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To contact Science Europe, e-mail [office@scienceeurope.org](mailto:office@scienceeurope.org).

# Workshop Invitation

## How to Improve Gender Equality in Research Organisations

### When Background

**28 February 2017**  
Tuesday 12.00–16.00

Increased diversity leads to better research and can be a major resource for scientific excellence. All researchers should be enabled to realise their full potential, regardless of gender, sexual orientation, age, religion, disabilities, ethnic origins or social background.

### Where

**Science Europe Office**  
Rue de la Science 14  
1040 Brussels (Belgium)

The Science Europe Working Group on Gender and Diversity has championed the provision of equal opportunities since 2014, to strengthen national research organisations and promote scientific excellence. It is now releasing the results of its recent work in the form of a practical guide to 'Improving Gender Equality in Research Organisations'.

### Registration

Please register by  
**13 February 2017** through  
<http://scieur.org/ws-gender>

This practical guide is structured around three crucial issues:

- How to avoid unconscious bias in peer-review processes
- How to monitor gender equality
- How to improve grant management practices

It makes concrete suggestions on how to implement effective change by recommending specific measures and includes many 'good practice examples' from Science Europe Member Organisations.

### About the Workshop

The Practical Guide will be officially released at a workshop on 28 February at the Science Europe Office. The findings and recommendations of the Working Group on Gender and Diversity for the three main topics will be presented. These will be followed by a panel discussion with key stakeholders and an open discussion with all participants.

### Registration

Please register before 13 February 2017 through <http://scieur.org/ws-gender>. Registration will be handled on a first-come, first-serve basis and registration may be closed early if capacity is reached. A draft agenda is included with the invitation.

Please feel free to forward this invitation to interested parties in your network. For any questions, contact the Science Europe Office at [office@scienceeurope.org](mailto:office@scienceeurope.org).



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# Draft Programme

**Tuesday 28 February 2017**

Science Europe Office, Brussels

12.00–13.00 Registration and lunch

13.00–13.15 Welcome and Introduction

## **Part 1 How to Avoid Unconscious Bias in Peer-review Processes**

13.15–13.30 Presentation of Results and Recommendations

13.30–14.00 Panel Discussion and General Discussion

## **Part 2 How to Monitor Gender Equality**

14.00–14.15 Presentation of Results and Recommendations

14.15–14.45 Panel Discussion and General Discussion

## **Part 3 How to Improve Grant Management Practices**

14.45–15.00 Presentation of Results and Recommendations

15.00–15.30 Panel Discussion and General Discussion

15.30–16.00 Conclusions and Challenges to be Addressed in the Future

**16.00 End of Workshop**