**Gender Equality**
**GE ACADEMY**

# How to avoid gender bias in recruitment and promotion?
## Montpellier, 10 December 19

**Organised in cooperation with The French Agricultural Research Centre for International Development (CIRAD)**

**Facilitator: Maxime Forest**

## Learning objectives:

- **Provide an overview of the main imbalances and bias with regard to HR management in research and the academia (vertical and horizontal segregation, gender pay gap, international mobility)**

- **Sensitise about unconscious bias, challenging allegedly objective and gender-neutral career enhancement criteria**

- **Provide examples of measures aimed at tackling those biases**

- **Build capacity**

**Registration link**
**https://ge-academy.eu/in-person-training/**

# Provisional agenda

| Time | Topic |
|------|-------|
| **09.00 – 09.30** | Introduction:<br>• Presentation of the GE Academy<br>• Presentation of participants and their expectations |
| **09.30 – 10.40** | Overview of existing imbalances in research organisations and reflection on underlying causes (in sub-groups) |
| **10.40 – 11.00** | Break |
| **11.00 – 12.30** | RPOs career management practices and criteria and possible bias and solutions |
| **12.30 – 13.30** | Lunch |
| **13.30 – 14.50** | Exercise in sub-groups: How does it work in practice in your RPO?<br>• Mapping existing recruitment, promotion and career management procedures and criteria at each step.<br>• Identify major actors involved. |
| **14.50 – 15.10** | Break |
| **15.10 – 15.30** | Where can gender bias occur? Brainstorming and discussions |
| **15.30 – 16.30** | Ideas and good practice for improvements |
| **16.30 – 16.45** | Wrap-up of the day<br>Evaluation |