

Representation guidelines for Globe Institute

Gender representation in workshops, seminars, talk series, and grant applications

The aim of these guidelines is to help steer a broad diverse representation. Recognizing that approximately 50% of the population are men, gender is emphasized as a measure for achieving equality. We urge considerations across the vast palette of intersectionalities including nationalities, cultural backgrounds, personality types etc. The overarching goal is to ensure a rich and inclusive representation that reflects the diversity of the community in various dimensions.

A) For Scientific conferences/ seminars/ workshops hosted by Globe (Funded with Globe managed funds) with input outside Globe:

Organizers are expected to ensure an equal gender distribution among speakers (40:60 is OK). An unbalanced distribution should be justified to management as a written statement of efforts. The statement should be sent to HoD and the statement will be discussed at a GLT Extended meeting.

B) Globe internal scientific conferences/seminars/workshops at Globe or Section level:

Expect that current Globe wide gender distribution is maintained, but make sure to have at least 2 genders represented. A written statement of efforts can be requested by HoD.

C) Committees/counsels/programmes/working groups:

Overall Globe strives, as a minimum, to have the current faculty distribution of genders represented in committees/councils and Programmes. If a new committee, counsel or programme is formed, the GLT Extended holds a responsibility to consider representation. For any changes in composition of current committee, counsels or programmes, chairs must document attempts to have an equal distribution, or reasons not to aim for it. A written statement of efforts and arguments should be provided to the HoD and will be discussed at a GLT Extended meeting.

It should be noted that these efforts to increase representation in committees may have the unintended effect of burdening underrepresented groups (e.g. women) with committee tasks. It is always valid to decline "service" in order to ensure a sustainable distribution of tasks.

D) Collaborative network and center grant applications.

For larger collaborative network grants (MSCA DN) and Center applications (e.g. Novo Nordisk, DNRF, etc) Globe participants are encouraged to strive towards a representative gender distribution among leads/PI's, and adopt 50:50 (or atleast a 60:40) for new VIP hires. Efforts and outcome reports submitted to HoD. (Efforts: Listing efforts made to obtain a balanced gender distribution among the new hires; Outcome: Stats on gender balance from the recruitment process (applicants, shortlisted) and gender stats of hired VIP).