

S
systems & values

C
collaborative partnerships

N
networks of interactions

I
intellectual capital

C
careers in research

E
excellence in knowledge

E
expertise for innovation

G
governance structure

E
evidence & explanation

N
norms & narratives

D
diversity & inclusion

E
education & enterprise

R
roles & stereotypes

E
executive decisions

Q
quality of work

U
unbiased knowledge

A
assessment of ability

L
leadership & management

I
institutional mechanisms

T
technology transfer

Y
your responsibility

EUROPEAN GENDER SUMMIT 2011

Scientific Quality through Equality

Brussels, 8-9 November 2011

www.gender-summit.eu

Knowledge, education and innovation are considered the key drivers for sustainable growth and prosperity of the future European society. In order to achieve these aspirations, science and scientific institutions must address gender issues in scientific structures and cultures and in research and innovation processes. The first EUROPEAN GENDER SUMMIT provides a forum for stakeholders from research, industry and policy to engage in an open dialogue to jointly establish a policy agenda for promoting new research directions and new ways for transferring ideas to markets that incorporate gender knowledge. During the Summit, participants will together produce a "Policy Manifesto for Integrated Action on the Gender Dimension in Science." This will represent the first-ever effort to establish collective agreement on policy development on gender in science for the enhancement of competitiveness and excellence of scientific systems across Europe.

- Keynotes:**
- Polish EU Presidency, European Commission Directorate General Research
 - Dr. Silvana Koch-Mehrin, Vice-President of the European Parliament
 - Professor Marja Makarow, Chief Executive of the European Science Foundation
 - Professor Rolf Tarrach, President of the University of Luxembourg
 - Professor Teresa Rees, Ass. Director Leadership Foundation of Higher Education

Programme

Building on the recommendations identified in the genSET Consensus Report, the summit will focus on five priority areas:

- Enhancing Research Quality
- The Culture of Innovation
- Promoting Structural Change
- Talking Gender and Innovation
- Defining policy

Participants

The summit combines high-level talks, interactive discussions, face-to-face networking and exchange of best practice, bringing together:

- European politicians & policy makers
- Leaders of research-focussed institutions
- Representatives of industrial R&D labs
- Gender experts
- Researchers and science communicators

Join the Summit

Join us for high-level talks, interactive discussions, face-to-face networking and exchange of best practice:

- Submit issues for discussion
- Debate on policies on gender & innovation
- Exhibit best practice research & initiatives
- Launch the first "Policy Manifesto for Integrated Action on the Gender Dimension in Science"

Convenors, Partners and Supporters

The European Gender Summit is held under the auspices of the Polish Presidency of the Council of the European Union



ENHANCING RESEARCH QUALITY

Scientific Leadership - Equally valuing talent of women and men Recent research on leadership has questioned the traditional 'leader-follower' model, favouring instead a more collective approach to leadership, which values interpersonal, cooperative connections, and diverse leadership styles. This session will discuss and recommend how collaboration and cooperation in science could be improved through investment in 'collective leadership development' training, which equally values women and men as leaders. **L. McGinty, ITV News • R. Seltz, Euroscience • A. Flodström, The KTH Royal Institute of Technology • K. Dunbar, University of Toronto • T. Rees, University of Cardiff**

Human Capital - Sharing duty and status in institutions Scientific human capital recognises the full range of resources and behaviors that scientists bring to their collaborations for knowledge creation and transfer towards social and economic ends. This session will discuss and recommend how the research process and institutional capacity to deliver scientific quality and societal value can be improved through gender sensitive management of human capital (as recommended in the genSET Consensus Report). **A. James, The Lancet • H. Borchgrevink, Research Council Norway • C. Rice, University of Tromsø • S. Buitendijk, TNO • T. Lago, University of Porto**

Knowledge Production - Research norms and integrity Both sex and gender have come under increased scrutiny as factors of research process quality. This session will discuss the plasticity of sex as biological phenomenon and of gender as social role construct, which challenges the privileging of males over females and things masculine over things feminine. The session will recommend how scientific knowledge making can be improved through adoption of systematic methods of gender and sex analysis in research process (as recommended in the genSET Consensus Report). **M. Skipper, Nature • S. de Cheveigne, Shadyc (CNRS-EHSS) • M. T. Ruiz Cantero, University of Alicante • L. Schiebinger, Stanford University**

ADVANCING EFFECTIVENESS OF INNOVATION

Gendered R&D - Innovation talent of women and men Traditional models of innovation are inadequate for innovation that crosses disciplinary, institutional, sectoral, and societal boundaries. The scientific system today, as envisaged in the context of ERA, has a much wider audience of users of scientific knowledge, and for exploiting research results. This session will discuss and recommend how innovative talent of women and men researchers, of all ages and in all key stages of career path, can be more effectively deployed through the science system to improve Europe's innovation capacity. **W. McCarthy, Interdisciplinary Science Reviews • W. Schone, Hochschule Frutwangen University • J. Hunter, Pharmivation • A. Linder (tbc), Swedish National Road and Transport Research Institute**

Collaborative Strength - Working better as teams Multi-institutional, multi-stakeholder R&D collaborations involving universities, companies, or government have become increasingly common. This session will discuss and recommend how gender diversity in teams (recommended by the genSET Consensus Report) can improve organisational structure, dynamics, and effectiveness of R&D consortia. **V. Barbour, PLoS Medicine • M. Makarow, European Science Foundation • I. Esser, Unilever • B. Bozeman, University of Georgia • G. Boulton, Royal Society of Edinburgh**

Intellectual Advantage - Collective intelligence and social sensitivity of research Recent research has shown that collective intelligence of groups of people who co-operate well extends beyond the cognitive abilities of the groups' individual members, and that the tendency to co-operate effectively is linked to the number of women in a group. This session will discuss and recommend how collective intelligence can be improved (and collective 'stupidity' avoided) through gender diversity of research teams (as recommended by the genSET Consensus Report) and better social sensitivity skills of all group members. **E. Pain, Science Magazine • J. W. Kelder, TNO • A. Woolley, Carnegie Mellon • M. Schraudner, Technical University Berlin/Fraunhofer • L. Turner, INSEE**

PROMOTING STRUCTURAL CHANGE

R&D and HR Standards - Effective management of human resources Effective management of R&D HR should ensure effective recruitment and retention of best research and business talent, enabling leadership succession planning. Traditional evaluation approaches, for example the HAY system, encourage hierarchically constructed organisations and job functions. Presented and discussed in this session will be alternative approaches, more sensitive and responsive to the needs of women and career expectations new generation of researchers. **T. Rees, University of Cardiff • R. Tarrach, University of Luxembourg • N. Everrat, Unilever • U. Schwarzenbart, Daimler AG**

Leveraging Policies and Legislation - The Norwegian experience Norway's advances and leading position in mainstreaming gender has been closely watched by the rest of Europe. In this session, Norway's experience will be reviewed in the context of equality in science. Representatives of the Norwegian scientific system will focus their presentations on what (else) can be done to promote women to scientific leadership roles, and to what extent European gender equality legislation acts as a catalyst or a deterrent to this goal. **H. Borchgrevink, Research Council Norway**

Mobilising and Mobility of Scientific Talent - Competitive advantage of gender equality The need for adequate human resources for R&D has been identified as a key challenge since the launch of the Lisbon Strategy in 2008. The Commission proposed measures to increase the mobility of researchers across ERA in 2009, and highlighted issues in career development. This session will discuss the role of gender equality as competitive advantage in competition for talent as the trend towards globalisation of the scientific endeavour strengthens. **F. de Pablo, Spanish National Research Council • M. Widmer, Swiss National Science Foundation • D. Corda, National Research Council, Italy • J. Campbell, l'Oreal**

Excellence and Responsibility of Science - Gender as a scientific quality value Extensive research on gender issues in science is available to ensure evidence-led policy to enhance quality of scientific systems in Europe. Following the call by the Council of Europe in 2010 for gender equality issues to be included in the modernisation of research institutions, this session will consider what actions should be taken to strengthen gender sensitivity of research policies. **H. Toft Jensen, Roskilde University • I. Wunning, Robert Bosch Foundation • I. Klinge, Maastricht University • E. Anklam, Joint Research Council Joint Research Centre IHCP**

Embedding Gender in the Science Curriculum - Improving professional competency of researchers Understanding how gender issues impact on science knowledge making does not come automatically to women or men. By embedding gender in the science curriculum, we can ensure that its role and impact as a dimension of quality is considered when formulating research questions, designing experiments, analysing research priorities and social outcomes, and generally making sure that the research process avoids unintentional gender biases in its design, execution and communication. **L. Haikola, Swedish National Agency for Higher Education • T. Freixes, Autonomous University Barcelona • V. Regitz-Zagrosek, Charité - Universitätsmedizin Berlin • L. von Sydow, Uppsala University**

GENDER ISSUES IN SCIENCE PUBLICATIONS

Science journals have an important place in the research process and in ensuring that, where appropriate, the needs and impact of research on women and men is given equal importance when papers are submitted and selected for publication. This session will address how publishers and science editors can promote the use and knowledge of methods for sex and gender analysis in research through editorial policy and other means. **S. Buitendijk, TNO • J. Marsh, Wiley-Blackwell and European Association of Science Editors • M. Skipper, Nature • A. James, The Lancet • W. McCarthy, Interdisciplinary Science Reviews • U. Carlsson, Nordicom Review • S. Heidari, Journal of the International AIDS Society • P. de Castro, Instituto Superiore di Sanità**

POLICY FOR CREATING A GENDER AND SOCIALLY RESPONSIVE SCIENCE AND INNOVATION ENVIRONMENT

The panel will discuss how their institutions can respond to the recommendations from the parallel sessions and offer their own recommendations for policy and decision makers in the European science system. **M. Makarow, European Science Foundation • N. Everrat, Unilever • I. Sánchez de Madariaga, Ministry of Science and Innovation Spain • J. W. Kelder, TNO • A. Flodstrom, EIT • Á. Rodríguez-Peña, COST**