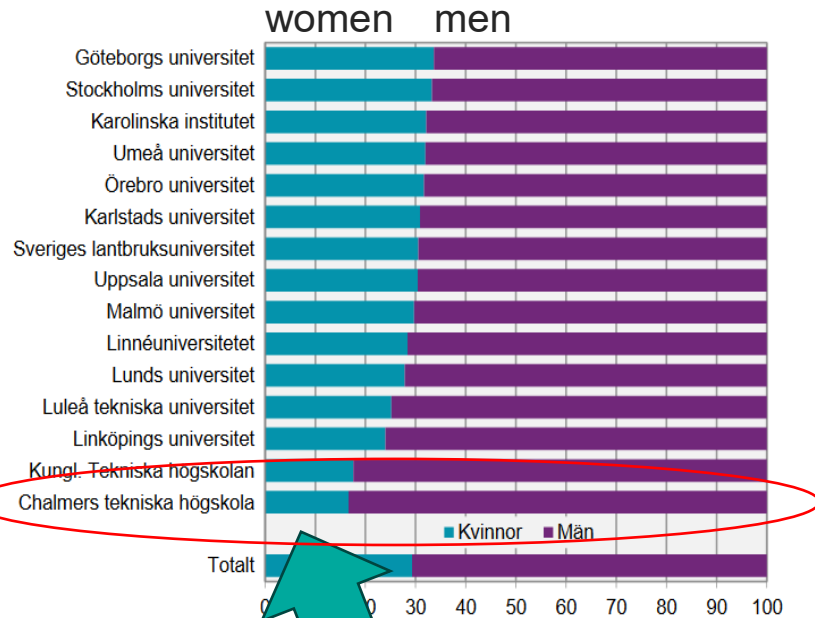


# Gender Equality in the academy: *Gender Initiative* for *Excellence* at *CHALMERS*

Maria Saline  
Coordinator Genie  
2024-09-25



# Sweden context



1) Avser lärosäten med minst 1 000 anställda och 1000000 SEK i totala värdet av undervisningsaktiviteter totalt. I stapeln "Totalt" ingår samtliga 48 lärosäten.

17% female professors

## Survey on: Gender-Based Violence and Sexual Harassment in the Swedish Higher Education Sector



[https://ki.se/media/246914/download\\_](https://ki.se/media/246914/download_) <https://ki.se/en/gender-programme>

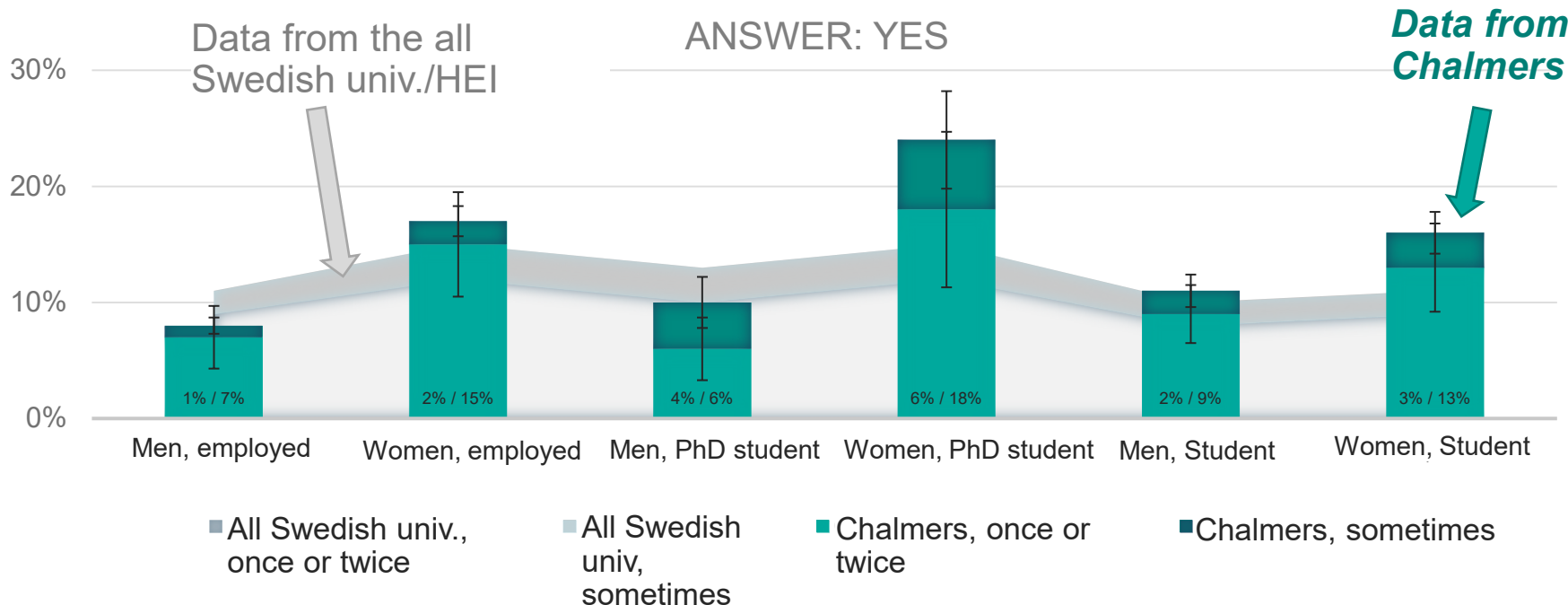
*Social work environment/genderbased exclusion/incivility*  
***During the PAST YEAR, were you ever in a situation in which any of your supervisors or co-workers made insulting or disrespectful remarks about you?***



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# WHAT IS GENIE?

*...strategy to increase success and excellence at Chalmers!*



1. Money: 300 MSEK (30 M Euro)
2. Long term: 10 years, 2019-2028
3. Initiated and lead by faculty

## Goals:

- Increased female faculty **40% female** professors 2028
- **Eliminate structural and cultural barriers** that hamper women's careers.
- Create an workenvironment, which is **inclusive, diverse** and **supports excellence** in research and education.

## LEADERS 2019-2022;



*Pernilla Wittung-Stafshede  
Prof. LIFE dept.*

*Mary Sheeran Prof. CSE  
dept.*

## LEADER 2022-2023;



*Paul Walton, Prof.  
Chemistry, York Univ, UK  
Visiting Prof. Chalmers*

## LEADER 2024;

*Remodeled to Network-based Initiative – no leader selected yet*

# GENIE ORGANIZATION 2022-2024



## Advisory group

Paul Walton, (York University) *Interim leader sept 2023-feb 2024*

Lena Gustafsson (Umeå Univ. Chalmers)

Liisa Husu, (Örebro University)

Peter Sestoft (IT Univ. Copenhagen)



## Steering group

**Maria Elmquist, Deputy president (Equality and leadership)**

Thomas Nilsson (Prefect rep.)

Anders Johansson (Faculty rep.)

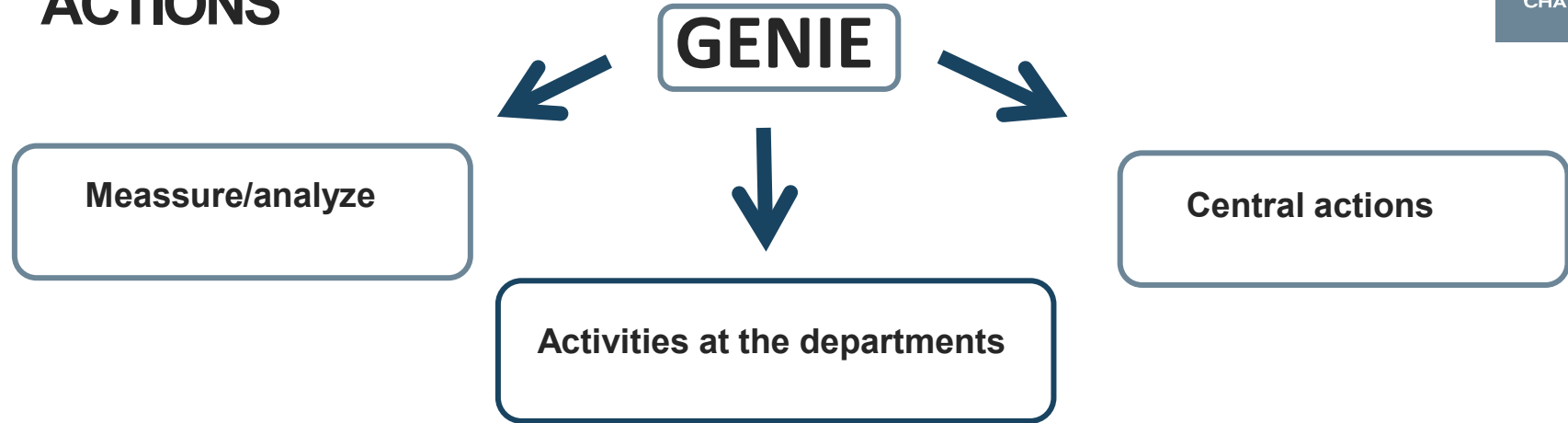
Angela Hillemyr (Head of HR)

Alva Limbäck (Student union welfare officer)



Photo: Pernilla Wittung-Stafshede

# FIRST 5 YEARS, ACTIONS

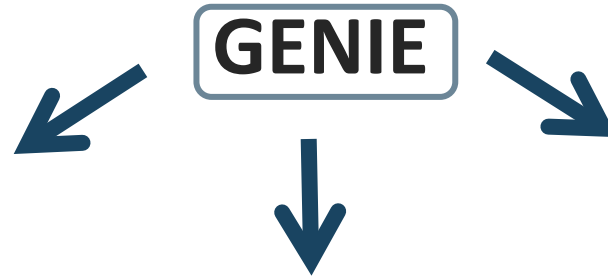


Combination of female recruitment and support, and long-term systemic actions for cultural changes

Top-down and bottom-up  
Getting majority onboard is key



# FIRST 5 YEARS, ACTIONS



## Measure/analyze

- Gender divided data 2018 -2023.
- “Why women leave – Chemistry” (non-events)
- Bibliometry gender divided
- Connected to Chalmers Rules of Procedure: ‘*academic household work*’
- Added 6 questions to the employee-survey 2018-2022
- Collect and share good examples

## Activities at the departments

- Genie representative/inst. (13)
- Network of PhD students – DrGenie
- Plans and goals for GE work into yearly Operational Plan
- Toolbox with ideas on what to do + reference and links

## Central actions

### Recruitments:

- 3 Full Professor
- 1 Professor
- 1 Associate professors
- 6 Assistant professors
- 15 Postdocs
- 3 PhD-students
- 3 internal support
- 16 Visiting researchers

### Support to existing faculty:

- Support to 15 female PI
- 30 project (Gender+excellence)
- Mentorship, student networks (CWA)

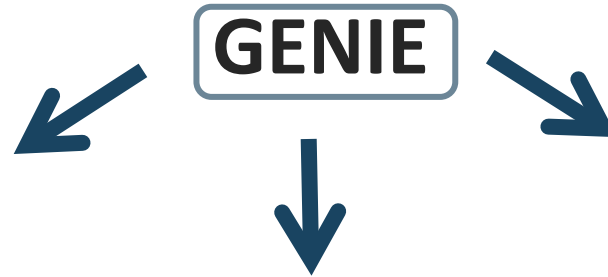
### Education:

- Culture change course,
- DEI in undergraduate edu.
- Male leaders “walk the talk” - course
- Female leadership program + build community
- Leadership program: “inclusive outstanding research environments”

### Seminars and outreach

- Articles, events, podd and seminars

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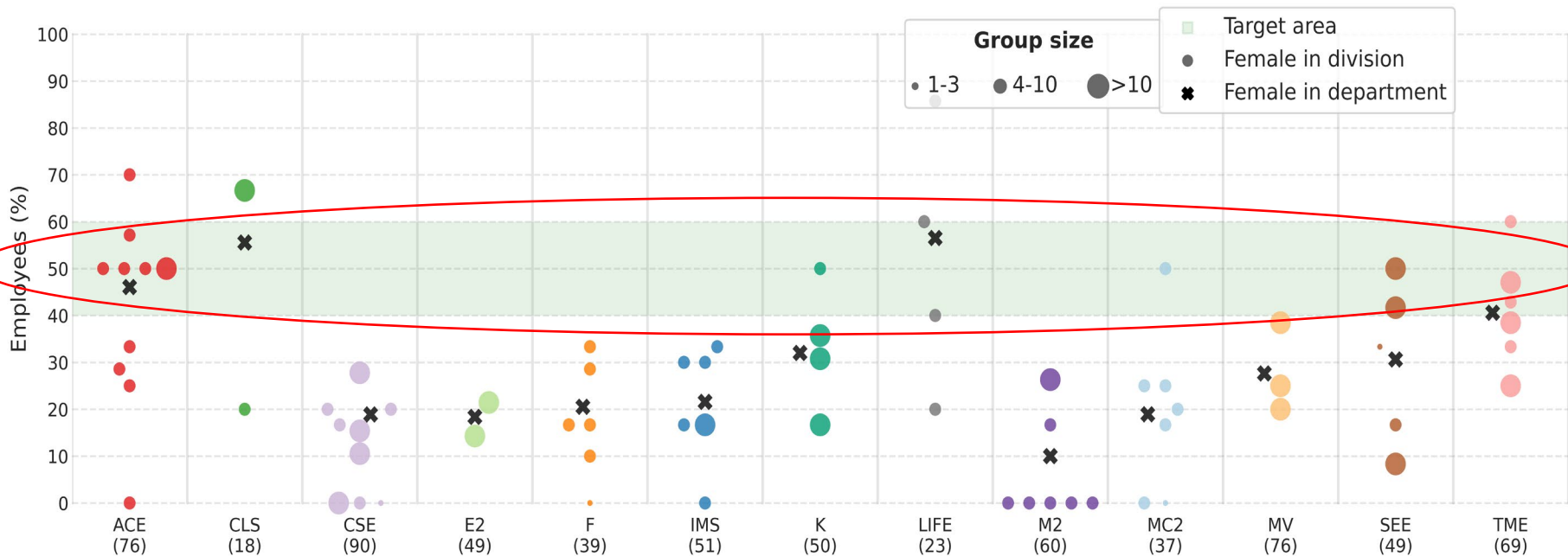
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# Gender proportion base-funded faculty



% Female employees  
Base-funded faculty roles + Assistant professor

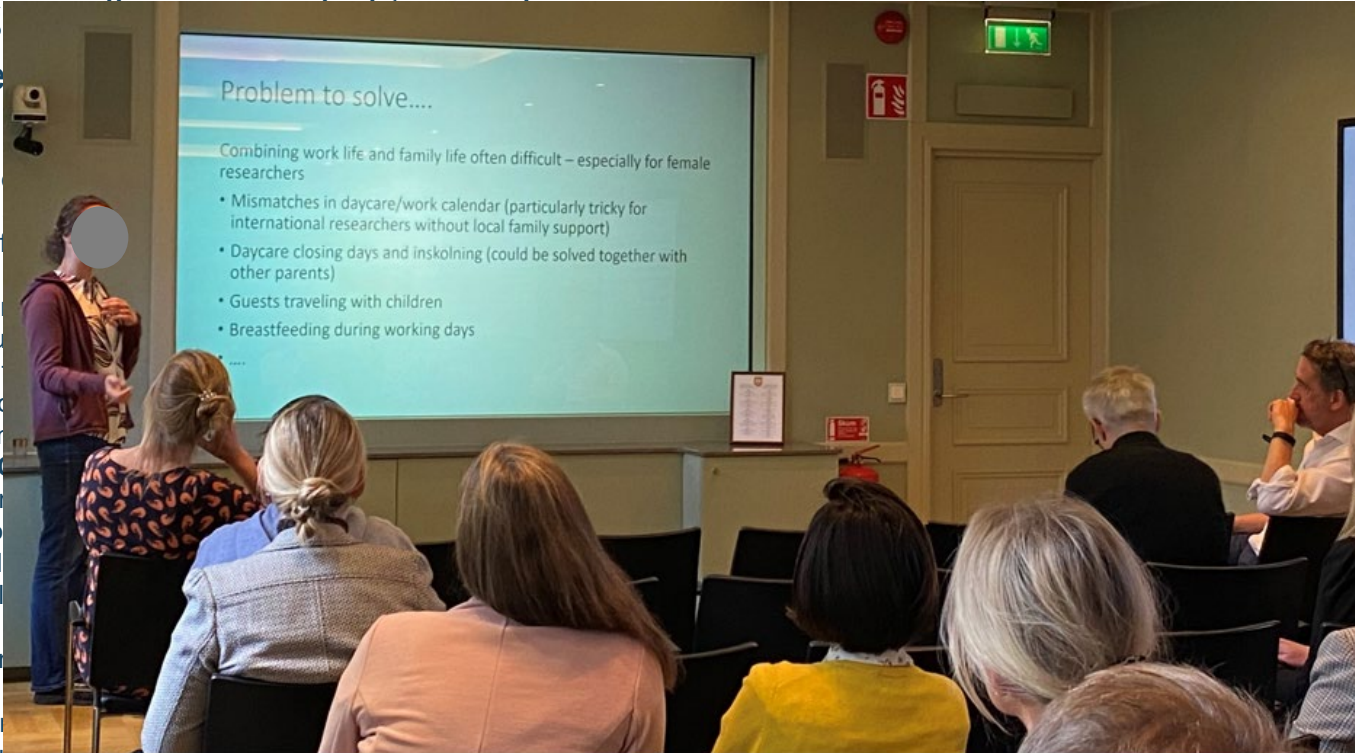


# Intern Open call project 2020-2022



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e perspective **BIO**  
puter Science **CSE**  
om interface design

Differences in the design and ageing of a vehicle battery depending on whether men or women are the dominating drivers **E2**

Education for gender equality, pivoting ecological masculinities **TME**  
AI-Enhanced Digital Twin for Weld's fatigue cracks **ACE**

# MENTORSHIP PROGRAM



**Rationale** *“If you are a woman, it is difficult to feel that you belong in that environment when you see that all professors are men. We need role models, people to identify with, share experiences with and have trusting, open discussions with,”* Julia Järlebark from <https://www.chalmers.se/en/current/news/mentoring-to-break-down-gender-barriers-in-academia/>

**Mentorship** Initiative that aims at providing support for female scientists working as PhD students or post-docs, foster opportunities to exchange ideas, discuss challenges, obtain career coaching, as well as having a possibility to report difficulties and problems in case of need

**Organizers** WISE - Workforce for Inclusive Science  
Equality, diversity, and inclusion in WACQT

**4th edition** About 25 mentee-mentor pairs each year

# Why women leave – Chemistry



- Ranyella Cristina de Siqueira, Chalmers univ.
- Prof. Kasper Moth-Poulsen, Chalmers univ.
- Scientific advisor: Prof. Liisa Husu, Örebro Univ.

This study's key findings:

- 🔍 academic chemistry **progress** was linked with **personal skills and significant support**.
- 🔍 While the **obstacles** were more connected with the **academic organization and culture**.

## Identified Non-events:

- 🔍 Faculty women were not invited to participate in groups and celebrations with colleagues.
- 🔍 Not invited to be in decision-making at the Department
- 🔍 Faculty women needs were ignored and there was lack of support in their daily job tasks
- 🔍 Women were not heard about their projects, ideas, previous experiences, recommendations, needs



# Recognition strategy



“Valuable Labour: Academic Citizenship in Promotion and Tenure”, work by Bri Gauger, PhD

Posed the following research questions:

1. What academic service-related tasks are being done, and by whom?
2. What are the tradeoffs involved in participating?
3. How can we make academic citizenship visible and valued?

Conclusion: academic leadership, institutional service, and collegiality

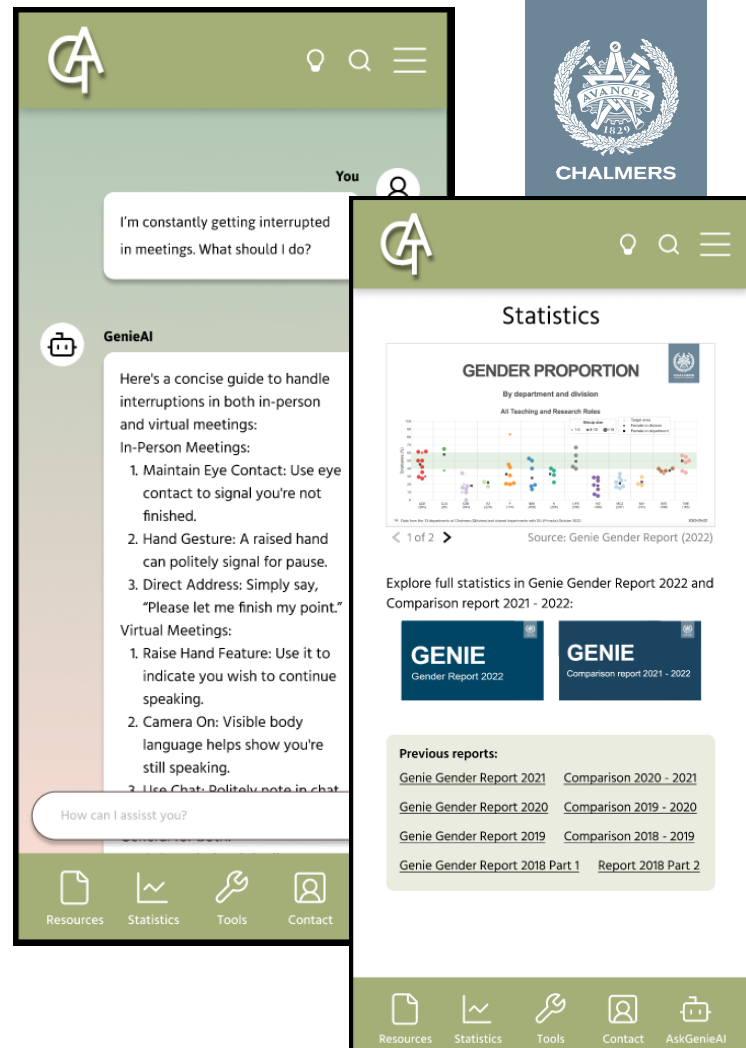
**External institutional service** is more likely to be formalized and therefore valued more than internal service

**Internal service** takes the most time and is the least visible

# Genie Action toolbox

- Validated resources
- Evidence based
- Easy to use
- Interaktive
- Academic culture in focus

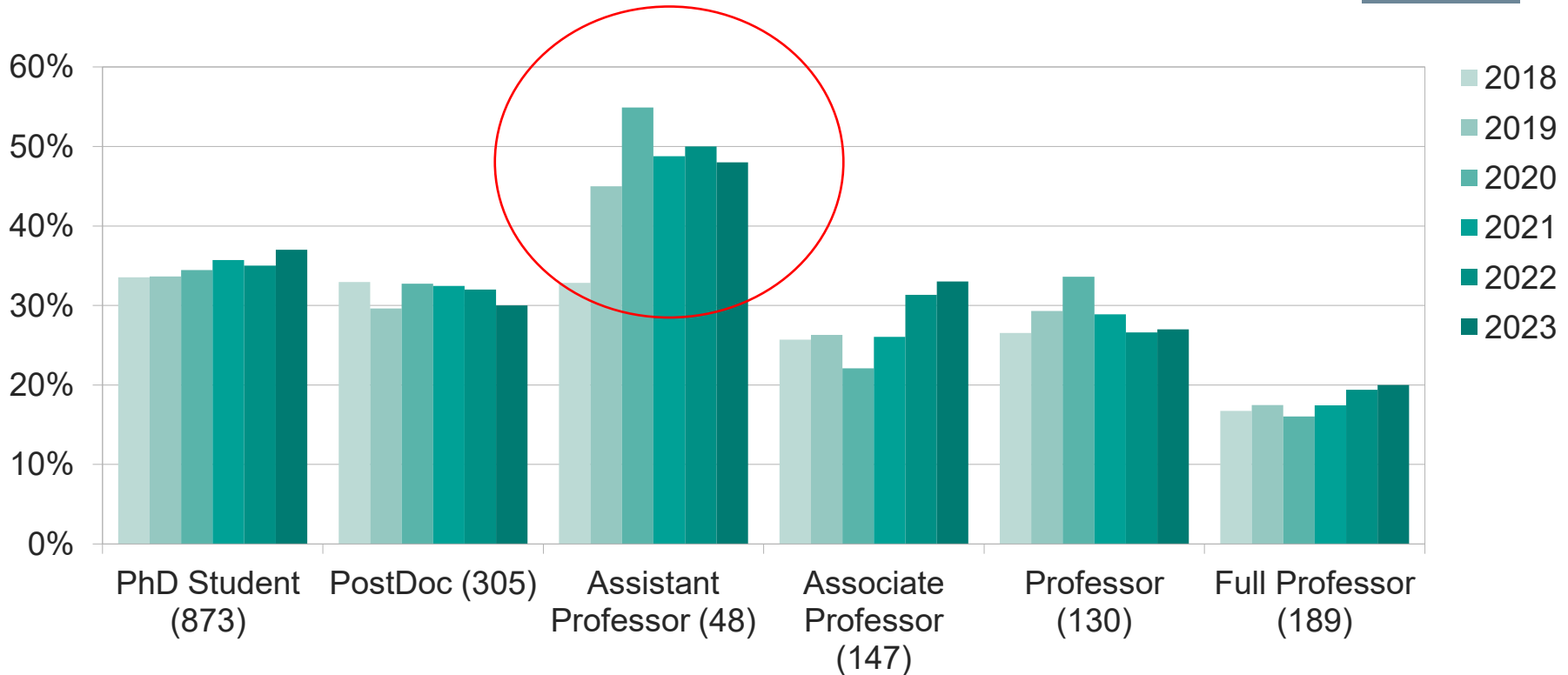
*Testversion of the app:  
Page 1 - Untitled (figma.com)*





# % Female by role at Chalmers

Broad calls, 50% each gender to interview, Genie's presence...



# Successes and Challenges first 5 years



## Successes

- Built **trust** for Genie
- **Academic agenda** in focus
- Improved **awareness**
- Increased **engagement**
- **Hired** great women to faculty
- **Visibility** is positive for **Chalmers reputation**

## Challenges

- Hindered by **bigger university problems**
- Not easy get leaders/faculty to **prioritize and take responsibility**
- Hard to **value** equality work
- New start as networkbased initiative – keep momentum is key

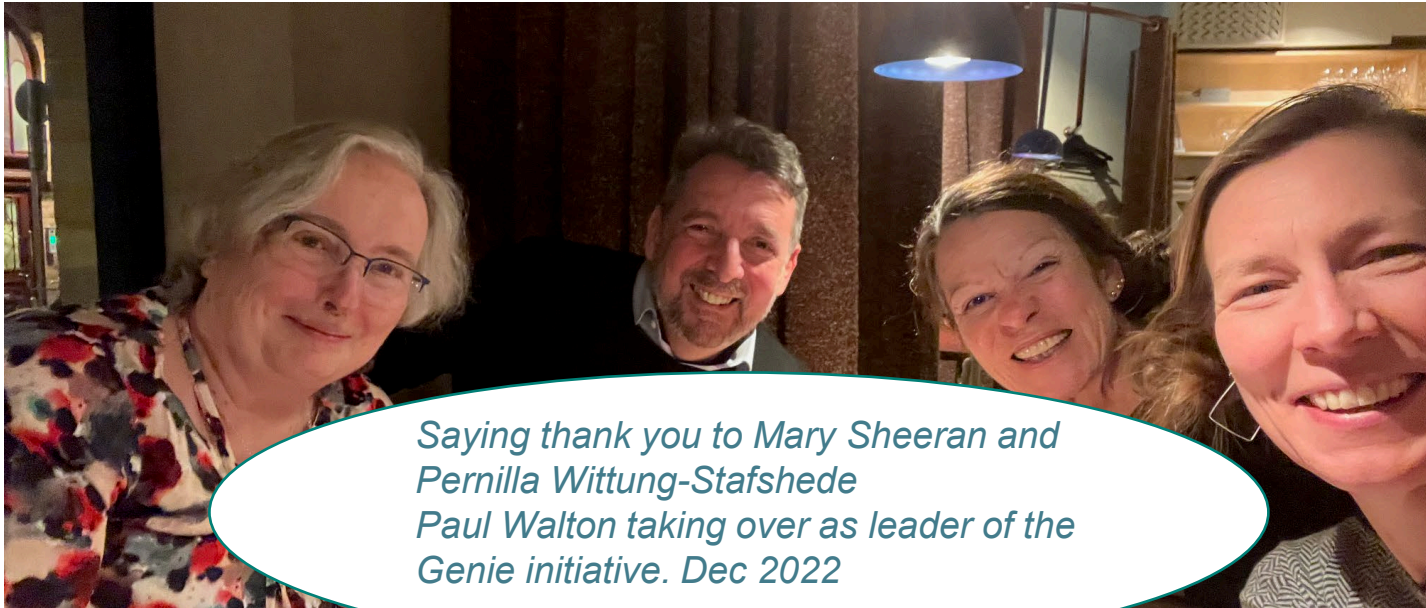
### **Article about the Genie project:**

Saline, M., Sheeran, M., & Wittung-Stafshede, P. (2021). A large 'discovery' experiment: Gender Initiative for Excellence (Genie) at Chalmers University of Technology. *QRB Discovery*, 2, E5. doi:10.1017/qrd.2021.3

# Thank you!

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[Chalmers.se/genie](https://Chalmers.se/genie)





**CHALMERS**