GENDER EQUALITY PLAN

RESEARCH CENTRE
2016–2018
The Gender Equality Plan (GEP) for the Research Centre of Institut Curie was conceived in the framework of the H2020 project LIBRA. LIBRA is an ambitious initiative engaging ten research institutes from EU-LIFE, an alliance of research institutes in Europe. The project’s overarching objective is to increase the representation and participation of women in leadership positions in life sciences.

The GEP was designed based on an in-depth assessment, through a participatory and mutual learning process. It pushes forward innovative measures to produce institutional changes in recruitment, career development, training, and work-life balance. It also tackles the key aspect of the sex and gender dimensions in biomedical research.

The actions are implemented over a period of 2-and-a-half years and monitored throughout. A special plan will be devised to ensure the sustainability of the achievements.
THE GEP ACTIONS

RECRUITMENT

- Raise the number female candidates for leading positions by actively approaching women scientists
- Review and adapt vacancy advertisement tools
- Introduce a standard gender ratio of shortlisted candidates based on the application ratio
- Promote transparency of recruitment practices
- Implement standardised job interviews and interview report forms for recruiters depending on the vacancy
- Provide an information sheet on life at the institute and work-life balance for candidates
- Negotiate guidelines about the proportionate presence of women in committees deciding on senior leadership appointments
- Monitor gender balance at each stage of the recruitment process and for each advertised scientific vacancy
- Evaluate the effectiveness of recruitment strategies with regard to gender
- Implement recommendations of the LIBRA recruitment guidelines
CAREER DEVELOPMENT

- Train supervisors through workshops on gender bias
- Develop, establish and take part in a pilot career development programme for a career development scheme for female postdoctoral researchers
- Develop platform for career network on the LIBRA website
- Organise two Career Network meetings as satellite events of the career workshops
- Organise seminars for PhD students and postdocs about alternative careers in science-related sectors
- Write the “LIBRA Gender Handbook” to give recommendations on how to evaluate faculty members and review and adjust internal evaluation policies

WORK–LIFE–BALANCE

- Introduce a web-based induction module on work-life balance and train all new hires
- Increase work-life balance awareness for scientists through a poster campaign promoting the benefits of WLB
- Host lectures highlighting challenges and benefits of maintaining a good WLB
- Provide rooms for breastfeeding/milk pumping/nappy changing
MANAGEMENT

- Modify our data analysis tools to be able to regularly monitor and report data separately for men and women
- Introduce new gender-sensitive indicators to be regularly collected
- Identify the career paths of employees after leaving the institute through introducing exit interviews as standard procedure
- Screen internal documents and communication for gender-bias and change them accordingly

THE SEX & GENDER DIMENSION IN RESEARCH

- Increase awareness of the importance of sex and gender aspects of research through the dissemination of case studies
- Incorporate the LIBRA teaching modules on gendered aspects of research in the life sciences in the institute’s PhD programme and more advanced courses
- Collaborate with national/international groups with experience on gendered research through visits and working seminars
- Collect internal best practices on how to consider sex and gender dimension in experimental setup and data analysis