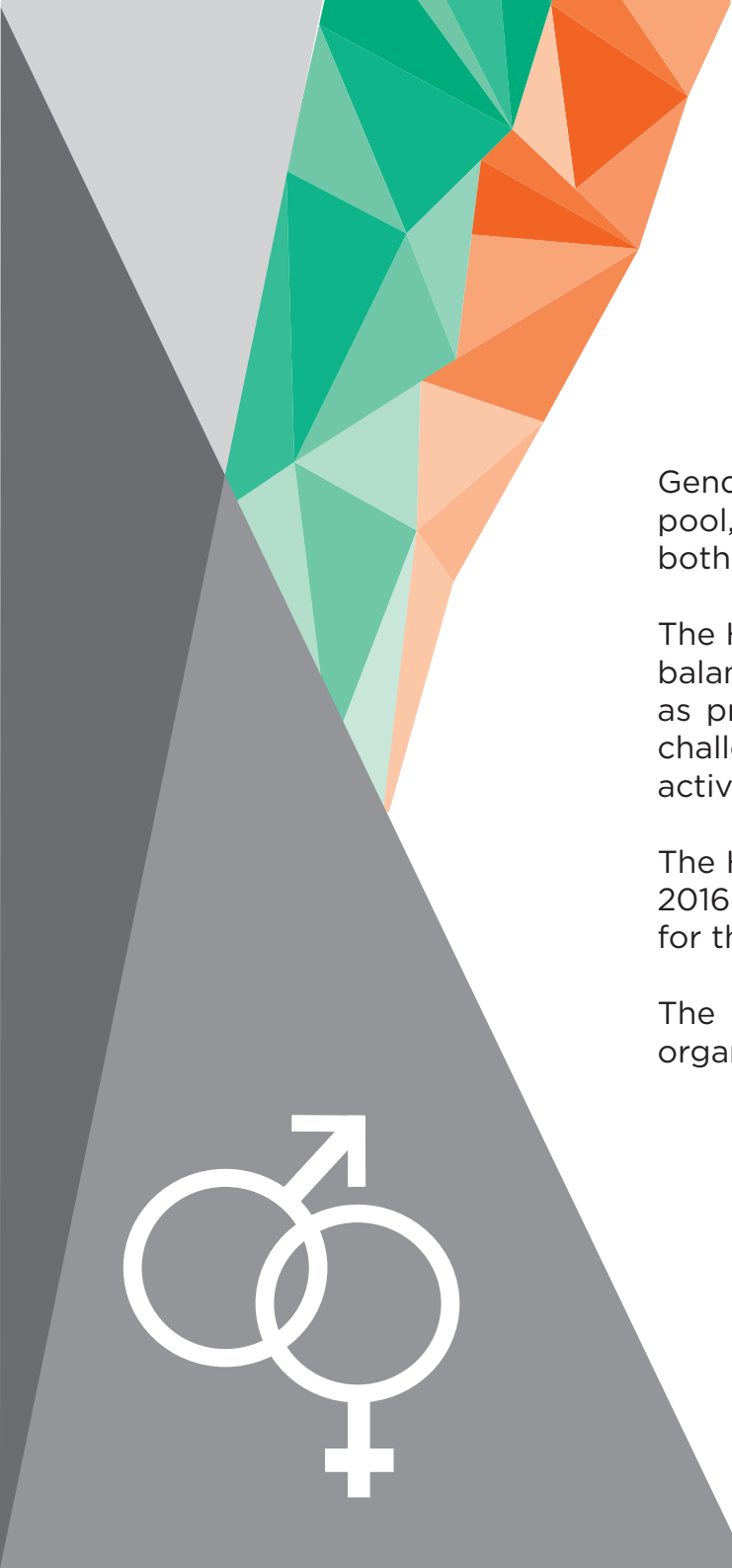


HBP Gender Equality Activities Overview





Gender equality policies foster innovation by including a diverse and often untapped talent pool, whilst promoting careers amongst women and helping to overcome stereotypes for both women *and* men.

The HBP aims to play a pioneering role in advancing gender equality by aiming for an equal balance between male and female scientists in research teams and decision-making, as well as promoting awareness of gender equality in research and innovation. One of the main challenges will be to increase the number of women in higher-level positions and in education activities.

The HBP began its gender equality activities in January 2017. During the SGA1 period (April 2016 to March 2018), the foundations for a comprehensive and sustainable gender strategy for the remainder of the HBP will be laid.

The HBP is supported in this challenging task by EAF Berlin, an independent, non-profit organisation with 20 years' experience in advising clients on gender equality and diversity.



The gender equality activities according to SGA1 proposal:

- An online survey on gender equality of all Human Brain Project (HBP) staff was conducted between March and May 2017. The results serve as a starting point to align future policies with identified needs and barriers.
- A good practice study will be conducted, including interviews to collect innovative policies and existing measures from the collaborating partners and institutions, in order to disseminate good practices and to raise awareness.
- A Gender Advisory Committee, linked to the governance structures of the HBP, has been set up to monitor gender equality activities and transfer them into the entire HBP.
- Development of a Gender Action Plan with targets and key performance indicators will be developed.
- Gender equality activities will be included in the HBP Summit 2017 and the 2nd Student Conference 2018 in the form of interactive sessions.
- A career-building workshop will be organised in March 2018, to provide strategic advice on scientific career planning strategies. Excellent female PhDs and postdocs are invited to apply.
- An HBP Conference on Gender and Diversity will take place in March 2018, to facilitate exchanges on gender perspectives in research and diversity in leadership. It will be combined with a “Ladies’ Night” networking event

Call to action

- **Encourage diversity in your team!**
- **Consider women and men equally for promotion!**
- **Support colleagues with childcare responsibilities!**
- **Seek female and male speakers for your events!**
- **Invite female and male members for committees!**

The Gender Advisory Comittee



Christine Aicardi
SP12 Senior Research Fellow
King's College London



Mira Marcus-Kalish
SP8 Deputy Leader
Tel Aviv University



Katrin Amunts
Chair of the SIB/Scientific Research Director/
SP2 Leader
FZ Jülich



Francesco Pavone
SP2 Deputy Leader
University of Florence



Karin Blumer
Ethic Advisory Board, Co-Chair
Novartis



Katrien Van Look
SP6 Manager
EPFL



Andrew Davison
SP5, SP6, SP9 Senior Research Scientist
CNRS



Elisabeth Wintersteller
Project Manager HBP Education Programme
Medical University Innsbruck



Chris Ebell
Directorate, Executive Director
EPFL



Helga Lukoschat
Chairperson
EAF Berlin



Ainhoa Echeverria
SP11 Manager
EPFL



Katharina Schiederig
Project Leader
EAF Berlin

Contacts

The gender equality activities are coordinated by the HBP Project Coordination Office in Geneva.

Contact person:

Ainhoa Echeverria

Email: ainhoa.echeverria@epfl.ch

EAF Berlin: Founded as a spin-off of the Technical University of Berlin in 1996, EAF Berlin advises and supports organisations in politics, business and science in change processes to build a diverse management and corporate culture. EAF Berlin combines scientific expertise with many years of practice in consulting and training, as well as experience in national and international projects. For more information, visit www.eaf-berlin.de.

Contact Persons:

Dr Helga Lukoschat (Chairperson)

Email: lukoschat@eaf-berlin.de

Dr Katharina Schiederig (Project Leader)

Email: schiederig@digisitter.com



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Diversity in Leadership

