

Gender Diversity Strategy

NBI 2021

KØBENHAVNS UNIVERSITET



NBI's mission

- To help faculty members reach their full potential and to attract and recruit the absolute best candidates internationally.
- To increase the proportion of female researchers in permanent positions at the associate professor and professor levels.
- To ensure gender balance in promotions from associate professor to professor.
- To create a modern and diverse working environment that makes it equally attractive for both genders to work at NBI.

Measuring of mission progress

NBI will keep track of the effects of the process towards becoming a thriving organization through the regular Work Place Evaluation (APV, every 3 years) and a repetition of our “gender survey”. If responses in these categories do not improve, corrective measures/analyses will ensue.

Analysis results:

Work environment in a gender perspective (n=20)

- A majority of female Faculty VIP at NBI experience being treated differently and having less opportunities to make a career at NBI on the basis of their gender.
- A majority of female Faculty VIP at NBI experience being overlooked, overheard and overburdened with extra formal and informal tasks on the basis of their gender.

Status & Targets

- By 2030, 35 % of associate professor at NBI are female **Current: 20,5 % (7/34)**
- By 2030, 30 % of professors at NBI are female **Current: 13,8 % (5/36)**

Measuring of targets

Statistical measurement will be conducted every second year and shared with all staff members through Faculty meetings, all-hands meetings and NBInfo.

Purpose of The Gender Diversity Strategy

- The Gender Diversity Strategy is necessary to keep NBI a world-leading institute where innovative and excellent research is being conducted.
- NBI wants to attract, recognize and retain the best researchers from around the world, across genders, career stages and life situations. To achieve this, we have to be a modern organization where people thrive and where different needs for work-life balances are met. Transparency will be a core value.
- NBI must keep a constant focus on gender disparities* in terms of how the institute hires, promotes, and doles out recognition and resources.
- The Gender Diversity Strategy aims at identifying where and how NBI can level the playing field, not by asking potential and existing female staff to do more or do different, but rather by evolving NBI into a modern and inclusive work place - structurally and culturally.

*for a national status, see e.g. <https://ufm.dk/forskning-og-innovation/rad-og-udvalg/danmarks-forsknings-og-innovationspolitiske-rad/aktuelt/dfir-briefs/filer/dfir-brief-13-det-er-ikke-kont-docx.pdf>

Background/motivation 1

- Over the last decades, there has been an increasing focus on both the lack of women in the STEM-field and in the top of academia. In this exact intersection - the top of academic science - the underrepresentation of women is distinct and worrying. Why?
 - When women are underrepresented among top science researchers and homogeneity reigns, scientific institutions are missing out on the innovative ideas and processes that can emerge when diverse mindsets come together in the workplace. As a result, society loses out on potential outcomes*.
 - Analyses from recruitment agencies in the private sector show that the most talented people - women in particular - value gender diversity of a potential employer's management when considering potential job options. This creates a high density of talent within the gender diverse organisation, which leads to a high performing organisation**.
 - As numbers from SCIENCE show (se next slides), the scientist recruitment "pipeline" leaks when the amount of available positions decrease as the career ladder steepens and competition intensifies. This cause for a deeper understanding and an adjustment of the conditions of the competition. However, the data also shows that women have higher propensity for getting scientific jobs when they DO apply for them. An obvious route seems to be: Make sure they apply, as this should lead to a more diverse work force.

* <https://www.pnas.org/content/pnas/114/8/1740.full.pdf>

** <https://hbr.org/2019/02/research-when-gender-diversity-makes-firms-more-productive>

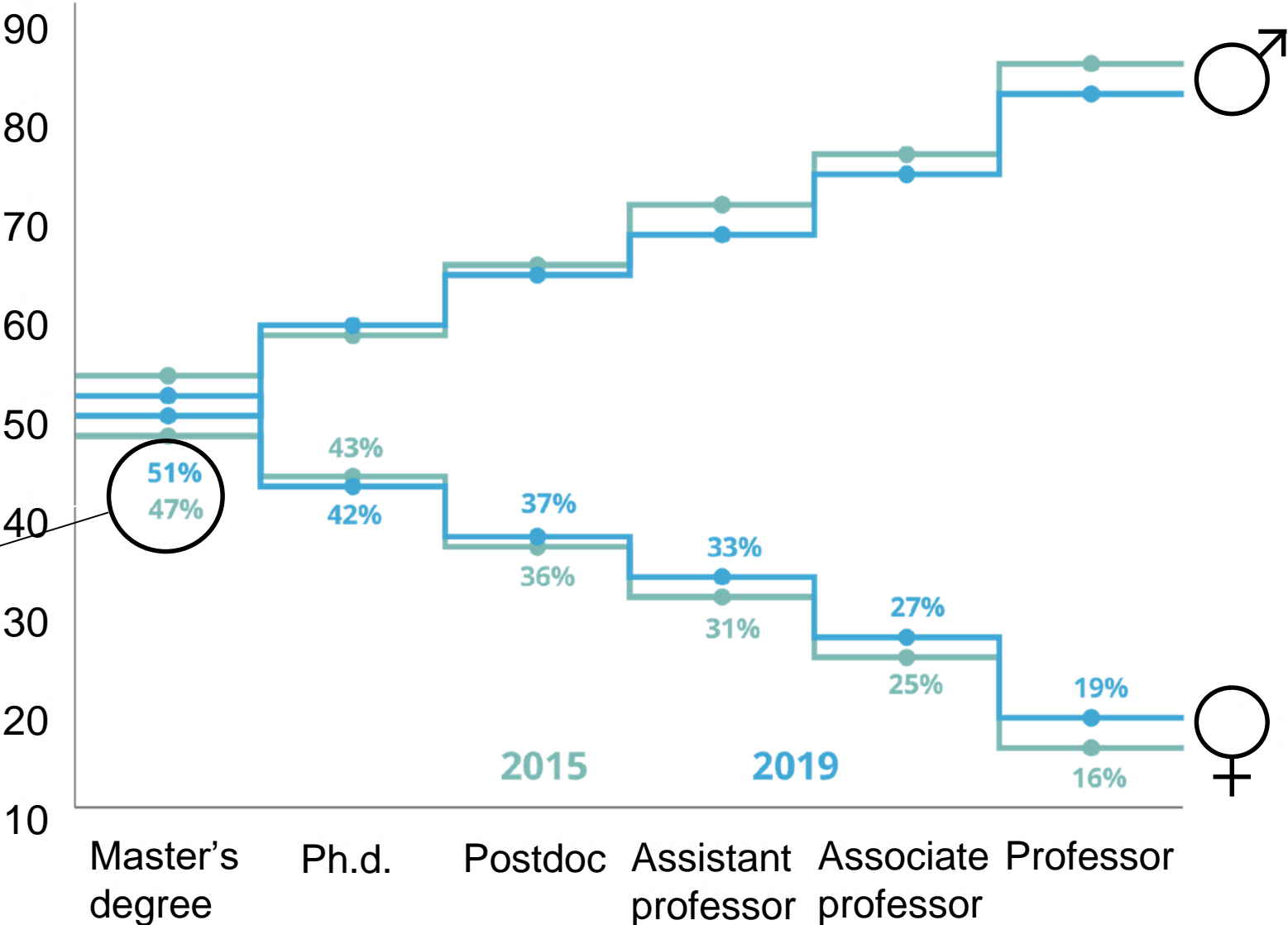
Scientific Recruitments and Diversity at SCIENCE

Or: Why do we still have to talk about diversity and gender in 2021?

Standard sentence from a UCPH professor job-announcement:

"The University wishes our staff to reflect the diversity of society and thus welcomes applications from all qualified candidates regardless of personal background."

The gender balance of the MSc candidates from SCIENCE has been very close to 50-50 since year 2000



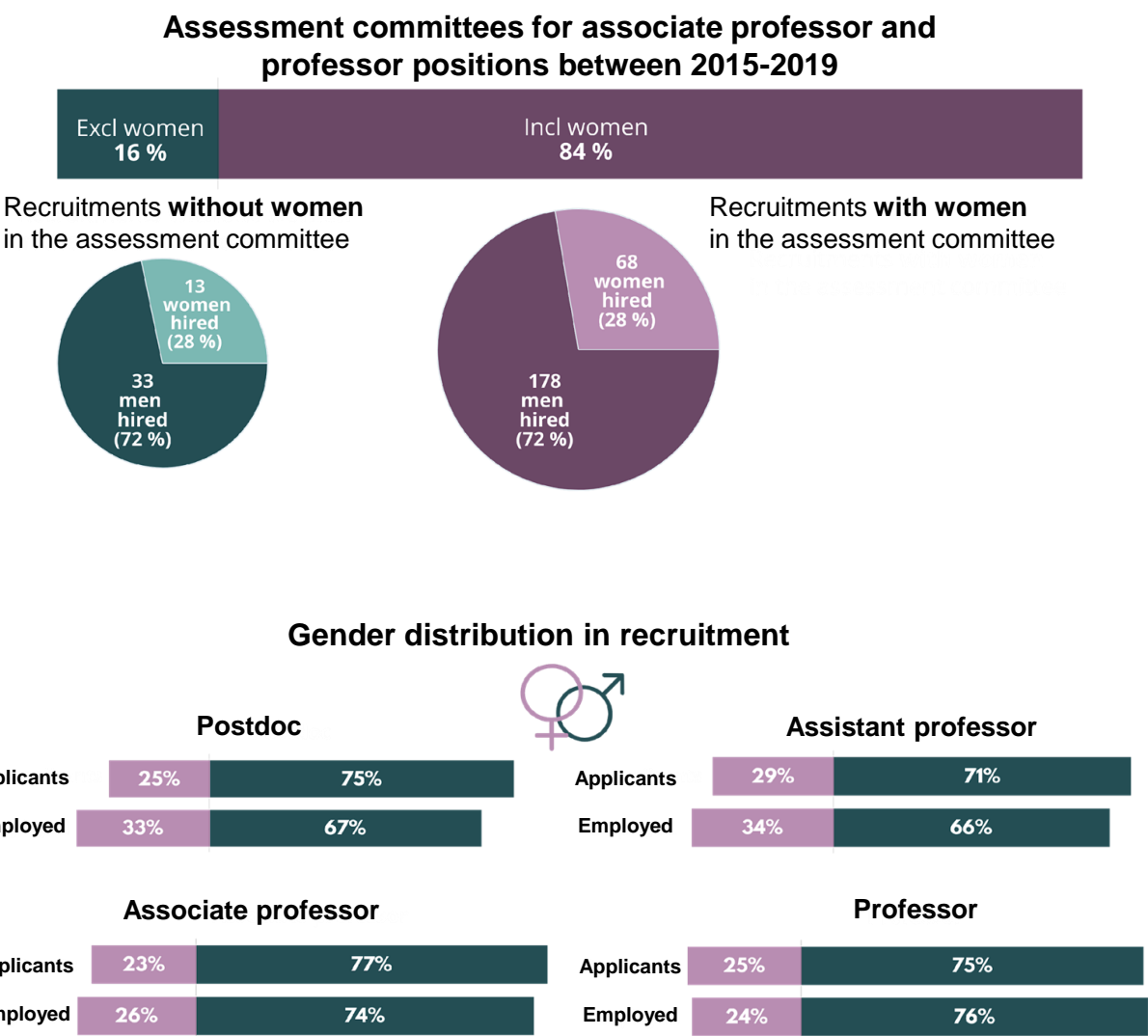
Why do we still have to talk about diversity and gender in 2021? (Faculty of SCIENCE data)

Good news: The gender composition of the scientific assessment boards **does not** affect their assessment.
Data from Science HR

Less good news: Despite the constant 50-50 balance at our MSc educations, only 25-30% of the applicants to our scientific positions are female.

But: When they apply, the female applicants have a slightly higher success-rate than their male colleagues.

See more in *SCIENCE News tomorrow, Friday, January 8th* including link to detailed report and to Tableau



Background/motivation 2

- By launching the Gender Diversity Strategy, NBI joins the many efforts done to increase the amount of women in science in general and within academia specifically*.
- There is a renewed political and societal awareness of the issue of the small number of women reaching the academic top of science. Currently, attention is directed at the structural and systemic barriers**.
- NBI wishes to use its position as a world famous and internationally recognized institution to lead by example and push for change. The broader aim of the Gender Diversity Strategy is thus to contribute to an ongoing movement towards a more modern, sustainable and inclusive research industry. In popular terms: We need to fix the system, not fix the women.

*See for example the following:

<https://www.carlsbergfondet.dk/en/News/News-from-the-Foundation/News/The-Carlsberg-Foundation-removes-gender-barrier-by-covering-maternity-costs>

<https://innovationsfonden.dk/da/nyheder-presse-og-job/innowomen-skal-sikre-flere-kvindelige-ansoegere>

<https://veluxfoundations.dk/en/call-villum-international-postdoc>

<https://danwise.org/>

** See for example <https://ufm.dk/ministeriet/ministeren/artikler-og-indlaeg/vi-skal-have-flere-kvindelige-forskere> and

<https://politiken.dk/debat/debatindlaeg/art8026124/%C3%86ndrer-p%C3%A5-bekendtg%C3%B8relsen-for-ans%C3%A6ttelse-af-videnskabeligt-personale>

Strategy development process June 2020 - Jan. 2021

1. Mapping potentially gender biased processes:

- Internal workshops with internal key profiles
- Hiring process reviewing



2. Investigating work environment at NBI in general and in a gender perspective:

- APV
- Survey investigating sexual harassment and everyday-sexism at NBI



3. Defining targets



4. Identifying and planning required actions in order reach targets.

Actions (1)

1. Installing new search committee mandate
 - Produce clear mandate to search committees including instructions on gender balance (w/HR)
2. Formalizing hiring committee process
 - Produce clear instructions for hiring committee members, particularly head of assessment committee -> hiring committee)
 - Identify potential future heads of assessment committees (w/HR)
3. Creating transparent and inclusive job calls
 - Scrutinize text and content for gender bias
 - Incorporate diversity ambition and awareness in call text
4. Initiating dialogue with funding agencies
 - Open dialogue with private agencies on intensifying funding for the underrepresented gender (w/Dean)

Actions (2)

5. Formalizing scheduled process for support letters
 - Produce format for support letters: Create path of least resistance for equal support to men and women
6. Organization and management development
 - Creating and completing processes with management focusing on work environment, an inclusive workplace and transparency.