

## Science with and for Society – Project Partner Search Form

### CALL: Science with and for Society 2016

- I offer my expertise to participate as a Partner in a Project
- I am planning to coordinate a project and I am looking for Project Partners

#### Topics

- SwafS-01-2016: Participatory research and innovation via Science Shops
- SwafS-03-2016-2017: Support to research organisations to implement gender equality plans
- SwafS-04-2016: Opening Research Organisations in the European Research Area
- SwafS-07-2016: Training on Open Science in the European Research Area
- SwafS-09-2016: Moving from constraints to openings, from red lines to new frames in Horizon 2020
- SwafS-15-2016: Open Schooling and collaboration on science education
- SwafS-16-2016: Mapping the Ethics and Research Integrity Normative Framework
- SwafS-17-2016: The Ethics of informed consent in novel treatment including a gender perspective
- SwafS-18-2016: The Ethics of technologies with high socio-economic impact and Human Rights relevance
- SwafS-19-2016: Networking of National representatives and resources centres on Gender in R&I
- SwafS-25-2016: Celebrating European Science

#### 1) PROJECT INFORMATION

**Field of expertise related to the topic:** Gender equality and educational leadership

**Potential contribution to the project:**

The University of Reading project team consists of a Professor, Associate Professor and Lecturer, plus two Professors acting as deans for diversity and equality. We have strong links to the European Equality Law Network. The project has support from the highest level of management, including the VC.

Although there has progress with gender equality in some areas of the University of Reading, there are significant stubborn challenges that need to be overcome. Our action aims to bring about institutional wide structural change, building on plans that are currently at initial stage.

1) The action will commence with a review of the current situation in terms of gender equality at the University of Reading, as follows:

- review the University of Reading 'Diversity and Inclusion Plan' 2020 and recently published reports on gender equality at the university, to identify progress made, as well as key priority areas and gaps identified;

- to identify knowledge, experience and insight from across the university, so that we can draw on this to identify changes that promote equality as well as areas that create barriers to progress with gender equality plans;

- conduct an audit of procedures and practices including relevant data on HR management, teaching and research activities, both quantitatively and qualitatively, in order to identify gender bias at multi-levels within the organisation.

2) Next, the action will promote, disseminate and create communication plans at multi-levels: a) within the institution, b) consortium, and c) with outreach organisations (such as funding bodies, professional membership organisations), and 4) to wider society, to engage others in mutual learning exercises to sensitise other people and organisations to gender equality planning and to facilitate learning from our experience;

3) Drawing on findings from actions 1-2 we will implement targets and strategies to address gender bias. This shall include, for example, targets to:

- have at least 30% of either gender in all key University committees and boards, including the University Executive Board (UEB);
- maintain the current baseline of at least 45% of either gender in the overall University Leadership Group – including UEB, Deans, Assistant Deans, Heads of School and Heads of Function;
- have a gender-balanced professoriate, with at least 40% of professors of either gender. Current baseline is 30%;
- reduce the pay gap that exists at senior (professorial and Grade 9) levels. Current baseline is 11% (there is no significant pay gap at other levels currently);
- achieve University-wide Athena SWAN Gender Charter Mark Silver level recognition, with all STEM Schools holding awards and all other Schools working towards Gender Equality Charter Mark recognition.

In addition to implement strategies to improve gender planning and budgeting by making changes to the way we:

- identify and advertise vacancies, shortlist candidates (e.g. gender anonymity in applications) and interview candidates;
- develop individuals and manage their pathways to career progression;
- and to introduce reimbursement to all departments for the full cost of staff going on parental leave. 25% of the funds will be ring-fenced to aid the individual in returning to work;
- Pilot the introduction of workshops/training to enhance awareness and understanding of gender dimension in research content and programmes and ways to include gender studies in Higher Education Institution curricula;

4) Monitor targets and progress via indicators at multi-levels within the organisation, and share progress within the consortium.

5) Working with partners in the consortium, contribute to communication plans that aid exploitation of results in an easy access format. With partners in the consortium we will devise novel ways make the results available for research and education institutions and society at large.

**Role in the project:**

Research                       Dissemination                       Other  
 Training                               Technology Development

Project idea:

Project description:

Already experience as a Coordinator:  yes  no

As a Partner:  yes  no

If “yes”, which project: There is expertise and experience at the university from which our team can draw but we do not have personal experience as a partner/coordinator in H2020, although we have experience of other large projects.

Other partners in consortium already identified (with countries): , Option of two partners in the UK

## 2) TARGET COORDINATOR / PARTNER SOUGHT

**Organisation details:**

<input checked="" type="checkbox"/> Higher education / university	<input type="checkbox"/> Industry / SME
<input checked="" type="checkbox"/> Research institution	<input type="checkbox"/> Other
<input checked="" type="checkbox"/> NGO	Please specify:
<input type="checkbox"/> Education	

**We are looking for following Expertise / Competencies:** We wish to join a consortium as a partner. We are looking for a coordinator.

## 3) CONTACT DETAILS

Contact Person:

Name: Dr Karen Jones

Ms  Mr

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Short profile of the Organisation: The University of Reading was established in 1892, and is now ranked in the top 1% of universities worldwide (QS University World Rankings 2015/16), with a



world-class reputation for the quality of our teaching, research and links. We have a strong reputation in multidisciplinary and interdisciplinary collaborations which deliver real life impact.

Home to 17,000 students, our award-winning campuses house contemporary facilities. We have a global presence – with our Whiteknights and London Road campuses in Reading, Henley Business School at our Greenlands campus in Henley-upon-Thames, Henley Business School (South Africa) in Johannesburg, and the University of Reading Malaysia in Iskandar. Henley is among an elite group of business schools - the top 1% in the world - to be triple-accredited for the quality and capability of our faculty and output.

the University of Reading has a proud history of tolerance and diversity having conferred the first female Professorship in England in 1908. However, significant, stubborn challenges remain and we fall short of being a fully inclusive institution. For this reason Gender equality is now a key strategic priority of the University. To address equality issues, in autumn 2015 two deans for diversity and inclusion were appointed and on 9<sup>th</sup> February 2016 the VC announced gender, race and sexual orientation targets for 2020. These are at initial stage and will form the focus of our action for this call.

The University has a dedicated Research Development team to provide support with research applications, research and data management, and policies and support required by funders to provide reassurance that appropriate systems for QAR (or, more generally, for Research Governance) are in place. We have an excellent track record of success with European funding, including Horizon 2020 projects.

**Date:**

16 February 2016

**The offer is valid until:** September 2016

I agree with publication of my contact data on “Science with and for Society” network website

YES     NO

**PLEASE FILL THE FORM AND RETURN IT TO YOUR HORIZON 2020 NATIONAL CONTACT POINT FOR SCIENCE WITH AND FOR SOCIETY.**