

## **SCGES Recommendations for Scientific Unions**

The following recommendations provide a roadmap to foster systemic change and advance gender equality in science in Scientific Unions, and promote it in their scientific communities. They rely on the [Gender Gap in Science \(GGS\) Project findings](#).

### **1. Promote Gender Balance in Leadership and Governance**

- Ensure gender balance across all levels of your organization, including leadership positions, committees, and decision-making bodies.
- Adopt a public gender equality statement and develop a comprehensive gender equality strategy with measurable objectives.

### **2. Increase the Visibility and Participation of Women**

- Actively promote the visibility of women scientists at all scientific events, especially as keynote speakers, panelists, and session chairs.
- Encourage sessions on women in science, diversity, equality, and inclusion in union-sponsored conferences.
- Establish and apply guidelines to address unconscious bias in all organizational processes, including selection, nominations, and peer review.
- Set and monitor gender balance standards for funded events, including:
  - Diverse speaker and panel line-ups
  - Equitable representation on scientific and local organizing committees
  - Transparent reporting mechanisms for participants to raise concerns about inclusion or discrimination

### **3. Establish Safe, Respectful Environments**

- Implement and publicize clear codes of conduct for all events and activities.
- Define, communicate, and enforce best practices to prevent, report, and address sexual harassment and gender-based discrimination in all sponsored or affiliated meetings.

### **4. Support Scientists with Family Responsibilities**

- Make conferences and events more accessible to participants with children by:
  - Including provisions for childcare in conference budgets
  - Offering family-friendly facilities and support
  - Encouraging inclusive scheduling practices
  - Ensuring that negotiated rooms at hotels include some that are available for families.

## **5. Ensure Equality in Scientific Recognition**

- Improve diversity in the nomination and selection processes for scientific awards.
- Actively encourage the nomination of women and other underrepresented groups.
- Extend eligibility age-limits by 18 months per child for candidates who have had caregiving responsibilities.

## **6. Promote Equality in Publishing**

- Increase the representation of women on editorial boards and decision-making roles in publishing.
- Collect and publish data on the gender breakdown of authorship and editorial decisions.
- Implement double-blind peer review processes and promote high standards for constructive, respectful feedback on submissions.

## **7. Institutionalize Gender Equality Efforts**

- Create a dedicated gender equality or women in science committee, supported by a defined budget.
- Organize dedicated events to foster networking, mentorship, and collaboration among women scientists.
- Develop and maintain a platform or website featuring:
  - Success stories of women scientists
  - Gender-related news, funding opportunities, and events
  - Career development resources, such as grant writing training and leadership workshops
  - Promotion of works authored by women, including books, biographies, and media

## **8. Foster Cultural Change and Shared Learning**

- Work collectively with other unions and partners to shift the culture and norms that sustain gender disparities in science.
- Share toolkits, policies, and best practices to build capacity across the global scientific community.
- Launch and support awareness campaigns on the societal and scientific benefits of gender equality.

## **9. Acknowledge Career Disruptions and Advocate for Fair Evaluation**

- Promote formal recognition of child-bearing and care-related career interruptions, recommending a standard 18-month extension per child for evaluation in hiring, promotion, and funding decisions.
- Encourage institutions to account for nonlinear or discontinuous career paths, and develop responsive policies that promote fairness in hiring, tenure, and salary structures.

## **10. Advance Inclusive Outreach and Representation**

- Integrate gender equality into all outreach and educational initiatives.
- Ensure that role models presented reflect a diverse range of identities, disciplines, and career trajectories, including those outside traditional academic pathways.

**These recommendations aim to build an inclusive scientific culture where all individuals—regardless of gender—can thrive, contribute, and lead. Scientific Unions have a critical role to play in driving this transformation across disciplines and borders.**