

Inclusiveness policy for COST Action IS1405 (BIRTH)

DRAFT: 8th January 2016

Review date: at each MC meeting for the duration of the Action

COST Action IS1405 MC members acknowledge the undertaking of The COST Association to promote inclusiveness in all Actions. This includes gender, country, and Early Career Investigator inclusiveness. These specific aspects will be addressed as follows within COST Action IS1405:

1. Inclusion of Inclusiveness Target Countries.

The COST Association has undertaken to dedicate 50% of the COST Association overall budget to activities involving researchers from Inclusiveness Target Countries . These are Bulgaria, Bosnia and Herzegovina, Croatia, Cyprus, Czech Republic, Estonia, the former Yugoslav Republic of Macedonia, Hungary, Latvia, Lithuania, Luxembourg, Malta, Poland, Portugal, Romania, Republic of Serbia, Slovakia, Slovenia, Turkey.

Current situation in COST Action IS1405

MC members from all but four of these countries (Bosnia and Herzegovina, Latvia, Luxembourg, Slovakia) are included in the Action.

MC targets and actions

The MC will monitor progress towards including scientists from the remaining 4 countries by the end of the Action.

2. Gender equality

The COST Association is committed to improving gender equality in European science.

Current situation in COST Action IS1405

The gender mix of MC members is 11% male and 89% female at January 1st 2016. COST Action IS1405 encourages a positive gender mix within the Action, however we view the current predominance of female researchers in the Action as a positive counter balance to the current under representation of women in STEM subjects in Europe.

MC targets and actions

The MC will monitor progress towards improving the gender mix in the Action by the end of the Action

3. Inclusion of Early Career Investigators (ECIs)¹

To improve the scope and quality of the scientific community in the future for Europe, COST Association instruments, and specifically STSMs and Training Schools, are designed to promote the participation of ECIs..

Current situation in COST Action IS1405

The ratio of ECIs to others in the MC is 66 % ECI to 34 % non ECI at January 1st 2016. The Action has a dedicated ECI group that meets at each MC meeting, and that communicates on social media between meetings in order support their work in the Action. ECIs are prioritised for STSM awards

MC targets and actions

The MC will monitor the maintenance of the ECI mix in the MC and in terms of the award of STSMs, Training School places, open access publication funding and Conference funding within the Action.

Date of most recent review: to add after MC evote

¹ Early Career Investigators (ECIs) previously called Early Career Researchers (ECRs) are members of the Action who do not have a Doctoral qualification or have gained their Doctoral qualification in the last 8 years.