



WBSBF Recognition AWARD

BSBF 2024, 1st 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 3

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 organisation 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
- **The deadline for submitting the application is 13th 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 1st October.
- **To be considered for Level 3, applications should show relevant evidence of actual or aimed achievement at Level 1**
- In addition, organisations can seek recognition for improvements also made at Level 2
- 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 [networking session on 1st October](#)

Preparing evidence of achievement for Level 3: Advancing gender equality and diversity with societal impact

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?
1. 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 3

- Actions to reach and engage women in outreach activities to (schools, universities) promoting big science as a career choice.
- (Re)training measures that target women with non-traditional educational career pathway background; or returning to labour market after a career break, or trying to move to a technical career in big science
- Measures to promote participation of women in knowledge transfer/technology diffusion/creating spin-offs
- Nominating women for industry/innovation awards/prizes
- Measures to improve public awareness of women working/active in big science
- Measures to promote gender equality and diversity (EDI) in the supply chain
- Measures to promote social responsibility and inclusion through public reporting of organisational EDI data
- Measures to increase participation of women and girls among visitors to facilities, their visibility on websites and social media.
- EDI criteria are considered as part of using public money for activities to benefit society, e.g., to create start-ups
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