



Gothenburg, 05-10-2011

Activity Report on  
***Diversity – Final Workshop***  
**on September 27-28<sup>th</sup> 2011**  
at DORMERO Hotel, Dresden Germany

Nearly 50 participants attended the Diversity Final Workshop which was organized by Uta Klement (Chalmers) and Katja Backhaus-Nousch (IFW-Dresden) on September 27-28<sup>th</sup> at the DORMERO Hotel in Dresden, Germany. Among the participants were project partners, invited speakers and people mainly from IFW-Dresden and Technical University Dresden.

The workshop started with a session on *recruitment*. Ulf Alexandersson, the founder of SPRINT, a recruitment and consulting bureau in Sweden that has developed a specific method for recruiting, gave a presentation about the SPRINT-model™. Their model tries to only concentrate on competence and leaves out other aspects such as sex, weight, age etc. Afterwards, Eva Pellicer from Universitat Autònoma de Barcelona, the Spanish partner in the project, presented results from interviews performed to gather data on recruitment and promotion procedures applying to European materials research institutions/universities. The comparison of the 7 participating countries showed that there is wide variety in existing procedures and policies.

The second session was about *policies and daily reality*. Katja Backhaus-Nousch (IFW Dresden) presented results from an online survey regarding gender equality and diversity policies at materials science institutions in which 300 participants from 11 European countries took part. Data analysis shows that female participants have usually lower positions than men and that men are more often on leadership level and that they often supervise more employees than women. But the results also showed that there is no statistical significant difference between men and women and their satisfaction with the recruitment procedures at their work places.

The Italian partner, Paola Rizzi (University of Torino), provided insights on the situation in Italy. Even though there are existing policies and positive actions for increasing the number of females obtaining a scientific degree and for getting more women in decision making positions, women are currently treated as sex symbols in politics and (public) TV. This presentation was followed by an overview on “Stocktaking 10 years of *Women in Science* policy by the European Commission 1999-2009” by Tiia Raudma from the Estonian Ministry of Education and Research. She was Estonia’s first representative in the European Commission’s Helsinki Group on Women in Science, and rapporteur for the Commission’s report *Mapping the Maze: Getting more women to the top in research*. As seconded national expert to the Commission, she co-authored the report *Stocktaking 10 Years of Women in Science Policy by the European Commission 1999-2009* and is currently participating as rapporteur in the Commission’s Expert Group on Structural Change in universities and research institutions. The presentation provided an inventory and analysis of a 10-year history as well as reflections on what did not work, what was not done, and what could be done in the future to address the omissions.

Catherine Stuck, HR expert at ESRF in Grenoble, France, provided an overview about the situation at international research institutes like ESRF. The presentation gave insights into French law, number of females among staff and in ESRF Council, Administrative and Finance Committee and Science Advisory Committee, glass ceiling effects and about the work-family balance. The last presentation of the first day was given by Johanna Andersson, the central Gender Equality Coordinator at Chalmers University of Technology (Swedish partner). Together with some of her colleagues, she was acting as gender observateur of grant evaluation panels of the Swedish Science Council (Vetenskapsrådet). She reported on differences of how long female and male members of the committee were talking, that different (suggestive) expressions were used when discussing qualities of male/female applicants, and that decisions may be affected by the need to have a certain share of grants going to women applicants to avoid extra work. Afterwards, the presentations and other aspects were discussed.

The second day was under the headline *Quotation and special actions – how will we deal with gender bias?* and started with a presentation by Uta Klement (Chalmers) on the so called Tham-professor positions, a special initiative in Sweden in the mid-90’s. With the aim to bring more women in professor positions, Carl Tham, then Minister of Education, decided to take vigorous actions by creating some 30 professorships for the underrepresented sex especially in fields where there are only few women. The decision was followed by one of the most vicious and emotionally charged debates ever in Swedish high education policy, even though in politics quotation was introduced at the same time and was accepted without further discussion/problem. Afterwards, Christine Hadulla-Kuhlmann (BMBF) presented the professor position program (*Professorinnen-programm*) of the Federal Ministry of Education and Research (BMBF) in Germany. She has been running the department “Chancengerechtigkeit in Bildung und Forschung” (Equality and Justice in Education and Research) at BMBF where she develops new support programs and instruments aiming to enhance the participation of women in science and research and to increase their position of influence in this field. She is also representative of the Federal Government in the Helsinki Group of the EU Commission, general directorate research. The final presentation of the workshop was given by Anke

Domscheit-Berg, founder and director of opengov.me, a consulting business helping governments to become more open and transparent, as well as of fempower.me, a consulting and training business helping women managers and their organisations to break down barriers for women in leadership positions. Prior to this, she had been working for 15 years at Accenture, McKinsey's Business Technology Office and as a Director at Microsoft Germany. During the last 10 years, she has trained more than 1000 women managers from all backgrounds enabling them to break glass ceilings. At McKinsey, she led the study "A wake up call for female leadership in Europe" and contributed to the study "Women Matter". Anke Domscheit-Berg was talking about the glass ceiling, macro- and microeconomic effects and what you can actually do to overcome these barriers.

After the presentations, Uta Klement and Oliver Gutfleisch (project coordinator) summarized the workshop. In general, the workshop - both presentations and the opportunity for discussions - was appreciated by all participants. One of the outcomes was that there is no simple solution (in form of recommendations) to what should be done to improve the gender balance in materials research organizations.

Pictures from the workshop:



Audience



Ulf Alexandersson, SPRINT



Katja Backhaus-Nousch  
(IFW-Dresden)



Paola Rizzi (University of Torino)



Catherine Stuck (ESRF)



Tiia Raudma (Estonian Ministry of Education and Research)



Johanna Andersson (Chalmers)



Christina Hadulla-Kuhlmann (BMBF)



Anke Domscheit-Berg  
(fempower.me)