

ICGR 2021

4th International Conference on Gender Research

21 - 22 June 2021, Aveiro, Portugal

Mini Track on Gender Balance in Decision-Making Bodies and Processes

Mini Track Chairs: Teresa Carvalho and Sara Diogo, University of Aveiro, Portugal



Higher education institutions (HEIs) and research performing organizations (RPOs) are excellent case-studies of women's representation in academia. The proportion of female academics and administrators has rapidly been increasing in the HEI sector. However, despite efforts to minimize gender gaps, women are still under-represented in top management and leading positions, contributing to the ongoing phenomenon of vertical segregation. The gender balance often shifts further towards a male majority with the increasing importance of the decision-making body. The purpose of this mini track is to inspire researchers and practitioners to reflect on mechanisms and strategies to improve gender equality in institutional decision-making processes and bodies.

As such, potential topics include, but are not limited to:

- Governance and management of decision-making bodies' recruitment
- Gender (in)balances in decision-making processes
- Measures/actions to boost women's careers and to create gender equal decision-making bodies and processes
- Resistances to (more) inclusive recruitment and career progression
- Actions promoting gender benchmarking and awareness raising
- Case Studies of Decision-Making Bodies with a positive gender balance. How and why it works?
- Reasons and implications of why we should strive for gender balance in decision making

Mini track chairs:



Teresa Carvalho is an associate Professor at the University of Aveiro, Portugal and a senior researcher at CIPES (Center for Research in Higher Education Policies). She is the coordinator of the H2020 CHANGE project - CHAlleNging Gender (In)Equality in Science and Research.



Sara Diogo is an invited assistant Professor at the University of Aveiro, Portugal, a post-doc at GOVCOPP and a research member at CHANGE.

Submission details

In the first instance a 300 word abstract is required, submissions must be made using the online submission form at: <http://www.academic-conferences.org/conferences/icgr/icgr-abstract-submission/>

If you have any questions about this track please email the mini track chair: teresa.carvalho@ua.pt or sara.diogo@ua.pt

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