

Gender Equality Network in the European Research Area



From Physics for Physics

Mission statement

GENERA Network, founded in 2018 as a result of an EU-funded project, is a community of practice to enhance gender equality in physics within universities, research institutions and funding agencies and to create a more diverse and inclusive working and teaching culture in academia.

LN1 – Improve individual professional growth

Cooperation in recent years confirmed that there is an urgent need to prepare early career researchers to the challenges of gender equality, diversity and inclusion (EDI). It became clear that an effect can only be achieved if the culture of teaching and performing physics is also taken into account. GENERA set up a working group to develop a dedicated training series to be included in the academic career development.

Workshops on “Segregation, implicit bias & myth”, “Skills needed to build a successful career in academia” and “Resistance” have already been piloted, a new workshop “Mental health” is currently prepared with external experts.

Furthermore, in 2024 GENERA has started inviting top level researchers for a series of online lectures on gender and sciences. With 80-120 participants the first four lectures on “Academic competition”, “Career plans”, “Ethics of Care” and “Leadership” have shown great interest among young scientists as well as senior researchers who are committed to the organizational change.

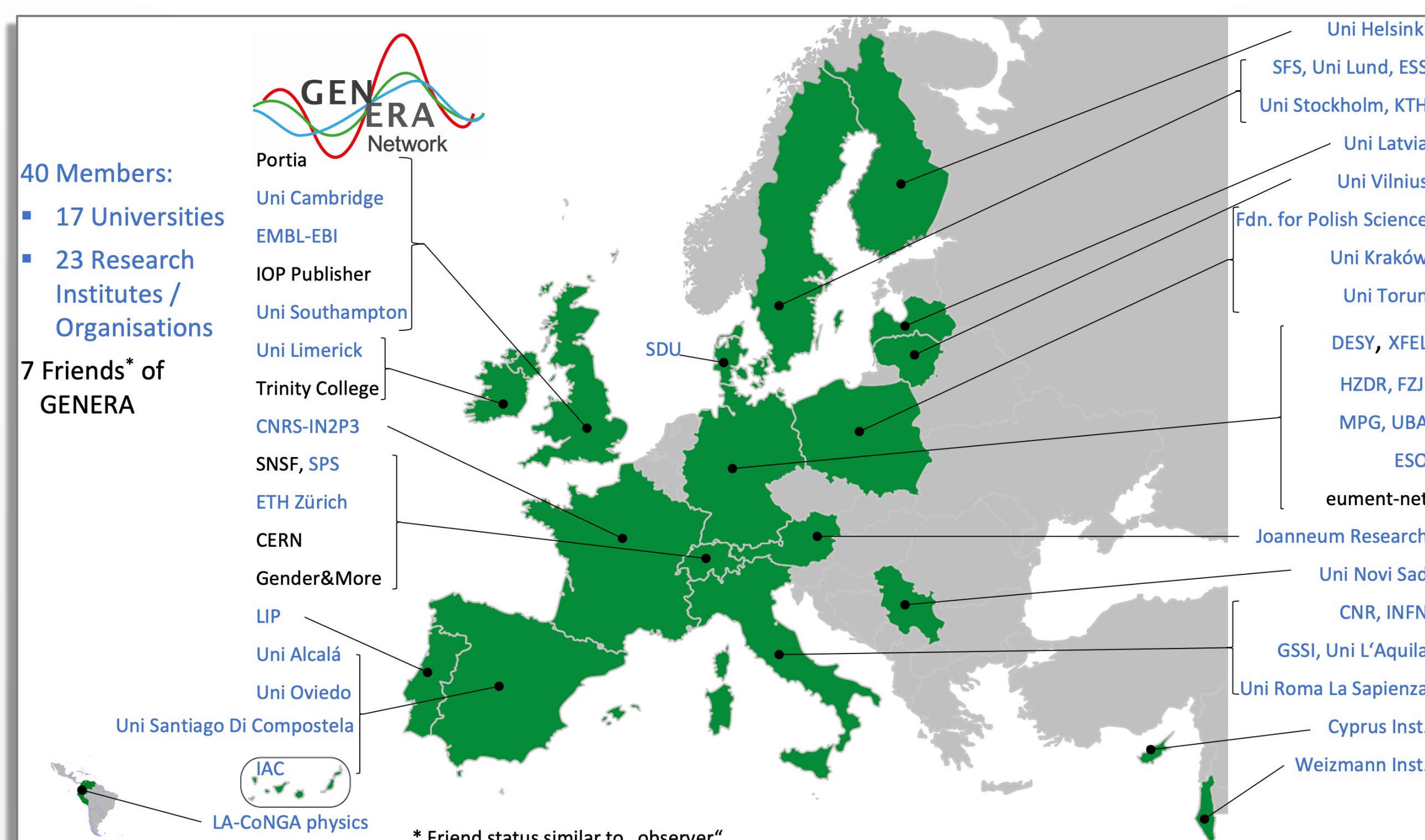
LN2 – Promote D&I in the network organizations

In monthly online meetings GENERA enables a continuous update on news, ideas and developments concerning equality, diversity and inclusion from its member organizations. This good-practice exchange is supported by annual General Assembly meetings hosted in turn by the members, whereby the inviting organizations present themselves and their activities and improvements in detail.

On a four years basis, the member organizations contribute a standard set of sex-disaggregated data to a common analysis to monitor their progress in EDI.

LN3 – Foster cooperation and promote big science projects in society

GENERA comprises major national and international research infrastructures such as CERN, DESY, ESO, ESS, FZJ, HZDR, IAC, INFN, LIP, XFEL and more and more national institutes. The high degree of internationalization in physics poses a major challenge for these institutes when implementing big science projects. A continuous exchange and a joint cooperation to improve on EDI in physics – here in GENERA – is a necessity. Furthermore, GENERA is present with invited talks in major conferences in physics and on gender in science, e.g. the Gender Summit in Europe.



THE NETWORK

GENERA Network consists of universities, research institutions, funding agencies and a physics related Erasmus+ project. The individual members are trained physicists, social scientists and other field disciplines working as researcher, gender equality practitioners and experts, HR officers and managing directors in organizational change processes.

GET INVOLVED

GENERA Network, which is based on a Memorandum of Understanding, invites research institutions in physics and related research fields to join the network, share knowledge and experience on gender equality and diversity and actively support the network activities and events. Most of the activities take place online, while the General Assembly meets annually at one of the members' premises.

CONTACT



genera@desy.de



www.genera-network.eu