

# Diversity Objectives

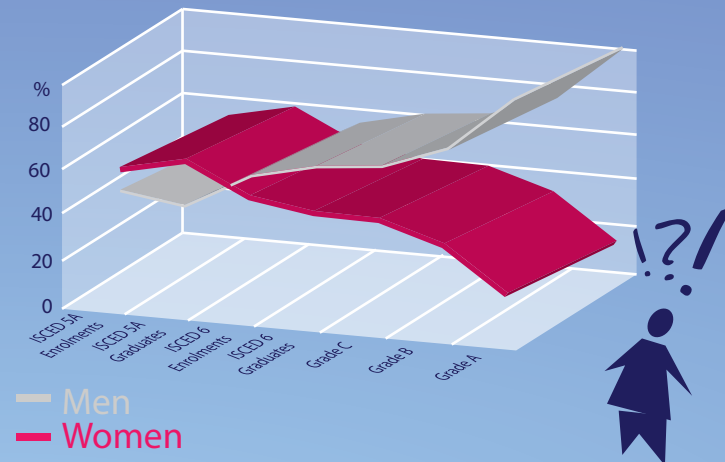
Improvement of gender diversity management in materials research organizations by:

Strengthening the role of women scientists in **decision-making**

Support and implementation of a more transparent career appraisal system

Enhancing **solidarity** and involvement of decision-makers in promoting gender **equality**

Raising **awareness** about gender and research



Gender structure difference in different educational stages.

A pilot initiative of networking policy makers in science & research, human resources experts, sociologists, women scientists' networks and experienced scientists to boost **gender equality** in scientific research.

# Diversity Mission

Mainstreaming the principle of **equal opportunities** for women and men in scientific research improving the gender balance in decision making bodies.

Supporting more **gender aware procedures** for recruitment, selection and career advancement in scientific research.

Fostering the **change** in institutional culture of materials research organizations to become more inclusive for women.

# Diversity Activities

- Local / institutional workshops on the methodologies of the implementation of the European Charter of the Researchers and the Code of Conduct for their Recruitment
- Networking actions
- Satellites meetings / events to increase the level of awareness of the Charter & Code
- European workshop "How to promote more women in leadership positions"
- Round-table and colloquia on "better leadership" organized at local level
- Final workshop on gender diversity in materials research institutions
- European Forum "How to improve the gender diversity management in scientific research"
- Dissemination activities