

Gender Balance Policy for Scientific Events

ALBA Synchrotron

Barcelona, Spain



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ALBA at a glance

3rd generation light source in operation since 2012
11 operational beamlines, **2** in commissioning, **1** under construction
18 experimental set-ups / endstations
Electron Microscopy Center with **2** operational EM and **1** in construction
5,500 h operation per year
98 % Beam availability
Competitive access for academic users
+2,500 User visits per year
+90 Companies as Users
+350 Peer-reviewed publications per year
> 10 I.F. Publications over the last 3 years
+130 proteins deposited at PDB per year
Preparing for the **upgrade**
(dark period 2030-2031)

ALBA II
Whitepaper
Download here

Gender figures at ALBA

25% Women
75% Men

22% Women at the ALBA Management Board

29% Women are main proposers at submitted ALBA experiments

28% Women are main proposers at granted ALBA experiments



Dedicated outreach program
Specific actions targetting STEM woman students to increase the gender balance at ALBA.



Gender Balance Policy

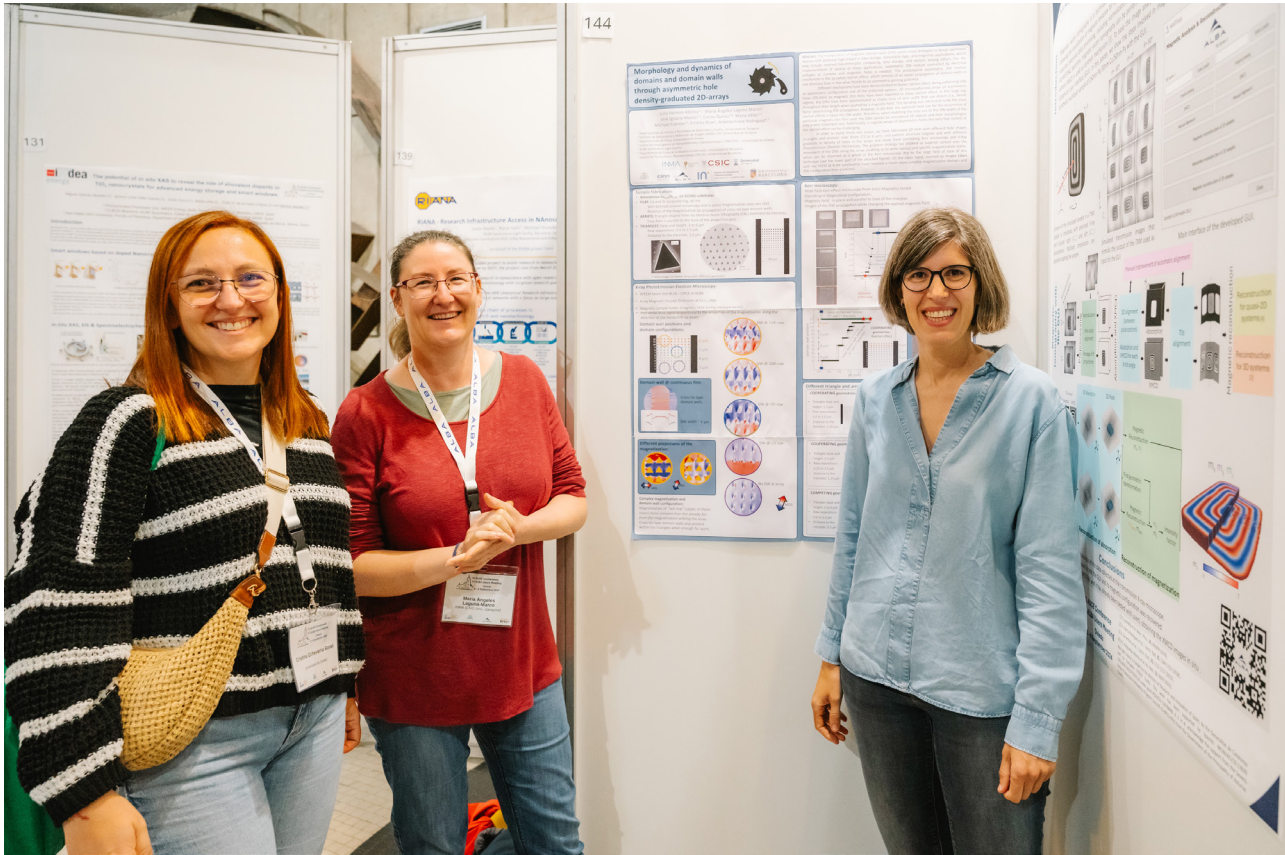
The organization of **scientific/technical events** is of fundamental importance for the members of CELLS scientific and technical sections. It provides visibility for the institution, for the organisers, builds networks and individually provides career development and new opportunities. Nevertheless, **women** continue to be **under-represented as participants**, and even more in the roles of participating on the scientific organization of such events or in the roles of invited speakers. This Gender Balance Policy is strongly suggested to the events where ALBA is co-organiser and no other Gender Policy is available.

OUR COMMITMENT

- Invite a **diversity of presenters and facilitators** to appear at our events.
- Proactively understand and, where possible, financially support the necessary measures to **provide appropriate inclusion** at our events.
- **Act rapidly** to address any actions that operate against the principles of diversity and inclusion at our events.
- Embody the **principles of diversity and inclusion in all activities** and actions and composition of the organizing committee.
- Require our **partner organizations and sponsors** to demonstrably support diversity and inclusion.
- Proactively seek input on diversity and inclusion issues and actions from our **speakers and delegates**.
- **Report** via our website on our diversity and inclusion status, and on progress against targets we set.

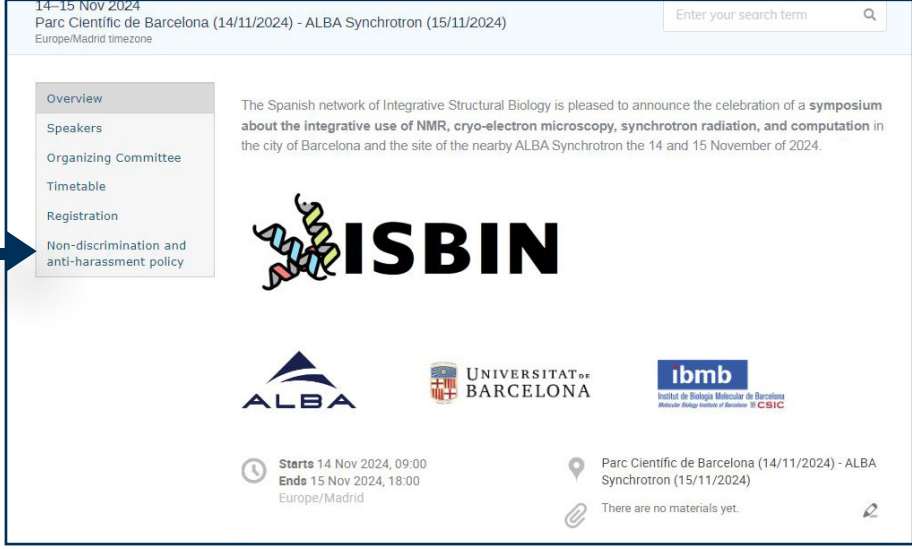


Participants at the XI AUSE Conference and VI ALBA User's Meeting, held in Oviedo from 2nd to 6th September 2024.



STRATEGY

- 1** Define a **code of conduct** to be followed by all participants in any scientific event that contains a number of policies to ensure full inclusion of people regardless of their gender and sexual orientation.
- 2** **Impose a minimum representation** for each one of the main genders on the invited speakers and the members of the scientific organising committee.
- 3** **Monitoring**
 - Collect statistics and calculate %
 - If percentages are not fulfilled an exception should be raised to Direction.
 - Present results to the Gender Equality Follow up committee and to the Management.
- 4** **Visibility:** Publish statistics



Example of policy inclusion in scientific congress website.

Minimum percentage of the under-represented gender at	Events organized by the Experiments Div.	Events organized by the Accelerators, Engineering and Computing divisions
Scientific Organising Committee	30%	20%
Invited speakers	40%	30%

Scientific/Technical Events organised by ALBA		
Title	Compliance with Gender Policy on Speakers	Compliance for Gender Policy on Organising Committee
6 2024 XI AUSE Conference and VI ALBA Users Meeting	NO (37%)	YES (30%)
4 2024 FUNLAYERS Workshop on Research Management and Administrative Procedures	YES (60%)	no info
3 2024 FUNLAYERS Hands-on workshop on synchrotron techniques for research in Spintronics and Energy Storage	NO (36%)	no info
5 2024 Cryo-SXT Workshop	YES (44%)	YES (66%)
7 2024 WIRMS		
2 2024 ALBA II Symposium	NO (38%)	no info
1 2023 InCAEM Workshop	YES (46%)	YES (33%)

ALBA's intranet with dedicated section to report gender representation in scientific and technical events



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