

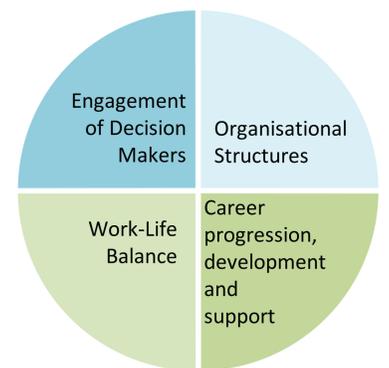
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The INTEGER project brings together a focused and balanced partnership of European higher education and research organisations that share a top level commitment to the implementation of sustainable institutional transformation, thereby creating environments in which women and men can perform equally.

Tailored Transformational Gender Action Plans (T-GAPs) have been developed within each of the three implementing organisations, following a detailed baseline data assessment.

They address both the institutional and local levels (e.g. selected Faculties, Schools, Institutes) and span across four themes:



**Examples of actions :**

**Committee for Gender Equality and Research Excellence at CNRS**



Key theme: Organisational Structure  
Centre National de Recherche Scientifique, France  
(Project Coordinator)

Creation of a Committee to review procedures and practices for the evaluation of researchers at CNRS. Its membership includes Chairs of the different standing peer-review evaluation panels, Deputy Scientific Directors of Institutes, HR Officers, as well as senior women researchers and gender experts.

Inspired by the STRIDE Committee (*Strategies and Tactics for Recruiting to Improve Diversity and Excellence*) from the ADVANCE Program at the University of Michigan (US).

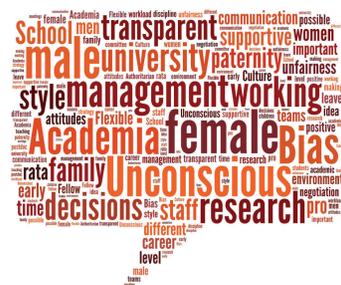


Concrete measures that will favor gender equality and gender balance in the recruitment, promotion and scientific recognition of researchers (e.g. trainings on gender equality and stereotypes, comprehensive sex-disaggregated data, scientific awards procedures...)

**Addressing Unconscious Bias**



Key theme: Engagement of Decision Makers  
Trinity College Dublin, Ireland



Research shows that women and men may be unaware of their implicit, or 'unconscious' attitudes, yet these can impact on their decision making.

Address unconscious biases that may exist at all levels of the university, beginning with the highest-level senior management and then extending to PIs, Heads of School and the wider community.

Unconscious Bias Briefing to College Officers who are key decision makers, by Professor Paul Walton, York University Chemistry Dpt, a champion of gender equality (Athena SWAN Gold award).

The anticipated impact of this initiative, to be cascaded throughout the university, will be improved decision making, enhanced gender balance and greater transparency and fairness in recruitment, selection and promotion.

**Increasing the proportion of women in decision-making positions**



Key theme: Engagement of Decision Makers  
Siauliai University, Lithuania

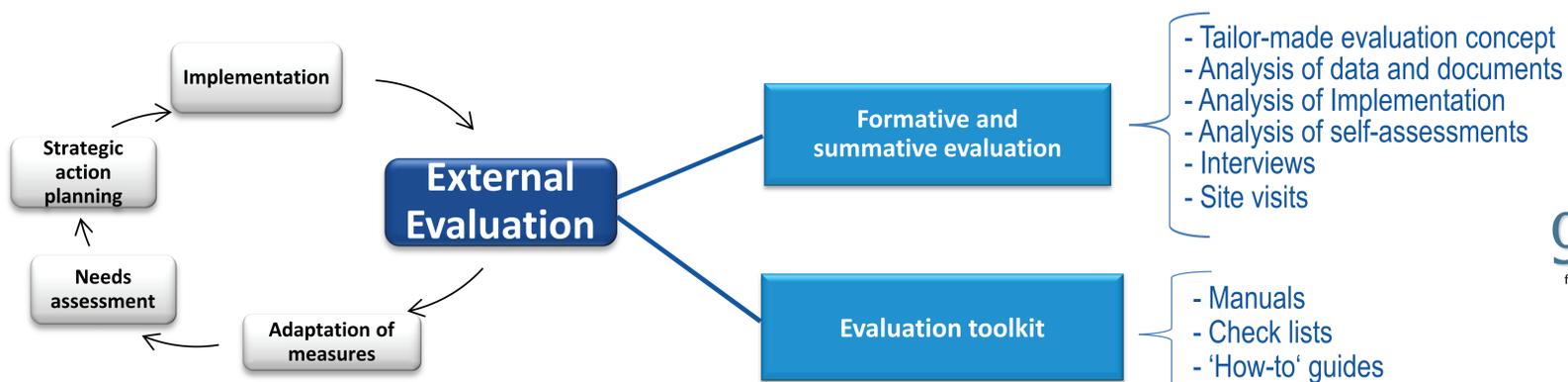
Designed and piloted the University Council election strategy that involved a step-by-step guide to achieving the aim by employing such measures as active candidate search, agitation and recruitment; participation in the election by lobbying women candidates, consultation with legal officers.



The main tactics involved active candidate search, inspiration and recruitment, participation in the election by lobbying women candidates to be elected to the main decision body of the University.

After the election the number of women in the Council has risen from 0% (2011) to 36.4% (2014).

T-GAP implementation is assessed by GESIS - Leibniz Institute for the Social Sciences, Germany, through framework, process and impact analyses.



**Experience, tools and learning outcomes will be shared through guidelines and case studies disseminated towards the end of the project.**

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