

Funding Organisations for Gender Equality (FORGEN) CoP:

Mitigating bias in the grant evaluation decision-making process

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What is FORGEN CoP?

- We're a CoP supporting knowledge sharing and practice within Research & Innovation (R&I) funding organisations.
- Committed to the goal of monitoring and improving the implementation of gender equality in R&I in the European Research Area and beyond.
- Bringing together gender equality practitioners in RFOs to promote knowledge sharing and best practice.



Areas of focus

- Reducing bias in the grant evaluation process
- Intersectionality
- Sex and gender dimension in research
- Leadership and sustainability
- Collecting & monitoring gender equality data



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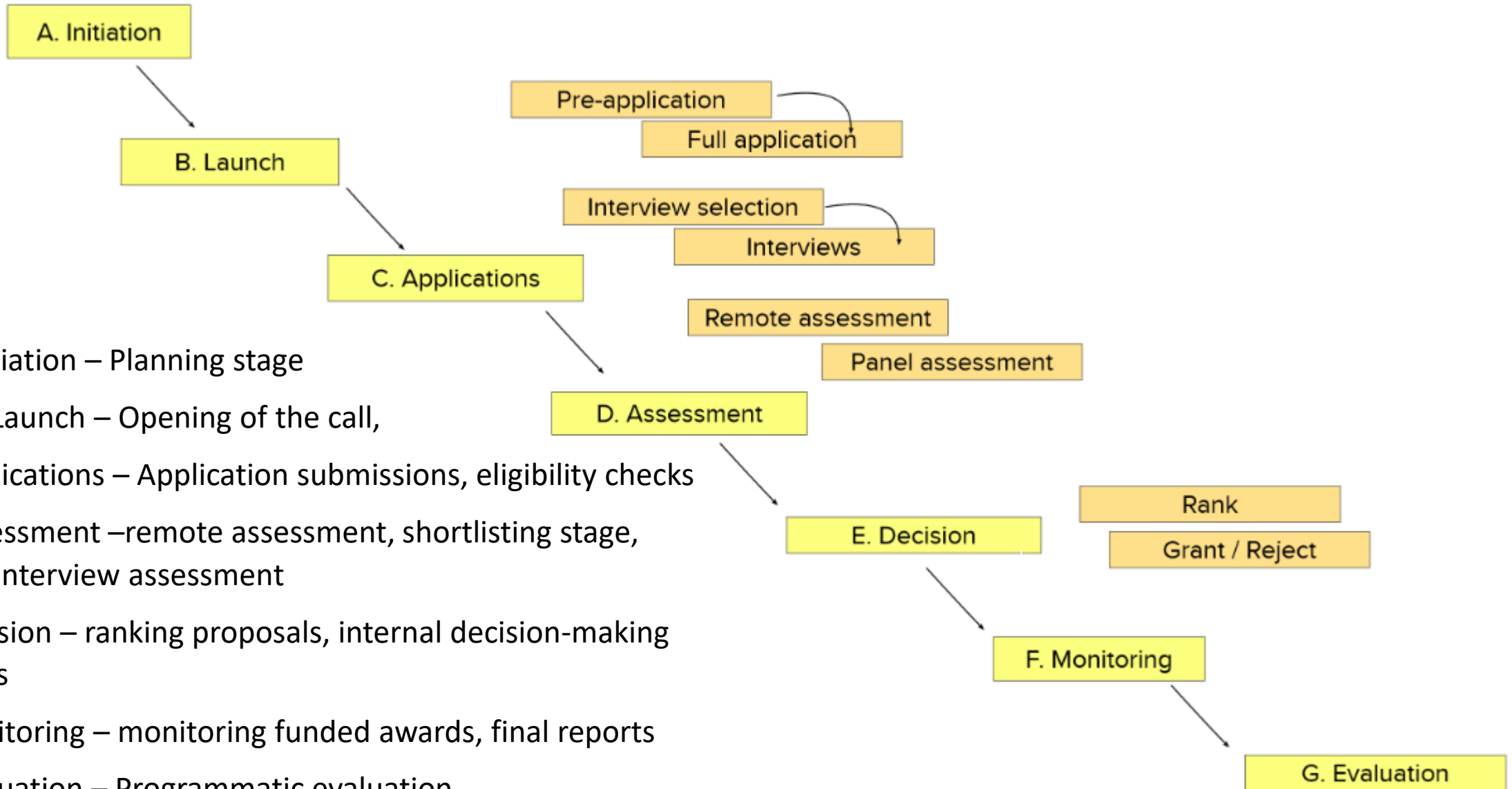


Reducing bias in the grant evaluation process

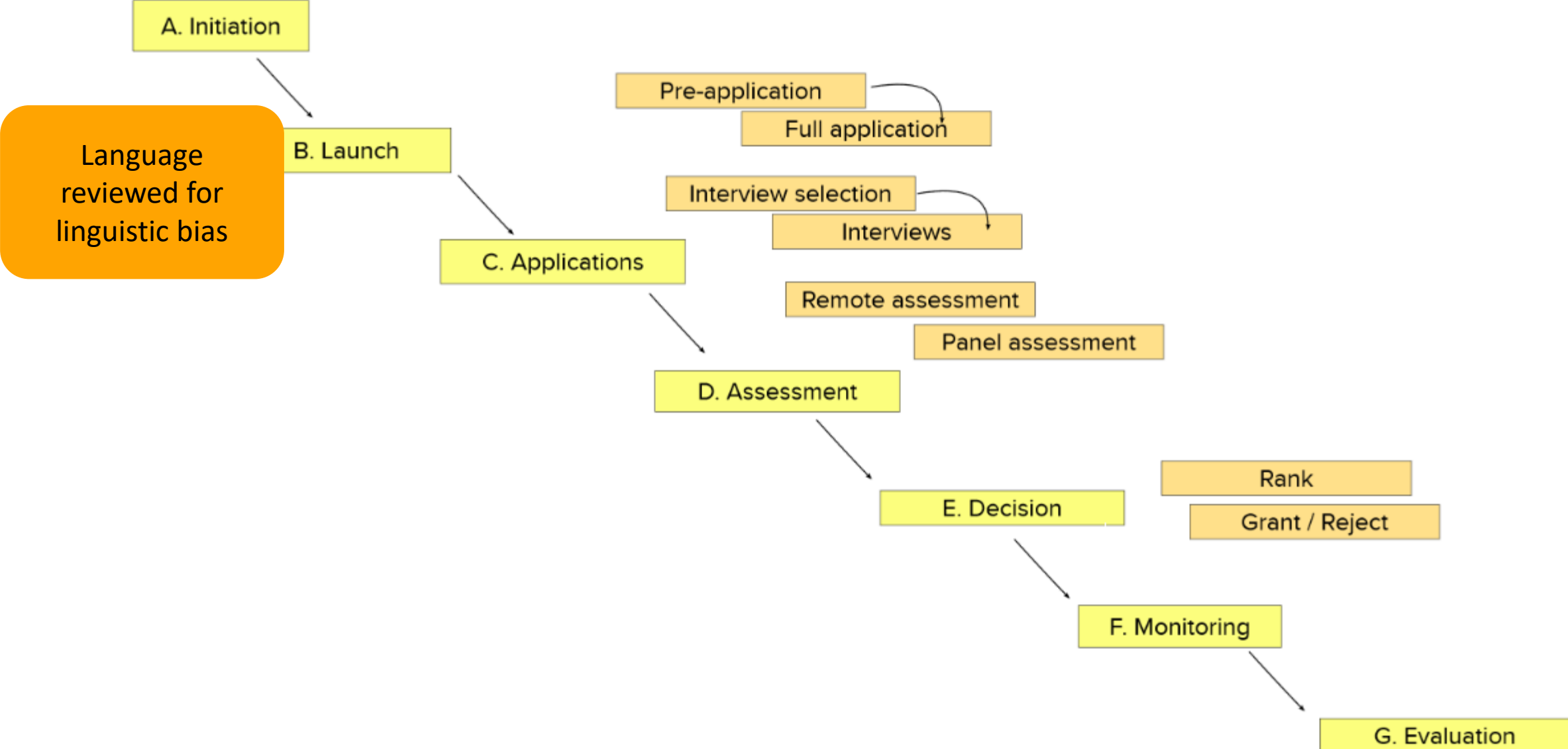
- We needed to learn about the evaluation processes in our different agencies
- This was done through a mapping workshop:
 - Defined the stages of the process
 - Looked at the similarities and differences
 - Mapped the gender equality measures implemented
 - Found gaps in our knowledge



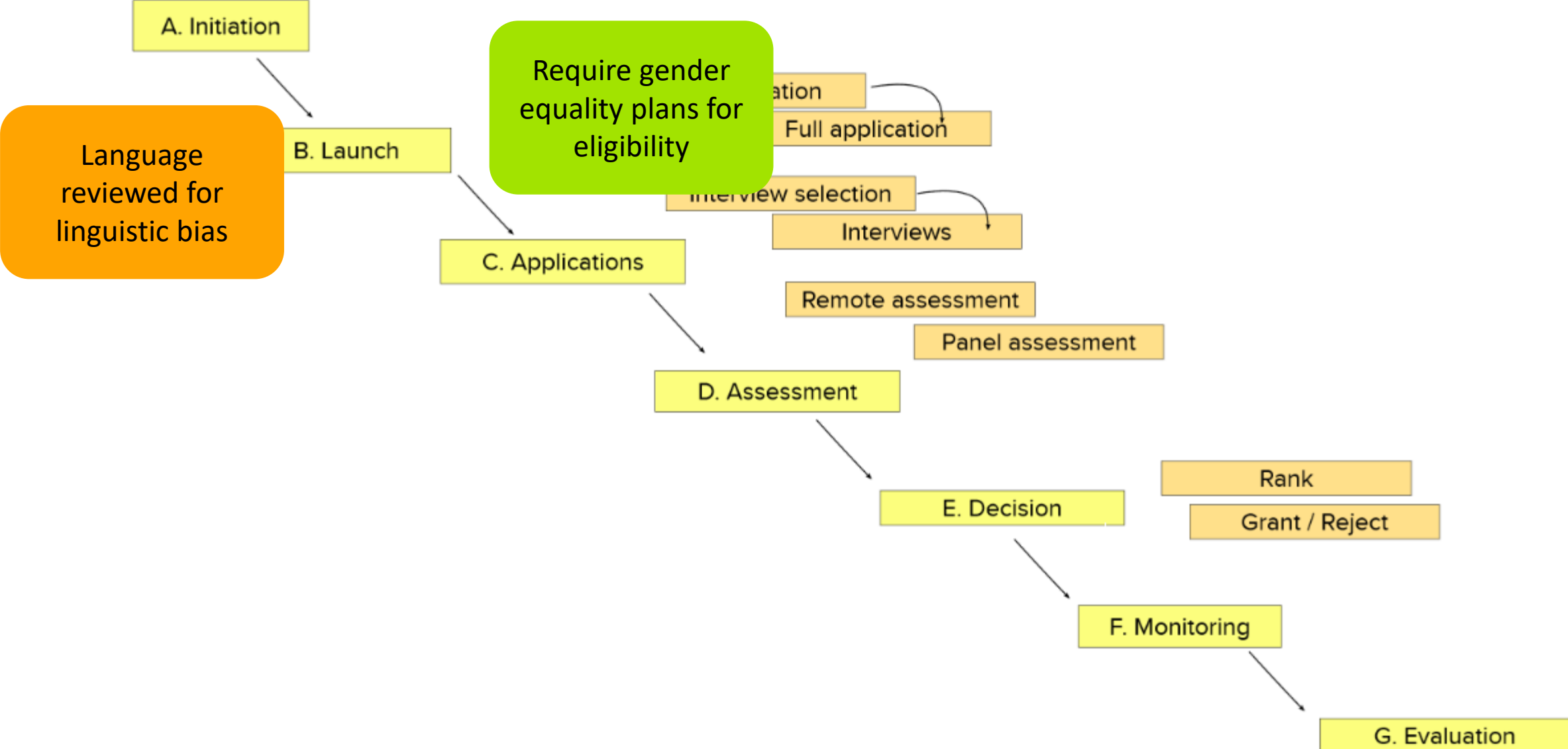
Mapping the grant evaluation process



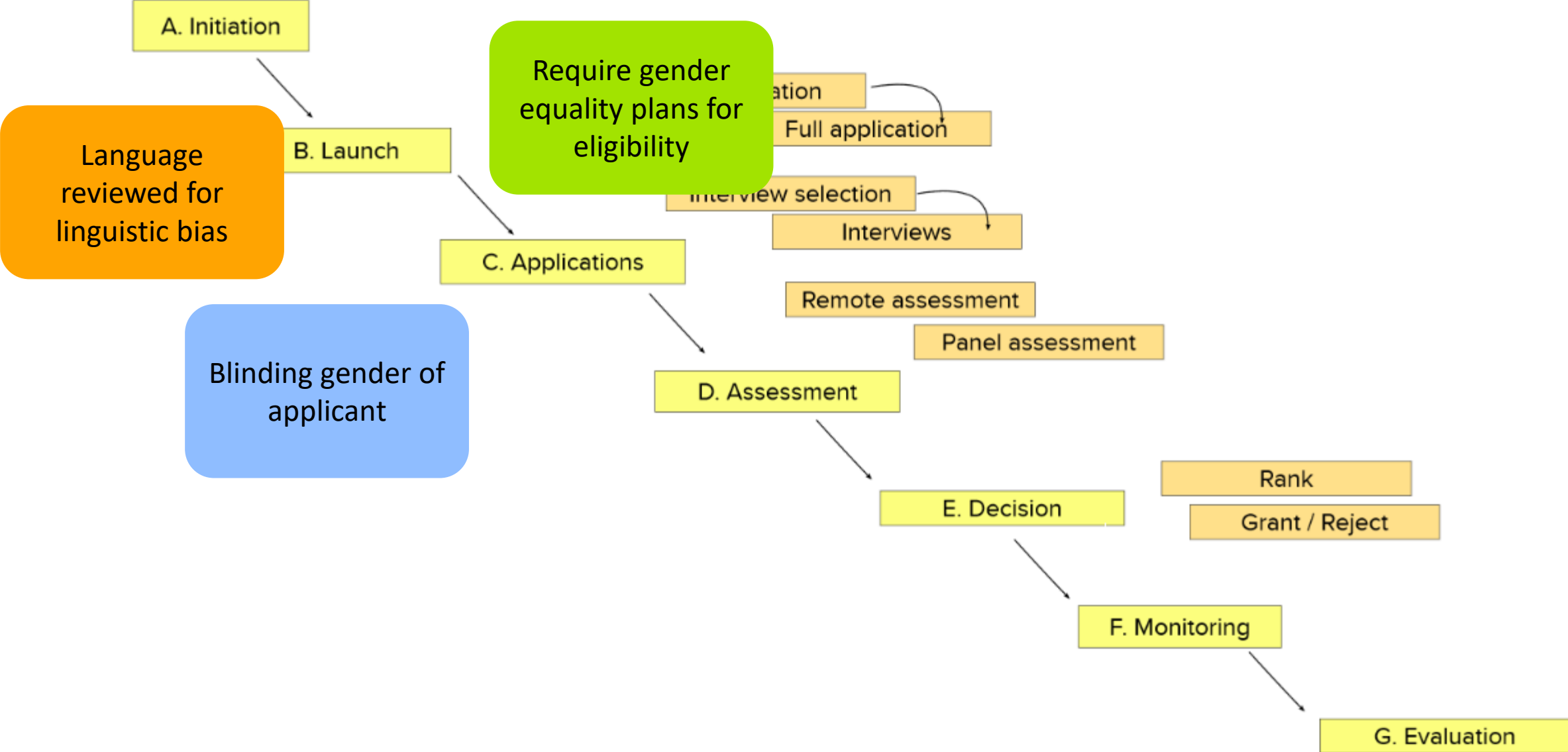
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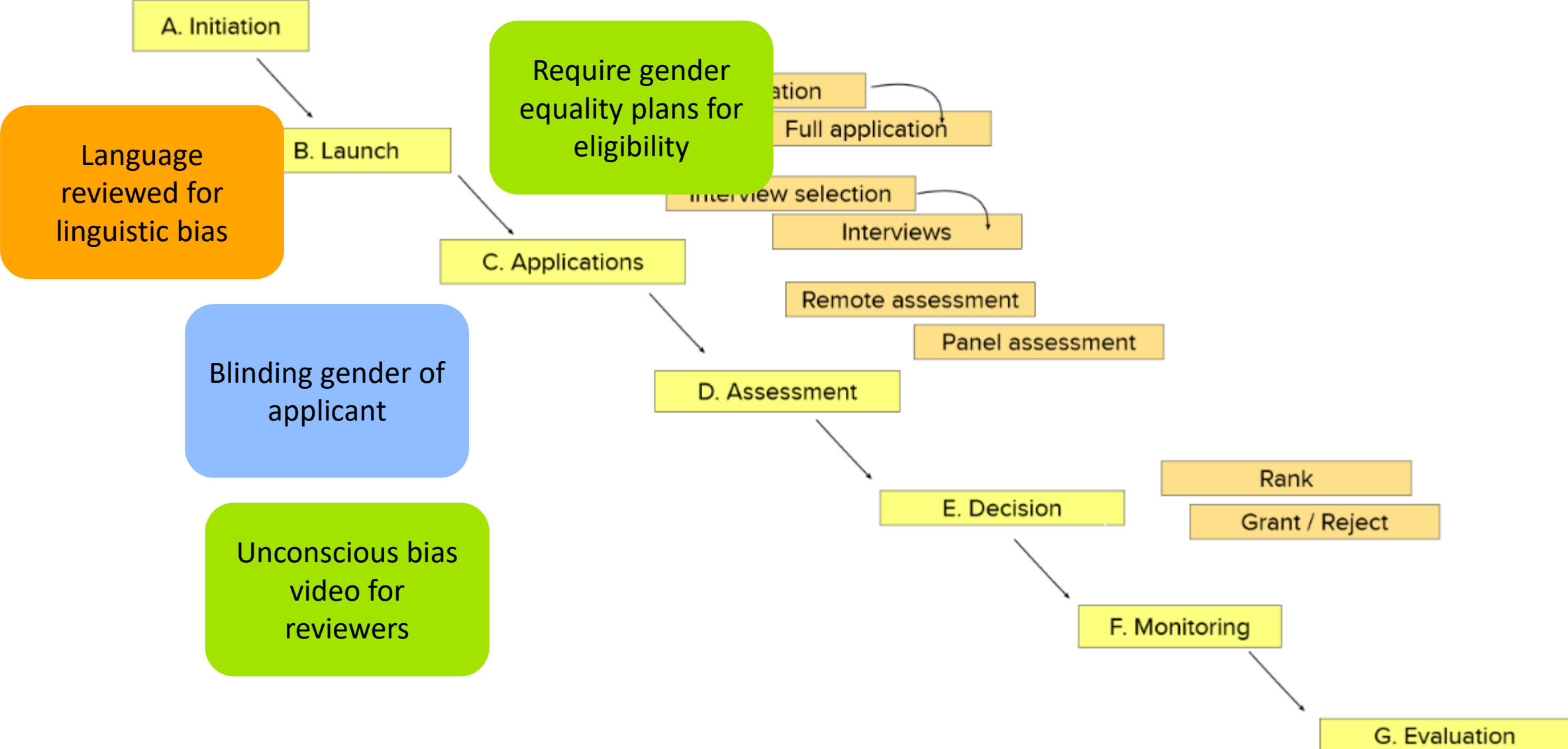
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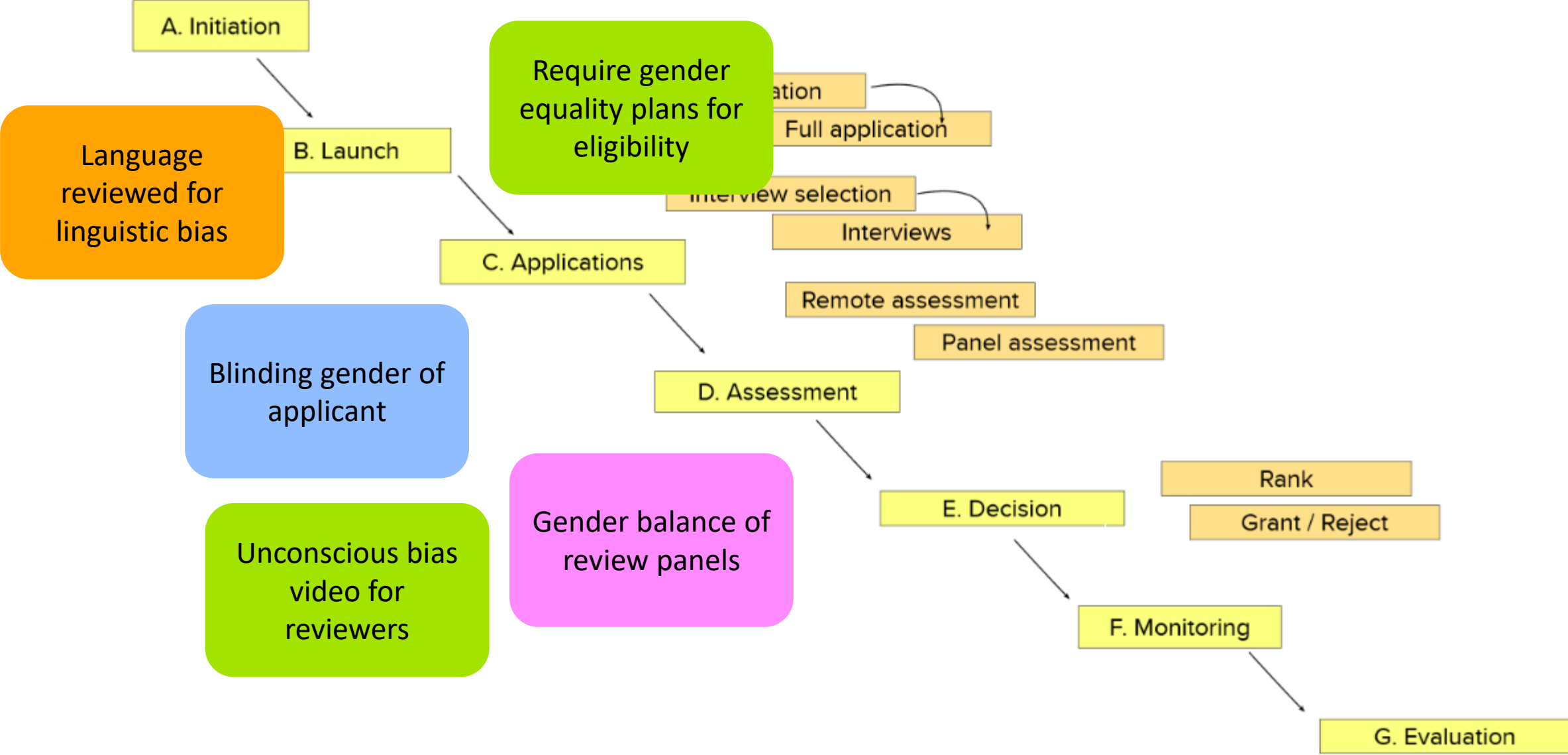
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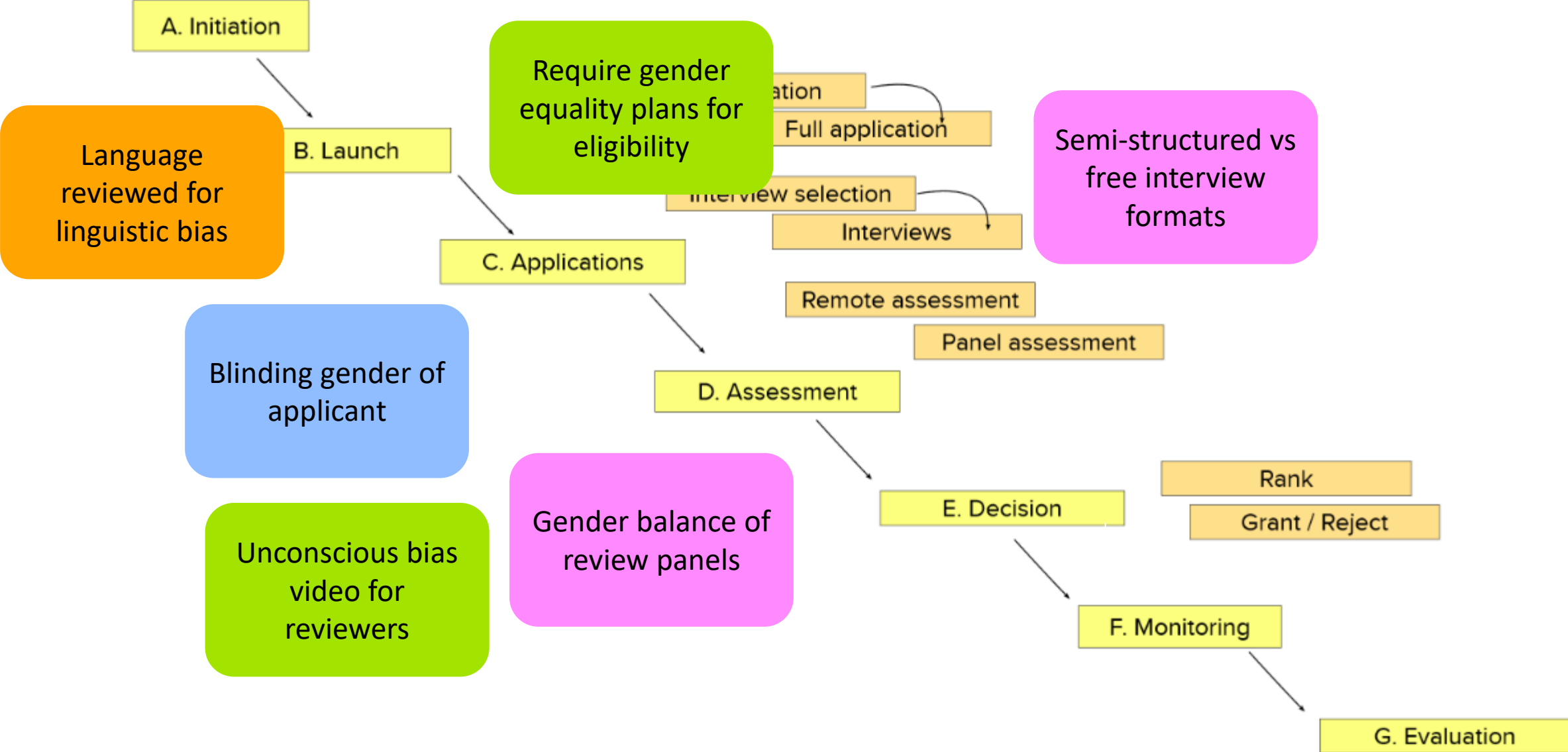
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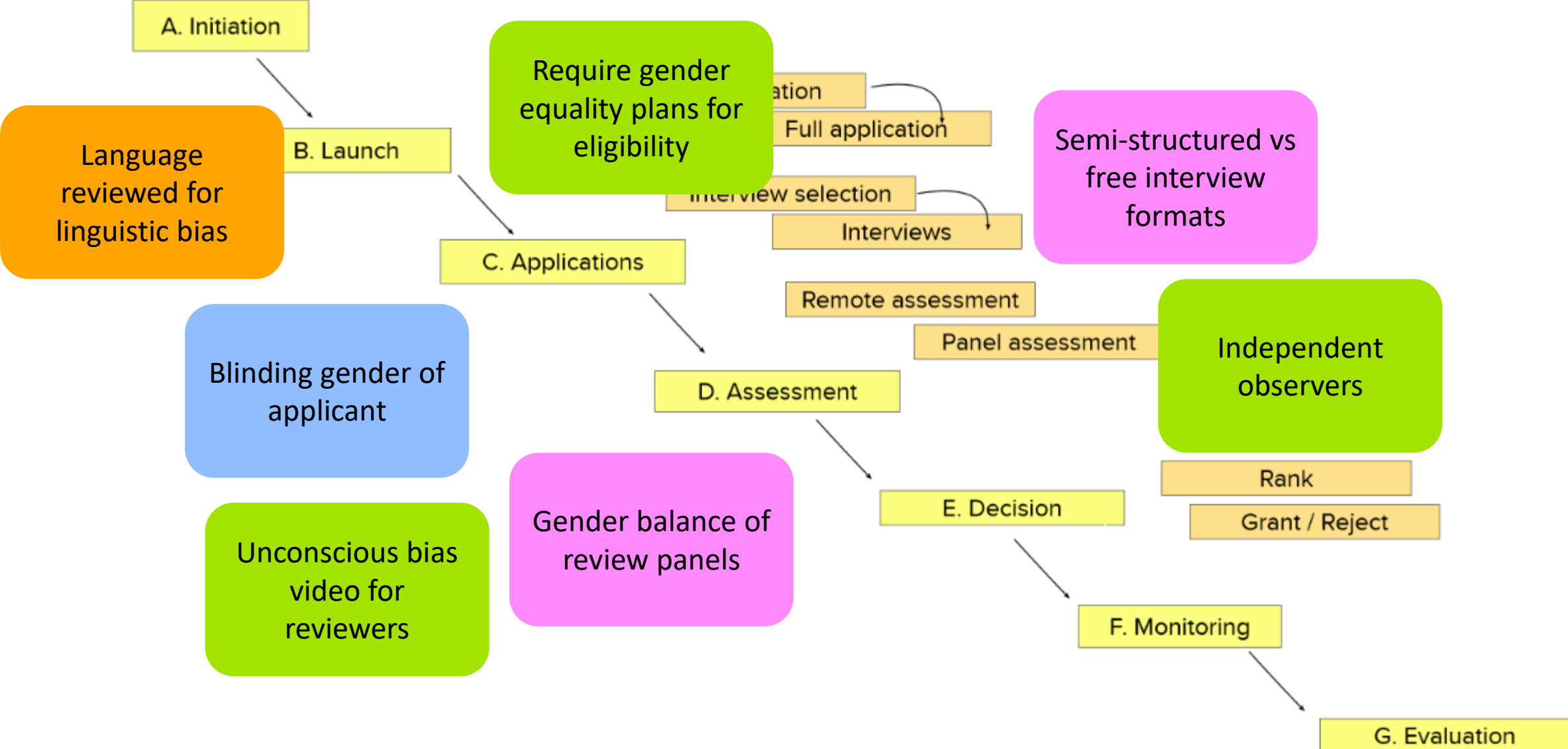
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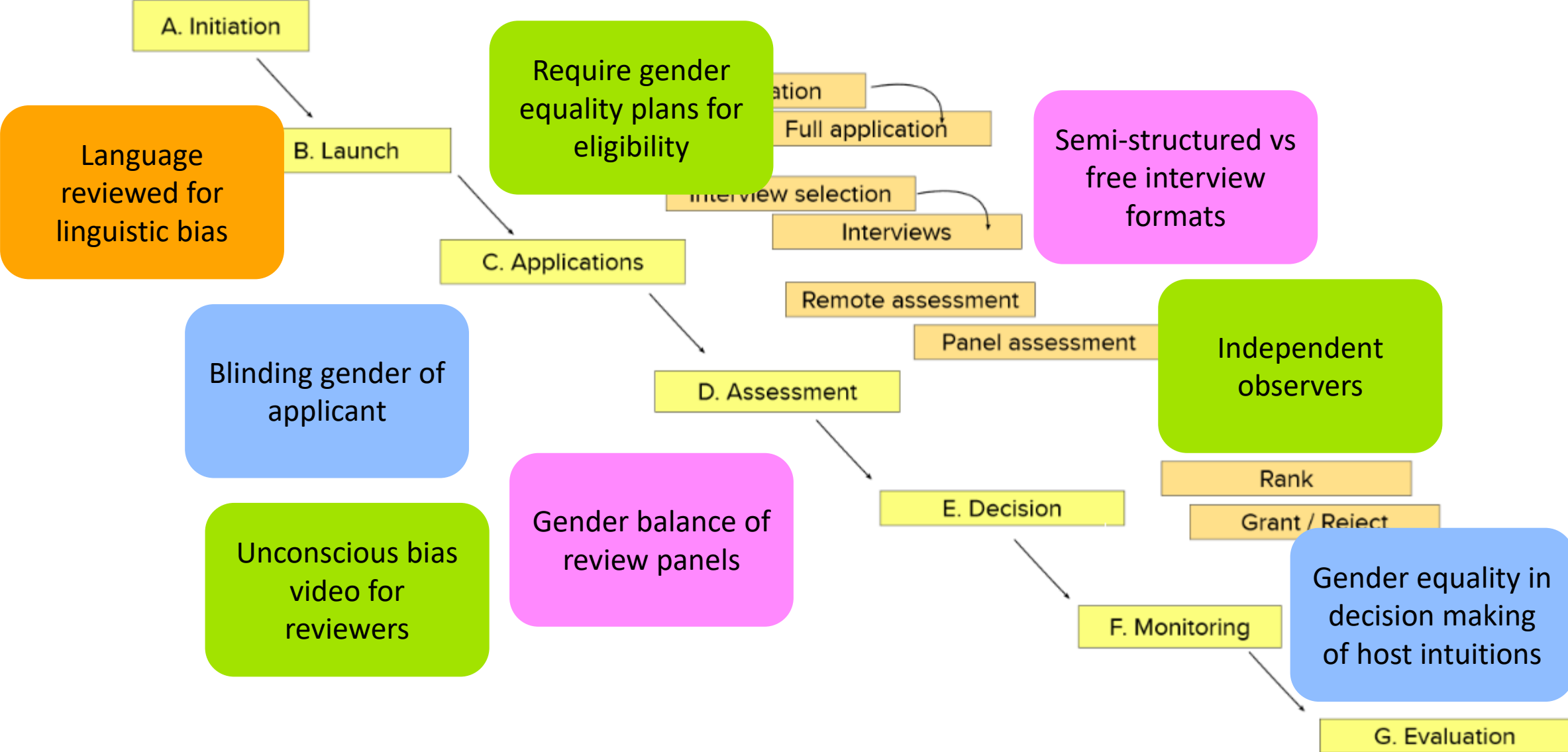
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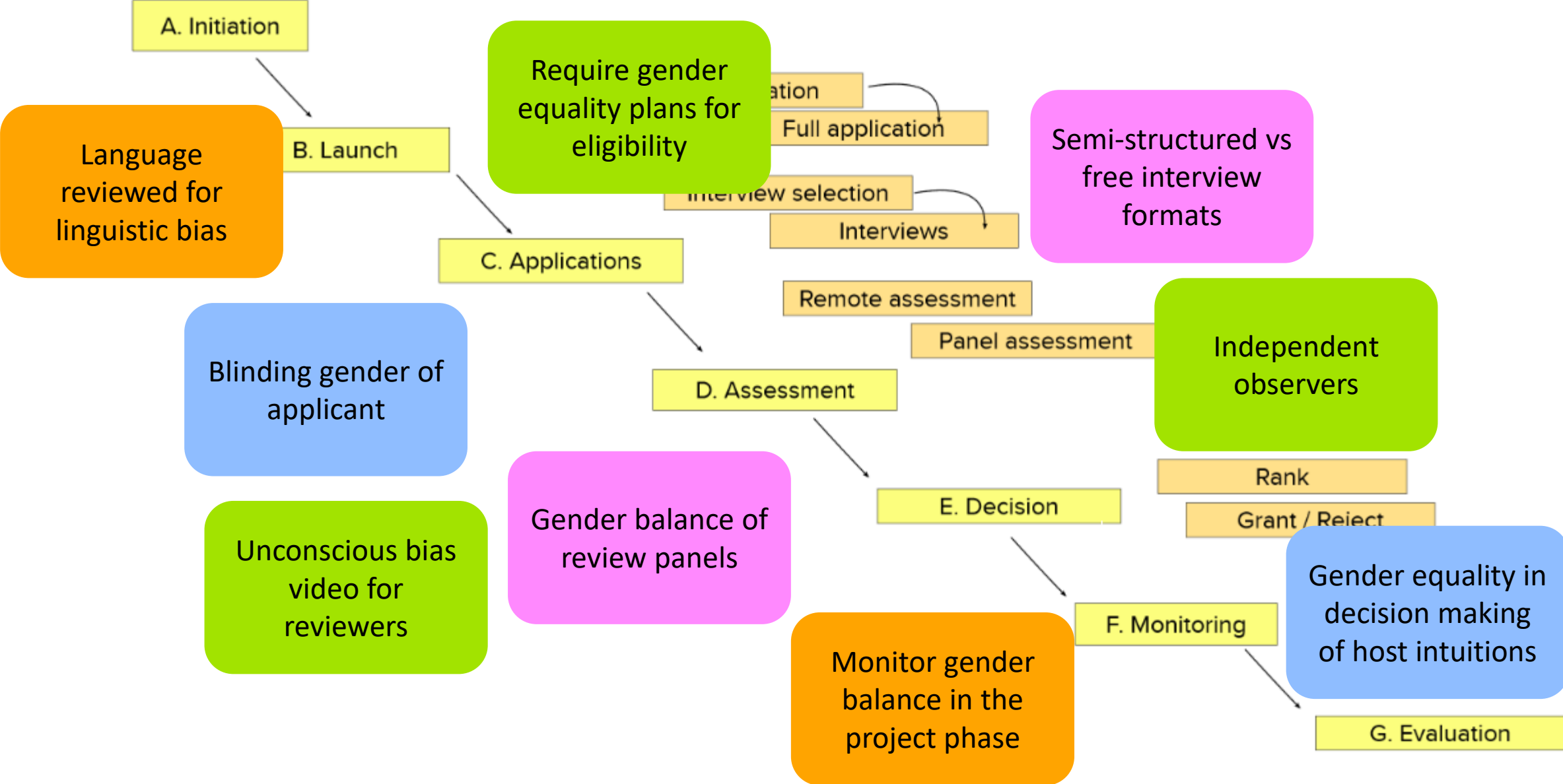
Mapping the grant evaluation process



Mapping the grant evaluation process



Mapping the grant evaluation process



Reducing bias in the grant evaluation process

- Mapping & learning about our different processes is the start of the journey
- We are working to bring together this knowledge to support best practice in gender equality in R&I funding



Thank You

