

המשרד להגנות מגדרית
אוניברסיטת בן-גוריון בנגב

Office for Gender Equity
Ben-Gurion University of the Negev



GENDER EQUALITY PLAN

BEN-GURION UNIVERSITY OF THE NEGEV |
OCTOBER 2022

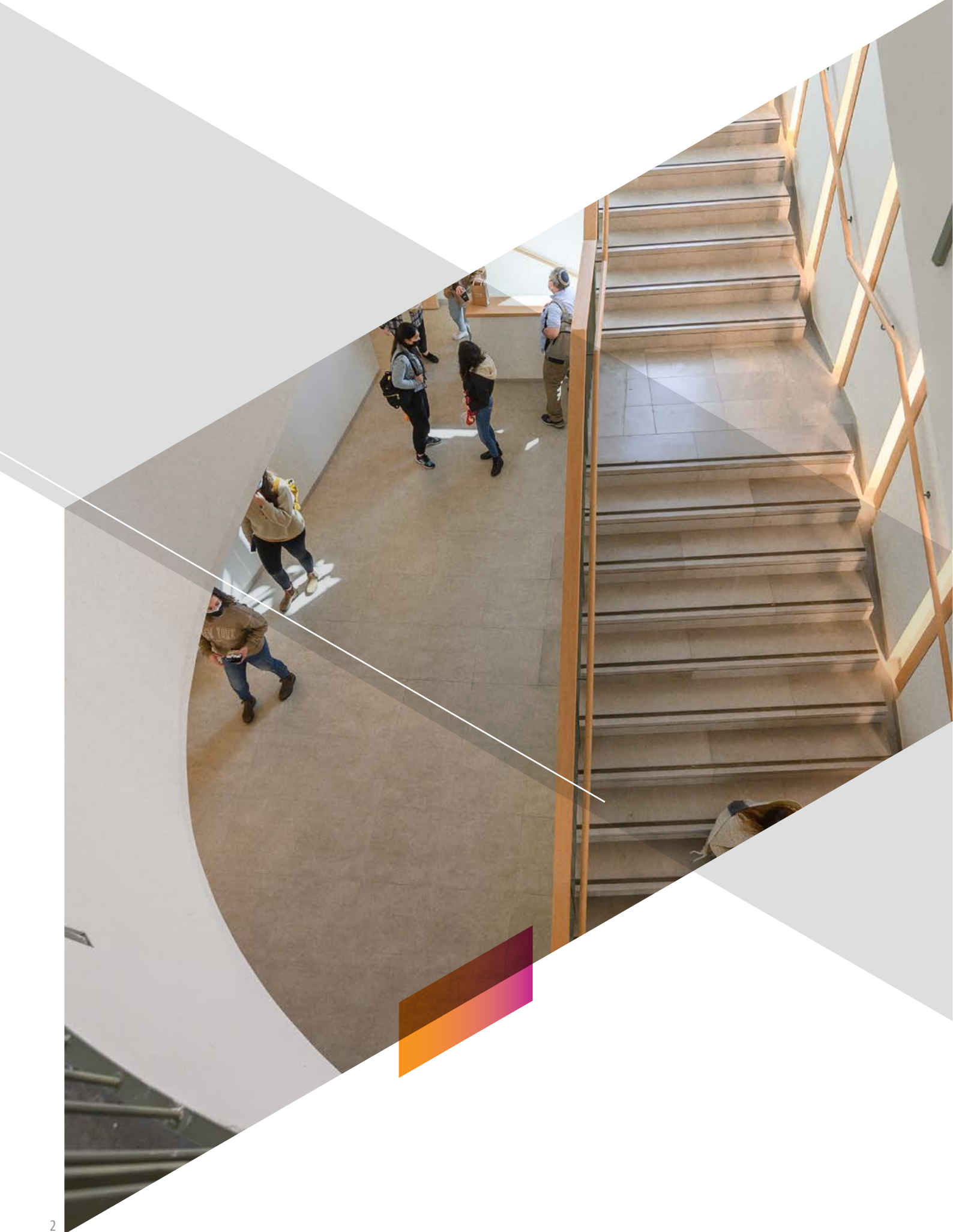


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OUR VISION FOR GENDER EQUITY

Ben Gurion University of the Negev (BGU) invests extensive resources and efforts to promote gender equality and equity in various areas. Our underlying assumption is that promoting gender equality and diversity is vital for fostering **academic excellence** and for maintaining BGU's **commitment to social justice**.

The vision of the Office for Gender Equity is to promote BGU as the best university in Israel for women and

families, and to be their first choice. The overall goal of the Office for Gender Equity is to promote **excellence through gender equity and to ensure equal gender representations throughout the organization**.

Studies show that gender equality enhances performances, and in academic contexts contributes significantly to research excellence. Gender equality in organizations such as universities, facilitates diverse

ways of thinking, boosts creativity and innovation, helps with problem-solving and decision-making and enables better tapping into the potential and talents of people in the organization. Promoting gender equity also stems from BGU's social agenda and its commitment to contribute to the betterment of Israel society at large and the Negev region specifically. Therefore, promoting gender equity brings together the two aims of BGU – the pursuit of excellence and social responsibility, and forms a solid basis for the understanding that **gender equality can be an important strategic asset for BGU**.

The Office for Gender Equity, headed by the Presidential Adviser for Gender Equity, in collaboration with other units at BGU, strives to increase the representation of women in study programs where women are a minority and increase the percentage of women in all professorial ranks and in significant decision-making forums. Moreover, it strives to make BGU organizational climate more suitable for the needs of women and families.

CHALLENGES AND GOALS:

Although there has been a great improvement in the status of women and their representation at BGU over the years, we still have a long way to go until we reach gender equality. The issues dealt with at BGU in relation to gender equality are to a great extent a reflection of broader social trends in Israel and elsewhere. However, we still have a great deal of work to do to generate change. We must invest in removing internal and external barriers, both explicit and hidden, and create an organizational climate

and culture that promotes gender equity. We must continue with full vigor to invest resources and work at all levels: socio-cultural and organizational levels. We must simultaneously take a different course of actions - to empower women, to educate, to remove policy barriers and change organizational procedures. To make significant progress, we must act vigorously and intensively on all fronts.

BGU faces the following challenges: (1) Female students are significantly underrepresented in the field of engineering sciences and in some areas in natural sciences; (2) Women are underrepresented among faculty members, especially in engineering, health and natural sciences; (3) There is a drop in the percentage of women moving up the academic ladder (the "Scissors Curve") and an underrepresentation of women in senior academic leadership positions and decision-making forums; (4) Policies and the organizational climate are not always in line with the reality of women's lives, particularly at the stage of starting a family.

To this end, this program aims to address simultaneously all of the above four challenges. This document presents the main goals and targets set by BGU for improving gender equity as well as the means for achieving them.

However, before presenting our gender equality plan (GEP), it is important to present an overview of the gender equality or inequality patterns at BGU. Part One of the GEP presents the gender equality patterns at BGU (based on the University's 2021 gender's report – a report BGU publishes every year). Part Two presents BGU's GEP, detailing our aims, targets, and action plan.

PART 1

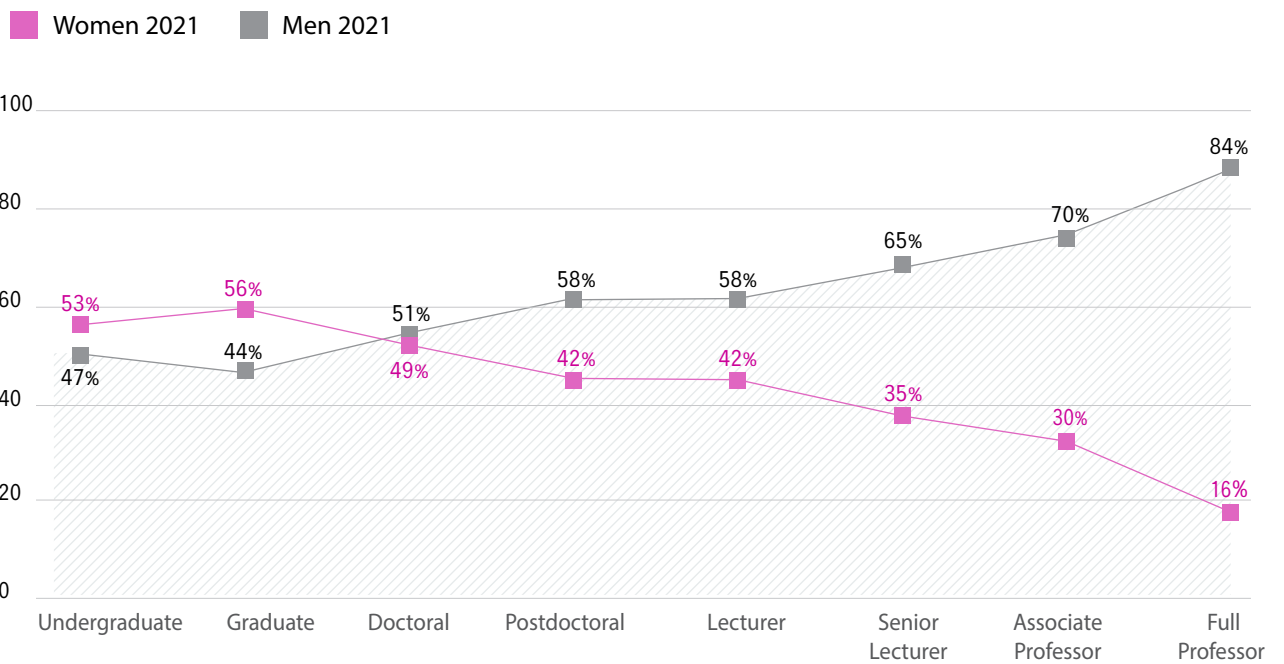
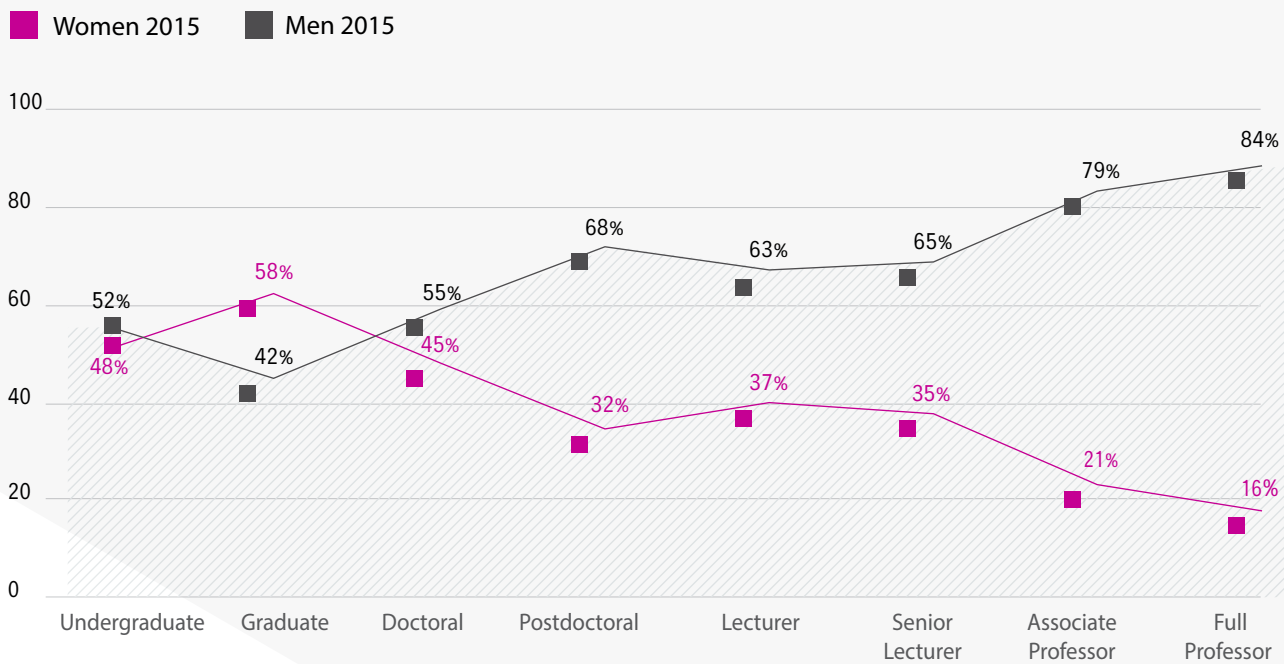
GENDER DATA REPORT

BEN-GURION UNIVERSITY OF THE NEGEV 2021

1. Overview

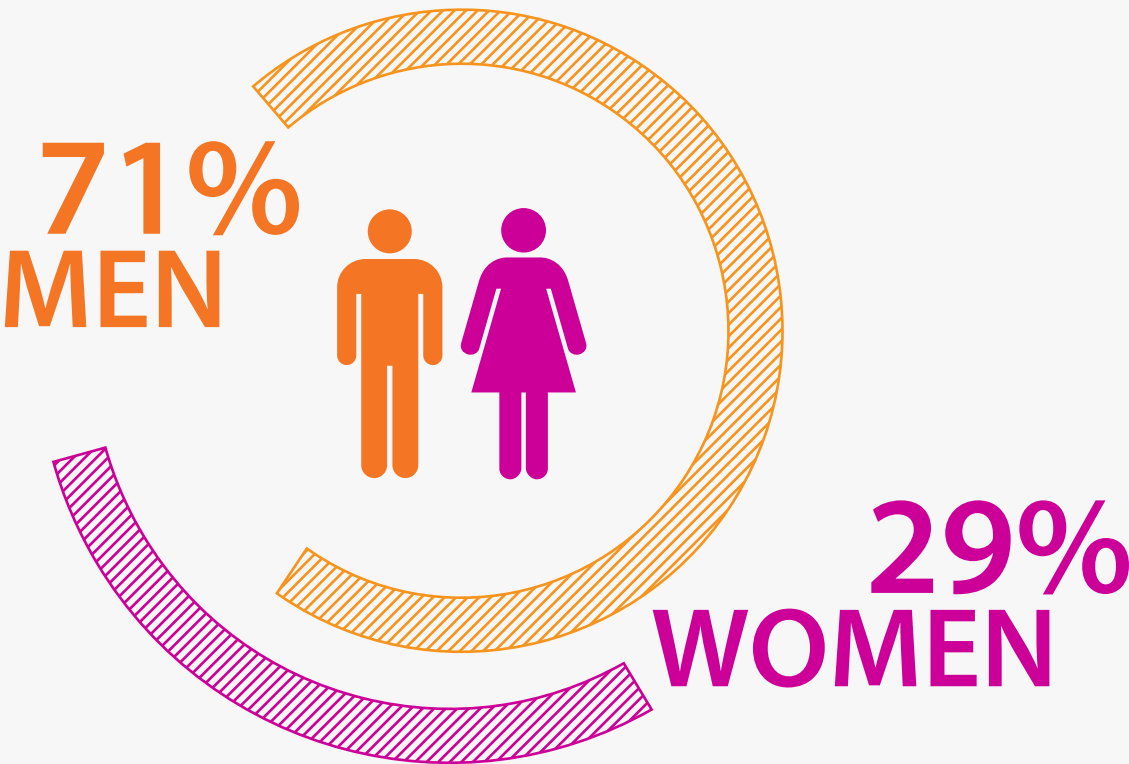


The “Scissors Curve”– A comparison Between 2015 and 2021



1.2 Overview - Representation of Women Among Academic Faculty – 2021

Gender Composition of Faculty Members in all Ranks



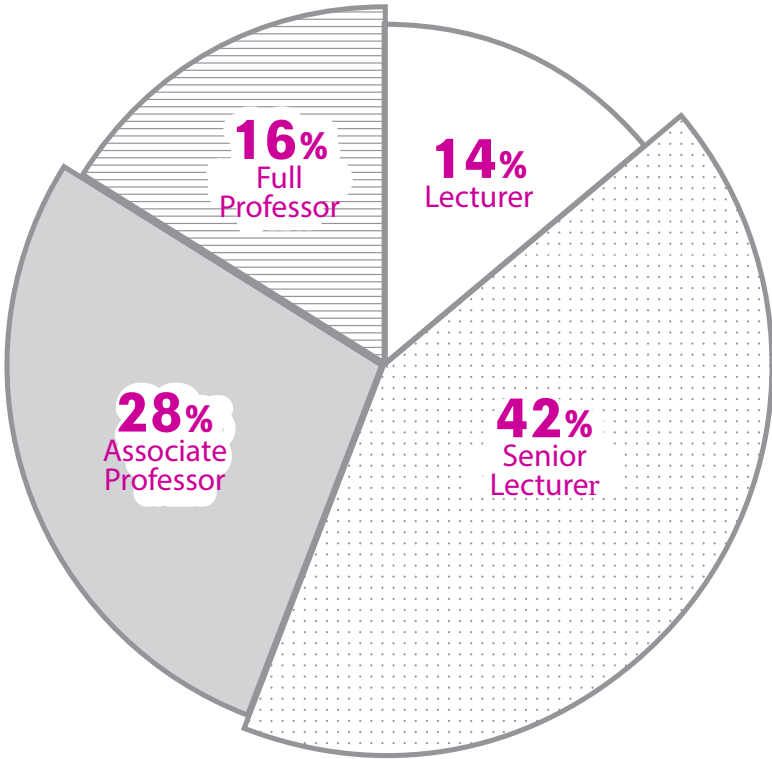
Gender Composition of Faculty Members in all Ranks - in numbers and presentages:



2. Percentage of Women and Men in Each Academic Rank - 2021

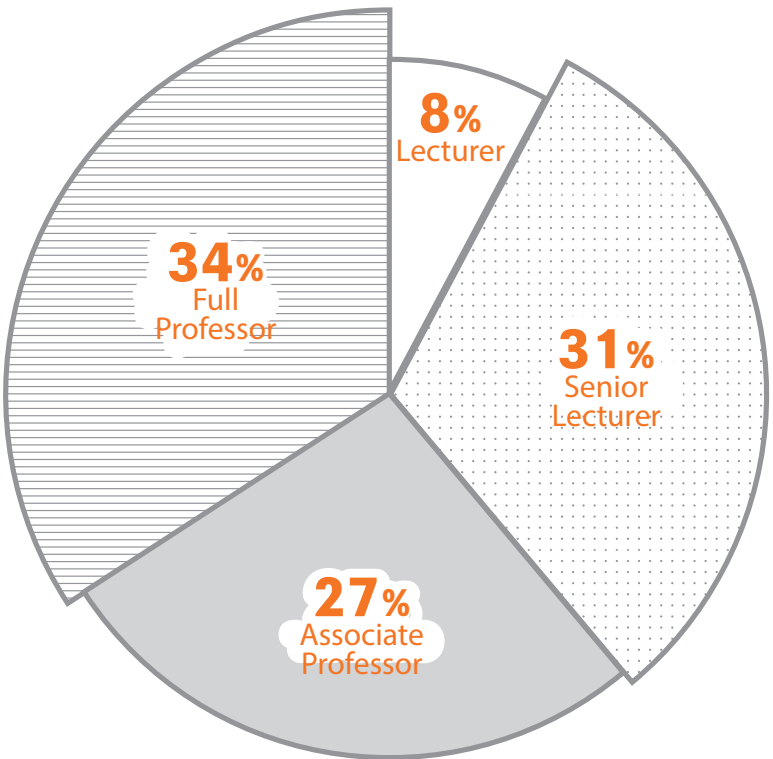
Distribution of Women by Academic Rank

44% Women in professorial ranks

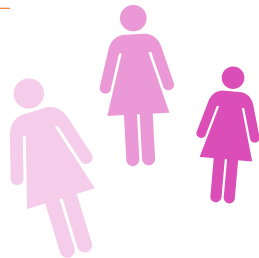


Distribution of Men by Academic Rank

61% Men in professorial ranks

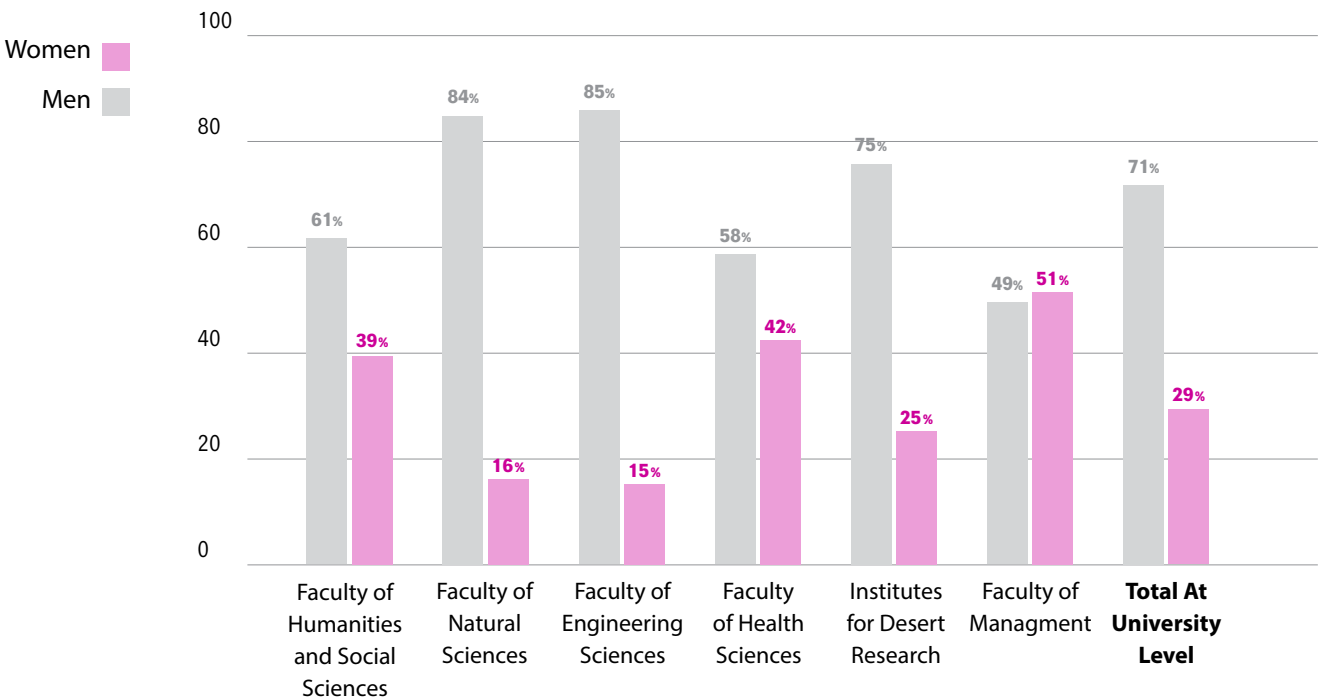


3. Percentage of Women and Men Among Academic Staff by Faculties - 2021



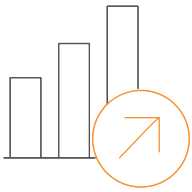
Faculty/Gender	Women	Men	Total	Women Percentage
Faculty of Humanities and Social Sciences	104	165	269	39%
Faculty of Natural Sciences	28	142	170	16%
Faculty of Engineering Sciences	29	164	193	15%
Faculty of Health Sciences	43	59	102	42%
Institutes for Desert Research	14	42	56	25%
Faculty of Management	26	25	51	51%
Total at University Level	244	597	841	29%

Percentage of Women and Men in Academic Staff by Faculties



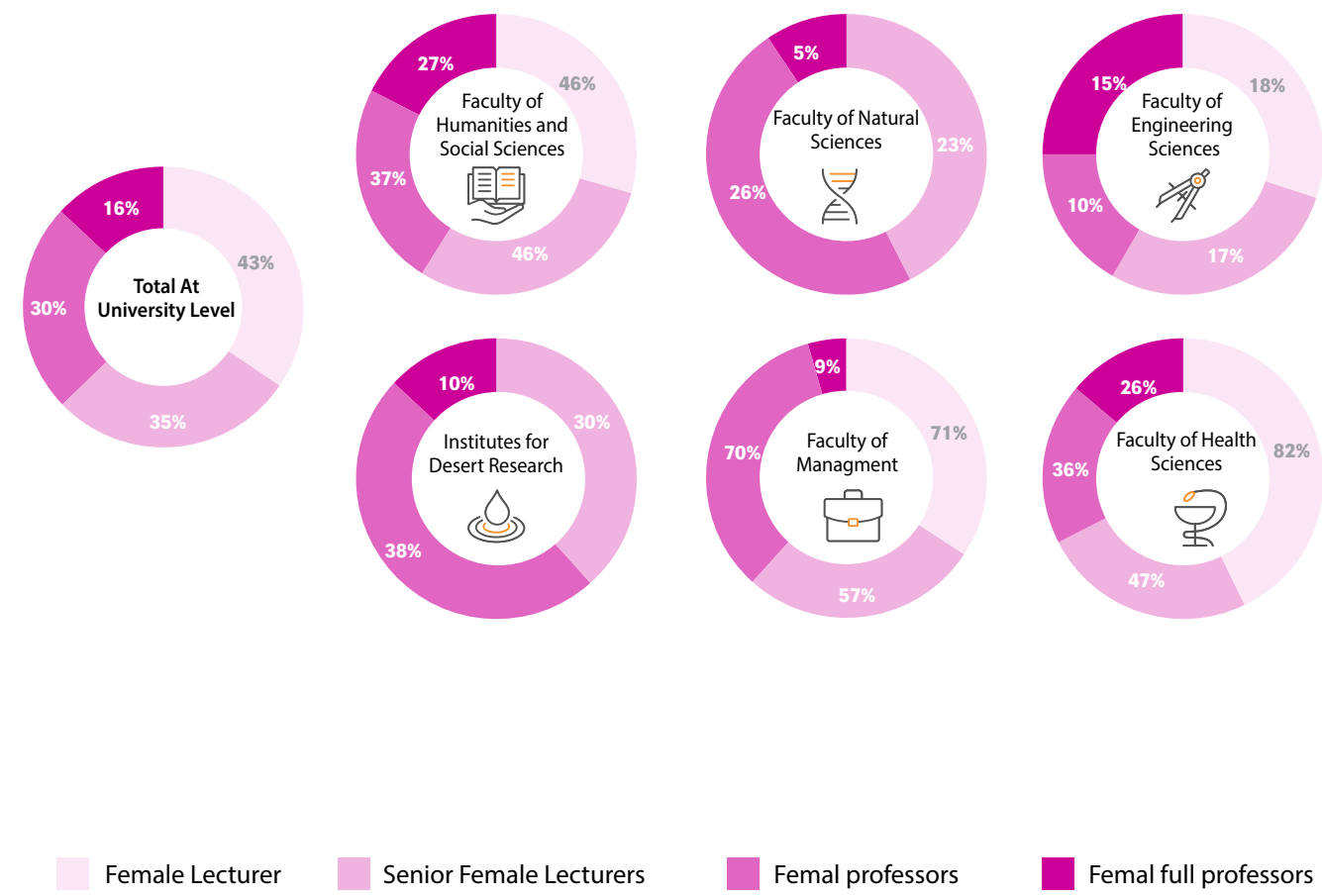
3.1 Percentage of Women and Men Aamong Academic Staff by Faculty and Rank - 2021

Faculty >		The Faculty of Humanities and Social Sciences	Faculty of Natural Sciences	Faculty of Engineering Sciences	Faculty of Health Sciences	Institutes for Desert Research	Faculty of Management	Total at University level
Lecturer	Women	18	0	3	9	0	5	35
	Men	23	7	14	2	0	2	48
	Total	39	7	17	11	0	7	81
	Women %	46%	0%	18%	82%	0%	71%	43%
Senior Lecturer	Women	43	11	12	17	6	13	102
	Men	50	36	57	19	14	10	186
	Total	93	47	69	36	20	23	288
	Women %	46%	23%	17%	47%	30%	57%	35%
Assosicate Professor	Women	26	14	5	10	6	7	68
	Men	45	40	43	18	10	3	159
	Total	71	54	48	28	16	10	227
	Women %	37%	26%	10%	36%	38%	70%	30%
Full Professor	Women	17	3	9	7	2	1	39
	Men	47	59	50	20	18	10	204
	Total	64	62	59	27	20	11	243
	Women %	27%	5%	15%	26%	10%	9%	16%





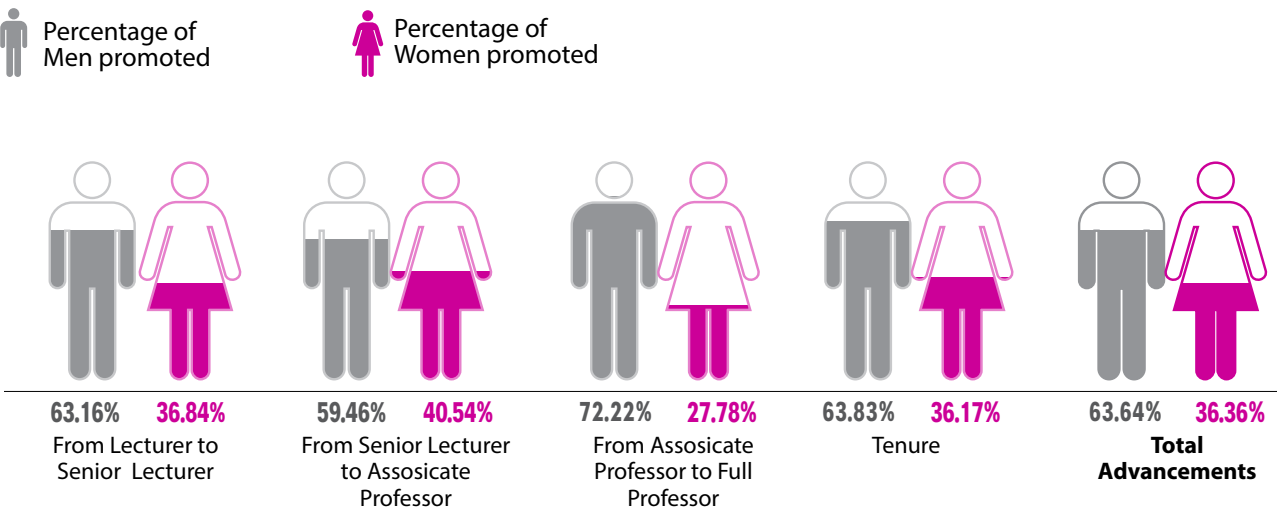
3.2 Percentage of Women Among Academic Staff by Faculty and Rank - 2021



4. Gender Patterns in Promotions Between Academic Ranks - 2021

Promotions in 2021	Women	Men	Total	Women Percentage
From lecturer to senior lecturer	7	12	19	36.84%
From senior lecturer to associate professor	15	22	37	40.54%
From associate professor to full professor	5	13	18	27.78%
Tenure	17	30	47	36.17%
Total Advancements	44	77	121	36.36%

Promotion Patterns of Men and Women in 2021



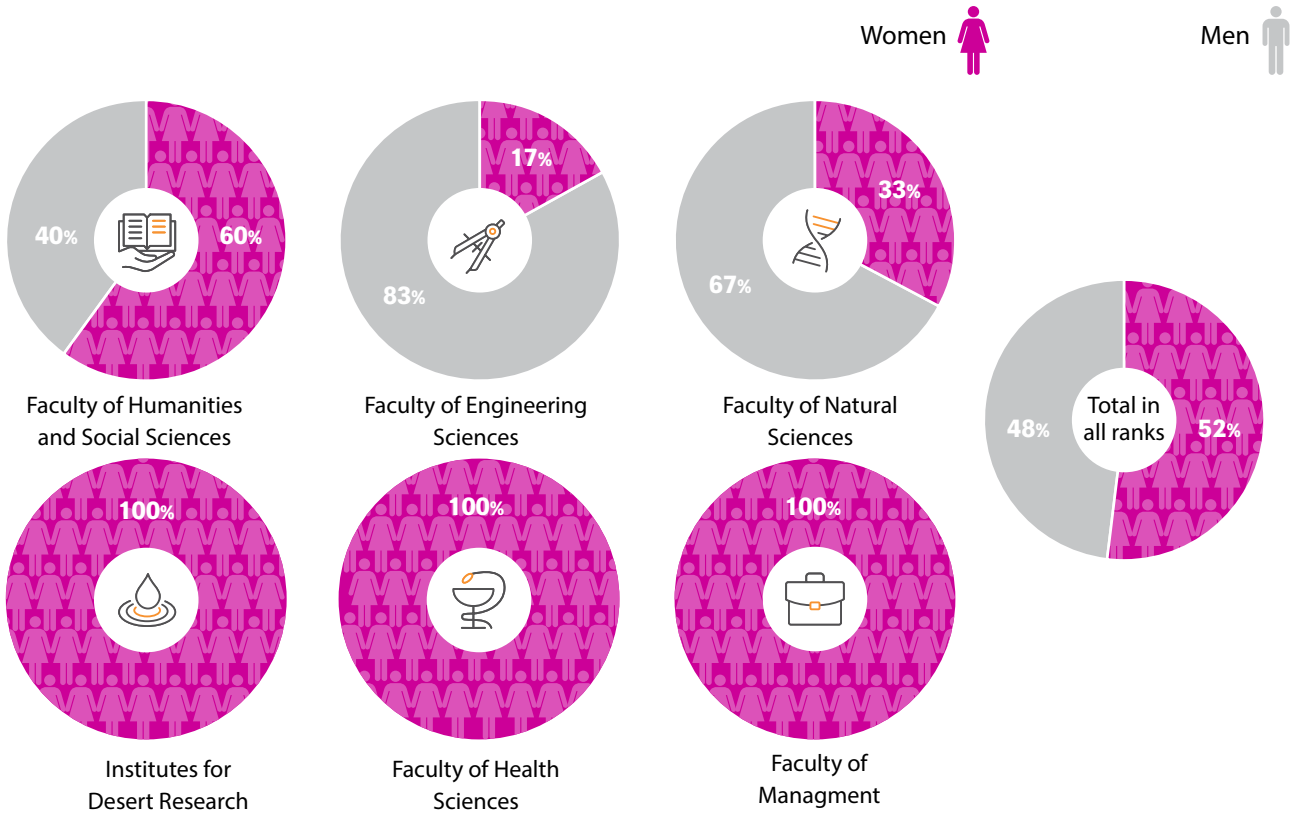
5. Gender Patterns in Hiring - Percentage of Men and Women by Rank and by Faculty - 2021

Faculty		Faculty of Humanities and Social Sciences	Faculty of Natural Sciences	Faculty of Engineering Sciences	Faculty of Health Sciences	Institutes for Desert Research	Faculty of Managment	Total At University Level
Lecturer	Women	3	0	0	1	0	0	4
	Men	4	0	1	0	0	0	5
	Total	7	0	1	1	0	0	9
	% Women	43%	0%	0%	100%	0%	0%	44%
Senior Lecturer	Women	3	1	1	0	1	1	7
	Men	0	1	4	0	0	0	5
	Total	3	2	5	0	1	1	12
	% Women	100%	50%	20%	0%	100%	100%	58%
Associate Professor	Women	0	0	0	0	0	0	0
	Men	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0
	% Women	0%	0%	0%	0%	0%	0%	0%
Full Professor	Women	0	0	0	1	0	0	1
	Men	0	1	0	0	0	0	1
	Total	0	1	0	1	0	0	2
	% Women	0%	0%	0%	100%	0%	0%	50%

5.1. Gender Patterns in Hiring - Percentage of Men and Women by Rank and by Faculty - in Graph 2021



Gender Patterns in Hiring - Percentage of Men and Women by Rank and by Faculty - in Graph 2021



* Appointments of BGU President are not calculated here

6. Percentage of Male and Female Students by Degree and Faculty, 2021



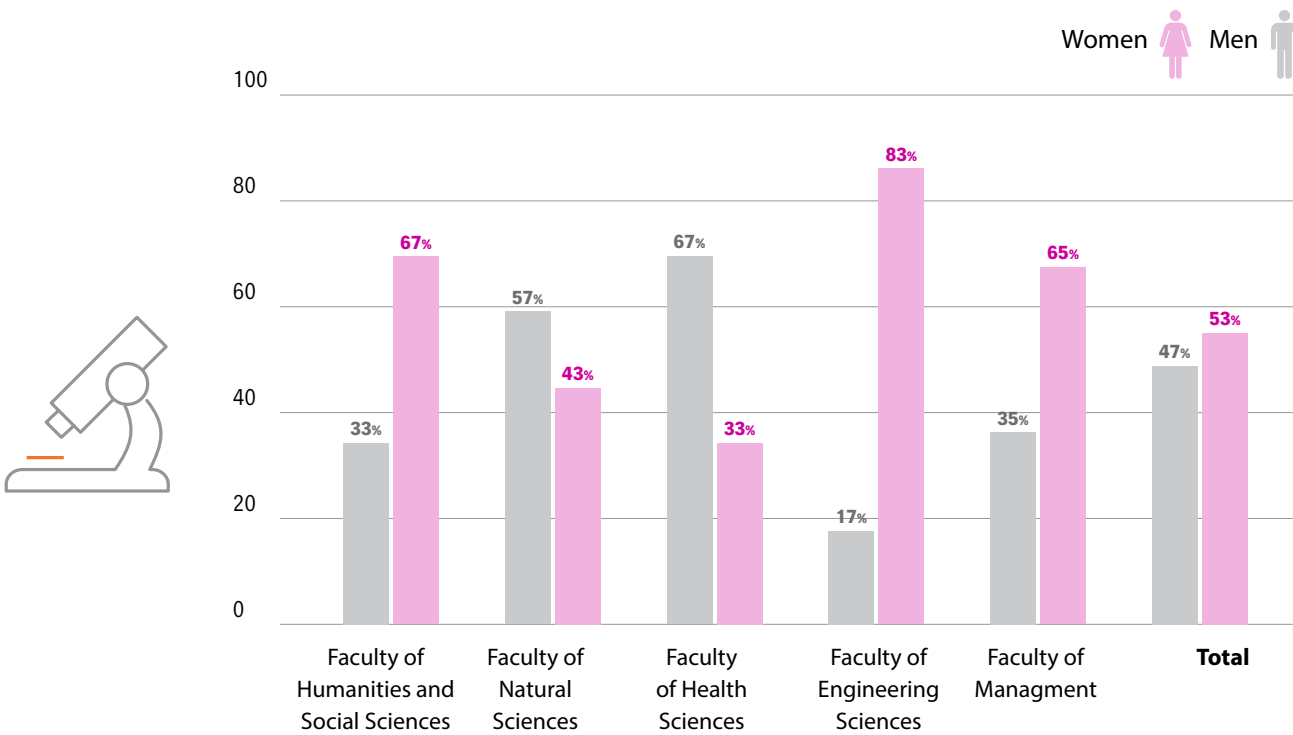
Faculty		Faculty of Humanities and Social Sciences	Faculty of Natural Sciences	Faculty of Engineering Sciences	Faculty of Health Sciences	Institutes for Desert Research	Faculty of Managment	Total
Bachelor's degree	Men	1732	1372	3613	242	0	465	7424
	Women	3564	1044	1754	1185	0	857	8404
	Total	5296	2416	5367	1427	0	1322	15828
	Women %	67%	43%	33%	83%	0%	65%	53%
Master's degree	Men	272	215	696	168	52	501	1904
	Women	770	126	270	654	46	558	2424
	Total	1042	341	966	822	98	1059	4328
	Women %	74%	37%	28%	80%	47%	53%	56%
Doctoral degree	Men	236	171	286	105	52	24	874
	Women	341	129	141	146	57	33	847
	Total	577	300	427	251	109	57	1721
	Women %	59%	43%	33%	58%	52%	58%	49%
Postdoctoral	Men	45	82	49	15	41	2	234
	Women	67	31	19	23	24	3	167
	Total	112	113	68	38	65	5	401
	Women %	60%	27%	28%	61%	37%	60%	42%



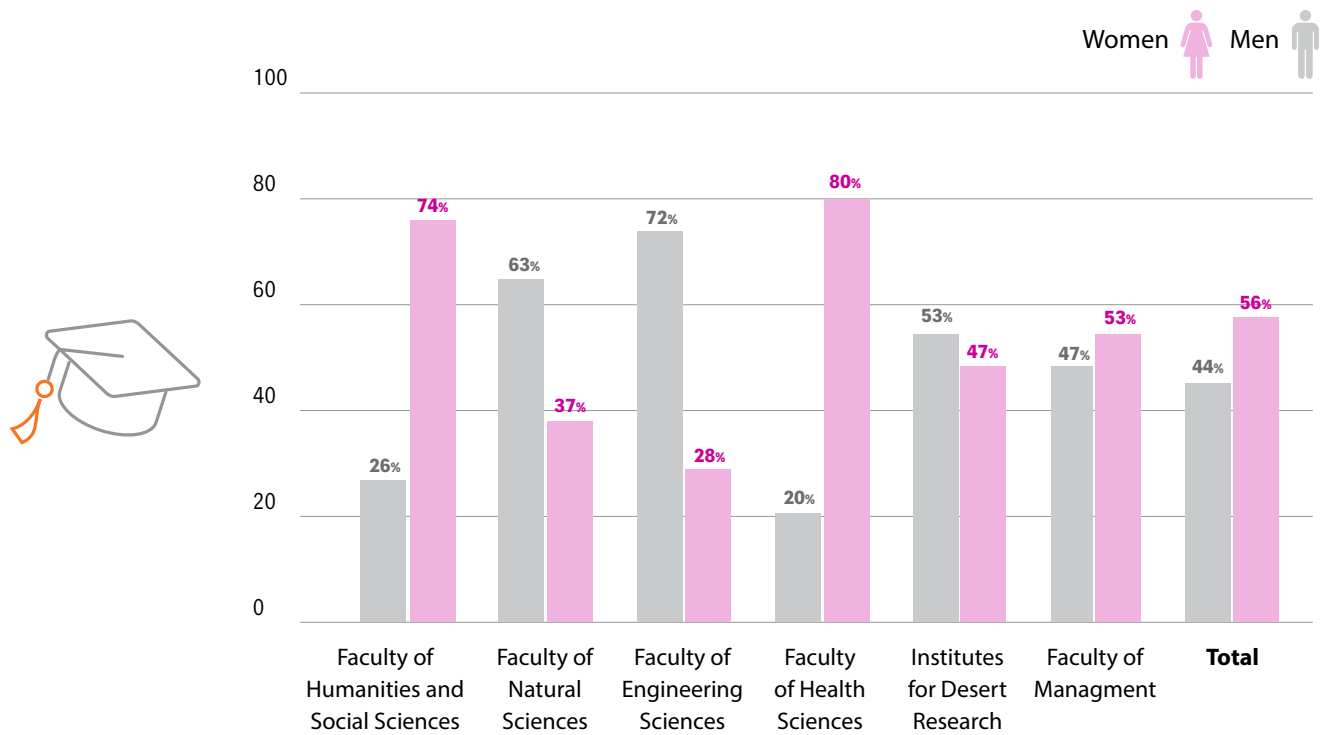
The report does not include students who identifies as non-binary. It does not include, teaching diplomas and non-degree tracks. Ben-Gurion Research Institute for the Study of Israel and Zionism is included in the Humanities and Social Sciences. * Medicine studies (M.D.) are not included in the data: Total of 889 students of which 518 are women (58%)

6.1 Percentage of Male and Female Students by Degree and Faculty, 2021 - Graph

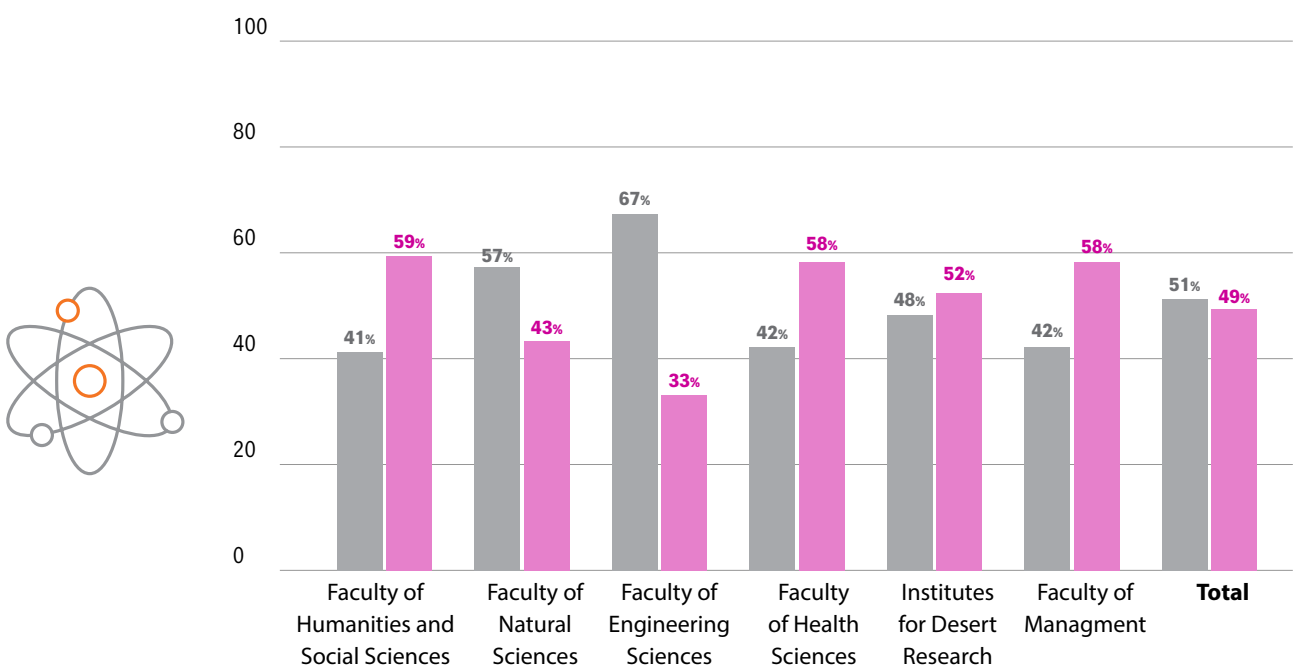
Undergraduate Degree - Women and Men (%)



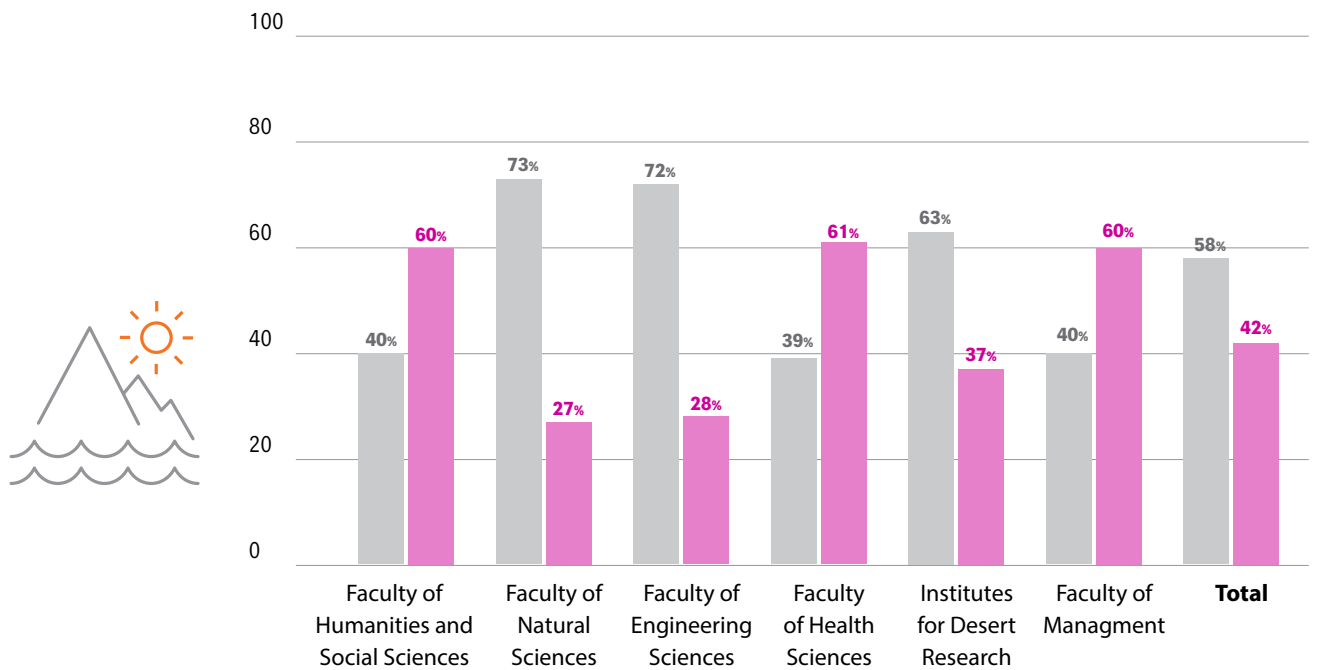
Graduate Degree - Women and Men (%)



Doctoral Degree - Women and Men (%)



Postdoctoral Degree - Women and Men (%)



PART 2 – OBJECTIVES, TARGETS AND PLAN OF ACTION

Objective No. 1: Increase the percentage of female students in STEM fields

Objectives to be Achieved	Goals and Targets	Milestones and Courses of Action
1 Increase the percentage of female undergraduate students in STEM fields.	Increase the percentage of women among STEM students to at least 35%.	<ul style="list-style-type: none">Run dedicated marketing campaign to encourage women to enroll in high-tech professions (engineering and computer sciences).25 scholarships of NIS 4000 each will be offered to outstanding female candidates in STEM fields to encourage women to enroll in these programs.
2 Adapt the admissions procedure for undergraduate degrees by removing barriers faced by women seeking to enroll in STEM subject.	Increase the percentage of women studying certain areas in engineering (such as electric and computer engineering) to 35% by removing the barrier, many potential female students did not take advanced physics in high school.	<ul style="list-style-type: none">Develop a screening procedure that will remove barriers women face when applying for degrees in STEM where women are a striking minority.Pilot project – 2022-2023 – launching a pre-enrollment physics course for women candidates who took advanced math in high school but did not take advanced physics. It is hope that this will enable them to take degrees where advanced physics is a prerequisite and women are a minority.
3 Promote an organizational climate that supports women and makes BGU the first choice for female students in high-tech professions.	Create a support system for female candidates and undergraduate students.	<ul style="list-style-type: none">Ecosisters - a mentoring program for female candidates in STEM subjects from the moment they apply to BGU until they start their first year. Mentorship is provided by female doctoral students in the relevant departments who act as role models.Support student organizations that promote the advancement of women in STEM subjects, such as Queen-B, Prowoman and She Codes.Offer career development and empowerment workshops for women enrolled in STEM degrees.Commemorate the International Day for Women and Girls in Science by holding a university event and a prize-winning competition for female research students and girls participating in scientific projects.
4 Encourage girls to pursue STEMdegrees.	Create a collaboration between BGU and schools in the area and outreach to girls in junior and high schools. plant the seeds and encourage them to pursue higher degrees in STEM in the future, making BGU their natural future choice.	<ul style="list-style-type: none">Develop a program for girls in computer sciences – that includes preparatory courses and courses in computer sciences that will be recognized when they enroll in undergraduate degree at BGU in the future. The program will also include academic mentoring and emotional-mental support for the participants.Girls in Science Conference for 9th grade students in the south.Host groups of girls in the seventh and eighth grades (before they chose advanced high-school courses) from Beer-Sheva. During their visits they will have the opportunity to visit research labs and meet with female research students and faculty talking to them about career in sciences.

Objective No. 2: Increase Gender and Social Diversity in the Recruitment and Hiring of new Faculty (Turner-Track Positions); Increase the Percentage of Women Among New Faculty Members

Objectives to be Achieved	Goals and Targets	Milestones and Courses of Action
1 Increase the percentage of women hired as turner-track faculty.	To reach at least 40% of women, from different social groups, among new faculty hiring.	<ul style="list-style-type: none">“Hidden biases” workshops for members of departmental appointment & promotion committees and the university appointment committee.Changes introduced to the Appointments & Promotions Regulations - approved by the Senate in 2022:Departments are required to put together and commit to a gender diversity plan with clear-cut targets as a condition for starting a search for new faculty.Short lists of candidates must include female candidates.If there are male and female candidates with equal credentials, the department appointment & promotion committee will give preference to the female candidate.Designing in collaboration with deans and heads of departments in faculties and departments where there is a particularly low percentage of women among faculty and new appointments (engineering, natural sciences, health sciences and the Desert Research Institutes), Designing tailor-made recruitment plans in collaboration with deans and heads of .In cases where a female candidate has outstanding credentials and there is no available position at the relevant department, creating an additional position will be considered (in areas defined as problematic in terms of recruiting female faculty).
2 Building an academic reserve.	Increasing the number of women who meet the threshold requirements hiring.	<ul style="list-style-type: none">Workshops for female doctoral students to help them prepare an academic portfolio.Scholarships for Arab female research students, five scholarships of NIS 25,000.Preparing for postdoctoral programs conference.A year-long ongoing workshop for first generation female doctoral students.
3 Increase the percentage of women hired in STEM subjects.	Increase the percentage of women among new faculty to 40% in the next five years.	<ul style="list-style-type: none">A postdoctoral scholarship for women who received an offer for a postdoc abroad, to create a reserve for recruiting new female faculty in these subjects – at least four postdoctoral fellowships will be awarded each year.Twenty travel grants will be awarded to female PhD students who seek a postdoctoral position abroad to allow them to travel and establish the initial contact.Cultivating relationships with female postdocs to increase the chances of them applying for a position at BGU and receiving it. Funding a visit to the relevant department so they can deliver a seminar and meet with faculty membersAdding BGU to the mentoring program WISER – a network of Israeli female postdoc fellows abroad. This will also enable us to search for suitable female candidates.

Objective No. 3: Reduce the gender representation gaps in higher academic ranks, academic leadership, and decision-making forums

Objectives to be Achieved	Goals and Targets	Milestones and Courses of Action
<div>1</div> <div>Increase the percentage of female academic faculty promoted to the rank of associate professor and full professor.</div>	<div>For the next five years to increase the percentage of women in professorial rank by around 3% each year.</div>	<ul style="list-style-type: none"> • Reduce gender biases in promotion procedures and raise awareness to gender biases through a gender bias workshop for those involved in promotion processes (departmental promotion committees, department heads, faculty promotion committee and members of the University Promotion Committee). In the amendment to BGU's Appointment & Promotion Regulations, participation in the gender biases workshop, for the above officials, is mandatory. • A periodic evaluation of the portfolios of female faculty members - meaning that they no longer need to initiate their own promotion process (The new Appointments & Promotions Regulations, 2022). • In accordance with the new Appointments & Promotions Regulations and in order to monitor the rate of promotions of women and initiate promotion processes when necessary, all Departments will submit a promotion reports to the Dean and to the Office of Gender Equity once a year.. • In view of the awareness that even mid-career faculty members need support in promotion processes, a mentorship program will be designed where female full-professors will mentor senior lectures and associate professors with the aim of encouraging women to build a "portfolio" for promotion. • BGU has established a new mentorship program for new faculty (men and women). One of the components of the training program for mentors will be developing gender awareness, including awareness of the specific challenges that women face in academia.



Objectives to be Achieved	Goals and Targets	Milestones and Courses of Action
<div>2</div> <div>Increase the percentage of women among BGU's senior leadership.</div>	<div>To integrate at least 3-4 more women in senior leadership positions within the next five years.</div>	<ul style="list-style-type: none"> • Development and implementation of an academic leadership program designed for female faculty members at the ranks of associate professor and full professor. • Maintain a 50% representation of women in appointment and promotion committees to reflect the change in the Academic Regulations adopted in 2021. • Establish a Professorial Forum for women that will meet once a semester with the aim of creating a support network for women and encouraging them to take key positions. • Targeted recruitment of women for senior leadership positions. • Build a system of rewards and support for women who hold several (non-remunerated) positions.
<div>3</div> <div>Develop a reserve for future leadership.</div>	<div>Nurture and empower faculty members at the rank of lecturer and senior lecturer in order to prepare them for leadership positions in the future.</div>	<ul style="list-style-type: none"> • Young PI workshop - a research leadership development workshop for young female researchers. • Operate a network of lean-in groups. • Develop awareness of gender biases and gender sensitivity among male and female faculty members mentoring new faculty members - combine a gender bias workshop with the mentors' training. • Empowerment and career development workshops such as parenting and career, time management, laboratory/research group management, marketing and branding. These workshops are designed for young female faculty. • Establish a lecturers forum that meets twice a year in order to create a network.
<div>4</div> <div>Develop female leadership among administrative staff.</div>	<div>Increase the percentage of women among administrative staff taking part in committees and decision-making processes.</div>	<ul style="list-style-type: none"> • Gender bias workshop for administrative staff managers (VPs, human resources, heads of management, etc.). • Devise a work plan for the advancement of women in decision-making circles together with Human Resources.

Objective No. 4: Improve satisfaction among female students, administrative staff and, academic faculty by adapting an organizational climate that is gender and family life sensitive

Objectives to be Achieved	Goals and Targets	Milestones and Courses of Action
<div>1</div> <div>Improve the organizational climate and develop an institutional environment that is adapted to the needs of women and families.</div>	<div>Improve satisfaction among female students, administrative staff and academic faculty by adjusting the institution to the life realities of women and families.</div>	<ul style="list-style-type: none"> Conduct an organizational climate survey among the relevant populations to identify issues that require improvement and developing and action accordingly. Develop a plan for the expansion of daycare facilities on campus. Support student organizations that aim at advancing women and a women friendly organizational climate Participate in the Wisemama Project - a national project for mentoring female students who are mothers by student who are mothers themselves at more advanced stages. As of 2021, there is a procedure at BGU that stipulates that there will be no academic regular activity (except for teaching) after 3:30 p.m. Provide relief in teaching for mothers returning from maternity leave - went into effect in 2022. Give male and female faculty members an additional year before tenure in cases of birth, adoption, surrogacy, fertility treatments or caring for a spouse/child/parent with a chronic illness - approved in 2021. Extend scholarships for female doctoral students and postdocs in cases of birth, adoption, surrogacy, fertility treatments. Steps taken as a result of the aftermath of COVID-19 pandemic (approved in 2022) - Extension of scholarships for doctoral students who are mothers at the fifth year of the doctoral program and providing a teaching relief to faculty before tenure who are parents to young children.
<div>2</div> <div>Raise awareness and visibility of gender equality issues.</div>	<div>Hold 4-6 events a year in order to raise awareness of these issues.</div>	<ul style="list-style-type: none"> Hold an event on the International Day for the Elimination of Violence Against Women. Hold an event on International Women's Day Hold a series of lectures on diversity and gender in academia - 6 sessions a year. Hold a university competition for projects aimed at promoting gender equity. Set up a stand at the start of the academic year's fair with materials and information on gender equity and the activities of the office for Gender Equity. Put together a yearly gender report. Publish a special edition of the BGU's magazin for the International Women's Day commemorating the achievements of women at BGU.



Objectives to be Achieved	Goals and Targets	Milestones and Courses of Action
<div>3</div> <div>Increase the accessibility of information on women's rights at BGU for female students.</div>	<div>Improve the level of awareness of female students of their rights and create support networks.</div>	<ul style="list-style-type: none"> Dissemination of a <i>Know Your Rights</i> leaflet for female students, specifying their rights and the services available to them. Motherhood and career workshops for female doctoral students. Career development workshop for female students.
<div>4</div> <div>Develop awareness of gender-sensitive writing in university publications and correspondence.</div>	<div>Introducing a gender-sensitive format of writing in all university publications and correspondence, including websites, newsletters, exams, etc...</div>	<ul style="list-style-type: none"> Gender-sensitive writing workshops (for marketing, HR, students coordinators, examination unite, etc.). Rewrite official university forms and correspondence to conform with gender-equitable writing.
<div>5</div> <div>Increase the percentage of women among recipients of excellence scholarships and external awards.</div>	<div>Have equal representation of women and men in short lists that BGU submits to external foundations and prize competitions for students and faculty members.</div>	<ul style="list-style-type: none"> Introduce a gender representation procedure for short lists. A final list of candidates from which candidates are chosen for scholarships and prizes, must include women at the same rate as their representation in the population in question. Active search for female candidates through the Office for Gender Equity and heads of academic units. In case of two applications for scholarships one by a man and one by a woman with the same or similar credentials, preference will be given to women.

