

# Structural Transformation to Achieve Gender Equality in Science



Aarhus University

*Practice-based Guidelines: experiences and results  
from the Action Plans*

Engaging Leadership

Brussels

December 3, 2015



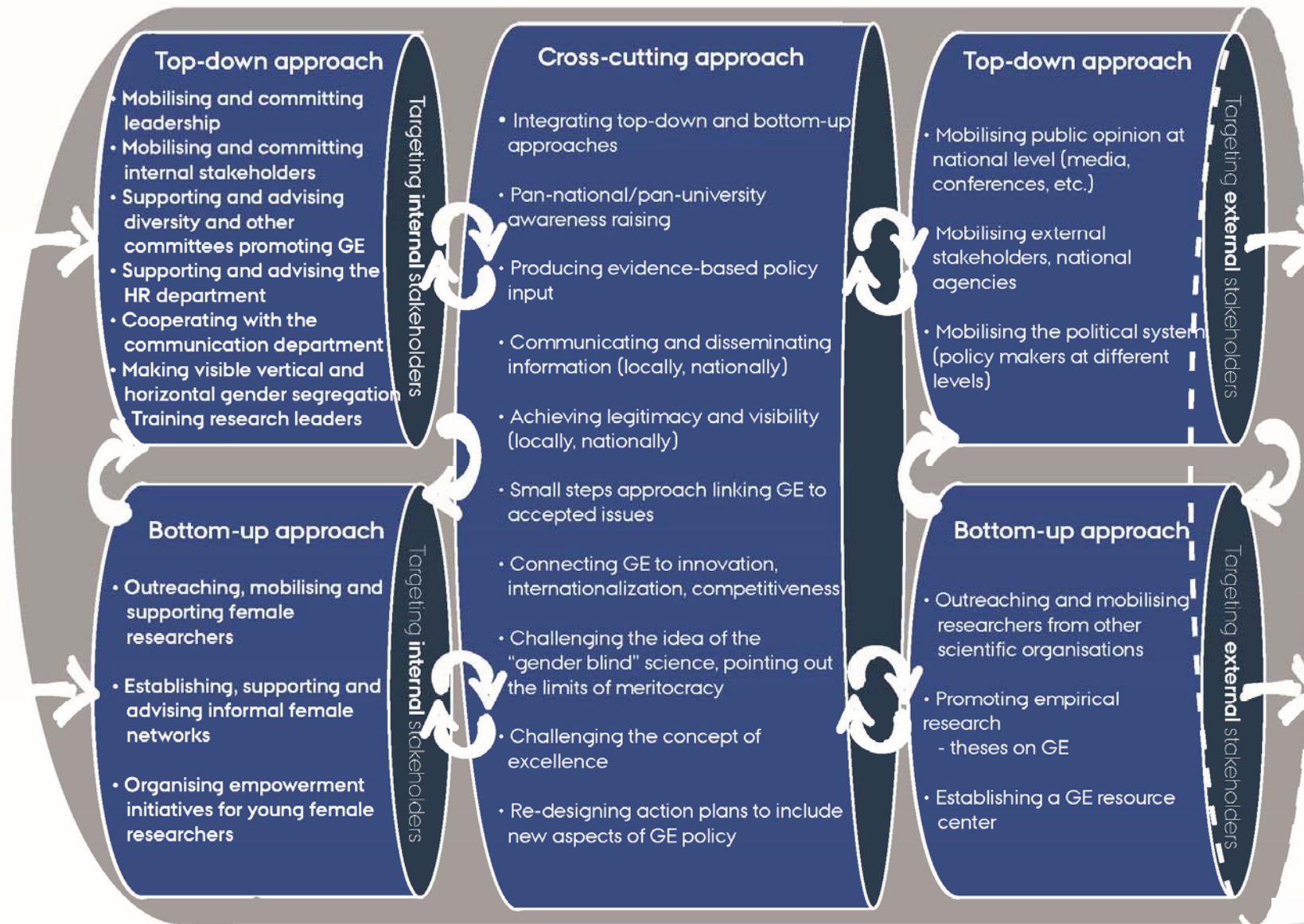
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Danish Centre for Studies in Research  
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Department of Political Science



Evanthia K. Schmidt

## A Dynamic Model for Engaging Scientific Organisations in Gender Equality Structural Transformation (source: Kalpazidou Schmidt 2015)



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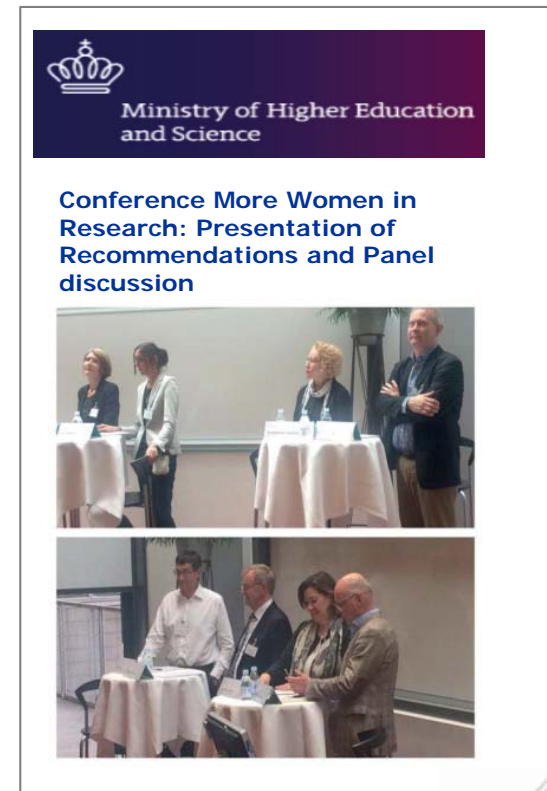
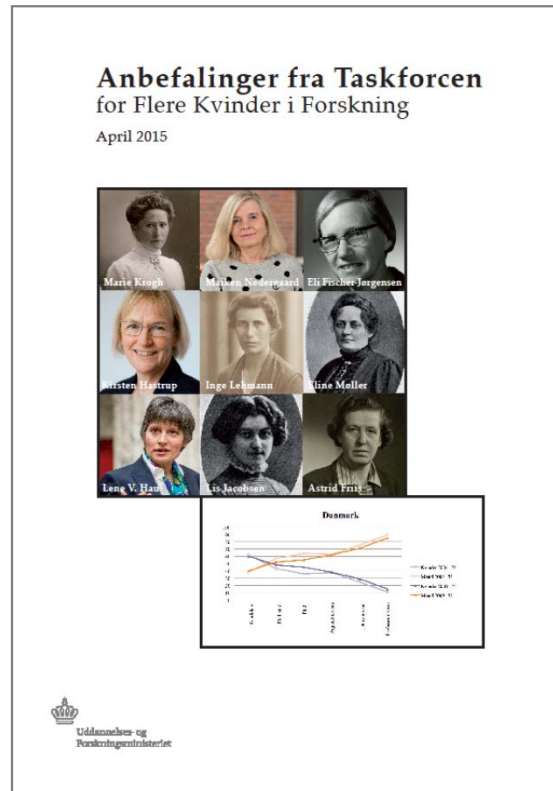
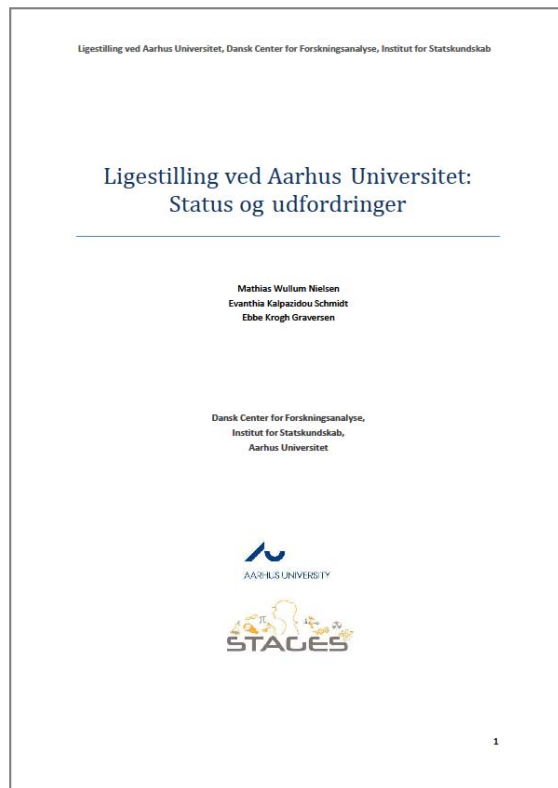
# Engaging leaders and policy makers

## Policy paper: Gender Equality at Aarhus University – Status and Challenges

The report contributes with empirical inputs to Aarhus University's current work on the development of a new Gender Equality Policy with the aim to in the best suitable way address female researchers under-representation in academia.

## Task Force: More Women in Research

In December 2014 the Minister for Higher Education and Science set up a Task Force for More Women in Research. The Task Force, based also on the work of STAGES, presented its action-oriented recommendations in May 2015 at a conference in Copenhagen.



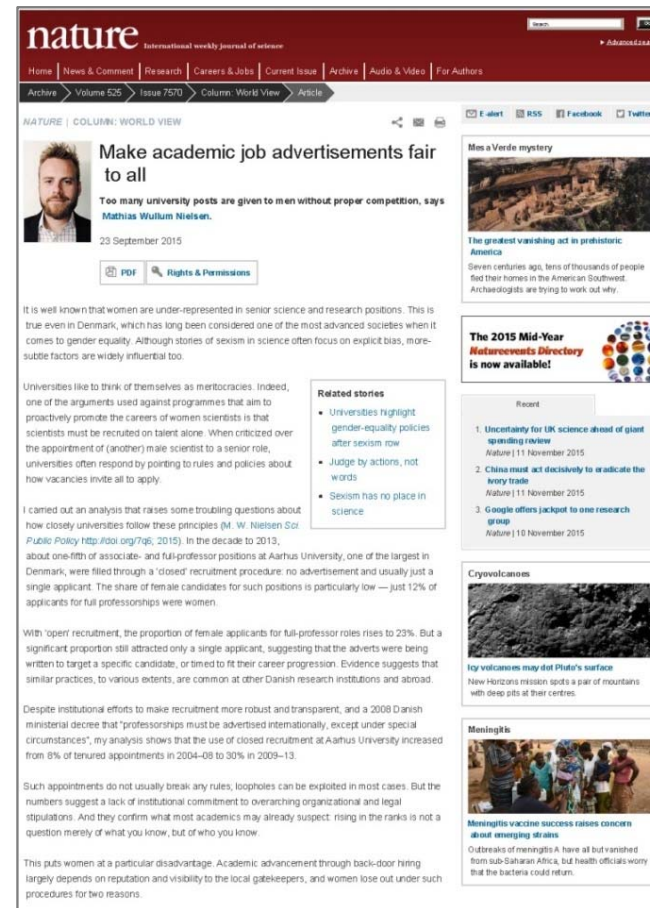
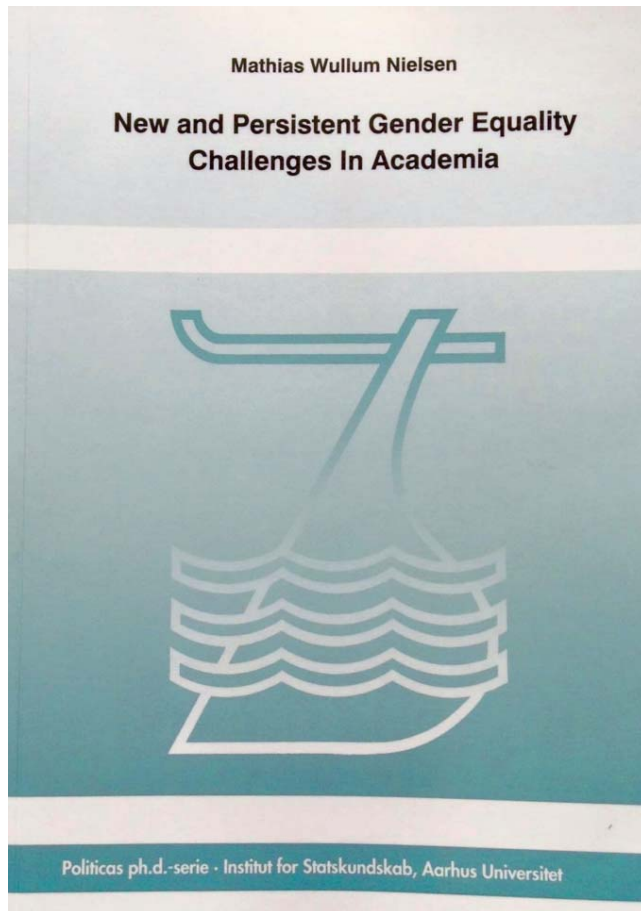
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# Challenging the notion of the gender blind organisation among the university leaders



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# Challenging the idea that affirmative actions are not needed in Denmark (putting pressure to leadership)

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## Suggestions on how to better involve leadership in GE

- **Involve leadership from the beginning in the planning** and implementation of actions
- **Provide evidence** - start presenting the data/comparisons to European data
- **Take into consideration the context** - adapt to the features of the organisation - may move beyond the gender argument (frame issues for example in terms of innovation, competitiveness, excellence, scientific impact)
- **Involve and motivate leadership** as to think about gender aspects in the organisation - facilitate the process of considering the problem and identifying solutions
- **Identify the leaders** to involve more directly in the Action Plan
- **Establish mutually beneficial relations** with relevant internal structures



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## Suggestions on how to better involve leadership in GE

- **Redesign and adapt the Action Plan** to support internal policies and initiatives
- **Act as an internal centre of expertise** on gender equality for the leadership
- **Use different operational approaches** and raising awareness actions revealing structural and cultural problems (internal/external visibility)
- **Set up strategies and involve managers in the sustainability** of actions (mentoring programmes, career advice schemes, etc.)
- **Gain internal legitimacy** through **external support** (mobilise external stakeholders)
- **Build relations and partnerships** with external institutions and groups - involve external experts



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Thank you for your attention!

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