

Career Development & Gender Balance in e-infrastructures

GÉANT's approach

Sarah Hughes
*Senior Learning &
Development Manager, GÉANT*

e-IRG Workshop, 2nd December 2021

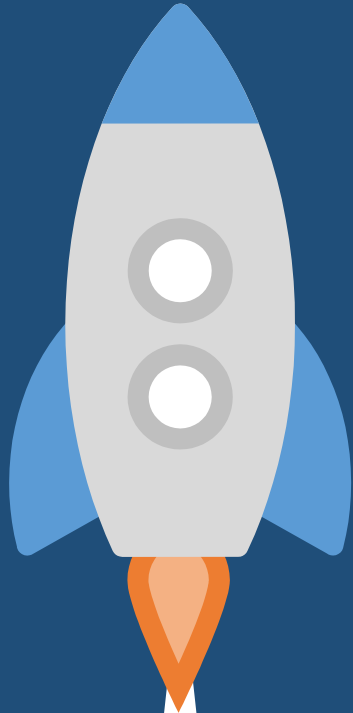
Public / Confidential / Restricted

Purpose: create career opportunities and gender equality

Explain GÉANT's approach to improving career development and gender balance

Propose actions to:

- Increase career development opportunities
- Improve gender balance within e-infrastructures



Part 1: Career Development

Challenge: Fewer Promotion Opportunities

“Vertical” progression is the assumed norm

In reality, opportunities are fewer with every promotion

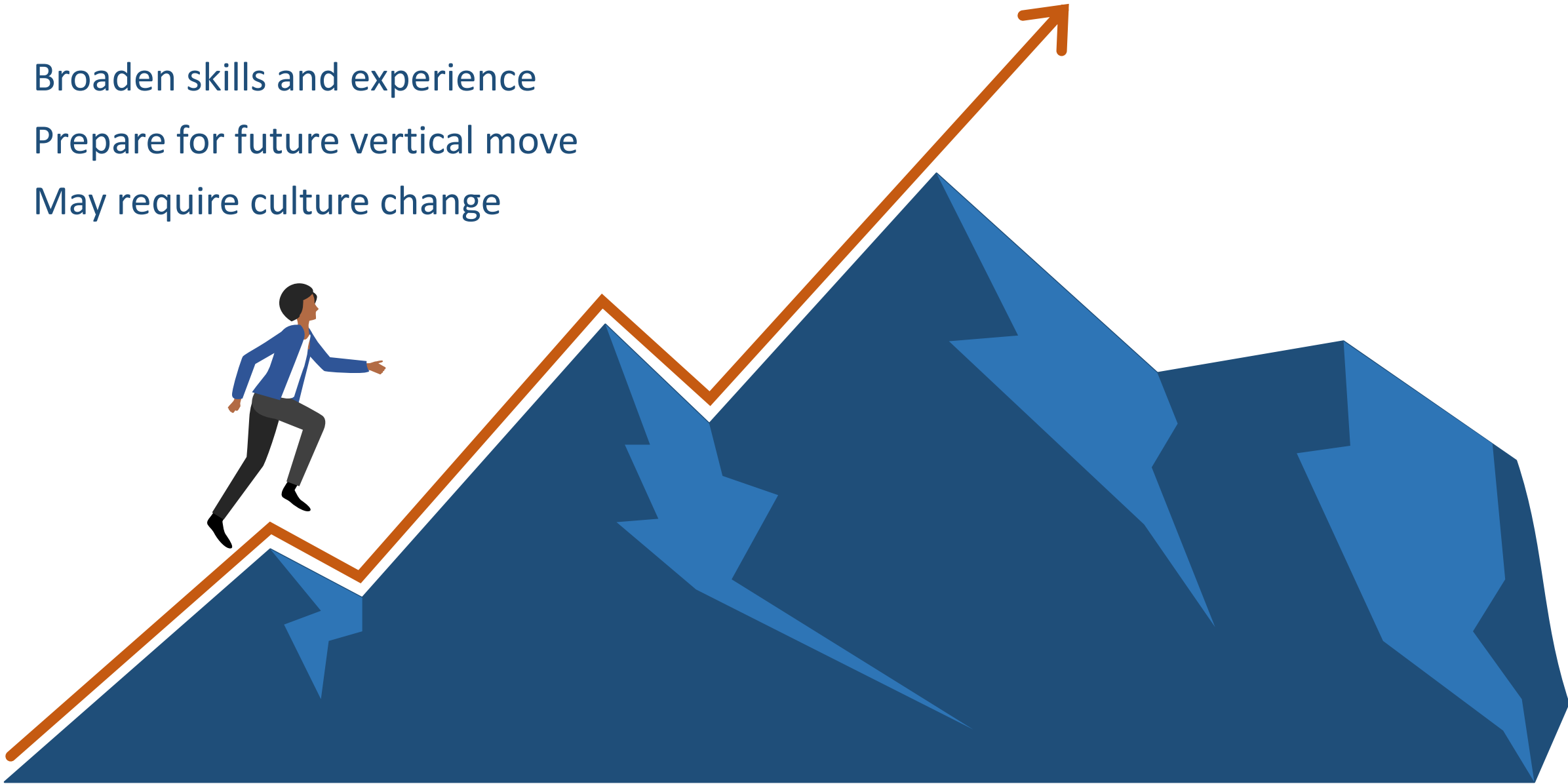


Encourage Horizontal Career Development

Broaden skills and experience

Prepare for future vertical move

May require culture change



Develop Future Talent

GÉANT develops future talent through its:

- Future Talent Programme
- Trust & Identity Mentoring (TIM)
- Emerging NRENS Programme
- Internships



Enable Career Development Through Learning

- Develop “Soft Skills” – needed for management
- Secondment or temporary assignments – broaden experience
- Learning – builds talent “pipeline”

Learning increases motivation and helps retain talent



Part 2: Gender Balance



Gender diverse organisations:

- 1) Are **more productive**
- 2) **Attract and retain talent** – address skills deficit
- 3) Boost **innovation** and **creative problem solving**
- 4) **Align with end users**
and regulation



Gender Balance in GÉANT Community

- GÉANT employees: 40% women
- GN4-3 Work Package Leaders 50% women
 - BUT only 10 of 44 (23%) Task Leaders are women
 - GN4-3N Work Package Leaders all men
- GÉANT Executive Team = 25% women
 - GÉANT Board currently 3 of 9
- Only 3 NRENs led by women: IUCC, JISC, SURF



GÉANT's approach to Gender Balance

- Gender-neutral recruitment adverts
- Equal Pay review
- Equality Policy
- Mentoring and buddying schemes
- Seek equal representation e.g. TNC 2015 women speakers invited
- *Women in STEM* campaign planned for 2022

**WOMEN & GIRLS
IN STEM DAY**



Proposed Actions to Improve Gender Balance

Flexible working - great enabler for women

Unconscious bias training annually

Set Targets – create focus

Reverse Mentoring – junior women mentor senior men

We have made progress...



...but more is needed

Thank you

Any questions?

www.geant.org



© GÉANT Association
As part of the GÉANT 2020 Framework Partnership Agreement (FPA), the project receives funding from the European Union's Horizon 2020 research and innovation programme under Grant Agreement No. 856726 (GN4-3).