

The Human Brain Project (HBP) FET Flagship SGA2 Call for Expressions of Interest (CEol)

“Best Concepts and Ideas for Diversity in Research and Management”

Call Text

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Proposal Submission Deadline:	14 Oct 2019 at 17:00 CET
More information	Calls for Expression of Interest Diversity and Gender Equality Activities info@opencalls.humanbrainproject.eu
Proposal submission	HBP Open Call Platform

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1. The Human Brain Project

The Human Brain Project ([HBP](#)) is an ambitious 10-year research initiative that is part of the [EU's Future and Emerging Technologies Flagship programme](#). In line with the European Commission's [RRI guidelines](#) and the [gender agenda for Horizon 2020](#), the HBP aims to play a pioneering role in promoting awareness and advancing [gender equality in research teams and decision-making, as well as in research content and innovation](#).

This call is open for members of all HBP Partner Institutions, especially scientists and science managers at an early career stage.

2. Scope of this Call for Expressions of Interest

Diversity and equality have been increasingly recognised as benefit for research and society. For complex tasks, a diverse team may achieve better outcomes than a homogenous group.

Gender and other diversity aspects are not only important for teamwork but can also be **important elements in scientific research projects** that might lead to additional insights and knowledge or far-reaching results. The importance of inclusion of diversity variables, like gender dimensions, in research projects, has been widely recognised, for example in the Horizon 2020 programme.

The HBP would like to increase the visibility of researchers at the beginning of their career, researchers who are interested in developing **concepts for improving gender equality, including diversity, creating role models and best practices** on improving equal opportunities.

This Call for Expression of Interest (CEoI) invites applications for the **following categories** in management and science:

- 1) **Best Ideas and Measures to improve equal opportunities** in scientific research teams or in the overall HBP

The HBP will honour the best ideas and measures that focus on improving equal opportunities in various settings; we strive to implement these best practices in the HBP.

- 2) **Best Scientific Research Project that integrates diversity** (sex, gender, further intersectional variables like age, specific diseases etc.)

The HBP will honour research projects for integrating sex, gender and further diversity dimensions in their research design (see also [H2020 Guidelines](#)).

Terminology:

- The term **gender** refers to the **social construction of women, men, and non-binary persons**: societies and cultures associate competences, behaviours and attitudes with a person's biological sex. Expectations and ascribed roles lead to further differences in persons' paths through life, for instance by influencing if and how occupational choices and achievements are recognised.
- **Sex** refers to the **biological differentiation** between "male" and "female", determined by chromosomes, genes, hormones, and anatomy. However, the idea of two discrete sexes is overly simplistic. The concept of "intersex" refers to a variety of conditions, in which the combination of sexual, anatomical, and physiological factors does not fit to the typical definition of male and female ([Ainsworth 2015](#), [ISNA 2015](#)).
- When referring specifically to sex as a biological characteristic, the terms "**female**" and "**male**" should be used. It is recommended to use the terms "women" and "men" when both biology and culture are concerned ([see European Commission 2013, p.50](#)).

The **term diversity** comprises the manifold traits, characteristics and differences of human subjects based on various dimensions. Some of these traits are inherent (e.g. sex, ethnicity, sexual orientation, body composition, physiology, age), some are ascribed or acquired (e.g. gender, skills, knowledge, technological literacy) and others are context related (e.g. different mobility needs in private and working context, social and economic background, working and living environment,

lifestyle). The European Union acts to prevent discrimination on grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation (see also [EU Charter of Fundamental Rights](#)).

3. CEol Submission and Evaluation Process:

Submit your application until **14 October 2019** at 17:00 Brussels time (CET) at the [HBP Open Call Platform](#)

An internal evaluation committee will select the most outstanding and promising concepts, which will be presented at the HBP Summit to a large scientific audience and representatives of the European Commission. **Registration and travel expenses of award winners will be covered.** The results of the call and winning projects will be presented on the [HBP Gender Website](#).

More information, including the Proposal Submission Template and the Guide for applicants, can be found at the [HBP Open Call Platform](#)

If you have further questions, please contact us at: info@opencalls.humanbrainproject.eu