GENDER EQUALITY MEASURES IN ACADEMIA – KEY FINDINGS
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How to improve access to academia and empower women

- reveal gender bias
  - diversity training for personnel

- rethink institutional instruments
  - redefine evaluation criteria & procedures
  - support grants & additional fundings

- support female researchers
  - mentoring & coaching
  - reconcile work & family life

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How to transform gendered structures of academia

- redefine male centric work culture
  - deconstruct gendered notions of excellence
  - prevent homosocial reproduction
  - link gender equality efforts to funding access
  - rework hierarchies & structures
  - maintain work-life balance
  - reconcile work & family life

- prevent and persecute sexual harassment
  - research on gender-based violence
  - protect victims & hold perpetrators accountable

Political responses

- Certification & Award Schemes
- Gender Equality Plan
- Funding Policies

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How to integrate sex and gender into research content

- train academic researchers
  - eliminate sex & gender bias
  - improve scholarly quality
  - integrate expertise of gender studies scholars
  - provide sex & gender analysis methodology

- mainstream sex & gender analysis
  - incorporate sex & gender dimensions into the teaching curriculum
  - make sex, gender & intersectional analysis relevant for fundings
  - promote transparent sex & gender reporting in publishing

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