



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 LN1. Actions to improve individual professional growth

Please consult the BSBF2024 website for background information on the Award initiative

Overview

The WBSBF (Women in Big Science) Recognition Award recognises and celebrates the achievements of organisations, programmes, and teams in creating gender bias-free institutional cultures, where women can thrive on equal terms to men. Because networks often operate as semi-formal entities, the 2024 edition of the WBSBF Recognition Award introduces a **new award category specifically for networks**. Improvements created by networks are considered at three levels: Level LN1: Actions to improve individual professional growth; Level LN2: Actions to promote diversity and inclusion in the organizations directly connected to the network, and Level LN3: Actions to foster cooperation among diverse entities and influence policy or decision-makers, and/or promote and foster the importance of big science projects in society. This document focuses on achievements at Level N1.

General information on how to participate

- Applications recommending networks for the Recognition Award should be submitted on behalf of a Network (new or established)
- Organisations that are participating in BSBF can submit an application.
- Applications should identify the composition of the Network (i.e., who are the members, how members are selected, what is the role of members)
- Details should be provided on the organization of the Network (i.e., is there a governing/management structure with clear responsibilities and monitoring of activities to assess effectiveness and impact)
- What is the scope and ambition of the Network's mission (i.e., is it to serve the interests of the members, e.g., career decision support, or act as an agent of change for gender equality and gender balance)

- 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 Friday 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 at the WBSBF session
- **Applications should show relevant evidence of achievement at Level 1**
- In addition, organisations can seek recognition for improvements also made at Level 2 and/or 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 1st October

Preparing evidence of achievement for Level N1:

Questions to consider

1. Does the Network provide well-structured mentoring or similar forms of personal support, i.e., with well-defined roles and criteria for mentors and mentees
2. Does the Network make explicit efforts to promote its members as role models, leaders, experts, e.g., using social media, website, guest blogs
3. Does the Network have a clear vision where it can make an impact on behalf of its members, e.g., provide opportunities to share work and professional experience.
4. Does the Network have clear and effective ways of communicating with its members on career-related and work-related issues, e.g., annual get-together events to celebrate the achievements of its members
5. Does the Network provide formal advice on career development/advancement/job opportunities, e.g., circulating job advertisements, providing references

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 Network has a restricted remit and narrowly defined mission. It has implemented limited measures to promote gender equality and/or big science. Actions are implemented irregularly. Concrete evidence of impact beyond its members is lacking. There are no specific plans for expanding the scope or ambition of the Networks mission.
- **25/25** – the Network has adopted a strategic approach to making an impact with well-defined policy objectives and a variety of appropriate concrete measures to promote structural improvements for gender equality. The evidence of performance is strong and shows measurable outcomes.

Examples of possible measures that might be deployed at Level 1

Professional activities, e.g., supporting members in decisions on flexible work, sharing job, career advancement opportunities

Outreach activities - supporting members in their personal communication efforts as role models

Societal engagement, e.g., communication skills and confidence building support

Policy engagement, e.g., support and encouragement for taking on policy advice roles

Industry engagement, e.g., mentoring-oriented pairing of members with professionals in other organisations

Capacity building, e.g., providing training on work-life balance, career advancement negotiation, building personal networks, and public speaking.