



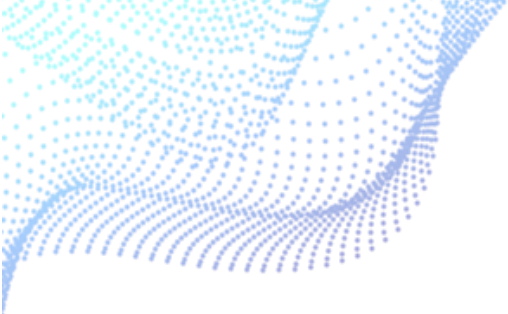
CoARA WG TIER – References for Communication and Training on gender bias

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With the contributions of Vanessa De Luca, Claudia Canali, Hana Tenglerova, Sean Sapcariu, Silvia Penati, Katalin Solymosi

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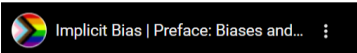
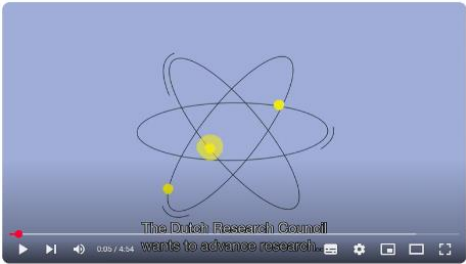
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Introduction

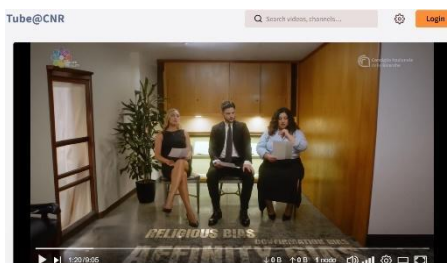
This document presents references for Communication and training on gender bias suggested by TIER members. It includes information about existing videos and tools to cope with bias in research assessment. A brief description, the link, and an image are provided for each reference.

Analyzed videos

<p>UCLA: 7 videos on implicit bias equity.ucla.edu/know/implicit-bias/</p>	<p>Videos</p> <p> new Implicit Bias Video Series</p> <p>[These videos are intended for public use, but we would like to track how they travel. If you, or your school, organization, company, or club happen to use a video for instructional purposes, please let us know. We're going to keep a public list. And comments are always welcome!]</p> <ol style="list-style-type: none"> 1. Preface: Biases and Heuristics (5:14) 2. Lesson 1: Schemas (3:12) 3. Lesson 2: Attitudes and Stereotypes (4:13) 4. Lesson 3: Real World Consequences (3:45) 5. Lesson 4: Explicit v. Implicit Bias (2:49) 6. Lesson 5: The IAT (5:14) 7. Lesson 6: Countermeasures (5:23) <p></p>
<p>Interaction and group dynamics in evaluation Committees by NOW www.youtube.com/watch?v=zvRbd40KPyo</p> <p></p>	<p>The video provided by NOW, the Dutch Research Council, regards Biased Language, Criteria, Structure, Time and Accountability. When the assessment committee convenes, the interaction with the applicants and the group dynamic are very important. Therein may lie challenges leading to a suboptimal assessment. These challenges can play a role during presentations and interviews with applicants, or during the committee meeting in which the assessment of the applications takes place.</p>



The background noise Il rumore di fondo by Italian National Research Council CNR (2023)



The video was produced for sensitize the evaluation committees on bias in evaluation, including but not limited to gender bias. Checked by Laura and Lucio.

<https://tube.rsi.cnr.it/w/4a1yoWa9QsjHQtbrhbrAMb>

Recruitment Bias in Research Institutes by Cerca - Research Centers of Catalonia (2016)



The European gender portal <https://www.genderportal.eu/resources/recruitment-bias-research-institutes> links this video.

The video aims to train male and female evaluators on assessment panels about recruitment bias. This bias - often subconscious - is particularly detrimental to women, leading them to perceive assessment as hostile.

<https://www.youtube.com/watch?v=g978T58gELo>

Videos to fulfil gender awareness approach by Swiss National Science Foundation SNSF (2024) SPIRIT (snf.ch)



Target: Applicants for research funding. Consider sex and gender in the research topic; Consider gender in the team composition

<https://www.snf.ch/en/nlghrhzybD90TM9D/funding/programmes/spirit>



Bias in peer review training module by Canadian Institutes of Health Research CIHR, NSERC and SSHRC (2022)



Interactive training module for evaluation committees.

It considers gender and other biases such as age, Institutional affiliation, career stage, anti-Indigenous, and language biases.

cihr-irsc.gc.ca/lms/e/bias/

Balanced, broad, responsible: A practical guide for research evaluators' by FNR- Luxembourg National Research Fund & DORA (2021)



Balanced, broad, responsible: A practical guide for research evaluators

A video for responsible research assessment.

It provides a 'checklist' of six concrete suggestions for research funders seeking to improve responsible assessment of funding applications.

<https://sfdora.org/resource/balanced-broad-responsible-a-practical-guide-for-research-evaluators>



Understanding unconscious bias (2015)

<https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/>

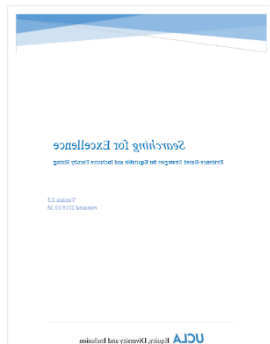


Useful tools and references



Gvozdanović, J., & Maes, K. (2018). Implicit bias in academia: A challenge to the meritocratic principle and to women's careers – And what to do about it. LERU, N.23.



www.leru.org/files/implicit-bias-in-academia-full-paper.pdf





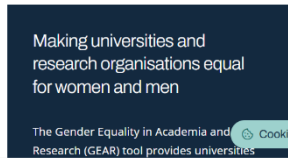
UCLA Equity, Diversity and Inclusion. (2019). Searching for Excellence. Evidence-Based Strategies for Equitable and Inclusive Faculty Hiring (p. 41). University of California, Los Angeles.

<https://ucla.app.box.com/v/searching-for-excellence>




	<p>NWO – Dutch Research Council: Webpage with practical advice on how to limit <i>implicit bias</i> in recruitment www.nwo.nl/en/assessment-committee-meetings</p> <p>NOW Factsheet. The factsheet can be used to help implementing the suggestions given in the video ‘interaction and group dynamics in evaluation committees’ https://www.nwo.nl/sites/nwo/files/mediafiles/NWO-handout-inclusive-assessment-tools-for-evaluation-committee-meetings.pdf</p>
	<p>Stanford toolbox</p> <p>This tool provides an evidence-based approach to diagnose bias. Diagnosing bias will enable change agents to more effectively design solutions and convince others in the organization that bias does exist in the culture. Diagnosing bias plays essential roles in improving diversity and inclusion program efficacy.</p> <p>https://womensleadership.stanford.edu/resources/tools</p>
<p>Higher Education Quarterly</p> <p>RESEARCH ARTICLE OPEN ACCESS</p> <p>Reconsidering the Assessment Criteria in Academic Recruitment</p> <p>Maria Pietilä¹ Jonni Kekäle² Katri Rintamäki² </p> <p><small>¹University of Eastern Finland, Suonen, Finland ²University of Eastern Finland, Kuopio, Finland</small></p>	<p>M.Pietilä, J.Kekäle, K. Rintamäki (2025). Reconsidering the Assessment Criteria in Academic Recruitment. Higher Education Quarterly, 2025; 79:e70068.</p> <p>https://doi.org/10.1111/hequ.70068</p>

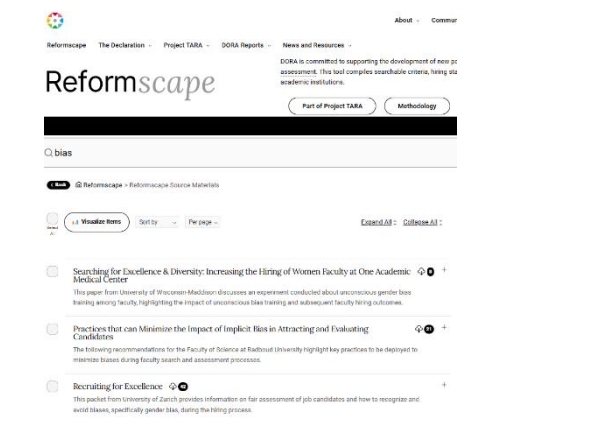
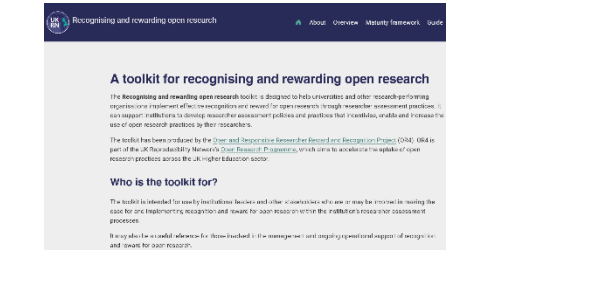
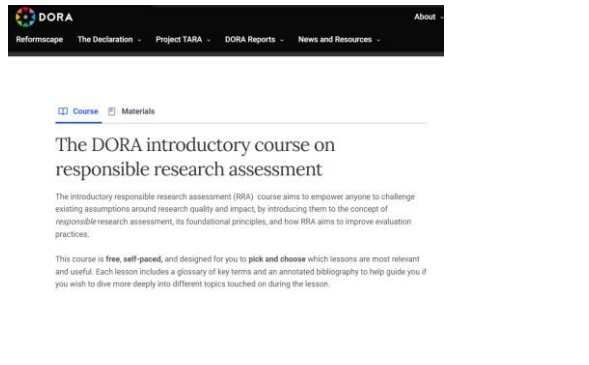



 <p>Chemistry A European Journal</p> <p>Editorial Free Access</p> <p>Employment Survey for European Chemists (ESEC3) How Diverse is Europe's Chemical Workforce?</p> <p>Prof. Dr. Reiner Salzer, Dr. Nineta Hrastelj, Prof. Dr. Anthony Smith</p> <p>First published: 30 May 2024 https://doi.org/10.1002/chem.202401222</p>	<p>Reiner Salzer, Nineta Hrastelj, and Anthony Smith (2024). Employment Survey for European Chemists (ESEC3). How Diverse is Europe's Chemical Workforce? Chem. Eur. J. 2024, 30, e202401222</p> <p>doi.org/10.1002/chem.202401222</p> <p>https://chemistry-europe.onlinelibrary.wiley.com/doi/10.1002/chem.202401222</p>
 <p>eua EUROPEAN UNIVERSITY ASSOCIATION</p> <p>< BACK</p> <p>EUA events</p> <p>Reforming Academic Career Assessment: current insights and future directions</p> <p>25 June 2024 online</p>	<p>European University Association EUA online workshop 25 June 2024 Reforming Academic Career Assessment current insights and future directions. Recordings and slides available.</p> <p>https://eua.eu/events/327-reforming-academic-career-assessment-current-insights-and-future-directions.html</p>
<p>Gender Equality in Academia and Research - GEAR tool</p>  <p>Making universities and research organisations equal for women and men</p> <p>The Gender Equality in Academia and Research (GEAR) tool provides universities</p> <p>Gender Equality</p>	<p>GEAR toolkit: Gender Equality in Academia and Research - GEAR tool by European Institute for Gender Equality - EIGE</p> <p>https://eige.europa.eu/gender-mainstreaming/toolkits/gear?language_content_entity=en</p>



<div><div></div><div><div>GEECCO</div><div>Gender Equality in Engineering through Communication and Commitment</div><div>WP 7</div><div>D7.2. Promoting gender equality in the evaluation process: Guideline for jury members, reviewers and research funding organizations' employees</div></div><table><tr><td>Project Acronym</td><td>GEECCO</td><td>Grant Agreement Number</td><td>741118</td></tr><tr><td>Project Start Date</td><td>01-09-2017</td><td>Project Duration</td><td>48 months</td></tr><tr><td>Document Version</td><td>2.0</td><td>Deliverable No.</td><td>7.2</td></tr><tr><td>Contact Person</td><td>Jana Douchkova</td><td>Organisation</td><td>TA CR</td></tr><tr><td>Phone</td><td>+420 778830084</td><td>E-Mail</td><td>jana.douchkova@ta.cz</td></tr></table><div><small>This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741118. The guideline reflects the state of the art in the field, but the Commission cannot be held responsible for any use which may be made of the information contained therein.</small></div></div>	Project Acronym	GEECCO	Grant Agreement Number	741118	Project Start Date	01-09-2017	Project Duration	48 months	Document Version	2.0	Deliverable No.	7.2	Contact Person	Jana Douchkova	Organisation	TA CR	Phone	+420 778830084	E-Mail	jana.douchkova@ta.cz	<p>GEECCO. "Deliverable 7.2: Promoting Gender Equality in the Evaluation Process: Guidelines for Jury Members, Reviewers and Research Funding Organizations' Employees", April 2020.</p> <p>https://ec.europa.eu/research/participants/documents/downloadPublic?documentIds=080166e5ce76bdf5&appId=PPGMS</p>
Project Acronym	GEECCO	Grant Agreement Number	741118																		
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<div><div><div>Contra</div></div><div><p>Supporting the Promotion of Equality in Research and Academia</p></div><div></div></div>	<p>Webinar #2. How can RFOs fight gender bias, SUPERA project (2020)</p> <p>In this webinar, two RFOs who have invested in the understanding of the phenomenon and started to take actions will share their experiences: ANR (Agence Nationale de la Recherche) and TA CR (the Technology Agency of the Czech Republic).</p> <p>https://www.youtube.com/watch?v=HJ65dMBAcAU</p>																				
<div><p>Webinar #04: A closer look to unconscious bias and what RFOs can do</p></div>	<p>Webinar #04: A closer look to unconscious bias and what RFOs can do, SUPERA project (2021).</p> <p>This is the 4th webinar organised by SUPERA and specifically dedicated to gender equality in research funding organisations.</p> <p>https://www.youtube.com/watch?v=G0q-gcWhZZI</p>																				



 <p>The screenshot shows the Reformscape website interface. At the top, there's a navigation bar with links like 'Reformscape', 'The Declaration', 'Project TARA', 'DORA Reports', and 'News and Resources'. Below this, the 'Reformscape' logo is prominent. A search bar contains the word 'bias'. Below the search bar, there are filters for 'Visualize items' and 'Sort by'. A list of search results is displayed, including titles like 'Searching for Excellence & Diversity: Increasing the Hiring of Women Faculty at One Academic Medical Center' and 'Practices that can Minimize the Impact of Implicit Bias in Attracting and Evaluating Candidates'.</p>	<p>Resources from DORA's Reformscape platform on biases</p> <p>https://sfdora.org/reformscape/source-materials/? tara_keyword_search=bias</p>
 <p>The screenshot shows a webpage titled 'Recognising and rewarding open research'. It features a header with navigation links: 'About', 'Overview', 'Maturity framework', and 'Guide'. The main content area has a heading 'A toolkit for recognising and rewarding open research' followed by a paragraph explaining the toolkit's purpose. Below this, there's a section titled 'Who is the toolkit for?' with a paragraph describing the target audience.</p>	<p>Toolkit for recognising and rewarding open research (OR4 2021–2027) by UK Reproducibility Network.</p> <p>https://recognition.ukrn-openresearch.ac.uk/</p>
 <p>The screenshot shows the DORA website's 'Introductory course on responsible research assessment' page. It has a header with navigation links: 'Reformscape', 'The Declaration', 'Project TARA', 'DORA Reports', and 'News and Resources'. Below the header, there's a section titled 'The DORA introductory course on responsible research assessment' with a paragraph describing the course's goals. At the bottom, there's a paragraph stating that the course is free, self-paced, and designed for users to pick and choose lessons.</p>	<p>Introductory Course on Responsible Research Assessment. by DORA</p> <p>https://sfdora.org/courses/introductory-course-to-responsible-research-assessment/</p>
 <p>The image is the cover of a video catalog titled 'UNCONSCIOUS BIAS'. It features a stylized illustration of four people (two men and two women) in a meeting setting. The background is a solid purple color. The title 'UNCONSCIOUS BIAS' is written in large, bold, white capital letters at the bottom.</p>	<p>CoARA ExPECT Video Catalog (2025)</p> <p>19 videos addressing various aspects of research assessment, produced by ExPECT CoARA Boost Project</p> <p>https://zenodo.org/records/17648971</p>



MOOC by University of Padova (2026) -
Gender Dimension in Research: Concepts,
Practices and Impact

Massive Open Online Course with the
module "Beyond Metrics: Valuing People,
Teams, and Societal Impact in Research.
Introducing the Coalition for Advancing
Research Assessment" introducing CoARA
and CoARA WG TIER

[https://lifelonglearning.unipd.it/local/dashboard/
addon/dashboard/dashboard.php?id=82](https://lifelonglearning.unipd.it/local/dashboard/addon/dashboard/dashboard.php?id=82)