



MALE CHAMPIONS FOR WOMEN IN SCIENCE CHARTER OF COMMITMENTS

March 2018

We believe that the **world needs science and science needs women.**

A gender-balanced scientific ecosystem is more efficient and essential to respond to the world's diverse needs. Women's engagement and involvement is critical in attaining the full potential of science.

FOR THIS REASON, I COMMIT TO:

(Choose commitments related to your sphere of influence)

ACCESS TO GRANTS

- Evaluate, analyze and commit to promote gender balance.
- Introduce gender representation on funding panels.
- Train selection panels on gender equality issues including unconscious bias.
- Collect and publish data on gender differences in applications, success rates and award sizes.

HIRING AND ACCESS TO OPPORTUNITIES

- Make data public about gender breakdown in promotions, appointments, funding and reward.
- Analyze, evaluate and correct practices in hiring and performance review
 - promote women to ensure better gender representation,
 - define gender representation progress targets for my teams.
- Nominate women for senior leadership roles.

PUBLISHING/ AUTHORSHIP

- Collect data, analyze and publish statistics on authorship.
- Recommend women as reviewers to achieve a better gender representation.
- Actively seek out more women journal referees and editors.

RECOGNIZING AND REWARDING EXCELLENCE

- Nominate men and women for scientific awards.
- Offer speaking opportunities to female scientists.

CREATING A SUPPORTIVE ORGANIZATIONAL CULTURE FOR ALL

- Every year, mentor at least one female scientist in order to help her access the next level in her career development.
- Promote institutional policies of zero tolerance for sexual harassment and discrimination.