

NoE - Marine Genomics

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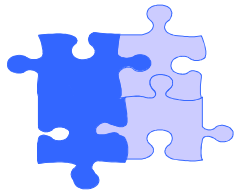
Work Package Coordinator for the Gender Action
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The Brussels Group: Gender Action Plan Information Event

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KOWI, Rue du Trône 98, Brussels



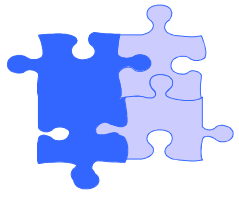
NoE Marine Genomics

“Implementation of high-throughput genomic approaches to investigate the functioning of marine ecosystems and the biology of marine organisms”

- 44 partners representing >300 researchers
- Of the researchers and students involved, 34% are women
- Of the 25 WP leaders, 12 % are women
- The scientific coordinator of the NoE is Dr. Catherine Boyen, CNRS-Roscoff

Breaking through the glass ceiling





The NoE Marine Genomics Country Mix

(number of participating institutions in each country)

Cross-cultural challenges

Cross-cultural education

Chile-2

IS-1

NO-2

SE-1

DK-1

UK-11

NL-1

PL-1

DE-7

BE-1

FR-3

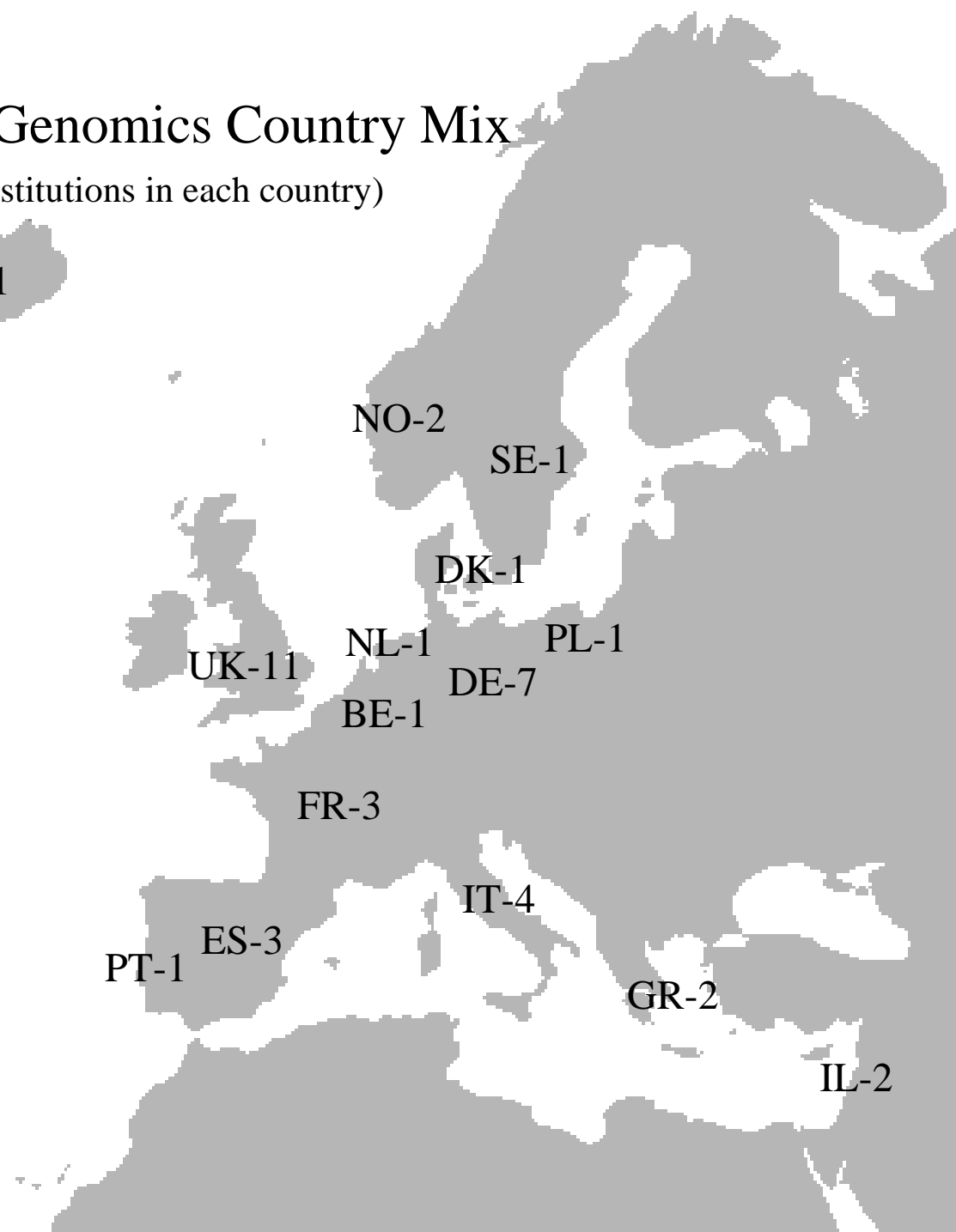
IT-4

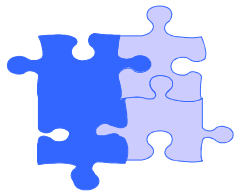
PT-1

ES-3

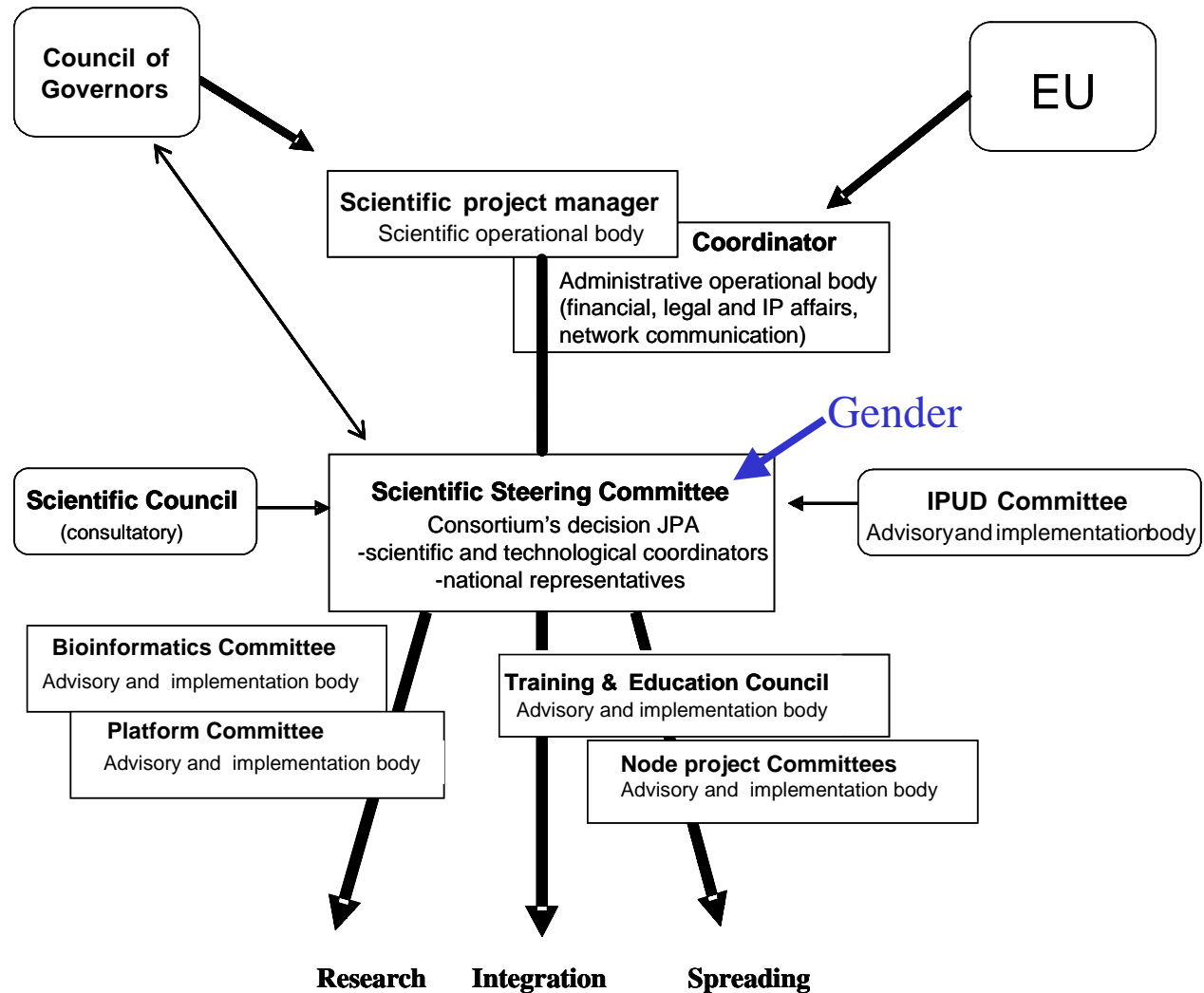
GR-2

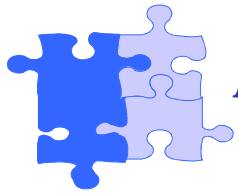
IL-2





Management structure of Marine Genomics

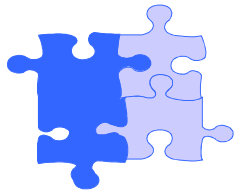




Marine Genomics has earmarked €50,000 for the Gender Action Plan

| Items | EC contribution 10 M€ | | First year : 3.5 M€ |
|--|--------------------------|--------------|---------------------------------|
| | K€ | WP | K€ |
| Management activities (financial, administrative and legal co-ordination, technical project management at the levels of co-ordinator, Scientific Manager, Executive Committee and IPUDC) | 500 | 23 | 125 |
| Spreading | | | |
| Training & Education manager | 256 | 19 | 64 |
| T&E council travel | 40 | 19 | 10 |
| 8 PhD students | 600 | 19 (1-14) | 200 |
| Summer courses | 210 | 19 | 52 |
| Short training courses | 290 | 19 | 50 |
| subtotal | 1396 | | 376 |
| Workshops & meetings (dissemination) | 450 | | 150 |
| Diffusion KCP | 350 | 20, 21 25 | 87.5 |
| Integrating activities | | | |
| Bioinformatics | 1200 | 15,16,17 | Travel: 6 Other 400 |
| Leverage money for generation of genomic data for integrative research | 1500 | 1-14 | 550 |
| Leverage money for generation of genomic tools for integrative research | 1500 | 1-14 | 550 |
| Platform sharing | 1550 | 22 | Travel: 6 Equipment : 550 |
| Integrating Gender dimension | 50 | 24 | 10 |
| J.E.R | | | |
| Shared post-docs (10 post-doc x 2 years) | 800 | 1-14 | 400 |
| Jointly Executed Research | 700 | 1-14 | 289.5 |
| Total | 100 % | | 100 % |





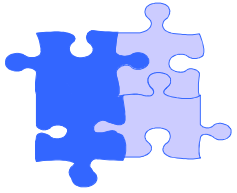
“B 10. Integrating the gender dimension

The under-representation of women in the natural sciences has been well documented over the past five years (http://europa.eu.int/comm/research/science-society/documents_en.html. click on “women & science” for list of key reports).

NoE-*Marine Genomics* takes gender mainstreaming very seriously. The coordinator, Dr. Catherine Boyen (CNRS-Roscoff) and Scientific Steering Committee (SSC) members Prof. Jeanine Olsen (University of Groningen, NL) and Prof. Esther Lubzens (National Institute for Oceanography, Israel) will take the lead. There are ≈ 10 additional senior women within the NoE who will be actively involved in various workpackages. Dr. Jeanine Olsen is actively involved with “Women in Science” issues at her university and nationally (NL). She will be responsible for the B.10 coordination.

The following gender mainstreaming tools will be employed: engendering budgets in the form of two classes of fellowships for women scientists; active mentoring; awareness building for men and women in the network; and monitoring through sex disaggregated statistics.

Information about the NoE-*Marine Genomics* Gender Equality action plan can be found using the action button on the Homepage of our Web site”

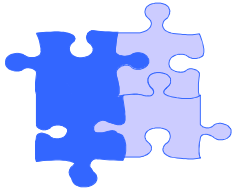


B.10.1. Action plan to promote gender equality

1. Marine Genomics Fellowships for Women.

- 3 fellowships per year for outstanding women scientists
- For research stays of 1-3 months
- The SSC will periodically review the program and adjust it accordingly
- Starting in Year 2

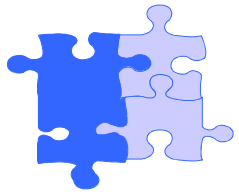
The main objective is to insure that gifted young women scientists are actively promoted.



2. Work/Life Balance Travel Grants.

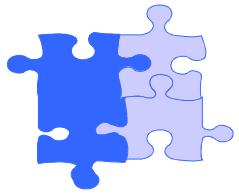
- One of the major integration activities within the NoE will be training workshops (usually lasting from 2-14 days).
- Women scientists with young kids must often forego these activities in conjunction with childcare.
- In order to remove this obstacle, the NoE will establish a continuous special program for **travel and crèche assistance** designed to allow the mother to bring her infant with her. An application form will always be part of the announcement and registration forms.

The main objective is to remove short-term participation obstacles



3. Mentoring (1/2)

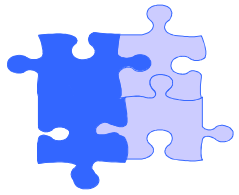
- It is vital for junior women to interact with senior women.
- Generally less severe in southern European countries where women account for 20-30% of the more senior levels, whereas in northern European countries it is typically <10%.
- This means that most Ph.Ds and post-docs effectively work in isolation—never having an opportunity to talk with women about their experiences.
- It has been shown that the lack of role models makes it more difficult for women to believe that they can achieve their ambitions.



3. Mentoring (2/2)

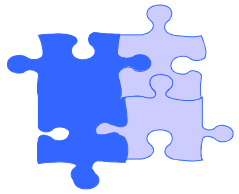
- It is vital that middle- and senior-level women be mentored by senior male colleagues who are presently engaged in higher management functions (e.g., directors of institutes, chairs of high-level committees, deans and so forth).
- This level is nearly the exclusive domain of men. Women candidates are seldom competitive for top functions because they are typically outside male networks in the upper echelons and have not had the necessary step-wise training/mentoring/coaching that is essential to function effectively at the highest levels.
- The NoE will, therefore, establish a mentoring program for all women in the network appropriate to their level (1 or 2 above).

The main objectives are to strengthen understanding, extend networking both laterally and vertically, and to develop effective strategies for the advancement of women, i.e., bottom up and top down.



4. Gender Education for Men *and* Women Scientists (1/2)

- Most people are only vaguely aware of the *actual* reasons behind under-representation of women in science. Most tend to dismiss it as “a problem of the 1970s”, associate it with “radical feminism”, as “a problem for the women to solve for themselves”—or worst of all, “that it doesn’t really exist”.
- Therefore, the goal of this part of the action plan is to **raise awareness** at the individual level, within the fabric of one’s own country/culture/institutions, and in the larger cross-cultural context.
- This will involve teaching scientists to identify and understand *how* existing institutional structure and policy discriminate—however inadvertently.



4. Gender Education for Men *and* Women Scientists (2/2)

- Regular **mini-symposia on gender issues embedded** in the education and training within the normal scientific programs of the larger NoE meetings. *Use of hard statistics and sociological analyses will provide the basis.*
- **Web page learning modules** and pertinent updates. Summary approach with links to the larger primary reports. *Ex: learning the meanings of such terms as transparency, glass ceiling, gender; critical examination of concepts about women's ambitions, productivity, "north-south divide discussions; differences in communication styles.*
- Stimulation of **individual contact** with network participants from the Board of Governors to graduate students.

The main objective is to foster permanent structural change, which by itself, makes this component of the action plan the most difficult but also the most important in the long run.