 different actions in areas such as governance, employment and economic activities, education, health, gender-based violence and also urges for gender responsive indicators and budgets.

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.

In order to monitor the progress towards gender equality in science ‘She figures’, a selection of women and science related statistics for a wide range of indicators, were first introduced in 2003. The latest results from 2009 were published in August, 2010 [R5]. According to these figures, the target set in 2003 for 40% participation of women in all levels of scientific research set up in 2003 had not been reached by 2009. The figure in the 2009 report stands on 30%, which is not much higher than it was in 2003 (29%). One of the positive trends picked up by the report however is the growth of the share of women among scientists and engineers, which is a significant +6.2%, compared to +3.7% for men. Whereas female overall graduates represent 59% of all, 82% of full professors are male.

At all levels of Higher Education the proportion of women has risen (including the number of female academics in science and engineering), but not significantly enough to put an end to gender differences. The “scissor pattern” still persists in the table of proportions of men and women in a typical academic career in science and engineering - meaning that the number of women to reach advanced research qualifications is rising towards the highest qualifications, while the tendency is completely different in the case of men graduates. The lowest share of female researchers was found in engineering and technology (27%), followed by natural sciences (35%) in 2006. Women are still



outnumbered in decision-making roles. On average, 13% of Higher Education Institutions are headed by a woman and 22% of board members are female. This glass ceiling effect can be observed in all the countries of the EC, meaning that the advancement of women is impeded and only the minority of women scientists can reach senior positions or the highest qualifications.

As the figures show, the imbalance of genders in science is quite persistent –and it does not seem to be self-correcting. Further efforts are needed to reach the goals defined during the ten years of ‘Women in Science’ activities. From 2010 a new Action Plan [R6] has been set up by the EC to control and promote efforts towards gender equality. The approach is three-pronged and includes (i) Political and Policy Dialogue, (ii) Gender Mainstreaming, and (iii) Specific Actions. These main points are designed to complement each other.

As the EC has always been open to collaboration with other organisations in this area, recommendations of the UN and the OECD should also be used as a reference.

## 1.2 AIMS OF THE GENDER ACTION PLAN

Making gender action a mainstream activity in EU-funded projects is one of the main requirements in the Operational Framework of the newest action plan for 2010-2015. Apart from generally embedding the gender perspective in EGI-InSPIRE’s processes, participation in gender related networks at international and national levels are also regarded as key objectives to raise awareness towards gender issues.

The aims of EGI-InSPIRE’s gender action plans 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 itself.
- To act as conduit for information to project partners and the project’s audiences
- To actively feature work emanating from the grid user communities about women, by women and for women through the project’s dissemination channels, working particularly with the e-ScienceTalk project (see section 2.2.3) to maximise the impact of these efforts.

## 2 THE EGI-INSPIRE GENDER ACTION PLAN

EGI-InSPIRE has included a Gender Action Plan in its description of work, that builds on the experience from previous projects, EGEE and EGEE-II and EGEE-III. This document aims to outline the plans and ideas the project will undertake.

### 2.1 *The EGI-InSPIRE GAP Taskforce*

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 expected to make efforts in these areas.

The EGI-InSPIRE GAP taskforce will be established to promote gender equality issues within the project and to drive forward the implementation of the GAP. It will be led by the Chief Administration Officer and Dissemination Manager. The work of the taskforce will be supported by the following members of EGI Project Office staff, especially:

- Catherine Gater, CAO/Dissemination Manager (NA1 and NA2)
- Sara Coelho, Dissemination Officer (NA2)
- Erika Swiderski, Project Office (NA1)
- Marie-Louise van der Weijde, Project Office (NA1)
- Damir Marinovic, Policy Officer (NA2)
- Consulting PMB member (to be nominated on an annual basis)

As the head of the taskforce is also responsible for both project management and dissemination activities, mainstreaming gender issues in project plans can be achieved in a synergistic way. Similarly, the dissemination tools can be used to provide publicity to gender action activities.

### 2.2 *The EGI-InSPIRE GAP Tools*

#### 2.2.1 Principles

The EGI-InSPIRE GAP team will explore new approaches towards gender equality, based on prior experiences in the EGEE series of projects. Apart from promoting the active presence of female members in every possible project area in collaboration with all the partners, it is also important to follow the work of European gender equality related networks and GAP has recently joined the newsletter of The European Directory of Women and ICT. OECD's network on gender equality (GENDERNET) [R7] and UN's WomenWatch [R8] are the two most powerful forums. EGI-InSPIRE GAP has subscribed to the newsletters for these initiatives and also aims to use the database run by Siyanda.org [R9] and possibly explore publishing resolutions there as well.





## 2.2.2 Publicity Channels

Several of the dissemination activities will be conducted via the online channels, in order to reach a wide audience, including the general public and user communities.

An EGI-InSPIRED Gender Actin Plan website will be created under [www.egi.eu](http://www.egi.eu) to act as a main contact point for the GAP team, and also will act as the source of gender related information and news, mainly provided by and for the grid community.

The content will include:

- the EGI-InSPIRE GAP itself and the Report on GAP
- introduction to the GAP Taskforce
- links to gender equality sites
- reports on gender equality activities within EGI and at EGI events
- links to equal opportunity statements and reports on gender equality activities from the project's partners links to relevant articles and newsletters
- statistics from EGI events and NGIs
- links to EC gender policy documents

The main channels for GAP messages will be:

- quarterly newsletters –an editorial policy of promoting success stories and works including women or done by women, and research that may affect women positively
- a Flickr gallery [www.flickr.com/photos/european-grid-initiative](http://www.flickr.com/photos/european-grid-initiative)
- Youtube space [www.youtube.com/europeangrid](http://www.youtube.com/europeangrid)
- Twitter communication [www.twitter.com/egi\\_inspire](http://www.twitter.com/egi_inspire)
- press releases
- EGI events

## 2.2.3 e-ScienceTalk

GridTalk began on 1 May 2008, and ran for two years, co-funded by the EC as part of its 7<sup>th</sup> Framework program. Its successor is e-Science Talk which was launched on 1st September, 2010. 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

The GridCafé website ([www.gridcafe.org](http://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.



GridTalk maintained and extended GridCafé, and now e-ScienceTalk is to keep it at the forefront of communication to the public while making use of the new Web2.0 technologies such as blogs and podcasts.

*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 'Grid people' section is a great opportunity for female researchers and team members to be introduced.

**International Science Grid This Week (iSGTW)**

*International Science Grid This Week* ([www.isgtw.org](http://www.isgtw.org)) is a free weekly online newsletter that promotes grid computing around the world by sharing stories of grid-empowered science and scientific discoveries. EGI and iSGTW will continue the collaboration (established with EGEE previously). iSGTW attracts more than 6500 subscribers from 199 countries.

*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](http://www.gridcast.org)) blog features posts and interviews from major grid computing conferences in order to disseminate the outcomes of events and discussions to a wider audience. E-ScienceTalk will produce at least three major GridCasts each year, publicised and distributed through GridCafé, iSGTW and grid 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/](http://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 thousands 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 lets users 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, the EGI GAP team will work to ensure that materials they produce are reported in the e-ScienceTalk websites, including GridGuide, GridCast, GridCafé and iSGTW Together e-ScienceTalk and EGI GAP can work to improve gender balance in grid reporting, and to encourage young men and women to work in e-science.

#### **2.2.4 GAP Statistics**

The importance of the collection of gender related statistics is highlighted again in the latest EC Gender Action Plan. EGI-InSPIRE GAP teams will also prioritise measuring the efforts made towards Gender Equality during the project and will gather statistics on an annual basis, drawing on EGEE's statistics and methods.

The Single Sign On System (SSO) enables data collection about project members including their role within their institution – from this data, for example, it will be possible to gather statistics on the number of female staff within the project, and the proportion that occupy senior positions. Basic gender-related statistics will also be collected specifically at the EGI Forums, as well as other project events, such as the ratio of male to female delegates. 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 at [www.egi.eu](http://www.egi.eu) and will be updated bi-annually, after each major EGI event. Reports on the Gender Action Plan will be published in PM22 and PM46, D1.6 and D1.14) and these will include a summary of the statistics gathered.. The Gender Action Plan itself will be updated in PM28 (D1.10).

#### **2.2.5 Equal Opportunity Policy**

EGI.eu as coordinating partner is an equal opportunity employer and the project partners are encouraged to create and follow similar policies so that they could be linked to EGI-InSPIRED Gender Action Plan web pages.



### 3 CONCLUSIONS

The main role of the Gender Action Taskforce in EGI-InSPIRE is to make use of the constantly evolving dissemination tools to publicise efforts towards gender balance in the whole EGI Community. Furthermore, the GAP team is also willing to show initiative and liaise with members of the grid user communities as well as other research communities and gender equality networks.

The activities that are intended to promote gender balance during the project and at specific events include the following:

- active use of dissemination tools in order to offer publicity for women role models, who work in the field of IT and grid computing
- maintaining and disseminating the EGI.eu website as a main contact point for the EGI community for gender equality information
- investigating the possibilities for memberships of gender equality networks and encouraging partners to do the same

These common guidelines will be provided to each activity to help provide equal opportunities not only internally but in liaison with other project offices and organisations.

## 4 REFERENCES

|            |   |
|------------|---|
| <b>R 1</b> | Roadmap for equality between men and women<br><a href="http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52006DC0092:EN:NOT">http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52006DC0092:EN:NOT</a>   |
| <b>R 2</b> | The European Consensus on Development<br><a href="http://europa.eu/legislation_summaries/development/general_development_framework/r12544_en.htm">http://europa.eu/legislation_summaries/development/general_development_framework/r12544_en.htm</a>  |
| <b>R 3</b> | UN's Millennium Development Goals<br><a href="http://www.un.org/millenniumgoals/pdf/MDG%20Report%202010%20En%20r15%20-low%20res%2020100615%20-.pdf">http://www.un.org/millenniumgoals/pdf/MDG%20Report%202010%20En%20r15%20-low%20res%2020100615%20-.pdf</a>  |
| <b>R 4</b> | COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL- Gender Equality and Women Empowerment in Development Cooperation<br><a href="http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52007DC0100:EN:HTML">http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52007DC0100:EN:HTML</a> |
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| <b>R 6</b> | EU Plan of Action on Gender Equality and Women's Empowerment in Development 2010-2015<br><a href="http://ec.europa.eu/development/icenter/repository/SEC_2010_265_gender_action_plan_EN.pdf">http://ec.europa.eu/development/icenter/repository/SEC_2010_265_gender_action_plan_EN.pdf</a>                                      |
| <b>R 7</b> | OECD's Network on Gender Equality (GENDERNET)<br><a href="http://www.oecd.org/dac">www.oecd.org/dac</a>   |
| <b>R 8</b> | United Nation's Inter-Agency Network on Women and Gender Equality<br><a href="http://www.un.org/womenwatch">www.un.org/womenwatch</a>   |
| <b>R 9</b> | Siyanda database<br><a href="http://www.siyanda.org">www.siyanda.org</a>  |