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.

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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.

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For more information
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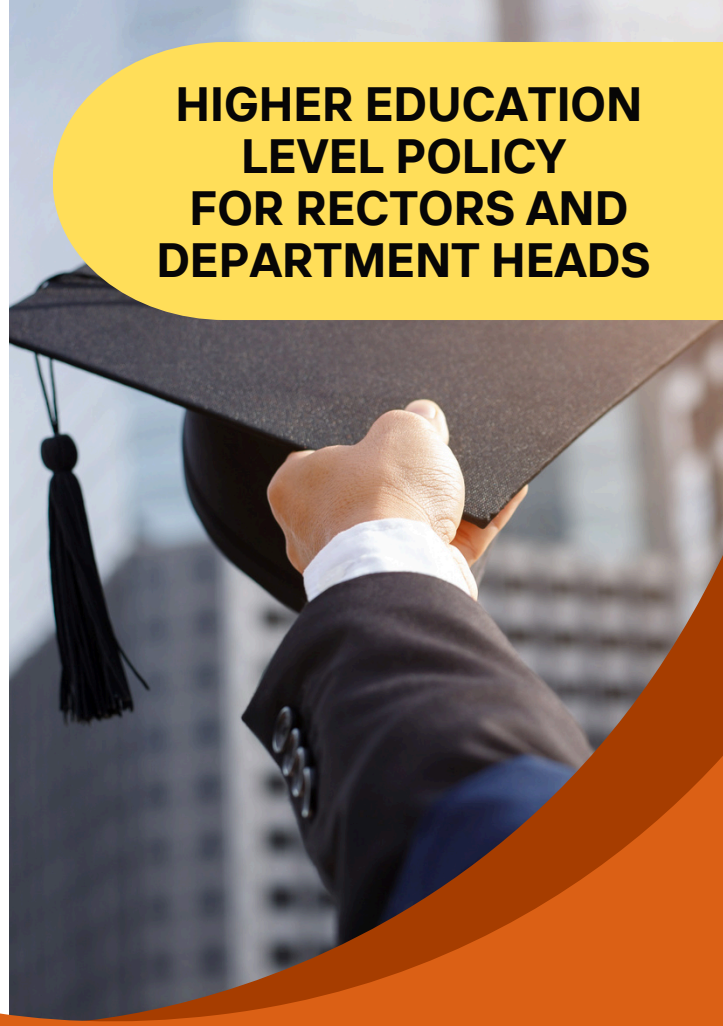
HIGHER EDUCATION LEVEL POLICY FOR RECTORS AND DEPARTMENT HEADS



Empower Women in Informatics

Support, Strengthen and Promote

EUGAIN

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

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FOR RECTORS AND DEPARTMENT HEADS

Support, Strengthen, and Promote Gender Balance!

Engage, Recognize, and Encourage Empowerment!

For more information
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