**REPRESENTATION AND PARTICIPATION OF WOMEN SCIENTISTS IN SCIENCE ACADEMIES OF SCIENCE, MEDICINE AND ENGINEERING, AND YOUNG ACADEMIES**

**GENERAL**

1. What is the name of your academy?

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1. In which country is the secretariat of your academy located?

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**MEMBERS**

*A ‘member’ represents any person who is elected to the academy. Some academies may use the term ‘fellow’ instead. In this section, we use the term ‘member’ to refer to both. Please include only full members/fellows and exclude honorary/associate members unless otherwise specified.*

1. How many members does your academy currently have and how many of them are women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of members |  |
| Number of members who are women |  |

1. Which ONE of the following statements best describes your academy?

|  |  |
| --- | --- |
| Academy admits members from all fields / disciplines  |  |
| Academy admits members from selected fields / disciplines |  |

1. Each academy categorizes the scientific fields or disciplines in which its members work in its own way (e.g., Economics, Life Sciences, Mathematical Sciences).

In the table below, please provide the following information:

* **Column 1**: List the scientific fields or disciplines as they are categorized in your academy;
* **Column 2**: Indicate the total number of members in your academy working in each field or discipline;
* **Column 3**: Indicate the number of women members in each field or discipline.

If there are no women members in a particular field or discipline, enter ‘0’.

|  |  |  |
| --- | --- | --- |
| **Name of scientific field/discipline** | **Total number of members** | **Number of women members** |
|  |  |  |
|  |  |  |
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1. Do members of your academy have to pay a membership fee?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *Skip to Question 9* |

1. If yes to Question 6, does the membership fee vary by category?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *Skip to Question 9* |

1. If yes to Question 7, please provide more detail on the categories of membership fees.

|  |
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**NOMINATION OF NEW MEMBERS**

*Nomination refers to the process of formally proposing candidates for membership in the academy. This is distinct from election, which is the process of selecting nominated candidates.* ***This section focuses only on nominations****.*

1. Who may nominate new members to your academy? (Please select ALL that apply.)

|  |  |
| --- | --- |
| Existing members nominate candidates |  |
| Universities and scientific organisations nominate candidates |  |
| A dedicated committee nominates candidates |  |
| Self-nomination is allowed |  |
| Other |  |
| (Specify: ……………………………………………………………..) |  |

1. Do nominees have to meet specific criteria?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *Skip to Question 14* |

1. If yes to Question 10, what are the criteria that nominees must meet? (Select ALL that apply.)

|  |  |
| --- | --- |
| Minimum years of research experience |  |
| Minimum number of research publications |  |
| Demonstrated research excellence |  |
| International recognition in their field |  |
| Contributions to society or public engagement |  |
| Recognition through prestigious awards or honours |  |
| Leadership experience in the scientific community |  |
| Other criteria |  |
| (Specify: ……………………………………………………………..) |  |

1. How are the criteria communicated to potential new members? (Select ALL that apply.)

|  |  |
| --- | --- |
| Published on the academy’s website |  |
| Shared in internal documents or guidelines |  |
| Communicated informally through members |  |
| Other |  |
| (Specify: ……………………………………………………………..) |  |

1. Where can the official nomination criteria for new members be found? Please provide a web link to the criteria and/or upload relevant documents, if available.

|  |  |
| --- | --- |
|  | *Insert the web link* |

 ~~~~~~~~~~~~~~~~~~~~~~~~~~~ *Upload document(s) here*

1. Does your academy keep records of the **nominees**?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 16)* |

1. If yes to Question 14, how many individuals have been **nominated** per year in the period 2020 to 2024? And how many of them are women? (*We understand that you may not have the data to complete the entire table*.)

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total number of individuals** | **Number of women** |  |
| 2024 |  |  | *Write the numbers in the cells.* |
| 2023 |  |  |
| 2022 |  |  |
| 2021 |  |  |
| 2020 |  |  |

**ELECTION OF NEW MEMBERS**

*‘Election’ is the process of formally selecting a nominated candidate for membership in the academy. It should not be confused with ‘nomination’, which is the process of formally proposing a candidate for election.* ***This section focuses only on elections****.*

1. How are new members elected? (Select ALL that apply.)

|  |  |  |
| --- | --- | --- |
| Election by all members voting |  |  |
| Election by a vote of a group of members |  |  |
| Election by dedicated committee(s)  |  |  |
| Other |  |  |
| (Specify: ……………………………………………….…….) |  |  |

1. Does your academy apply quotas in the election process? (Select ALL that apply.)

|  |  |  |
| --- | --- | --- |
| Yes, a gender quota |  |  |
| Yes, an age quota |  |  |
| Yes, a quota for disciplines |  |  |
| Yes, a quota for institutions |  |  |
| No quotas apply |  |  |
| Other |  |  |
| (Specify: …………………………………………………………..…..) |  |  |

1. Does your academy keep records of those who are **elected**?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 20)* |

1. How many individuals have been **elected** to the academy per year in the period 2020 to 2024? How many of them are women?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total number of individuals** | **Number of women** |  |
| 2024 |  |  | *Write the numbers in the cells.* |
| 2023 |  |  |
| 2022 |  |  |
| 2021 |  |  |
| 2020 |  |  |

**INITIATIVES TO INCREASE THE REPRESENTATION OF WOMEN AMONG THE ACADEMY’S MEMBERSHIP**

1. Is your academy currently undertaking any initiatives specifically aimed at increasing women’s representation among the membership of your academy?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 22)* |

1. If yes to Question 20, please describe these initiatives. Alternatively, if the descriptions are available online, please provide the web links.

|  |
| --- |
|  |

**GOVERNANCE**

*The governing board (also referred to as the Executive Board, Council, or Leadership Team) is the highest decision-making body of an academy. It is composed of members responsible for setting strategic direction, formulating policy, and overseeing the operations and governance of the organization.*

1. Which positions are included in the governing board of your academy?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes** | **No** |  |
| President |  |  |  |
| President-elect |  |  |  |
| Chair |  |  |  |
| Vice-president(s) |  |  |  |
| Co-chair(s) |  |  |  |
| Secretary |  |  |  |
| Treasurer |  |  |  |
| Board members-at-large (general members with governance roles) |  |  |  |
| Other positions(Specify: ……………………………………………………..……………………) |  |
|  |

1. How is the governing board elected or appointed? (Select ALL that apply.)

|  |  |  |
| --- | --- | --- |
| Elected by all academy members |  |  |
| Elected by a subgroup of members |  |  |
| Appointed by an external authority |  |  |
| Other |  |  |
| (Specify: ………………………………………………………………) |  |

1. Is the president (or equivalent) of your academy a man or a woman?

|  |  |
| --- | --- |
| Man |  |
| Woman |  |

1. Currently, how many vice-presidents and/or co-chairs does your academy have in total and how many of them are women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of vice-presidents and/or co-chairs |  |
| Number of vice-presidents and/or co-chairs who are women |  |

1. Does your academy make use of committees, task forces and/or working groups to carry out its work?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 30)* |

1. If yes to Question 26, how many committees, task forces, or working groups are currently active in your academy?

|  |  |
| --- | --- |
|  | *(Write number)* |

1. Does your academy keep records of the gender composition of its committees, task forces, and working groups?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 30)* |

1. If yes to Question 28, how many individuals currently serve on these structures and how many of them are women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of individuals |  |
| Number of women |  |

**GENERAL ASSEMBLY**

1. Does your academy keep records of the percentage of women among the delegates to its general assembly?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 32)* |

1. If yes to Question 30, what was the percentage of women among delegates at your academy’s most recent general assembly?

|  |  |
| --- | --- |
|  | *(Write percentage)* |

1. Did your academy apply any guidelines, targets, or initiatives to promote more balanced gender representation among delegates to its most recent general assembly?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 34)* |

1. If yes to Question 32, please describe the initiatives. Alternatively, if the relevant policies or materials are available online, please provide the web links.

|  |
| --- |
|  |

**GOVERNING DOCUMENTS, POLICIES AND STRATEGIES**

1. Which of the following issues are explicitly mentioned in your academy’s governing documents (e.g., constitution, by-laws, or statutes)? (Select ALL that apply.)

|  |  |  |
| --- | --- | --- |
| Diversity |  |  |
| Diversity, equity and inclusion (DEI) |  |  |
| Gender equality (or inequality) |  |  |
| Women in science |  |  |
| Gender mainstreaming |  |  |
| Non-discrimination on the basis of gender  |  |  |
| Other similar issues relevant to gender (in)equality |  |  |
| (Specify: ……………….…………………………..) |  |
| None of the above |  | *(Skip to Question 36)* |

1. Please provide a web link to the documents in which these issues are mentioned, and/or upload the documents if available.

|  |  |
| --- | --- |
|  | *Insert the web link* |

 ~~~~~~~~~~~~~~~~~~~~~~~~~~~ *Upload document(s) here*

1. Does your academy have any of the following policies, strategies and/or guidelines in place? (Select ALL that apply.)

| A gender equality policy or statement(A document outlining the organisation’s commitment to gender equality, guiding principles, and decision-making framework.) |  |
| --- | --- |
| A gender equality strategy(A structured, long-term plan with specific objectives and actions to promote gender equality.) |  |
| A general diversity, equity, and inclusion (DEI) policy(A broad policy covering diversity, including but not limited to gender, race, ethnicity, disability, and other factors. Note: This policy must at least mention gender.) |  |
| A policy or guidelines addressing gender-based discrimination and harassment(Includes measures to prevent and address gender-based discrimination, sexual harassment, and other forms of misconduct.) |  |
| A policy or guidelines addressing unconscious bias in decision-making(Guidance for recognising and mitigating unconscious biases in hiring, promotions, nominations, and leadership selection. Note: This policy must at least mention gender.) |  |
| A mechanism for reporting and addressing gender-related complaints(A structured process for reporting and resolving gender-based discrimination or harassment concerns.)  |  |
| Other similar policies, strategies and/or guidelines relevant to gender equality.(Specify: ………………………………………..……………….……..) |  |
| None of the above |  |

1. Does your academy currently have any of the following structures with a specific mandate to drive change in the area of gender equality?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes** | **No** |  |
| A permanent committee or sub-committee  |  |  | *(If no to BOTH, skip to Question 41)* |
| An ad hoc (non-permanent) working group, task force or action group |  |  |

1. If yes to any of the options in Question 37, please provide the name(s) of the relevant structure(s).

|  |  |
| --- | --- |
| A permanent committee or sub-committee |  |
| An ad hoc (non-permanent) working group, task force or action group |  |

1. If available, please provide a web link where more information about these structures can be found. Alternatively, and if available, you may also upload relevant documents about these structures.

|  |  |
| --- | --- |
|  | *Insert the web link(s) here* |

 ~~~~~~~~~~~~~~~~~~~~~~~~~~~ *Upload the document(s) here*

1. Do the structures in Question 37 have sufficient resources to fulfil their mandate?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes, they have sufficient resources** | **No, although they have some resources, these are insufficient** | **No, they have no resources** |
| A permanent committee or sub-committee |  |  |  |
| An ad hoc (non-permanent) working group, task force or action group |  |  |  |

**GENDER EQUALITY BUDGET**

1. Does your academy have the following budgets?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes** | **No** |  |
| A specific budget for gender equality |  |  | *(If no to BOTH, skip to Question 43)* |
| A budget for diversity issues that include gender |  |  |

1. If your academy has a specific budget for gender equality or diversity, what percentage of your academy’s total budget did it represent in the most recent financial year?

|  |  |
| --- | --- |
|  | *(Write percentage)* |

**DEALING WITH GENDER-RELATED COMPLAINTS**

1. Does your academy have its own formal grievance mechanism for dealing specifically with gender-related complaints?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 45)* |

1. If yes to Question 43, who at your academy is responsible for dealing with complaints about gender-related issues? (Select ALL that apply.)

|  |  |
| --- | --- |
| The governing board |  |
| A standing committee (e.g. an ethics committee) |  |
| An ad-hoc committee |  |
| A specific officer |  |
| An ombudsperson  |  |
| Other |  |
| (Specify: ……………………………………………………….……..) |  |

1. Is/are there any national legal framework(s) your academy may use to deal with gender-related complaints?

|  |  |
| --- | --- |
| Yes, and we use it when necessary |  |
| Yes, but we do not use it or have not had a need to use it |  |
| No, there is none |  |

**AWARDS AND PRIZES**

*“Awards” and “prizes” here refer to tokens of recognition for scientific achievements, not research grants or funding.*

1. Has your academy given out any awards or prizes in the period 2020 to 2024?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 49)* |

1. If yes to Question 46, how many individuals have been nominated for your academy’s awards or prizes in the **period 2020 to 2024** in total, and how many of the total number of individual nominees over that period are women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of individual **nominees** |  |
| Number of **nominees** who are women |  |

1. How many individuals have been recipients of your academy’s awards or prizes in the **period 2020 to 2024** in total, and how many of the total individual recipients over that period are women?

|  |  |
| --- | --- |
|  | **Number** |
| Total number of individual **recipients** |  |
| Number of **recipients** who are women |  |

1. Does your academy offer any awards or prizes specifically recognizing women scientists?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 51)* |

1. If yes to Question 49, how many awards or prizes specifically for women has your academy given out in the period 2020 to 2024 in total? As a single award or prize may have more than one individual recipient, please also confirm how many individual women have received these awards and prizes specifically for women.

|  |  |
| --- | --- |
|  | **Number** |
| Total number of awards or prizes specifically for women that were given out |  |
| Number of women who received the awards and prizes specifically for women |  |

**JOURNAL PUBLISHING**

1. Does your academy publish scientific or scholarly journals?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 53)* |

1. If yes to Question 51, does your academy keep records of the following?

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes** | **No** | **Don’t know** |
| Percentage of women among editors-in-chief |  |  |  |
| Percentage of women among associate editors |  |  |  |
| Percentage of women on the journal’s advisory board |  |  |  |
| Percentage of women among published authors |  |  |  |
| Percentage of women among peer reviewers |  |  |  |

**OTHER INITIATIVES**

1. Does your academy currently have formal initiatives in place that focus on any of the following? (Select ALL that apply.)

|  |  |
| --- | --- |
| Mentorship of women scientists |  |
| Leadership training programmes for women |  |
| Encouragement of girls and young women to pursue STEM fields |  |
| Raising awareness of the need for gender equality |  |
| Funding for women scientists |  |
| Research on gender equality and/or women in science |  |
| Advocacy to influence gender-related policies in science |  |
| Collaborations with external organisations focusing on gender equality in science |  |
| Accommodating women with young children when they attend scientific conferences or congresses |  |
| Celebrations of international events such as the International Day of Women and Girls in Science |  |
| Initiatives addressing intersectionality (e.g., gender and ethnicity, disability, LGBTQ+) |  |
| Other initiatives focused on gender equality |  |
| (Specify: ………………………………………………………….……..) |  |

1. If you have more to say about any of the initiatives in Question 53, please provide additional information and the web link for each initiative in the space below.

|  |
| --- |
|  |

1. Does your academy have webpages dedicated to gender equality or women in science?

|  |  |  |
| --- | --- | --- |
| Yes |  |  |
| No |  | *(Skip to Question 57)* |

1. If yes to Question 55, please provide the web links:

|  |
| --- |
|  |

**EVALUATION AND MONITORING**

1. Does your academy measure the effectiveness of its gender equality initiatives in any way?

|  |  |
| --- | --- |
| Yes |  |
| Not yet, but plans are in place to do so within the next year |  | *(Skip to Question 59)* |
| No |  | *(Skip to Question 59)* |

1. If yes to Question 57, please briefly explain how you measure the effectiveness of your gender equality initiatives.

|  |
| --- |
|  |

1. In the period 2020 to 2024, has your academy received any awards or recognition for any of its initiatives to promote gender equality?

|  |  |
| --- | --- |
| Yes |  |
| No |  | *(Skip to Question 61)* |

1. If yes to Question 59, please provide details.

|  |
| --- |
|  |

**CHALLENGES**

1. To what extent does your academy face the following institutional challenges to gender equality?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Large extent** | **Some extent** | **Little extent** | **Not at all** |
| Lack of gender-disaggregated data relevant to your academy(e.g., absence of data on membership, awards, leadership, or participation, which makes it difficult to identify and track issues) |  |  |  |  |
| Lack of institutional prioritisation of gender-equality issues in your academy (e.g., reluctance within your academy to acknowledge and address gender-equality issues) |  |  |  |  |
| Limited institutional support from your academy(e.g., insufficient funding, staff, or commitment to gender-equality initiatives) |  |  |  |  |
| Underrepresentation of women in leadership and/or decision-making roles in your academy(e.g., few women in senior roles, governance structures, or key decision-making bodies) |  |  |  |  |
| Other institutional challenges in your academy |  |  |  |  |
| (Specify: …..………………..……………………………………………………….……..) |

**FINAL**

1. Is there any other information that your academy would like to share, including comments on questions in this survey that you have struggled to understand and/or answer? If so, please provide this information in the space below.

|  |
| --- |
|  |

1. We may follow up this survey with additional questions and/or interviews. Please check the appropriate box below to indicate if we may contact you again.

|  |  |
| --- | --- |
| Contact us again if needed |  |
| Do not contact us again  |  |

**THE END**

**THANK YOU FOR YOUR TIME AND EFFORT**