

## Call-2018: Gender Bias in Research

### Aims and background

Aarhus University has a recognized challenge when it comes to increasing the number of female researchers from assistant professor level and above. In 2016 for example, only 36 % of the associate professors and 19 % of the professors were women at Aarhus University.

In 2016, the senior management team adopted an action plan to remove the structural and cultural barriers, which keep many talented women from choosing a career within research. The action plan focuses on the following five prioritized areas: Managerial focus on gender equality, recruitment/appointment, talent development, international mobility and an attractive culture. The central action plan has been supplemented by local action plans at all departments.

Now, The committee for research and external cooperation has decided to allocate a total of DKK 450.000 in 2018 to initiatives to identify gender biased challenges at Aarhus University and to break down barriers for achieving a more balanced gender representation in research. Activities funded through this call should have a university broad appeal and serve as inspiration for the next university wide action plan starting in 2020.

The committee for research and external cooperation invites employees at AU to submit proposals for activities focusing on one or more of the following objectives:

- \* Gender stereotypes: Activities should address challenges that are the cause of engrained attitudes, values, norms and prejudices.
- \* Gender bias: Activities should address challenges caused by unequal treatment in employment opportunity such as promotion, pay, benefits and privileges due to gender-based attitudes.
- \* Cultural barriers: Activities should address gender biases caused by cultural barriers.
- \* Work cultures and work places: Activities should stimulate the creation of family-friendly work cultures and work places.
- \* Career planning: Activities should support a more gender balanced recruitment and retention of researchers by offering tailor-made career planning through e.g. mentoring programmes, networking activities or the involvement of role models.

Proposal submitted should demonstrate:

- a degree of cross-faculty participation (**minimum of two faculties involved**)
- added value in relation to already ongoing activities
- a strategy for ensuring impact at Aarhus University across faculties and beyond the funding period
- clearly defined milestones

Applicants are encouraged to incorporate relevant experience from national and international initiatives.

### **Who can apply?**

Applicants must hold a position at AU during the grant period. Staff costs for applicants are eligible costs.

### **How is the application assessed?**

AU's Research Committee (Udvalget for Forskning og Eksternt Samarbejde) will assess the applications and decide on funding. Priority will be given to proposals with the highest university wide impact based on an overall assessment of the above-mentioned criteria.

### **Timeline for call 2018**

- Wednesday January 31, 2018: Deadline
- Monday February 19, 2018: Assessment by The committee for research and external cooperation (Udvalget for Forskning og Eksternt Samarbejde). The applicants will be informed shortly after the decision.

### **Application scheme 2018**

The application scheme contains four mandatory sections:

1. Application form
2. Project description including
  - a. The proposed projects/ activities, including a timeline
  - b. Profile of the main applicant and key persons involved (minimum of two faculties participating)
3. Budget
4. CV for main applicant

The relevant template must be used for each of the sections above.

### **Budget**

The total budget for this initiative is DKK 450.000 in 2018. The committee plans to fund between one and five projects. The committee reserves the right to reject all applications.

Eligible costs are

- Staff costs – for applicant, participants, external parties and administrative support
- Travel expenses, e.g. participation in international networks, relevant meetings and incoming guests
- Costs related to organizing meetings, e.g. catering and materials
- Other relevant costs as justified in the application

For information on salary rates for named persons at AU, please contact your local project finance administrator (projektøkonom).

The grant does not cover overhead expenses.

The funds granted cannot be transferred to the following calendar year. Costs already or subsequently covered by other funds are not considered eligible cost (no double funding).

### **Submission**

The application including all sections and annexes must be sent as one pdf to Knud Warming, AU Research Support Office, by using this email address: [warming@au.dk](mailto:warming@au.dk)

The deadline is **Wednesday 31 January, 2018**.

### **Contact**

For more information, please contact one of the following members of The committee for research and external cooperation:

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