



WBSBF Recognition Award

BSBF 2024, 1st October 2024, Trieste

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

Guidance for Networks on how to participate, what evidence to provide, and how applications will be evaluated.

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

Please *consult the [BSBF2024 website](https://www.bsf2024.org)* 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 organization(s) 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 LN3.

General information on how to participate

- Applications recommending networks for the WBSBF Recognition Award should be submitted on behalf of a Network
- 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 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
- **Applications should show relevant evidence of achievement at Level LN3**

- In addition, Networks can seek recognition for improvements also made at Level LN2 and/or Level LN1
- 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 **network 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 network should be available to present the poster** during the Award session on 1st October

Preparing evidence of achievement for Level LN3:

Questions to consider:

1. Does the Network engage with other Networks or organisations on shared goals, e.g., stopping sexual harassment; advocating against the gender pay gap; developing HR best practice
2. Does the Network contribute to gender equality by producing information of interest to policy, e.g., a survey of women in big science on their perception/experience of work-based discrimination
3. Does the Network advocate actions on social concerns, e.g., engage with Civil Society organisation on climate change-related action
4. Does the Network engage in outreach activities to schools and higher education, e.g. to promote women working in big science projects
5. Does the Network maintain an active media presence that includes communications of interest to the public, e.g., producing blogs and infographics to promote the societal impact of big science projects

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 LN3 = 25/25. The threshold score for Level LN3 = 15/25

Examples of how the evaluation scores may be interpreted:

- **5/25** – the Network has a restricted remit and a 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 limited. There are no specific plans for expanding the scope/ambition of the Network's 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 LN3

- Outreach activities, e.g., engagement with schools/universities to promote career opportunities and role models
- Professional activities, e.g., side events and promotions at conferences, nominations for influential awards
- Societal engagement, e.g., social media, public meetings, campaigns
- Policy engagement, e.g., policy briefs, statistics, expert consultations, government advice

- Industry engagement, e.g., leadership targets, regulatory issues, social corporate responsibility
- Capacity building, e.g., sharing organisational best practices, disseminating evidence of diversity benefits, celebrating achievements of women in big science