

**Promotion of Excellence in the IDEA League –
Identifying good practice concerning equality**

Below a list of good practices concerning equality is given in order to promote excellence within the IDEA League.

A. Availability of figures (at each institution)

1. Percentage and number of female students
2. Percentage and number of female doctorate/PhD students
3. Percentage and number of female tenured academic staff positions
4. Career path of females in academia/industry (including information on possible career breaks)
5. Percentage and number of female experts on committees including information on the type (internal, national, etc.) and influence (selection of tenured academic staff, research, teaching, etc.) of a committee
6. Figures need to be printed in annual report
7. Applications for tenured academic staff positions
 - a) How many women apply for the position, give percentage
 - b) How many of these are interviewed
 - c) If they turn down the post, find out why

B. Training

1. Special training for female scientific staff to gain more confidence and apply to higher positions
2. Special training for female students to gain more confidence and follow an academic career
3. Assertion courses and skills training on being more influential
4. Cover gender issues when training for interviewing skills
5. Mentoring/coaching of women
6. Networking – for women and with men
7. Gender training (management, communication, etc.) for both sexes

C. Further practices

1. Effective communication at all levels to raise awareness concerning equality
2. Committee attached to executive board which focuses on equality issues
3. More women need to be in decision-making bodies
4. Undertake regular surveys to find out about problems and take actions accordingly
5. It is a multifaceted issue: accept that not one single effort will provide success and that you need well-defined targets
6. Provide child-care facilities
7. Provide dual-career support facilities
8. Identify any significant influences which were important for the career path, e.g. were there people who ensured that successful women applied and were guided/advised at the right time.
9. Identify the reasons why females in academic positions or students do not stay
10. Define what conditions need to be achieved that equality committee(s) would be obsolete

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