

Why Greece needs a dedicated female researchers/professors program

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www.biocomp.gr (Crete lab)

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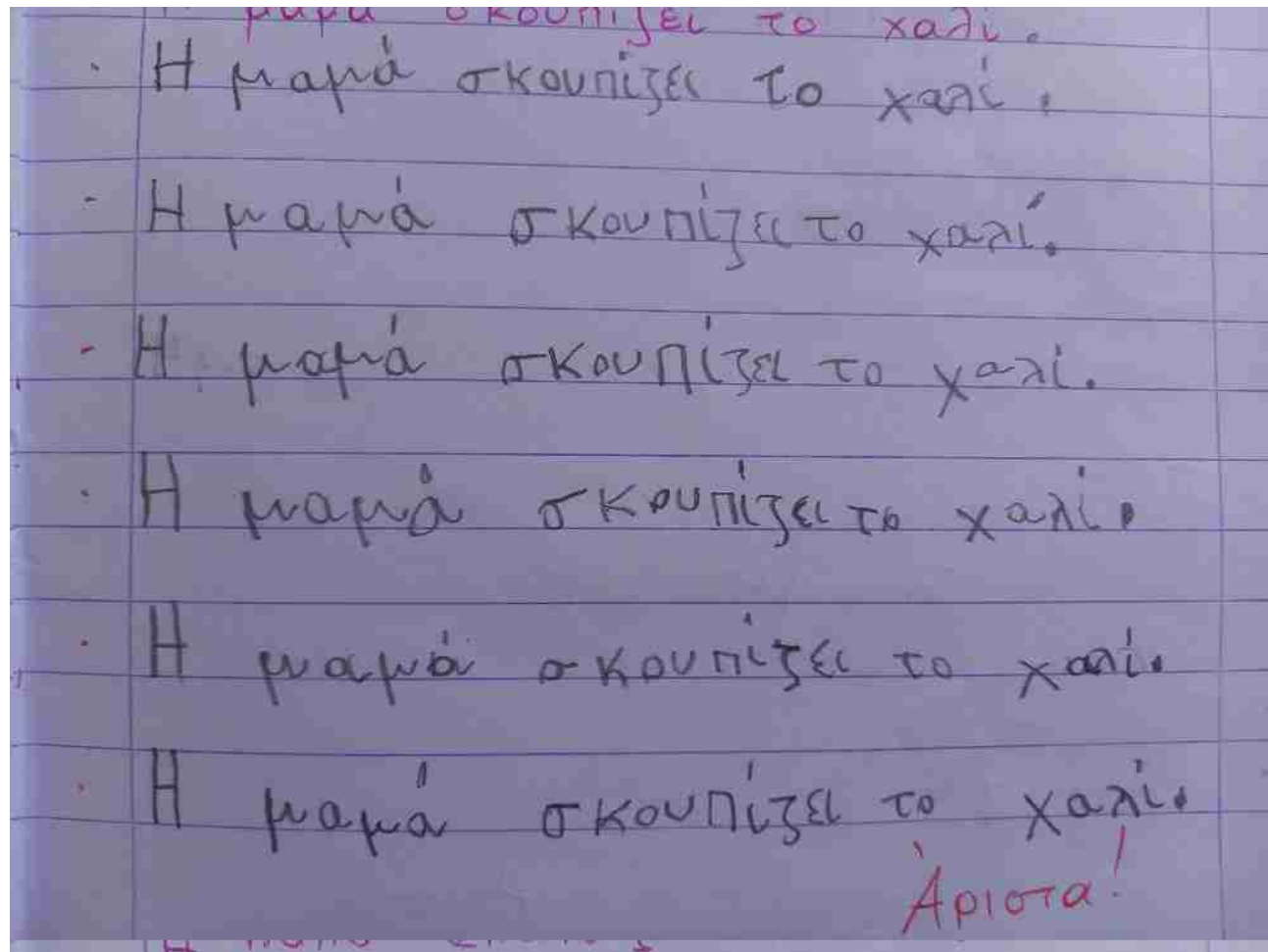
Why am I giving this talk?

- ERA chair program outcomes
 - *Encourage institutional reforms ... in the national R&I system in Widening countries;*
- By the way: Why are all 7 Greek ERA chairs male?
- Same earlier today at a UoC faculty appointment committee (all male & over 45)

Why am I giving this talk?

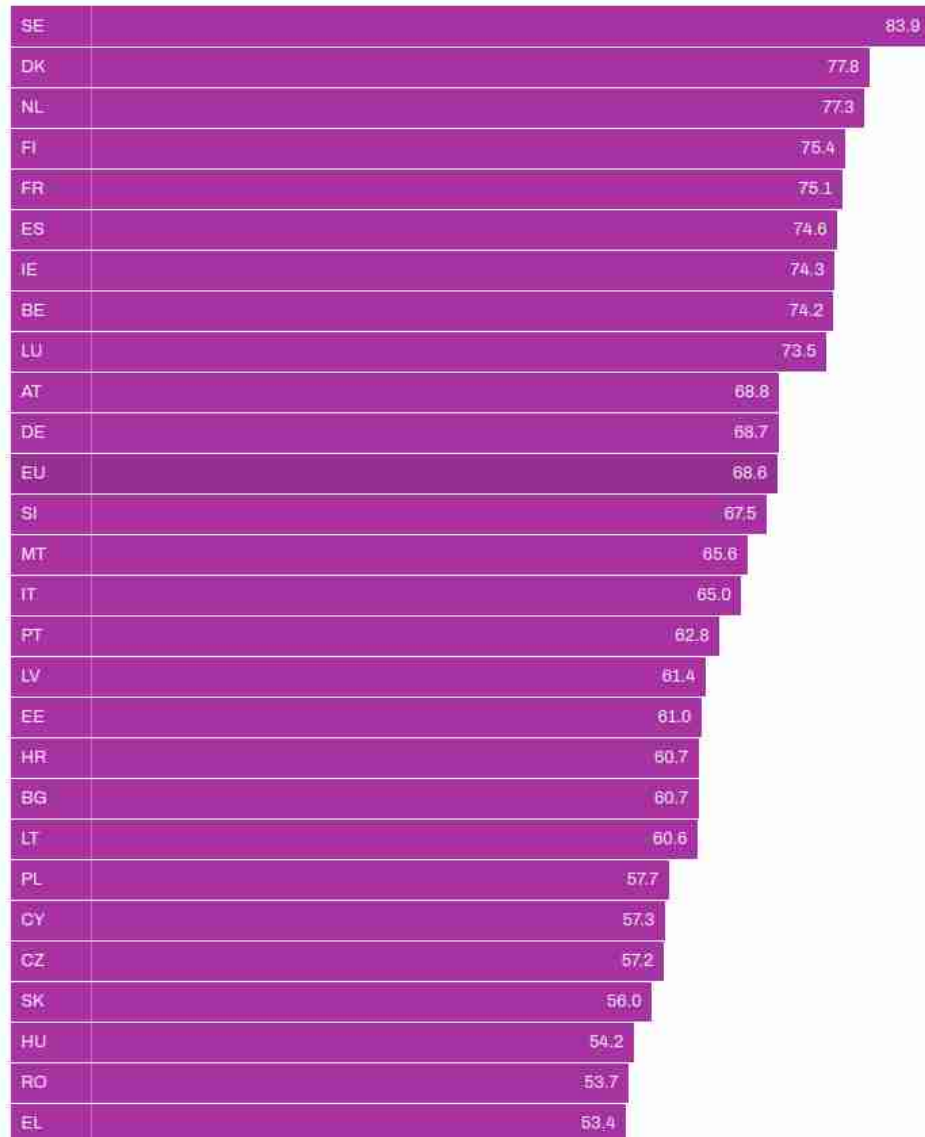
- Family of 5, kids aged 4, 7, and 9
- My wife also works 120%
- Initiated family friendliness committee at Heidelberg Institute for Theoretical Studies, my 2nd home institute

It starts at School



1st grade primary school – **2023** – “mom is cleaning the carpet”

Gender Equality Index



<https://eige.europa.eu/gender-equality-index/2022/compare-countries/index/bar>

In Research

- 10 most highly ranked Universities
 - 30% of rectors are female (not too bad)
 - But, only 17% of rectorate members are female
- Selected Research Centers
 - CERTH, FORTH, BSRC, HCMR, Demokritos
 - All chairmen male
 - 18% female members in respective boards of directors

Gender Equality Plan University of Crete

“Despite the legislative provisions, our country has not achieved the corresponding outcomes. According to the Women, Peace and Security Index recently published by the Georgetown Institute for Women, Peace and Security (GIWPS) and the Peace Research Institute Oslo (PRIO), Greece is ranked 45th out of 170 countries that participated in the research, and last in the group of developed countries. The worst performance is noted in employment and financial inclusion.”

In Academia

- Numerous countries have established dedicated female professors/researchers programs e.g., the *Profesorinnenprogramm* in Germany which I know best
- Despite the dramatic situation in Greece, no such program or related actions exist

Vague Idea

- Establish a dedicated female professors/researchers program in Greece
- Realistically obtain 10 additional permanent positions for female researchers beyond the planned positions
- Institutions compete for obtaining these positions by submitting dedicated gender action plans

Action Plans

Examples by Discipline

- **Computer Science:** too few female students
→ start at schools
- **Biology:** Measures to fix the *leaky pipeline*
- **Liberal Arts:** Improve mentoring for plethora of alternative and highly diverse career paths

Strategy

- Started discussing the idea with female academic friends
- Involvement of FORTH Gender Equality Committee (GEC)
- 1st Meeting & draft of a proposal to policy makers ready
 - 2nd meeting to discuss open issues soon
- Involve GECs of all research centers via the existing network
- Involve GECs of universities

Open Issues

- Extend to diversity beyond gender which is currently not really visible anywhere in Greece

Quote by a colleague: *I don't know any Greek Academic who openly states being homosexual*

- Only focus on STEM?
- More data needed to describe the situation in Greece?
- How many issues do we raise?
 - Women in Academia
 - Women in Academic Management
 - Diversity beyond gender
- Exact procedure for reviewing applications and granting positions to Universities/Research Centers
- Why 10 positions per year?
 - alternatives for defining the number of dedicated positions?

Thank you for your attention



Listaros village, Crete