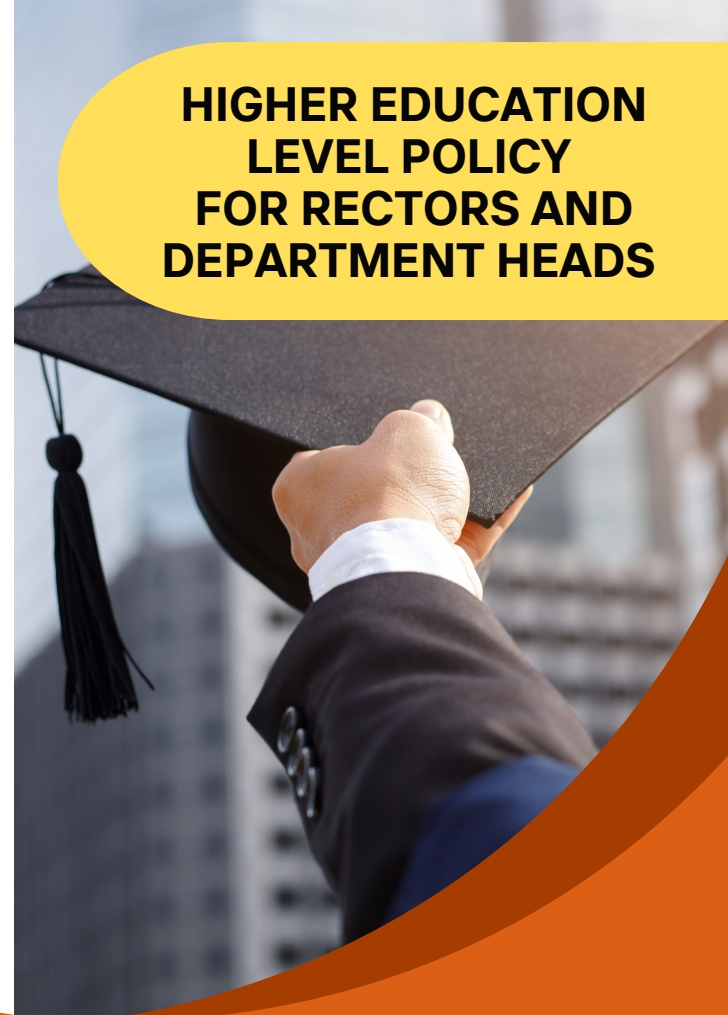




### **COST ACTION CA19122 European Network For Gender Balance in Informatics**

This visual is based upon work from COST Action EUGAIN, CA19122, supported by COST (European Cooperation in Science and Technology).

COST (European Cooperation in Science and Technology) is a funding agency for research and innovation networks. Our Actions help connect research initiatives across Europe and enable scientists to grow their ideas by sharing them with their peers. This boosts their research, career and innovation.



## **HIGHER EDUCATION LEVEL POLICY FOR RECTORS AND DEPARTMENT HEADS**

You have the power to embrace the change at your university: see these active initiatives that promote knowledge about Gender Balance.

**Let's build together  
inclusive universities.**



Funded by  
the European Union



For more information  
[eugain.eu](http://eugain.eu)

## **Empower Women in Informatics**

**Support, Strengthen  
and Promote**



## Effective Instruments to Support and Strengthen

### → **Anti-bias training**

Propose inclusiveness debates and raise awareness about issues women face in the field

### → **Professional mentoring**

Provide mentor program aimed at female employees and their needs

### → **Family-friendly**

Schedule meetings during childcare institutions' working hours and providing on-campus childcare facilities

### → **Cultural barriers**

Remove institutional cultural barriers like paternalism that prevent the hiring and promotion of women

### → **Professional Development**

Provide an environment to encourage women's educational and professional development of hard and soft skills



**FOR RECTORS AND DEPARTMENT HEADS**

**Support, Strengthen, and Promote Gender Balance!**

**Engage, Recognize, and Encourage Empowerment!**



For more information  
[eugain.eu](http://eugain.eu)

## Effective Instruments to Promote Inclusion and Career Paths

### → **Role models**

Celebrate the female contributors for their successes through digital storytelling

### → **Job ads**

Frame and phrase position descriptions so they are attractive to women

### → **Educate Decision-makers**

Educate them about the strengths of including women in management teams and on committees

### → **Evaluation criteria development**

Create standard evaluation criteria for promotions that consider the contributions of female employees.

### → **Develop a gender equity plan**

Create a plan to recruit and promote women with teams and hiring committees that are diverse and include women