

MEN FOR WOMEN IN SCIENCE

CHARTER OF COMMITMENTS

In science, gender balance must be everyone's concern as it has significant repercussions for the resolution of the great challenges of our time. A gender-balanced scientific ecosystem is more efficient and essential to addressing our world's diverse needs. To maximise the full potential of science, it is critical to foster collaboration between men and women.

FOR THIS REASON, I COMMIT TO :

ACCESS TO GRANTS

- Evaluate, analyse and promote gender balance.
- Ensure gender representation on funding panels.
- Train selection panels on gender equality issues, particularly unconscious bias.
- Collect and publish data on gender differences in applications, success rates and the value of funds awarded.

HIRING AND ACCESS TO OPPORTUNITIES

- Publish data on gender breakdown in promotions, appointments, funding and rewards.
- Analyse, evaluate and improve hiring and performance review practices
 - promote women to ensure better gender representation,
 - define gender representation progress targets for my teams.
- Nominate women for senior leadership roles.

PUBLISHING/ AUTHORSHIP

- Collect, analyse and publish data on authorship.
- Recommend women in peer review committees to achieve more balance.
- Actively seek out more women journal referees and editors.

RECOGNIZING AND REWARDING EXCELLENCE

- Nominate as many men as women for scientific awards.
- Offer more speaking opportunities to women scientists.

CREATING A SUPPORTIVE ORGANISATIONAL CULTURE FOR ALL

- Every year, mentor at least one woman scientist in order to help her access the next level in her career development.
- Promote institutional policies of zero tolerance on sexual harassment and discrimination.

We believe that the world needs science and science needs women. This is our conviction.