



## WBSBF Recognition Award

BSBF 2024, 1<sup>st</sup> October 2024, Trieste

<https://www.bsf2024.org/women-in-big-science>

### Guidance for organisations on how to participate, what evidence to provide, and how applications will be evaluated - Level 2

Please [consult the BSBF2024 website](https://www.bsf2024.org/women-in-big-science) for background information on the Award initiative

#### Overview

The WBSBF (Women in Big Science) Recognition Award recognises and celebrates the achievements of organisations, projects, and networks in creating gender bias-free institutional cultures, where women can thrive on equal terms to men. This guidance document has been developed to help formally constituted organisations and projects to apply for the Award. A separate application guidance document is available for the networks, which tend to adopt a semi-formal structure. Given the fact, that organisations may differ in the scope and experience of their activities to advance gender equality, three levels of achievement are recognised: Level 1 celebrates advances in Organisational Culture, Level 2 in Collaborative Partnerships, and Level 3 in Societal Impact.

#### General information on how to participate

- Applications nominating organisations for the Recognition Award should be submitted on behalf of organisations (not individuals)
- Only organisations that are participating in BSBF can submit an application
- The application must be presented as a Poster (A0 format, vertical display)
- An electronic copy of the poster should be sent to [WBSBF@f4e.europa.eu](mailto:WBSBF@f4e.europa.eu)
- **The deadline for submitting the application is Friday 13<sup>th</sup> September 2024**
- Applications will be assessed by a Panel of Experts representing different sectors of the Big Science ecosystem.
- The results will be announced on 1<sup>st</sup> October at the WBSBF session.
- **To be recognised at Level 2, the applications should show relevant evidence of achievement at Level 1**
- In addition, organisations can seek recognition for improvements also made at Level 3
- To illustrate possible responses, the guidance notes for each level provide examples of relevant actions but these should not be seen as obligatory or exhaustive: evidence of different approaches/measures is welcome.
- The applying **organisation should bring a printed copy of the poster to the event** and attach it to an available poster board in the allocated exhibition space.
- **A representative of the submitting organisation should be available to present the poster** during the Award session on 1<sup>st</sup> October

#### Preparing evidence of achievement for Level 2: Advancing gender equality and diversity in collaborative partnerships/projects

*Questions to consider:*

1. Is there a clear strategy? Does the strategy represent specific policy objectives?
2. Is there a set of well-defined measures to achieve the prioritised objectives?
3. Is there a process to regularly monitor and report on progress?
4. Have the adopted measures produced concrete improvements; if too early to specify: what improvements are expected?
5. Are significant actions/improvements planned for the next two years?

Provided below are **examples of possible but not obligatory measures**. The list is not exhaustive: the evidence of other/different approaches better suited to the currently adopted strategy is welcome.

### How the evidence will be assessed

Evidence in support of each of the five questions will be evaluated by assigning a score on the scale of 0 -5, with 0 = 'don't agree' and 5 = 'fully agree'. Therefore, the maximum score for Level 1 = 25/25. The threshold score for Level 1 = 15/25

Examples of how the evaluation scores may be interpreted:

- **5/25** – the organisation does not have a clear strategy, implemented measures have limited scope and tend to be implemented sporadically, concrete evidence of achievement is lacking, there are no specific plans for making progress in the future
- **25/25** – the organisation has adopted a strong strategic approach with well-defined policy objectives and a variety of appropriate concrete measures to make specific structural improvements across several organisational functions, evidence of performance is strong and shows measurable outcomes.

### Examples of possible measures that might be deployed at Level 2

- Specific measures to promote the values of equity, diversity, and inclusion (EDI) in collaborative projects/partnerships or Consortium Agreement, e.g., through shared Code of Conduct, harmonised HR hiring practice, GEP, mission statement.
- Measures to ensure women are represented in project/experiment management roles and in key decision-making committees, e.g., project governance, project budget allocation.
- Measures to ensure the same competency criteria are used to recognise women's and men's work as team members, e.g., in allocation of responsibilities, publications, citations, publicity campaigns.
- Dedicated budget is available for project/experiment related EDI activities across the partnership/collaboration members.
- Dedicated gender sensitive EDI human resources are assigned at project/experiment level, e.g., support for dual career researcher mobility, maternity/paternity leave, ombudsman process for response to sexual harassment/grievance cases.
- Measures and evidence of increasing gender balance and diversity in project teams at all levels and groups
- Measures to ensure women and men have equal access to research resources as facility users.
- Measures to promote opportunities for career development/job opportunities to women, e.g., cross-disciplinary training, entrepreneurship, project management roles.
- Measures to monitor team members' satisfaction with project management/culture
- EDI criteria are considered by project partners when buying services or products for the project from an external supplier (e.g., does the supplier show commitment to gender equality).
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