

How to increase women's representation in decision-making boards?

A CHANGE case study from the University of Aveiro, Portugal

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GenderSMART Webinar

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The CHANGE project in a nutshell



“CHAlleNging Gender (In)Equality
in science and research”

Duration: 2018-2022

www.change-h2020.eu



Interdisziplinäres Forschungszentrum für Technik, Arbeit und Kultur (IFZ) – coordination, Rheinisch-Westfälische Technische Hochschule Aachen (RWTH Aachen), Universidade de Aveiro (UAVR), Zilinska Univerzita v Ziline (UNIZA), Nacionalni Institut za Biologijo (NIB), Fraunhofer Gesellschaft zur Förderung der angewandten Forschung e.V. (IFAM) and Beit Berl College (BBC).



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CASE STUDY



University of
Aveiro
UAVR

Case study provided by Teresa Carvalho, Sara Diogo, Zelia Breda

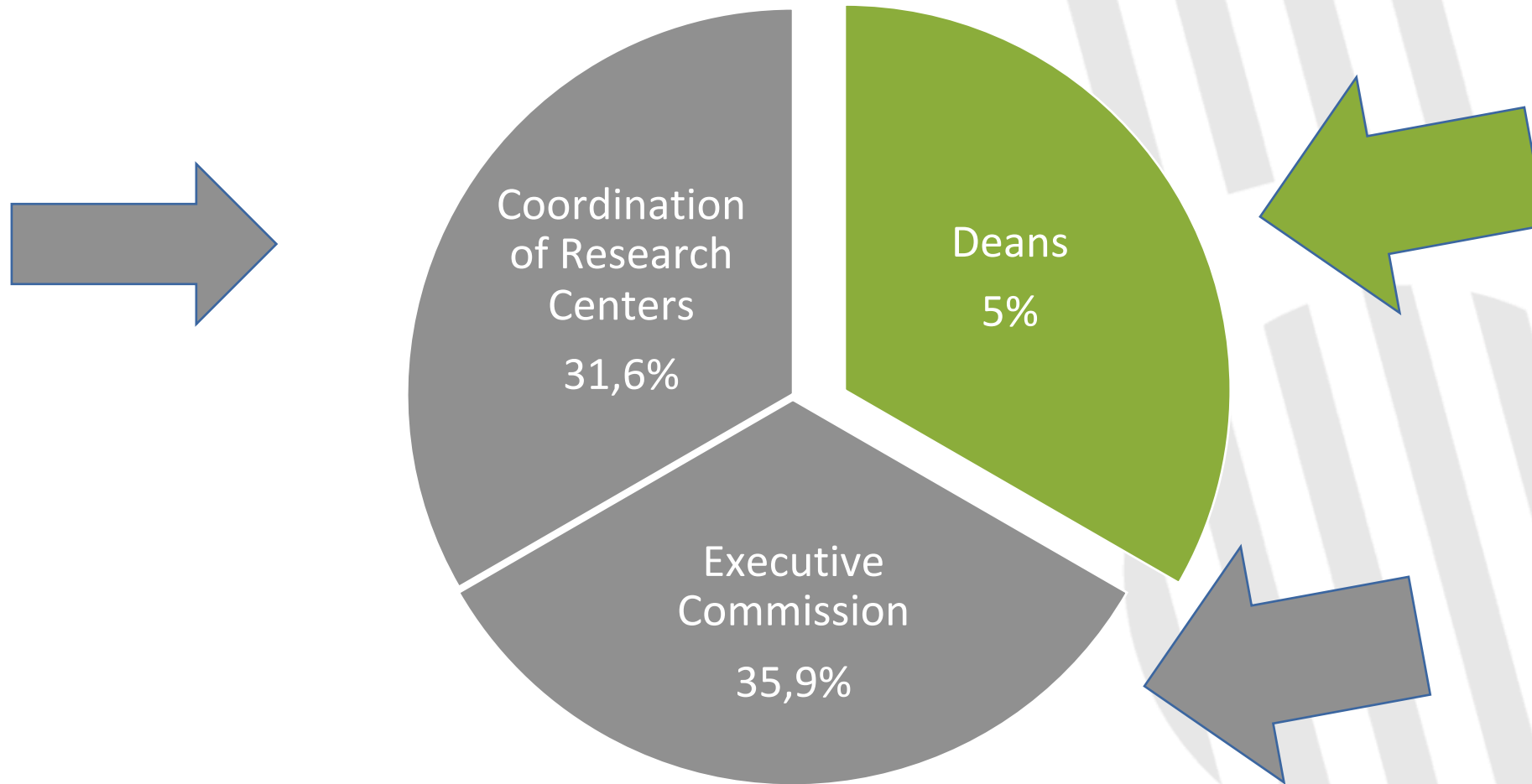


Identified Problem:

| Governance bodies | | Scientific & pedagogic bodies | | Management bodies | | Advisory bodies | |
|-------------------|--------|-------------------------------|--------|-------------------|--------|-----------------|--------|
| Male | Female | Male | Female | Male | Female | Male | Female |
| 69% | 31% | 55% | 45% | 70% | 30% | 75% | 25% |
| | | | | | | | |


Women's presence in management bodies

CH
AN
GE!



TARGET

CH
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GE!



Increase women's
participation as
Deans



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Step 1

Expose numbers (gender
segregated data) to the rector →
increase his gender awareness



Step 2

Increase the concrete problem
awareness of the rector (gender
equality knowledge)



Step 3



Start searching for
women candidates in different
departments



Step 4

Incentivate women to apply!



Result: 20% female deans!

But how can we transform this achievement into structural change?



CHANGERs' strategies for structural change



Transfer Agents

Find allies with power!

- To successfully and sustainably implement gender equality knowledge in a strategic manner, it is necessary to **involve key actors in powerful and relevant positions**, who are committed to the idea of gender equality in science and research and support the implementation of the gender equality plans
- TAs are relevant actors of CHANGE institutions (e. g. human resources managers, heads of institutions, or equal opportunity officers) **involved from the very beginning**
- TAs support the **sustainability** of gender equality projects with time-limited funding

Knowledge co-production

Create relationships!

- To produce relevant gender equality knowledge together with actors from the organisation to come up with practical knowledge, which is relevant for and will be meaningful for the respective actors
- To make different types of knowledge more accessible and responsive to each other
- To establish a mutual understanding
- To learn from each other and come up with more integrated knowledge, and to better align activities.

Windows of opportunities



Use what you've got!

- Use organisational events/procedures which can be 'enriched' with gender equality (work-life-balance, career events, ...).
- Support from outside, change is not only perused from inside the organisation.
- Utilize current national or European (science political) developments, events, policies regarding gender equality for the project initiatives



The most important step for structural change...

- is BUILDING good and trustful RELATIONSHIPS.
- To win people`s trust and get them to change, it is important to know more about their history („narratives“).
- It needs a combined
 - top down (management must be on board; e.g. unconscious bias training for search committees is crucial) and
 - bottom up approach:
 - Find advocates!
 - Train advocates!
 - Network and multiply!

Stay in contact with us:

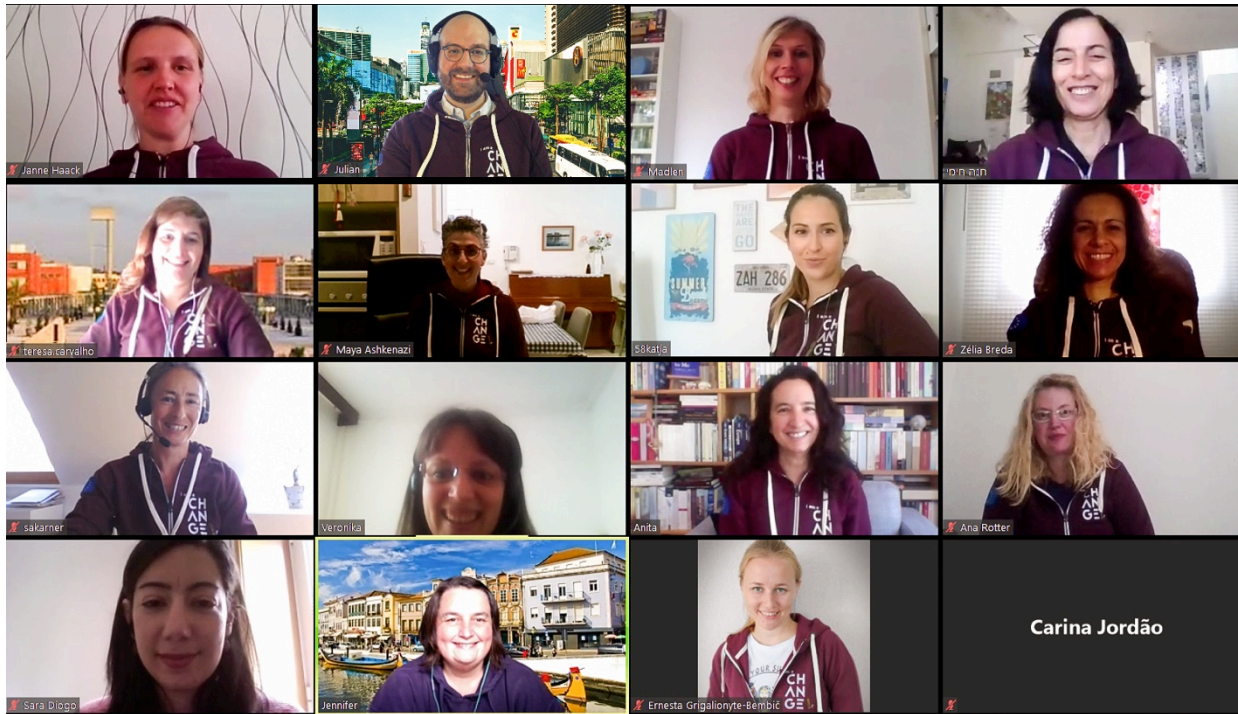


www.change-h2020.eu/

[www.researchgate.net/project/
CHANGE-CHAlleNging-Gender-
InEquality-in-science-and-research](http://www.researchgate.net/project/CHANGE-CHAlleNging-Gender-InEquality-in-science-and-research)

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