

# Gender Equality Plan

## Preamble

The ECPR aims for gender-equal composition in all its sub-organisations, activities and events. Although political science is still a 'male discipline' across Europe, and [female full professors in the social sciences make up just 23% of the total](#), the ECPR aims at compliance with the principles of the [Athena Scientific Women Academic Network Charter](#), noting in particular:

- We acknowledge that academia cannot reach its full potential unless it benefits from the talents of all.
- We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.
- We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not suffice.
- All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.

ECPR wants to develop into a gender-equal role model for the discipline. Yet while 50% of MyECPR accounts belong to female scholars, and close to 50% of our event participants are women, the gender balance in other aspects of our work needs improvement.

This Gender Equality Plan will help us reach that goal.

## OBJECTIVE

The objective of the ECPR Gender Equality Plan is to increase representation of women in all

sub-organisations, activities and events of the ECPR until equal representation of men and women is achieved.

## RESPONSIBILITIES

Responsibility for the Gender Equality Plan lies with all members of the Executive Committee, convenors of Standing Groups, Academic

Convenors of the Methods School, everybody involved in ECPR publishing, and ECPR staff.

## MONITORING AND PLANNING

The ECPR publishes an annual Gender Study, which examines the participation of women and men throughout the ECPR's governance and at all levels of participation in its activities. This Study and its evaluation leads to the identification of areas for improvement, and provides indicators for analysing the progress and fulfilment of targets.

The Executive Committee's Organisation Subcommittee discusses the results of the annual Gender Study, reports its findings to the Executive Committee, assesses the degree to which targets have been met,

proposes updates to the targets, sets new targets and defines the actions to be taken in order to reach them.

The ECPR Gender Studies of 2016 and 2017 have identified several places in the organisation where action is needed to improve gender balance:

- Editors of ECPR publications (books and journals)
- Winners of the Stein Rokkan Prize and the Lifetime Achievement Award (there is also a low percentage of female nominees)
- Workshop Directors of the Joint Sessions and Section Chairs at General Conferences
- Keynote lecture givers at ECPR events (Stein Rokkan Lecture at Joint Sessions; plenary lecture at General Conference; plenary lecture at Graduate Student event)
- Submissions and authors of articles to ECPR journals
- Methods Schools' Academic Convenors, Academic Advisory Board and Instructors
- The Executive Committee

# Targets and actions, 2018–2020

## PUBLICATIONS

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### Targets

- To achieve gender balance among editors of ECPR journals by the end of 2020.
- To establish a gender balance among the referees of articles submitted to its journals by the end of 2020.

### Actions

- The Publications Subcommittee will nominate female editors for ECPR journals until a 50% quota is reached in 2020.
- The Publications Subcommittee will ask editors of ECPR journals to approach more female referees.

- The Publications Subcommittee will monitor and discuss the gender balance in each publication during the annual Publications Retreat. It will ask editors to provide in their annual reports more detailed figures on the gender balance in submissions, referees and accepted articles.

## ORGANISATION

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### Targets

- To achieve a more equal gender distribution of prizewinners, in particular for the Stein Rokkan Prize, the Lifetime Achievement Award and the Hedley Bull Prize.
- To appoint a higher proportion of women to the ECPR Executive Committee.

### Actions

- In the communication about prizes, ECPR will stress the importance of nominating female scholars.
- The Organisation Subcommittee will ask prize jury members to decide in favour of female nominees when male and female nominations are of equal quality.

- The Organisation Subcommittee will replace outgoing jury members with female members until a 50% quota is reached in all prize juries.
- The rules and procedures for the election of members of the Executive Committee will be revised to ensure that there is a 50/50 gender balance among the six newly elected members.

## EVENTS

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### Targets

- To create a more equal gender distribution of Workshop Directors at the Joint Sessions and of Section Chairs at the General Conference.
- To create a more equal gender distribution of speakers at plenary events of the Joint Sessions of Workshops and the General Conference.

### Actions

- The Events Subcommittee will ask Standing Group convenors to nominate 50% female Section Chairs for the General Conference.
- The Subcommittee will encourage General Conference local organisers to suggest more female keynote speakers, making this part of the local organisers' checklist.

- The Events Subcommittee will ask Standing Groups to endorse Workshops with gender-equal composition of Directors.
- The Events Subcommittee will nominate 50% female referees for the selection of Workshops at the Joint Sessions.
- Workshop selectors will aim for an even gender split of Directors.

## TRAINING

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### Target

- To increase the proportion of female Academic Convenors, Methods School Instructors, and members of the Methods School Academic Advisory Board.

### Action

- The Training Subcommittee will monitor closely the gender balance in all Methods School

roles, and ask Academic Convenors and local organisers to recruit female Instructors.

## OTHER

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- The ECPR will use gender-neutral language in its internal and external communication.