

Minutes of Gender Committee meeting (22 June 2021)

- Minutes of last year meeting approved

- The statistics for 2020 were reviewed. There are no strong changes, although aggregated distributions seem to show some change of tendency, flattening the tendency of increasing proportion of women in the previous years. Detailed of the statistics will be made available to the member of the commission. Poor representation of women in the advisory group or IP of projects is still present, in part due to the fact that women permanent scientists are concentrated in 2 experiments

- We discussed possible actions following ideas proposed last years but that could not be executed: a coffee chat open to all to discuss issues related to gender or diversity, a talk from a women with a carrier that could explain her experience (Mar Capeans?). We discussed about movies or documentaries (e.g. Picture a Scientist). The short video made by CERCA: "From micro-agressions to sexual harassment" is seen as useful to raise awareness of inconspicuous biases and discriminating attitudes. It will be included in the Welcome Pack (see below).

- We discussed about teleworking. There are mixed experiences: positive (more flexibility, less time spent in trial to work, technical difficulties at the beginning have been in general overcome, this does not solve the base problem of long working hours and unfavourable schedules), negative (difficult to separate "work" time and "home" time specially when there are children at home). For the future, in general, to be offered the possibility to do part-time tele-work is seen as positive.

- We discussed about mentoring initiatives at IFAE. It was felt that there are already many offers of mentoring, for example, BIST, or in the context of the large experiments or laboratories. There is no need for a specific IFAE action.

- The case of problems involving people not working for IFAE, like the case of visitors, or when on duty at an experiment. For the case of visitors, we propose to include the Code of Conduct as material to be read at the time they are presented with the Health and Safety rules of IFAE. For cases happening outside the institutes, a possibility when available is to con suit the local Ombudsman, Unfortunately not so many sites, institutes have such a figure.

- Welcome pack: when people sign their contract they are pointed to three documents Harassment Protocol, Safety Regulations and Intellectual Properties, they have to abide to. We propose to add explicitly the "Code of Conduct" and the video "From micro-agressions to sexual harassment". The code of conduct should not only mention gender related issues but also diversity in general. We should make sure that these documents can also be easily navigated to from IFAE's web page.

- renewal of the committee: the members of the committee representatives of the different collectives (theoretical and experimental research personnel, technical support and administration) will have a 3 years term. Yearly we will renew two of them. The PhD and Postdoc representatives will naturally change when they move on to their next step. The different groups will nominate candidates,. The chair will be elected by the committee members.