

EUROPROOFNET: **GENDER-BALANCE FINAL REPORT**

SEPTEMBER 19, 2025

EuroProofNet gender policies

- * We are committed to using inclusive language.
- * We monitor the distribution of funds among action participants and we prioritize funding of people of underrepresented genders.
- * We monitor gender balance within the management roles.
- * We contact eligible women researchers and invite them to join the action.
- * We promote work done by members of underrepresented genders (WEPN'22-25).
- * We organize training and discussion on unconscious biases and gender-balance issues (WEPN'22-25).
- * We aid parents with finding/ensuring childcare at the events organized by EuroProofNet action.
- * We consider gender aspects of our research.

MEMBERSHIP EVOLUTION

- * members: 608

- * young: 359 (59%)

- * **women: 134 (22%)**

- * prefer not to say: 23 (4%)

(state on 30 August 2025)

- * members: 301

- * young: 158 (52%)

- * **women: 60 (20%)**

- * prefer not to say: 10 (3%)

(state on October 2021)

STSMs and ITCGs

Program	Total Grants (EUR)	To Women/Non-binary (EUR)	%
Research Visits (Calls 1–12)	109,134	35,622	32.6%
Travel Grants (Calls 1–6)	19,302	5,470	28.3%
Overall	128,436	41,092	32.0%

EUROPROOFNET LEADERSHIP

- * MC: $18 / 60 = 30\%$ (above the community)
- * Core group (current composition):
 - young: 48%
 - **women: 48%** (way above the community)
 - ITC: 33%

Workshop/meeting attendance

Priority criterion:

1. meeting organisers
2. authors of accepted submissions/talks, invited speakers
3. underrepresented genders and members of ITC countries
4. junior members
5. other applicants

Priorities 3 and 4 on top of priority 2, when budget exhausted after priority 2.

WEPN EVENTS



WEPN + Dedukti
school @ TYPES'22

24750/17649

16.7% budget



WEPN @ ITP'23

8200/2856

2% budget



WEPN+WFM
@ HIM

7090/4080

2% budget



WEPN @ TYPES'25

4256/3514

???

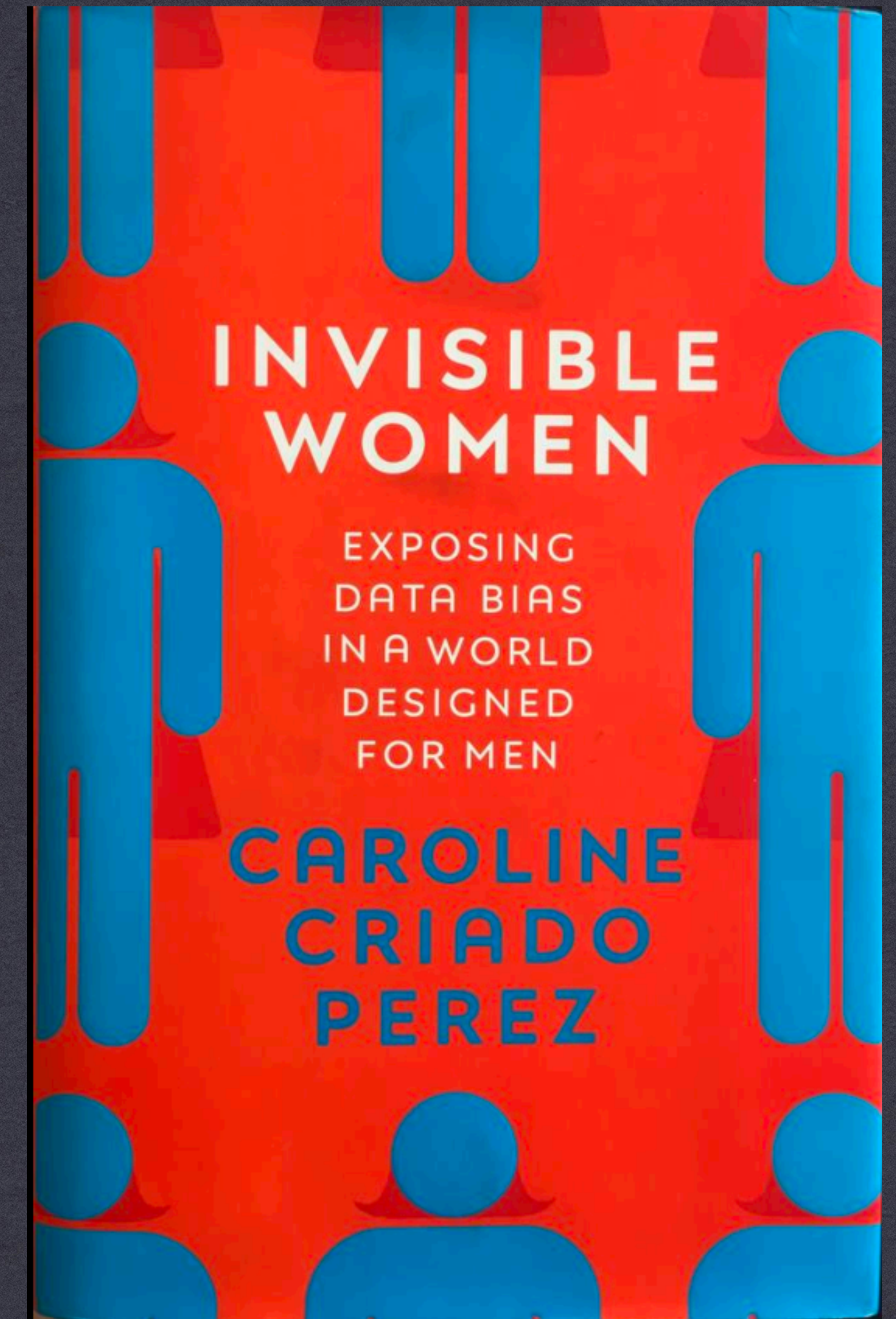
The future...

- * Use inclusive language.
- * Monitor the distribution of available funds and prioritise funding of people from underrepresented groups.
- * Monitor gender balance within management/leadership roles.
- * Promote work done by members of underrepresented/overlooked groups.
- * Be aware and promote discussion on unconscious biases and gender-balance issues.
- * Provide mechanisms for finding/ensuring childcare at scientific events and/or provide alternatives (i.e. remote) for participation.
- * Consider gender aspects of our research.

OUR RESEARCH SHAPES THE WORLD

“Imagine a world where **your phone is too big** for your hand, where your doctor prescribes a **drug that is** wrong for your body, where in a car accident **YOU** are 47% more likely to be **seriously** injured, where every week the countless hours of work you do are not recognised or valued.

If any of this sounds familiar,
chances are you're a women.”



An example to follow...

- * TU Wien has implemented a series of practices to promote gender equality and parenthood
- * All women postdocs are invited to a mentoring program
- * All major events that happen after 15:00 have organised childcare
- * TU Wien organises activities for school children during the school holidays
- * They have a "bring your daughter to TU Wien" day, to promote STEM to girls
- * among other policies...

