

Gender

Summary of policy recommendations to European policy makers

In most of the national case study reports the **'Gender Equality' Key is perceived as too narrow** and recommendations to European policy makers are focused on extending the scope of this Key to **encompass other socio-demographic characteristics** which are relevant to enhance and actively promote diversity in scientific research and innovation, including age, sexual orientation, race, ethnicity, national/regional origin, disabilities and special needs, etc.

"As a culturally diverse transnational space, the EU can become much more inclusive and responsible in science and technology through incorporating debates and policies related to tolerance to and promotion of diversity."

The national case study report of the USA recommends the **adoption of an intersectional approach to equality and inclusion** instead of narrowly defined Gender Key. Further, the issues of race, gender and other identity factors are deeply interlinked and mutually reinforcing and exert strong influence on the RRI Keys.

Efforts towards greater gender equity/diversity/inclusion would be bolstered through **formulation of concrete and measurable goals** to include more women in leadership positions, and opening new pathways for students and young researchers from underrepresented racial and ethnic communities (racial/ethnic quotas have proven to be effective in increasing diversity within the research institutions).

Policies to promote more diversity can also foster a richer and more diverse environment for science and innovation, promoting potentially more innovative and more responsible solutions, research projects, ideas and indicators.

EU should **increase the international collaborations around RRI dimensions**, including gender equality and diversity, taking in also the experiences and practices from the global stage.

Lessons learned relevant to different types of Organisations

- ▶ Ensure that gender equality and diversity are **promoted and implemented** in an appropriate way within organisational settings.
- ▶ Provide **funding** / allocate a budget for gender equality and diversity activities.
- ▶ Exemplify the value of gender equality and diversity in organisational **codes of conduct**.
- ▶ Develop appropriate **reward structures** and merit promotions.
- ▶ Make values and policies **more explicit** so that they are recognised and embraced by wider audiences. Better communication of institutional values helps accountability and democratic debate, and facilitates the wider uptake of principles of gender equality, diversity and inclusion.
- ▶ Provide **training** of staff on issues related to equality and diversity.
- ▶ **Monitor and regularly evaluate** the practice on gender equality and diversity in the organisation. Include the performance in this area in organisation's annual report. Commission independent audits or reviews of the organisation's performance.
- ▶ Create inter-organisational fact-finding missions to **learn** from the experiences of other organisations. Similar organisations have similar needs but not necessary similar approaches to fulfilling them. Learning from each other's experience is vital to avoid making the same mistakes.
- ▶ The importance of **champions** who can lead and guide the process of implementing gender equality and diversity policy and practice.