






## Expected Outcomes of INTEGER

These include:

-  **Increased awareness and cultural change:** all key staff (e.g. HR and scientific decision-makers) will be informed of the causes of women's under-representation in STEM and offered solutions, in the form of actions to remedy the situation.
  
-  **Increased number of women:**
  - Applying for research positions in CNRS, TCD, SU and eventually being recruited
  - Applying and being considered for promotion (at each grade level)
  - Applying for top level funding and being nominated to decision-making positions
  
-  **Enhanced work-life balance** (e.g. improved childcare options for parents in order to attend conferences, external meetings, and participate in scientific collaborations)
  
-  **Raised profile of the INTEGER institutions** in the academic stakeholder community as role models for peer European institutions
  
-  **Orientation and assistance** provided to peer institutions through the creation of Guidelines that contain, amongst others, practical How-To Guides on implementing activities as well as a tested Evaluation Toolkit



### For more information about INTEGER

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**Visit:** [www.cnrs.fr/mission-femmes/integer](http://www.cnrs.fr/mission-femmes/integer)  
[www.tcd.ie/wiser/integer](http://www.tcd.ie/wiser/integer)  
[www.projectinteger.com](http://www.projectinteger.com)  
[www.gesis.org/cews](http://www.gesis.org/cews)

### Partners



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## What is INTEGER?

INTEGER (which stands for INstitutional Transformation for Effecting Gender Equality in Research) is an EU FP7-funded project (Science in Society Work Programme) within which higher education and research institutions are implementing gender action plans to improve the career progression of women researchers. These tailored Transformational Gender Action Plans (T-GAPs) allow institutions to better use their resources through partnerships to harness their scientific excellence and bring about transformational change.

## Consortium:

The INTEGER project brings together three implementing institutions :

- **Centre National de la Recherche Scientifique (CNRS)**, France
- **Trinity College Dublin (TCD)**, Ireland
- **Šiauliai University (SU)**, Lithuania

They receive research-based feedback from an external evaluator:

- **GESIS - Leibniz Institute for the Social Sciences**, Germany

They receive the support of Experts & Ambassadors

- e.g. **NSF-ADVANCE (US) & Athena SWAN (UK) Awardees**



The devised T-GAPs, based on detailed baseline data assessments, carried-out in each implementing organisation, address both the institutional and local levels (e.g. selected Faculties, Schools, Institutes) and span across four themes and various areas of analysis:

## T-GAP Themes



## Areas of Activity

- Gender data and targets for improvement
- Recruitment, promotion and retention policies, processes and procedures
- Development of 'future leaders' pipeline
- Review of management approaches, appraisals and policy development
- Research development planning
- Workplace culture
- Parental supports, including extended paternity leave

## INTEGER Achievements to Date

The INTEGER Project began in **March 2011** and will last until **June 2015**.

Among actions that are being implemented:

- **Capacity building training** on gender equality and unconscious bias — CNRS, TCD
- Election of **senior women** to decision-making council — SU
- Extension of **Athena Swan Charter** to Irish Higher Education Institutions — TCD
- Creation of a **high-level Committee (STRIDE)** to review researcher's recruitment, promotion and reward procedures — CNRS
- Visiting eminent **speaker programme** — TCD, SU, CNRS
- Establishment of University based **crèche** — SU
- Gender monitoring of recruitment and promotion **data** — CNRS, TCD
- Career and Exit **interviews** of research and academic staff — CNRS, TCD
- **Media training** — GESIS, CNRS, TCD, SU
- Action Plan for the prevention and fight against **sexual harassment** — CNRS
- **Professional development trainings** for women researchers — CNRS, TCD, SU
- Tailored **evaluation** concept — GESIS