



# Gender Equality Action Plan

---

Version updated on  
06.03.2024

**DRAFT VERSION**



**Funded by  
the European Union**

All UK Partners in EERIE are funded by UK Research and Innovation (UKRI) under the UK government's Horizon Europe funding guarantee (grant numbers 10057890, 10049639, 10040510, 10040984).

ETH Zürich's contribution to EERIE is funded by the Swiss State Secretariat for Education, Research and Innovation (SERI) under contract #22.00366.

# Index

---

Index	2
1 Content as per agreement	3
2 Gender distribution with in EERIE	4
2.1 The overall Gender distribution in EERIE	4
2.2 The gender distribution of EERIE Consortium Bodies	4
3 Objectives within EERIE	6
4 Measures taken within EERIE	6
4.1 Work-life balance and organisational culture	6
4.1.1 Promoting the reconciliation of work and family life	6
4.1.2 Event planning	6
4.1.3 Organisational culture	7
4.2 Gender balance in leadership and decision-making	7
4.2.1 Consortium bodies	7
4.2.2 Future decision-making	7
4.3 Gender equality in recruitment and career progression	8
4.3.1 Recruitment	8
4.3.2 Career progression	8
4.4 Increase the visibility of female scientists	8
4.4.1 Visibility at events	8
4.4.2 General Visibility	8
4.5 Detailed efforts within EERIE according to the measures taken	9

# 1 Content as per agreement

---

## Gender Equality Action Plan (GEAP)

The GEAP according to the EERIE Grant Agreement:

*“Gender, age and diversity balance are of major importance to EERIE. Although the proportion of women in ocean sciences is relatively high (38 %, UNESCO) it is less so in numerical modelling of the ocean and climate. EERIE will strive to bring more women to the field by encouraging women participation in hackathons, summer schools and PhD studentships. Initially six out of 12 WPs are led or co-led by women, and two out of six of the EEAB are female. A GEAP will be developed as a working document, implemented and monitored by the GB. Particular goals are to: promote gender equality in recruitment; increase the visibility of female scientists in EERIE; develop ways to enable scientists with family responsibilities to fully participate in project meetings and conferences; improve the representation of women in scientific and organising committees.”*

*(Grant Agreement, page 175)*

## 2 Gender distribution with in EERIE

---

### 2.1 The overall Gender distribution in EERIE

EERIE has 17 partner organisations from nine countries, including Germany, the United Kingdom, France, the Netherlands, South Africa, Belgium, Spain, Cameroon and Switzerland. As of January 2024, a total of 96 people are involved in the EERIE project, mainly as scientists but also for administrative roles. Of those roughly 1/3 are females and 2/3 are males.

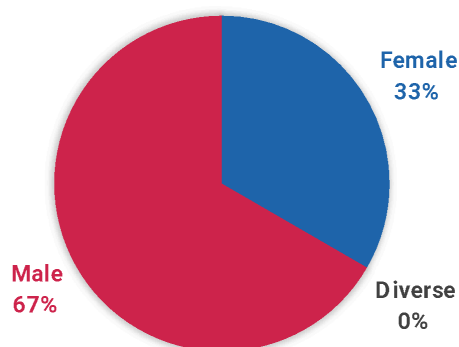


Figure 1: Overall gender distribution in EERIE, with 33% female (n=32), 67% male (n=64) and 0% diverse participants.

## 2.2 The gender distribution of EERIE Consortium Bodies (status January 2024)

The Scientific Steering Committee (SSC) is the supervisory body for the execution of EERIE and responsible for the scientific coordination of the project. It has to report to the Governing Board (GB), which is the ultimate decision-making body of the consortium. The SSC in January 2024 is made up of 26% women and 74% men, while the GB consists of 24% women and 76% men.

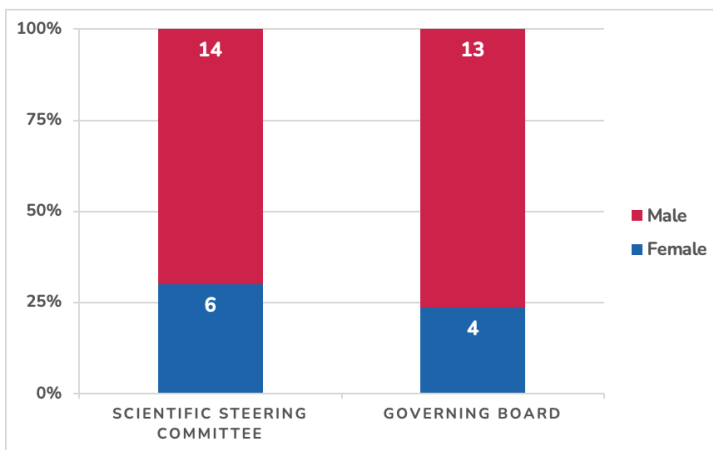


Fig. 2: Gender distribution in the Scientific Steering Committee (SSC) and the Governing Body (GB) of EERIE. The SSC has 30% women (n=6) and 70% men (n=14), the GB has 24% women (n=4) and 76% men (n=13).

The EERIE Consortium Bodies are supported by an External Expert Advisory Board (EEAB) of distinguished scientists. It consists of 33% female and 67% male experts (January 2024).

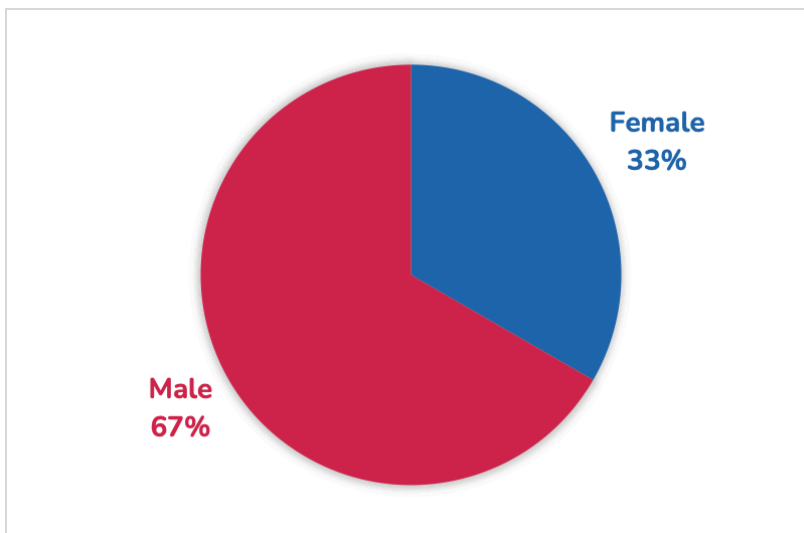


Fig. 3: Gender distribution of the External Expert Advisory Board (EEAB), consisting of 33% female (n=2) and 67% male (n=4) members.

## 3 Objectives within EERIE

---

- Develop ways to enable scientists with family responsibilities to fully participate in project meetings and events
- Support parents during events
- Considering gender equality in the overall organisational structure of the project
- Improve the representation of women in scientific and organising committees
- Promote gender equality in recruitment
- Increase visibility of female scientists in EERIE
- Raise awareness against gender-based violence and sexual harassment.

## 4 Measures taken within EERIE

---

### 4.1 Work-life balance and organisational culture

#### 4.1.1 Promoting the reconciliation of work and family life

- EERIE promotes the possibility to adjust working times to personal requirements, and several participants work on a part-time occupation
- When planning meetings within the project, the wishes of employees with children in need of care and relatives in need of care are taken into account
- Most EERIE meetings are held online, making it accessible for participants that may be working from home due to family responsibilities, but also to include members of different locations without the need of travel

#### 4.1.2 Event planning

Lessons learned from the first General Assembly and EERIE Hackathon in Bremerhaven in November 2023:

- In-person events, such as General Assembly and Hackathon will not start on Mondays or end on Fridays, in order to provide sufficient time for travelling on work days.
- During in-person events breastfeeding and pumping rooms with appropriate privacy are provided for mothers with children.
- Before in-person events, eventual needs for childcare arrangements from the participants for the duration of the events will be asked.

### 4.1.3 Organisational culture

- A specific space with information about equality of opportunities (actions of improvements, results, agenda, GEAP, etc.) will be incorporated on the EERIE website.
- The EERIE website, any job postings, social media posts and other documents related to EERIE are using gender-neutral or gender-equal language.
- The project will provide an instrument of communication (e.g., Mattermost channel) that all members can join and network. The communication platform provides a space for all members to interact and collaborate with equal opportunity, eliminating gender or hierarchical boundaries, and enabling collaboration between members from various locations.
- EERIE promotes available training and workshop opportunities on gender equality within its network / the dedicated web space.

## 4.2 Gender balance in leadership and decision-making

### 4.2.1 Consortium bodies (status January 2024)

- Currently the WPs 1, 6 and 12 are led and co-led by women, and WP5 is co-led by a woman. This leads to a 30% proportion of women in the SSC.
- The Governing board consists of 24% women.
- Out of the six EEAB members, two are female.

### 4.2.2 Future decision-making

- EERIE establishes an Equal Opportunities Representative team where especially Early Career Scientists are invited to join:
  - Equal Opportunities and related questions shall become more visible while allowing everyone to freely contact any team member.
  - The team is responsible for matters and measures concerning equal opportunities within EERIE and functions as a first point of contact to everyone involved in EERIE .
  - The Equal Opportunities Representative team is free to call in meetings for matters of equality and diversity.
- EERIE will further encourage women to take on leadership roles, e.g., through informing about leadership training in the dedicated web space, and promoting available leadership positions for women while advertising these jobs.

## 4.3 Gender equality in recruitment and career progression

### 4.3.1 Recruitment

- In all job postings related to the EERIE project, females, diverse genders and underrepresented groups are explicitly addressed.
- Vacant and new positions in parts of the project with an underrepresentation of women or underrepresented groups shall be filled by women or people belonging to those underrepresented groups, if possible, provided that they have comparable qualifications.

### 4.3.2 Career progression

- In EERIE, women are actively encouraged to apply to leadership positions.
- The participation of at least one woman in the selection committee for job interviews shall be provided for.

## 4.4 Increase the visibility of female scientists

### 4.4.1 Visibility at events

- EERIE specifically asks female scientists to speak at events and other talks.
- EERIE provides women the opportunity to share their results during e.g., project reviews and general assemblies.

### 4.4.2 General Visibility

- EERIE will implement a specific space on the EERIE website highlighting the participation of women in the project.
- If the media is interested in reporting about EERIE, female participants will be highlighted by the consortium bodies. Possible interviews should be conducted with an equal share of women and men.

## 4.5 Detailed efforts within EERIE according to the measures taken

This section will be updated in irregular intervals to highlight the specific efforts. The title page indicates the last update.

- During the General Assembly and Hackathon in November 2023,
  - A dedicated room for breastfeeding and pumping with appropriate privacy was provided.
  - Two female keynote speakers have been featured at the General Assembly.
- WP1 is female-led since November 2023
- Two females will move on to new positions in February 2024, partly thanks to their involvement in EERIE (co-lead WP5 moving to a permanent position & scientist becoming a team leader).

