

Gender Working Group session, Americas Regional Meeting

Gender equality and EDI¹ action plans contribute to funding research excellence

December 2, 2021, 14:45 to 15:30 (GMT-3)

Session moderated by: Fapesp HRC - Luiz Mello

The [Gender Working Group](#) (GWG) of the [Global Research Council](#) was formed in 2017 to contribute to the implementation of the [Statement of Principles and Actions: Promoting the Equality and Status of Women in Research](#) (endorsed 2016). Accountable to the [Executive Support Group](#), the GWG is guided, in its deliberations, activities and strategic planning by the two overarching considerations adopted by its action plan: the participation and promotion of women in the research workforce; and the integration of the gender dimension in research design and in the analysis of research outcomes

Session Topic

How can Gender equality and EDI action plans contribute to *Science and Technology Workforce Development* and to *Research Ethics, Integrity and Culture in the Context of Rapid Results*²?

The session will address this question by discussing research funding agency equality action plans that were formulated and are being implemented by funders in two countries - Canada and Chile.

An equality plan is a set of actions designed to articulate a strategic view aimed at building opportunities for broadening participation in and contributions to the research endeavour, seen as necessary requirements for research excellence. In the last few years, such plans have been formulated by funding agencies and research performing institutions to address the obstacles faced by researchers because of various forms of bias and discrimination such as gender bias, ableism, racism, language bias and so forth.. Some plans focus on one specific aspect, such as gender equality, others adopt a broader view, as EDI action plans.

In this session, two speakers will address how their organization's gender/EDI plans provide councils with a comprehensive road map for addressing multiple expressions/forms of inequality in the research funding system. The first speaker will address the scope of [Chilean Política Nacional de Género en Ciencia, Tecnología, Conocimiento e Innovación](#) (*National Policy on Gender in Science, Technology, Knowledge and Innovation*), and how through enacting this plan they can address issues such as ethics, integrity and culture in the context of rapid research

¹ EDI is the acronym of Equity, Diversity and Inclusion.

² These are the two main topics being discussed in the GRC America Regional Meeting. This session is meant to provide an EDI perspective on both issues.

results, and research workforce development from a gender equality perspective. The second presenter, from the Natural Sciences and Engineering Research Council of Canada ([NSERC](#)), will speak to their pilot program [Dimensions](#), which is one initiative within its [Tri-Agency EDI Action Plan](#), to illustrate how such engagement with post secondary institutions can contribute to achieving a more equitable, diverse and inclusive research workforce.

Through the discussion of elements of these two research funding agency gender equality and EDI plans we hope to give the GRC participants some ideas about what they could achieve through such initiatives, the obstacles they might face to formulate and implement such plans and, last but not least, a roadmap for those interested in exploring this possibility.

Programme (45 minutes):

- 1) Opening remarks by the GWG (6 min) - what is the GRC/GWG, what it has accomplished, what it hopes to provide for research funding agencies, particularly GRC participating organizations. We will request contact information from attending agencies of a main contact person whom we can communicate with regarding our work and to share resources.
- 2) Speaker 1: Dr. Carolina Torrealba - Undersecretary - Ministry of Science, Technology, Knowledge and Innovation Chile on the [Política Nacional de Género en CTCI](#) - 12 min
- 3) Speaker 2: Nathalie Podeszfinski, Manager of Canada's [Dimensions Programme](#) - 12 min
- 4) Questions from panel of invited members of funding agencies - 15 min
- 5) Final remarks from the GWG - 2 min.